



Fall CoE Advisory Board Meeting Minutes
November 3, 2023 (Virtual & In-Person*)

Members Present

Alice Massara, Tacoma Power
Jeremy Gall, Avista
Micah Goo, Centralia City Light
Sarah Giomi, Energy Northwest
Bob Guenther, Organized Labor Representative*
Travis Kinney, Lewis County PUD*
Nicole Schwall, Lewis County PUD*
Eric McCoy, Puget Sound Energy
Joe Clark, Twin Transit/Lewis Co. Renewable Energy Taskforce
Dan Kay, Wahkiakum PUD
Christina Chestnut, Thurston Co. Chamber
Kate McAteer, WSU Tri-Cities

Ex Officio

Monica Brummer, CoE Director*
Court Stanley, Centralia College Trustee*
John Steidel, Centralia College Faculty*

Minutes Recorder:

Emily Girt, CoE Program Coordinator*

Members Absent

P.J. LeCompte, Bonneville Power Admin.
M.L. Norton, Centralia City Light
Steve Marshall, CATES
Brian Odell, Chelan County PUD
Richard DeBolt, Economic Alliance/Lewis Co.
Christine Reid, IBEW 77
Jay Pickett, Pac NW Hydro Projects
Brian Young, WA Dept. of Commerce/Energy
Laura Wurth, Bellingham Technical College
Jim Lowery, Centralia College Trustee, retired
Rulon Crawford, Centralia College Faculty
Aman Gill, Centralia College Faculty

Guests

Jaylyn, Lewis County PUD
Lorie Thompson, Capital STEM
Rob Cowin, Fortescue
Chris Whiteman, SkillsUSA

Welcome and Introductions

Quick introductions of attendees including name and position.

- Micah Goo is stepping down at the end of December, will be training his replacement.

Spring Meeting Minutes (May 2023)

Moved by Alice. Seconded by Bob.

Action: Approved

Discussion

Transitioning board members- how do we thank those who leave?

Alice- We want to thank transitioning board members for being on the board, the ones retiring, leaving open positions and an opportunity to extend gratitude. If you have experience or ideas to express gratitude, please shoot me or Monica an email so we can honor these board members.

Review Advisory Board Charter

Monica- The advisory board charter was published prior to 2021, and before I was hired as director. Please review and share any thoughts/advise. We have some board members who have not been communicating and not making it to meetings; and according to the charter, those folks should be dismissed. We're looking for recommendations to update/enforce the charter.

Planning Future Meetings

Monica- We'd like to propose hosting virtual meetings in the fall, and in-person meetings during spring. Discussion?

Jeremy- Historically, before COVID, I made it to in-person meetings. I can commit to coming once a year in person at this point.

Bob- I have a comment on the membership in the charter, I would like to add labor.

Alice- We can add that. We need to decide on a charter that we all want to follow.

Presentation- Chris Whiteman, Skills USA & Trades Fair: March 22, 2024

Engineering and welding instructor at Oak Harbor HS

- Huge alternative energy fan (drives an EV), and teaches biodiesel in his engineering class.
- What is SkillsUSA: a giant nerd convention, but actually awesome; promote professionalism in trades and post high school; allows students to test skills & compete
- Hosts state conventions and regional skills competitions, with relevant skills/standards required
 - Students submit a resume, wear industry attire- prepares students for workforce
- SkillsUSA Trades Fair
 - Hosting the first outdoor trades fair at Clover Park Technical College in Tacoma
 - Industry professionals showcase what they work with or produce so that students can see and feel what the job/product is like in person- different than a college or career fair, they want students to see and feel what they would experience in the real world
- SkillsUSA has a long list of competitions that students can compete in
- Vendors/booths include chairs, tables, and location for the all-day event.
- Hope to fill the parking lot and building with cool things for students to see and experience.
- Fill out our survey so we can gather your information for planning process (due before Christmas).
- SkillsUSA, TSA, and FFA- schools have their choice of which CTSO to work with (to compete at regional, state, and national levels)

Over 1,000 participants last year. This year will include middle school students. Mostly juniors and seniors participate in competitions. Students arrive at 8am. Their competition time determines where they should be during the day. If they aren't presenting, they will be visiting exhibitors at the trades fair.

SkillsUSA has a massive competition list that includes traditional skill-based and leadership competitions. Each competition has its own skills/standards requirements. These kids are hungry for competition and hungry for careers.

Bob- There are probably students who aren't in the competition and would like to go to the trades fair, Satsop is trying to get together a try-a-trade event. I think your organization would be a good oversight organization for that. The biggest mistake we made when we hosted these events in Lewis County was not tracking the students after the event. How many students enter the trades?

Chris- We are working on tracking the students for our try-a-trade events.

Lorie Thompson (in chat) - The Capital STEM Alliance is planning to co-host a Try-A-Trade event next June with up to 14 trades, in Satsop. Happy to have anyone join the planning committee!

Presentation: Lorie Thompson, Capital STEM & Career Connect Washington (CCW)

CCW was established to help grow apprenticeship opportunities. The program braids funding and support from different resources

- 70% of jobs in the next 5-10 years will need an apprenticeship or STEM training, and currently only 40% of students have access/exposure/are completing this training.
- CCW has three phases: Explore, Prep, & Launch
 - Goal to get 60% of youth in launch programs by 2030 (100% in explore, prep)
 - CCW funding is currently focused on career launch
- Career Launch Endorsement process- Centralia College has the only Launch endorsed programs- welding and two others
- Intent to bid was due Monday for round 12
 - Three applicants for our region are writing proposals for apprenticeships
- CCW/ESD manage funding for explore/prep/launch program building- currently in round 12
 - It may seem like a competitive process but it really depends on if the project proposal meets all the requirements.
 - Program builder grants are for any needs that comes before you serve students- such as career occupations, where the work site will be, who the partners will be
- So far, the team at Capital STEM has supported 12 programs, 8 of which have been funded
 - The team provides technical assistance and support for the RFPs
 - This is the last opportunity this year- round 13 will be sometime in the summer
 - We are here to help with anything you need

Bob- In order to be an apprentice, you have to have a job- what are we doing to make sure these folks have a job/employer to sponsor the apprenticeship?

Lorie- We are working on that right now, and will have recruiters at the try-a-trade to capture student information to follow up.

Bob- We presented the cyber-OT apprenticeship program to WAPUDA, students can get started right now at Everett Community College to build on stackable credentials. Students can't start the apprenticeship until the JATC accepts it.

Monica- How do career launch apprenticeships differ from traditional apprenticeships?

Lorie- The career launch apprenticeships are customizable and LNI is super helpful (different from traditional HVAC, sheet metal type of apprenticeships with unions). The gold standard is to get career launch endorsement for your registered apprenticeship.

Monica- Some grants allow you to apply if you missed the letter of intent deadline, can that be done here?

Lorie- There is an exemption process and a committee that can approve you to still apply.

Bob- Almost every utility who has an apprenticeship has a JATC, a board made of specific members.

Lorie Thompson information in chat: Lorie Thompson - lthompson@esd113.org

Round 12 RFP

<https://docs.google.com/document/d/1chyMJ4SP3KkgBIZ6sUGEJJ2RG4T24u2z/edit?usp=sharing&ouid=108589955056873713983&rtpof=true&sd=true>

ABA Round 2 RFP -

https://docs.google.com/document/d/1dAVS_3YOsD6V4keNM0v71T4G2M0aXTIY/edit?usp=sharing&ouid=108589955056873713983&rtpof=true&sd=true

Thank you for the opportunity to present! I've linked both RFPs as well as the tutorial from CCW, and my email.

Lightening Roundtable

Christina Chestnut- Our region and workforce system are having great discussions regarding employer support and advisory boards. Monica mentioned people not showing up to interviews, and we are seeing that across the board in lots of sectors. There can be a number of reasons for that, knowing even in business, our emails get sucked into really fun spam filters. We're seeing a lot of stuff in HR regarding AI and how it is impacting the workplace. Students are using AI to write papers and resumes.

Alice- We had a civil service meeting last night where labor is concerned about AI.

Jeremy Gall- This year we are going to discontinue the summer Energy Pathways program. We've learned a lot from it and want to look at ways to reach further beyond just their centralized area. We're continuing the Craft Student program and finished last year with three students. One is now employed and hoping to see the other two apply when positions come open. We have 6 students enrolled this year. We are planning to apply for CCW Round 12 program building.

Sarah Giomi- Our biggest workforce development is the internship program, getting creative in the way we recruit students, working with utilities to get students more exposure and trying to make this as inclusive as possible for both utilities and students. Housing has been a challenge, especially in rural and remote areas.

Kate McAteer- Wow I'm learning a lot today. WSU in terms of workforce development, traditionally hasn't been a part of that. There are a lot of students who don't feel they need to go to a 4-year school and we are looking at the system as a whole. Partnering with Kennewick CTE program (teacher program). While students are taking their first two years of classes they are hired as paraeducators so they can work while in school. Doing a similar thing for nursing. Hydrogen- workforce

Erik McCoy- We have a new apprenticeship program manager, who has been doing a great job in renewing interest in the programs. We have seen lower numbers of applicants, but on average they are higher quality. We're reviewing running 3-4 cycles of applications rather than one. Recruiting talent in rural areas has always been difficult, and it is getting increasingly difficult. Goldendale housing costs are skyrocketing due to the influx of wind operations there. Hoping BIPOC participation numbers will increase while recruiting from the military base.

Rob Cowin- Excited about PNWH2 hub announcement. Challenge remains with developing green H2 production, the access and price of renewable electricity (price has doubled in the last year and a half). Since we have been looking more closely at the jobs that will be needed at our plant, there will not be a lot of entry-level jobs. We are working with the CoE and CC to develop the workforce, would also like to look at apprenticeship. Still trying to piece together the workforce development as a whole.

Joe Clark- Continuing to work on the REVIT program, this year we launched the first 9th grade exploratory program. The students are excited about this class. One of the things I would like to ask: we are beginning a DACUM process, a four-hour session and 2 one-hour sessions, to capture the expertise to plan the courses at the college level. Jeremy, it would be great to have Avista and other energy producers in this. Please reach out to Monica or I if you would like to be involved in the process. We have changed our approach from to you want a job to do you want a career- tripled participation.

Alice Massara- Joe, I reached out to our fleet manager who is particularly interested in alternative fuels for our fleet and passed contact info to Monica. Engaging to cover K-12 with MESA for summer program. Looking for CCW endorsement. We have a new education outreach manager, hopefully to engage more with K-12. Bringing the workforce development and diversity has been a major focus.

Bob- I was able to watch the presentation on the H2 hub, and it was a great presentation. Was that recorded? Monica- No

Bob- We should do something like that here to educate the public in Lewis County, because I know people who are not enthused about the hub.

Kate- The PR firm for PNWH2 is working to get more information added to the hub's website.

Travis Kinney- What I've seen from an engineering standpoint, it's very competitive right now; so hiring an engineer has been hard (pay is lower as a public entity). Internship program has been very successful, with positions throughout the utility.

Nicole Schwall- Job fairs, increase in outreach, partnering with schools and looking for ways to be out in the community.

Bob Guenther- I might seem like a broken record, but we've been working on this (CyberOT) apprenticeship for 3 years and presented to WAPUDA. Reaching out to see if there is interest in incumbent worker training, but need a JATC or utility to pick up the apprenticeship. PACMTN has money to pay for this if a company is willing to pick it up. The program is open to all utility workers.

Court Stanley- Finally enrollment is back to pre-COVID levels, with an amazing amount running start students. Forestry is a very unorganized bunch for workforce development. A concern and opportunity is the low value and low quality logs from our forests that are very difficult to sell. The pulp mills have all moved out state and we need to develop an alternative- such as biofuels.

Bob- Ecostrat is working on a biomass survey and report right now.

Nicole- I didn't realize that the CDL program was available for running start students, that worked very well for one of our interns to make the transition to an apprenticeship.

John Steidel- Discussion of moving the energy technology to industrial technology/industrial trades. Not running energy technology classes at the moment. There's not enough student enrollment.

CoE report

Monica- How do we make the connection to make the workforce strong and support K-12 and beyond. This will come to you in a pdf so I'm going to go through this quickly.

- Goals & strategy review
- Strengthen advocacy and partnerships
 - Avalanche Energy (fusion) notes
 - Advanced Grid Institute (AGI) research collaboration event
 - One of the AGI event takeaways- we need everyone at the table, not just legislators making decisions without industry input
 - NW Tribal Summit- this was the first time they focused on an energy summit. Tribes are interested in solar and other renewable projects; as well as preserving salmon runs.
 - Partnerships- smart grid is back (PSU, NSF grant)

- We are sharing advisory board member requests at events – inviting industry to serve as advisory board members for two-year colleges
- Increasing energy career awareness
 - EV training at Clark College
 - Energy Educators' Association
 - FWEE activity guide and H2 activity
 - CEWD West Coast Regional Network
 - Website- updates and careers
 - CEWD- what they have been doing, how they are promoting careers
 - Promote opportunities- CC scholarship night, FWEE Academy
 - REVIT- exploratory class and progress
- Monitoring funds to increase opportunities
 - CCW sector leader
 - PNWH2 hub
 - SEI Climate Fellows
 - Good Jobs Challenge- King County Jump Start Initiative
- OCED map of H2 hub locations
 - Community benefits and timeline
- Events
 - CEWD in WA DC
 - Catalyst H2 in California
 - AFV-TAG meeting
 - NW Energy Coalition Clean & Affordable Energy Conference
 - Center for H2 Safety monthly membership meetings
 - Enlighten Women's Forum at Renton Technical College
 - Try-a-trade
 - Build the Future Energy Workforce- battery event at Big Bend CC

Website review- Emily

Emily - We've included an industry page for our partners. What would be useful for you to use and see, besides resources, on our website? <https://www.cleanenergyexcellence.org/industry/>

Meeting Adjourned

Networking time; and Monica shared a video of San Juan College School of Energy labs.

Follow-up

November 3, Monica sent an email with Advisory Board assignments that included asks for: comments for the advisory board charter, meeting in person and virtually, website comments, SME input on REVIT DACUM and sharing information about the *Enlighten Women's Forum*. Attachments to that email included: two advisory board charters and CoE Director's update.