



Confluence serves as an intersection where we share events, interests, and important information about our Center and the state's all-hazard emergency management pathway programs.



March 2019 Edition



**Advisory Board Meeting
March 8th, 2019 8:30am-3:00pm**

"Ensure a robust pipeline of safety, security and EM professionals available to business/industry, government, and communities now and in the future."

SAVE THE DATE

LOCATION:
Lower Columbia College
Heritage Room (ADM100) in the Administration Building
1600 Maple Street
Longview, WA 98632
Campus Map: <http://lcc.ctc.edu/maps>



Please join us for a **breakfast networking event** hosted by the Center of Excellence for Homeland Security-Emergency Management Board and staff. We will discuss degree programs in **HSEM, CJ, Occupational Health & Safety, Fire Command, and Emergency Medical Technicians**. (8:30am-10:30am)
Board Meeting will follow. (10:30am-3:00pm)

SPECIAL GUESTS

- Byron Noel**
UAS Operations Coordinator
(Big Bend Community College)
- Robert Lord**
Fire Command Program Coordinator
(Pierce College)
- Darren Linker**
Occupational Health and Safety
(Pierce College/Edmonds Community College)
- Anita Quirk**
CJ Coordinator
(Lower Columbia College)



On March 8, 2019, at Lower Columbia College, representatives from DSHS, Workforce Programs, local EDC's, Chambers of Commerce and local employers joined the Center's Advisory Board Members, staff, and Lower Columbia College Representatives at the Center's Board Meeting for a hosted Business and Industry Professionals Networking Breakfast. They met with four (4) of our state's community college all hazard emergency management program managers to hear about what each of them area doing at their colleges. Byron Noel faculty and Program Manager from Big Bend

College talked about their new Drone Pilot Certification Program. Anita Quirk provided an overview of her Criminal Justice Program at Lower Columbia and the modifications she is making to curriculum based on curriculum recommendations made by the state's CJ Work Group which has been supported by the Center. Darren Linker, Program Manager for the Edmonds/Pierce Colleges Occupational Health and Safety Program shared information about their new Certificate Apprenticeship Program and Bob Lord, faculty and Program Manager for Pierce College's Fire Command Program provided a briefing of the new Fire Leadership and Management BAS slated to begin online fall of 2019. [For more information and contacts about these HSEM Career Pathway Programs link here.](#)

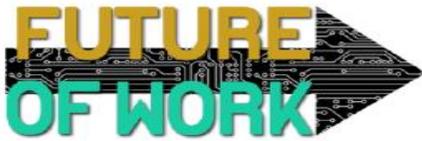
The Curry Mayer, Bellevue's Emergency Manager and Center's Co-Chair, welcomed attendees. She stressed the importance for Board Members, employers and educators meeting together to discuss how these important HSEM pathway programs are being implemented and identify additional needs and/or gaps that must be met. She said, "We all recognize the importance of having relationships with a wide variety of businesses, organizations and community members. This is tremendous opportunity to connect our Board Members and staff with our CTC College's executives, program staff and other public and private sector professionals." Our invited guests, business and industry representatives and educators all agreed.

READ MORE - HSEM Advisory Board Minutes, March 8, 2019

Minutes include additional Board discussions regarding the take-a ways from the morning Networking event. Board Members all agreed that this type of networking activity was very important. They believe Members definitely need more direct interaction/communication with employers, community organizations, program faculty and staff and the college administrations. Discussions help to identify areas where programs could use more support and opportunities to discuss with all of our career pathway programs how our Center staff and Board can help make programs more successful. One suggestion was to host a program managers and employers summit where programs and employers could be invited to participate from around the state to

find opportunities for collaboration to help programs be more successful to fulfill the needs of employers.

The Board reviewed the Center's 2018-19 Work Plan and discussed future certifications and/or concentrations related to our career pathways. Options discussed: Natural Resources Enforcement Officer; Food Defense; Health/Mental Health; Volunteer Management. The discussion and items identified for possible activities for the 2019-2020 Center Work Plan will be included in a draft plan which will be reviewed by the Board on May 17 and then approved by the Board at their mid-June meeting. The Work Plan is also submitted to Pierce College for review and approval.



"Future of Work" Power Point Presentation

Future of Work Task Force

Joe Wilcox and Lewis (Lew) McMurrin from Washington's Workforce Training & Education Coordination Board shared information about their Task Force at the March 8, Board Meeting. Joe and Lew are Co-Managers on the Future of Work Task Force and talked about the "Fourth Industrial Revolution" with the Center's Board on March 8.

The Task Force is working to answer the question of "How can Washington State's workforce and business continue to prosper together in the future?" In the summer of 2018, Washington's Legislature created and funded the Future of Work project to investigate this future. Task Force members and staff developed 10 policy areas for future study and will explore these policy areas further in 2019 for the purpose of developing specific policy recommendations.

1. Some of Washington's current workforce needs to **be retrained, reskilled, and upskilled** to keep pace with changes in technology, the environment and business practices that have the potential to create ongoing disruptions across a wide range of industries and sectors.
2. Gains in **business productivity**, although slowing over the past decade, continue to **outpace wages**.
3. **Many jobs considered "high demand" pay low wages** and offer limited on-the-job training, minimal advancement opportunities, inconsistent and unpredictable schedules, and few benefits. A robust "future of work" strategy must address the fact that many of the fastest growing jobs do not provide a living wage, or opportunities for career advancement, spurring further income inequality for a growing number of workers.
4. **Many businesses outside of the state's major urban areas** do not have access to research, engineering, fabrication, testing and modeling, or the capital needed to invent or adopt new technologies, to remain competitive.
5. **Partnerships between among businesses, workers, and the public sector** can lead to advancements in workforce development, and spur the adoption of new technology within a community, or industry sector. Washington has invested in numerous pilots and demonstrations where such partnerships have proven successful, but not sustainable.
6. **Rural economies face different economic and workforce development challenges** than urban areas.
7. **Public infrastructure**, including broadband internet access, **is necessary for businesses to remain competitive** and to create more quality job opportunities. It is also needed to provide access to educational opportunities for learners of all ages. However, it is unevenly distributed across the state.
8. **Additional information is needed to more accurately and efficiently match jobseekers with employers**, and jobs, across the state. Jobseekers often do not know which skills are needed for particular jobs and lack a clear pathway to obtain these skills.

9. **Workers engaged in alternative or contingent work arrangements**, including those who earn a living through independent contracting and the gig economy, **lack a steady paycheck**, or key employer-provided benefits, such as retirement savings, health insurance, or paid sick or parental leave.

10. **Periods of self-employment and business ownership are becoming more prevalent for many workers**, sometimes by choice, sometimes not. Washington is among the easiest places to open a business, but has a higher than national average failure rate of business start-ups.

In 2019 the Task Force will explore in depth the 10 policy areas identified in this report. The two primary means of information gathering during this phase will be through the identification and analysis of data and research, as well as stakeholder engagement across a broad economic, cultural, social, and geographic cross-section of Washington. Book recommendation from Morgan Zantua, Board member: [Future Jobs](#) by **Edward E. Gordon**

[READ MORE ABOUT THE PRESENTATION](#)



The Great Conversation™

Aronson Security Group (ASG) provided \$1250.00* in scholarships for Criminal Justice faculty, students and Center Board Members and staff to attend “The Great Conversation in Security” in Seattle, March 4 and 5th. Over 200 people from our state and across the country attended the event which focused on both the challenges and opportunities

facing risk, resilience, and the business value of security. Attendees discussed the newest and most important strategies driving the industry and provided attendees w/the tools needed to take risk, resilience, and security programs to the next level. Excellent conversations and information that identified how rapidly this career field in expanding and creating excellent employment opportunities. **Special thanks to our Senior Fellow Joe Zaccaria w/ASG for his support of the scholarships.*

Tracks guided the curriculum in every conversation. Subjects included current industry issues and trends, vertical sector issues and trends, and discussion on innovation that create a breakthrough in organizational or industry thinking: **Leadership: Strategy, Innovation, and Change; Organizational Strength; Enterprise Security Risk Management; Intelligence; and Technology.** [The Great Conversation-Seattle](#)

HSEM BOARD MEMBERS & STAFF IN THE NEWS



'Kick Doors Open, But Be Sure to Leave a Doorstop' by Kellie Hale

Women in Leadership Resources

When I organized/planned the first Women in Leadership Forum back in 2015, I originally thought it was going to be a one-time forum. Thankfully, the positive response from attendees indicated that the Forum needed to be a yearly event. Therefore, for the past four-years, the Center has put on an annual Woman in Leadership Forum on different topics such as politics, technology, and HSEM. This year's Forum theme will be agriculture, particularly how women are the new faces of American farming and the trials and tribulations they face.

History has shown us how women faced (and in some ways continue to do so) large barriers in terms of success compared to men. Such barriers are pay gaps, unfair advancements in opportunities, along with lack of representation when it comes to important decision-making.

Women are half of the world's population, but we still are not seeing equal participation in leadership roles.

When women are given the chance to lead, certain values and concerns come into focus such as harassment in the workplace, separations of labor, pay inequality, and lack of advancement in gaining new opportunities. These values and concerns often reflect the experiences women have encountered in their personal and professional lives. It is disappointing that these types of issues women face do not come to focus or are dealt with when women are not in leadership positions.

It is not enough to have women in leadership positions, but to encourage women to begin the path on how to fulfill their dreams. Seeing women take on leadership roles allows other women, whether young or old, gives them an idea of what it looks like and that it is possible to achieve the unexpected.

Another reason why some women do not strive for leadership goals is that there are few female role models to look up to or emulate. The Center has worked to develop a mentor/mentee program for Women in Leadership. However, it has taken a few trials and tribulations in the development of this program. Through feedback from attendees at one of our networking event last June explained that when it comes to social media and staying in contact, LinkedIn is the better and more professional route. The goal for our Women in Leadership page on LinkedIn is provide a secure place where women can speak directly with one another to ask questions, offer advice, gain new contacts, and demonstrate a strong commitment to helping one another.

It is important for women to, not only kick doors open, but to put a doorstop in the door and tell others to go through. The different perspectives and principles women bring to the table are valuable and can have a positive impact to an organization and others when given the chance to be heard.

Jim Mullen –
Center Senior
Fellow and
Associate



Emergency Management, Once Removed, March 2019

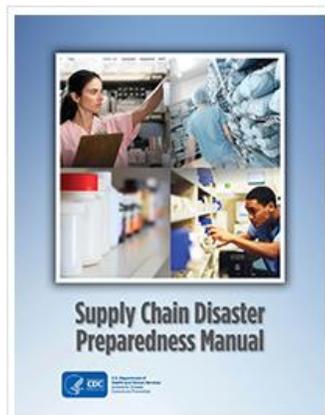
Homeland Security: “If seven maids with seven mops swept it for half a year”

The Department of Homeland Security (DHS), formed post 9/11, consolidated 20 plus federal agencies under a single Cabinet-level Secretary. There were naysayers among the ranks of emergency managers. I was one of them. Among our concerns: emergency management might be severely under – supported due to ignorance, incompetence or institutional jealousy. We were prescient: Who could forget the attempts to substitute “prevention” for “mitigation”, or the determined efforts to “zero out” what we now call the Emergency Management Performance Grants? Or the bungling attempts to transfer the responsibility for the federal government’s failure to collaborate internally, that led to the 9/11 tragedy, to local and state officials’ “lack of preparedness”? Who can ever forget many (not all) post – 9/11 federal contractors’ stunning ignorance of the prerogatives of states under the US Constitution, a knowledge gap found also in the upper ranks of the entire Administration! [READ MORE](#).

Exploring the Role of Supply Chain Management in Healthcare...

Healthcare supply chain management is the regulation of the flow of medical goods and services from manufacturer to patient but **what happens when an emergency or disaster strikes?**

Join us October 17, at Bellevue College for an Educators-Practitioners Forum **to discuss the impact of emergencies, disasters or other acute events that threaten to overwhelm local capabilities to provide life-saving medications and supplies.**



This Forum is free and hosted by the WA Centers of Excellence for Allied Health, Global Trade and Supply Chain and Homeland Security-Emergency Management and the [WA Department of Health Emergency Prepared Division](#)

REGISTRATION WILL OPEN ON MAY 30 If you have any questions, contact Kellie Hale, Center of Excellence – HSEM www.coehsem.com khale@pierce.ctc.edu or 253-912-3688.

[Supply Chain Disaster Preparedness Manual](#)



Red Cross gives people a place to stay after tornado destroys homes

The Center's Director, Linda Crerar, represents both the Center and Pierce College on the South Puget Sound Chapter Board of the American Red Cross. She is working with Bonnie Bush the Chapter's Executive Director to bring you stories and information about what our local and state chapters are doing to support our communities. In February our Chapter provided 25 people with assistance to cover emergency food, clothing, and shelter needs. Follow up casework is also provided to connect clients to other community resources as needed.

If you have questions or are interested in being involved with the Red Cross in your area of the state as a Board Member or volunteering in another capacity, please contact Bonnie at (253) 318-0123 (c) bonnie.bush@redcross.org.

Port Orchard Tornado



On the afternoon of December 12, 2018, a Tornado touched down in Port Orchard, WA. It affected both businesses and residences and the Initial disaster assessment was 7 homes destroyed and 400 without power.

The Red Cross Kitsap and Olympic Peninsula chapters opened a shelter at St. Gabriel's Church and continued to operate the shelter for three days.

The church assisted with feeding efforts at the shelter. Overall 78 clients were provided emergency assistance. When the shelter opened, community members brought clothing donations to the shelter. The chapter partnered with St. Vincent de Paul to help with these donations. The chapter also had a representative in contact with the Kitsap County's Incident Command Post to ensure good information flow between the Red Cross and authorities. The Red Cross also provided a meal for the responders on the day of the event.

After closing the shelter on December 21, the Red Cross continued to support the Kitsap County's Community Resource Center (CRC) with such services as Client Casework, Disaster Health Services, Disaster Mental Health, and External Relations. Our onsite Liaison worked with Rubicon, Kitsap County Department of Emergency Services and others to support good communication and understanding of our service delivery plan moving forward for Recovery. Red Cross is working with Kitsap County DEM to support CERT Volunteers who are canvassing the affected neighborhoods providing a flyer explaining the services available at the Resource Center. [Red Cross Gives People a Place to Stay READ MORE](#)

2019 COE Schedule of Events

April 17-18	Partners in Preparedness, Lynnwood WA
April 25	Securing the Supply Chain – Rescheduled for October 17, 2019
April 25-27	New Frontier Symposium Emergency Medicine https://www.newfrontieremergencymedicine.com/
May 17	CoE HSEM Board Meeting, Conference Call



**Confluence Media* will highlight the work of our Center’s Advisory Board Members, Senior Fellows, staff and our CTC Programs and bring together our six Career Pathway employers, students, faculty, and community members to discuss a variety of issues and interests. Confluence will serve as an intersection where come together to share events, interests and important information so “stay tuned”.

Center of Excellence – Homeland Security Emergency Management

Access information on all-hazard emergency management education and training, career pathways and the job market information and resources and business and community preparedness.

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