



COMPREHENSIVE LOCAL NEEDS ASSESSMENT PROMISING PRACTICES

The following is a list of some promising practices that colleges have identified throughout their 2022 and 2024 Comprehensive Local Needs Assessments (CLNA). It is organized by the five elements of the CLNA.

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Improving Equity and Access (Element 1)

2024

Tribal Elders and Computer Skills Training—Bellevue College

- *Taught a 'Basic Computer Skills' class to tribal leaders at the Snoqualmie Tribe. The goal was to train their tribal elders in how to use the Windows operating systems and Excel. Bellevue spent 8 weeks going to the tribe to provide them with this knowledge. Our training program has been designed to meet the specific needs of the Snoqualmie Tribe's Elders. We have tailored this Basic Computer Skills training, focusing on Windows 11 and Microsoft 365, to ensure that it aligns with their requirements. We've scheduled training sessions at their convenience and provide on-site instruction as part of our comprehensive approach to ensuring their training needs are fully met.*

Technology Literacy Prep Course—Big Bend Community College

- *Developed technology literacy preparation course for the week before each quarter.*

Graduation Ceremonies—Clark College

- *Lavender Graduation Ceremony- Clark recognized the achievements of graduating seniors who identify as members of the LGBTQA+ community.*
- *Clark College also held a Multicultural Graduation Ceremony to recognize graduating students of African American/Black, Latine/Latinx, Asian/Desi-American, Pacific Islander, Native/Indigenous, and multiracial descent.*

Racial Equity Leadership Academy—Clover Park Technical College

- *Clover Park is part of the second Racial Equity Leadership Academy through a partnership with Achieving the Dream and the USC Race and Equity Center. As part of the college's involvement, they have embarked on a project focused on improving access retention and completion for black male identifying community members.*

Welcome Letter and Funding Resources—Edmonds College

- *The Edmonds College Welcome Letter now includes information on Paying for College - FAFSA, WASFA, Scholarships, Payment Plan, BFET, Workfirst, Opportunity Grant, Worker Retraining, and Emergency Assistance. It also includes a link to Start Next Quarter, which allows students to complete a workforce funding survey to determine eligibility. After adding the link to the Welcome Letter, the Workforce Funding programs saw a 22% increase in funding applications.*

Project Homeless Connect/Point-in-Time Count—Grays Harbor College

- *Project Homeless Connect/Point-in-Time Count: This is an information fair aimed at providing resources and information to homeless individuals and families here in Aberdeen. Last January we attended for the second time and provided resources about the college, particularly with a focus on High School/GED completion.*

Tribal Stewards Program—Grays Harbor College

- *Grays Harbor College hired a Tribal Navigator to meet with local tribes to set up work-based learning with the local tribes for GHC's natural resource and forestry programs. The focus is also to incorporate Native practices into the curriculum.*

Young Educated Ladies Leading Summit—Highline College

- *Young Educated Ladies Leading (YELL) Summit—serving female-identified high school and college students of color. In 2024, Highline celebrate 10 years of hosting this event.*

Professional Technical Fence Banners—Lake Washington Institute of Technology

- *Lake Washington purchased large fence banners to add visibility to the variety of professional technical programs offered at LWTech.*

Increasing Equity in Nursing Admissions—Lower Columbia College

- *A subcommittee focused on increasing equity in the nursing admission requirements reviewed existing application and admission requirements for the Registered Nursing program. Examples of policy changes include removing application fee, instituting a fee assistance program for CNA fees, and reducing emphasis on awarding extra weight for metrics such as GPA and test scores. These changes were implemented for the fall/winter and winter/spring application cycles for 2023-24 program entry.*

VitaNavis: Career Exploration Tool—Lower Columbia College

- *All new and returning students are required during onboarding to complete the VitaNavis, a career exploration tool based on the Strong Interest Inventory. VitaNavis aligns to the college's career pathways and programs of study.*

Workforce Program Benefits Navigator—Peninsula College

- *The Workforce Programs department recently hired a benefits navigator who connects students to community-based organizations to provide additional support for students.*

Non-Trad Nursing Recruitment Video—Pierce College

- *A Nursing recruitment video was produced using Perkins Non-Trad. It focused on five diverse males in the LPN to ADN part-time program.*

Mental First Aid Training—Renton Technical College

- *The Student Services and Workforce Education team was able to complete a mental health First Aid training. This training provides information and resources for faculty and staff to offer students and colleagues emotional and practical support especially for high student facing positions on campus.*

Adult Outreach Recruiter—Shoreline Valley College

- *The Adult Outreach Recruiter actively seeks organizations that work with underserved populations and makes connections through tabling, face-to-face meetings, posting fliers, etc. The recruiter is making connections with CBOs that provide resources, libraries, food*

banks, HopeLink, Community Court, Providers meetings – contacting representatives and build relationships, attending cultural events, and business activities and resource fairs.

High School Manager at High School—Shoreline Community College

- *The High School Manager for Career Navigation, Student Transition and Success is embedded at both Shoreline High Schools weekly to assist students with all things college related. This position is available to all students but focuses on underrepresented students and meets with them one-on-one throughout the school day answering questions, assisting with applications, and helping to complete the FAFSA/WAFSA.*

Financial Aid Outreach—Skagit Valley College

- *Skagit Valley College has a contract with Futures NW to provide additional financial aid outreach efforts. Futures NW hosts a variety of different events, do mentoring, and one-on-one student appointments. Futures NW hosts 12 community-based outreach events in schools or other community locations, twice per quarter. They assist a minimum of 300 community members per year completing financial aid.*

Multi-lingual Recruitment Specialist—Skagit Valley College

- *The outreach department has developed a recruitment specialist focused on workforce programming. This specialist is multi-lingual and conducts outreach to local businesses to promote workforce pathways to incumbent workers.*

Hispanic Graduates & Young Scholars Recognition Ceremony—Spokane Colleges

- *Each year both colleges host a table at the Hispanic Graduates & Young Scholar Recognition Ceremony.*

Facebook Live Outreach Events with WorkSource Spokane—Spokane Community College

- *Spokane Community College is also cohosting Facebook Live outreach events with WorkSource Spokane to highlight a different CTE program every couple of weeks. These presentations include faculty, staff, and often current or former students.*

Fresh Start Program—Tacoma Community College

- *The Fresh Start program provides opportunities for disengaged youth ages 16-21 to finish high school diploma requirements and earn college credit in a supportive, empowering environment. While enrolled in Fresh Start, students have access to TCC's applied certificate and degree programs. Fresh Start also offers students assistance with goal clarification, development of life skills, study skills, and job search strategies. In addition, Fresh Start provides wraparound services to students on their path to being career ready.*

High School Partners Conference—Walla Walla Community College

- *Outreach hosts an annual High School Partners Conference in person and online with clock hours available. College staff share updates, financial aid/scholarship information, support services available for students and walk through potential student scenarios as well as answering questions and receiving feedback.*

Foundation Scholarship Equity Review—Wenatchee Valley College

- *Wenatchee Valley College Foundation has a quarterly scholarship that is available and accessible to students. This application process has undergone an equity review and the application has shifted to minimize barriers for students creating more access to larger scholarships.*

Digital Social Media Campaign—Yakima Valley College

- *Yakima Valley College contracted with a local company to carry out multiple digital/social media ad campaigns. This includes focused campaigns to promote workforce programs, such as agriculture and wine, as well as a campaign promoting the college's broader academic pathways. While specific tactics vary from campaign to campaign, the college is intentional about working to deliver our ads to community members who are historically underserved and would benefit from YVC's academic programs.*

Community Relations: Media Preference Survey and Newsletter—Yakima Valley College

- *Yakima Valley College's Community Relations office conducted a media preferences survey with current students. Approximately 215 students participated in the survey. The purpose of the survey was to provide critical information for the College's marketing and communications efforts, including student recruitment. This survey was prompted by a desire to learn more about the media consumption and communication preferences of YVC students to evaluate and refine the Community Relations team's communications to current and prospective students and to establish priorities.*
- *The Community Relations department launched a monthly outreach e-newsletter that is distributed to high school guidance counselors and other community partners connected with populations of prospective students. Through this e-newsletter, the college can provide timely and important information about the college's academic offerings and student resources more broadly to communities throughout the Yakima Valley.*

2022

Umoja, Puente, and Neurodiversity Navigators Programs—Bellevue College

- *Students at Bellevue College can participate in the Umoja Scholars Program- a supportive learning community for Black and African American students, Puente cohort program to support Latinx/Hispanic students, or the Neurodiversity Navigators cohort program that supports neurodivergent students.*

Palmer Scholars—Clover Park Technical College

- *Partnered with Palmer Scholars whose mission is to create college/career pathways for students of color resulting in an 83% completion rate and 100% of those participants represent Perkins subgroups.*

Meetings with Black, Latinx, and Indigenous Students—Edmonds College

- *The Director of Outreach met with Student Success Groups for Black, Latinx, and indigenous students to gain information on how to best reach out to their respective groups.*

Peer Mentors—Peninsula College

- *New students are assigned to and supported through their first year by Peer Mentors (Title III funded) who assist students as they navigate the complexities of being a college student. They send weekly emails to help students navigate the college information and deadlines as well as access resources. Each month, peer mentors invite students to zoom presentations on topics that are common areas of confusion or need for new students.*

Financial Aid Services and DREAMers Scholarship—Yakima Valley College

- *Yakima Valley College established the Beyond DREAMing Scholarship to support undocumented students. Fifty percent of their staff are bilingual.*

Evaluation of Student Performance (Element 2)

2024

AmeriCorps Tutor—Wenatchee Valley College

- *An AmeriCorps member provides tutoring support to special population students.*

Annual Supplemental Budget Tied to Performance Indicators—Bates Technical College

- *The college has an annual supplemental budget process that is designed for the allocation of funds to purchase needed tools, materials, and equipment for programs. This is a campus-wide collaborative effort with input from faculty, staff, and administration. This process begins in January with an on-line application process. The Planning and Budget Committee is aligning the process with the Perkins request to a greater degree this year. All submissions were required to answer if the request met any of the Perkins Performance Indicators and if so, how they met those indicators. Our Institutional Research Director will evaluate each submission to determine if they meet these indicators on the rubric the committee uses during the evaluation process and alignment with indicators is a primary emphasis for all submissions requesting Perkins funds.*

DECA Clothing Closet—Columbia Basin College

- *Students from lower socioeconomic backgrounds have asked for blazers, shoes, and interview clothes. In collaboration with the CBC Career Center, we have found space to host a clothing closet for students to choose clothing and accessories for interviews and DECA competitions.*

Women in Aviation—Green River College

- *Aviation recently started a monthly newsletter and have featured several female students who have become pilots or entered other Aviation fields.*

Data Deep Dive Meetings—Renton Technical College

- *The purpose of the Data Deep Dive meetings is to re-introduce faculty to the dashboards and to confirm that the data matches your lived experience. They are also orienting folks to the first phase of their revitalized Program Review process which will use these data.*

Pathways Day and 1P1—South Puget Sound Community College

- *Programs not meeting the target for 1P1-Post college will participate in the college's Pathways Day Resource Fair so students are aware of career opportunities within these industries. The career center will offer industry-specific events to connect potential employers with students in these programs.*

2022

DSS Presentations at High Schools and College In-service—Columbia Basin College

- *Disability Support Services provides a disability services information session at the campus-wide faculty/staff in-service and local high schools.*

Muckleshoot Tribe Partnership/Curriculum Review—Green River College

- *Natural resources program is having the bulk of their curriculum reviewed by two experts at the Muckleshoot Tribe. Adding a completion coach and full-time student liaison for Native American populations.*

Washington Passport Program—South Puget Sound Community College

- *Joined Washington Passport program in an effort to attract more foster youth to SPSCC.*

Dedicated Pathways Navigators for Health/Business—Tacoma Community College

- *Added dedicated Pathways Navigators for both Health and Business to help identify early needs of students and then provide intermediary benchmark reporting prior to program completion with pre-identified interventions. Provide individualized student follow up and support with program staff and faculty.*

Evaluation of CTE Programs: Size, Scope, & Quality (Element 3)

2024

Advisory Committee Appreciation Dinner—Bates Technical College

- *Bates hosted an Advisory Committee Appreciation Dinner in January of 2024. Advisory Committee members, as well as employers, were provided dinner at Bates downtown campus and speakers presented current market industry topics. These events lead to additional invitations from employers, increased partnerships, and even employer on-site training.*

Annual Resource Request Process—Bellingham Technical College

- *Bellingham Technical College has conducted an annual Resource Request process which facilitates the collection and tracking of all material and personnel requests across campus departments and in alignment with BTC's Strategic Plan into one centralized location that can be viewed by all employees.*

Employer Newsletter—Bellingham Technical College

- *Bellingham Technical College’s Director of Corporate & Continuing Education and Work Based Education is a point person to help centralize its communication and tracking for work-based education. This staff member has created and regularly publishes a newsletter for employers.*

Work-Based Learning Employer Survey—Clark College

- *An employer survey is conducted for all work-based learning experiences. Results are shared with the program faculty and the student, and the information is commonly used to revise curriculum and program requirements.*

Size, Scope, and Quality—Columbia Basin College

- *Columbia Basin College established the Workforce Collaboration Committee, dedicated to assessing the size, scope, and quality of its CTE programs.*

Advisory Committee Survey—Highline College

- *Advisory committees are surveyed on an annual basis to assess standard equipment, appropriate classroom and laboratory space, and/or quality instructional materials.*

Kambia Translation Services—Olympic College

- *Kambia (Global Bridges) translation services are utilized to support the continued use of quality instructional materials, increase enrollments, and achieve adequate program design.*

Prof Tech Internship Webpage—Peninsula College

- *The college developed a Prof Tech internship webpage for both employers and students. The content includes benefits of hosting an intern, clock hours, expectations, and a form for employers to request an intern. The webpage is regularly shared with students, employers, stakeholders, and advisory committees.*

Computer Science Mentors—Seattle Colleges

- *The Computer Science program contracted with an outside agency to provide mentoring services to Computer Science AAS students.*

Handshake and Headshots—Seattle Colleges

- *Seattle Colleges continues its activation campaigns on the campuses for our job and internship portal called Handshake. Handshake is a sophisticated tool that allows employers to match students to available jobs by major or program area. We’ve added to the marketing and engagement “Handshake and Headshots” events where students can get professional headshots when activating Handshake accounts. The more students who join helps to show value and continue to increase the number of employers. Handshake can also advertise and hold college career fairs, employer recruitment events, and survey employers and students. SCD has used employer data from Handshake for specific employer outreach around internship development.*

Clinical Onboarding Coordinator—Tacoma Community College

- *The Clinical Onboarding Coordinator, for the Healthcare Pathway team, works closely with faculty, students, and clinical partners and is making steps towards streamlining the clinical placement process, increasing timely compliance with onboarding requirements, and strengthening relationships with clinical sites. The goal is to reduce the burden on all Clinical Faculty and Program Directors, who currently each conduct their own relationship-building, solicitation of placements, preceptor training, and student onboarding. Stakeholders report that this program-by-program approach challenges them and with its inefficiencies, ambiguities, and redundancies.*

Internship and Career Exploration Portal—Whatcom Community College

- *Whatcom Community College has an online portal, Whatcom Career Connect, for internships and career exploration. Employers utilize the portal to post internships and job openings. Additionally, students/alumni can engage in career exploration activities, post resumes, and apply for internships and jobs. Faculty, employers, and students use the portal to manage all documentation related to internships. As of Dec. 20, 2023, 690 contacts representing 582 employers have active Whatcom Career Connect accounts and Whatcom estimates receiving 10 to 15 employer inquiries per week.*

2022

Advisory Committee Meeting Agenda—Bates Technical College

- *Advisory committee meetings have equal, or nearly equal time dedicated to hearing industry updates as well as updating the industry partners e.g., not putting industry updates at the end of the agenda, necessitating hurried reports, or canceling for time.*

Colleges Purchases Textbooks, Tools & Kits—Big Bend Community College

- *Purchased textbooks, tools, and kits for checkout so students are not delayed because they are not able to purchase the materials required to be successful in the courses.*

Recently Hired Non-Completers & Utilize On-The-Job Training—Grays Harbor College

- *Faculty suggest that students are often hired before completing degrees. There is an opportunity to expand work-based learning and allow students to use on-the-job training to award college credit, through Academic Credit for Prior Learning, to increase completion rates.*

Internship and Volunteer Fair—Olympic College

- *Olympic College holds an annual Internship and Volunteer Fair each fall at the beginning of the year. This event is a networking opportunity for students with representatives from service organizations within the Puget Sound region to learn about potential internship and volunteer opportunities.*

Credit Predictor Pro (ACPL)—Pierce College

- *Implemented Credit Predictor Pro as a webtool resource to increase Academic Credit for Prior Learning to decrease time to completion.*

Appreciation Event for Employer Partners—Seattle Colleges

- *Plans to implement district-wide appreciation event for employer partners with heightened campus President participation and recognition. Update: In 2024, Seattle Colleges held their first districtwide appreciation event for employer partners with heightened campus President participation and recognition. Each college shared a spotlight employer – college partnership to not only express appreciation for their work, but also give other employer partners in attendance an idea of all the ways to engage with programs.*

Employer Evaluation Process—Whatcom College

- *Employers who host and supervise academic internships provide feedback to the college throughout the quarter and complete a thorough evaluation of the internship experience at the end of each quarter and employer provides direct feedback during an in-person or virtual site-visit meeting with an assigned faculty mentor. The employer also provides feedback through an end-of-term written evaluation survey.*

Implementation of Pathways and Programs of Study (Element 4)

2024

BEEdA Tours CTE Programs—Big Bend Community College

- *BEEdA students tour CTE programs as part of ‘career readiness. Additionally Big Bend offers contextualized BEEdA curriculum for workforce education programs. BEEdA faculty and staff work with Workforce Education faculty to identify courses and strategies for students to transition into college courses.*

CTE Dual Credit Night—Centralia College

- *CTE hosted a dual credit night to bring CTE directors and teachers to campus to discuss the dual credit articulation process. This event was well received by K12 representatives.*

Annual Outcomes and Assessment Day—Clover Park Technical College

- *Clover Park established an annual outcomes and assessment day which allows faculty to spend time looking at disaggregated student success data for their programs, establish action plans to make changes to increase student success based on this annual data analysis, then revisit the data the following year.*

Center for Industry Certification—Edmonds College

- *Edmonds is setting up a Center for Industry Certification. This center will offer a variety of exams for students to take upon completion of their coursework. Work is currently being done to identify what certification exams will be offered, what equipment and classroom setup is required, and what payment methods will be accepted. We would like to offer a variety of exams to provide a convenient location for students and community members to take their exams. We plan to have the site set up by Spring 25. The goal is to increase the number of students earning their industry certifications upon completing the required classes or certificates.*

County-Level CLNA Alignment—Everett Community College

- *Snohomish County Partnerships- EvCC representatives partnered with Edmonds College and Sno-Isle TECH Skills Center staff to align our CLNAs at the county level. This group collaborated and presented our Industry data at the CTE Directors meeting.*

Alumni Spotlight—Green River College

- *Green River College is creating and sharing alumni spotlight stories, showcasing our graduate's success on our social media platforms and newsletters. It has been helpful in recruiting and retaining students.*

Fee Assistance for Applications and Certifications—Green River College

- *Green River's Information Technology program provides free vouchers for various certifications. The Aviation program helps students with FAA applications and fees, reducing access barriers.*

Annual Counselor Breakfast—Lake Washington Institute of Technology

- *The annual counselor breakfast event hosted by HS program welcomes counselors from all school districts and showcases our workforce-based programs.*

Discover Seattle Colleges—Seattle Colleges

- *Discover Seattle Colleges is an SCD recruitment event that has been institutionalized after several years of piloting at the colleges. Discover provides multiple modalities to engage with faculty and staff, including online virtual information sessions for each area of study, in-person open house events at the colleges and specialty centers, and recently added, organized field trips with high school and opportunity youth populations. Events are widely advertised to the general public, current students, the district-wide navigator group, local high schools and their families, and many other external partners with relationships to our colleges. Currently, 40% of those who attend a Discover event go on to enroll at one of the colleges.*

Career Coach by Lightcast—South Puget Sound Community College

- *Career Coach by Lightcast – South Puget Sound's program selection strategies begin with prospective students, even before they apply. Career Coach by Lightcast is a powerful tool that guides students into a pathway (spsc.edu/careercoach). Career Coach has options for a 6-question quiz and a 60-question assessment that reveal possible career and educational paths, including local salaries and job availability and growth for each career. Incoming students see this featured on our website and our Navigators, college outreach staff embedded in local high schools (more below), use it in conversations with high schoolers. While most prospective students opt for the shorter quiz, Navigators and College and Career Success instructors often require the lengthier assessment for new and incoming students.*

Dual Enrollment Coordinators—Spokane Colleges

- *Dual enrollment coordinators who work with K-12 system partners on aligned programs of study and work with program faculty on campus to ensure the accuracy and integrity of programs of study. Additionally, they facilitate the collaboration of CTE faculty, Deans and*

Department Chairs in the development of programs of study and articulation agreements.

Articulation Evaluation Tools—Walla Walla Community College

- *Skills-heavy program faculty (Welding and Culinary) created a course specific skills checklist that secondary teachers fill out as part of the articulation request process. In tandem with frameworks, this allows more accurate and in-depth evaluation for course alignment, quickly reveals gaps, and offers a way for students to record skills learned.*

2022

CTE Dual Credit Consortium Annual CLNA-focused Meeting—Bellingham Technical College

- *Plans at least one annual CTE Dual Credit meeting, with their consortium, to focus on the CLNA*

Industry Guest Speakers Reflecting Student Population—Centralia College

- *Supplement instruction with industry guest speakers that reflect student populations not represented by program faculty.*

Combined Workforce Advisory Committee—Shoreline Community College

- *The college combined its Workforce Advisory Committee with Shoreline Public Schools General Advisory Committee in 2018. Following that, several program advisory committees joined forces to look at educational pathways from a K-14 perspective.*

WDC Employee & Staff Time—Spokane Colleges

- *A Spokane WDC employee sits on SFCC's program review committee and informs the committee regarding local employment trends as well as industry-specific knowledge, skills, and abilities required of students entering the workforce. Many programs with industry accreditation requirements assign staff time to collect data on program graduates and in some cases employer surveys.*

Free or Minimal Cost for Certification Exams—Wenatchee Valley College

- *Offers free or minimal cost for certification exams for Business Computer Technology.*

Recruitment, Retention, and Training of CTE Educators (Element 5)

2024

Redacting Information on Applications—Bates Technical College

- *By redacting personal information such as names, demographics, and past employers, Bates creates a foundation for impartial candidate evaluation, focusing purely on skills, qualifications, and potential contributions to our educational community.*

Recruiting Prospective Faculty from Local Grad Programs—Bellevue College

- *Researching and identifying the best graduate programs to focus on for recruitment of historically excluded and underrepresented faculty by establishing connections with identified colleges and universities, including traveling to sites to build foundational relationships, setting up long-term avenues of communication with these schools to maintain a potential pipeline of new diverse faculty, and developing and hosting faculty-led recruitment events on campus and immersion programs for graduate students interested in exploring teaching. Bellevue College has increased the budget for recruiting tenure-track faculty to \$1500 per position, a \$500 bump, which will allow for posting in additional media.*

Badging and Credentialing Program for Professional Development—Everett Community College

- *A wide variety of faculty professional development opportunities are offered through our Center for Transformative Teaching (CTT). CTT offers yearly training toward incorporating the college's equity and social justice Campus-wide Learning Objective into all programs, which was funded through a College Spark Grant. In Fall 2023, the CTT launched a badging and credentialing program for developing and tracking faculty professional development.*

Required Online Teaching Expectations Class—Olympic College

- *Required Online Teaching Expectations class that highlights inclusive online teaching practices. This course provides faculty with guidance to support the Online Teaching Expectations at Olympic College through Regular and Substantive Interaction (RSI) with students. The course provides best practices for developing and delivering an online course to effectively inform and engage students in the learning process. This asynchronous, self-paced mini course is expected to take an average of 5-7 hours to complete.*
Course Learning Objectives:
 - Analyze the requirements in the OC Online Teaching Expectations
 - Identify the teaching expectations already utilized in your online courses
 - Create a plan for meeting the teaching expectations not currently employed

Cluster Hiring Process and Faculty Application Revisions—Pierce District

- *Pierce implemented a cluster hiring process for bringing in more diverse faculty and supporting them through participation in the First Year Faculty Cohort.*
- *Applications have been updated to remove bias and make EDI clear. Faculty hiring pools have equity and diversity criteria and screen candidates on EDI. Members of screening committees are trained regarding EDI and considerations for hiring.*

Faculty Education Workshops—Whatcom Community College

- *Whatcom Community College offers Faculty Education Workshops (FEWs), primarily designed and led by faculty. FEWs are open to faculty and staff. Full-time faculty earn a permanent base salary increase and adjunct faculty earn a stipend for FEW completions. The "New Faculty Cohort FEW" is offered annually to new full-time and adjunct faculty. It covers a variety of research-driven topics, including teaching and learning strategies, building community in the classroom, assessment, instructional design, culturally responsive teaching, and many more. The primary focus of the onboarding experience is to create a space for faculty to ask questions, create relationships with one another, and learn about*

the college teaching culture and resources. Adjunct faculty are also encouraged to complete an asynchronous online orientation experience, which entitles them to a pay upgrade.

2022

Employee Affinity Groups—Everett Community College

- *Affinity Groups play a vital role in developing and improving employee morale and the campus climate. Groups include AAPI, African/Black, Latinx, LGBTQIA+, Decentering Whiteness, Cancer Assistance Resources of EvCC (CARE), and Nordic Studies.*

Community of Practice—Highline College

- *Faculty participate in a year-long seminar (Community of Practice) led by our Learning and Teaching Center that supports them as a cohort in learning about HC specifically and best practices in teaching.*

Search Sponsorship Training—Lower Columbia College

- *All deans and directors participate in a two-day Search Sponsorship training. HR staff have participated in additional search sponsorship and search advocate trainings. All hiring committee members are required to complete training that covers implicit bias in the hiring process.*

Categorized List of 175 Websites for Job Postings—Seattle Colleges

- *A recent administrator search revealed there were only 2 standard websites where jobs were posted based upon convenience, funds, and lack of bandwidth to research additional options of associations and affinity groups. The search committee put in the critical time to research a list of 175 possibilities, recategorized it to free and priority fee-based sites, and then were able to secure money to support posting the job on these websites.*

Center for Participatory Excellence—Skagit Valley College

- *Skagit Valley College now operates the Center for Participatory Excellence (CPE), which provides teacher training and generative learning spaces for educators across the nation. The Center's goal is to engage and support faculty, staff, and administrators in the creation of equitable, inclusive, and student-centered institutions.*