Our Mission

"To uphold The Klamath Tribes' inherent sovereignty by developing a highly skilled workforce through targeted training, employment, and economic opportunities that strengthen our Tribal community and reflect our cultural values."

The Tribal Employment Rights Ordinance

On October 19, 2024, The Klamath Tribes General Council adopted the Tribal Employment Rights Ordinance (Klamath Tribal Code Title 6, Chapter 40).

The ordinance requires all covered employers and contractors that perform work on the reservation to provide Tribal preference in employment, contracting, and subcontracting.

Based on their political relationship with the U.S. government, The Klamath Tribes retain the sovereign right to self-governance and the authority to enforce this ordinance.

Our Team

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The Klamath Tribes

Tribal Employment Rights Office (TERO)

Serving Klamath County, OR

Workforce Development
Indian Hiring Preference
Job Placement Opportunities

Who Do We Serve?

Any member of a federally recognized tribe who lives in Klamath County, Oregon, and is at least 16 years old can join TERO.

What Services Do We Offer?

Workforce Development
TERO maintains a database of skilled Tribal workers and provides training and employment resources to help Tribal members build skills and prepare for employment. We offer regular trainings in Chiloquin and Klamath Falls, OR on topics ranging from skilled trades and construction to administrative and communication skills.

Job Placement
TERO connects qualified Indian workers with employment opportunities on Tribal projects and other projects within TERO's jurisdiction.

Enforcement of Indian Hiring Preference
TERO enforces Indian hiring preference for all eligible on-reservation projects as follows:

- First preference: Klamath Tribal members
- Second preference: Enrolled members of another federally recognized tribe
- Third preference: Non-Tribal members

Certification of Indian-Owned Businesses (IOBs)
TERO reviews and certifies IOBs that are 51% or more owned and operated by a member of a federally recognized tribe. Certified IOBs receive preference in procurement and contracting opportunities with the Tribe.

Community Partnerships
TERO works with organizations such as WorkSource and Klamath Community College to connect Tribal members with employment opportunities, training, education, and other workforce resources.

What Trainings Do We Offer?

TERO offers monthly trainings. Contact our office for the schedule of upcoming trainings and locations.

Introduction to Construction Tools
Learn common hand and power tools, basic construction safety, math, and building techniques to prepare for apprenticeships, construction careers, and further skilled-trades training.

Commercial Driver's License (CDL)
Prepare for a career as a professional truck driver through a comprehensive Class A CDL training. Participants receive classroom instruction and hands-on driving experience.

OHSA 10 & Equipment Operator Certification
Earn an OSHA 10-Hour Construction credential and learn essential workplace safety practices for the construction industry, including hazard recognition, personal protective equipment, and injury prevention. Learn the safe operation of construction equipment, including forklifts and boom lifts, equipment inspection, hazard recognition, load handling, fall protection, and safe operating practices.

Flagger Certification
Learn how to safely direct traffic through roadway and construction work zones using proper signaling, positioning, and communication techniques.

CPR/First Aid
Learn lifesaving skills for responding to medical emergencies, including CPR and basic first aid.

Confined Spaces Certification
Learn how to recognize confined-space hazards and safely work in or around confined spaces. Training covers hazard assessment, safe entry procedures, protective equipment, and emergency response.

Excavation Safety Certification
Learn about excavation and trenching work, soil classification, protective systems, excavation safety planning, and emergency procedures.

World of Work (WOW)
Build practical skills for finding, securing, and succeeding in employment. Topics include professional communication, personal branding, interviewing, and job-search strategies.

Strong Roots, Strong Futures (Ages 16-24)
Young Tribal members learn the skills and confidence needed to prepare for future education and employment. This training focuses on professional communication, workplace expectations, de-escalation, financial literacy, career exploration, and other real-world skills.

Succeeding as an Administrative Professional
Develop practical skills for succeeding in an administrative or office environment. Topics include professional communication, organization, time management, workplace technology, customer service, and other essential administrative skills.

How Do I Apply?

Complete your Skills Bank application, and upload proof of tribal affiliation (Tribal ID or Certificate of Indian Blood (CIB). You can contact the office to request a paper application.

Scan to complete your application: