Thanks for the opportunity to comment on the strategic plan.

First, the overall themes of the plan (as I see them) are sound and well laid out:

1. Promote the triple aim
2. Think security and privacy
3. Convene, convene, convene
4. Focus on what is attainable in 3-5 year window
5. Focus on what we in Oregon can do something about.

Second, in the spirit of "yes, and" I encourage the planners to leverage their power to convene and add a three-part workforce action step to one of their Strategies (#6, #7. or #8):

- Conduct an HIT workforce needs assessment based on current and future (3-5 yr time horizon) needs
- Conduct an inventory of current educational offerings in Oregon
- Convene a series of regional meetings to identify current workforce, education, and training gaps and recommend how to close those gaps.

On pp. 9 and 10, the planners lay out the vision of a labor-market responsive educational system that produces trained HIT professionals in response to employers' needs. The HITECH experience indicates that we all fell well short of that ideal state. The lesson learned was that the assumptions upon which the programs were based were not accurate in terms of job roles and overall employer demand.

I propose that we move beyond the traditional academic approach to curriculum and program development to actively engage employers in a shared analysis of current and future HIT workforce needs. The results would be:

- a more accurate picture of current and future HIT workforce needs and (more importantly) gaps between HIT workforce supply and demand,
- an action plan to close gaps, and
- engaged employers who feel greater ownership in on-going workforce development activities who will therefore participate more fully as partners.

My proposal is based upon the lessons learned from the Oregon Bioscience Workforce Needs Assessment that I conducted for OECDD. The report resulted in:

- PCC reviving and revising its Bioscience Technology program (which was moribund at the time)
- The reviving of the Oregon Bioscience Association that was also moribund

- Bioscience employers contracting community colleges for incumbent worker training ($2M+)
- WIB/CC/OBA collaboration to create pre-employment pipeline training to prepare more than 350 job seekers for entry-level jobs in biotech sector
- Local expertise and focus developed that helped to land Genentech in Oregon.

Paul Wild