

Talent and Prosperity for All (TAP)

Washington Public Ports Association

Annual Meeting Wednesday, May 9th, 2:00 to 4:30 P.M. 2018



Clark College
ECONOMIC & COMMUNITY
DEVELOPMENT

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Talent and Prosperity for All (TAP)

Upskill-Backfill Training – 2017>>2018

2017

- > *Business Acumen*
- > *Conflict Management*
- > *DDI - Adaptive Leadership*
- > *DDI - Boosting Business Results*
- > *DDI - Planning and Managing Resources*
- > *DDI - Setting goals and reviewing results*
- > *DDI -Addressing Poor Performance*
- > *Difficult Conversation and Delegation*
- > *Emotional Intelligence 2.0*
- > *High Potential Teams*
- > *Leading Change/Change Management*
- > *Motivating Others*
- > *Professional Communication*
- > *Setting performance expectations*
- > *Working in Teams*
- > *Your Role as a Supervisor*

2018

- > *Technical Writing*
 - > *Root Cause Analysis*
 - > *Material Resource Planning*
 - > *Blue Print Reading*
 - > *Basic Electronics*
 - > *Certified Supply Chain Professional*
 - > *Cert. in Prod. and Inventory Mgmt (CPIM)*
- > *Accelerating New Leadership Development*
 - > *Basic Sales and Relationship Building*
 - > *Coaching for Peak Performance*
 - > *Conflict Resolution/Management (Repeat)*
 - > *Difficult Conversations and Delegation (Repeat)*
 - > *Enhancing Collaboration*
 - > *Fostering Innovation*
 - > *High Impact Feedback and Listening*
 - > *Honing Business Acumen*
 - > *Influential Leadership (DDI)*
 - > *Leading Rapid Change (DDI)*



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Upskill-Backfill Training – 2017>>2018

- **342** employees trained in 2017, vs. **400** planned - *heavy company work load.*
- **350+** employees to be trained in 2018
- **27** classes ran in 2017, **20** scheduled in 2018 – *some offered twice due to class size.*
- **108** training hours in 2017, **220+** hours expected in 2018.
- **9** Clark College ECD Instructors - *Subject-Matter-Experts (SME) in their field.*
- **All** classes in 2017 and most in 2018 run at  in Bingen, WA.

..... And we covered in excess of 8,000 miles to date...



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Feedback from employers:

“As we learn and practice skills such as **motivation, having difficult conversations, or leading change**, they not only improve our ability to deal with specific and unique situations but **also boost our confidence** overall as leaders.”

“As unintended benefits, taking these classes together with coworkers in an **outside classroom** environment has **strengthened internal relationships** by seeding **new connections** not normally experienced during the daily work routine. “

“This program gives us **professional skills in supervision, mentorship and problem solving** that go beyond our engineering curriculum and give us tools to **help our company develop and grow** within our industry.”

“I can see the **impact of the Leadership training in my 2 employees** participating in the leadership training. I have encouraged both of them to continue to apply the training in their work. “



Key Success Factors

- Solid employer commitment - *C-Suite >> HR >> new employees*
- Partnership between WDC, ED, Community College, and companies
- Clear Rules of Engagement between parties - *regular check-point meetings*
- High flexibility in customizing & adapting training curriculum & schedule
- SME Instructors availability and flexibility to travel

Path Forward

- Not a one-time effort, needs to be sustained!
- Implement training pathways from new employees to management.
- Training pathways critical to addressing succession planning of retiring staff
- Better tracking of training impact on employee communication, morale, retention, and promotion.
- Remote Lab access for hands-on sessions – Mechatronics Bus.





Thank You !

Questions?



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