



**Spring Advisory Board Meeting Minutes (WebEx & In-Person*)
May 5th, 2023**

Members Present

Alice Massara, Tacoma Power
Bob Guenther, Organized Labor Rep.*
Brian Young, WA State Dept. of Commerce
Christine Reid, IBEW 77*
Jay Picket, PNW Hydro Projects
Jeremy Gall, Avista
Joe Clark, Twin Transit/Lewis County Energy
Innovation Coalition
Megan Fiess, PAC MTN*
Micah Goo, Centralia City Light
ML Norton, Centralia City Light*
PJ LeCompte, Bonneville Power Administration
Richard DeBolt, Economic Alliance of
Lewis County*
Steve Lorence, Energy Northwest
Steve Marshall, CATES

Guests

Kristie Kelley, CEWD
Stephanie Bostwick, NW Indian College
Rob Cowin, Fortescue Future Industries

*Attended in person

Ex Officio

Monica Brummer, CoE Director*
John Steidel, Centralia College Faculty*
Rulon Crawford, Centralia College Faculty*
Betsy Lazo, Dean of Career & Technical
Education*
Dr. Joyce Hammer, VP of Instruction*

Members Absent

Alan Hardcastle, WSU Energy Program
Aman Gill, Centralia College Faculty
Brian Odell, Chelan County PUD
Court Stanley, Centralia College Trustee
Dan Kay, Wahkiakum PUD
Erik McCoy, Puget Sound Energy
Jim Lowery, Centralia College
Trustee (retired)
Laura Wurth, Bellingham Technical College
Nicole Schwall, Lewis County PUD
Sara Bowles, Tacoma Power
Todd Currier, WSU Energy Program

Minutes Recorder

Emily Girt, CoE Program Coordinator*

10:00 Welcome & Introductions

Intro by Alice: land acknowledgement for Chehalis and Puyallup Tribes.
Quick introductions of attendees including name and position.

10:10 Connecting with NW Indian Tribal College, Stephanie Bostwick

Engineering Dept. Lead; NREL project manager in the Resilient Systems Design and
Engineering Group within NREL's Energy Security and Resilience Center.

Background as an aerospace engineer- beginning her education at Edmonds Community College
and then continuing at UW. Currently teaching engineering, physics, and math at NW Indian
College. The NW Indian College engineering program has a big push/focus around energy and
energy sovereignty for tribes- through PV and wind systems, and hands-on kits throughout the
pandemic for students to take home. Training programs to include workforce, with a focus to
design/build/support their communities and tribes.

Partnered with local contractors to train students with solar installation and complete internships.
Students from multiple programs participated (including environmental).

Moving forward- will be doing more training on their main campus and 6 satellite campuses. Using a trailer to educate communities on what an off-grid system looks like and engage with tribes (hailed by an EV truck). Focus on building programs to meet community needs and train students to help their communities.

- PJ question: We often have old equipment that gets donated, would you be interested?
 - Stephanie: Yes
- Megan question: We work with tribes in the area, do you do this kind of training with these tribes?
 - Stephanie: Yes, we have a campus at Nisqually.
- Monica: If you have any ideas on how we can collaborate with tribes please share.
 - Stephanie: Talking with UW Clean Energy Institute to generate ideas and a plan to create a resilience focused center.
- Bob comment: I suggest you contact Rick Gustafson, who is working on a process to use waste wood/bioproducts and develop a pulp mill in this area.
- Joe question to Monica: Have you talked to Stephanie about the REVIT K-12 program? Discussed STEM and CTE aspects of the program, and building curriculum to be shared. Working with Jacob Leachman at WSU in renewable energy field.
- Jeremy question: Can you share your contact information?

10:35 Energy Shorts (up to 20 minutes each)

Cybersecurity Operations Technology Apprenticeship update

Bob Guenther - Gave a short report on cybersecurity apprenticeship program for incumbent workers. Christine Reid is the chair of the oversight committee that reached out to include Dennis Skarr at Everett CC to help develop the curriculum. For the last two years, Stephanie Patterson has been their LNI coach to help develop the registered apprenticeship program. They use the JATCs to use and develop the program to be used for their own programs. Utilities need to have an understanding of what exactly this is about and sign onto the JATC. The plan is to reach out to all of the utilities and gather at Centralia College's SWFT Center to review the program. Once the apprenticeship is established- they want to branch out to everybody (not just utilities). Christine is helping to reach out and get information to the utilities.

Christine Reid - The oversight committee was invited by the governor to present at the STEM conference, as well as the National Governors' Conference. There is a lot of interest in taking this nationwide. It not only benefits IBEW 77 members, but lots of incumbent workers. Utilities don't need to hire a new person to do this apprenticeship because it can be an add-on to their existing training. There are so many vulnerability points and new points with all of the new technology emerging through EVs/EV charging, especially in rural areas.

- **Bob comment:** We look at this as a safety issue as well. We spent two full days with the oversight committee and industry experts to help develop this. We've been at this for a long time.
- PJ question: I supervise the lineman, substation operators, and electricians; if I were to connect you to the right people at BPA, perhaps we can get together.
- Joyce question: Are you working with the Center of Excellence for Cybersecurity?
 - Bob: Yes, and Dennis Skarr at EvCC. This is a pretty well thought out project. Tyler Swartz at TPU has also been very involved.

- Alice comment: The amount of work you've put into this is very intensive and TPU is very supportive of this. This can be a benefit even for non-union employees. I can get you connected with some more internal folks at TPU and with the City of Tacoma IT department (they are unionized).

10:56 Center for Workforce Development (CEWD)

Kristie Kelly – Workforce Development Director

CEWD, which was founded in 2006 to focus on electric, gas and nuclear energy sectors, represents about 75% of the energy sector nationwide, as well as unions, education partners, and associations.

External and internal work:

- 1) Career awareness- Continue to develop career awareness for all jobs within energy for people/students to get into the field and continue to grow
- 2) Promote DEI- Partner with National Urban League and other CBOs, want to grow collaborative efforts. Make DEI an industry priority- developed DEI roadmap for change. Recruitment and retention focus.
- 3) Education and Training- Cradle to Career talent pipeline development, share resources for schools, educators, students, and parents. Retention focuses for internal.
 - a. Launching Energy Fundamentals 2.0 curriculum August 1st
- 4) Supporting workforce development professionals- Workforce development and planning with recruitment and retention focus.

Energy Fundamentals 2.0 overview

- Ready to launch in select pilot locations in June 2023
 - Online interactive format, 120-hour course (4 units x 4 chapters)
 - 30-40 hour abbreviated bootcamp
 - Industry recognized credential and can lead to more stackable credentials (such as OSHA 10)
 - Available to public by August 2023
 - Available to HS juniors, seniors, and anyone else.
 - Goal to reach 500,000 participants within the next decade. This gives students an overarching view of the energy industry.
- Each chapter/module includes multiple activities and learning objectives.
- EF 2.0 can be embedded within a CTE program such as construction.
- PJ comment: Sent an email with photos and info to us all. He made a trivia game for the apprentices that was adapted to kids, it has instructions in the email he sent, but it is a lot of work to keep updated.
- Richard question: Is it live and online now? Are you familiar with a program called business week? Is this something we can use this for?
 - Kristie answer: It will be online in August, and I would love to connect on that.

11:24 Centralia College Energy Program

Betsy Lazo, Interim Dean of Instruction, Career & Technical Education

Brief Energy Program update

- Added space in spring quarter of first year for students to take electives specific to what they want to do the second year
- Have added several classes
- Also looked at making it more transferrable (for students who want to go on for a bachelors, including a science class) added IT/PPO/mechatronics classes

- Alternative energy included in PPO program, and working with REVIT for a student pathway.
- Will email out the ed plan to anyone who wants to see it

11:30 Break

11:40 Fall Meeting Minutes (November 2022)

Action: Approved

11:45 Lightning Roundtable (top concern; top success)

PJ LeCompte, Bonneville Power Administration- During COVID, they stopped the OPM testing, they will now be going back to hiring first step apprentices (rather than second step. They have two separate hiring processes/criteria: one for civilians and one for federal or former federal employees (such as veterans).

Jay Pickett, Pacific Northwest Hydro Projects- One thing that has come to my attention is that they are having a hard time finding veterans with industry experience, and there might be a need to help veterans transition to the energy sector. Many of them don't realize what opportunities there are in this field, especially in hydro.

Micah Goo, Centralia City Light- Trying to find people that want to work, everybody comes into this industry by accident or through family, so we have to keep getting the word out.

Steve Lorence, Energy Northwest- My concern is where are we going to get all of this electricity moving forward, Energy NW is looking at SMRs and will need people for that.

Brian Young, WA State Dept. of Commerce- There's a lot going on, I was out in the Tri-Cities and there was a lot of work on permitting and signing in the legislative session, also completed the H2 hub application.

Jeremy Gall, Avista- The company has been focusing on a return to office and how to create awareness and increase diversity (especially in crafts). Planning to run the Energy Pathways Program again this summer. First cohort of craft HS students are getting ready to graduate- still finalizing the process to transition the students into full time Helper positions and get them ready to bid for apprenticeship. We hope to hire up to seven students to start next fall. Local PBS station is working with them to increase energy awareness, we're continuing to create and add job profile videos.

<https://www.careerexplorenw.org/careers?job=Journeyman%20Electric%20Meterman>
<https://www.careerexplorenw.org/industries?sector=Utilities%20&%20Waste%20Management>

Alice Massara, Tacoma Power- Annual two-week summer program expanded to include the community college and the careers they can explore. 5th grade program focusing on STEM, TPU is putting together a pre-apprentice program hopefully to launch in 2024. When we are creating these pathways and targeting minorities or underserved communities, they are finding that they are hiring more diverse candidates but do not have the retention strategies- trying to break some of the cultural issues they have had in the past. Really want to support a culture of belonging to keep employees.

Rob Cowin, Fortescue Future Industries- Renewable or zero-carbon electricity is super important and there are a lot of policies helping move the region in the right direction, but can we build enough infrastructure and generate enough energy for demand. It's exciting, it's concerning, and there's a lot to do.

ML Norton, Centralia City Light- Last week we had *Bring Your Child to Work Day* and had 31 attendees. The kids had good questions and were able check out the big trucks. May 21st starts *Public Works Week* and we will be involved with *Touch-a-Truck* events at elementary schools. Micah and the Yelm Hydro Project are available for dam tours. We have trouble hiring fully qualified substation operators and have been hiring lineman who are interested in the position. We're in the heart of an area that is interested in lots of different energy – such as SMR, fusion, solar, wind, and hydro – and there is some concern about some of the changes being made that may cause additional draws on the grid while losing generating power.

Richard DeBolt, Economic Alliance of Lewis County - Working with commerce on three hydrogen projects, Zap Energy, biofuels zoning, a new solar project, and lots of businesses coming to the area. We're also working with the county for a site plan. Fusion did not make the FSEC bill this year. Double levy fail in Centralia is a concern. JH Kelly will lead some of the new construction.

Christine Reid, IBEW 77- Everything both Richard and ML mentioned. Siting and permitting is the biggest challenge. Trade Up event in Snohomish County, at the Monroe fairground- SnoPUD was there and many employers displayed career information. IBEW 77 has built a mobile unit to take to schools and talk about careers and energy generation. Some of the new bills signed by Inslee include childcare for apprentices, for some trades and only some counties.

John Steidel, Centralia College Faculty- One of benefits of the Industrial Trades program is that students get exposure to more careers (many have chosen specifically because of a family member). Many don't realize the opportunities that are available.

Rulon Crawford, Centralia College Faculty- I don't think the college has been as good as it could have been in promoting workforce training, and would like to have the college programs recognized and benefits promoted. We also need industry to recognize our programs and students who are enrolled.

Jay Picket, PNW Hydro Projects - Competition for apprenticeships is fierce and a degree is needed.

Megan Fiess, PAC MTN- The labor market information is a concern, because of the needs of the industries in each area and of the whole state. There are a lot of gaps in the information. The state will be submitting the application for an initial grant for workforce. Submitting a \$5 million ask and seeking commitment and support. PACMTN also works with a military transition program.

Joe Clark, Twin Transit /Lewis County Energy Innovation Coalition - Opening bids today for exit 68 and start in the next week or so to install EV station. Governor signed a bill allowing transit to buy, sell, and manufacture hydrogen. REVIT is coming along nicely, will have more information to share in the fall.

12:32 CoE Report

Emily- website review: updated pages including career pages and navigation coming soon.

- Rulon question: How will students know what is for them? Will they know what pathways are? Is Centralia College on the page?

- Answer: No, Centralia College does not have its own section on the website but is included with the other college programs. Pathways is a term common among the STEM groups and used more and more in the K-12 system.

Director’s Update, Monica Brummer

Goals of strategic plan review, 5 goals for the next three years:

GOALS

Build CoE awareness with stakeholders across the state to:

| 1 | 2 | 3 | 4 | 5 |
|---|---|---|---|---|
| Be the go-to expert & resource for labor market information, trends, gaps, & programs | Assist CTC system & relevant education programs in developing a highly skilled workforce through robust & relevant educational programs | Increase opportunities & partnerships that support expanding & diversifying the workforce | Increase awareness of careers & career pathways | Position the Center to provide nimble support within industry |

All goals listed above focus on the Clean Energy/Technology sector.

Three strategies formed from the goals:

STRATEGIES

Goals provide pathways to strategies
 Strategies include tactics that meet each goal

| 1 | 2 | 3 |
|--|---|--|
| Strengthen Advocacy & Community Partnerships | Increase Awareness of Careers & Career Pathways | Monitor Funding/Grants to Increase Opportunities |

Strategy details

- 1) Strengthen advocacy & partnerships
 - a. Center directors meeting hosted here
 - b. REVIT update
 - c. Conference attendance- AWB, CEWD, Empower Women in Leadership, Green Transportation, PNWH2
 - d. Partners- lots of growth



- 2) Increase awareness of careers
 - a. Fusion week tours
 - b. CEWD
 - c. H2 Safety Global Academia Work Group- also working with FFI in developing
 - d. Promote opportunities
 - i. CCW & CleanTech Alliance
 - ii. FWEE STEM academy

- 3) Monitor funding/grants to increase opportunities
 - a. CCW
 - b. Dept of Commerce
 - c. PSU, NSF smart grid
 - d. UW, USDA nano technology
 - e. Congressional District Ask
 - f. PacMtn, DOL

Upcoming projects:

- Hydropower vision document
- WSU Clean Energy Center
- PSU NSF EIN grant
- Northwest Indian college with MESC project
- PNWH2 hub
- FWEE activity guide update
- PSE, rewriting generation program
- UW Nanotechnology/biomass

2023-24 and beyond



Upcoming events in June:

- *Securing the Supply Chain Summit* – Co-hosted by the Centers of Excellence for Homeland Security/Emergency Management, Global Trade & Supply Chain Management, Construction, and Clean Energy
- NW Tribal Clean Energy Summit at Tulip Lodge
- FWEE Academy in Wenatchee
- (Added to minutes: Governor’s Roundtable on Cybersecurity in Energy, WA DC)

1:06 Final Adjourn and Lunch