

TERO WORKER OVERVIEW

*A quick guide for workers using
the Job Skills Bank and
TERO referrals*



**Connecting workers to
opportunity, training, and
tribal project referrals.**

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Before You Get Started



Complete your
Job Skills Bank application.



Provide tribal ID or
enrollment verification.



List your skills, licenses,
and work experience.



Keep your contact
information current.



Ask about training and
upcoming opportunities.



Need help getting started?

Contact TERO for assistance
with referrals, updates, and
training opportunities.



Lori Trail

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About TERO

The Tribal Employment Rights Office (TERO) helps connect qualified Native workers with job referrals, training opportunities, and support for employment on Mille Lacs Band projects. TERO works to help workers get connected, stay informed, and prepare for work so you can take advantage of opportunities on tribal projects and in the construction industry.

*For full details on worker eligibility, application steps, and requirements, please refer to the **Worker Requirements** document.*



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What TERO Means for You

The Tribal Employment Rights Office (TERO) helps workers connect with tribal project opportunities, understand referral expectations, and access training and support to build successful careers in the construction industry.



Job referrals for covered tribal projects.



Training and skills development opportunities.



Ongoing support and communication with TERO.



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Worker Responsibilities

-  Provide accurate application information.
-  Keep your phone number, address, and work status current.
-  Maintain monthly contact with TERO to stay **Active & Available**.
-  Be prepared, punctual, and productive on the job.
-  Follow the contractor's handbook, safety rules, and attendance expectations.



TERO is here to support worker success, strong communication, and continued eligibility for referrals.



For full worker requirements and acknowledgement details, please refer to the **Worker Requirements** document.

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Training & Career Pathways

TERO works with training partners to help workers build skills, earn certifications, and connect to career opportunities in the construction industry.



General Labor



Skilled Trades Referrals



Highway Heavy Carpenter Training



CDL Training Graduates



Heavy Equipment / Operator Pathways



We can help connect workers with training, referrals, and real project opportunities.

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