

WORKFORCE EDUCATION COUNCIL

2022-23 WORK PLAN

The Workforce Education Council (WEC) is a council of the Instruction Commission (IC) and the Washington Association of Community and Technical Colleges (WACTC). In collaboration with representatives of the State Board for Community and Technical Colleges, organized labor and the Association of Washington Business, WEC explores and develops initiatives to improve access to workforce training, boost local economic development, and expand services for dislocated workers in the state.

Guiding Principles - The WEC work plan will align with the following objectives:

- To provide on-going education and training to WEC members in workforce education issues.
- To assume and maintain leadership in the promotion and support of workforce education at the local, state, and federal levels
- To align goals and outcomes with the SBCTC vision of leading with racial equity to maximize student potential and transform lives within a culture of belonging that advances racial, social, and economic justice in service to our diverse communities.
- To support the implementation of Guided Pathways within the CTC system in alignment with the Guided Pathways equity principles.
- To cooperate/partner with business, labor, community organizations, and educational institutions in the selection, development and training of qualified faculty and to promote high quality programs and services to maintain Washington leadership in workforce education.
- To develop, adopt, and promote professional standards for the certification of instructional personnel.
- To provide input to the Washington Association of Community and Technical Colleges (WACTC), the Instruction Commission (IC) and other stakeholders on workforce issues.
- In concert with other state agencies, assist the state legislature and subcommittees thereof in the development of legislation to encourage students to realistically pursue collegiate goals through workforce education leading to employment in their field of choice.
- To recommend the expenditure of state leadership and other available funds in support of the WEC goals and objectives for the support of workforce education.

Guided Pathways Equity Principles

- Guided Career Pathways require embracing radical, equity-minded, transformational organizational change
- Guided Career Pathways require commitment to racial and social equity and the dismantling of systemic policies and practices that create and/ or maintain inequities
- The voices of students, faculty, staff and community members are essential to fully engage in effective problem-focused inquiry processes leading to meaningful action and sustained systemic change
- Guided Career Pathways require the system to foster learning amongst colleges through partnerships, professional development, and other vital resources across the ecosystem
- Guided Career Pathways require a focus on learning and outcomes aligned with community and industry workforce and economic needs

Objective	Strategy *	Deliverable	Timeline for Deliverable	WEC Committee	Collaborating Group	WEC Actions	Notes	Assessment
Goal 1: Increase access and enrollment for all students with a focus on ending racial and other equity gaps.								
Objective 2: Increase equitable access, enrollment, and engagement of adult population	WEC Strategy 1: Explore creation of a Workforce Master Planning document	Develop recommendations for a consolidated planning and reporting document/process for a 2-5 year cycle.		Pathways (Access and Equitable Enrollment)	SBCTC Student Services, Workforce Education	<ul style="list-style-type: none"> ● Develop common elements to align workforce work plans to include: <ul style="list-style-type: none"> ○ Perkins/CLNA ○ WRT ○ WorkFirst/BFET ● Connect with SBCTC taskforce to include the following stakeholders: DEI, Basic Skills, Workforce, Student Services, and Guided Pathways 	Collaborate with stakeholders to incorporate work from other areas including Guided Pathways and DEI for future consolidated plans.	
Objective 2: Increase equitable access, enrollment, and engagement of adult population	WEC Strategy 2: Explore systemic policy barriers in state workforce system	Deliver list of policy issues to SBCTC Workforce Education and Student Services departments	Spring 2023	Student Success (Persistence and Enrollment)	SBCTC Student Services, Workforce Education, Fiscal	<ul style="list-style-type: none"> ● Identify specific policy issues and investigate underlying laws and regulations, responsible parties, and recommendations for changes. 		
Objective 3: Enhance dual credit programs and policies to close racial equity gaps.	WEC Strategy 3 (IC Strategy 4): Expand CTE dual credit options.	Provide WEC recommendations related to Perkins Special Project CTE Dual Credit consultant's report to IC.		Economic Recovery/ Future of Workforce		<ul style="list-style-type: none"> ● Present recommendations and findings of CTE Dual Credit consultant report to WEC membership ● Develop recommendations to present to IC 	Notes from IC work plan: <i>WEC/IC/SBCTC - How do we strengthen dual enrollment for CTE students, workforce Running Start, identify best practices in high school course equivalencies (Spokane Colleges dual enrollment maps are a model) How do we strengthen conversations with OSPI and school districts? We still have barriers with gatekeeper high school counselors.</i>	State data on dual enrollment by program by college

Objective	Strategy *	Deliverable	Deadline	WEC Committee	Collaborating Group	WEC Actions	Notes	Assessment
Goal 2: Increase persistence and completion for all students by ending racial and other equity gaps through the implementation of guided pathways.								
Objective 2: Help students get on the path.	WEC Strategy 1: Assess needs and gaps to economic recovery to drive student enrollment and reengagement	Provide recommendations for comprehensive system wide environmental scan to IC	Winter 2023	Economic Recovery/ Future of Workforce		Create recommendations from existing white paper		
Objective	Strategy *	Deliverable	Deadline	WEC Committee	Collaborating Group	WEC Actions	Notes	Assessment
Goal 3: Champion equity, diversity, and inclusion in order to maximize student access and transform lives within a culture of belonging that eliminates systemic racial, social, and economic injustice in our communities.								
Objective 1: Embed equity, diversity, and inclusion (DEI) throughout the IC and Council Work Plans.	WEC Strategy 1: Partner with DEOC to prioritize DEI in Guided Pathways work.			WEC Exec		Review alignment of work plans Develop DEOC liaison relationship with WEC		
	Strategy 2: Design appropriate DEI Goals into WEC Work Plan	Approved WEC work plans with DEI goals		WEC Exec			WEC is revising prof-tech faculty PD requirements to now include DEI goals and KPIs.	Link to GP, faculty retention, BIPOC outcomes, dual credit equity work
Objective 2: Present timely and relevant professional development sessions at commission and council meetings with a focus on equity, diversity, and inclusion.	Strategy 1: Offer meaningful professional development related to DEI	Provide professional development opportunities at least twice per year	Spring 2023	DEI Professional Development		Link to Prof Tech standards in development. Use what others have collected, established. Collaborate with other Councils or Commissions	Notes from IC: <i>Are councils expected to come up with the programming on their own, or will the SBCTC be providing guidance/funding? Can some colleges with robust DEI departments provide system guidance? DEOC Commission support?</i>	

Objective 3: Provide framework for updated skills standards for CTE faculty to system leadership	WEC Strategy 1: Update professional skills standards for CTE faculty to include DEI elements	Presentation of initial skills standards to WEC membership for review and recommendations to IC and SBCTC for approval system wide adoption		Skills Standards Taskforce		<ul style="list-style-type: none"> • Conduct analysis of all data and inputs, verification surveys, project process, findings and recommendations – assemble and develop final report and updated Skill Standards document. • Map final report approval process. • Preparation and distribution of final report 		
---	--	---	--	----------------------------	--	--	--	--

WEC Committee	WEC Exec Representative	Committee Chair	COE Representative	SBCTC Representative
Pathways (Access and Equitable Enrollment)	Keri Lobdell	Jason Boatwright	Linda Crerar, Carl Douglas	Kimberly Ingram
Student Success (Persistence and Enrollment)	Mia Booster, Dani Trimble	Christy Doyle	Dan Furgeson, Sam Kaplan	Anna Nikoleava
Economic Recovery/ Future of Workforce	Jerry Anhorn	Michael Reese	Jason Petrait, Brianna Rockenstire, Monica Brummer	Carolyn McKinnon, William Belden
DEI Professional Development	Marcus Harvey	Steve Danver	Lindsey Williams, Christina Rupp	Danny Marshall
Skills Standards Taskforce	Trish Newbold	Claire Korschinowski	Jamie Wells, Ann Avery	William Belden
New Member Orientation	Jaclyn Jacot	n/a	n/a	n/a

Liaisons for Councils, Commissions, and Other Partners			
Council for Basic Skills (CBS)	Kristy Doyle, Walla Walla Community College	e-Learning Council (ELC)	None
Continuing Education Council	Alyssa Munoz, Spokane District	Instruction Commission (IC)	Jerry Anhorn, Walla Walla Community College
Baccalaureate Leadership Council (BLC)	Steve Danver, Columbia Basin College	Diversity Equity Officers Commission (DEOC)	Marcus Harvey, Bates Technical College
Articulation and Transfer Council (ATC)	None	Research and Planning Commission (RPC)	None
Library Leadership Council	Jaclyn Jacot, Spokane Community College	Guided Pathways	Carl Douglas, Center of Excellence for Semiconductors & Electronic Manufacturing

Pathways

Jason Boatwright jason.boatwright@cptc.edu
Kimberly Ingram kingram@sbctc.edu
Carl Douglas cdouglas@clark.edu
Krista Fox kkfox@tacomacc.edu
Wendy Fox wfox@olympic.edu
Chris Pelchat chris.pelchat@sfcc.spokane.edu
Kristi Lagrutta kristi.lagrutta@edmonds.edu
Jo Ann Baria
Yuritzi Lozano

Student Success

Christy Doyle christy.doyle@wwcc.edu
Anna Nikolaeva anikolaeva@sbctc.edu
Jeanette Miller Jeanette.Miller@seattlecolleges.edu
Dan Ferguson dferguson@yvcc.edu
Kelli Johnston KJohnston@tacomacc.edu
Dani Trimble dtrimble@lowercolumbia.edu
Wendy Jones Wendy.Jones@scc.spokane.edu
Ray Kubista rkubista@btc.edu
Alissa Munoz
Chantel Fields
Amanda Thomas

Economic Development/Future of Workforce

Kyle Winslow kwinslow@columbiabasin.edu
Lauren Hadley lhadley@shoreline.edu
Jerry Anhorn jerry.anhorn@wwcc.edu
Amy Warren awarren@spscc.edu
Ashley Purdin ashley.purdin@scc.spokane.edu
Jason Petrait jpetrait@everettcc.edu
Skye Field sfield@yvcc.edu
Bill Belden wbelden@sbctc.edu
Michael Reese michael.reese@bellevuecollege.edu
Monica Brummer monica.brummer@centralia.edu
Mary Jane Oberhofer moberhofer@tacomacc.edu
Susan Cable
Irene Shaver
Amy C. Hatfield

DEI - Professional Development

Steve Danver sdanver@columbiabasin.edu
Elizabeth "Betsy" Lazo elizabeth.lazo@centralia.edu
Melana Yanos melana.yanos@seattlecolleges.edu
Lindsey Williams

Rickitia Reid
Ron May