



Oregon

Tina Kotek, Governor

HPAC Work Group Recommendation Template

Work Group

- Availability of land
- Land development permit applications
- Codes and design
- Workforce shortages
- Financing

Recommendation

Type the work group recommendation for submission to the full HPAC.

Establish a multi-agency public private partnership coordinating body to identify, promote, implement, and direct housing production related workforce initiatives. This coordinating body shall investigate current workforce development strategies, pathways, partners, funding streams, and any other components related to housing production workforce development, to identify and resolve barriers, silos, failure points, and missed opportunities. The coalition shall convene related and supporting agencies to identify and resolve redundancies and gaps to ensure a streamlined and straight forward system of workforce development pipelines which can optimize use of federal, state, and local resources to build a robust workforce.

Participant agencies shall include, but shall not be limited to: HECC, BOLI, Department of Education, DLCD, Workforce Development Boards, WorkSource Oregon, Trade Associations, CBOs focused on economic and workforce development, OSATC.

Housing Production Workforce shall include, but shall not be limited to, fields such as trades and construction, architects and engineers, planners, community development specialists, appraisers, building inspectors, land surveyors, and any other fields related to housing production.

This body or advisory council shall provide high-level oversight, cross-collaboration, and coordination between state agencies, non-profit organizations, and private sector. This body will also take the lead in marketing and promotion of career pathways in K-12 settings.

Related Work Plan Topics

Identify topics assigned to the work group that informed the development of this recommendation.

- Grow the pool of licensed tradespeople that will be necessary to build needed housing
- Audit and develop recommendations for training programs and licensing requirements for housing and construction-related contractors to increase the capacity to produce housing

Adoption Date

Enter the date the work group adopted the recommendation.
10/30/23

Method of Adoption

Describe if the adoption was a vote, by consensus, etc., and if the recommendation is unanimous.
Unanimous consensus

Co-chairs Guidance: Standards for Analysis

1. Clearly describe the housing production issue that the recommended action(s) will address.

Describe the barrier(s) or solution(s) the recommendation seeks to address, and how the existence of the barriers hinders production or how the solution supports production.

Many gaps and inconsistencies exist within current efforts to promote job and recruit workforce in housing production related fields. Delivery of programs and distribution of funding is often regionalized or awarded/deployed through specific organizations for a limited period of time. This leads to inconsistencies by region and time. Potential workforce pipelines need clearly illuminated pathways to identify potential workers’ best opportunities for success. Potential trainees, apprentices, and pre-apprentices, need confidence in knowing they will have access to resources for support as they plan and embark on their career training journeys. Similarly, as agencies and community benefit organizations (CBOs) are embarking on workforce development support systems, predictability and consistency of opportunity is critical for the most successful marketing and recruitment efforts. Resources are often offered piecemeal, which makes it difficult for a potential worker to identify their best supports as they navigate toward a career in housing production. Alignment of state licensing and workforce development agencies as well as CBOs and other non-governmental agencies assisting with the development of housing production related workforce, will help to reduce the ambiguity for workforce trainees, and streamline a pathway into a productive career.

2. Provide a quantitative, if possible, and qualitative overview of the housing production issue.

Summarize the quantitative and qualitative information available, and reviewed by the work group, that informed the analysis of the barrier or solution and led to the recommendation included in this form.

Currently, pathways to housing production related careers are confusing, difficult to navigate, and have inconsistent wrap around support opportunities. Without technical assistance in navigating workforce opportunities, it can be difficult for many to access and follow career pathways. Multiple state agencies oversee different components of workforce development, but few coordinate or consult with each other to ensure successful completion rates for maximum workforce production. Resources may not be put to their most productive use when efforts occur in silos.

3. To assess the issue and potential action(s), include subject matter experts representing all sides of the issue in work group meetings, including major government, industry, and stakeholder associations.

List the observers and participating SMEs at the work group meetings as the recommendation was developed. Identify which participating SMEs provided information to the work group and how. Summarize the information and perspective provided by the participating SMEs. If the participating SMEs expressed disagreement or concern with the work group recommendation, describe the reason.

7/31/2023

Jim Taylor – Oregon Housing and Community Services

7/17/2023

Kerry Thomas – Future Ready Oregon, Higher Education Coordinating Commission
Jennifer Purcell – Future Ready Oregon, Higher Education Coordinating Commission
Jennell Ives – CTE, Oregon Department of Education
Dan Findley – CTE, Oregon Department of Education

5/22/2023

Kimberly Farris -- Operations Policy Analyst
Steph Tunelli -- Procurement and Contract Specialist
Karlee Rodriquez -- Apprenticeship Coordinator
Irene Aviles -- Apprenticeship Operations Manager
Josh Nasbe -- Consultant Advisor

4. Provide a quantitative, if possible, and qualitative overview of the outcome of the recommended action(s).

Outline the impact of the recommendation on housing production.

The current workforce development systems consist of a confusing and unpredictable labyrinth toward career opportunities. Often, organizations and agencies are offering redundant assistance opportunities, with incomplete pathways to workforce entry. This Housing Production Workforce Development coordinating body will reduce redundancies and complete pathways so potential workers can easily navigate through workforce development systems to job entry with adequate support and clear direction. This will reduce fall-out and non-completion rates for training programs and ensure a greater number of potential workforce are aware of opportunities, are able to navigate to completion, and indeed enter a productive workforce.

Use of State, Federal, and local resources may be optimized through inter-agency coordinated efforts.

5. Provide an estimate of the time frame (*immediate, short, medium, long-term*), feasibility (*low, medium, high*), and cost (*low, medium, high*) for implementation of the recommended action(s).

Outline the work group's estimate of the time for implementation of the recommendation and its impact on housing production once implemented. Describe the work group's assessment of the feasibility of the recommendation being implemented and feasibility of success. Provide any estimates on the cost for implementation.

Cost: low No additional resources need be requested or allocated to implement this recommendation

Timeframe: short Identification of participating organizations and initial convening requires minimal effort and outlay. Though, it may take months or years for inter-agency workforce development and pipeline efforts to have measurable impact.

6. Provide a general overview of implementation, the who and how for the recommended action(s).

To the extent the work group knows, is this implemented in state statute or rule, by the state or local government, by a particular agency, etc.

This recommendation could be implemented through Executive Order.

7. Outline the data and information needed for reporting to track the impact and implementation of the recommended action(s).

Identify the data the Governor's Office would need to track to determine if the recommendation is increasing housing production.

Participating agencies should collect data on their workforce development activities, dollars received and dollar distributed. Such data should be reported on an annual basis. Data could be compared to previous years to demonstrate improvements, and could be compared within the region and state to demonstrate alignment of efforts (through elimination of redundancies, for example).

8. Identify any major unknowns, tradeoffs, or potential unintended consequences.

Based on the work group's analysis and information provided by participating SMEs, outline what is unknown, the tradeoffs exist by implementing the recommendations, and any known potential unintended consequences.

The success of this recommendation requires the cooperation and genuine participation from all related agencies and NGOs. Each organization will need to agree to share data, distribute tasks, and work together toward a common good. Some agencies or organizations may need to make fundamental shifts to their mission, vision, strategy, and/or tactics to accomplish a shared community impact goal.

Participating organizations and agencies may need to alter their funding and revenue streams to align to shared goals. Agencies and Organizations will need to devote staff time to convening and coordinating with each other. Some organizations or agencies may find that they no longer have a role to be served and may be absorbed into others.

Please include any relevant reports, data analyses, presentations, or other documents that would be informative and useful for the full HPAC as the recommendation is discussed and considered.