



NORTHWEST INDIAN COLLEGE
X w l e m i E l h > T a l > N e x w S q u l



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WORKFORCE EDUCATION

Adult Basic Education

Construction Trades



State of Washington

Office of Superintendent of Public Instruction (OSPI)

60.6%

Of Native American Students in
Washington State Graduated with their
cohort in 2016

(Chronic Absenteeism is the major factor)



Lummi Nation in collaboration with Northern Economics
Inc.

Est. **61%**

Of the adult population ages 18-64
were employed in 2010



Lummi Nation in collaboration with Northern Economics
Inc.

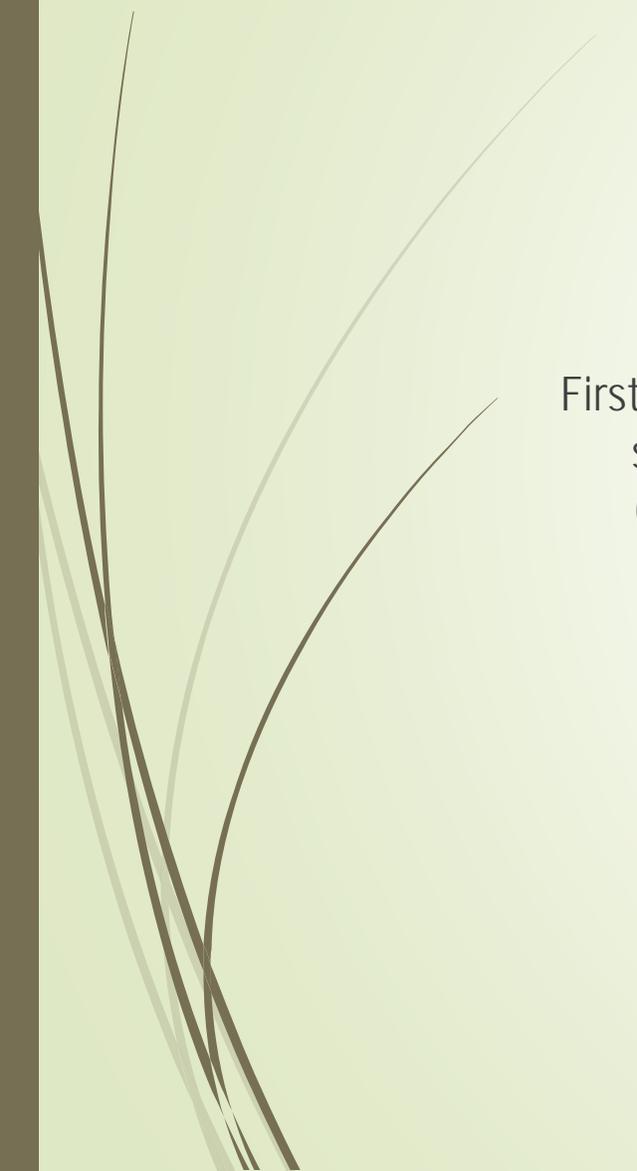
Of the adult population ages 18-64

Est. **25.4%**

were neither employed or seeking
employment in 2010



First Generation Worker



First Generation Worker – individuals who will be the first in their family to have successful full-time, long-term employment for one or more generations (*Tribal College, spring 2018*).



Potential First Generation Worker

- ▶ Are often resistant to education
- ▶ Are often resistant to employment
- ▶ Are often resistant to eliminating their dependency on social programs
- ▶ Will often only meet minimum expectations

- ▶ Few role models
- ▶ Few examples of successful people in their lives
- ▶ Little or no pressure to attain an education, employment, or a career path



Workforce Training First Steps

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- ▶ Help and support in understanding the value and benefits of long-term and full-time employment
 - ▶ Instilling and nurturing a desire to be productive community members
 - ▶ Provide support in all aspects of the participants' lives



Construction Trades Model

We are a one year employment training program; all terminology associated with our program will reinforce the expected outcomes.

Carpentry Training

~~Carpentry Class~~

Industrial Training

~~Industrial Class~~

Workers in Training

~~Students~~



Practice for Employment

Dependability, Accountability, Responsibility

- ▶ Time Clock
- ▶ Attendance Expectations
- ▶ Workplace Appropriate Behavior
- ▶ Workplace Appropriate Attire
- ▶ Workplace Appropriate Communication
 - ▶ Call when you will be late
 - ▶ Call when you will be sick
 - ▶ Advance notice of scheduled appointments



Target Employers

General Contractors
Sub Contractors
Lumber Mills
Lumber Yards (Wholesale)
Lumber Yards (Retail)
Home Improvement Stores
Wood Product Manufacturing
(Cabinetry, Doors)

Facilities Maintenance
Weatherization Specialist
Manufacturing
Roofing/ Siding
Fence Construction
Deck / Patio Construction
Logging
Forestry
Unrelated Industry



Providing Employer Value going beyond soft skills

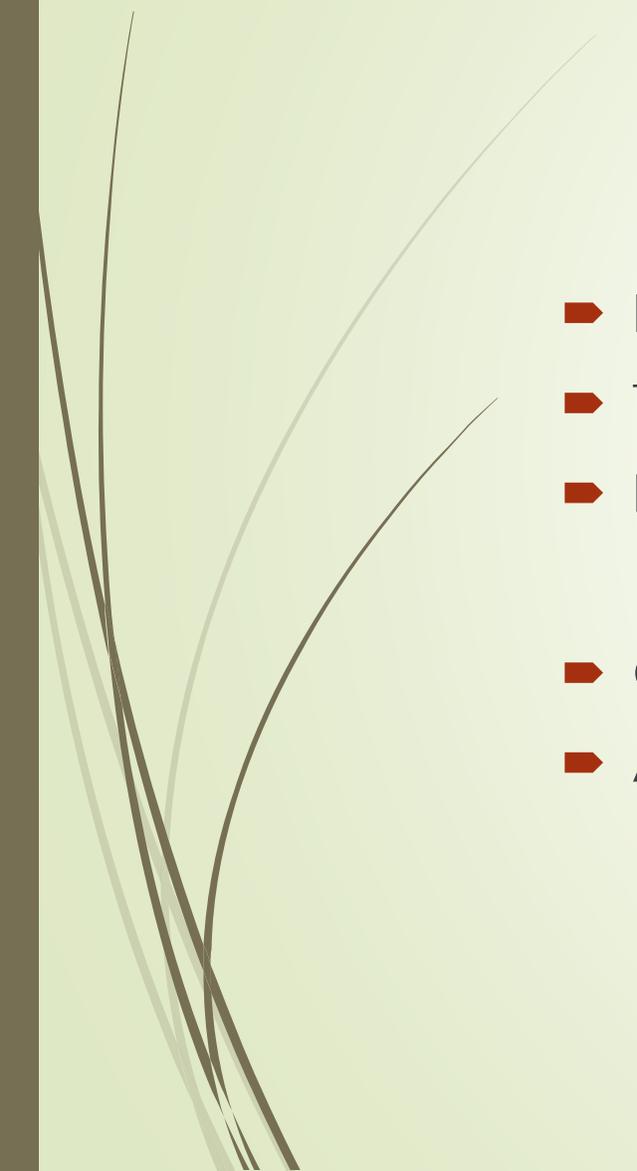
Hiring decisions are an exercise in Value vs. Risk

We intend to offset Risk with added Value

- Transportation Worker Identification Credential (TWIC)
- CPR/ First Aid Certification
- Forklift Operator's Certification
- Aerial Lift Certification
- Traffic Flagger Certification



Employment Considerations

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- Proximity to Service Area
 - Transportation
 - Participant Schedule

 - Craigslist
 - Angie's List



Things to Remember

- Be Consistent
 - Be Sincere
 - Be Appreciative
 - Be Available
 - Be Proud
 - Don't Give Up On Anyone
- 