I wanted to take this opportunity to reinforce our commitment to supporting a construction culture that is free of harassment, bullying, discrimination, and racism. Our team at PNCI crafted our mission statement back in 2016 shortly after I became Director. I am incredibly proud of our commitment to become more diverse and inclusive. Our Positive Jobsite Culture (PJC) training is an extension of our mission to create a culture that supports our apprentices. PJC focuses on how and why a culture that welcomes people regardless of their skin color, gender, ethnicity, sexual orientation, or disability makes for a more productive industry. The bottom line, these attributes have absolutely nothing to do with the technical skills, drive, and ambition needed to thrive as a carpenter. Our low retention numbers are evidence that many apprentices have left our union and this industry due to a lack of inclusivity that is unrelated to work ethic. Too many carpenters decide to leave because of harassment and discrimination on the job site. The Black Lives Matter (BLM) has emphasized the damage systemic racism causes and the importance of our work to create a positive job site culture. The Pacific NW Regional Council Of Carpenters has taken a strong stance in support of the BLM movement as it relates to equity and inclusion. This commitment is clearly aligned with our Mission Statement and core values. We may not all agree with every aspect of the BLM movement, and that is okay. However, racism is not acceptable, and if we had it right, we would be inclusive, and there would be equity on our job sites. I have been in this industry for 33 years, and I have seen it all on our job sites. PNCI has made great strides towards achieving equity and diversity within our Brother/Sisterhood but we know there is still work to be done. If we are going to attract, recruit, and retain a professional carpenter workforce that reflects our communities, we need to keep making positive changes. Here at PNCI, we are all in.
On July 14, Mike Hawes and Matt Swanson, Political Director, participated in a webinar hosted by NAMC to discuss racism and bias.

“On behalf of the National Association of Minority Contractors-Oregon and our board, I wanted to personally thank you for attending the listening session this past Wednesday and for your contributions to the conversation. We had 329 attendees who added a lot of value on the panel and on the chat thread. Racism is insidious and a significant threat to those who want to pursue or continue a career in construction. We are not going to eradicate it without the full commitment and support of everyone in the industry.”  – Nate McCoy, EXECUTIVE DIRECTOR, NAMC-Oregon

PJC STATS
Half of the PJC Training that occurred was by contractor request and took place on job sites and at contractor offices.
Total Classes 130
Total Completions 4,572
Special Thanks to:
Hoffman • Western Partitions • JE Dunn • Swinerton Builders • Fred Shearer & Sons • Andersen Constr. • Safway • Fortis • Expert Drywall, Inc • The Harver Co. • Mortensen • Anning & Johnson • Emerick Constr. • Advanced American • VanLom Concrete • GLY • New Space Construction • Forte Construction Services • Precision Steel and Gypsum.
CONFERENCES:
• NWCB Annual Conference
• CITF National Pile Driver MW Conference
• AGC Oregon Summer Convention.
• International Foundation Benefits Programs Annual Apprenticeship Conference

Learn more about PJC with Mike Hawes and the Talking Training With the Trades podcast. Click the link below to listen.

Ep #27: Creating Positive Jobsite Culture - Interview With Mike Hawes

“Check out this interview on Training with Director Mike Hawes on the PJC and Growth Mindset.” Host Joe Cadwell – NW Carpenter Grit Podcast.”
What to Expect Enrolling in an On-line Course at PNCI

There are a few things you need to know when you enroll or are enrolled in an on-line or on-line/hybrid class at PNCI.

Open and read thoroughly the attachments sent to you by your instructor.

* need access to high quality internet.

* need your devices charger handy. Some classes are 10 hours long.

* need a quiet space; distractions can make things harder.

* need the Zoom Application, your class will be held on Zoom.
  a. * will need the zoom meeting link provided by your instructor—Write it down!
  b. Learn how to mute your microphone on Zoom
  c. Be ready to keep your camera “on” during most portions of the class, dress appropriately

* need the Showbie Application if you are using an I-phone, for Androids and laptops use your browser and go to the “Showbie” website.
  a. * will need to sign-in to Showbie with your real name.
  b. * will need the Showbie class code your instructor emailed you—write it down!

* need patience as everyone is learning the new technology.

To the PNCI Community – We miss you and can’t wait to have you back in our Facility
Be Safe – Be Strong