

JULY 2026, VOULUME 1

TRIBAL EMPLOYMENT RIGHTS OFFICE

Newsletter



Welcome to Tulalip TERO's first bi-annual newsletter! Our department aims to provide services for Membership, Contracting Agencies, as well as assisting clients who are seeking to enter into the workforce. TERO also operates the TERO Vocational Training Center, this is a 16-week pre-apprenticeship training program that graduates up to 40 students per year. In this newsletter we will be spotlighting our services and achievements.

TERO & TVTC Contact Information

TERO Mainline - (360)716-4747
TERO Email - terocompliance@tulaliptribes-nsn.gov
tulaliptero.com

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TVTC Email - tvtcstaff@tulaliptribes-nsn.gov
tvtc.tulaliptero.com

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TERO VOCATIONAL TRAINING CENTER

The TERO Vocational Training Center began operation in 2001 to help Native Americans gain competitive skills to enter the construction industry. We offer two 16-week classes per year typically starting in January and August. We are the first Native American pre-apprenticeship program in the State of Washington that is recognized by Labor and Industries.

What can I expect to learn if I take the TVTC program?

- TVTC Students will gain skills for apprenticeship or entry-level employment in construction, manufacturing, maintenance, and related industries. Courses incorporate theory and hands on application in a variety of trades and vocations including electrical, plumbing, carpentry, masonry, drafting, code reading, underground infrastructure and sustainable building practices. Course work also includes safety standards training, employment standards training, trades math, writing a resume, cover letters, and preparing for job interviews.
- Students receive industry certifications for industrial First Aid/CPR, OSHA 10, HAZWOPER 40 and forklift operation.
- TVTC construction training is a free intensive “hands on” program offered to all Native Americans, their spouses, parents or children.
- Many of our students have successfully launched construction careers earning a great wage. This program consists of in-shop trainings and try-a-trade trips to a variety of construction training programs with our students learning and fostering the spirit of the community.

To apply for the TERO Vocational Training Center please scan the QR code below.



CLIENT SERVICES

Tulalip TERO offers a wide range of services to assist in entry of the workforce for Tulalip Tribal members, their spouses, and unenrolled children. These services include;

- Drivers education assistance.
- Work Clothes and or Work Tools.
- Work Experience.
- Driver's Abstract.

TERO also offers referrals for the following services;

- Food handlers.
- CDL.
- Adult Education.
- Cash Handling/Customer Service.
- GED/High School Diploma.
- Home Care Aid Certification.
- Work Source.
- Trades Apprentice Programs.
- Client Job Referrals.



Client Services applications can be downloaded from the TERO website under the Forms section. Applications can also be emailed by request or picked up in person at the Tulalip Administration Building.

What is the Work Experience program?

- The work experience program or WEX is on the job training for Tulalip Tribal members over the age of 18 who have little to no prior work experience but are looking for employment. It is designed to provide meaning full work experience and career development opportunities. This program helps tribal members with their confidence and professional identity's, employability, and networking. TERO attempts to place WEX applicants within jobs that fit their interests or goals.

What is TERO's responsibility on the Tulalip Reservation?

- Tulalip TERO is the regulatory agency for procurement and contracting and has the authority to negotiate employment and to ensure equal opportunity for employment.
- Native American's looking for employment can sign up for the out of work sign in list. We also recommend signing up for the TERO Facebook page and TERO text line for available job opportunities.
- TERO is also the EEOC representative for the Tulalip Tribes, EEOC is the federal agency that enforces laws making it illegal to discriminate against a job applicant or employee.



**To sign up for the
TERO text line text
"TEROJOBS" to
1-833-894-9882
or scan the
QR code below.**



NATIVE AMERICAN OWNED BUSINESSES

Tulalip TERO facilitates the Native American Owned Business registry that can be found online on TERO's website. This registry is open for any company that has at least a 51% majority ownership by someone who is a member of a U.S. Federally recognized Native American tribe, nation or band, including members of Federally recognized Alaskan Native villages, communities and corporations. Certification onto the registry gives companies the opportunity to receive bid invitations and preference in bidding for the procurement of goods and services and construction projects within the Tulalip reservation.

TERO/TVTC Frequently Asked Questions

How do you select students to attend the program?

TVTC follows the Tulalip TERO hiring preference. When an application is received applicant will be added to the list and will be selected based on the hiring preference.

If I am selected to attend, when will I be notified?

Applicant will be contacted two weeks prior to class start, using the contact information they provided on the application form.

What if I am not selected to attend the training?

In the email or phone call you will be asked if you want to move your application forward to the next class.

Where can I pick up an application?

You can pick up an application at the Admin building CSR or print one from our web page under the forms section. <https://tvtc.tulaliptero.com/>

What if I went through the program years ago but want to take it again?

If there is a spot you may be considered, however, applicants who have not taken the class will have first priority.

What If I took the class but didn't complete. Could I come back?

If there is a spot you may be considered, however, applicants who have not taken the class will have first priority. You also will not be able to receive a stipend for the first eight weeks

I am only looking for my Highschool Diploma

The focus at TERO Vocational Training Center is to assist you in overcoming barriers to enter the construction industry and earn a livable wage. The list below could assist you with a HSD
Everett Community College has a high school completion program as well as GED classes

Contact Northwest Indian college for GED programs

Penn Foster Has a high school program

Snohomish County Goodwill GED/HS Completion

How can I get hired onto construction projects within the reservation?

To get signed in for looking for work you will first need to fill out a TERO worker application. If it's been a few years since completing the application, it's recommended to re-fill one out so TERO can update your skills and contact information. Once you have turned in your application you can call or email TERO to put your name on the worker sign in list. TERO worker applications can be downloaded from TERO's website under forms, emailed by request, or picked up in person at the Tulalip Administration Building.

TERO/TVTC Staff Contact Information.

TERO Director - Tory Chuckulnaskit, toryc@tulaliptribes-nsn.gov, (360)716-4743
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TVTC Site Specialist - Jerad Eastman, jeastman@tulaliptribes-nsn.gov, (360)716-4762
Family Career Navigator - Lisa Telford, ltelford@tulaliptribes-nsn.gov, (360)716-4760
Instructor Assistant - Kerri Dean, kdean@tulaliptribes-nsn.gov, (360)716-4759

TERO Commissioners

Ginny Ramos - Chair
Bradley Fryberg - Vice Chair
John Davis - Secretary
Chaz Hill - Commissioner
Heidi Zackuse - Commissioner

9.05.050 TERO Commission members. The TERO Commission (hereafter the “Commission”) is the administrative quasi-judicial body of five Tribal members who are elected by the Tulalip General Council, and shall serve under the guidance of the Tulalip Tribes Board of Directors (hereafter “Board of Directors”). The Commission serves as the quasi-judicial and regulatory authority delegated with: ▪ Enforcement of the provisions of the TERO Code and other Native preference codes or policies (hereafter “code”) in accordance with applicable procedures. ▪ Implementation of the TERO quasi-judicial process. ▪ Overall guidance to the TERO program. The Commissioners are subject to Chapter 1.15 TTC, Code of Ethics for Tulalip Tribal Commissioners, and other applicable policy or law.