



## EXPLORATION GUIDE FOR ALL HAZARD EMERGENCY MANAGEMENT CAREERS SUPPORT - CONNECT - CONVENE - EMPOWER

### HSEM CENTER - OUR HISTORY

In the aftermath of 9/11, the Department of Homeland Security (DHS) developed standards for planning, responding to, and recovering from similar terrorist attacks. Through Homeland Security Presidential Directive 8 (HSPD-8) the National Incident Management System (NIMS) and the Incident Management System (ICS) was adopted. The intent was to create an ability to respond to an incident and to be able to communicate and work under one standard system. With 85% of first responders being trained in Community and Technical Colleges, the Center of Excellence for HSEM was established in September 2004.

### OUR ROLE

The role of the Center has evolved over the years to provide effective leadership and coordination that rapidly responds to the interests of education institutions and employers in order to prepare a skilled workforce to help maintain our national security and ensure an effective response to all-hazard events through educational and training initiative.

The Center delivers training, exercises, and workshops statewide throughout the Community and Technical College system in collaboration with our community partners. Guided by our Advisory Board, public and private organizations and businesses, education and labor, the Center has delineated clear education and career pathways in HSEM and related fields to advance the state's critical mitigation, preparedness, response, and recovery needs.

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## RESPONSE TO COVID-19

Community colleges and universities across the state of Washington have all been impacted by the COVID-19 pandemic. For example, instructors were ordered to move their classes online so students could complete their course work. The transition of switching from a face-to-face setting to online teaching has not been easy for some people, particularly those who have never taught online or taken online courses. The lack of experience with online can be both daunting and stressful for students and instructors.

Our Center's Staff, Advisory Board Members, Senior Fellows and Volunteers helped with our COVID response. All of the all hazard emergency managers and responders who worked in our hospitals have saved thousands of lives, cared for and honored those who have passed, and to delivered necessary supplies and services to homes, businesses and communities. All hazard emergency personnel have worked tirelessly to help carry out the federal, state, local and nonprofit organizations plans and activities in our communities to help prepare them to survive emergencies and disasters which include pandemics.

Phillip Johnson, a Center Advisory Board Member from State Fish and Wildlife Regulatory Division, was assisting the Department of Health (DOH) as part of an interagency team of state agencies assisting DOH's Shoreline IMT (Incident Management Team) to do their Epidemiology response work. Phil contacted our Center because of his involvement with our all-hazard emergency management program pathways to recruit interns and volunteers from

our regional Criminal Justice Programs working with faculty, staff, and administration.

The Center contacted and worked with the Criminal Justice Workgroup (members representing all 20 CJ Programs statewide). These were unpaid internship or volunteer positions and the Workgroup members responded quickly to what they believed would be a fantastic learning opportunity and a huge service to Washington State and the community.

The CJ co-chairs and Center staff and volunteers worked not only with our Community College programs, but also with a number of four year colleges and Pierce College alumni to assist in this crisis. "I felt our workgroup was excellent at being flexible to the needs of DOH and worked beyond the scope of our duties in order to provide assistance during the initial COVID crisis. In doing so we created we networks for employment opportunities and work based learning," said Bobi (Pierce College).

The Center coordinated all of the internship/volunteer applications for the participating CJ Workgroup members and Department of Health. Rolling internships started May 18th – through the summer. Internships will last for 6 weeks and have been expanded to meet other COVID response needs that DOH has. At last count, 20 students and volunteers were recruited and are working through the summer into the fall.

## OUR MULTIMEDIA EXPANSION

The Center completed and launched its new website August 1: <http://www.coehsem.com>. A website for most of us is the single biggest and most significant thing we can do for our Centers of Excellence (COE). Websites need to not only look appealing, but must provide a seamless user experience for all visitors. Our goal was to have a well-planned and formatted site that is compatible with all mobile phones and accessible to all users. The site is functional, easy to use and navigate and includes relevant content to meet the needs of our users. The Center has established a "media station" to expand and facilitate our ability to communicate with our audiences in creating online podcasts, webinars, video interviews, and lectures for our audiences to view and participate in.

We are creating animated videos that are engaging our audiences in a variety of ways to share our content messages such our YouTube video which introduces our

users to the Centers of Excellence; specifically our HSEM Center. The video is less than 3 minutes in length and we have distributed it widely. It has received excellent feedback from our viewers. <https://www.youtube.com/watch?v=csZoNeMUAUw>

Our monthly Confluence News Magazine shares information about our events and activities. The July 2020, which was just distributed <http://www.coehsem.com/confluence-news/>, includes the publication of our plans and goals for this year and all we did for our strategic planning with our Board, staff and Senior Fellows virtually over four (4) sessions. We developed an excellent template for our future virtual work with all of our constituencies.



## OUR PARTNERS

To ensure it has the best practices and educational research available the Center maintains a strong relationship with both public and private partners at the local, state, regional, tribal and federal level including our K-12 and public and private colleges and universities.

We are members of the N. SF-ATE Cyber Watch West Consortium whose headquarters are located at Whatcom Community College, National Disaster Preparedness Training Centers at (NDPTC) at the University of Hawaii,

and University of Texas A&M Engineering Extension Service (TEEX).

We maintain strong ties with our local, state, regional, tribal and federal government public safety, security, cybersecurity and emergency management organizations, Workforce Boards and Labor, other state agencies and non-profit organizations such as WIN 2-1-1, and international response organization such as World Vision and American Red Cross.



## OUR STRUCTURE

Centers of Excellence are funded through the State Board for Community and Technical Colleges (SBCTC) which reports to the Governor and Legislature.

- They are headquartered at a CTC college selected by the State Board and college leadership.
- They serve statewide as a point-of-contact and resource hub for industry trends, best practices, innovation curriculum and professional development opportunities for colleges and industry.

- They bring together workforce and industry partners in order to develop highly-skilled employees for targets industries.

HSEM Center regionalized its staffing in 2015. HSEM Center recognizes our service area is large and has specific regional needs. We established three (3) Regional Education and Outreach Coordinator positions for NW Washington, SW WA and Olympic Peninsula, and Eastern WA. HSEM Program and Website Management and Media Specialist are responsible for supporting our many training, education and outreach projects.

## OUR SERVICE FOCUS

We collaborate with leaders in the all-hazard Emergency Management fields of Public Health and Safety, Security, Cybersecurity, Law Enforcement, Fire and Emergency Health, Medical, Communication and Management. We have subject matter experts on our industry advisory board and as Senior Fellows and Associates which gives us access to regional and national curriculum. Education and industry leaders share their accomplishments and ongoing challenges through a variety of interactions.

FOCUS	ACTIVITY & INITIATIVES EXAMPLES	RECOMMENDED STRATEGIES
<b>Economic Development</b> – partner w/public-private local, state, regional, tribal, national and global organizations to support economic vitality and competitiveness HSEM industries.	<ol style="list-style-type: none"> <li>1. State Department of Commerce.</li> <li>2. State Labor &amp; Industries.</li> <li>3. County Workforce Centers</li> <li>4. WA State Emergency Management Association and IAEM</li> <li>5. DHS Emergency Mgmt. Institute</li> <li>6. Pacific NW Economic Development Council</li> <li>7. Insurance Industry Association</li> <li>8. <u>CyberWatch West</u></li> <li>9. Office of the Superintendent of Public Instruction</li> </ol>	Ensure education puts all of our students on a pathway to career success, including career exploration that starts in middle school. Strong industry connections and relationships.
<b>Industry Sector Strategy</b> –collaboratively build, expand and leverage industry, labor and community and technical college partnerships to support and promote responsive, rigorous, and relevant workforce education and training.	<ol style="list-style-type: none"> <li>1. Advisory Board and Committee’s</li> <li>2. Center’s Training Institute and Senior Fellows and Center Associates.</li> <li>3. DACUM Workshops</li> <li>4. Externships for faculty.</li> </ol>	Ensure all faculty, counselors and other partners get the training and resources they need through delivery of educational workshops and sector forums that bring together educators and industry to share best practices, network and learn about new tools and technologies.
<b>Education, Innovation and Efficiency</b> – Leverage resources and education partnerships to create efficiencies and support development of curriculum and innovative delivery of educational strategies to build a diverse and competitive workforce.	<ol style="list-style-type: none"> <li>1. Industry recognized credentials and certifications.</li> <li>2. Credit for prior learning.</li> <li>3. Innovative collaborative delivery models – collaborating colleges.</li> <li>4. Focus on emergent and emerging technologies.</li> </ol>	Expand industry work experience opportunities through development and expansion of internships, volunteer opportunities and apprenticeship “earn while you learn” models that lead to high wage careers.
<b>Workforce Supply/Demand</b> – research, analyze and disseminate information related to training capacity, skill gaps, trends and best practices to support a viable new and incumbent workforce.	<ol style="list-style-type: none"> <li>1. Expansion of internships, apprenticeship and pre-apprenticeship.</li> <li>2. Outreach to underserved and underrepresented communities.</li> <li>3. Industry specific research: skills gaps, high demand occupation, trends and best practices</li> <li>4. Faculty development.</li> </ol>	Maintain and share an inventory (Resource Guide) of programs already working across the state. Maintain a Work Experience Marketplace on website for current jobs, internships, <u>volunteer</u> and apprenticeship opportunities. Utilize a variety of communication and social media tools to inform our partners, publics and customers.

## WEBSITE, NEWS BRIEFS AND SPECIAL REPORTS

Center's convenient website [www.coehsem.com](http://www.coehsem.com) provides local, state and national resources and information on our six industry clusters. [Confluence Media](#) 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. Our news magazine shares events and activities of our Center each month. Our video and podcasts discuss a variety of issues, interests, trends and discussion about our career pathways.

We focus on providing access for students and the industry workforce to industry news through our [Work Experience Marketplace](#) and our [Career Pathways Program Guide](#). It provides updated information on our CTC training, education programs, trends and career research, information on our state's K-12 systems of Skills Centers, colleges and universities and resources available for our veterans, women, and gives a foundation for relevant Bachelors of Applied Science and master's degrees offered in the region. The Program Guide is available online and can be downloaded for a print version.

Our [Special Reports Section](#) provides education leaders with research-based content that includes perspectives from industry experts and public-sector peers. We provide current thinking, best practices, tips for successful program implementation and professional development guidance, access and dissemination of industry news via eNews and Bulletins, website and social media.

## STRATEGIC CONVERSATIONS - STRATEGY REPORTS - ISSUE BRIEFS

Roundtables are a series of gatherings with key career cluster educators, practitioners and industry leaders to focus on education and training needs, trends and identify needs and other issues. [Securing the Supply Chain](#) Forums are examples what types of education and training needs exist and what types of curriculum and programs may be needed in the future. These [Special Reports](#) from subject matter experts answer key questions about emerging issues and are shared through a variety of media.

## INDUSTRY AND EDUCATION EVENTS

The Center brings together educators and their students, practitioners and industry experts at statewide and regional events. Designed to encourage interaction, meaningful discussions and sharing best practices, and professional development, our events offer time for networking, building relationships and launching partnerships.

## PROGRAM REVIEWS

The Center facilitates reviews and assessments on HSEM career cluster programs and curriculum, both current and proposals for new programs including types of degrees, programs, courses, delivery methods, and faculty that teach in these areas. Reports provide recommendations on how programs and curriculum can improve the availability, access, quality, and knowledge/skill areas in all-hazard HSEM education cluster within the CTC system. The Center works with industry professionals to review program degrees and certificates that are in place each year including proposals for applied baccalaureate degrees. Programs may request reviews and receive customized reports.

## HANDBOOKS & GUIDELINES - TECHNICAL ASSISTANCE - TRAINING INSTITUTE

Provides education decision makers with guidance on a variety of education areas, processes and best practices related to important workforce needs. Our website's [Preparedness Section](#) provides access to resources, training and education to help a college and community to prepare its citizens, local community organizations, agencies and business and industry to respond and recover from all-hazard events. Our [guides and handbooks](#) section on our website includes our guides developed such as [Pathway Resource Guidebook](#), [Pathways Mapping](#), [Crosswalk Development - Deep Dive](#) and our guide which was developed to help our CTC colleges develop innovative collaborations and sharing of curriculum and programs called "[Guide to Establishing Online Program Collaboration](#)".

## WEBSITE ANNOUNCEMENT!

We have new website design that offers a more clean and updated look, easy to search through, and mobile accessible. This has been a year-long project that we are very proud of. We want to take the time to thank Bryan Johnson, our webmaster, who worked effortlessly in



designing and transitioning content from our old website to the new one. Because of Bryan's hard work and dedication, we now have a website that we are very proud of and allows for users to navigate more efficiently throughout the website. You can check out the new site design at [www.coehsem.com](http://www.coehsem.com)

Check out the video at: <https://youtu.be/rd1hBDh5WPo>

## RISING STAR AWARD



## RISING STAR AWARD

"In November of 2019, I established the *Rising Star* award at the Center to recognize and honor individuals in the all-hazard emergency management profession who have assisted his or her community in a positive and productive way. The Center has always been focused on student success and helping people change the trajectory of their lives but we as a Board to recognize these emerging leaders and their contribution to their chosen profession and organizations. Our award winners in 2019 have already advanced in their careers and have added great value to their organization. We are excited about selecting our next recipients for 2020."

- Linda Crerar, Director

"I was shocked to be receiving the first ever Rising Star Award. It felt nice to be rewarded for my contributions to the Center. For Linda to take the time to honor and celebrate hard working people shows the type of leader she is: completely selfless and one who builds others up. That type of leadership is not always easy to find. Being one of the first recipients of the Rising Star Award has helped, not only boost my confidence, but showed that what I do matters to people. The Center has provided a great place to grow and hone my skills as I first started out at the Center as an Intern, then transitioned into Special Projects

Coordinator, to where I am now the organization's Program Manager. It has been a wonderful journey these past 8 ½ years and I look forward to what the future holds."

- Kellie Hale, Program Manager

"When I first heard that I was going to be one of the recipients of the Rising Star Award, I was surprised. I have never received an award like this that recognizes the accomplishments that I have made in my career as a Media Specialist. I was honored that the growth in my work culminated in me receiving this award. So far, it has helped to empower me in my work and made me feel valued for my efforts that I have put in. I know that I am on the right track to maintaining success in my career field and the Rising Star Award only helps push me to strive for performing better at my job to create new content."

- Jasmine May, Media Specialist

Check out the application:

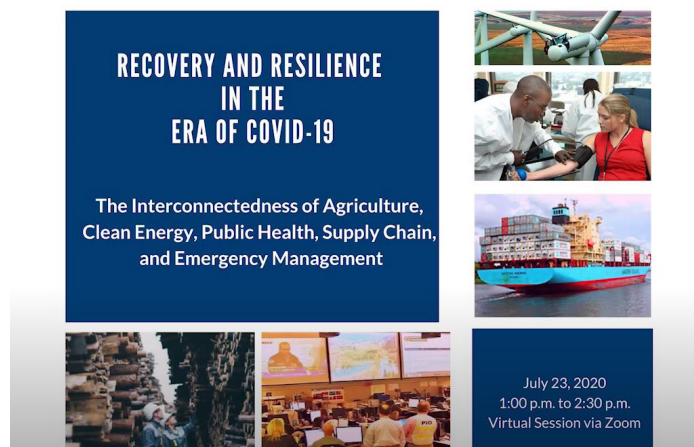
<http://survey.constantcontact.com/survey/a07eh7c757m-kcnqe4o7/a00jkeaikmua/questions?continue=Continue+%3E>



## RECOVERY AND RESILIENCE IN THE ERA OF COVID-19

On July 23, 2020, we collaborated with the Centers of Excellence for Agriculture & Natural Resources, Allied Health, Clean Energy, and Global Trade & Supply Chain Management to put on a virtual session, "Recovery and Resilience in the Era of COVID-19: The Interconnectedness of Agriculture, Clean Energy, Public Health, Supply Chain, and Emergency Management".

Our session moderator, Curry Mayer, discussed with our panel members, what needs to be done now and for the future to ensure recovery and resilience for our economy such as 1.) What has changed the most in your work since the pandemic began?, 2.) What is the most unique solution you have encountered over the last four months?, and 3.) Where do you see the new intersections between sectors due to the pandemic?



Check it out: <https://youtu.be/qryZOD9wXM0>

## NEW COURSE OFFERING!

### Mental Wellness and Resiliency: Adjusting to Life and Addressing Challenges During Turbulent Times

Feeling fatigued? Are you more impatient than normal? Are you finding it hard to balance working from or just being at home? You're not alone. These are all signs that your mental wellness is being challenged by events around you (e.g., COVID-19, political and civil unrest, significant life change). As we hope for life to go back to "normal", understanding how uncertainty and dramatic change affects our daily lives can help us to combat stress and other negative impacts. This course will provide an overview of stress and its' effects on us and others around us. Specific evidence-based techniques will be provided to improve resiliency within ourselves or our organizations.

Continuing Education Units (CEUs) available for additional \$20 fee.

#### Outcomes

At the conclusion of this training, students will be able to:

- Define Stress and identify its' effects on our body and mind.
- Develop at least 3 evidence-based methods for dealing with stress and increasing mental wellness in themselves and others.

#### Course Date and Time:

September 11, 2020 - 1 p.m. – 3 p.m.

**Note: This is a two hour course, offered on two different days and at different times.**

Registration Fee: \$59 – register at [www.PierceCE.com](http://www.PierceCE.com) for item #14379



#### Instructor Bio

Curry Mayer has been teaching college level courses for the last 10 years. She is an emergency management professional with over 25 years' experience. She has a Bachelor's degree in Communications and a Master's degree in Education. As an Emergency Manager, Ms. Mayer is constantly striving to help individuals, communities, and organizations learn how to become more resilient and just what that means in different situations and environments.

For more information, contact Rachelle McGinnis at [rmcginnis@pierce.ctc.edu](mailto:rmcginnis@pierce.ctc.edu) or 253-840-8450