

# TRAINING CENTER TIMES

*The Quarterly Update of Northwest Carpenters Institute*

## DuPont Grand Opening



*The new Carpenters Training Center at DuPont, WA.*

The DuPont Carpenters Training Center grand opening event held October 18<sup>th</sup> officially recognized NWCI's most recent addition serving the South Puget Sound region. The event was well attended by a diverse cross section of stakeholders, including state and local government, industry, labor, local community members,

educators, vendors, media, and program participants, all joining with NWCI staff, leadership, and the Board of Trustees to officially open the new training center. State representatives and senators, including the office of US Senator Patty Murray, toured the facility along with Mayor Mike Courts from DuPont, Jane Rockwell from WDOT, Joe

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## Digitization and Wood; A Three Dimensional Match

Brad Nile of Andersen Construction knows a thing or two about assembling timber buildings. Much of his experience after starting in 1973, has been traveling across the globe assembling timber frame buildings. So when he started talking about the impact of technology on timber construction, he got right to the point; "Accuracy is paramount"

The influence of digital design in timber construction means, not only building from the plan, but more importantly, to "Build from the model." The model Brad is referring to is the 3D model produced by BIM software. Models provide important clash detection during the

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## Meet NWCI's Board of Trustees

The carpenters' apprenticeship training Trust is doing business as NWCI. The people that have authority to make policy for the Trust are from both labor and industry, that is the PNWRCC and signatory contractors, so the Trust is a jointly managed entity subject to regulatory laws of Washington State's Department of Labor & Industries and the U.S. Department of Labor. Trustees conduct the business of the Trust, providing oversight of the management and operation of NWCI, ensuring it's training programs, employment policies, financial conduct, and diversity initiatives, among other items, comply with regulations while meeting the needs of the carpenters and contractors it serves. Maintaining these

obligations successfully is a complex process, requiring time and effort from skilled professionals who understand the importance of business law and corporate governance as it applies to the carpenters' apprenticeship and skills upgrade training. Trustees are committed to working as a group, building consensus and collaborating on long-term goals that sustain NWCI into the future. As a non-profit, Trustees for NWCI are not paid and neither they, nor their family or relatives may be compensated. Trustees attend regular meetings, communicate daily, report to the groups they represent, and take on legal

obligations during the course of their time working as a Trustee. As a member of the board, they each take on various tasks required to handle the details of the Trust, such as making sure paperwork is filed to renew the status of the apprenticeship program with the state. The Trustees are motivated to do their best and passionate about the people they serve and values that they embrace. The entire organization and the people it serves benefit from their professionalism and willingness to commit time, energy, and talent to fulfill the mission of NWCI. That's what it takes to be a Trustee. So let's meet the NWCI Trustees....

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### By the Numbers...

NWCI Program Statistics- Overview (August - October 2019)	
Program Totals	
Participants	2233 (3 <sup>rd</sup> Quarter Average)
Admitted	281
Cancelled	100
Completed	106
Based on Admissions	
Minority	122 (40%)
Female	20 (6%)
Veterans	26 (7%)

*Above: Third Quarter Statistics*

The overall total for program participants for the third quarter grew faster than the second quarter, reverse of 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.\* Still, the market is solid, remaining stable for now.

\* Retrieved 11/5/19 from <https://ccorpinsights.com/regional/seattle/>

Sector	HISTORIC  FORECAST								
	2014	2015	2016	2017	2018	2019	2020	2021	
<b>Total (x \$1m)</b>	<b>16,868</b>	<b>19,221</b>	<b>20,538</b>	<b>22,583</b>	<b>22,990</b>	<b>19,510</b>	<b>19,607</b>	<b>19,528</b>	
Residential	9,265	10,751	11,838	13,821	14,036	10,920	11,130	11,262	
Commercial	1,255	1,464	1,816	1,935	1,982	1,944	1,927	1,850	
Manufacturing	846	1,127	1,052	855	785	823	814	795	
Healthcare	468	464	466	486	474	454	469	477	
Education	686	716	766	777	793	812	852	876	
Other Struct*	1,094	1,303	1,409	1,547	1,582	1,492	1,407	1,340	
Infrastructure	3,254	3,394	3,190	3,163	3,338	3,065	3,008	2,928	



Statistics as of 11/04/19	Total	%
All apprentices	2247	
Female	181	8%
Male	2066	92%
Minorities	886	39%
Veterans	180	8%
Reservists	17	1%

Breakdown by ethnic group	Total	%
Native Amer.	99	4%
Asian	51	2%
African Amer.	171	8%
Hispanic	499	22%
Pacific Islander	64	3%
White	1363	61%

Current stats from the period August 13<sup>th</sup> to November 4<sup>th</sup> indicate, NWCI experienced a 2% net gain in total enrollment. Women lead the gains again, adding 7% to their ranks, with minorities ticking up 1% overall. Native American has a strong showing, up 5%, with Hispanic sliding 5%. North Puget Sound gained 3%, the only increase for the third quarter. EIS and Millwrights had no change, while Eastern Washington, Columbia Basin, Renton, and Piledrivers all dropped.

Subcommittee	Total	Female	Minority	Native Amer.	Asian	African Amer.	Hispanic	Pac. Isl.	White
LADS	553	14	298	15	11	57	198	17	255
Piledrivers	80	8	23	3	1	7	10	2	57
Renton	990	112	353	43	33	91	151	33	639
North Puget Sound	294	16	90	15	6	9	50	10	204
Columbia Basin Carp	154	11	80	5	0	1	73	1	74
Millwrights	78	12	19	7	0	2	10	0	59
E. WA/N Idaho	98	8	23	11	0	4	7	1	75
<b>Total</b>	<b>2247</b>	<b>181</b>	<b>886</b>	<b>99</b>	<b>51</b>	<b>171</b>	<b>499</b>	<b>64</b>	<b>1363</b>

## Pre-Apprenticeship News



The Sound Transit pre-apprenticeship class started in Dupont on September 16<sup>th</sup> and finished up October 11<sup>th</sup>. Enrollees learned how to perform as entry-level apprentices by developing knowledge and skills that contractors look for in first period apprentices. The class covers content similar to the first year of the general carpenter apprenticeship. The next pre-apprenticeship class starts March 16<sup>th</sup>, 2020 and will be held at the DuPont Carpenters Training Center. Contact Marianna Talbot at 235-437-5235 for details.

## Trustees (Continued)



*Doug Orth, Management, Chair.*

Doug started his apprenticeship in 1977 at LU 470 in Tacoma. He worked as a carpenter and was promoted throughout his career, eventually to Director of Operations. He is currently Director of Preconstruction for Absher Construction where he was hired as a carpenter in 1984. Doug is a strong believer in the carpenters apprenticeship program both as a way to provide highly skilled labor for the ever growing construction industry, and, just as importantly, as a way to provide high-paying and meaningful careers to people who do not follow the college education pathway. Doug is serving his 15<sup>th</sup> year as the management chair for the Carpenters Apprenticeship Training Trust.



*Evelyn Shapiro, Labor, Co-Chair.*

Evelyn was elected to the office of the Carpenters regional council Executive Secretary Treasurer in 2018. She is the first woman elected to this office in the 138-year history of the UBC. As such, she directs and manages the operation of nearly 30,000 carpenters. She started her career in 2008 as a carpenter apprentice and worked in the field as a carpenter, building the Seahawks stadium and similar projects, then joined the regional council as a staff member in 2008. Evelyn held several positions with the regional council, devoting herself to developing market share and fair treatment for union contractors and the carpenters they hire. She strives to strengthen the union by improving the leadership and organizing skills of members while maintaining strong bonds with partner contractors through collaboration and openness.



*Rodney Williams, Labor*

Rodney has been a carpenter for 40 years. He started in the Tradeshow industry where his natural leadership abilities allowed him to advance in leadership roles, quickly positioning him to take top leadership spots, eventually directing Tradeshow operations in Atlanta, GA. In 2010, Rodney began as an instructor for NWCI, with the additional task of developing and creating Tradeshow Specialist curriculum and instructional models. He noticed a lack of underrepresented populations in his classes and that this also was the case in the construction industry. Soon after, Rodney began a "...lifelong mission to increase the number of African-American men and women in the apprenticeship and in the construction industry". In 2016 Rodney joined the regional council as a Community Relations and Outreach Specialist.

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**DuPont (Continued)**

Baca with King County, Pierce County Executive Bruce Dammierer, and Rick Dimmer with City of Seattle. Special recognition went to John Stalder, project superintendent for Poe Construction, and NWCI Instructor and LU 129 member Cal Swan for personal contributions to the artwork in the shop and tools on display in the main lobby of the training center. Apprenticeship instructors had class project mock-ups in place for attendees to view and were ready to discuss details of the apprenticeship. The Education Technology department had the computer lab up and running to demonstrate the use of the most current technology used on construction sites and how it's incorporated into the curriculum at NWCI. Also in attendance were non-union contractors who had an opportunity to witness the depth and breadth of NWCI's training and what it means to put quality first. They were understandably impressed and willing to take discussions about becoming signatory to the next level.

Guests were treated to hors d'oeuvres and beverages to compliment the special nature of the occasion. Local media provided a press release and presented the event on the evening newscast.

It was truly a special event for the entire NWCI organization. Thanks to everyone who helped make it happen!

**Trustees (Continued)**



**Kristine Cole Labor** Kristine (Kristi) Cole is a lead representative covering the south Puget Sound and Olympic Peninsula regions for the Pacific NW Regional Council of Carpenters. Kristi entered the

carpenters apprenticeship in 1996 and attained journey status in 2000. In her 15 years in the field, she worked on familiar projects like T-Mobile Park. She worked primarily on production residential framing and concrete forms, but also spent time on scaffold crews and pile driving projects. Kristi gets personal satisfaction from being a Trustee for NWCI and is motivated by those who encouraged and supported her through her apprenticeship. She strives to help apprentices navigate the nuances of union membership and helps them with interpersonal skills to be successful on their respective career paths. She engages employers in conversations emphasizing the commitment to collaborate in providing the best training opportunities in the industry.



**Jesse Scott-Kandoll Labor** Jesse has 20 years working in the marine construction industry. He started as a commercial diver working in the oil industry, inland marine construction,

hydroelectric dam construction, bridge construction, ships husbandry, marine salvage/ demolition, and laying of submersed power and fiber optic cables. Jesse went to work for the Pacific NW Regional Council of Carpenters in 2013 representing divers, welders, pile drivers, and carpenters. He sits on the Carpenters State JATC and the Pile Drivers JATC subcommittee. He works to ensure contractors have reliable access to a high quality workforce.



**Andrew Ledbetter Management** Andrew has always appreciated the hard work and skill demonstrated by the men and women in construction. That appreciation led him to an MS in Human Resources from Penn State and a BS in Occupational Health from Central Washington University. Andrew has held positions in Occupational Health, Human Resources, and Labor Relations. Currently, he

supports the construction industry as Director of Labor Relations for the Associated General Contractors of Washington.

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**Josh Ness Management** Josh started in the construction industry working for his Father's company, M. J. Ness Construction, doing primarily Public Works projects. He came to work for Wilcox

Construction in 2009. Josh started as a Carpenters Apprentice, and has worked as a Carpenter, Foreman, and Superintendent on various projects in Washington, Oregon, Idaho and California. In his current position, Field Operations Manager, he oversees Manpower and Safety on all of Wilcox's operations. Josh sits on the North Puget Sound JATC (since 2016), and joined the CEATT Board of Trustee's in 2018.

**James T. Welsh, Jr. Management**



James Welsh Jr. (Jamie) started with Garco Construction in May of 2003. He is one of their most diversified construction managers working on a variety of projects ranging from public works to educational

facilities. He has extensive knowledge of automated project management systems and primavera scheduling software. Jamie started as a Trustee for NWCI in May, 2008. He attributes his longevity on the board to having worked in the field and understanding that the value of apprenticeship is realized long after an apprentice 'journeys- out'. Having a continued source of skilled and reliable labor for projects is a critical component of any successful contractor in the construction market, and NWCI is where it starts.

*The board of Trustees holds meetings at the Carpenters Training Center in Kent, which are also attended by NWCI's Director, Bob Susee. We are grateful for the work they do to keep NWCI operating and expanding in alignment with its core values, and the carpenters and industry it serves.*



**CLT PM Workshop (Continued)**

design phase and also allow builders to pre-order materials and have them color-coded to reduce rework and increase production rates.

Having a plan to address change is nothing new; change happens. In the world of building with wood, being able to manage change means developing the talent and providing them the resources they need to meet the challenge of implementing new systems. Brad’s advice is to, “Designate one individual to be the BIM coordinator. Build expertise into the team and pay attention to the model. A double-jack comes in handy, but only works in one direction.”

Building expertise into the team is something carpenters have always done. By planning the work, training the team, and working the plan, we get the work done, even the fine-tuning with a double-jack.

Ethan Martin PE has been involved in the design and construction of buildings as a consultant for over 25 years. During that time he gravitated towards wood buildings because he knows the benefits of using wood don’t just apply to the immediate economics of development, but provide a wide variety of benefits to multiple stakeholder groups over the long-term. As the NW Regional Director of Woodworks Wood Products Council, Ethan provides design

and sourcing support for developers and owners that want to use wood as the primary element of their projects.

Ethan talked about wood from the engineering point of view, covering subjects like manufacturing, building code language changes, material procurement, coordination, and timing of contract awards, all related to mass timber. He started out with a common characteristic of all mass timber, including CLT; it has “...a large volume of wood per surface area.”, and for an engineer, characteristics of materials is where they start the process of design. Just as carpenters need to know what material they’ll be using to build a building, engineers need to know the specific qualities of CLT and how that translates to using it for building.

A couple points he made:

- CLT chars (in fire) at 1.6” per hour
- 3D model coordination is a must for any project
- Procurement risks include up to ten-month lead-times on fasteners.
- Combining CLT and concrete is a popular design strategy.

These are just a few of the

items that designers have to think about.

Installing CLT starts with good design and details. Chris Evans of Swinerton Mass Timber, an installation contractor, says, “Be prepared for rain any day of the year, seal the edges of the CLT panels, and try to limit exposure to moisture.” He also advised to have panel inventory off-site near the job, and have it delivered, as it’s needed. “The crew had fun installing the panels”, said Evans.



Contractors gearing up for mass timber projects were in attendance at the PM Workshop and glad to see NWCI had an introductory course ready to go. Getting crews up to speed on handling and assembling mass timber components like CLT is critical. Both SAK Construction and ISEC Inc. requested targeted training for their field supervision. Getting contractors and membership trained is a priority for NWCI.

Stress is a normal psychological and physical reaction to the demands of life. A small amount of stress can be good, motivating you to perform well. But multiple challenges daily, such as sitting in traffic, meeting deadlines and paying bills, can push you beyond your ability to cope.

Your brain comes hard-wired with an alarm system for your protection. When your brain perceives a threat, it signals your body to release a burst of hormones that increase your heart rate and raise your blood pressure. This "fight-or-flight" response fuels you to deal with the threat.

Once the threat is gone, your body is meant to return to a normal, relaxed state. Unfortunately, the nonstop complications of modern life, and particularly for carpenters

## The Final Word

on construction job sites, mean that some people's alarm systems rarely shut off.

Stress management gives you a range of tools to reset your alarm system. It can help your mind and body adapt (resilience). Without it, your body might always be on high alert. Over time, chronic stress can lead to *serious* health problems.

Don't wait until stress damages your health, relationships or quality of life. Start practicing stress management techniques today and remember, it's okay to ask for help from coworkers, family, friends, or medical professionals. That's the Final Word.

Retrieved 11/12/19 from:  
[www.mayoclinic.org/healthy-lifestyle/stress](http://www.mayoclinic.org/healthy-lifestyle/stress)



*Above: Construction sites are busy places with lots of activity. As an apprentice, feeling uncertain is common, but not knowing what to do can be a source of stress. If you see an apprentice who looks uncertain about the work, ask them if they have a question or need help. A simple question can reduce stress and increase daily production for the crew. Before the work shift starts is a good time to check-in with new apprentices.*

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