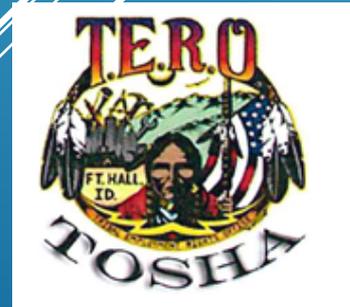


# SHOSHONE-BANNOCK TRIBES

# APPRENTICESHIP PROGRAM

EST. 1994

Presented by Lorrie Galloway  
Apprenticeship Coordinator



# MISSION OF THE TERO APPRENTICESHIP PROGRAM



TERO will provide all apprentices with continuous training to maintain a high level of skill and competence

# MISSION OF THE APPRENTICESHIP PROGRAM



TERO also recognizes that the responsibility for training also rests with those in the industry who will be the benefactors of a knowledgeable and skilled workforce.

# THE APPRENTICESHIP PROGRAM BEGINS WITH YOU...

What are  
your  
Skills...



What are your  
Strengths...



What is your  
**GOAL**

# PLEDGE TO PROVIDE EQUAL OPPORTUNITY

Recruitment, selection and employment shall be made without discrimination.



**SAFETY RULES**  
are your  
**BEST TOOLS**

**T.E.R.O.**



# QUALIFICATION FOR APPRENTICESHIP

1. High School Diploma
2. GED
3. Verification the applicant is working towards obtaining their GED.





**TERO HIRING HALL APPLICATION**

Tribal Employment Rights Office  
 PO Box 306 Fort Hall, ID 83203  
 Phone (208) 478-3848

Date: \_\_\_\_\_

**Instructions:** This application will be maintained in the TERO Office for a period of one year. Please complete all sections of this application. Submit or attach the following documents:

- Tribal ID or Certificate of Indian Blood (CIB)
- Copies of any certificates or licenses that you possess
- Other documents that may verify eligibility for preference and job qualifications

APPLICANT			
Name:		Last 4 of SSN XXX-XX-	
Mailing Address:		City:	State: Zip:
Email Address:			
Phone Number:		Message Number:	

Sex	Tribe	Resident of Reservation	Driver's License
Male	Tribal Member	Yes No	Yes
Female	Yes	Head of Household	No
Age	No	Veteran	CDL
Younger than 16	Other Tribe	Yes No	State Issued:
18 – 40		Member of Union	DL #:
40 – 64	Enrollment #	Yes No	CDL #:
64 or older		Name: Local:	Endorsements:

**\*\* If you are a member of a Tribe, you must provide documentation of Indian status to be eligible for Indian Preference\*\***

Non-Indian		Supporter of an Indian Family, please identify the name and Enrollment number		
Yes	No	Name	Tribe	Enrollment Number

Employment Desired & Availability – List Job(s) you qualify for, see list below:							
1.		2.		3.			
Total Hours available per week				Are you legally able to be employed in the US		Yes	No
Hours Available	Monday	Tuesday	Wednesday	Thursday	Friday	Saturday	Sunday
From							
To							

CONSTRUCTION EXPERIENCE		
Brick Laying	Glazier	Rigging
Carpentry – Commercial	Heavy Equipment Operator	Roofing
Carpentry – Residential	HVAC Work	Sheet Metal Work
Concrete Finisher	Insulation	Surveying
Concrete Masonry	Iron Work	Traffic Control
Demolition	Painting	Truck Driving
Electrical	Pipe Fitting	Truck Driving – CDL
Engineering	Plumbing – Residential	Truck Driving w/ Endorsements
Erecting	Plumbing – Commercial	Other:
Flooring Installation	Refrigeration	Other:

# TERO APPRENTICESHIP APPLICATION PROCESS

- Complete TERO Application
- List any past Construction Experience
- Information helps determine their strong points
- Select trade to enter into the apprenticeship program
- Information is also entered into the TERO Hiring Hall

# APPRENTICESHIP AGREEMENT

- ▶ Each apprentice must sign a TERO Apprenticeship agreement.
- ▶ TERO will register the apprentice information with the DOL
- ▶ Copies of the Agreements shall be given to the apprentice and maintained in their TERO file.



# APPRENTICESHIP SERVICES

## TRIBAL EDUCATION EMPLOYMENT & TRAINING PROGRAM

- Services provided:
  - Registration / Lab Fees
  - Books / Supplies
  - Work Wear / Boots
  - Tools / License Fees
  - Weekly Stipend for CRT



## Apprenticeship Services

The Shoshone-Bannock 477 Human Services Department offers the opportunity for eligible Indians and Native Americans to pursue Trade Apprenticeships as a job training option. To be eligible, the applicant must demonstrate that they are unemployed or underemployed, or that an applicant is in need of retraining or be low income. This is determined by the application and information about your current and past employment and wages.

Most apprenticeable occupations are accepted however by law the program is only able to fund training for occupations for which there are employment opportunities in the local area or if the apprentice is willing to relocate. As another criteria, all apprenticeships must be registered with the US Department of Labor. The program assist apprentices in union and non-union affiliated apprenticeships.

**Training Costs.** Apprentices are generally assisted with costs associated with the training requirements necessary to complete their apprenticeship. Assistance may be granted as long as the apprentice remains in good standing with their program. Some services include:

Training Fees	Books	Supplies	Stipend
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Other training related costs are allowed, such as equipment or tools, travel out of the area for training required to complete annual apprenticeship training requirements.

**1st Year Apprentice** - The program assists first year apprentices with some assistance to get started. First year apprentices are more closely monitored by time reports and contacts with your employer, instructor, and/or union (if applicable). Equipment and tools are limited to basic hand tools; except for trades where meters or other instruments are required on the job.

**2nd Year Apprentice** - Upon successful completion of the trades first year hours and training, the program requires the apprenticeship to turn in a letter or certificate to verify completion of their first year. After verification, the program may assist with additional work clothing/boots, safety gear, protective clothing, equipment and/tools and other related costs.

**3rd Year Apprentice** - Upon successful completion of the trades second year hours and training, the program requires the apprenticeship to turn in a letter or certificate to verify completion of their second year. After verification, the program may assist with work clothing/boots, safety gear, protective clothing, equipment and/tools and other related costs.

**4th and 5th Year Apprentices** - Upon successful completion of the third and fourth years, the letter or certificate to verify completion is required. As in previous years, upon verification of completion of the 3rd and 4th year apprenticeship requirements, the program may assist with additional work clothing/boots, safety gear, protective clothing, equipment and/tools and other related costs.

**Employment Assistance.** As a final service, employment assistance may be granted upon completion of the apprenticeship and verification of employment. The intent of this Employment Assistance is to help the apprentice transition from their apprenticeship program to employment. This assistance is allowed one-time within a three year period and may not be repeated for the same job.

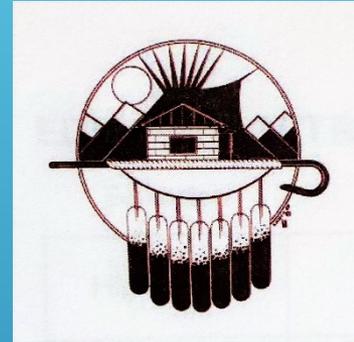
# TERO

## PARTNERING WITH LOCAL CONTRACTORS TO PROVIDE ON THE JOB TRAINING



### Tribal Departments

- Construction Services
- Range
- Transportation



### FHHA

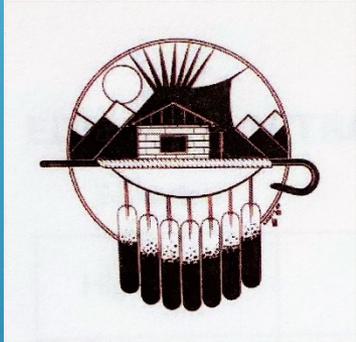
- Carpenters
- Electricians
- Plumbers
- HVAC Techs



### SUNDT/Cannon Joint Venture

- 2 Major Interstate Projects
- Carpenters
- Heavy Equipment Operators
- Ironworkers

# ON THE JOB TRAINING PARTNERING WITH FORT HALL HOUSING

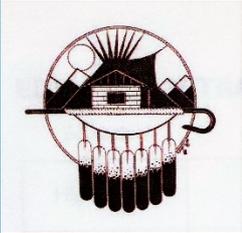


## Trades

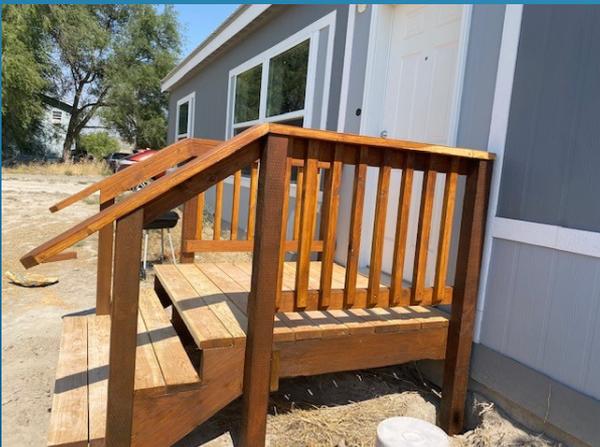
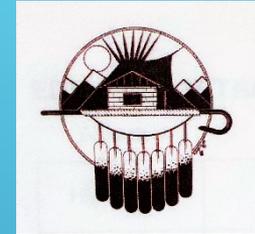
- Carpenters
- Electricians
- Plumbers
- HVAC Techs



# FORT HALL HOUSING



# FORT HALL HOUSING



# PARTNERING WITH SUNDT/CANNON I-15 & EXIT 80 PROJECTS



## SUNDT/Cannon Joint Venture

- 2 Major Interstate Projects
- Carpenters
- Heavy Equipment Operators
- Ironworkers



# Apprentice Wage Progression

- Apprentices will be paid on a progressive wage scale based on related instruction and training hours.
- Wages are based on an increasing percentage of the Journeyman wage.
- Wage will not be less than the minimum wage.



*Shoshone-Bannock Tribes*

**TRIBAL PREVAILING WAGE SCALE – BUILDING**

**Effective June 30, 2022**

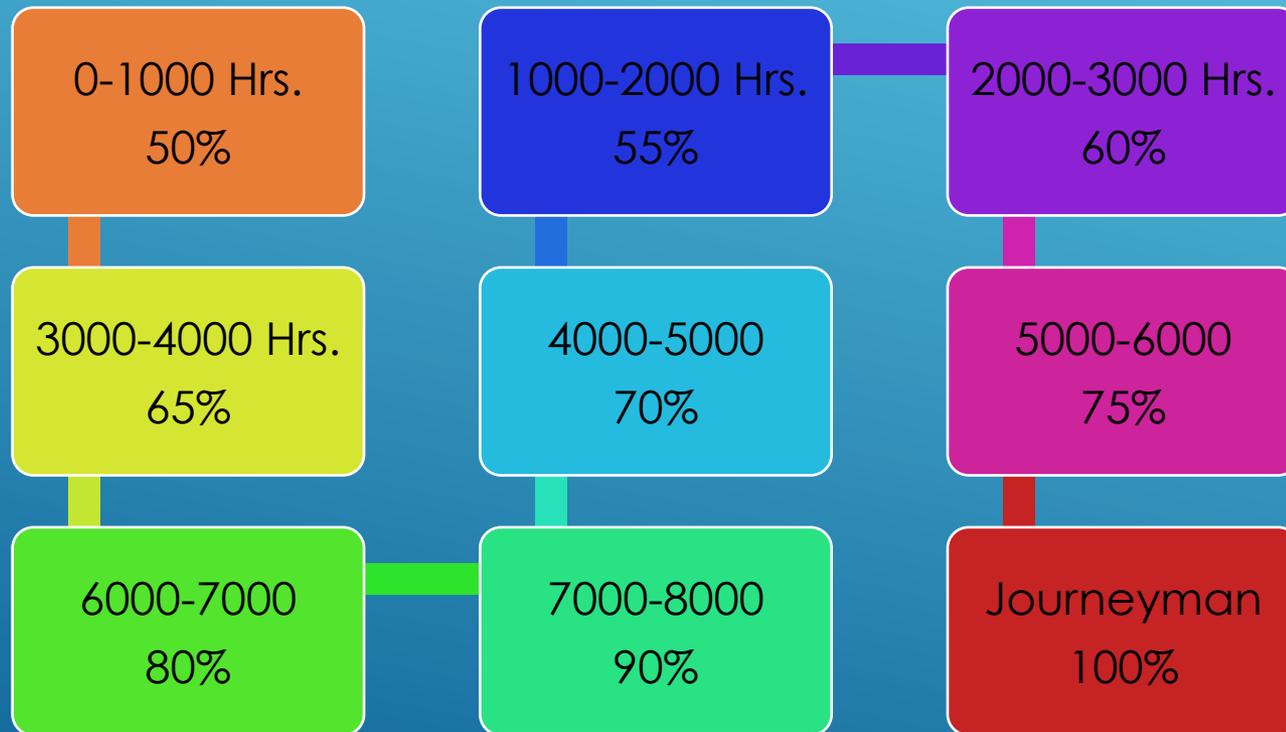
The Tribes' Prevailing Wage Scale shall apply to all commercial, heavy and highway construction that occurs within the exterior boundaries of the Fort Hall Indian Reservation.

\* This scale may change with notice due to geographical market trends or cost of living allowances.

<i>Classification</i>	<i>Wage Rate</i>	<i>Training Fee</i>
Asbestos Worker	\$ 26.41	\$0.75
Bricklayer	\$ 25.22	\$0.75
Carpenter	\$ 23.34	\$0.75
Cement Mason/Finisher	\$ 14.11	\$0.75
Drywall Taper/Finisher	\$ 17.86	\$0.75
Electrician, including low-voltage	\$ 32.14	\$0.75
Glazier	\$ 22.00	\$0.75
Insulation Installer/Applicator	\$ 19.57	\$0.75
Ironworker	\$ 26.14	\$0.75
Laborer – General/Common/Pipelayer	\$ 23.35	N/A
Laborer – Mason Tender/Cement/Concrete	\$ 27.07	N/A
Roofer/Membrane Installer	\$ 21.12	\$0.75
Painter	\$ 15.17	\$0.75
Pipefitter/Welder	\$ 23.98	\$0.75
Plumber & Sprinkler Fitters	\$ 33.70	\$0.75
Sheetmetal/HVAC	\$ 26.16	\$0.75
HEO – Backhoe	\$ 26.36	\$0.75
HEO – Blade/Grader	\$ 27.36	\$0.75
HEO – Bulldozer	\$ 26.36	\$0.75
HEO – Crane, including Tower Crane	\$ 30.17	\$0.75
HEO – Excavator	\$ 26.63	\$0.75
HEO – Forklift, All-Terrain and Fixed Mast	\$ 27.58	\$0.75
HEO - Loader	\$ 26.86	\$0.75
HEO - Roller	\$ 21.40	\$0.75
HEO – Skid Steer/Skid Loader	\$ 16.36	\$0.75
Truck Driver - Water, including Water Tanker	\$ 16.06	\$0.75
Truck Driver – Dump, End, Side, Belly	\$ 25.49	\$0.75
Truck Driver – Transport, Flat-Bed, Low-Boy, Fuel, Oil	\$ 19.33	\$0.75

The Shoshone-Bannock Tribes have an accredited Bureau of Apprenticeship Training Program. Contractors and TERO Covered Employers shall participate in the Tribes' BAT Program. Entities with Collective Bargaining Agreements with Unions may use their apprenticeship programs so long as an agreement from said union is made to utilize Indian apprentices on tribal projects. Reference: 2008 TERO Ordinance, Section 402, Powers of the Commission.

# EXAMPLE OF WAGE PROGRESSION



# JOINT APPRENTICESHIP & TRAINING COMMITTEE (JATC)

- **The TERO Commission is also the JATC Committee.**
  - **The Committee is responsible to keep the Apprenticeship Standards updated and in compliance.**
  - **The Committee may modify the Standards and submit changes to the DOL Office of Apprenticeship.**
  - **The Committee is updated monthly on each apprentice's performance and progression.**
- 
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# JATC COMMITTEE MEMBERS

- **Steve Wadsworth, Chairman**
  - **Steve Cutler, Vice Chairman**
  - **Brisco Teton, Secretary**
  - **Glenn Fisher, Member**
  - **Ladd Edmo, Member & Council Liaison**
- 

# LOCAL RESOURCES



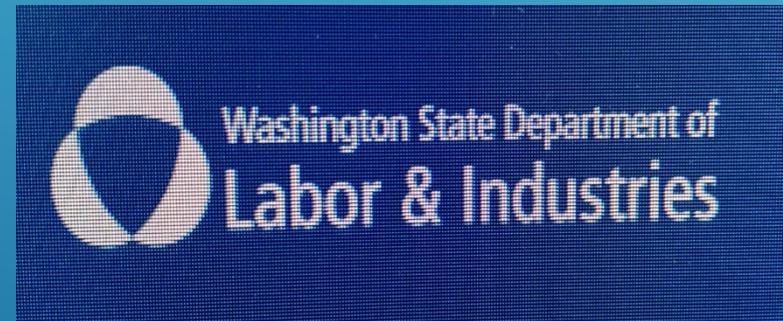
<https://www.labor.idaho.gov>



<https://www.Oregon.gov>



<https://apprenticeship.Utah.gov>



<https://Lni.wa.gov/>



# QUESTIONS

Lorrie Galloway  
Apprenticeship Coordinator  
(208) 478-3755  
[lgalloway@sbtribes.com](mailto:lgalloway@sbtribes.com)