

**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><b>Supply Chain Management Curriculum Collaboration – tentatively slated for April 2018</b>  <b>The Internet of Everything (IoT) and the Supply Chain forum, co-sponsored by the CoE - HS-EM</b></p> <p>The 4th Annual “Securing the Supply Chain Forum” - the two 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><b>Benefits –</b></p> <ol style="list-style-type: none"> <li><b>1. Bridged Gaps</b></li> <li><b>2. Optimized Operation</b></li> <li><b>3. Increased Visibility</b></li> <li><b>4. Improved Decision Making</b></li> <li><b>5. Increased Efficiency</b></li> <li><b>6. Enhanced Responsiveness</b></li> <li><b>7. Better Customer Relationship</b></li> <li><b>8. Added Competitive Advantage</b></li> </ol>

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	The forum will identify best practices and applications needed by the industry and program faculty to address advancing technology and policies.	
<b>Funding Sources %</b>	<b>Purpose</b>	<b>Projected Outcomes and Products</b>
50% CoE HSEM 50% Coe Global Trade	<ul style="list-style-type: none"> <li>• To define the IoT and discuss the applications to the supply chain management industry.</li> <li>• Identify best practices required by industry practitioners &amp; program faculty, including the security side.</li> <li>• To ensure that curriculum/programs are updated to ensure coverage of this relatively new technology.</li> <li>• Identify best practices and applications needed by industry practitioners and program faculty to address advancing technology.</li> <li>• Discuss the steps a company can use to integrate old technology with new technology</li> </ul>	<ul style="list-style-type: none"> <li>• Forum held at Highline College in Spring 2018</li> <li>• Project a 35% increase in participation from faculty, program staff, and industry representatives.</li> <li>• Produce a best practices guide on the specific impacts of IoT on the supply chain plus a practical framework for IoT security</li> <li>• Produce a video of that will be available on COE websites for use by industry and educators.</li> <li>• Increase participation of CTC students by 30%. Timeline: July 2017 – April 2018</li> </ul>
<b>Report on Actual Outcomes and Products</b>		
<b>Quarter 1</b>		
<b>Quarter 2</b>		
<b>Quarter 3</b>		
<b>Quarter 4</b>		
<b>Analysis</b>		

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Focus Area	Activity 2	
<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><b>Career Connected Pathways</b>            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>	
Funding Sources %	Purpose	Projected Outcomes and Products
100%	<ul style="list-style-type: none"> <li>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</li> </ul>	<ul style="list-style-type: none"> <li>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.</li> <li>Provide research/survey information to programs.</li> </ul>

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	<p>collaboration, resource sharing and professional development. The Center has a great record for creating sustainability for our CTC colleges by growing the number of employers they have a relationship and placing students in internship/apprenticeships jobs.</p>	<ul style="list-style-type: none"> <li>• Expand internship/service learning/apprenticeship opportunities in the CJ, OSH, Security and EM pathways by 20%.</li> <li>• Analyze ways to increase/expand industry participation with college programs including work based training (opportunities and provide feedback to colleges.</li> <li>• 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.</li> <li>• Increased awareness of pathways through distribution of HSEM Career Pathways Program Guide and/or brochure.</li> <li>• Analyze program graduation and placement data and provide report to programs and SBCTC.</li> <li>• Host employer engagement and career pathways program discussions/forums with CTC a minimum of 3 colleges' career centers to engage community employers.</li> </ul> <p align="center">Timeline: July 2017 – June 2018</p>
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**Report on Actual Outcomes and Products**

<b>Quarter 1</b>	
<b>Quarter 2</b>	
<b>Quarter 3</b>	
<b>Quarter 4</b>	
<b>Analysis</b>	

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Focus Area	Activity 3	
<ul style="list-style-type: none"> <li><input checked="" type="checkbox"/> Economic Development</li> <li><input checked="" type="checkbox"/> Sector Strategy</li> <li><input checked="" type="checkbox"/> Ed/Innovation/Efficiency</li> <li><input checked="" type="checkbox"/> Supply/Demand</li> </ul>	<p><b>Public Safety/Security Program Assessment/Enhancement</b>            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 “21<sup>st</sup> 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>	
Funding Sources %	Purpose	Projected Outcome and Products
100%	<ul style="list-style-type: none"> <li>• 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 training and educations required for students to best ensure their success in today’s workplace.</li> <li>• Analyze and recommend a more effective and efficient system to CJ degree attainment including opportunities for work experience using internships/apprenticeship. d</li> <li>• Apply PLA CJ Military MOS crosswalk project to new core curriculum to be used as a PLA Guide for CJ programs statewide.</li> </ul>	<ul style="list-style-type: none"> <li>• Hold a modified DACUM w/CJ programs and industry representatives to be used in core curriculum development.</li> <li>• Hold quarterly CJ work group meetings to analyze current CJ education/training system including CTC and WSCJTC.</li> <li>• 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.</li> <li>• Complete report on systems modifications that would significantly improve degree attainment and job placements</li> </ul>

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		and increased employer satisfaction w/graduate performance. Timeline: July 2017 – June 2018
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<b>Quarter 2</b>		
<b>Quarter 3</b>		
<b>Quarter 4</b>		
<b>Analysis</b>		

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><b>Women in Leadership Forum</b></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>	
<b>Funding Sources %</b>	<b>Purpose</b>	<b>Projected Outcomes and Products</b>

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100%	<ul style="list-style-type: none"> <li>• The program promotes long term leadership and professional development through a one-on-one Mentor-Protégé relationship to increase advancement into leadership positions.</li> <li>• Mentors share their experience and advice on such topics as career advancement, professional visibility, networking, and overcoming barriers to career success.</li> <li>• Expand the established work group to include organizations with current women in leadership initiatives in the public safety, security and emergency management career fields.</li> <li>• 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.</li> </ul>	<ul style="list-style-type: none"> <li>• Developed an online “Leadership Circles” mentoring program that will be available through the CoE-HSEM website.</li> <li>• 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.</li> <li>• Forum held in October 2017 at Peninsula College</li> <li>• Produced video and summary which was posted on the COE-HSEM website.</li> <li>• Increase participant involvement by 35% by end of year.</li> </ul> <p>Timeline: July 2017 – June 2018</p>
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