WORKFORCE ADVISORY COMMITTEE
Minutes
March 5, 2012

Guest: Joan Weiss – CTC Labor Liaison, Worker Center, AFL-CIO.
SCC Representatives: Kim Cambern – Worker Retraining, Linda Weir – Financial Aid, Dave Cunningham - Dean, Workforce Education.

Charlie opened the meeting and welcomed all in attendance; introductions were made.

Minutes from the April 19, 2011 meeting were approved.

College Trends Update Report
- Dave reported that Shoreline Community College (SCC) has been in close partnership with the Opportunity Center for Education & Employment (OCE&E) over the past year to establish a strong presence at the North Seattle Community College WorkSource site. This is a pilot program that will be replicated across the state, if successful. SCC pays $13200 annually for a presence at the OCE&E site and on its website.
- SCC administrators, faculty, and staff are relieved to hear that the anticipated $3 million budget cut will actually be closer to $1 million.
- Several automotive programs across the state will be closing as a result of budget cuts. However, SCC’s automotive programs will NOT be closing. SCC administrators are not sure what that means for the College, as it may take 2-3 years for students at other colleges to complete their programs.

Manufacturing – A coalition of 22 community colleges is working with Boeing and their suppliers to provide training. Most colleges have increased capacity to train people by 200-300%, while SCC has increased by 300%. This is due, in part, to the career navigator program (funded through WIA), an invaluable piece of this effort which arranges internships and job placement. SCC’s Automotive program also participates in the career navigator program; job placement is as high as 90%.

Two major initiatives - The Internationalization initiative is primarily for fiscal reasons focused on creating an entirely online system to align with face to face programs. The second initiative involves a Department of Labor grant geared toward the Trade Act, which supports training for individuals who have lost jobs because of outsourcing overseas – many of those individuals coming to SCC.

Other developments - Linda Weir serves on the Strategic Planning committee.

Charlie asked how many students who received referrals from the WorkSource actually enrolled in classes at SCC. Kim stated that she usually sees those students who inquired about SCC at the OCE&E again when they enroll at SCC. She also held three sessions at Kimberly Clark highlighting SCC’s machining program and expects to cross paths with any students who enroll in SCC programs. The committee agreed that a way to collect viable numbers is needed. Charlie suggested using a free coupon.
SCC Program Reports

Worker Retraining  Kim noted that by intertwining WorkFirst, Opportunity Grant, and Basic Food and Education Training (BFET) funds early in the year, there will be enough Worker Retraining dollars to fund students through the entire year. The average number of students served since July 1, 2011 is 409. Dave added that the comparison in funding dollars between Fall 2010 ($191,722) and Fall 2011 ($44,370) is a reflection of the State’s financial problems. SCC is meeting its Worker Retraining target.

Financial Aid  Linda reported that 108 students were funded Winter quarter even though the College received only half as much money as last year. By leveraging dollars to take advantage of all the funding sources, the four program managers decided that students would receive a specific amount per quarter. This leaves a balance of $155,000 for Spring quarter.

The State Need grant is less likely to experience any negative impact from budget cuts. Fewer students may be eligible for federal funding; and, student loan interest rates may be going up to 6.8% from the current rate of 3.4%.

Kim added that the most popular program areas are: Manufacturing/machining; Automotive - some programs have a 2 year waiting list; SCC is the only community college in the area that offers Music Technology for boards and audio engineering; Business – Accounting and Purchasing & Supply Chain Management; Healthcare – all are full and waitlisted; Biotechnology is not quite as popular Medical Lab Technology; Clean Energy (solar)– since Cascadia closed its solar program, SCC is getting most of the students; and, Graphic Design and Web Design.

ESD Co-location  The President signed a bill to approve extension of Federal unemployment benefits. Paul reported that approximately 5,000 unemployed in King County have exhausted their benefits; and, there are 2,669 unemployed on the Federal extension in north Seattle.

Comments  
- Charlie noted there is a huge ‘exhaustion population’ – the 99-ers- who had good jobs, owned homes, etc., but now may never become employed again.
- Employers are reluctant to hire anyone who is unemployed; there is more ‘head hunting’ going on.
- Kevin mentioned that Boeing is the leading employer in the region.

Industry Trends Update

Opportunity Center for Employment & Education  Paul distributed the new OCE&E brochure and gave a snapshot of unemployment demographics. There has been a 30% reduction in ESD staff at WorkSource North. The OCE&E is working out its identity and how all the partners will interact in this integrated center; the various types of assistance are being tracked. The first step was integrating the front desk, which has been very successful. Staff will work with those first going onto unemployment; there may also be some resources to assist those on federal extension.

WorkFirst program  – In July 2012, 2700 people in King County who have been in suspension for the past year will be released for training.

First Choice Health  Kevin is not projecting any big growth in the industry; it has reached a new norm that is lower numbers of employees. There is a real bias among employers who want to only hire people are employed. From an HR standpoint: the first wave of unemployed is dead wood, and the second and third waves are more of the same. He also noted that employers pay attention to those who come in well dressed and well prepared for the interview process.
Pam commented that the unemployed should consider positive ways for spending their time, i.e., volunteering; college graduates who come in with applied skills may have a chance for an internship or workstudy position.

**Landau Associates**  Larry stated it is hard to even get an interview at Landau. Most jobs require a college degree as well as an advanced degree. The work is regulatory driven and development and property transactions have been dead for last 3-4 years. Some long-delayed projects are coming up along with some property development; new projects that had been mothballed are coming up as well. There are also glimmers of hope for improvement from the private sector.

**Boeing**  John announced that Boeing is hiring; many are retiring who have had the technical/critical jobs - in tooling, facilities, and maintenance. The company needs people with minimum base knowledge who will receive training on-the-job. In response to Kim’s question, after WATER training it takes years to become proficient, and it is definitely on the job – on the shop floor.

**Rapid Response**  Charlie indicated the new norm is flat; unemployment is down from last year and looks more like a traditional year. There are a lot of government employee lay-offs carried over from last year. This year Swedish will not be supporting the visiting nurse programs in Seattle and Mountlake Terrace due to high operating costs. In retail, people are used to moving on, and at Century Link many longtime workers will be losing their jobs.

**Bio-Rad Labs**  Pam reported business as usual at Bio-Rad Labs. The company is growing and has aggressive business goals and highly degreed employees, some of whom are contemplating retirement. She stated that it is hard to replace employees with 30 years experience.

**Next Year’s Worker Retraining Plan**

The 2012-2013 Worker Retraining Plan will be released in the near future. Since the planning numbers are expected to remain essentially the same as the 2011-2012 plan, Dave will put together a draft and send it to advisory committee members by the 13th of April.

**Next meeting**

The next meeting will be Monday, April 23rd at noon to finalize the 2012-2013 Worker Retraining Plan.

Meeting adjourned 1:40 pm.

Recorded by Jeanne Skaare.