



Confederated Tribes of the Umatilla Indian Reservation

Tribal Employment Rights Office

Vocational Training



Introduction

TERO Began Offering Individualized Training

- Started with OSHA 10/30 in Construction, HAZWOPER, and Traffic Control Training in 2019
- Since 2019, additional training has been offered to keep up with the needs of the worker requests, contractors, and grant promises.
- Some training was free through the United Steelworkers Tony Mazzocchi Center (USWTMC).
- Team Oregon Build Partnership

Applied Marathon Grant 2022

- Welding Simulator
- Used for Pre-Apprenticeship Training
- Students began

Applied for Ready for Oregon Grant 2023/2024

- 7-Week Pre-Apprenticeship Program
- 162 Total Hours -> 6 HRS/Day -> 4 Days/WK
- 32 started, 28 graduated



Overview

TERO started to offer individualized training but wanted to provide more in-depth training that outside entities would recognize on the TERO projects, in addition to having a recognized certification to help workers choose a career for a long duration to come out with the long-term benefits, instead of the norm of careers ending in construction with no benefits to show for the hard work that had been put in for years.

Applying for grant funding has been very beneficial in aiding the training successes. The plan is to continue to build upon what we have, use what we have found works, and mold it as we go! Continuing to meet people where they are to assist them in their goals has been the best way to braid our services with our participants.

This is where we have been ...



Current Trainings Offered

List of current areas of training offered to TERO Workers and Workforce Development

- OSHA 10 & 30 Construction
 - HAZWOPER
 - Traffic Control (Flagging)
 - Forklift
 - MEWP's (Mobile Elevated Work Platforms)
 - Adult/Pediatrics CPR/First Aid/AED
 - Certified Recovery Mentor (after this weekend)
- | CAT Simulators | Simulator |
|--|-----------|
| <ul style="list-style-type: none">• Small Wheel Loader | Welding |
| <ul style="list-style-type: none">• Grader Operator | |

United Steelworkers Tony Mazzocchi Center (USWTMC) Partnership

40-Hour Hazardous Waste Operations & Emergency Response (HAZWOPER)

- 10 participants
- Certified 7 people, Recertified 2 Trainers, Certified 1 New Trainer



A decorative vertical panel on the left side of the slide. It features a series of horizontal bands in dark purple, red, and gold. Overlaid on these bands are various geometric shapes, including triangles and diamonds, in dark purple and light blue. The design is symmetrical and has a traditional, possibly Indigenous, aesthetic.

Team Oregon Build

Partnership with Team Oregon Build has been beneficial for the students:

- Tools in the hands of Nixyaawii and Sunridge Middle School students
- Carpenter Skills, career options for their future
- Accomplishment of giving back to the Community

TERO / BOLI Partnership

TERO Pre-Apprenticeship training cohorts are learning the following areas of safety, simulator training, earning certificates, and exposed to different **CAREER OPPORTUNITIES** to choose for the future.

| Safety Training | Certifications | Simulators | Unions | Indian Owned Businesses | Construction Skills | Personal Development |
|--|---|---|--|--|--|--|
| Since 2019 | 2019 -2024 | 2022 to present | 2023 to present | 2023 to present | 2023 to present | 2023 to present |
| OSHA 10 & 30 in construction safety – CFR 1926 | OSHA 10/30 Traffic Control Forklift MEWPs Adult/Pediatrics CPR/First Aid/ AED | CAT Front End Loader CAT Grader Welding | IBEW #112 LiUNA! Laborers UPRR Carpenters Local 701 | Columbia Nations Electric Alden Plumbing Wildhorse BOLI Electrical Program | Blueprint Reading Trades Math Core Construction Skills Tool Recognition | Resume' Financial Literacy Budgeting Credit Cards Bank Accounts Drivers License |

CAT Simulator and Welding Simulator

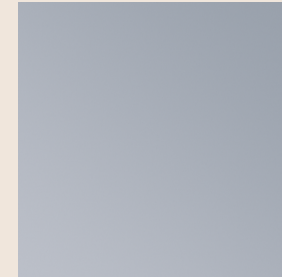
The three simulators available for training are pictured here:



Stockton Hoffman was in the first Pre-apprenticeship cohort. He is driving the Front-End Loader.



Michael Jones is also from the first pre-apprenticeship. He is on the Grader.



Enoch Crane is from first pre-apprenticeship and has taken into a career of working with the Ironworkers Union. He perfected the Welding Simulator.

Additional Pictures



Other areas of training Explored and Wildhorse Casino Resort



Questions & answers