

WSEMA – 2016 BOARD MEETING
ANNUAL REPORT CENTER OF EXCELLENCE
HOMELAND SECURITY-EMERGENCY MANAGEMENT



Over a year ago the Center's Advisory Board established four major goals for the Center which included:

- 1.) Improving students and workforce outcomes to increase job placements. This would be through the creation of a sustainable internship brokering program that grows internships for all academic levels across all markets by 20% per academic year.
- 2.) Developing a career pathways maps which would include appropriate private certifications and training along with a "Guide to HSEM Career Pathways".
- 3.) Designing a program specifically targeting transitioning military personnel be established.
- 4.) Committed to work with Pierce College on the development and implementation of a Bachelors of Applied Science (BAS) degree in Homeland Security Emergency Management.

An Advisory Board work group assisted staff in the establishment of a **Maritime, Port and Transportation Security Certificate** which will be offered at Highline College's CJ/HSEM Program fall of 2016. Working with our private and public partners, McKinstry and Pacific Mountain Workforce Development Council, the Center is gathering the needed information and curriculum to support the establishment of a **Mission Critical Operations (MCO) Certificate**. Both of these certificates will target transitioning military and can be incorporated into the HSEM BAS and AA Degree Program. The Center completed its work with Pierce College on the development of the curriculum for the new **HSEM BAS Degree** which is projected to be offered (pending all approvals) winter or spring of 2017. The Center has also established the "**Work Experience Marketplace**" which can be found on the Center's website at www.COE-HSEM.com.

We are pleased to report that we successfully accomplished all of the 2015-16 Board goals and objectives. We will carry these successful efforts into the new year with some modifications made through "lessons learned" and applied in our 2016-17 Plan (full Plan is attached).

As part of this new year's plan the Advisory Board and staff will continue to focus on two major elements they believe are critical to student career success. First, the Center will continue expanding its employer engagement activities to include career pathways in public safety, private/public security, and healthcare. The second element is to continue training and technical support to the State Community/Technical Colleges' (SBCTC) guided pathways initiative.

With the introduction of the "guided pathways model" to the SBCTC system, the Center will expand its efforts supporting the six HSEM career cluster programs. This student centered approach provides clear direction and guidance leading towards the students' career goals. It will also include a variety of work experience opportunities, resource support, and training for career cluster program staff and faculty.

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Global Trade & Homeland Security

Cyber-crime presents a real threat to global supply chains. As cyber criminals find vulnerabilities, mitigating risk and optimizing global cargo flow becomes a greater challenge. The Centers of Excellence for [Global Trade & Supply Chain Management](#) and [Homeland Security & Emergency Management](#) will host a Securing the Supply Chain forum on April 13th at Highline College. The Centers are pleased to announce two keynote speakers: Eric Kready, Director of Operations, Intelligence Manager, Program Manager, FreightWatch International and Dr. Amelia Phillips, Professor of IT and Computer Science. Current threats and risks will be identified and solutions for prevention and resolution of risk will be explored. In addition, curriculum gaps and training will be assessed to inform updates to supply chain management curriculum in our public colleges and universities.

Homeland Security-Emergency Management



The Homeland Security-Emergency Management (HSEM) Center provides access to resources, training and education services which help prepare SBCTC colleges respond and recover from all hazard emergency events. On February 12, over 100 Grays Harbor College executive team members, faculty, staff and local law enforcement participated in an "armed intruder exercise" conducted by the College and HSEM Center staff. "Many people commented to me that it was the best All College Day training we have ever had at GHC," said President Ed Brewster in a letter sent to the HSEM Center thanking them for the training. Dr. Brewster asked the HSEM Center to assist in designing and delivering the half-day training session. HSEM Center staff worked with Lance James, the college's Safety and Security Coordinator, to design the exercise in addition to serving as facilitators and evaluators. The HSEM Center provided Grays Harbor College with a "What is Your Plan" handout to distribute to participants. The HSEM Center also created a recap report along with a follow-up survey that the College is used to move GHC emergency preparedness efforts forward.

The HSEM Center will deliver two presentations on campus security to the Washington Association of Occupational Educators' (WAOE) [Healthy, Wealthy, and Wise Conference](#) on May 5-6. Dar Edwards, one of the conference organizers said, "After the tragic shooting in Oregon, our Board Members requested breakout sessions regarding campus security." HSEM Center staff member Jim Baylor will deliver two sessions at the conference and will provide participants with a model syllabus addendum which helps faculty address this important issue. Jim developed this best practice while working at Texas colleges and says, "This instructional curriculum is a best practice that can be included in the first class day's syllabus. The curriculum covers key campus safety scenarios including "Surviving the Armed Intruder". The one hour seminar may be customized for use by any college and is available upon request by emailing jbaylor@pierce.ctc.edu. [Additional campus safety information is available on the Center's website.](#)

Disaster Preparedness for Hospitals and Healthcare Organizations Course



Pierce College and staff from the Allied Health and HSEM Centers of Excellence hosted a two day FEMA funded workshop August 10 & 11 for over 65 hospitals and healthcare organizations. The training reviewed the fundamentals of disaster preparedness and recovery planning. There was no cost to participants and funding was from a FEMA training grant.



Denise Yochum, the Pierce College Ft. Steilacoom President, welcomed participants to the event and talked about the importance of health care professionals and organizations being trained and having plans to prepare for and recover from disasters. She talked briefly about the HSEM degree program and thanked the Centers of Excellence for helping to bring this important training to our region.

The Center has three board members participating, Mindi Mattson, Jennifer Lord and Patrick Knouff. "People are very excited about this training event" said Linda Crerar, COE Director and have requested that the training be offered again in 2017 in Yakima. We currently have an April date being negotiated with TEEC for the next MGT-341 and it will be at Yakima Valley College hosted by the COE for Allied Health.

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The Center of Excellence collaborated with the HSEM statewide AA degree program, the University of Washington's Center for Collaborative Systems for Security, Safety and Regional Resilience (CoSSaR) and Washington's Emergency Management Department's (EMD) Cascadia Exercise Team to design an intensive 10 week on-line exercise/observer training course for the state's Cascadia Rising Exercise ([Cascadia Rising Exercise](#)). The exercise scenario simulated a 9.0 magnitude earthquake occurring on the Cascadia subduction zone and roughly 20,000 people from federal, state and local organizations in Washington, Oregon and Idaho, along with tribal governments practiced their respective response actions together. Nancy Aird, a 2016 HSEM graduate worked with the Center and HSEM Degree Program Manager, Bob Lord, to coordinate student training and site placement. Six (6) HSEM students

joined in this full scale exercise which took place on June 7 through 10. "The exercise allowed students to gain a real world perspective on the challenging issues they will face as future emergency managers following an earthquake," said Nancy Aird. HSEM students were from three (3) HSEM collaborating colleges which included Olympic, Pierce, and Peninsula Colleges and were stationed at the City of Auburn and counties of Pierce, Thurston, and King Emergency Management Departments.

"One of the Center's goals is to create a sustainable brokering program that grows internships for all six (6) career HSEM pathway programs and the Cascadia Exercise allowed students to gain hands on work experience in the most complex disaster response exercise ever conducted in the Pacific Northwest," stated Linda Crerar, HSEM Center Director. This new exercise training course will be incorporated into the current HSEM degree program course offerings as well as utilized by several other pathway programs in training their students to participate in exercises. In addition to the June Cascadia Rising exercise, two (2) current HSEM students and a HSEM graduate worked with Amtrak to participate in a passenger train disaster exercise. Students observed and played the role of passengers injured in the train accident.

MOS Military Pathways Crosswalk for Information Technology Curriculum- Through an MOU with CyberWatch West (CWW), the Center was able to research and provide CWW with a Military Occupations Specialty (MOS) matrix crosswalk document which identifies and links all of the majority MOS IT Specialties with information technology courses offered for basic certificates and AA degrees. The courses currently identified are offered at Whatcom CC. The MOS matrix crosswalk can be applied to any CTC IT courses offered at the 100 and 200 levels but must be individually review by each college faculty to determine credit designation. The draft crosswalk is currently being review by CWW Director, Corrinne Sande and her staff and a meeting will be held this month to address next steps in making course credit determinations. The draft crosswalk has also been shared with Noreen Light the coordinator for the state's PLA Workgroup. The work of the Center and CWW is intended to be shared with the PLA workgroup when it is finalized. Example of the IT MOS cross matrix is below:

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| B | C | E | F |
|-------------|--|--|--|
| BRANCH | JOB NAME | DESCRIPTION OF COMPUTER ATTRIBUTES OF MOS | CURRICULUM |
| Coast Guard | Information Systems Management | computer network, database, help desk, information technology, network security, network | CIS 100; CIS 105, CIS 110, CIS 116, CIS 205, CIS 206 |
| Coast Guard | Information Systems Technician | database administration, information technology, technician, information technology, Net | CIS 100; CIS 105, CIS 110, CIS 116, CIS 205, CIS 206 |
| Coast Guard | Information Systems Management | business analytics, computer network, data analysis, database, database administration, | CIS 100; CIS 105, CIS 110, CIS 116, CIS 205, CIS 206 |

Community College Baccaureate Association – Presented a workshop titled “I Have a Feeling We’re Not in Kansas Anymore” with Jo Ann Baria, Pierce College VP of Workforce and Jamie Krause, BAS Special Projects Coordinator at the 16th Annual International CCBA Conference in Chicago. The conference focuses supporting the development of BAS degrees nationally. Our workshop used leadership lessons from *The Wizard of Oz* to describe how Pierce College and the Center worked collaboratively in completing the work required to establish a the new HSEM BAS degree. A copy of the power point presentation is available upon request.

SBCTC State College Preparedness – State Board of Trustee members asked about our colleges’ readiness to mitigate, respond to and recover from emergencies at their February meeting. The Center and the Security, Safety and Emergency Management Council (SSEM) were asked by Marty Brown, SBCTC Director, to provide technical assistance in the development of a college preparedness survey. The survey was completed March 18. Results are now being summarized for a report to the State Board members. The Center also connected the State Board with University of Oregon who had just received a federal grant to complete a campus preparedness survey and report. We were able to review the draft surveys and identify questions that could be included in both surveys to allow inclusion of Washington’s data in the nationwide results. A report will be published by the Disaster Resilient Colleges/Universities Network, National Center for Campus Public Safety (NCCPS), and the International Association of Emergency Managers-Universities and Colleges Caucus (IAEM-UCC) later this year. The last report on Higher Education Emergency Management Survey was published in 2014 and is available at <http://louisville.edu/dehs/emergency/doc/2014-higher-education-emergency-management-survey>

Staff worked with the lead for the SBCTC Public Information Commission (WACTC-PIC) to identify a public information professional from the emergency management field for their May 2015 meeting. The WACTC-PIC is interested in ensuring all colleges in the state have well developed crisis communication plans and that Communication professionals have adequate training and have exercised their plans.

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Active Shooter Preparedness Workshop – September 1

THIS IS NOT A TACTICAL TRAINING COURSE

[Agenda](#)

[Resources](#)

Given today's ever-changing threat environment, preparing for and training employees to cope with workplace violence should be a key piece of an organization's incident response planning.

Date: September 1, 2016

Location: Pierce College Puyallup
College Center Building, Dining Commons
1601 39th Avenue S.E.
Puyallup, WA 98374

Registration for this event is free. [Click here to register.](#)

Registration closes August 29, 2016 at 11:59 p.m. (EDT). Limited seating is available



In addition to the training grant for the Disaster Preparedness for Hospitals and Healthcare Organizations the Center worked with Pierce College in order to be able to offer a unique training opportunity with the National Protection and Programs Directorate Office. This training opportunity will have the Center and Pierce College work with DHS to host a one-day Security Workshop to enhance awareness of, and response to, an active shooter event. This "Active Shooter Preparedness Workshop" will take place at Pierce College Puyallup on September 1, and is one of five (5) locations selected nationally to build emergency planning capabilities. The event is open and free 150 private, public and non-profit organizations.

The logo for the Women in Leadership Forum, featuring the text "Women in Leadership" and "Waves of Possibilities" with a stylized wave graphic.

Presented by:
Center of Excellence—Homeland Security Emergency Management
When: October 5, 2015
Where: Lakewood Gardens, Lakewood, WA 98499
Time: 8:30 a.m.—3:30 p.m.

Registration for this event is free. [Click here to register](#)

Erika Koss, Assistant Dean, College of Social Sciences & Humanities at Northeastern University in Boston, MA and Natasha Frost, PH.D., Associate Dean for Graduate Students and Associate Professor of Criminology and Criminal Justice from NEU will be the featured speakers at this year's Women in Leadership Forum. The purpose of the Forum 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. It is important for attendees to walk away with an understanding of the significance of creating strong and dynamic relationships and collaborations with both women and men. A mentorship program will also help match experienced professions with mentees in the six HSEM career pathway fields.



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Work Plan 2016-17

Activity 1: Supply Chain Management Curriculum Collaboration

On April 26, 2017 at Highline College the “Securing the Supply Chain Forum” will continue with the partnership/collaboration between the Center of Excellence (COE)-HSEM and COE-Global Trade & Supply Chain Management to host a practitioner/industry forum. The forum will include a broad discussion regarding the eight (8) supply chain business functions to include sourcing, stocking, storing, selling, shipping, supply chain planning, support services and reverse logistics. Each of these practices identify specific risks that need to be part of industry best practices and embedded into supply chain curriculum. The forum will identify best practices and applications needed by the industry and program faculty to address advancing technology and policies.

Activity 2: Career Pathways Engagement

Using the successful HSEM employer engagement career pathway model developed this past year, the Center will conduct structured interviews with hiring managers in the pathway programs of Criminal Justice (CJ), and Occupational Safety and Health (OSH) and Emergency Health Care/Service Programs and support the employer engagement and guided career pathways model to include K-20. Resource support and training will be offered to program staff and faculty on effective utilization of internship/apprenticeship/externship approaches and we will continue to expand the Work Experience Marketplace website <http://wp.pierce.ctc.edu/blog/hsemcoe/workmarketplace/>.

These efforts support HSEM career cluster programs helping to outline clear program structures for faculty and staff so they are more effective in providing necessary guidance to students that ensures they meet their career goals and gives student easy access to work experience opportunities. This student centered approach provides clear direction and guidance leading towards the students’ career goals and will include a variety of work experience opportunities, resource support and training for career cluster program staff and faculty.

Activity 3: 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 United States 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 (CJ) students have numerous career objectives and dozens of career fields that are available to meet their needs. Community and Technical Colleges (CTC) 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 programs 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.

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The Center will work with CJ Programs statewide and employers (see Activity #2) to determine the core knowledge, skills, and abilities (KSAs) every students should possess upon completion of a CJ program. A survey of current CJ program curriculums has been completed and a CJ Market Briefing document published. Research that is being conducted emphasizes the need to prepare CJ students for their various roles within the CJ system. Programs need to identify students' interests, career objectives and qualification criteria for these varied positions. Collaborating with CJ programs the Center will support the completion of a modified DACUM process to identify current KSAs that can be utilized to develop a core CJ curriculum. This curriculum can be offered statewide and will use common core numbering. Once a core curriculum has been identified programs will be able to use the Prior Learning Assessment (PLA) work done by the Center to establish a Military Occupational Specialty (MOS) crosswalk and award credit.

Activity 4: Healthcare HSEM Training and Education

Hospitals and healthcare organizations are part of the critical infrastructure identified by the National Infrastructure Protection Plan (NIPP). Protecting this infrastructure is essential to the Nation's security, public health and safety, economic vitality, and way of life. Individuals from hospital and the healthcare community are responsible for ensuring the resiliency of healthcare services during a high-consequence or catastrophic event and need to have the KSAs necessary to ensure the response and recovery of the state's healthcare system.

To address these issues Activity 4 will complete two tasks: 1) Working with the COE-Allied Health and its constituencies and the statewide HSEM AA degree program to make appropriate modifications to the current HSEM certificate in order to establish a stackable certificate for a Healthcare Emergency Manager as part of the HSEM Degree Program. Provide online curriculum that may be used by all Allied Health Programs in the CTC system to address disaster/emergency management training needs/gaps, and 2) in collaboration with Texas A&M host a two-day FEMA sponsored training "Disaster Preparedness for Hospitals and Healthcare Organizations within the Community Infrastructure". The course is being offered at Pierce College on August 10-11. Currently 65 healthcare professionals are registered: managers, department directors, medical staff, regulatory personnel, local emergency planning personnel and local health care organizations.

Activity 5: Women in Leadership Forum

This activity is a follow-up to the October 5, 2015 Women in HSEM Leadership Forum. This year's Forum will start the first 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 full 2016-17 Work Plan can be found on the Center's website:
<http://wp.pierce.ctc.edu/blog/hsemcoe/about-us/>