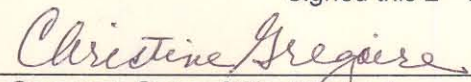


HELMETS TO HARDHATS

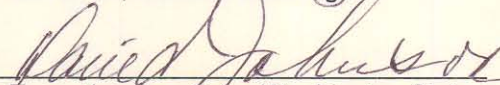
## WASHINGTON STATE RESOLUTION

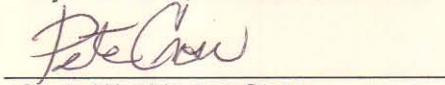
- Where As: The construction apprenticeship system is a worldwide model for training workers, and
- Where As: There is a need within the construction industry for men and women with prior training that exhibit discipline, leadership, and the ability to work in a team environment, and who are drug free, and
- Where As: As the men and women returning from the United States Armed Forces have served their country with great distinction, and
- Where As: These returning servicemen and women need to return to a country where there is an opportunity for quick re-entry into civilian life, so that they may become productive citizens and pursue the American dream, and
- Where As: The State of Washington has a highly-skilled construction workforce as well as providing assistance to returning servicemen and women, and
- Where As: The State of Washington, through the Washington State Apprenticeship and Training Council, has encouraged apprenticeship programs to use direct entry for servicemen and women into apprenticeship programs that they may graduate to journey level status and that they may gain an Associates Degree through the state community and technical college system, and
- Where As: The partnership encourages construction workers to become active in the National Guard and Reserves, therefore
- BE IT RESOLVED: That the undersigned partners and the Joint Apprenticeship Programs represented by the signatures attached to this page, fully commit to the Helmets to Hardhats Program and specifically the Helmets to Hardhats Veterans Selection Procedure.

Signed this 2<sup>nd</sup> day of May, 2005

  
Governor, State of Washington

  
Major General, Helmets to Hardhats

  
Executive Secretary, Washington State  
Building and Construction Trades Council

  
Chair, Washington State  
Apprenticeship and Training Council



## VETERANS SELECTION PROCEDURES

There are two methods by which a veteran may directly enter the (program sponsor name) apprenticeship program.

1. Veterans that have completed military technical training school and participated in a registered apprenticeship program, or completed military technical training school in a recognized apprenticeable occupation during their military service, may be given direct entry into the apprenticeship.

The Program Sponsor will evaluate the military training and on-the-job learning experience received for granting of credit on the terms of apprenticeship and appropriate wage rate.

Credit will be granted in accordance with that section identified in the Registered Apprenticeship Program Standards as "Credit for Previous Experience". The request for credit will be evaluated and a determination made by the Program Sponsor during the probationary period when actual on-the-job learning and related instruction performance can be examined. Prior to completion of the probationary period, the amount of credit to be awarded will be determined after review of the apprentice's previous work and training/education record and evaluation of the apprentice's performance, skills, and knowledge demonstrated during the probationary period. An apprentice granted credit shall be advanced to the wage rate designated for the period, which such credit accrues.

Apprentice applicants seeking credit for previous experience gained outside the supervision of the program sponsor must submit such request at the time of application and furnish such records, affidavits, and other (insert local requirements) to substantiate the claim.

Applicant may be required to take entrance examination.

Entry of veterans will be done without regard to race, color, religion, national origin, or sex.

2. Veterans that have completed military service and have not completed military technical school in a recognized apprenticeable occupation must complete an application and may be required to take entrance examination. The Program Sponsor may give veterans special consideration for entry into the apprenticeship program.





## PARTNERS TO THE RESOLUTION

The Joint Apprenticeship Programs, as witnessed by the signatures below, do fully commit to the Helmets to Hardhats Program, specifically the Helmets to Hardhats Veterans Selection Procedure.

Signed this 20<sup>th</sup> day of January, 2005

*Rich Grant*

Training Director

*Dale W. Wentworth*

Training Director

*Kira Warner-Love*

Training Director

*Randy Johnson*

Training Director

*E. D.*

Training Director

*Dwaine R. Lee*

Training Director

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Training Director

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Training Director

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Training Director

*Inland N.W. ABC Apprenticeships*

Apprenticeship Program

*Seattle Area Plumbing & Pipefitting*

Apprenticeship Program

*Spokane Home Builders A.C.*

Apprenticeship Program

*Western WA Masonry Trades*

Apprenticeship Program

*WESTERN WA SHEET METAL JATC*

Apprenticeship Program

*Operating Engineer JATC*

Apprenticeship Program

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Apprenticeship Program



Doug Steinmetz

Training Director

Loyal Robinson

Training Director

Richard D. Dean

Training Director

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Heat Frost Insulation JATC

Apprenticeship Program

Western WA. Plasterers JATC

Apprenticeship Program

Tegonste Coast JATC

Apprenticeship Program

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Training Director

IRONWORKERS LOCAL 86  
Apprenticeship Program

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Halima Szymanski  
Training Director

Construction Industry Training Council of WA (CITC)  
Apprenticeship Program

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