



Teri Gardner 12-6-2021

November 24, 2021

Washington State Apprenticeship and Training Council
Attn: Program Manager, Apprenticeship Section
P.O. Box 44530
Olympia, WA 98504-4530

Dear Council Members:

The Pre-Apprenticeship Construction Training (PACT) program at the Wood Technology Center (WTC) is applying to be a recognized apprenticeship preparation program. Since its inception in 1998, PACT has focused on preparing underrepresented communities to be highly qualified applicants and successful apprentices in the construction trades. For twenty-two years, PACT has provided skilled training to those historically excluded from the construction trades, especially African American men and women, women and other low-income individuals and people of color, many of whom came from communities served by the PACT program in Seattle's Central District.

Please find the following programmatic attachments:

- a. Executive summary of the PACT program
- b. List of Technical Advisory Committee (TAC) members
- c. Program and curriculum outline, including program hours
- d. Outreach, placement and retention plan and program demographics
- e. Letters of support and Apprenticeship Cooperative Agreements from registered apprenticeship programs, including Carpenters, Roofers, Drywall, Painting, Glaziers, Architectural Metal and Glassworkers Residential, Carpet Tile, and Ironworkers

Thank you in advance for your time and consideration.

Professional Regards,

Jerry Jordan

PACT Director | Email: jerry.jordan@seattlecolleges.edu Phone: 206.934.4942

EXECUTIVE SUMMARY

PACT is the only pre-apprenticeship program in our region with a twenty-two-year history of specifically focusing on the education and training of African-American men and women and people of color for successful apprenticeships. The PACT program is located in the culturally diverse and economically distressed neighborhood of Seattle's Central District. PACT has deep roots in our community and a long history of serving low-income, ethnic minorities and underrepresented groups with educational and training opportunities. PACT's mission is to provide citizens with workplace competencies that lead to in-demand, sustainable employment and livable wages. We ensure opportunities for academic achievement through workforce preparation, lifelong learning and basic skills and literacy education, especially for underserved and under-represented individuals, by creating professional-technical programs and learning environments that are accessible, diverse, responsive and innovative.

The PACT program is a one quarter program of 22.0 credits which provides students with a strong foundation of skills to enter the construction trades industry. The program curriculum includes construction job readiness (resumes, interview skills, financial literacy, and preparation for apprentice application), skills and training, hand and power tool use, terminology and safety, construction trades training, reading a tape measure, construction math, blueprint reading, fitness and nutrition, and industry recognized credentials such as Road Flagging, Forklift Operator, OSHA-10, and First Aid/CPR certifications.

In addition, we continue to offer wraparound support services which provide one-on-one assistance, including help with funding applications, tuition assistance, driver's license assistance, child support assistance, housing assistance, transportation assistance, LFO's and more. PACT solicits donations from industry partners to provide protective equipment, books and scholarships to our students. For students who need additional preparation before enrolling in the program, PACT provides referrals to SSCC's GED and Basic Studies programs and community resources to address barriers to success.

Lastly, Seattle Central College is committed to disrupting and dismantling institutional racism in an effort to improve access for all, particularly African American men and women, people of color and formerly incarcerated individuals in the construction industry. PACT is responding to the institutional racism experienced by PACT graduates by taking a leadership role in the process of developing collaborative, systemic interventions. PACT is currently working with city officials, community leaders and change agents to address disparities in construction and to identify common approaches. Examples of strategies under consideration include affinity groups of disadvantaged and underrepresented groups in construction, and unified approach to address incidents of racism and sexism, and equity training.

PACT PROGRAM AND CURRICULUM OUTLINE

Enrollment. PACT recruits’ students primarily through its existing networks of community-based organizations and churches, with a focus on the African American community, formerly re-entry individuals and immigrant and refugee communities. All potential students are screened by the PACT staff to identify barriers and connect students with resources to remove them. These resources may be provided by Seattle Goodwill or Cares of Washington, Urban League, TRAC Associates, The Rainier Beach Coalition and other community partners. PACT is no longer affiliated with Seattle Vocational Institute, we have aligned with SCCC College and the Wood Technology Center. With the onset of the COVID 19 Pandemic PACT resorted to the Hybrid style of teaching which meant putting what we could online. The PACT program also had to limit each cohort to 10 students per instructor. During that period of time PACT did not run cohorts spring of 2020 and summer of 2021.

MC3 Standards	Covered in PACT Classes
Construction industry Orientation	Construction Trades Training 165 hours Construction Job Readiness 33 hours
Tools & Materials	Tools & Materials ID and Handling 33 hours
Construction Health and Safety	OSHA 10 Certification 16.5 hours First Aid/CPR 8.25 hours Fitness & Nutrition 16.5 hours
Blueprint Reading	Blueprint Reading 33 hours
Math for construction	Applied Mathematics 33 hours
Heritage of the American Worker	Construction Job Readiness Road Flagging 8.25 hours Forklift Operation Certification 16.5 hours
Diversity in Construction industry	Construction Job Readiness
Green Construction	Construction Trades Training Construction Job Readiness
Financial Responsibility	Construction Job Readiness
Total Program Hours	363



PACT currently offers day classes Monday through Friday's, 8AM to 4PM. We are expanding our program to include evening and weekend training beginning winter quarter 2019. This program expansion will be targeted to disadvantaged and underrepresented groups who may be juggling work, family and other obligations that prevent them from participating in weekday training.

PACT's partners, Seattle Goodwill, Cares of Washington, Rainier Beach Coalition, TRAC & Associates, and Urban League provides outreach and recruitment services to enroll the target population in PACT and career development services (e.g., navigation and workshops on topics such as job readiness, goal setting and budgeting) tailored to the needs of each student to ensure successful placement to Registered Apprenticeship Programs.

Transition to Apprenticeship Placement: PACT's Job Readiness Instructor assess students' preferred trade, conducts apprenticeship site visits and research apprenticeship application requirements; students complete apprenticeship applications and finalize cover letters, and resumes, simultaneously while preparing for interviews; PACT staff conduct exit interviews to assess the trade and application requirements needed for each graduate and determine if students have met certification and apprenticeship application requirements; PACT's Outreach, Placement and Retention Coordinator contacts industry partners to facilitate referrals of graduates for specific openings; and maintains contact with students and industry partners to ensure application requirements are completed in a timely manner.

A major factor in PACT's high placement rate is the program's strong relationships with local industry. PACT provides students with relevant and regular exposure to employers, unions, organizations, committees, and PACT graduates. These partners bring their perspectives to the students in class presentations. PACT conducts site visits/tours to construction sites and union halls for students to broaden their understanding of each trade, and to learn more about the expectations and demands of apprenticeship. Many of the contractors (employers) have hired students, provided guest speakers, sponsored field trips, served on the PACT advisory committee, provided input on curriculum and donated equipment. PACT currently has cooperative agreements in place with the following apprenticeship programs: Western Washington Drywall Apprenticeship; the Glaziers, Architectural Metal and Glassworkers Apprenticeship Committee; the Western Washington Carpet, Linoleum and Soft Tile Layers Apprenticeship Committee; the Western Washington Painting Apprenticeship; and the Ironworkers Apprenticeship. These agreements provide preferential entry for PACT graduates into these apprenticeships.

PACT APPRENTICESHIP PLACEMENTS			
Contractor		Apprenticeships/Locals	
Kiewit Construction	1	Seattle Area Pipe Trades Local 32	1
Walsh Construction	2	Carpenters Local 30	11
Skanska	1	Laborers Local 242	3
Hensel Phelps	1	IBEW Local 46	1
Hoffman	4	Ironworkers Local 86	1
Mass Electric	2	Carpenters Local 26	1
MacDonald-Miller	1	Laborers Local 252	2
KORSMO Construction	1	Cement Masons Local 528	10
Valley Electric	1	Carpenters Local 41	
Absher	2		
Mortenson Construction	2		
Gary Merlino	1		
BNBuilders	1		
JW Fowler	1		
Exxel Pacific	1		
Stacy and Witbeck	1		
Atkinson Construction	2		
Mid Mountain	2		

In the above chart, the left side represents the different contractors PACT Graduates worked for during their apprenticeship. The right side represents the name of the Apprenticeship Graduates entered from 2019 to 2021

Retention: PACT is in the process of increasing apprenticeship retention through a mentorship component in partnership with the Urban League of Metropolitan Seattle: each placed student will be paired with an experienced construction worker (mentor) for the first 12 months from the date of placement into an apprenticeship and/or construction employment. PACT will also continue existing partnerships with apprenticeship programs and employers, and will develop new partnerships with minority-owned businesses/Minority Business Enterprises (MBEs) in construction; these partners will provide support and guidance to PACT graduates.

Construction Trades Training Course Description (9 credits): This is a comprehensive three-part series combined into one course. Students will receive introductory knowledge and hands-on skills training in the proper use of construction-related hand and power tools. Students will receive knowledge and hands-on skills training in the proper and safe handling of a variety of building materials. Students are introduced to the terminology of the carpentry trade, knowledge of the basic components and methods involved in frame construction and wallboard installation; accurate measuring techniques using appropriate tools; electrical framing and techniques; workplace safety and protection from falls. Students will focus on more advanced techniques and skills in layout, measurement and finish work. **(165 contact hours)**

Applied Mathematics Course Description (3.0 credits): Mathematics is essential to the construction trades industry. This course is designed to develop student's competency and review the fundamentals of general mathematics with applications to the building and construction. Students develop proficiency with whole numbers, Fractions, decimals, and percent, while calculating ratio and proportion. Students develop proficiency with linear and angular measurement and metric conversion, and the ability to calculate the area of rectangles, triangles, circles, and cylinders. **(33 contact hours)**

Construction Job Readiness Course Description (2.0 credits): This course prepares PACT students for entry-level employment as a first-year apprentice in a building or construction trade, and give students the employment survival skills to be successful in the construction industry. This part of the course focuses on entry requirements for various trades and building knowledge of the union apprenticeship system, which includes addressing disparities and institutional racism in construction; effective styles of communication with the employer; increasing self-confidence and empowering students to take initiative and advocate on behalf of themselves and others. During the construction trades training the PACT students use their growing knowledge under the instructor's guidance to construct a 10X15 tiny home in a professional and collaborative effort. **(33 contact hours)**

Fitness and Nutrition Course Description (1.0 credit): An introduction to basic fitness and health guidelines that prepare students for work on a construction job site. The emphasis for fitness course is building lower body strength, overall endurance and flexibility, through stretching, walking, stair-climbing and hauling activities. As students participate in fitness activities, they will receive instruction about safe lifting techniques and proper ways to haul building materials and to identify healthy eating habits. The emphasis for this course is learning good habits to maintain strength throughout an 8 to 10-hour workday. **(16.5 contact hours)**

Blueprint Reading Course Description (2.0 credits): This course is designed to prepare students to identify and recognize basic blueprint terms and symbols, and follow the plan in a construction application. The goal for each student is to develop the ability to identify the components of a Blueprint; identify the basic types of drawing; recognize notes and dimensions; interpret drawing elements regarding layout plan, production and inspection; and the ability to draw simple plans. **(33 contact hours)**

Tools, Materials and ID Handling Course Description (2.0 credit): Provides knowledge and hands-on skills training in the proper use of and terminology for construction related hand and power tools, equipment and materials. Students will accurately identify basic tools and equipment typically used by apprentices in various construction trades including acoustical, carpentry, drywall, electrical, laborer, painting and plumbing trades; emphasizes occupational safety. **(33 contact hours)**

Occupational Safety and Health Administration (OSHA)-10 Course Description (1.0 credit):

Safety Occupational Safety and Health Administration regulates construction safety, and certifies workers on safety practices. OSHA 10 (first level) provides 10 hours of safety training: intro to OSHA, personal protective equipment, stairways and ladders, electrical, fall protection, confined space, scaffolds, cranes, excavations, and materials handling.

This is a 10-hour course in construction workplace safety. As an OSHA 10-hour certification course, students are expected to spend a minimum of 10 hours in the course. Course topics include Introduction to OSHA, Struck and Caught Hazards, Electrical Safety, Fall Protection, Ladder Safety, Excavation Safety, Scaffold Safety, Materials Handling, Crane Safety, Personal Protective Equipment (PPE), and Permit-Required Confined Space Entry. **(16.5 contact hours)**

Industrial First Aid/CPR Course Description (0.5 credit): Covers cardiopulmonary resuscitation (CPR) and basic industrial first aid as it applies to the building and construction trades. Learn to apply correct life saving techniques, assess and treat the sick and injured. This course teaches the principles of being a first responder and includes instruction and hands-on practice of: open airway, control of bleeding, proper CPR techniques, and the proper use of an AED. **(8.25 contact hours)**

Road Flagging Course Description (0.5 credit): This course provides flaggers with the basic knowledge, information and awareness to perform their jobs safely. After completing the course, students receive a wallet-size card certifying their training. This course teaches students to establish and maintain a safe traffic flow in a construction zone, understand hazardous and safe behaviors in flagger situations, and review material to successfully pass the Washington State 3-year flagger certification examination. **(8.25 contact hours)**

Forklift Operator Course Description (1.0 credit): Covers functions and parts of a forklift, OSHA forklift regulations, safety habits, and proper picking, placing, and moving of a variety of loads through a work site. This course teaches the safe operation of a sit-down counter-balance lift truck emphasizing personal safety and the safety of others. **(16.5 contact hours)**

STUDENT DEMOGRAPHICS

PACT student data from July 2015-June 2017 demonstrate PACT's success in reaching this community: 85% of the students enrolled were people of color, and 67% identified as African American. 77% of enrolled students were residents of zip code areas identified by the city and/or the County as economically distressed. PACT students were successful: In 2018-21, 80% graduated from the program and 93% of the graduates were placed in construction jobs, 35% were placed into apprenticeship, earning a living wage between \$18.00 and \$31.00 per hour.

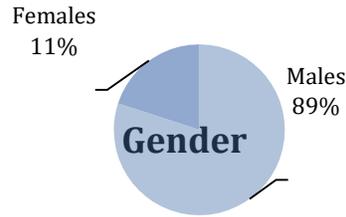
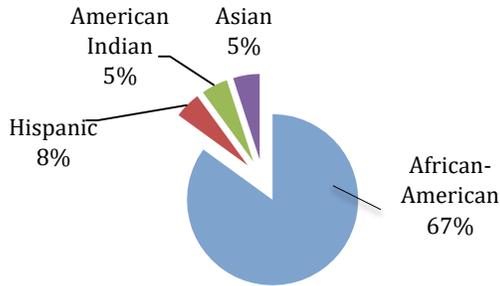
The PACT program nurtures its strong historical ties to communities of color through the intentional use of culturally relevant recruitment strategies. PACT's Recruitment and Retention Coordinator, leads the PACT tradition by continuously strengthening the program's relationships with local leaders, community advisory boards, and events such as the annual Martin Luther King Celebration, the Umoja Festival and the Black Festival Parade. Once students of color have enrolled in the program, they benefit from the support, cultural knowledge and example of the highly diverse faculty and staff. A major factor in PACT's high placement rate is the program's strong relationships with local industry. PACT provides students with relevant and regular exposure to contractors, unions, organizations, committees, and PACT graduates. These partners bring their perspectives to the students in class presentations. PACT conducts site visits/tours to construction sites and union halls for students to broaden their understanding of each trade, and to learn more about the expectations and demands of apprenticeship. These companies have hired students, provided guest speakers, sponsored field trips, served on the PACT advisory committee, provided input on curriculum and donated equipment.

PACT currently has cooperative agreements in place with the following apprenticeship programs: Western Washington Drywall Apprenticeship; the Glaziers, Architectural Metal and Glassworkers Apprenticeship Committee; the Western Washington Carpet, Linoleum and Soft Tile Layers Apprenticeship Committee; the Western Washington Painting Apprenticeship; and the Ironworkers Apprenticeship. These agreements provide preferential entry for PACT graduates into these apprenticeships.

PACT has significant experience working with previously incarcerated individuals. PACT representatives meet with Department of Correction staff quarterly to identify incarcerated individuals who may be eligible for work release, as well as formerly incarcerated individuals interested in job training. In 2017-18, at least 60% of PACT students were formerly incarcerated. These students enrolled in HS21+/GED classes in conjunction with the PACT program. Many of the students were on work release and living in a halfway (transitional) home, seeking employment and educational opportunities.

OUTREACH, PLACEMENT AND RETENTION – STUDENT DEMOGRAPHICS

STUDENT DEMOGRAPHICS



Ethnic Demographics

*15% Non-Ethnic Students

Demographics

PACT develops and maintains positive working relationships, and focuses on building trust by:

- Identifying and valuing the interests, priorities and cultures of all stakeholders.
- Clearly defining roles and responsibilities in collaborations.
- Consistent, effective and timely communication.
- Naming and resolving conflicts as they arise.
- Consistently keeping commitments and providing high quality training and services.

PACT has tried to increase retention support by partnering with Urban League to implement a mentorship program to increase the success of women, people of color and priority hire eligible students entering and succeeding in apprentice training and employment in the local construction trades.

A snapshot of PACT student demographics (2018-2021) cohort includes the target population and is summarized below:

PACT Training Report - 2018-2021		
Target	Performance	Percentage
Enrollment in Training	159	100%
African American	94	59%
People of Color	108	67%
Formerly incarcerated	33	21%
Distressed zip codes	122	77%

**PRE-APPRENTICESHIP CONSTRUCTION TRAINING
TECHNICAL ADVISORY BOARD ROSTER**

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SEATTLE COLLEGES

North · Central · South · SVI



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2310 South Lane Street
Seattle, WA 98144
206.934.4942

Teri Gardner 12-6-2021

-AND-

Seattle Area Pipe Trades
APPRENTICESHIP AFFILIATION AGREEMENT

PURPOSE

This agreement provides the linkage between Seattle Central's Pre-Apprenticeship Construction Training (PACT) Program and the Seattle Area Pipe Trades. This organization is committed to providing training opportunities to future Pipe Trades workers and the mentoring of new apprentices. The parties acknowledged in this agreement will work together to provide current and recent graduates of the PACT program an opportunity to enter the Seattle Area Pipe Trades apprenticeship program.

It is recognized that the PACT program is an apprenticeship preparation training program serving Seattle area residents, students of color, and women within the Central District and surrounding communities. Working in partnership, the PACT program and the Seattle Area Pipe Trades Apprenticeship, through their commitment to education and job readiness preparation for students will work to provide PACT graduates a career in the construction industry to make a livable family wage, and to diversify the current Washington state workforce through inclusive and equitable hiring practices. Through this Apprenticeship Cooperative Agreement, the PACT program and Seattle Area Pipe Trades Apprenticeship will work to provide PACT graduates with:

1. Access (direct entry consideration) to apprenticeship training programs (per program standards)
2. Entry level jobs on construction-related worksites

PRE-APPRENTICESHIP CONSTRUCTION TRAINING AGREEMENT

Successful graduates of the PACT program may be considered for direct entry into the Seattle Area Pipe Trades Apprenticeship program as allowed in the State approved Standards. Students who meet the qualifications as stipulated below, will be provided in the information interview with the Seattle Area Pipe Trades Apprenticeship and may be granted direct-entry consideration

The following stipulations are hereby agreed to:

1. Students must meet the minimum qualifications established for entry into the Seattle Area Pipe Trades Apprenticeship program (see below).
2. Students must have successfully completed the PACT program with a "B" grade or better and be ready for PACT graduation



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- 3. At the time of application to this Apprenticeship Cooperative Partner, PACT students must provide a Certificate of Completion and a letter of Recommendation from a PACT instructor or administrator.

Minimum Qualifications for Seattle Area Pipe Trades Apprenticeship

- 1. Age: At least 18 years of age (proof of age required)
- 2. All prerequisites per the approved registered apprenticeship program standards.

In addition, the Seattle Area Pipe Trades Apprenticeship agrees to:

- 1. Inform contractors (training agents) and other member organizations about the goals and activities of the PACT program and encourage their support and involvement in the PACT program.
- 2. Host at least one co-curricular activity each Academic Year (any cooperative learning experience which benefits the students enrolled in the PACT program – such as providing guest speakers, mentors for student projects, tours of the apprenticeship training program or instructors able to provide certification workshops, or lead a training exercise).

This agreement will remain in effect unless canceled by either party. In the event of a conflict with the Program standards, as approved by the Washington State Apprenticeship and Training Council, the Program Standards shall prevail.

SIGNATURES

X 
 Heather Winfrey
 Seattle Area Pipe Trades
 Assistant Training Coordinator

11.29.21
 Date

X _____
 Jerry Jordan
 PACT Director

 Date



PACIFIC NORTHWEST IRONWORKERS AND EMPLOYERS
APPRENTICESHIP & TRAINING TRUST

Teri Gardner 12-13-2021

December 10, 2021

Department of Labor and Industries
Apprenticeship Section
PO Box 44530
Olympia, WA 98504-4530

RE: Letter of Endorsement for the PACT Program

The Pacific Northwest Ironworkers and Employers Joint Apprenticeship Training Committee #86 has granted professional and technical endorsement to:

PACT (Pre-Apprenticeship Construction Training Program)

This endorsement means that PACT Program:

- a. Is an apprenticeship preparation program in Washington State and is in good standing.
- b. Employs a staff of Technical Instructors, Curriculum Developers, and Subject Matter Experts with professional qualifications in Education and Job Training.
- c. Is engaged in the full time pursuit of job training and education with partner organizations, focusing on apprenticeship readiness training.
- d. Develops and delivers job training programs with local, state, and federal agencies that provide students with valuable skills, training, and knowledge necessary to secure employment and apprenticeship opportunities in the building trades.
- e. Offers a solid foundational career pathway into any of the building trades and increases students' educational and career options
- f. Has the confidence and commendation of the Pacific Northwest Ironworkers and Employers Joint Apprenticeship Training Committee #86 for appropriate consideration for formal State recognition as an apprenticeship preparation program.

Sincerely,

Jack Laher
Apprenticeship Coordinator
Pacific Northwest Ironworkers &
Employers Joint Apprenticeship
Training Program #86

JL:jmm
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