



Center of Excellence – HSEM

Strategic Planning Focus Group Meeting Minutes November 1, 2016

Location: King County Office of Emergency Management

Present: Don, Andrews (new board member), Dan Guerrero, Bryant Harrison, Chris Johnson, Vickie Leighton,

Staff: Linda Crerar, Wendy Freitag, Kellie Hale, and Anita Janis

Guests: Jody Miller (Deputy Director for King County Office of Emergency Management) and Barnaby Dow (Governmental Affairs for King County Office of Emergency Management)

Welcome, Introductions, Announcements:

Chris Johnson called the meeting to order and started introductions. Linda informed everyone about the Board having three new members: Don Andrews (Transportation Security Officer – TSA and Union Representative), David Corr (Program Manager – Washington Association of Sheriffs and Police Chiefs), and Bill Gillespie (Search and Rescue). There is also a former member returning to partake in the Advisory Board: Patrick Knouff (Emergency Management Senior Program Specialist at City of Olympia).

Linda also let everyone know that Pierce College’s Bachelors of Applied Science in Homeland Security Emergency Management had been approved by the Northwest Accreditation Council. John Pennington will be the Program Director for the BAS-HSEM and Associate/Certificate program. The BAS-HSEM will start in winter 2017.

Envisioning the Future – Perspectives on the future of the all hazard emergency management careers.

Jody Miller provided insights on what she envisions for the future of HSEM. She said that in the past Emergency Management had recently been viewed as a “retirement” discipline rather than as a long-term career. However, that view is starting to change. In regards to HSEM curriculum, Jody says, “It’s not all about memorization. We can’t rely on the FEMA ICS course to help students understand HSEM.”

Wendy Freitag mentioned to everyone how the private sector will not even look at applications that shows a lot of ICS.

“We can’t get too stove piped on ICS. It is important for a person to be flexible and adaptable.” Said Jody.

The term ‘process management’ was brought up and how to be able to manipulate ICS into different functions and executions within an organization.

Bryant Harrison shared how FEMA is getting away from ICS and moving towards Incident Support. However, he also mentioned that FEMA is starting to get away from Incident Support as well. FEMA is working on the catastrophic end of things. You have to teach some sort of methodical response to HSEM.

It was noted by Board members how online learning can be a challenge. The reason being due to a lack of applied learning is involved, but rather focuses on memorization. To get the applied learning students desperately need internships are a must. The skills students are lacking are strategic planning and risk management. These are two key components to HSEM, along with critically thinking and innovation. Students need an appreciation for the day-to-day operations and not just the emergency response aspect. They need to understand the principles of performance management and identifying issues before they become problems.

Jody went on to say, “Emergency managers are conveners. They need to be able to bring together groups from different sectors. Experience is very crucial as it is hard to get into the door without it.” Unfortunately, everyone was in agreement that there are no formalized or idealized program for interns at certain organizations.

Dan Guerrero shared about the new collegiate recruiting programs at federal agencies and students can apply at certain federal agencies before they get their degrees. However, there is a lack of grant money which in turn, effects local and state emergency management organizations.

The trends Dan is continuing to see at colleges are students applying for jobs, but testing positive for marijuana. Even though it is legal in Washington State it is still illegal on the federal level. We need to get that message across to students better.

“There are huge hiring opportunities at the federal level,” said Dan, “But the process is overwhelming and overbearing to get in. Students need to understand beforehand what role each federal organization plays and what their process is.” Even though the job postings and job applications of federal jobs are extremely difficult, the Federal government pension is still the best thing out there.

Federal government guided pathways was brought up which would consist of workshops to help people understand the process of filling out federal government job applications. Other topics brought up:

- Veteran’s preference can be a hindrance to gaining diversity in certain organizations.
- Lack of preparations students have coming into higher education.
- Lack of mentoring for students.

Chris Johnson talked about how organizations are not resourced properly, so it limits areas of advancement. He also referred to how his own organization is not funded enough in order to be able to send employees conferences such as Partners in Emergency Preparedness.

“My manager does not understand what it is an emergency manager is supposed to do or what HSEM even is.” Said Chris.

He also stated that there needs to be a way to educate private sector employees on HSEM. Chris also brought up how connecting with the Chambers of Commerce could help educate the private sector on risk management/business recovery.

Chris informed everyone about a new report that was sent on September 16, 2016 from the Centers for Medicare & Medicaid Services.

In the report, it goes over how the final rule establishes national emergency preparedness requirements for Medicare- and Medicaid-participating providers and suppliers to plan adequately for both natural and man-made disasters, and coordinate with federal, state, tribal, regional, and local emergency preparedness systems. It will also assist providers and suppliers to adequately prepare to meet the needs of patients, residents, clients, and participants during disasters and emergency situations. Despite some variations, our regulations will provide consistent emergency preparedness requirements, enhance patient safety during emergencies for persons served by Medicare- and Medicaid-participating facilities, and establish a more coordinated and defined response to natural and man-made disasters.

Here is a link to read an overview of the report:

<https://www.federalregister.gov/documents/2016/09/16/2016-21404/medicare-and-medicaid-programs-emergency-preparedness-requirements-for-medicare-and-medicaid>

Anita Janis is the Center’s Eastern WA Liaison Education and Outreach Coordinator. She discussed the Workforce Innovation and Opportunity Act (WIOA). WIOA came from the changes of the Education Reinforcement Act and was signed into law by President Obama on July 22, 2014. It replaced the Workforce Investment Act of 1999. Most parts of WIOA became effective July 1, 2015.

Key features of WIOA:

- Many more programs under one strategic planning umbrella to drive system-wide coordination and integration of services.
- Single performance accountability system for core programs, comparing apples to apples and designed to drive continual self-improvement.
- Focus on improving service for both job-seekers and employers.
- Emphasizes engagement with the business community to build sustained, long-term partnerships to close skill gaps.
- Coordinated programming and service delivery for better performance outcomes and more efficient job placements – eliminating the previous requirement to inefficiently move job-seekers down a proscribed “sequence of services”.

- Focus on local and regional planning that takes into account the needs of local industry sectors.
- Shift from serving in-high school youth to serving out-of-school youth: 75 percent of all WIOA Youth funds must be expended on disconnected youth.
- Incent work-integrated learning opportunities and customized training programs: 20 percent of all WIOA Youth funds must be expended on work-integrated learning opportunities.
- Mandates improved service for all, including ensuring universal accessibility of the workforce development system to all populations, including those with barriers to employment.

Talent and Prosperity for All is Washington's first state strategic plan for workforce development under WIOA. Through 2015 and early 2016, stakeholders across the state were engaged in a planning process that developed goals designed to spark innovation in how our workforce development system serves job-seekers and employers in the four primary areas below. Local boards must align their own strategic plans and related efforts with the state's plans goals, per the federal law.

Goals for Talent and Prosperity for All:

- 1.) Performance accountability
- 2.) Integrated and streamlined customer service
- 3.) Accessible, technological savvy system
- 4.) Strengthened business engagement.

Advisory Board Takeaways:

- Need to be involved in curriculum review for AA and BAS courses to make sure they are reflecting what employers are needing/asking for.
- Employee Involvement – continuing this work is very important.
- Coach/mentor for career and leadership development along with internships
- Guided Pathways need to also help students/faculty look and learn about alternatives that exist for careers/internships.
- Mentoring and guided pathways very important.
- Applied experiential learning and a capstone experience for students' priority.
- Pierce EM has developed a 10 week program for interns/volunteers that exposes the student/volunteer to every aspect of operations in the Emergency Management organization (need to review the 10 week programs and align with redevelopment of AA degree.

- Need more Career Centers for students or a central connection point like Centers Work Experience Marketplace that they know about and can get assistance and questions answered and find resources ...these need to be at all colleges.

Adjourn: 5:15 p.m.

Action Items

- The Center will work with Advisory Board members to put on little focus groups with them. The purpose of the focus groups is to have more one-on-one time with Board members and learn what they envision for the future in HSEM curriculum and careers.
- Advisory Board members have asked to evaluate the curriculum for the Pierce College HSEM Bachelors of Applied Science and Associates/Certificate degrees. The Center will work with Dean Ron May and Program Director, John Pennington to make sure the Advisory Board will have the opportunity to review the curriculum before anything is official.

Dates to Remember

- December 15: CoE-HSEM Holiday Get-Together – Pierce College FS; 2:00 p.m. to 5:00 p.m.
- January: Women in Leadership Networking Event– Peninsula College; Date and Time TBA
- February 21: Advisory Board Meeting – Location TBA; 12:00 p.m. to 4:00 p.m.
- March (the week of the 13th): SBCTC Site Review for the CoE-HSEM) – Pierce College FS;
- April 17-20: Partners in Emergency Preparedness Conference – Tacoma Convention Center
- April 26: Supply Chain Forum – Highline College
- May: Women in Leadership Networking Event– Location, Date, and Time TBA
- May 9: Advisory Board Meeting – Location TBA; 12:00 p.m. to 4:00 p.m.
- July: Women in Leadership Networking Event– Location, Date, and Time TBA
- September: 2017 WSEMA Conference – Location and Dates TBA
- October 4: 2017 Women in Leadership Forum – Location TBA; 9:00 a.m. to 3:30 p.m.
- October 10: Advisory Board Meeting – Location TBA; 12:00 p.m. to 4:00 p.m.