

Center of Excellence FY 23-24 Work Plan (Quarter 2)

Center Name: Center of Excellence – Homeland Security Emergency Management

Core Expectations	Activity #1 Strengthening and Supporting Community Connections, Diversity, and Resilience	
<input checked="" type="checkbox"/> Economic Development <input checked="" type="checkbox"/> Sector Strategy <input checked="" type="checkbox"/> Ed/Innovation/Efficiency <input checked="" type="checkbox"/> Supply/Demand	<p>Activity #1. Provide Leadership and Guidance for Building Resilience and Diversity, Equity, Inclusion, and Access (DEIA)</p> <p>Center, working with its Advisory Board, provides leadership, guidance and actions that aligns w/State Boards DEIA Vision – “Recovering and Eliminating Racism and Implicit Bias,” and supports a the elements of a Resilient WA that includes: improving social connectedness, increasing integration and involvement in planning, response, and recovery in all sectors, ensuring effective risk communications to the population and especially at risk and underrepresented communities, building social and economic health, knowledge, networks, and communication to build a diverse and competitive workforce.</p> <p>The Board established working sub-committees made up of Board Members, faculty, staff, and students to collaborate on activities and work products. The Board’s Co-Chairs will lead the Board in the Brand renewal strategies. Subcommittee chair Amelia Phillips leads the committee’s discussion to develop outreach opportunities in reviewing current career pathway programs' curriculum reduces implicit bias and social equity issues.</p>	
Funding Sources %	Purpose	Projected Outcomes, Work Products, Completion Date
COE-Resilience – 100%	<ul style="list-style-type: none"> Community resilience is the ability to prepare, adapt, withstand and recover from all hazards and the brand communicates effectively the need for an educated and trained workforce to help communities cope, strengthen support systems, respond effectively, bounce back for adversity and improve social connectedness especially with at-risk populations. Review delivery of social equity/social justice courses and activities in collaboration with current faculty, staff, and students to identify and address EDI issues of racism within the all-hazard emergency management field to improve outcomes communities and vulnerable populations. Our programs lead with racial equity and recruit diverse individuals. To help incorporate change in the culture. People want to see themselves reflected within education and organizational values. 	<ol style="list-style-type: none"> Brand renewal -Brands are designed to connect organizations to customers and represent the COEs mission, vision, and values. The co-chairs will facilitate discussion regarding a brand refresh and the current refresh option which is “Community Resilience: Safe-Secure-Ready.” The original name was selected in 2009 when the Center received funding from federal Homeland Security Department to help prepare a skilled workforce to help maintain our national security, assure effective responses to all hazard emergency events through education and training and build disaster resilience in our communities. More than 14 years have passed and our brand needs a refresh. Amelia Phillips, sub-committee lead, will identify committee members from the Board and other interested volunteers to serve on this committee which will communicate with constituencies regarding COE position on DEIA to our

- Current occupation (CHMURA) Workforce Data Pilot will be utilized to show demographic changes in all career pathway programs. This project will demonstrate the use and effectiveness of occupational, industry, and other data to the workforce education and training system.

- pathway programs and will host discussion 4 forums w/program faculty, students, and staff to improve effort/activities continually.
3. Committee will identify group/organizations and associations on our SBCTC campuses that are providing diversity and equity outreach to women in EM, Black Public Officials, and CTC VP/leads in DEIA for our state's colleges and assess how the Center can work with them most effective by fall quarter 2023.
 4. Julie Jefferson, will lead the activity to develop actions that help expand current and future workforce supply of Native educators and tribal educators and tribal members to obtain certifications/degrees in Public Safety and Health, Security, and Risk/EM Careers pathways and collaborate w/ DRB Women in Business Continuity Management: key themes for discussion include professional development, growth in women careers, skills or functional limitations, innovation and growth kills. Outreach will be ongoing.
 5. Continue outreach to underrepresented communities and partner with an organizations such as: Aspiring Emergency Managers Online (AEMO), Black Emergency Managers Association, Institute for Diversity and Inclusion, and Coalition on Inclusive Emergency Planning (CEIP) to provide information on HSEM career pathways and educational opportunities and identify capacity, skills gaps, trends, and best practices gaps needed within the community resiliency pathways that require development of curriculum and certification. Quarterly activities will be identified.
 6. Workforce Data Pilot will identify, extract, format, and deliver workforce, & related data, asking the Chmura Jobs EQ RTI platform. Centers participating in the Phase II Pilot and will engage in data collection, work w/RTI Jobs posting tool, and develop a community of practice and information dissemination process. Completion spring 2023 of this project and ongoing CHMURA data will continue throughout the year with colleges and pathway programs.

Report and Analysis on Actual Outcomes and Products

<p>Quarter 1</p>	<ol style="list-style-type: none"> 1. The Center discussed more details in rebranding with Advisory Board co-chairs. Will be receiving feedback at Nov. 1 Advisory Board Meeting for more possible names or comments. 2. Discussion for identifying more people to serve on DEIA subcommittee is planned and will be led by Amelia Phillips on the Nov. 1 Advisory Board Meeting. 3. The subcommittee is continuing to identify groups/organizations and associations on our SBCTC campuses that are providing diversity and equity outreach. 4. Discussion for continued outreach will proceed at the November 1 Advisory Board Meeting with Julie Jefferson as the lead to discuss actions that will help expand opportunities to obtain certifications/degrees for tribal members and educators. 5. The Center continues to outreach to underrepresented communities by partnering with organizations and other Centers for our summits/events to provide information on HSEM career pathways and educational opportunities. During these events, the goals are to identify capacity, skill gaps, trends, and best practice gaps. The Center has been involved with weekly meetings for the Securing the Supply Chain Summit workgroup. (Meetings are currently being spaced out on a monthly basis instead with a pause in Nov. and Dec.) 6. Workforce data has been continually retrieved using the CHMURA JobsEQ tool. Trends data has been extracted and provided to various entities including, Fire Departments, the State Fire Marshall’s office, Pierce College Deans, Directors, etc. CHMURA data retrieval will be an ongoing process.
<p>Quarter 2</p>	<ol style="list-style-type: none"> 1. COEHSEM discussed name rebrand with our Advisory Board and co-chairs at the Advisory Board meeting held on November 1, 2023. A survey was sent out to all board members and closed on November 28, with most votes for renaming the Center: <i>Center of Excellence – Building Resilience</i> with the slogan, “<i>Safe. Secure. Ready.</i>” Advisory Board will be updated with outcome of survey for further discussion for next steps. 2. At our November 1, 2023 Advisory Board meeting, DEIA co-chair, Amelia Phillips, updated DEIA plans on our position within pathway programs to continue to help improve DEIA efforts. Jamie Wells and Ann Avary (Center Directors) are working on the Skills Standard Leadership Team representing the Centers. In 2023, a focus group of professional technical instructors provided input and refinement to the DEI language in the skills standards, ensuring alignment with the evolving needs of the ProfTech education community. Before sharing the updated draft of 2024 Skill Standards w/the system, a new survey focused on 10 DEI instructional approaches within the Skills Standards. The Survey response will aid in understanding how these approaches can be practically implemented. Our Center will provide DEIA and pathway programs when completed. 3. The subcommittee is continuing to identify groups/organizations and associations on our SBCTC campuses that are providing diversity and equity outreach.

	<ol style="list-style-type: none"> 4. At the November 1, advisory board meeting, Julie Jefferson discussed continued outreach and actions that will help expand opportunities to obtain certifications/degrees for tribal members and educators. Due to cybersecurity interruptions, we have not been able to survey and continue outreach, but it is scheduled to resume in early 2024. 5. The Center continues to outreach to underrepresented communities by partnering with organizations for our summits and symposiums to provide information on the all-hazard EM pathways and additional education opportunities including the Supply Chain Summits offered in June at Columbia Basin College and in October at Highline College. A new symposium on Women in Leadership in 2024 is scheduled for May 15 at Pierce College in Puyallup. Organizations and speakers are currently being discussed and identified. Further activities will be identified on a quarterly basis. 6. Workforce data has been updated and provided to pathway programs using the JobsEQ tool. Updates will be done quarterly and provided to Programs. 7. The Center updated the Exploration Guide that was used for marketing all career pathways.
Quarter 3	
Quarter 4	
Analysis Quarter #1	The Center received a full-time permanent program manager and a part-time permanent project specialist in August 2023 to support rebranding, identifying opportunities for outreach, and providing workforce trends/data. Due to the cyber security incident that happened to Pierce College from July 24, 2023 – Sept. 2023, email accounts and computers were inaccessible. All Center staff have been in the process of recovering as much information as they can prior to the incident.
Analysis Quarter #2	The Center is preparing for our 3-year site review that will take place on January 16, 2024. Information has been prepared in regarding the multiple disruptions that have occurred recently, including continuing impacts from COVID and flu, increased impacts across the US from climate change, AI, accelerated automation, and student and workforce shortages which has hampered implementation of work plan activities due to reduced student populations and staff within the statewide college programs to implement DEIA and other activities. The Centers are working quickly with the system to identify and address industry needs such as diversity and inclusion. Capacity building strategies identify by the system and Centers are helping.
Analysis Quarter #3	
Analysis Quarter #4	

--	--

Core Expectations	Activity #2 Public and Private Partnerships	
<input checked="" type="checkbox"/> Economic Development <input checked="" type="checkbox"/> Sector Strategy <input checked="" type="checkbox"/> Ed/Innovation/Efficiency <input checked="" type="checkbox"/> Supply/Demand	<p>Activity #2: Pathways to Partnerships: Statewide collaboration among COEs, pathway programs and public/private partnerships. Collaboration Among Centers, Pathway Programs, and Public/Private Partnerships.</p> <p>The Center directors and staff will continue to hold joints summits, conferences, and training workshops that support the interdisciplinary of the Centers work done across the state in business, communication, safety and health care, social and behavioral sciences, public services and natural sciences and natural resources including climate change. Education/training will address the challenges of education adapting and addressing the changing dynamics from the pandemic, creating changing workforce needs and expectations. Develop curriculum/courses that could be implemented within the all-hazard EM Degree Programs. Possible outcomes: educate up to 45 professionals per session and develop best practices/curriculum and training models.</p>	
Funding Sources %	Purpose	Projected Outcomes, Work Products, Completion Date Areas of collaboration:
All COEs will split the funding sources evenly.	<p>Collaborate with Industry and Education in multiple sectors to develop and deliver information and training opportunities that will:</p> <ul style="list-style-type: none"> • Build continuity and resiliency to address impacts of climate change on the health, resources, economics, and state’s communities. • Recruit underrepresented groups to enter the all-hazard emergency management pathway programs. • Provide opportunities for attendees to work together for community benefit. • Allow the stakeholders to bring their concerns and ideas for possible solutions. • Identify challenges, Issues, and Impacts from Industry experts. • Evolving professions-trends are the major resilience issue including global trends, high impact events, climate risks that are emerging and will impact all of the CTC pathway programs across 	<ol style="list-style-type: none"> 1. Working with all 12 COEs the marketing and outreach committee will develop a shared strategy for the year to information communities statewide about the COEs services. 2. Energy Innovation and Clean-Bio Energy: energy storage technologies such as batteries, hydroelectric storage, electrification of the grid, infrastructure, new technologies and business opportunities and fusion and other clean energy opportunities. Hosting would be at Moses Lake early fall or spring 2024. AWB would be a partner in a number of collaborations. 3. Pharma “Are We Ready” proposed Supply Chain conference will be in fall 2023. Work group is established. Participant’s 200 – 300 faculty, industry, students. Purpose Statement: <ul style="list-style-type: none"> • Purpose: bring together stakeholders to discuss strategies and pathways to address emergency situations where access to medications, drug supplies, and healthcare is impacted due to a natural or man-made disaster situation; establish a

	<p>all industries/sectors: cyberattacks, natural disasters, and economic uncertainty.</p>	<p>way to maintain the supply chain integrity for healthcare access, especially to patients living in rural parts of WA where an emergency situation may impact them further and share ideas/resources during Summit to help establish and connect pharmacies to community resources to set up an emergency plan to maintain drug supply chain integrity.</p> <p>Goals:</p> <ul style="list-style-type: none"> ✓ Establish current resources for addressing drug supply chain issues ✓ Discuss how the supply chain may be compromised due to a natural or man-made disaster ✓ Have conversations between community partners and pharmacy groups ✓ Help pharmacies establish a plan or update their current plan(s) to address a compromise in the drug supply chain manufacturers <p>4. COEs discuss w/programs and identify possible new/emerging professions that will be needed. Outcome of ID new programs or curriculum gaps and needs. Ongoing.</p> <p>5. COEs will discuss Future of Work: AI as a future centerpiece. Of all of the technologies available to enterprises that help automate key workforce processes COEs and SBCTC/colleges needs to optimize the way we get work done and how we think about the “talent pool” with 35-45% of that talent pool are non-employees. Total talent intelligence is a gateway to understanding the totality of the future workforce and what skills, knowledge and abilities will be critical. 2024 timeline.</p>
--	---	---

Report and Analysis on Actual Outcomes and Products

<p>Quarter 1</p>	<ol style="list-style-type: none"> 1. Marketing and Outreach committee have had ongoing meetings to continue the discussion about shared strategies for COE services. 2. Clean Energy Supply Chain Summit will be postponed until fall 2024 (possibly in October 2024). Weekly Supply Chain Summit workgroup meetings have been spaced out to be monthly meetings instead (with a pause in Nov. and Dec.). 3. The Pharmacy Supply Chain Preparedness Summit was on October 10, 2023 at Highline College in Des Moines, WA. Approximately 25 people attended virtually and 25 attended in person. Planning for the next summit is spaced out and on pause until January 2024(per item #2 above).
-------------------------	--

	<ol style="list-style-type: none"> 4. COE has continuing discussions about program statuses and possible professions needed through monthly check ins and quarterly advisory board meetings. 5. The Center is researching the impact that AI will have on workforce pathway programs.
<p>Quarter 2</p>	<ol style="list-style-type: none"> 1. Marketing and outreach COE committee have continued their bi-monthly meetings, with their most recent meeting on 12/8/23, to look for more opportunities utilizing COE services. 2. The Center restarted their supply chain summit workgroup meetings as of 1/9/24. Early planning processes for Clean Energy Supply Chain Summit have begun. The work group has developed ideas for the Supply Chain Summit(s) of renewable power components (e.g. batteries and associated issues with the electric grid. The ideas also include securing grid infrastructure identifying what upgrades and changes are needed to prepare grid for increase in renewable generations from sources and other implications. 3. From 1/9/24 meeting, the Washington State Pharmacy Association is putting together a toolkit resource from the information gathered at the Pharmacy Supply Chain Summit. Information should include disaster planning, preparedness, and resources available to pharmacies and their association members. A draft is estimated to be completed by the end of January/early February where we can utilize it to host a workshop for our colleges, stakeholders and industry. 4. COE has continuing discussions about program statuses and possible professions (particularly for resiliency management) needed through monthly check ins and quarterly advisory board meetings. The public-private sector has embraced Resiliency Management, which encompasses organizations strategic processes and practices to ensure their ability to proactively anticipate, effectively prepare for, promptly respond to and adapt in the face of disruptions, challenges, or crisis all the while safeguarding critical business functions. Our Center will work with our partners to discuss opportunities for applying Resiliency Management principals in our current curriculum. 5. The Center updated the Exploration Guide that was used for marketing career pathways. It was uploaded to the Center’s website and will be used in the site review on 1/16/24. 6. The Center met with Kimberly Maki, WSP Recruitment and Retention Office and discussed partnership with each other. 7. At the Center’s site review on 1/16/24, Linda Crerar presented information with advisory board member, Cheyene Marling, on AI and how AI has opened up an opportunity to think outside of the box. AI can potentially improve data collection and analytics, which will free up a professional’s time to be more strategic and engaging with senior leadership.
<p>Quarter 3</p>	
<p>Quarter 4</p>	

Analysis Quarter #1	Due to the recovery process from Pierce College’s cyber security incident, much of these processes have been paused and/or extended while staff have been regaining email/computer access.
Analysis Quarter #2	The Center’s workgroup will continue to meet weekly and finalize plans from the Supply Chain Pharmacy Preparedness Summit, Resiliency Management opportunities, and the future Supply Chain Summit addressing renewable power components and grid security. The Center will also be identifying activities to celebrate the Center of Excellence’s 20th anniversary.
Analysis Quarter #3	
Analysis Quarter #4	

Core Expectations	Activity #3 - Understanding Public Private Partnerships in Building Community Resilience	
<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>Activity #3: Understanding Public Private Partnerships in Building Community Resilience Develop a systematic based on four central components applied as a continuous improvement model: 1) Creating shared understanding of community adversity; 2) assessing system readiness; 3) Developing cross-sector partnerships; and 4) engaging communities in a collaborative response cycle of Plan-Do-Check-Act (PDCA).</p> <p>Coordinated, standardized, and accessible All-Hazards Emergency Management workforce education programs are critical to the state’s preparedness and economic resilience. Center will facilitate and support the design and development of a “vertical track” of seamless, coordinated, and standardized training programs for K-12 and Post-secondary education. There are over 1.2 million students in K-12, and currently, no K-12 programs are addressing community resilience education. The Center will continue to work with Skills Centers to incorporate the all hazard/resilience curriculums into current public safety and security-focused programs.</p>	
Funding Sources %	Purpose	Projected Outcomes and Products
COE Resilience - 100%	<ul style="list-style-type: none"> The Center, in consultation with other degree programs, will develop options for Certificates and a concentration topic for a degree program (e.g., OSH, Fire Command, EMT/EMS, etc.). Goad: 	<ul style="list-style-type: none"> Board sub-committee will complete review of current data and assess capabilities and gaps in first quarter.

	<p>synchronize, customize, and standardize training to reach industry professionals and students quickly, efficiently, and cost-effectively.</p> <ul style="list-style-type: none"> • Implement a “vertical track” career pathway in Community Resilience at all educational attainment levels. Will share model curriculum information, evaluate need/demand, skills gap information, and identify opportunities for specialized curriculum and certifications. • Communicate data/information to CTE educators to keep them abreast of new career cluster opportunities and best practices curriculum to help establish a K-12 pathway. • Washington Resilience Group Office of Financial Management October 2020, WA Resilience Group (originally called WRG) played a help in setting priorities that strengthen the resiliency of WA state as it emerged from COVID. The Group worked together to plan and implement actions that supported an equitable and just recovery, strong communities and a robust economy. Work included efforts: examine how the state did business to increase the resilience of our communities, health system, and economy. WRG worked collaboratively with state government/community partners to develop recommendations to improve service delivery and the customer experience. • Resilient Washington State—A Framework for Minimizing Loss and Improving Statewide Recovery after an Earthquake; Final Report and Recommendations (2012) 2012 WA State Emergency Management Council and the Seismic Safety Committee published a report & recommendations for recovery after an earthquake. The report provided a plan for improving our state’s resilience which included life safety and human health, property protection, economic security, environmental quality, and community and continuity. Products: assessment of recovery capacity of major systems and infrastructure, timeframe for each component to recover and 10 specific recommendations for improving statewide resilience. 	<ul style="list-style-type: none"> • Recommend actions for identifying cultural types, skills needed/required, and strategies aligned culture and best practices. • Possible current career options and opportunities that are available are: <ul style="list-style-type: none"> ✓ Mission Critical Operators - businesses that rely on continual operation defined as mission critical. ✓ International Crisis Communication –Lorraine Churchill table tops for youth; managing the message communication ✓ Disaster/Mental Health Intervention Certificate ✓ Risk and Emergency Management in Private Sector ✓ Climate Change curriculum –integrate change into courses across the disciplines: resources prepare for the cognitive, political and emotional complexities of teach climate change ✓ Tribal Partners- Julie Jefferson–lead ✓ State Board Climate Change ✓ CHUMRA data available and reports have been completed and will be updated for colleges and partners.
--	---	--

Report and Analysis on Actual Outcomes and Products

Quarter 1	<ol style="list-style-type: none"> 1. Subcommittee with Fire, OSH & EM have completed their review. No recommendations have been made. 2. Reports have been produced for partners and colleges with CJ, OSH, Fire, and EM 3. New Fire Service surveys were completed and data was provided to colleges, OFM, Gov’s office and other state agencies.
------------------	--

	<ol style="list-style-type: none"> 4. Reviewed list of opportunities and options that are available but will need to add in resources to follow up.
Quarter 2	<ol style="list-style-type: none"> 1. OSH & EM had board meetings where they reviewed their curriculum and minutes from previous meetings. No major changes were reported, but we are currently waiting for meeting minutes and recommendations. Fire curriculum draft will be presented on 1/30/24 meeting at Pierce College Ft. Steilacoom. 2. CHMURA data trend reports were completed for CJ, OSH, Fire and EM. No responses were received. 3. No further responses were received on the completion of the surveys sent to Fire Chiefs and community and technical colleges. 4. Peninsula College is still teaching the Tribal Emergency Management Certificate as well as CJ, Forensics, EMT, HSEM, Natural Resources and Paralegal. Advisory Board member, Cheyene Marling helped to identify Resilience Management saying, "There is a shift to taking a holistic approach in truly being resilient. This shift has led to breaking down silos across the organization more than ever before. Companies are seeking professionals to meet the challenges of not only business continuity, but also crisis management, cyber resiliency, supplier resiliency, and third-party risk management." 5. The Center has been working for the past two years with the state's Fire Marshall and Wildland Fire and Emergency Medical Services to establish the state's joint workgroup which has over 60 members including our SBCTC liaisons. We have completed several workforce surveys, provided extensive CHMURA data, and currently w/the Work Group on addressing core curriculum and other efforts to address faculty/staff capacity, equipment and training gaps/needs, and streamlining recruitment and training qualifications to attract students, faculty, and other workforce members. Meetings are bi-monthly and our next hybrid meeting will be at Pierce College Ft. Steilacoom on 1/30/24 at the new EMS facility. 6. As previously mentioned, the Center has updated our Exploration Guide with new information on career pathways. The guide was published to the Center's website under the "About" section under "Our Services" and "Guidebooks."
Quarter 3	
Quarter 4	
Analysis Quarter #1	As previously stated, the Center received a full-time permanent program manager and a part-time permanent project specialist in August 2023 to review the list of opportunities and options in order to produce workforce trends/data. Due to the cyber security incident that happened to Pierce College from July 24, 2023 – Sept. 2023, email accounts and computers were inaccessible. All Center staff have been in the process of recovering as much information as they can prior to the incident, but are improving on the recovery process.
Analysis Quarter #2	CHMURA data trends and the Center's updated Exploration Guide (published on the Center's website) is available to distribute to the CTC system to share occupational demographics, skill gaps information, certification gaps from Active Ad trends. Outreach to educators for distribution has proven to be difficult due to lack of contact information on some community and technical colleges.

Analysis Quarter #3	
Analysis Quarter #4	

Core Expectations	Activity #4 Work Experience Marketplace	
<input checked="" type="checkbox"/> Economic Development <input checked="" type="checkbox"/> Sector Strategy <input checked="" type="checkbox"/> Ed/Innovation/Efficiency <input checked="" type="checkbox"/> Supply/Demand	Activity #4: Work Experience Marketplace – Mentorship, Coaching, and Job Shadowing Opportunities Working with Sub-Committee, chair William Westmorland, will connect partners experiential learning opportunities, e.g. internships and mentorships, for students in the safety, security, and preparedness SBCTC programs to connect employers/students directly reducing barriers to participation in the market place. Continue to support several activities related to Career Connect and help K-12 students, parents, and high school and college staff/faculty to navigate the dual credit, career and technical education (CTE) pathway.	
Funding Sources %	Purpose	Projected Outcomes, Work Products, Completion Date
COE-Resilience – 100%	<p>Career Pathways are expanding, and the needs of employers, students and educators are changing. COE will help identify and develop enhanced/expanded opportunities to provide students, faculty, and staff with training and experiential learning opportunities, internships, apprenticeships, volunteering, coaching, and mentoring.</p> <p>COE must collaborate and coordinate with the marketplace (public/private) and directly involve them in offering stable and ongoing work experience opportunities paid and unpaid. Employers have an increased demand for Risk/Resilient professionals (6-8% growth predicted).</p> <p>Current experiential learning programs are underdeveloped and unable to provide all that students need. Need to relaunch the internship and</p>	<ol style="list-style-type: none"> 1. COE/Pierce College partners will continue working on the Pierce County Careers Connections (PC3) project and offer other SBCTC system colleges the template and support to replicate similar website capabilities. Identify funding resources to add 2 additional districts that indicate interest. 2. Continue to engage employers/colleges to provide career/skills advancement for employees. Quarterly. 3. Provide opportunities/incentives to employers to provide career/skills advancement for employees. Quarterly 4. Education/training workshops and seminars will provide skills development learning opportunities for participants to mentor

	<p>experiential learning program through a collaboration with “the marketplace” (both public and private) by developing a stable registry of experiential learning opportunities.</p> <p>We will identify different types of experiential learning, student and employer benefits, address access and equity, how we define the Center’s value proposition and how to engage employers. We will develop a process model that the Centers career pathway programs will utilize for their experiential learning courses and develop a guide for employer engagement.</p>	<p>and coach students. Job shadowing opportunities will be included in outcome. 1 per quarter.</p> <p>5. Identify apprenticeship/inter-internships that support disciplines and develop a registry. Will be reported quarterly with a goal of 10 work experience opportunities quarterly and establish registry.</p>
--	--	--

Report and Analysis on Actual Outcomes and Products

<p>Quarter 1</p>	<ol style="list-style-type: none"> 1. COE has still been partnering with Pierce College to provide updates and design adjustments to the Pierce County Career Connections (PC3) website. Will have to still identify funding resources to add 2 additional districts to indicate interest. 2. Discussions with employers/colleges to provide employees with career/skills advancements are still ongoing through check ins and Advisory Board Meetings. 3. COE is still continuing to provide opportunities/incentives to employers to provide career/skills advancements. Summits/events are in the process of being planned to help provide opportunities. 4. As previously stated, summits/events are currently planned and being put on throughout the year as ways to provide learning opportunities/training/education to help network participants in workforce with students for mentoring. 5. Apprenticeship/internships that support disciplines are being slowly identified, but a registry still needs work on being fully developed. COE is currently able to identify 2-3 work experience opportunities quarterly to publish to coehsem website.
-------------------------	---

<p>Quarter 2</p>	<ol style="list-style-type: none"> 1. COE has still been partnering with Pierce College to provide updates and design adjustments to the Pierce County Career Connections (PC3) website. Complete redesign of articulation page has been completed as of 1/8/24. 2. COE has been working alongside other COEs for the Supply Chain Summits which provide opportunities for discussions and networking between industry and education sectors. Current plans for Clean Energy Summit in October 2024 are underway. 3. The Washington State Pharmacy Association is putting together a toolkit/resource guide for employers (resources taken from October 10 Pharmacy Supply Chain Summit) 4. The Center updated and published the newest Exploration Guide(https://www.coehsem.com/our-services/) which features which colleges offer pathway programs and provides insight into what careers are available in each pathway. 5. Outreach to Pierce College Veteran Support Services was made to offer support for Veteran’s Day celebrations. 6. Outreach to Pierce College’s HR department was made to provide support for demographics and data trends using CHMURA tool. 7. The Center met with Kimberly Maki from Washington State Patrol on outreach, recruitment, and retention. A partnership between the Center and WSP has been created.
-------------------------	---

	<ol style="list-style-type: none"> 8. The Center is working together with the Fire Training and Education workgroup to develop an agenda for the upcoming workgroup meeting on 1/30/24 at Pierce College. The agenda includes a workforce recruitment and retention panel, end-of-year labor market trends, breakout sessions on workplace skills, etc. 9. The Jamye Wisecup Scholarship committee is reconvening to discuss distribution of funds held by the Peninsula College foundation. The funds are currently sitting at: \$11,976.11.
Quarter 3	
Quarter 4	
Analysis Quarter #1	As stated again, due to the recovery process from Pierce College's cyber security incident, much of these process times have been paused and/or extended while staff have been regaining email/computer access.
Analysis Quarter #2	The Center is continuing with meetings/events to discuss opportunities within each career pathway as well as withing DEIA. Several action items will be worked on during the 3 rd quarter of this year.
Analysis Quarter #3	
Analysis Quarter #4	

Core Expectations	Activity #5 CTE Cluster Education Attainment	
<input checked="" type="checkbox"/> Economic Development <input checked="" type="checkbox"/> Sector Strategy <input type="checkbox"/> Ed/Innovation/Efficiency <input checked="" type="checkbox"/> Supply/Demand	<p>CTE Cluster: Law, Public Safety, Corrections and Security Educational Attainment</p> <p>The state currently supports over 86,000 employees in the CTE Cluster of law, public safety, corrections, and security. There is a growing demand in this cluster for security and protective service professionals, law enforcement, firefighters, and emergency medical technicians. Governmental and public service organizations employ about 40% of the workforce, with 60% employment in the private sector. Careers are also in the recreational industries, mental and health care, private risk management, supply change, and cybersecurity, insurance carriers, and general merchandise stores/warehouse enterprises.</p> <p>Center continues its collaboration with SBCTC liaisons to implement a number of workforce education legislative provisos and other initiatives addressing law enforcement and public safety services. ESSB 5187 created the workforce education investment account with a state appropriation provided solely for the SBCTC to work with colleges and interested parties e.g. local law enforcement, WSP, to assess the recruitment and retention challenges for their agencies and develop recommendation to meet workforce needs.</p>	
Funding Sources %	Purpose	Projected Outcomes and Products
COE Resilience – 100%	<ul style="list-style-type: none"> • Centers involvement with CTE Cluster identifies barriers to meeting SBCTC EDI goals by building a diverse workforce. • Expanding and supporting effective program partnerships to address relevant training/education. • Identifies training capacity, skills gaps, best practices, and supporting HRB 1168 forest health workforce development. • Supports and participates in the SBCTC SSEM Council’s which facilitates communication and collaboration amongst in order to provide leadership and professional development related to safety, security and emergency management which works to: <ul style="list-style-type: none"> ✓ facilitate communication and information sharing network; ✓ identifies best practices; ✓ works w/councils and commissions, local jurisdictions to enhance capabilities on campuses; ✓ provides students, faculty and staff information & training for preparedness. 	<ol style="list-style-type: none"> 1. Center continues to work with SBCTC and partners on implementing ESSB 5187 which identified workforce recommendations focused on education and training programs and including outreach strategies designed to inform and attract students in non-traditional pathways. Report to Gov. 2024 2. Center continues to support the CJ Programs holding quarterly meetings to implement a core curriculum, standard course numbering, OER textbooks, and embed DEIA work in the curriculum and organize and support quarterly meetings of the CJ Work Group and support implementation of their work plans. Report quarterly. 3. Center working w/state’s Fire Marshall and Wildland Fire and Emergency Medical Services Programs, and associated groups established a joint working group and continues discussions/efforts to build program capacity and increase the pipeline of emergency medical and firefighters in the workforce. The Working Group of 59 Member and its co-chairs connect w/all of the SBCTC programs, design and complete survey, identify needs and gaps in curriculum, equipment, training, critical KSAs/learning outcomes, and faculty/staff capacity. Bi Monthly meetings. 4. Work with Fire and Emergency Medical and occupation Safety and Health programs to assess effectiveness of expansion of internships, apprenticeship programs for Fire and OSH and other

		<p>collaboration with Construction Management, Allied Health, Ag and Natural Resources, Education, Manufacturing and Clean Energy and other COE. Opportunities for retraining sites funded by L and I. Complete 2nd quarter and ongoing initiatives.</p> <ol style="list-style-type: none"> 5. Working with current 6 Advisory Brd. Members who represent EM/Security at state agencies, organize a meeting to discuss development of an All-Hazard EM State Agency Working Group. Complete 1st quarter. 6. Work with WSP Fire Training Academy Deputy Fire Marshal office to develop a stronger pipeline of firefighters from the HS Skill Centers Fire programs' students into CTC and apprenticeship programs. COE providing WSP w/research from 2022 on program availability, content from each school's web sites, and credit articulations. WSP is planning evaluation of the Skill Centers programs content for possible accreditation modification and setting up IFSAC testing for all students to facilitate hiring. Complete 2nd quarter and ongoing. 7. Mollie Sundvik has accepted the invitation from the Center to become a COE Advisory Board Members to represent the WA State Patrol Fire Training Academy and address DEIA issues. Board will discuss restoring the Center's "Women in Leadership" annual conference. Center will become a supporter of the Women in Fire Fighting organization. 8. Work with SBCTC Security, Safety, and Emergency Management Council which was established in 2011. Center supported and was an original member on the SSEM Council which facilitates communication and collaboration amongst WA State CTC safety, security, and emergency management personal. The Center will continue to serve as a training resource to colleges. Colleges must be well-prepared to plan for, respond to and mitigate impact of critical incidents on our college is more important than ever. Monthly meetings and annual training events.
Report and Analysis on Actual Outcomes and Products		
Quarter 1	1. The Center continues to support the efforts regarding ESSB 5187	

	<ol style="list-style-type: none"> 2. CJ Programs workgroup are being re-established in order to identify current programs and faculty/staffing changes. The meeting for the workgroup has not been established as of yet, but will take place virtually to receive updates on current pathway programs at each college. 3. The Center continues to work with Fire Marshall and EMS workgroup to discuss efforts to build program capacity and increase the pipeline within the workforce. A date for the next meeting is established to meet virtually/in-person at Pierce College Ft. Steilacoom for January 2024. 4. Work with Fire, EMS, and OSH programs has continued in collaboration with other COEs. 5. A meeting with EM/Security workgroup has to be re-established to discuss development of All-Hazard state agency workgroup. 6. Working with WSP/Fire Marshall's office to develop a stronger pipeline for firefighters is still ongoing. WSP/Fire Marshall's office has been provided with CHMURA JobsEQ data trends. Discussion will continue at January 2024 meeting. 7. The Center will have to re-establish connection with Mollie Sundvik to help address DEIA from Fire Training Academy perspective. 8. The Center continues to be a member of SSEM (Security, Safety, Emergency Management Council) and work with them and SBCTC to further facilitate communication and collaboration. Nancy Aird was appointed as the alternate for Linda in order to continue attending meetings as needed.
<p>Quarter 2</p>	<ol style="list-style-type: none"> 1. The Center will have to re-establish connection with Mollie Sundvik for status of evaluation of K-12 Fire Skills Center curriculum. 2. CJ workgroup members are being reconfirmed to identify current programs and other faculty/staff changes. 3. WSP provided our Center with Trooper Cadet and SVEO hiring standards within their company. 4. Kimberly Maki, Recruitment and Retention Officer, WSP, agreed to partner with our Center. 5. The Center is working together with the Fire Training and Education workgroup to develop an agenda for the upcoming workgroup meeting on 1/30/24 at Pierce College. The agenda includes a workforce recruitment and retention panel, end-of-year labor market trends, breakout sessions on workplace skills, etc. 6. As a member of SSEM (Security, Safety, Emergency Management Council), the Center has registered to attend their council meeting on 2/1/24-2/2/24 at Cascadia College.
<p>Quarter 3</p>	
<p>Quarter 4</p>	

Analysis Quarter #1	As stated previously, due to the recovery process from Pierce College’s cyber security incident, much of these process times have been paused and/or extended while staff have been regaining email/computer access. Re-establishment of workgroup connections and organization collaborations is needed and will be an ongoing process.
Analysis Quarter #2	Due to turnover rates and absences, the process of scheduling a CJ workgroup meeting has been extended. The Exploration Guide that the Center updated is currently published to the coehsem website. CHMURA data trend analysis is also available to distribute to the CTC system to share occupational demographics, skill gaps information, certification gaps from Active Ad trends. Outreach to educators for distribution has proven to be difficult due to lack of contact information on some community and technical colleges.
Analysis Quarter #3	
Analysis Quarter #3	
Analysis Quarter #4	