

Winter 2021/22 On the Level

Pacific Northwest Carpenters
Institute



Supporting Carpenters and Industry Partners

A Message From the Director

*Michael Hawes,
Executive Director,
PNCI*



Welcome 2022

*Click the play button
to see a message from
the director.*



PNCI community,

It's hard to look forward to 2022, without looking back on 2021. The pandemic turned everyone's lives upside down, from social gatherings to favorite restaurants. Our industry kept plugging along through all this. You went to work and showed up for school, sometimes struggling to navigate the online classrooms through ZOOM.

We haven't been connecting like we were prior to COVID and it has created a lot of stress for all of us. 2021 is now in the history books, time to move forward. As we navigate through COVID in 2022, I want you to focus on staying connected to people in your circle. I'd like to make communication the theme for 2022. I want to challenge everyone to take ownership in their part of communication. Positive and effective communication is the foundation to building trust and maintaining relationships.

At PNCI, we are excited for 2022. Our apprenticeship numbers are growing, and we're excited to teach and support you through to journey-level. Our newsletter talks about the changes we've made to communicating electronically. It is extremely important to keep your email, phone and address information up to date with us, even after you journey-out.

I want to thank our staff and industry partners for all their hard work and support navigating through COVID. Our apprentices have done an amazing job adapting and recognizing the importance of our safety protocols. I look forward to seeing you in 2022 and am hopeful COVID will pass and I'll be able to see your smiles.--*Michael Hawes, Executive Director, PNCI.*

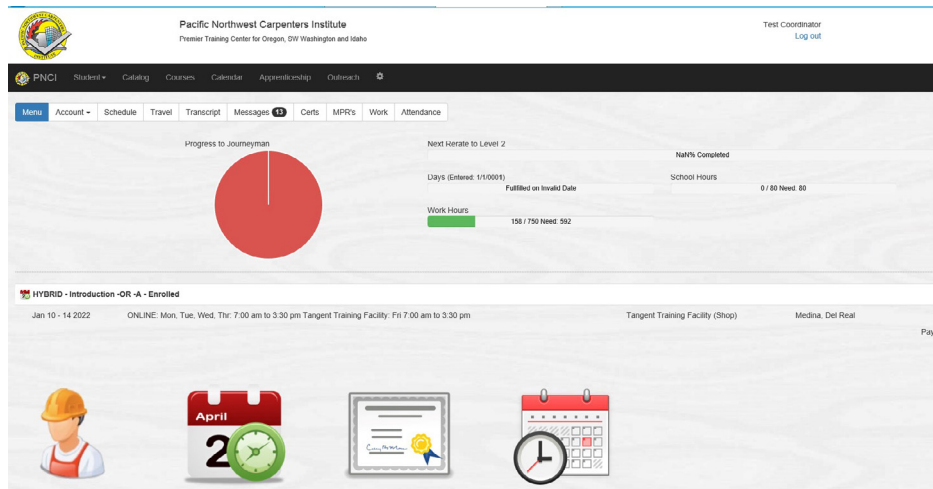
[Click here to see 9 healthy ways to communicate](#)

PNCI Advances with Tech

PNCI has taken steps to streamline administrative and communication processes over the past few years using technology as it comes available. Our apprentices now have access to their own accounts where they can see their progress in the program at-a-glance.

Additionally, they have access to their class schedules, transcripts, unemployment forms, and rerates online.

PNCI sends upcoming class information to apprentices including ZOOM links and classroom invitation codes through email. PNCI instructors can send communications to an entire class of apprentices prior to, and during class attendance. Course evaluations are done electronically too. PNCI will continue to work at making our systems more efficient and user-friendly.



PNCI Inclement Weather Policy

It is PNCI's intent to remain accessible for our students to meet their training requirements. In the event the weather negatively impacts driving and transportation to and from our respective training locations, the following weather policy will apply:

*Please note due to the large number of weather forecasts available, we will use the NOAA weather forecast as our single source of predicting inclement weather.

Apprenticeship:

We will adopt a "flex training week". Monday – Saturday 7am – 7pm. We will make every attempt to adjust our training schedule to ensure that you complete 40 hours of training in the flex week. Depending on which days of the week are impacted we may implement the following schedule changes:

Full days that are cancelled may be re-scheduled on either Friday or Saturday of your training week.

Late start time or early release times may be implemented to help mitigate poor driving conditions.

Continuing Education:

If PNCI cancels day classes or institutes an early release; evening classes will be cancelled for that day. Depending on the



length of the class, we may alter the schedule so the time can be scheduled in the current training week, Monday – Saturday. Note: If we need to make up the training hours we may use Friday evening to schedule a class.

Your flexibility during a flex week is appreciated as, many times, we are faced with making decisions based on weather models that are not always accurate. Your Training Team will meet as early as possible upon notification of inclement weather and endeavor to give you as much advanced notice as possible for schedule changes. Communication with your instructor/coordinator is important. Please ensure we have a current phone number, email and you have opted for text alerts on your PNCI profile account. Above all, your safety comes first. Regardless of the flex schedule, you are the sole judge of your ability to travel to and from the training location safely.

7 Mistakes People Make When Driving In Snow And Ice

MISTAKE #1: NOT BEING PREPARED

Besides keeping an emergency kit in your car, always have a half-full tank of gas and check the weather forecast before you hit the road.

MISTAKE #2: NOT CLEARING YOUR CAR OF SNOW AND ICE

Give yourself enough time to fully clear the snow and ice off your car. You might have to wake up a few minutes earlier or start the engine ahead of time so you can turn on your defrosters. Just don't leave your engine running in an enclosed area like a garage!

MISTAKE #3: DRIVING TOO FAST

You must reduce your speed when driving in winter weather conditions. The faster you drive, the more time it takes for you to stop.

MISTAKE #4: DRIVING TOO CLOSE TO SNOWPLOWS

- Stay at least six car lengths behind an operating snowplow.
- Turn on your headlights so the snowplow operator can better see you.
- Move as far away from the center line as possible when approaching a snowplow head-on.
- Never pass several trucks plowing side-by-side in a "plow train."
- Don't drive directly next to a snowplow. They have blindspots and can quickly move sideways if they hit a heavy snowpack.

MISTAKE #5: TAILGATING

Tailgating is bad at any time. But it's even worse when roads are slippery. It's important to give yourself plenty of time to stop so you don't rear-end the vehicle in front of you. Increase your following distance from two seconds to eight seconds in winter weather conditions.

MISTAKE #6: PANICKING WHEN YOUR CAR STARTS TO SKID

If you start to skid, don't brake, accelerate, or make any sudden movements. Take your foot off the gas

and steer in the direction you want to go. If you weren't making another winter driving mistake (like tailgating), you should be fine. Your tires will regain traction.

MISTAKE #7: NOT HAVING THE RIGHT MINDSET

A lot of people feel scared or stressed out when driving in winter weather. You have every right to be concerned as snow and ice on the road cause thousands of motor-vehicle crashes each year. But, being stressed and overreacting in situations like skids can have disastrous consequences. If you're terrified of driving in the snow, it's important to educate yourself about winter driving so you can make safer choices.

On the other hand, you may be too confident with your winter driving skills, especially if you have four-wheel drive. Even if your car handles snow well, you still have to use caution when driving in snow and ice. Don't think you're invincible. It only takes one mistake to crash.

The above tips were taken from:

<https://www.palegaladvice.com/blog/7-mistakes-people-make-when-driving-in-snow-and-ice/>

Grit Nation

- The Building Trades Podcast

Penny Painter Supportive Services 2022

Exclusive:

Joe Cadwell talks to Penny Painter about Supportive services for apprentices. Listen in and see if you and your co-workers can benefit from these services. *Click on the Mic below to go directly to the pod cast.*



Growth Mindset

Carol Dweck: A Summary of Growth and Fixed Mindsets

There are two main mindsets we can navigate life with: growth and fixed. Having a growth mindset is essential for success.

Carol Dweck studies human motivation. She spends her days diving into why people succeed (or don't) and what's within our control to foster success. Her theory of the two mindsets and the difference they make in outcomes is incredibly powerful.

As she describes it: "My work bridges developmental psychology, social psychology, and personality psychology, and examines the self-conceptions (or mindsets) people use to structure the self and

guide their behavior. My research looks at the origins of these mindsets, their role in motivation and self-regulation, and their impact on achievement and interpersonal processes."

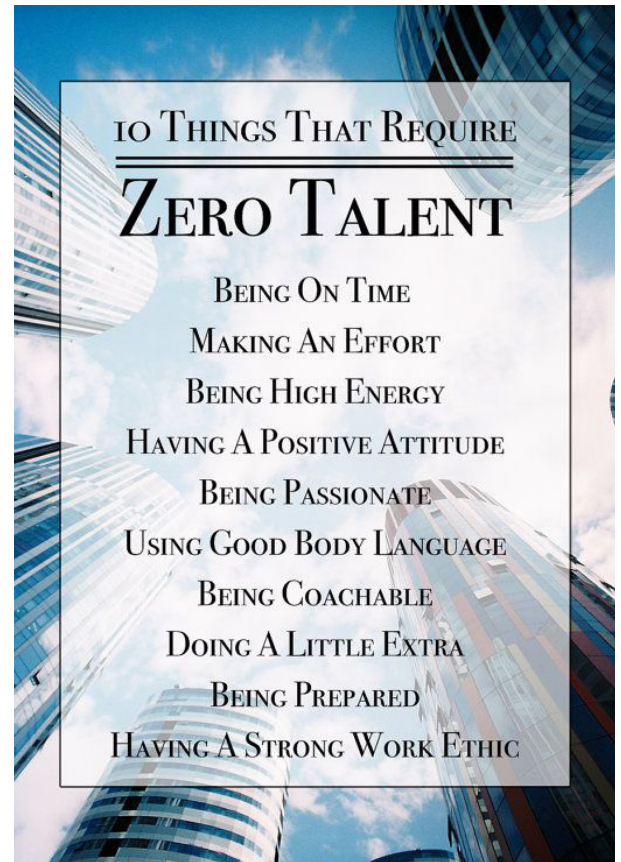
"What are the consequences of thinking that your intelligence or personality is something you can develop, as opposed to something that is a fixed, deep-seated trait?"--Carol Dweck

[Click here to see videos by Carol Dweck and the Growth Mind Set](#)

[Click here to see the Growth Mindset Matrix](#)

Growth Mindset Praise & Feedback

| SAY THIS | NOT THAT |
|---|--|
| <p>"I can see you worked so hard on this!"</p> <p>Say this because it helps your children understand you value their effort.</p> | <p>"You are so smart!"</p> <p>Do not say this because it makes them think of intelligence as a fixed quality.</p> |
| <p>"It seems like it's time to try a new strategy."</p> <p>Say this because it lets your children know that they control outcomes by making choices.</p> | <p>"It's okay. Maybe you're just not cut out for this!"</p> <p>Do not say this because it makes your children think they don't have the capacity to improve.</p> |
| <p>"I like watching you do that."</p> <p>Say this because it conveys a message of approval of an activity they enjoy doing, regardless of outcome.</p> | <p>"You're a natural at that!"</p> <p>Do not say this because the next time your children fail or make a mistake, they might think they do not have that talent after all.</p> |
| <p>"It looks like that was too easy for you. Let's find you something challenging so your brain can grow."</p> <p>Say this because it teaches kids that learning should be challenging, and if tasks are too easy then your brain isn't growing.</p> | <p>"That's right! You did that so quickly and easily; great job!"</p> <p>Do not say this because praising tasks completed without much effort paints effort in a negative light and encourages a fixed mindset.</p> |
| <p>"That's not right. You don't understand this yet. What strategies can you try to understand it better?"</p> <p>Say this because it's important to be honest about what your child knows and doesn't know, but also explain that you believe in their capacity to improve.</p> | <p>"That's not right. Are you paying attention in class? It seems like you're not even trying."</p> <p>Do not say this because the fight or flight response may be preventing your child from giving their best effort in class.</p> |
| <p>"That was really hard. Your effort has paid off! Next time you'll be ready for this kind of challenge!"</p> <p>Say this because reminding children of how they were able to overcome challenges by putting forth a lot of effort cultivates a growth mindset.</p> | <p>"That was really hard. I'm so glad it's over and you don't have to do that again."</p> <p>Do not say this because there will always be more challenges, and children should feel that they have the tools for what comes next.</p> |



Stay Safe, Stay Strong!
Mantente Seguro, Mantenerete Fuerte