

MES Adjunct Faculty:



Alan Hardcastle

Educational Background:

- Ph.D., University of California, Los Angeles, 1994 (Higher Education)
- Master of Science, California State University, Long Beach, 1984 (Industrial/Organizational Psychology)
- B.A., Western Washington University, 1981 (Psychology)

Work Experience:

Senior Research Associate, Washington State University Extension Energy Program, 2007-Present

- Develop, design, direct, and conduct research initiatives for industry/education-based clients.
- Provide expertise in the design and conduct of quantitative/qualitative research studies for energy sector clients and sponsors, with an emphasis on education and training systems, institutions and programs. Research in labor market and economic analyses; renewable energy and energy efficiency, skill standards/job task analyses; green economy employment, organizational development, and evaluations of system and program outcomes.

Senior Research Associate, Social and Economic Sciences Research Center, Washington State University, 2000-2007

- Led research and consulting for local, state and national organizations, industry associations, education systems, and institutions.
- Work directly with existing and potential clients and stakeholder groups to identify research-based problems and solutions.
- Designed and directed research projects.
- Manage research staff and subcontractors.
- Serve as the internal organizational development consultant.

Policy Analyst, Workforce Education Division, Washington State Board for Community and Technical Colleges, 1997-2000

- Developed and analyzed state and college system policy for workforce education.
- Directed numerous special projects and strategic policy initiatives that align community

and technical college programs and services with the requirements of industry, employers, labor unions, faculty, the Washington State Legislature, K-12 education, and student needs.

Policy Associate, Washington State Workforce Training and Education Coordinating Board, 1995-1997

- Coordinated and integrated national, state and regional workforce development and education policy, as well as program initiatives in K-12 and postsecondary education, industry and labor.
- Offered high-level knowledge of systems change, education and industry collaboration, strategy development, communications and relationship management.

Professional Areas of Interest:

Renewable energy and energy efficiency, energy technology and policy, climate change and environmental sustainability, energy workforce and labor markets, education and training, economics, organizational analysis and development, corporate sustainability and business practices, research design and methodology.

Courses Taught (current and previous):

Contemporary challenges to building a clean energy future

Contact Information:

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Optional- Non-academic pursuits/leisure activities:

- Vice-Chair, Advisory Board, Olympia Downtown YMCA
- Board Member, Olympia Heritage Commission
- Avid fly angler