



City of Seattle Initiative for Regional Pre-Apprenticeship Collaboration

Meeting #6 Friday, July 22 2016 8:00 – 10:00 am South Seattle College Georgetown Campus Bldg C 122

Meeting Minutes

Summer Sessions July 22 + August 26 = limited attendance working sessions with: Pre-Apprenticeship Managers, Apprenticeship Coordinators, Public Partners Only

We will return to full Collaborative Meetings Friday, September 23, 2016

- With a focus on bringing Contractors to the Table

8:00 am Welcome and right to business (19 in attendance)

Preferred Entry Update on City Projects (July):

	PACE	Alex	Laborer 440	Mid Mt	SeaWall
	PACE	Tristan Brown	Laborer 440	Mid Mt	SeaWall
	ANEW	Andrea Ornelas	Laborer 440	Walsh Group	Denny Substation
?td:	(ANEW)	Nicole Carty	Laborer 440	Shimmick	Denny Network)

City Projects Preferred Entry Promotion:

- *Denny Substation Tour Week of August 15 for Pre-Apprentices + Outreach Partners. Please let us know your availability. Jon will schedule tour when he returns August 8.
- *We would love to bring Contractors to tour your Pre-App + interview your students
- *Rich Pentin (Olson Bros/Blue Ridge Conduit) visiting PACT next Tuesday, July 26

Prime Contractors cooperative with CWA's / supportive of Pre-Apprenticeship:

Atkinson, Andersen, Hoffman, Stacy+Witbeck, Absher, PCL, Sellen, Exxel, Turner, McDonald-Miller, McKinstry, Forest Sound, Walsh

Should we invite Contractors to the Regional Collaboration? If so, what are next steps?

- Absolutely YES. They are a key (the last) link to the pre-apprenticeship pipeline.
- AGC should also attend this Collaborative.
- Essential to create the onsite cultural change we seek + forecast workforce needs.
- We should all (on our own) begin to invite them to the **September 23 meeting.**
- Overlapping invitations = not a problem (actually = a good thing).
- PREP:
- We must provide them with some reference / stated purpose of this Regional Collaboration + why we want them at the table (Jon promised to draft this per framework from inaugural meeting).
- We must show them / teach them the process.
- Owners = key role in education, expectations, communication, and consequences.



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Apprenticeship Application / Dispatch Hall / Transition / Retention Challenges:

- Pre-App Graduates must make it VERY clear to Apprenticeship Coordinators and then Craft Dispatchers that they are 1. Pre-App. Graduate + 2. Priority Hire Zip Code
- Essential part of Pre-Apprenticeship = improving hands-on education re: nuances and realities of each craft – the differences between crafts – the true skills needed to succeed in each craft – the long term commitment required (4 yr-Journey Out / 30 yr Career). REALITY.
- Pre-Apprenticeship relationship + communication with Contractors = Key!
- Pre-Apprenticeship weekly communication with Graduates = Key!
- Pre-Apprenticeship must introduce them to the structure/culture/system at the next level and push them to pay attention, learn the new system quickly, find their “go-to” person, allies, resources necessary for success.
- Pre-Apprentice Graduates MUST return to inspire + guide those coming up behind them.

Mentorship (Follow-Up from June 24 Meeting):

- All industry experts agree: mentorship = powerful retention strategy.
- KC Brightwater Project and Trades Mentor Network = solid past examples.
- Since our last meeting, Lisa Marx (Carpenters Apprenticeship Liaison) has created a Mentorship Network Program for the Carpenters.
 - o Already in place = 1st Year Journey Level Leadership Class. So she called everyone who took the class and ask them if they are interested in being a mentor. Develop list of Mentors – provide them with packet of information for successful mentorship – make their names + numbers available to new apprentices at Orientation.
 - o Already in place = Sisters in the Brotherhood supporting female apprentices.
 - o Started building it in partnership with E Board
- Shana Peschek (CCE), Lee Newgent (BCTC), UW building Mentorship Program.
- **Joe:** Cement Masons mentorship program exists but needs significant upgrade.
- **Jim:** WWMasonry mentorship program = component of Foreman Training for 4th yr. App's + 1st yr. Journey's. It is not as consistent as it needs to be to be truly impactful
- **Clay:** Electrician's have foreman/leadership class, but no mentorship network.
- **Heather:** Plumbers+Pipefitters have Ladies in the Pipe Trades Mentorship Program (men encouraged to participate). Coordinators call contractors personally to hold them accountable for support + training of apprentices. Mentors/Mentees do community activities + service projects together – develop natural leadership skills.
- Plumbers+Pipefitters = Take applications year round – hands-on test, interview, weekly math test (ED Ready Math) + Kahn Academy support. 10% women. 39/40 new apprentices = Helper/Utility Role first to support their transition into the full time trade. 22% of our applicant list are already working as Helpers. Recent ANEW + PACT apprentices on board.
- Bob Z: Get Contractors involved. Put Flyers up encouraging people to participate. Don't reinvent the wheel: Brightwater + Trades Mentor Network worked!! Get ahold of some of those who were a part of those programs and pick their brains /



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use them to re-start. This Regional Collaboration should propose to the Seattle King County Building Trades to re-open the Trades Mentor Network.

- Keith Wier (IBEW) agreed to propose that idea to the Seattle/KC BCTC

Funding

- “4 year NOFA Grant fits this Regional Collaboration’s goals perfectly” – Karen Dove
- Key requirement = collaboration with local workforce development, employer partners, trades, financial institutions, public agencies . . . to develop a regional workforce for living wage jobs (exactly what we are building)
- * DUE AUGUST 26 !
- Need Lead Agency: KC WDC? WF Snohomish? City of Seattle Office Economic Development (OED)?
- All in agreement it would be a great idea for this Regional Collaborative to pursue this Grant.
- Next Steps: Letter of Support from Public Partners, BCTC, politicians (Adam Smith . . .)
– Get MasterBuilders + Vulcan + Contractors on board – Get MOU’s in place with partners. . . Karen Dove will put a 1-pager together that can be used to engage necessary partners.

Good of the Order

- Agreed that relationships among pre-apprenticeships and apprenticeships are growing stronger and we are making great strides as a collaborative toward a consistent, quality, supported, successful pipeline to and through apprenticeship.
- Elmer Arter, LNI reminded us of Jody Robbins full support of this very important work and brought copies of Apprenticeship Preparation Program Recognition requirements.