

TERO FAQs

What is the purpose of the TERO program?

The Confederated Tribes of Grand Ronde Tribal Employment Rights Ordinance was enacted to ensure that Indian people can participate in economic opportunities on and near the Grand Ronde Reservation.

What is the TERO Skills Bank?

TERO manages a list of eligible, qualified Tribal members and other Indians that have submitted applications. The skills bank data base is used to match applicant skills to the job requests made to TERO primarily for construction and maintenance jobs.

What Training Opportunities Are Available?

For careers in the construction trades TERO coordinates with contractors, The state of Oregon BOLI and other construction trades training providers. TERO ensures that Tribal members are afforded opportunities to obtain specialized training that provides them with the potential to advance from apprentice to journey level work. TERO requires Tribal employers to provide preference to Tribal employees when training opportunities, meant to provide career development and advancement benefit, are available.

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TERO Authority

In the exercise of their sovereign authority, Indian Tribes have the right to regulate and control the employment practices of all employers conducting business on their reservations.

Under federal law, Indian people have unique and special employment rights that allow Tribal nations to establish employment preference requirements. These employment preferences apply to employers both on, and under certain circumstances, near their reservations.

To ensure that individual Tribal members and other Indians fully benefit from these authorities and laws, the Confederated Tribes of Grand Ronde has enacted a Tribal Employment Rights Ordinance. The ordinance requires all employers including Tribal government, Tribal businesses and contractors that perform work on the Reservation, to provide Tribal preference in employment, and Indian preference in contracting and subcontracting. On federal-aid highway projects near the reservation, preference applies to all enrolled members of federally recognized Indian Tribes.

Economic Opportunity

The TERO Ordinance establishes a TERO program and commission to implement its provisions and ensure compliance.



The Programs goals are to:

- ◆ Provide preference in employment and contracting.
- ◆ Increase employment of Grand Ronde Tribal members and other Indians.
- ◆ Provide training and education to improve career and economic opportunities.
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TERO Services

- ◆ TERO establishes and maintains a skills bank “hiring pool” to refer Tribal members and other American Indians for available work.
- ◆ TERO Workforce Programs provide clients with skills assessments and career counseling. In addition, the program coordinates with other Tribal departments, as well as organizations outside of the Tribe, to identify resources that can be applied to provide clients with a variety of career preparation and career advancement training opportunities.
- ◆ TERO also provides trainings that prepare clients to meet qualifications for participation in upcoming job opportunities.
- ◆ TERO certifies and maintains a list of Grand Ronde Tribal member owned or Indian owned business (IOB). IOBs are given a preference that will be applied to Tribal contracting opportunities.

