Seattle Culinary Academy (SCA) Business Plan

Over the 2022-2023 academic year, each of the four workforce programs suggested for closure at Central are developing action (Business) plans that incorporate external funding, community and industry partnerships, and internal redesigns to create a sustainable funding plan for the future. In collaboration with Technical Advisory Committee (TAC) members and college employees, a preliminary SCA Business Plan has been created. This is an iterative process; updates will be provided as new versions are developed.

Completed work:

Scope and Sequence Revision:

• Eliminate summer quarter as required programming
• Embed summer quarter certification requirements into 5 quarter program
• Reduced credits for AAS to 90 credits
• Re-named courses to show progression, allow for more flexibility of focus to adapt to trends/community needs while foundation in strong base skills
• Offer some course-work hybrid or on-line as makes sense for student schedules
• TILTED assignment training

Equity, Diversity, Inclusion, and Community (EDIC):

• Instructors review lesson plans - look for curriculum opportunities for students to see themselves
• Review course lectures and assignments with EDIC as a focus
• Review policies and procedures with EDIC as focus
• Instructors are encouraged to seek professional development opportunities with EDIC focus as part of the annual ACF, Workforce & EEPD requirements. Annual report to EDIC committee (SCA).

Current work (2022-2023):

Action Items	Notes/Roles
Create a short-, mid-, and long-term business plan	Currently taking place
Increase awareness of programs and options for students at SCA	**VPI, Dean, and staff**: reach out to Guided Pathways, Promise, and Foundation • Seattle Colleges are in process of hiring Areas of Study recruiters who can support this work
Helping students be aware of the current wrap around services offered	SCA has expanded their student orientation to include a resource list for college services and are actively engaging students to have better access to support service
Part-time/short term program development	Small taskforce built out curriculum for hybrid programming for stand-alone certificate or to matriculate into 2nd quarter

Articulation agreement with Puget Sound Skills Center to students transfer up to 12 credits (CUL 101, 111) toward Applied Associate of Science degree in Culinary Arts and credits for the certificate in Specialty Desserts and Breads, 1.5 for SD&B	Workforce Dean, Dean, and faculty
Prior Learning Assessment for CUL 101 and 111 (12 credits), also HOS 110 (3 credits)	Dean and faculty
Program Re-tool to help students complete program in less time and at a lower expense	Dean and faculty
Working on ways to better partner with some restaurant groups, (i.e. Bastyr University, Carnation Farms, and Ethan Stowell Restaurants) to host our students for tastings, etc.	Dean and faculty
Community partnerships with food banks and United Way	Dean and faculty
Offering classes to the community and continuing education courses	TAC, Dean, Continuing Education (CE)
Hiring diverse employees	College
Guest Chef seminars, speaker series. We currently host guest chefs and speakers, cycled in with jobs forums focused on diverse hospitality entrepreneurs	Dean and faculty
Some high school visits – we are re-engaging on this post COVID	Dean, employees, Outreach

Many of the business plan action items require funding. We will have to assess whether funds are available.

Short-Term (1-3 years):

Action Items	Notes/Roles
Marketing, Outreach, Recruiting • Hire a recruiter for BIPOC and women students • Fine tune screening/approval	Need funds for: • A recruiter to work with CBOs, etc. and hold tours • Dean and faculty
Staffing - more BIPOC employees • Hire support personnel for job placement, recruitment, events, substitute teaching, faculty & tenure positions. Seek diversity in these positions.	College Need funds for positions

Curriculum, Teaching, Learning • Skill- build Industry Curriculum- 1st: FOH training curriculum (Winter 2023) • Master courses offered summer: Wine, bread, butchery & farm culinary practices to summer offered as master classes/ elective credits • Implement articulation from industry or other culinary programs into 1st & 2nd quarters • EDIC initiatives- Lesson plan/ assignment progress report. Policy review.	**Deans, faculty, industry partners** • College, Rick Yoder & Tamara Murphy • Dean, faculty, CE, industry • Dean, faculty, industry • Dean, faculty
Students • Increase student support at SCA	**VPI and Dean:** increase student support
Operational • Replace/ fix equipment & purchase small wares to accommodate student learning • Conversation with South Seattle Culinary: collaborative efforts and program evaluations.	Dean, employees, Foundation VPI, deans, employees
Legislature • Identify SCA programs as "high demand." • Legislative funding model that better supports unique Career and Technical Education (CTE) program needs. • Count "completion" differently: Can being employed in industry be counted? Is the certificate pertinent to industry? • Provide funding for facility and equipment upgrades • State-funded salary increases to attract and retain the best faculty and staff, consider the cost of living in this area	VPI and Legislative support

Industry
• Industry directly funds SCA (possible though donations to the Seattle Colleges Foundation)
   • Equipment, including maintenance
   • Facility maintenance
• Mentorships/internships
   • Restaurant sponsor students through program
   • Completion incentives for students
   • Funding for post-graduate internships
• Industry connections as students start the program
	TAC

TIMELINE

- Winter 2023- Implement Skill Build FOH training curriculum
- Solicit Master Courses for summer programming.
- Outreach to South campus culinary program
- Winter/Spring 2023- Hire for open positions/ strategic partners
- Fine tune screening/ approval
- Spring 2023- DEI report
- Summer 2023- Implement Master Class
- Fall 2023- Implement Articulation from Industry

Mid-Term (3-5 years):

- Marketing, Outreach, Recruiting (*requires funding to pay staff*)
  - Increased participation in career fairs
- Staffing
- Curriculum, Teaching, Learning (*Dean, Workforce Dean, and faculty*)
  - Create 2 stackable certificates, with an interest specific path to an AAS/BAS
    » Students earn certificate after second quarter "certified fundamentals cook/hospitality"
    » Students earn 2nd certificate after 4th quarter "certified culinarian"
    » Students earn AA degree on completion of 5th quarter, pathways- determined by the student focused on their career goals initially restaurant management, build to interest- key coursework will need to remain b/c certification requirement. See attached list of pathways to AAS/ BAS.
    » Badges earned as students skill progress through the certificates.
    » "Service" badges will be earned for community service work that relates to degree pathways and missions of the college (i.e. food recovery, community fundraising, food policy advocacy).
    » Fast track offerings: Theory only or Practical only
- Operational (College)
  - Recruit and hire diverse employees
- Legislature – follow up on funding options
- Industry (TAC)
  - Scholarships
  - Develop and grow industry connections and opportunities for student internships/employment
  - TAC board trainings
    » Roles
    » Rules and regulations
    » EDI training

Long-Term (5-7 years):

- Marketing, Outreach, Recruiting
- Staffing – more BIPOC employees
- Curriculum, Teaching, Learning
- Students
- Operational
  - Sustainable funding
- Legislature
- Industry
- Assess short and mid- term success