



TACOMA PUBLIC SCHOOLS  
INDIAN EDUCATION PROGRAM

**Vocational and  
Technical Education,  
Training, and  
Apprenticeship  
Opportunities Guide  
2023-2024**

**WHAT'S INSIDE -**

Invest in your future! Explore exciting career path options! We present several options for getting training for many different career paths. Vocational and technical colleges can be great places to train for a wide variety of careers. Apprenticeship programs offer the opportunity of earning income while you learn a skilled trade. Also, find resume writing guides, job interview tips, and more!



## [Tacoma Public Schools Indian Education Program](#) Vocational and Technical Education, Training, and Apprenticeship Opportunities Guide

### EXPLORE CAREERS

- [Washington Career Bridge](#) – Find the education & training you need to get the job you want
  - Explore careers – Which careers fit your interests? Take a quiz.
  - View job trends – Which jobs are in demand?
  - Find education – How programs perform?
- [Workforce Central Career Pathways](#) – Explore your career options - Whether you're new to the job market or looking for a fresh start after years in the same line of work, Pierce County is full of career path options that offer more than just a pay-check. Explore the industries below to learn about different job types and how you can grow your skill set to earn more over the course of your career.
- [Construction Center of Excellence](#) – Building a strong construction workforce in Washington State.
  - [Middle & High School Career Exploration](#)
  - [Explore Apprenticeships](#) – What types of people do well in apprenticeships?
- [Tacoma Public Schools – Explore College & Career Pathways](#)
  - [Apprenticeships](#)
  - [Armed Forces](#)
  - [Trade Schools](#)
  - [College](#)
- [Apprenticeship.gov](#) – Jump start your career through apprenticeship -
  - Under the Resources tab, be sure to explore the [Occupation Finder](#) and [Apprenticeship Finder!](#)

- Under the Educators tab, select High School & Middle School and be sure to explore the Student Magazines and the videos of High School Apprenticeships Programs in Action!
- [U. S. Bureau of Labor Statistics – Explore Careers](#) – includes -
  - Occupational Outlook Handbook
  - Career Information for Students
  - Career Outlook
  - And more!
- [Become an Apprentice – Washington State Department of Labor & Industries](#) - An apprenticeship combines on-the-job training with related classroom instruction, all under the supervision of a journey-level professional. Apprentices get paid while they learn and develop knowledge, skills, and abilities in a new career field. View a list of some of the career paths that offer apprenticeships.
  - [Find an Apprenticeship Program - Washington State Department of Labor & Industries](#)
- [WA Career Paths](#) - There are so many great career and education resources in Washington State, it would be easy to get lost trying to find the best one for you. Whether you are still in high school, changing careers, or getting back into the workforce, WA Career Paths is designed to quickly connect you to the best resources on YOUR road to success.
  - [Find a job or career](#)
  - [Find education or training](#)
  - [Career exploration](#)
  - [Explore career roadmaps](#)
- [Department of Labor – Indian and Native American Programs](#) - Division of Indian and Native American Programs (DINAP) Workforce Innovation and Opportunity Act (WIOA) Section 166 grantees and the Department of Labor share a vision of providing quality employment and training services to tribes, tribal organizations, Alaska Native entities, Indian controlled organizations and Native Hawaiian organizations serving unemployed and low-income Native Americans, Alaska Natives and Native Hawaiians.

## RESUMES, COVER LETTERS, & JOB APPLICATIONS

- [Resume Builder](#) - A Quick and Easy Way to Create Your Professional Resume. 30+ Professional Resume Templates Choose from over thirty modern and professional templates. All of which can be customized to your liking. Fast and Easy to Use Our resume builder lets you easily and quickly create a resume using our resume wizard. Resume Builder's free resources and tools aim to help high schoolers create resumes that can frame their current life experiences in a way that highlights them as well rounded, quality individuals for their college and scholarship applications.
  - [High School Resume Examples](#)
  - [Create a Resume](#)
  - [How to Write a Cover Letter](#)
- [How to Apply for a Job](#) – Glassdoor.com - A guide for navigating each step of the job application process
- [Entry-Level Interviewing Success](#) from CollegeGrad.com
  - Interview Preparation
  - Mastering the Interview
  - On-Campus Interview
  - Phone Interview
  - Company-Site Interview
- [10 Tough Interview Questions and 10 Great Answers](#) from CollegeGrad.com

## SCHOLARSHIPS AND FINANCIAL AID

- [WA529 Washington College Savings Plans](#) – Includes WA529 Washington College Savings Plans, GET – Guaranteed Education Tuition, and Dream Ahead College Investment programs
- [Washington Student Achievement Council](#) – Washington State financial aid programs, participating institutions, need-based programs, merit-based programs, and much more.
- [Washington State Scholarships & Grants](#) - Washington State, like other states across the country, supports a wide range of scholarships, grants, and college loans for its resident students.
- [Vocational School Scholarships](#) – Not every student that advances into higher education signs up for a four-year curriculum. Some high school graduates seek job training that lasts a year or two, and then places them in the workforce. Technical, trade and vocational schools do not always bask in the financial aid limelight attracted by high-profile universities, but scholarships and grants are available for trade school too.
- [Career and Technical Scholarship \(CTS\) - Washington State Opportunity Scholarship](#) – WSOS prepares Washington students to meet our state's workforce shortages by reducing barriers to education and training in high-demand trade, health care or STEM fields. WSOS supports students with flexible financial aid funding and student support services such as mentorship, professional development and networking. We help students achieve success from their first day on campus to the launch of their professional career in Washington state.
- [Washington State Elks Association \(WSEA\) Vocational Grants](#) - Scholarships offered by the Washington State Elks Association to members of our community and high school seniors who demonstrate scholarship, leadership and financial need.
  - [Tronson Vocational Scholarship Application 2024 - 2025](#)

## VOCATIONAL & TECHNICAL SCHOOLS AND COLLEGES

[Why choose a Vocational, Technical, or Trade School? What is vocational training? Find answers to these questions and more.](#)

**[Choosing a Vocational School](#)** - Vocational schools, also known as trade or career schools, and correspondence schools can be a great way to train for a variety of jobs. But not all these schools are reputable. Research any school you hope to attend, its training program, its record of job placement for graduates, and its fees before you commit.

- [Top 5 Reasons to Choose a Vocational Education](#)
- [Gear Up Washington State](#) – There are many options for students after high school including apprenticeships, military, on-the-job training programs, community college certificates, 2-year degrees, & 4-year degrees. The term college includes all of these things. What’s your plan?
- [Vocational Trade Schools in Washington \(2023 Guide\) – Accredited](#) – Find a program that’s right for you.
- [Washington College Access Network \(WCAN\) – College Knowledge Materials](#)
- [Washington State Board of Community and Technical Colleges \(SBCTC\)](#) - Whatever you're interested in doing — whether transferring to a university, training for a career or getting the basics — Washington state community and technical colleges have classes, programs and majors for you.
- [Bates Technical College](#) – Located in Tacoma, Washington
- [Clover Park Technical College](#) – Main campus located in Lakewood, Washington
- [Clover Park Technical College Aviation Campus](#) – Located in Puyallup, Washington
- [Pierce County Skills Center](#) - The Pierce County Skills Center opened Wednesday, September 8, 2010, bringing along with it career options for students, leading to real jobs that mesh with workplace demands.  
The Pierce County Skills Center serves juniors and seniors from our 10 school districts: Bethel, Eatonville, Fife, Franklin Pierce, Orting, Steilacoom, Sumner, Tacoma, University Place and White River.
  - [Pierce County Skills Center Areas of Study](#) –
    - Aerospace Composites
    - Aerospace Machining & Fabrication
    - Automotive Technology
    - Construction Trades
    - Cosmetology [\(off-site\)](#)

- Criminal Justice
- Culinary Arts
- Fire Science & Emergency Services
- Information Technology Services (ITS) & Cybersecurity
- Medical Careers
- Pre-Pharmacy Technology
- Pre-Physical Therapy & Sports Medicine
- Pre-Veterinary Technology
- Video Game Development

## APPRENTICESHIP, TRAINING, & ENTRY LEVEL OPPORTUNITIES

### TACOMA PUBLIC SCHOOLS

- [Career & Technical Education \(CTE\)](#) – Home page
- [College, Career, & Counseling Support](#)
- [Apprenticeships Resources](#)
- [Summer Credential Programs](#) – Summer programming provides a unique opportunity that is not possible during the traditional school day. Summer programs offer training from industry experts that lead directly to careers with the certifications required for employment.

All programs offer credit toward graduation, a completion stipend, and are completely free to all Tacoma School District Students.

The programs –

- Drones (Unmanned Aerial Vehicles)
  - Electrical Interim Credential
  - Environmental Services Program
  - GAF Roofing Academy
  - High School Introduction to Plumbers and Pipefitters (HIPP)
  - Summer Jobs 253
  - Tacoma Tideflats – Merchant Mariner
  - Tacoma Tideflats – Warehouse and Logistics
  - Wildland Firefighting
- [Certification and Certificate Programs](#) – Tacoma Public Schools is dedicated to ensuring every student will graduate with one of more Industry Recognized Credentials that will advance their competitiveness for entry-level employment and post-secondary education opportunities.

### WASHINGTON STATE APPRENTICESHIPS

- [Futures NW – Apprenticeships](#) - An apprenticeship is a program in which you learn a skilled trade while earning income in the field while you are training, often referred to as an “earn-and-learn” model. Most apprenticeship programs offer training that is attached to either a certificate or technical degree. **Find a variety of apprenticeship opportunities here within Washington State.**
- [Palmer Pathways Pre-Apprenticeship](#) - What is Palmer Pathways? Palmer Pathways Pre-Apprenticeship is a program that serves young adults between the ages of 18-26 who are disconnected from higher education or gainful employment and have an interest in pursuing a career in the trades. This free program provides 345 hours of training, mentoring, 6+ certifications, connections to industry professionals, and ongoing support services to pre-apprentices.



- **What are the Program Requirements for Palmer Pathways?**

To be eligible, prospective Pre-Apprentices must:

- Be 18-26 years old
- Be a Pierce County resident
- Identify as a person of color
- Hold a high school diploma or GED by the start of the next cohort (preferred)
- Be committed to participate in all training sessions, remain substance free throughout the program, and maintain consistent communication with the Palmer Pathways team

## **NATIVE AMERICAN/ALASKA NATIVE**

- **[Indian and Native American Programs](#) – U.S. Department of Labor Employment and Training Administration**
- **[Tribal Employment Rights Ordinance or Office \(TERO\)](#)** - The primary purpose of the TERO program is to enforce tribally enacted Indian Preference law to ensure that Indian/Alaska Native people gain their rightful share to employment, training, contracting, subcontracting, and business opportunities on and near reservations and native villages.
- **[Puyallup Tribe TERO](#)** – It is the purpose of TERO to remove employment barriers from Native Americans living on and off the reservations by providing employment referrals support services, job training and other situation as they may arise; as well as to assist Native Owned Business with locating projects, legal counsel, outreach and other services of support to provide them the opportunity to better grow their business.
  - Training Opportunities
  - Apprenticeships
  - Career Placement
  - Prepare clients for being part of the workforce
- **[TERO Vocational Training Center – Tulalip Tribes](#)** - Mission: To train Native Americans and their families in the construction trades, resulting in our students gaining successful employment in family wage jobs.
- **[Na-Ha-Shnee STEAM Summer Institute](#)** - Since 1995, Native American high school students representing various tribes from the Northwest have been given the chance to participate in Na-ha-shnee, a two-week summer camp at Washington State University Spokane. The program encourages youth to try out a career in the health sciences by providing hands-on learning experiences taught by health care providers, faculty at WSU Spokane and health sciences college students. Students engage with life on campus at WSU Spokane, stay in a dormitory at Gonzaga University, gain exposure to health care professions, and participate in health care courses trainings. The courses cover a range of subjects from basic science, leadership, to Native American education. Other topics/skills training include:
  - First aid and CPR training
  - Basic nursing skills
  - Traditional medicine
  - Native American elder teachings
  - Substance abuse and education

- Diabetes education
- Leadership skill building

## OPPORTUNITIES BY CAREER TYPE

### ADVANCED MANUFACTURING

- [Advanced Manufacturing](#) – [Apprenticeship.gov](#) –
  - CNC Set-up Programmer – Milling and Turning
  - Machinist, Precision
  - Industrial Maintenance Repairer
  - Tool and Die Maker
  - Plastics Fabricator
- [Renton Technical College](#) –
  - Aerospace & Industrial Production Technologies
  - Band Instrument Repair Technology
  - Commercial Building Engineering
  - Commercial Refrigeration Technology
  - And more!

### AEROSPACE

- [Clover Park Technical College Aviation Campus](#) – Located in Puyallup, Washington
- [Aerospace Joint Apprenticeship Committee – AJAC](#) – Become an Aerospace and Advanced Manufacturing Apprentice -
  - As an aerospace and advanced manufacturing apprentice, you can become a skilled:
    - Machinist
    - Precision Metal Fabricator
    - Tool & Die Maker
    - Industrial Maintenance Technician
    - Plastic Process Technician
    - Industrial Manufacturing Technician
    - Production Technician (Youth)
    - Automation Technician (Youth)
    - Machine Operator
    - CNC Programmer
  - Aerospace Joint Apprenticeship Committee (AJAC) programs are located across Washington State.
- [Boeing Apprenticeships](#) – IAM/Boeing – Joint Programs Apprenticeship Program, Puget Sound
- [Lockheed Martin Apprenticeships](#) - There are multiple pathways to success at Lockheed Martin! Apprenticeship opportunities are available for early career and experienced workers from all walks of life. Whether you're a high school or college student, a military veteran or transitioning worker – we have an opportunity for you. At

Lockheed Martin, no matter where you are in life or locale – you can land the perfect career.

- [Hytek Finishes – Aerospace Surface Finishing](#) - We are looking for aerospace enthusiasts who like hands-on experiences, look for a sense of accomplishment in everything they touch, and are good problem solvers. We will train you to be safety-minded and guide you to learning our continuous improvement processes. We want you to excel in our team environment, and expect you will develop a career in Aerospace here.
- [Aviation Institute of Maintenance \(AIM\)](#) - At Aviation Institute of Maintenance, we train tomorrow's technicians. The demand for skilled technicians in Aviation, Manufacturing, Welding, Energy, and other industries is outpacing those entering these career fields. Our nation needs men and women to develop technical trade skills for today and the future. AIM campuses are proud to teach these skills

## AUTOMOTIVE

[Washington State Registered Automotive Apprenticeship](#) - Independent Technicians Automotive Committee (iTAC). iTAC is an industry-driven apprenticeship program, founded on the belief that mastery occurs on the job. Through apprenticeship all people have the opportunity to earn competitive wages, find meaningful and fulfilling work, and pursue lifelong learning.

iTAC offers two Washington State registered tracks:

- [General Service Technician \(GST\) 2000 hours](#)
- [Master Service Technician \(MST\) 8000 hours](#)  
After successful completion of either of these programs you will receive a certificate of completion from the State of Washington

## BOAT BUILDING & SHIP BUILDING

- [Nichols Brothers Boat Builders](#) - Grow into your trade and your role with our comprehensive state-certified apprentice programs. We offer challenging and engaging learning programs that are designed to specifically meet the needs of all craft employees through a variety of learning delivery methods including classroom instruction, on the job training, books, videos, and mentoring. As an industry leader, NBBB employs industry experts, and learning from these experts is one of the ways we help you to develop and build your career. Though our apprenticeship programs, you will have the learning tools at your disposal to drive your career in the maritime and shipbuilding industry.
- [Northwest School of Wooden Boat Building](#) - **Welcome to the Northwest School of Wooden Boatbuilding** located in Port Hadlock, Washington. The Boat School is an educational institution accredited by the Accrediting Commission of Career Colleges and Schools (ACCSC) and attracts students from around the world including such countries

as Japan, Australia, England, South Korea, Austria, Canada, Taiwan, Ireland, Mexico, Scotland, France and Tanzania.

Founded in 1981, the School has taught traditional and contemporary wooden boatbuilding skills to more than 1,500 students. We offer a full-time 12 month Associate of Occupational Studies (AOS) degree in Traditional and Contemporary Wooden Boatbuilding as well as a 6-month diploma program in Marine Systems.

## BUILDING TRADES

- [Washington Building Trades Apprenticeship Programs](#) - There are numerous careers to explore in the building and construction trades! Learn more about all these trades and your interests using career exploration resources
- [2022 Construction Apprenticeship Guidebook](#) – King County, Pierce County, & Snohomish County
- [ANEW – Apprenticeship Opportunities Project](#) - Building People, Building Communities - Pre-apprenticeship Programs – AOP provides employment navigation, support services, and case management to anyone who is ready for a family wage career in construction. ANEW's mission is to improve people's lives by providing quality training, employment navigation and supportive services leading to successful family wage careers.
  - Pre-Apprenticeship Training Programs
  - AOP Apprenticeship Support Services
  - RISE Up – Diversity & Inclusion Training
  - Career Exploration Programs
  - Apprenticeship Information and Resources
  - Scholarship Opportunities
- [Construction – Apprenticeship.gov](#)
  - Bricklayer
  - Carpenter
  - Electrician
  - Elevator Construction
  - Pipe Fitter
  - Plumber and more...
- [Construction Industry Training Council of Washington](#) - With an apprenticeship through CITC, you will receive formal classroom training without the cost of tuition, and you won't have to wait until you've graduated to begin your career. You will have the opportunity to work with first-class employers to receive paid on-the-job training while under the direct supervision of experienced journey-level workers. With this combination training, you learn the "how" and "why" of your trade by applying what you learn in the classroom to the real world.

- [Northwest Carpenter’s Institute of Washington Apprenticeship](#) – Setting a Course for Success – Our carpentry apprenticeship is a four-year program that gives you a solid education, both in the classroom and on the job. You learn the best techniques – from the best craftsmen in the field – building a foundation that will bring success throughout your career. Others may go into debt to pay for a college education. But if you are selected for our apprenticeship program, the cost to you is minimal – in fact, you’ll make money, right from the start.
- [United Brotherhood of Carpenters and Joiners of America](#) – Locate the Regional Training Center nearest you!
- [Cement Masons & Plasterers Training Centers of Washington](#)
- [Lakeside Industries Asphalt Paving & Construction](#) - We are proud to employ union laborers, operators, and teamsters in our field operations. We offer a variety of education and training opportunities for both union and salaried employees to equip them to grow their role, because we believe knowledge results in a better workforce and more fulfilling work.
  - [Apprenticeship Program](#) - Lakeside Industries participates in apprenticeship programs in conjunction with local trade unions as a way to train new employees and offer education for field staff. An apprenticeship provides technical instruction and supervised on-the-job training, coupled with steadily increasing pay.
- [International Union of Painters and Allied Trades \(IUPAT\)](#) - We are the International Union of Painters and Allied Trades, or IUPAT. We represent men and women in the United States and Canada who work in what are called the Finishing Trades – Industrial & Commercial Painting, Drywall Finishing, Glazing & Glass Work, Sign & Display and Floor Covering Installation, and many more successful careers in the construction industry and public sector.

When you are a part of a union, what you do for a living is more than just a job – it’s a career! As a union member you receive training, benefits and a pension. There’s also an opportunity to earn a college degree in one of our programs as well. The best part is that you have a job while we train you, so you earn while you learn!

- [Finishing Trades Institute Northwest – FTINW](#) - FTINW offers registered apprenticeship and journey training and testing in the Finishing Trades, Commercial and Residential Glazing and Architectural Metal, Commercial and Marine/Industrial/Certified Application Specialist Painting, Floor Covering, Drywall Finishing, and Traffic Control Striping.
- [United Association Apprenticeship Training - Union of Plumbers, Fitters, Welders, & Service Techs](#)
  - Apprentice Training - The United Association has the first nationally registered joint apprenticeship program in the United States, dating back to 1936. Apprenticeship is a serious and vigorous undertaking: UA apprentices must work

the same hours as journey-workers, plus attend classes. This can be a highly rewarding career path for an individual who is motivated to learn the piping trade and become an active member of a proud and noble trade union.

- [Greater Western Washington Pipe Trades](#) - Through the apprenticeship, we strive to produce the best journeymen in the industry. Our programs include: Steamfitting, Commercial and Service Plumbing, and HVAC/Refrigeration.
- [Seattle & Vicinity Sprinkler Fitters](#) – Training & Apprenticeship Programs
- [Pierce County Roofers Apprenticeship Program and Training Center](#) - Our Mission Statement: To provide quality education and training for those entering or who have entered the roofing and waterproofing industry.
- [Western Washington Sheet Metal JATC](#) – The sheet metal industry needs highly skilled and motivated workers. Through courses offered at our training center, you can get the high-quality education and training designed to give you a rewarding career. As an apprentice, you participate in both on-the-job training and classroom study, allowing you to practical experience while learning the technical aspects of the industry.

## CITY OF TACOMA

- [Local Employment and Apprenticeship Training Program](#) - The Local Employment and Apprenticeship Training Program (LEAP) provides City of Tacoma residents opportunities to access apprenticeship programs through its partnerships with local work force development providers.
- [Tacoma Police Explorers](#) - The program is open to all youth and young adults who are at least 15 years of age (or 14 years of age and a high school freshman) and no older than 19 years of age at the time of application.
- [Citizens' Academy](#) - Would you like to gain insight into how the Tacoma Police Department works? The Citizens' Academy is for you.

## CIVIL SERVICE

- [Puget Sound Naval Shipyard & Intermediate Maintenance Facility \(PSNS & IMF\)](#) -
  - **Trades:** Crane Maintenance (Electrician/Mechanic), Electrician, Electronics Mechanic, Electronic Industrial Control Mechanic, Electroplater, Fabric Worker, General Maintenance (Helper Only), Insulator, Machinist, Marine Machinery Mechanic, Non-Destructive Test Examiner, Painter, Pipefitter, Production Machinery Mechanic, Rigger, Sheetmetal Mechanic, Shipfitter, Shipwright, Tool Maker, Utilities System Repair/Operator, Welder, and Woodcrafter
  - [Puget Sound Naval Shipyard Apprenticeship Video](#)

- [Available Career Programs at Puget Sound Naval Shipyard & Intermediate Maintenance Facility](#)

## COMMERCIAL DIVING

- [Divers Institute of Technology](#) – Divers Institute of Technology has been placing industry-trained graduates with elite commercial diving companies worldwide. DIT is proud to maintain our quality reputation, which we have for one reason: we train quality divers.
  - Located in Seattle, Washington

## ELEVATOR INDUSTRY

- [National Elevator Industry Educational Program \(NEIEP\) – Apprenticeship Training](#)
  - [NEIEP Elevator Constructor Apprentice FAQ](#) -
  - Located in Attleboro Falls, Massachusetts

## ENERGY

- [Energy - Apprenticeships.gov](#)
  - **Electrician, Powerhouse**
  - **Gas Utility Worker**
  - **Line Maintenance**
  - **Instrumentation Technician**
  - **Refinery Operator**
  - **Substation Operator and More...**
- [Puget Sound Electrical Apprenticeship](#) – Apprenticeship programs for electrical contractors in the Puget Sound area.
- [Tacoma Power Apprenticeship Program](#) - Those hired as an apprentice at Tacoma Power enroll in a program for one of the specialty areas described below. Each program requires a minimum of three and a half years to complete and includes both classroom and on-the-job training
  - Apprentice Line Electrician
  - Apprentice Wire Electrician
  - Apprentice Meter & Relay Technician
- [IBEW 77 - Electrical Power Lineman Apprenticeship](#) – **Brotherhood of Electrical Workers International**
- [IBEW 483 Apprenticeship – International Brotherhood of Electrical Workers](#) –
  - IBEW Local 483 offers an Apprenticeship Program through the Joint Apprenticeship & Training Committee of the Northwest Line Construction Industry (NW Line JATC).
  - Includes links to other Electrical Apprenticeships in Washington State



- Includes links to Energy Industry Apprenticeship Programs
- Also includes links to CPR & First Aid Training, Flaggers Training, & NW Line JATC Training Dates
- **[Northwest Line Joint Apprenticeship Training Committee \(NW Line JATC\)](#)** The hardworking men and women of the IBEW and NECA proudly serve our communities by building and maintaining the electrical systems around the clock. NW Line JATC is honored to be a vital contributor by providing men and women the necessary training required to become professional journeymen.
  - [Line Apprenticeship](#) – Energize your potential with powerline construction.
  - [Tree Apprenticeship](#) – Cut a path into the tree maintenance and removal career within the electrical industry.
  - [VOLTA Line School](#) – VOLTA provides critical building blocks to start a career in the electrical industry.

## FINANCIAL SERVICES

- **[Financial Services – Apprenticeships.gov](#)**
  - Bank Teller
  - Claims Adjuster
  - Insurance Underwriter
  - Credit Coordinator and More...

## HEALTH CARE

- **[Introduction to Healthcare Apprenticeship Program – WorkSource Pierce](#)** – Start your pathway to a new healthcare Career!  
Earning your CNA certification will open the doors to many career pathways and opportunities within the healthcare sector.  
This free two-phase employment program trains entry-level job seekers to start a career in the healthcare sector. A Nursing Assistant Certification (NA-C or CNA) is a prerequisite for a large array of healthcare positions.
- **[Healthcare - Apprenticeship.Gov](#)**
  - Healthcare Factsheet
  - Competency Models for the Healthcare Industry
  - A Toolkit for Apprenticeship in Healthcare
  - Apprenticeship in the Healthcare Industry
- **[Workforce GPS – Apprenticeship in Healthcare](#)** - From home health aides and certified nursing assistants to medical coders and medical technicians, Registered Apprenticeship programs are helping to educate and up-skill thousands of workers in America's healthcare industry. While the U.S. apprenticeship system has been around for over 75 years, the apprenticeship training model has been reinvented to address the healthcare workforce needs of the 21st century.  
*This page offers tools, program examples, and other resources that can be used to help expand apprenticeship in the healthcare sector.*

- [MultiCare Academy for Students in Healthcare Camp – M.A.S.H](#) - Since 2004, local high school students have come together at MultiCare Health System facilities to experience the diverse health care career professions working in a hospital setting. Our health care program was initiated to encourage, inspire, and support students considering nursing or allied health professions, such as pharmacy, radiology, or physical therapy.
- [Na-Ha-Shnee STEAM Summer Institute](#) - Since 1995, Native American high school students representing various tribes from the Northwest have been given the chance to participate in Na-ha-shnee, a two-week summer camp at Washington State University Spokane. The program encourages youth to try out a career in the health sciences by providing hands-on learning experiences taught by health care providers, faculty at WSU Spokane and health sciences college students. Students engage with life on campus at WSU Spokane, stay in a dormitory at Gonzaga University, gain exposure to health care professions, and participate in health care courses trainings. The courses cover a range of subjects from basic science, leadership, to Native American education. Other topics/skills training include:
  - First aid and CPR training
  - Basic nursing skills
  - Traditional medicine
  - Native American elder teachings
  - Substance abuse and education
  - Diabetes education
  - Leadership skill building

## HOSPITALITY

- [Hospitality – Apprenticeship.gov](#)
  - Baker
  - Cook
  - Housekeeper and More...
- [Northwest Culinary Institute](#) - Founded in 2004, **Northwest Culinary Institute** seeks to be the premier culinary school in the country. Our approach to culinary education is unique to other culinary schools. Our instructors are certified executive chefs, many of whom have won prestigious awards such as chef of the year. Additionally, students spend most of every day in the kitchen perfecting their craft. NCI is accredited by the Accrediting Commission of Career Schools and Colleges. The Accrediting Commission is listed by the U.S. Department of Education as a nationally recognized accrediting agency under the provisions of Chapter 33, Title 38, U.S. Code and subsequent legislation.
  - Located in Vancouver, Washington
- [International Air and Hospitality Academy](#) - Welcome to International Air and Hospitality Academy. We've helped launch thousands of airline and flight attendant careers through our industry-approved program. Many of our graduates are now

traveling the world and visiting global destinations they had previously only dreamed about.

- Located in Vancouver, Washington

## INFORMATION TECHNOLOGY

- [Information Technology - Apprenticeship.gov](#)

## LANDSCAPING & VEGETATION MANAGEMENT

- [Davey Institute of Tree Services \(D.I.T.S.\)](#) The Davey Institute of Tree Sciences (D.I.T.S.), is Davey's flagship training program in biological sciences, safety, tree, and plant care and management techniques. D.I.T.S. is spotlighted in the video above and it's just one example of how we significantly invest in training our teams to ensure the best techniques are used consistently at every job site, every time.

## MILITARY & DEFENSE

- [United States Merchant Marine Academy](#) – The Experience of a Lifetime; A Lifetime of Experience – With 95 percent of the world's products transported over water, our graduates are vital to the effective operation of our merchant fleet for both commercial and military transport during war and peace. We are a federal service academy that educates leaders of exemplary character who are inspired to serve the national security, marine transportation, and economic needs of the United States as licensed Merchant Marine Officers and commissioned officers in the Armed Forces.
  - Academics –
    - [Marine Engineering Systems](#)
    - [Marine Engineering and Shipyard Management](#)
    - [Marine Engineering](#)
    - [Marine Transportation](#)
    - [Maritime Logistics and Security](#)

## OPERATING ENGINEERS

- [International Union of Operating Engineers - IUOE](#) training programs are second to none. We have over one-thousand instructors, hundreds of facilities, classrooms, shops, and labs, and thousands of acres throughout the United States and Canada where apprentices and journey-level members hone or advance their skills. Our members have access to training on virtually every topic heavy equipment operators and stationary engineers need to become their very best. <https://www.iuoe.org/>

## PLUMBING

- [Plumber Trainee – Washington State Department of Labor & Industries](#) - To learn the plumbing trade in Washington State and become a certified plumber, you must start as a plumber trainee. As a trainee, you will work under the direct supervision of a certified plumber and learn through on-the-job training. Once you have the required

experience and education, you can take the plumber exam to become a certified plumber or journey level plumber

- [Tacoma Water Apprenticeships](#) - Those hired as an apprentice at Tacoma Water enroll in a program for a Water Utility Worker. They are required to successfully complete the Potable Water Supply and Service Worker Apprenticeship Program.

## **PUBLIC SAFETY**

- **Fire Service**

- [Tacoma Public Schools Wildland Fire Certification](#) – The Wildland Fire Certification helps to prepare Tacoma Students develop skills to pursue a career as a Type 2 Wildland Firefighter.
- [Washington State Council of Fire Fighters \(WSCFF\)](#) – Become a Washington Fire Fighter. There is no single path to become a fire fighter in Washington State, but there are some basic qualifications: you should be over 18 years of age, have earned a high school diploma or GED, and possess a valid driver’s license
- [Wildland Firefighter Apprenticeship Program](#) - The Wildland Firefighter Apprenticeship Program is registered as a part of the National Apprenticeship Program in accordance with the Department of Labor, designed to enhance and develop future Fire and Aviation Managers. The intent of the Program is to take a career entry firefighter and provide education, training and paid work experience over a 12 to 48 month period, depending on experience. Upon successful completion of all the requirements of the Apprenticeship Program, the apprentice will reach journey-level status as a wildland firefighter.

- **Law Enforcement & Criminal Justice**

- [Tacoma Police Department](#)
- [Tacoma Police Explorers](#) - The program is open to all youth and young adults who are at least 15 years of age (or 14 years of age and a high school freshman) and no older than 19 years of age at the time of application.
- [Tacoma Police Department Citizens’ Academy](#) - Would you like to gain insight into how the Tacoma Police Department works? The Citizens' Academy is for you.
- [Washington State Criminal Justice Training Commission](#) – “Establish high standards and exceptional training to ensure that criminal justice professionals in Washington State have the knowledge and skills to safely and effectively protect the life, liberty, and property of the people they serve.”

- [Seattle Police Department](#) - The Seattle Police Department is the largest public safety agency in Washington state, with more than 1,200 sworn officers and 600 civilian staff. We receive over 800,000 911 calls per year in a city of 84 square miles. We have more specialty units than any other department in the state, including traffic, harbor, mounted patrol, major crimes, property crimes, crisis response, SWAT, arson and bombs, K9, collaborative (community) policing, forensics, training and community response.
- [South Sound 911](#) - South Sound 911 offers the excitement and pride of a career in public safety, without the physical demand and danger that comes with police or fire/EMS work. And there are a variety of career opportunities available which one might not typically associate with 911, but they are all important to help keep the agency running smoothly. There may be opportunities in operations – such as 911 call taking and dispatch – or positions in technology or administration.
- [Pierce County Sheriff's Department](#) - The mission of the Pierce County Sheriff's Department is to protect life and property, uphold rights, and work in partnership to build strong, safe communities.

## PUBLIC UTILITIES

- [Tacoma Public Utilities Apprenticeships – Power and Water Apprenticeships](#) - Those hired as an apprentice at Tacoma Power enroll in a program for one of the specialty areas described below. Each program requires a minimum of three and a half years to complete and includes both classroom and on-the-job training.
  - Apprentice Line Electrician
  - Apprentice Wire Electrician
  - Apprentice Meter & Relay Technician
  - Water Utility Worker

## RENEWABLE ENERGY

- [Northwest Renewable Energy Institute](#) - Are you ready to get your career started? Complete Your Training at Northwest Renewable Energy Institute in Only 6 Months! Do you want to start a career in the renewable energy industry? **Northwest Renewable Energy Institute** is the perfect place to begin your future with our Wind Turbine Technician Training Program. Get the skills, training, and certifications you need to enter the job market in as little as 6 months. Our Career Services team will help you get started and apply for jobs across the country and worldwide.

## TELECOMMUNICATIONS

- [Telecommunications – Apprenticeship.gov](#) - The telecommunications industry faces a skills gap that poses serious threats to the nation's ability to expand wireless broadband coverage in urban, suburban and rural areas and to build 5G networks. 5G is expected to create 4.6 million new jobs in next fifteen years and we need to invest in training talent for these jobs in a timely manner.

- Telecommunications Tower Technician
- Customer Service Representative
- Parts Salesperson
- Wireless Technician
- IT Generalist
- Broadband Technician

## TRANSPORTATION

- [Transportation – Apprenticeship.gov](#)
  - Diesel Mechanic
  - Airframe and Powerplant Mechanic
  - Avionics Technician
  - Truck Driver
  - Storage and Distribution Manager and more
- **Maritime**
  - [Tacoma Public Schools Merchant Mariner Summer Program](#) – an opportunity to gain hands-on experience and begin to develop the skills needed to pursue a career in working on freighter, oil tankers, tugs, ferries, cruise ships, and fishing boats.
  - [Maritime Apprenticeship and Career Guide](#) - If you're interested in the professional boating or shipping world and excited by the possibility of avoiding a traditional nine-to-five, then a career in the maritime industry might be for you. It's a profession that's both exciting and financially rewarding — you get to travel the world and get paid to be on the open sea.
  - [Maritime Employment Resource Guide – A Guide to Careers in the Maritime Industry](#) - Why Maritime? In short, maritime jobs are anything that involves boats and the water. People drive tugboats, ferries, and fishing boats; fix, manufacture, design, and sell boats; install and ref electrical, refrigeration, and mechanical systems; load and unload cargo and passengers; and much more! There is a huge variety of well-paid jobs in the maritime field, and great prospects for employment all over the world. There are opportunities both on land and at sea, training programs that will pay their students to learn, and maritime academies that offer free tuition and guaranteed first jobs. There are jobs that require little to no training and experience – and jobs that require years of specialized training. It's a great time to go into the maritime industry!
  - [Maritime Institute of Technology and Graduate Studies \(MITAGS\)](#) – Complete all our maritime training, from Entry to Master in one place at MITAGS. Located in Seattle and Baltimore.
    - **Training -**
      - Mate to Master Program
      - AB to MATE Program

- Military Sealift Command (MSC)
- Maritime Apprenticeship Program
- Navigational Skills Assessment Program (NSAP)
- **Courses –**
  - State Pilot Courses
  - Tug and Barge Courses
  - STCW Basic Training Courses
  - Safety and Response Emergency Courses
  - Online & Blended Learning Programs
- [Seattle Maritime Academy – Train for a Maritime Career](#) - The Seattle Central College's Seattle Maritime Academy provides the classroom instruction and hands-on training on working vessels that you need to prepare for a career in the regional and global maritime industry.
- [Compass Courses Maritime Training](#) – Our Mission: Compass Courses' passions is to provide current and future seafarers with the knowledge, understanding, and proficiencies they need to be successful and safe through quality training on a reliable schedule.
  - Some of the course offerings are:
    - Able Seaman
    - Advanced Firefighting
    - Apprentice Mate
    - 100/200 Ton Captain's Licensing
    - BST – Basic Safety Training
    - Radar Observer
    - Vessel Personnel
- [Job Corps' Seamanship Training Program](#) – Job Corps' Able Seaman Program is offered through the Inland Boatmen's Union. Participants in this career pathway will work towards certification as an able seaman whose duties include standing watch on deck, working on equipment maintenance, and performing most of the labor required on a ship.
- [Youth Maritime Training Association \(YMTA\)](#) - *At YMTA our goal is to inspire maritime careers.* Whether you are looking for information on how to start a career in the maritime industry now, looking for maritime educational activities for your students, or are a student looking for information on maritime careers or scholarships – YMTA is a great resource for all ages and stages of interest!
- [United States Merchant Marine Academy](#) – The Experience of a Lifetime; A Lifetime of Experience – With 95 percent of the world's products transported over water, our graduates are vital to the effective operation of our merchant fleet for both commercial and military transport during war and peace. We are a federal



service academy that educates leaders of exemplary character who are inspired to serve the national security, marine transportation, and economic needs of the United States as licensed Merchant Marine Officers and commissioned officers in the Armed Forces.

- Academics –
  - Marine Engineering Systems
  - Marine Engineering and Shipyard Management
  - Marine Engineering
  - Marine Transportation
  - Maritime Logistics and Security

- **Railroad**

- [National Academy of Railroad Sciences \(NARS\)](#) – Ready for an exciting new career in an industry looking to expand its workforce? NARS' FastTrack program can prepare you for most entry-level railroad positions in just weeks. Located in Overland Park, Kansas.
- [BNSF Railway](#) - BNSF is one of the biggest railroads in North America, operating in 28 states in the western two-thirds of the U.S. and three Canadian provinces over a 32,500-mile rail network. Today's BNSF is the product of nearly 400 different railroad lines that merged or were acquired over the course of 160 years.
- [Union Pacific Railroad](#) - When you join Union Pacific, you will play a direct role in where America's going. Your talents, ambition and skills can impact every sector of almost any industry in the nation. From small businesses to sports arenas—you name it you can help build it. This is where your career will be supported by the finest resources, training and technology, backed by more than 150 years of know-how.

- **Diesel & Heavy Equipment Technology**

- [Bates Technical College - Diesel & Heavy Equipment Technology](#)

## **SHEET METAL INDUSTRY**

- [Build Your Future](#) – Prepare for a great opportunity to build your future! With a career in the trades, college debt is a thing of the past. Students can complete their sheet metal apprenticeship in just five years – getting paid as they learn. They'll master valuable skills that will allow them to make more money than many college graduates and receive excellent benefits.



## WOMEN IN THE TRADES

- [Washington Women in Trades \(WWIT\)](#) – *We Educate, Promote and Celebrate. We Facilitate Access for Women in the Trades.* Provides information about apprenticeships, trades fair, job boards and more. Washington Women in Trades (WWIT) is a community based, non-profit 501 (c)(3) organization whose mission is to improve women's economic equity and self-sufficiency through access and success in high-wage, high-skilled careers in the construction, manufacturing and transportation sector.
- [WANTO – Women in Apprenticeship and Nontraditional Occupations](#) – Women in Apprenticeships & Nontraditional Occupations
  - [Advancing Opportunities for Women through Apprenticeship: A Case-Based Resource Guide](#)
- [Apprenticeships & Non-Traditional Employment for Women \(ANEW\)](#) – ANEW's mission is to improve people's lives by providing quality training, employment navigation and supportive services leading to successful family wage careers.
- [Become an Apprentice – Washington State Department of Labor & Industries](#) - In many professions, women are underrepresented in the workforce. However, there are many opportunities for women to participate in and excel in construction trades and other jobs that have traditionally been done by men. An apprenticeship combines on-the-job training with related classroom instruction, all under the supervision of a journey-level professional. Apprentices get paid while they learn and develop knowledge, skills, and abilities in a new career field. View a list of some of the career paths that offer apprenticeships.

\*The information listed here was available at the time this document was first created. You are responsible for checking each listing thoroughly for requirements and any updates and/or availability as well as reviews and reputation of the organization. Please let us know if you find any errors in this list, or if a link is obsolete. This list is not intended to be a complete list of all apprenticeships, training opportunities, or scholarships. You should also check with your high school college and career center, your tribal offices and other resources for additional opportunities.

### **Tacoma Public Schools Indian Education Program**

**David Syth M.Ed. (Crow Nation)**  
**Assistant Director Title VI / Title III**  
**dsyth@tacoma.k12.wa.us**  
**(253) 571-1846**

**Liz Leines**  
**Indian Education Specialist**  
**eleines@tacoma.k12.wa.us**  
**(253) 571-1820**

**Robin Brooks**  
**Indian Education Specialist**  
**rbrooks@tacoma.k12.wa.us**  
**(253) 571-1832**

**Address:**

3111 South 43rd St.  
Madison Complex, Rooms 2 & 3  
Tacoma, WA 98409

**Website:**

<https://www.tacomaschools.org/departments/indian-education>