



Center of Excellence – HSEM
Advisory Board Meeting Minutes
February 21, 2017

Location: Pierce College Fort Steilacoom

Present: Rich Axtell, Lit Dudley, Marvin Ferreira, Dan Guerrero, Chris Johnson, Jeff Kaliner (new board member), Patrick Knouff, Jennifer Lord, Denise Mack, Gabriel Marcus (new board member), Curry Mayer (new board member), and Richard Schroedel

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

Guests: Jamie Krause, Darren Linker, Ron May, Paul McNeil, Jim Mullen, John Pennington, and Mark Todd

Welcome, Introductions, Announcements:

Chris Johnson called everyone to order. The Advisory Board has three new members: Jeff Kaliner (Homeland Security Instructor/ Criminal Justice II Internship Coordinator - Cascadia Tech Academy), Gabriel Marcus (Disaster and Business Continuity Planning Specialist – Costco Wholesale), and Curry Mayer (Emergency Manager – City of Bellevue).

Recognition of retiring Advisory Board Members for their service: Gerry Fiola, Patrick Massey, Andy McKellar, Peter Rasmussen, and Steve Reinbrecht

Linda expressed the need to recruit new members that represents the non-profit sector and ports.

Review and discuss November 1, 2016 Strategic Planning Notes - The purpose of the strategic planning meeting last November was to focus on the CoE-HSEM. Center staff and Advisory Board members spent the day at King County Office of Emergency Management to talk about current and future goals, objectives, and possible outcomes for the CoE-HSEM. Mark Todd will help with the planning and facilitating of future strategic planning sessions.

The write up for the Strategic Planning Session can be found here:

<http://wp.pierce.ctc.edu/blog/hsemcoe/files/2015/02/Strategic-Planning-Session-Notes.pdf>

Guided Career Pathways and WIOA

- **Implementing change initiatives and Improving key processes** – 2015-16 stakeholders across the state of Washington are engaged in the planning process to develop goals designed to spark innovation in how our workforce development system. This initiative will help serve job-seekers and employers in four primary areas: **1.) Performance**

accountability, 2.) Integrated and streamlined customer service, 3.) Accessible and technological savvy system, 4.) Strengthen business engagement.

- **Workforce Innovation and Opportunity Act (WIOA) 2015 Key Features**
 - On-the-shop to drive system-wide coordination and integration of services.
 - Single performance accountability system for core programs designed to drive self-improvement.
 - Focus on improving service for both job seekers and employers.
 - Emphasizes engagement with business community to build sustained, long-term partnerships to close skills gaps.
 - Better performance outcomes and more efficient job placements. Focus on local and regional planning that considers the needs of the local industry sectors.
 - Shift from serving in-high school youth to out-of-school youth (75% of all WIOA youth funds expended on disconnected youth).
 - Incentivizes work-integrated learning opportunities and customized training.
 - Mandates improved service for all – universal accessibility of workforce development systems to all populations, including those with barriers to employment.

Curry Mayer mentioned how one of the difficult challenges is that there are so many different titles in regards to an emergency manager in the field. Some of these titles do not show up in the Bureau of Labor Statistics' report data. It is hard to track what people are actually doing in the HSEM field.

John Pennington explained how he would like to drop the emergency manager name and changing it to emergency management professional throughout the curriculum.

Jim Mullen said, "People don't come into the emergency management field with an HSEM degree. People come into the field with an array of degrees."

Rich Axtell spoke up how it is important to bridge the gap between law enforcement and HSEM.

Chris Johnson said, "We need to find a way to help guide the students to make a connection from school to actively working. What do we call ourselves? We have a responsibility to define ourselves on what emergency management is and does."

Dan Guerrero brought up the fact that the Department of Homeland Security will now hire around 15,000 border control agents along with Immigration and Customs Enforcement (ICE) agents.

Patrick Knouff mentioned how filling out an application to apply for a federal job is not very easy. "If you can't check the minimum checkboxes on an application you won't get approved, especially on the federal level."

Envisioning the Future - Perspectives on the future of the all hazard emergency management careers short summary of Board's discussions:

- Are long-term careers
- EM careers are in government, public and private business sector
- Private sector careers are growing
- Huge hiring opportunities at the federal level but the federal hiring process is overwhelming and overbearing to get in.
- Concerns for students applying for jobs in the industry are testing positive for marijuana and we need to get the message across to students better.
- Guided pathways process needs to address the challenges of application requirements such a drug use and the educating students to be able to fill out job applications especially federal government applications.
- Veteran's preference can be a hindrance to gaining diversity in certain organizations.
- Continued need for preparing students to be success in higher education.
- Lack of mentoring for students by professionals in the field.
- Need to educate the private sector on risk management/business recovery.

Mark Todd: You can come up with a set of goals and discover that you have not gotten a lot of traction after few years. In order to be compliant it requires to achieve a level of adaptability. To bring forth innovation draws on a new way of thinking. It is important to keep an eye on the big picture. Engagement across the board – individual conversations and focus groups can help get your message across and come up with different scenarios.

Focus groups - engage w/employers, CTC system career pathway programs, students and community.

- What is the rationale for entering the profession?
- What are the essential skill sets for different levels of government and non-government organizations?
- What do "I" need to succeed: certificates, AA, BA, MA , PhD or other
- Exploration of apprenticeships or practicum approach to augment education.
- Making transitions emergency management, fire services, law enforcement and other disciplines.
- Should programs be accredited?
- Opportunity and challenges for building synergy between academic and practitioner.
- Impact of diversity, lack thereof within the HSEM career fields.

Please look at the PowerPoint for more details on the Center's 2016-17 work plan, core expectations, and goal alignment.

Adjourn: 1:57 p.m.

2017 Dates to Remember

March (the week of the 27th): SBCTC Site Review for the CoE-HSEM- Pierce College FS

April 4-5 – TEEX Health Care Disaster Preparedness Management Training - Sponsored by Allied Health/HSEM COE at Yakima Valley College

April 17-20: Partners in Emergency Preparedness Conference – Tacoma Convention Center

April 26: Securing the Supply Chain Forum sponsored by Global Trade/HSEM Centers of Excellence at Highline College

May 9: Advisory Board Meeting – Location TBA; 12:00 p.m. to 4:00 p.m.

June-July: Women in Leadership Networking Event– Location, Date, and Time TBA

September: 2017 WSEMA Conference – Location and Dates TBA

October 4: 2017 Women in Leadership Forum – Location TBA; 9:00 a.m. to 3:30 p.m.

October 10: Advisory Board Meeting – Location TBA; 12:00 p.m. to 4:00 p.m.