

SOLUTIONS FOR A MULTI-GENERATIONAL WORKFORCE

June 1-2, 2017









Welcome

n behalf of the Centers of Excellence for Clean Energy and Construction, we are pleased to have you join us for the 12th Annual Best Practices Summit. Over the years, we have shared new and innovative ideas and "Best Practices" in workforce development hearing from subject matter experts with a depth of knowledge in our industries. We have also heard your challenges of navigating today's workplace and learning environments – a multigenerational challenge! In response, we are bringing Mark Taylor, an expert in the multigenerational world to share his knowledge and provide tools to better manage these multigenerational cultures. Likewise, so many of you are working within the apprenticeship community and have asked for support from the Centers for that good work. Day 2 will feature the experts in the apprenticeship community sharing their knowledge, experience and cutting edge ideas – such as the future of cyber security training and education. We hope you enjoy the venue, the networking, and the new Centralia College TransAlta Commons Conference Center.

Barbara Hins-Turner, Executive Director

Pacific Northwest Center of Excellence for Clean Energy

"A Centralia College Partnership"

Fubra Ving- Turner

Shana Peschek, Director

Mhana Peseleh

Construction Center of Excellence

Renton Technical College





About Dr. Taylor

Dr. Mark Taylor is an award winning speaker recognized internationally as an educator, expert and thought leader who is on the forefront of transformations in workplace management and educational practice. His work with organizations and companies focuses on helping people understand and work more effectively with the generational groups, especially our young people from "Generation NeXt". As an authority on the traits, developmental issues and learning outcomes of today's young people, he is dedicated to helping colleges, universities, schools and professional programs better understand and serve our students for learning, development, persistence and successful integration into the "after college" world. Building on over 30 years of experience in higher education, health care and the helping professions, including as a psychotherapist, professor, and in academic and student services administration, Dr. Taylor has worked with over 600 organizations, businesses and schools in 48 states, and made presentations at numerous state, regional, national, and international events. Publications include numerous book chapters, invited pieces, and articles in professional journals. He has worked extensively with energy industries. Other business clients have included Boeing Aerospace, 20th Century Fox Motion Pictures, Wal-Mart, FEMA and the U.S. Army. Dr. Taylor holds graduate degrees from the University of Arkansas and academic appointments at Arkansas State University and the University of Arkansas at Little Rock Graduate School. Several of his articles and more about his work can be found at www.taylorprograms.com

Meet Generation NeXt - Understanding, Teaching and Serving Today's Students





By Dr. Taylor

The young people of Generation NeXt (up to about 26 years old) are different from previous generations of students. Few schools, colleges and universities understand these differences well enough to respond effectively to bring about meaningful learning and developmental outcomes. Businesses may have difficulty incorporating them into productive workplace roles.

The products of a technology rich, consumer driven culture, Generation NeXt presents special challenges to the purposes, structures and methods of educational systems; challenges complicated by the generational differences between these young people and the Traditionals, Baby Boomers and Xers who predominate faculty and staff.

For most students there is a serious mismatch between what they want and expect from a school, and what we offer.

The expectations by many students of academic success with little effort is distressing and confusing to faculty and staff. Few in academia report seeing the much anticipated "Millennial generation" in significant numbers (conventional conformists respectful of social norms and institutions, trusting of adults, focused on grades and performance, etc.) and many are troubled by the difficulty they are having helping students persist to meaningful learning outcomes, and to graduation.

His programs on Meet Generation NeXt-Understanding Today's Learners and workshops on Teaching Today's Learners are resonating with faculty, staff and administrations at K-12 schools, community and technical colleges, public universities, professional schools and private colleges around the country and in Canada, as well as at conferences and meetings. These



programs and workshops help school and college personnel better understand our students from Generation NeXt to more effectively recruit, retain, develop and teach them, and the other students we serve. Specific suggestions and methods are offered to improve services and instruction, both school-wide and for specific audiences from admissions to alumni affairs.

Chris Reykdal: State Superintendent of Public Instruction





By Chris Reykdal

I was born and raised in Snohomish Washington, and I am the youngest of eight kids in a family that struggled to make ends meet. I was able to succeed and go on to college largely due to elected leaders who made tough choices on issues that weren't politically popular – government assistance, food stamps, and state funded college grants. These programs, along with an outstanding public education system, provided me incredible opportunities.

I have worked hard in the Washington State Legislature to preserve those same kinds of opportunities for kids across our state. Our greatest obligation is not to short-term solutions, but to long-term sustainability for our children and grandchildren. By making tough choices today, we can have a strong economy, a

healthier environment, a world-class education system, and a strong safety net for vulnerable families. These create the substance of long-term success.

I attended Washington State University, where I met my wife Kim. We were both classroom teachers before attending graduate school together at the University of North Carolina – Chapel Hill. After graduate school, we returned to Washington State, where I went to work for the State Senate and Kim became a high school counselor.

In my "day job" I work to create opportunities for learners of all ages by ensuring that we have one of the most robust and successful community and technical college systems in the nation. And as a former school board member, I know that we need a seamless education

system from early learning to graduate degree programs to ensure that our citizens have access to the best education, the best jobs, and the greatest opportunity to achieve self actualization. We are competing against 7.2 billion people on this planet. Now is not the time for austerity approaches to education and training. Now is the time to put everything we have into our children! Kim and I live in Tumwater with our two wonderful children. Our son Carter is eleven and our daughter Kennedy is nine. They



love school, soccer, theater, and Kennedy in particular loves to sing. Every day when I come home, I am reminded that our greatest responsibility in life is not to ourselves but to those who will inherit what we create.

Day 1 • June 1, 2017: Solutions for a Multi-Generational Workforce

10:00 - 11:00 am – Registration

11:00 - 11:15 am - Welcome

Centralia College Board of Trustees – Jim Lowery, 2017/18 Board Chair

Introduction of Congressional Delegates/Staff

Welcome from the Construction Center of Excellence - Shana Peschek, Director, Construction Center of Excellence

11:15 - 11:30 am - Summit Overview

Mark Martinez, Executive Secretary, Pierce County Building & Construction Trades Council

11:30 - 12:00 pm - Lunch

Welcome from the Pacific Northwest Center of Excellence for Clean Energy (PNCECE) - Barbara Hins-Turner, Executive Director, PNCECE

12:00 - 2:00 pm – Opening Session – Mark Taylor, Mark Taylor Programs

Planning for Success in the Multigenerational World

Today's workplace and classrooms can be exciting, though not always a harmonious, mixture of four generational cohorts; older Traditionals, mature Boomers, mid-career Xers and our youngest group from Generation NeXt. Successfully navigating, managing, leading, and teaching, especially with changing generational dynamics, issues with worker availability and readiness, and the need for knowledge transfer, requires being able to understand, communicate with and lead everyone, from each generational group. Understanding typical generational values, traits, preferences and styles can improve recruitment, worker effectiveness, and workplace harmony, as well as employee satisfaction and retention.

2:00 - 2:30pm - Break and Vendor Displays

2:30 - 4:00pm - Mark Taylor, Solutions to Success in the Multigenerational World

This program will address the generational issues and dynamics in the workplace and the classroom with specific, immediately applicable suggestions for being a good co-worker, effective leader and for developing the most productive, positive and effective working and learning for all.

Introduction of the Governor, Bob Guenther, IBEW Local 77

4:00 - 4:30 pm - Address by Governor Jay Inslee

4:30 - 5:30pm - Social Hour, Vendor Displays

Introduction of Keynote, Pat McCarty, Power Generation Mgr., Tacoma Power, Center of Excellence for Clean Energy Advisory Board Chair

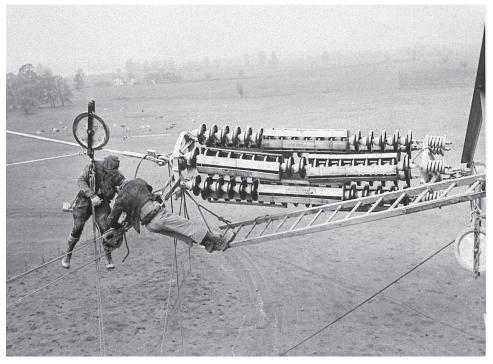
5:30 - 7:00pm – Steak and Salmon Dinner and Keynote

Chris Reykdal, Washington Superintendent of Public Instruction

One of Chris's priorities for the Office of the Superintendent of Public Instruction (OSPI) is to increase pathways to graduation. Though overall graduation rates are climbing, we must open up multiple pathways to graduation for our students. Career and Technical Education (CTE) programs and Science, Technology, Engineering, and Math (STEM) opportunities give students a chance to apply classroom learning to daily life and engage students who learn better in hands-on environments. Onethird of our students will attend a four-year university after high school, so we must continue to build diverse pathways for the two-thirds of students who need more than a high school diploma but less than a baccalaureate degree. Chris will discuss how and why OSPI is making the connection to apprenticeship and industry in Washington State.



The Early Days of Apprenticeship



In the early days of the electric utility business the selection of, and for that matter, the training of apprentices, was a pretty forthright and to the point procedure.

When a company wanted to start an apprentice lineman, for instance, the general foreman or line superintendent walked out into the men's crummy, or onto the truck dock, before the whistle blew, on any given morning. He would look around with a practiced eye, spot some young

"grunt" or "truck skinner", one who probably wore a size 20 shirt and a size 3^{1/2} hat, and who the general foreman also knew could drink about a half-pint of moonshine whiskey without taking a breath, and this guy the general foreman would tell he was now the new "jerker" and he "should ought to" get his "hooks" and "scare" strap and prepare to "hit the sticks" tomorrow.

The training that went on after that was just as "to the point". The new "jerker" was probably standing near the top of a 60 foot pole by the next morning, scared stiff, but up there. This seemed to be the "trial" period procedure in those days - if the new "jerker" didn't burn the pole, or "freeze" on and have to be brought down by some old timer, he eventually made a pretty good fair line hand. Sounds pretty rough cut, cruel and chance taking, doesn't it?

Well, it was......

Author Unkown



Day 2 • June 2, 2017: The 21st Century Apprenticeship-True Connected Learning

The 2017 Energy and Construction Best Practices Summit is bringing together leaders from Washington's apprenticeship community, including employers; unions and labor-management partnerships; and education to share successes and challenges in expanding or diversifying apprenticeship in the energy, construction and manufacturing industries. Join us to hear how the confluence of a looming skills shortage and an education system increasingly looking for alternative pathways to sustainable and secure employment is giving rise to apprenticeship programs as a win/win solution for developing the 21st Century Workforce.

8:00 - 8:30 am - Breakfast

8:30 - 8:45 am - Welcome

Troy Nutter, Operations and Training Mgr., Puget Sound Energy, Chair, WISE Executive Board

Facilitator: Kairie Pierce, K-12/Apprenticeship/ College Director, Washington State Labor Council

8:45 - 9:00 am - Overview of Apprenticeship in Washington State - Where is Apprenticeship Headed?

Jody Robbins, Apprenticeship Program Manager, Washington State Department of Labor & Industries

Jody will describe the current state of Apprenticeship in Washington State and where Apprenticeship will be in the near future. The discourse will include the RAISE grant, which supports Washington's registered apprenticeships. RAISE seeks to build new apprenticeships in IT, healthcare, and others, while also supporting existing apprenticeships.

9:00 - 10:00 am - Apprenticeship Collaborative Panel

This panel will discuss strategies for successful apprenticeship programs. Employers or potential employers will hear apprenticeship experts describe how to maximize recruitment and retention in apprenticeship programs. Topics will include apprentice preparation, mentoring, support services, training, and building a respectful workplace.

Moderator: Marie Bruin, Employment Security Department

Panelists:

Jon Bersche, Labor Equity Job and Training Coordinator, Labor Equity Program at City of Seattle

Karen Dove, Executive Director, ANEW
Greg Christensen, Administrative Coordinator,
Pacific Northwest Ironworkers
Patrick Whalin, Program Administrator, WA- DSHS Division of Child Support

10:00 - 10:15 am - Break

10:15 - 11:15 am – Employer Panel, Models of Apprenticeship in Construction, Manufacturing, and Energy

Employers across sectors will describe the benefits of the apprenticeship model. The discussion will focus on employer return on investment for apprenticeship programs. Three different ways to administer apprenticeships will be discussed including a cooperative trust with employers and employees, employer owned programs, and non-profit state programs. The panel will also describe how to market and implement new apprenticeship programs.

Moderator: Elizabeth Smith, Assistant Director, L&I's Fraud Prevention & Labor Standards Division

Panelists:

Stephanie Caldwell, Small Business/Community Outreach Program Manager, Absher Construction Jay Schmidt, Executive VP & General Manager, Silicon Forest Electronics Troy Nutter, Operations and Training Mgr., Puget Sound Energy, Chair, WISE Executive Board

11:15 - 12:15pm – Best Practice Showcase for Cyber Security Apprenticeship Panel

CyberWatch West is a consortium of colleges, universities, high schools, and industry partners working together to grow and strengthen our nation's cybersecurity workforce in 14 western states. Hear from Washington and its partner states that are on the forefront of developing training, education and apprenticeship models for the Cyber Security workforce.

Moderator: Ryan Davis, Workforce Dean, Everett Community College

Panelists:

Corrinne Sande, Director, Computer Sciences and Information Systems/CyberWatch West, Whatcom Community College Steven Parker, President, Energy Sector Security Consortium, Oregon Stephen Miller, Department Chair Information Technology / Cyber Security Center of Excellence, Eastern New Mexico University Ruidoso

12:15 pm - Concluding Comments

Lee Newgent, Executive Secretary, Washington State Building Trades

12:30 pm - Lunch

Jon Bersche, Labor Equity Job and Training Coordinator, Labor Equity Program at City of Seattle

Jon Bersche is committed to outreach, program development, regional collaboration, and policy that builds and maintains a clear pathway to and through apprenticeship for African Americans, People of Color, Women, and local, underrepresented communities. As the Program Manager of YouthBuild from 2010 - 2015, Mr. Bersche created a uniquely powerful culture of unity, pride, and high expectations for young African American men and women transitioning from the streets to careers in the building trades. This work earned YouthBuild the recognition of the Washington State Apprenticeship and Training Council along with national attention for best practices in creating a community to apprenticeship pipeline. In August of 2015, Jon joined the City of Seattle's Labor Equity Team in support of Priority Hire. In this new role, he has convened and facilitated a Regional Pre-Apprenticeship Collaborative whose purpose is to partner with Sound Transit, The Port of Seattle, and King County to challenge and support recognized apprenticeship preparatory programs in building a regional pre-apprenticeship system of shared best practices and high training standards that provide a direct and sustainable pathway to highpaying, long-lasting careers for local, low-income residents – especially African Americans, women, and people of color.

Marie Bruin, WIOA Implementation Manager, **Workforce Initiatives Division, Employment Security Department**

Marie Bruin is the WIOA Implementation Manager in the Workforce Initiatives Division at the Employment Security Department. Prior to her current position she worked in Workforce Education for the Washington State Board for Community & Technical Colleges, providing leadership and coordination for Workforce in the community and technical college system. Marie has more than 20 years of comprehensive experience implementing and leading strategic Workforce initiatives, organizational change, supporting agency partnerships, and has played a key role in supporting access to workforce resources including registered apprenticeships, programs for youth, and resources for populations facing barriers.

Marie's ability to develop trusting relationships with organizational leaders allows her to become a strategic partner with agency partners as they, together, build solutions to accomplishing both state and federal long- and short-range objectives.

A native of Tacoma, WA, Marie earned a Bachelor of Science in History and Political Science from Central Washington University. She has held numerous leadership positions in the private sector and in state government. Marie is a graduate of Advancing Leadership, leadership training for work, service and life and the Washington Executive Leadership Academy (WELA). Raised in Tacoma, Washington, Marie has two adult children, an amazing granddaughter, and one very un-manageable beagle. She's an avid fan of local athletics, and has served in a variety of community volunteer roles.

Stephanie Caldwell, Small Business/Community Outreach Program Manager, Absher Construction

Stephanie Caldwell is the Small Business/ Community Outreach Program Manager for Absher Construction Company, and has worked in the construction industry for 19 years. She joined Absher as a Project Assistant in 1998 at the \$67M New Holly Redevelopment project, where she worked very closely and successfully with the New Holly Campus of Learners Career Development Center to develop and implement the project's

HUD Section 3 hiring program for community residents.

Today, Stephanie continues to work with organizations in helping them to develop and implement their project specific community workforce plans. She works with community-based organizations like the King County Pre-Apprenticeship Construction Program – PACE to help bridge the gap with project specific community outreach requirements.

Stephanie is also involved in many community organizations including serving on the Advisory Board for the City of Tacoma LEAP (Local Employment and Apprenticeship Training Program), the Clover Park Technical College Worker Retraining Program Advisory Committee, and the Washington Integrated Sector Employment (WISE) Leadership Team.

Stephanie's in-depth work over the past years has built lasting relationships with local businesses and residents.

Greg Christensen, Administrative Coordinator, Pacific Northwest Ironworkers

Greg Christiansen has been an ironworker for the past 34 years. In 2006 he was asked to be a full time instructor with the Ironworker apprenticeship. In 2011 he accepted the position of Apprenticeship Coordinator and oversees instruction and training for over 2280 members, apprentices, and journeyman. He is involved in outreach to prisons, schools, the military, and the community to promote apprenticeship in the trades. He serves on the Seattle Priority Hire Advisory Committee supporting priority hire for the underserved populations of Seattle. He serves as Chair of Western Washington Coordinators Association and is a member of the Ironworkers International Advisory Committee on Recruitment and Retention. Greg currently serves as the Administrative Coordinator for the Pacific Northwest Ironworkers.

Ryan Davis, Dean of Business and Applied Technology, Everett Community College

Ryan is the Dean of Business and Applied Technology at Everett Community College where he oversees numerous academic programs including cyber security related courses. He brings over 20 years of leadership experience in private, public, and non profit organizations. He is currently the vice-chair of Workforce Snohomish and Past-chair of the Workforce Education Council in Washington State.

Karen Dove, Executive Director, Apprenticeship & Non-Traditional Employment for Women (ANEW)

Karen Dove's role as executive director is to plan and execute the overall strategic and operational responsibility for ANEW's staff, programs, expansion, and execution of its mission. Dove is a dedicated servant leader and has a passion for social justice issues. She is committed to developing collaborative partnerships resulting in systemic change. Throughout her career she has utilized her entrepreneurial spirit and skills to create and implement new and innovative programs aimed at moving people toward family wage jobs. Dove is also a published author and when not serving her community, likes to spend time on the beach. She counts her three children as her proudest accomplishments.

Bob Guenther, President, Thurston-Lewis-Mason Central Labor Council

Bob Guenther was born and raised in Lewis County. Bob earned an AAS Degree from Bates Technical College as a Machinist and an Honarary Bachelors of Applied Science in Applied Management from Centralia College. He has worked in Energy Generation and Manufacturing for 50 years, including 35 years at TransAlta.

Bob is the President of the Thurston-Lewis-Mason Central Labor Council, Governmental Advisor for IBEW 77, and a local Community Activist.

Barbara Hins-Turner, Executive Director, Pacific Northwest Center of Excellence for Clean Energy – "A Centralia College Partnership"

Barbara Hins-Turner was appointed to the Washington State Community and Technical College system as Executive Director of the Center of Excellence for Clean Energy at Centralia College in 2005. Previously, she was employed by Portland

General Electric/Enron as Corporate University Director and Apprenticeship Coordinator.

Hins-Turner is the Principal Investigator (PI) for the Washington Integrated Sector Employment (WISE) \$10 million U.S. Department of Labor TAACCCT Round 4 grant and serves on steering committees for National Science Foundation (NSF) clean energy grants awarded to Bellingham Technical College and South Seattle College.

Ms. Hins-Turner serves on the Board of Directors for the Corporation for a Skilled Workforce, Joint Center for Deployment and Research in Earth Abundant Materials appointed by Governor Inslee, NSF Cyber Watch West Visiting Committee and is Chair of the IEEE Power and Energy Society (PES) Community College Outreach Committee.

Jim Lowery, Trustee, Centralia College

Jim Lowery was appointed to the Centralia College Board of Trustees by Governor Christine Gregoire in 2011 and reappointed by Governor Jay Inslee in 2015. Jim is the Chair of the Centralia College Board of Trustees (2017/18). Prior to that Lowery served as Project Manager for the U.S. Department of Labor Workforce Innovations in Regional Economic Development (WIRED) grant at the Center of Excellence for Energy Technology to solve workforce training issues for the energy industry.

Jim spent much of his career working in rural economic development as Executive Director of the Washington Rural Development Council and the Pacific County Economic Development Council. Jim's political experience includes serving as a Lewis County Commissioner, Mayor of Shelton, WA, and Manager of Washington's Third Congressional District Office under U.S. Representative Jolene Unsoeld.

Lowery worked in the wood products industry as a lumber off bearer, trim saw operator, certified lumber grader and served as business agent for 1600 member woodworkers union. Jim has owned and operated three businesses - a convenience store, an asphalt paving business and currently owns Lowerys' Professional Services PLLC. He has an Associate's Degree in Computer Programming from Olympic College which he received in 1971 when computers were still using data punch cards. Reading, archery hunting, vegetable gardening, and yard work are some of his interests and hobbies.

Mark Martinez, Executive Secretary, Pierce **County Building & Construction Trades Council AFL-CIO**

As Executive Secretary of the Pierce County **Building & Construction Trades Council AFL-**CIO, Mark P. Martinez is the "American Dream Coordinator" for 8,000 skilled construction craft workers in Tacoma/Pierce County. He works to ensure safety, equity and fairness on the jobsite; enables hard working tradespeople to retire in dignity; and introduces young people to life-long careers in the construction industry through apprenticeship.

Mr. Martinez began his career in the trades as an apprentice roofer, gaining his Journey level certification in 1985. He recently celebrated thirty-eight years as a member of Roofers & Waterproofers' Union Local #153 and served as its Business Manager from 1995 until his election to his present position in 2005.

Mr. Martinez serves as President of the Washington State Building & Construction Trades Council, is a Trustee at Clover Park Technical College, a Senior Fellow of the American Leadership Forum, a Commissioner of the Pierce County Housing Authority, and a member of the Pierce County Workforce Development Council.

Mr. Martinez lives in Tacoma's Fabulous East Side. He enjoys skiing, backpacking, cycling and the occasional pint at the local pub.

Pat McCarty, Power Generation Manager for Tacoma Power

Pat is responsible for all power generation activities of Tacoma Power including operations, maintenance, licensing and regulatory compliance, and public safety for Tacoma's seven dams and eight powerhouses, including the associated fish hatcheries and parks as well as the environmental obligations associated with tens of thousands of acres of lands and reservoirs. Pat joined Tacoma Power in 1979 as a Civil Engineer and was appointed Generation Manager in 1996. He holds a B.S. in Civil Engineering from St. Martin's University and is a licensed professional civil engineer. Pat is currently Chair of the Advisory Board of the Pacific Northwest Center of Excellence for Clean Energy at Centralia College and serves as a Board Member and Vice-Chair of the Hydraulic Power Committee of the National Hydropower Association.

Stephen D. Miller M.S., Department Chair Information Technology / Cyber Security Center of Excellence, Eastern New Mexico University Ruidoso

Mr. Miller has been in the Information Systems Profession since 1966 working in business, government, and education sectors. He has an MS/MIS Managing Computer Technology from Houston Baptist University, BS/Business Services and BIS (Phi Kappa Phi honors) from the University of Houston - Downtown, and AAS/Business Data Processing & Technical Certificate from San Jacinto College. In addition, Mr. Miller is ITIL Certified in Information Technology Service Management, Business Process Reengineering, and Organizational Management for Improving Organizational Effectiveness from The Office of Executive Development, Rice University.

Mr. Miller is currently the Department Chair of Information Technology and Cyber Security Center of Excellence for Eastern New Mexico University (ENMU)-Ruidoso, where he is responsible for campus Information Technology (IT), IT personnel, Information Systems Curriculum, and teaching. He developed an online Computer and Network

Security Certification Program offered in the Spring 2011 and is currently creating a Center of Excellence for Cyber and SCADA Forensics Security. Mr. Miller is retired from ExxonMobil Global Information Systems where he served in management, supervisory and technical roles over his 27 year career. He has been employed at Ford TechRep Division (programmer), U.S. Army 1st Calvary Div. in Vietnam (computer specialist), and Univac Corp. - NASA Mission Control on the APOLLO including APOLLO 13, and Skylab Missions (Communications and Telemetry Systems Analyst), TRW Controls (Project Manager), United Way of the Coastal Bend (Community Services Director), and self-employed Consulting Company.

Lee Newgent, Executive Secretary, Washington State Building Trades

Washington State Building trades represents 60,000 Union Craft workers in Washington State. Lee is the Co-Chairman of the Washington State Apprenticeship Council and has been recognized as one of the industry leaders in recruiting and retaining women and people of color. He also serves on the King County WDC and the State Workforce Board and is an active lobbyist for many different Apprenticeship and Building Trades issues. Lee served an apprenticeship with The Ironworkers local 86 and progressed as a Foreman, General Foreman and Superintendent. He has worked at his trade in five different countries including the continent of Antarctica. Lee has been active in the Disaster Response Community and is the Labor Co-Chair of the Fire Incident Response Skilled Trades (FIRST) Committee in partnership with the Seattle Fire Department. Lee was also a volunteer for the Ironworkers at the World Trade Center and other disaster sites. Lee works with local Anti-Gang programs and coaches sports in the inner city.

Troy Nutter, Manager, Operational Training, Puget Sound Energy

Troy Nutter joined Puget Sound Energy in 2001 and currently serves as Manager of Operational Training. This role is responsible for technical training enterprise-wide including gas, electric, generation, customer service and other supporting organizations. He has previously held roles in the generation group and the safety department. He has an AAS degree from

Centralia College in Multi-Occupational Trades with an emphasis on workforce development and a Journeyman Electrician. He has held a vocational teaching certificate since 1980. Troy serves as the new Chair of the advisory board for the Pacific NW Center of Excellence for Clean Energy and several other workforce development and technical and community college advisory panels.

In addition, he has chaired executive leadership boards for three federal training grants related to the energy sector in the Pacific Northwest totaling over \$30 million and facilitated 6 energy sector skill panels. Troy also served on the Governors Evergreen Jobs Initiative leadership panel. Troy is active with American Gas Association as part of the Best Practices and Peer Review committee programs. Troy also serves on the Midwest Energy Association Operator Qualificiation and Technical Training Committee. Troy is chair of the Western Energy Institute Utility/Contractor working group and is a member of the Distribution Contractor Association OQ portability task force.

Steven Parker, CISA, CISSP, President of the Energy Sector Security Consortium (EnergySec)

Steven Parker, CISA, CISSP, is President of Energy Sector Security Consortium



(EnergySec), a non-profit industry association focused on cyber and physical security within the energy sector. He has nearly two decades of experience in cybersecurity across a diverse range of critical infrastructure sectors, including telecommunications, finance, and energy. He has a broad background in security, having worked in disciplines including e-commerce, identity management, intrusion detection, forensics, incident response and investigations, security event monitoring, auditing, and regulatory compliance.

Mr. Parker has been actively engaged within the electric sector since late 2001 when he joined PacifiCorp, a large investor-owned utility in the Northwest, as a senior member of their newly formed information security team. In 2009, he joined the Western Electricity Coordinating Council (WECC) where he helped build the initial NERC CIP audit program. In late 2010, he joined EnergySec full-time as part of the leadership team that built the National Electric Sector Cybersecurity Organization (NESCO) under an award from the U.S. Department of Energy. Mr. Parker was named President of EnergySec in February of 2013.

Shana Peschek, Director, Construction Center of Excellence

As director of the Construction Center of Excellence, Shana links industry to the community college system in Washington State for the purpose of coordinating education and training efforts to build a competitive workforce in a global economy. With four priorities: Economic Development, Industry Sector Strategy, Workforce Supply and Demand, and Education, Innovation and Efficiency, the Center is positioned to sustain Washington's competitive advantage through statewide leadership. The Center supports curriculum development, career pathway development and professional development for faculty. The Center also plays an integral role in supporting the development of stackable credentials and Applied Baccalaureate degree programs in the Community/Technical College programs. Shana is also a National Chair for the United States Green Building Council Community Green Program, as well as member of numerous advisory boards and workforce focused committees. When not working she

enjoys hiking, backpacking and mountain biking with her husband and three teenage sons.

Kairie Pierce, K-12/Apprenticeship/College Director, Washington State Labor Council

Kairie Pierce is the K-12/Apprenticeship/College Director for the Washington State Labor Council (WSLC), AFL-CIO. Throughout her 27 year career with WSLC, Kairie has held several positions including helping to manage the Workers' Compensation program. She was promoted to the position of Community and Technical College Labor Liaison in 2005 and in 2010 promoted to the position of K-12 Apprenticeship Director, a federally funded program that focused on promoting apprenticeship opportunities and preparation to the counselors, teachers, students and parents within Washington State's K-12 system. Kairie has worked with all of the community and technical colleges in Washington State outside of the King County area recruiting labor members to serve on the CTC advisory committees. Her current position blends two of her working passions of apprenticeship and workforce education.

Kairie has served on numerous leadership committees including the Pacific Northwest Center of Excellence for Clean Energy Advisory Board, Washington Integrated Sector Employment (WISE) TAACCCT Executive Board, U.S. Department of Energy Smart Grid ARRA Grant Governance Board and Educational Taskforce, and Washington HB2227 Evergreen Jobs leadership team. She is a member of the Pacific Mountain Workforce Development Council and serves as Chair of the Pacific Mountain Workforce Development Council's Youth Committee.

Kairie and her husband Kevin reside in Olympia, WA.

Jody Robbins, Apprenticeship Program Manager, Washington State Department of Labor & Industries

Jody Robbins started his long career in the trades as an apprentice sheet metal worker. Robbins has devoted much of his work experience to supporting apprentices. Robbins trained apprentices in the field, taught them in the classroom, and counseled them as a training coordinator.

Along the way, Robbins worked as an inspector for Sheet Metal Workers Local 66. He also worked for two years as Labor Liaison for the Washington State Labor Council, AFL-CIO.

Robbins recently began working for the Department of Labor & Industries as an Apprenticeship Technical Specialist and currently serves as the Apprenticeship Program Manager for the department.

Jay Schmidt, Executive Vice-President/General Manager / Silicon Forest Electronics

Mr. Schmidt is Executive Vice-President and General Manager of Silicon Forest Electronics. He has been on the Silicon Forest Electronics Executive Staff for over nine years, serving in the role of VP-Business Development prior to his current role.

As General Manager of Silicon Forest Electronics, he leads the Business Development, Program Management and Operations functions of the organization. He has been in Aerospace, Defense & Medical electronics manufacturing since 1984.

His background includes extensive training and implementation of Lean Manufacturing, including formal training at several world class manufacturing facilities in the USA and Asia. Mr. Schmidt holds Master of Business Administration and Bachelors of Science (Business Management & Communications) degrees from Concordia University in Portland, Oregon. He is a certified trainer through Development Dimensions International and was the primary instructor at the Manufacturing Leadership Academy at Clackamas Community College (Oregon) for seven years as a secondary career.

Mr. Schmidt is currently the Board Vice-Chair of the Pacific Northwest Defense Coalition, an Advisory Board member of the Pacific Northwest Aerospace Alliance, and serves on the Ambassador Council of the Gateway-To-College National Network. He resides in Vancouver, Washington, USA.

Corrinne Sande, Whatcom Community College's Computer Information Systems Program Coordinator

Ms. Sande is the Principal Investigator for Cyberwatch West, an NSF funded ATE center

designed to develop security awareness, career pathways, professional development, and dissemination of best practices related to cybersecurity. For over seven years Ms. Sande has co-organized the Pacific Rim Regional Cyber Defense Competition with the University of Washington and Highline Community College. Through Ms. Sande's efforts, WCC is a Center of Academic Excellence in Information Assurance Education (CAE2Y). Ms. Sande has also successfully co-administered a \$2 million computer forensic/border grant. She holds several industry certifications including the SANS certified incident handler (GCIH) and Cisco Certified Network Professional (CCNP) certifications.

Elizabeth Smith, Assistant Director, L&I's **Fraud Prevention & Labor Standards Division**

Elizabeth (Liz) Smith has served as Assistant Director for L&I's Fraud Prevention & Labor Standards division since April 2013 — she oversees the statewide worker's comp fraud prevention systems (field audit, collections, civil and criminal investigations, detection & tracking, and construction compliance) as well as the Washington State labor standards enforcement programs, which includes Employment Standards, Prevailing Wage, and Apprenticeship. She is committed to ensuring apprenticeship is supported and successful in Washington State.

Patrick Whalin, Program Administrator, WA-**DSHS - Division of Child Support**

Patrick brings over two decades of experience with the Division of Child Support (DCS) to his role as Program Administrator for the Alternative Solutions Program. He helps to support the changing culture within DCS through a commitment to assisting parents via engagement and compassionate customer service. His goal is to help Alternative Solutions expand its menu of services for parents facing barriers so they secure employment and better ways to support their families. Patrick's long tenure in supervisory duties, program development, project management, and career development programs for employees have helped fuel his passion for assisting more DSHS professionals toward connecting struggling, low-income parents to community partners and programs that make a difference. He has visited almost every prison, and many of the jails in our state to meet directly with parents, learning exactly what they need to successfully transition back into the community, breaking cycles of poverty recidivism through supported employment navigation.

Patrick graduated from Olympia High School, earned a Bachelor of Science degree from the University of Southern California, is a dedicated father, semi-professional musician, and is a proud Seattle Seahawks season ticket holder since 1999.



Washington Integrated Sector Employment (WISE) Grant



U.S. Department of Labor Trade Adjustment Assistance Community College and Career Training (TAACCCT) Round 4 Grant

Project Duration: 10/01/2014 – 9/30/2018 (three years of activity; fourth year for reporting)

Total Project Value: \$9,994,854

Grant Lead: Centralia College and the Center of Excellence for Clean Energy This \$9,994,854 project brings together the clean energy, advanced manufacturing and construction sectors to prepare participants for employment in entry level, pre-apprenticeship and apprenticeship occupations. It addresses the unique needs of unemployed, or under-employed dislocated workers, using innovative and sophisticated strategies.

WISE Executive Leadership Team

The WISE Executive Leadership Team provides oversight for the U.S. Department of Labor TAACCCT Round 4 grant, called Washington Integrated Sector Employment (WISE). Comprised of members from industry (energy, advanced manufacturing and construction industries), organized labor and workforce development, the team provides strategic guidance to the WISE consortium and serves as a resource for partners to ensure grant goals are achieved. The consortium is led by three Washington state Centers of Excellence (Energy, Aerospace & Advanced Manufacturing and Construction) and eight community and technical colleges.

For more information about the WISE grant, go to: http://cleanenergyexcellence.org/projects/wise/

Industry Sector Experts

Clean Energy

Troy Nutter, Puget Sound Energy (chair) Jeremy Gall, Avista Utilities Bob Guenther, IBEW Local 77 Todd Currier, WSU Energy Program Alice Massara, Tacoma Power

Advanced Manufacturing

Steve Kidd, CIMtech Jesse Cote, 751 Machinists Bob Uptegraff, Pacific Northwest Aerospace Alliance

Construction

Stephanie Caldwell, Absher Construction Moe Salem, McKinstry Anna Pavlik, City of Seattle Christina Riley, Northwest Laborers Training Trust

Workforce Development

Dawn Karber, Spokane Area Workforce Development Council

Labor Alternates

Kairie Pierce, Washington State Labor 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

Staff

Anthony Valterra, WISE Lead Grant Manager

Developing a Pipeline of Skilled Technical Workers

Troy Nutter has volunteered with the Center of Excellence for Clean Energy since 2007. A current member of the Center's board and chair of the WISE advisory board, Nutter says the WISE grant's chief value is in its ability to develop a pipeline of skilled technical workers.

"The problem the grant is designed to address is a lack of people with skills willing to come into the energy sector," he says. "The other problem is that the generational cohort of baby boomers who are exiting is larger in number than the generation now entering."

Programs supported by the WISE grant help develop a pipeline for what Nutter describes as jobs that blend highly technical, often challenging work with the ability to take theoretical engineering concepts and apply them in a hands-on way. It's a unique blend of skills that calls for a specially trained workforce.

"Manual labor is often part of these jobs," says Nutter. "But it's more complicated than that." For example, he cites an electrician's need to excel in algebra and trigonometry. "This gap between high school and professional degrees is where all the work is done. I'd put many of them up against engineers."



The WISE grant is in the current stage of what Nutter describes as a long-term strategy on the part of the Center and its constituents. Preceding it was the Smart Grid Training grant, which provided instruction for incumbent industry workers, transitional training for obsolete occupations, safety skills for field workers, and resources for smart grid technology. That grant successfully exceeded design deliverables in the areas of training, job creation, and curriculum development. The WISE grant follows that with its focus on developing a pipeline of skilled technical workers.

But it shouldn't begin and end there. Nutter envisions a whole continuum stretching from early childhood education up through doctoral programs, all providing students with the foundational competencies that could apply to future work in the energy sector—or any number of other industries.

For Nutter, this is best accomplished through grants like WISE, which foster collaborations across industry, labor, government, and education. He explains, "We've all got a mutual self-interest and a community interest to solve our common problems."

His volunteer work with the Center is fueled both by his role at Puget Sound Energy, where he serves as manager of Operational Training, and by his individual passion. PSE has a vested interest in a trained and ready workforce, and rather than trying to coordinate with multiple colleges and programs across the state, the Center's focus allows them one point of contact. And from the personal aspect, Nutter says, "I believe in lifelong learning in the workforce." You can see this in his other volunteer work in youth leadership going back to the mid-90s, which began when his kids were young but outlasted their involvement.

He also cites the golden opportunity to network with others in and out of the industry that comes from advising on a grant like WISE, as well as the thrill of being a part of something that gets results. He describes working on a grant and finding out mid-way there was an increased demand in customer service in the energy sector. "We had two community colleges set up trainings for call center reps, and we had a number of utilities waiting to hire their grads."

Nutter admits to being fascinated by both the planned and unplanned aspects of the grant process. With the enormous opportunities ahead in clean energy, and the sector in the middle of a significant transition, he says he both does and doesn't know what lies ahead. "These next few years are going to be pretty interesting."

— By Lisa Brunette, a writer/consultant who blogs at www.catintheflock.com.

Sponsor Recognition

DIAMOND



building community prosperity

PLATINUM



GOLD





South Sound Solar, Inc.

SILVER





BRONZE







Committee Members:

- Sean Bagsby, IBEW Local 46
- Barbara Hins-Turner, Center of Excellence for Clean Energy
- Shana Peschek, Construction Center of Excellence
- Kristi Grassman, AJAC Training
- Kairie Pierce, Washington State Labor Council (AFL-CLO)
- Lin Carleton, Construction Center of Excellence
- Diana Wiest, Construction Center of Excellence
- James Hovis, Center of Excellence for Clean Energy
- Angela Conley, Center of Excellence for Clean Energy

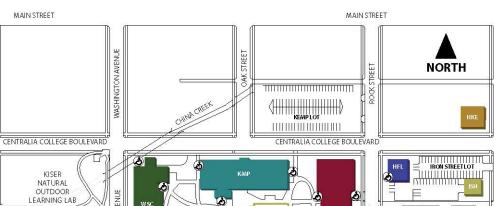
And a Special Thanks to:

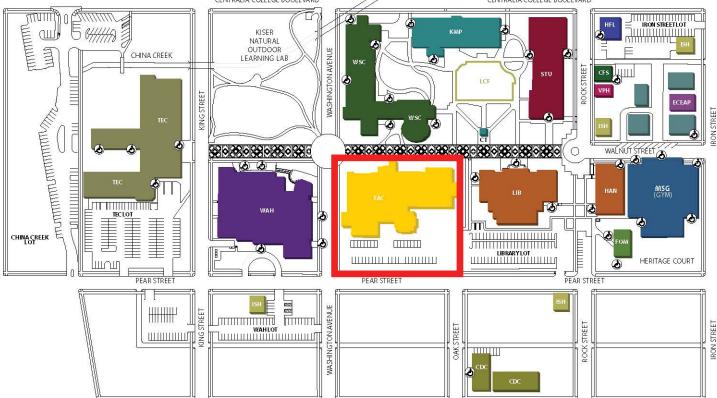
 Centralia College IT, Facilities, Operations, and Maintenance Departments

This workforce product was funded by a grant in the amount of \$9,994,854, representing approximately 56% of program costs, awarded by the U.S. Department of Labor's Employment and Training Administration. This product was created by the grantee and does not necessarily reflect the official position of the U.S. Department of Labor. The U.S. Department of Labor make no guarantees, warranties, or assurances of any kind, express or implied, with respect to such information, including any information on linked sites and including, but not limited to, accuracy of the information or its completeness, timeliness, usefulness, adequacy, continued availability, or ownership. WISE is led by Centralia College and the Center of Excellence for Clean Energy in partnership with the Centers of Excellence for Aerospace & Advanced Manufacturing and Construction. Centralia College is an equal opportunity employer/program and auxiliary aids and services are available upon request to individuals with disabilities.



600 Centralia College Blvd • Centralia WA 98531 360.736.9391 • Olympia: 753.3433 (toll free) www.centralia.edu





CHILD & FAMILY STUDIES PROGRAMCFS
CLOCKTOWERCT
EARLY CHILDHOOD EDUCATIONECEAP
FACILITIES OPERATIONS MAINTENANCE FOM
HANKE HOUSEHKE
Alumni Office
College Relations
Foundation
HANSON ADMINISTRATION BUILDINGHAN
Accounting (Operations) Administration
Business Office (Operations)
Board Room
Human Resources
President
VP of Finance/Administration
VP of Human Resources and Legal Affairs
HOME AND FAMILY LIFEHFL
INTERNATIONAL STUDENT HOUSINGISH
KEMP HALLKMP
Electronics, Robotics, Automation
Social Science
Veterans Center
WorkFirst/Worker Retraining Intake Center WorkFirst Resource Center
Assessment & Testing
Computer Lab (General Use)
NORT

eLearning
Odegaard Phoenix Center
LITTEL COMMENCEMENT FIELDLCF
MICHAEL SMITH GYMNASIUMMSG
Sports Hall of Fame
Sports Programs
STUDENT CENTERSTU
Admission and Records
Bookstore
Cafeteria
Career Center
Cashier
Disability Services
Counseling/Career Center
Enrollment Services
Financial Aid
Information Desk
Student Activities & Admissions Team
Student Government
Student Job Center Student Life and Involvement Center
Student Support Services Talent Search/TRiO
Veterans' Services
TECHNOLOGY CENTERTEC
Civil Engineering Technology Criminal Justice
Chiminar Justice

Washington Integrated Sector Employment

GED

Dean of Workforce Education Diesel Technology **Printing & Duplicating** Receiving Small Business Management Welding Technology VAN PROOYEN CHILD DEVELOPMENTCDC VISITING PROFESSOR HOUSEVPH **International Programs** WALTON SCIENCE CENTERWSC Astronomy Deck Bachelor's Programs Greenhouse Instruction Office Nursing Science Programs VP of Instruction WASHINGTON HALL. ...WAH Accounting (Instruction) Business (Instruction) Computer Labs (Instructional) Computer Services Corbet Theatre Dramatic Arts Media Studies Music

IRON STREET





Wickstrom Studio Theatre