

Future Ready Oregon Healthcare Industry Consortium Charter *Draft – June 2023*

Committee Name	HECC Future Ready Oregon Healthcare Industry Consortium
Committee Sponsor (Convener)	<ul style="list-style-type: none"> • Ben Cannon – Director, Higher Education Coordinating Commission • Terry Cross – Chair, Higher Education Coordinating Commission • Anne Mersereau – Chair, Workforce and Talent Development Board
Background	<p>The State of Oregon has committed to supporting the education and training needs of Oregonians through the establishment of Future Ready Oregon, also known as SB 1545 (2022). Future Ready Oregon, is a comprehensive \$200M investment package that supports the education and training Oregonians need for family-wage careers, emphasizing priority populations. Priority populations include communities of color, women, low-income communities, veterans, persons with disabilities, incarcerated and formerly incarcerated individuals, members of Oregon’s tribes, older adults and individuals who identify as members of the LGBTQ+ community.</p> <p>Future Ready Oregon comprises several strategic initiatives. A summary of each can be found on the Future Ready Oregon website.</p> <p>The Healthcare Industry Consortium is established by Section 10 of SB 1545, a 2022 package of investments that work together to advance an equitable workforce system that supports people with the education, training, and resources they need to get into good paying jobs, in which sub-section (2)(a) declares that the Higher Education Coordinating Commission, in consultation with the State Workforce and Talent Development Board, shall establish a program to convene statewide Industry Consortia that represent the health care, manufacturing and technology industry sectors.</p>
Committee Organizers (Convening and Facilitation)	<ul style="list-style-type: none"> • Jennifer Purcell – Future Ready Oregon Director, Higher Education Coordinating Commission • Sarah Foster – HECC Healthcare Industry Consortium Operations & Policy Advisor • Todd Nell – Director, Oregon Workforce and Talent Development Board • Turner Odell – Senior Project Manager, Oregon Consensus/Oregon Solutions, National Policy Consensus Center
Healthcare Consortium Executive Leadership Team	<p>The Executive Leadership Team is responsible for acting as subject matter experts and innovative thinkers, as well as providers of practical guidance to Industry Consortium staff person(s) for specific deliverables and working group outcomes. The 5-member leadership team includes the following representatives:</p> <ul style="list-style-type: none"> • Janet Campbell – President, Oregon Health Leadership Council (<i>representing industry</i>) • Marin Arreola – President, Advanced Economic Solutions Inc. (<i>representing community-based organizations</i>) • Melissa Unger – President, SEIU local (<i>representing labor</i>) • Dr. Adrien Bennings – President, Portland Community College (<i>representing education</i>) • <i>Employer representative, TBD</i>
Healthcare Industry Consortium	<ol style="list-style-type: none"> 1) Consortium Members will include diverse perspectives and representation from executive-level healthcare industry leaders, community-based organizations, education institutions, and labor representatives.

Membership & Structure	<ul style="list-style-type: none"> a) To include the 5 members of the Executive Leadership Team (above) b) To also include the following legislatively mandated partners: (A) One or more representatives from the State Workforce and Talent Development Board. (B) One or more representatives of the Racial Justice Council within the Office of the Governor. (C) One or more representatives of employers. (D) One or more representatives of labor organizations. (F) One or more representatives of local workforce development boards. (G) One or more representatives of economic developers. c) Total membership not to exceed 45. <p>2) Working groups</p> <ul style="list-style-type: none"> a) Consortium shall identify and operate working groups intended to convene Consortium members and additional experts and partners b) It is proposed that the Healthcare Industry Consortium consider operating standing working groups to achieve its medium and long-term objectives. The Consortium will determine the standing working groups at its first official meeting. Working groups may include: <ul style="list-style-type: none"> i) Integrating Workforce Supply & Demand Data ii) Expanding Equity & Diversity iii) Integrating Education & Training Responses <p>The Consortium can operate additional agile working groups on as-needed basis to address emerging issues and topics.</p>
Purpose and Scope	<p>The purpose of convening Industry Consortia is to:</p> <ul style="list-style-type: none"> • Be a forum for identifying ways industry can engage in innovation, co-investment, and implementation of workforce and talent development strategies that center economic mobility and the needs of historically marginalized communities. • Be a mechanism for coordinated action and implementation by public, private, and community-based partners around shared issues and opportunities, including the curation of resources and investments that solve shared workforce and talent development problems. • Be a vehicle through which industry in Oregon can develop and demonstrate a shared commitment to equity, through talent development practices and investments supporting equitable recruitment, retention, and career advancement strategies that center the needs of historically marginalized communities. • Make strategic policy and funding recommendations to address gaps and opportunities in addressing the workforce needs of the healthcare ecosystem <p>Industry Consortia will:</p> <ul style="list-style-type: none"> • Adapt and employ the HECC Equity Lens to shape their work. • Work collaboratively and honor the diversity of members and thinking.
Timeline and Outcomes/ Deliverables	<ul style="list-style-type: none"> • Short-term (April – December 2023) <ul style="list-style-type: none"> ○ Consortia will inform HECC’s Future Ready Oregon funding opportunities, with significant effort focused on Workforce Ready Grants which comprise nearly half of the total Future Ready Oregon investment. ○ The Healthcare Industry Consortium will reach consensus on a first set of recommendations that will inform criteria for future rounds of Workforce Ready Grant funding. • Medium Term (through December 2025)

	<ul style="list-style-type: none"> ○ The Healthcare Industry Consortium will continue to assess healthcare workforce needs, identify education and training assets, and recommend funding strategies to address priority gaps and opportunities. ○ The Healthcare Industry Consortium will also make additional strategic policy and funding recommendations to address workforce gaps and opportunities in addressing the workforce needs of the healthcare sector. ● Long-term/persistent (2026 and beyond) – Consortia will continue to assess statewide, industry-specific workforce needs, skills standards, and career. Industry Consortia are advisory to the Workforce and Talent Development Board and the Higher Education Coordinating Commission, making strategic policy and funding recommendations to address healthcare workforce gaps and opportunities.
<p>Contributing Staff</p>	<p>The Higher Education Coordinating Commission’s Office of the Executive Director will staff the Consortium to achieve their short-term objectives. Staff will work collaboratively with the Office of Workforce Investments and the Workforce and Talent Development Board to ensure long-term, sustainable Consortium staffing after the Future Ready Oregon investments sunset in 2026.</p> <p>In addition to Committee Organizers listed above, the Healthcare Industry Consortium will be supported by the following HECC staff:</p> <ul style="list-style-type: none"> ● Rudyane Rivera-Lindstrom – Director of Diversity, Equity, and Inclusion, Higher Education Coordinating Commission ● Julia Steinberger – Director, HECC’s Office of Workforce Investments ● Clay Martin – WTDB Initiatives Analyst, Office of Workforce Investments ● Kerry Thomas – HECC Future Ready Oregon Program Manager ● Heather Anderson – HECC Future Ready Oregon Workforce Ready Grant Healthcare Program Analyst ● Eleni Collins – HECC Future Ready Oregon Administrative Specialist ● Ronan FitzSimons-Brey – HECC Future Ready Oregon Office Specialist ● Shanda Haluapo – Senior Policy Analyst, HECC’s Office of Research and Data ● Ben Tate --- Director, Oregon Longitudinal Data Collaborative
<p>Schedule</p>	<ul style="list-style-type: none"> ● Kick off meeting (April 2023) <ul style="list-style-type: none"> ○ Finalize Charter ○ Determine working groups ● Quarterly Meeting #1 (June 2023) ● Quarterly Meeting #2 (September 2023) ● Quarterly Meeting #3 (December 2023) ● Quarterly Meeting #4 (February 2024) ● Standing Monthly Working Group Meetings
<p>Decision Making & Accountability</p>	<ul style="list-style-type: none"> ● Consortium shall serve as an integrated mechanism informing accountable, demonstrated, coordinated workforce investments, including Future Ready Oregon during its tenure and other workforce-related funding streams across multiple state agencies and systems. <ul style="list-style-type: none"> ○ This can include blending, braiding, and aligning strategies and investments by using deliberate guidance that supports the following goal: investments working together to advance an equitable workforce system that supports people with the education, training, and resources they need to get into good paying jobs in the target industry. ● Executive Leadership Team will designate co-chairs who will provide leadership to the Industry Consortia and work with HECC staff to develop agendas and meeting content. ● Decision-making processes will be determined by committee members at the first formal meeting of the industry consortium. ● Industry Consortium are advisory to the Workforce and Talent Development Board and

	<p>HECC staff and shall be responsible:</p> <ul style="list-style-type: none"> ○ For informing and aligning with the WTDB acting in its capacity as a cross-system governance board to the Governor’s Office; and ○ To the HECC, acting in its capacity as the legislative point of accountability for Future Ready Oregon for the purposes of ensuring legislative requirements of the Industry Consortium are met.
Conflict of Interest Statement	<p>Service on the Industry Consortia will not in any way prohibit consideration of an eligible organization associated with the committee member for award of Future Ready Oregon funds. Industry Consortia are advisory to the Workforce and Talent Development Board and HECC staff. Decisions related to Future Ready Oregon funds will be made by the Higher Education Coordinating Commission and its staff. Thus, no conflict of interest exists for Consortia members.</p>

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