



TRAINING CENTER TIMES

The Quarterly Update of Northwest Carpenters Institute

DuPont Grand Opening

Friday, October 18th, 2019 - 10:00am to 2:00pm



The new Carpenters Training Center at DuPont, WA.

If you drive around the Puget Sound region, odds are you'll see at least one building under construction that has concrete walls, is a couple stories tall, and covers a large area. The majority of these buildings are distribution warehouses for shipping companies or online retailers fulfillment centers and they play an

important role in our consumer driven economy, storing stuff until it gets delivered to its final destination.

Carpenters build these buildings, but not always as distribution or data centers, sometimes for a different use and a purpose that's just as important to economic stability. A building that has

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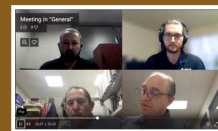
IN THIS ISSUE...

What's New...



NWCI quarterly numbers show a leveling-off trend, mirroring changes in the construction market.

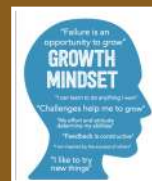
2



New apps and changes to backend systems are signs of the digital transformation at NWCI.

2

Notable...



What do first impressions mean when it comes to a carpenters tools? Psychologists refer to the halo effect when we make generalizations about positive traits based on looks.

5



The recent month reversed the downward trend of the second quarter enrollment numbers, and that's worth celebrating!

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Outreach; Upping Their Game

If you've ever worked in the construction industry or know someone who has, you become well versed in two primary realities of the business; one, it's temporary, and two, travel is required. Construction projects have a beginning and an end, and for most carpenters, require a long, daily commute. Projects may even require being away from home for

extended periods. The community outreach team at NWCI knows this axiom of the industry also applies to organizations that play a supporting role in providing and spreading the career opportunity message. Paula Resa, Pre-Apprenticeship coordinator at NWCI, makes sure the focus of the teams' efforts accommodate

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Growing the Digital Transformation

It's 5:30am and five instructors have just joined a live support session run by the Educational Technology team. The Instructor Technology Help Meeting is via MS Teams, a videoconference software hybrid that allows attendees to ask questions while the Ed Tech team responds. A useful feature of MS Teams is screen sharing. "Interoffice collaboration, instant messaging, file sharing, and screen sharing, are all huge benefits", says Aaron Combs, who leads the Education Technology team at NWCI. He continues, "You can go from a chat message to a video conference with the click of button, so video conferencing is quick and easy." Quick and easy are anomalies when it

comes to technology, particularly when taking into account the speed at which technology changes, initiating another learning curve that comes with an ever increasing number of software 'updates'. But Combs is encouraged by the fast adoption rate that instructors and staff have demonstrated when introduced to the Teams app, and he points to increased participation rates as evidence of its effectiveness. Steve Brestar, an instructor at the Kennewick training center expressed his appreciation after a recent Help Session using the screen-sharing feature of the Teams app. "Thank you both for

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Above: An 'Instructor Tech-Help Meeting' as seen in the MS Teams app. Meetings are held Tuesday mornings, 5:30-6:30am, and Tuesday evenings 5:30-6:30pm giving the instructors options for attending before or after conducting classes. Reviews of the training have been positive and offer valuable feedback.

Top left, Ed Tech Coordinator Aaron Combs. Top right, Specialist Addison Combs. Bottom left, Kent Instructor Dave Leon. Bottom right, Kennewick Instructor Roger Skaer.

By the Numbers...

NWCI Program Statistics- Overview (Apr - Jun 2019)	
Program Totals	
Participants	2202 (As of July 26, 2019)
Admitted	221
Cancelled	115
Completed	72
Based on Admissions	
Minority	88 (40%)
Female	14 (6%)
Veterans	16 (7%)
Participants	2202 (As of July 26, 2019)
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Above: Second Quarter Statistics

The overall total for program participants for the second quarter grew slower than the first quarter, mirroring the growth rate of construction projects starting up in the regions served by NWCI, which have leveled off and are expected to decrease slightly. The Seattle market is expected to drop over the next three years to a total volume of \$20.4B in 2021, down from a high of \$22.5B in 2018. The vast majority of the work, residential at \$12.2B, is expected to drop as condo construction in the downtown core slows.*

* Retrieved 8/12/19 from <https://ccorpinsights.com/regional/seattle/>



Statistics as of 08/13/19	Total	%
All apprentices	2252	
Female	168	7%
Male	2084	93%
Minorities	862	38%
Veterans	195	9%
Reservists	16	1%

Breakdown by ethnic group	Total	%
Black	169	8%
Hispanic	474	21%
Native Amer.	104	5%
Asian	49	2%
White	1391	62%
Pacific Islander	65	3%

Current stats from the period July 26th to August 13th indicate, NWCI experienced a 2.2% net gain in total enrollment. Women lead the gains, adding 5% to their ranks, with minorities coming in a close second at 4%. Male apprentices and veterans both added just over 2%. By region, Eastern Washington lead the gains with Columbia Basin and Spokane adding 4.5% and 4% respectively, while Renton and Kent both added 3.5% offsetting a small drop of 1% at North Puget Sound.



Above: Apprenticeship and Non-Traditional Employment for Women (ANEW) flyer for the Diversity Summit, September 12th

Below: Apprentices Teuila Johnson and Logan Lopez in Anatomy of a Bridge class at the Kent training center.



Subcommittee	Total	Female	Minority	Black	Hisp.	Native Amer.	Asian	White	Pac. Isl.
LADS	555	13	288	54	189	15	11	267	19
Piledrivers	76	9	22	7	10	3	1	54	1
Renton	1013	103	354	93	153	45	30	660	32
North Puget Sound	304	16	96	10	51	17	7	208	11
Columbia Basin Carp	135	9	66	1	57	7	0	69	1
Millwrights	77	10	17	2	9	6	0	60	0
E. WA/N Idaho	92	8	19	2	5	11	0	73	1
Total	2252	168	862	169	474	104	49	1391	65

Technology (Continued)

being patient and helping all of us! I never thought I’d embrace technology like I have, lol!” Improving the user experience increases participation in other areas of training where technology is growing, like the use of podcasts and similar prerecorded content made downloadable to use offline. An example of this is the Ed Tech departments’ podcasts. “We’ve recently started recording NWCI Podcasts using the Teams app. It works well because participants, including guests, can be interviewed from anywhere”, he said.

Considering the size of the geographic area that NWCI serves, it’s a big benefit, and that’s what he likes to point out when it comes to technology integration at NWCI. Not only is it convenient, it’s a good way to increase productivity, and that’s directly related to increasing market share. Combs is quick to point out that conferencing apps and adoption rates are just two examples of how technology influences the direction NWCI, and the industry as a whole, is headed. “A goal of the Ed Tech department is to drop barriers to the adoption of digital

technologies, and that means changing hardware and back-end systems too”, says Combs. So NWCI has recently changed its Mobile Device Management (MDM) server to a cloud service version, JAMF, which simplifies the use of iPad apps like ProCore and Classroom. New computer workstations and laptops have also replaced aging equipment, adding to the capacity of the system. Clearly, it’s a digital transformation in progress, placing NWCI at the forefront of change that is here to stay.



**DuPont
(Continued)**

the distinction of being a place where NWCI continues its legacy of building skills, character, confidence, unity, and leadership, in persons who aspire to become highly qualified carpenters. By building a new training center, NWCI has demonstrated the will and determination to embrace a long-term mission of developing carpenters' skill and expertise, providing a competitive advantage in a highly competitive industry. The competitive nature of the construction industry is the driver of production that demands, not only reliably consistent production, but also *growth* in production. According to the U.S. Bureau of Labor Statistics, since 2010, *gains* in productivity have been nearly flat, squeaking out a meager .07%. (*BLS Productivity Multifactor Database, 2019*) Aging economies rely on productivity growth. Restarting productivity growth in the digital age means creating a culture of digital transformation. To make it happen they'll need to rethink their employment models and have people and machines work side by side. Hal Varian, Google's chief economist, says "The best way to jumpstart productivity is to get people to use digital technologies to add skills, while paying them the prevailing market wage." (*Varian, 2019*) He points out that it's unrealistic to expect people to stop working, i.e. have no income, or take on

massive debt, to attend and pay for school. His statement reaffirms an advantage of NWCI's apprenticeship, getting paid while you learn. It's the best way to improve skills crucial for competitive advantage. NWCI embraces the digital transformation of the industry and understands its connection to productivity growth. Working side by side with digital machines, like robotic Total Station, is one example of that pursuit. By having industry partners identify their own digital technology gaps, NWCI remains aligned with their needs by delivering targeted training. The key to increasing market share is to focus on *growth* in productivity. The grand opening of the DuPont Carpenters Training Center celebrates the opening of a new building, but more importantly, signifies a continuing commitment to provide unmatched opportunity for aspiring carpenters, and a strategic partnership for companies destined to increase market share. Through countless hours of extraordinary effort by dedicated staff, NWCI delivers unsurpassed service to union carpenters and their employers, operates a premier carpenters apprenticeship modeling high standards for apprenticeship, embraces progressive workplace policies promoting diversity and inclusion, and proudly continues a legacy of perpetuating the carpentry trade by continuous mentoring to the benefit of future generations of carpenters. •

**UPCOMING
EVENTS**



**DuPont Grand
Opening**

The Grand Opening of the new Carpenters Training Center at DuPont is going to be held on October 18th, 2019
10:00am - 2:00pm

Open House

Lite Snacks & Beverages

Meet & Greet



**Sound Transit
Pre-Apprenticeship
Class**

September 16th - October 10th

DuPont Carpenters Training
Center

Contact Marianna Talbott

206-531-5803

mtalbott@nwci.org



Outreach (Continued)

the needs of these organizations, regardless of times, locations, or deadlines for submitting proposals for grant funded programs like Pre-Apprenticeship. “Grants pay for all of the pre-apprenticeship training that we are doing”, said Resa. The funds that she applies for on behalf of NWCI would go to the non-union sector if she and her team missed a deadline, made a mistake on the application, or didn’t keep their database up to date. She continued, “Pre-Apprenticeship classes help to recruit, train, and retain women and minorities, giving signatory contractors access to trained pre-apprenticeship graduates to make-up their workforce.” The quality and accessibility of our pre-apprenticeship program ensures NWCI operates in compliance with State mandates for diversity and inclusion of underrepresented and at-risk populations, and aligns nicely with the initiatives of awarding bodies like Sound Transit, WSDOT, and local workforce councils. Sound Transit’s primary objectives for workforce participation in capital improvement projects, are mentoring, leadership, diversity, and inclusion, which are also tenets of the carpenters apprenticeship and pre-apprenticeship. Individuals who have limited access to the knowledge, people, and programs that provide pathways to careers in construction, particularly the type that pay a living wage and

have good health benefits, are the focus of their vision, and goals for human resources utilization on capital projects. Fortunately, NWCI’s pre-apprenticeship is the highest quality program of its kind, and has buy-in from industry, is aligned with the end-state goals of those who fund it, and has the resources to provide the pathway to success. By offering a three or four week training that covers the core need-to-know subjects and the latest technology, NWCI prepares those whom Sound Transit, WSDOT, and local workforce councils are striving to dignify, for entry into the construction industry as competent, entry-level apprentice carpenters. In addition to their work in pre-apprenticeship, the team also spends time at special events, career fairs, and conventions providing information about NWCI’s apprenticeship. They are quick to help prospective apprentices who have questions or are just curious about what a career in carpentry has to offer. The career fairs typically target high school age youth that haven’t spent much time thinking about their prospects as young adults. Cost of education and housing are two common issues that they talk about. The carpenters’ apprenticeship is the best way to address both of those concerns because apprentices aren’t charged tuition and starting pay is a livable wage. In addition to career fairs, NWCI holds Veterans Events,

a half-day workshop that introduces apprenticeship to veterans. The workshop includes hands-on activities and introduces attendees to the process of becoming indentured into the carpenters’ apprenticeship. “The events let them experience the crafts and technology a career as a carpenter has to offer.” Said team member Lisa Marx. The increased workload required the addition of another member to the team. Marianna Talbott, who’s been with NWCI for seven years has recently shifted from Piledriver and Millwright program specialist to the outreach team. Being new in any job is always a challenge, but working on this team requires a unique flexibility. Talbott is taking it all in stride. “Any events that Lisa needs a hand with, I’ll travel to Kirkland, Showare Center, and help set up and run the booth.” She’s been learning the workload of the team and admits there’s a lot to learn. “Grants, the importance of diversity on the jobsite, contractor relationships, you know, finding out what (the contractor) needs”, says Talbott. She continued to describe acronyms like MOU, the difference between a CWA and a PLA, and then her cell rings, she looks at it, then at me, “...don’t go anywhere” she says to me, as she answers the call, demonstrating a central tenet of the team. *Flexibility!*•



The Final Word

An article in *Psychology Today*, discusses first impressions and the halo effect, a phenomenon pioneered by psychologist Edward Thorndike, about how we tend to generalize, from one outstanding trait, to form a favorable view of another person's personality. The article also covers the halo effect in context of wearing a uniform. Ben Lyberger, an instructor based at the Renton training center says tools and tool bags (a type of uniform) can imply experience, but avoided generalizing. Carpenters tools tell you, "What they do", said

Lyberger. He continued, " If (the tools) are new it could be it's an apprentice, or possibly a journeyman who had to replace them for some reason." First appearances can be deceiving. "It's not a given that a carpenter is experienced if their tools look worn, but are in good working condition", said Lyberger, "but it usually leads to some questions like where they've worked." As a conversation starter, having the right tools for the job in good working condition means you're ready to go to work, and ready to do the job right the first time. And *that's* the final word.



Above: Historically, hand tools were stored in a custom toolbox designed and built by carpenters to not only protect their tools, but organize them according to the frequency of their use and family type. Well-kept tools help carpenters of all levels of experience work safely and

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20474 72nd Ave. S
Kent, WA 98372

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