Workforce Development

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Tohono O’odham Community College
Sells, Arizona

Presenters:
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Robert Wambolt, BS, Director of Operations, TOCC Development, LLC
Pauline Na sewy tew a, Building Construction Technology Program Advisor
Mission Statements

• Tohono O’odham Community College:
  “As an accredited and land grant institution, TOCC’s mission is to enhance our unique Tohono O’odham Himdag by strengthening individuals, families, and communities through holistic, quality, higher education services. These services will include research opportunities and programs that address academic, life, and development skills.”

  ➢ TOCC Occupational Programs:
  “To train and certify the people of the Tohono O’odham Nation who seek out a vocation through apprenticeship guided by Apprenticeship Standards approved by the Tohono O’odham Community College Development, LLC, Arizona Apprenticeship Council, and the Bureau of Apprenticeship Training, US Department of Labor.”
Man in the Maze
A Brief History of Our Program

1981 – A well equipped building was completed which was the Skill Center and later was renamed the Career Center. This initiative was adopted as an alternative to off-reservation placement of vocational education students, due to high drop-out rates among these displaced students and exposure to teaching methods which were not applicable to the O’odham way.

1982 – The Arizona State Council of Apprentices of the Trade Unions awarded certification of the Skill Center and approved our Apprenticeship Program. Concurrently this allowed our program to also be registered with the US Department of Labor (DOL).


1998 – Tohono O’odham Community College (TOCC) was established by a Tribal Ordinance and Council Resolution.

2000 – The Career Center was transferred from the Tribal Education Department to TOCC.

2006 – The National Center for Construction Education and Research (NCCER) Curricula was adopted as our training vehicle.

2011 – The TOCC Development, LLC, was established in response to violations to DOL Standards.

2014 – TOCC became a member of the Registered Apprenticeship-College Consortium (RACC). This offers college credits for our related instruction courses (Building and Construction Technologies (BCT)).
Apprenticeship

- Apprenticeship involves two aspects of training:
  1. On-the-job Learning (OJL) under the supervision of a journey-level craft person or trade professional in which apprentices learn the “hands-on” part which is offered by TOCCD, LLC and outside entities i.e. Tribal Employment Rights Office (TERO), etc. This is **paid** training (A DOL requirement). TOCCD is the Sponsor of our Apprenticeship program.
  2. Related classroom instruction (Theoretical aspects or “bookwork”) part is offered by TOCC. This is offered under a category named Building and Construction Technologies (BCT). BCT courses are open to the public but **are** a requirement for apprenticeship students.

- Upon completion of the required OJL and BCT coursework the apprentice will earn Journeyman status. As further advancement towards their career goals TOCC offers an AAS degree for our students.
Apprenticeship Advisory Committee

• Committee Membership:
  - Schools
    - Tohono O’odham Community College and includes a student representative
    - Baboquivari Alternative and High Schools
  - Tohono O’odham Nation Programs
    - Department of Information Technology
    - One Stop Division
    - Tribal Employment Rights Office (TERO)
    - Solid Waste Management
    - Vocational Rehabilitation Program
  - Industry Partners
    - Tohono O’odham Utility Authority
    - Ki:Ki Association (Housing Authority)
    - Hamstra Heating and Cooling, Inc.
    - Tohono O’odham Community College Development, LLC (Sponsor)
Organizational Chart of TOCCD – LLC and BCT Education

Tohono O’odham Community College

Apprenticeship Advisory Committee

TOCC President

Vice President of Education

TOCC – LLC
Director of Operations
Project management
Apprenticeship Program Sponsor

Project Supervision (OJL)

Department Chair of Occupational Programs

Instructors

BCT Program Advisor

On-The-Job Learning (OJL)
For Apprenticeship

BCT Coursework (NCCER Curricula)
With Students
Industry Partners

- Present Partners:
  - Heavy Equipment Operator Program – Empire CAT Equipment Company, Eloy Arizona
  - Heating, Ventilation, Air Conditioning Program – Hamstra Cooling and Heating, Inc. Tucson, Arizona
  - Painting Program – Weise Painting Contractors Inc. Tucson, Arizona

- Potential Partners:
  - Masonry Program – Independent Contractor, Tucson, Arizona
Other Partners

• US Department of Labor – Provides national standards for registration with the U.S. DOL (and/or federally-recognized State Apprenticeship Agencies

• Arizona State Office of Apprenticeship – The program must be registered with the Arizona Apprenticeship Office.

• Registered Apprenticeship-College Consortium (RACC) - This imitative provides an opportunity for apprentices to continue on a career pathway and earn an associate’s or bachelor’s degree. This bridges a skills acquisition range from Registered Apprenticeship to college.
Carpentry

Multi-Purpose Building
(12,000 Square Foot)
BCT Program Advisor

Pauline Nasewytewa

• Registration of Students
  o US Department of Labor
  o State of Arizona
  o TOCC

• Recordkeeping
  o OJL
  o BCT coursework
  o Upgrades
NCCER
Robert Wambolt
Director of Operations
TOCC Development, LLC

• NCCER standardized construction curriculum and assessments with portable credentials.
• Other NCCER Partners contributing to the workforce development efforts.
Three essential characteristics of NCCER Curricula:

- **Standardized** – developed by a committee of subject matter experts (SMEs); aligns with national standards for apprenticeship programs.

- **Competency-based** – published in a consistent, modularized format.

- **Task-driven** – hands-on skills are tested as well as trainee knowledge.
“Baboquivari”
Our Sacred Mountain

The End