



INDIAN COUNTRY SNAPSHOT:

Tulalip Tribes

Established in 2001 by Tulalip's TERO Vocational Training Center (TVTC), TVTC Construction is the first Native-run pre-apprenticeship program recognized by the State of Washington.¹ Offered twice annually to enrolled citizens of federally recognized Tribal Nations and their spouses, parents, and descendants, this free, "hands-on" program features a rigorous 16-week curriculum through which students obtain industry-critical skills and certifications for well-paying, high-demand jobs such as carpenters, electricians, mechanics, and plumbers.² Program graduates are required to apply to at least three local apprenticeship programs, where they are accorded "preferred enrollment and advanced placement" through MOUs between TVTC and its union partners.³ Key to the program's success is TVTC's "two-generational approach," which fosters success in the workplace *and* the family by connecting the student's family members – first and foremost their children – to services and organizations "beneficial to family health, well-being and economic success."⁴ This begins with TVTC's comprehensive evaluation of the resource needs of the family of each eligible applicant through TVTC's two-generational assessment tool, which asks a range of questions about their children's academic progress, health, and economic security.⁵ Based on the new student's answers, TVTC provides them customized referrals to the "culturally responsive," two-generational services that Tulalip and TVTC's partners provide, such as early learning enrollment, library services, healthcare, afterschool programs, parenting classes, and programs addressing childhood trauma – all with the goal to bolster children's educational and, eventually, career success.⁶ To "reinforce the intergenerational focus of building skills and 'going to work,'" TVTC provides students opportunities to directly role model for their children, with a longtime hallmark of the program its "Family Day" event, where TVTC students work side by side with their children to create and design bookshelves, planters, desks and other products."⁸ Illustrating the long-term benefits of TVTC's two-generational approach, many of these children have subsequently completed TVTC's summer Youth Class and then enrolled in the TVTC Construction program as their parents once did.⁹

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RELATED RESOURCES

[Tulalip TERO Vocational Training Center website](#)

[Tulalip TERO Vocational Training Center Pre-Apprenticeship Program Flyer](#)

[Tulalip TERO Vocational Training Center: Planning and Replication Guide](#)

[Tulalip TERO Vocational Training Center Pre-Apprenticeship Program Course Requirements](#)

[Tulalip TERO Vocational Training Center Pre-Apprenticeship Program Syllabus](#)

[Tulalip TERO Vocational Training Center Two-Generational Assessment Tool](#)

[Tulalip News: TVTC enrollment open now; only 16-weeks, 455 hours to construct the new you](#)

[Tulalip TV: TERO Vocational Training Course \(video\)](#)

¹ Tulalip TERO Vocational Training Center (TVTC), *A Two Generation Pre-Apprenticeship Program Planning and Replication Guide*, December 2017, p. 2. The Washington State Apprenticeship & Training Council officially recognized TVTC’s pre-apprenticeship program in January 2014. Recently, a similar program operated by Lummi Nation gained official state recognition.

² TVTC, “TERO Vocational Training Center” webpage (<https://tvtc.tulaliptero.com/>, accessed August 26, 2024; Kevin Valdillez, “TVTC enrollment open now; only 16-weeks, 455 hours to construct the new you,” *Tulalip News*, January 23, 2023 (<https://www.tulalipnews.com/2023/01/25/tvtc-enrollment-open-now-only-16-weeks-455-hours-to-construct-the-new-you/>, accessed August 26, 2024). TVTC provides a weekly stipend to program participants “as all are low income and cannot afford to go to school full-time without additional support” (TVTC, *A Two Generation Pre-Apprenticeship Program Planning and Replication Guide*, December 2017, p. 16). Participants who then “display strong interest, attendance, and motivation” during the program’s first eight weeks are then extended an “invitation only” opportunity to complete the second eight weeks of the program (TVTC, *Student Policy*, 2024, p. 2). In addition to the in-shop training TVTC provides, participants take part in several “Try-a-Trade Days” at the training centers of TVTC’s partners. As TVTC explains, “During these days, you could be having hands-on training and you are trying the trade out to see if it is a good fit. However, on the other hand, coordinators are trying you on as well so always put your best foot forward, you or a classmate may earn a job offer” (TVTC, *A Two Generation Pre-Apprenticeship Program Planning and Replication Guide*, December 2017, p. 2).

³ TVTC, “TERO Vocational Training Center” webpage; TVTC, *Student Policy*, 2024, p. 2; *Memorandum of Understanding – Tier 2 Between Carpenters-Employers Apprenticeship & Training Trust Fund and TERO Vocational Training Center*, November 2021, p. 1. To be accepted into these full apprenticeship programs, TVTC Construction graduates must also meet the minimum qualifications as approved in the State of Washington-approved standards of apprenticeship.

⁴ TVTC, *A Two Generation Pre-Apprenticeship Program Planning and Replication Guide*, December 2017, pp. 1-2; TVTC, *Student Policy*, 2024, p. 1. As TVTC explains, the legacy of the TVTC Construction pre-apprenticeship program “will be great BECAUSE When children thrive, TVTC students thrive, and when TVTC students thrive, so do their children AND By taking a whole family approach at TVTC the whole community will be better off, as students will use and share what they learn to support their families, friends and world beyond” (TVTC, *A Two Generation Pre-Apprenticeship Program Planning and Replication Guide*, December 2017, p. 5).

⁵ Tulalip TERO Vocational Training Center, *Two-Generational Assessment Tool* (see “Related Resources” listing for this summary on NCAI’s website). According to TVTC, “The TVTC program emphasizes the importance of children growing up healthy, educated and economically secure. The joy of lifelong learning, and importance of drawing upon the wisdom of elders, and community partners, is shared by all” (TVTC, *A Two Generation Pre-Apprenticeship Program Planning and Replication Guide*, December 2017, p. 9).

⁶ Ibid. p. 11. According to TVTC, it “weaves two generation messages, events, and resource connections into training program curricula, providing its students opportunities to “discuss the needs of their family with TVTC’s Family Career Navigator; celebrate the lives of their children with other students; seek advice if they have concerns about their child’s health, school performance, or development; and secure professional guidance from culturally competent TVTC community partners who have specialized expertise in family reconciliation, family planning, childhood trauma and other resources to promote family stability and unity” (Ibid., pp. 5-6). Among TVTC’s formal “two-generational” partners are Tulalip’s Betty Taylor Early Learning Academy (which provides placement to children of referred TVTC Construction students), the University of Washington Center for Strong Schools (which works to “increase the access of TVTC students and their families to whole family services they need”) (*Partnership Agreement Between the University of Washington Center for Strong Schools and Tulalip Vocational Training Center*, May 2016, p. 1), and the Washington State Office of Superintendent School Safety Center (which provides on-site presentations to TVTC students and their children about available safety services such as anti-bullying) (*Partnership Agreement Between the Washington State Office of Superintendent School Safety Center and Tulalip Vocational Training Center*, May 2016, p. 2).

⁷ TVTC, *A Two Generation Pre-Apprenticeship Program Planning and Replication Guide*, December 2017, p. 7.

⁸ Ibid., pp. 6-7. TVTC suspended the “Family Day” event during the COVID-19 pandemic to protect the health of all involved but are planning to resume it in the near future (Lisa Telford, Family Navigator, TVTC, Conversation with NCAI, August 26, 2024).

⁹ Lisa Telford, Conversation with NCAI, August 26, 2024.