

**Center of Excellence for Clean Energy**

**Fall Advisory Board Meeting**

**April 2, 2019**

**1217 Mellen St, Centralia**

Conference Phone – (**360) 407-3780 PIN Code: 971869#**

**Members Present:**

Troy Nutter, Chair, Puget Sound Energy

Cecile Bamer, Lewis PUD – Phone

Sara Bowles, Tacoma Power

Todd Currier, WSU Energy Program

Jeremy Gall, Avista

Bob Guenther, RETC

Alan Hardcastle, WSU Energy Program

Jim Lowery, Centralia College

Jennica Machado, Pacific Mountain Workforce Development Council

Alice Massara, Tacoma Power

Jay Pickett, Corps of Engineers – Phone

Kairie Pierce, Washington State Labor Council

Bob Topping, RETC

**Ex Officio**

John Steidel, Centralia College

Barbara Hins-Turner, Center of Excellence for Clean Energy

**Guests:**

Ryan Davis, Corporation for a Skilled Workforce - Phone

Andy Dunau, Foundation for Water Energy Education (FWEE) – Phone

Jake Fay, Centralia College

Kathryn Kurtz, Pacific Education Institute

Rachel McAloon, WA Labor and Industries

Lew McMurran, Workforce Training and Education Coordinating Board

Joe Wilcox, Workforce Training and Education Coordinating Board

9:00 - 9:10am – **Welcome, Introductions, Approval of Minutes – Troy Nutter, Chair**

Introduction of members (present and phone)

9:10 – 9:30am – **Pacific Education Institute (PEI), Kathryn Kurtz, Executive Director**

Kathryn presented an overview of PEI history, funding and K-12 statewide outreach initiatives. PEI delivers professional development and consultation services for educators in equitable, locally relevant, career connected, outdoor STEM education. PEI is a 501C3 nonprofit working statewide to achieve systemic change in Washignton State by helping educators embed a FieldSTEM Model in classrooms so students develop scientific literacy for sustainable communities. PEI is a Washington State approved clock hour provider that offers professional learning opportunities to help teachers earn continuing education to renew teaching certificates and advance their careers by providing community connected, field based STEM education. PEI works with high school teachers, superintendents, community partners and school boards.

Current project noted in 2017 legislation is conducting a natural resources workforce study which was is being supported by the WSU Energy Program and includes energy, agriculture, and forest products particularly in rural communities. The project entitled “Educating for a Green Economy” was funded through the Governor’s Office has a goal to serve k-12, certifications, apprenticeships and colleges so they are aligned with employer needs. The Washington Workforce Development Councils and Workforce Training and Education Coordinating Board have supported a regional approach through meetings being held across the state to understand what is happening regionally.

A discussion among advisory board members which followed focused on resources for extracting labor market data and ensuring programs align with ESD 113. Barbara urged the support of PEI for statewide K-12 outreach integration. Troy reinforced that the Centers of Excellence are designed for statewide outreach to disseminate information and create partnerships.

**Foundation for Water Energy & Education (FWEE), Andy Dunau, Director**

Barbara shared an update on FWEE as a K-12 organization focused specifically on energy. The FWEE STEM program will be held again this year at Chelan PUD’s, Rocky Reach dam in late June for the 3rd consecutive year. The 2019 Hydro Appreciation Day is scheduled for July in Seattle with a Timbers/Sounders game. The Center of Excellence is a sponsor again this year.

Barbara urged reiterated that both PEI and FWEE offer already established partnerships with education and industry with an existing K-12 network.

9:30-10:15am – **Energy Labor Market Study Update, Alan Hardcastle, WSU Energy Program (presentation attached)**

Troy introduced the need to update the Energy Labor Market studies development through the WSU Energy Program and Center of Excellence partnership in 2008 and 2013. He suggested that the focus be broader with a title - *Workforce Challenges of Clean Energy Employers in the Pacific NW*. Alan reviewed the studies which outlined the industry challenges to recruit, develop and retain today’s energy workforce. The findings included the industry not being able to hire qualified people particularly in the trades and losing people to retirement, education and training infrastructure, and a certainty that the programs articulate to employer’s needs. Timing of study, resources and funding were discussed.

Bob Topping proposed that the economic impact of energy industry jobs on communities be explored in the new study. Jim Lowery posed the question of Cyber Security needs in the energy industry. Bob Topping responded with an update on the U.S. Dept of Labor Apprenticeship grant application submitted in October by Southern Utah University that includes a regional partnership for developing training and education around grid cyber security. Bob shared that the program is on hold, but has not been cut as had been previously communicated. The expectation is that funding announcements will happen late summer.

Todd posed the question - What is different now than in prior studies relative to energy industry occupations? Jeremy added that future distributive energy resources will shift out to the service sector and include battery technology, energy management companies, and other service based organizations. Alice posed that a study of diversity be included. Troy concluded that the group move forward to study the Clean Energy Future to include where we need to be in 5 and 10 years, and what drives us. Industry needs to come to the table with funding for a Clean Energy Economy study to support finding enough people to do the work with the right skills. Cecile proposed an integrated gender workforce discussion be included.

Alice suggested that a White Paper be developed with an identified work group to move the conversation forward within organizations. Barbara offered to coordinate a subgroup.

10:15 – 10:30am – **Future of Work Taskforce, Joe Wilcox and Lew McMurran, WA Workforce Training and Education Coordinating Board**

The Taskforce is made up of6 members each from business and labor communities, and 1 legislator from each of the four legislative caucuses.

The Team is visiting Centers of Excellence as a resource to understand the industries, data problems, sharing agreements, limitations about data, classifications of skills and competencies.

Future of Work project is funded by the 2018 Legislature and was [signed into law by Governor Inslee](https://app.leg.wa.gov/billsummary?BillNumber=6544&Year=2017&Initiative=false). It is on the cusp of exciting new prospects for our diverse workforce as we embrace future work opportunities for all Washingtonians. This project puts Washington in the spotlight as a thought leader. The framework used to answer these questions is also trailblazing: How can Washington's workforce and employers prosper together?

Taskforce Identifies, and Frames Issues. By the end of 2019, the Taskforce will:

* Identify emerging issues impacting Washington’s workers and business.
* Frame potential policy solutions.
* Outline a plan for continuing work on statutory and administrative policy areas, and on the development of a performance accountability structure.

Board discussion included setting up recommendations and asking how deep the research will go into each industry? Bob Topping mentioned that much has been done with the energy industry such as Skill Standards in the context of behaviors, disruptors and automation.

10:30 - 11:00am – **Center of Excellence Director Competency Model Project, Ryan Davis, CSW**

**Barbara Hins**-Turner

Ryan presented the CSW Competency Model – *A New Currency for the Digital Economy* – the Perfect Succession Planning Tool. A **competency model** is a **framework** for defining the skill and knowledge requirements of a job. It is a collection of **competencies** that jointly define successful job

Performance. Competency modes are widely used in business for defining and assessing competencies within organizations in both hard and soft skills.

The Centers of Excellence contracted CSW to create a competency model for the Center of Excellence Director position. Currently there are 10 different colleges with 10 different HR departments and little common language. SBCTC also has an interest in a collaborative model.

A half day focus group was held in January and facilitated by CSW for Directors and SBCTC to determine the Core Job Functions, Related Job Functions, and develop Competency Statements (see attached). As a follow up, legislation was reviewed that codified Centers in legislation for integration:

Partnership/Stakeholder Development

* Assess Partner Needs and Priorities
* Nurture and Sustain Collaborative Relationships
* Outreach and Communication

Program Development, Sustainability and Forecasting

* Respond to Partner Needs

Center Management

* Strategic Planning/Thinking
* Leadership
* Project Management
* Training and Staff Development
* Financial Management

Resource Development

* Research, analyze and disseminate information
* Grant Development
* Grant Management

A draft Center Director Job Description was developed with this model.

Barbara shared that the competency model and draft job description have been submitted to the Centralia College President and Human Resources Vice President for approval along with her letter of resignation for retirement effective June 30, 2019. Barbara asked the advisory board to distribute the announcement through their networks to create a strong pool of applicants.

11:00 – 11:15am – **Centralia College Tech Building/Energy Tech Program, Bob Guenther,**

**Jake Fay, John Steidel**

Troy framed the need for a Centralia College Energy Technology Advisory Board outside of the Center of Excellence for Clean Energy Advisory Board. John Steidel presented the plan for Centralia College to redesign the Energy Technology program and the need to hear from industry for the program and curriculum redesign and condensing of courses. The intention is that the 1st year of the program become interdisciplinary to include the Energy Power Plant Program, Mechatronics ERA and possibly Diesel. Decisions need to be made on what classes should be specialized for 2nd year within these programs. Barbara shared the history of the Energy Tech program as one designed for TransAlta using Panglobal program/curriculum as is done with TransAlta Canada and Southern Alberta Institute of Technology. Troy reinforced that the program needs to become a competency based program design.

Bob Guenther shared that funding is being provided to The Centralia College Foundation in the form of a $1.3 million grant from TransAlta to construct a new flexible trades building. The grant is to construct a 12,000 square foot facility on the Centralia College campus that will house training programs to meet industry needs, and is expected to be up and running fall 2020.

Jake Fay, Dean of Workforce, presented the model to reconstruct the program design for multiple programs. He shared that the Core Plus program is pertinent to industrial maintenance and presented examples of program silos and common courses across first year where student could leave with benchmarks. The goal is to teach specifics in different places creating a foundation to make students competitive in the market place. Students choose a 2nd year for what they want with common classes in first year, students understand occupations and become aware of what employers want. This model is more flexible for industry and students can match with needs.

He asked the board to help Identify what industry says is common across the courses. The goal is to offer the programs Fall 2020 and that it be faculty led and industry driven. It will take 12-18 months to move through the college approval system. The plan is to have the conversations before faculty leaves for the summer.

Troy asked that members and organizations volunteer for training center and/or advisory board support to move it along to be successful. Barbara suggested Bob Guenther as a key member of that board.

**Fall 2018 Advisory Board Minutes**

Troy asked for a motion to approve Fall 2018 Advisory Board Meeting minutes. Jeremy requested edits - Avista pre-apprentice be changed to career exploration; delete the term intern. Minutes stand approved as corrected.

11:15 - 11:30am - **Director’s Report; Barbara Hins-Turner**

Barbara provided a recap of Centers of Excellence as codified into legislation in 2009 (WA HB1323) and an update on Center Directors eight visits with state legislators on Feb 25 and Feb 27. Rep Doglio, Thurston County Rep welcomed the Directors to Olympia in an evening reception which was also attended by Todd Currier and Alan Hardcastle, WSU Energy Program and SBCTC’s Nate Humphrey and Peter Guzman. Mike Steele, Chelan Rep spoke at the July Annual Center of Excellence Directors Retreat. Legislative work has been coordinated by Barbara Hins-Turner, Mary Kaye Bredeson, Aerospace and Adv Mfg Center and Lindsey Williams, Agriculture Center of Excellence.

It is critical that the Centers of Excellence develop and send their statewide outreach message to the WA legislators to ensure legislative support for future funding, developing new Centers e.g. Center of Excellence for Unmanned and Autonomous Systems and to avoid legislative missteps such as occurred in the 2017 I-732 Carbon Tax bill that called out additional Centers of Excellence. This year a Center for Semi-Conductors in the Clark County region has been introduced.

**Good of the Order**

Bob Topping, Director, RETC announced his retirement summer, 2019 and provided an update on the Horn Rapids Solar distributive energy project. The RETC provided $70K to develop the project. IBEW has sold the land to a private party. The solar project will be developed, but RETC will not deliver any training on the site. The RETC will be leaving the east side site and is moving offices to the Centralia Train Station. The focus of the RETC will continue to be to connect young people to skilled trades jobs.

Jim Lowery announced that his Centralia College Board of Trustee appointment expires in September. Jim recommended that a trustee serve on Advisory Board going forward.

The meeting was adjourned.

A pizza lunch was served.