

Seattle Culinary Academy Site Visit

The Workforce Program Sustainability Taskforce hosted at Seattle Central's Seattle Culinary Academy (SCA) on September 28, 2022. At the site visit, multiple Washington State Legislators, many community and industry partners, and college employees met for a session aimed at generating sustainable funding solutions for workforce education at Seattle Central, as well as across the state.

Collectively legislators, industry, and college employees discussed:

- Strategies for student recruitment and community engagement, with a focus on equity, diversity, and inclusion
- Resources community and industry can bring the SCA program
- Recommended legislative and policy changes that support workforce education
- Additional program specific strategies the college should consider pursuing for program sustainability

Action Plan

The college is committed to the SCA and other programs to determine ways to sustainably fund and continue offering opportunities for students. Over the 2022-2023 academic year, the SCA will develop an action plan that incorporates external funding, community and industry partnerships, and internal redesigns to create sustainable funding plans.

Below is a list of action items in draft form for the Seattle Culinary Academy:

Current work:

- Create a short-, mid-, and long-term business plan
- Increase awareness of programs and options for students at the SCA (Guided Pathways, Promise, Foundation, etc.)
 - Seattle Promise has an extensive outreach program for high school juniors and seniors
- 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 services
- 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 (SD&B), 1.5 for SD&B
- Prior Learning Assessment for CUL 101 and 111 (12 credits), also HOS 110 (3 credits)
- Program re-tool to help students complete program in less time and at a lower expense
- 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.
- Community partnerships with food banks and United Way
- Offering classes to the community and continuing education courses
- Hiring diverse employees
- Guest chef seminars, speaker series. We currently host guest chefs and speakers, cycled in with jobs forums focused on diverse hospitality entrepreneurs
- Some high school visits – we are re-engaging on this post COVID

High-Priority Legislative asks:

- 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

High Priority Industry asks/contributions:

- Industry directly funds SCA (possible through 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

Funding opportunities:

- Career Connect WA – program needs additional money for transformational change
- Grant opportunities

Future work

SCA programs need funding for the following:

- Funding for specialized equipment (repair and maintenance) and facility needs
- Funding for specialized employees: recruitment, job placement, community partnerships
- Funding for increased enrollment (*SCA cannot increase enrollment to solve existing problems since the current funding model loses money for each graduate produced*)
- The SCA cannot solve funding issues through entrepreneurial activities alone as this is not the primary mission of the college

Short-term Goals (1-2 years):

- Develop and grow industry connections and opportunities for student internships/employment
- Recruit and hire diverse employees
- Increased participation in career fairs
- Increasing safe space kitchens

Long Term (3-7 years)

- Explore feasibility and interest in evening & weekend courses. Part-time & evening classes are possible.*
- Explore micro-credentials, alternative class schedules
- Collect data that more accurately reflects what happens when our students go into the workforce.

Solved:

- Childcare support is provided by the college

Not going to do, for now. May change if funding is available:

- Legislative asks
 - Fund based on initial enrollment number of students in each quarter.
 - Financial incentives for workforce programs with job placement success.
 - Tax incentive or other benefits for restaurants working with students (to lower B & O tax) - Seattle Central encourages industry to make this ask.
 - Completion incentives for students.
- Outreach/Recruitment/Retention
 - Festival participation/ Farmer's Markets^{*^}
 - Compensation for students to go to high schools and talk about the career path^{*^}
 - Culinary Competitions (will continue what we are currently doing)^{*^+}
 - Supplemental education for specific skills/ cuisines^{*^}
- Partner with medical community [e.g., hospitals, UW Medical, etc.] to create continuing education courses^{*^+}
- Internships/work study in local farms/fishing communities^{*^+}
- Required internship/ externship^{*^+}
- Start a BAS program^{*^+}
- Allow CTC's the ability to have funding from local levies (Not currently possible given existing state law.)

Areas needed a better understanding:

- SCA should make more connections with more businesses and organizations [e.g., Google, Amazon, etc.], there is a two-way relationship possible. How does this raise funds?
- Differentiation -> credit system with working at different outlets [e.g., restaurants, all day café, cooking school, grocery stores, etc.]
- Education on being an educator
- Continuation programs with local industry
- SOC/ CIPS??
- ACF pigeonholing

*college must identify or receive funds to support additional costs

+ requires industry partnerships

^ added staffing requirement

~ mission fulfillment?

MOU needed