

**Institution:** NEWTECH Skill Center

**Proposed Program:** Construction Technology

**Program CIP:** 460201 & 460000

**Contact Information**

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## Program Checklist

### **P1. Program description including length of program in years and total hours (including split between classroom and worksite).**

NEWTECH Skill Center Construction Technology and Pre-Apprenticeship program educates trades students at the junior and senior level in high school. The program has five components that are utilized to create student interest in the trades and help students formulate a plan that will create a successful post-secondary path within the construction profession. These components are industry skills, safety, employability skills, certifications, and apprenticeship placement/employment.

The program follows state OSPI frameworks for instruction designed for the construction and welding courses. NEWTECH's courses focus heavily on safety and students obtain an OSHA 10 Certification throughout the school year with the aid of Washington State Labor and Industries. Beginning in the 2020-2021 school year, second-year students will obtain an OSHA 30 certification. In addition, students who are 18 and older can acquire a Flagger and Forklift certification through our program. Finally, our program delivers First Aid and CPR training to all students enrolled in the program. These certifications make students extremely attractive to both residential and commercial construction companies in the city of Spokane and surrounding areas.

### **P2. Estimated number of hours per week at worksite and in classroom (this approach may shift throughout the program).**

The Construction Technology Program is a 2-year program. The program adheres to an OSPI approved Career and Technical Education Construction Technology framework that addresses technical and employability skills. Students perform classroom learning for 5 hours a week. For the other 7.5 hours a week, NEWTECH students are on a worksite building a house for Habitat for Humanity Spokane. Each year, students are given one home to build which includes all phases of building addressed in our approved course framework. As our partnership with Habitat for Humanity grew, we saw an opportunity to create a mutually advantageous partnership with AmeriCorps and the ESD 101 Spokane Service Team. Students enroll in AmeriCorps and are paid for the work they perform on the jobsite for Habitat for Humanity. Students essentially gain the experience of earning a monetary reward for learning and applying their technical construction and employability skills. This money can be used to help pay for their chosen post-secondary path. If a student does get accepted into an apprenticeship, the AmeriCorps money can be used to pay for the small amount of remaining credits an apprenticeship candidate can take at Spokane Community College to obtain a Multi-Trades Occupation Degree (AAS-T).

Students spend a total of 12.5 hours under NEWTECH's instruction per week. The total amount of hours is 540 per school year. Students who complete both years of the Pre-Apprenticeship Program gain a total of 1080 hours of instruction and worksite learning.

NEWTECH has created extensive opportunities for students to gain employment experience before and after graduation. In collaboration with the Inland Northwest Associated General Contractors, NEWTECH has created the Lemon Head Internship Program. At the end of the first year of their Pre-Apprenticeship Program, students can apply and interview with various AGC commercial and residential construction companies in and around Spokane. Students are selected to work for companies in a helper capacity for summer to gain experience on a jobsite and participate in jobsite building in compliance with L&I tool usage laws. Student salaries over the last two summers average \$19/hr. Student intern opportunities can be extended into the school year if the company requests, and the student performance is exceptional. The student gains credit for the Pre-Apprenticeship course while working through a worksite learning agreement with the school district and the employer. Students who are selected to



work during the school year spend the 12.5 hours of NEWTECH instructional hours on the jobsite with the employer. Students continue to gain jobsite experience; salary increases and benefits throughout their senior year of the Pre-Apprenticeship Program. Students are required to meet with their NEWTECH instructors for 2.5 hours per work during their worksite learning agreement for counseling and skill adjustments where needed or requested by the employer.

NEWTECH partnership with the Eastern Washington Apprenticeship Council is a vital and integral aspect of the program. Apprenticeship coordinators visit our classroom for presentations throughout the first semester of the school year. NEWTECH students, then in turn, visit the apprenticeship training sites to participate in hands-on classes in effort to gain experience in each apprenticeship trade. This allows students to experience what their post-secondary education and training path would look and feel like daily. This ensures students are confident in their post-secondary training choice. Apprenticeship coordinators aid NEWTECH instructors in apprenticeship application submission for interested students. NEWTECH Pre-Apprenticeship Program has produced 7 apprentices in the last three years, which has been deemed excellent for the 18-year-old age group. The average age of an apprentice candidate in Washington State is 28 years of age.

### **P3. Demonstration of labor market demand for specified skills/career in local region**

Employer support and interest will remain high for the next 5 years as the demand for skilled trades workers is high. Baby Boomers are getting ready to retire in the career of skilled trades. As of this year, 2020, there will be close to 2.2 million skilled trade positions left vacant in the United States. Spokane and Washington State are no exception. The NEWTECH Skill Center Pre-Apprenticeship program is looking to fill that need with highly trained employable high school graduates. Two of our most sought-after positions that our employer partners hire from NEWTECH are Carpenters and Laborers.

In Washington State, between 2016 and 2026, the Carpenter occupation is expected to grow by 18% with a faster than average national growth rate of 8%. Carpenters earn an outstanding hourly wage. Only less than 10% of Carpenters earn \$18.96 per hour, though a NEWTECH Carpenter has never earned less than \$19.19 per hour. The average wage of a Washington State Carpenter is \$28.82 per hour, and they can earn as much as \$46.28 an hour.

The Construction Laborer occupation is expected to grow by 19% in the state of Washington and a faster than average national growth rate of 11% during the same bracket of time. Washington State Construction Laborers make a respectable wage with less than 10% earning \$14.92 per hour and the average worker earning \$22.51 per hour. Laborers can earn as much as \$36.66 an hour.

NEWTECH expects our employer interest to expand with the addition of our Power and Energy program, as the state has an expected growth rate of 18% for Electricians for the next ten years and our nation is also expecting the occupation to grow by 10%. Electricians make an excellent living wage in Washington State. Less than 10% of Electricians make \$17.93 an hour. The average pay is \$32.71 an hour, and many earn \$53.71 or more per hour.

### **P4. Projected count of student enrollment, student completion, and anticipated employer participation for 5 years, post-pilot.**

There are about 45 students enrolled in the Construction Trades Program. This is deemed lower than normal due to the Pandemic. However, our yearly enrollment is capped at 60. In the 2022-2023 school year, we plan to hire another instructor and bring on at least another 45-50 students. Our total projected enrollment at that time will be 110 students.



NEWTECH has a 100% completion rate for the Pre-Apprenticeship program for the last 4 years. Additionally, about 100% of the students earn the OSHA 10 Certification and First/Aid CPR Certification, and students who are 18 and would like the Flagger and Forklift Certification obtain it as it is administered at school during class time.

Students who are juniors and want to participate in the AGC Lemonhead Internship would be deemed "Career Launch" students. This number will vary, but accurate estimates based on the past 4 years would be 5-10 students, with hopes to increase that number from 15-20 in the 2022-2023 school year.

Though the nation has been hit with the COVID-19 Pandemic, and is suffering with severe unemployment numbers, Spokane has many approved commercial projects in the form of city road and highway work, and new schools and libraries to be built in the next ten years. It is a safe hypothesis to say that Spokane area construction jobs will grow despite the economic impact of the global pandemic. One could say these positions are "pandemic proof" professions.

**P5. Concise description of development process to create Tech Program at the Career Launch program (e.g. who was involved, when, how was the program piloted, etc.)**

NEWTECH Skill Center created the Pre-Apprenticeship program three years ago. The creation of the program was the collaborative effort of the following NEWTECH Staff:

**Suzanne Gretch, Career and Pre-Apprenticeship Coordinator**- Experience in teaching and education for 15 years and is a certified Career and Technical Education instructor. Specializing in creating and delivering employability skill training to students. Additional responsibilities include program marketing, employer outreach, aiding in student employment and apprenticeship placement.

**Charles Sauer, Construction Technology Instructor** for 13 years, responsible for teaching construction standards and competencies. Previously, he was a construction instructor for Youth Build Spokane and Workforce Development for 13 years. Throughout his 14-year career in the trades prior to his career in Education, he held the following professional titles: Electrician Apprentice, Journeyman, Foreman and Superintendent for various commercial companies in the Inland Northwest.

**Andrew Syder, Welding Technology Instructor** for 21 years, responsible for teaching welding standards and competencies. He has an extensive welding background with 12 years as an apprenticeship instructor with the Puget Sound Naval Shipyards in Bremerton, Washington. He is also a veteran with the United States Air Force.

**Karene Duffy, Director of NEWTECH Skill Center** for 4 years, aiding in program framework approval and advisement on program delivery according to OSPI guidelines.

**Patrick Lenihan, Assistant Director of NEWTECH Skill Center** for 6 years, aiding in program framework approval and advisement on program delivery according to OSPI guidelines.

The NEWTECH Pre-Apprenticeship Program was approved by the Washington State Apprenticeship Training Council and the Eastern Washington Apprenticeship Council in April of 2017. The pilot year was 2018-2019 school year. The program was created because of a significant increase in the demand of skilled trades workers in Spokane area for commercial and residential construction companies. Area employers were calling NEWTECH Skill Center inquiring after students who were ready to go out onto various worksites. The trades education team and administration saw an opportunity to create a comprehensive education program that would lead to direct employment with high wages and a viable post-secondary education path with Spokane area apprenticeships.

**P6. Signed letter of endorsement from all relevant partners, stakeholders and regional networks (including employers, labor organizations, academic institutions, community-based organizations, individuals, and other relevant stakeholders in support of the proposed Career Launch program). Regional network endorsement preferred.**

See attached Letters from the AGC, Bouten Construction, and ACME Concrete and Paving.

**P7. Description of resources, supports, or other processes to recruit and support students from underserved backgrounds (e.g. including students of color, students from low income families, English language learners, students with disabilities, foster students, students experiencing homelessness, students from single parent homes, and other populations that face barriers to employment); or create an implementation plan to do so.**

The NEWTECH Pre-Apprenticeship Program has garnered close to \$18,000 in donations over the last three years from the Spokane Regional Plan Center, the AGC and other small private companies and professional organizations connected to the construction industry. This money was obtained with an aggressive marketing plan created and implemented by the NEWTECH Skill Center Pre-Apprentice Coordinator. Marketing materials were sent to companies and construction organizations, and an email and phone call campaign was executed with the goal of obtaining a meeting with each organization. The Career and Pre-Apprenticeship Coordinator then shared the instructor team's mission of educating and training the next generation of Spokane's skilled trade workforce and stated their financial needs. These needs included financial support for students from challenging socio-economic backgrounds.

NEWTECH has used the donated money to support students with socio-economic barriers that would otherwise make participating in our program or obtaining the necessary resources for employment difficult. The following is a list of how NEWTECH uses our monetary donations. The donations pay for:

- Program uniforms
- Lab fees
- Program fees
- Work boots
- Work pants
- Jackets and cold weather gear
- State Identification
- Driver's Licenses
- Birth Certificates

Moreover, monetary donations are given help cover the following costs to run NEWTECH's program at the highest professional standard. The money additionally pays for:

- Certifications: CPR/First Aid, Forklift, Flagger and OSHA 10 & 30
- Instructor training and certification



- Tools and replacement tools needed to perform on the Habitat for Humanity worksite: drills, hammers, ladders, nails, table saws etc.
- Materials for practicum learning: wood, brick, cement mix, wiring, roofing supplies.
- Tape measures, speed squares, hard hats and toolbelts for all students
- 2020-2021- Career Connection Textbooks and Online Learning Platform
- Materials to build a tiny home in partnership with Boone Electric 2020-2021
- Bus transportation costs to the Habitat for Humanity House Project
- Bus transportation costs to visit all Spokane area apprenticeships for "trial days."
- Classroom learning materials including laptops and software to implement CAD training
- Marketing materials needed to expand enrollment

NEWTECH Skill Center does have robust student recruitment program to keep enrollment high and expanding. The recruitment program consists of:

- Scheduled visits from area high schools called "Welcome Wednesdays":
  - Every Wednesday, from October- May, 8 Students from the Pre-Apprenticeship program are tasked to show visiting prospective students' classrooms, classwork, and participate in a hands-on demonstration to increase interest in the program.
- Pre-Apprenticeship Student Ambassadors are dispatched to all Spokane area high schools to give a presentation to Sophomore English classes on our program, classwork, and our Lemon Head Internship program.
- Evening campus showcases are executed to where students show off current projects created during school hours to garner interest in prospective students and employers.
- Career Night for perspective students to visit the program instructors and participate in a hands-on demonstration.
- Pizza, Pop and Power Tools- Current female students work with interested females from around the region to explain classwork and provide an opportunity to work with the tools. This event is done twice, once at NEWTECH and once at the Spokane Community College Apprenticeship Training Center.
- NEWTECH encourages young women, ELL students and other non-traditional students to explore a career in the trades by waiving lab and program fees.
- 8<sup>th</sup> Grade Career Showcase: a two-day event for future high school students interested in a career in the trades. Close to 1,000 students attend this event at NEWTECH Skill Center.

## Industry-Related Checklist

### I-R1. Address of worksite(s) where Career Launch students will complete supervised training.

The placement of students in the Lemon Head Internship program is done primarily through the Inland Northwest Associated General Contractors and their employers. Internship participants are dispatched much like apprentices are through the AGC.

Primary Training Site	Lemon Head Internship Training Site
NEWTECH Skill Center Pre-Apprenticeship Training Site 4141 N. Regal St. Spokane, WA 99016	Apprenticeship and Journeyman Training Center Inland Northwest Associated General Contractor Training Site 2110 N. Fancher Rd. Spokane Valley, WA 99212

### I-R2. Hourly wage for Career Launch Lemon Head Internship and Apprenticeship participants.

#### Carpenters Wages:

Level 1 Apprentice Wage: \$16.07/hr., plus benefits

\*Wages vary due to prevailing wage projects on an AGC contracted site.

#### Laborer Wages:

Level 1 Apprentice Wage: \$15.00/hr., plus benefits

\*Wages vary due to prevailing wage projects on an AGC contracted site.

### I-R3. List of entry-level positions and associated job descriptions for which a Career Launch student would be eligible for upon completion.

A carpenter performs tasks involving physical labor at a variety of construction projects, including the following:

- Remodel and help build commercial office buildings, hospitals, hotels, schools, and shopping malls.
- Some specialize in working with light-gauge and load-bearing steel framing for interior partitions, exterior framing, and curtain wall construction.
- Concrete forming systems and finishing interior and exterior walls, partitions, and ceilings.
- Build scaffolding.
- Create and set forms for pouring concrete.

#### Laborer Tasks:

- Operate a variety of hand and power tools.
- Clean and prepare sites, clean up rubble and debris, and remove waste materials
- Dig trenches, set braces to support the sides of excavations.
- Erect scaffolding.
- The position may assist other craft workers.



**I-R4. List of specific skills and competencies required for completion of Career Launch program, with demonstrated alignment to entry-level positions, job descriptions, and average local salary ranges.**

The internship rate is between \$16 and \$19 dollars per hour.

Upon full employment the rate of pay is between \$16 and \$35 dollars per hour.

Student internship and post-secondary pay is dependent on the employer and the jobsite the student is placed on. If a student is placed on a prevailing wage jobsite, he/she could earn as much as \$35/hr., plus over-time wages. Depending on their success on the job site students can move to the higher rate of pay at the employer's discretion.

The chart below lists the specific skills and competencies required to complete the NEWTECH Pre-Apprenticeship/Career Launch Program for Laborers and Carpenters. Course competencies are taken from the OSPI approved instructional framework for the program.

Entry Level Laborer Skill Competencies for Completion of Pre-Apprenticeship/Career Launch Program	Entry Level Carpenter Skill Competencies for Completion of Pre-Apprenticeship/Career Launch Program
<ul style="list-style-type: none"> <li>• Identify and apply OSHA and other health and safety regulations that apply to specific tasks and jobs in the occupational area.</li> <li>• Identify and apply EPA and other environmental protection regulations that apply to specific tasks and jobs in the occupational area.</li> <li>• Describe and demonstrate safe behavior on and around ladders and scaffolds.</li> <li>• Demonstrate correct and safe scaffold erection for various heights of buildings.</li> <li>• Illustrate First Aid &amp; CPR procedures for potential injuries and other health concerns in the occupational area.</li> <li>• Ability to use a standard tape measure accurately</li> <li>• Convert fractions to decimals and decimals to fractions</li> <li>• Safe use of portable power saws, drills, drivers, and hammer drills</li> <li>• Safe use of stationary tools (hammer, drilling machines, sleeves, sockets, chucks, disc and belt sander, band saw, power hacksaw, press brake)</li> <li>• Understand fastening systems (nails, screws, bolts, anchors, steel connectors and adhesives)</li> <li>• Understanding concrete (uses, placement, properties, composition, and reinforcements)</li> <li>• Identify various types of cement and describe their uses</li> <li>• Form erection</li> <li>• Perform volume estimates for concrete quantity requirements</li> </ul>	<ul style="list-style-type: none"> <li>• Describe and demonstrate safe behavior on and around ladders and scaffolds.</li> <li>• Identify and apply OSHA and other health and safety regulations that apply to specific tasks and jobs in the occupational area.</li> <li>• Illustrate First Aid &amp; CPR procedures for potential injuries and other health concerns in the occupational area.</li> <li>• Ability to use a standard tape measure accurately</li> <li>• Convert fractions to decimals and decimals to fractions</li> <li>• Safe use of portable power saws, drills, drivers, and hammer drills</li> <li>• Safe use of stationary tools (hammer, drilling machines, sleeves, sockets, chucks, disc and belt sander, band saw, power hacksaw, press brake)</li> <li>• Recognize and identify basic blueprint terms, components, and symbols</li> <li>• Relate information on the blueprints to actual locations on jobsite</li> <li>• Read and interpret plans, elevations, schedules, sections, and details contained in basic construction drawings</li> <li>• Understand wood materials and dimensional lumber (types, uses, properties, defects, grades, specifications, measurement)</li> <li>• Understand fastening systems (nails, screws, bolts, anchors, steel connectors and adhesives)</li> <li>• Understanding concrete (uses, placement, properties, composition, and reinforcements)</li> <li>• Identify various types of cement and describe their uses</li> <li>• Form erection</li> <li>• Perform volume estimates for concrete quantity requirements</li> <li>• Describe the major responsibilities of the Carpenter relative to jobsite layout</li> <li>• Identify and execute the different framing systems, walls, and ceiling layouts for wood and steel frames, including metal studs in wall framing</li> </ul>



**I-R5. Employer attests that Career Launch program is in compliance with required federal, state, and local regulations.**

Please see the attached letter by the Inland Northwest Associated General Contractors labeled IR5, IR6, IR9 that attests to compliance with all required regulations.

**I-R6. Employers will outline a student supervision and mentorship model.**

Please see the attached letter written by the Inland Northwest Associated General Contractors labeled IR5, IR6, IR9 that attests to compliance with all required regulations.

**I-R7. Description of common career pathway(s) beginning with entry-level position specified with demonstration of likely salary growth over specified time periods of On the Job (OJT) Training Hours.**

Please see the attached document entitled I-R7, Career Pathways and Corresponding Pay Increases for Carpenter and Laborer Apprentices.

**I-R8. Demonstrated competency alignment with relevant professional standards for specified entry-level positions when applicable.**

See I-R4 with list of skill competencies for Completion of Pre-Apprenticeship/Career Launch Program for Carpenters and Laborers.

**I-R9. Signed letter from employers partners attesting that Career Launch completers will be ready for specified entry-level jobs, including an optional, non-binding commitment estimating number of Career Launch completers they plan to interview/hire over the first three years of the program.**

Please see the attached letters in the folder labeled Career Launch Letters of Support from the Inland Northwest General Contractors, Bouten Construction, and ACME Construction.

### **Academic-Related Checklist**

**A-R1. List of academic institution(s) providing career-aligned instruction for Career Launch program.**

NEWTECH Skill Center

Operated by Spokane Public Schools cooperatively and attended by students from eleven North Eastern Washington school districts. Students enrolled in the program are on-track to earn a 24-credit high school diploma granted by their home high school at the same time they complete their Pre-Apprenticeship Program.

The following Eastern Washington Apprenticeships provide academic and skill alignment for the Pre-Apprenticeship Program: Inland AGC, Cement Masons, IBEW, Painters, Carpenters, Roofers, Western State Operating Engineers, Laborers Union.

**A-R2. Curriculum scope and sequence aligned to skills and competencies provided in employment checklist.**

See I-R4 for technical skill competencies. Below is the employability checklist for the NEWTECH program.

**Entry Level Laborer & Carpenter Employability Skill Competencies for Completion of Pre-Apprenticeship/Career Launch Program**

- **ATTENDANCE:** Student consistently demonstrates dependability and follows through on work commitments
- **INITIATIVE / SELF-MOTIVATION:** Continually displays initiative and enthusiasm; thinks before acting. Demonstrates curiosity and interest in learning. Always focused on task without supervision.
- **TIME MANAGEMENT:** Always displays effort and utilizes class and worksite time appropriately. Demonstrates self-discipline related to promptness and reliability.
- **SAFETY** - Consistently follows all safety rules according to their industry standard, caring for themselves and others.
- **PROFESSIONAL APPEARANCE / UNIFORM** – Attire appropriate for classroom, construction shop and jobsite. Maintains proper personal hygiene and adheres to both NEWTECH and industry dress codes.
- **TECHNOLOGY & ELECTRONIC RESPONSIBILITY-** Electronics are never a distraction. Student uses them appropriately and follows classroom, shop and worksite policy.
- **VERBAL/NON-VERBAL COMMUNICATION & INDUSTRY LANGUAGE** - Consistently uses tact, respect, and courtesy when speaking with others. Consistently recognizes body language, thinks before speaking, and can work well in diverse groups using industry and workplace appropriate language.
- **LISTENING & ENGAGEMENT-** Consistently demonstrates the ability to use active listening techniques and can explain what was heard to others accurately. Always follows complete verbal instructions. Shows consistent understanding of the use of non-verbal cues that demonstrate listening.
- **WRITTEN COMMUNICATION** – Employment documents meet or exceed standards, are professional, and meet industry requirements with detail. Writing is consistently error-free and the style of writing is appropriate to the task and audience which the writing will be presented. This includes a job application, resume, cover letter and letters of recommendation.
- **INTERVIEW PRESENTATIONS & DELIVERY** -Consistently keeps eye contact with the interviewer; only glances at notes if needed. Consistently uses appropriate body language and uses natural gestures and movements. Consistently looks poised and confident. Wears clothing appropriate for the occasion.
- **TEAMWORK** -Confident and demonstrates self-control. Works collaboratively and positively with co-workers/classmates and instructors/supervisors. Listens attentively to others and responds positively. Is aware and appropriate to group diversity.
- **GOALS & TASK IMPLEMENTATION** –Develops goals and uses a process for planning, utilizing action plans by prioritizing tasks and can evaluate and revise the plan when necessary.
- **GROUP FACILITATION & LEADERSHIP** -Uses organizational skills, processes information, uses leadership skills, uses direct and clear directions, inclusive of diverse group members.
- **STANDARDS OF QUALITY** -Understands what quality construction work looks like and can explain it according to industry standards. Can determine sub-par standards of quality and can evaluate a construction product for quality.
- **FEEDBACK / REVISING WORK FOR QUALITY** -Uses industry standards for quality to evaluate own work. Uses self-reflection to determine self-standard for quality.
- **PROBLEM SOLVING:** Identifies multiple ways to solve a problem – defining the problem, determining the cause, identifying, prioritizing, selecting, and implementing a solution.
- **EVALUATING INFORMATION** -Able to make reasoned judgments that are logical and well thought-out by taking outside knowledge into account developing a conclusion.
- **REFLECTIVE PRACTICE** - Able to reflect on own actions to engage in the process of continuous learning; paying attention to the practical values and theories which inform everyday actions by examining practice and making judgments.



**A-R3. Demonstration of student supports (e.g. mentoring, advising, financial aid, tutoring) available for Career Launch students enrolled in the course.**

NEWTECH Pre-Apprenticeship Program is unique in that not only does the Pre-Apprenticeship Coordinator market the program to local employers and garner employer support, but the Coordinator also creates a comprehensive post-secondary plan for each Pre-Apprenticeship Student. The plan includes:

**FINANCIAL AID:**

- AmeriCorps Application Aid and Program Completion- \$1290 for a post-secondary education institution of their choice for each student that participates. The total amount of money earned for the Class of 2020 was \$14,190.
- Spokane Valley Chamber Foundation Scholarship- Aid students in application completion and submission. The award is \$3,000. Two past NEWTECH Pre-Apprenticeship students have received this scholarship in 2018 & 2019.
- Spokane Homebuilders Association Scholarship- Aid students in application completion and submission. Award is \$1,000 to aid in tools needed for Apprenticeship.
- Building Industry Association of Washington Education Program Scholarship- Aid students in application completion and submission. Award aids students who want to attend a community college, technical school, and/or university.

**INSTRUCTION AND DELIVERY OF EMPLOYABILITY SKILLS:**

- Teaches and monitors student performance of employability skills
- Advises and aids students on execution of Post-Secondary Education, Employment and Apprenticeship Plan
- Identifies student candidates who have met performance standards to participate in Employer Interview Day, recommends candidates for the Lemon Head Internship Program, and recommends candidates for Entry into AGC Apprenticeship, as well as other Eastern Washington Apprenticeships

**MENTORING & ECONOMIC BARRIER REDUCTION**

- Socio-economic and emotional counselor: aids students in accessing barrier funds from the school district and the money donated by employers to pay for state identification, driver's licenses, birth certificates, tools & uniforms, and supports students in the HEART Program (students who are classified as homeless).
- Counsels students on the importance of a drug-free lifestyle, as students cannot obtain employment in the skilled trades or apprenticeship if they test positive for marijuana and illegal drugs.
- Counsels students on the importance of responsible citizenship, as students cannot be arrested for a variety of illegal behaviors while employed in the skilled trades- or most other professions.

**TUTORING:**

The NEWTECH Pre-Apprenticeship Program recognizes that students learn at different paces and have varying degrees of reading and writing levels. To ensure the success of all students, NEWTECH utilizes:

- Para-Educators to ensure 504 and IEP modifications are met in students' education plans
- English as a Second Language Educators and ESL teaching strategies to overcome communication obstacles for students who are not indigenous to the United States and use English as their second language.

- On-line learning platforms and an information technology instructor to supplement credit deficiencies because of spending three class periods a day at NEWTECH to participate in the Pre-Apprenticeship Program.
- NEWTECH Pre-Apprenticeship Senior Level students aide instructors in group efforts to complete projects and ensure student understanding and demonstration of skill competencies.

**A-R4. Number of postsecondary credits provided and / or credential earned upon completion of program.**

NEWTECH Skill Center Construction Technology and Pre-Apprenticeship Program is not currently articulated with Spokane Community College (SCC) or any other community college. SCC does not have a carpentry program since they are partners with the local area apprenticeships.

However, SCC does administer the Multi-Occupational Trades Degree after an apprentice has completed 6,000 On the Job Training (OJT) hours and 450 Relative Student Instruction (classroom RSI) hours. We fully expect our apprentices to take advantage of the availability to complete this AAS Degree.

The Inland Northwest AGC and NEWTECH have a thriving partnership with the Lemon Head Internship Program. If a NEWTECH Pre-Apprenticeship Student is selected to work as a Lemon Head Intern with an AGC company, the AGC will count the OJT hours the student completed before high school graduation toward their apprenticeship level. A student can work up to 2000 OJT hours and enter the Inland Northwest AGC as a Level 3 Apprentice, increasing their pay to 80% of a full journeyman's wage. NEWTECH has had a Pre-Apprenticeship Student who performed at this level between the Summer of 2018 and his high school graduation in the Summer of 2019. This is the equivalent of gaining college credit before graduation in the trades/apprenticeship post-secondary pathway.

**A-R5. Demonstrated curricular alignment with relevant professional and / or academic standards associated with coursework and credential, when applicable.**

See I-R4 with list of See I-R4 with list of technical skill competencies for Completion of Pre-Apprenticeship/Career Launch Program for Carpenters and Laborers.

In addition, students who participate in the NEWTECH Pre-Apprenticeship Program gain the following Certifications and Credentials:

- OSHA 10, Junior Level
- OSHA 30, Senior Level
- Forklift Certification, Class 1 & Class 7, Senior Level
- Flagger Certification, Senior Level
- First Aid/CPR Certification, Junior and Senior Level

**A-R6. Details of potential for current or future partnerships and/or scalability of the program within and across sectors and/or geographic locations (e.g. articulation, degree pathways), when applicable.**

**CURRENT APPRENTICESHIP PARTNERSHIPS:**

- Inland Northwest Associated General Contractors
- AJAC
- Boilermakers Local 242
- Bricklayers
- IBEW Local 73



- Ironworkers Local 14
- Northwest Laborers Local 238
- Plumbers and Steamfitters Local 44
- Sheet Metal Workers Local 55
- Western State Operating Engineers
- Carpenters Local 59

#### **CURRENT EMPLOYERS AND CONSTRUCTION ORGANIZATION PARTNERS**

- Washington State Apprenticeship and Training Council
- Construction Center of Excellence
- Pacific Northwest National Association of Women in Construction
- Spokane Regional Plan Center and Employer Members
- WorkSource Spokane Apprenticeship
- Greater Spokane Incorporated
- Bouten Construction
- ACME Concrete and Paving
- Lydig Construction

#### **SCALABILITY**

- Current enrollment has reached capacity for 2020-2021 school year with a waiting list of 21 students
- Addition of Power & Energy Program under the Pre-Apprenticeship Umbrella for the 2020-2021 school year
- Goal for 2022-2023 school year: hire additional Construction Technology Instructors, bringing final enrollment of the NEWTECH Pre-Apprenticeship enrollment from 60 to 110 students.

Support of students completing credits towards the Spokane Community College Multi-Occupational Degree Program (AAS), which can lead to entry to the Construction Management Program at Central Washington University.

**I-R7, Career Pathway and Corresponding Pay Increases- Carpenter Apprentice**

Step	Hour Range/Competency Step	Percentage of Journey-level Wage
1	0000-1000 OJT hours and 80 total hours of RSI	60% \$16.07/hr.
2	1001-2000 OJT hours and 160 total hours of RSI	70%
3	2001-3000 OJT hours and 240 total hours of RSI	80%
4	3001-4000 OJT hours and 320 total hours of RSI	85%
5	4001-5000 OJT hours and 400 total hours of RSI	90%
6	5001-6000 OJT hours and 480 total hours of RSI	95%

1. Journey-Level Carpenter

- Highest Hourly Wage in Washington State: \$43.92/hr.

2. Construction Site Supervisor

Multi-Occupational Trades Degree (AAS) or bachelor's degree in Construction Management:

- Highest Hourly Wage in Washington State: \$60.58/hr.

3. Construction Project Manager, Civil and Commercial Projects

Bachelor's Degree in Construction Management:

- Highest Hourly Wage in Washington State: \$73.93/hr.



I-R7, Career Pathway and Corresponding Pay Increases - Laborer Apprentice

Step	Hour Range/Competency Step	Percentage of Journey-level Wage
1	0000-1000 OJT hours and 80 total hours of RSI	60% \$15.00/hr.
2	1001-2000 OJT hours and 160 total hours of RSI	70%
3	2001-3000 OJT hours and 240 total hours of RSI	80%
4	3001-4000 OJT hours and 320 total hours of RSI	85%
5	4001-5000 OJT hours and 400 total hours of RSI	90%
6	5001-6000 OJT hours and 480 total hours of RSI	95%

1. Journey-Level Laborer

- Highest Hourly Wage in Washington State: \$33.66/hr.

2. Construction Site Foreman for Laborer

- Highest Hourly Wage in Washington State: \$38.88/hr.

3. Construction Helpers-Brick Masons, Block Masons, Stone Masons

- Highest Hourly Wage in Washington State: \$43.05/hr.

June 4, 2020

RE: PRE-APPRENTICESHIP PROGRAM  
NEWTech Skill Center  
Spokane, WA

To Whom It May Concern:

Bouten Construction Company endorses and recommends NEWTech Skill Center Pre-Apprenticeship Program to participate in the *Career Launch Endorsement Program*. NEWTech and Bouten Construction have worked closely over the last two years supported by the Spokane Regional Plan Center. We have witnessed NEWTech work to create and continually improve their pre-apprenticeship program to groom the next generation of skilled trades workers to build Spokane and the surrounding areas.

Bouten and the Spokane Regional Plan Center have supported NEWTech's construction trades program financially for the last two years. After witnessing their ability to reach out to professional and commercial construction companies and tailor their education to meet their employment needs, we took an active role in their employment portion of the program.

NEWTech has a thorough and well-rounded curriculum that addresses technical and employability skills for young men and women seeking a career in construction. Bouten hired a Carpenter Helper out of NEWTech for the *Lemon Head Internship Program* for the summer of 2019. NEWTech and Bouten were in contact often to ensure the successful completion of the internship for the student. The student had the opportunity to learn the various phases of commercial construction, operate hand tools, and practice daily employability skills. The student is currently a candidate for the Carpenters Local 59 Apprenticeship.

Bouten would like to ensure the ongoing success of NEWTech's Pre-Apprenticeship Program by advocating for the program and recognizing their efforts for continual improvement and excellence in educating our young tradesmen and women.

Please contact me if you require additional information.

Sincerely,

BOUTEN CONSTRUCTION COMPANY



Scott McGlocklin, Director  
Preconstruction Services





## AGC Apprenticeship Center

Carpenters, Heavy Equipment Operators, & Laborers

June 5, 2020

### I-R5, I-R6 & I-R9:

Inland Northwest AGC & NEWTECH Pre-Apprenticeship Program Partnership: Safety, Compliance, Student Supervision and Mentorship Model for the Lemon Head Internship Program

The AGC Lemon Head Internship Program was created in the Summer of 2018 in partnership with the NEWTECH Skill Center Pre-Apprenticeship Program. Both institutions felt that a viable way to ensure growth in the career pathway of skilled trades within the demographic of 16-18 year old's was to create employment opportunities that allowed students to work in their chosen trades profession and earn an entry-level apprenticeship wage while doing so. Students would receive extraordinary monetary rewards for their skill performance as a NEWTECH Pre-Apprentice and be able to experience and adjust to a high-demand adult working environment. The Lemon Head Internship Program has helped Pre-Apprenticeship students experience and solidify their skilled trades career pathway.

During the inception and creation of the Lemon Head Internship, the AGC did extensive research with construction insurance companies and with Washington State Department of Labor and Industries to set regulations concerning employing students in construction who are under the age of 18.

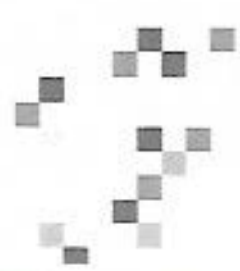
According to L& I's Youth in Construction Bylaws, students who are 16- and 17-years-old, enrolled in a high school career technical education program like the NEWTECH's Pre-Apprenticeship Program, are allowed to perform some prohibited jobs while working in a setting arranged through their school. All employment through the Lemon Head Internship Program is arranged by NEWTECH Skill Center and Spokane Public Schools. Students, their parents, and employers must sign a worksite learning agreement that states the student's job duties and tools they can use. In addition, a minor-work permit must be signed by the parent, employer, and the school district.

L&I also states that youth must be trained in occupational safety and health. NEWTECH Pre-Apprenticeship students are required to have obtained an OSHA 10 and First Aid/CPR certifications to be selected for the Lemon Head Internship Program. Moreover, students must have documentation of tool safety and performance tests on the following tools:

- Drills, nail guns and pneumatic tools
- Power-driven circular saws and band saws
- Grinders
- Excavation equipment
- Hand tools such as hammers, screwdrivers, and wrenches



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Students can participate in roofing operations as well with documentation of tested fall protection procedures. Ear and eye protection are always required on the jobsite for Lemon Head Interns, as it is for all employees following OSHA guidelines.

Lemon Head students are to be allowed to perform these tasks during their internship daily, and with close and direct supervision. Each Lemon Head intern is assigned a supervisor with whom they are always required to be with on the jobsite. The supervisor is responsible for insuring student safety according to OSHA guidelines, aid the student in performing their daily job duties and teaching the student new skills that fall within the approved tool list above. The supervisor is responsible to coaching the student in using their employability skills to navigate an adult worksite successfully. Finally, the student's direct supervisor is responsible for ensuring the student is treated correctly according to Equal Employment Opportunity laws.

Every 80 hours a student works, the supervisor fills out an evaluation form and has a phone or face to face meeting with the NEWTECH Pre-Apprenticeship Coordinator to ensure the student is meeting employer expectations. If the student is struggling, the supervisor, student and coordinator create a learning plan to ensure internship success and completion.

The AGC and NEWTECH are committed to student safety while on the construction worksite. It is not possible for this incredible opportunity for Pre-Apprenticeship students to continue if a company is in violation of Labor and Industry Regulations and OSHA laws. Therefore, student safety education is the focal point of both programs.

The AGC and its employer members have fully evaluated and support NEWTECH Pre-Apprenticeship Program. We fully believe and can attest to the job-readiness of NEWTECH graduates. The AGC fully plans to continue to seek, welcome, interview and place entry-level Carpenter and Laborer apprentices from NEWTECH's program for the next three years and beyond.

Please contact the Inland Northwest AGC Apprenticeship office for further questions or concerns.



Mike Ankney  
AGC Apprenticeship Director



# ACME

## Concrete Paving, Inc.



June 4, 2020

Re: Support for NEWTECH Skill Center Pre-Apprenticeship Program

To Whom It May Concern,

On behalf of ACME Concrete Paving in Spokane, I want to express our strong support of NEWTECH Skill Center Pre-Apprenticeship Program proposal to participate in the Career Launch Endorsement Program. NEWTECH has worked diligently for the last 3 years to create and deliver a high-quality education and pre-apprenticeship program that produces high quality high school graduates who are ready to work in the various fields of the skilled trades.

ACME has worked closely with NEWTECH and committed to hiring students out of this program. During the summers of 2018 and 2019, we hired a Lemon Head Student Intern, Alex Chavarin. Alex had demonstrated his superior employability skills, willingness to learn and a high skill acumen. He excelled in our company throughout the summer, and throughout his Senior year as a NEWTECH student.

Alex graduated from high school and the NEWTECH Pre-Apprenticeship Program in the summer of 2019. He enrolled in the Heavy Equipment Operators and Diesel Mechanic Apprenticeship to supplement his employment with ACME and to continue to enhance his skills required for his chosen career.

Alex has been used in different roles in our company without hesitation and has been a valued employee. We believe that the education, support, and guidance the NEWTECH Skill Center Pre-Apprenticeship program gave him a strong footing to begin his career.

We can't speak highly enough about the work that NEWTECH is doing in preparing their students for employment. If there are any additional questions or input needed, please do not hesitate to call.

Respectfully,  
ACME Concrete Paving, Inc.



Bryan White  
Sr. Project Manager



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June 5, 2020

Karene Duffy  
Director, NEWTECH Skill Center  
4141 N. Regal St.  
Spokane, WA 99207  
(509) 354-7470

To Whom It May Concern,

I am writing in support of the NEWTECH Pre-Apprenticeship Program currently under my directorship, to be recognized by the Career Launch Endorsement Program. This program began in the Fall of 2017 and is entering its 4<sup>th</sup> year at NEWTECH Skill Center as of the 2020-2021 school year.

The Pre-Apprenticeship Program instructors have worked to build a career and technical education program that gives high school students an opportunity to experience construction trades in a holistic and comprehensive manner that allows for students to make informed decisions about high paying and high demand careers after high school.

Our instructors have instituted a program that allows for not only technical skill and employability training but delivers highly sought-after certifications demanded by our Spokane area employers. Our welding and construction programs have robust and active advisory committees that inform our instructors on curriculum changes and practical training that will lead to employment within their companies. Our program coordinator actively markets to many construction organizations to expand their network of support. The result of this three-year effort is our students are hired to work for commercial construction and welding companies in Spokane and are granted entry into highly competitive apprenticeship programs here in Eastern Washington.

Furthermore, our welding and construction programs have reached enrollment capacity for the 2020-2021 school year and have waiting lists for new students to join the program. Our hope is soon, we can obtain the funding to hire addition instructors and expand the program.

I am proud to have this program under my directorship. I believe it is the premier Pre-Apprenticeship Program in Eastern Washington. I am looking forward to supporting and promoting this program during the duration of my directorship.

Please contact me if you have further questions about the program.

Sincerely,

A handwritten signature in black ink that reads "Karene Duffy". The signature is written in a cursive, flowing style.

Karene Duffy  
NEWTECH Skill Center Director





**AGC Apprenticeship Center**  
Carpenters, Heavy Equipment Operators, & Laborers

June 4, 2020

Re: Support for NEWTECH Skill Center Pre-Apprenticeship Program

To Whom It May Concern,

The Inland Northwest Associated General Contractors in Spokane would like to approve and support the NEWTECH Skill Center Pre-Apprenticeship Program to take part in the Career Launch Endorsement Program. We believe participation in Career Launch will boost NEWTECH's success as a program to new heights. The AGC and NEWTECH Skill Center have been primary partners for the last three years in promoting trades education at the high school level.

NEWTECH has created an exciting program for high school juniors and seniors that helps them explore and thoroughly prepare for a successful and profitable career in the trades. The AGC saw the high quality of technical and employability training NEWTECH was providing and wanted to create an active partnership to grow and develop the program to meet our members' employment needs.

The cornerstone of the AGC/NEWTECH partnership is the Lemon Head Program. The AGC has worked to inform their members of NEWTECH's ability to train their students to be jobsite ready every summer, and to ensure safe employment under Labor and Industry's regulations for youth in construction. This partnership gives helps AGC members participate in trades education for youth and provides students with the opportunity to earn a monetary reward for their skills learned in school. The ultimate goal is to create success stories that demonstrate to Eastern Washington that apprenticeship is a viable, high demand and financially successful post-secondary pathway.

The AGC will continue to be an active supporter and partner of NEWTECH's Pre-Apprenticeship Program by continuing the Lemon Head Internship Program and providing training aid to NEWTECH's technical skill program for the foreseeable future.

If you have questions, please contact me at your convenience.

Respectfully,



Mike Ankney  
Director



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