# Instructor Pathways & Rank‑Up Packet — Seattle Tri‑County

*Compiled: 2025-10-20 • Audience: Instructors coaching pre‑apprentices to beat the median applicant (Seattle tri‑county focus).*

North Star: convert baseline cards into measurable proof of readiness, stack credible credentials, and steer students toward holdover jobs and verifiable practice that moves interview rank and selection odds. Language stays neutral; evidence beats adjectives.

## How to use this packet

* Give the student a 90‑day ladder and a proof‑artifact checklist. Evidence matters more than adjectives.
* Pick a target trade and copy the Rank‑Up Ladder steps. Insert the student’s proof artifacts into the app so the resume/packet reflect real work.
* If a suggestion needs confirmation (e.g., program cadence), mark it “SUGGESTED — NEEDS EVIDENCE” and note the artifact required (email reply, score report, etc.).

## Universal readiness (all trades)

* Identity & contact readiness: government ID, reliable phone/email, City/State shown on resume.
* Driver readiness: valid license; if CDL‑oriented trades, begin DOT medical card research and CLP study; maintain a simple driving log (no violations).
* Attendance discipline: keep a time‑on‑task log for workshops or practice (dates, hours, supervisor initials).
* Safety vocabulary: JHA (Job Hazard Analysis), PPE, LOTO basics; keep a safety checklist you actually used.
* Math & prints: ratios, fraction/decimal, unit conversions, tape reading; keep sample sheets with scores and corrections.
* Communication: short 10‑second pitch and one “safety‑under‑pressure” story; write them down and get a coach signature.

## 90‑day Rank‑Up Ladder (copy → paste → customize per student)

Week 0–2 — quick wins

* Autofill resume with measurable bullets (counts, dimensions, tools, prints, torque); remove fluff.
* Complete and file baseline cards: Flagger, OSHA‑10, Forklift (classroom card is prep; employer evaluation required).
* Start a proof folder (cloud): photos without faces of projects, checklists, signed logs, scores, completion emails.
* Contact at least 3 holdover employers for the target trade (material handler, prefab/shop helper, maintenance helper); log each contact and reply.
* Begin targeted study: vocabulary & nameplates for the trade; upload quiz scores or notes.

Weeks 2–6 — credential + practice

* Add one credential with teeth (trade‑relevant): e.g., EPA 608 for HVAC‑R; EHAP or pesticide Right‑of‑Way study for tree/line; HAZWOPER awareness for laborers where appropriate.
* Secure a holdover job or structured volunteer/lab hours; track quantities (feet of material handled, parts counted, prints followed).
* Math/print practice (2–3 sessions/week); keep graded sheets or screenshots with dates.
* Collect supervisor/coach sign‑offs on safe pace, tool control, and communication under pressure.

Weeks 6–12 — portfolio + applications

* Assemble a 1‑page evidence sheet: 6–8 bullets with numbers and a small table of credentials/scores/dates.
* Run the application rotation (see Mobility Plan template); screenshot submissions and confirmations.
* Request references based on verified work/logs; attach contact permissions in the packet.

## BFET & direct‑entry on‑ramps (Washington)

* If eligible, use BFET funding to enroll in community‑college entry modules (intro mechanical/electrical/prints/safety). Keep enrollment receipts and completion records.
* Ask programs which credit‑bearing courses count for extra points or direct‑entry consideration; store email replies in the proof folder.
* Add college homework artifacts (problem sets, lab sheets) to resume bullets as measured work.

## Mobility Plan — multi‑state application rotation (template)

* Build a 90‑day calendar of application windows (three regions minimum).
* Collect relocation readiness items: ID, proof of training, clean copies of cards, driving record, potential housing plan.
* Track each application (date/time, req#, contact, response). Export a screenshot/PDF as artifact.
* Check licensing reciprocity (if applicable) before moving; save the governing page or email reply as artifact.

## Holdover jobs that count (generic buckets)

* Electrical: material handler, prefab shop assembler, warehouse/runner at electrical contractors.
* HVAC‑R/Pipe: parts counter, sheet‑metal shop helper, maintenance helper, shop fabricator trainee.
* Civil/Structural: demolition/site cleanup, tool room attendant, concrete laborer trainee.
* Facilities: porter/grounds, custodial with documented hazard controls, event setup/stagehand (rigging signals practice).

## Entry tests & physicals — cross‑trade summary

* Aptitude: algebra/proportions, mechanical reasoning, basic electricity vocabulary; keep practice scores (dated).
* Physicals (as published): timed carry distances, ladder/pole climbs, lift reps; document times/reps with coach initials.
* Interview drills: safety scenario, read a print/nameplate, production pace story, tool control, communication under pressure; keep a rubric with coach marks.

# Boilermaker

### Entry Snapshot (local)

* Target: Boilermaker. Prepare a neutral, evidence‑first resume and a 90‑day ladder.
* Baseline cards on file (Flagger, OSHA‑10, Forklift classroom).
* Gather contact hubs for local programs/employers and confirm current application rhythm before advising.

### Rank‑Up Ladder

Week 0–2 (quick wins)

* Precision measurements and torque logging on mock fasteners; record specs vs. readings.
* Proof artifact: log, photo without faces, checklist, or score report (dated).

Weeks 2–6 (credential + practice)

* Rigging/hand‑signals practice and alignment tasks on trainers; document accuracy vs. tolerance.
* Proof artifact: completion record/card/score + supervisor/coach initials where applicable.

Weeks 6–12 (portfolio + applications)

* Portfolio: torque sheets, alignment logs, rigging checklists; apply to fab/assembly helper roles.
* Proof artifact: compiled evidence sheet, application screenshots, responses.

### Holdover Jobs that Count

* Assembly Helper • Yard/Material Handler • Demolition/Prep Crew

### Additional Credentials & Micro‑Badges

* Rigging & signaling micro‑modules (study signal).
* Resume phrasing + artifact noted above.

### Entry Tests & Physicals

* Aptitude: mechanical reasoning; Physicals: carry distances, ladder endurance; tool control rubric.
* Proof artifact: timed log or rubric signed by instructor/coach.

### BFET & Direct‑Entry College On‑Ramps

* If eligible, enroll in entry modules (mechanical/electrical/prints/safety) and keep enrollment/completion proof.
* Ask whether credit‑bearing coursework contributes to extra points or direct‑entry; store confirmations.

### Mobility Plan — Multi‑State Application Rotation

* Identify three regions with current demand; calendar their application windows.
* Maintain a rolling 90‑day application rotation with tracker screenshots.
* Collect relocation readiness docs and training proof; verify any licensing reciprocity.

### Social Intel — Practical Insights (placeholders to fill with links/dates)

* NEW (sourced) Interview scoring often favors measured stories over titles; rehearse with numbers (dims, counts, torque).
* Proof artifact: practice log, mock score screenshot, or email reply confirming guidance.
* NEW (sourced) Pace and safety: candidates who can describe a JHA and a production plan tend to rank higher.
* Proof artifact: practice log, mock score screenshot, or email reply confirming guidance.
* NEW (sourced) For first weeks on site: bring labeling habits, tool control, and clean documentation—managers notice.
* Proof artifact: practice log, mock score screenshot, or email reply confirming guidance.

# Bricklayer / BAC Allied (Brick/Tile/Terrazzo/Marble/PCC)

### Entry Snapshot (local)

* Target: Bricklayer / BAC Allied (Brick/Tile/Terrazzo/Marble/PCC). Prepare a neutral, evidence‑first resume and a 90‑day ladder.
* Baseline cards on file (Flagger, OSHA‑10, Forklift classroom).
* Gather contact hubs for local programs/employers and confirm current application rhythm before advising.

### Rank‑Up Ladder

Week 0–2 (quick wins)

* Convert baseline cards into measured bullets; contact 3 relevant holdover employers and log replies.
* Proof artifact: log, photo without faces, checklist, or score report (dated).

Weeks 2–6 (credential + practice)

* Add one trade‑relevant credential or module; maintain logs of measured practice.
* Proof artifact: completion record/card/score + supervisor/coach initials where applicable.

Weeks 6–12 (portfolio + applications)

* Assemble a 1‑page evidence sheet and run the application rotation with screenshots.
* Proof artifact: compiled evidence sheet, application screenshots, responses.

### Holdover Jobs that Count

* Material Handler • Warehouse/Runner • Shop/Assembly Helper

### Additional Credentials & Micro‑Badges

* Safety/quality micro‑modules (study signal); document completion.
* Resume phrasing + artifact noted above.

### Entry Tests & Physicals

* Aptitude: basic math/mechanical; Physicals: timed carries/ladders; tool control rubric.
* Proof artifact: timed log or rubric signed by instructor/coach.

### BFET & Direct‑Entry College On‑Ramps

* If eligible, enroll in entry modules (mechanical/electrical/prints/safety) and keep enrollment/completion proof.
* Ask whether credit‑bearing coursework contributes to extra points or direct‑entry; store confirmations.

### Mobility Plan — Multi‑State Application Rotation

* Identify three regions with current demand; calendar their application windows.
* Maintain a rolling 90‑day application rotation with tracker screenshots.
* Collect relocation readiness docs and training proof; verify any licensing reciprocity.

### Social Intel — Practical Insights (placeholders to fill with links/dates)

* NEW (sourced) Interview scoring often favors measured stories over titles; rehearse with numbers (dims, counts, torque).
* Proof artifact: practice log, mock score screenshot, or email reply confirming guidance.
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* Proof artifact: practice log, mock score screenshot, or email reply confirming guidance.
* NEW (sourced) For first weeks on site: bring labeling habits, tool control, and clean documentation—managers notice.
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# Carpenter (General)

### Entry Snapshot (local)

* Target: Carpenter (General). Prepare a neutral, evidence‑first resume and a 90‑day ladder.
* Baseline cards on file (Flagger, OSHA‑10, Forklift classroom).
* Gather contact hubs for local programs/employers and confirm current application rhythm before advising.

### Rank‑Up Ladder

Week 0–2 (quick wins)

* Tape reading and cut‑list practice; build small jigs with measured accuracy; photograph results (no faces).
* Proof artifact: log, photo without faces, checklist, or score report (dated).

Weeks 2–6 (credential + practice)

* Framing layout on mock plates, fastener schedules; QC log (errors vs. corrections).
* Proof artifact: completion record/card/score + supervisor/coach initials where applicable.

Weeks 6–12 (portfolio + applications)

* Portfolio: measured builds and layouts with photos/dims; apply to carpenter helper roles.
* Proof artifact: compiled evidence sheet, application screenshots, responses.

### Holdover Jobs that Count

* Carpenter Helper • Tool Room Attendant • Prefab/Assembly Helper

### Additional Credentials & Micro‑Badges

* Hand & power tool safety micro‑modules; fall‑protection awareness (study signal).
* Resume phrasing + artifact noted above.

### Entry Tests & Physicals

* Aptitude: measurement/fractions; physicals: carry distances; tool control rubric.
* Proof artifact: timed log or rubric signed by instructor/coach.

### BFET & Direct‑Entry College On‑Ramps

* If eligible, enroll in entry modules (mechanical/electrical/prints/safety) and keep enrollment/completion proof.
* Ask whether credit‑bearing coursework contributes to extra points or direct‑entry; store confirmations.

### Mobility Plan — Multi‑State Application Rotation

* Identify three regions with current demand; calendar their application windows.
* Maintain a rolling 90‑day application rotation with tracker screenshots.
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* Proof artifact: practice log, mock score screenshot, or email reply confirming guidance.
* NEW (sourced) For first weeks on site: bring labeling habits, tool control, and clean documentation—managers notice.
* Proof artifact: practice log, mock score screenshot, or email reply confirming guidance.

# Carpenter – Interior Systems

### Entry Snapshot (local)

* Target: Carpenter – Interior Systems. Prepare a neutral, evidence‑first resume and a 90‑day ladder.
* Baseline cards on file (Flagger, OSHA‑10, Forklift classroom).
* Gather contact hubs for local programs/employers and confirm current application rhythm before advising.

### Rank‑Up Ladder

Week 0–2 (quick wins)

* Drywall screw pattern practice and trim measuring; document pattern accuracy and cut waste rate.
* Proof artifact: log, photo without faces, checklist, or score report (dated).

Weeks 2–6 (credential + practice)

* Mock finish tasks (casing/base); log fit adjustments and final measurements.
* Proof artifact: completion record/card/score + supervisor/coach initials where applicable.

Weeks 6–12 (portfolio + applications)

* Portfolio: finish samples with dims/pattern logs; apply to interior systems helper roles.
* Proof artifact: compiled evidence sheet, application screenshots, responses.

### Holdover Jobs that Count

* Drywall/Finish Helper • Trim/Finish Helper • Material Handler

### Additional Credentials & Micro‑Badges

* Silica and dust‑control awareness (study signal); hand tool control checklists.
* Resume phrasing + artifact noted above.

### Entry Tests & Physicals

* Physicals: overhead work tolerance; fine measurement accuracy; tool control rubric.
* Proof artifact: timed log or rubric signed by instructor/coach.

### BFET & Direct‑Entry College On‑Ramps

* If eligible, enroll in entry modules (mechanical/electrical/prints/safety) and keep enrollment/completion proof.
* Ask whether credit‑bearing coursework contributes to extra points or direct‑entry; store confirmations.

### Mobility Plan — Multi‑State Application Rotation

* Identify three regions with current demand; calendar their application windows.
* Maintain a rolling 90‑day application rotation with tracker screenshots.
* Collect relocation readiness docs and training proof; verify any licensing reciprocity.

### Social Intel — Practical Insights (placeholders to fill with links/dates)

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* Proof artifact: practice log, mock score screenshot, or email reply confirming guidance.
* NEW (sourced) For first weeks on site: bring labeling habits, tool control, and clean documentation—managers notice.
* Proof artifact: practice log, mock score screenshot, or email reply confirming guidance.

# Millwright

### Entry Snapshot (local)

* Target: Millwright. Prepare a neutral, evidence‑first resume and a 90‑day ladder.
* Baseline cards on file (Flagger, OSHA‑10, Forklift classroom).
* Gather contact hubs for local programs/employers and confirm current application rhythm before advising.

### Rank‑Up Ladder

Week 0–2 (quick wins)

* Precision measurements and torque logging on mock fasteners; record specs vs. readings.
* Proof artifact: log, photo without faces, checklist, or score report (dated).

Weeks 2–6 (credential + practice)

* Rigging/hand‑signals practice and alignment tasks on trainers; document accuracy vs. tolerance.
* Proof artifact: completion record/card/score + supervisor/coach initials where applicable.

Weeks 6–12 (portfolio + applications)

* Portfolio: torque sheets, alignment logs, rigging checklists; apply to fab/assembly helper roles.
* Proof artifact: compiled evidence sheet, application screenshots, responses.

### Holdover Jobs that Count

* Assembly Helper • Yard/Material Handler • Demolition/Prep Crew

### Additional Credentials & Micro‑Badges

* Rigging & signaling micro‑modules (study signal).
* Resume phrasing + artifact noted above.

### Entry Tests & Physicals

* Aptitude: mechanical reasoning; Physicals: carry distances, ladder endurance; tool control rubric.
* Proof artifact: timed log or rubric signed by instructor/coach.

### BFET & Direct‑Entry College On‑Ramps

* If eligible, enroll in entry modules (mechanical/electrical/prints/safety) and keep enrollment/completion proof.
* Ask whether credit‑bearing coursework contributes to extra points or direct‑entry; store confirmations.

### Mobility Plan — Multi‑State Application Rotation

* Identify three regions with current demand; calendar their application windows.
* Maintain a rolling 90‑day application rotation with tracker screenshots.
* Collect relocation readiness docs and training proof; verify any licensing reciprocity.

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* Proof artifact: practice log, mock score screenshot, or email reply confirming guidance.
* NEW (sourced) For first weeks on site: bring labeling habits, tool control, and clean documentation—managers notice.
* Proof artifact: practice log, mock score screenshot, or email reply confirming guidance.

# Pile Driver

### Entry Snapshot (local)

* Target: Pile Driver. Prepare a neutral, evidence‑first resume and a 90‑day ladder.
* Baseline cards on file (Flagger, OSHA‑10, Forklift classroom).
* Gather contact hubs for local programs/employers and confirm current application rhythm before advising.

### Rank‑Up Ladder

Week 0–2 (quick wins)

* Precision measurements and torque logging on mock fasteners; record specs vs. readings.
* Proof artifact: log, photo without faces, checklist, or score report (dated).

Weeks 2–6 (credential + practice)

* Rigging/hand‑signals practice and alignment tasks on trainers; document accuracy vs. tolerance.
* Proof artifact: completion record/card/score + supervisor/coach initials where applicable.

Weeks 6–12 (portfolio + applications)

* Portfolio: torque sheets, alignment logs, rigging checklists; apply to fab/assembly helper roles.
* Proof artifact: compiled evidence sheet, application screenshots, responses.

### Holdover Jobs that Count

* Assembly Helper • Yard/Material Handler • Demolition/Prep Crew

### Additional Credentials & Micro‑Badges

* Rigging & signaling micro‑modules (study signal).
* Resume phrasing + artifact noted above.

### Entry Tests & Physicals

* Aptitude: mechanical reasoning; Physicals: carry distances, ladder endurance; tool control rubric.
* Proof artifact: timed log or rubric signed by instructor/coach.

### BFET & Direct‑Entry College On‑Ramps

* If eligible, enroll in entry modules (mechanical/electrical/prints/safety) and keep enrollment/completion proof.
* Ask whether credit‑bearing coursework contributes to extra points or direct‑entry; store confirmations.

### Mobility Plan — Multi‑State Application Rotation

* Identify three regions with current demand; calendar their application windows.
* Maintain a rolling 90‑day application rotation with tracker screenshots.
* Collect relocation readiness docs and training proof; verify any licensing reciprocity.

### Social Intel — Practical Insights (placeholders to fill with links/dates)

* NEW (sourced) Interview scoring often favors measured stories over titles; rehearse with numbers (dims, counts, torque).
* Proof artifact: practice log, mock score screenshot, or email reply confirming guidance.
* NEW (sourced) Pace and safety: candidates who can describe a JHA and a production plan tend to rank higher.
* Proof artifact: practice log, mock score screenshot, or email reply confirming guidance.
* NEW (sourced) For first weeks on site: bring labeling habits, tool control, and clean documentation—managers notice.
* Proof artifact: practice log, mock score screenshot, or email reply confirming guidance.

# Cement Mason

### Entry Snapshot (local)

* Target: Cement Mason. Prepare a neutral, evidence‑first resume and a 90‑day ladder.
* Baseline cards on file (Flagger, OSHA‑10, Forklift classroom).
* Gather contact hubs for local programs/employers and confirm current application rhythm before advising.

### Rank‑Up Ladder

Week 0–2 (quick wins)

* Formwork basics and volume math; mix logs (ratios, slump checks on trainers).
* Proof artifact: log, photo without faces, checklist, or score report (dated).

Weeks 2–6 (credential + practice)

* Screed/float practice with measured flatness targets on mock pads; document tolerances.
* Proof artifact: completion record/card/score + supervisor/coach initials where applicable.

Weeks 6–12 (portfolio + applications)

* Portfolio: mock pad photos with flatness/finish notes; apply to concrete laborer helper roles.
* Proof artifact: compiled evidence sheet, application screenshots, responses.

### Holdover Jobs that Count

* Concrete Laborer Trainee • Site Prep/Demo • Tool Room Attendant

### Additional Credentials & Micro‑Badges

* Silica awareness; finishing tool micro‑modules (study signal).
* Resume phrasing + artifact noted above.

### Entry Tests & Physicals

* Physicals: wheelbarrow haul distances, screed endurance; timed cleanup/logs.
* Proof artifact: timed log or rubric signed by instructor/coach.

### BFET & Direct‑Entry College On‑Ramps

* If eligible, enroll in entry modules (mechanical/electrical/prints/safety) and keep enrollment/completion proof.
* Ask whether credit‑bearing coursework contributes to extra points or direct‑entry; store confirmations.

### Mobility Plan — Multi‑State Application Rotation

* Identify three regions with current demand; calendar their application windows.
* Maintain a rolling 90‑day application rotation with tracker screenshots.
* Collect relocation readiness docs and training proof; verify any licensing reciprocity.

### Social Intel — Practical Insights (placeholders to fill with links/dates)

* NEW (sourced) Interview scoring often favors measured stories over titles; rehearse with numbers (dims, counts, torque).
* Proof artifact: practice log, mock score screenshot, or email reply confirming guidance.
* NEW (sourced) Pace and safety: candidates who can describe a JHA and a production plan tend to rank higher.
* Proof artifact: practice log, mock score screenshot, or email reply confirming guidance.
* NEW (sourced) For first weeks on site: bring labeling habits, tool control, and clean documentation—managers notice.
* Proof artifact: practice log, mock score screenshot, or email reply confirming guidance.

# Drywall Finisher

### Entry Snapshot (local)

* Target: Drywall Finisher. Prepare a neutral, evidence‑first resume and a 90‑day ladder.
* Baseline cards on file (Flagger, OSHA‑10, Forklift classroom).
* Gather contact hubs for local programs/employers and confirm current application rhythm before advising.

### Rank‑Up Ladder

Week 0–2 (quick wins)

* Surface prep logs (masking, patch counts), viscosity tests; record times and rework rates.
* Proof artifact: log, photo without faces, checklist, or score report (dated).

Weeks 2–6 (credential + practice)

* Finish quality checks (mil thickness or passes) on mock panels; documentation habit.
* Proof artifact: completion record/card/score + supervisor/coach initials where applicable.

Weeks 6–12 (portfolio + applications)

* Portfolio: before/after with counts/specs; apply to helper roles with evidence sheet.
* Proof artifact: compiled evidence sheet, application screenshots, responses.

### Holdover Jobs that Count

* Painter Helper • Drywall Finisher Helper • Facilities Porter (document hazard controls)

### Additional Credentials & Micro‑Badges

* Lead‑safe work practices awareness (study signal) where appropriate.
* Resume phrasing + artifact noted above.

### Entry Tests & Physicals

* Physicals: repetitive motion endurance; fume/PPE discipline (checklists).
* Proof artifact: timed log or rubric signed by instructor/coach.

### BFET & Direct‑Entry College On‑Ramps

* If eligible, enroll in entry modules (mechanical/electrical/prints/safety) and keep enrollment/completion proof.
* Ask whether credit‑bearing coursework contributes to extra points or direct‑entry; store confirmations.

### Mobility Plan — Multi‑State Application Rotation

* Identify three regions with current demand; calendar their application windows.
* Maintain a rolling 90‑day application rotation with tracker screenshots.
* Collect relocation readiness docs and training proof; verify any licensing reciprocity.

### Social Intel — Practical Insights (placeholders to fill with links/dates)

* NEW (sourced) Interview scoring often favors measured stories over titles; rehearse with numbers (dims, counts, torque).
* Proof artifact: practice log, mock score screenshot, or email reply confirming guidance.
* NEW (sourced) Pace and safety: candidates who can describe a JHA and a production plan tend to rank higher.
* Proof artifact: practice log, mock score screenshot, or email reply confirming guidance.
* NEW (sourced) For first weeks on site: bring labeling habits, tool control, and clean documentation—managers notice.
* Proof artifact: practice log, mock score screenshot, or email reply confirming guidance.

# Electrician – Inside (01)

### Entry Snapshot (local)

* Target: Electrician – Inside (01). Prepare a neutral, evidence‑first resume and a 90‑day ladder.
* Baseline cards on file (Flagger, OSHA‑10, Forklift classroom).
* Gather contact hubs for local programs/employers and confirm current application rhythm before advising.

### Rank‑Up Ladder

Week 0–2 (quick wins)

* Study electrical vocabulary and nameplate basics; practice torque recording on mock-ups.
* Proof artifact: log, photo without faces, checklist, or score report (dated).
* Seek material handler/prefab helper roles at electrical employers; log materials and prints followed.
* Proof artifact: log, photo without faces, checklist, or score report (dated).

Weeks 2–6 (credential + practice)

* Complete code‑vocabulary modules or supervised lab tasks; capture measured work (lengths, counts, torque).
* Proof artifact: completion record/card/score + supervisor/coach initials where applicable.
* Document energy‑control habits (lock/tag/try on mock trainers) and inspection checklists.
* Proof artifact: completion record/card/score + supervisor/coach initials where applicable.

Weeks 6–12 (portfolio + applications)

* Assemble evidence sheet (conduit bends/layouts measured, torque logs, prints read) and apply via rotation.
* Proof artifact: compiled evidence sheet, application screenshots, responses.

### Holdover Jobs that Count

* Material Handler • Prefab Shop Assembler • Warehouse/Runner at electrical employers

### Additional Credentials & Micro‑Badges

* OSHA Outreach 30‑Hour (Construction) for lead‑track readiness (optional, outreach card).
* Resume phrasing + artifact noted above.

### Entry Tests & Physicals

* Aptitude: algebra/proportions; reading simple schematics/nameplates; tool ID & safe use rubric.
* Proof artifact: timed log or rubric signed by instructor/coach.

### BFET & Direct‑Entry College On‑Ramps

* If eligible, enroll in entry modules (mechanical/electrical/prints/safety) and keep enrollment/completion proof.
* Ask whether credit‑bearing coursework contributes to extra points or direct‑entry; store confirmations.

### Mobility Plan — Multi‑State Application Rotation

* Identify three regions with current demand; calendar their application windows.
* Maintain a rolling 90‑day application rotation with tracker screenshots.
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* Proof artifact: practice log, mock score screenshot, or email reply confirming guidance.
* NEW (sourced) For first weeks on site: bring labeling habits, tool control, and clean documentation—managers notice.
* Proof artifact: practice log, mock score screenshot, or email reply confirming guidance.

# Electrician – Limited Energy (06)

### Entry Snapshot (local)

* Target: Electrician – Limited Energy (06). Prepare a neutral, evidence‑first resume and a 90‑day ladder.
* Baseline cards on file (Flagger, OSHA‑10, Forklift classroom).
* Gather contact hubs for local programs/employers and confirm current application rhythm before advising.

### Rank‑Up Ladder

Week 0–2 (quick wins)

* Practice labeling, cable pathway layout, and simple testing on mock panels; save as‑built sketches.
* Proof artifact: log, photo without faces, checklist, or score report (dated).

Weeks 2–6 (credential + practice)

* Document device terminations and test logs (continuity, polarity) under supervision; maintain revision control.
* Proof artifact: completion record/card/score + supervisor/coach initials where applicable.

Weeks 6–12 (portfolio + applications)

* Portfolio: labeled panels, test sheets, and as‑built updates; target warehouse/runner → low‑voltage tech path.
* Proof artifact: compiled evidence sheet, application screenshots, responses.

### Holdover Jobs that Count

* Warehouse/Runner • Material Handler • Prefab Labeling/Panel Prep

### Additional Credentials & Micro‑Badges

* Manufacturer/module micro‑courses (when offered) for labeling/testing fundamentals (study signal).
* Resume phrasing + artifact noted above.

### Entry Tests & Physicals

* Aptitude: cable math (pull distances, dB basics), labeling accuracy; hand‑tool control rubric.
* Proof artifact: timed log or rubric signed by instructor/coach.

### BFET & Direct‑Entry College On‑Ramps

* If eligible, enroll in entry modules (mechanical/electrical/prints/safety) and keep enrollment/completion proof.
* Ask whether credit‑bearing coursework contributes to extra points or direct‑entry; store confirmations.

### Mobility Plan — Multi‑State Application Rotation

* Identify three regions with current demand; calendar their application windows.
* Maintain a rolling 90‑day application rotation with tracker screenshots.
* Collect relocation readiness docs and training proof; verify any licensing reciprocity.

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* Proof artifact: practice log, mock score screenshot, or email reply confirming guidance.
* NEW (sourced) For first weeks on site: bring labeling habits, tool control, and clean documentation—managers notice.
* Proof artifact: practice log, mock score screenshot, or email reply confirming guidance.

# Electrician – Residential (02)

### Entry Snapshot (local)

* Target: Electrician – Residential (02). Prepare a neutral, evidence‑first resume and a 90‑day ladder.
* Baseline cards on file (Flagger, OSHA‑10, Forklift classroom).
* Gather contact hubs for local programs/employers and confirm current application rhythm before advising.

### Rank‑Up Ladder

Week 0–2 (quick wins)

* Practice device swaps and GFCI/AFCI identification in lab settings; log steps and test results.
* Proof artifact: log, photo without faces, checklist, or score report (dated).

Weeks 2–6 (credential + practice)

* Shadow service‑style checklists (customer communication, safety, panel labeling) and record measured tasks.
* Proof artifact: completion record/card/score + supervisor/coach initials where applicable.

Weeks 6–12 (portfolio + applications)

* Portfolio: device counts, panel schedules updated, troubleshooting logs; apply to service‑oriented employers.
* Proof artifact: compiled evidence sheet, application screenshots, responses.

### Holdover Jobs that Count

* Warehouse/Runner • Service Dispatcher Trainee • Material Handler

### Additional Credentials & Micro‑Badges

* Optional customer‑service micro‑badge; electrical safety refreshers (study signal).
* Resume phrasing + artifact noted above.

### Entry Tests & Physicals

* Aptitude: residential circuits basics; service call scenarios; safe meter handling rubric.
* Proof artifact: timed log or rubric signed by instructor/coach.

### BFET & Direct‑Entry College On‑Ramps

* If eligible, enroll in entry modules (mechanical/electrical/prints/safety) and keep enrollment/completion proof.
* Ask whether credit‑bearing coursework contributes to extra points or direct‑entry; store confirmations.

### Mobility Plan — Multi‑State Application Rotation

* Identify three regions with current demand; calendar their application windows.
* Maintain a rolling 90‑day application rotation with tracker screenshots.
* Collect relocation readiness docs and training proof; verify any licensing reciprocity.

### Social Intel — Practical Insights (placeholders to fill with links/dates)

* NEW (sourced) Interview scoring often favors measured stories over titles; rehearse with numbers (dims, counts, torque).
* Proof artifact: practice log, mock score screenshot, or email reply confirming guidance.
* NEW (sourced) Pace and safety: candidates who can describe a JHA and a production plan tend to rank higher.
* Proof artifact: practice log, mock score screenshot, or email reply confirming guidance.
* NEW (sourced) For first weeks on site: bring labeling habits, tool control, and clean documentation—managers notice.
* Proof artifact: practice log, mock score screenshot, or email reply confirming guidance.

# Elevator Constructor

### Entry Snapshot (local)

* Target: Elevator Constructor. Prepare a neutral, evidence‑first resume and a 90‑day ladder.
* Baseline cards on file (Flagger, OSHA‑10, Forklift classroom).
* Gather contact hubs for local programs/employers and confirm current application rhythm before advising.

### Rank‑Up Ladder

Week 0–2 (quick wins)

* Practice mechanical reasoning and rigging hand‑signals; study motor/drive nameplates and log findings.
* Proof artifact: log, photo without faces, checklist, or score report (dated).

Weeks 2–6 (credential + practice)

* Shadow safe lock/tag habits on mock panels; document ladder work tolerance (time/distance) under supervision.
* Proof artifact: completion record/card/score + supervisor/coach initials where applicable.

Weeks 6–12 (portfolio + applications)

* Portfolio: rigging signal checklist, nameplate reads, torque/fastener logs; run application rotation.
* Proof artifact: compiled evidence sheet, application screenshots, responses.

### Holdover Jobs that Count

* Material Runner • Prefab/Assembly Helper • Facilities Maintenance Helper

### Additional Credentials & Micro‑Badges

* Aerial/Lift awareness (study signal) and documented ladder safety practice.
* Resume phrasing + artifact noted above.

### Entry Tests & Physicals

* Aptitude: mechanical reasoning, basic electricity; physical: ladder endurance and tool control.
* Proof artifact: timed log or rubric signed by instructor/coach.

### BFET & Direct‑Entry College On‑Ramps

* If eligible, enroll in entry modules (mechanical/electrical/prints/safety) and keep enrollment/completion proof.
* Ask whether credit‑bearing coursework contributes to extra points or direct‑entry; store confirmations.

### Mobility Plan — Multi‑State Application Rotation

* Identify three regions with current demand; calendar their application windows.
* Maintain a rolling 90‑day application rotation with tracker screenshots.
* Collect relocation readiness docs and training proof; verify any licensing reciprocity.

### Social Intel — Practical Insights (placeholders to fill with links/dates)

* NEW (sourced) Interview scoring often favors measured stories over titles; rehearse with numbers (dims, counts, torque).
* Proof artifact: practice log, mock score screenshot, or email reply confirming guidance.
* NEW (sourced) Pace and safety: candidates who can describe a JHA and a production plan tend to rank higher.
* Proof artifact: practice log, mock score screenshot, or email reply confirming guidance.
* NEW (sourced) For first weeks on site: bring labeling habits, tool control, and clean documentation—managers notice.
* Proof artifact: practice log, mock score screenshot, or email reply confirming guidance.

# Floor Layer

### Entry Snapshot (local)

* Target: Floor Layer. Prepare a neutral, evidence‑first resume and a 90‑day ladder.
* Baseline cards on file (Flagger, OSHA‑10, Forklift classroom).
* Gather contact hubs for local programs/employers and confirm current application rhythm before advising.

### Rank‑Up Ladder

Week 0–2 (quick wins)

* Precision measurements and torque logging on mock fasteners; record specs vs. readings.
* Proof artifact: log, photo without faces, checklist, or score report (dated).

Weeks 2–6 (credential + practice)

* Rigging/hand‑signals practice and alignment tasks on trainers; document accuracy vs. tolerance.
* Proof artifact: completion record/card/score + supervisor/coach initials where applicable.

Weeks 6–12 (portfolio + applications)

* Portfolio: torque sheets, alignment logs, rigging checklists; apply to fab/assembly helper roles.
* Proof artifact: compiled evidence sheet, application screenshots, responses.

### Holdover Jobs that Count

* Assembly Helper • Yard/Material Handler • Demolition/Prep Crew

### Additional Credentials & Micro‑Badges

* Rigging & signaling micro‑modules (study signal).
* Resume phrasing + artifact noted above.

### Entry Tests & Physicals

* Aptitude: mechanical reasoning; Physicals: carry distances, ladder endurance; tool control rubric.
* Proof artifact: timed log or rubric signed by instructor/coach.

### BFET & Direct‑Entry College On‑Ramps

* If eligible, enroll in entry modules (mechanical/electrical/prints/safety) and keep enrollment/completion proof.
* Ask whether credit‑bearing coursework contributes to extra points or direct‑entry; store confirmations.

### Mobility Plan — Multi‑State Application Rotation

* Identify three regions with current demand; calendar their application windows.
* Maintain a rolling 90‑day application rotation with tracker screenshots.
* Collect relocation readiness docs and training proof; verify any licensing reciprocity.

### Social Intel — Practical Insights (placeholders to fill with links/dates)

* NEW (sourced) Interview scoring often favors measured stories over titles; rehearse with numbers (dims, counts, torque).
* Proof artifact: practice log, mock score screenshot, or email reply confirming guidance.
* NEW (sourced) Pace and safety: candidates who can describe a JHA and a production plan tend to rank higher.
* Proof artifact: practice log, mock score screenshot, or email reply confirming guidance.
* NEW (sourced) For first weeks on site: bring labeling habits, tool control, and clean documentation—managers notice.
* Proof artifact: practice log, mock score screenshot, or email reply confirming guidance.

# Glazier

### Entry Snapshot (local)

* Target: Glazier. Prepare a neutral, evidence‑first resume and a 90‑day ladder.
* Baseline cards on file (Flagger, OSHA‑10, Forklift classroom).
* Gather contact hubs for local programs/employers and confirm current application rhythm before advising.

### Rank‑Up Ladder

Week 0–2 (quick wins)

* Glass handling basics with gloves and rack safety; measure openings accurately; log variance vs. spec.
* Proof artifact: log, photo without faces, checklist, or score report (dated).

Weeks 2–6 (credential + practice)

* Sealant/setting block practice on mock frames; track cleanliness/adhesion steps.
* Proof artifact: completion record/card/score + supervisor/coach initials where applicable.

Weeks 6–12 (portfolio + applications)

* Portfolio: measurements log, mock installs, cleanliness standards; target helper roles.
* Proof artifact: compiled evidence sheet, application screenshots, responses.

### Holdover Jobs that Count

* Glazier Helper • Shop Fabrication • Material Handler

### Additional Credentials & Micro‑Badges

* Lift/rigging awareness for panel handling (study signal).
* Resume phrasing + artifact noted above.

### Entry Tests & Physicals

* Physicals: carry distances, precision handling; tool control rubric.
* Proof artifact: timed log or rubric signed by instructor/coach.

### BFET & Direct‑Entry College On‑Ramps

* If eligible, enroll in entry modules (mechanical/electrical/prints/safety) and keep enrollment/completion proof.
* Ask whether credit‑bearing coursework contributes to extra points or direct‑entry; store confirmations.

### Mobility Plan — Multi‑State Application Rotation

* Identify three regions with current demand; calendar their application windows.
* Maintain a rolling 90‑day application rotation with tracker screenshots.
* Collect relocation readiness docs and training proof; verify any licensing reciprocity.

### Social Intel — Practical Insights (placeholders to fill with links/dates)

* NEW (sourced) Interview scoring often favors measured stories over titles; rehearse with numbers (dims, counts, torque).
* Proof artifact: practice log, mock score screenshot, or email reply confirming guidance.
* NEW (sourced) Pace and safety: candidates who can describe a JHA and a production plan tend to rank higher.
* Proof artifact: practice log, mock score screenshot, or email reply confirming guidance.
* NEW (sourced) For first weeks on site: bring labeling habits, tool control, and clean documentation—managers notice.
* Proof artifact: practice log, mock score screenshot, or email reply confirming guidance.

# Heat & Frost Insulator

### Entry Snapshot (local)

* Target: Heat & Frost Insulator. Prepare a neutral, evidence‑first resume and a 90‑day ladder.
* Baseline cards on file (Flagger, OSHA‑10, Forklift classroom).
* Gather contact hubs for local programs/employers and confirm current application rhythm before advising.

### Rank‑Up Ladder

Week 0–2 (quick wins)

* Measure/fit insulation around pipes on trainers; log cut accuracy and waste reduction over sessions.
* Proof artifact: log, photo without faces, checklist, or score report (dated).

Weeks 2–6 (credential + practice)

* Adhesive and cladding practice; track seam quality checks (photos without faces).
* Proof artifact: completion record/card/score + supervisor/coach initials where applicable.

Weeks 6–12 (portfolio + applications)

* Portfolio: measured wraps with cladding fit; apply to helper/insulation shop roles.
* Proof artifact: compiled evidence sheet, application screenshots, responses.

### Holdover Jobs that Count

* Insulation Helper • Shop Fabrication • Material Handler

### Additional Credentials & Micro‑Badges

* Knife/cutting safety micro‑modules; adhesive handling awareness (study signal).
* Resume phrasing + artifact noted above.

### Entry Tests & Physicals

* Physicals: repetitive cuts, ladder work tolerance; accuracy metrics on fit.
* Proof artifact: timed log or rubric signed by instructor/coach.

### BFET & Direct‑Entry College On‑Ramps

* If eligible, enroll in entry modules (mechanical/electrical/prints/safety) and keep enrollment/completion proof.
* Ask whether credit‑bearing coursework contributes to extra points or direct‑entry; store confirmations.

### Mobility Plan — Multi‑State Application Rotation

* Identify three regions with current demand; calendar their application windows.
* Maintain a rolling 90‑day application rotation with tracker screenshots.
* Collect relocation readiness docs and training proof; verify any licensing reciprocity.

### Social Intel — Practical Insights (placeholders to fill with links/dates)

* NEW (sourced) Interview scoring often favors measured stories over titles; rehearse with numbers (dims, counts, torque).
* Proof artifact: practice log, mock score screenshot, or email reply confirming guidance.
* NEW (sourced) Pace and safety: candidates who can describe a JHA and a production plan tend to rank higher.
* Proof artifact: practice log, mock score screenshot, or email reply confirming guidance.
* NEW (sourced) For first weeks on site: bring labeling habits, tool control, and clean documentation—managers notice.
* Proof artifact: practice log, mock score screenshot, or email reply confirming guidance.

# Ironworker

### Entry Snapshot (local)

* Target: Ironworker. Prepare a neutral, evidence‑first resume and a 90‑day ladder.
* Baseline cards on file (Flagger, OSHA‑10, Forklift classroom).
* Gather contact hubs for local programs/employers and confirm current application rhythm before advising.

### Rank‑Up Ladder

Week 0–2 (quick wins)

* Practice bolt‑up sequences on mock plates with measured torque; learn rigging hand‑signals.
* Proof artifact: log, photo without faces, checklist, or score report (dated).

Weeks 2–6 (credential + practice)

* Document fall‑protection inspections and hardware checks; track production pace (bolts/hour) in lab.
* Proof artifact: completion record/card/score + supervisor/coach initials where applicable.

Weeks 6–12 (portfolio + applications)

* Portfolio: torque logs, rigging signal checklist, measured assemblies; apply to structural/fab helpers.
* Proof artifact: compiled evidence sheet, application screenshots, responses.

### Holdover Jobs that Count

* Fabrication Helper • Yard/Material Handler • Demolition/Prep Crew

### Additional Credentials & Micro‑Badges

* Rigging & signaling micro‑modules (study signal); torch/grinder safe‑use checklists.
* Resume phrasing + artifact noted above.

### Entry Tests & Physicals

* Physicals: carry distances with hardware; tool endurance; ladder/scaffold tolerance (documented times).
* Proof artifact: timed log or rubric signed by instructor/coach.

### BFET & Direct‑Entry College On‑Ramps

* If eligible, enroll in entry modules (mechanical/electrical/prints/safety) and keep enrollment/completion proof.
* Ask whether credit‑bearing coursework contributes to extra points or direct‑entry; store confirmations.

### Mobility Plan — Multi‑State Application Rotation

* Identify three regions with current demand; calendar their application windows.
* Maintain a rolling 90‑day application rotation with tracker screenshots.
* Collect relocation readiness docs and training proof; verify any licensing reciprocity.

### Social Intel — Practical Insights (placeholders to fill with links/dates)

* NEW (sourced) Interview scoring often favors measured stories over titles; rehearse with numbers (dims, counts, torque).
* Proof artifact: practice log, mock score screenshot, or email reply confirming guidance.
* NEW (sourced) Pace and safety: candidates who can describe a JHA and a production plan tend to rank higher.
* Proof artifact: practice log, mock score screenshot, or email reply confirming guidance.
* NEW (sourced) For first weeks on site: bring labeling habits, tool control, and clean documentation—managers notice.
* Proof artifact: practice log, mock score screenshot, or email reply confirming guidance.

# Laborer

### Entry Snapshot (local)

* Target: Laborer. Prepare a neutral, evidence‑first resume and a 90‑day ladder.
* Baseline cards on file (Flagger, OSHA‑10, Forklift classroom).
* Gather contact hubs for local programs/employers and confirm current application rhythm before advising.

### Rank‑Up Ladder

Week 0–2 (quick wins)

* Site readiness drills: debris management, egress protection, housekeeping; log checklists with before/after counts.
* Proof artifact: log, photo without faces, checklist, or score report (dated).

Weeks 2–6 (credential + practice)

* Add safety adds: awareness modules (asbestos/lead/confined space/traffic control add‑ons) where feasible pre‑hire.
* Proof artifact: completion record/card/score + supervisor/coach initials where applicable.

Weeks 6–12 (portfolio + applications)

* Portfolio: cleanup rates (yards/hour), barrier installation counts, tool room accuracy; run rotation.
* Proof artifact: compiled evidence sheet, application screenshots, responses.

### Holdover Jobs that Count

* Demolition/Cleanup • Tool Room Attendant • Traffic Control Team • Concrete Laborer Trainee

### Additional Credentials & Micro‑Badges

* HAZWOPER awareness (24/40 as realistic) where available; clarify when employer sponsorship is typical.
* Resume phrasing + artifact noted above.
* Asbestos/Lead Awareness; Confined Space; Traffic Control add‑ons (study/prep where pre‑hire).
* Resume phrasing + artifact noted above.

### Entry Tests & Physicals

* Physical Capability events (as published): timed carries, shovel/haul tasks; keep timed logs.
* Proof artifact: timed log or rubric signed by instructor/coach.

### BFET & Direct‑Entry College On‑Ramps

* If eligible, enroll in entry modules (mechanical/electrical/prints/safety) and keep enrollment/completion proof.
* Ask whether credit‑bearing coursework contributes to extra points or direct‑entry; store confirmations.

### Mobility Plan — Multi‑State Application Rotation

* Identify three regions with current demand; calendar their application windows.
* Maintain a rolling 90‑day application rotation with tracker screenshots.
* Collect relocation readiness docs and training proof; verify any licensing reciprocity.

### Social Intel — Practical Insights (placeholders to fill with links/dates)

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* Proof artifact: practice log, mock score screenshot, or email reply confirming guidance.
* NEW (sourced) Pace and safety: candidates who can describe a JHA and a production plan tend to rank higher.
* Proof artifact: practice log, mock score screenshot, or email reply confirming guidance.
* NEW (sourced) For first weeks on site: bring labeling habits, tool control, and clean documentation—managers notice.
* Proof artifact: practice log, mock score screenshot, or email reply confirming guidance.

# Operating Engineer

### Entry Snapshot (local)

* Target: Operating Engineer. Prepare a neutral, evidence‑first resume and a 90‑day ladder.
* Baseline cards on file (Flagger, OSHA‑10, Forklift classroom).
* Gather contact hubs for local programs/employers and confirm current application rhythm before advising.

### Rank‑Up Ladder

Week 0–2 (quick wins)

* Spotter/hand‑signal practice; grade‑checking basics with level/rod; log accuracy vs. target.
* Proof artifact: log, photo without faces, checklist, or score report (dated).

Weeks 2–6 (credential + practice)

* Simulator or supervised seat time where available; maintain a pre‑trip checklist and signal log.
* Proof artifact: completion record/card/score + supervisor/coach initials where applicable.

Weeks 6–12 (portfolio + applications)

* Portfolio: spotter logs, grade checks (tolerances), pre‑trip forms; target yard/spotter roles first.
* Proof artifact: compiled evidence sheet, application screenshots, responses.

### Holdover Jobs that Count

* Yard/Shop Helper • Spotter/Ground Crew • Fuel/Lube Helper (where allowed)

### Additional Credentials & Micro‑Badges

* Equipment safety micro‑modules; DOT medical card/CDL steps if trending to haul/lowboy support.
* Resume phrasing + artifact noted above.

### Entry Tests & Physicals

* Aptitude: spatial/grade reading; Physicals: ladder/steps endurance, spotter accuracy under time.
* Proof artifact: timed log or rubric signed by instructor/coach.

### BFET & Direct‑Entry College On‑Ramps

* If eligible, enroll in entry modules (mechanical/electrical/prints/safety) and keep enrollment/completion proof.
* Ask whether credit‑bearing coursework contributes to extra points or direct‑entry; store confirmations.

### Mobility Plan — Multi‑State Application Rotation

* Identify three regions with current demand; calendar their application windows.
* Maintain a rolling 90‑day application rotation with tracker screenshots.
* Collect relocation readiness docs and training proof; verify any licensing reciprocity.

### Social Intel — Practical Insights (placeholders to fill with links/dates)

* NEW (sourced) Interview scoring often favors measured stories over titles; rehearse with numbers (dims, counts, torque).
* Proof artifact: practice log, mock score screenshot, or email reply confirming guidance.
* NEW (sourced) Pace and safety: candidates who can describe a JHA and a production plan tend to rank higher.
* Proof artifact: practice log, mock score screenshot, or email reply confirming guidance.
* NEW (sourced) For first weeks on site: bring labeling habits, tool control, and clean documentation—managers notice.
* Proof artifact: practice log, mock score screenshot, or email reply confirming guidance.

# Painter

### Entry Snapshot (local)

* Target: Painter. Prepare a neutral, evidence‑first resume and a 90‑day ladder.
* Baseline cards on file (Flagger, OSHA‑10, Forklift classroom).
* Gather contact hubs for local programs/employers and confirm current application rhythm before advising.

### Rank‑Up Ladder

Week 0–2 (quick wins)

* Surface prep logs (masking, patch counts), viscosity tests; record times and rework rates.
* Proof artifact: log, photo without faces, checklist, or score report (dated).

Weeks 2–6 (credential + practice)

* Finish quality checks (mil thickness or passes) on mock panels; documentation habit.
* Proof artifact: completion record/card/score + supervisor/coach initials where applicable.

Weeks 6–12 (portfolio + applications)

* Portfolio: before/after with counts/specs; apply to helper roles with evidence sheet.
* Proof artifact: compiled evidence sheet, application screenshots, responses.

### Holdover Jobs that Count

* Painter Helper • Drywall Finisher Helper • Facilities Porter (document hazard controls)

### Additional Credentials & Micro‑Badges

* Lead‑safe work practices awareness (study signal) where appropriate.
* Resume phrasing + artifact noted above.

### Entry Tests & Physicals

* Physicals: repetitive motion endurance; fume/PPE discipline (checklists).
* Proof artifact: timed log or rubric signed by instructor/coach.

### BFET & Direct‑Entry College On‑Ramps

* If eligible, enroll in entry modules (mechanical/electrical/prints/safety) and keep enrollment/completion proof.
* Ask whether credit‑bearing coursework contributes to extra points or direct‑entry; store confirmations.

### Mobility Plan — Multi‑State Application Rotation

* Identify three regions with current demand; calendar their application windows.
* Maintain a rolling 90‑day application rotation with tracker screenshots.
* Collect relocation readiness docs and training proof; verify any licensing reciprocity.

### Social Intel — Practical Insights (placeholders to fill with links/dates)

* NEW (sourced) Interview scoring often favors measured stories over titles; rehearse with numbers (dims, counts, torque).
* Proof artifact: practice log, mock score screenshot, or email reply confirming guidance.
* NEW (sourced) Pace and safety: candidates who can describe a JHA and a production plan tend to rank higher.
* Proof artifact: practice log, mock score screenshot, or email reply confirming guidance.
* NEW (sourced) For first weeks on site: bring labeling habits, tool control, and clean documentation—managers notice.
* Proof artifact: practice log, mock score screenshot, or email reply confirming guidance.

# Plasterer

### Entry Snapshot (local)

* Target: Plasterer. Prepare a neutral, evidence‑first resume and a 90‑day ladder.
* Baseline cards on file (Flagger, OSHA‑10, Forklift classroom).
* Gather contact hubs for local programs/employers and confirm current application rhythm before advising.

### Rank‑Up Ladder

Week 0–2 (quick wins)

* Surface prep logs (masking, patch counts), viscosity tests; record times and rework rates.
* Proof artifact: log, photo without faces, checklist, or score report (dated).

Weeks 2–6 (credential + practice)

* Finish quality checks (mil thickness or passes) on mock panels; documentation habit.
* Proof artifact: completion record/card/score + supervisor/coach initials where applicable.

Weeks 6–12 (portfolio + applications)

* Portfolio: before/after with counts/specs; apply to helper roles with evidence sheet.
* Proof artifact: compiled evidence sheet, application screenshots, responses.

### Holdover Jobs that Count

* Painter Helper • Drywall Finisher Helper • Facilities Porter (document hazard controls)

### Additional Credentials & Micro‑Badges

* Lead‑safe work practices awareness (study signal) where appropriate.
* Resume phrasing + artifact noted above.

### Entry Tests & Physicals

* Physicals: repetitive motion endurance; fume/PPE discipline (checklists).
* Proof artifact: timed log or rubric signed by instructor/coach.

### BFET & Direct‑Entry College On‑Ramps

* If eligible, enroll in entry modules (mechanical/electrical/prints/safety) and keep enrollment/completion proof.
* Ask whether credit‑bearing coursework contributes to extra points or direct‑entry; store confirmations.

### Mobility Plan — Multi‑State Application Rotation

* Identify three regions with current demand; calendar their application windows.
* Maintain a rolling 90‑day application rotation with tracker screenshots.
* Collect relocation readiness docs and training proof; verify any licensing reciprocity.

### Social Intel — Practical Insights (placeholders to fill with links/dates)

* NEW (sourced) Interview scoring often favors measured stories over titles; rehearse with numbers (dims, counts, torque).
* Proof artifact: practice log, mock score screenshot, or email reply confirming guidance.
* NEW (sourced) Pace and safety: candidates who can describe a JHA and a production plan tend to rank higher.
* Proof artifact: practice log, mock score screenshot, or email reply confirming guidance.
* NEW (sourced) For first weeks on site: bring labeling habits, tool control, and clean documentation—managers notice.
* Proof artifact: practice log, mock score screenshot, or email reply confirming guidance.

# Plumber / Steamfitter / HVAC-R

### Entry Snapshot (local)

* Target: Plumber / Steamfitter / HVAC-R. Prepare a neutral, evidence‑first resume and a 90‑day ladder.
* Baseline cards on file (Flagger, OSHA‑10, Forklift classroom).
* Gather contact hubs for local programs/employers and confirm current application rhythm before advising.

### Rank‑Up Ladder

Week 0–2 (quick wins)

* Register for EPA Section 608 study and schedule testing (Type I/II/III/Universal).
* Proof artifact: log, photo without faces, checklist, or score report (dated).
* Log basic sheet‑metal tasks (measure/cut/assemble) or parts counter interactions (pulls, returns, accuracy).
* Proof artifact: log, photo without faces, checklist, or score report (dated).

Weeks 2–6 (credential + practice)

* Complete EPA 608 exam; attach score report/card. Take intro mechanical/electrical/prints modules if eligible (BFET).
* Proof artifact: completion record/card/score + supervisor/coach initials where applicable.

Weeks 6–12 (portfolio + applications)

* Portfolio: gauges/nameplate readings, fabricated pieces (dims), service logs; target helper/maintenance roles.
* Proof artifact: compiled evidence sheet, application screenshots, responses.

### Holdover Jobs that Count

* Parts Counter • Sheet‑Metal Shop Helper • Maintenance Helper • Shop Fabricator Trainee

### Additional Credentials & Micro‑Badges

* EPA Section 608 (Type I/II/III/Universal) — non‑expiring credential; list exact type on resume.
* Resume phrasing + artifact noted above.
* Manufacturer micro‑modules (study signal) to learn controls and components vocabulary.
* Resume phrasing + artifact noted above.

### Entry Tests & Physicals

* Aptitude: mechanical reasoning, basic thermodynamics vocabulary; tool ID for sheet‑metal (snips, brakes).
* Proof artifact: timed log or rubric signed by instructor/coach.

### BFET & Direct‑Entry College On‑Ramps

* If eligible, enroll in entry modules (mechanical/electrical/prints/safety) and keep enrollment/completion proof.
* Ask whether credit‑bearing coursework contributes to extra points or direct‑entry; store confirmations.

### Mobility Plan — Multi‑State Application Rotation

* Identify three regions with current demand; calendar their application windows.
* Maintain a rolling 90‑day application rotation with tracker screenshots.
* Collect relocation readiness docs and training proof; verify any licensing reciprocity.

### Social Intel — Practical Insights (placeholders to fill with links/dates)

* NEW (sourced) Interview scoring often favors measured stories over titles; rehearse with numbers (dims, counts, torque).
* Proof artifact: practice log, mock score screenshot, or email reply confirming guidance.
* NEW (sourced) Pace and safety: candidates who can describe a JHA and a production plan tend to rank higher.
* Proof artifact: practice log, mock score screenshot, or email reply confirming guidance.
* NEW (sourced) For first weeks on site: bring labeling habits, tool control, and clean documentation—managers notice.
* Proof artifact: practice log, mock score screenshot, or email reply confirming guidance.

# Roofer

### Entry Snapshot (local)

* Target: Roofer. Prepare a neutral, evidence‑first resume and a 90‑day ladder.
* Baseline cards on file (Flagger, OSHA‑10, Forklift classroom).
* Gather contact hubs for local programs/employers and confirm current application rhythm before advising.

### Rank‑Up Ladder

Week 0–2 (quick wins)

* Material handling drills (bundles, fasteners, membrane rolls) with counts; ladder safety practice logs.
* Proof artifact: log, photo without faces, checklist, or score report (dated).

Weeks 2–6 (credential + practice)

* Practice layout/chalk lines and fastener patterns on mock decks; document pattern accuracy over time.
* Proof artifact: completion record/card/score + supervisor/coach initials where applicable.

Weeks 6–12 (portfolio + applications)

* Portfolio: pattern accuracy logs, material handling counts, ladder readiness; apply to roofing helper roles.
* Proof artifact: compiled evidence sheet, application screenshots, responses.

### Holdover Jobs that Count

* Roofing Helper • Material Handler • Tear‑off Crew (document PPE and debris control)

### Additional Credentials & Micro‑Badges

* Manufacturer modules/academies where available (study signal) — attach completion records.
* Resume phrasing + artifact noted above.

### Entry Tests & Physicals

* Physicals: ladder climbs, balance on stable platforms (training environment), carry distances with materials.
* Proof artifact: timed log or rubric signed by instructor/coach.

### BFET & Direct‑Entry College On‑Ramps

* If eligible, enroll in entry modules (mechanical/electrical/prints/safety) and keep enrollment/completion proof.
* Ask whether credit‑bearing coursework contributes to extra points or direct‑entry; store confirmations.

### Mobility Plan — Multi‑State Application Rotation

* Identify three regions with current demand; calendar their application windows.
* Maintain a rolling 90‑day application rotation with tracker screenshots.
* Collect relocation readiness docs and training proof; verify any licensing reciprocity.

### Social Intel — Practical Insights (placeholders to fill with links/dates)

* NEW (sourced) Interview scoring often favors measured stories over titles; rehearse with numbers (dims, counts, torque).
* Proof artifact: practice log, mock score screenshot, or email reply confirming guidance.
* NEW (sourced) Pace and safety: candidates who can describe a JHA and a production plan tend to rank higher.
* Proof artifact: practice log, mock score screenshot, or email reply confirming guidance.
* NEW (sourced) For first weeks on site: bring labeling habits, tool control, and clean documentation—managers notice.
* Proof artifact: practice log, mock score screenshot, or email reply confirming guidance.

# Sheet Metal

### Entry Snapshot (local)

* Target: Sheet Metal. Prepare a neutral, evidence‑first resume and a 90‑day ladder.
* Baseline cards on file (Flagger, OSHA‑10, Forklift classroom).
* Gather contact hubs for local programs/employers and confirm current application rhythm before advising.

### Rank‑Up Ladder

Week 0–2 (quick wins)

* Duct math and layout practice; measure/cut/assemble scrap into squares/offsets; record dimensions and fit.
* Proof artifact: log, photo without faces, checklist, or score report (dated).

Weeks 2–6 (credential + practice)

* Shop helper tasks: shears/brakes checklists, parts pulls; accuracy logs (mis‑cut rate trending down).
* Proof artifact: completion record/card/score + supervisor/coach initials where applicable.

Weeks 6–12 (portfolio + applications)

* Portfolio: fabricated pieces with dimensions, print callouts matched; apply to shop/fab helper roles.
* Proof artifact: compiled evidence sheet, application screenshots, responses.

### Holdover Jobs that Count

* Sheet‑Metal Shop Helper • Warehouse/Runner • Fabrication Trainee

### Additional Credentials & Micro‑Badges

* Manufacturer or shop safety micro‑modules (study signal).
* Resume phrasing + artifact noted above.

### Entry Tests & Physicals

* Aptitude: mechanical reasoning, spatial layout; physicals: standing, carry distances; tool control rubric.
* Proof artifact: timed log or rubric signed by instructor/coach.

### BFET & Direct‑Entry College On‑Ramps

* If eligible, enroll in entry modules (mechanical/electrical/prints/safety) and keep enrollment/completion proof.
* Ask whether credit‑bearing coursework contributes to extra points or direct‑entry; store confirmations.

### Mobility Plan — Multi‑State Application Rotation

* Identify three regions with current demand; calendar their application windows.
* Maintain a rolling 90‑day application rotation with tracker screenshots.
* Collect relocation readiness docs and training proof; verify any licensing reciprocity.

### Social Intel — Practical Insights (placeholders to fill with links/dates)

* NEW (sourced) Interview scoring often favors measured stories over titles; rehearse with numbers (dims, counts, torque).
* Proof artifact: practice log, mock score screenshot, or email reply confirming guidance.
* NEW (sourced) Pace and safety: candidates who can describe a JHA and a production plan tend to rank higher.
* Proof artifact: practice log, mock score screenshot, or email reply confirming guidance.
* NEW (sourced) For first weeks on site: bring labeling habits, tool control, and clean documentation—managers notice.
* Proof artifact: practice log, mock score screenshot, or email reply confirming guidance.

# Sprinkler Fitter

### Entry Snapshot (local)

* Target: Sprinkler Fitter. Prepare a neutral, evidence‑first resume and a 90‑day ladder.
* Baseline cards on file (Flagger, OSHA‑10, Forklift classroom).
* Gather contact hubs for local programs/employers and confirm current application rhythm before advising.

### Rank‑Up Ladder

Week 0–2 (quick wins)

* Threading/grooving practice on trainers; log thread depth, leak checks; label components correctly.
* Proof artifact: log, photo without faces, checklist, or score report (dated).

Weeks 2–6 (credential + practice)

* Hanger layout and measurement; document tolerance vs. print callout.
* Proof artifact: completion record/card/score + supervisor/coach initials where applicable.

Weeks 6–12 (portfolio + applications)

* Portfolio: measured assemblies and leak‑check logs; target shop/warehouse helper roles.
* Proof artifact: compiled evidence sheet, application screenshots, responses.

### Holdover Jobs that Count

* Shop Fabrication • Warehouse/Parts • Material Handler

### Additional Credentials & Micro‑Badges

* Basic prints and component ID micro‑modules (study signal).
* Resume phrasing + artifact noted above.

### Entry Tests & Physicals

* Aptitude: reading simple riser diagrams; Physicals: ladder endurance; tool control.
* Proof artifact: timed log or rubric signed by instructor/coach.

### BFET & Direct‑Entry College On‑Ramps

* If eligible, enroll in entry modules (mechanical/electrical/prints/safety) and keep enrollment/completion proof.
* Ask whether credit‑bearing coursework contributes to extra points or direct‑entry; store confirmations.

### Mobility Plan — Multi‑State Application Rotation

* Identify three regions with current demand; calendar their application windows.
* Maintain a rolling 90‑day application rotation with tracker screenshots.
* Collect relocation readiness docs and training proof; verify any licensing reciprocity.

### Social Intel — Practical Insights (placeholders to fill with links/dates)

* NEW (sourced) Interview scoring often favors measured stories over titles; rehearse with numbers (dims, counts, torque).
* Proof artifact: practice log, mock score screenshot, or email reply confirming guidance.
* NEW (sourced) Pace and safety: candidates who can describe a JHA and a production plan tend to rank higher.
* Proof artifact: practice log, mock score screenshot, or email reply confirming guidance.
* NEW (sourced) For first weeks on site: bring labeling habits, tool control, and clean documentation—managers notice.
* Proof artifact: practice log, mock score screenshot, or email reply confirming guidance.

# High Voltage – Outside Lineman

### Entry Snapshot (local)

* Target: High Voltage – Outside Lineman. Prepare a neutral, evidence‑first resume and a 90‑day ladder.
* Baseline cards on file (Flagger, OSHA‑10, Forklift classroom).
* Gather contact hubs for local programs/employers and confirm current application rhythm before advising.

### Rank‑Up Ladder

Week 0–2 (quick wins)

* Study Electrical Hazard Awareness and rigging/hand‑signals; begin WSDA Right‑of‑Way pesticide study.
* Proof artifact: log, photo without faces, checklist, or score report (dated).
* Chainsaw maintenance and safety checks on trainer equipment; log chain tension, bar swaps, PPE checks.
* Proof artifact: log, photo without faces, checklist, or score report (dated).

Weeks 2–6 (credential + practice)

* Document drop‑zone control checklists; storm‑readiness drills (saw starting, fueling, chain swaps) with times.
* Proof artifact: completion record/card/score + supervisor/coach initials where applicable.
* CDL steps (where relevant): CLP study and DOT medical card; save confirmations.
* Proof artifact: completion record/card/score + supervisor/coach initials where applicable.

Weeks 6–12 (portfolio + applications)

* Portfolio: rigging signals log, saw maintenance log, ROW study notes; run monthly application rotation.
* Proof artifact: compiled evidence sheet, application screenshots, responses.

### Holdover Jobs that Count

* Grounds/ROW Helper • Vegetation Management Assistant • Yard/Material Handler

### Additional Credentials & Micro‑Badges

* Electrical Hazard Awareness (EHAP) study; WSDA Right‑of‑Way pesticide category study; ISA Tree Worker/Arborist pathway (study signal until certified).
* Resume phrasing + artifact noted above.

### Entry Tests & Physicals

* Physicals: supervised climbing readiness (where allowed), carry distances with gear; timed saw maintenance tasks.
* Proof artifact: timed log or rubric signed by instructor/coach.

### BFET & Direct‑Entry College On‑Ramps

* If eligible, enroll in entry modules (mechanical/electrical/prints/safety) and keep enrollment/completion proof.
* Ask whether credit‑bearing coursework contributes to extra points or direct‑entry; store confirmations.

### Mobility Plan — Multi‑State Application Rotation

* Identify three regions with current demand; calendar their application windows.
* Maintain a rolling 90‑day application rotation with tracker screenshots.
* Collect relocation readiness docs and training proof; verify any licensing reciprocity.

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# Power Line Clearance Tree Trimmer

### Entry Snapshot (local)

* Target: Power Line Clearance Tree Trimmer. Prepare a neutral, evidence‑first resume and a 90‑day ladder.
* Baseline cards on file (Flagger, OSHA‑10, Forklift classroom).
* Gather contact hubs for local programs/employers and confirm current application rhythm before advising.

### Rank‑Up Ladder

Week 0–2 (quick wins)

* Study Electrical Hazard Awareness and rigging/hand‑signals; begin WSDA Right‑of‑Way pesticide study.
* Proof artifact: log, photo without faces, checklist, or score report (dated).
* Chainsaw maintenance and safety checks on trainer equipment; log chain tension, bar swaps, PPE checks.
* Proof artifact: log, photo without faces, checklist, or score report (dated).

Weeks 2–6 (credential + practice)

* Document drop‑zone control checklists; storm‑readiness drills (saw starting, fueling, chain swaps) with times.
* Proof artifact: completion record/card/score + supervisor/coach initials where applicable.
* CDL steps (where relevant): CLP study and DOT medical card; save confirmations.
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Weeks 6–12 (portfolio + applications)

* Portfolio: rigging signals log, saw maintenance log, ROW study notes; run monthly application rotation.
* Proof artifact: compiled evidence sheet, application screenshots, responses.

### Holdover Jobs that Count

* Grounds/ROW Helper • Vegetation Management Assistant • Yard/Material Handler

### Additional Credentials & Micro‑Badges

* Electrical Hazard Awareness (EHAP) study; WSDA Right‑of‑Way pesticide category study; ISA Tree Worker/Arborist pathway (study signal until certified).
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## Sources & uploaded materials consolidated

* Seattle Construction Trades Apprenticeship Roadmaps (uploaded)
* Transferable Skills to Construction (uploaded)
* Trade one‑pagers (Electrician, Elevator, Ironworking, Plumbing roadmap) (uploaded)

Note: This consolidation does not add external links. In the app, you can attach citations beside items when browsing is enabled.

## How to embed in app (Instructor Packet step)

* When a trade is selected, copy the exact section for that trade (this document) into the Instructor Packet.
* Include the student’s reflections and any full‑text uploads after the trade section.
* Attach the student’s proof artifacts (cards, score reports, logs, photos without faces, dated checklists).