



Centers of Excellence: Partners in Education and Training Innovation

NSRP Crosscut Initiative Panel Meeting

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Trade & Industry and Apprenticeship

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**Northwest Center of Excellence for Marine Manufacturing and
Technology**



Why Partner with Colleges?

- Community and technical colleges can help your company:
 - Convene people from different aspects of industry
 - Identify training needs
 - Develop and teach curriculum



Why Partner with Colleges?

- Community and technical colleges can help your company:
 - Upgrade skills of your current workers
 - Recruit new workers
 - Leverage public funding



Industry Sector Initiative

“the key to the success of almost every industry cluster is the presence of a labor force with the appropriate skills for and knowledge of the industries located within the commuting boundaries of the cluster”

Rosenfeld, Jacobs, and Liston (2003) Cluster- Based Workforce Development: A Community College Approach



Centers of Excellence

- Focus on targeted industries that drive economic development
- Linked to high wage high demand
- Create and maintain up-to-date library of resources
- Translate industry research and trends into education and training practices
- Develop and maintain collaborative relationships to share expertise available through the CTC system

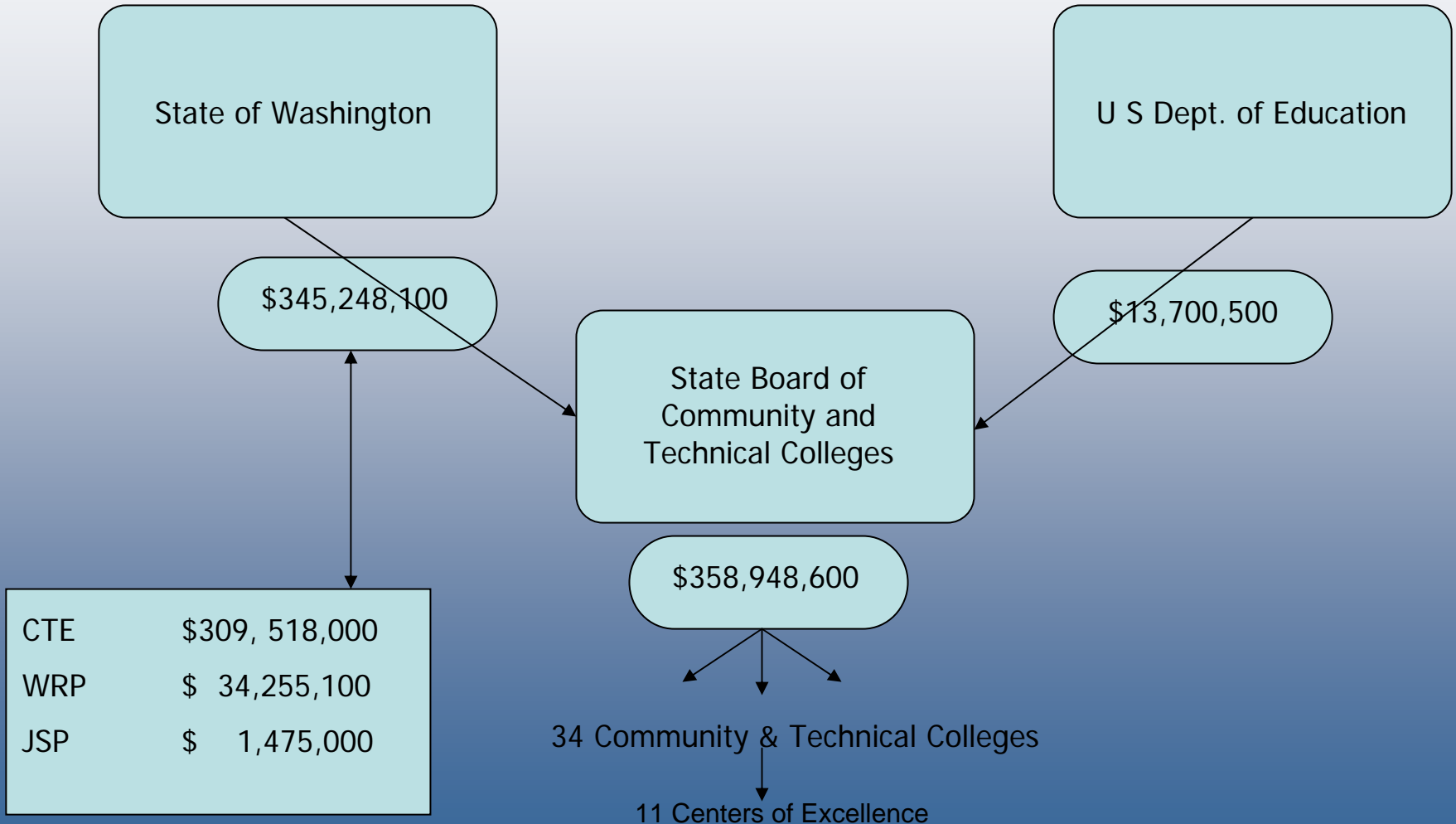


Centers of Excellence

- Provide support, coaching, and mentoring to other CTCs serving the targeted industry
- Support the development of educational pathways and K-20 collaborations and articulations
- Participate in industry skill panels
- Respond to the required skill needs as identified by skill panels or other skill standard initiatives



Funding Centers of Excellence





Centers of Excellence Partners

- Business
- Labor
- Industry Associations
- Apprenticeship Programs
- Community and Technical Colleges
- Tech Prep Associations/High Schools
- Economic Development
- Workforce Development
- Community Associations



Marine Industry

- Leader in production of luxury yachts used advanced materials technology
- Homeport to the North Pacific commercial fishing industry
- Growing aquaculture and seafood farming
- More than 26,000 employees serving 1,100 employers



Marine Industry

- Second largest container load center in the western hemisphere
- Port activities account for 101,000 jobs in the state
- Seven deep draft ports and 12 total marine cargo terminals
- Port of Seattle has the three largest container cranes in the world, towering 391 feet
- Water system extends 352 river miles inland in the state



The Northwest Center of Excellence for Marine Manufacturing and Technology is a dynamic collaboration of employers, educators, economic development, workforce development, government, labor, and industry associations that leverage public and private resources to ensure that Washington State maintains and grows a high skilled and technically proficient marine workforce.



Marine Education and Training

- Skill Panels
- DACUM Charts
- Curriculum Development
- Assessment
- Training Formats
- Certifications



Leveraging Resources

- Funding resources
 - government funding sources
 - private funding sources
- Training resources
 - training formats
 - training sites
- Curriculum development



Leveraging Resources

- **New Workers**
 - WorkFirst
 - High Demand Grants
- **Incumbent Workers**
 - Job Skills Program
 - Customized Training Initiative
- **Dislocated Workers**
 - Worker Retraining



Leveraging Resources

- Recruiting and Training New Workers
- WorkFirst
 - Employer sponsors
 - Good wages and job demand
 - Low-income with children
 - Up to 1 year of training



Leveraging Resources

- WorkFirst Examples
- Spot Welding and Assembly
- Manufacturing
- Forklift/Warehouse Worker



Leveraging Resources

- Recruiting and Training New Workers
- High Demand Grants
 - Industry involvement
 - High wages, high job demand
 - No constraints on type of student or training length
 - In past, temporary “seed money,” now permanent funding



Leveraging Resources

- High Demand Grant Examples
- Able-Bodied Seaman to Mate
- Commercial Building and Industrial Engineering



Leveraging Resources

- Incumbent Workers
- Job Skills Program
 - Pays half of training costs for customized training
 - Must provide at least 1:1 industry match
 - Must have good wages
 - Must show economic impact on workforce



Leveraging Resources

- Job Skills Program Examples
- Todd Shipyards and Boilermakers Apprenticeship - shipfitter training
- Pacifica Marine - welding, high performance work organization training
- Raleigh Bicycles - welding with exotic metals, composites



Leveraging Resources

- Incumbent Workers
- Customized Training Initiative
 - Companies pay all customized training costs upfront
 - Companies get tax break over 3 years, totaling half of costs
 - Must have good wages
 - Must show economic impact on workforce



Leveraging Resources

- Customized Training Initiative
- Started in July 2006 - no examples yet



Leveraging Resources

- Dislocated Workers
- Worker Retraining
 - Industry involvement
 - High wages, high job demand
 - Students collect UI benefits and do not have to look for work while in training
 - Colleges provide priority registration, multiple entry points



Leveraging Resources

- Worker Retraining Examples
- Commercial Building and Industrial Engineering
- Computer Network Technician



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Questions?