

CENTER OF EXCELLENCE – HSEM FY 17-18 WORK PLAN

Center Name: Homeland Security Emergency Management

Focus Area	Activity 1
<p> <input checked="" type="checkbox"/> Economic Development <input checked="" type="checkbox"/> Sector Strategy <input checked="" type="checkbox"/> Ed/Innovation/Efficiency <input type="checkbox"/> Supply/Demand </p>	<p>Supply Chain Management Curriculum Collaboration – tentatively slated for April 2018 The Internet of Everything (IoT) and the Supply Chain forum, co-sponsored by the CoE - HS-EM</p> <p>The 4th Annual “Securing the Supply Chain Forum” - the CoEs will feature a one-day event focused on the ‘Internet of Things/Everything’ and its impact on the supply chain, with a survey of the risks involved. According to Business Insider, the Internet of Things is poised to transform the delivery and logistics industry and relieve stress for retailers, delivery companies, and consumers. The forum will bring together strategic, operational, and IT professionals to explore how IoT technology is improving supply chains now and in the future. Panelists will present in relation to industries such as retail, manufacturing, logistics, and transportation. In addition, the forum will address the practical side of IoT security in the Cloud and on the Things.</p> <p>Despite new tech advances, forthcoming changes to supply chain execution will revolve not around the technology itself but rather the convergence of the multiple systems and the teams that enable it. This is because companies are looking at new ways of maximizing their investments and optimizing the resources already on hand. There is an emphasis on breaking down the barriers that isolate the departmental silos in order to create one converged supply chain across procurement, manufacturing, warehousing, transportation and support. Other technologies are continuously being developed to meet changing market needs. The online consumer is spurring new practices in shipping, with the model changing from right product/right place/right time to any product/any place/any time. As consumer demands evolve, so will the criteria and technology used to satisfy those demands. Solution providers must be able to deliver enhanced and agile functions that allow companies to take advantage of new business opportunities at a much faster pace.</p> <p>The forum will include a broad discussion regarding the eight (8) benefits of incorporating technology into the Supply Chain industry:</p> <p>Benefits –</p> <ol style="list-style-type: none"> 1. Bridged Gaps 2. Optimized Operation 3. Increased Visibility 4. Improved Decision Making 5. Increased Efficiency 6. Enhanced Responsiveness 7. Better Customer Relationship 8. Added Competitive Advantage

CENTER OF EXCELLENCE – HSEM FY 17-18 WORK PLAN

	The forum will identify best practices and applications needed by the industry and program faculty to address advancing technology and policies.	
Funding Sources %	Purpose	Projected Outcomes and Products
50% CoE HSEM 50% Coe Global Trade	<ul style="list-style-type: none"> To define the IoT and discuss the applications to the supply chain management industry. Identify best practices required by industry practitioners & program faculty, including the security side. To ensure that curriculum/programs are updated to ensure coverage of this relatively new technology. Identify best practices and applications needed by industry practitioners and program faculty to address advancing technology. Discuss the steps a company can use to integrate old technology with new technology 	<ul style="list-style-type: none"> Forum held at Highline College in Spring 2018 Project a 35% increase in participation from faculty, program staff, and industry representatives. Produce a best practices guide on the specific impacts of IoT on the supply chain plus a practical framework for IoT security Produce a video of that will be available on COE websites for use by industry and educators. Increase participation of CTC students by 30%. <p>Timeline: July 2017 – April 2018</p>
Report on Actual Outcomes and Products		
Quarter 1	The 2018 Supply Chain Forum will take place on April 26 at Highline College. Work Group has been formed and discussions are underway regarding content and speakers including the CoE-HSEM new Advisory Board Member. Jim Maltby is the Corporate Director of Health, Safety, Security and Environment (HSSE) with Lynden International which does freight shipping and logistics will be providing his expertise. Jim served as a speaker and panelists. Arrangements have been made for videotaping the Forum and Save-the-Date announcements will be distributed in late October. Work group members will particularly focus on recruiting and increasing faculty and student participation.	
Quarter 2	<p>Bryn Heimbeck is in talks to be a keynote speaker at the Forum. Heimbeck is the CEO of Trade Tech, which is a company focused on logistics cloud computing. Cloud Computing is a really hot topic at supply chain conferences right now and would be a great opportunity for participants to learn more about the “securing” piece of that. Linda had the opportunity to meet one of his employees at the transportation club and their company seems eager to have a bigger presence in the community.</p> <p>The Forum planning committee has agreed to use the general format that we have used for the three previous Forums. The first 2/3rd of the day is focused on bringing experts both presenters and panelists in the area that we have selected. In this case it is the “Internet of Everything”.</p>	

CENTER OF EXCELLENCE – HSEM FY 17-18 WORK PLAN

	<p>Despite new tech advances, forthcoming changes to supply chain execution will revolve not around the technology itself but rather the convergence of the multiple systems and the teams that enable it. This is because companies are looking at new ways of maximizing their investments and optimizing the resources already on hand. There is an emphasis on breaking down the barriers that isolate the departmental silos in order to create one converged supply chain across procurement, manufacturing, warehousing, transportation and support. Other technologies are continuously being developed to meet changing market needs.</p> <p>The online consumer is spurring new practices in shipping, with the model changing from right product/right place/right time to any product/any place/any time. As consumer demands evolve, so will the criteria and technology used to satisfy those demands. Solution providers must be able to deliver enhanced and agile functions that allow companies to take advantage of new business opportunities at a much faster pace.</p>
Quarter 3	
Quarter 4	
Analysis	<p>Quarter 1: This subject matter is changing so rapidly it is challenging to stay up to date on the news. The Forum will include interactive discussions with presenters and the audience to assure a focus on the ever changing challenges.</p> <p>Quarter 2: The next steps are to get our “logo” for the Forum done so we can get out a save-the-date announcement. We don’t have to have the agenda but we can include our theme and some learning outcomes. As we talked we generally have about 80% practitioners in the field and 20% faculty. Faculty is always the hardest to recruit but since we have had such a good track record with our Forums they are now much more popular with faculty to attend. We generally have key speakers. A keynote to introduce the theme and a lunch speaker. We have had three panels each with different focus and the final panel is our faculty who speak to us about what they have heard and learned during the day, added some of their own thoughts about trends and education and then identified what is next as far as curriculum of additional research etc.</p>

Focus Area	Activity 2
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CENTER OF EXCELLENCE – HSEM FY 17-18 WORK PLAN

<input type="checkbox"/> Economic Development <input checked="" type="checkbox"/> Sector Strategy <input checked="" type="checkbox"/> Ed/Innovation/Efficiency <input checked="" type="checkbox"/> Supply/Demand	<p>Career Connected Pathways Industry, policy, and education leaders all across the state are working to share best practices and policies to increase and strengthen career-related opportunities in high demand jobs. The need increases for our state to ensure that people receive an education that prepares them to take part in our economy and real world by having access to “hands-on career connected learning opportunities.” The State’s Workforce goals align with the work the Center has been engaged in for several years including the establishment of the “Work Experience Market Place” in 2015 which utilizes direct employer engagement activities to dramatically increase job placements through the establishment of a sustainable internship brokering program.</p> <p>The Center will continue to expand and enhance its “career connected learning” activities with K-12 dual degree opportunities in its six career pathway programs. Discussions started in earlier in 2017 to establish apprenticeship and pre-apprenticeship programs in our public safety, security/cybersecurity and emergency management pathways will continue as will work with OSPI and the Skills Centers to establish “dual-degree” opportunities with the initially focus being with our Criminal Justice, OSH and Emergency Management. The Center is reaching an opportunity to partner with Amazon on a pilot training and education program in OSH at Amazon’s fulfillment Centers.</p> <p>The Center staff will continue the work it started in May of 2017 the State Board and their staff experts in apprenticeships, and Deans and faculty with Pierce and Edmonds Colleges of Occupational Safety and Health (OSH) Program to support and expand the apprenticeship pilot model they are using to additional careers in the HSEM field including an opportunity to work with the Corrections Institutions and the Insurance Industry on establishing a degree program using this apprenticeship model.</p>	
<p align="center">Funding Sources %</p>	<p align="center">Purpose</p>	<p align="center">Projected Outcomes and Products</p>
<p align="center">100%</p>	<ul style="list-style-type: none"> The Center has developed a strong career connected earning model for its HSEM career cluster programs. The Center will continue to focus on growing capacity at the local college level expanding its employer engagement matching employer needs and programs staff/faculty to create a career pipeline for students. This will be through expanding employer networks, providing survey feedback, building internship/placement opportunities, and supporting collaboration, resource sharing and professional development. The Center has a great record for creating sustainability for our CTC colleges by growing the number of 	<ul style="list-style-type: none"> Engage with the 19 CJ and OSH and EM college staff/faculty their employers/hiring managers to identify needed knowledge, skills, and abilities (KSAs) and support college programs to adopt appropriate business practices to ensure job place pathways. Provide research/survey information to programs. Expand internship/service learning/apprenticeship opportunities in the CJ, OSH, Security and EM pathways by 20%. Analyze ways to increase/expand industry participation with college programs including work based training (opportunities and provide feedback to colleges.

CENTER OF EXCELLENCE – HSEM FY 17-18 WORK PLAN

	<p>employers they have a relationship and placing students in internship/apprenticeships jobs.</p>	<ul style="list-style-type: none"> • Provide summary to college programs and SB of findings from the Activity which will include hiring trends, skill set needs/gaps and worker training and resource needs. • Increased awareness of pathways through distribution of HSEM Career Pathways Program Guide and/or brochure. • Analyze program graduation and placement data and provide report to programs and SBCTC. • Host employer engagement and career pathways program discussions/forums with CTC a minimum of 3 colleges' career centers to engage community employers. <p align="center">Timeline: July 2017 – June 2018</p>
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Report on Actual Outcomes and Products

<p>Quarter 1</p>	<p>The Center staff have been working throughout the spring and summer to develop new marketing materials and visual graphics that can be utilized to inform people who are interested in public safety, security/cybersecurity and emergency management careers to look at the excellent programs and training available in the Community and Technical College system. The Center's Graphic Designer, Jasmine May, has created a new brochure and a quarter card which displays all six of our HSEM pathways and she is currently working with Linda on taking the "career pathways" representation above and populating it with a "roadmap" that charts classes that are in common among the six career degrees and certificates so potential students see that their first steps into the HSEM career field courses establish a solid knowledge base for them to choose pathways into all of the six career fields that are offered in our SBCTC programs across the state. She is also working with Shane Moore our Employer Engagement Outreach Specialist to design a brochure which will inform employers and students about our opportunities to complete internships and apprenticeships in their chosen career field in public, private and non-profit organizations.</p> <p>Anita Janis the Center's eastern WA outreach specialist attended the ACTE summer conference in Spokane August 6-9. The conference had several threads including</p> <ul style="list-style-type: none"> • Identifying and promoting effective Career Tech Ed educator and andragogy of student engagement. • Identifying CTE curricula focused on students mastering technical skills in high demand occupations. • Discovering available resources to implement effective career connected learning opportunities for CTE programs in K-12 leading up to community and technical colleges system.
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CENTER OF EXCELLENCE – HSEM FY 17-18 WORK PLAN

	<ul style="list-style-type: none"> • Sharing best practices for effective business and industry partnerships. <p>Anita met with Rachel McAloon, Outreach and Education Specialist, WA Department of Labor & Industries, Cecile Bamer, Employer Outreach Coordinator, COE: Construction and Kairie Pierce, Union Representative working with Labor & Industries. They asked Anita for help connecting them to the colleges in Eastern WA relative to Tech Centers, Wenatchee Learns (Diana Haglund does a lot with employer engagement in our area) and also the Hispanic Orchard Employee Education Program (HOEEP) which is an agriculture-based certificate program directed at Hispanic orchard workers who have the potential to and interest in becoming managers of orchards. Anita believes that there might be additional opportunities for apprenticeships for participants in that program. It was a productive meeting and they will continue to collaborate.</p>
<p>Quarter 2</p>	<p>Anita Janis has been working as our Center’s eastern WA lead for a year. She is working on several projects including efforts to develop and expand apprenticeship programs statewide. She is working, along with Shane Moore and Linda Crerar at the Center, with Cecile Bamer the Employer Outreach Coordinator for the Construction Center of Excellence, Jody Robins and Rachael McAloon from Labor & Industries, Danny Marshall, State Board, and Kairie Pierce w/ WS Labor Council on a US Department of Labor grant. This grant focuses on developing and expanding apprenticeship programs for our CTC colleges and programs across the state and Anita has assisted the RAISE team in connecting with eastern WA employers and educators.</p> <p>Anita connected with Dave Petersen, Director of the North Central Workforce Development Council, to secure their support for the Center’s Insurance Industry apprenticeship initiative. After a conversation with Dave Petersen, and Sue Kane, State’s Apple STEM program coordinator for Wenatchee Public Schools), the WDC submitted its planning grant and agreed to include the COE HSEM Insurance Apprenticeship among those opportunities to explore under the grant.</p> <p>Anita also facilitated a meeting between the Wenatchee Valley College (WVC) Criminal Justice Program Director and faculty member, to assist them in setting a meeting to discuss issues related to articulation and curriculum issues. She also facilitated communication between Bob Smet, CJ at WVC, and Chelan County Court Judge T.W. "Chip" Small around Judge Small's willingness to take on two CJ student interns this academic year.</p>
<p>Quarter 3</p>	
<p>Quarter 4</p>	
<p>Analysis</p>	<p>Quarter 1: This quarter the interest in apprenticeship programs has significantly increased and both OSPI, Department of Commerce and Governor’s Office has worked to expand and enhance the use of apprenticeship opportunities. The Insurance and Mitigations and national emergency and disaster mitigation companies have shown a strong desire to expand their use of apprenticeships.</p>

CENTER OF EXCELLENCE – HSEM FY 17-18 WORK PLAN

Quarter 2: For the past year the Center has been working with the State Board, RAISE Grant Team Members, Pierce College, State Labor and Industries, and Labor Council staff to identify apprenticeship opportunities in the all hazard emergency management career field. A series of meetings were held during the year with Belfor a national mitigation company headquartered in Seattle, State Corrections Programs and the Insurance Industries.

Focus Area	Activity 3	
<input checked="" type="checkbox"/> Economic Development <input checked="" type="checkbox"/> Sector Strategy <input checked="" type="checkbox"/> Ed/Innovation/Efficiency <input checked="" type="checkbox"/> Supply/Demand	<p>Public Safety/Security Program Assessment/Enhancement One of the primary objectives of community/technical colleges is to provide the training and education required for students to best ensure their success in the workplace. Very few law enforcement agencies in the US require any postsecondary education for recruits but that is rapidly changing. For many students post-secondary education is becoming important to support their career pathway. Criminal Justice students have numerous career objectives and dozens of career fields that are available to meet their needs. CTC colleges must be prepared to provide their students with a multipurpose curriculum, along with the same quality of education and preparation for success as those offered in program with a much more focused purpose such as nursing or information technology. This Activity is designed to facilitate and support these programs to prepare students to be a successful part of the new “21st Century Policing” In Washington.</p> <p>The Center will continue its work with the 19 CJ Programs and employers to identify the core strengths (KSAs) through a DACUM that every students should possess upon completion of a CJ program and a model core curriculum that could be utilized by all CJ programs. The CJ program curriculum survey is completed and the CJ working group is established. Collaborating with CJ programs and Center will used the completed DACUM process to agree on a core CJ curriculum and will analyze the state’s current pathway process for certification/degree attainment in the CJ field. The analysis will be utilized by the CJ work group to develop recommendations/proposal for adopting a more effective and efficient degree attainment system in Washington that meets the needs of our CJ employers. Curriculum will also be aligned to use common core numbering and course naming. Prior Learning Assessment models will be updated.</p>	
<p align="center">Funding Sources %</p>	<p align="center">Purpose</p>	<p align="center">Projected Outcome and Products</p>
<p>100%</p>	<ul style="list-style-type: none"> Through this activity CJ programs will be able to develop a model core curriculum base platform that can be adopted by individual college programs statewide and provide the 	<ul style="list-style-type: none"> Hold a modified DACUM w/CJ programs and industry representatives to be used in core curriculum development. Hold quarterly CJ work group meetings to analyze current CJ education/training system including CTC and WSCJTC.

CENTER OF EXCELLENCE – HSEM FY 17-18 WORK PLAN

	<p>training and educations required for students to best ensure their success in today’s workplace.</p> <ul style="list-style-type: none"> Analyze and recommend a more effective and efficient system to CJ degree attainment including opportunities for work experience using internships/apprenticeship. d Apply PLA CJ Military MOS crosswalk project to new core curriculum to be used as a PLA Guide for CJ programs statewide. 	<ul style="list-style-type: none"> Complete a CJ work plan w/work group to information industry and colleges communities of new statewide core curriculum and identify specialty programs that are being offered by colleges that may be stackable certificates. Complete report on systems modifications that would significantly improve degree attainment and job placements and increased employer satisfaction w/graduate performance. <p align="right">Timeline: July 2017 – June 2018</p>
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Report on Actual Outcomes and Products

<p>Quarter 1</p>	<p>On July 18 & 19, 2017, the Center hosted the Community and Technical College Criminal Justice (CJ) DACUM at Big Bend Community College in Moses Lake, Washington. The DACUM brought together CJ Program Coordinators and faculty, college Deans, and employers from around the state to continue the discussion from its March meeting on establishing a statewide agreed upon CJ basic core curriculum for all our programs to utilize. Tony Anderman who is an expert in the field of law and justice facilitated the CJ DACUM. He guided participants helping them to address the gaps and needs CJ students need in order to be successful in the field. During the first day of the meeting participants discussed the current state of the CJ training/education system in Washington State. On the second day the group was focused on the needed curriculum.</p> <p>Participants were asked “What does a Basic Law Enforcement Officer look like after they complete their education – What are the KSAs (Knowledge, Skills, and Abilities)?” There have been certain limitations students are facing when it comes to them acquiring a job in the CJ field. For example, communications and soft skills that employers have repeatedly brought up about students lacking in them. Some students also have trouble passing background checks. A final briefing document summarizing the meeting has been completed and the draft DACUM summary submitted to the CJ working group. These documents will be shared with all members of the CJ working group, CTC Deans and other education partners. Both reports will be available on the Center’s website. The CJ Programs Work Group will next meet in Spokane, November 7th or 8th, to review the priority core curriculum identified and discuss the DACUM recommendations. The meeting will be in conjunction with the new State Association’s (see below) conference.</p> <p>CJ Programs Work Group’s Strategic Planning Sub-Committee met August 10, at Highline College. The Committee reviewed the information gathered at the July 17-18, DACUM and meeting at Big Bend College and develop a strategic plan to implement the recommendations and actions identified at the July meeting. The Planning Sub-Committee is Co-Chaired by Steve Lettic at Highline College and Ryann Leonard at Big Bend. Tony Anderman the consultant who completed the DACUM at the July meeting served as an advisor and facilitator for the Planning Committee.</p>
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CENTER OF EXCELLENCE – HSEM FY 17-18 WORK PLAN

	<p>One of the primary focus for the CJ group is that there should be a set of standards and assessments for all of the 19 Criminal Justice programs in Washington State’s 34 Community and Technical Colleges. CJ program process is the core curriculum will lead to the idea of core competencies. Both are intertwined (writing, critical thinking, and KSAs). A core foundation will help set up the next move towards program strengthening.</p>
<p>Quarter 2</p>	<p>On November 7, the state’s CJ Programs Workgroup held a “virtual” meeting using our CTC systems new video conferencing tool called Zoom. The online Zoom meeting was recorded and can be reviewed in its entirety at July 7, 2017 Criminal Justice Programs Workgroup Meeting. In order to view the link, it is best to copy and paste it into a Google Chrome or Fire Fox web browser. Internet Explorer wants to download the file and does not work properly. Here is the link: https://piercecollegemy.sharepoint.com/:v/g/personal/khale_pierce_ctc_edu/EXLZ5YXDY11Dp7ZvWHPztgoBqfFktFvc9s_SASQwwWk3_g?e=1936beee1c604bdd8cc43cc87ef6a2e9</p> <p>This was the third quarterly meeting of the CJ Programs in 2017, and was attended by several of our college’s Program Directors and Deans including our newest CJ program at Walla Walla College. The meeting updated everyone on the work of all of the CJ Faculty since the July 18-19, meeting at Big Bend. A short summary of the survey work to identify a common core courses is below and additional information will be available at the upcoming Winter CJ Workgroup meeting February 26 and 27th in conjunction with the new WA CJ Association’s first annual conference. Meeting will be at the Spokane County Sheriff’s Office Training Center in Newman Lake and “Save-the-Date” announcement will be distributed in December.</p> <p>Dr. Ryann Leonard, (RyannL@bigbend.edu) Big Bends Program Coordinator for their CJ Program facilitated the curriculum information gathering for our 20 CJ programs by creating a Canvas site which allows programs to summarize their curriculum. Over a third of the programs have contributed to the Canvass site and others are encouraged to contact Dr. Leonard to get access so they can input their college’s CJ curriculum. Dr. Leonard provided a review of the submitted curriculum syllabi and a summary of the most common topics covered in the possible “core” set of classes. For some syllabi, there was no content outline but there were course outcomes that were reviewed. In other courses, there was a textbook listed and the table of contents were reviewed from the publisher websites.</p> <p>Review Results identified the following common core courses:</p> <ol style="list-style-type: none"> 1. CJ& 101 – Introduction to Criminal Justice - overview course covering a basic overview of law enforcement, courts, and corrections. 2. CJ& 110 – Introduction to Criminal Law - overview course covering major concepts, definitions, classification, elements and penalties of crime and criminal responsibility; Model Penal Code and WA state RCWs; elements of crime; defenses to prosecution, crimes related to property, people, families, public administration and penalties. 3. CJ – Constitutional Law (needs a common title) -This course has two pathways. One included an overview to the constitution (US and WA) with discussion of the pertained to the CJ system. The second used this course to discuss arrest, search,

CENTER OF EXCELLENCE – HSEM FY 17-18 WORK PLAN

	<p>and seizure in detail, amendments related to these topics, court cases and procedural guidelines that affect law enforcement or the courts review of cases. There wasn't a consensus on this course and needs further discussion.</p> <p>4. CJ& 105 – Introduction to Corrections - overview course covering history of corrections and sentencing options, correctional facilities, managing special populations and prison life in general, probation/parole/community corrections, Death penalty and punishment and correctional practices and prison management and correctional officers. This course was also used to discuss arrest, search, and seizure in detail. The amendments related to these topics as well as court cases and procedural guidelines that affect law enforcement or the courts review of cases. There wasn't a consensus on this course. These topics are important in a CJ program but perhaps a whole class is not necessary as part of the core curriculum.</p> <p>5. CJ& 206 – Juvenile Justice -This series of courses also had common trends. Much of the class was theory related to juvenile delinquency. There was discussion of gangs. There was discussion of how the juvenile justice system and process runs differently from the adult system.</p> <p>Other issues to be addressed:</p> <ul style="list-style-type: none"> • For some courses, we have common course numbers but they are not being used by all colleges. We all need to decide on the same numbers for the core courses and make them common course numbers. This will help with transfer and is a required of the SBCTC system. • Some courses are solely online and some are hybrid or fully rounded. Program can benefit from sharing curriculum, assignments, projects to help diversify what Programs are doing and to help others that are trying to have multiple modalities.
Quarter 3	
Quarter 4	
Analysis	<p>Quarter 1: The newly formed Washington State Association of Public Safety Officers and Educators (WSAPSOE) help its first Board Meeting in Moses Lake during CJ Programs meeting. The goal of the Association is to bring together public safety professionals and educators to collaborate, exchange ideas and increase public safety through sharing best practices. The Association will also be addressing the development of State and National Content Certifications Programs. Dr. Ryann Leonard the Coordinator and faculty for the Criminal Justice Program in at Big Bend and Linda Crerar, Director for HSEM Center of Excellence we invited to join the Board. The Associations kick off conference will be held in February (dates TBA) at the Spokane Sheriff's Office Training Center in conjunction with the CJ Programs Working Group. Currently the Association is working on establishing their website and providing and developing their membership outreach campaign. The resulting draft strategic plan, and the Planning Committee and July 17-18 meeting summaries will be distributed to all of the Criminal Justice, Corrections and affiliated programs and Deans by August 15, along with a short video and message created by Ryann Leonard to update all of the CJ Program Managers and faculty on what has been accomplished since the CJ Work Groups first meeting in March.</p>

CENTER OF EXCELLENCE – HSEM FY 17-18 WORK PLAN

	<p>Quarter 2: One of the primary objectives of community and technical colleges (CTC) is to provide training and education required for students to succeed in the workplace. CTC colleges and their faculty and staff need to be prepared to provide their students with the high quality multipurpose curriculum they will need to secure 21st Century jobs in this career field. The Center supported the establishment of the Association of Public Safety Trainers and Educators and pleased to announce the 2018 Association WSAPSTE) Conference, February 26-27, at the Spokane Sherriff’s Training Center in Newman Lake, WA.</p> <p>WSAPASTE was founded in 2017 to provide opportunities for practitioners and educators in the field to come together to collaborate and learn exchange ideas with the goals of increasing public safety through best practices. Public Safety and Security practitioners and faculty will learn about the demands and changes that are occurring in today’s public safety organizations and assess the impact on current training and education programs.</p> <p>The Criminal Justice Program Working Group meet during the second day of the conference to refine its 2017 work on identifying core curriculum recommendations and begin implementation planning which improve CJ program curriculum and delivery statewide in all twenty (20) programs. For more information: https://www.facebook.com/WSAPSTE/</p>
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Focus Area	Activity 4	
<input checked="" 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 Leadership Forum</p> <p>Follow-up to the October 2016 Women in HSEM Leadership Forum. This year’s Forum will start the second stage in establishing the Women in All-Hazard and Security Mentorship Program. The mentorship program will help match experienced all-hazard and security professionals with mentees who are female students in one of the six HSEM career pathway programs, women who have graduated, those that are new to the industry, and/or looking to advance into leadership positions. The purpose of the online mentoring is to help women identify what their strengths are as leaders, where they want to go in terms of education and career, and help them find and follow their dreams and goals. The Leadership Circles will use platforms such as community forums, document-sharing spaces, group polling, webinars/podcasts, and calendars that announce events and mentor availability.</p>	
Funding Sources %	Purpose	Projected Outcomes and Products
100%	<ul style="list-style-type: none"> The program promotes long term leadership and professional development through a one-on-one Mentor- 	<ul style="list-style-type: none"> Developed an online “Leadership Circles” mentoring program that will be available through the CoE-HSEM website.

CENTER OF EXCELLENCE – HSEM FY 17-18 WORK PLAN

	<p>Protégé relationship to increase advancement into leadership positions.</p> <ul style="list-style-type: none"> • Mentors share their experience and advice on such topics as career advancement, professional visibility, networking, and overcoming barriers to career success. • Expand the established work group to include organizations with current women in leadership initiatives in the public safety, security and emergency management career fields. • The program will develop an online mentoring program called Leadership Circles to help reach out to those in need of mentoring or want to learn how to be a mentor. 	<ul style="list-style-type: none"> • Developed a program guidebook and contracts for mentor/mentee program and provide orientation sessions for participants at least 3 times during the year across the state. • Forum held in October 2017 at Peninsula College • Produced video and summary which was posted on the COE-HSEM website. • Increase participant involvement by 35% by end of year. <p>Timeline: July 2017 – June 2018</p>
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Report on Actual Outcomes and Products

<p>Quarter 1</p>	<p>The theme of this year’s Forum will be on Women in Technology and will coincide with October’s Cyber-Security month. The Forum will take place on November 1, 2017 at Highline College. Technology is constantly changing and more women are entering into the field. The Forum will also debut the Center’s online mentoring program called Leadership Circles. The Leadership Circles will provide a space for women looking for mentors. Leadership Circles will offer secure conversations for mentors and mentees, real-time chat, stand-alone-modules for online mentoring for mentors and mentees to work through, and will even help to match mentors with the right mentees.</p> <p>Objectives –</p> <ul style="list-style-type: none"> • Empower women to explore opportunities that they previously didn’t know were available to them. • The Leadership Circles can be used as a “cohort” or “safe space” for women to be able to share their experiences, guidance, advice, etc. with other women. • How do women overcome the male opinions that they belong in roles in areas of administration or managerial? • How do we help bridge the gap between men and women in the IT Technology field? <ul style="list-style-type: none"> ○ Who are the male allies/advocates for women in the IT technology field? • What strategies can be used to help women overcome gender inequalities in the tech field?
<p>Quarter 2</p>	<p>The third annual Women’s Leadership Forum which focus on “Women in Technology” was a great success. The theme of this year’s Forum “Women in Technology” and coincided with October’s Cyber-Security month. Technology is constantly changing and more women are entering into the field. Over 90 people attended this year’s Forum doubling the number from a year ago. CyberWatch West has agreed to pitch in \$1,000.00 to help pay for the food. The organization got to have its logo on handout materials and was acknowledged for their contribution at the Forum. The Forum also debuted the Center’s online mentoring program called</p>

CENTER OF EXCELLENCE – HSEM FY 17-18 WORK PLAN

	<p>Leadership Circles. The Leadership Circles will provide a space for women looking for mentors. Leadership Circles will offer secure conversations for mentors and mentees, real-time chat, stand-alone-modules for online mentoring for mentors and mentees to work through, and will even help to match mentors with the right mentees.</p> <p>“The Leadership Forums are about sharing knowledges, growing skills and establishing strong relationships with other women to help them in their careers,” said Kellie Hale the Forums organizer for the past three years. Curry Mayer, Forum MC and Director for Bellevue Emergency Management believes the “Forums help women identify what their strengths are as leaders, where they want to go in terms of education and career and establish strong collaborations with both women and men.”</p> <p>Corrine Sande, Director of CyberWatch West at Whatcom Community College was the keynote speaker and with panel members Erika Voss, Chief of Information Security, Risk and Compliance at Zillow, Dawn Blalack, a Protective Action/Hazard Analyst and Amelia Phillips, and Amelia Phillips, Director of the Cybersecurity BAS at Highline College, spoke about how their work in the IT/Technology field has changed over the years and shared what they believe are the key knowledge, skills and abilities they brought and have developed in the IT field to help make them successful.</p> <p>A video of the entire event will be available on the Center’s website www.coehsem.com in the upcoming year.</p>
<p>Quarter 3</p>	
<p>Quarter 4</p>	
<p>Analysis</p>	<p>Quarter 1: Curry Mayer, EM Director for the City of Bellevue, will be the Forum facilitator/moderator. Registration is currently underway. Have been working with the Center’s Graphic and Digital Design Specialist, Jasmine May, to create marketing material for the Forum. Will be advertising the Forum through the Center’s Constant Contact account, Social Media sites, and our pathway program contacts. Advisory Board member, Erika Voss, has agreed to be a panel speaker, along with Lis Klute (EM for Amtrack). The number of attendees registered for the Forum is at 35.</p> <p>Quarter 2: Cascadia College and the City of Bellevue have offered to host a winter networking event and other events are being organized for spring and summer. Next year’s Forum will be on Women in Politics and will be held in October 3, 2018, at Highline College.</p>