



## WISE Kick-off/Executive Leadership Team Meeting

Dec. 1, 2014, 9 am – 2 pm  
Hanson Board Rooms, Centralia College

These minutes are scheduled to be reviewed and approved  
March 12, 2015

### **Washington Integrated Sector Employment, *WISE Executive Leadership Team***

#### **Clean Energy**

Troy Nutter, Puget Sound Energy (Chair)  
Jeremy Gall, Avista  
Kairie Pierce, WA State Labor Council, Labor Alternate  
Todd Currier, WSU Energy Program  
  
Bob Guenther, IBEW Local 77 – Absent

#### **Advanced Manufacturing**

Steve Kidd, CIMtech  
Jesse Cote, 751 Machinists

#### **Construction**

Stephanie Caldwell, Abscher Construction  
Moe Salem, McKinstry  
Daniel Villao, City of Seattle  
Peter Lahmann, Northwest Laborers Training Trust

#### **Workforce Development**

Dawn Karber, Spokane Area Workforce Development Council

#### **Ex-Officio**

Barbara Hins-Turner (PI), Center of Excellence for Clean Energy, Centralia College  
Mary Kaye Bredeson, Center of Excellence for Aerospace/Advanced Mfg, Everett CC  
Shana Peschek, Construction Center of Excellence, Renton Technical College  
Marla Miller, Centralia College

### **WISE Consortium College Partners**

Brandon Rogers, Bates Technical College  
Dr. Robert Frost, Centralia College  
Amanda Haines, Centralia College  
John Martens, Centralia College  
Marla Miller, Centralia College  
Vicki Oakerman, Centralia College  
Lindsey Smith, Centralia College  
Ryan Davis, Everett Community College  
Sue Bradshaw, Everett CC & CoE Aerospace/Advanced Manufacturing  
Josh Clearman, Green River Community College  
Marta Burnet, Renton Technical College  
Michelle Campbell, Renton Technical College  
Lucius Martin, Renton Technical College  
Heather Winfrey, Renton Technical College  
Lauren Hadley, South Seattle College  
Jason Petrait, South Seattle College  
Susan Hoyne, Shoreline Community College  
David Pinter Shoreline Community College  
Angel Reyna, Walla Walla Community College  
Alan Hardcastle, WSU Energy Program

### **Guests**

Monica Brummer, Center of Excellence for Clean Energy, Centralia College  
Kathy Goebel, SBCTC  
David Kaz, Seattle Jobs Initiative  
Christopher Klaeyesen, Seattle Jobs Initiative  
Matt Helmer, Seattle Jobs Initiative  
Alan Hardcastle, WSU Energy Program  
Vince Schueler, WSU Energy Program  
Justin Yim, Center of Excellence for Clean Energy, Centralia College

9 – 9:15 am

#### **WISE Consortium Welcome, Dr. Robert Frost, President, Centralia College**

Dr Frost welcomed the Executive Leadership Team and the college consortium members. He stated that Centralia College is proud to be the lead for the WISE project.

9:15 – 9:35 am

#### **Introductions, Barbara Hins-Turner, Executive Director, Center of Excellence for Clean Energy**

Barbara facilitated introductions of the Executive Leadership Team (ELT) and the college consortium partners. She thanked the leadership team for their letters of support in the grant application process and for agreeing to serve on the ELT. Troy Nutter, Training and Organization Manager, Puget Sound Energy, was named ELT Chair. Barbara thanked Brandon Rogers, Workforce Dean, Bates Technical College for writing the grant. [Visit presentation.](#)

9:35 – 9:50am

### **Why are we here? Alan Hardcastle, Ph.D., WSU Energy Program, Senior Research Associate**

Alan facilitated the discussion of the ELT's roles and responsibilities. He stressed that employer engagement is critical to the success of the grant particularly with three industries involved. The three sectors included in the project – clean energy, advanced manufacturing and construction – form a cluster with common core workforce elements and are industries vital to the state's economy.

9:50 – 10:20 am

### **WISE Announcement & Project Overview, Barbara Hins-Turner**

Barbara provided an overview of the grant application and award process for the U.S. Dept. of Labor, TAACCCT Round 4 grants.

- Round 4 awards totaled \$450 million dollars
- Comprised of 71 partnerships
- Announced on 9/29/2014 by Vice President Biden ([see release](#))
- CoE for Clean Energy was invited to attend award ceremony Sept. 29 at Biden's press room near the White House. Barbara Hins-Turner and Mary Kay Bredeson, Director of CoE-Aerospace and Advanced Mfg., attended the event.

WISE was awarded \$9,994,854. Life of the grant: 10/1/14 to 9/30/2018. There will be three years for the program and a fourth year for 3<sup>rd</sup> party research and evaluation. The evaluation will be conducted by Seattle Jobs Initiative.

The eight college consortium members include the following:

Three Centers of Excellence:

- CoE Clean Energy – Centralia College – Lead
- CoE Aerospace/Advanced Manufacturing – Everett Community College
- CoE Construction – Renton Technical College

Other College Partners:

- Bates Technical College
- Green River Community College
- Shoreline Community College
- South Seattle College
- Walla Walla Community College

Center directors selected colleges based on:

- Strength of their programs within each sector (2-3 per sector)
- Demonstration of need to support growing programs
- Prepared to develop and deliver customer service rep program
- Bachelor's programs were in place

Target is 1,992 Participants

Primary target audience of TAACCCT:

- Dislocated Workers
- Veterans and Spouses
- Women and Minorities

Stacked and Latticed Credentials Include:

- Pre-apprenticeship and Apprenticeship
- Certificates
- Associate Degrees
- Applied Baccalaureate Degrees

Seven navigators will be hired to work with students across the three sectors. The lead navigator will be contracted at Centralia College and support other navigators. The navigators will provide students with guidance on:

- Educational Pathways
- Career Connections
- Support Services
- Education and Training Providers
- Career and Employment Information

### **Related Links**

[Centralia College Awarded U.S. Dept. of Labor TAACCCT Grant press release \(Sept. 29, 2014\)](#)

[WISE Project Briefer](#)

[WISE Organization Chart](#)

10:20 – 10:40 am

### **Work Ready Washington & National Career Readiness Certificate (NCRC), Mary Kay Bredeson, CoE- Aerospace & Advanced Manufacturing Executive Director, and Dawn Karber, Spokane Area Workforce Development Council, Chief Operating Officer**

To address the skills gap that exists in Washington - Production jobs have declined 13% in the past five years. To identify gap, employers collected data for jobs reported as 'hard-to-fill', or having a low supply-to-demand ratio.

In comparison to 17 other states, WA ranks 11 out of 17, 1 being the least evidence of a skills gap and 17 being the greatest evidence of a skills gap. The National Career Readiness Certificate (NCRC) is a WorkKeys product that provides a credential to demonstrate to employers that an individual is work ready. [Visit presentation.](#)

Advantages of WorkKeys are:

- Employers find better applicants
- Reduced hiring costs

WorkKeys Overview:

- WorkKeys is a job skills assessment system created by ACT in 1980s to measure workplace skills.
- Measures problem-solving, interpersonal, communication, and 'soft' skills (performance, talent, fit).
- Low of \$25/NCRC to a high of \$80.00/person for profiled positions.

Since the 1980s, ACT has produced 12 assessments that assess a person as work ready. In the U.S., most earn a Silver ranking (47%), followed by Bronze (21%), then Gold (18%), and finally Platinum (1%).

- Demographic that does not meet Bronze requirements is not eliminated from program. Instead, they are given extra help and training to achieve at least a Silver ranking.

### **Related Links:**

[Work Ready Washington](#)

[ACT National Career Readiness Certificate](#)

10:40 – 11 am

**Leadership in the Trades, Credit for Prior Learning, Multi-Occupational Degrees, Shana Peschek, Construction CoE Director**

The apprenticeship community struggles with pre-training, but Washington pre-apprenticeship programs have seen growth in recent years.

- Funding from WISE grant will allow expansion of existing pre-apprenticeship programs as well as build capacity for new ones.

WISE project will build larger capacity in existing pre-apprenticeship programs aligned with clean energy, advanced manufacturing, and construction apprenticeships. Construction pathways support for colleges:

- Bates Technical College – Tool Center
- South Seattle Community College – Existing pre-apprenticeship program
- Renton Technical College – New pre-apprenticeship program
- Walla Walla – New pre-apprenticeship program

11 – 11:30 am

**Break**

11:30 am – 12 pm

**Role of Executive Leadership Team, Alan Hardcastle  
Troy Nutter, ELT Chair, PSE, Mgr. Training and Operations**

The WISE project will need a concise group of leaders who are accountable. These leaders will have three simple questions to ask the WISE project managers:

- What have you accomplished?
- What are you doing next?
- What are the roadblocks in your way?

A suggested approach to streamline meetings to create a matrix that details:

- Metrics
- Expectations of participants and leaders
- Commitments to projects

12 – 1 pm

**Working Lunch**

**Q/A College Partners, Industry and Labor, Alan Hardcastle**

**Josh Clearman - Green River CC**

Partnering with an alternative high school which will act as a community gateway for marginalized populations and budgets described in the WISE grant.

**Ryan Davis - Everett CC**

Three components in project:

- CoE Aerospace & Advanced Manufacturing will be rolling out NCRC for Work Ready Washington.
- Equipment gaps at newest manufacturing facility, particularly in welding program. Some WISE funds will go into strengthening the welding program as well as articulating it into a registered pre-apprenticeship program with multiple trades.
- Customer Service Representative (CSR) program partnered with Green River CC will incorporate I-BEST targeting people with English as a second language. This allows bilingual applicants who previously were challenged by language as a barrier to the workforce to have an advantage in the world of CSRs due to the demand for bilingual CSRs.

**Angel Reyna - Walla Walla CC**

Three components in project:

- Provide stackable certificates
- Restart carpentry program with plans to construct a net-zero energy home on campus for instructional purposes
- Increase capacity for existing energy systems programs

**Jason Petrait – South Seattle College (SSC Georgetown Campus)**

Offers a Manufacturing Academy, 11 week program for entry-level jobs and re-entering professionals, the program can be expanded into a third quarter and a one year certificate.

**Lauren Hadley – SSC (Georgetown Campus)**

Will be expanding apprenticeship programs and BAS in Sustainable Building Science.

**Brandon Rogers - Bates Tech College**

First year of funding will be used to hire electrical instructor and diesel mechanic instructor. Started a pre-apprenticeship training program pilot project (planning on training 60-80 pre-apprentices) in Pierce County. Project will allow for a much wider population to be served by that pre-apprenticeship program (Veterans, dislocated workers, etc.)

**Susan Hoyne – Shoreline CC**

Will begin two new programs: metrology and MasterCam; works with internship programs. Will hybridize quality assurance and machine maintenance to offer to incumbent workers.

1 pm

**Meeting Adjourned**

