

CENTER OF EXCELLENCE – HSEM FY 15-16 WORK PLAN- 3RD QUARTER

Center Name: Homeland Security Emergency Management

Focus Area	Activity 1	
<input type="checkbox"/> Economic Development <input checked="" type="checkbox"/> Sector Strategy <input checked="" type="checkbox"/> Ed/Innovation/Efficiency <input type="checkbox"/> Supply/Demand	<p><i>Supply Chain Management Curriculum Collaboration</i></p> <p>Building on the FY 14-15 Work Plan’s Industry Forum we will partner with the CoE for Global Trade & Supply Chain Management to bring together managers and faculty from three BAS International Business (NSC), Global Trade & Logistics (Highline), Transportation & Logistics (Lake Washington), and industry representatives to address technology and security curriculum needs and gaps.</p>	
Funding Sources %	Purpose	Projected Outcomes and Products
50% CoE HSEM 50% Coe Global Trade	<p>Purpose:</p> <ul style="list-style-type: none"> Identify industry’s best practices needed for securing the supply chain as it relates to technology. Identify curriculum needs and gaps. Utilize the information gathered to work with CTC programs to modify or add new curriculum to meet training and education requirements that meet business and industry needs. 	<ul style="list-style-type: none"> A report resulting from the engagement of ten (10) organizations/businesses actively involved in providing best practices and resources related to risk management security concerns. A report identifying the supply chain risk management core curriculum content. A forum where faculty from CTC programs and industry representative engage in the development of curriculum, instructional materials, and resources. <p>Timeline: January 15, 2016 – May 2016</p>
Report on Actual Outcomes and Products		
Quarter 1	Centers’ met and discussed content and date for Forum which will be April 13, at Highline College. Attended meeting in August with the Department of Homeland Security on Regional Supply Chain Resilience and invited DSH, FBI and supply chain employers to participate and present at the Forum.	

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<p>Quarter 2</p>	<p>We have secured Eric Kready, Intelligence Manager, FreightWatch International; four panelists have been invited including Dept. of Homeland Security. Promotional materials are under development. Centers have identified contact lists for both industry and faculty/program coordinators who will be involved/invited to the Forum. A conference call was held with presenters where Forum goals and proposed outcomes were identified. Outreach efforts are focused on organizations and businesses who are interested in helping develop curriculum, share content, instructional materials, and lessons learned with program faculty from the three (3) BAS in Business, Trade, Transportation Logistics (supply chain management) Management programs along with other affiliated CTC programs. Content areas for the Forum will include: 1) Security issues and challenges facing businesses and government, and 2) An overview of federal, state and municipal law enforcement issues and resources. The Forum will include information centered on national and international level security, theft prevention and enforcement. The Center met with and presented information about Supply Chain Security at the October quarterly meeting of the American Production & Inventory Control System Association. The Association indicated their interest in promoting the Forum to their membership.</p>
<p>Quarter 3</p>	<p>Completed the review identifying supply chain risk management core curriculum content and it will be incorporated into the final project report along with the analysis and report on the Forum on April 13 at Highline College. Three panels will address key security issues and challenges, significant industry risk and threat issues that employers are being impacted by and what are the key knowledge, skills and abilities new graduates need to demonstrate capability in. Faculty from CTC and university programs, and industry representative will engage in the discussion of best practices, modifications to curriculum, instructional materials, and resources at the Forum and the report will include course/curriculum recommendations. Eighty-six (86) participants are currently registered to attend the Forum. A summary report will be completed after the Forum which will include the evaluation of the Forum and any recommendation for future activities.</p>
<p>Quarter 4</p>	<p>.</p>
<p>Analysis</p>	<p>Quarter 1: Activities are proceeding and target dates and outcomes are projected to be met. Quarter 2: We are well on our way to a well-planned forum; the upcoming challenge will on how to promote to achieve high attendance. Next step in the outreach is directed to the College programs and affirming current information on existing curriculum and faculty issues/needs and gaps. Quarter 3: We have achieved a high attendance through utilization of Constant Contact and weekly outreach communications to organizations, colleges, and industry. We expect over 86 people in attendance and have the support of the UW School of Business who are hosting a networking event. The agenda and registration information can be found on the Center’s website http://wp.pierce.ctc.edu/blog/hsemcoe/securing-the-supply-chain-forum-2016/. This site will continue to host Forum and project briefings/reports. There is very high interest in this issue area and we already have been asked to continue these Forums at a minimum as annual events.</p>

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Focus Area	Activity 2	
<input type="checkbox"/> Economic Development <input type="checkbox"/> Sector Strategy <input checked="" type="checkbox"/> Ed/Innovation/Efficiency <input checked="" type="checkbox"/> Supply/Demand	<p><i>Employer Engagement Pilot</i> Using the HSEM pathway employers as a six (6) month pilot, the Center will use a structured interview approach to engage hiring managers in the public and private sectors in emergency management, security-cybersecurity, and business continuity departments within a variety of organizations and employers statewide. Will collaborate with CTC colleges’ program faculty and staff prior to these employer engagement meetings to identify their key employer questions. Will make modification and continue the next series of engagements with HSEM occupation clusters including: Criminal Justice (Forensics, Corrections, Pre-Law, and Security), Cybersecurity, Emergency Medical and Health Sciences, Fire Service/Command, Occupation Safety and Health, and Public Works.</p>	
Funding Sources %	Purpose	Projected Outcomes and Products
100%	<ul style="list-style-type: none"> • Gather information about industry demands, trends, skills and competency gaps. • Analyze how to enhance industry participation with college programs including work based training (internship) opportunities. • Determine how successful programs are at producing graduates who are prepared to enter the workplace. • Use information to work with CTC programs to improve employability outcomes. 	<ul style="list-style-type: none"> • Program faculty have identified key employer questions. • Structured interview template developed and modified as needed. • Complete interviews with a minimum of 20 employers in the Pilot. • Complete interviews with a minimum of 20 employers during Phase II. • Provide summary to HSEM collaborating colleges and SB of findings from Pilot including hiring trends, skill set needs and worker training needs. • Increased awareness of current pathways by distribution of Program Resource Guidebook during interviews and meetings. <p>Timeline: July 15, 2015 - January 15, 2016 (Pilot) January 16, 2016 – June 30, 2016 (Phase II)</p>
Report on Actual Outcomes and Products		

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Quarter 1	Structured interview template developed after consultation with HSEM program faculty. Completed six (6) structured interviews and fifteen (15) informal interviews using the interview template at Washington State Emergency Management Conference in October. Career Guide being uploaded to Center website and access card w/QR code distributed during interviews and meetings.
Quarter 2	Center staff continued to refine the interview template after conducting outreach with additional collaborating colleges including Skagit, Big Bend, and Peninsula. All colleges that reviewed the employer discussion guide endorsed the questions and provided minor edits. Center staff completed an additional 10 structured interviews October thru early December and have started drafting a 2 page summary document. Employer engagement pilot project report will be sent to the State Board in mid-January and to collaborating colleges. Hiring Managers participating in the Employer Engagement pilot seem to be pleased with the opportunity to share their thoughts on what additional skill sets, competencies and training need to be see strengthened for HSEM AA and Certificate program graduates.
Quarter 3	The Employer Engagement pilot project report was sent to the State Board in mid-January and was shared with all HSEM AA degree collaborating colleges. Phase II- CJ Pathway outreach is well underway. Colleges offering CJ programs reviewed the Phase II CJ Employer discussion guide and provided feedback on additional questions to be included. Meetings with CJ Hiring Managers are set up for the next few months. Also prior to CJ hiring manager meetings, the pilot project Employer Engagement brief is shared via email so that CJ hiring managers might gain a better understanding of the project final deliverable. The new Resource Program Guide http://wp.pierce.ctc.edu/blog/hsemcoe/files/2016/01/PathwaysResourceGuidebook.pdf and trends/employment data are available on the Center’s website and have been distributed to all of the state’s Skills Centers.
Quarter 4	
Analysis	<p>Quarter 1: Pilot activities are proceeding and on track. Preliminary data has identified need for curriculum changes for the COOP/Risk Management curriculum. Current curriculum teaches government acronyms and terms only so graduates are not meeting private industry expectations for broader understanding and terminology usage in their sector. This information has been shared with Program Coordinator and faculty with the collaborating colleges.</p> <p>Quarter 2: Pilot activities are wrapping up and will meet projected target dates and outcomes. Preliminary data has continued to emphasize a need to strengthen written communication, project management, and grants/financial management skills sets where possible in existing HSEM curriculum and any future curriculum that gets added. Also as stated in the 1st Qtr. Report, private sector participants recommend that students have a basic business overview class.</p> <p>Quarter 3: Pilot project brief was distributed to all HSEM AA Collaborating colleges and to SBCTC staff. Brief was also referenced as part of the HSEM BAS degree DACUM conducted on Feb. 8, 2016 and was distributed to the COE Advisory Board at their February 24, 2016 meeting. The pilot project brief can also be accessed on the COE website found at http://wp.pierce.ctc.edu/blog/hsemcoe/our-services/. Phase II will conduct CJ Employer Engagement project meetings with colleges and hiring managers indicating significant future opportunities for COE to lead sessions to encourage information sharing on curriculum and training.</p>

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Focus Area	Activity 3	
<input checked="" type="checkbox"/> Economic Development <input type="checkbox"/> Sector Strategy <input checked="" type="checkbox"/> Ed/Innovation/Efficiency <input checked="" type="checkbox"/> Supply/Demand	<p>Expand HSEM Career Pathways through Articulation Opportunities Coordinated, standardized and accessible Homeland Security Emergency Management (HSEM)/Cybersecurity workforce education programs are critical to Washington's emergency preparedness and economic resilience. Discuss w/colleges their interest in building HSEM pathways with K-12. Meet with new Ex. Director of T -2-4 to learn about roles and responsibility of this new initiative to address competencies in career pathways. Evaluate and determine feasibility of establishing agreements and the possibility of dual credit agreements for school students. The Center with OSPI to explore the opportunity for a statewide articulation agreement between college HSEM AA degree programs and HSEM related courses offered through Skills Centers.</p>	
Funding Sources %	Purpose	Projected Outcomes and Products
100%	Increase awareness of current HSEM-all hazard career pathways and expand the HSEM career pathway at all educational attainment levels with a focus on K-12 through engagement of Skills Centers in HSEM cluster program delivery.	<ul style="list-style-type: none"> • Survey all HSEM collaborating colleges and 50% of career cluster programs to determine interest. • Meet w/new T-2-4 Program Director, learn out program and provide briefing for CTC system. • Outreach to OSPI to discuss and explore opportunities for statewide articulation of HSEM AA degree courses to Skills Centers offering HSEM and related programs. • Distribute the Center’s Career Pathways Program Resource Guide to all skill centers statewide in hardcopy and digit access information. • Complete one (1) articulation agreements and dual credit option if feasible. <p>Timeline: July 1, 2015 – June 30, 2016</p>
Report on Actual Outcomes and Products		

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Quarter 1	Met with OSPI to discuss interest in both HSEM career pathway expansion and possibility of articulation agreements. Met with HSEM program coordinator and collaborating colleges to determine interest. Identified new OSPI Program Director just appointed for the T – 2 – 4 pathways program and will set a meeting in October to learn about the role and responsibilities of this new position and how we can collaborate.
Quarter 2	Center staff is working with the K-12 system to expand public safety, security, and emergency management career pathways through articulation and other collaboration opportunities. Staff met with Dr. Thomas Mosby, Executive Director, Career Pathways and Partnership Office, Puget Sound Skills Center (PSSC), Chance Gower, Director for Career and Technical Education, Highline School District, along with Criminal Justice and Fire Services faculty from PSSC. The primary topic was articulation opportunities between the Pierce HSEM AA degree program and HSEM related programs offered through PSSC.
Quarter 3	Center staff met with Pierce College Dean Ron May and Jim Adams, Director of the Pierce County Careers Connection (PC3) to discuss articulation of the HSEM program within the Skill Center system. PC3 is the organization contracted by Pierce College to facilitate articulation processes between K-12 institutions and Pierce College programs. The college had a February 8, 2016, DACUM (Developing a Curriculum) process scheduled with employers to review the AA degree outcomes along with establishing the foundation competencies for the BAS program. It was agreed that we should wait until the DACUM was complete to follow-up on the articulation discussion. We will reconvene with PC3 to coordinate an articulation meeting between faculty from Pierce College and PSSC to advance the articulation process. PSSC is providing current examples of articulation and dual degree agreements.
Quarter 4	
Analysis	<p>Quarter 1: Determined interest with both the HSEM program colleges and OSPI in expanding homeland security and emergency management curriculum into the K-12 system classroom and the Skills Centers. In meeting with Kathy Goebel from SBCTC we discussed the challenge of developing statewide articulation agreements in the K-12 system and we have scaled back on activities. Believe with the establishment of the new OSPI T-2-4 position may have an opportunity to facilitate a more modest outcome.</p> <p>Quarter 2: The meeting with Puget Sound Skills Center resulted in a high level of interest by both Pierce College and the Puget Sound Skills Center to pursue an articulation between PSSS HSEM related programs and the Pierce College HSEM AA degree program. Center staff will follow-up with Pierce administrators and program staff to coordinate a faculty led discussion to develop an articulation agreement.</p> <p>Quarter 3: The meeting between Pierce College administration and the Pierce County Careers Connection resulted in a coordinated plan to move the articulation process forward with PSSC. The DACUM is complete and the college is now in a position to reconvene with PC3 to plan a meeting between Pierce College and PSSC faculty. The discussions and analysis by parties involved lead us to believe we have a high probability of being able to complete an articulation agreement and a dual degree option within this year.</p>

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Focus Area	Activity 4	
<input type="checkbox"/> Economic Development <input type="checkbox"/> Sector Strategy <input checked="" type="checkbox"/> Ed/Innovation/Efficiency <input checked="" type="checkbox"/> Supply/Demand	<p>Military Pathways Project</p> <p>The Military Pathways Project for HSEM career clusters is part of a larger statewide effort to bring the SBCTC system colleges and programs in compliance with SSB 5969. This legislation addresses Prior Learning Assessment and efforts to identify program curriculum that could be cross walked to a Military MOS to receive program credit. The Center will continue to facilitate CJ/HSEM/OSH Military Pathways Work Groups activities to identify eligible MOS’s and other Military Training. That information will be provided to each of the colleges’ CJ/HSEM/OSH programs who will make final credit eligibility determinations. Assessment will be completed regarding necessary steps for addressing additional career cluster programs. There may be an opportunity to piggyback work already completed at that time. Program Guidebook will be updated with MOS’s information and distributed electronically to CTC colleges.</p>	
Funding Sources %	Purpose	Projected Outcomes and Products
100%	Establish a more streamlined process for Veterans & Military to have their training and experience recognized and qualify for academic credit. Supports HB 1795, 2933 and SB 6357 support military personnel in gaining needed educational credential to meet employment requirements.	<ul style="list-style-type: none"> • Meet w/program coordinators at colleges with to complete MOS cross walk review and for HSEM, Fire Service/Command, OSH and other affiliated program areas by March. • Distribute the MOS credit crosswalk updated Guide for HSEM Programs to utilize in awarding credit. • Evaluate the steps necessary to address remaining career pathways programs and proceed to meet and complete additional Guides w/crosswalks. • Participate on the PLA Work Group and provide quarterly updates to WSAC & WEC Committee. <p>Timeline: July 15, 2015 – June 30, 2016</p>
Report on Actual Outcomes and Products		
Quarter 1	CJ/HSEM/OSH program coordinators have received the Pathways Guidebook and subsequent data gathered on MOS’s and other trainings. Meetings and discussions have proceeded with CJ Workgroup Members, Stone Center at JBLM and Center research staff in collaboration with the SBCTC WACareerPaths.com project. Next step will be a meeting with CJ programs in October to review MOS data and additional information acquired from the WA Career Pathways project.	
Quarter 2	The Center will continue to work with CJ program coordinators/directors. A survey of CJ program curriculum and electives offered by each college program resulted in the creation of a curriculum matrix. The curriculum matrix will form a basis for discussion around establishing a common core curriculum and how the	

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	<p>information can be used to establish a military “crosswalk” of course equivalencies. The CJ workgroup members have indicated their interest in meeting face-to-face and are being surveyed for dates and location. At this time we anticipate a meeting date late February in either Ellensburg or Yakima.</p>
<p>Quarter 3</p>	<p>The Center has been in communication with the CJ programs almost weekly this quarter and has met with a third of the CJ programs directly during the past quarter. We have reviewed the curriculum matrix information and gathered feedback from Program Coordinators on our Employer Engagement Initiative and CJ program priorities. After review of the core program courses and curriculum matrix completed last quarter it was determined there is a need to gather additional information on specific curriculum content in order to understand what common core curriculum is being delivered by the 19 statewide programs due to the diversity of course titles and common core numbering. We are unable to complete a statewide “crosswalk” due to this problem. Additional research has been completed on industry trends which will be provided to CJ programs at a statewide forum tentatively scheduled for August. This forum will also identify future professional development training needs of CJ Program Managers and faculty. The Center has established a Blackboard Collaborate platform to allow statewide online meetings and webinars to be held. This option was important to address the difficulty of CJ program managers and staff to travel to meetings.</p> <p>The Center has continued to be an active member of the PLA workgroup providing presentations at CTC colleges on the Military Pathways Guidebook and its steps for completing MOS “crosswalks”. The Center completed a contract with Whatcom CC and CyberWatch West to deliver a MOS “crosswalk” on Information Technology/Cybersecurity courses at the college. CyberWatch West is currently reviewing the complete MOS Crosswalk and the information will be available to all IT/Cybersecurity statewide and through the PLA Workgroup once the review and course credit discussion is completed by faculty/management.</p>
<p>Quarter 4</p>	
<p>Analysis</p>	<p>Quarter 1: The PLA workgroup, WA Career Paths and the Center’s cross walk workgroup(s) have determined that the HSEM career pathway is so broad that one could make a case for perhaps dozens of specialties and what we are now evaluating is an opportunity to look at competency based assessments of the MOS and military portfolio to evaluate its use to determine levels of competency. Will collaborate with the WA Career Paths workgroup in a training workshop on competency based assessment to determine the value of adding this approach to credit eligibility determination. Believe that Program Coordinator are more likely to use information that can more accurately provide them with competency based information when awarding credits.</p> <p>Quarter 2: Analysis of the statewide program data shows a lack of common core curriculum. The analysis outcomes will require additional research and discussions with CJ program managers. All 19 programs were surveyed and only 1 course (Introduction to CJ) was offered by all of the programs. Program managers/faculty are eager to meet face-to-face to discuss their program similarities and gaps, as well as discuss current national trends that may need to be incorporated into future curriculum. Once this discussion has happened, program managers/faculty can begin to identify opportunities for veterans “crosswalk” credits.</p> <p>Quarter 3: It is very challenging to organize a face-to-face meeting with our 19 CJ programs at a convenient time and a site accessible for Program Managers/faculty. Use of the Blackboard Collaborate go-to-meeting tool which the Center has just established will allow virtual face-to-face meetings, presentations, webinars and trainings for the CJ and other HSEM programs. These mostly part-time Program Coordinators/Managers have significant difficulty being absent during the quarter because they are usually the main faculty as well as the Program Coordinators. We believe combining a Professional Development educational opportunity with a statewide meeting which will also work on identifying a core curriculum including a facilitated DACUM to update the curriculum will provide the justification for Program Coordinators to receive travel funds and college support to attend a 1 to 2 day meeting during summer quarter.</p>

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Focus Area	Activity 5	
<input type="checkbox"/> Economic Development <input type="checkbox"/> Sector Strategy <input checked="" type="checkbox"/> Ed/Innovation/Efficiency <input checked="" type="checkbox"/> Supply/Demand	<p>Work Experience – Marketplace</p> <p>Establish a user friendly internship, volunteer and job marketplace site on the Center’s website for students, employers, colleges and their faculty focused in the public safety, security, cybersecurity and emergency management fields. The site will service the CTC system statewide. One of the Center’s current website icons has been renamed the “Work Experience Marketplace”. Populate the “Marketplace” with information on work experience opportunities (volunteer, internship and employment opportunities). Contact CTC colleges to determine level of existing outreach efforts with employers to establish permanent volunteer and internship placements at all CTC colleges. Provide information, guidance/Internship Guidebook and resources on the website for programs and colleges can access on internship program basics, effective interviewing and other resources to increase student success. The Center through its Employer Engagement Pilot will work with employers to promote the critical importance of increasing student work experience to make them more competitive when competing in the job marketplace. Employers will be recruited to participate in the internship program and once engaged will receive a copy of the Internship Guidebook published by the Center.</p>	
Funding Sources %	Purpose	Projected Outcomes and Products
100%	<p>Increase work based training opportunities, student employment and job placement in the HSEM career cluster programs. Utilize statistics like traffic from affiliated students to provide college programs with information that will add value in the assessment of how to improve their student success in securing jobs.</p>	<ul style="list-style-type: none"> • Establish a user friendly internship, volunteer and job marketplace website for students, employers, colleges and program faculty. • Secure a commitment of a minimum of 25 employers to host permanent internships in CTC career cluster. • Report metrics on numbers of employers, students and college programs utilizing the website. • Complete a report on the analysis of a sample of a minimum of 35% of the users to determine the effectiveness of site in meeting objectives and make modifications/adjustments based on the analysis <p>Timeline: July 1, 2015 – June 30, 2016</p>

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Report on Actual Outcomes and Products	
Quarter 1	Six (6) employers offering permanent internships including two paid internships have been secured. Working with HSEM collaborating colleges to identify numbers of students who will need internship opportunities during the next school year and the area/region they are in so that recruitment can be targets to those colleges' areas. Additional internship guidance information has been acquired and distributed to Program Coordinators and volunteer staff has been hired to support website activities and gather information on volunteer opportunities and employer leads.
Quarter 2	Working through the HSEM AA Program Coordinator, Robert Lord, and the Center has assisted in placing 8 interns within the collaborating college system for the upcoming winter term that begins in January. Center staff held an internship partnership meeting with Amazon. Amazon indicated they are interested in beginning to host HSEM AA program interns, even though they generally require a Bachelor's degree for long term hires. Their growth potential for future jobs is huge especially in the Seattle area. We are still waiting to hear back from Skagit Valley and Peninsula College regarding their internship needs for winter term. The HSEM AA program has many other new internship hosts coming on board in January—we have more internship opportunities than students. Center staff, in coordination with the Pierce College HSEM Program Coordinator are already proactively beginning the process of lining up internship opportunities for spring and summer quarters.
Quarter 3	Continue to add additional job categories on the JOB webpage to make it easier for folks to find specific career path jobs. All winter quarter internship requests from colleges have been filled. Staff is currently working to fill summer quarter internship requests. Increasing number of college staff are now reaching out to the Center to ask for assistance in identifying internships. Currently working on increasing opportunities available for summer internships.
Quarter 4	
Analysis	<p>Quarter 1: Information gathered to date from CTC Program Coordinator and faculty determined that Programs have serious difficulty in find sufficient time in their limited schedules to identify and pursue high value internship and volunteer employers. Employers who have been contact had utilized interns but usually the interns were from public or private colleges and universities. Criminal Justice and Fire Program have had more long terms placement opportunities in fire stations and law enforcement. We have found that these public safety service employers also need assistance with emergency/disaster planning, preparation and training and are asking for interns with those skill sets along with the CJ/Fire skills. Program funding for work experience development and placement is a challenge due to limited resources and competing priorities. Students interviewed who have participated in internships and other work experience opportunities agree that internships offer them a major opportunity to effectively compete for jobs in the HSEM profession.</p> <p>Quarter 2: The Center continues to invest time and energy in adding value added content on our Work Experience Marketplace with a goal toward strengthening internship outcomes for students. Employer engagement interviews have confirmed that universally employers highly value internships as a direct pathway and testing ground for long term career success in their organizations.</p>

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	<p>Quarter 3: Quarterly web statistics report indicates the Work Experience Marketplace Jobs Page and Marketplace Home page are the most popular web pages on the COE website after the home page. Web Manager is adding a new Search Engine Optimization plugin (Yoast) which is designed to drive more traffic from Google searches which will in turn increase our viewing numbers. Opportunities continue to exist to promote the website through social media and by getting partners to place website links to the COE Work Experience Marketplace on their website and in their social media posts. Met with Edmonds Community College Career Action Center and shared our internship program and other website resources. Active Career Centers like the one at Edmonds are great partners for publicizing our Work Experience Marketplace.</p>
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Focus Area	Activity 6	
<input type="checkbox"/> Economic Development <input checked="" type="checkbox"/> Sector Strategy <input checked="" type="checkbox"/> Ed/Innovation/Efficiency <input type="checkbox"/> Supply/Demand	<p>Women in HSEM Leadership Forum</p> <p>Hosted the Forum on October 8, for up to 50 participants. Videotaped plenary sessions and provided access on HSEM COE website in addition to providing a written summary of the training and leadership presentations online. A summary of the Forum will be compiled and distributed to participants and CTC Program Coordinators, faculty and advisors.</p>	
Funding Sources %	Purpose	Projected Outcomes and Products
100%	<p>Fostering diversity at every level of leadership is key to keeping the HSEM profession on the cutting edge. The Forum provides an opportunity for women to learn about leadership, lessons learned and participate in industry specific mentoring. This Forum is designed to provide a positive environment for women entering the HSEM field to discuss, share and learn from those who have a proven track record in leadership in the field. Outcomes include improving to understand the needs and issues for students and incumbent workers going into the field and to identify additional training and education needs on leadership and management.</p>	<ul style="list-style-type: none"> • Establish a workgroup made up of a cross section of women in the industry who will organize and present at the Forum. • Market and secure a commitment of a minimum of 40 attendees and coach mentors. • Complete video and Forum summary for distribution and access on website. • Complete analysis of need for future events and activities to address leadership development for women in the field that address curriculum development/modification or other training. <p>Timeline: July 1, 2015 – November 30, 2015</p>

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Report on Actual Outcomes and Products		
Quarter 1	Forty-four participants are registered for the Forum which will be held on October 8, at Lakewold Gardens in Lakewood. All presenters, resources, agenda and facilities are secured and complete.	
Quarter 2	Thirty-five women attended the Forum (at no cost) from all different sectors ranging from Criminal Justice, TSA, Department of Justice, students from the HSEM degree program, and Infrastructure Planning Master’s program at the UW. The forum provided educators and industry partners the opportunity to come together and learn about diversity at every level of leadership. Participants were offered mentoring opportunities around leadership development, industry specific information about new best practices, and emerging trends designed to revolutionize how Homeland Security Emergency Management (HSEM) curriculum and training are delivered. Industry leaders shared their perspectives, experience, and lessons learned.	
Quarter 3	Follow-up to the Women in HSEM Leadership Forum will take place on October 8, 2016. This year’s Forum will be a workshop to help implement a mentor/mentee program. A good mentor/mentee relationship focuses on the person being mentored and helping them to further or set career/education goals. The mentors in this program will be women who are already established professionals in the All-Hazard and Security industry and will provide guidance on how to remain authentic in a male dominated industry, form positive partnerships, collaborate effectively, being an optimistic team member, and improve leadership qualities.	
Quarter 4		
Analysis	<p>Quarter 1: The Forum has been very well received by HSEM Career Cluster Programs all over the region. HSEM, CJ, Corrections, Fire, IT, EMT and other Program areas who heard about the event responded extremely well and took extra effort to get the Forum information out to their students directly and encouraging them to attend. We have a variety of age groups and leadership experiences. Coach/Mentors were personally identified by the work group and come from government, private and private non-profit sector in a variety of career and experience backgrounds. The Forum is on target for being very successful.</p> <p>Quarter 2: With organizations cutting budgets, training programs are being reduced. To help maximize occasions for training it is vital to help establish a mentor/mentee program amongst women in the all-hazard and security field. Next steps are to meet with the workgroup and make decisions around what type of follow-up event and/or activities will be offered to bring women together on a quarterly basis.</p> <p>Quarter 3: Forum is in the very early stages of planning. Researching about mentor/mentee programs in order to develop guidebook on how to develop a successful mentor/mentee program.</p>	