

**WORKER RETRAINING ADVISORY COMMITTEE - MINUTES**

**Tuesday October 31, 2017 \* 11.30-1.30pm**

**GHL 213**

**Members Present**: Julie Miller (Vice Chair), Michelle Thor, Columbia Credit Union; Scott Bailey, ESD; Travis Elmore, WA State Nurses Association; Mark Maggiora, Americans Building Community; Natalie Pacholl, SEH; David Woodlock, HP Inc;

**Members Absent**: Darcy Altizer, SWCA; Kimberly Pincheira, CREDC; Catherine Erickson, Columbia Machine; Jay Schmidt, Silicon Forest Electronics; Kevin Perkey, WorkSource Southwest Washington.

**Guests:** Jim Wilkins-Luton, Dean of BEECH, Tina Cruz, Client Support Specialist, Maggie McKinney, Program Assistant – OOI.

**Clark College**: Cathy Sherick, Assoc. Director Instructional Planning & Innovation; Rachele Bakic, Associate Dean of Instructional Operations; Genevieve Howard, Dean of WPTE; Rebecca Kleiva, Financial Aid; ; François Wevers, ECD; Armetta Burney, Eligibility Programs; Tim Cook, Vice President Instruction. Maggie McKinney, Office of Instruction

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Committee vice chair Julie Miller called the meeting to order at 11:40 and introductions were made.

Minutes of the Previous Meeting

*The minutes of June 6, 2017 were presented, Mark made a motion to approve; this was seconded and passed unanimously.*

Next Meeting Date

The committee will meet again on March 20, 2018 at 11.30am

Office of Instruction Announcements

Cathy Sherick made the following announcements:

Welcome back to 2017-18 we are excited to be rolling up our sleeves and delving in to the second year of work of our **Academic plan.**

The new **“Areas of Study”** have been adopted and approved these will provide the framework for organizing the different degree paths for students. The link is [Here](http://www.clark.edu/academics/programs/index.php)

Advisory Committees will begin to see how they fit in to the implementation work of **Pathways**. The goal is to improve rates of completion, transfer and attainment of jobs. The American Association of Community Colleges (ASCC) has developed a model that articulates the implementation process. Advisory members are encouraged to review the model for understanding.

The new **McClaskey Culinary Institute (MCI)** is open and teaching students this term! The link to information about the program is [Here](http://www.clark.edu/academics/programs/culinary/). We are looking forward to being able to provide our advisory members with menu items from the cuisine and baking programs.

Clark continues to see enrollment declines, which may have budget impacts. We do not anticipate further program cuts at this time, but cannot rule out the possibility of changes in the future should this trend continue. Your help in letting community members know about the great programs at Clark is appreciated!

As programs are taught out, we have terrific Advisory volunteers we hate to lose. Often we need to infuse current committees with new members, and sometimes new programs are developed that will need new advisory committees. We are working this year on the development of a **Master Advisory Committee** that will help us with three tasks.

1. Visiting current committees to talk to members and get an idea of how things are working.
2. Planning and hosting annual Advisory event.
3. Reporting to the Board of Trustees every year on the great work of Advisory Committees.

Let us know if you are interested by contacting Nic. You can be on two committees, or if you want to step away from your current committee work that is fine too.

We also wanted to thank everyone who was able to attend the **annual recognition** event held on July 13 at the new STEM building. We had beautiful weather, many cold beverages and a great time. We look forward to planning the event next year with our new Master Advisory Committees.

We will be undertaking an updated Ethics training at the Spring advisory meetings.

The annual Clark College Career fair will be held in April. Advisory Committee members will be provided additional information from the career center in upcoming meetings.

Power Privilege and Inequity

Cathy spoke about the college moving into Plan Goal 6 – infusing the curriculum with the study of Power, Privilege, and Inequity (PPI). She discussed why PPI would be important in the advisory committees and asked if anyone had ever been into a place of business and thought that the person couldn’t help for a specific reason. Travis offered an example of this happening. Cathy offered that employees need to be trained to work within these experiences and asked what the committee felt the business case for teach PPI within programs might be.

Travis mentioned workforce is becoming more and more diverse. Scott commented that if instructors do not deal with unconscious racism in the classroom, they are selling their students short.

Cathy highlighted a walkthrough of how we look at equity and distributed a handout. Scott mentioned no longer companies are working in a bubble – word gets out. Cathy commented that Clark is pursuing non-traditional students and discussed the importance of infusing PPI into the curriculum. She noted that help from the advisory committees will be really valuable and needed during the process. Travis shared that he just got back from a social justice conference. He mentioned that the biggest takeaways were that it was important to encourage that it is clear that the space is safe and to look throughout organization – structurally it’s the hardest to change. Mark suggested starting informally because that’s where you build relationships. Julie suggested developing the curiosity to learn more and create the equity. Cathy asked if companies are engaging in this process already. David said HP is working on this. As a big company it has money to throw at the problem. Smaller companies don’t have the resources to work on the problem as easily.

Travis asked what the end goal looked like. What does the diversity of faculty look like? He commented that if the structure lacks diversity it’s harder to change the output. Tim answered that the diversity of the faculty is still pretty low. He continued that it has been more about retaining the students we have but that who isn’t coming through the door needs to be. Rebecca mentioned that there has been a push to get the students we are not currently serving. Armetta mentioned that there should be a big push with the new MESA center.

Natalie asked if there are measurable outcomes Clark is seeking? Tim answered that the board is looking at that, but the goal is for the institution to look like the community. Jim commented that data is being looked at. For example, College 101 – how are groups succeeding after compared to those not taking the class? There is an additional focus on iBest to help bridge equity gaps.

Updates

Financial Aid - Worker retraining dollars are available to help beyond tuition and for those who aren’t eligible for traditional financial aid. There is work with the Clark County jail to retrain to reintegrate after incarceration. Armetta stated that there are currently 15 students in the reentry student. There were 9 last summer. Feedback from students is that without support they would likely not continue. Cathy asked if businesses could contact them for assistance hiring from this population. Armetta found that some individuals might not be ready for the program as they lack computer skills or life skills, and asked “how do you close that gap?” Julie suggested partnering with WorkSource. Mark mentioned he works with this population and suggested a further conversation. Jim & Cathy going to meeting in December at the jail regarding apprenticeship program. Kathy thanked Rebecca for her work and mentioned funds were increased because of exceeding goals. Travis mentioned that Seattle has “banned the box” that perhaps Clark could urge Vancouver to emulate. Genevieve mentioned JC from Larch is very enthusiastic to talk and work with employers. Armetta mentioned that Goodwill had a successful reentry fair. Tina mentioned that bias towards felons is considered an “accepted” bias.

2017 Workforce Education Conference – Cathy and Rachele went over slides of presentation regarding labor market trends and tools. Trends are showing that the workforce is aging. Scott mentioned that the youngest population is a larger population. Travis asked if retirements have increased now that the economy is better. Scott said no both because of savings/retirement or desire to continue work. Female population in later life is growing in labor force. Scott would be happy to provide numbers. Cathy mentioned food service with a place to target workers who are a little older for retraining programs. Scott mentioned employers targeting younger workers to train them before the older ones retire.

Following the meeting discussion, the committee was provided a tour of the Dental Hygiene facility.

Prepared by Maggie McKinney