

# CONSTRUCTION CONNECTIONS

Volume 1, Number 6

## Note from the Director

Since I joined the Construction Center of Excellence in October 2005, a great deal of change has happened in our programs and the industry we serve. I'm excited by the progress everyone is making to create a seamless and accessible system for all potential and incumbent workers.

Traditionally, construction slows over the winter months. This is a terrific time to reflect on your contributions to construction workforce development, and how you may want to participate in this important work in the future. Check our website for resources and events in the upcoming months at [www.rtc.edu/CommunityResources/CCE](http://www.rtc.edu/CommunityResources/CCE).

I am thrilled to announce Gay Kiesling has accepted the position as Renton Technical College's Dean for Industry & Trade and Apprenticeships. Gay brings a wealth of experience and wisdom to this position, including previous service on the state's Workforce Board; former directorships of the ANEW program and Workforce Development at Renton Technical College. She was also the first female graduate of the Sheetmetal Apprenticeship. Welcome Gay!

Happy Holidays ~ Heather Winfrey

## ESL for the Trades: Course Materials Now Available Online

The CCE is pleased to offer construction educators the "ESL for the Trades" course materials on our website, <http://www.rtc.edu/CommunityResources/CCE/Resources>.

This course, which includes the syllabus and outline, example materials, and extensive reference materials, was developed and pilot tested by David Dickson, M.S. Ed., Vocational ESL Instructor for Renton Technical College. It is designed for ESL Level 2, introducing students to various trades, and the training and career paths within those trades.

There is a tendency for ESL students to drop out of the ESL program after Level 3—often to take low-paying jobs. By focusing on careers at Level 2, we hope students will be motivated to continue their ESL studies long enough to improve their language skills to a level at which they can pursue those superior career opportunities. In turn, this improves employers' access to a qualified and safe workforce.

This model can be applied to other career-related ESL courses, including Health Care and Information Technology. For more information, please contact Heather Winfrey at 425.235.2352, extension 5582.

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## Construction Center of Excellence (CCE) Affiliates with New Market Skills Center – The K-12 Building Trades Center of Excellence!

The CCE is delighted to announce a formal affiliation between us and New Market Skills Center, which was recently awarded a three-year grant to promote and articulate with apprenticeships, as part of the Governor's "Running Start for the Trades" initiative.

As the K-12 Building Trades Center of Excellence (BTCE), New Market is working with regional school districts and its sister Skills Centers. This is a natural fit with Renton Technical College's designation, and a win/win collaboration for construction education communities statewide. These are just some of the immediate and long-term activities the CCE and BTCE are working on together:

- ◆ Co-sponsoring articulation workshops and related events
- ◆ Connecting educators to the **Blueprint for Success: Construction Math Initiative**
- ◆ Linking web-based resources
- ◆ Marketing construction careers

Contributing ongoing column to "Construction Connections" newsletter

"This is exactly the kind of partnership citizens of Washington expect," says Heather Winfrey, CCE Director. "We do a much better job for students, educators, apprenticeship programs and training providers when we deliberately align these kinds of initiatives."

## Under Construction: Math Toolboxes for Middle and High School Teachers

The CCE is working with many partners across Washington State to produce a "Construction Math Toolbox," which will include lesson plans, assignments, construction-related activities, *Laying the Foundation: Construction Math* book, and incredible academic and career planning materials in a single source for teachers.

This product is being developed with funds from the one-year capacity grant awarded to the CCE by the Transition Math Project. The lesson plans are being aligned with the College Readiness Standards, which defines the math knowledge and skills a student should possess when they graduate from high school. The Transition Math Project is a collaborative effort across education communities to reduce the alarming remediation rates from high school into post-secondary education.

The toolboxes will be distributed to teachers through a series of in-service workshops in late winter to early spring, and at our two, weeklong Construction Math Institutes, to be held in Eastern and Western Washington. We will announce registration for these FREE events in early 2007.

For more information, contact the CCE at 425.235.2352, extension 5582. Some of our construction math lessons, developed by Kathy Swan, are available at [www.rtc.edu/CommunityResources/CCE/Resources](http://www.rtc.edu/CommunityResources/CCE/Resources). All online products are free; there will be limited quantities of hard copy toolboxes in 2007.

## Workforce Development Council of Seattle-King County (WDC) Introduces "Employ Experience" website

*Submitted by Sian Hale, WDC Planner*

Mature workers are a vital and growing part of our region's workforce. As Baby Boomers near retirement, fewer younger workers are entering the workforce to take their place. That means it's more important than ever for your business to harness the experience of older individuals.

Visit [www.employexperience.com](http://www.employexperience.com) to learn about ideas on how to attract and retain mature workers in today's market. The site includes a variety of business resources including effective recruitment and management practices, success stories, and local as well as national resources.

## Labor and Industries Offers Safety & Health Checklists for Construction

*Submitted by Michael Farley, L&I Outreach Services*

Now available at the Washington State Department of Labor and Industries' website, and in limited supply on CD-Rom, L&I has developed a Safety & Health Checklist for companies and training providers.

These step-by-step lists can help create a healthier working environment with common sense tips and guidelines, including how to develop and implement a safety plan, build and maintain a safe workforce, and manage industrial insurance risk. By taking these proactive steps, we can reduce personal and business costs associated with work site hazards. Go to: <http://www.lni.wa.gov/safety/basics/smallbusiness/default.asp> to use these checklists.

## Governor Gregoire Announces Grants to High Schools to Expand Pre-Apprenticeship

*Submitted by Michael Thurman, Washington State Department of Labor and Industries*

Governor Chris Gregoire today announced that eight Washington high schools received \$7,500 each to support efforts to expand and encourage pre-apprenticeship programs. The money, \$60,000 in all, was awarded by the Department of Labor and Industries (L&I) and the Washington State Apprenticeship and Training Council.

“These grants are important to many people,” said Governor Gregoire. “They are important to our high school students who want to pursue careers in the building trades but do not know where to start. They are important to the building trades, which are going to need talented young people to replace tradesmen and women ending their careers. They are important to Washington because skilled workers mean strong families and a strong economy.”

In these “Running Start for the Trades” programs, high schools work closely with local apprenticeship programs to prepare students to enter apprenticeships immediately after graduation. The grants will be used to create opportunities, as well as to encourage and support students to ensure they have the job skills and the academic prerequisites to succeed in an apprenticeship program.

The grants were part of Governor Gregoire’s 2006 legislative proposal to expand and strengthen apprenticeship opportunities for high school students.

Schools receiving the grants are:

- ◆ Clark County Skills Center, Vancouver
- ◆ Seattle Public Schools, Seattle
- ◆ East Valley High School, Spokane
- ◆ Raymond High School, Raymond
- ◆ South Bend High School, South Bend
- ◆ Toppenish High School, Toppenish
- ◆ West Valley High School, Spokane
- ◆ Whatcom Tech Prep Consortium, Bellingham

Apprenticeship is a formalized program of on-the-job training that prepares apprentices to become a journey-level professional in a specific field. Apprentices earn while they learn, and their pay scale goes up as they gain experience. The average annual salary for an apprenticeship graduate is \$52,000.

Statewide, there are 250 different apprenticeship careers and 10,500 registered apprentices. Typically, students must successfully complete pre-apprenticeship coursework, including math and science, to be accepted into an apprenticeship program.

## Spotlight On: Washington State Tech Prep Association

*Submitted by Joyce Carroll, Association President*

Tech Prep is a national college/employment-readiness program offering essential career pathway connections and tuition-free college credit for high school students. Bridging the secondary and postsecondary education systems, the Washington State Tech Prep Association is committed to strengthening partnerships in support of workforce and economic development as well as successful student transition. In 2005-2006, 17,133 students earned college credit through the Tech Prep program in our state.

Our Association meets semi-monthly during the school year at various locations across the state. Our goal is to engage key agency representatives, including Center of Excellence Directors, in dialogue about pertinent topics including current projects and activities. We also devote a significant portion of our meeting time to working committees. Currently, we have work groups focused on the following:

### Articulation

The articulation group is working on several important initiatives including:

- ◆ a statewide articulation matrix for the community & technical college system
- ◆ a statewide articulation model & guidelines
- ◆ regional/state articulations endorsed by the COEs
- ◆ a Tech Prep articulation process manual
- ◆ issues related to registration fees and collection of Social Security #s

## Online System

The online system group is newly formed and is tasked with being the interface between our association and the Puget Sound ESD, where our online registration software application is now hosted, as of July 2006. Currently, online registration is available to high school students in 15 of the 22 Tech Prep consortiums across the state.

## Transitions

The transitions group is also newly formed. They are currently collecting information on activities, events and organizations that contribute to successful passage from high school to college and employment.

## Communications/Marketing

The communications group is working on:

- ◆ WA ST Tech Prep website: [www.techprepwa.org](http://www.techprepwa.org)
  - Update general content
  - Complete 4-5 page non-traditional web resource for K-16
- ◆ Research pod casting
- ◆ Evaluate and recommend changes to Washing ST Annual Tech Prep Report

## Data

The data group is working on possible issues related to the new accountability measures under Perkins IV. Their activities include:

- ◆ collecting information regarding Tech Prep coding at the CTCs
- ◆ interfacing w/data personnel at OSPI, SBCTC, WFB & relay information to general membership

We applaud the great work that is being conceived and coordinated by the CCE and the other Centers of Excellence around the state and we welcome and encourage further partnering. Contact information for state and local Tech Prep is available at <http://www.sbctc.ctc.edu/workforce/techprep.asp>

You can also contact Joyce Carroll at [jocarrol@bcc.ctc.edu](mailto:jocarrol@bcc.ctc.edu) or 425.564.6159.

## Construction Academy at Bothell High School Wins 2006 KCTS Golden Apple Award

The Construction Academy at Bothell High School and its instructor, Mr. Cal Pygott, received the prestigious KCTS Television's Golden Apple Award for Excellence in Education. KCTS established the award in 1992 as part of its commitment to serving the educational needs of children. Since then, more than 140 individuals and programs have been recognized for their innovation and involvement in communities around Washington.

The Construction Academy at Bothell serves students in grades 11-12 in the Northshore School District as well as students from other eastside districts. It is structured as a two-period program, teaching skills ranging from safety, construction math, blueprint reading, to work readiness skills and core carpentry. Among his many accomplishments, Mr. Pygott recently completed a memorandum of understanding with the King County and Hoffman Construction, to provide direct entry opportunities into apprenticeships with the Brightwater Project.

"I consider it a great honor for me, for the program, and for CTE classes in general," says Cal. "I'm using the award as another means to promote my class and construction classes in general to the public, as a viable and needed alternative for students and the industry."

The CCE heartily congratulates Cal Pygott, who is one of our steering committee members, for this tremendous honor!

## Renton Technical College Offering Language Interpreter Program

Beginning Winter Quarter 2007, RTC will be offering a new program designed for bilingual students to pursue entry-level employment as interpreters. Students will gain computer application skills, basic theory and concepts to operate a small business, and build a complex bilingual vocabulary. There are a range of jobs across industries that can benefit from bilingual workers.

Contact Peggy Moe for more details at 425.235.2285 or [pmoe@rtc.edu](mailto:pmoe@rtc.edu)

## Overcome Your Fear of Technology! Join the CCE's Education Connections Forum!

What is a Blog?

- a. A little-known sequel to a 1950's classic horror movie
- b. A holiday drink without eggs
- c. A stylish shoe
- d. A facilitated discussion using web technology

Some people may perceive technology as a blob-like creature, but joking aside, there are many good reasons to use it. With today's busy work schedules, it can be difficult to attend every meeting, and still get to those deadline assignments. This is why the CCE has launched the Education Connections Forum, which is a bi-monthly blog or "web discussion/chat boards" for our partners to share tips, ideas, and contacts that help improve our programs.

Posting a question or answer to a public blog site is easy – if you can send an email, then you can join these discussions. Forums will be held the first Wednesday of every other month, from 10am to 2pm. This is a great way to get information you need without leaving your office! (Please do not send comments for the blogsite outside of the scheduled dates.)

Education Connections Forum Schedule and Upcoming Topics (no blog March 2007):

**Wednesday, January 3:** Building long-term partnerships for your programs – upfront sustainability

**Wednesday, April 4:** Acquiring hard and soft resources – tips and ideas to connect programs to employers, initiatives, and more

**Wednesday, June 6:** Why evaluation matters – and what data may be telling you

For more information, email Heather Winfrey at [hwinfrey@rtc.edu](mailto:hwinfrey@rtc.edu).

## The Washington Safety and Health Training Institute (WASHTI) Launches Public/Private Safety Training Initiative

*Submitted by Mark Maher, Cement Masons and WASHTI President*

WASHTI has announced its plans with the Department of Occupational Safety and Health (DOSH) to begin the work of creating a trade-by-trade approach to reducing injuries in Washington State. This unique project will be piloted with the Cement Masons, and later expand to other trades.

Statistics will be analyzed to determine the conditions and causes of the most prominent injuries, specific to the trade. From the data collected, specialized training programs will be developed to address high injury areas and improve risk management. Washington State Labor and Industries' Outreach program will help promote and disseminate project results. Eventually, the CCE "Hazards Awareness Train the Trainer" and other models will be able to be customized based on the findings of this project.

## Teachers! Check Out WAMAP.org!

*Submitted by David Lippman, Pierce College*

WAMAP is a web based mathematics assessment and course management platform. Its use is provided free to Washington State public educational institution students and instructors.

This system is designed for mathematics, providing delivery of homework, quizzes, tests, practice tests, and diagnostics with rich mathematical content. Students can receive immediate feedback on algorithmically generated questions with numerical or algebraic expression answers.

To register to use this great tool, go to: <http://www.wamap.org/>.

## Associated General Contractors of Washington Education Foundation Offering Scholarships to Students and Schools

*Submitted by Derek Sparks, Program Coordinator for AGCEF*

The 2007 AGCEF student and organization scholarship applications and guidelines are now available at [http://www.agcwa.com/Public/education/grant\\_schol.asp](http://www.agcwa.com/Public/education/grant_schol.asp). Scholarships are awarded to high school and college students who are pursuing a career in construction, and grants are made to schools and community groups that are promoting construction as a career choice.

The deadline for scholarship applications is March 1, 2007, and the deadline for the school grants is February 1, 2007. Check out the AGCEF website for further details.

## Employment Security Launches Career Cluster Online Tool, Receives National Award

The Washington State Department of Employment Security's (ESD) Labor Market and Economic Analysis Branch (LMEA) has developed an online career cluster tool for students and educators. This search engine aligns with the sixteen career clusters identified by the U.S. Department of Education, including "Architecture and Construction."

This free service is designed as a regional search engine. Clicking first on a region, then a career cluster category, leads to occupational details, including current wages, job projections, needed skills, and available training. The career cluster tool was recently won first place in a competition sponsored by the National Association of State Workforce Agencies.

To use this tool, go to: <http://www.workforceexplorer.com/cgi/dataanalysis/?PAGEID=94&SUBID=153>

## Snohomish County Career Fair a Major Success

*Submitted by Sam Samano, Construction Careers Partnership of Snohomish County*

The Construction Careers Partnership of Snohomish County joined forces with Everett School District to host the 2<sup>nd</sup> annual countywide Career Fair at the Everett Events Center on October 25. Over 1,950 people attended, with 140 vendors representing colleges, apprenticeships, and other training providers on hand.

What makes this event distinct and successful for everyone involved are these components:

- ◆ Rather than many schools hosting multiple events, a single event allows more people to participate, avoiding scheduling issues
- ◆ The event runs into the evening, so students can return with parents for in-depth conversations with training representatives
- ◆ Industry-based presentations run on 45 minute cycles, as well as open expo tables

Eric Peterson with the Western Metal JATC, Erich Smith of Pacific Iron Workers and Gary Peterson of NW Pipes and Trades made and donated all the event signage, making it easier for attendees to locate the industries and colleges they wanted to visit. There were 19 booths dedicated to construction training and apprenticeships at the fair.

## National Association of Women in Construction (NAWIC) – Puget Sound Chapter Hosting “What Men Don’t Tell Women About Business” Seminar on November 15

The Puget Sound Chapter of NAWIC is hosting a two-hour networking seminar with keynote and business development expert Christopher Flett on Wednesday, November 15, 2006 in Bellevue at the Meydenbauer Center called “What Men Don’t Tell Women About Business.”

This engaging training and networking event is open to NAWIC members, non-members and guests. Registration is available online at [www.nawicpugetsound.org](http://www.nawicpugetsound.org), and tickets will be available at the door.

## Washington Construction Workforce Network Speakers’ Bureau to Launch FREE Training for Members and Industry Advocates

Last year, the Washington Construction Workforce Network launched a Speakers’ Bureau to connect industry and training experts to school activities. As this volunteer-based service takes shape, the CCE will host a series of FREE trainings especially for Speakers’ Bureau members.

The first seminar, called “Effective Presentations,” will be held at Renton Technical College on Tuesday, January 23 from 6pm to 8pm. This course will help individuals develop a concise and exciting message about the construction industry, and will be the first opportunity for members to meet and discuss the Speakers Bureau purpose and protocol with CCE staff. Members of Sisters in the Building Trades are also invited to attend. The seminar is hosted by Paul Baeder, Instructor of the Major Appliance and Refrigeration Technology program at Renton Technical College, and member of Toastmasters International.

Promoting careers in construction is a valuable volunteer activity. If you would like to join the Speakers’ Bureau, membership forms are available on the resources page of the CCE website at <http://www.rtc.edu/CommunityResources/CCE>. Registration for the event is available on line now at <http://www.rtc.edu/CommunityResources/CCE/Coming Events>.

## Safety Training Success – Sign up to take course again at New Market Skills Center!

Our first “Hazards Awareness Train the Trainer” seminar held last month at the Washington State Apprenticeship Training Council quarterly meeting in Pasco was a success. Attendees evaluated the course as “among the most effective presentations for preparing safety on a worksite” and “a new way to think about training safe workers.”

In January, the CCE is teaming with our partners at the K-12 Building Trades Center of Excellence, the Industrial Safety Training Coalition and the Washington State Apprenticeship Training Council (WSATC) to offer this FREE seminar on Wednesday, January 17 from 9:00am—12:00pm at New Market Skills Center in Tumwater.

Following this seminar, a tour of New Market’s construction programs and projects will be given. This seminar is held in conjunction with the WSATC quarterly meeting at the Washington State Labor and Industries headquarters the third week of January 2007.

This informative seminar is designed especially for apprenticeship coordinators, secondary and post-secondary construction training providers, and contractors who want their students and/or workers to be able to identify whole-site safety issues, and maintain safe conditions for all crafts. This is one of the most critical topics for young workers, and first year apprentices, impacting recruitment and retention rates.

It is led by Chuck Bailey, whose extensive credentials include 45 years as a member of the International Association of Bridge, Structural and Ornamental Ironworkers, and 30 years teaching safety and health courses.

Wonderful training materials are included – space is limited! To register go to [www.rtc.edu/CommunityResources/CCE/Events](http://www.rtc.edu/CommunityResources/CCE/Events).

## SAVE THESE DATES! Registration Coming Soon for these FREE Construction Center of Excellence Events

The CCE is gearing up for a series of fantastic, FREE events in 2007. More details and registration will be posted on our website after December...but, save these dates now:

Hazard Awareness Train the Trainer – January 17, 2007 – co-sponsored with the K12 Building Trades Center of Excellence, this 3 hour course prepares CTE instructors, apprenticeship coordinators and contractors to offer a whole-site safety seminar.

Effective Presentations – January 23, 2007 – this seminar begins a training series for members of the Washington Construction Workforce Network Speakers’ Bureau (see article on page X) and others interested in improving their public speaking and messages about construction education.

In-Service Construction Math Workshops – dates below – co-sponsored with the Associated General Contractors of Washington Education Foundation, these half-day workshops are designed for middle and high school math teachers who want to use industry math aligned with the College Readiness Standards in their classrooms :

February 15, 2007 – Tacoma

February 20, 2007 – Yakima/Tri-Cities

March 2, 2007 – Snohomish County

March 14, 2007 – Spokane

Constructing a Workforce- March 7, 2007 – daylong forum at Renton Technical College exploring articulation strategies, with numerous co-sponsors

Construction Math Institutes- dates below – co-sponsored with the Associated General Contractors of Washington Education Foundation, these week-long conferences for secondary math teachers and career counselors explore the dynamic training opportunities in construction, and their academic prerequisites for success

June 18 – 22 – Eastern Washington Construction Math Institute (primarily in Yakima County)

June 25 – 29 – Western Washington Construction Math Institute (primarily in Pierce and King Counties)

## **Yakama Nation Brings “If I Had a Hammer” to 246 Students**

*Contributed by Kelcey Packineau, Yakama Nation TERO Office*

The Yakama Nation, South Central Workforce Development Council, Associated General Contractors of Washington Education Foundation joined forces to bring the “If I Had a Hammer” construction career awareness activity to 246 students at all the school districts in the Yakama Valley which includes the Yakama Nation School, Wapato School District, Toppenish School District and the White Swan School District, during Careers in Construction Week. The Construction Center of Excellence was a co-sponsor to these events.

I feel the reason it was successful is due to the large number of partners who actively participated.

The facilitators and schools that participated were the Yakama Nation, TERO, Legends Casino - Facility Management, Yakama Nation Housing Authority, Yakama Forest Products, Pacific NW Carpenters, Red Earth Construction and the Bonneville Power Administration.

I am looking forward to learning new ways to bring construction awareness to all of the people of the Yakama Nation in the future.

## **Other Upcoming Events**

What Men Don't Tell Women About Business

November 15, 2006

Click her for [information](#)

Construction Partnership

November 15, 2007

Call Sam Samano for information: 425.921.3419

2007 Licensed to Survey

February 28—March 3, 2007

Visit [www.lsaw.org](http://www.lsaw.org) for details

2007 Women in Trades Fair

April 27, 2007

Mark your calendar!

Welding Rodeo 2007

May 18 and 19, 2007

Visit [www.weldingrodeo.com](http://www.weldingrodeo.com) for details

## ***Did you know...***

...that construction is the largest industry in the world, employing 7.2 people in the United States alone?

...Sound Transit produces a quarterly newsletter called “Sound Diversity?” This fantastic resource is available through their Diversity Programs Office at 206.398.5019

...the National Association of Women in Masonry host a monthly E-meeting? The chats are the 3<sup>rd</sup> Wednesday evening of the month beginning at 6pm – to join, go to: [www.NAWMOnline.net/chat](http://www.NAWMOnline.net/chat)

...Port Jobs created Model Curriculum for pre-apprenticeship/trades programs, which is available online? Go to [http://portjobs.org/resources/manuals/model\\_curriculum\\_guide.pdf](http://portjobs.org/resources/manuals/model_curriculum_guide.pdf)

## The Construction Center of Excellence Steering Committee

Steve Baldwin, [Snohomish County Workforce Development Council](#)

Chuck Bailey, [Ironworkers Local #86](#)

William Bender, [Central Washington University](#)

Beth Blanchard, [Workforce Development Council of Seattle-King County](#)

Lucy Bodilly, [Northwest Construction](#)

Bill Bowser, [Puget Sound Electrical JATC](#)

Ted Carroll, [Seattle School District](#)

Dick Chamblin, [Bates Technical College](#)

Pinky Dale, [South Seattle Community College/Duwamish Apprenticeship and Education Center](#)

Marvin Doster, [Mortenson & Company](#)

Willie Elliott, [Tacoma Pierce County Employment & Training Consortium](#)

Matt Gordon, [New Market Skill Center](#)

Peter Guzman [City of Tacoma](#)

Melina Harris, [Sisters In the Building Trades](#)

Rebecca Harrison, [Tacoma Pierce County Employment & Training Consortium](#)

Ed Holmes, [Seattle Area Pipe Trades](#)

Rick Hermanson [Hermanson Company](#)

Mike Hudson, [Institute of Workforce Development and Economic Sustainability, Association of Washington Business](#)

Sandra Husband, [Washington State Department of Labor & Industries](#)

Uriel Iniquez, [Washington State Commission, Hispanic Affairs](#)

Steve Ignac, [Lathing Acoustical and Drywall Systems Apprenticeship](#)

Judy Jewell [Olympian Precast](#)

Rodd Kippen, [Pro-Cost](#)

Sean Lewis, [Absher Construction](#)

Leanne Liddicoat, [AGC of Washington Education Foundation](#)

Kevin Managhan, [Inland Empire Electrical Training Trust](#)

Amy Martinez, [Tri-County Workforce Development Council](#)

Rachelle Leigh McGinnis, [Bates Technical College](#)

Lee Newgent, [Seattle-King County Building and Construction Trades Council AFL-CIO](#)

Kelcey Packineau, [Yakama TERO Office](#)

Dave Perrin, [Construction Industry Training Council](#)

Ken Pierson, [Seattle-Tacoma Occupational Skills Center](#)

Melissa Pressley, [KIRO TV](#)

Cal Pygott, [Bothell High School](#)

Arne Reyier, [Rushforth Construction](#)

Rickie Robinson, [King County Housing Authority](#)

Denise Salo, [Sound Transit](#)

Sam Samano, [Snohomish County Workforce Development Council](#)

Tawny Sayers, [Northwest Laborers Employers Training Trust](#)

**John Schaufelberger**, [University of Washington](#)  
**Dave Stahnke**, [Hermanson Company LLP](#)  
**Doug Steinmetzer**, [Heat and Frost Insulators/Asbestos Workers Apprenticeship](#)  
**Darlene Septelka** [King County Bridgewater Project](#)  
**Kathy Swan**, [Pacific NW Regional Council of Carpenters](#)  
**Ed Thomas**, Retired Welder  
**Kathy L .Thomas**, [Tri-County Workforce Development Council](#)  
**Don Thompson**, Commercial Welding  
**Colleen Vadheim**, [Pierce College](#)  
**Dale Wentworth**, [Seattle Area Pipe Trades](#)  
**Anne Wetmore**, [US Department of Labor](#)  
**Valerie Whitman** [Max J Kuney Company](#)