

# WASHINGTON AEROSPACE & ADVANCED MATERIALS MANUFACTURING PIPELINE ADVISORY COMMITTEE

## State Board for Community and Technical Colleges Advisory Committee Meeting

- Tuesday, October 15, 2024; 1:00-3:00pm
- Statutory Authority Laws of 2012, Chapter 28B.50.903 Revised Code of Washington
- Location: **Virtual**
- Zoom: <https://us02web.zoom.us/j/81591630203> | Meeting ID: 815 9163 0203

Advisory Committee Meeting Agenda		
Time	Item	
1:00 p.m.	<p>Call to Order, Welcome and Introductions</p> <ul style="list-style-type: none"> <li>• Welcome attendees <ul style="list-style-type: none"> <li>○ Member introductions</li> <li>○ Committee Membership – new members</li> <li>○ <u>Industry</u>: <b>Kayla Coffee</b> *Aerospace Futures Alliance; <b>Nikki Malcom</b> *Pacific Northwest Aerospace Alliance.</li> <li>○ <u>Education</u>: <b>Dr. James Lemerond</b> *Bellingham Technical College; <b>Matt Poischberg</b> *Washington Aerospace Training &amp; Research Center;</li> <li>○ <u>Ex-Officio</u>: <b>Dana Ulrich</b> * Washington State University.</li> </ul> </li> <li>• <a href="#">Adopt Minutes, May 15, 2024</a> (pdf binder) <ul style="list-style-type: none"> <li>○ Call for correspondence to be entered into the record.</li> <li>○ Are there members of the public wishing to make public comments? (If so, the public comment period will be at 2:55 p.m.)</li> </ul> </li> </ul>	<i>Ben Hempstead, Chair</i>
1:15 p.m.	<p><b>Aerospace Pipeline Committee Program Brief</b></p> <ul style="list-style-type: none"> <li>- Committee Background</li> <li>- Aerospace High Demand 1000 FTES Funding</li> <li>- Aerospace Pipeline Committee Membership</li> <li>- <a href="#">Program Brief Link</a></li> </ul>	<i>Genevieve Howard, SBCTC</i>
	<p><b>Opportunity: Executive Director of Aerospace &amp; Advanced Manufacturing Center of Excellence</b></p> <ul style="list-style-type: none"> <li>- Please share with network this position is now accepting applications.</li> <li>- <a href="#">Position description</a> and application link: <a href="https://employment.everettcc.edu/postings/6084">https://employment.everettcc.edu/postings/6084</a></li> <li>- Further COE information <a href="https://coeaerospace.com/">https://coeaerospace.com/</a></li> </ul>	<i>Genevieve Howard, SBCTC</i>
1:20 p.m.	<p><b>Aerospace Data Presentation</b></p> <ul style="list-style-type: none"> <li>- <a href="#">Aerospace Industry and Employment Data</a> (Dave Wallace)</li> <li>- <a href="#">Aerospace Trends at CTCs</a> (Travis Dulaney)</li> </ul>	<i>Dave Wallace, Workforce</i>

	- Data/Presentation Handouts	<i>Training Board &amp; Travis Dulaney, SBCTC</i>
2:15 p.m.	<b>Industry Round Table – Questions for Group Discussion</b> <ul style="list-style-type: none"> <li>● Do these trends align with what you see in industry needs?</li> <li>● If not, what is the gap? What can colleges address to meet these gaps?</li> <li>● Return to Office trend and Boeing Strike – How are these impacting medium and long-term hiring?</li> </ul>	<i>Ben Hempstead, Chair</i>  <i>Group Discussion</i>
2:55 p.m.	<i>Public comment period, if any – 2:55 p.m.</i>	
3:00 p.m.	Adjourn	Chair

# WASHINGTON AEROSPACE & ADVANCED MATERIALS MANUFACTURING PIPELINE ADVISORY COMMITTEE

## State Board for Community and Technical Colleges Advisory Committee Meeting

- **Wednesday, May 15, 2024; 1:00-3:00pm**
- **Attendees:** Genevieve Howard, WA SBCTC; Karin Gitchel, WA SBCTC; Kim Wheeler, WA SBCTC; Ben Hempstead, Teague; Lynn Strickland, AJAC; Larry Cluphf, WA Aerospace Training & Research Center; Joyce Hammer, WA SBCTC; Travis Dulany, WA SBCTC; Jackie Davis, AMI Metals Inc.; Suzanne Johnson, Green River College; Katie Dailey, OSPI; Hilevy Koger, Blue Origin, LLC.; Robin Toth, WA Department of Commerce; Adam Grim, Machinist Institute; Dave Wallace, WTB; Kelly Copp, PNAA; Tsai-En Cheng, Green River College; Will Sciacca, Green River College; Philip Andrist, Green River College; Matthew Paulson, Green River College

### Advisory Committee Meeting Minutes

Call to Order, Welcome and Introductions (1:02pm)

Green River College - Auburn Center - Room 240

- Welcome – Dr. Johnson, President
- Aerospace High Demand 1000 FTES Presentations
  - Mechatronics - Will Sciacca, Mechatronics Faculty
    - The name mechatronics can be a barrier to recruiting students because it is not obvious what skills and technologies it incorporates. Similarly, it is challenging to explain the career options available to program completers because of the different descriptions across the field.
      - Some of the terminology that is commonly used is mechanical engineering, industrial engineers, and industrial machine (industrial repair or elevator repair) are a few of the more commonly referred titles for those that complete the Mechatronics courses.
    - Due to COVID there was an increase participation with online options and continues to grow with a flexible hybrid schedule for students.
    - In the last three quarters the size of the program has doubled, and the program is seeing more non-traditional students looking to change careers or to upskill and advance.
    - The Mechatronics program is also offered as an integrated basic education and skills training (I-BEST) program, which utilizes a second instructor in the class to assist students with basic skills contextualized within the area of study.
    - They now offer a transferable associates degree to the engineering degree or the Mechatronics bachelor's degree.
  - Aero Engineering - Phillip Andrist, Engineering Faculty
    - Green River offers three major related programs (MRP) in Engineering; 1) mechanical, aeronautical, industrial, and civil, 2) chemical and bioengineering, and 3) electrical and computer engineering.
    - The MRP is a transfer degree based on statewide transfer agreements intended to prepare students for their junior year as they pursue a bachelor's degree.

- Due to COVID there was a decrease in student enrollment across the board in engineering courses. To combat this the program has changed their approach to scheduling adding online course offerings and encouraging students to take an introduction/advising focused course, which is showing positive enrollment trends.
- Additional benefit of common courses taught within the MRP, a shift to online engineering courses and a common, IT platform used by all 34 community and technical colleges is engineering students can now register for engineering courses at another CTC if they have a scheduling conflict at Green River and not disrupt their graduation/transfer plan.
- The Engineering department has moved away from expensive textbooks and a fee for use homework portals and shifted to free online educational resources (OERs) that have been developed by Professor Andrist and Engineering faculty across the state.
- The next area of development for the department is to strengthen its industry partnerships and alumni engagement to try to develop internship opportunities for current students and future graduates.

### Aviation Center Tour

Tad Henry, Aviation Faculty - - Approx. 30-minute tour - zoom pause

### Return to Business Session

- Adopt Minutes, **February 28, 2024**
  - Robin Toth motioned to approve minutes.
  - Jackie Davis seconded the motion.
  - No objections, motion passed to approve February minutes with no edits.
- *Are there members of the public wishing to make public comments? (If so, the public comment period will be at 2:55 p.m.)*
  - *No public comments were made*

### Reports:

- **Aerospace High Demand 1000 Full Time Annual Enrollments;** Travis Dulany, Policy Research SBCTC
  - All Monitored FTES
    - Research provided a handout for the committee to review enrollment of aerospace targeted programs. There are about 1,623 FTES from 2022-2023. Approximately 3% of enrollment is in aerospace specific programs, and 4% of those are workforce centered programs. (handout)
- **Pipeline Committee Business**
  - **2024-2025 Meetings**
    - Fall 2024 - October (*TBD*)
      - October 15, 2024 (1-3pm)
    - Winter 2025 – January (Zoom)
      - January 14, 2025 (1-3pm)
    - Spring 2025 – May (*TBD*)
      - May 6, 2025 (1-3pm)
- The [Center of Excellence for Aerospace & Advance Manufacturing](#) hosted at Everett Community College is in the process of recruiting for a new Director. Genevieve Howard, Policy Associate with SBCTC, may reach out to committee members over the summer to share the job description when it becomes available.
  - This is a critical position the aerospace industry and the CTC system, so if you know anyone interested, please direct them to the COE’s website for more information.

### Industry Round Table –

- Robust discussion on the current methods of sharing employment opportunities with enrolled students. Several high demand areas show that students are hired prior to completing their academic track at the college, and industry is seeing a competitive market for employment. Traditionally, colleges network with industry professionals, attend conferences, hiring fairs and connect with high school career days to share program

information. Population for aerospace continues to connect with high school and returning-to-college student populations. Financial Aid support continues to be a focus area for paying for tuition and equipment needs.

- Shifting the way of offering courses from strictly in-person to a hybrid, flexible schedule has had an impact on retaining students while they are working and going to school.
- What is the sustainability of night school (fully staffed) with weekend courses to allow the working student time to take classes?
  - Colleges would need to partner with industry for funding of the staff and courses through partnership
  - Customized Training Program may be a viable source of information to both employers and colleges on the funding of night classes for working students.
- Colleges and industry are experiencing supply chain issues that can affect class materials. Committee is invited to consider supporting local colleges when they struggle to obtain raw materials.
  - Industry partners have also indicated that it is also difficult to obtain raw materials and are on a 6-month waiting period for some materials.

Adjourn – 3:02pm

## All Acad-Transfer &amp; Workforce Intent Students

Aero\_1000

CIP_Area	Annualized FTE		% of FTE in CIP Area	
	Aero 1000	Not Aero	Aero 1000	Not Aero
AGRICULTURAL BUSINESS AND PRODUCTION		572		100%
BIOLOGICAL SCIENCES/LIFE SCIENCES		722		100%
BUSINESS MGMNT AND ADMINISTRATIVE SRVCS		7,157		100%
COMMUNICATIONS TECHNOLOGIES		333		100%
COMPUTER AND INFORMATION SCIENCES		4,277		100%
CONSERVATION & RENEWABLE NATURAL RESOURC		205		100%
CONSTRUCTION TRADES		493		100%
CONSUMER, PERSONAL & MISC. SERVICES		1,285		100%
EDUCATION		2,243		100%
ENGINEERING	505	881	36%	64%
ENGINEERING RELATED TECHNOLOGIES	234	1,007	19%	81%
FOREIGN LANGUAGES AND LITERATURES		34		100%
HEALTH PROFESSIONS AND RELATED SCIENCES		9,257		100%
HOME ECONOMICS		135		100%
LAW AND LEGAL STUDIES		362		100%
LIBERAL ARTS & SCIENCES/GENERAL STUDIES		25,444		100%
LIBRARY AND ARCHIVAL SCIENCES		34		100%
MECHANICS AND REPAIRERS	509	2,237	19%	81%
MULTI/INTERDISCIPLINARY STUDIES		126		100%
PARKS, RECREATION, LEISURE AND FITNESS		68		100%
PHYSICAL SCIENCES	56	1,372	4%	96%
PRECISION PRODUCTION TRADES	319	1,059	23%	77%
PROTECTIVE SERVICES		850		100%
PUBLIC ADMINISTRATION AND SERVICES		126		100%
SCIENCE TECHNOLOGIES		41		100%
SOCIAL SCIENCES AND HISTORY		15		100%
TRANSPORTATION AND MATERIALS MOVING WORK		332		100%
VISUAL AND PERFORMING ARTS		809		100%
Grand Total	1,623	61,479	3%	97%

Created by tdulany@sbctc.edu

Academic Year 2022-23

Includes all state-funded (fund\_source\_enrollment = S), F- or B-intent students

Both probation and base allocation Aero 1000 programs included

Workforce Intent Student FTE

Aero\_1000

CIP_Area	Annualized FTE		% of FTE in CIP Area	
	Aero 1000	Not Aero	Aero 1000	Not Aero
AGRICULTURAL BUSINESS AND PRODUCTION		572		100%
BUSINESS MGMNT AND ADMINISTRATIVE SRVCS		3,620		100%
COMMUNICATIONS TECHNOLOGIES		333		100%
COMPUTER AND INFORMATION SCIENCES		3,369		100%
CONSERVATION & RENEWABLE NATURAL RESOURC		205		100%
CONSTRUCTION TRADES		493		100%
CONSUMER, PERSONAL & MISC. SERVICES		1,285		100%
EDUCATION		2,182		100%
ENGINEERING RELATED TECHNOLOGIES	234	1,003	19%	81%
FOREIGN LANGUAGES AND LITERATURES		34		100%
HEALTH PROFESSIONS AND RELATED SCIENCES		9,204		100%
HOME ECONOMICS		135		100%
LAW AND LEGAL STUDIES		362		100%
LIBRARY AND ARCHIVAL SCIENCES		34		100%
MECHANICS AND REPAIRERS	509	2,237	19%	81%
MULTI/INTERDISCIPLINARY STUDIES		126		100%
PARKS, RECREATION, LEISURE AND FITNESS		68		100%
PRECISION PRODUCTION TRADES	319	1,059	23%	77%
PROTECTIVE SERVICES		850		100%
PUBLIC ADMINISTRATION AND SERVICES		126		100%
SCIENCE TECHNOLOGIES		41		100%
SOCIAL SCIENCES AND HISTORY		15		100%
TRANSPORTATION AND MATERIALS MOVING WORK		332		100%
VISUAL AND PERFORMING ARTS		644		100%
Grand Total	1,062	28,332	4%	96%

Academic Year 2022-23

Includes all state-funded (fund\_source\_enrollment = S), F-intent students

Both probation and base allocation Aero 1000 programs included

Academic Transfer Intent Student FTE

Aero\_1000

CIP_Area	Annualized FTE		% of FTE in CIP Area	
	Aero 1000	Not Aero	Aero 1000	Not Aero
BIOLOGICAL SCIENCES/LIFE SCIENCES		722		100%
BUSINESS MGMNT AND ADMINISTRATIVE SRVCS		3,538		100%
COMPUTER AND INFORMATION SCIENCES		907		100%
EDUCATION		61		100%
ENGINEERING	505	881	36%	64%
HEALTH PROFESSIONS AND RELATED SCIENCES		53		100%
LIBERAL ARTS & SCIENCES/GENERAL STUDIES		25,443		100%
PHYSICAL SCIENCES	56	1,372	4%	96%
VISUAL AND PERFORMING ARTS		165		100%
Grand Total	561	33,143	2%	98%

Academic Year 2022-23

Includes all state-funded (fund\_source\_enrollment = S), B-intent students

Both probation and base allocation Aero 1000 programs included



## AEROSPACE PIPELINE COMMITTEE

### BACKGROUND

The Aerospace and Advanced Materials Manufacturing Pipeline Advisory Committee, commonly known as the [Aerospace Pipeline Committee](#), monitors the workforce needs of Washington's aerospace industry. The committee is composed of 15 members with the majority of the membership representing industry, two representatives of labor who represent aerospace or advanced materials production workers, and four education and training providers: one each from long-term, short-term, and apprenticeship training providers. The committee pays close attention to emerging trends in manufacturing and production, pinpoints training required of today's aerospace workers, and looks ahead to retirement and other factors that will impact the talent pipeline. In particular, the committee works to better align the state's community and technical college system and apprenticeship training with industry demand.

[RCW 28B.50.903](#) identifies the committee's coordination and alignment efforts as including but not limited to the following activities:

- a) Providing up-to-date information about the aerospace and advanced materials manufacturing training programs in the state;
- b) Providing information about grants and partnership opportunities;
- c) Providing coordination for professional development for faculty and other education and training providers;
- d) Evaluating programs identified by the aerospace and advanced materials manufacturing pipeline advisory committee annually for completion and job placement results; and
- e) Making budget recommendations to the governor and the legislature specific to the aerospace and advanced materials manufacturing training programs.

In part due to the advocacy of the Aerospace Pipeline Committee, the legislature passed Engrossed House Bill 2088, enacted in November 2013. EHB 2088 provided additional funding to the Community and Technical Colleges (CTC) to increase high-demand aerospace enrollments by an additional 1,000 FTEs across the system.

#### CONTACT INFORMATION

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## Aerospace High Demand 1000 FTES Funding

The Aerospace High Demand 1000 FTES funding, to grow enrollments, supported the alignment of training programs within the aerospace industry and built capacity for workforce training in high demand aerospace occupations where there existed unmet employer demand. Funds are used for system resources, curriculum development and delivery, facility preparation, equipment, and/or the implementation of industry-defined skill standards credentials or certifications.

The State Board for Community and Technical Colleges (SBCTC) created a system-wide competitive grant process to allocate the associated funding. The Aerospace Pipeline Committee was charged with reviewing and making funding recommendations. In total, \$8,000,000 was distributed across the CTC system which SBCTC tracks to ensure colleges meet their target enrollments on an annual basis. As of fiscal year 24, Aerospace 1000 FTES support 36 programs from 18 colleges utilizing 863 FTEs funded as continuous and 137 FTEs monitored as probationary.

## Aerospace Pipeline Committee Membership

### Industry Representatives

- |  |  |
|--|--|
| <ol style="list-style-type: none"> <li>1. Ben Hempstead Chair (term ends 6/2026)<br/>Director of Technical Services, Teague</li> <li>2. Hilevy Koger Vice Chair (term ends 6/2026)<br/>Senior Manager, Supply Chain, Blue Origin</li> <li>3. Kayla Coffee (term ends 9/2027)<br/>CEO &amp; President, Aerospace Futures Alliance</li> <li>4. Nikki Malcom (term ends 9/2027)<br/>CEO &amp; Executive Director Pacific Northwest Aerospace Alliance</li> <li>5. Jackie Davis (term ends 12/2024)<br/>Regional Sales Manager, AMI Metals Inc</li> <li>6. Rosemary Brestler (term ends 6/2026)<br/>President/CEO Hobart Machined Products Inc.</li> <li>7. Justin McCaffree (term ends 6/2026)<br/>Manufacturing, Safety &amp; Quality, The Boeing Company</li> <li>8. Scott Kennedy (term ends 12/2024)<br/>State &amp; Local Government Affairs Manager, Alaska Airlines</li> </ol> | <ol style="list-style-type: none"> <li>11. Dr. Lin Zhou (term ends 6/2025)<br/>President, Bates Technical College</li> <li>12. Lynn Strickland, (term ends 6/2025)<br/>Executive Director, Aerospace Joint Apprenticeship Program</li> </ol> |
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### Labor Representatives

13. Adam Grim (term ends 6/2026)  
Deputy Executive Director, Machinist Institute
14. Brandon Anderson (term ends 6/2026)  
Legislative Director, SPEEA

### Ex-Officio Members

15. Robin Toth  
Director of Aerospace/Governor's Sector Lead, Dept of Commerce
16. *Position Open*  
Executive Director, Centers of Excellence for Aerospace & Advanced Materials Manufacturing
17. Rebecca Wallace  
Career & Technical Education Executive Director, OSPI
18. Paul Francis  
Executive Director, SBCTC

### Educational Representatives

9. Dr. James Lemerond (term ends 9/2027)  
President, Bellingham Technical College
10. Matt Poischbeg (term ends 9/2027)  
Executive Director, Washington Aerospace Training & Research Center

### CONTACT INFORMATION

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# Executive Director for the Center of Excellence for Aerospace and Advanced Manufacturing

## Posting Details

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### Posting Details (Default Section)

<b>Posting Number:</b>	02601
<b>Job Title:</b>	Executive Director for the Center of Excellence for Aerospace and Advanced Manufacturing
<b>Department:</b>	Center of Excellence
<b>Job Summary/Basic Function:</b>	The Center of Excellence for Aerospace & Advanced Manufacturing is pivotal in supporting workforce education and training for Washington's aerospace and advanced manufacturing workforce. The Executive Director is the primary liaison between business, industry, labor, Washington State's Community and Technical College system, the State Board for Community and Technical Colleges, economic and workforce development systems. As a contributor to Washington's economic vitality, the position leads, promotes, and maintains the Center as a recognizable and highly valuable component in Washington's workforce education and training initiatives in the aerospace and advanced manufacturing fields.

### What are Centers of Excellence?

Washington State's 12 industry-specific Centers of Excellence link business, industry, labor and the state's community and technical college system to create a highly skilled and readily available workforce critical to the state's economic success. Each Center is funded through the State Board for Community and Technical Colleges and is housed at a community or technical college.

Centers of Excellence serve as statewide resources representing the education and training needs and interests of a specific industry sector. Through an ongoing investment, Centers are charged with narrowing the gap between employer workforce needs and the community and technical colleges' supply of work-ready graduates. They are a critical component of the state's strategy of sustaining an innovative and vibrant economy.

### PARTNERSHIP AND COMMUNITY ENGAGEMENT

- Build and maintain workforce education partnerships and stakeholder relationships at the college, local, regional, state, national and international levels.
- Represent the Center and community and technical college system statewide, nationally and internationally by conducting research, speaking at conferences, and facilitating workshops and convening meetings.
- Convene critical stakeholders in partnership and act as the 'hub' for information about workforce skill requirements and best practices related to education and training for the aerospace and advanced manufacturing sector.
- Produce timely information about labor market demands, skill requirements, career opportunities, and educational programs related to aerospace and advanced manufacturing in Washington.
- Collaborate with college system and industry leaders to identify gaps in training and workforce needs, support the design of curriculum/program content and delivery processes.
- Facilitate and maintain a strong and engaged Advisory Committee.

### CENTER OPERATIONS & OVERSIGHT

- Oversee all aspects of Center program development and initiatives in response to the needs of industry partners and the college system in the context of current and future workforce trends.
- Supports the College's and departments' initiatives to expand the human qualities that differentiate our workforce and workplace. Exemplifies tenants of tolerance, acceptance and interest in different viewpoints, cultures, and backgrounds and demands similar conduct of assigned staff and department.
- Develop the annual Center of Excellence work plan, objectives and outcomes for the State Board for Community and Technical Colleges.
- Inspire and lead all aspects of Center operations from strategic visioning and goal setting to resource management and staff development and use of technology and data systems.
- Oversee a robust communications and marketing strategy, including maintaining a website, social media presence, marketing and outreach materials.
- Develop, administer, and monitor the Center of Excellence budget and associated project budgets, assuring compliance and accountability through timely submission of reports, data,

and work products.

- Performs related duties as required.

#### COMPETENCIES:

- Participatory Management: Provides opportunity for assigned staff to participate in management decision-making when and where appropriate. Consistently seeks out appropriate information and input that ensure stakeholders perspective is considered.
- Approachability: Willing to take immediate time to actively listen to others. Considered "accessible" or can be depended upon to be available when needed. Responsive.
- Change Management: Initiates and/or manages the change process and energizes it on an ongoing basis, taking steps to remove barriers or accelerate its pace.
- Leadership: Leads by example, serves as appropriate role model to colleagues. Demonstrates confidence within area of expertise - promotes a cooperative work environment. Ability to appropriately apply leadership techniques to motivate, develop and guide employees.
- Visionary Leadership: Creates a clear, compelling vision. Communicates vision and gains commitment. Acts in accordance with vision. Displays passion and optimism. Mobilizes others to fulfill the vision.
- Oral & Written Communication: Speaks clearly and persuasively in positive and negative situations. Listens and gets clarification. Responds well to questions. Demonstrates group presentation skills. Participates in meetings. Structures and conveys information clearly and effectively through both formal and informal documents. Reviews and edits written work constructively. Ability to tailor to audience in mind.
- Student Centered: Ensures attention, interest, activities and efforts are centered upon the best interest of students. Creates and supports an environment that enables learners to achieve their personal, academic, and professional goals. Provides courteous and helpful responses to all customers, whether they be students, general public or employees from another department.
- Support for Diversity, Equity & Inclusion: Supports initiatives of the college and departments to expand the human qualities that differentiate our workforce and workplace. Exemplifies tenants of tolerance, acceptance and interest in different viewpoints, cultures, and backgrounds and demands similar conduct of assigned staff and department.
- Accountability: Accountable for own actions, decisions, errors, mistakes and/or failures to act when appropriate. Accepts responsibility when given, understands what duties employee is responsible for and can be counted upon to carry out those responsibilities.
- Teamwork: Demonstrates a willingness to work with, and help others in completing job assignments, the ability to accept constructive criticism, and to cooperate with fellow employees and supervisors.

#### Minimum Qualifications:

- Bachelor's Degree from an accredited institution with at least 5 years of related experience in business/workforce development, education, or higher education, OR an equivalent combination of education and experience.
- Experience establishing, building and maintaining sustainable collaborative relationships and partnerships with key stakeholders and decision-makers.
- Familiarity with adapting quickly to changing market conditions, workforce needs and educational demand, while juggling multiple projects and stakeholders simultaneously.
- Demonstrated commitment to growing an inclusive workforce through leadership that contributes to diverse and equitable working environments for students, workers, college faculty and staff, and industry stakeholders.
- Ability to perceive and comprehend a variety of competing interests and adeptly build consensus, connectivity and productivity.
- Ability to adapt skills across diverse industries, showcasing broad cross-industry experience.
- Experience in project and personnel management.
- Excellent skills in leadership, oral/written communication, negotiation, and team building.
- Able to travel representing the Center statewide and occasionally, nationally/internationally.

#### Preferred Qualifications:

- Expertise in aerospace, advanced manufacturing, workforce development, economic development, professional technical education (prof tech), or Career and Technical Education (CTE).
- Understanding of national and state policy related to workforce development within the aerospace and advanced manufacturing sectors to leverage opportunities for community and technical college students.
- Experience in grants management and fiscal reporting methods as used in Washington government agencies, schools, or colleges and meeting contractual obligations.
- Familiarity with the state's key employers, industries, labor, workforce development organizations, and economic drivers.

<b>Physical Demands</b>	<p>Everett Community College follows the Americans with Disabilities Act (ADA) and provides the following information as a guideline for applicants:</p> <ul style="list-style-type: none"><li>• Ability to operate office equipment, including computers, printers, and telecommunication devices.</li><li>• Ability to read, analyze, and interpret data from various sources.</li><li>• Ability to prepare and present detailed reports, both in written and verbal formats.</li><li>• Ability to exchange information on the phone, through video conferencing, or in person.</li><li>• Ability to sit or stand for extended periods while performing routine tasks.</li><li>• Ability to lift and carry objects weighing up to 25 pounds.</li></ul>
<b>Work Hours:</b>	Monday through Friday 8am to 5pm, occasional weekends and evenings required for meetings and events. Summer schedule may be condensed to four 10-hour day workweek.
<b>Posting Date:</b>	09/25/2024
<b>Closing Date:</b>	
<b>Open Until Filled</b>	Yes
<b>Special Instructions to Applicants:</b>	<p>This position is open until filled. Priority application deadline is October 16, 2024. Applications received after October 16 may not receive full consideration.</p> <p>This position is primarily in person. Partial remote work may be available.</p> <p><i>This position is not eligible for work visa sponsorship. Applicants must be currently authorized to work in the United States.</i></p> <p>With equity at the heart of our strategic plan, we strive for a future at EvCC where all staff, faculty, and students are valued, welcomed, and actively supported. We are committed to hiring individuals who exemplify the <a href="#">vision, mission and core values</a> of our institution.</p> <p><b>Benefits</b> This position is eligible for State of Washington Public Employee Benefits, such as Medical, Dental, Vision, Life and Long Term Disability Insurance, Retirement plans, and more. Additionally, Everett Community College Administrative/Exempt employees accrue 16 hours of vacation for every month of service, during which the employee is in pay status for 10 or more days; 8 hours of sick leave for every month of service, during which the employee is in pay status for 10 or more days; 11 paid holidays throughout the year, plus 3 paid personal holidays. For more benefits information, visit <a href="#">EvCC Benefits Page</a></p> <p><b>Notice to Applicants</b> Prior to hire, a background check including criminal record history will be conducted. Information from the background check will not necessarily preclude employment but will be considered in determining the applicant's suitability and competence to perform in the position.</p> <p><b>Drug-Free Campus</b> In compliance with federal and state regulations, EvCC is committed to a safe and drug-free campus. Employees are required to comply with EvCC's policy prohibiting illegal drug use or activity, including notification of criminal drug convictions and the use of prescription drugs or over-the-counter medications that are likely to affect job safety. The complete policy is available at the EvCC Policies page. If you would like a printed copy of the policy, or if you have any questions, please contact the Human Resources Department at 425-388-9229.</p> <p><b>Safety and Security</b> EvCC strives to be a safe, secure and prepared campus for our students, staff and community. Detailed information regarding campus security, crime statistics for the most recent three year period, and other information is available on the Campus Safety, Security and Emergency Management page. This information is required by law and is provided by the EvCC Security Department. If you would like a printed copy of this information, you may contact the Security Department at (425) 388-9990.</p> <p><b>Reasonable Accommodations and Non-Discrimination</b> Reasonable accommodation is provided in all aspects of employment, including the application process, consistent with the Americans with Disabilities Act and state law. To request a reasonable accommodation, please contact Human Resources at <a href="mailto:hr@everettcc.edu">hr@everettcc.edu</a> or 425-388-9229. For more information see: <a href="#">EvCC3020: Americans with Disabilities Act policy</a></p> <p>Everett Community College does not discriminate based on, but not limited to, race, color, national origin, citizenship, ethnicity, language, culture, age, sex, gender identity or expression,</p>

sexual orientation, pregnancy or parental status, marital status, actual or perceived disability, use of service animal, economic status, military or veteran status, spirituality or religion, or genetic information in its programs, activities, or employment.

Contact the following people with inquiries or complaints regarding discrimination, Title IX compliance, or Americans with Disabilities Act compliance:

Equal Opportunity Director: [EqualOpportunity@everettcc.edu](mailto:EqualOpportunity@everettcc.edu), 425-388-9271;

ADA Coordinator: [ADACoordinator@everettcc.edu](mailto:ADACoordinator@everettcc.edu), 425-388-9232;

Title IX Coordinator: [TitleIXCoordinator@everettcc.edu](mailto:TitleIXCoordinator@everettcc.edu), 425-388-9271.

All offices are located in Olympus Hall 111, 2000 Tower St. Everett, WA 98201.

For more information, visit the [Equal Opportunity and Title IX website](#).

**Salary** \$90,000 - \$100,000

## Supplemental Questions

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Required fields are indicated with an asterisk (\*).

1. \* How did you hear about this opening?

- WorkSource
- Indeed.com
- HigherEdJobs.com
- SBCTC jobs page
- Heraldnet
- Craigslist
- Other online advertisement
- Facebook
- LinkedIn
- Other social media site
- Newspaper, Magazine, or other print advertisement
- Job Fair
- Referred by an EvCC employee
- Referred by another contact
- Other
- Direct search on EvCC web site

2. \* Do you have a Bachelor's degree from an accredited institution with at least 5 years of related experience in business/workforce development, education, or higher education, OR an equivalent combination of education and experience?

- Yes
- No

## Required Documents

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### Required Documents

1. Cover Letter
2. Resume

### Optional Documents

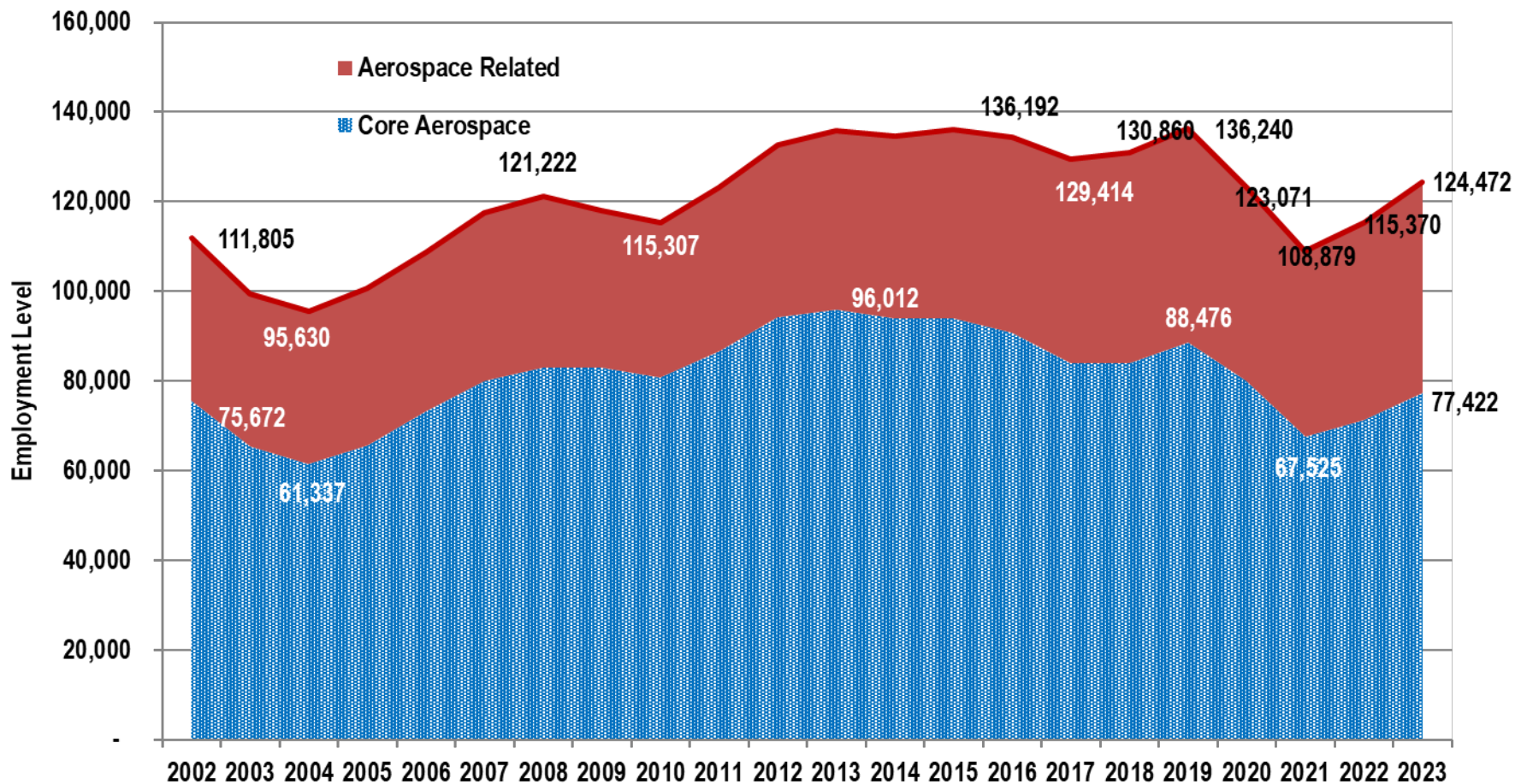
# Washington's Aerospace Workforce

**Dave Wallace**  
**Research Director**





# Employment trends for core & related aerospace



Source: Employment Security Department





# These are most of the industries included in the “aerospace-related” category

## NAICS Code Industry Description

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325211	Plastics material and resin manufacturing
332710	Machine Shops
332813	Electroplating, anodizing, and coloring
332999	Miscellaneous fabricated metal product manufacturing
333512	Machine Tool Manufacturing
333514	Special Die and Tool Manufacturing
333517	Machine tool manufacturing
333611	Turbine and turbine generator set units
333612	Speed changer, drive, and gear manufacturing
333613	Mechanical power transmission equipment
333618	Other engine equipment manufacturing
334418	Printed Circuit Assembly (Electronic Assembly) Manufacturing
334417	Electronic Connector Manufacturing
334419	Other Electronic Component Manufacturing
334511	Search, Detection, Navigation, Guidance, and Nautical System Manuf.
334513	Instruments and Related Products Manufacturing
334515	Instrument Manufacturing for Measuring and Testing Electricity and Electrical Signals
334519	Other Measuring and Controlling Device Manufacturing
335311	Power, Distribution, and Specialty Transformer Manufacturing
335314	Relay and Industrial Control Manufacturing
335921	Fiber Optic Cable Manufacturing
335991	Carbon and Graphite Product Manufacturing
335999	All Other Miscellaneous Electrical Equipment and Component Manufacturing

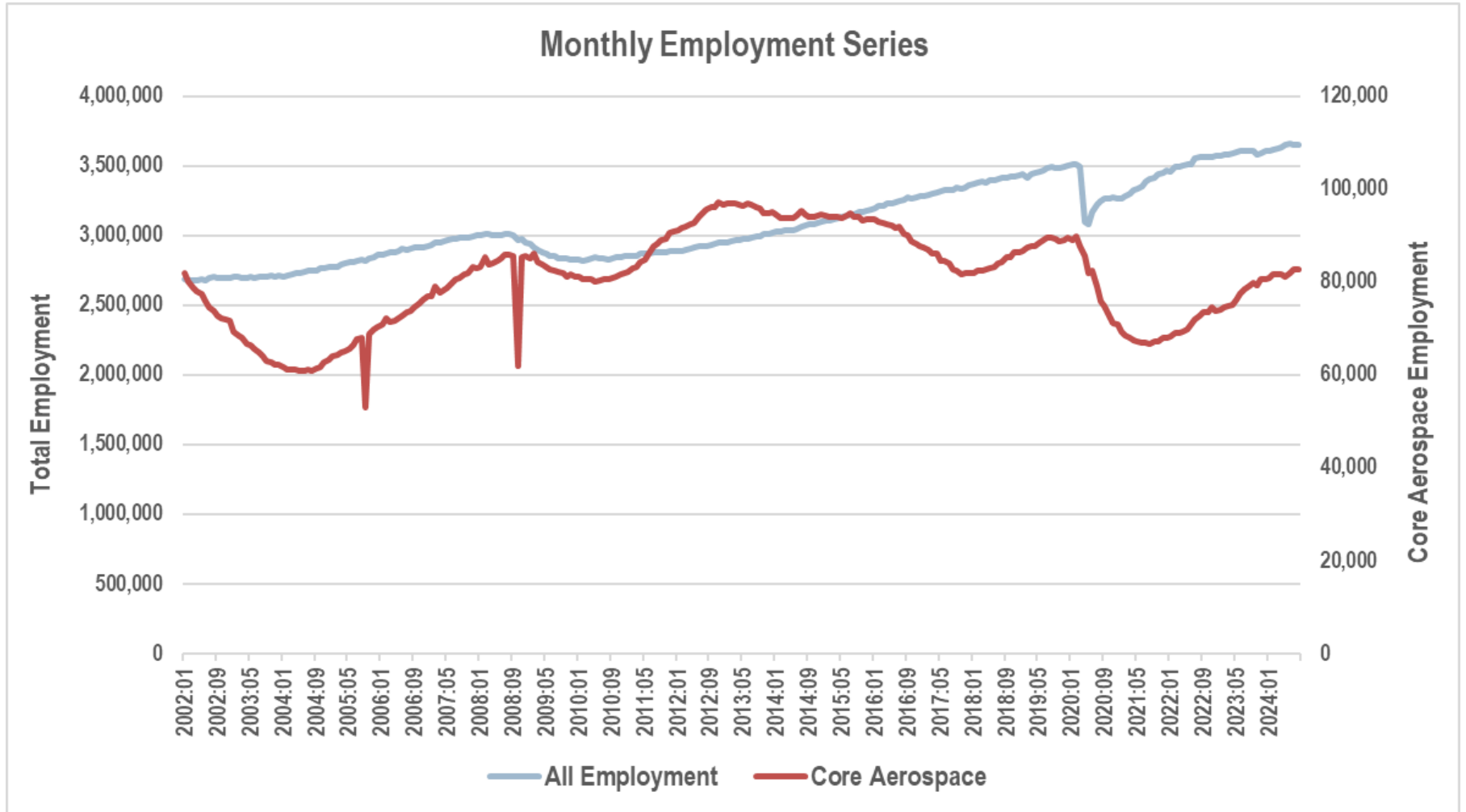
# Short-term outlook for aerospace good, longer term less so

Industry	Estimated employment			Average annual growth rate	
	2022	2027	2032	2022-2027	2027-2032
<b>TOTAL NONFARM</b>	3,535,300	3,818,700	4,040,000	1.6%	1.1%
MANUFACTURING	268,600	280,100	285,200	0.8%	0.4%
Durable Goods	181,300	189,300	190,400	0.9%	0.1%
Wood Product Manufacturing	13,500	13,400	13,200	-0.2%	-0.3%
Nonmetallic Mineral Product Manufacturing	8,900	8,700	8,800	-0.5%	0.2%
Primary Metal Manufacturing	4,500	4,700	4,700	0.9%	0.0%
Fabricated Metal Product Manufacturing	19,200	19,400	19,500	0.2%	0.1%
Machinery Manufacturing	14,300	15,500	15,800	1.6%	0.4%
Computer and Electronic Product Manufacturi	18,000	18,300	18,200	0.3%	-0.1%
Electrical Equipment and Appliance Mfg	5,700	6,400	7,100	2.3%	2.1%
Aerospace Product and Parts Manufacturing	71,100	76,900	76,900	1.6%	0.0%
Other Transportation Equipment	9,400	9,600	9,500	0.4%	-0.2%
Other Durable Manufacturing	16,700	16,400	16,700	-0.4%	0.4%

Source: Employment Security Department



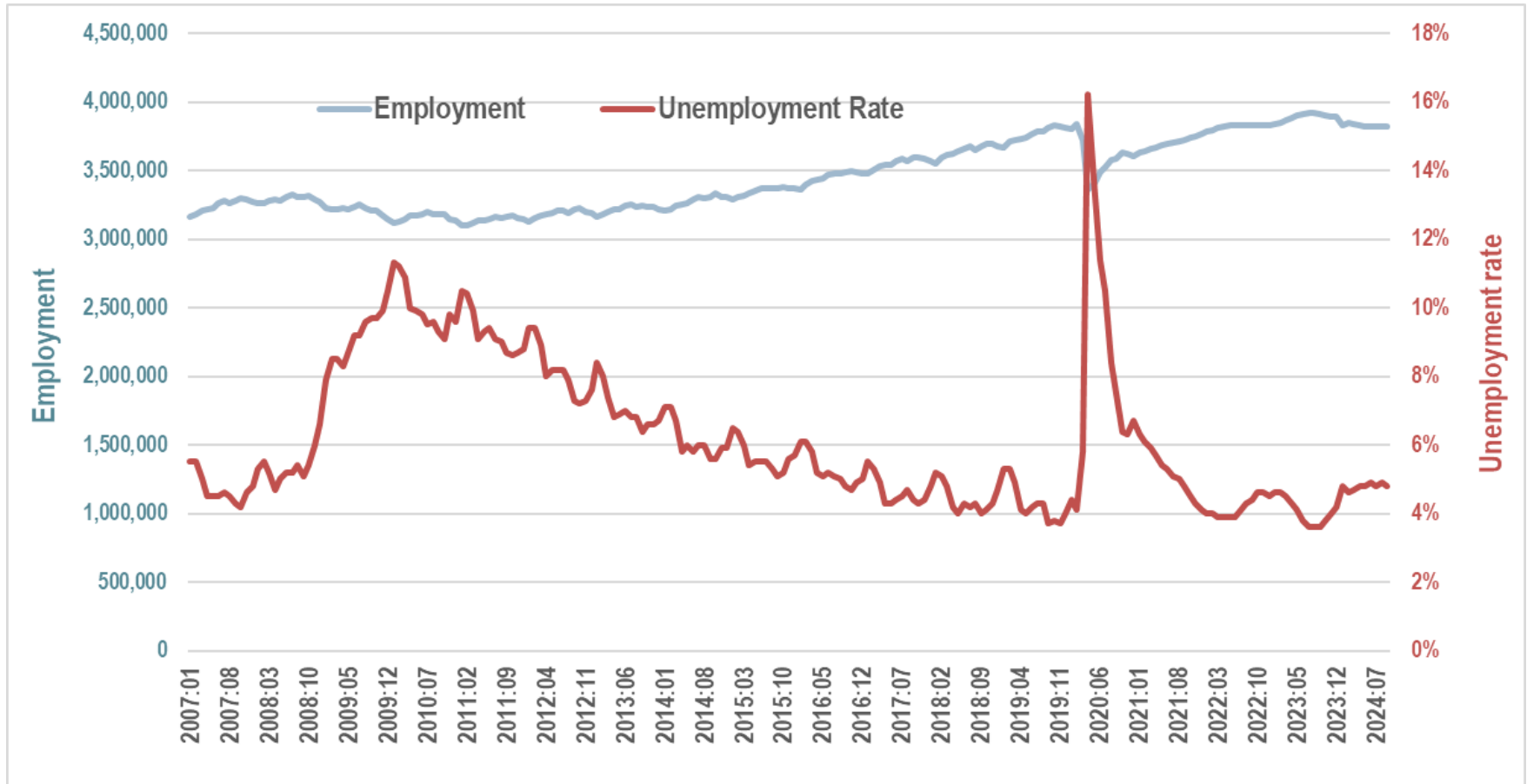
# Employment trends



Source: Employment Security Department



# Unemployment compared to employment <sup>6</sup>



Source: Employment Security Department



# WA still has highest aerospace employment concentration

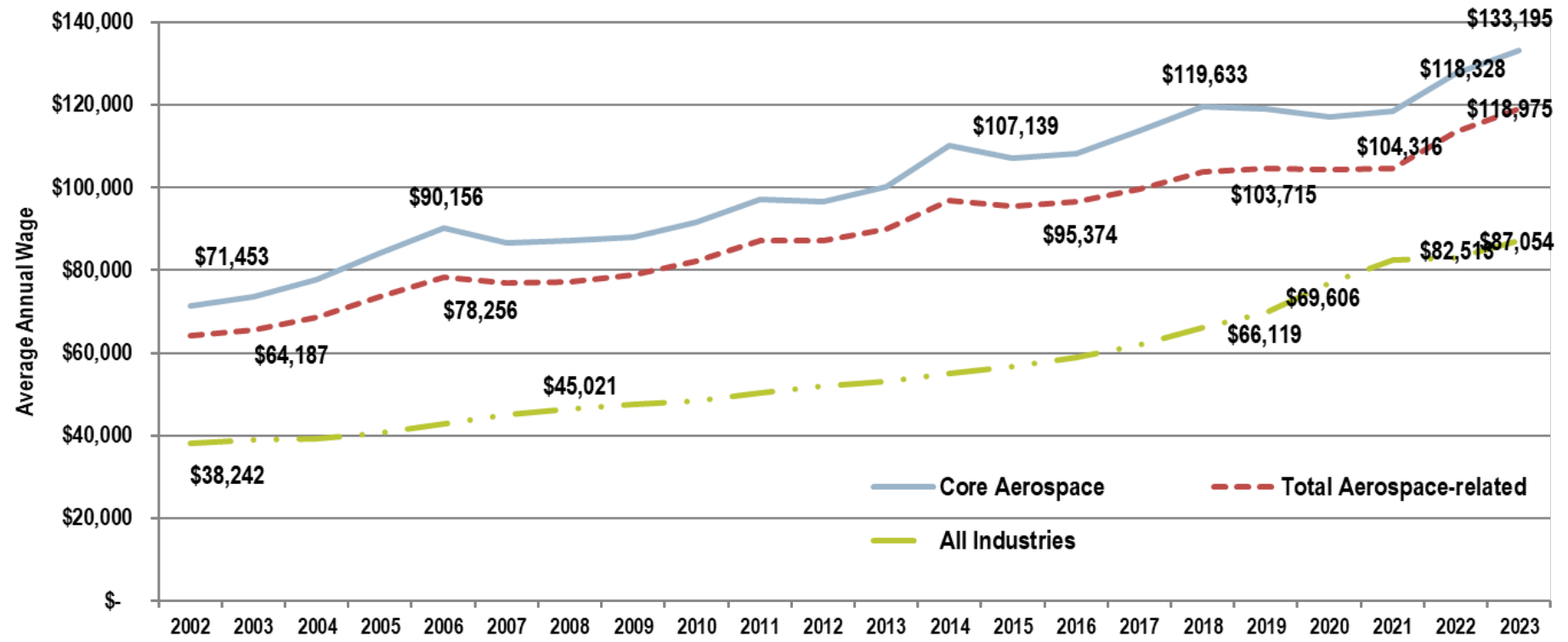
State	Avg Ann Empl.	Total Ann Wages	Ann Avg Wage	Empl. LQ	Wage LQ
Washington	77,420	10,312,191,950	133,198	6.17	5.62
Kansas	30,513	2,681,413,364	87,879	6.14	5.6
Connecticut	29,593	3,941,961,278	133,207	5.06	4.87
Arizona	31,905	3,864,652,343	121,130	2.88	3.14
Oklahoma	12,697	1,273,497,785	100,302	2.17	2.34
Utah	11,946	1,256,877,543	105,214	2.02	2.01
Alabama	14,553	1,553,893,462	106,778	2.00	2.16
Missouri	18,109	2,340,626,581	129,252	1.80	2.28
California	88,386	11,606,526,588	131,316	1.40	1.27
Vermont	1,479	121,742,855	82,296	1.37	1.11

Source: Bureau of Labor Statistics

Source: Bureau of Labor Statistics



# Aerospace wages well-above average



Source: Employment Security Department



# Production occupations make biggest bulk of aerospace occupations

Major Occupation Group	% of Total Aerospace Employment	2023-2nd Quarter Employment
Production	34.8%	26,501
Architecture and Engineering	17.3%	13,142
Business and Financial Operations	15.2%	11,612
Installation, Maintenance, and Repair	10.2%	7,790
<b>Subtotal</b>	<b>77.5%</b>	<b>59,045</b>
Management	6.4%	4,898
Computer and Mathematical	5.7%	4,306
Office and Administrative Support	5.6%	4,248
Transportation and Material Moving	2.0%	1,552
All other major occupation groups	2.8%	2,112
<b>Total</b>	<b>100.0%</b>	<b>76,161</b>

Source: Employment Security Department



# Specific aerospace occupations

Top Aerospace Occupations	Employment 2023q2
Aircraft Structure, Surfaces, Rigging, and Systems Assemblers	9,683
Inspectors, Testers, Sorters, Samplers, and Weighers	4,535
Aircraft Mechanics and Service Technicians	3,583
Aerospace Engineers	3,560
Shipping, Receiving, and Inventory Clerks	2,962
Avionics Technicians	2,680
Logisticians	2,637
Electrical Engineers	2,550
Buyers and Purchasing Agents	2,260
Electrical, Electronics, and Electromechanical Assemblers	2,246
Software Developers	2,188
Industrial Engineers	2,184
Management Analysts	2,018
Industrial Production Managers	1,726
Mechanical Engineers	1,691
Business Operations Specialists, All Other	1,637
Machinists	1,486
Miscellaneous Assemblers and Fabricators	1,176

Source: Employment Security Department





# **AEROSPACE TRENDS AT CTCS**

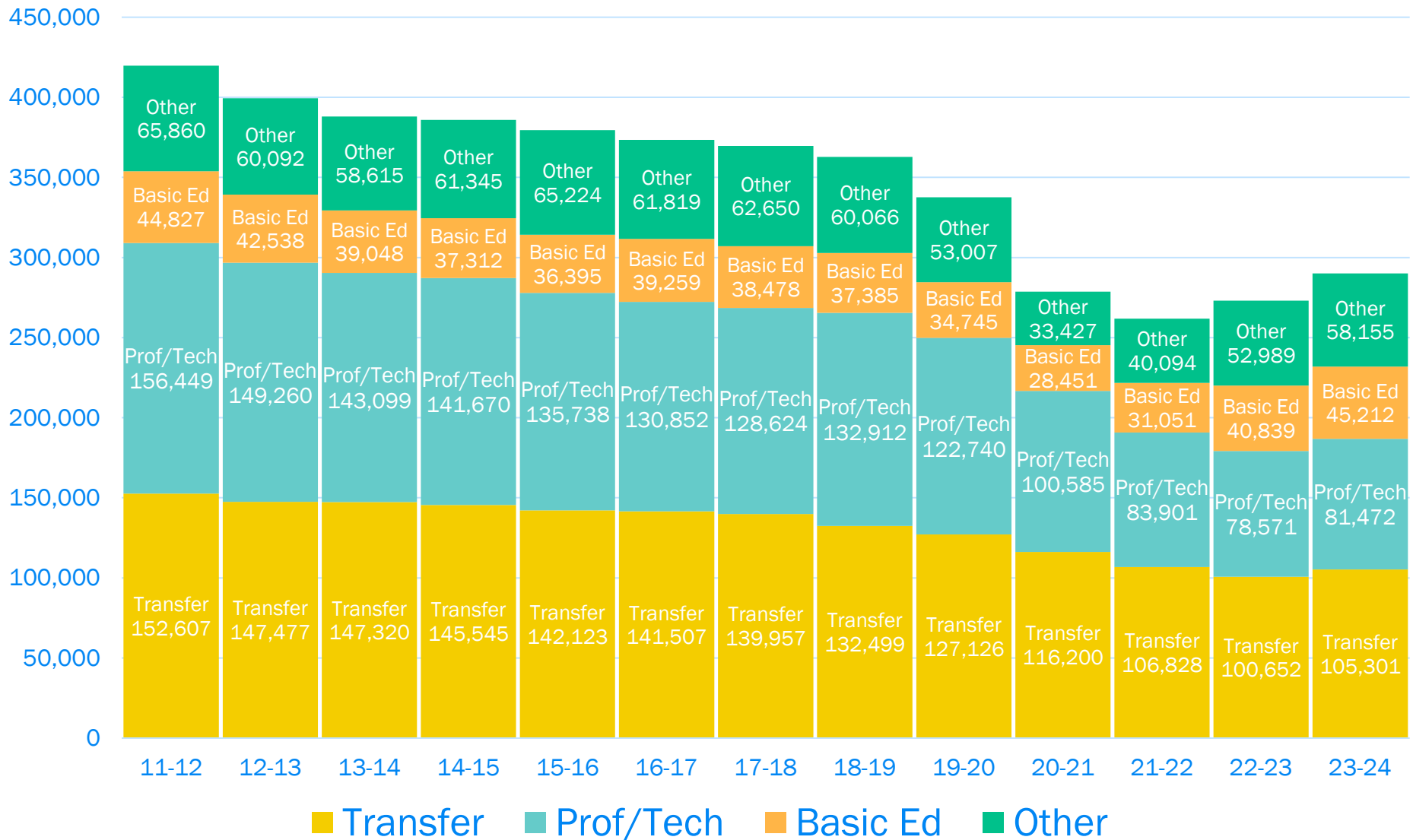
## **Aerospace Pipeline Committee**

Travis Dulany, Associate Director of Policy Research

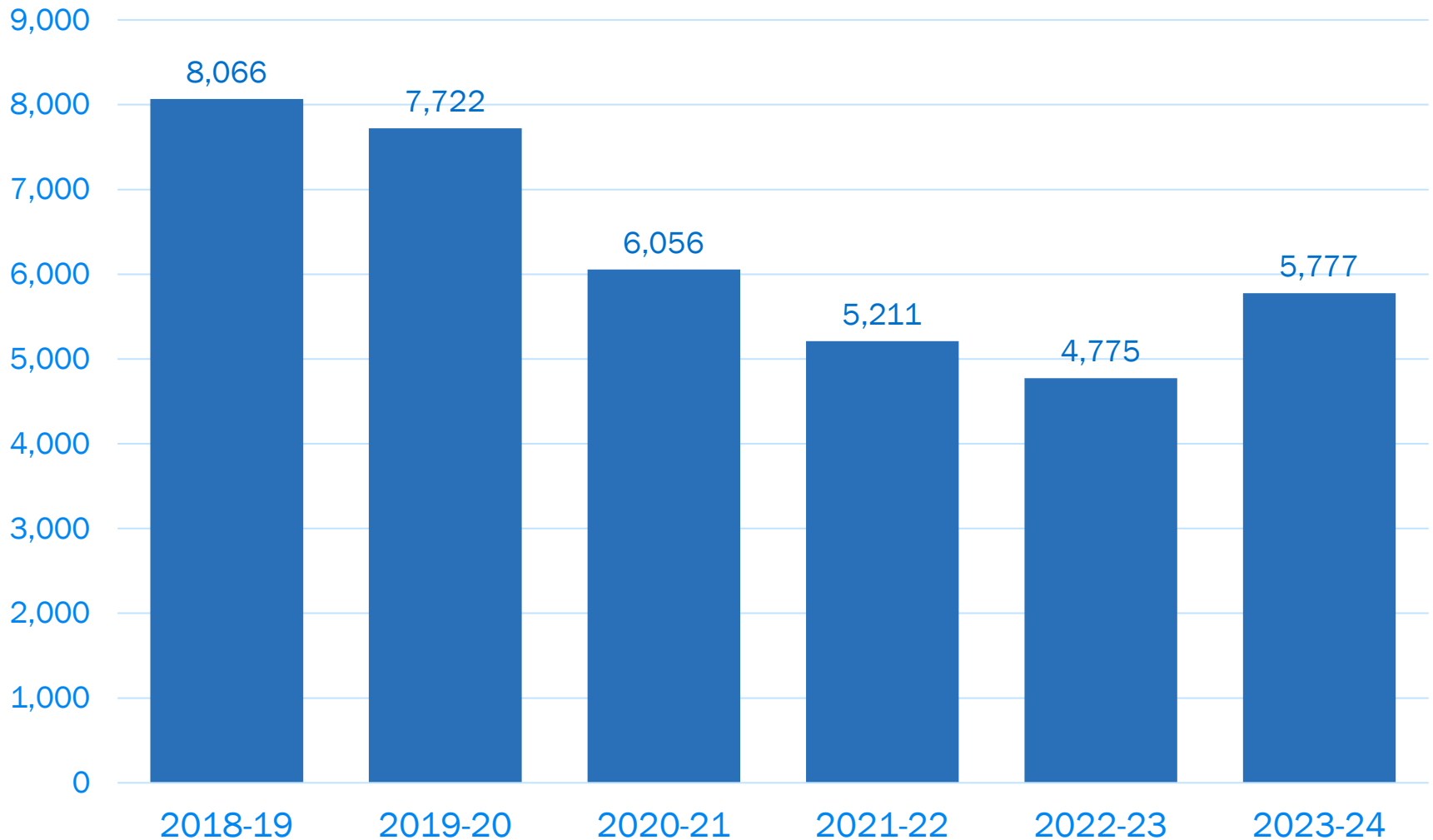
Washington State Board for Community and Technical Colleges

October 15, 2024

# CTC SYSTEM ENROLLMENT TRENDS



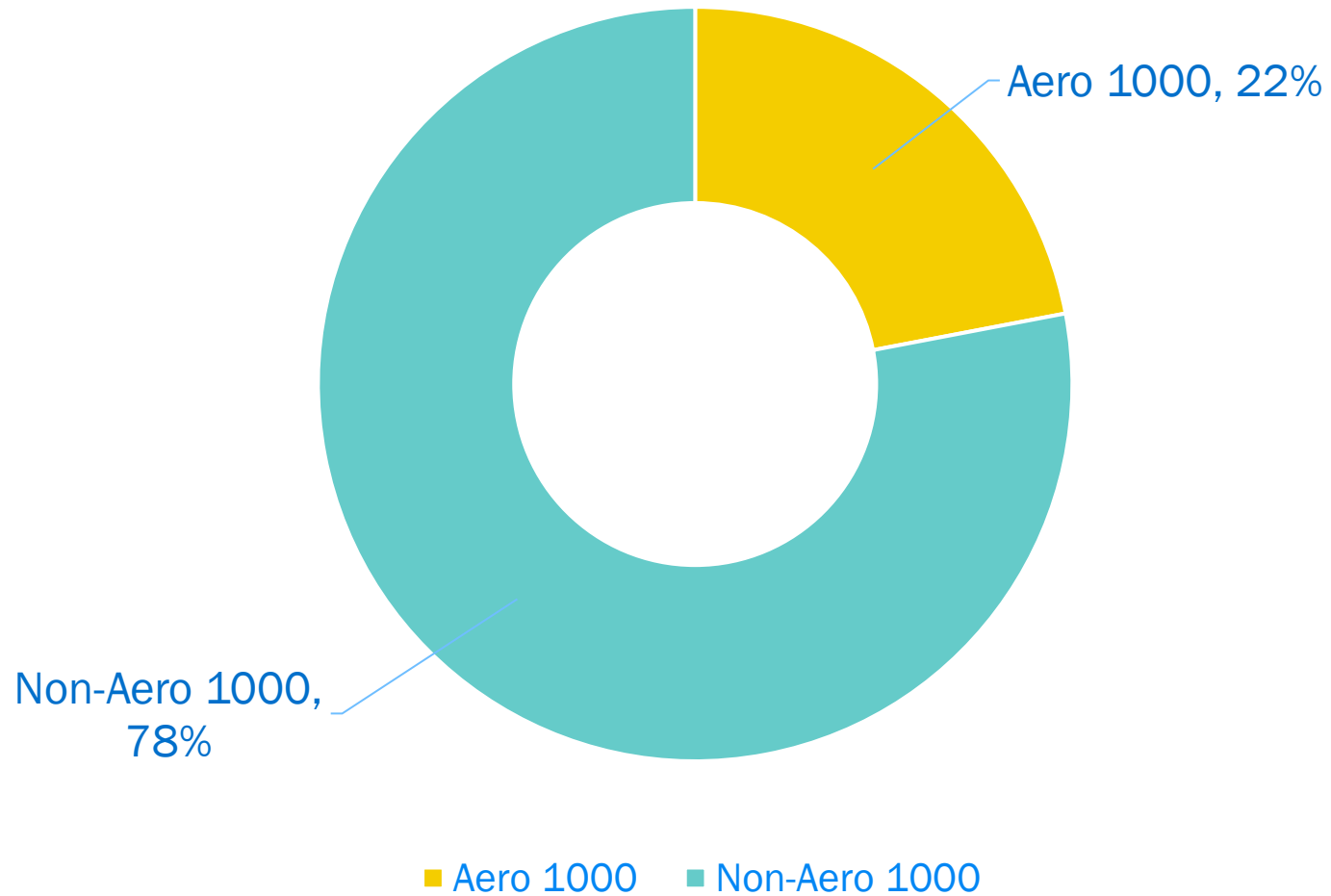
# AERO-RELATED PROGRAM HEADCOUNT 2018-19 TO 2023-24



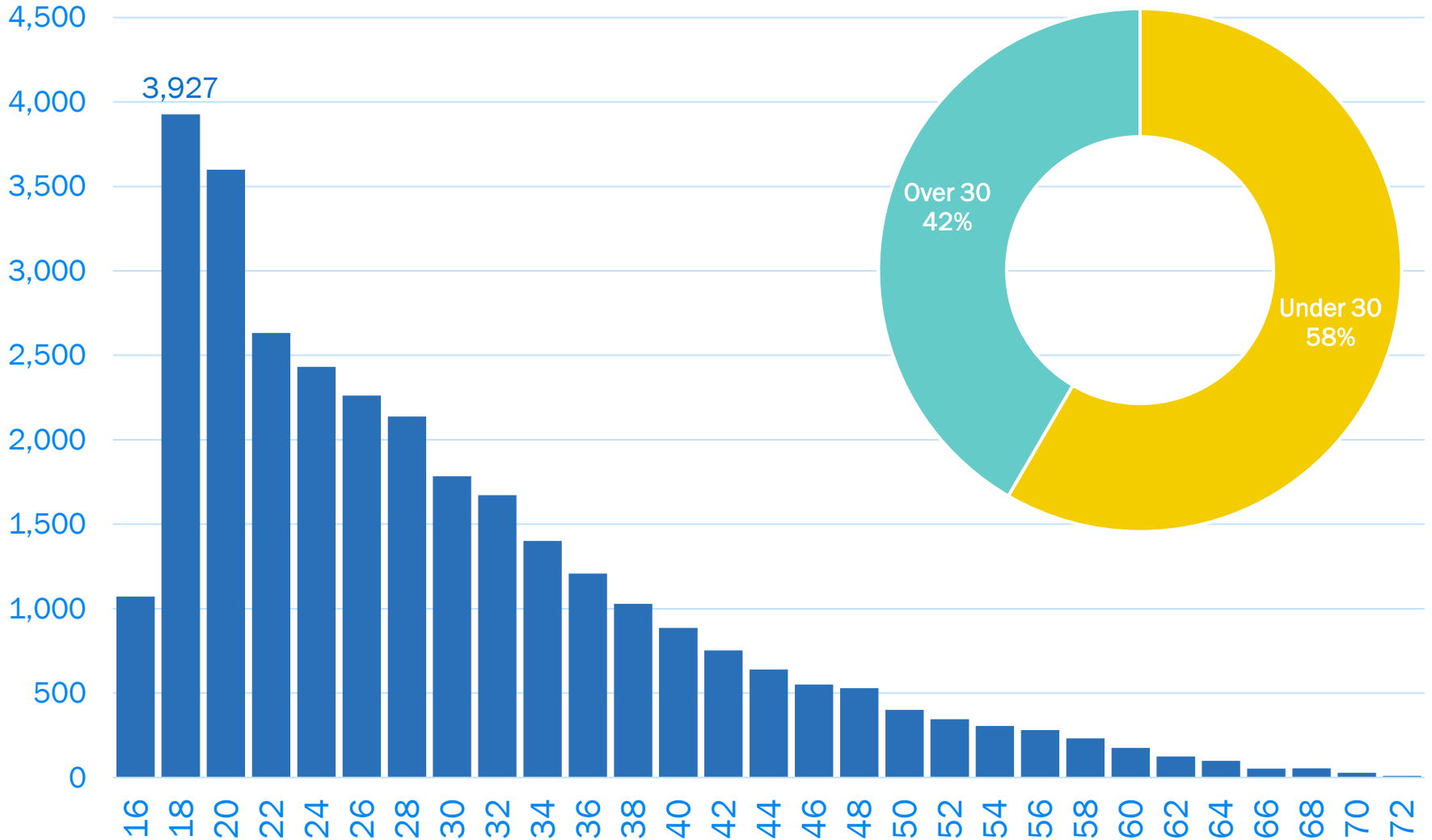
# AERO PROGRAMS: 5-YEAR ENROLLMENT CHANGE

Classification of Instructional Program	2018-19	2023-24	Pre-Post Pandemic % Change
Airframe Mechanics and Aircraft	282	582	106%
Airline/Commercial/Professional	392	212	-46%
Automation Engineer Technology		28	-
Avionics Maintenance Technology	51	73	43%
Drafting and Design Technology	477	267	-44%
Engineering Technologies/Technician	1105	292	-74%
Industrial Electronics Technology	186	54	-71%
Industrial Mechanics and Maintenance	422	367	-13%
Information Technology	284	242	-15%
Logistics, Materials, and Support	84	59	-30%
Machine Tool Technology/Machinist	1031	587	-43%
Plastics and Polymer Engineering	109	86	-21%
Sheet Metal Technology/Sheetmetal	848	733	-14%
Welding Technology/Welder	2911	2275	-22%
<b>Grand Total</b>	<b>8066</b>	<b>5777</b>	<b>-28%</b>

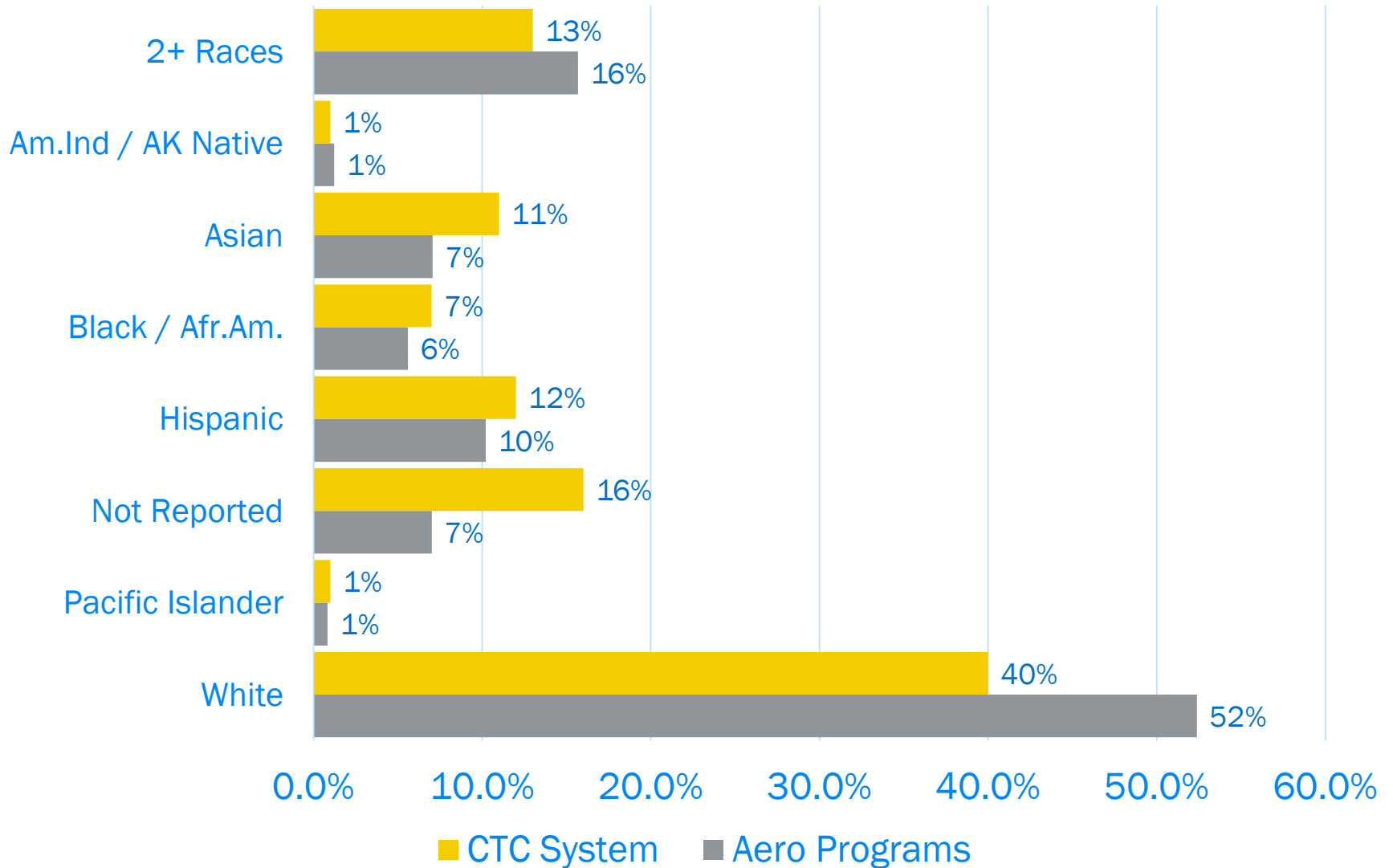
# AERO 1000 REPRESENTATION



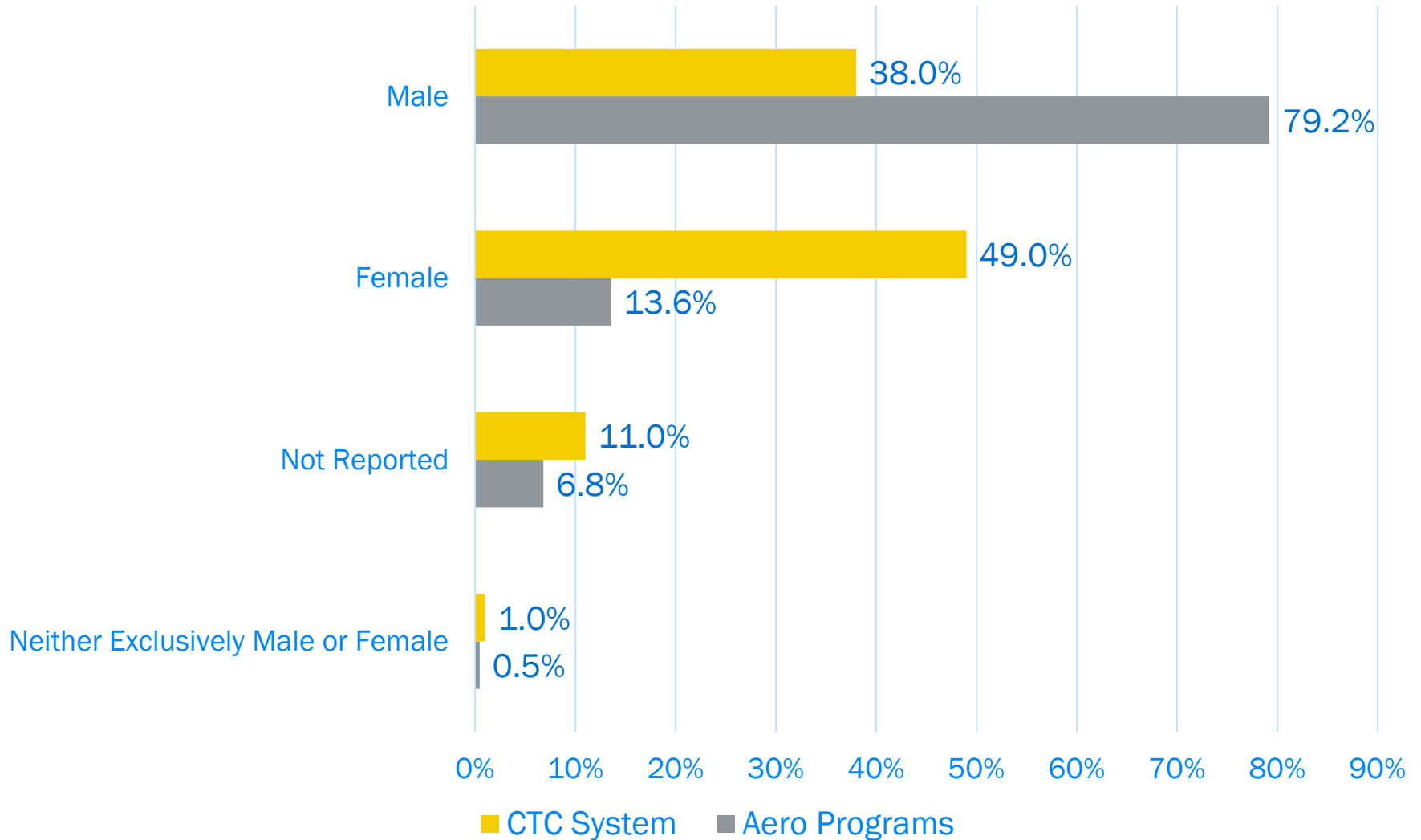
# AERO-RELATED PROGRAMS AGE DISTRIBUTION



# RACE/ETHNICITY BREAKOUT: 2023-24

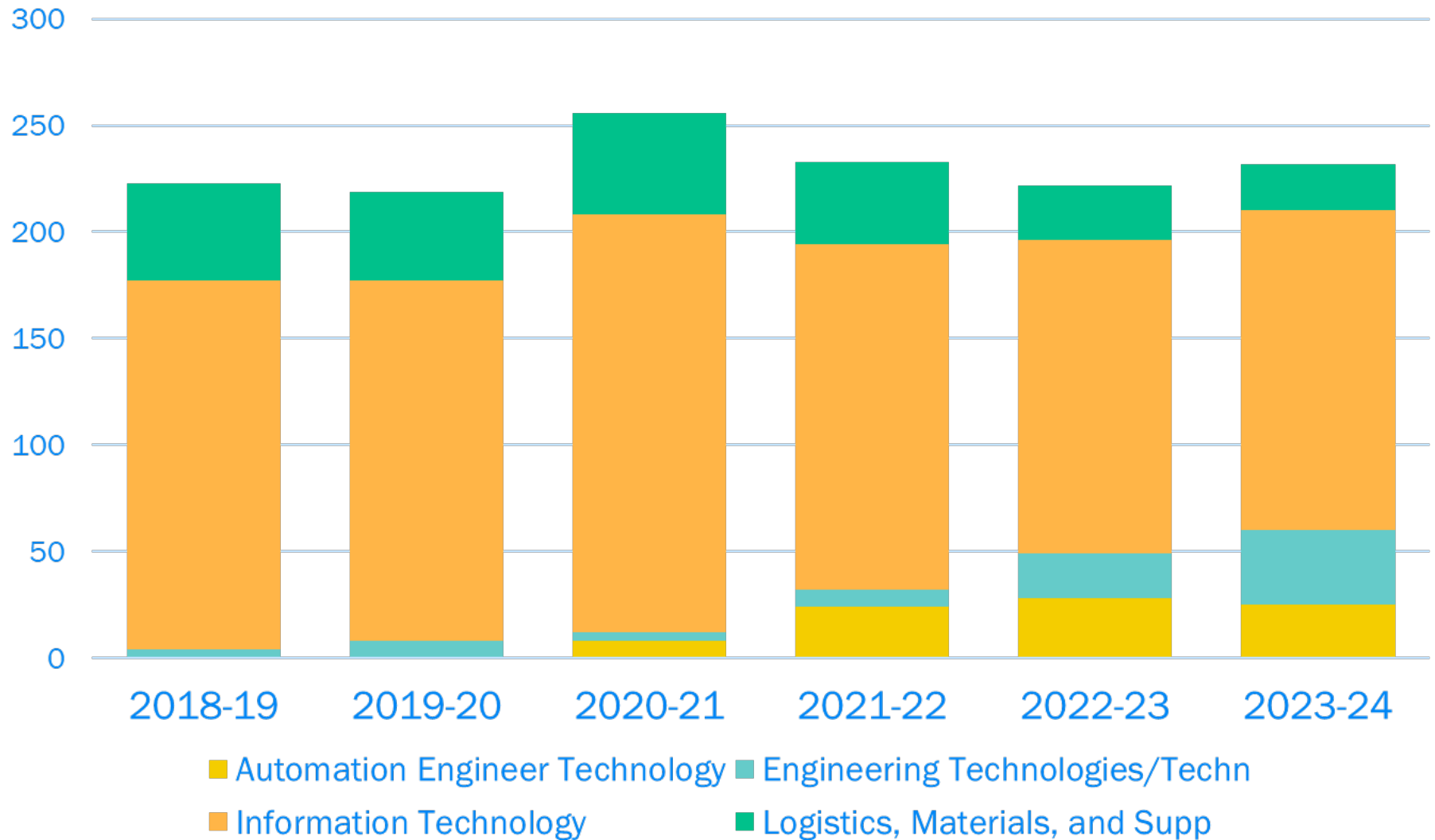


# SEX BREAKOUT: 2023-24

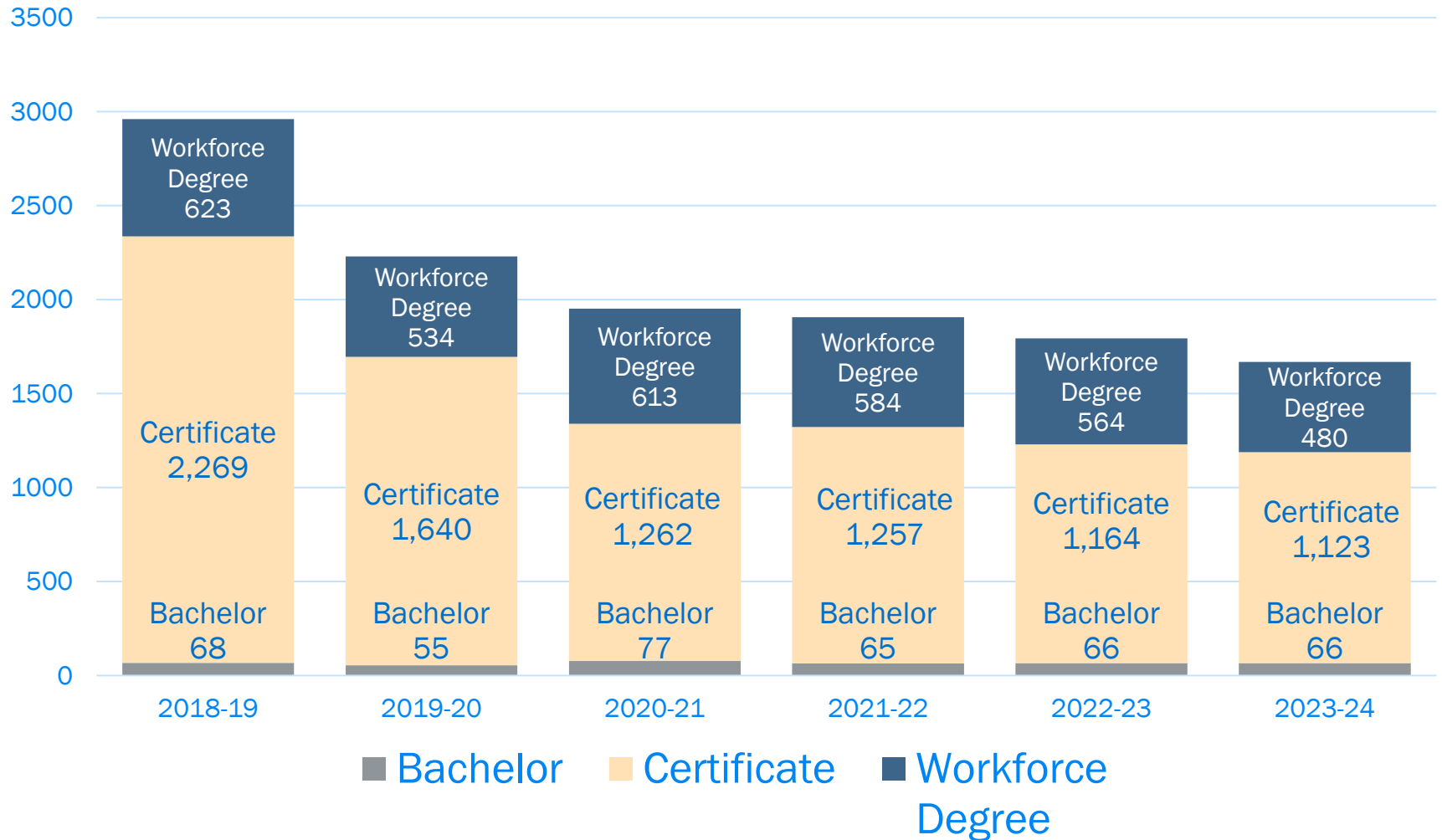




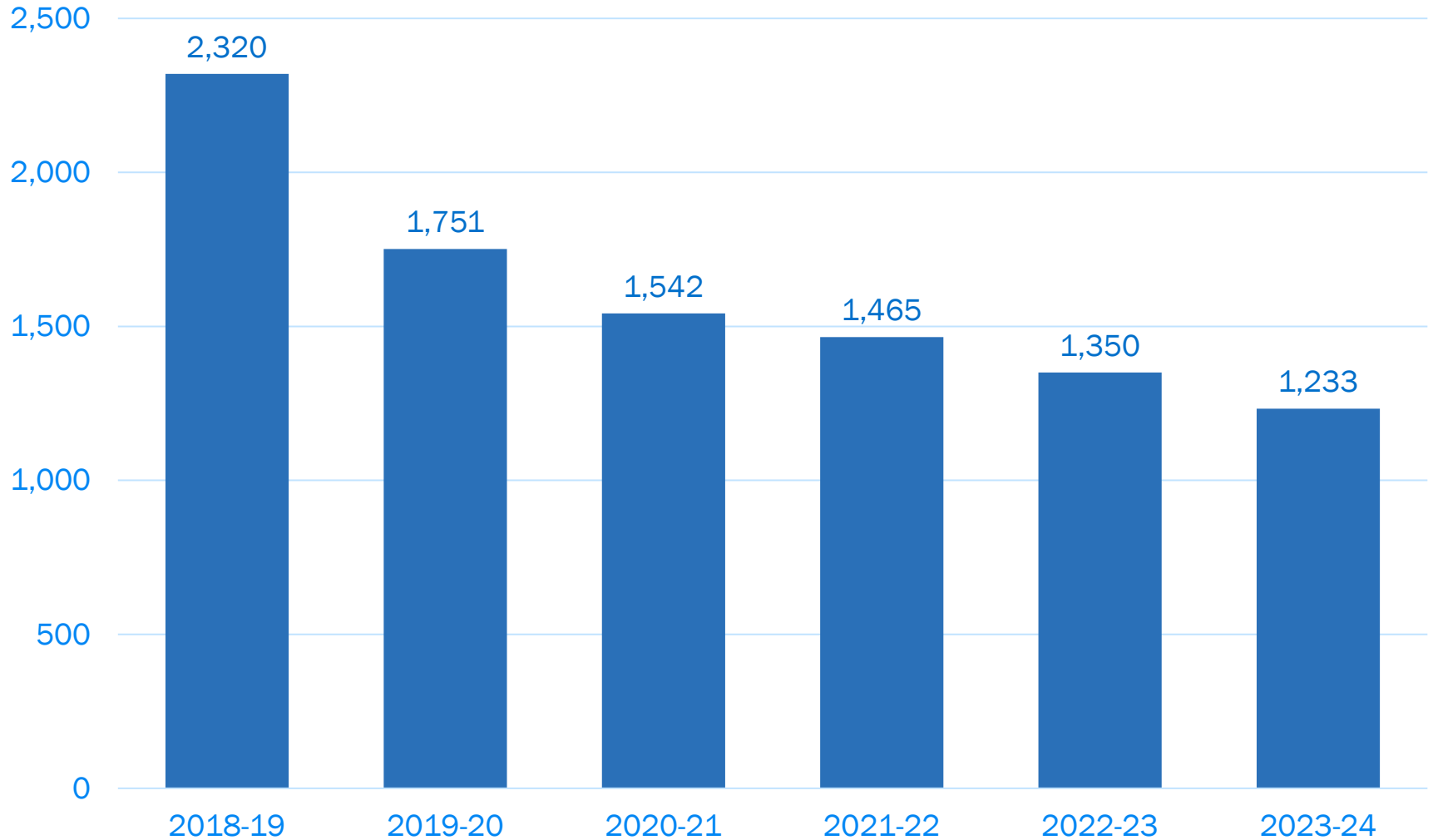
# AERO BAS PROGRAM ENROLLMENT



# AERO CREDENTIALS AWARDED

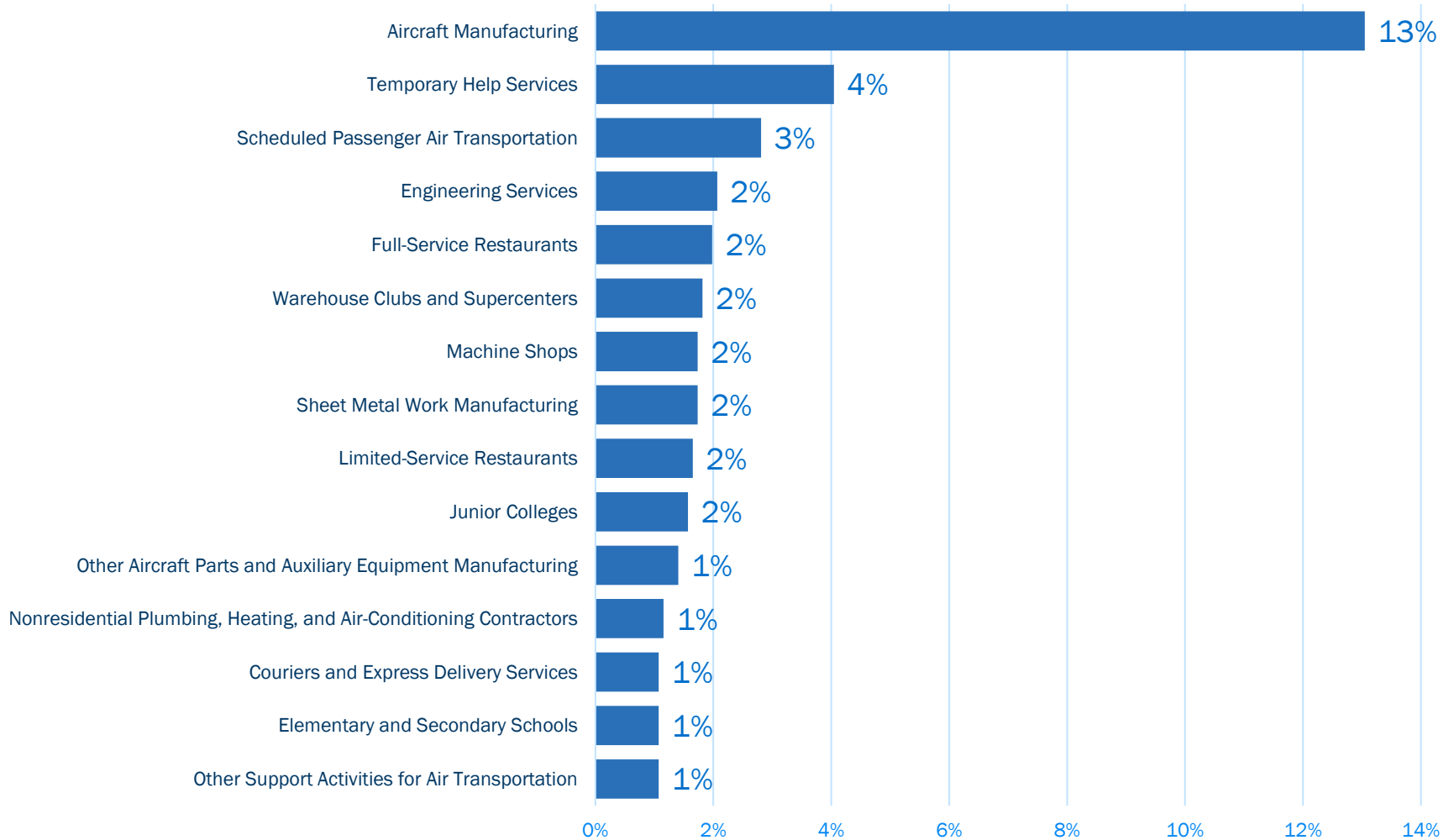


# DISTINCT COUNT OF AERO COMPLETERS

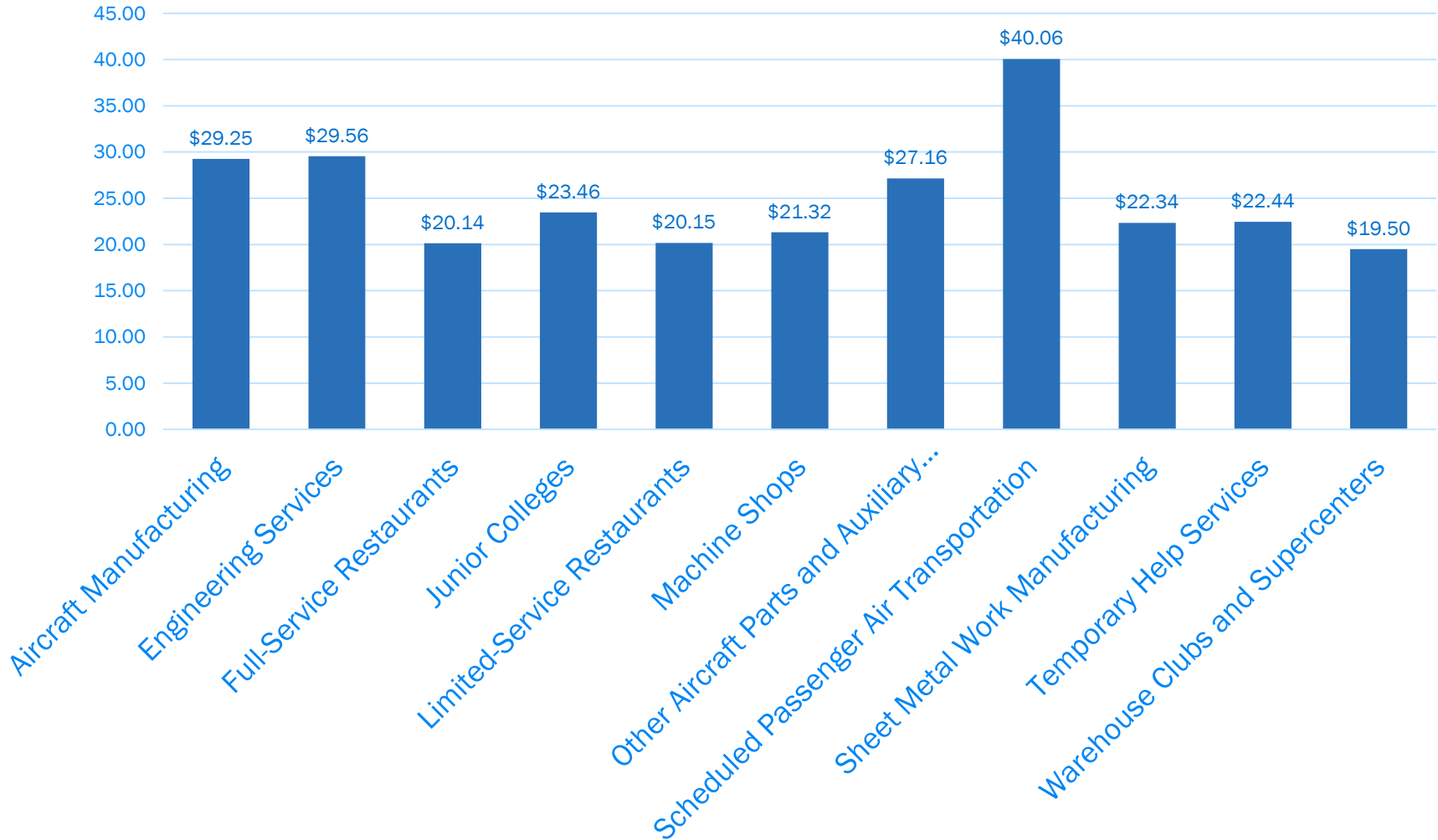


# POST-COLLEGE EMPLOYMENT INDUSTRY

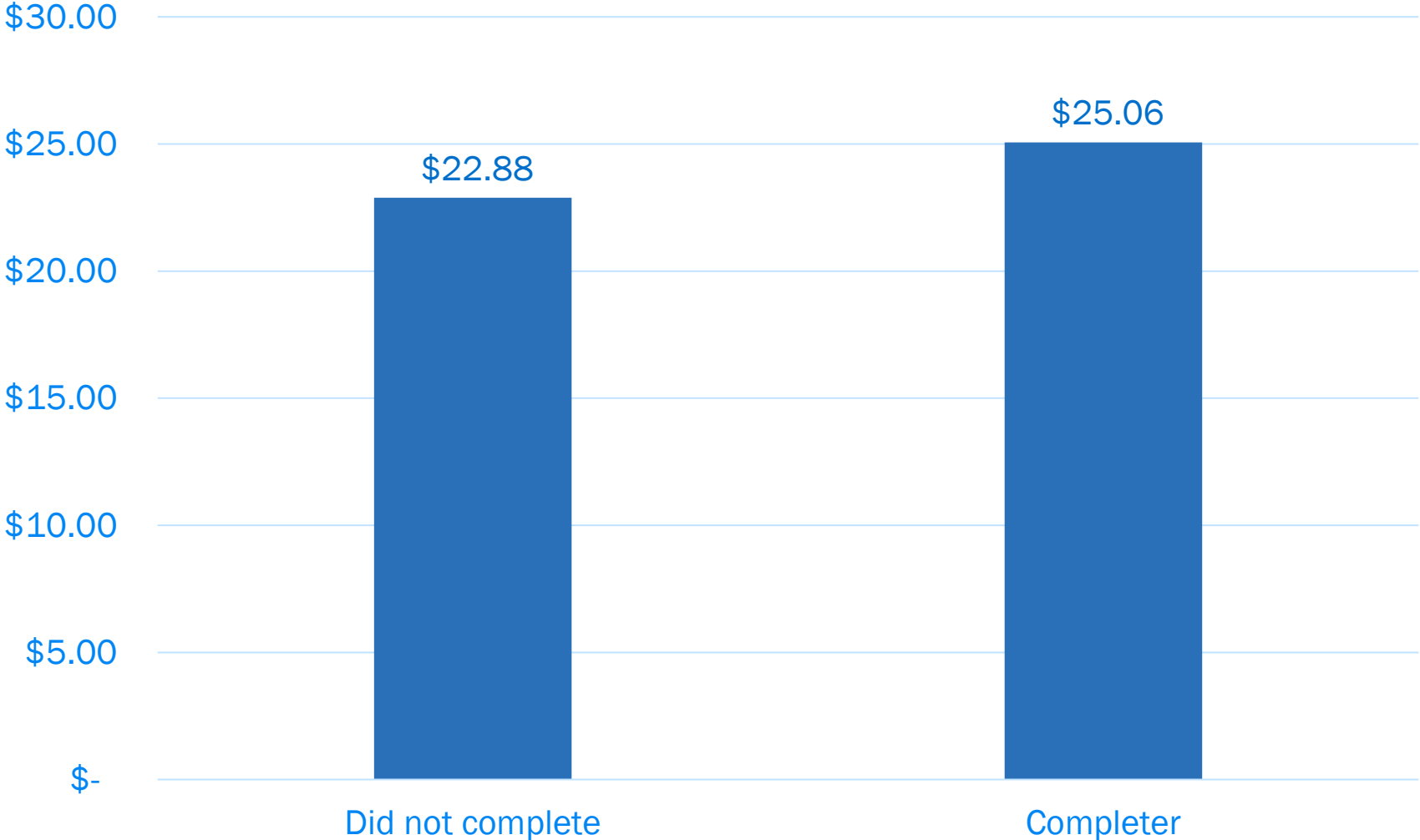
## COMPLETERS & NON-COMPLETERS



# MEDIAN WAGES BY INDUSTRY



# MEDIAN WAGE BY COMPLETION STATUS





# QUESTIONS

Travis Dulany  
tdulany@sbctc.edu

