Feb. 6-7, 2025

South Seattle College

Jerry M. Brockey Student Center (JMB Building)

Feb. 6, 2025

# Call to order

WEC executive chair Michael Reese called the meeting to order at 10:33 am.

Ferdinand Orbino welcomed WEC to South Seattle College, expressing thanks to the facilities and catering teams for their service, and introducing Dr. Monica Brown, president of South Seattle College. Dr. Brown provided a brief history of the College and offered appreciation to the work of WEC, emphasizing the importance of creating a competitive and inclusive workforce.

# Introduction of members

Three participants indicated this was their first WEC; another was a returning member after a several-year departure from the system.

# Overview of the Intercultural Development Inventory (IDI)

– DEI professional development workgroup (Dr. Maribel Torres Jimenez)

Intercultural competence is the capability to shift cultural perspective and appropriately adapt behavior to cultural differences and commonalities; it is the set of skills we use to interpret the cultural values of those socially dissimilar to us; and, it requires becoming aware of how your own culture influences your values, beliefs and interpretations of other cultures.

The Intercultural Development Inventory (IDI) gives score on a continuum with how one interacts with differences:

1. Denial – misses or avoids differences
2. Polarization – judges differences and views them in terms of “us” and “them
3. Minimization – tends to overemphasize commonality and universal values and de-emphasize the differences
4. Acceptance – recognizes and appreciates patterns of cultural difference and commonality one’s own and other cultures
5. Adaptation – bridges across differences in culturally appropriate and authentic ways

The IDI tool provides two data points: perceived orientation (where you think you are on the continuum) and developmental orientation (where you are on the continuum). Any gap between the two greater than seven is considered statistically significant, meaning you are either over- or under-estimating your ability.

Registered WEC attendees will complete the profile over lunch. The group profile will be presented at spring WEC to help guide the professional development plan. Anyone interested in their individual profile may reach out to Dr. Jimenez directly ([mjimenez@highline.edu](mailto:mjimenez@highline.edu)).

# Update on potential changes to training benefits

– Dan Zeitlin, Chief of Staff, Employment Security Department (ESD)

Dan Zeitlin provided an update about the 5-year report due to the Joint Legislative Audit Review Committee (JLARC) at the end of 2026 regarding Training Benefits (TB).

The legislature wants to see wage growth for individuals participating in TB, whereas ESD wants to include other measures such as satisfaction with training and job satisfaction. Several WEC participants point out that students using TB often transition to other funding as they finish degrees, so just comparing wages immediately before and after TB is likely to be misleading and incomplete; looking at wage progression two to three years (or longer) after TB would be more revealing.

WEC and ESD staff agreed to collaborate on developing a survey and a research approach over the coming months.

There were also questions about shortening the turn-around time for benefits and simplifying the application process. Improvements to both are currently underway.

# Hot topics

Why are workforce-directed supports (e.g., worker retraining eligibility) not available for computer science programs when they lead to high wage / high demand careers?

Response: If we open these funding supports up for computer science bachelor of science degree programs, we may be opening it up the funding for use beyond the 2-year applied degree. On the other hand, not opening the funding up may result in forcing students into programs that do not lead to as high a wage opportunity.

Would like to know more about the CTE dual credit bill (HB 1273).

Response: As it’s currently written, the bill requests the educational service districts (ESDs) play a role in a regional approach to dual credit. Bill Belden testified earlier this week and Rep. Dave Paul is integrating the feedback such that there will be less focus on the ESDs’ leadership role and more focus on continuing and expanding the existing proviso. This will be discussed in the CTE Dual Credit workgroup.

How might the SNAP/BFET grant be affected with the new administration changes?

Response: Though no federal grant is forever, it’s expected this will likely be reauthorized when it expires in September 2025 (or there will be another extension). The last time it was reauthorized was under the first Trump administration in 2018.

At the state level, can we change the name of the Associate in Pre-Nursing DTA/MRP to an Associate in Pre-Nursing/Healthcare DTA/MRP, as many of the students who are in that degree pathway don’t get accepted into a nursing program and must pivot to another healthcare program.

Response: Several colleges have reached out about approving a pre-allied health degree and there is a workgroup working on such a degree.

# Association of Washington Businesses (AWB)

– Erika Borg, AWB Institute

AWB can aid colleges with connecting to local business and/or chamber of commerce partners. Contact Erika for assistance.

The AWB’s Competitiveness Redbook shows how the State of Washington compares to the rest of the nation on 60 key economic indicators. The 2025 edition is now available at [awb.org/reports-data/redbook](https://www.awb.org/reports-data/redbook/).

The Washington Business quarterly publication features a story about a workforce training program. The fall 2024 edition ([awb.org/washington-business-fall-2024](https://www.awb.org/washington-business-fall-2024), p. 45) highlights the Advanced Manufacturing Training and Education Center at Everett Community College.

Refer to AWB’s Vitals website ([awbinstitute.org/vitals](https://www.awbinstitute.org/vitals/)) to track key metrics regarding Washington’s desired future.

Staff member Samantha Kinnard does broadscale engagement of the business community to get them involved in the Washington Workforce Portal ([washingtonworkforceportal.org](https://www.washingtonworkforceportal.org/)), a statewide platform that connects students and recent graduates across the state to real world work-based learning opportunities. workforce portal.

The report of the winter 2025 survey of Washington employers is now available at <https://www.awb.org/wp-content/uploads/AWB_Employer_Survey_020725.pdf>. Generally, employers are concerned about the uncertainty of increase costs and tariffs.

AWB’s spring meeting will be May 13-15 in Vancouver, WA. See [awb.org/event/2025-spring-meeting](https://www.awb.org/event/2025-spring-meeting/) for more information and to register. WEC members were asked to let Erika know of any employer partners that should be recognized for excellence. Email Erika at [eborg@civicallies.com](mailto:eborg@civicallies.com) or Samantha Kinnard at [samanthak@awbinstitute.org](mailto:samanthak@awbinstitute.org).

# Washington State Labor Council

– Emmanuel Flores, WSLC

## Legislative priorities

* Unemployment insurance for striking workers – levels the playing field for those on the strike lines
* Child labor on job sites – allows LNI to revoke minor worker permits from negligent employers
* Child Care Workforce Standards Board – creates child care workers standards board with LNI and DCYF
* Public sector AI – allows public workers to bargain around AI scope
* Minimum wage and paid vacation – single, full time adult needs $25.60/hour
* Permitting and siting – increases efficiency and reduce backlog for permitting
* Fund state collective bargaining agreements

## Programs and services

* Unemployment insurance navigator – one-on-one outreach in the community to aid and minimize stress.
* Rapid response – initiated in cases of layoff and layoff aversion (e.g., seasonal slowdown).
* Direct worker supports – listen to frustrations and direct worker to resources.
* Labor liaisons – get the right people in the room to provide back and forth support.

## Registered apprenticeship

The Washington State Apprenticeship and Training Council (WSATC) meets quarterly (Jan/Apr/Jul/Oct) on Wednesdays. The next meeting is April 17th. The childcare taskforce meets at 11 am, the apprenticeship coordinators at 1 pm, and the joint retention & recruitment committee at 2 pm.

Reach out to Rachel McAloon ([rmcaloon@wslc.org](mailto:rmcaloon@wslc.org)) to schedule a Registered Apprenticeship 101 presentation.

To request assistance with finding labor representatives for advisory committees complete this survey: <https://docs.google.com/forms/d/e/1FAIpQLSeatiasXiicYVanP6b3dea__ASyQk7Y3eXs3Yj15H2uoq4JYQ/viewform>.

# WEC business meeting

## Approval of WEC fall meeting minutes

Kelli Johnston of Tacoma Community College made a motion to approve the minutes of the fall 2025 WEC meeting; Michelle Morely of Big Bend Community College seconded. The motion passed unanimously.

## Treasurer’s report

Treasurer Rickitia Reid reported WEC has a balance of roughly $26K, though there are still some outstanding expenses for the Intercultural Development Inventory (IDI) training and catering for the fall meeting.

# Upcoming vacancies on WEC executive

Keri Lobdell, Dani Trimble, and Trish Newbold shared their experiences serving on WEC executive and encouraged others to consider serving in the capacity. Three vacancies are coming up. New members will be officially nominated and voted on at the spring meeting.

# Centers of Excellence

– Monica Brummer, Center of Excellence for Clean Energy

There are currently 12 Centers of Excellence, with a new one coming on soon – Hospitality at Columbia Basin College.

Upcoming events hosted by the Centers include:

* Feb. 21, 9 am – 2:30 pm – Cybersecurity college day student event (Microsoft Redmond)
* Feb. 21 & March 21, 10 – 11 am – AI community of practice (Zoom)
* March 6, 8:30 – 10:30 am – Construction management DACUM findings for the postsecondary community (Zoom)
* March 14, 9 – 10 am – Construction community of practice (Zoom)
* March 14 – Resilience management DACUM (more at coehsem.com)
* April 23-24 – Securing the supply chain summit (Columbia Basin College)
* May 15-16 – Women in leadership symposium (Lower Columbia College)

Resources:

* Energy Industry Fundamentals 2.0, 120 hours of free virtual modular instruction, including labs and interactive exercises – free for faculty to use in any class ([getintoenergy.org/eif-2-0](https://getintoenergy.org/eif-2-0/))

See the Winter WEC Centers of Excellence Update under winter WEC 2025 meeting materials ([sbctc.edu/colleges-staff/commissions-councils/wec](https://www.sbctc.edu/colleges-staff/commissions-councils/wec/)) for the complete report and event registration links.

# Overview of workgroups

– Michael Reese, Skagit Valley College

## Workgroup winter deliverables

### Dual credit

Recommend changes in policy that would strengthen dual credit programs, improve transitions between K12 and the CTCs, and enrich student experiences. This may include recommending that WEC endorse or oppose specific proposals, decision packages, and bills – or elements of those items.

Read HB 1273 ([lawfilesext.leg.wa.gov/biennium/2025-26/Pdf/Bills/House%20Bills/1273.pdf](https://lawfilesext.leg.wa.gov/biennium/2025-26/Pdf/Bills/House%20Bills/1273.pdf)); discuss other pending proposals.

### Data

Develop a list of recommendations about how we might want to change reports from our partners, the Centers of Excellence, AWB, WSLC, and the SBCTC. Are there particular types of data or report-outs from them that would be especially useful? Are there particular topics or tools that we’d like the SBCTC and other partners to cover at spring WEC as we gear up for the next CLNA cycle? Our liaison structure relies on in-person reports from other councils; how might we improve that?

### Workforce partnerships

1. Gather data about current IFAs across the state including data methodology, contribution amounts, and MOU processes
2. Discuss who on campus should be engaged in IFA and other workforce collaborations
3. Compile a short list of successful partnerships between CTCs and WDC or Employment Security staff; recommend speakers for a panel or a spotlight event about such collaborations to be held at spring WEC

### DEI professional development

Keep planning the spring professional development session on Intercultural Development Inventory. In addition, discuss how we can build awareness of the DEI competencies in the new skill standards. Begin compiling a list of DEI-related professional development opportunities available on our campuses that might benefit workforce faculty and staff.

# Workgroups report out

See [drive.google.com/drive/folders/1UxClQxuVXd3uRNNL8pZmCkm50S9V07k3](https://drive.google.com/drive/folders/1UxClQxuVXd3uRNNL8pZmCkm50S9V07k3) for each workgroup’s notes.

## DEI professional development

– Loyal Allen, Highline College, & Ferdinand Orbino, South Seattle College

WEC participants were reminded to complete the IDI survey by Saturday, Feb. 15 for their results to be included in the group assessment.

DEI skill standards – Will be documenting which skill standards align to existing professional development opportunities. They also discussed strategies to implement the skill standards such as carving out time and providing stipends for faculty to complete on non-contract days.

## Data group

– Kristi Lagrutta, Edmonds College

Action items and recommendations:

* Generate example data sources or dashboards available per element
* SBCTC to provide training on data sources and comparing data within the elements
* COEs put together a podcast that integrates three industries
* WSLC – instead of normal updates, provide suggestions on how to better engage with labor unions, hold a panel on best practices, and/or discuss their available tools and resources
* AWB – is there anything from the Portal that would be helpful for element 3 (evaluation of CTE programs)
* Liaison reports – include the specific Council’s work plan that allows WEC members to reach out to them for areas of interest

## Workforce Partnership

– Kelli Johnson, Tacoma Community College

This workgroup had a robust conversation about partnerships and co-locations. They recommend surveying colleges regarding how much they’re contributing and who is involved with conversations

## CTE Dual Credit

– Trish Newbold, Whatcom Community College

Recommendations:

* Data system that will create transparency into students’ high school transcripts so that we can properly advise them to take advantage of the credits they’ve earned
* Align teacher credentialing between College in the High School and CTE Dual Credit
* Pull a user group together to inform enhancements to SERS
* Change how CTE Dual Credit is transcribed - under credits vs. prior learning
* Identify for opportunities for statewide articulations where there is already common curriculum across the state; e.g., ECE initial certificate, nursing assistant, Core Plus

Michael Reese adjourned the meeting for the day at 4:20 pm.

Feb. 7, 2025

Michael reconvened the meeting at 8:38 am.

# Liaison reports

## Articulation and Transfer Council (ATC)

– Amy Kinsel, Bellevue College

ATC is working on matters regarding transfer from the CTCs to the universities. Specifically, they are working on a proposal to revise the DTA as the universities have indicated not enough students are completing it and, of those who do, many are not major-ready. They are also aligning diversity requirements across the state.

MRP work groups are working on biology and computer science, as well as shifting the pre-nursing MRP to pre-allied health to serve more students.

## Instruction Commission (IC)

– Mike Potter, Lake Washington Institute of Technology

All instruction-related councils report up to IC, which is composed of the vice presidents for instruction. IC sends items up to the Washington Association of Community and Technical Colleges (WACTC), which is composed of the college presidents. WACTC develops policy recommendations to the SBCTC and to the system in conjunction with the eight commissions and their councils. See [sbctc.edu/colleges-staff/commissions-councils](https://www.sbctc.edu/colleges-staff/commissions-councils/) for a complete list and organizational chart.

The big work topic at the fall meeting was artificial intelligence and policy development, rules development, best practices, etc. A primary focus at the winter meeting will be about meeting the requirements for digital accessibility rules.

There is a task force looking at the funding allocation model, looking at other ways to measure success. Recommend we engage with peers across the state and leadership to ensure our voices are heard.

IC would like a progress report on implementation of the WEC work plan:

* Implementation of skill standards for professional-technical faculty (WEC)
* Best practices for program advisory committees (WEC, IC), re. diversity, student engagement
* Align CLNA and continuing education with guided pathways (SBCTC, IC, WEC, CEC)
* Professional-technical and continuing education deans learning community (IC, WEC, CEC)
* Streamline grant reporting for workforce grants (SBCTC)
* Identify strategies to support dislocated and at-risk workers (IC, CEC, WEC)

## Continuing Education Council (CEC)

– Liz Strongman, Seattle Colleges

CEC surveyed its members to find out what their needs and began offering professional development in summer and fall.

On the winter meeting agenda:

* How Job Skills Program (JSP) grants are scored
* Centers of Excellence presentation
* Economic development survey – will begin gathering information in March
* Follow-up on prior presentations; e.g., pooled enrollments

## Baccalaureate Leadership Council (BLC)

– Skye Field, Yakima Valley

BLC is working on developing common course numbers (CCN) courses in behavioral health.

They are also working on revising the process for submitting proposals for new, revised, or discontinued BAS degrees, more closely aligned to the program approval process for associate level degrees and certificates. They expect to forward this to IC after their spring meeting.

BLC is in the process of updating its bylaws to reflect that all colleges offer at least one BAS degree, as well as to change the terms of service for officers and to allow non-voting members to serve in some roles.

A systemwide agreement with Central Washington University (CWU) would create a path from business-related BAS degrees to CWU’s MBA program.

## Council for Basic Skills (CBS)

– Christy Doyle, Walla Walla Community College

CBS (meeting today) is discussing concerns surrounding federal funding.

# Perkins/CLNA promising practices

– Kimberly Ingram, SBCTC

A repository of best practices found in the 2022 and 2024 CLNAs is ready and will be sent via the listserv. Kimberly provided a sampling of those best practices by element and featuring at least one from each college.

## Promising practices discussions

– Table talks on CLNA elements

# SBCTC report

## Gainful Employment (GE) / Financial Value Transparency (FVT)

– Diana Knight

Three queries were released in December for colleges to complete student-level reporting. The deadline for all reports (completer, student-level, program) was Jan. 15. Though it was a huge lift, most colleges met the deadline. Lots of errors were kicked back by the national student loan data system (NSLDS). The deadline for student-level reporting only was extended to Feb. 15 to fix errors or if the original deadline was missed.

Queries will be refined and documentation for the queries will be developed over winter and spring quarters for the next round opening in July and reporting due in October. Sign up for the GE/FVT listserv to stay abreast.

The change to the program length requirement is still on hold.

## System highlights

– Marie Bruin

### Washington State CTCs

The 2025 operating budget requests include preserving the 2023-25 state allocation for fiscal year 2025 ($28.6 million) and maintaining current funding.

The allocation process is being reviewed by the college presidents. Colleges will be surveyed to help identify which items we’d like to go forward, with the goal of having recommendations by July 1 (implementation to follow later).

### State

The presidents and SBCTC are advocating for the $28 million OFM error be returned immediately. Gov. Ferguson’s spending priorities did not include a cut for CTCs.

### Federal

Watch the recording of a recent SBCTC meeting ([tvw.org/watch/?clientID=9375922947&eventID=2025021008](https://www.tvw.org/watch/?clientID=9375922947&eventID=2025021008)) related to federal funding and executive orders that might affect higher education should funds be frozen.

## Work-based learning

– Genevieve Howard

A standard business process is in development that would allow students to access the Washington College Grant for Apprenticeship (WCG-A) through the college’s financial aid office for related instruction. The process will be piloted in spring with a full launch targeted for the 2025-26 academic year.

All Career Launch expansion FTEs have been allocated for FY25. All programs that receive expansion FTEs must maintain a current Career Launch Endorsement. Capital equipment must be paid for, received, and installed by June 30, 2025.

## Program support

### Legislative updates

– Bill Belden

HP 1273 – Improving Access to Dual Credit and CTE Dual Credit ([app.leg.wa.gov/billsummary/](https://app.leg.wa.gov/billsummary/?BillNumber=1273&Year=2025&Initiative=false)) Expect an amendment to the bill to be introduced within next week or two.

Also following HP 1167 – Careers in Maritime Professions (Core Plus), HB 1280/SB 5358 – Career & Technical Education in 6th Grade, and HB 1722 – Review Age Restrictions to Participation in CTE Career Pathways.

### Perkins updates

– Kimberly Ingram

The Perkins protected dashboard has been updated with added tabs to help with the gap analysis (training on using this data will be provided). If you do not have access to the protected dashboard, request via your college’s Tableau administrator.

Colleges are asked to complete the CLNA partner engagement survey ([surveymonkey.com/r/CLNAEngagement](https://www.surveymonkey.com/r/CLNAEngagement)) by Feb. 28 to share forms, surveys, or interview questions that have been used during their comprehensive local needs assessment. These will be compiled and shared as resources for all colleges.

The 2026 initial CLNA will be due Jan. 15, 2026. More to come on support and technical assistance.

A CTE dual credit database is in development. The proviso colleges have already added and will eventually add all others.

### FY26 Perkins workforce grants

The FY26 Perkins Plan grant will launch Feb. 20 and be due Apr. 3. Perkins Leadership grants will be following, launching March 20 with Apr. 24 for the final deadline for Leadership Block and Corrections and the priority deadline for Non-trad and Special Projects (final deadline for latter two is Sept. 18).

### Program approval updates

– Shelby Means

All new, modified, or inactivated professional-technical programs only should be submitted via the online program approval process (PAR) tool. Apprenticeship and transfer requests will be implemented soon. Remember that someone at the college must approve the ticket before it can go forward for approval.

Upcoming site enhancements include:

* Upgrades to the dashboard to it’s easier to see the new plans requests (titles and dates)
* PDF of what was requested will be provided
* Some existing fields will be revised, replacing some with a dropdown function and others will auto populate based on prior responses)
* College user management document

PAR guidelines have recently been updated to include information and links to resources about college advisory committee procedures; added resources to help identifying existing programs, wage, and occupation data; added a template for collaboration agreements; and more definitions of the terms seen when using the PAR form. Currently under review is the objection process and adding information on the apprenticeship registration process is in development.

Also, in process is collaboration with the BAS programs policy associate to adopt the process for professional-technical program approval and maintenance, as well as working on identifying in ctcLink which associate degrees feed into BAS programs.

## Sector response

– Anna Olson

### Worker retraining

FY26 is year 2 of 3 of base recalculation roll-out. Planning numbers will be available March 6. Questions about the formula should be directed to Shanna McBride ([smcbride@sbctc.edu](mailto:smcbride@sbctc.edu)).

The id-year funding survey closed on Jan. 30. Some funds were recaptured (voluntary redistribution). Will be able to fund some requests, but not all. This does not increase the college’s target FTE.

Though enrollments are up, we are still below the system target of 7,170 FTEs.

The application opens March 6 and is due Apr. 17.

### Early achievers

Have been able to meet all the requested FTEs and award a bit extra. A capacity survey (due Feb. 7) is asking colleges to provide input on their realistic need if dollars are available.

The application opens Feb. 27 and is due Apr. 10.

## Student support programs

– Jennifer Dellinger

### Student emergency assistance grants (SEAG) and supporting students experiencing homelessness (SSEH) program

Bates and South Seattle are new to SSEH; Shoreline, Spokane Falls, and Wenatchee are new to SEAG, leaving four more colleges to pick up planning grants.

### Basic food employment & training (BFET) program

A spring funding survey will be sent out once all invoices have been received. Some BFET-specific queries will be available in ctcLink next year. Monitoring will start this month and run through to July.

Have requested the Washington State Department of Social and Health Services (DSHS) provide budget workbooks sooner; develop and provide desk aids, training, and support for referrals; and develop a workgroup with representation from each sector regarding including individual education plans (IEPs) in the electronic jobs automated system (EJAS).

Have also requested the State Board help us understand what’s being asked for when audited.

### WorkFirst program

The spring funding survey will be open Feb. 10 – March 7. Across the system, there is an increase in enrollment, mostly due to allowable programs having been expanded to include AA/AAS, AA-DTA, and transfer degrees. If there is a need for WorkFirst work study, make the request so we have visibility.

### Opportunity grant

Fall funding survey will roll out by mid-February.

Currently working on cleaning up the program inventory so that it reflects approved programs. Next will be preparing healthcare programs for inclusion.

### Postsecondary student basic needs

A data metrics tool has been developed and will be available in Canvas. Deadline for submission is June 2025 and the legislative report is due Dec. 1.

The State Board is collaborating with the Washington Student Achievement Council (WSAC) on a pilot program that promotes food benefits for low-income students, making a direct connection to SNAP and BFET.

Year 3 data metrics for the free/reduced-price meal pilot program are in development.

The second statewide, cross-sector census survey on basic needs was emailed directly to students Oct. 28 – Nov. 22, 2024. Responses were received from 11,320 students (up 16% from 2022), of which 54.4% were from two-year colleges. Needs identified were similar across the community and technical colleges and universities. A full report will be released soon; the State Board will send each college their individual data.

## Industry demand

– Carolyn McKinnon

### Job skills program (JSP)

The JSP is a dollar-for-dollar matching grant to offer customized training to employers. All FY24 funding has been awarded; however, small amounts may be available to add to current projects. The FY25 application will open Apr. 3 and close May 8.

### Commercial drivers licensing (CDL) fund

Approximately $1.8 million per year will be available for new two-year applications, due Feb. 27.

### Workforce development funds

These are flexible one-time funds for workforce education updates, changes, or innovations. Funding will open Feb. 20 and close March 27. A total of $1.5 million available; priorities include: bridges from non-credit to credit; credit for training incumbent workers, et. al.

### Retail industry work group

See SB 6296 ([lawfilesext.leg.wa.gov/biennium/2023-24/Pdf/Bills/Session%20Laws/Senate/6296.SL.pdf?q=20241011154544](https://lawfilesext.leg.wa.gov/biennium/2023-24/Pdf/Bills/Session%20Laws/Senate/6296.SL.pdf?q=20241011154544)). Contact the State board for more information or to participate.

### Micro-pathways fellowship

The education design lab ([eddesignlab.org/micro-pathways](https://eddesignlab.org/micro-pathways/)) will be wrapping up soon. Ongoing work includes creating a framework for how community and technical colleges can implement micro-pathways, design tools for identifying and developing micro-credentials, and a prototype micro-pathway (computer support specialist – help desk with cloud computing).

# Next meeting

Spring 2025, Yakima Valley College, May 8-9, 2025

Michael adjourned the meeting at 12:25 pm.