

Center of Excellence FY25 Work Plan and Quarterly Report

Center Name: **Center of Excellence for Aerospace & Advanced Manufacturing**

Core expectations met by this goal	Goal 1: Disseminate Occupational Reports	
<input type="checkbox"/> Economic Development <input checked="" type="checkbox"/> Sector Strategy <input type="checkbox"/> Ed/Innovation/Efficiency <input checked="" type="checkbox"/> Supply/Demand <input checked="" type="checkbox"/> Equity & Access	<p>Produce and disseminate ten reports on aerospace and advanced manufacturing occupations that are the largest, fastest-growing or most closely connected to Washington’s CTC programs. The reports will be produced with future students and future workers as the primary audience and will provide insights into occupation growth, wages, educational requirements and more. Reports will leverage data from Chmura to ensure current and regularly updated data and will use pictures and videos to engage a variety of learners.</p>	
Funding Sources %	Purpose	
<p>100% allocation</p>	<p>Current, local and easy-to-access information on aerospace careers can be difficult to find, with many reports being too broad or only national. Other reports don’t highlight the importance of education in accessing careers in advanced manufacturing. Other reports don’t engage the future workforce by showing what jobs are actually like using multimedia and video.</p> <p>By providing insights that prioritize what future students and workers want and need to know, the COE will meet a core requirement of our work: disseminating current information, engaging future learners and providing links to local industry.</p>	
	Activities	Planned Output(s) and Work Product(s) with Target Completion Date(s)
	<p>Using Chmura, BLS data, O-Net data, industry partnerships and COE expertise, staff will build occupation reports that:</p> <ul style="list-style-type: none"> ● Engage viewers with photos and video ● Describe in brief what workers do on the job and what one can expect when entering the field ● Share current wage data, annual demand and information on job postings ● Link to CTC programs and apprenticeships in WA that offer educational programs in the occupation ● Highlight the skills, knowledge, personality and technology needed to succeed in these roles <p>The project will leverage the expertise of COE staff to design the reports so that they are compelling, colorful and comprehensive.</p>	<ol style="list-style-type: none"> 1) Share three occupational reports, on Aerospace Engineers, Aircraft Maintenance Technicians and Machinists, through coeaerospace.com, social media, the COE newsletter and conferences and events. Reports will provide up-to-date information for future students and workers (October 2024). 2) Incorporate learnings from the dissemination of the first three reports to release three additional reports, covering occupations of the greatest interest to students and industry partners (January 2025). 3) Produce and share four more reports covering occupations that are growing quickly, connected to CTC programs and pay well (April 2025).

Core expectations met by this goal	Goal 2: Update Manufacturing Program Matrix	
<input type="checkbox"/> Economic Development <input type="checkbox"/> Sector Strategy <input checked="" type="checkbox"/> Ed/Innovation/Efficiency <input checked="" type="checkbox"/> Supply/Demand <input checked="" type="checkbox"/> Equity & Access	<ol style="list-style-type: none"> 1) Update the COE’s existing published inventory of instructional programs at CTCs that are relevant to aerospace and advanced manufacturing. This includes: <ul style="list-style-type: none"> ● Tracking programs that are on teach-out. ● Tracking newly approved programs. ● Updating the inventory of programs, building out a more accessible, easier-to-use format for students, employers and other stakeholders. 2) Maintain a working understanding of the enrollment trends, credential offerings and pain points that colleges face in offering relevant programs. Offer that insight to system stakeholders through engagement with Deans, Directors and instructors as needed. 	
Funding Sources %	Purpose	
100% allocation	This goal ensures that stakeholders have easy access to the CTC system of programs and credentials that are relevant to aerospace and advanced manufacturing. It also ensures that COE staff possess timely knowledge of CTC enrollment trends, credential offerings and college pain points, enabling the COE to act as an informed liaison between CTCs and industry.	
	Activities	Planned Outputs and Work Products with Target Completion Dates
	<ol style="list-style-type: none"> 1) Download and analyze ctLink inventory quarterly. List of programs on teach-out is built in July 2024. Each quarterly report will capture notes about programs on teach-out. 2) Maintain and enhance the COE’s website containing the inventory. Update quarterly in September, January, May and as needed. 3) Meet with at least 10 college Deans, Directors and program chairs across the state with the dual purpose of providing insight into the updated program matrix and introducing the new Executive Director. 4) Contact colleges that have programs on teach-out to learn about pain points, reasons for sunseting, and any plans for new or replacement programs. Catalog that information for internal use. 	<ol style="list-style-type: none"> 1) Updated, easy-to-use, accessible program lists and links made available to students, employers and other stakeholders (September 2024, January 2025, May 2025). 2) The COE possesses a working knowledge of enrollment trends, credential offerings and challenges facing colleges, and COE staff are equipped to develop future initiatives or work plan goals based on this knowledge (June 30, 2025). 3) At least 10 colleges will better understand the role of the COE and will have their concerns and challenges heard. (June 30, 2025).

Core expectations met by this goal	Goal 3: Support Girls in Aviation Day	
<input type="checkbox"/> Economic Development <input type="checkbox"/> Sector Strategy <input type="checkbox"/> Ed/Innovation/Efficiency <input checked="" type="checkbox"/> Supply/Demand <input checked="" type="checkbox"/> Equity & Access	<p>In partnership with Women In Aviation International (WAI) Washington State chapter, provide support in hosting two Girls in Aviation Day (GIAD) events in FY25:</p> <ol style="list-style-type: none"> 1) Act as the central point for planning, recruitment and logistics for GIAD in Snohomish County and in King or Pierce County. 2) Leverage existing interest in GIAD among system stakeholders, including industry and education, to ensure the day is sponsored, hosts interactive activities, and links to programs at community and technical colleges. 3) Continue to build interest in aerospace and aviation careers for women, illuminating a pathway for young women to enter education and industry that includes more information about careers and education paired with access to mentorship. 	
Funding Sources %	Purpose	
100% allocation	<p>This goal builds on existing work and partnership with WAI, prioritizing an underserved group in aerospace and advanced manufacturing: women and girls. Young women need exposure to aerospace and aviation careers, seeing women doing and talking about the work, to envision themselves in those roles.</p> <p>The goal leverages the learnings and partnerships from a recently completed National Science Foundation grant. The grant included resources for GIAD and evaluation results from previous days showed an engaging, impactful day that solidified interest in aviation and aerospace among the girls and allowed them to meet women in the industry. This led to connections via social media and opportunities for formal and informal mentorship.</p> <p>According to a 2022 study in Collegiate Aviation Review International, “Results show that lack of organized mentorship and challenges in recruitment and retention of female students are among the areas that need more attention to bridge the gender gap in collegiate aviation programs. Other themes include persisting gender stereotypes and masculine culture in traditionally male-dominated fields.” GIAD is a proven strategy to address those gender gaps through the early introduction of access, information and mentorship.</p>	
	Activities	Planned Outputs and Work Products with Target Completion Dates
	<ol style="list-style-type: none"> 1) Identify, recruit and host leaders from industry and education to speak at each event. 2) Provide WAI partners with technical assistance on recruiting girls for the day, managing recruitment lists and surveys that protect personally identifying information, and best practices on communications and follow-up with the girls and their parents. 3) Provide logistical support in advance and on the day of the events. 	<ol style="list-style-type: none"> 1) Co-host two Girls In Aviation Day events, serving at least 15 young women ages 13-18 at each event (October 2024 and March 2025). 2) Identify at least 5 sponsor prospects, leading to recruitment of at least one sponsorship for each GIAD event of at least \$1,000 (September 2024 and February 2025). 3) Survey attendees at the end of each day, gathering insight on interest, learnings and non-identifying demographic information. Share anonymized survey data with WAI to help plan future GIAD events with a focus on increasing equitable access for young women of color to future events (November 2024 and April 2025).