



FINISHING TRADES INSTITUTE NORTHWEST

apprenticeship & training - comm'l & residential glaziers - comm'l, indust'l, & marine painting - floor covering - drywall finishers - striping

6770 E. Marginal Way South, Bldg. E, Suite 102, Seattle, WA 98108
p 206-762-8332 f 206-762-6433

www.ftinw.org

December 9, 2021

Washington State Apprenticeship & Training Council
Apprenticeship Section, Labor and Industries, Washington State
950 Broadway, Suite 200
Tacoma, WA 98402-4453

Re: **Painters and Allied Trades Veterans Program – renewal request**
Finishing Trades Pre-Apprenticeship Program Recognition Request
Painter/Glazing/Other Trades Training: Seattle & Statewide

Dear Council Members,

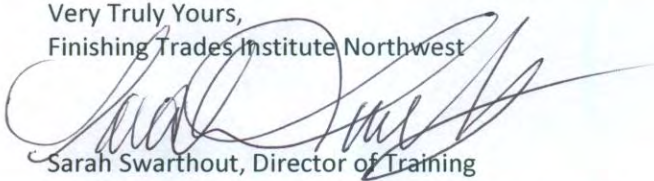
The Finishing Trades Institute Northwest (FTINW) respectfully requests apprenticeship preparation program recognition for its PATVP pre-apprenticeship program from the Washington State Apprenticeship & Training Council, under WSATC Administrative Policy 2012-03. The renewal request will recognize and facilitate apprenticeship placements for veterans leaving the armed services in Washington State.

FTINW, affiliated with the International Union of Painters and Allied Trades (IUPAT), provides specialized pre-apprenticeship skills, safety training, and apprenticeship/career placement services through the Painters and Allied Trades Veterans Program (PATVP). FTINW currently operates the PATVP program at Joint Base Lewis McChord (JBLM) and at FTINW's training facility in Seattle. Two or more painting cohorts are trained each year. FTINW's PATVP program also has trained a glazier cohort. Training in glazing, traffic control striping and drywall finishing, and cohorts at locations in conjunction with other military bases in Washington State will occur depending upon placement availability. The PATVP program is supported by FTINW's sister training entity the IUPAT International Finishing Trades Institute (IFTI), the finishing trades' Labor and Management Cooperation Initiative (LMCI), the Finishing Contractors Association International (FCA), and over 200 regional contractors. FTINW commits to and places every PATVP pre-apprenticeship graduate into its own or sister IUPAT finishing trades registered apprenticeship programs and accompanying full time employment. "Apprenticeship starts with a job."

We believe our capability statement and FTINW's articulation commitment satisfy the necessary elements for pre-apprenticeship program recognition, and therefore request formal Apprenticeship Preparation Program Recognition by the WSATC.

Please contact us if any further information is required for review of this request

Very Truly Yours,
Finishing Trades Institute Northwest



Sarah Swarthout, Director of Training

Encl: Recognition Submittal & Capability Statement [below]

excellence in technical education and training

**Painters & Allied Trades Veterans Program (PATVP)
Apprentice Preparation Program Recognition
Requested Information**

December 2021

A. Program Demographics

Number of painter students that have successfully completed our program:

2019: 0

2020: 0

2021: 5

Number of students that have registered as apprentices during the time period:

2021: 4

Out of the 4 who were registered into our program we had one female minority and one male minority.

No glaziers students were enrolled at this time.

- FTINW had one cohort due to COVID Protocols at JBLM / Camp Murray and did however direct entry numerous veterans straight into our program split between three different trades. We did maintain briefings during that time however virtually through the DOD Platform maintained by Hawk Career Center on JBLM via Microsoft Teams. We also have a new link with NBK (Naval Base Kitsap)...Ms. Marcia Patty with their Career Transition / Family Readiness office has scheduled us out there twice this fall and is working to set up a monthly briefing for Naval service members and their families.
- On the outreach to disadvantages families/populations we have and continue to maintain the effort when able in person and virtually to over nineteen (19) of the twenty-nine (29) Federally Recognized Tribes in Washington State...through their workforce development departments and more specifically for veterans through their TVR's (Tribal Veterans Representatives).

B. Program Outcomes

Finishing Trades PATVP Students accomplish the following during their programs of study:

- 150 hours of intensive classroom and hands on experience during pre-apprenticeship training. Four weeks of training, two at JBLM and two at FTINW's training center in Seattle. (Scoping options include possible cohorts for Bangor/Bremerton, Everett, Whidbey, and/or Fairchild/Spokane veterans).

- OSHA 10/30-hour Certifications, required for workers on most construction sites.
- For Painters, graduates receive the Society for Protective Coatings (SSPC) Certified Application Specialist Level 1 certification for Industrial Painting.
- Students develop transitional work skills and become a “team” of new apprentices.
- PATVP is an approved part-on base Career Skills Program (CSP) at JBLM – so students may attend during their final months of service.
- *All graduates are placed into a full-time apprenticeship position with a finishing trades contractor.*
- Completion requires 100% attendance (makeups permitted for emergencies/exigent circumstances). As a CSP, attending veterans must attend under their duty assignment.

C. Course/Curriculum Outlines

Academy Overview

Using experienced FTINW instructors, PATVP provides an intensive course of classroom and hands-on training to United States Veterans who are transitioning to civilian careers in the Finishing Trades. After completing this course, veterans enter one of the IUPAT's Apprenticeship programs at an advanced level. Apprentices continue their education while working and earning Union wages and benefits, eventually becoming journeymen and women with unlimited long-term career opportunities in the Finishing Trades.

Example Curriculum – Painter/Applicator Cohort:

FTINW is conducting at least two painter/applicator PATVP cohorts per year, with between 8 and 15 candidates each. Enrolling veterans receive an accelerated four-week immersion program that combines classroom and hands-on instruction. The PATVP curriculum consists of 150 hours of classroom and hands-on training to provide its graduates with the basic knowledge and skills needed to work as an apprentice commercial and industrial applicator. Students study how to prepare commercial buildings, steel, and concrete surfaces for coatings, how to apply various coatings, and how to work safely in commercial and industrial settings and confined spaces. After the classroom work, students actually blast and spray commercial and industrial surfaces in the state of the art training center provided by the Finishing Trades Institute Northwest, the training fund of Painters and Allied Trades District Council 5. The complete curriculum is as follows:

course work	hrs
Orientation	4
OSHA10	10
First Aid/CPR/AED	8
Rigging & Signaling + practice throughout	8
Aerial Lifts/Forklift + practice throughout	8
Intro to Ind. & Comm'l Coatings	4
Health & Safety	4
Corrosion Theory	8
Intro to Surface Prep	8
Abrasive Blasting	8
Spray Applications – Comm'l & Ind	8
Confined Space	8
Hands-On Blast	8
Hands-On Spray	8
CAS Prep & Level I Exam	8
SSPC CIP-1 materials/Comm'l Inspection Materials	8
C7/C12 materials	8
Pump Maintenance	4
Commercial Hands On Training	20
Total	150

Upon successful completion of the requirements, participants will receive certificates/awareness training cards for OSHA 10, First Aid/CPR, Scaffold Awareness, Basic Rigging, and Confined Space Awareness. They will also receive a Society of Protective Coatings (SSPC) Coating Application Specialist Level I certification.

Instructors: PATVP painting instructors must possess rigorous qualifications. Instructors must have completed the following courses: OSHA 500/510 or 5410/5400, Overton Rigging, Confined Space Trainer Training, and SSPC/NACE Inspection Training. Beyond that, each must possess an industry-recognized Protective Coatings Inspector Certification (SSPC PCI, CCI, BCI, MCI, NACE CIP, Frosio or industry-recognized equivalent) or a Protective Coatings Specialist certification. Finally, each instructor must have at least 8 years' experience in the coatings industry, including field experience with commercial, blasting and spray painting operations.

Example Curriculum – Glazier/Architectural Metal Cohort:

Enrolling Glazier/Architectural Metal veterans receive an accelerated four-week immersion program that combines classroom and hands-on instruction. The PATVP curriculum consists of 150 hours of classroom and hands-on training to provide its graduates with the basic knowledge and skills needed to work as an apprentice glazier and architectural metal worker. Students will complete the entire first year glazier apprentice curriculum including tool work and how to work safely in construction settings and with aerial lifts and scissor lifts. After the initial safety and mathematics work, students study in the state of the art training center provided by the Finishing Trades Institute Northwest, the training fund of Painters and Allied Trades District Council 5. The complete curriculum is as follows:

course work	hrs
Orientation	1.5
OSHA 30	30
Basic Mathematics and Measurements	8.5
1st Aid / CPR	7.5
Safe Work Practices	2.5
Fractions, Decimals, %, Angles	12
Shop Machinery Safety	3
Hand Tools and Power Tool Safety	3
Drill, Countersink, Tap and Screw	10
History of Glass	2
Hand Tools for the Glazier	2
Glass Cutting and Fabrication	8
Math for the Glazing Trade	8
Cutting Circles	2
Cutting Notches	2
Mirror Layout, Measurement and Mounting Methods	18
Lead, Silica, Asbestos Awareness	8
Sealants and Compatibility	8
Glass Replacement and Putty Glazing	4
Aerial and Man Lift	4
UV Bonding	6
Total	150

Upon successful completion of the requirements, participants will receive certificates/awareness training cards for OSHA 30, First Aid/CPR, Lead Awareness, and Aerial & Scissor Lift Awareness.

PATVP instructors must possess rigorous qualifications. They must have completed the following courses: OSHA 500/510, American Heart Association First Aid/CPR Train the Trainer, and Overton Aerial & Scissor Trainer Training. Finally, each instructor must have at least 8 years' experience in the glazing industry, including field experience with commercial glazing and architectural metal operations.

Example Curricula – Other Finishing Trades Cohorts

FTINW is exploring funding and scheduling options for a Traffic Control Striping PATVP cohort program, primarily consisting of 4 weeks of intensive training towards a Commercial Drivers' License with Hazmat endorsement. For Drywall Finishing, a cohort would consist of 4 weeks of intensive classroom and hands on trade training comparable to the Painter and Glazier curricula above, but in Drywall Finishing. For military Career Skills Program status, and job placement needs, 4 weeks are a minimum for FTINW's PATVP programs. CSP approval and advance informational submittals to the Washington Department of Labor and Industries Apprenticeship Section will serve as quality assurance should these additional cohort curricula/sections be formally proposed by this program.

D. Participant Population

All PATVP candidates are United States Armed Services Veterans or spouses of Veterans, typically within 180 days before or after their separation date.

- Females – The PATVP program actively recruits, enrolls and graduates female and minority candidates.
- Disabled – The PATVP program has experience meeting the needs of veterans with disabilities, including PTSD; those able to safely participate in the Finishing Trades through the provision of appropriate and reasonable accommodations.
- Veterans – The PATVP programs have demonstrated success in working with returning veterans.

Potential enrollees are marketed to and self-enroll through the career placement programs of their active duty bases.

E. Communication plan/working relationship with registered apprenticeship programs

The PATVP pre-apprenticeship program is a partnership with the IUPAT, the International Finishing Trades Institute (FTI), with FTINW as primary host. The partnership includes over two hundred regional contractors and about a dozen regional IUPAT apprenticeship training programs, with access to apprenticeship and hiring placements through IUPAT Locals and District Councils nationwide and in Canada.

The International Finishing Trades Institute is an apprenticeship and training trust fund, jointly administered by a board of trustees representing the IUPAT and sponsor employers represented by the Finishing Contractors Association. FTI is responsible for the development and maintenance of industry-standardized training curriculum used throughout the United States and Canada – including the coursework listed above. These craft-specific curricula are based on skill standards developed in partnership with sponsor employers, industry and manufacturer organizations and end-user customers, and are updated continuously to meet developing safety and industry requirements. FTI also develops and maintains national joint apprenticeship standards registered with the USDOL/ETA Office of Apprenticeship and State Apprenticeship Agencies, where applicable. The FTINW PATVP Pre-Apprenticeship Program is permitted to access and utilizes FTI curriculum and materials.

FTI also provides PATVP instructors with Teaching Techniques training including lesson planning, evaluation methods, practical learning styles and curriculum development. All PATVP instructors are required to complete FTI Teaching Techniques classes and OSHA-510/500 courses.

F. Safety Training.

Safety training on all aspects of the job -from tool use, to hazard recognition, fall protection and personal protective equipment -is critical both in the preparatory program and on a jobsite. Most students will need to learn more specific skills once they enter an apprenticeship, but they should be taught the basics of workplace safety and health. Veterans come with a palette of background safety training skills and attitudes highly valued in the construction workplace.

FTINW PATVP instructors have OSHA-500 credentials and deliver OSHA10/30 classes to their students. Instructors practice weekly “Tailgate meetings” of a chosen topic, and daily additional safety topics as needed. Training in conducting and documentation of safety meetings is also provided.

G. Employability

The IUPAT/Job Corps program emphasizes workplace skills such as showing up on time, wearing the right clothes, bringing a lunch, working as a team, and being responsive to a supervisor. Our programs work with registered apprenticeship program(s) in presentation/attendance/productivity expectations and practices on construction job sites.

Training has been developed in alignment with apprenticeship standards and often is conducted with rank & file journey-members, Job Corps & apprenticeship instructors, as well as FTIi staff who have been recognized as having a superior trade skills, workplace skills & teaching techniques.

The staff of FTIi and FTINW worked together to develop PATVP pre-apprenticeship program. The preparation work is aligned with FTIi National registered apprenticeship standards as well as FTINW’s Washington State standards.

Instructors are required to effectively deliver trade-related curricula and teaching materials in the classroom, and to instruct and supervise students in both group and individual settings while working on actual projects outside the classroom. Instructors are also trained on presenting work skills including those related to proper dress, attendance, following supervision, and working in a team environment.

H. Physical fitness

By qualifying for military service, PATVP admitted veterans are physically prepared for the trade or occupation the student is pursuing. Students are encouraged to get into and stay in good physical condition. PATVP students practice strength and agility exercises, including proper use of and setting up of extension ladders, proper material handling, loading and unloading trucks, and negotiating stairs, scaffolds and other obstacles. Students are required to regularly handle 50 lbs., and occasionally 75 lbs. in the performance of their training duties.

I. Math skills

By qualifying for military service, PATVP admitted veterans have a foundation of Mathematics training that meets or exceed minimum qualifications for admittance and success in the finishing trades apprenticeship programs.

PATVP students also are instructed in proper use and understanding of the construction measurements, dimensions for cutting and fabricating, and quantities and thicknesses for coatings. Students learn how to calculate, perimeters, square footage, area, as well as basic materials quantity calculations and estimating.

J. Program Endorsement Letters

See articulation commitment letters, attached, from the Finishing Trades Institute Northwest [Western & Eastern Washington/North Idaho] sponsored Western Wash. Painting (and traffic control striping) [WSATC 0073]; and the Western Wash. Commercial Glazing & Architectural Metal [WSATC 0294] programs.

Opieu#8afl/cio



FINISHING TRADES INSTITUTE NORTHWEST

apprenticeship & training - comm'l & residential glaziers - comm'l, indust'l, & marine painting - floor covering - drywall finishers - striping

6770 E. Marginal Way South, Bldg. E, Suite 102, Seattle, WA 98108 www.ftinw.org
p 206-762-8332 f 206-762-6433

December 9, 2021

Teri Gardner 12-13-2021

Washington State Apprenticeship & Training Council
Apprenticeship Section, Labor and Industries, Washington State
950 Broadway, Suite 200
Tacoma, WA 98402-4453

Re: **Painters and Allied Trades Veterans Program**
Finishing Trades Pre-Apprenticeship Program Renewal Recognition – Articulation Agreement
Glaziers, Architectural Metal and Glassworkers Commercial Appr. Committee (WSATC 0294)

Dear Council Members,

The Glaziers, Architectural Metal and Glassworkers Commercial Apprenticeship Committee (WSATC 0294) confirms that it supports and will provide direct entry to graduates of the Finishing Trades Institute Northwest's (FTINW) apprenticeship preparation Painters and Allied Trades Veterans Program (PATVP).

FTINW is requesting PATVP program recognition from the Washington State Apprenticeship & Training Council under WSATC Administrative Policy 2012-03. Recognition will facilitate apprenticeship placements for veterans leaving the armed services in Washington State. The Glazier joint apprenticeship and training committee concurs with FTINW's request for WSATC recognition of the PATVP program.

Please contact us if you have any questions.

Very Truly Yours,

Finishing Trades Institute Northwest

Sarah M. Swarthout, Director of Training
Authorized Signatory for Glaziers, Architectural Metal and Glassworkers Commercial Appr. Committee

Opeiu#8afl/cio



FINISHING TRADES INSTITUTE NORTHWEST

apprenticeship & training - comm'l & residential glaziers - comm'l, indust'l, & marine painting - floor covering - drywall finishers - striping

6770 E. Marginal Way South, Bldg. E, Suite 102, Seattle, WA 98108 www.ftinw.org
p 206-762-8332 f 206-762-6433

December 9, 2021

Washington State Apprenticeship & Training Council
Apprenticeship Section, Labor and Industries, Washington State
950 Broadway, Suite 200
Tacoma, WA 98402-4453

Re: **Painters and Allied Trades Veterans Program**
Finishing Trades Pre-Apprenticeship Program Renewal Recognition – Articulation Agreement
Western Washington Painting Apprenticeship (WSATC 0073)

Dear Council Members,

The Western Washington Painting Apprenticeship (WSATC 0073) confirms that it supports and will provide direct entry to graduates of the Finishing Trades Institute Northwest's (FTINW) apprenticeship preparation Painters and Allied Trades Veterans Program (PATVP).

FTINW is requesting PATVP program recognition from the Washington State Apprenticeship & Training Council under WSATC Administrative Policy 2012-03. Recognition will facilitate apprenticeship placements for veterans leaving the armed services in Washington State. The WWA Painter and Traffic Control Painting joint apprenticeship and training committee concurs with FTINW's request for WSATC recognition of the PATVP program.

Please contact us if you have any questions.

Very Truly Yours,

Finishing Trades Institute Northwest

Sarah M. Swarthout, Director of Training
Authorized Signatory for Western Washington Painting Apprenticeship

Opeiu#8Afl/cio