

Question 1: What ideas do you have for recruiting students into Seattle Culinary Academy with an emphasis to increase diversity, equity, and inclusion, including:

- High school outreach program (18)
- Diversify accessibility -> communicate wrap-around services (12)
- Recruit diverse staff (11)
- Childcare resources and part-time/ evening options (10)
- Make a commitment to protecting the program into the future. Let the community know the program is here to stay. Share how great our colleges & programs are, regularly (8)
- How to really "brand" this program to different communities (3)
- Festival participation/ Farmer's Markets, etc (2)
- Beat the sustainability drum harder>>>put it at the heart of the program (1)
- Guest Chef seminars, speaker series (1)
- Work with the restaurant industries + high schools and advocate what SCC culinary programs can be "different" that can appeal to BIPOC communities (1)
- High school visits/ network (1)
- Use Seattle Promise to help funnel students from lower income areas into our program at no cost to them
- Figure out who's coming to the program out of "passion" and for "job training"
- Internships/ work study in local farms/ fishing communities
- Compensation for students to go to high schools and talk about the path
- Chefs of color
- Identify customers with an interest in entering the culinary field and advocate for SCA
- Participate in career fairs
- Culinary Competitions

Question 2: What connections or resources can you/ your company make/ provide for/ to SCA (equipment, financial, connections, continuing education, etc.)?

- Mentorship/internship (20)
 - Whole trimester with grades? Credit/ scholarships
 - Minimum time to meet student/ restaurant needs
 - Tax benefit for industry participant [incentive]
- Education on being an educator (11)
- Can industry connect from start of culinary school [1st quarter]? (10)
- Differentiation -> credit system with working at different outlets [e.g., restaurants, all day café, cooking school, grocery stores, etc.] (6)
- Continuation programs with local industry (4)
- Increasing safe space kitchens (4)
 - Placement system committed to inclusive, safe
- Professionals [food and facilities program] (1)
- Repurpose funds used for recruitment (1)
- King County Public Health-cross train with public health certified food safety
- Supplemental education for specific skills/ cuisines
 - Choose your path

Question 3: What legislative asks or policy changes do you think would be helpful for SCA and CTE programs to the state legislature? Federal legislature?

- Target special funding to CTE programs for operating costs (20)
- Tax incentive/ other benefits for restaurants working with students [to lower B+O tax] (14)
- Funding based on initial enrollment number of students in each quarter (13)
- Parity with 4-year funding (11)
- Financial incentives for workforce programs with job placement success (8)
- State-funded salary increases to attract and retain the best faculty and staff, consider cost of living in this area (8)
- Clarifying what “culinary jobs” are that students at culinary schools are considering [e.g., Is it productive to include “fast food” jobs when determining “value of a degree” for the culinary industry?] (5)
- Categorize culinary and other CTE programs as high demand (3)
- Allow CTC’s to run levies by district (2)
- Are there policies that block any creative solutions/ partnerships? (1)
- Completion incentives for students
- Awareness of uniqueness of the program and who it serves
- Funding for post-graduate internships
- Collect data that more accurately reflects what happens when our students go into the workforce
- Assess resource savings -> investing in preventative solutions
- SOC/ CIPS??

Question 4: What could the college and SCA be doing that they are not?

a. What training or support could SCA provide your organization?

b. What have we not thought of to keep SCA sustainable for the future?

- SCA should make more connections with more businesses and organizations [e.g., Google, Amazon, etc.]
-there is a two-way relationship possible (17)
 - Systemic support could be built, invest in each other, SCA<-->Community
- Explore micro-credentials, alternative class schedules (17)
- Required internship/ externship (12)
- Offer classes to community and continuing education people (4)
- Partner with medical community [e.g., hospitals, UW Medical, etc.] to create continuing education courses (4)
- Food service purveyors, vendors, suppliers (1)
- Restaurant sponsor students through program (1)
- Running vs. Just working in the kitchen (1 dot) Teaching vessel status
 - Focus on leading
- BAS program (1)
- Internship/ externship-reach out to businesses that students are interested in learning from
- ACF pigeonholing
- Competency based training/ assessment
- Networking with other programs
- Define wage progression/ timeline
- Redefine lack of OJT and program necessity
- Re-look at stackable skills
- Could focus on culinary nutrition: point \$\$\$