



Confederated Tribes of the Umatilla Indian Reservation
Tribal Employment Rights Office – TERO
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2026 TERO Pre-Apprenticeship Program

Welcome to the TERO Pre-Apprenticeship Program!

We're excited to have you join us. The Tribal Employment Rights Office (TERO) is committed to building a skilled workforce by providing foundational training for individuals pursuing careers in construction. This program is designed to prepare participants for direct dispatch to contractors and future apprenticeship opportunities.

Program Overview:

- **Duration:** 7 weeks
- **Schedule:** 4 days per week, 6 hours per day
- **Seats Available:** 10 per cycle
- **Cost:** Free
- **Environment:** Alcohol and drug-free

This is a meaningful commitment of your time and effort, aimed at helping you successfully enter an apprenticeship program and work toward journeyman status.

What to Expect: During the training, participants will engage in:

- Hands-on simulation activities
- Team-building exercises
- Skill development relevant to the construction field

Attendance and dedication are essential to completing the program and launching a successful career in construction. Upon graduation, you will receive a certificate from TERO, recognized by the Bureau of Labor and Industries (BOLI).

Our Commitment to You: TERO is here to support your success. While we can't work harder than you do, we promise to work just as hard alongside you to help you achieve your goals. We're on your side and dedicated to helping you complete this training.

Application Information: Please complete the application thoroughly and honestly. The information you provide will be used solely to support your success in the program. By signing the application, you consent to collaborate with partnering programs and agencies that can help remove barriers and support your journey.

Thank you – TERO Staff



Date: _____

Last Name: _____ First Name: _____

Mailing Address: _____

City: _____ State: _____ Zip: _____

Home Phone: _____ Cell Phone: _____

Messenger: _____

Date of Birth: _____ Last 4 SSN: _____

Tribal

Affiliation: _____ Email: _____

Please provide proof of enrollment – If not enrolled, please specify: Descendent ☐ Spouse ☐ Other ☐

Answer the following questions in detail, explaining what you need help with to be achieve any of the following.

Do you have a GED, High School Diploma, College Degree? _____

Do you have a driver's license? _____

Do you have reliable transportation? _____

What do you know about Unions and construction work? _____

What do you think TERO does? _____

What kind of certifications have you obtained? _____

Do you know what kind of career you would like to pursue in construction? For example, carpentry, laborer, plumbing, HVAC, equipment operator, electrical, low energy electrical, ironworker, commercial driving, welding, etc. _____

Do you have experience using hand tools? _____

Do you have experience in road construction or building structures? _____

What kind of experience do you have? _____

What do you expect to get out of this training? _____

Do you have any other barriers to work through that has not been asked? _____

Comments, suggestions - _____

Signature

Date

TERO Staff Signature

Date