

Question 1: What ideas do you have for recruiting students into Wood Technology Center (WTC) Programs with an emphasis to increase diversity, equity, and inclusion?

This includes: What would your company/organization be willing to do to help recruit for WTC? What are other ways WTC could be engaged in the community?

Top Suggestions (others agree with suggestions)

- Advertise the building, promote the school to local community (9)
 - Industry can provide signage
- Pay students to do outreach at high schools (8)
- Reboot cabinet (7)
- Community liaison/high school representative (5)
- Social media engagement/entertainment NW (4)
 - So many graduates heard about WTC by word of mouth
- Reboot tours (4)
- Remove barriers for student council to engage with community (4)
- Once students are enrolled, have support services on site to the extent possible (these are things that impact retention) (4)
- Market in the Central District (4)
 - Pratt
 - CADA
 - AfricaTown
- Host community building events with alumni and current students (3)
- Reader board QR scanner (2)
- Industry company tours/summer internships (2)
- AAS Carpentry/PACT (2)
- Connection between programs -> cross graduates (1)
- Trade shows, reach out to non-union organizations/companies (1)
- Field trips (1)
- Campus administrative assistant to manage waiting lists and inquiries (1)
- Students' perception of the program is influenced by the level of support; they want to complete a program that is vibrant and thriving and are more likely to leave one that appears to be failing/shrinking (1)

Other Suggestions

- Update website
- Connect with high school counselors
- Outreach booths at local high schools
- Programming with Community-Based Organizations/churches
- Running Start/skills certs
- Create better messaging
- At risk youth
- Tool swap again!
- Support staff/faculty well too, so that students see the program is valued/prioritized
- Reverse the fear that the program could close at any time
- Graduates can tour high schools in junior/senior years and share personal stories

Question 2: What connections or resources can you or your company make/provide for/to WTC? Equipment, financial, connections, continuing ed, etc?

Top Suggestions (others agree with suggestions)

- Develop more continuing education classes (framing, window installation, etc) to further train current employees (11)
- Fund TAC board for the following: (10)
 - Grant writing
 - Lobbying
 - Marketing
- Journey upgrade skills/training classes (7)
- Partner with WTC for attracting more diverse workforce (6)
- Host job fairs (5)
- Evening apprentice classes (4)
- Summer apprentice programs/Actual M.O.V's/Fridays (2)
- Capital funding campaign (2)
- Master Builders Association Partnership/workforce development (2)
 - MBA match employee donations
- Sponsorship demos and donations (1)
- 5 scholarships for PACT graduates -> Carpentry AAS (1)
- Friday in industry work (1)
- \$50k in material donations and tools, targeted to expanding training (1)
- 200 hours tool maintenance (1)
- Speaker/educational series (1)
 - Student free
 - Industry can buy tickets (plus gather donations)

Other Suggestions

- Public/neighborhood events
- Marketing to general public
- Formalize job listings
- Participate in funding scholarships
- We already have:
 - Brought dump trucks
 - Purchased \$12k in tools quarterly
 - \$20k in donations (Gaspar's)
- Host alumni events
- Action plan for employees to get skills upgrades

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

Top Suggestions (others agree with suggestions)

- Provide funding directly to WTC to control the use of these funds for program development, advertising, outreach, etc; The local people/faculty/administration know the needs and results best (17)

- Count “completion” differently (16)
 - Can being employed in industry be counted?
 - Is certificate pertinent to industry?
- Don’t base funding on FTE’s (8)
- Higher reimbursement rate (5)
- Separate capital expenditures from operational expenditures (5)
- Fully fund the real costs of running our colleges and specialty programs like this (5)
- Add this program to “high demand” category (5)
- Demand accurate data collection and fiscal reporting (5)
- Allow more flexibility for financial aid for continuing education through more than one program (5)
 - Boat, Carpentry, Cabinetry
- Provide funding for facility and equipment upgrades (3)
- Become complete separate from SCC and become fully funded by community, industry, and taxes (3)
- Remove barrier to direct scholarships from this campus (2)
- Help industry directly fund this campus (2)
- Funding availability for formalizing non-union members (1)
- Can industry provide an endowed faculty position? (1)
- Allow CTC’s the ability to have funding from local levies (1)

Other Suggestions

- Adjust student/faculty ratio for more funding from our programs
- More transparency for funds
- Break away from Seattle Central to fully support trades in WA
- Demand that SCC cannot sell this facility; require they ask industry first
- Make money dedicated to housing and training the workforce needed to build it
 - Vital infrastructure statewide
- How can we provide legislative education to other districts in the state that would also benefit from graduates of WTC? How can funding be directed that brings graduates back to their communities?
- Provide a higher reimbursement rate for tech FTE’s
- Raise tuition/fees for students

Question 4: What could WTC be doing that they are not? What training or support could WTC provide for your organization? What have we not thought of to keep WTC sustainable for the future?

Top Suggestions (others agree with suggestions)

- Open Cabinet (21)
- 8 full-time faculty (11)
- Create more integrated way for students to enter the workforce while going through program (evening classes) (9)
- Hire more full-time “tenured” faculty (5)
- Organized mentorship for students (5)
- More industry specific classes (evening) for those unable to attend full-time day programs (5)
- Establish an actual plan (3/7 years) and stick with it so that TAC can keep school accountable (4)
- Accurately collect real life data on your programs (4)
- Full support for faculty, staff, and students at sites separate from main campus (3)

- Market these programs (money for marketing) (2)
- Don't saddle this campus/these programs with operational costs (1)
 - Companies who hire grads offer to perform maintenance building work that is needed
- Focus marketing on the Central District (1)
- Hybrid programs (2)

Other Suggestions

- Invest in administration to keep programs running in a sustainable way
- Focus on solid wood milling
- More in-depth instruction (finishing, veneer, building science, etc)
- Must maintain core for safe/efficient program (future)
- 2 admin: 1 recruitment/alumni, 1 current registration/student help (urgent)
- WTC is successfully fulfilling #1
- Focused video campaign designed to showcase the students and how the program changes lives/creates careers
- Be more specific to industry
- Working with industry to provide qualified candidates
- Improve optics of trade schools
- What are the needed trade skills?
- Specialty education/skills update
- Continuing education
- Hire full-time admin help for this campus
- Hire counselor to help/encourage students to finish degrees