

Regional Pre-Apprenticeship Collaboration

Meeting #8 Friday, September 23 2016 8:00 – 10:00 am South Seattle College Georgetown Campus Bldg C-122

Meeting Minutes

8 - 9 am

Very special thanks to Contractors.

We would be honored to have you join us each month.

Jason Barnwell	Sellen Construction (70 years active in community)
Jeff Cleator	Lease Crutcher Lewis (130 years)
John Hurd	Lakeside Industries (60 years)
Bill Kulas	Shimmick Construction (City's Denny Network)
Jamie Stuart	Valley Electric (City's Denny Substation)
Jimmy Matta	Art Cortez Construction (support people of color in construct.)
Andrew Hofmeister	ISEC (50 years)

Questions for Contractors:

- Upcoming workforce needs in this region?
- What are contractors looking for in a new apprentice?
- How can we better train pre-apprentices to meet those needs?
- How we can work together to engage and retain new apprentices?

Show Up 1st day / everyday Ready + Eager to Learn. Pay att'n to / build relation. w/ Journey.
Understand Journey level worker must do all extra work that the new apprentice does not do.

Communication: NEVER NO CALL NO SHOW

You must pay your dues. Not top dog day 1. Know place. Follow directions. Humility.

Willingness to learn, solid work ethic, early is on time / on time is late: know why = important

You are NOT experts. Be aware of what Contractor wants/needs. LEARN!

Communication, Speak confidently, Reading (esp. manuals, plans ...), Technical Writing

Algebra, Geometry, Budgeting, Computer Skills (machinery)

Teamwork, Team player, Team Pride, Team Safety, PPE + PPE!

Pride of ownership: Value Tools, Value the work, No shortcuts, Building = serving the community

Understand the cost impact of your actions. Awareness + Respect for bottom line.

How much of this training is responsibility of Pre-Apprenticeship? Apprenticeship? Contractor?

Contractors must assign Journey Level Workers + Mentors to new apprentices.

GC must recognize and proactively deal with cultural differences on the jobsite

*reinforce cultural expectations from superintendent down to apprentice

*mentor + train journey workers, foreman, superintendents to do the same

*set, embody + implement EEOC + sexual harassment rules + laws

*be aware - actively work w/ cultural, generational, language differences on site

Even Contractors expressed concern that "thick skin" = expectation of new apprentice

It is STILL hard for women, African Americans + other people of color to get INTO the industry.

Once inside, the culture of the industry = STILL hostile towards them.

This is a crucial, most essential part of Pre-Apprenticeship training.

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Safety starts @ top! Mentorship + Training starts @ top! Respect + Responsibility starts @ top!
Must train Journey how to utilize apprentices, provide meaningful work, use people skills

U of O Report: all apprentices (incl white males) don't make it past 1st yr w/out support services
Costing Contractors a lot of money. Support for apprentices = worthwhile investment

What training do Journey Workers get to learn how to work with Apprentices?

This needs work for sure. And requires partnering with JATC and Unions.
Culture needs work too. Contractors must work on that. Including training Journey to mentor.
Contractors could do more to supply apprentices with adequate instructors in field.

Oregon Trades Women: Piloting "Respectful Workplaces" (Green Dot)
HR reps train how to shift work culture to respect / support
City of Seattle is preparing to implement this training

IBEW + Carpenters offer Mentorship / Leadership Training to 4th yr. apprentices

Some shift in the industry culture in places. But still much work to be done.
Must work cooperatively w/ JATC, Unions, Contractors to support Black Men + Women.
This Regional Collaboration = key for open conversations and progress for diverse WForce
SPECIAL THANK YOU TO THE CONTRACTORS AT THE TABLE TODAY!

Pre-Apprenticeships do have frank convers. w/ students re: Truth about the Culture
How to navigate new environm.
Role of the Business Agent
Role of F.man + Superintendent
Importance of perseverance
Advocating for yourself

Raised, Shared Training Standards = KEY. Pre-App grads must be ready for Commercial Worksite

Contractors must check in w/ Super's, Foreman, + Apprentices: Plan in place for success for all.
Women, African Americans, + other POC are definitely still missing in entering WForce.

THANKS AGAIN TO CONTRACTORS @ TABLE TODAY. **PLEASE CONTINUE TO JOIN US.**
WE NEED YOUR FEEDBACK, SUPPORT, AND COLLABORATION TO BRING OUR VISION/MISSION
TO LIFE: STRENGTHEN, DIVERSIFY, AND NECESSARY SUPPORT FOR W.FORCE IN THIS REGION.

9 - 10 am

Regional Pre-Apprenticeship Collaboration Structure + Facilitation

Pre-App's + JATC's have asked Public Partners to continue facilitation of Collaborative.
Continue monthly meetings 8 – 10 am: 8-9am = **Updates** 9-10am = **Work Groups**.
Members agreed to participate in the work necessary to move our mission forward.

August Meeting Minutes / Action Items

Please see August Meeting minutes for ways you can actively participate in this work.

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Shared Calendar

Powerful tool for efficient collaboration! All stakeholders PLEASE access + participate. Currently being updated. Email Kris Larsen or Jon Bersche for troubleshooting support.

Funding Update / Grant Writing

This Collaborative has submitted for America's Promise Grant - led by Karen Dove. Karen Dove (ANEW) = heading to DC to continue leveraging Collaborative for funding. Gary Schmitt (Sound Transit): researching RFP process + funding for grant writer(s) to support this process on behalf of Collaborative moving forward.

Apprenticeship Guidebook Update

CCE (Shana), Sound Transit (Gary), City (Jon) = building Apprenticeship Guidebook. Still need JATC members support to get all JATC updated info to expedite printing. Colored, glossy, 30 pg. magazine + online version.

Simple, straightforward guide to JATC + Pre-Apprenticeship:

*Craft Description *Contact Information *Application Process
+ Melinda Nichols + Judy Reed: creating Pre-App. Brochure for all sectors (incl. Const)
+ Oregon AGC created Playing Cards representing Tradeswomen + men + info on back.

Support Services Update

DSHS Patrick Whalin: List + Map of Timely access to Comprehensive Support Services
Patrick will make this list + map available soon. Stay tuned.

PWhalin@dshs.wa.gov (360) 664-5220

PSLA Nick Nichols: Puget Sound Labor Agency Food Bank + Support Services.

Mentorship Update / 'Mentorship Matters' / Sheet Metal / SHEWT Research

Shana Peschek (CCE): Canadian Curriculum 'Mentorship Matters' offering Train-the-Trainer class early 2017 in Seattle for 12 people. * Please refer African American +

Female candidates with mentorship interest + skills, from variety of crafts, to Shana!
Eric Peterson (Sheet Metal): Building internal Mentorship Program for women.

Hannah Curtis (UW): Completed research

Training Standards

Shared, high region-wide training standards are an essential element to the success of our mission to blaze a trail into + through the building trades for our pre-app graduates. We have compiled the results of our initial survey + invited Contractors to the table. Morgan Stonefield has agreed to lead a work group to move this mission forward.

Last Call for Good of the Order:

Please continue to reach out to Contractors to join our Collaborative each month so that we can build a supportive, sustainable pathway for our pre-apprentices into AND through Apprenticeship.

Martha (LELO Re-licensing): Now proactively offering trainings to pass written DL test.

10:00 am

Next Meetings: Friday 8-10 am Oct 21, Nov 18, Dec 16 SSC Georgetown