

**CENTER OF EXCELLENCE – HSEM FY 16-17 WORK PLAN-JAN-MARCH REPORT**

**Center Name: Homeland Security Emergency Management**

Focus Area	Activity 1	
<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><i>Supply Chain Management Curriculum Collaboration</i></b>            2016 “Securing the Supply Chain Forum” will continue with the partnership/collaboration between the Center of Excellence (COE)-HSEM and COE-Global Trade &amp; 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.</p>	
Funding Sources %	Purpose	Projected Outcomes and Products
50% CoE HSEM 50% Coe Global Trade	<ul style="list-style-type: none"> <li>Identify best practices and applications needed by industry practitioners and program faculty to address advancing technology.</li> <li>Identify individual supply chain functions risks and ways to mitigate risk that can be used by business and educators as best practices.</li> <li>Segments included will be focused on risks related to securing the food supply to can be used by business and educators as best practices in this area.</li> </ul>	<ul style="list-style-type: none"> <li>Forum held at Highline College in April 2017</li> <li>Project a 25% increase in participation from faculty, program staff, and industry representatives.</li> <li>Publish a “best practices guide” summarizing the presentations, discussions and materials from the forum that provide in depth guide to function, risk and mitigation that can be utilized with identifying the individual supply chain functions and risks.</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 25%. Timeline: July 2016 – April 2017</li> </ul>
Report on Actual Outcomes and Products		
<b>Quarter 1</b>	2017 Securing the Supply Chain Forum which will be held on April 26, 2017 at Highline College and the planning team has secured presenters from FreightWatch International to address the business processes best practices sessions of the Forum. Save-the-date announcements will be sent out in December for the event.	

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	<p>Michael Gaffney, Associate Director for WSU Div. of Governmental Studies and Extension Services has joined with the Centers in developing the food security elements of the Forum. The Agriculture Center and the WA State Department of Agriculture and USDA will be resources for presentations and information provided during the Forum.</p> <p>Continued to expand the Constant Contact mailing list with CTC programs faculty/staff and industry representative in these fields to help market the Forum and increase participation.</p>
<p><b>Quarter 2</b></p>	<p>After further discussions of the work group the Forum’s themes will focus on global food safety &amp; security and transparency and traceability related to our food supply and distribution. Specific objectives of the Forum are:</p> <ul style="list-style-type: none"> <li>• Identify best practices and applications needed by industry practitioners and program faculty to address advancing practices and technologies;</li> <li>• Identify supply chain function risks and ways to mitigate these risks that can be used by business and educators as best practices.</li> <li>• Look at what the future changes in regulations, technology and addressing both natural and man-made emergency/disasters events.</li> </ul> <p>An additional half-day meeting specifically with affiliated programs faculty and staff to discuss curriculum may be added. It is important that the information talked about at the Forum help educators understand key priorities of businesses on how to secure the supply chain. With that information they will be able to incorporate it into their curriculum. Facilitators will help summarize key topics and issues needed to be addressed. Organizations that have been contacted to be presenters include: People to reach out to as presenters or as attendees:</p> <ul style="list-style-type: none"> <li>• Pacific Northwest Economic Region – Resiliency Center, Eric Holdeman</li> <li>• WSU – Extension Services</li> <li>• WA Department of Agriculture – Dr, Candice Jacobs, Assistant Director of Food Safety/Security Division and Claudia Coles, Program Manager for the Food Safety Response Program and WA Food Protection Task Force</li> <li>• Department of Health</li> <li>• Washington Ports</li> </ul>
<p><b>Quarter 3</b></p>	<p>Marketing and registration for the “From Farm to Fork” Securing the Supply Chain Forum has been occurring since early February. The focus on the Forum has gotten more focused on food protection and its intersection between food safety, quality and food defense. We have confirmed all of our speakers/presenters and are finalizing event details and preparations. The Forum will be only a single day and will discuss the challenges, critical issues and important roles of all stakeholders: government, business and industry, and academia. Food protection is at the intersection of food safety, food quality, and food defense. The Forum will increase awareness about the potential targets and impacts of food safety emergencies. We have worked with the state Department of Agriculture, emergency management, food security and risk management industry, the legal community, supply chain industry and our faculty from the security/safety, agriculture and trade/supply chain management programs to design a very informative and interactive agenda. The Forum is on track and all of the logistics and publications are in process to be completed.</p>

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<b>Quarter 4</b>	
<b>Analysis</b>	<p><b>Quarter 1:</b> The date of the 2017 Forum has been secured as April 26, 2017. Participation and sponsorship of WSU completed. Planning group continues to meet monthly and build agenda and identify additional speakers. Marketing for the event will begin in December with a Save-the-Date announcement. Activity is on track.</p> <p><b>Quarter 2:</b> There are 22 Community Colleges and 10 Universities delivering training and education programs related to trade and supply chain management in our state. We know the information discussed at our Forums helps these educators understand the key priorities of businesses on how to secure the supply chain and provide best practices that can be incorporated into our training curriculum. The Forums provide an opportunity for our industries to communicate directly with each other and “educate our educators” on what they need to update as core competencies in their degree programs. Our work group has been meeting regularly and will be incorporating some aspects of the Dept. of Commerce Rural Development Grant activities into the Forum as part of weekly meetings between both Centers in regards to planning, building agenda, and confirming speakers for Forum. It was decided that the first Save-the-Date announcement distributed at the end of January to inform potential participants of the event. All of planning activities are on track.</p> <p>Quarter 3: With Congress and legislative session occurring in March and April as well as many national events some of our original speakers have had to fulfill legislative obligations in WA DC including our opening key note speaker Derek Sandison, Director of the WA State Department of Agriculture. His Policy Assistant Steve Fuller is taking his place and talk about the “Recognition of the importance that our vital agriculture sector be prepared for and recover from natural or man-made incidents or disasters.” Claudia Coles, Policy &amp; External Affairs Policy staff will be the Forum moderator and speaker. She will be discussing Food Modernization Act (FSMSA): Intent-Implementation. After discussions with the security/risk management and food industry the Forum will also include the discussion of the feasibility of a “certificate program in food defense”. Premier Risk Solutions one of our business presenters has volunteer to assist the Centers in the research and development of this needed certificate.</p> <p>Impacts. Marketing for the Forum has been robust. Over 65 people are registered to attend the April 26th Supply Chain Forum. We are marketing through the CoE-HSEM’s Constant Contact account and showcasing Forum speakers to draw more registrants.</p>

<b>Focus Area</b>	<b>Activity 2</b>
<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><i>Career Pathways Engagement</i></b></p> <p>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.</p>

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	<p>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.</p>	
<b>Funding Sources %</b>	<b>Purpose</b>	<b>Projected Outcomes and Products</b>
<p align="center">100%</p>	<ul style="list-style-type: none"> <li>Support HSEM career cluster programs to more effectively guide students to meet career goals. This will be through expanding employer networks, providing survey feedback, building internship/placement opportunities, and supporting collaboration, resource sharing and professional development. These will lead to creating opportunities for program faculty and career centers staff to improvements in graduation and employability outcomes.</li> </ul>	<ul style="list-style-type: none"> <li>Engage with a minimum of 20 employers/hiring managers per career pathway and identify needed knowledge, skills, and abilities (KSAs).</li> <li>Provide research/survey information to programs.</li> <li>Expand internship/service learning opportunities.</li> <li>Analyze ways to increase/expand industry participation with college programs including work based training (internship) 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 needs.</li> <li>Increase 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 colleges’ career centers to share information, experiences and best practices.</li> <li>Produce and distribute Career Center Guidebook based on discussion/forums.</li> </ul> <p>Timeline: July 2016 – June 2017</p>

**Report on Actual Outcomes and Products**

**Quarter 1**

The Center continues to work with the CTC HSEM career pathway programs to support the work of the colleges in “guided pathways” and “employers engagement” initiatives:

- Set up remaining interviews (5) to complete interview phase on Criminal Justice Employer Engagement project. Begin writing report with a goal of finalizing CJ EE report by end of October.
- Ongoing work with approved BAS degree programs in HSEM and Cybersecurity. Worked w/SB program managers on connecting them with 10 organization/businesses that are interested in hosting internship and work experience opportunities.
- Prepared and distributed CJ program survey which included updated information on trends, qualifications, and compensation and best practices to all 19 of the CJ programs.
- Attended the WA State Emergency Management Association (WSEMA) and Governor’s Industrial Safety/Health Conference to inform members/attendees of CTC programs and recruit internship sponsors and distributed career pathways Resource Guide.
- Center staff supported the Pierce HSEM AA degree and its collaborating colleges and helped BAS programs on developing internship requirements. Met with Russell Dorsey from the Next Steps Transitions Pathways program at Edmonds College about the Center’s Work Experience Marketplace. His job is to assist folks with a criminal record on finding ways to re-enter the workforce. Staff discussed ideas on what career paths might be open to these individuals especially if they had felonies on their record.
- Revamped the scholarship section of Center’s website to create a page where we can list the links to scholarships which will reduce the need to update the due dates on our site.
- Center’s website team continues to expand site information and resources which includes a significant increase in the number of job and internship openings which has resulted from the work of Wendy Freitag our Communications/Outreach Coordinator. Web stats are available at <http://wp.pierce.ctc.edu/blog/hsemcoe/our-services/>. For this quarter the Center had 5,565 page views. Web referrals are up which means other website have started to link to our site more often and our pages are showing up in Google and Bing (organic searches).
- Hired Anita Janis former Wenatchee Valley College Prof/Tech Workforce Dean to be the Center’s eastern WA liaison to our colleges and industries. Anita has made outreach contacts with Spokane/Spokane Valley, Columbia Basin and Wenatchee Valley.
- Updating and expansion of the career pathways resource guide is ongoing and Center has distributed the Guide at 3 statewide conferences, 4 statewide training events 3 of which were hosted by the Center and SBCTC Council and Committee meetings including BAS Council and PLA Workgroup.
- Facilitated the connections of two additional collaborating colleges for the HSEM AA Degree Program: Cascadia and Columbia Basin. This provide a new offering for the colleges without any startup costs and colleges graduate the students and receive all the associated FTEs.
- In 2015 the Center helped to establish the first in the national Homeland Security program in a Skills Center. We have continued to support the expansion of this program to other Skills Centers and we are also very excited about the expansion and enhancement of the Clark County Program which now has a new name as the Cascadia Technical Academy (formerly the Clark County Skills Center). **Thursday, November 10, 2016 between the hours of 8:30 am – 10:30 am for the Grand Opening of the only high school Emergency Operations Learning Center (EOLC) in the country.** The Academy is a cooperative educational venture between six Southwest Washington School Districts. The vision of those districts was to create a school, in

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partnership with business, to prepare students for the work force by offering training and education in technical career areas too expensive for a single district to fund. To that end, students in the Homeland Security Program study and learn in a fully equipped Emergency Operations Center (EOC). This unique resource is also available to all community businesses, agencies and organizations who would like to partner with our students by training and exercising in our EOLC. Come by and find out more about our exciting Program and how you and your agency can collaborate with the CTA to promote student learning while making our community safer and more secure. Jeff Kaliner is the visionary behind these efforts and the HS Instructor for the Program. We are helping get out the announcement of the Grand Opening to our HSEM colleges.

Quarter 2

The Center continues to work with the CTC HSEM career pathway programs to support the work of the colleges in “guided pathways” and “employers engagement” initiatives:

- The Center completed its work with Pierce College on the development of the BAS curriculum and establishment of the new online which is being offered winter of 2017. <http://wp.pierce.ctc.edu/blog/hsemcoe/degree-programs/>
- The Center met with Cascadia and Columbia Basin College Deans and Vice-Presidents to share information about becoming a HSEM Collaborating College. There were seven (7) colleges statewide offering the HSEM AA degree. In November, Cascadia College’s Board of Trustees gave the green light to add the HSEM AA degree program to their portfolio and on November 29, Columbia Basin College’s VP for Instruction, announced that they would be moving forward with the Agreement to offer the program at their college. Find more information on Collaborating Colleges at <http://wp.pierce.ctc.edu/blog/hsemcoe/pathways-programs/>.
- Washington is the first state in the country to have a publically funded K-20 Homeland Security-Emergency Management (HSEM) career pathway. A K-20 HSEM pathway has been one of the Center’s priority goals for the past four years. With the establishment of the Pierce College Bachelors of Applied Science degree for Homeland Security Emergency Management (BAS-HSEM) in fall of 2016 and the expansion of the HSEM AA Degree Collaborating Colleges statewide to nine (9) and the involvement of the Cascadia Technical Academy’s (CTA) Homeland Security-Emergency Management program with its new Emergency Operations Learning Center that goal is has become a reality.
- The Center facilitated a process with the Cascadia Tech Academy and Puget Sound Skills Centers of articulating the Homeland Security-Emergency Management AA degree at Pierce (and collaborating colleges) with their respective HSEM and Criminal Justice programs. With the new HSEM BAS at Pierce being approved both programs are eager to begin the process attempting to articulate up to an associates through the 1080 hours of instructional time in the Criminal Justice program at PSSC and similar hours at CTA. PSSC, CTA and Pierce have exchanged curriculum content with the Dean of Health and Technology, Ron May. The curriculum outcomes will be reviewed for each program and they will collaborate in the decisions what content needs to be added to articulate the potential of a student earning credits towards completing an associate degree while in High School and will lead directly to the HSEM BAS at Pierce. Dr. Thomas Mosby the Executive Director of Career Pathways and Partnerships and Highline Public Schools and Jeffrey Kaliner, CTA Program Director, are both looking forward to completing the process.

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- 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***. Columbia Basin, Highline and Pierce Colleges are interested in offering this certificate.
- Employer engagement activities continue and the final Criminal Justice Employer Engagement survey and project brief was completed and posted to the “Market Briefs” section of the HSEM COE website on Dec. 14, 2016. Report was distributed all of the Criminal Justice Programs and their Deans, allied programs, HSEM COE Advisory Board and a wide variety of the Center’s stakeholders via the end of the year report/holiday newsletter (copies can be forwarded as needed). The report will be used as a key reference document in the upcoming modified CJ DACUM event which is scheduled for March 22 hosted at Pierce College (see additional details in Activity 3 that follows).
- Center staff has been providing support to CJ, OSH and HSEM programs identifying internship opportunities and working with Program Coordinators and industry representatives on placement. The Center has provided technical assistance and networked the Edmonds/Pierce College Occupational Safety and Health (OSH) program with State Board staff Peter Guzman for assistance on the implementation of the OSH apprenticeship project. The Center is now also conducting outreach with Edmonds College and Pierce College Occupational Safety and Health (OSH) career pathway program coordinator to develop an employer discussion guide that will be used to conduct interviews with OSH hiring managers beginning in Feb.
- Center staff attended the Washington Workforce Conference in November. The focus of the conference was to identify how State agencies, community-based organizations (CBO’s), education entities, labor organizations and employers are working with the unemployed to improve training, education and access to employment options and opportunities. The overarching structure to this effort is the regional Workforce Development Councils across the State. The WIOA plan was devised under their leadership and will be monitored by their respective councils to insure leveraging of resources with improvement in employment growth. Business and industry is expected to become more involved in working toward that end. Renewed emphasis on basic skills as well as soft skills will be made. Additional focus is being placed on opportunity youth (16 to 24 year olds) who have disconnected from education and need to get back onto the workforce pathway. This information was presented at the HSEM Advisory Board’s strategic planning session and utilized for making decisions about future COE activities/plans.
- Center staff attended the fall Student Success Institute in Vancouver. The Institute included in-depth discussions on meta-majors and program mapping with the Center is participating in with our career pathway programs around the state. Provided a briefing to the Center’s Advisory Board at its Strategic Planning session on pathway momentum, building Metamajors, program Mapping, importance of leadership during system change and engaging faculty members Program.
- Center staff join CTC colleagues at the fall CTC conference in Vancouver which was an interactive day of learning about the field of decision science. Understanding the art and science of decision making will be helpful in applying it to designing guided pathways. Provided a facilitate briefing and discussion regarding lessons learned at the fall COE Directors meeting hosted at Pierce College in Lakewood.
- Center staff requested a meeting with CJ/Police Science Program staff at the Wenatchee Valley Tech Center to discuss pathways, linking to the community college system (Wenatchee Valley College’s CJ program perhaps) and the benefits that COE HSEM can bring to the table in building those pathways. Future plans would include having WVC’s CJ faculty member invite the WVTC CJ instructor to join his advisory committee.
- As part of our Center’s work with our CJ programs we reviewed the OSPI’s 148 page Approved Curriculum Framework and the Tech Center’s CJ Course Syllabus. The Curriculum Framework is applicable across the State’s public schools tech centers.

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	<ul style="list-style-type: none"> <li>• Staff participated in a number of online webinars including: Visualizing the Academic Economic Connection: Aligning the Academic Pipeline with State Economic Need. The speaker Peter Quigley is the Senior VP at U of Hawaii and presented to the Western Alliance of Community College Academic Leaders. Peter Quigley – Sr. VP U of Hawaii presented to Western Alliance of Community College Academic Leaders. He discussed the need and process of alignment of our economy, workforce and education production. Essentially, gathering appropriate data, looking at the needs of our economy, developing programs and certificates and marketing and recruiting students must be highly co-related and coordinated in order to leverage available resources and maximize their impact on the co-mingling of these various complex systems. This information is being used by the Center and shared with statewide programs in assessing and making modifications/changes to “guided career pathway programs”.</li> <li>• Legislative Outreach was made with Senator Patty Murray’s Central WA Director Raquel Ferrell Crowley in addressing careers, pathways, skills and issues related to assisting, support or encouraging opportunities of WIOA/EARNNS/Carl Perkins/Higher Ed and Public Education. Senator Denny Heck and his staff attended the Center’s Holiday Open House and made it a point to in December, made it a point to compliment the CoE-HSEM’s Advisory Board Members and staff for the technical expertise and support they provided to Pierce College in launching the new BAS degree. He said “you should be very proud of what you have accomplished.”</li> <li>• Discussions have occurred with Peninsula, Columbia Basin, Lower Columbia and Whatcom colleges to host employer engagement and career pathway discussions with a focus on increasing the numbers and expanding leadership roles of women in these career fields.</li> </ul>
<p>Quarter 3</p>	<ul style="list-style-type: none"> <li>• Center staff developed OSH industry employer engagement interview template and met with OSH program coordinator for Edmonds and Pierce College to gain his feedback. Initial feedback provided by OSH coordinator indicated that currently that the two colleges that offer the OSH program have a strong Advisory Board that provide employer feedback making the Center standard Employer Engagement OSH interview survey process redundant in several areas.</li> <li>• Met with Workforce Snohomish Director of Development and Business Engagement Program Manager to assist them in identifying key employers that could participating in their upcoming March 22 Cybersecurity employer roundtable event. These roundtables focus on identifying training and education needs from the employer perspective within local economic sectors located in Snohomish County. The Snohomish County Executive has selected cybersecurity as a sector to target for workforce development.</li> <li>• Continue to expand relationships with employers willing to host HSEM internships from all our collaborating colleges and from the Edmonds Emergency Management/Business Continuity program.</li> <li>• Center staff attended the Pacific NW Economic Regions’ Center for Disaster Resilience’s annual Networking event on Jan. 26 which brought together over 100 private and public sector emergency management and business continuity professional who work in the Puget Sound Region.</li> <li>• Center staff recruited new private sector Advisory Board member, Gabe Marcus who has extensive experience managing safety and emergency response issues for big box retailer, COSTCO.</li> <li>• Peninsula College has agreed to host a “Women’s in Leadership” Forum at the college in October to coincide with the grand opening of their new Allied Health building. The Forum will focus on women in public health and safety careers.</li> <li>• Prepared and organized materials and volunteers to staff the Center’s “WA Career Pathways” booth at the upcoming Partners in Preparedness Conference April 19-21 in Tacoma. The theme for the booth is “Guided Career Pathways” and staff are prepared to</li> </ul>



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	<p>serve as Career Navigators to help people learn about all of the options and opportunities for a variety of career within the CTC system statewide. The Conference draws more than 800 participants from across the region who work in the all-hazard emergency management fields.</p>
<p><b>Quarter 4</b></p>	
<p><b>Analysis</b></p>	<p><b>Quarter 1:</b> Early findings from the CJ Employer Engagement employer interviews indicate that employers would like to see all CTC programs background check any student that has plans to graduate with a CJ degree. The inability to pass a background check will eliminate most graduates from employment in the CJ field for both private and public sector jobs. Also the consensus of employers in law enforcement is that colleges need to be better preparing CJ students to pass oral board interviews and help them understand what is involved with a polygraph. All of these are common screening procedures used in hiring folks for law enforcement positions so CJ academic programs can increase their graduates hiring success rates by prepping graduates better to successfully pass these screening processes. Private sector employers use similar screening techniques. One additional consistent finding for both private and public sector employers is that there is a critical need to strengthen writing skills in graduates and in particular report writing.</p> <p>This has been an extremely busy and productive quarter for the Center and we believe the addition of an eastern Washington Outreach Coordinator will have a very positive impact on our relationships with our colleges. Our monthly activity reports are available on our website <a href="http://wp.pierce.ctc.edu/blog/hsemcoe/our-services/">http://wp.pierce.ctc.edu/blog/hsemcoe/our-services/</a> along with our website statistics. We have also added Union and School Safety representatives on the Center’s Advisory Board. We are on target to complete our objectives and will be reviewing our efforts at our Board’s strategic planning retreat in October.</p> <p><b>Quarter 2:</b> The Center worked with Pierce College on the development of leadership and management as a focus area for the BAS-HSEM degree which is part of a guided career pathway designed to prepare students to become 21<sup>st</sup> century emergency management professionals. The Pierce College BAS-HSEM program builds off the strong foundation of a professional technical associate in Applied Science (AAA-T) degree in Homeland Security Emergency Management. The Cascadia Tech Academy and the new BAS-HSEM degree will ensure students in our state have a K-20 guided career pathway in the Homeland Security Emergency Management field at a time when 21<sup>st</sup> century emergency managers face disasters that are more complex and diverse than ever before. More information on the new BAS degree can be found at <a href="http://wp.pierce.ctc.edu/blog/hsemcoe/new-pierce-college-bas-hsem-degree/">http://wp.pierce.ctc.edu/blog/hsemcoe/new-pierce-college-bas-hsem-degree/</a></p> <p>Criminal Justice Employer Engagement brief was completed and posted on line prior to the end of the 2nd Quarter. Preliminary finding as noted in Quarter 1 analysis remain as key findings in the report. Colleges participating in the March 22 CJ DACUM meeting hosted at Pierce College will have a chance to reference and discuss report findings. The final report can be viewed at the HSEM COE website under “Market Briefs” at <a href="http://wp.pierce.ctc.edu/blog/hsemcoe/our-services/">http://wp.pierce.ctc.edu/blog/hsemcoe/our-services/</a>. It will be up to the colleges that offer CJ programs to determine what CJ Employer Engagement recommendations can be implemented within their respective programs.</p>

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	<p>Work has begun on drafting an Occupational Safety and Health discussion guide which will be used to capture information when interviewing (OSH) hiring managers. The HSEM COE will work closely with the few OSH programs across the state to ensure they have input to the discussion guide and to obtain recommendations as to organizations that should be included in the OSH project. Another long term goal in the course of the OSH project will be to identify colleges statewide interested in offering the OSH program through the “collaborating college” model used currently by the HSEM AA degree statewide.</p> <p>This has been another extremely busy and productive quarter for the Center and we believe the addition of our eastern Washington Outreach Coordinator has proven to have a very positive impact on our outreach and relationships with our eastern WA colleges. Our monthly activity reports are available on our website <a href="http://wp.pierce.ctc.edu/blog/hsemcoe/our-services/">http://wp.pierce.ctc.edu/blog/hsemcoe/our-services/</a> along with our website statistics. We have also added a WA State Skills Center representative from the Cascadia Tech Academy on the Center’s Advisory Board. We are on target to complete our objectives and have summarized our Board’s strategic planning retreat discussions and continue to meet with members and industry to gather additional perspectives that will be incorporated into the Center’s analysis and planning activities.</p> <p><b>Quarter 3:</b> The HSEM COE will work closely with the few OSH programs across the state to ensure they have input to the discussion guide and to obtain recommendations as to organizations that should be included in the OSH project. Another long term goal in the course of the OSH project will be to identify colleges statewide interested in offering the OSH program through the “collaborating college” model used currently by the HSEM AA degree statewide. Initial feedback from the two colleges that offer OSH degrees indicate that they have a strong and diverse Advisory Board that currently offers feedback on how they can improve their academic program offerings. Work continues to help build a business case that Edmonds and Pierce to take to decision makers at their colleges as to why the job market demands warrants development of a “collaborating college” model statewide for the Occupational Safety and Health program.</p>
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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><i>Public Safety/Security Program Assessment/Enhancement</i></b></p> <p>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 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>

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	<p>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.</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 education required for students to best ensure their success in today’s workplace.</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>• Facilitate a meeting fall quarter w/CJ program coordinators to draft a work plan to address the review, analysis and development of statewide CJ core curriculum and support plan implementation.</li> <li>• Hold a modified DACUM w/CJ programs and industry representatives to be used in core curriculum development.</li> <li>• Draft communications plan 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>• Participate on the PLA Work Group and provide quarterly updates to Washington Student Achievement Council (WSAC) &amp; Workforce Education Council (WEC) Committee on CJ and other career pathway crosswalks completed. Timeline: July 2016 – June 2017</li> </ul>
Report on Actual Outcomes and Products		
Quarter 1	<p>Developed the Criminal Justice Workforce Training Needs/Professional Development Survey through Survey Monkey. Survey was sent out Monday, September 19, to all of the Criminal Justice program coordinators and faculty across the state of Washington. The purpose of the short survey is to help identify all of our current program coordinators and faculty, determine coordinator/instructor availability for meetings and conference calls, meeting length (time frame), geographic availability, along with gathering initial</p>	

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	<p>information regarding priority issues in training/curriculum and professional development topics. Expect to hold a statewide meeting in December of CJ/Forensics Programs. Current date being held is December 9 at Edmonds College.</p> <ul style="list-style-type: none"> <li>• Prepared and distributed CJ program survey which included updated information on trends, qualifications, and compensation and best practices to all 19 of the CJ programs.</li> <li>• Hired Anita Janis Workforce Dean from Wenatchee Valley College to assist with statewide CJ program curriculum assessment/re-development. Staff complete 21 additional research on CJ program curriculum and crosswalk with national criteria for 21<sup>st</sup> Century Policing.</li> <li>• Meet w/Columbia Basin CJ program staff/manager to discuss his programs and possible affiliation with the HSEM AA degree as a new collaborating college.</li> </ul>
<p><b>Quarter 2</b></p>	<p>Developed the Criminal Justice (CJ) Core Education Survey and distributed it to all 19 CJ Programs and associated Dean in November along with the announcement of the March 21, CJ DACUM event which will be held at Pierce College. As of the end of December 50% of CJ faculty/Deans have responded to the survey. The purpose of the survey was a to research the core education needs of a CJ Associates degree program and to develop an understanding of which themes practitioners and academics in the field should be prioritized for inclusion in an Associates curriculum. Participants were asked questions regarding educational themes that may be included in a CJ program. The survey required participants to examine a set of questions that were asked in which they would then identify what was the best choice to answer. Additional phone and face-to-face interview will be made with all of the Program prior to the March 22, DACUM. The responses will be analyzed and the data from the survey will be shared with the Programs and Deans. The DACUM has been scheduled to coincide with a free Public Safety Technology Symposium at Clover Park Technical College being held on March 21.</p> <p>Criminal Justice Employer Engagement brief was completed, shared with all of the CJ and affiliated programs and posted on line.. Preliminary finding as noted in Quarter 1 analysis remain as key findings in the report. Colleges participating in the March 22 CJ DACUM meeting hosted at Pierce College will have a chance to reference and discuss report findings. The final report can be viewed at the HSEM COE website under “Market Briefs” at <a href="http://wp.pierce.ctc.edu/blog/hsemcoe/our-services/">http://wp.pierce.ctc.edu/blog/hsemcoe/our-services/</a>. It will be up to the colleges that offer CJ programs to determine what CJ Employer Engagement recommendations can be implemented within their respective programs.</p>
<p><b>Quarter 3</b></p>	<p>On March 22, the Center hosted the CTC Criminal Justice Programs and Deans at Pierce College Ft. Steilacoom. The purpose of the meeting was to take the first steps to identify and agree on a statewide core curriculum and identify other opportunities to improve program curriculum and delivery statewide. Twenty (22) CJ faculty/staff and Advisory Board Members, Deans, Central Washington University faculty and employers attended the meeting and discussed the Center’s research and survey findings, completed a SWOT analysis of the state of our CJ Programs, shared current curriculum being delivered and reviewed curriculum being offered at the state’s Criminal Justice Training Commission. All attendees received a CJ Meeting Guide which included all of the research and curriculum information gathered to date.</p> <p>Chief Kevin Fuhr, City of Moses Lake Police Chief and Big Bend CJ Program Advisory Board Member shared his experience establishing the regional academies with North Idaho College. Participants believe there is an opportunity for CJ programs here in</p>

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	<p>Washington to also establish these types of academies once we have addressed and agreed upon a quality core curriculum and program efficiencies that lead to cutting edge CJ programs around the state.</p> <p>Workshop Objectives:</p> <ul style="list-style-type: none"> <li>• Share information about each colleges current CJ Program’s learning objectives and curriculum.</li> <li>• Share information about our university programs curriculum and requirements.</li> <li>• Review the Program research, Curriculum Survey and discuss the Employer Engagement CJ Market Briefing.</li> <li>• Review and discuss core strengths (KSAs) every student should possess upon completion of a CJ program.</li> <li>• Gain an understanding of our state’s current system for training and educating law enforcement and criminal justice practitioners.</li> <li>• Gain an understanding of other career opportunities that are available for CJ graduates.</li> <li>• Gain an understanding of the purpose of a DACUM and identify practitioners on your Advisory Boards and in your communities that you would like to have involved in validating our work.</li> </ul> <p>Meeting Outcomes:</p> <ul style="list-style-type: none"> <li>• Summarize meeting SWOT analysis and discussion/decisions and schedule a follow-up meeting in July at Big Bend Colleges to include a day-long facilitate DACUM process with identified employers from CJ Advisory Boards.</li> <li>• Create a “Canvas Community” (Dr. Ryann Leonard volunteered) which will allow programs to share courses, ideas and have discussions.</li> <li>• CJ Programs were asked to provide their program curriculum and plans which will be shared.</li> <li>• Discuss and identify ways to offer and share specialty courses online statewide.</li> <li>• Discuss ways to incorporate online and hybrid approaches into curriculum delivery models.</li> </ul>
<p><b>Quarter 4</b></p>	
<p><b>Analysis</b></p>	<p><b>Quarter 1:</b> Survey was distributed at the beginning of fall quarter and currently only 30% of the programs have responded. A second request will be sent out mid-October however there is sufficient information in the current responses to allow for us to plan meetings days and dates and identify priority agenda items. The survey information will help the HSEM Center of Excellence facilitate a meeting fall quarter with Criminal Justice program coordinators to draft a work plan. The meeting will enable discussion and identification of core curriculum that could be utilized statewide and provide a modified curriculum review session with representatives of the industry and programs to help identify and validate the core knowledge, skills, and abilities (KSAs) every student should possess upon completion of a CTC Criminal Justice and affiliated certificate/degree programs.</p> <p><b>Quarter 2:</b> Center will facilitate a DACUM process on March 22, 2017, hosted at Pierce College Fort Steilacoom. CJ program staff are encouraged to attend the free Public Safety Technology Symposium on March 21, 2017 at Clover Park Technical College which will inform our technology curriculum discussions. We have spoken directly with several of the Deans from colleges that are now offering the HSEM AA Degree and also have CJ Programs and they are looking forward to the work that the Center will be doing with their CJ Programs as they all have indicated these Programs have not had any significant review regarding core curriculum relevance for several years and it is time to also have a core curriculum that will be offered statewide where students will be able to</p>

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	carry their credits with them to any of the CTC CJ Programs around the state and continue to finish their CJ degrees. Several of the Deans and Program Managers are looking at opportunities to utilize the HSEM courses as electives for their CJ, Fire and Nursing/Allied Health Programs.
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Focus Area	Activity 4	
<input type="checkbox"/> Economic Development <input type="checkbox"/> Sector Strategy <input checked="" type="checkbox"/> Ed/Innovation/Efficiency <input checked="" type="checkbox"/> Supply/Demand	<p><b>Healthcare HSEM Training and Education</b></p> <p>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.</p> <p>To address these issues Activity 4 will complete to 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&amp;M to host a two-day FEMA sponsored training “Disaster Preparedness for Hospitals and Healthcare Organizations within the Community Infrastructure”. The course was offered at Pierce College on August 10-11, for up to 60 healthcare professionals: managers, department directors, medical staff, regulatory personnel, local emergency planning personnel and local health care organizations.</p>	
Funding Sources %	Purpose	Projected Outcomes and Products
50% COE-HSEM 50% COE-AH	<ul style="list-style-type: none"> <li>Establish a HSEM Healthcare EM certificate.</li> <li>Provide training to improve KSAs of healthcare professional to learn how hospitals and healthcare organizations can better prepare, respond and recover from emergencies/ disasters.</li> </ul>	<ul style="list-style-type: none"> <li>Organized and hosted a two-day training at Pierce College on August 10-11, 2016, for up to 60 healthcare professionals.</li> <li>Produce summary report of Disaster Preparedness course and post to website.</li> <li>Organize a work group of Allied Health and EM professionals to review current course work for healthcare emergency managers, evaluate current HSEM Certificate and make recommendation to HSEM Degree Program for Healthcare EM Certificate curriculum.</li> <li>A Healthcare Emergency Manager stackable certificate will be offered by the HSEM statewide program and individual</li> </ul>

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		<p>courses can be incorporated into Allied Health degree program curriculum to meet national requirements for training in EM. Timeline: July 2016 – June 2017</p>
<b>Report on Actual Outcomes and Products</b>		
<b>Quarter 1</b>	<p>Pierce College and staff from the Allied Health and HSEM Centers of Excellence hosted a two day FEMA grant funded workshop August 10 &amp; 11 for over 60 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. We requested and have been approved to offer the training April 4 and 5<sup>th</sup>, 2017, at Yakima Valley College</p> <p>The HSEM Center had three board members Mindi Mattson, Jennifer Lord and Patrick Knouff who participated. Two of our Board Members will be working with us on designing a stackable certificate in EM for healthcare professionals.</p> <p>Return on investment (ROI) – Received FEMA Grant to provide this training at no charge to participants. Estimate ROI \$30,000</p>	
<b>Quarter 2</b>	<p>The HSEM Center participated at the fall quarter Allied Health Deans and Directors meeting. The fall meeting was at Washington State University – Vancouver Campus where the meeting focused on reviewing core capabilities. The Center is working with Dan Ferguson and Rachel Parish, Director of the Medical Program at Peninsula College, to share a best practice core curriculum for disaster/emergency management capabilities they have developed. The exercise and training session is titled “Kitsap Public Health Triage &amp; Treatment Training and Drill Evaluation.” Their Allied Health students completed a staged disaster drill based on this curriculum which was very successful in addressing their core outcomes through applied learning activities.</p> <p>The Centers of Allied Health and HSEM started a conversation with a small group of Allied Health and Emergency Management professions from Peninsula College’s Dean, Nursing and Allied Health Directors, Kitsap County Public Health, Northwest Healthcare Coalition, and the Director of Clallam County Emergency Management (an Advisory Board member for the CoE-HSEM) in regards to Emergency Management curriculum that could be made available in Healthcare Emergency Preparedness for out healthcare programs statewide. This discussion have included education for addressing emergency/disaster stress management. The workgroup identified the need for a system wide/survey of Healthcare Programs that would identify the current status of Emergency Management curriculum and needs/gaps. The survey will be drafted and discussed at the upcoming winter Dean/Director’s meeting.</p> <p>HSEM CoE staff also met with the Center for Global Health Nursing at the University of Washington whose mission is to pioneer and build capacity for appropriate and sustainable improvement in health and healthcare through innovative nursing research, education and practice across cultures both locally and internationally. They are interested in collaborating with our Allied Health and HSEM</p>	

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	<p>Centers on education and training for disaster/emergency management and they bring additional resources and research to the SBCTC Allied Health professionals.</p>
<p><b>Quarter 3</b></p>	<p>The Center staff traveled to Yakima help the CoE for Allied Health host the second two day FEMA funded workshop this year. On April 4 and 5 for over 50 hospitals and healthcare organizations met at Yakima Valley College. 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.</p> <p>Linda Crerar and Dan Ferguson, Director of CoE for Allied Health 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. Linda talked briefly about the HSEM degree program and thank the Allied Health Center for hosting this important training to our region.</p> <p>The Center Director and staff, Anita Janis, attended and presented at the March 2, Allied Health Deans and Directors meeting with Rachel Pairsh, the Peninsula College Director of the Medical Assisting Program on “Disaster Preparedness in Allied Health Program. A small workgroup made up of Allied Health Dean and Directors along with the Center Directors for Allied Health and HSEM have been working on identifying and addressing emergency management core curriculum training needs and issues. Rachel presented on her program’s emergency/disaster training exercise which they do with the Nursing Program with their students prior to graduation. The exercise incorporates all of the required and recommended EM learning objectives for healthcare professionals. The Center’s and workgroup also drafted a EM Allied Health Core Curriculum survey which would identify what EM curriculum is currently being utilized in our state’s Allied Health programs, the gaps and the restraining forces for implementation of EM curriculum. The Centers will continue to work with the Dean and Directors group on the inclusion of EM curriculum into the appropriate health care programs.</p>
<p><b>Quarter 4</b></p>	
<p><b>Analysis</b></p>	<p><b>Quarter 1:</b> The training was very well received and we had many attendees from the Olympia Peninsula region who were very grateful to have such a comprehensive 2 day training program they could attend at no cost and they did not have to stay overnight which was is an expense many health care organizations could not have supported. Participants urged us to continue to bring this training program to all regions of the state. We negotiated with TEEEX to do another MGT-341 training at Yakima Valley College for April 4 &amp; 5, 2017. This two-day training will be hosted by the CoE for Allied Health.</p> <p><b>Quarter 2:</b> The Centers for HSEM and Allied Health has taken some significant steps to start to address the area of disaster/emergency health care curriculum and will take the lead in developing a survey that will identify current emergency/disaster curriculum being offered in Nursing/Allied Health Programs. The proposed survey and a briefing on the Peninsula College Triage and Treatment Training/Drill will be presented at the winter Deans and Directors meeting. Additional research has be gathered identifying</p>



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	<p>current national disaster/emergency curriculum requirements for Nursing/Allied Health Programs which will be shared at the Directors meeting.</p> <p>Quarter 3: Anita Janus our eastern WA representative participated in the two day workshop. “The training was excellent,” said Anita. “It generated lots of discussion in the breakout groups and the need for ongoing training and educational opportunities. Anita had invited Raquel Ferrell Crowley, Senator Patty Murray’s Eastern WA representative, to join the group in afternoon of the first day. Raquel talked briefly about what Senator Murray was working on in D.C. that might be of interest to everyone. She also referenced some new legislation which she will be forwarding that she felt we would be interested in learning about. Several people who were unable to attend this training event has requested the Centers host another training in the fall perhaps in Spokane and NW Washington. The Deans and Directors Allied Health group volunteers to help further delineate the survey curriculum for each of the program areas. The major concern for members is their current curriculum hours are full and limits their ability to incorporate the needed all-hazard EM core courses. This will be a topic to discuss and problem solve at future meetings. We are hoping to have a re-drafted survey for the spring Deans/Directors meeting.</p>
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Focus Area	Activity 5	
<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>This activity is a follow-up to the October 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.</p>	
Funding Sources %	Purpose	Projected Outcomes and Products
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> </ul>	<ul style="list-style-type: none"> <li>• Expand the workgroup membership to include more organizations w/women leadership initiatives.</li> <li>• A minimum of 40 attendees and coach mentors to commit and attend the forum.</li> <li>• Develop a program guidebook and contracts for mentor/mentee program.</li> <li>• Hold October 5, 2016 Forum.</li> <li>• Produce video and summary which will be posted on the COE-HSEM website.</li> </ul> <p>Timeline: July 2016 – June 2017</p>

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Report on Actual Outcomes and Products

<p><b>Quarter 1</b></p>	<p>The October 5<sup>th</sup> Women in Leadership Forum will take place at Lakewold Gardens in Lakewood, WA. We have over 50 women registered to attend the Forum. Erika Koss, Assistant Dean at Northeastern University in Boston, Massachusetts will be the Forum’s Keynote speaker, panel moderator and facilitator. Dr. Natasha Frost, associate Professor in the School of Criminology and Criminal Justice at Northeastern University in Boston, Massachusetts will also be attending the Forum as a featured speaker. 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 Homeland Security Emergency Management (HSEM) career pathway fields.</p>
<p><b>Quarter 2</b></p>	<p>Following the October 5, 2016 Women in Leadership Forum, the Center will host networking seminars on important topics about women coming into their own in the six identified career pathway categories under the umbrella of HSEM: 1.) Criminal Justice, 2.) Technology and Cyber Security, 3.) Emergency Medical and Health Services, 4.) Fire Services, 5.) Homeland Security Emergency Management, and 5.) Occupational Safety and Health.</p> <p>The first networking seminar scheduled for March 24, will center on the topic of Women in Technology and Cyber Security. The event will also offer the opportunity for attendees to learn how to establish a mentor/mentee relationship. Women want to support one another to the best of their ability, but often times don’t know how to go about achieving that objective. Mentoring is a crucial aspect in helping others aspire to reach their full potential and accomplish goals. Women entering into the technology and cyber security workforce will often times face certain biases due to it be a predominantly male dominated field.</p> <p>The purpose/goal of the networking seminars is to help women identify and speak about the challenges women face in the technology and cyber security field. Industry experts will partake in a diverse panel session to share their experiences and offer advice on how to succeed and overcome barriers women will/may face in the field.</p> <p>The Center is working with the US Department of Labor’s Women’s Bureau in Seattle which has launched a web page called <b><u>Women Build, Protect, and Move America</u></b>. They support women in law enforcement and those who are interested in pursuing the law enforcement &amp; public safety careers. The Center staff will be meeting in January with the regional administrator, Betty Lock, and Hari Chon the Program Analyst to discuss opportunities to and will be attending a CJ Career Fair being held by the Department in Bellevue on February 4.</p>
<p><b>Quarter 3</b></p>	<p>The Center staff has been discussing and meeting with individuals and groups who will support and expand the Women in Leadership network and have identified a speaker/presenter for a fall Forum which will take place at Peninsula College. The Center 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. This online platform will allow a mentor(s) to work with several mentees at a time – sometimes in different locations – on</p>

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	<p>skills such as leadership, communication, and collaboration. 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>
<p><b>Quarter 4</b></p>	
<p><b>Analysis</b></p>	<p><b>Quarter 1:</b> The Forum will be videotaped and have a written summary be put up on the Center’s website. Starting next year the CoE-HSEM will put on quarterly Women in Leadership networking opportunities where we will have guest speakers and workshops on mentor/mentee relationships and helping to identify a person’s leadership skills/qualities.</p> <p><b>Quarter 2:</b> Written summary and video of the Forum can be found on the Center’s website: <a href="http://wp.pierce.ctc.edu/blog/hsemcoe/women-in-leadership-forum/">http://wp.pierce.ctc.edu/blog/hsemcoe/women-in-leadership-forum/</a>. The Center will continue to host quarterly networking events around the state. The next Women in Leadership event will be held on March 24, 2017. Location of event is still being determined. This will be an informal event that will take place in the evening and will focus on the importance of understanding and using technology in the HSEM field for women. Events are Peninsula College in June will focus on women in Allied Health Professions and the important knowledge and capabilities they need to have for leadership positions in healthcare-emergency management. Columbia Basin College, Lower Columbia College, and Whatcom Community College will be working with the Center to host future events in their districts. There are no costs for attending event. These activities have been exciting and well received by participants and our college programs around the state. We will be increasing the focus on women in the Criminal Justice and Fire Service fields with assistance for USDOL Women’s Bureau and International Association of Women in Fire and Emergency Services <a href="https://www.i-women.org/">https://www.i-women.org/</a>. The current Criminal Justice research from Northeastern Universities Criminal Justice Department shows the trend of a significant increase in employment particularly in the CJ field but also in the other related public safety careers areas such as Fire, OSH and Emergency Services. It is very important to provide women with the training and experience that will build their self-confidence in their capabilities to be successful leaders in these fields. Behaviors, policies and organizational structures still support internalized sexism and often holds women back from leadership positions. The Center is committed to helping and supporting women to overcome these barriers.</p> <p><b>Quarter 3:</b> Center recruited three volunteer staff to help develop the social media “Leadership Circles” which were requested by participants. This type of activities does require dedicated people who will support a discussion group and help build networks to attract more women participating in a broader career fields. We are excited about the prospects of expanding our social media activities and increase opportunities for building the coach/mentor networks we need.</p>

