Shoreline Community College
Workforce Advisory Committee
March 25, 2009


Call to order by Charlie Best, Chairperson.
Introductions were made around the table.
Approval of minutes: Greg asked to be listed with Boeing/IAM; the minutes were approved as revised.
Agenda was reviewed and accepted.

Purpose of Workforce Advisory Committee
Berta distributed the advisory committee printed handbook containing the SBCTC policies and purpose for advisory committees. SCC has 27 advisory committees consisting of industry representatives who act as advisors regarding equipment purchases, hiring and internships for students, keep the College abreast of skill gaps, and who provide valuable information about industry training needs.

The Workforce Advisory Committee is unique in that all others are program specific. This committee reflects on a multitude of sectors, decides which sectors will be funded, and mentors programs targeted in the Worker Retraining Plan. Over $1 million in funding is available for ongoing programs and/or start up programs.

Worker Retraining Allocation
2008-09 Worker Retraining Allocation
Berta reviewed the 6 sections of the Worker Retraining Plan: Narrative Plan, Program Mix (Sectors), Program Support Services Funded, Program Administration Funded, Other Support (New Program Development, Curriculum Development, Supplies, Program Assessment, Pre College Math & English, and Human Relations). Last year’s budget was $1,030,585 which supported training for an estimated 230 students.

Vocational & Diversity Breakdowns of Worker Retraining Students
As reported by Kim, 400 students requested funding which resulted in Worker Retraining dollars being exhausted by Winter Quarter 2009. The highest level of interest was in Health Occupations with 96 Worker Retraining students (58% were nursing students). The next largest division was Humanities with 86 students (67% in Visual Communications Technology options).

Diversity and demographics have increased slowly over the years to include more non-Caucasian males; age - the largest portion is over 40 years old; gender – females
outpaced males; prior schooling – a large group of people have some college education and many of them are coming back for assistance with employment.

**Rapid /Response – 1st quarter draft**

Layoffs are higher than in 2001-2002, and Charlie expressed concern that every sector is heavily affected. The question remains – to which sector do we move people. Health care is the only industry where he recommends employment; nurses and techs are working, but there are few job openings.

In addition, school district teachers are being riffed.

**Sectors – Discussion**

Berta reviewed the sectors from last year’s plan - **Healthcare; Life Sciences/Biotechnology; Manufacturing; Automotive; Information Technology; Clean Technology; and Professional Business Services**. SCC has continued to build capacity in healthcare emphasizing Nursing, Medical Lab Technology, Dental Hygiene, Biotechnology, and Healthcare Information. Efforts were also made to recruit more students into Manufacturing, Zero Energy Technology, Accounting, Business Technology and Visual Communication Technology. She also spoke to each program’s graduate wage and how the program integrates into industry.

Program assessment occurs periodically through external program reviews; accreditation occurs through outside agencies; and advisory committees provide ongoing program review. Faculty members are also reviewed by students and peers.

**2009-2010 Sectors**

1-Nursing, 2-Health Care Information, 3-Medical Lab Tech, 4-Dental Hygiene, 5-Visual Communications Tech, 6-Biotech Lab Specialist, 7-Business Tech/Office Administration, Manufacturing/CNC Machinist, 9-CAD/Engineering Tech, 10-Automotive

**Healthcare**

The average population in the field of Medical Laboratory Technology is over 50, so this is an area for growth in the future along with Nursing and Health Care Information.

Gordon how the number of students accepted into the Nursing program is determined. Berta reported that there are currently 30 openings each year based on student/faculty ratio, the number and size of clinical sites, the budget, and faculty availability. At this time, there are not enough clinical sites or faculty to accommodate larger enrollment in the program. The College has plans for a new Allied Health building in the future.

*There was consensus to fund Sectors 1- Nursing, 2- Health Care Information, 3- Medical Lab Technology, and 4-Dental Hygiene for 2009-2010.*
Charlie expressed serious concerns about Sectors 5-VCT, 6-Biotech Lab Specialist, 7-Business Technology/Office Administration, 8-Manufacturing/CNC Machinist, and 9-CAD/Engineering Technology. He stated that this is not the time to be training new people; employment reports are from a year ago or less - before the economic downturn began in October-December 2008. Many layoffs have already occurred in the areas of Business Technology/Business Administration and CNC machining as well as the huge layoffs expected as Washington Mutual shuts down.

_Visual Communications Technology_
Kim reported that workers currently employed as well as those who have been laid off are returning to upgrade skills in the VCT program.

_Business Tech/Office Administration_
Bobbie noted that many students trained in a specific program move into RELATED fields not necessarily in their specific program of study. She serves on a state advisory committee that has targeted fields in science, math, and engineering.

Business Technology trains people to get part time and full time employment which allows many to pursue additional training at the same time; Business Technology also provides “re-tooling” for older people, particularly women, who need to upgrade their computer skills.

_CAD/Engineering_
Kim noted that SCC offers a one-year certificate program in CAD that is useful in many industries.

Gordon reported a slow down in the need for engineering services in the earth sciences field; however, he sees a rising demand for engineering services in the gaming industry and with the development of ipods, iphones, and other electronics. He also stated that the University of Washington is one of the top 3 schools in the nation in bioengineering. He was in agreement regarding concerns over Sectors 7, 8, and 9.

Kim noted that some transfer credits are included in the Engineering Tech degree so that a person can get a job and also continue on to a higher degree in the future.

Greg commented that he will fund CAD through the Boeing/IAM program.

According to Charlie, there is not enough money to serve all unemployed workers.

_Automotive_
The Automotive programs provide more mechanical skills and computer based training particularly important for young, unskilled folks who need a “blue collar” knowledge of work. The Automotive GST program also provides ESL students with in depth training to navigate the English language and to read blueprints.
Bobbie mentioned that the transportation industry is also in need of more workers, although she was not sure what skills are required.

Zero Energy Technology
Gordon commented that solar energy technology is a tough sell in this state, especially with Puget Sound Energy’s interest in wind energy technology. Solar energy technology may appear as a young person’s job but is incredibly complicated and is an ideal opportunity for mechanics and engineers. The primary buzz word today is sustainability. During the process of re-training workers, train them to think “sustainability.”

The committee reached consensus to target Sectors 1 – 4 (Nursing, Health Care Information Technology, Medical Lab Technology, Dental Hygiene) and 10 (Automotive GST/Honda/Toyota/GM/Chrysler) in the 2009-2010 Worker Retraining Plan.

Based upon uncertain employment opportunities, the committee suggested targeting less money to programs 7-Business Tech/Office Administration, 8-Manufacturing/CNC Machinist, and 9-CAD/Engineering Tech; some may be modified or put on hiatus during the next year.

Training dollars will be focused on programs where there is employment; other programs will be revisited from last year.

Kim mentioned that in order to avoid running out of money so quickly next year, program development dollars may be set aside for later use if grant dollars are exhausted.

Worker Retraining funds are program development dollars targeted for equipment and faculty; worker retraining students can move into any professional-technical program.

Employment Security – Graduate Wage Report
Donsa reported an average overall wage increase of $6.03 based on late 2007-08 graduate wage reports. She added that due to unemployment extensions, there is a lot of unemployment funding available while people are in training.

Perkins IV – High Schools
To satisfy federal requirements, Bobbie Peterson asked Workforce Advisory Committee members to review Shoreline School District’s Carl D. Perkins plan.

New Program Updates
• Regarding Green Career Pathways, Berta reported that a focus group met to identify classes and skills related to Green Careers. The Solar Photovoltaic Designer certificate was the first course developed as part of an AAAS degree; enrollment capped at 45. The targeted population includes approximately 300 people already working as electricians, architects, and engineers who are being retrained in partnership with WSU’s Mike Nelson, Director of the NW Solar
Center. The Zero Energy house was brought to SCC by WSU and now serves as Mike’s office.

- SCC is also working with labor representatives to develop a training program to prepare people to pass the entrance test to get into the Green Trades. The program will include math and weight training and will hopefully be on board by Fall Quarter 2009.
- Bridge classes are also being created for students just out of high school.
- Berta noted that the average age of students at SCC is 29.

**Employer Round Table/Are You Hiring?**

- Gordon reported that his company is in a hiring freeze with many in the engineering department taking a 5% salary reduction. There are fewer projects, however, he was optimistic that federal funding will become available for natural resources and road building. They are “tightening their belts” for a slow year.
- Gregory would like to see a mechanical/structural apprenticeship program at SCC to train ironworkers and pipe fitters.
- Charlie noted that the ANEW program in King County is a premier apprenticeship program.
- Jim added that the population of laboratory technical staff is aging, and his company is looking to hire a new, younger generation of lab techs.

Meeting adjourned at 1:50 pm.

Minutes recorded by Jeanne Skaare.