



## CENTER OF EXCELLENCE FY23 WORK PLAN AND FALL QUARTERLY REPORT

Recently, the Center of Excellence for Homeland Security Emergency Management submitted the Fall Quarterly Report and FY23 Work Plan.

The report/work plan includes the following activities:

**Activity 1:**

Provide Leadership and Guidance Assessing Programs for Diversity, Equity, Inclusion, and Accessibility (DEIA)

**Activity 2:**

Pathways to Partnerships: Collaboration Among Centers with an Employers Engagement Seminar/Conference

**Activity 3:**

Pathway to Understanding Public-Private Partnerships in Crisis, Risk, and EM and Continuity of Operations Management

**Activity 4:**

Work Experience Market Place- Mentorships, Coaching, and Job Shadowing Opportunities

**Activity 5:**

CTE Cluster: Law, Public Safety, Corrections, and Security Education Attainment

You can view our report/work plan at: <https://www.coehsem.com/wp-content/uploads/2022/11/CoE-Work-Plan-Oct-2022.pdf>

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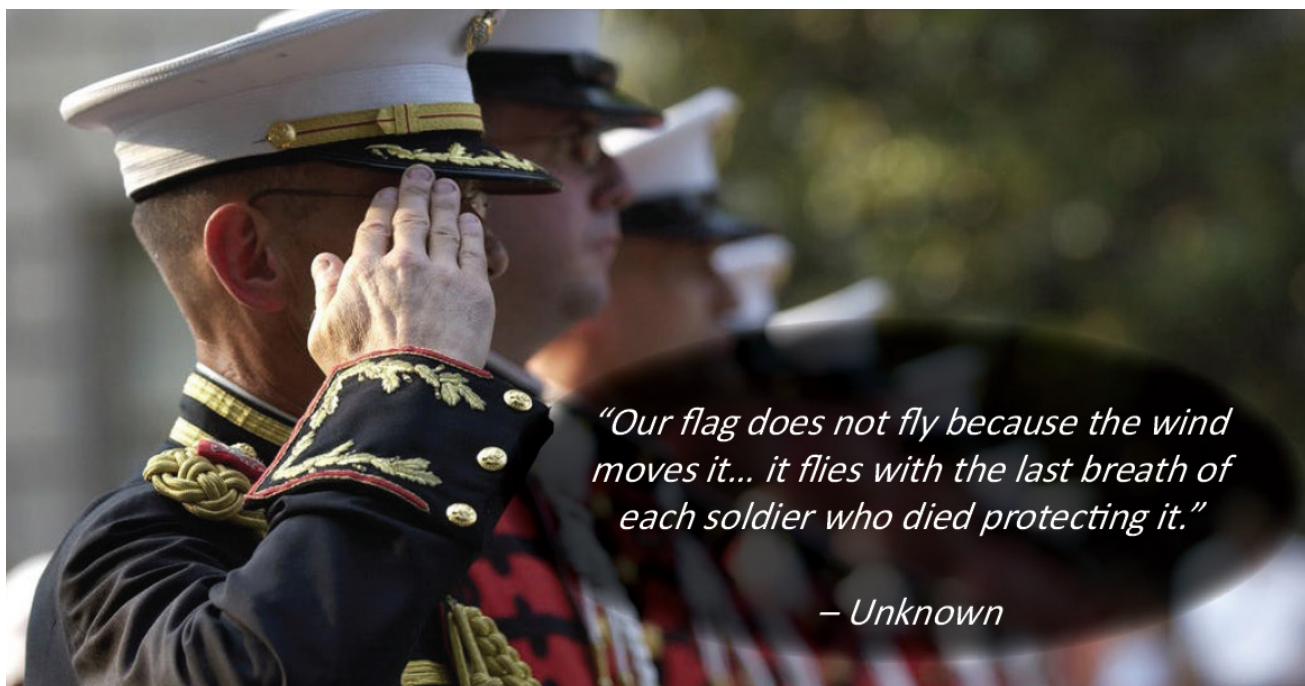
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*"Our flag does not fly because the wind moves it... it flies with the last breath of each soldier who died protecting it."*

*— Unknown*

## **WITH RESPECT, HONOR, AND GRATITUDE: THANK YOU VETERANS**

Our Center would like to take a moment to thank and honor the men and women who serve and protect our country. The courage of former service members has promoted and defended the ideals of America set forth in the Declaration of Independence and Constitution. It is important to not take our freedom and safety for granted. That is why it is crucial to take any and all opportunities to thank those who have made the commitment to represent, honor, and secure our way of life. We honor our veterans who have served in American, around the world, and now into space. John F. Kennedy said, "As we express our gratitude, we must never forget that the highest appreciation is not to utter words, but to live by them." To our veterans on Veterans Day, we salute to your service on this day, and for your sacrifice so we can live free.

**Please take a moment to take a look at some of our resources we have for veterans:**

[Minority Veterans Program](#)

[Center for Minority Veterans](#)

[The National Association for Black Veterans, Inc \(NABVETS\)](#)

[Resources for military and Veteran family members](#)

[VA Education and Training Benefits](#)

[Veterans' Educational Assistance Program \(VEAP\)](#)

[Veteran Readiness and Employment \(VR&E\)](#)

[The Veterans Guide to Academic Aid and Programs](#)

[Department of Veterans Affairs](#)

[Center for Women Veterans \(CWV\)](#)

[Opportunities and Resources for Women Veterans](#)

[Women Veterans](#)

[Women Veterans Community](#)

**View past veteran articles on our website at:**

Steve Vincent's article from the U.S. Naval Institute Proceedings

[http://www.coehsem.com/wp-content/uploads/2020/06/LF-Vincent-May20\\_copyright.pdf](http://www.coehsem.com/wp-content/uploads/2020/06/LF-Vincent-May20_copyright.pdf)

Leaders Helping Veterans to Successful Civilian Employment Transitions

<https://www.coehsem.com/leaders-helping-veterans-to-successful-civilian-employment-transitions/>

Veteran and Transitioning Service Member Apprenticeship Resource Guide

<https://www.coehsem.com/veteran-transitioning-service-member-apprenticeship-resource-guide/>

Higher Education Resources for Veterans and their Families

<https://www.coehsem.com/higher-education-resources-for-veterans-and-their-families/>

Veteran's Guide to Online College Success

<https://www.coehsem.com/veterans-guide-to-online-college-success/>

## EDUCATION AND CLIMATE PRIORITIES FOR WA STATE IN 2023



Gov. Jay Inslee outlined his [climate policy package](#) for the 2021–2023 biennium.

“Climate change is a health issue, an economic issue and an equity issue. We must address these very real threats to our state, and we cannot wait. The time to act is now. These proposals would reduce nearly 30 million metric tons of emissions by 2030 — a 35% reduction from current projections. And these standards and investments — with justice at their core — will grow clean energy jobs in Washington.” - Gov. Jay Inslee

Inslee’s legislative and budget proposals would create a comprehensive climate program to ensure the state meets its climate goals:

- Cap statewide greenhouse gas emissions and invest in clean energy, transportation and climate resilience programs, and fund part of the Working Families Tax Credit.
- Establish a clean fuel standard and reduce transportation emissions through electrification.
- Require new buildings to be carbon free by 2030 and eliminate fossil fuels from existing buildings by 2050.
- Require an environmental justice assessment for all climate related investments and create an Environmental Justice and Equity Advisory Panel to analyze how climate investments impact communities most affected by climate change.
- Invest \$428 million in clean transportation, clean buildings and clean energy projects.

Read more at: [https://medium.com/wagovernor/inslee-announces-bold-climate-package-for-2021-2023-biennium-d7c4460a3d26?utm\\_medium=email&utm\\_source=govdelivery](https://medium.com/wagovernor/inslee-announces-bold-climate-package-for-2021-2023-biennium-d7c4460a3d26?utm_medium=email&utm_source=govdelivery)

The [State Board for Community and Technical Colleges \(SBCTC\)](#) has selected a new executive director Paul Francis. Paul began his work in October. The State Board Chair Jay Reich described Francis as a passionate leader with a background well-suited to advance the community and technical college system, close racial equity gaps and improve student completion rates. The SBCTC oversees the system, sets policy, allocates state operating and capital funds, strategically plans the two year college mission, and approves education programs.

The Board previewed the college system’s 2023 legislative agenda and priorities for this coming year which will include:

- Fully funded competitive compensation for faculty and staff
- Advance equity, diversity and inclusion efforts already underway

Read the full climate policy brief at: [https://www.governor.wa.gov/sites/default/files/ClimateBrief-Dec2020.pdf?utm\\_medium=email&utm\\_source=govdelivery](https://www.governor.wa.gov/sites/default/files/ClimateBrief-Dec2020.pdf?utm_medium=email&utm_source=govdelivery)



## SBCTC CLIMATE SOLUTIONS PROGRAM

During the 2021-2022 legislative session, Washington State legislators approved \$1.5 million for expanding climate solutions education across our 34 community and technical colleges. The community and technical college system of Washington is positioned to be a key resource in helping achieve climate solutions by offering relevant educational opportunities in a variety of academic programs, leading in green workforce development, and by working toward a climate action plan for the 34 campuses to redesign our institutions with a commitment to sustainability and equity.

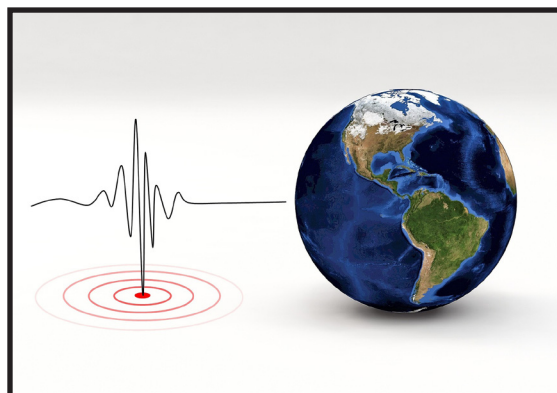
For more information and funding guidance check out: <https://www.sbctc.edu/colleges-staff/grants/climate-solutions>

## RESILIENCE FOR THE NEXT EARTHQUAKE: SHAKEALERT EARLY WARNING SYSTEM

ShakeAlert Earthquake Early Warning system offer an alert to everyone. It does not predict earthquakes but indicates that an earthquake has begun and shaking is imminent.

Sign up at: <https://www.shakealert.org/>

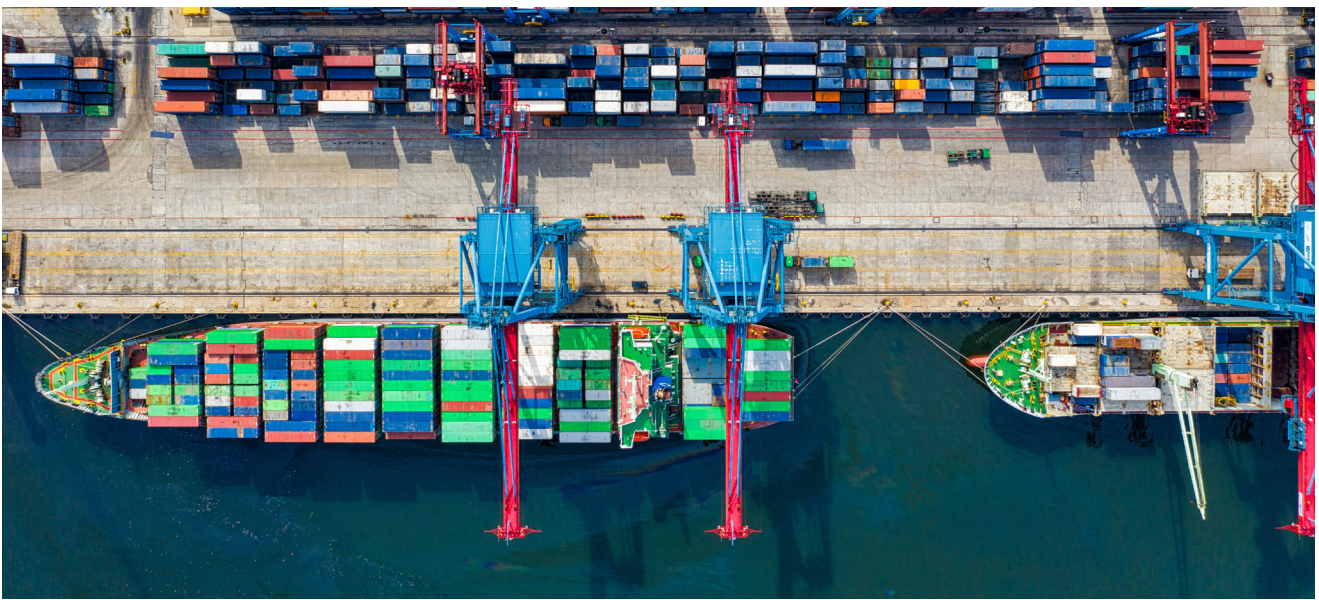
The Great Shakeout Earthquake Drills just occurred on October 20, 2022 at 10:20 a.m. to remind everyone that the “Drop, Cover, and Hold” drill is a recommended safety action during an earthquake. Most earthquake related injuries and deaths result from collapsing walls, flying glass, and falling objects caused by the ground shaking.



## A LEGACY OF EXCELLENCE GALA FOR DR. MICHELE L. JOHNSON

On Saturday, October 22, 2022, Nancy Aird (Data Research Specialist for our Center) attended the Legacy of Excellence Gala to celebrate Dr. Michele Johnson at Pierce College. Pierce College has been creating quality educational opportunities for a diverse community of learners for the last 55 years. During the gala, attendees were shown inspiring videos and performances emceed by Dr. Warren Brown. Dr. Johnson has worked at Pierce College for 45 years. During her time working, she has focused on pursuing student success. Dr. Johnson will be retiring on December 31, 2022, and the Legacy of Excellence Fund (which provides emergency funding response to challenges impacting student completion) will continue her passion for student success while removing barriers to help uplift students.

## SECURING THE SUPPLY CHAIN SUMMIT 2022: BUILDING RESILIENCE THROUGH SUSTAINABILITY



*By Nancy Aird & Linda Crerar*

On October 18, 2022, the Centers of Excellence for Homeland Security-Emergency Management and Global Trade and Supply Chain Management held their sixth summit, which focused on “Building Resilience through Sustainability.” This was the first time in three years that we were able to host a hybrid in-person and virtual event at Highline College. Forty people attended in person, and thirty people attended virtually. Attendees represented industry, public and private agencies and organizations, faculty and students from our community colleges pathway programs, and Center of Excellence staff.

Josh Gerstman, Vice President of Institutional Advancement at Highline College, welcomed the attendees. He focused on the need to address challenges to our colleges’ systems. Educators are adapting and addressing the changing dynamics from the pandemic and those created by changing workforce needs and expectations.

Philip J. Palin was the keynote speaker. He is a well-known author and consultant on catastrophe preparedness and risk management. His focus was on the increasing severity of risk in our world and the urgent need for meaningful strategic and operational collaboration between Emergency Management professionals and Supply Chain professionals to develop and sustain Supply Chain Resilience. After his call to action, the morning session participants held “learning conversations” to discuss risks and solutions and reported on building action agendas.

Speakers Amy Gillespie (Deputy Director) and John Holdsworth (Program Manager) from Pierce County Department of Emergency Management spoke about “Private Sector Supply Chain Resilience.” Their presentation focused on the importance of collaboration

between industry and emergency management professionals and the need to address risks and solutions for our communities. Amy said, “Private companies and industry will recover from a disaster 50 times faster than the public sector,” and that is why it is important for the public and private sectors to build “trusting relationships” before an event strikes.

Irene Shaver, the Program Manager of the Climate Solutions Program at the Washington State Board of Community and Technical Colleges, was unable to attend but sent information about her new program. Her program focuses on sustainability and climate education across the curriculum, green workforce development, and making our colleges more sustainable. The program will be offering a series of Workforce Sector Retreats focusing on green technologies, climate solutions curriculum, and projects for students.

Sam Kaplan, Director of Center of Excellence for Global Trade and Supply Chain Management recently took students on a Study Abroad Program to Vietnam. “Vietnam is now the second largest importer through Seattle-Tacoma Ports. More than 170,000 jobs in global supply chain are linked to component going and coming from Vietnam,” Sam stated. The students followed apples from WA to Ho Chi Minh City, then saw how components for Brooks Shoes are assembled, then shipped to Washington. Stress in the system resulted in container costs rising to over \$20,000 each and containers not being back loaded in Washington. Sam said, “Vietnam made up more than half of the export decline from China even before the trade war.” Global supply chain is resilient even if the supply flow is changing.

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## CONTINUED FROM PAGE 3

Dante DiSabatino, Tsunami Program Coordinator at Washington State Emergency Management Department, provided a sobering overview of the maritime issues after catastrophic events like a Cascadia subduction zone earthquake or an earthquake on either the Seattle or Tacoma fault lines. Tsunami impacts on our Washington coast and the Puget Sound interior will be dramatic and potentially catastrophic. DiSabatino's program is responsible for overseeing, providing, and conducting public education, outreach, training, technical assistance, and professional support to public and private entities. His message was how important it is that the industry know and understand how earthquakes will impact the Region and what needs to be done to build capabilities for preparation and recovery.

Julian Sharpe, President of Survival Capsule, provided information on the Survival Capsule, a personal safety system designed to protect against tsunamis, tornadoes, hurricanes, earthquakes, and storm surges. He showed how the capsule could be adapted in capacity and shipped complete or in a compact kit for user assemblage. Survival Capsule develops survival solutions for natural disasters around the world.

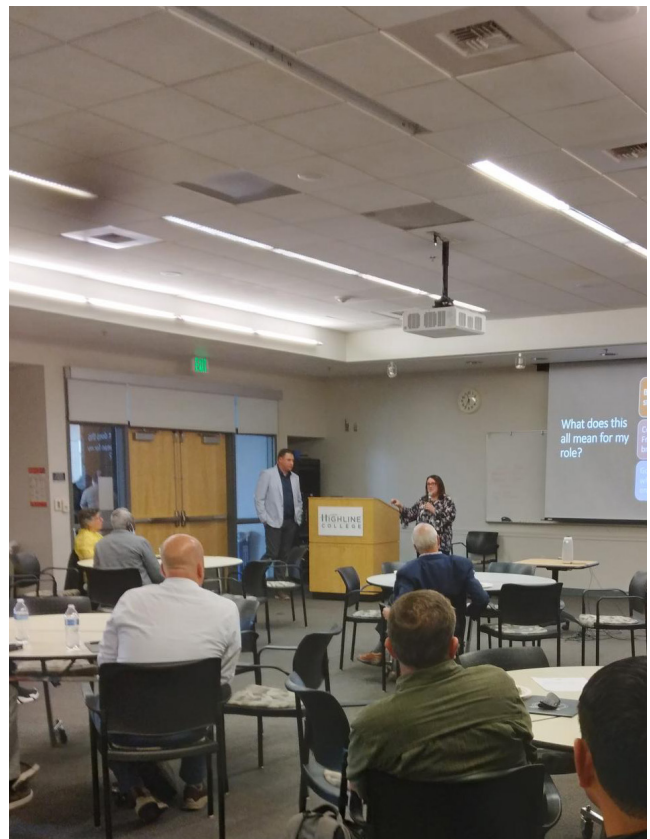
Consultant and trainer, Scott Heinze, focused on leadership development, team building, and facilitation. He has served as Deputy Director for Pierce County Emergency Management and for nine years on the City of Tacoma's

School Board. His presentation shared about Tacoma's successful programs in designing and implementing youth experiential training programs. The Tacoma school board worked with K-12 schools in Pierce County to provide students with opportunities to experience pathway work that promoted non-degree and apprenticeship opportunities during the summer and the regular school year. He understands that climate change will offer many types of pathways to work in the future. Students of all ages and professional levels will be welcomed with certification, apprenticeships, or other continuing education opportunities to learn new job skills.

Co-Chairs of the COE HSEM Advisory Board, Curry Mayer, Director of City of Seattle Emergency Management, and Celia Taylor, Program Manager for King County Emergency Management, helped facilitate our learning conversations and provided a recap and summary of learning and discussion prior to the summit adjourning. A networking reception was provided by our sponsors, *Foster School of Business UW Global Business Center*, and the *CSCMP Puget Sound Roundtable* followed the summit.

The Summit recording will be published on our website ([www.coehsem.com](http://www.coehsem.com)) as soon as editing is completed.

View all PowerPoints under "Supply Chain Forums" at: <https://www.coehsem.com/our-services/>



## WOMEN WITH DISABILITIES: BARRIERS AND BIAS IN THE WORKPLACE

By Kellie Hale

Women with disabilities will often experience an array of barriers and biases in the workplace. They often experience an imbalance in hiring and promotion opportunities, limited access to training and retraining opportunities, and unequal pay rates. Women with disabilities in the workplace tend to be ignored in conversations about economic decision-making.

The unemployment rate amongst women with disabilities is 9.4%. For women without disabilities, the unemployment rate is 4%. What do these percentages indicate? It means that, compared to their non-disabled counterparts, “Women with disabilities are more than twice as likely to be unemployed.” If we are to look at it from a gender perspective, when it comes to men with disabilities are twice as likely to have jobs. Women with disabilities also earn less than men with disabilities.

Too many glass ceilings remain unbroken. Women still make up half of the U.S. labor force. But still, women with disabilities continue to be overlooked and undervalued in the labor force. “They are far more likely than women overall to be interrupted, to have their judgment questioned, and to hear that they are too angry or emotional, and they are also less likely to feel supported by their managers.” So, what is being done about this issue? Unfortunately, some companies are not implementing the necessary resources and processes or taking enough action to address the problems. Reportedly, only 25% of employees can say that their company includes disability in its Diversity, Equity, and Inclusion initiatives.

With the COVID-19 pandemic, it has been particularly challenging for women with disabilities. “Remote work and flexibility have been critical to their health and safety, but they are also more likely than women overall to worry they will face negative consequences from working flexibly.” No one should feel judged about requesting their workplace to provide remote options or help establish a work schedule with flexible hours.

As a society, the first step is to shift narratives and create opportunities for progress that advance women with disabilities in the workplace. Most people want to participate and contribute in all aspects of society; women with disabilities deserve the same inclusion and chances as any abled-body person.

### **Resources:**

ODEP COVID-19 Resources:

<https://www.dol.gov/agencies/odep/topics/coronavirus-covid-19-long-covid>

Additional Resource:

<https://askearn.org/page/lead-the-way-inclusive-business-culture>

Additional Resource:

<https://askjan.org/publications/Disability-Downloads.cfm?pubid=297434>

Return to Work Interventions:

<https://www.dol.gov/agencies/odep/initiatives/saw-rtw/research-pubs>

Self-employment and Entrepreneurship:

<https://www.dol.gov/agencies/odep/program-areas/employers/self-employment-entrepreneurship>

ODEP resources on accommodations for older workers:

<https://askjan.org/publications/consultants-corner/vol03iss03.cfm>

Campaign for Disability Employment:

<https://link.edgepilot.com/s/2d5d3f8d/cp3svxEzr00TNZL974tuuW?u=https://www.dol.gov/agencies/odep/initiatives/campaign-for-disability-employment>

Inclusion@Work Framework:

<https://link.edgepilot.com/s/1c7bce5d/vCILEmJllkig2zuZzTRA?u=https://askearn.org/page/lead-the-way-inclusive-business-culture>

Source:

<https://www.ruhglobal.com/disability-employment-gap-among-women-and-girls-with-disabilities/>

<https://leanin.org/article/women-in-the-workplace-women-with-disabilities>

# 25%

Employees can say that their company includes disability in its Diversity, Equity, and Inclusion initiatives

# CENTER OF EXCELLENCE FOR CLEAN ENERGY:

## HELPING TO LEAD THE WAY IN ALTERNATIVE FUELS FOR OUR FUTURE

By Nancy Aird

On October 24, 2022, Nancy Aird (staff for CoE HSEM) attended the Hydrogen in Focus Conference held at Centralia College hosted by the Center of Excellence for Clean Energy and Twin Transit. Monica Brummer, Director of Coe Clean Energy, is leading a coordinated, strategic approach to clean energy workforce development for the region. She works with regional partners to define energy efficiency, jobs, and skills standards and create a regional clearing house for energy efficiency job openings.

The conference was focused on hydrogen and brought together the WA Dept. of Commerce, the City of Centralia, industries, private partners, and others to discuss hydrogen: fleet transition, workforce development, advancement of industries, and economics. Monica said, "This collaborative group is applying for a 7 billion dollar grant the US Dept. of Energy has created to fund (H2Hubs) across the country." Currently, California and Hawaii are the only states with this fueling option. Centralia Mayor Kelly Smith Johnson talked about the Centralia regional coast plant shutting down and that the city and region has the infrastructure and experienced technicians available to meet the new employment opportunities that will be developing from hydrogen and other alternative fuels.

Speakers during the conference showed that Washington is starting to develop hydrogens' role in climate strategy energy policies: energy efficiency, clean electricity, clean fuel, electrification, and carbon sequestration. WA State Legislative Bill 5910 (2021-2022) promotes the acceleration of the availability and use of renewable hydrogen in WA. A Centralia business is proposing opening an H2Hub to fuel buses and large trucks traveling on I-5.

The first hydrogen-powered ferry was recently built at the All-American Marine shipyard in Bellingham, WA, which launches in San Francisco. First Mode, Seattle, WA, created a hydrogen-powered mine hauler conversion for mining in South Africa. Innovators are creating the infrastructure and vehicles for climate change now in Washington.

Hydrogen is the most abundant element in our universe and is used as an energy carrier; therefore, it doesn't get used up in a fuel cell. Right now, extracting it is not simple. Much of the hydrogen produced in the US comes from the steam-methane reforming method. Green Hydrogen is a climate change fuel source. It is generated by renewable energy or from low-carbon power. Green hydrogen production can scale up or down by using excess energy from alternate sources, i.e., wind and solar. The US goal is set at 6% hydrogen use in the future. Currently, hydrogen accounts for about 1% of US energy, but less than 5% of this total comes from clean sources.

The discussions made me think of the need for emerging alternative fuels as our planet transitions from dependence on non-renewable, crude oil-derived fuels. My further research showed alternative fuels, such as biofuels, fusion, electricity, ethanol, hydrogen, natural gas, propane, steam, kinetic, heat, air, nitrogen, LPG, and more, are being proposed as creative thinkers seek to solve the issue. Each alternate fuel has proponents saying look at this option. For example, fusion as a fuel has been developing in this state.

Monica said, "Washington State has the largest concentration of independent fusion companies in the world. We have four separate companies working on four different methodologies to bring fusion into the alternate fuel future. A sustainable fusion reaction is still the critical need to go commercial."

Each fuel may have a role in the future, and each can be used in conjunction as a piece of the energy wheel. The Centers of Excellence look forward to keeping you updated on future conferences and energy developments.

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## RESOURCES FOR CLEAN ENERGY

### Clean Energy Trends

[Gov. Inslee's climate policy for 2021-23](#)

[Mechatronics in Washington State: Manufacturing, Energy, and Marine Sectors](#)

[Smart Grid Skills for the Energy Workforce](#)

[Greener Reality: Jobs, Skills, and Equity in a Cleaner U.S. Economy](#)

[Growing Washington's Green Economy: Progress, Opportunities and Challenges](#)

[Greener Skills: How Credentials Create Value in the Clean Energy Economy](#)

[NEET Report](#)

[Energy Efficiency Industry Trends and Workforce Development in Washington State Study Report, Phase 1](#)

[Renewable Energy Industry Trends and Workforce Development in Washington State](#)

### Labor Market Data

[2018 U.S. Energy and Employment Report](#)

[The Washington Jobs Project: A Guide to Creating Jobs in Grid Modernization](#)

[Workforce Challenges of the Electric Power Employers in the Pacific Northwest](#)

[The Shocking Truth About the Skills Gap](#)

[WSU Energy Program—Workforce Development Reports](#)

[2009 Washington State Green Economy Jobs](#)

[Green Jobs in Washington State: Progress, Opportunities and Challenges](#)

[2008 Washington State Green Economy Jobs](#)

[Workforce challenges of Electric Sector Employers in Washington and Oregon](#)

The Center of Excellence for Clean Energy is a statewide resource that represents the interests of the energy industry, and our labor partners, within the Washington State Community and Technical College system. We exist to narrow the gap between employers' demands for a highly skilled workforce and the colleges' ability to supply work-ready graduates. We convene industry and labor to help drive workforce development initiatives — and coordinate community college resources after industry and labor set the direction.

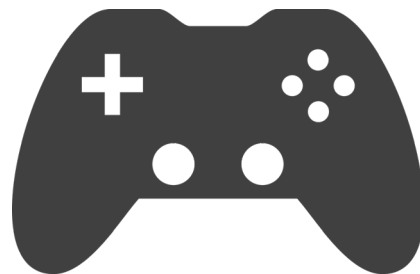
The Center leads a coordinated, strategic approach to clean energy workforce development for the region and works with regional partners to: define energy efficiency jobs, establish skill standards and identify job classifications, and create a regional clearinghouse for energy efficiency job openings.

## RESILIENCE FOR NEXT EARTHQUAKE: VIDEO GAME PROMOTING PREPAREDNESS

By Nancy Aird

Lewis & Clark students and professors created a video game called **Cascadia 9.0** (<https://www.cascadia9game.org>) to promote preparedness incorporating technology. The players navigate through an earthquake devastated city looking for their corgi dog that escaped during the earthquake. The game teaches what you should do in case the infrastructure is disrupted by the player making correct survival choices. For example, should you drink unpurified water? What happens during aftershocks and gas leaks?

The United States Geological Survey (USGS) is our nation's largest water, earth, and biological science and civilian mapping agency. Can they predict earthquakes? No. Neither the USGA nor any other scientists have ever predicted a major earthquake. We see the publicity on the Cascadia megathrust rupture off the coast of the coast, but we should also consider shallow, surface-rupturing local faults in the Puget Sound region that can cause damage, tsunamis, and landslides.



Current estimates give a 15% chance of a 6.5 magnitude in the Seattle/Tacoma faults over the next 50 years. These faults could be as damaging as the Cascadia rupture. Remember the 6.8 Nisqually earthquake in 2001?

View this map to Washington State geologic information: WA Department of Natural Resources has a detailed Faults and Earthquakes in Washington State. [https://www.dnr.wa.gov/publications/ger\\_ofr2014-05\\_fault\\_earthquake\\_map.pdf](https://www.dnr.wa.gov/publications/ger_ofr2014-05_fault_earthquake_map.pdf)