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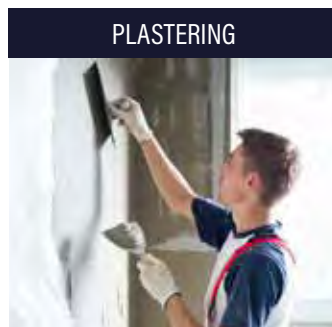
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COVER PHOTO

Oregon Convention Center, Portland OR.

Raimore Construction teamed up with Colas Construction for a \$40 million renovation of the Oregon Convention Center. Raimore managed the exterior portion of the work and the interior structural steel. Raimore used the project to train apprentices as part of Oregon Laborers' Apprenticeship Program in partnership with LiUNA Local 737.

(From left to right) Top: Ashley Henry, Project Manager; Byron Raiford, Apprentice Laborer.

Middle: Alex Green, Laborer; Yohalayne Moya, Laborer.

Front: Joseph Adesida, Project Engineer; Randall Cooley, Laborer

COVER PHOTO BY
Lynn Howlett Photography

Welcome!

to the Fall issue of Building Futures Magazine!

National Apprenticeship Week (NAW) is this November 15th through 21st! NAW is a weeklong celebration of the benefits of apprenticeship programs for career-seeking people like you. A variety of organizations all over the United States will be hosting events and activities to showcase training and career opportunities in the construction industry.



The construction industry is one of the largest industries in the country, and it's full of trades that are essential to building and maintaining our communities. Apprenticeship opportunities abound in skilled trades from plumbers to electricians, carpenters to HVAC technicians—just to name a few.

If you aren't sure what trade fits best with your career goals, check out the many pre-apprenticeship programs that are offered throughout the state. You can start by looking at the many resources in this issue of Building Futures and at www.BuildingFuturesMag.com. Pre-apprenticeship programs are an excellent opportunity to learn basic information about a variety of skilled trades. A pre-apprenticeship can help you decide the best fit for you, and get you ready for the apprenticeship itself. Both non-union and union apprenticeship training programs provide great pathways to well-paying careers.

This November, keep an eye out for NAW events in your area. Besides teaching you about the trades, each event will be a unique opportunity to talk with tradespeople about their experiences in the field. Try asking questions like: How did they decide on a career in construction? What do they find most rewarding? What kinds of challenges have they overcome? Experienced tradespeople are great sources of information on what to expect during your apprenticeship and beyond.

This is an exciting time to be part of the fast-paced, ever-changing construction industry. The need for skilled workers in the industry will soon be greater than ever. As the challenges of climate change impact the whole world, the construction industry will be at the forefront of long-term solutions for the future. The buildings we build must become energy efficient, using the latest technologies to create a healthier world. You can be part of this change through your contributions as a tradesperson. Join us and find the right path for a successful career.

Cindy

Cindy Regier, Executive Director
Independent Electrical Contractors of Oregon

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Building FUTURES

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BUZZ WORTHY

Cool Industry NEWS and UPDATES

ARE YOU
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NWCOC has a new program teaching CONSTRUCTION FUNDAMENTALS: FROM FOUNDATION TO FINISH.

By: Kevin Athey,
Marketing & Technology Manager, NWCOC Photography

NWCOC has partnered with Parkrose High School to develop the brand-new program, CONSTRUCTION FUNDAMENTALS: FROM FOUNDATION TO FINISH.

Students from Parkrose HS will be on campus daily to learn more about the skilled trades through hands-on training exercises. Their training will culminate in the construction of two tiny homes.

For more information contact:
Kevin Athey, Marketing & Technology Manager
www.nwcoc.com | p: (503) 256-7300



Yay!

**Back to School
and In-Person
Learning in 2021!**



Albany Options School offers exciting new program providing students hands-on training in construction

Albany Options School has launched a new CTE Construction Trade program for students. The classes introduce students to 20 different aspects of the construction trades, from plumbing to carpentry.

Provided by Pacific Northwest Carpenters Institute

As students develop skills, they'll qualify for a certificate from the Carpenters International Training Fund. That certificate will give graduates a major boost if they apply for an apprenticeship with the Union Carpenters.

Gabe Diaz, the class teacher, is passionate about the program and his students. His goal is to create a bridge for future trades workers to continue advancing their skills through an apprenticeship program or community college.



▲ Ryker and John measuring the electrical consumption of different light bulbs



◀ Tyra cutting the birdsmouth joint on a rafter.



For more information, contact:
Gabe Diaz,
CTE, Construction Trades
Albany Options School
P: 541-967-4563
E: gabe.diaz@albany.k12.or.us



Driving Diversity in Oregon since 1983! Let's Go!
Oregon Laborers reach rural residents with a van equipped as a mobile classroom to offer hands-on training in almost any community.



Walking the Talk

LiUNA apprenticeship program breaks down barriers

“As I look back on my program, it was as rough as it could get, yet I wouldn’t change a thing.”

Isaiah Ano’s words reveal the heart of the successful program. He is one of 25 graduates of the Laborers International Union of North America’s (LiUNA) Oregon Construction Craft Laborers’ Apprenticeship Program.

“It doesn’t matter what they say you are, or the role you’re supposed to be in, or the lane you need to stay in—it all means nothing,” Ano wrote in his

graduation speech. “The only thing that matters is what we know we can do, what we are capable of. That competitiveness to compete with the best and earn your spot through hard work.”

The Oregon Laborers Apprenticeship Program, in partnership with LiUNA Local 737 and about 250 partner employers, consists of 4,000 hours of on-the-job training and 360 hours of related training. Participants earn while they learn, with wages beginning at 63% of Journey worker scale and increasing with each set of 1,000 hours of on-the-

job training and 90 hours of related training.

The program trains and develops a skilled and safe workforce that allows contractors to produce quality projects at competitive prices. The numbers show that this skilled workforce is becoming increasingly diverse. Recent program review shows an increase in recruitment and retention of women and BIPOC apprentices. According to Aida Aranda, the program's Training Director, the program is also attracting more and more young adults in the 18 to 29 age group.

"I personally don't think that young people today are opposed to doing physical work," Aranda comments. "Many young adults are excited about having a career that does not involve sitting behind a desk. They enjoy creating things of a physical nature that they can measure and that last."

"Placing concrete is our bread and butter," says Aranda. She also mentions that environmental remediation (such as hazardous material removal), building green energy systems, and disaster response efforts are growing parts of the program.

"We are a training program, so you don't need to have experience to enter the program," Aranda points out. "You just need to have the desire and the physical ability to work hard, and we will train you in everything else. Everyone here starts equally. It's hard work, but the benefit of doing that hard work is incredible."

Other big draws to the program are the wages and benefits, which allow apprentices to build a solid financial future for themselves and their families. Speaking as a Latina who began in the industry as a construction craft laborer herself, Aranda says, "There is so much opportunity in this work. Many of our apprentices graduate making more than people who have a four-year degree."

For applicants concerned about the cost of transportation or childcare, the Oregon Laborers program offers an array of support services, including access to grant funds from the Oregon Department of Transportation (ODOT) and the Oregon Bureau of Labor & Industries (BOLI). The program also qualifies for GI Bill benefits for veterans.

In partnership with Oregon Tradeswomen, the Oregon Laborers program recently received the State Apprenticeship Expansion, Equity & Innovation Grant. The organization will use its share of the four-year \$600,000 grant to reach and train rural residents with a van equipped as a mobile classroom.

"We're really excited about this grant," says Aranda. "It allows us to take our van to offer hands-on training in almost any community." The colorful van also will help build connections and conversations about the apprenticeship program. Equipped with the tools and equipment students need to complete projects such as site prep and sidewalk building, Aranda says the van will "help students serve their own communities."

Helping students serve their communities is only one of the ways the Oregon

2nd term Apprentice
Joc'Crystal Jackson
currently working with
Raimore Construction.



“

When you are part of a union, you belong to something. I think many young people are realizing how important that belonging is.

”

Concrete Specialty Training



Laborers are “walking the talk” in terms of Diversity and Inclusion (DEI). Of the 189 current active apprentices, 93 are BIPOC (Black, Indigenous, People of Color) individuals, and 39 are female.

According to Kelly Kupcak, executive director of Oregon Tradeswomen, “With the use of the Laborers’ mobile training unit,

combined with online learning models, Oregon Tradeswomen is looking forward to working with LiUNA to collectively expand entry into registered apprenticeship to rural communities in Oregon, specifically, increasing opportunities for women to enter the registered apprenticeship system.”

Kupcak explained that her organization “will work to recruit

women candidates for pre-apprenticeship training and entry into the O Oregon Laborers Apprenticeship and will provide supportive services to help students remove barriers such as childcare or transportation issues.”

Aranda also points out, “LiUNA has leadership that is committed to reaching out to the entire community... And we have the

Construction Craft Laborers are the skilled workers who build this nation. This challenging but rewarding work involves skill, patience, creativity, and a can-do attitude. The Oregon Laborers’ & LiUNA Local 737 Apprenticeship Program provides certification and training in the following areas:

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- Mason Tending
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- Flagger: Traffic Control and Safety
- Forklift Operation and Safety
- Hazardous Waste Worker
- Rigging & Signaling
- OSHA 10/30
- Pipe-Laying
- Grade Checking
- Blueprint
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numbers to show we're not just talking about it; we're living it. We really believe in diversity—community is what makes us strong.”

Aranda, who has served as training director for four years, mentions that LiUNA has been expanding its outreach to high school students. “We are doing a great job in reaching them where they are—such as with our social media outreach,” she says.

“I know that many young people equate physical work with lower wages, but we are doing what we can to change that... I can't even tell you how many of our graduates are able to buy their first home.”

Aranda concludes by saying that working as a union laborer is not just a job; it's a lifestyle. “We have so much support,” she emphasizes. “When you are part of a union, you belong to something. I think many young people are realizing how important that belonging is.” ■

Congratulations!

Oregon Laborers proudly recognize 2020-2021 graduates. Having successfully completed the requirements of the Oregon Laborers Apprenticeship Program, graduates have earned the qualification of *Construction Craft Laborer Journey Worker!*



LiUNA! LOCAL 737

Feel the Power



PNCI

Summer Interns Learn

"Resilience, Grit, and How to Work as Part of a Crew"

By Tricia Drevets

Triple-digit heat and an ongoing pandemic couldn't stop the 2021 Pacific Northwest Carpenters Institute (PNCI) Carpenters Summer Intern Program.

This year—the 16th year of the program—11 interns graduated after completing an eight-week blend of online and in-person classroom instruction, combined with on-the-job training at a construction site.

"The summer intern program helps career-minded youth get a head start in the industry," says Meg Kilmer, PNCI's high school outreach coordinator. "Everyone talks to teens about college, but we have one of the few programs that offers an inside look into the construction industry."

Participants in the paid program did everything from swinging a hammer on a framing job to moving materials and tools around a job-site to sweeping up nails and debris to keep the work-site safe.

"This internship offers a window into the world of work so high school juniors can later step through the door of apprenticeship if they like what they see," Kilmer explains. "We take these students very seriously, and it is exciting for us to see young people get excited about their careers."

Kilmer, who worked as a college

and career counselor before joining PNCI, acknowledges that not every young person can rise to the challenge of working like an adult at a workplace. "We tell them construction work is hard," she continues. "We tell them it will be hot. We tell them they will get tired. But we also treat them like grown-ups, and they appreciate that."

Kilmer gives credit for the program's success to the contractors

who partner with PNCI in the program—some of them for many years in a row. "The foremen and superintendents really care about these kids," she says. "It's their investment of time and mentorship that really makes the difference."

PNCI recently applied for pre-apprenticeship designation for its summer intern program. If approved by the state board later this fall, the designation will mean that students who

complete future programs will qualify for Conditional Application to a four-year apprenticeship at PNCI.

"Even if we are not open to applications from the general public, candidates who meet the 'condition' of having finished the state-registered pre-apprenticeship may interview and be considered for a place in the program," Kilmer explains.

“

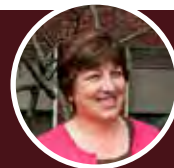
You have to try the program. It was the thing that told me that construction is the career I want to go into.

— Grant Reynolds,
Beaverton Academy of Science
and Engineering

”



On the job with Ty Beach and Foreman, Jonathan Woolverton



"I admire interns for growing stronger every day. They work hard, face the stress of being new on the job in an unfamiliar environment — plus the initial fatigue from being on the go for eight hours a day! They have a lot to be proud of."

— Meg Kilmer,
PNCI's High School Outreach
Coordinator

To find out more about the success of this year’s summer program, we turned to the students themselves. We first surveyed them in June, asking them what they hoped to learn from the program.

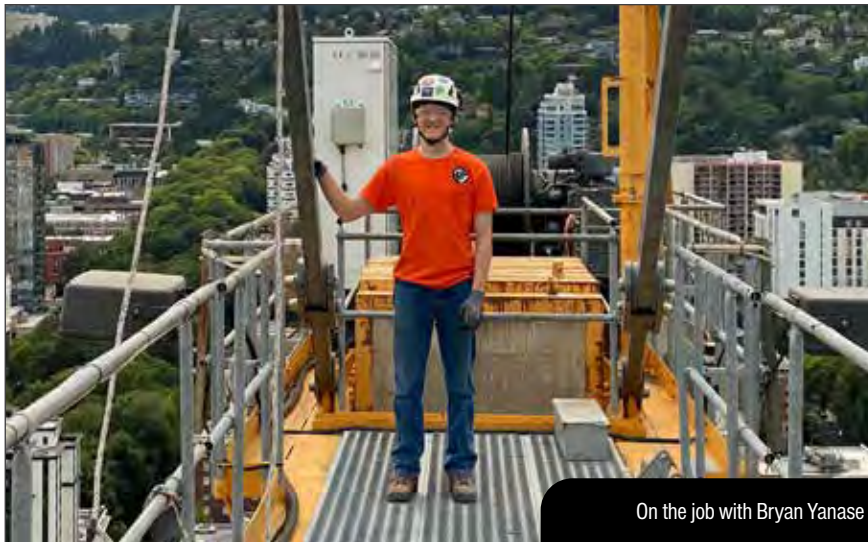
Then we asked the interns for feedback in August after they’d completed the summer program.

Here’s what they had to say:

1 What was the biggest thing you learned this summer?

Carson Lindgren: “The most important thing I’ve learned is always to be working on something. If I finish my task, I find another thing to do. Dawdling wastes my time and energy. I have grown to love working with focus and skill, even if all I’m doing is sweeping the floor.”

Colin Hill: “I gained many practical skills such as stair blocking, how to hang a door, and concrete forms in my classes at the Union. But I would say the most important thing I learned was the things that are a little harder to measure: things like resilience, grit, and how to work as part of a crew.”



On the job with Bryan Yanase

Eamon Haverty: “I learned that material handling is a huge part of construction.”

Kordan Wease: “The biggest thing I learned this summer was safety on the job-site. You always have to be paying attention to other people and what’s going on around you.”

2 What challenges did you face, and how did you overcome them?

Peter Morrison: “Sometimes I felt I wasn’t doing enough on the job-site. When that happened, I just had to remember working for a general contractor means there is a lot of hurry-up and waiting. Meaning that, even if I feel I am not doing a lot now, later there will be a time I am very busy.”



“I look forward to working with interns each year on their OSHA 10 certifications, silica awareness training, and how to work safely in the heat—all essential parts of preparing them for work on our job-sites.”

— Amber McCoy,
PNCI

Meet the Interns



Brian Yanase
Benson Polytechnic H.S.



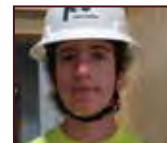
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Newberg H.S.



Alan Zaragoza
Gresham H.S.



Ty Beach
Franklin H.S.



Peter Morrison
Grant H.S.



Eamon Haverty
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Katie McQuiston
Evergreen H.S.



Kordan Wease
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Grant Reynolds
Beaverton Academy of Science and Engineering

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www.pnci.org

Kordan Wease: “Probably my biggest challenge was waking up early in the morning, so I could make it to work on time. However, I got used to it after a while, and it wasn’t too bad.”

Carson Lindgren: “The first couple weeks were really hard physically. But I gradually gained stamina, which kept me going strong throughout the entire day. Plenty of water and snacks helped immensely.”

Colin Hill: “This internship has been the most challenging thing I have ever done. I wanted to quit 100 times, but I never gave up. That is something that will help me in my future, no matter what I do.”

3 Looking back, what advice would you give to another student considering the PNCI Summer Intern Program?

Grant Reynolds: “You have to try the program. It was the thing that told me that construction is the career I want to go into.”

Colin Hill: “My advice to new interns is to not give up at the start. Make sure to give the job and yourself time. Hang in there; you might just learn to like it. For the first few weeks, I couldn’t walk when I got home. I wasn’t sure that physically I could do this for five days a week, eight hours a day. As the days and weeks went on, it got a little bit easier. I bought insoles, gained endurance, and, while it was still difficult, it became manageable.”

Kordan Wease: “I think you should do it! It is a great learning experience, and you get to learn if this would be a career path you would enjoy.”



Continued on Page 16

SPONSOR SUPPORT

PNCI’s Summer Intern Program would not be possible without the support of many local construction firms who employed the students through the eight-week program. Here’s what they had to say about the program:



Intern: Alan Zaragoza

“Showing our intern Alan a lot of different tasks through our remodel at PCC has been rewarding. Through pre-task planning, safety procedures, replacing roofing tile, ceiling tile, and floor protection, and moving and installing casework, Alan is learning the importance of planning and cleanliness in the safe execution of remodel work.”

— Colin Warren,
Foreman
Lease Crutcher Lewis



Intern: Brian Yanase

“Bryan was a pleasure to have on site, hardworking, and never complained. He showed up every day ready to go. He was eager to learn, and retained information. When asked ‘what did you learn today?’ he always had a good answer. Those are qualities that we value, and will set him on a path to a successful future. Best wishes to Bryan in whatever endeavor you pursue. We hope you join us in the industry.”

— Alden Martin,
Foreman
Howard S. Wright



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Peter Morrison: “My advice for other students considering the PNCI Summer Intern Program is to definitely do it. Either you do it, and you like it and immerse yourself in construction further, or you find out you don’t like construction that much. No matter what, you will learn more about what you want to do as a career.”

Carson Lindgren: “A word of advice I would give to future interns is to always walk with a purpose. When you notice your feet start to drag, tell yourself that you are good enough and that you can do hard things. Believe in yourself. You will grow stronger.”

4 Do you have any additional feedback?

Kordan Wease: “My favorite part of the internship was working with the layout/survey guys. I got to learn about the different tools and techniques they used, and I found it all very interesting.”

Carson Lindgren: “I had the privilege of getting to know amazing people. I expected to get the cold shoulder more often, but in reality, most everybody was friendly and kind. I enjoy talking with my working partners. It also amazes me how many different backgrounds people come from.”

Peter Morrison: “I learned a lot about how a construction site works and the duties of the general contractor to keep the site in order. Something that is vital for both correct and safe work is a clean workspace. So one of the big things I did a lot was cleaning. It might not be very glamorous, but it is crucial to the job-site.”



On the job with Carson Lindgren



Intern: Carson Lindgren

“Carson was an eager and capable student all summer long. He showed a willingness to learn and an aptitude for construction. He had the opportunity to work on a variety of projects, and something he really enjoyed was the team aspect he experienced working with our carpenters. We look forward to having another intern from the PNCI program next year!”

— Maxwell Murphy,
Field Crew Manager Foreman
Lease Crutcher Lewis

Intern: Colin Hill

“Colin was great to be around, and had a good attitude no matter what we had him working on. Some of his projects were to frame walls, hang sheetrock, tie lath for plaster, help tape walls, doors, and hardware, stock, and clean.”

— Darren Cathcart Jr.,
General Foreman
Performance Contracting, Inc.



Intern: Eamon Haverty

“It been fun having Eamon out on-site this summer. It was a great opportunity for him to get the feel of the job-site and what a career in the construction field would be like.”

— Damien Koehler,
Supervisor
Bremik



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On the job with Alan Zaragoza and supervisor Daryl Shepard



On the job with Peter Morrison and foreman, Carlos



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SKANSKA

Intern: Grant Reynolds

“Grant has jumped right in with enthusiasm and was ready to work on day one. Our crews start work at 6 in the morning, and normally the high school interns don’t start until 7 a.m., but Grant was adamant about starting at 6 a.m. along with the crews. These summer programs are great real-world experience for young people who are interested in a career in construction or in the STEM field in general. This is my fifth year working with a high-school intern and I couldn’t be happier with the progress and growth of the program.”

— Shawn Aubrey,
Senior Superintendent
Skanska USA, Inc.



SUPPORTING TODAY'S STUDENTS TO DEVELOP TOMORROW'S LEADERS

At Howard S. Wright, a Balfour Beatty company, we build partnerships that foster innovation, the growth and development of local subcontractors, and community engagement. We are committed to making a difference in the communities where we work and live.

www.balfourbeattyus.com/portland



Pictured: Bryan Yanase, Pacific Northwest Carpenters Institute (PNCI) program intern at Howard S. Wright's Block 216 project.

“Construction internships, and any positive interactions the Construction trades can have with young adults in high school, is of value to both the trades, and to the prospective trade-people. Showing young people a different avenue for a career, and that using your hands to create something, and your intelligence to plan/execute work has value. This gives the intern the opportunity to decide if it is the career path for them, and the chance for companies to interact, and in some small way mold future trade-people.”

— Colin Warren, Foreman
Lease Crutcher Lewis



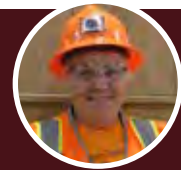
Carson Lindgren with
Field Crew Manager Max Murphy



Colin Hill and Carson Lindgren learning
to build a concrete column



On the job with Kordan Wease



“This is a great summer program for students to learn hands-on and understand how the construction trades work.”

— Teresa Downey,
P/T Instructor



Thanks to
Valentina Campa
PNCI Instructor



Intern: Katelyn McCuiston

“Katelyn was a polite, hard-working individual that took on any task we gave her with a great attitude. We gave her a variety of tasks to allow her to experience many facets of our job-site—everything from pulling tape off access floors and spotting for forklifts to assembling parts for Unistrut ceilings and access floor pedestals, cutting and securing drywall, installing water containment angle to floors, framing steel stud walls, and setting door frames.”

— Damon Masters,
General Foreman
Performance Contracting, Inc.



Intern: Kordan Wease

“Kordan was a great addition to our Andersen Construction team this summer. It’s fun to see young builders learning and getting excited about the industry. We are facing a workforce shortage and need to get more students interested in construction.”

— Amos Austinson,
Concrete Superintendent
Andersen Construction



Howard S. Wright
a Balfour Beatty company

Intern: Noah Watson

“We were looking forward to having an intern with us that was going to be following a path into the carpentry trade. Through the summer, Noah was always on time and ready to work. He had very limited experience but was willing to jump into whatever work we had going that day. Though his age limited what tools he was able to use, he managed to be an integral part of the self-perform concrete crew that turned out the best board-formed concrete on the project. As he progresses through his training and work experience, we are confident that he will grow into a professional carpenter.”

— Matt Kania,
Superintendent
Howard S. Wright, a Balfour Beatty company



Intern: Peter Morrison

“Peter was involved in various field tasks during his time with P&C. He did general cleanups that allowed for finishes to be put in place, and was involved in laying out some dimensions and locations for certain building components while shadowing the foremen. Peter was adaptive and eager to help with anything we needed him to. He enjoyed watching and learning how field personnel solve various complex problems. Along with this, he took interest in seeing how other trades work with each other to produce a finished product. Overall his willingness to help was an example for everyone on-site.”

— Mike Fry,
Superintendent
P & C Construction



Intern: Ty Beach

“Ty did a great job this summer. We came away from his interview very impressed with his excitement towards the industry and his eagerness to learn more. That attitude translated very well to how he performed on the job-site. His foreman spoke highly of his work ethic and eagerness to tackle even the toughest of projects. Ty has a very bright future in the industry if it is the path he chooses.”

— John Park, COO
Fred Shearer & Sons, Inc.

Special thanks to Meg Kilmer, PNCI's High School Outreach Coordinator for all of her assistance helping me showcase this amazing program; I couldn't have done it without her.



— Denise Rothwell, BF Publisher

Thank You!

“I would like to give a big shout to Meg Kilmer our HS outreach coordinator, PNCI's in-house trainers Val Campa, Amber McCoy, and Teresa Downey, and to this year's sponsoring contractors and interns for another successful HS Summer Intern Program. The interns gave us some great feedback on their experience. The commitment to long term recruitment strategies is a key building block to help us recruit future talent.”



Michael Hawes

Michael Hawes
PNCI Executive Director

BUILDING SPACE FOR PEOPLE TO FLOURISH



pence.net CCB# OR 153167 WA PENCECL821P3



“
*The best part of
 this industry is the
 people you will
 meet along the way*
 ”

Maxwell Murphy,
 Field Crew Manager, Pence/Kelly Concrete

From Forts to Commercial Construction

“I love this industry”

By Maxwell Murphy,
 Field Crew Manager
 Pence Companies



I wanted to thank our partners at PNCI for providing us here at Pence/Pence Kelly with the opportunity to host a high school intern this summer. It reminded me of a time well over 30 years ago when I started, and my grandfather and uncle would put me to work in the summers as a kid. It is so great that the Carpenters Union, along with a number of union contractors, have developed a path for this to happen for future generations.

I love this industry and the opportunities the Carpenters Union has provided me throughout my career, from the apprenticeship, to journeyman skilled advancement classes, to leadership development training courses offered through our Carpenters International Training Center. It's really

hard to believe that those late summer nights building forts with my friends out in the woods behind my house would lead to a great career building commercial construction projects all over the Pacific Northwest.

The best part of this industry is the people you will meet along the way—friendships that will last a lifetime, including carpenter mentors and coaches who will help shape you and influence you in positive ways you would not image.

My advice to anyone wanting to make a life as a carpenter is: wake up and show up every day, be humble and willing to learn, always walk with purpose, make your own opportunity, and—most of all—take pride in your work no matter what it is. ■



Always
HOPE
 24/7/365.

Suicide Lifeline: 800.273.8255
Alcohol + Drug Helpline: 800.923.4357
Military Helpline: 888.457.4838
Senior Loneliness Line: 503.200.1633
YouthLine: 877.968.8491

Preventing Substance Abuse and Suicide,
 and Promoting Mental Wellness

www.linesforlife.org



Carpenters Reducing Suicide and Promoting Mental Health in the Construction Industry

By Michael Hawes,
PNCI Executive Director

According to the Centers for Disease Control and Prevention, the construction industry has one of the highest rates of suicide across all occupational groups.

For the last two years, I have been an active participant in a large regional task force, the Construction Suicide Prevention Partnership (CSPP), which is anchored by Lines for Life. Much of our work revolves around breaking down the negative stigma about mental health struggles.

In partnership with Lines for Life, we have provided over 1,000 apprentices with Question Persuade Refer (QPR) training. Several staff members and I have completed QPR “Train the Trainer” courses, and we are certified to teach the two-hour Gatekeeper class.

QPR training teaches people how to look for warning signs so we can ensure our union brothers and sisters are getting the help and support they need. QPR works in a similar way to first aid and CPR training—we learn how to triage and support someone until they can get the professional support they need.

One of our apprentices, who had severe struggles with his mental health and made it through, wanted to share his story to help others. After hearing his story, I realized that we might have many apprentices with similar struggles.

We tied a survey into our training that asked if hearing our apprentice’s story had helped other apprentices feel it was okay to ask for help for themselves or someone in their circle. Nearly 90% of the survey respondents said yes.

There is no doubt that the COVID pandemic has had a significant impact on our mental health. QPR Training has become a standard for us as we bring on new apprentices. I am proud of all of our apprentices and staff members who have leaned in and embraced QPR training.

Together, we are committed to reducing suicide and promoting mental well-being in the construction industry. ■

QPR Gatekeeper Training for Suicide Prevention

Are you interested in becoming a gatekeeper? “Gatekeepers” are people who are strategically positioned to recognize and refer someone at risk of suicide. The QPR (Question, Persuade, and Refer) Gatekeeper Training for Suicide Prevention program is designed to teach and prepare you for this role.

The two-hour training is delivered by certified instructors in person or online, and includes the following:

- How to Question, Persuade, and Refer someone who may be suicidal.
- How to get help for yourself or learn more about preventing suicide.
- The common causes of suicidal behavior.
- The warning signs of suicide.
- How to get help for someone in crisis.

For more information, visit <https://QPRinstitute.com> or call (888) 726-7926

Building FUTURES



RESOURCES FOR PRE-APRENTICESHIP & APPRENTICESHIP TRAINING OPPORTUNITIES



COMMON BENEFITS FOR CONSTRUCTION WORKERS

- Tuition reimbursement
- Dental insurance
- Health insurance
- 401(k)
- Paid time off
- Vision insurance
- 401(k) matching
- Stock ownership plan
- Life insurance
- Retirement plan
- Disability insurance
- Referral program





Pre-Apprenticeships + Apprenticeship

Your RESOURCES for PAID On-The-Job Training and Transferable Skills for a Lifetime!

What is APPRENTICESHIP?

Apprenticeship is occupational training that combines on-the-job experience with approved employers and classroom instruction, providing you with a steadily increasing income while preparing you to become a licensed journey worker in a trade. It is recognized across the United States as a pathway to a lifelong career, a competitive salary, an education, and advancement within an industry.

Training can be obtained through union, open-shop (non-union), college, and other trade-specific programs throughout Oregon and SW Washington **Now, all you have to do is get started!**

Here you will find a list of pre-apprenticeship and apprenticeship programs by type of craft. **For additional training information and/or resources, go to:**

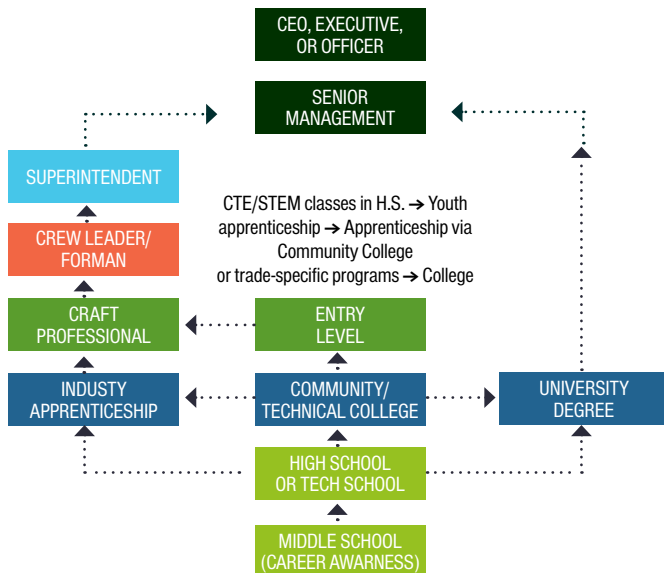


BOLI
www.Oregon.gov/BOLI/apprenticeship



Oregon Apprenticeship
<https://OregonApprenticeship.org>

A LOOK AT CONSTRUCTION CAREER PATHS



MINIMUM PROGRAM REQUIREMENTS

- **Must be 18 years old:** If you're under 18, check out pre-apprenticeship programs!
- **High school diploma or GED:** Some programs do not require a diploma, so explore!
- **Physical abilities:** Certain physical abilities such as stamina or strength, depending on the type of work, may be required.
- **Reliable transportation:** Sometimes you may work near where you live, but you should be willing to travel locally or possibly out of town. You may need to go to different job-sites day to day, so having a plan to get around is helpful.
- **Math:** You may need specific math training for certain kinds of jobs, but many don't and will teach you what you need to know.
- **Attitude:** A good attitude and work ethic will get you far in any job!
- **Drug & alcohol free:** This is not only a must, but it's for your safety and the safety of the people you work with.



ARE YOU A VETERAN?

BOLI (*Oregon Bureau of Labor and Industries*) provides career counseling, technical assistance, representation, and advocacy for all veterans and members of the Oregon National Guard and Reserve components of the armed forces seeking to be apprentices in the trades.

To learn more, contact Aaron for support at:
unpingcoa@boli.state.or.us



THERE ARE COUNTLESS JOB OPPORTUNITIES AVAILABLE TO ANYONE WILLING TO APPLY THEIR TRAINING AND HARD WORK!



BOILER OPERATORS

Job: Boiler operators run automatically fired boilers to generate steam for buildings or industrial plants. The work includes feeding fuel into furnaces or boilers, and observing draft openings, water level, pressure, temperature, and draft meters on panels to verify boiler fuel feed. The person in this position may also maintain meter logs, read gauges, and record data. Boiler repairers maintain and repair stationary steam boilers and boiler house auxiliaries, using hand tools and portable power tools. They clean or direct other workers to clean boilers and auxiliary equipment using scrapers, wire brushes, and cleaning solvent. In addition, they inspect and repair boiler fittings such as safety valves, regulators, and plates. Boiler repairers may operate lathe and milling machines to repair or make parts, and may remove and replace defective firebrick.

Available Apprenticeship Programs	City	Average Wage	Phone
SOUTHERN OREGON BOILER OPERATORS JATC https://go.roguecc.edu/department/apprenticeship	WHITE CITY	\$42,600	541-245-7912

BRICKLAYER

Job: Bricklayers build walls, fireplaces, chimneys, industrial furnaces, kilns, and other structures using brick, cement, cinder blocks, stone, and marble.

Available Apprenticeship Programs	City	Average Wage	Phone
OR SW-WA MASON TRADES JATC www.bac1or.org	PORTLAND	\$82,400	503-234-3781



CARPENTER

Job: Carpenters build or remodel almost all structures, including houses and commercial buildings, bridges, churches, factories, and highways. They work with power and hand tools to build wood framing for houses, roofs, stairs, decks, and forms for concrete. Carpenters install doors, windows, and handrails, and build cabinets and counter tops. Carpenters perform interior and exterior finish work. They need to read blueprints, measure accurately, and calculate dimensions.

Available Apprenticeship Programs	City	Average Wage	Phone
PACIFIC NW CARPENTERS JATC www.pnci.org	PORTLAND	\$83,500	503-287-3708
OREGON/COLUMBIA CARPENTERS JATC www.nwccoc.com	PORTLAND	\$54,680	503-256-7300
LANE/DOUGLAS COUNTIES CARPENTERS JATC www.nwccoc.com	PORTLAND	\$51,300	503-256-7300

CAULKER

Job: Caulkers/pointers/cleaners caulk new and existing masonry buildings, and also do some waterproofing. They restore existing and old historical masonry buildings. They clean and seal new and masonry buildings, including graffiti removal.

Available Apprenticeship Programs	City	Average Wage	Phone
OR SW-WA MASON TRADES JATC www.bac1or.org	PORTLAND	\$82,400	503-234-3781

CEMENT MASON

Job: Cement masons prepare and repair concrete, including pouring and finishing slabs, steps, wall tops, curbs and gutters, sidewalks, and paving. They work with a variety of materials including terrazzo, magnesite, epoxy, polymer, and other plastic materials for topping repair and injection.

Available Apprenticeship Programs	City	Average Wage	Phone
OREGON & SW-WA CEMENT MASONS JATC www.cementmasons555.org	PORTLAND	\$76,700	503-408-8555
OREGON COLUMBIA MASONS TATC www.nwccoc.com	PORTLAND	\$50,460	503-256-7300

DRYWALL FINISHER

Job: Drywall finishers seal joints between plasterboard or other wallboards, mix sealing compound, press paper tape over joints to embed tape into the compound and seal joints, or tape joints using mechanical applicators that spread compound and embed tape in one operation. They sand rough spots after the compound dries, fill cracks and holes in walls, and may apply

texturing compound and primer to walls and ceilings to prepare for final finishing using brushes, rollers, or spray guns. They may countersink nails or screws below the surface of walls before applying sealing compound, using a hammer or a screwdriver.

Available Apprenticeship Programs	City	Average Wage	Phone
OR & SW-WA DRYWALL FINISHERS JATC www.rcttraining.org	PORTLAND	\$80,840	503-287-4856

ELECTRICIAN, ELEVATOR MECHANIC

Job: Elevator installers and repairers—also called elevator constructors or elevator mechanics—assemble, install, maintain, and replace elevators, escalators, dumbwaiters, moving walkways, and similar equipment in new and old buildings. They also are responsible for modernizing older equipment. Elevator installers and repairers must have a thorough knowledge of electronics, electricity, and hydraulics. Elevator installers put in electrical wires, controls, electrical components, and the related devices required at each floor and at the main control panel in the machine room. Installers bolt or weld together the steel frame of an elevator car at the bottom of the shaft; install the cars' platform, walls, and doors; attach guide shoes and rollers; and install the outer doors and door frames at the elevator entrances on each floor. Installers and repairers also install escalators, devices such as dumbwaiters and material lifts—which are similar to elevators—moving walkways, stair lifts, and wheelchair lifts. Once an elevator is operating properly, it must be maintained and serviced regularly to keep it in safe working condition. Elevator installers and repairers generally do preventive maintenance such as oiling and greasing moving parts, replacing worn parts, testing equipment with meters and gauges, and adjusting equipment for optimal performance. They also troubleshoot and may be called in to do emergency repairs.

Available Apprenticeship Programs	City	Average Wage	Phone
OREGON SW-WA ELEVATOR INDUSTRY JATC www.neiep.org/Help/Default.aspx?id=ElevatorIndustryFAQ	PORTLAND	\$115,860	503-252-5852

ELECTRICIAN, INDUSTRIAL MAINTENANCE MECHANIC

Job: Maintenance mechanics repair and maintain machinery and mechanical equipment such as engines, motors, pneumatic tools, conveyor systems, and production machines. These workers dismantle machinery to gain access and repair or replace defective parts. Their tools include hoists, cranes, hand tools, power tools, and measuring devices. They test the machinery performance and clean and lubricate parts.

Available Apprenticeship Programs	City	Average Wage	Phone
PACIFIC NORTHWEST IMM JATC www.pcc.edu/programs/apprenticeship/millwright	PORTLAND	\$66,340	971-722-5651
PNW INDUSTRIAL APPRENTICESHIP JATC	BELLINGHAM	\$77,500	714-289-6668
EASTERN OREGON INDUSTRIAL TATC	PENDLETON	\$75,120	541-278-5854
BOISE CASCADE/WCIW NE-OR TATC	PENDLETON	\$54,200	541-278-5854

ELECTRICIAN, INSIDE

Job: Inside electricians perform electrical installations, construction, maintenance, repair, and service. They work on electrical construction projects ranging from single-family residences to state-of-the-art industrial plants. They install conduits and wire lighting, switches, converters, and complex computerized systems.

Available Apprenticeship Programs	City	Average Wage	Phone
NECA-IBEW ELECTRICAL JATC https://nietc.org	PORTLAND	\$100,700	503-262-9991
AREA I INSIDE ELECTRICAL JATC www.nwelectricaltech.com	PORTLAND	\$81,300	503-459-4056
NORTH COAST MECH & ELECTRICAL TRADES JATC	EUGENE	\$86,300	541-344-6473
AREA II INSIDE ELECTRICAL JATC www.iecoregon.org	TIGARD	\$75,180	503-598-7789
CENTRAL ELECTRICAL JATC www.cjatc.org	TANGENT	\$92,380	541-917-6199
AREA III INSIDE ELECTRICAL JATC	EUGENE	\$79,000	541-344-6473
PACIFIC INSIDE ELECTRICAL JATC	NORTH BEND	\$83,260	541-756-6997
AREA IV INDEPENDENT TAC	EUGENE	\$76,700	541-344-6473
AREA IV INSIDE ELECTRICAL JATC www.umpqua.edu	ROSEBURG	\$68,140	541-440-4675
CRATER LAKE ELECTRICAL JATC www.clejatc.org/applicant.html	CENTRAL POINT	\$76,980	541-773-5888
AREA V INSIDE ELECTRICAL JATC https://go.roguecc.edu/department/apprenticeship	WHITE CITY	\$60,000	541-245-7912
BAKER TECHNICAL INSTITUTE TATC	BAKER CITY	\$60,000	541-524-2651
ONTARIO TATC	FRUITLAND	\$56,980	208-452-4976
AREA VI INSIDE ELECTRICAL JATC www.bluecc.edu	PENDLETON	\$69,520	541-278-5854
SW IDAHO - MALHEUR COUNTY JATC	BOISE	\$64,220	208-384-0538
AREA VII INSIDE ELECTRICAL JATC www.highdesertapprenticeship.com	BEND	\$76,320	541-410-7278
KLAMATH BASIN INSIDE ELECTRICIAN JATC	KLAMATH FALLS	\$57,560	541-880-2234

ELECTRICIAN, LIMITED BUILDING MAINTENANCE

Job: Limited building maintenance electricians maintain, repair, and replace electrical installations on the premises of industrial plants, or on electrical systems that are less than 600 volts phase to phase on the premises of commercial office buildings or buildings occupied by the state or a local government entity.

Available Apprenticeship Programs	City	Average Wage	Phone
OREGON LBME JTC	PORTLAND	\$40,040	971-219-7433
METRO LTD MAINTENANCE ELECTRICIAN JATC www.pcc.edu/programs/apprenticeship/lme-admin	PORTLAND	\$51,880	971-722-5651



ELECTRICIAN, LIMITED ENERGY TECHNICIAN CLASS A

Job: This apprenticeship leads to the Limited Energy Class A Technician license. Limited energy class A technicians install, maintain, replace, and repair electrical systems and equipment of under 100 volt-amperes, including protective signaling systems (fire alarms, nurse calls, and security), communications systems (data telecommunications, intercoms, and paging), and specialized control systems (HVAC, medical, boilers, clocks, and instrumentation).

Available Apprenticeship Programs	City	Average Wage	Phone
LTD ENERGY TECHNICIANS JATC www.neitc.org	PORTLAND	\$83,100	503-262-9991
LTD ENERGY ELECTRICIAN JATC www.iecoregon.org	TIGARD	\$66,000	503-598-7789
PROTECTIVE SIGNALING JATC www.protectivesignalingjatc.org	OREGON CITY	\$66,760	503-475-6396
MID-WILLAMETTE INDUSTRIAL TATC www.linnbenton.edu/student-services/work/apprenticeships.php	ALBANY	\$48,830	541-917-4621
AREA II LTD ENERGY ELECTRICIAN JATC www.linnbenton.edu/student-services/work/apprenticeships.php	ALBANY	\$59,140	541-917-4621
CENTRAL ELECTRICAL JATC www.cjatc.org	TANGENT	\$71,080	541-917-6199
AREA III INSIDE ELECTRICAL JATC	EUGENE	\$64,300	541-344-6473
SOUTHERN WILL-VALLEY LTD ENGY ELEC JATC www.nwapprenticeship.org	SALEM	\$63,020	541-279-1543
CRATER LAKE ELECTRICAL JATC www.clejatc.org/applicant.html	CENTRAL POINT	\$62,120	541-773-5888
EASTERN OREGON INDUSTRIAL TATC	PENDLETON	\$72,720	541-278-5854
CENTRAL OR LTD ENERGY ELECTRICIAN JATC www.nwapprenticeship.org	SALEM	\$67,860	541-279-1543

ELECTRICIAN, LIMITED ENERGY TECHNICIAN CLASS B

Job: This apprenticeship leads to the Limited Energy Class B Technician license. Limited energy class B technicians install, maintain, replace, and repair electrical systems and equipment of under 100 volt-amperes, including communications systems (data telecommunications, intercom, and paging) and specialized control systems (HVAC, medical, boiler, clock, and instrumentation).

Available Apprenticeship Programs	City	Average Wage	Phone
LTD ENERGY ELECTRICIAN JATC www.iecoregon.org	TIGARD	\$66,000	503-598-7789
GEORGIA PACIFIC ELECTRICAL TRADES JATC www.gp.com/careers/maintenance-jobs	CLATSKANIE	\$70,060	503-455-3800
STATE DAS FACILITIES & SEIU 503 JATC	ALBANY	\$45,300	503-917-4621
MID-WILLAMETTE INDUSTRIAL TATC	ALBANY	\$48,340	541-917-4621
AREA II LTD ENERGY ELECTRICIAN JATC www.linnbenton.edu/student-services/work/apprenticeships.php	ALBANY	\$59,140	541-917-4621
SOUTHRN WILL-VALLEY LTD ENGY ELEC JATC	SALEM	\$64,380	541-279-1543
EASTERN OREGON INDUSTRIAL TATC	PENDLETON	\$59,800	541-278-5854
COLUMBIA GORGE JATC	SALEM		503-934-1010
CENTRAL OR LTD ENERGY ELECTRICIAN JATC www.nwapprenticeship.org	SALEM	\$68,280	541-279-1543

ELECTRICIAN, LIMITED MAINTENANCE

Job: Limited maintenance electricians maintain, repair, and replace electrical installations on the premises of industrial plants, or on electrical systems that are less than 600 volts phase-to-phase on the premises of commercial office buildings or buildings occupied by the state or a local government.

Available Apprenticeship Programs	City	Average Wage	Phone
METRO LTD MAINTENANCE ELECTRICIAN JATC www.pcc.edu/programs/apprenticeship/lme-admin	PORTLAND	\$61,960	971-722-5651
LEUPOLD & STEVENS OF BEAVERTON JATC	BEAVERTON	\$72,000	503-646-9171
JIREH SEMICONDUCTOR JATC	HILLSBORO	\$57,000	503-681-5938
PCC STRUCTURALS DEER CREEK TATC www.pccstructurals.com	PORTLAND	\$81,920	503-475-6549
TOYO TANSO USA ELECTRICAL JATC www.ttu.com/careers.php	TROUTDALE	\$74,000	503-669-4845
WESTERN STAR - IAM 1005 JATC	PORTLAND	\$67,100	503-745-5545
OR SW-WA IUOE #701 STNRY ENGINEER JATC	GLADSTONE	\$66,700	503-650-7701
NORTH COAST MECH & ELECTRICAL TRADES JATC	EUGENE	\$53,500	541-344-6473
MID-WILLAMETTE IND'L ELECTRICAL JATC	EUGENE	\$61,360	541-636-3592
MID-WILLAMETTE IND'L ELECTRICAL JATC	EUGENE	\$53,240	541-636-3592
MID-WILLAMETTE INDUSTRIAL TATC www.linnbenton.edu/student-services/work/apprenticeships.php	ALBANY	\$56,180	541-917-4621
LANE COUNTY INDUSTRIAL ELECTRICAL JATC www.lanecce.edu/apprenticeship	EUGENE	\$67,800	541-344-6473
NATIONAL FROZEN FOODS JATC www.nffc.com/locations/albany-or	ALBANY	\$57,120	541-917-9326
ROSEBURG INDUSTRIAL ELECTRICAL JATC www.umpqua.edu	ROSEBURG	\$46,000	541-440-4675
ROGUE INDUSTRIAL ELECTRICAL JATC https://go.roguecc.edu/department/apprenticeship	WHITE CITY	\$50,900	541-245-7912
LAMB WESTON TATC	PENDLETON	\$72,200	541-278-5854
FRUITLAND TATC	FRUITLAND	\$55,940	208-452-4976
EASTERN OREGON INDUSTRIAL TATC	PENDLETON	\$58,860	541-278-5854
COLUMBIA GORGE JATC	SALEM		503-934-1010
CENTRAL OREGON TATC https://www.nwapprenticeship.org	SALEM	\$65,660	541-279-1543
SRCI JATC	ONTARIO	\$57,020	503-779-7919
KLAMATH BASIN INDUSTRIAL TATC	CHILOQUIN	\$46,000	541-882-3521

ELECTRICIAN, LIMITED RESIDENTIAL

Job: Limited residential electricians work in all phases of the residential electrical construction and service industry. They do the electrical construction work on projects ranging from single-family residences to apartment complexes. Workers install wiring for power, lighting, and specialized systems such as telephone systems or sound and fire alarms, in all types of dwellings. They also perform repair and maintenance on existing dwellings.

Available Apprenticeship Programs	City	Average Wage	Phone
NECA-IBEW ELECTRICAL JATC https://nietc.org	PORTLAND	\$65,960	503-262-9991
AREA II INSIDE ELECTRICAL JATC www.iecoregon.org	TIGARD	\$63,640	503-598-7789
CENTRAL ELECTRICAL JATC www.cjatc.org	TANGENT	\$69,860	541-917-6199
PACIFIC INSIDE ELECTRICAL JATC	NORTH BEND	\$62,680	541-756-6997
CRATER LAKE ELECTRICAL JATC www.clejatc.org/applicant.html	CENTRAL POINT	\$56,100	541-773-5888

ELECTRICIAN, MANUFACTURING PLANT

Job: This apprenticeship leads to the Limited Journeyman Manufacturing Plant Electrician license. Manufacturing plant electricians provide basic electrical maintenance on existing equipment in factories and industrial manufacturing facilities. They install and wire electric motors and machinery of all sizes, perform preventive maintenance on production and facilities equipment, initiate and modify electrical designs, and update electrical drawings. Journey-level manufacturing plant electricians are required to get a state license by taking an exam from the Oregon Building Codes Division.

Available Apprenticeship Programs	City	Average Wage	Phone
METRO MFG PLANT ELECTRICIANS JATC www.pcc.edu/programs/apprenticeship/mpe-admin	PORTLAND	\$71,420	971-722-5651
BLOUNT INC TECHNICAL JATC	MILWAUKIE	\$71,000	503-653-4266
LEUPOLD & STEVENS OF BEAVERTON JATC	BEAVERTON	\$80,700	503-646-9171
GEORGIA PACIFIC ELECTRICAL TRADES JATC www.gp.com/careers/maintenance-jobs	CLATSKANIE	\$70,060	503-455-3800
CASCADE TISSUE JATC	SAINT HELENS	\$81,720	503-397-9342
SAPA JATC	PORTLAND	\$60,020	503-802-3000
JIREH SEMICONDUCTOR JATC	HILLSBORO	\$82,900	503-681-5938
PCC STRUCTURALS DEER CREEK TATC www.pccstructurals.com	PORTLAND	\$85,140	503-353-1005
TOYO TANSO USA ELECTRICAL JATC www.ttu.com/careers.php	TROUTDALE	\$84,000	503-669-4845
MID-WILLAMETTE IND'L ELECTRICAL JATC	EUGENE	\$68,260	541-636-3592
MID-WILLAMETTE INDUSTRIAL TATC www.linnbenton.edu/business/apprenticeship.php	ALBANY	\$68,840	541-917-4621
LANE COUNTY INDUSTRIAL ELECTRICAL JATC www.lanecce.edu/apprenticeship	EUGENE	\$71,200	541-344-6473
NATIONAL FROZEN FOODS JATC www.nffc.com/locations/albany-or	ALBANY	\$67,320	541-917-9326
ROSEBURG INDUSTRIAL ELECTRICAL JATC www.umpqua.edu	ROSEBURG	\$56,320	541-440-4675
ROGUE INDUSTRIAL ELECTRICAL JATC https://go.roguecc.edu/department/apprenticeship	WHITE CITY	\$56,320	541-440-4675
LAMB WESTON TATC	PENDLETON	\$72,300	541-278-5854
ASH GROVE JAC	DURKEE	\$69,140	541-877-2411
BAKER TECHNICAL INSTITUTE TATC	BAKER CITY	\$61,500	541-524-2651
ONTARIO TATC	FRUITLAND	\$67,740	208-452-4970
EASTERN OREGON INDUSTRIAL TATC	PENDLETON	\$68,280	541-278-5854
BOISE CASCADE/WCIW NE-OR TATC	PENDLETON	\$55,700	541-278-5854
WOODGRAIN TATC	PENDLETON	\$60,320	541-278-5854
COLUMBIA GORGE JATC	SALEM		503-934-1010
CENTRAL OREGON TATC www.nwapprenticeship.org	SALEM	\$65,700	541-279-1543
KLAMATH BASIN INDUSTRIAL TATC	CHILOQUIN	\$55,220	541-882-3521
BRIGHT WOOD CORP IND ELECTRICAL JATC	MADRAS	\$66,780	541-233-8729

ELECTRICIAN, RENEWABLE ENERGY TECHNICIAN

Job: Licensed limited renewable energy technicians install, maintain, finish, and remove renewable energy systems, including wind, solar, micro-hydroelectricity, fuel cells, and engine generators for off-grid systems. Work processes involve wire pulling and splices, conduit, flex, tray, and duct, control panels and controls, wiring devices, removal and finish work, the physical plumbing and installation of solar electric systems, and may include rooftop work, and the heavy lifting, digging and trenching, and other physical labor associated with the installation of solar electric systems.

Available Apprenticeship Programs	City	Average Wage	Phone
RENEWABLE ENERGY JATC www.nwapprenticeship.org	SALEM	\$62,340	503-966-0175
CRATER LAKE ELECTRICAL JATC www.clejatc.org/applicant.html	CENTRAL POINT	\$49,340	541-773-5888

ELECTRICIAN, SIGN ERECTOR

Job: This is an apprenticeship for the sign fabricators craft and leads to the Limited Journeyman Sign Electrician license. Sign fabricators craft signs by hand from a variety of materials including metal, plastic, and glass. Tools used include state-of-the-art equipment such as computerized numerical control (CNC) cutting machines and computer driven plotters, as well as traditional equipment such as hydraulic cranes for installations and repairs.

Available Apprenticeship Programs	City	Average Wage	Phone
CENTRAL SIGN HANGER JATC www.nwcc.com	PORTLAND	\$56,920	503-256-7300



ELECTRICIAN, STATIONARY ENGINEER

Job: Stationary engineers operate and maintain stationary engines and mechanical equipment, such as steam engines, air compressors, generators, motors, turbines, and steam boilers. They provide utilities such as light, heat, or power for buildings and industrial processes. The engineers read meters and gauges or automatic recording devices at specified intervals in order to verify operating conditions and record data such as temperature of equipment, hours of operation, fuel consumed, temperature or pressure, water levels, analysis of flue gases, voltage load, and generator balance. They may be required to hold a limited maintenance electrician (LME) license issued by the state, restricting equipment they operate to specified types and sizes.

Available Apprenticeship Programs	City	Average Wage	Phone
METRO LTD MAINTENANCE ELECTRICIAN JATC www.pcc.edu/programs/apprenticeship/lme-admin	PORTLAND	\$58,240	971-722-5651
OR SW-WA IUOE #701 STNRY ENGINEER JATC	GLADSTONE	\$66,700	503-650-7701

EXTERIOR/INTERIOR SPECIALIST

Job: Exterior/interior specialists, or interior systems carpenters, work on interior and exterior building surfaces and install equipment and material in commercial buildings such as acoustical ceilings, raised floors for computers, metal framing, wall partitions, and office furniture systems. Metal stud and drywall specialists use metal studs instead of wood in commercial high-rise construction because of their superior fire rating. Insulators work with both thermal and sound insulation using many variations of rolled and rigid insulation systems.

Available Apprenticeship Programs	City	Average Wage	Phone
PACIFIC NW CARPENTERS JATC www.pnci.org	PORTLAND	\$83,500	503-287-3708

FIRESTOP CONTAINMENT WORKER

Job: Workers install approved fire-stop and smoke-stop systems, designed to return the rating to fire/smoke-rated floor and ceiling construction. They may also install sound, air movement, and infectious disease control systems. These systems are designed and tested as a component of the life safety industry and require following a detailed set of instructions to ensure adequate installation.

Available Apprenticeship Programs	City	Average Wage	Phone
OR SW-WA HEAT/FROST INSUL/ WRKRS JATC www.insulators36.org/apprenticeship	PORTLAND	\$75,460	503-255-5124

FLOOR COVERER

Job: Resilient floor and decorative coverings workers install, replace, and repair all types of carpets, plastic laminates, and other decorative coverings in residential, commercial, and industrial buildings, airplanes, ships, swimming pools, highway medians, garage aprons, automobiles, and athletic fields. Apprentices learn about products, how to prepare a pattern to absolute tolerances, and to use scribes and dividers for precision work. Floor coverers use manual and power tools to measure, hammer, cut and shear, spread and stretch, and prepare floors.

Available Apprenticeship Programs	City	Average Wage	Phone
OR & SW-WA FLOOR COVERING JATC https://iftilms.org	PORTLAND	\$61,840	503-255-8444

GAS UTILITIES SERVICER

Job: Gas utility servicers install and repair gas meters, regulators, and appliances. They test and examine pipelines and equipment to locate leaks and faulty pipe connections, and to determine the pressure and flow of gas. They dismantle meters and regulators and replace defective pipes, thermocouples, thermostats, and valves.

Available Apprenticeship Programs	City	Average Wage	Phone
AVISTA UTILITIES JATC	ROSEBURG	\$86,720	503-844-1640

GLAZIER

Job: Glaziers prepare and install various types of glass, mirrors, windows, and aluminum doors.

Available Apprenticeship Programs	City	Average Wage	Phone
OR SW-WA GLAZR ARCH METL GLASS WRKR JATC www.mhcc.edu/glassworkers	GRESHAM	\$90,600	503-491-7359

GRADING/PAVING OPERATOR

Job: An equipment operator works with heavy construction equipment such as bulldozers and trench excavators. A light grade/paving operator runs heavy construction equipment such as paving machines, pick-up machines, paving and motor graders, and backhoes. Some traffic control work is also required.

Available Apprenticeship Programs	City	Average Wage	Phone
KNIFE RIVER OREGON JAC www.kniferiver.com/job-opportunities	TANGENT	\$58,360	541-928-6491

HEAT AND FROST INSULATOR AND ASBESTOS WORKER

Job: Workers apply insulation materials to pipes, tanks, boilers, ducts, refrigeration equipment, and other surfaces requiring thermal temperature control. Workers handle insulation materials made of fiberglass, rubber, calcium silicate, and urethane. Asbestos workers remove asbestos-containing materials.

Available Apprenticeship Programs	City	Average Wage	Phone
OR SW-WA HEAT/FROST INSUL/ WRKRS JATC www.insulators36.org/apprenticeship	PORTLAND	\$105,540	503-255-5124

HEAVY DUTY BUS MECHANIC

Job: Heavy duty bus mechanics inspect, repair, and maintain diesel and liquefied natural gas buses. They maintain and repair electrical systems, air systems, heating and cooling systems, brake systems, suspensions, steering systems, wheelchair lifts, engines, and transmissions.

Available Apprenticeship Programs	City	Average Wage	Phone
TRI MET HEAVY DUTY BUS MECHANIC JATC	PORTLAND	\$66,740	503-962-6497

HEAVY TRUCK DRIVER

Job: Heavy truck drivers operate gasoline and diesel-powered trucks or tractor-trailers. A driver's responsibilities depend on the kind of load to be delivered. Drivers need to know how to operate special equipment for loading, transporting, and unloading as well as how to handle special loads, including hazardous materials. Drivers are also responsible for maintaining logs and performing vehicle inspections of the truck before and after every trip.

Available Apprenticeship Programs	City	Average Wage	Phone
INTERSTATE TRUCKING JATC	PORTLAND	\$41,000	503-249-5865

HVAC/R TECHNICIAN

Job: HVAC (Heating, Ventilating, and Air Conditioning) combines sheet metal and electrical work involving installation, wiring, service, and repair of environmental control systems and the fabrication and installation of ductwork.

Available Apprenticeship Programs	City	Average Wage	Phone
COLUMBIA GORGE JATC	SALEM		503-934-1010

IRONWORKER

Job: Ironworkers erect the structural framework for high rise buildings, bridges, power plants, and towers. They place reinforcing steel in concrete forms for roadways, foundations, and structures and erect the aluminum fascia on high rise window walls. Tools of the trade include wrenches, connecting bars, tape measures, levels, jacks, arc welders, welding torches, and oxy-acetylene torches.

Available Apprenticeship Programs	City	Average Wage	Phone
PACIFIC NW IRONWORKER & EMPLOYER JATC https://iw29appr.org	PORTLAND	\$78,200	503-775-0877

LABORER

Job: Laborers may be skilled or unskilled workers with duties as varied as clearing timber and brush, removing demolished materials from a job-site, placing and vibrating concrete, landscaping, installing pipe, handling the materials for other trades workers, or using explosives to demolish buildings. Laborers are needed on all types of construction projects including highways, bridges, tunnels, large buildings, sanitation, and residential. Laborers perform work for the duration of a project. A laborer must know how to work with his or her hands and with power tools run by gasoline, electricity, and compressed air. Other tools used include pavement breakers, rammers, pumps, compressors, lasers, and vibrators.

Available Apprenticeship Programs	City	Average Wage	Phone
OREGON LABORERS JATC www.oregonlaborers.com	PORTLAND	\$63,660	541-745-5513
OREGON COLUMBIA LABORERS JATC www.nwccoc.com	PORTLAND	\$47,660	503-256-7300

LINE WORKER

Job: Electrical line workers and repairers construct and maintain electric transmission and distribution lines and facilities that send electricity to residential, commercial, industrial, and agricultural customers. Apprentices work for various contractors and utility companies on all types of power line construction, both underground and overhead.

Available Apprenticeship Programs	City	Average Wage	Phone
PORTLAND OUTSIDE ELECTRICAL WORKERS TATC	PORTLAND	\$102,340	503-737-3325
TILLAMOOK COUNTY OUTSIDE ELECTRICAL JATC	TILLAMOOK	\$104,380	503-815-8638
CLATSKANIE PUD JATC	CLATSKANIE	\$103,360	503-308-4593
CENTRAL LINCOLN PUD LOCAL JATC https://clpud.org/about-us/work-with-us/employment-opportunities	NEWPORT	\$104,920	541-271-8720
CONSUMERS POWER JATC www.cpi.coop/about-cpi/employment-opportunities/	PHILOMATH	\$102,540	541-929-3124
EUGENE/SPRINGFIELD UTILITIES JATC	SPRINGFIELD	\$98,840	541-206-7276
EWEB OUTSIDE ELECTRICAL WORKERS JATC www.eweb.org/about-us/career-opportunities	EUGENE	\$101,480	541-685-7021
CITY OF BANDON & IBEW LOCAL 659 JATC	BANDON	\$94,420	541-347-2437
UTILITY ELECTRICAL WORKERS JATC	HEPPNER	\$97,760	541-676-9407

MACHINIST

Job: Machinists set up and operate lathes, tool grinders, drills, and other machine tools to manufacture metal repair parts and fabricate sheet metal, steel frames, and equipment. They do this by interpreting blueprints, engineering drawings, sketches, and verbal instructions. Machinists also develop and maintain preventive maintenance procedures, and overhaul equipment. This may involve diagnosing and solving new or unique equipment problems by designing, building, and installing equipment-improvement prototypes. In analyzing specifications and developing tools, they must have knowledge of metal properties and lathe operation and be able to visualize the finished product.

Available Apprenticeship Programs	City	Average Wage	Phone
BOEING PORTLAND JATC	PORTLAND	\$88,220	971-246-2641
LEUPOLD & STEVENS OF BEAVERTON JATC	BEAVERTON	\$59,040	503-646-9171
NW WILLAMETTE TATC	OREGON CITY	\$59,400	503-594-3031
OR INDUSTRIAL DEVELOPMENT TRAINING JATC	PORTLAND	\$57,340	971-722-5651
MID-WILLAMETTE INDUSTRIAL TATC www.linnbenton.edu/business/apprenticeship	ALBANY	\$69,500	541-917-4621
LANE COUNTY INDL MAINT MECHANIC JATC www.lanecoc.edu/apprenticeship	EUGENE	\$57,680	541-344-6473



MAINTENANCE TECHNICIAN

Job: Maintenance technicians maintain and repair community property. Their duties include street maintenance, sanitation, sidewalk repair, pothole patching, curb and gutter repair, street and alley grading, sewer maintenance, landscaping, and installing, as well as repair and maintenance, of traffic control devices.

Available Apprenticeship Programs	City	Average Wage	Phone
CITY OF SPRINGFIELD MAINTENANCE JATC www.springfield-or.gov/city/human-resources/careers	SPRINGFIELD	\$51,060	541-726-3761

MILLWRIGHT

Job: Millwrights install conveyor systems, escalators, giant electrical turbines, and generators. Millwrights are skilled construction mechanics who study and interpret blueprints, and use machine tools and precision instruments, working to specifications requiring tolerances to a thousandth of an inch. They work primarily with metals using precision machinery and equipment.

Available Apprenticeship Programs	City	Average Wage	Phone
PCC STRUCTURALS LARGE PARTS CAMPUS JATC	PORTLAND	\$80,800	503-777-8179
PACIFIC NW CARPENTERS JATC www.pnci.org	PORTLAND	\$83,500	503-287-3708
PRECISION CASTPARTS CORP JATC	PORTLAND	\$78,680	503-305-1084
PCC STRUCTURALS DEER CREEK TATC www.pccstructurals.com	PORTLAND	\$78,680	503-475-6549
WESTERN STAR - IAM 1005 JATC	PORTLAND	\$67,100	503-745-5545

OPERATING ENGINEER

Job: Operating and technical engineers operate construction equipment such as heavy-duty trucks, cranes, bulldozers, pavers, rollers, trench excavators, and many other kinds of equipment used in constructing buildings, dams, airports, and highways. Apprentices may also work as heavy-duty truck and equipment mechanics (heavy-duty repairer) and as technical engineer surveyors.

Available Apprenticeship Programs	City	Average Wage	Phone
OR SW-WA IUOE LOCAL #701 & AGC JATC www.oetraining.org	GLADSTONE	\$77,600	503-650-7701
OR/COLUMBIA HEAVY EQUIP OPERATOR JATC www.nwccoc.com	PORTLAND	\$60,000	503-256-7300

PAINTER

Job: Painters apply paints and prepare surfaces for painting. Preparation is the most important part of painting and all sorts of surfaces, including wood, metal, masonry, and sheet rock must be prepared. Painters also apply other types of wall coverings besides paint, such as vinyl, fabric, and aluminum.

Available Apprenticeship Programs	City	Average Wage	Phone
OREGON & SW WASHINGTON PAINTERS JATC www.rtctraining.org	PORTLAND	\$41,800	503-287-4856
AREA I PAINTERS JATC www.areaonjtc.com	LAKE OSWEGO	\$47,000	503-675-0548
COLUMBIA GORGE JATC	SALEM		503-934-1010

PILE DRIVER

Job: Pile drivers work with pile-driving rigs that drive metal, concrete, or wood piling into the earth during the early stages of construction. They are usually the first workers at a commercial job-site. They drive metal sheet piling to hold back dirt during excavations, drive concrete, metal, and wood pilings as part of the foundation system for skyscrapers, and drive wood and concrete pilings to hold up docks, wharves, and bridges. Some may work on offshore oil rigs as commercial divers involved in underwater construction. Pile drivers work with a variety of hand and portable power tools, and frequently cut, join, and fasten metal construction materials using welding equipment and oxy-acetylene torches.

Available Apprenticeship Programs	City	Average Wage	Phone
PACIFIC NW CARPENTERS JATC www.pnci.org	PORTLAND	\$83,500	503-287-3708

PIPEFITTER

Job: Pipefitters work mainly in the manufacturing industry. They lay out, install, and maintain piping systems that provide steam heat, power, water, hydraulic pressure, air pressure, and oil. They bend, cut, weld, and bracket pipes; repair, pack, and adjust valves; test installed equipment for leaks; and check that systems meet government specifications.

Available Apprenticeship Programs	City	Average Wage	Phone
OR SW-WA NW-CA MTL TRDS PIPEFITTERS JATC www.ua290.org	TUALATIN	\$65,940	503-691-1997
MID-VALLEY STEAMFITTERS/PIPEFITTERS JATC www.steamfitterapprenticeship.com	SALEM	\$67,600	503-557-1203

PLASTERER

Job: Plasterers finish interior walls and ceilings of residential and commercial buildings, and apply plaster on masonry, metal, and wire lath or gypsum. They also apply cement on masonry, metal, and wire lath (stucco). Most of these finishes are applied by hand.

Available Apprenticeship Programs	City	Average Wage	Phone
OREGON SW WASHINGTON PLASTERERS JATC www.plastererslocal82.com	PORTLAND	\$76,180	503-408-8555

PLUMBER

Job: Plumbers assemble, install, and repair pipes, fittings, medical gas systems, and fixtures of heating, water, and drainage systems, such as sinks, commodes, bathtubs, water heaters, hot

water tanks, garbage disposal units, dishwashers, and water according to specifications and plumbing codes. They locate and mark the position of pipe, pipe connections, and passage holes for pipes in walls and floors using ruler, spirit level, and plumb bob. They cut openings in walls and floors to accommodate pipe and pipe fittings, using hand tools and a threading machine. Plumbers also bend pipe using a pipe-bending machine or by placing pipe over a block and bending it by hand, assemble and install valves, pipe fittings, and pipes composed of various metals or glass, vitrified clay, and plastic, and use hand tools and power tools. Plumbers may weld holding fixtures to structures.

Available Apprenticeship Programs	City	Average Wage	Phone
NORTH COAST PLUMBERS JATC	WARRENTON	\$69,200	503-861-9487
AREA I PLUMBERS JATC www.areaonejtc.com	LAKE OSWEGO	\$78,000	503-675-0548
OR SW-WA NW-CA PLMBR & STMFITTR JATC www.ua290.org	TUALATIN	\$94,860	503-691-1997
AREA II PLUMBERS JATC www.area2app.com	SALEM	\$74,540	503-991-5203
AREA III PLUMBERS JATC www.area3plumbers.com	EUGENE	\$69,300	541-636-3592
AREA IV INDEPENDENT TAC	EUGENE	\$69,200	541-344-6473
AREA V (ROGUE VALLEY) PLUMBERS JATC www.roguecc.edu	EUGENE	\$69,620	541-344-6473
KLAMATH BASIN PLUMBERS JATC www.klamathcc.edu	KLAMATH FALLS	\$47,500	541-880-2249
ONTARIO TATC	FRUITLAND	\$55,180	208-452-4970
BLUE MOUNTAIN JATC www.blueucc.edu	PENDLETON	\$59,220	541-278-5854
EASTERN WA-NE OREGON PIPE TRADES JATC	PASCO	\$100,940	509-547-6480
AREA VII PLUMBERS JATC	EUGENE	\$70,400	541-344-6473



ROOFER

Job: Roofer and waterproofers remove old roof and waterproof foundation walls. Commercial roofs are generally low-pitched roofs that consist of multiple layers of roofing applied with asphalt, plastic (TPO/PVC), or rubber (EPDM). Residential roofs are usually steep and the roofing material is mainly asphalt shingles, wood shake, slate, or tile. Tools used include hatchets, hammers, pry bars, tin snips, knives, and chalk lines.

Available Apprenticeship Programs	City	Average Wage	Phone
OR/SW-WA ROOFERS & WATERPROOFERS JATC www.orswroofersapp.com	PORTLAND	\$56,100	503-546-4235

SCAFFOLD ERECTOR

Job: Scaffold erectors erect scaffolding for buildings and ship structures. They install ladders, handrails, walkways, platforms, and gangways, and erect, move, and dismantle frame scaffolding, mobile tower scaffolding, tube clamp scaffolding, and system scaffolding.

Available Apprenticeship Programs	City	Average Wage	Phone
PACIFIC NW CARPENTERS JATC www.pnci.org	PORTLAND	\$83,500	503-287-3708

SHEET METAL WORKER

Job: Sheet metal workers fabricate and install fittings and duct work used in construction or industry for heating, ventilation, and air-conditioning systems in residential, commercial, and industrial applications. They set up and operate shears, press brakes, hand brakes, bending rolls, welding machines, and other equipment to cut, form, and attach metal together for applications such as metal roofing and stainless steel work for restaurants, kitchens, and hospitals. They prepare shop and field drawings manually and with computer programs. Computer skills are becoming increasingly important for controlling industrial equipment.

Available Apprenticeship Programs	City	Average Wage	Phone
PORTLAND SHEET METAL WORKER JATC www.sheetmetal-16.org	PORTLAND	\$86,100	503-257-1022
MID-VALLEY SHEET METAL WORKERS JAC www.chemeketa.edu/programs-classes/program-finder/apprenticeship/sheet-metal	SALEM	\$56,380	503-399-6266
SHEET METAL JATC www.abcpnw.org	PORTLAND	\$60,620	503-598-0522
AREA III SHEET MTL/HVAC ENV SYS JATC www.nwapprenticeship.org	SALEM	\$58,820	541-279-1543



S CENTRAL OR SHEET METAL JATC
<https://go.roguecc.edu/departments/apprenticeship>
 COLUMBIA GORGE JATC
 CENTRAL OREGON SHEET METAL JATC
www.nwapprenticeship.org

WHITE CITY	\$53,400	541-245-7912
SALEM		503-934-1010
SALEM	\$59,060	541-279-1543

SPRINKLER FITTER

Job: Sprinkler fitters are pipefitter specialists in fire protection. They install fire protection systems designed for commercial buildings.

Available Apprenticeship Programs	City	Average Wage	Phone
OR & SW-WA SPRINKLER FITTERS JATC www.abcpnw.org/Education-Training/ABC-Apprenticeship	PORTLAND	\$62,000	503-598-0522

STEAMFITTER

Job: Steamfitters install piping and tubing made of carbon steel, copper, plastic, glass, or other metals using a variety of processes. These processes include brazing, welding, screwing, gluing, bending, and mechanical joining. Steamfitters install valves, controls, pumps, vessels, and hangers, as well as refrigeration equipment, air-conditioning equipment, compressors, coils, and boilers.

Available Apprenticeship Programs	City	Average Wage	Phone
EASTERN WA-NE OREGON PIPE TRADES JATC http://ua598.org	PASCO	\$100,940	509-547-6480

STRUCTURAL IRONWORKER

Job: Ironworkers erect the structural framework for high rise buildings, bridges, power plants, and towers. They place reinforcing steel in concrete forms for roadways, foundations, and structures and erect the aluminum fascia on high rise window walls. Tools of the trade include wrenches, connecting bars, tape measures, levels, jacks, arc welders, welding torches, and oxy-acetylene torches.

Available Apprenticeship Programs	City	Average Wage	Phone
CASCADE JTC	SALEM		503-934-1010

TERRAZZO WORKER

Job: Terrazzo workers cover floors, stairways, and cabinets with durable and decorative surfaces made of sand, cement, pigment, and marble chips.

Available Apprenticeship Programs	City	Average Wage	Phone
OR SW-WA MASON TRADES JATC www.bac1or.org	PORTLAND	\$72,700	503-234-3781

TEST, ADJUST, AND BALANCE TECHNICIAN

Job: Test, adjust, and balance technicians inspect, test, adjust, and balance the heating, ventilation, and air conditioning systems in buildings. They make sure that air and water systems operate as intended using specialized instruments and test equipment.

Available Apprenticeship Programs	City	Average Wage	Phone
OREGON TEST, ADJUST, & BALANCE JATC www.abcpnw.org/education-training/abc-apprenticeship	PORTLAND	\$59,940	503-598-0522

TRAFFIC AND DECORATOR PAINTER

Job: Painters apply paints and prepare surfaces for painting. Traffic control painters paint striping on roads.

Available Apprenticeship Programs	City	Average Wage	Phone
OREGON & SW WASHINGTON PAINTERS JATC www.rtctraining.org	PORTLAND	\$71,740	503-287-4856

WATER SERVICE MECHANIC

Job: Water service mechanics install and connect water meters in consumer establishments. They examine pipes to detect leaks. They also install and repair water system pipes and accessories.

Available Apprenticeship Programs	City	Average Wage	Phone
PORTLAND WATER BUREAU JATC	PORTLAND	\$71,680	503-823-5464
S FORK WATER BOARD & N CLACKAMAS CWC	OREGON CITY	\$48,960	503-657-6581

WATER SERVICE UTILITY WORKER

Job: Water service utility workers clean water filter beds. They wash and simultaneously screen sand and gravel to remove foreign particles and grade material according to size. They clean and redistribute sand in filter beds and may lubricate and repair defective filtering equipment.

Available Apprenticeship Programs	City	Average Wage	Phone
PORTLAND WATER BUREAU JATC	PORTLAND	\$51,940	503-823-5464



PRE-APPRENTICESHIP PROGRAM PROVIDERS

Pre-apprenticeship programs are a wonderful way to get the basic knowledge and skills you need to compete for entry in approved apprenticeship programs. These short programs offer classroom and hands-on instruction in safety, tool use, and more. Below is a list of adult and youth pre-apprenticeship providers.

Contact these providers to find out more information about their programs and class schedules.

ADULT PRE-APPRENTICESHIP PROVIDERS

Blue Sun Inc. Constructing Your Future
 541-207-3212
www.bluesuninc.com

Carpenters Trade Preparation
 503-287-3708
www.pnci.org/CTP

Chemeketa Community College/N Marion
 503-399-6266
www.chemeketa.edu

Constructing Hope
 503-281-1234
www.constructinghope.org

Environmental Services Aide, Lane CC
 541-463-6111
www.lanecc.edu

Ironworkers National Women's Program
 202-383-4889
www.ironworkers.org

NIETC Electrical Training Alliance (ETAP)
 503-262-9991
www.nietc.org/pre-apprenticeship

Oregon Technology Pathways
 541-904-5012
www.eastcascadesworks.org

Oregon Tradeswomen Inc (OT)
 503-335-8200
www.tradeswomen.net

Pacific NW Ironworkers Pre-Apprenticeship Pilot Program
 503-775-0877
www.nwiv.com

PCC - Swan Island Trades Center
 971-722-5654
www.pcc.edu/locations/swan-island

Trades Related Apprenticeship Coaching (TRAC)
 253-848-4299
www.washingtonci.com

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 503-916-5100
www.bensonhs.pps.k12.or.us

Impact NW Manufacturing Bridge
 503-721-1767
www.impactnw.org

Job Corps - Oregon
 1-800-733-JOBS (5687)
recruiting.jobcorps.gov/Home/Locations/OR

Job Corps - Washington
 1-800-733-JOBS (5687)
recruiting.jobcorps.gov/Home/Locations/WA

Lane-PACT
 541-461-8275
www.lesd.k12.or.us/career/index.html

IMPACT (Medford Pre-Apprenticeship Construction & Trades)
 541-842-3872
www.impactnw.org

Oregon Youth Authority (Oya)
 503-373-2351
www.oregon.gov/oya/Pages/default.aspx

Portland Youth Builders
 503-286-9350
www.pybpdx.org

Ptld Opportunities Industrial Ctr (Poic)
 503-797-7222
www.portlandoic.org/wot/wot/pre-app

Reynolds Learning Academy (Trading Up)
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www.reynolds.k12.or.us/rta/trading-program

St. Helens High School
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www.sthelens.k12.or.us/shhs

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competitive
wages and
benefits while
learning and
improving
their skills.”**



GET READY

**for National Apprenticeship Week!
November 15-21**

Registered apprenticeships create a skilled workforce that build our communities. This is more important than ever as businesses rebound from the pandemic and construction projects throughout Oregon are booming. Many Oregonians are seeking new career opportunities that provide family wages while doing work they can be proud of and apprenticeships are answering the call. There is no better time to become an apprentice.

It's that time again where we spotlight National Apprenticeship Week -- November 15-21, highlighting industry partners that train, employ, and support apprentices as well as the dedicated workers themselves. Launched in 2015, the annual week-long celebration allows apprenticeship sponsors the opportunity to showcase how their programs prepare a highly skilled workers to meet the needs of the workforce across a broad range of industries.

Many people think of apprenticeship programs as training that only occurs in the building and construction industry. However, times have changed, and registered apprenticeships now offer new career opportunities in emerging industries such as Information Technology, healthcare, mental health services and more to come.

According to Oregon's Bureau of Labor & Industries (BOLI), currently, more than 10,385 Oregonians are enrolled in registered apprenticeship programs throughout the state. That equates to more than 200 Oregonians who begin the first step towards a career where you earn middle class wages, while learning to be an industry leader. The Beaver State has over 5,000 employers and more than 150 registered apprenticeship programs focused on building a skilled workforce.

Registered apprenticeship programs provide apprentices with high-quality on-the-job training along with classroom instruction for well-rounded training experience. Apprentices earn highly competitive wages and benefits while learning and improving their skills. ■

**You can explore the many opportunities for
apprenticeships in Oregon by visiting
<https://www.oregon.gov/boli/apprenticeship/> and [https://
oregonapprenticeship.org](https://oregonapprenticeship.org).**



Every registered apprenticeship program is a bit different, but the basic qualifications for most of them are:

- You must be at least 18-years-old. (If you're under 18, you can check out these pre-apprenticeship programs in Oregon.)
- Most programs require a high school diploma or GED. (Some programs require some math proficiency, but you'll learn everything else you need to know in the program!)
- You must have the stamina or strength to perform the hands-on work. (You'll build more as you work!)
- Reliable transportation. (You may need to go to different job sites day to day.)

Many programs offer supportive services to their apprentices to cover expenses related to childcare, financial hardships, transportation or rent. Additionally, most of our registered apprenticeship programs offer veteran exceptions which, in some cases, places the military career seeker directly into their programs.



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*Services provided through ODOT/BOLI

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Note: We also provide services to construction apprentices in other trades if you are actively working on a road or bridge project.

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WITH AN INDUSTRY FILLED WITH
BEST COMPANIES,
 WE WANTED TO LEARN ABOUT THIS ONE:

Raimore Construction: Preparing Tomorrow's Workforce

By Tricia Drevets

It's hard not to feel hopeful about the future of the trades when you speak with DeAngelo Moaning, IT Administrator and Operations Manager for Raimore Construction. DeAngelo is an eloquent advocate for the construction industry and its many career possibilities.

"Young people often see linear choices—go to high school, go to college, get your degree, join the workforce," says Moaning. "But there are other options. With construction, you get paid to learn without incurring thousands of dollars of student loan debts. Master your trade, learn both ends of the work, and eventually build your own workforce."

A third-generation Portlander, his family's history runs especially deep in the Albina neighborhood, from their

involvement in Portland's NAACP chapter, his father and uncle's work on the Moda Center, and his mother's 30-year career with Albina Head Start.

Today, DeAngelo takes pride in working for a minority-owned company that "promotes a self-determined BIPOC ecosystem that actively rebuilds and reconnects our community through economic opportunity."

Raimore Construction's name comes from founders Andre Raiford and Jeffrey Moreland Sr. In two decades, Raimore has grown from a small trucking company to a general contractor providing heavy civil and structural steelwork and employing about 90 people.

"The company is intentional in its efforts to hire and mentor minorities," says Moaning. "If you don't see representation of yourself, how could you see this as an option?"

Continued on Page 33



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He says, “Raimore has a very strong sense of community. If I win, everyone wins, and if I lose, everyone loses. At our core lies communal mentorship and growth.” Raimore’s work with Oregon Laborers’ LiUNA Apprenticeship Program is part of developing that sense of community. “We strive for professional and personal development,” Moaning adds. “Our intentionality in developing people and our partnership with LiUNA is pivotal in manifesting a pipeline of skilled workers.”

And if those workers want to go on to start their own businesses, even better. Entrepreneurship and community development—both in terms of infrastructure and interpersonal wellness—are important to Moaning.

“Ultimately, I see construction as a career that promotes entrepreneurship.” He adds, “We are in this together. If you want to pursue entrepreneurship, we will support you to ensure that everyone benefits from this ecosystem.”

DeAngelo says that it is extremely gratifying to be working on the I-5 Rose Quarter Improvement Project as part of his work with Raimore.

“Working for a minority-owned company, participating in the reunification of Albina, and fostering the economic prosperity of its residents, there’s no other feeling like it.”

Looking ahead, Moaning sees that many of the workers who complete the five-year I-5 Rose Quarter Improvement Project will be poised to pursue home ownership, entrepreneurship, and mentorship of future talent.

“That is how you build economic prosperity,” Moaning says. “And that is how we manifest a self-determined generation of workers to come.”

*Special thanks to Deangelo Moaning for his contributions to this article. ■

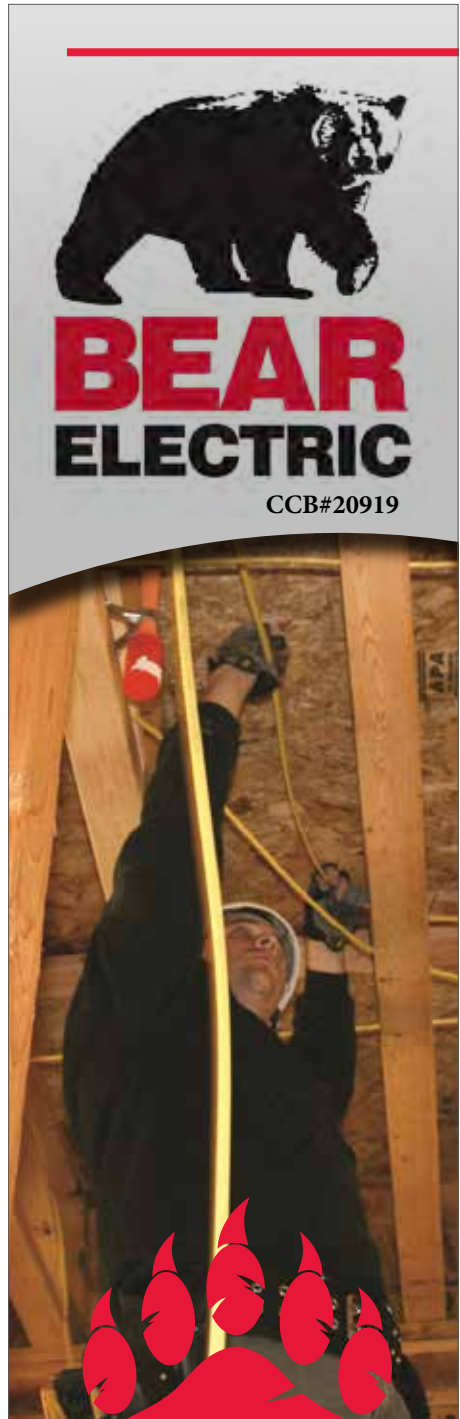
Raimore’s Big Three

As the City of Portland continues to invest in infrastructure improvements, Raimore Construction has landed some exciting projects in the Portland area. Here are three of them.

- The I-5 Rose Quarter Improvement Project. Raimore is in the pre-construction phase of this five-year project. The project will add auxiliary lanes and shoulders to reduce congestion and improve safety on Interstate 5. It will also reconnect neighborhood streets, enhance public spaces, and promote local business opportunities.
- The Division Transit Project. Slated for completion next summer, this rapid transit bus project includes streetscape and safety measures to improve livability along the Division corridor. The project includes connecting the Division community to the city with articulating buses, signal priority, and innovative platforms that increase mobility and safety while improving vehicle and pedestrian traffic.
- The Tri-Met Powell Bus Garage. Now in its third phase and set for completion next year, this structural steel project involves building a new fuel and wash building as well as a bus garage and maintenance facility. Moaning says this job “goes hand-in-hand with the Division Transit Project to improve and benefit the entire community.”

Follow this QR code to learn more about Raimore’s exciting work on the historic I-5 Rose Quarter Improvement Project!





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Navigating WORKPLACE HARASSMENT

What Is It and Who Can Help?

By Eric Escoto-Saucier, aPHR

Harassment in the workplace is a very real threat to many working Americans. Harassment can be something as “simple” as name calling or belittling you. Workplace harassment can target specific employees based on their national origin, actual or perceived sexual orientation, gender identity or expression, religion, or ethnicity. It can be any behavior that negatively impacts your day-to-day duties. Workplace harassment is typically from supervisor to employee, but it can also be from peer to peer.



When something like this happens, you should immediately report it to your Human Resources department for investigation. Its HR's job to not only protect the company, but to protect the employees of the company. The investigation process will include a number of interviews with you, the accused, any witnesses, and anyone else who can speak to what happened.

If, for whatever reason, you're not comfortable going to your HR representative, see if your company offers a “compliance hotline.” Many larger organizations offer this resource. It's a third-party system that's designed to capture your side of the story as objectively as possible. These systems generally compile all of the information you provide and submit it to someone at the organization's corporate office.

All employers have an ethical, moral, and legal obligation to thoroughly investigate all claims of workplace harassment. You have the right to work in an environment that's free from harassment. You also have a legal protection from retaliation. That includes if you get fired, written up, your schedule is changed—anything your employer does that puts you in a worse position than you were in before you made your complaint could be considered retaliation. If you feel that you've been retaliated against, again, immediately report it to either your HR department or the compliance hotline. ■

“Workplace harassment is typically from supervisor to employee, but it can also be from peer to peer.”



STOP HARRASMENT

Many people are afraid of HR, but HR is designed to work for the employees of the company.

Remember, we can't fix what we don't know is going on. And more often than not, if it's happening to you, it's happening to someone else.



MY PATH IN CONSTRUCTION: TERESA DOWNEY



Nervous but determined is how I would describe myself on the day I started my union carpentry career.

It was the day after my 28th birthday, and I was the single mom of a nine-year-old daughter. Burned out and needing a better-paying job, I applied where my dad worked as an electrician and longshoreman.

Applying for the kind of jobs only men held didn't bother me. As a woman who grew up working on a farm alongside her brothers, I knew something about demanding, physical work. And I knew in my heart that I could do anything I set my mind to do.

After a friend told me the carpenters' union in town needed women and minorities for bridge jobs on Spirit Lake Highway, I immediately applied. Four months later, I received a call on a Friday to start work the following Monday. My parents were very supportive and even bought the tools I needed. Some of my friends thought I was nuts, but no one ever said anything negative to me.

After that initial job on Spirit Lake Highway, I began my apprenticeship

in Portland. I did concrete work in paper mills, worked on school remodels, remodeled a Safeway store, built a fire station, suspended ceiling in Target stores, built a new roof on a bank, installed doors and windows, and built the steel mill in Kalama, Washington and the sheetrock mill in Rainier, Oregon.

I sure have some stories to tell from those days. Most of the stories are good, and a few are bad. However, I persevered and received my journeyman's card after five years in the four-year apprenticeship program.

Why did it take me five years? I got married and had another little girl during my apprenticeship. And during the recession at that time, the work often was slim. However, I was able to buy my first house as an apprentice—my own piece of the American Dream!

During my time at Local 1707 in Longview, Washington, I served as recording secretary, trustee, and regional delegate. I also sat on the apprenticeship board and volunteered on many community projects.

My last job before becoming an instructor was as the foreman for the cogeneration plant being built in Longview at the time. I had a

wonderful crew of about 24 people, including three women!

Unfortunately, after about a year and a half, the company building the plant ran out of money, and I was laid off. About a week later, I applied for a job as a pre-apprentice union carpenter instructor in Astoria, Oregon.

For 13 years, I was able to tell the students stories of my carpentry adventures, find jobs for them, and—most importantly—instill them with knowledge, self-worth, and confidence. I keep in touch with some of my former students, and it makes me proud to hear of their achievements.

Since my retirement four years ago, I have been asked to teach carpentry to pre-apprenticeship students at the Pacific Northwest Carpenters Institute in Portland and at Oregon Tradeswomen.

What advice do I have for someone considering a career in the trades? Work hard, learn, and be assertive. Have that drive to finish the job. Then, step back and look at your accomplishments. You are building wealth for yourself and your family.

Be proud!



BUILDING YOUR CAREER BY BECOMING A **CARPENTER**

TOP 3 REASONS TO BECOME A CARPENTER

By Jennie Wileman

The construction industry is thriving, and there are no signs of it slowing down. This continued growth is creating new positions in many different trades. One of the most diverse and rewarding career options in need of new hires is carpentry.

Carpenters, traditionally also known as woodworkers, use a variety of tools and machinery to do their jobs. They have many different skills and do everything from constructing a building's framework to making simple shelving. A carpenter might work on a residential building, a massive skyscraper, or even a bridge—there are so many possibilities.

If you're looking for a change or to enter a brand new career, here are three great reasons carpentry might be for you.

1. *It's Rewarding and Exciting*

Carpentry could be an excellent choice for someone who enjoys building things or just working with their hands. This diverse trade can open doors throughout your career. For example, a carpenter could work for a larger company or start a smaller woodworking business of their own. There are many different areas a carpenter could specialize in, like custom cabinetry, framing, finish work, residential or commercial buildings, and a lot more.

Most carpenters take pride in knowing their work makes people's lives better by contributing to the overall beauty and function of a building. It's also gratifying to be able to see the quality of their work when they finish each day.

2. *It's Creative and Interesting*

If you aren't in the market for a tedious desk job, you'll love reason number two. Most carpenters are highly creative people who enjoy working with their hands. They work in a variety of locations and meet new people often.

Becoming a carpenter provides lifelong skills and requires:

- Attention to detail
- Patience
- Problem-solving skills
- Creativity
- Some people skills

You'll get to learn new skills all the time, keeping your day interesting and fun. Plus, you'll use these newfound skills for the rest of your life. Imagine being able to fix your own decking yourself instead of hiring and paying... yes, a carpenter.

3. *It's a Stable and High-Paying Career Choice*

No experience or formal education is required to start, and you get paid to learn. You can learn through an apprenticeship program, often through the local carpenters' union. These programs combine learning through classroom instruction and on-the-job training. Do you know what that means?

You Earn While You Learn

The benefits don't stop there. According to the U.S. Bureau of Labor Statistics, the median annual wage for a carpenter is \$49,520, with the highest 10 percent earning more than \$87,410. The starting pay for apprentices might be less than a seasoned carpenter, but as an apprentice's experience grows, so does their income.

Becoming a carpenter often comes with benefits. With no shortage of jobs on the horizon, you'll have steady work. So reach out to the Pacific Northwest Carpenter's Union to explore apprentice opportunities! ■

You can also check out

www.BuildingFuturesMag.com for more information and visit
www.Oregon.gov/BOLI/apprenticeship for opportunities in this trade and other apprenticeship openings.

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What Moves at the Speed of Light? Has More Power Than the Average Superhero? And Everyone Needs It? **ELECTRICITY!**

By Jenni Wileman

Every home and business depends on electricity for function, comfort, and convenience. But it doesn't just appear when you need it all by itself. Electrical wires are installed and maintained by skilled tradespeople called electricians. Electricians play an important part in laying out and installing electrical wiring during the building process. An electrician's job doesn't stop there, either—they also maintain, inspect, and diagnose electrical problems with wiring, circuit breakers, and lighting systems using a variety of specialized tools and knowledge.

Becoming an Electrician is a Career Choice that Can Change Lives

Take it from Cindy Regier, Executive Director of Independent Electrical Contractors of Oregon: "As an electrician, you control your destiny. Your powerful career puts cutting-edge

technology in your hands and places you in one of America's most in-demand occupations."

And she's right! Becoming an electrician gives you an exciting career that's interesting, fun, and challenging. According to the U.S. Bureau of Labor Statistics, it's also one of the fastest-growing trades, expanding at 8% per year—more than double all other construction trades. A whopping 62,200 new electrician jobs are predicted to be available every year until 2029, creating a huge employment gap that needs to be filled. And the best part? The pay! The median annual wage for an electrician is \$56,900, while the top 10% earn over \$98,000.

So How Do You Get In on This Power?

Become an apprentice! An apprentice electrician learns the trade through a combination of classroom instruction and on-the-job training under a more experienced journeyman electrician. Most apprentices start

"As our reliance on energy sources rises, so does the need for skilled electricians! You have the power to build an exciting future as an electrician with excellent pay and opportunities for advancement."

— Cindy Regier, Executive Director of Independent Electrical Contractors of Oregon

with little to no formal education or experience, making this an ideal choice for anyone who wants to start a new career. And guess what? An apprentice is paid to train, and as their skills advance, so does their pay. ■

You can also check out
www.BuildingFuturesMag.com for more information and visit
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THE ART OF BECOMING A PLASTERER



A Niche for Those Who Want a Unique Career

By Jenni Wileman

Plasterers are often mistaken for masons. However, the specialty is quite different. A mason works mostly with stones and bricks. A plasterer, on the other hand, applies coatings of plaster or other materials to walls during the finishing process.

Plasterers might work with some of the same materials as masons, but they more often work with elements like cement, gypsum, lime, sand, and clay. They prepare the surface to be plastered, mix their selected materials, and apply the paste to the surface of the walls. This usually requires several coats during the lath and plaster process.

It might sound simple, but don't be fooled—the expertise of

choosing the material is an art all by itself. Each plastering material is distinct and creates a unique appearance depending on how it's applied. Even though drywall has gained popularity over the last few decades, plaster is still commonly used for its durability and decorative benefits. This artistry leads some plasterers to specialize in techniques like decorative plastering.

Although it helps to have knowledge of some plastering techniques, it's not usually required to start as a plasterer. Some plasterers begin their career with training, but you don't need experience to get started—you can receive on-the-job training through an apprenticeship. All you need is basic mathematical skills and good physical strength. ■

“PLASTER IS STILL COMMONLY USED FOR ITS DURABILITY AND DECORATIVE BENEFITS. THIS ARTISTRY LEADS SOME PLASTERERS TO SPECIALIZE IN TECHNIQUES LIKE DECORATIVE PLASTERING.”

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THIS CAREER HAS AMAZING VIEWS



Roofing: Learn the Skills of a Lifetime

By Jenni Wileman

Roofing's definitely an overlooked career choice, but it's on the rise. Why? Because everyone wants a fun and rewarding career. And that's what roofing provides—that, and a great paycheck!

Roofing Isn't Just a Job – It's a Career

Roofers install and maintain roofing, gutters, and sometimes even solar panels on all sorts of buildings. They work with a variety of materials, but most commonly asphalt, shingles, and different types of metal. Roofers work outside and high-up, creating plenty of opportunities for breathtaking views and a little excitement.

And guess what? Anyone can get started quickly and easily, with no experience or education required.

Most roofers start through an apprenticeship program like the ones offered through Oregon and SW Washington Roofers and Waterproofers. An apprentice gets to learn through a combination of in-class instruction and working on real jobs alongside a more experienced tradesman. The best part? You earn while you learn.

Advance Your Career and Your Wallet

A roofer is part of a team—from roofers, trainers, and salesmen, all the way up to top

management. There are many options for someone entering the trade. Some roofers even go on to become roofing contractors themselves.

According to the U.S. Bureau of Labor Statistics, the median wage for roofers in Oregon is \$51,970, while to top 10% can make over \$71,000.

Now That's Worth a Serious Look

So What Are You Waiting For?

The roofing industry isn't going anywhere, so no matter what stage you're at in life roofing could be the perfect fit.

Take it from Joel Gonzalez, the director of Oregon and SW Washington Roofers and Waterproofers, who says that receiving training and education not only leads to knowledge but also to a career full of opportunity. ■

“WHEN YOU RECEIVE TRAINING AND EDUCATION IN OUR TRADE IT LEADS TO A WEALTH OF KNOWLEDGE AND GREAT EMPLOYMENT. BUT THE BETTER REWARD IS A CAREER WITH OPEN DOORS AND OPPORTUNITIES FOR CONTINUAL GROWTH. IT ALL STARTS WITH A GOOD APPRENTICESHIP!”

— Joel Gonzalez,
Director of Oregon and SW Washington Roofers and Waterproofers

You can also check out

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— Aida Aranda,
Director of Training for Oregon Laborers Apprenticeship Program

A Stepping-Stone to Success

By Jenni Wileman

If fluorescent lighting and stuffy offices aren’t your thing, construction might be a good fit for you. There are so many different trades, though, that finding the right one can take a little research and time.

If you want to make some money and learn a bit about each trade, you can start out as a construction laborer. According to Aida Aranda, Director of Training for Oregon Laborers Apprenticeship Program, her students get to select an area to specialize in and are provided many opportunities.

Construction labor is a job that’s in high demand. The great part is you can start with no experience or education. All you need is a willingness to work hard, learn, and show up on time. Every day, you’ll meet lots of new people and you’ll get to work at a variety of locations, which keeps it interesting and fun.

And that’s what most construction workers like about construction—it’s never boring!

How to Become a Construction Laborer

General construction laborers are essential to any construction project, but there’s also a need for specialized labor like demolition, digging trenches, laying concrete, or handling hazardous materials. Becoming a construction laborer could be a life-changing move that has a lot to offer. If you’re interested in becoming a laborer for the construction industry, here are three steps to help you begin your journey:

1. Call your local construction labor union.

Labor unions are in the business of helping you succeed. So call and ask questions!

2. Find an apprenticeship program.

There are several training programs offered through OSI Oregon Laborers Apprenticeship Program (541) 745-5513.

3. Take on side projects outside of work.

Build up your resume with experience by volunteering at local events or even helping friends out with their houses.

Construction laborers are known as some of the hardest-working people in America. They don’t have to be college graduates or have any experience to start. There are plenty of ways to get started in the industry no matter what your background is—you just need two strong hands and a desire to learn. So if you don’t want another desk job, start learning more about how to become a construction laborer. ■

You can also check out

www.BuildingFuturesMag.com for more information and visit
www.Oregon.gov/BOLI/apprenticeship
for opportunities in this trade and other apprenticeship openings.

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