



Agenda/Notes  
**Office of Governor Kotek — Economic Opportunity Committee (RJC)**  
**6/18/2024 – Zoom**  
**2:30-4:00 p.m.**

**CHAIR**

	Governor Tina Kotek
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**CO-CHAIRS**

x	Jan Mason (co-chair)
x	James Alan Parker

**MEMBERS**

x	Anthony Veliz				
x	Marin Arreola				
x	Cobi Lewis				
x	Marcus C Mundy				
x	Tamara Brickman				

**OTHER ATTENDEES**

x	Andre Bealer	x	Ciara Pressler	x	Jennifer Purcell
x	Javier Cervantes	x	Todd Nell	x	Julia Steinberger
x	Jesse Hyatt	x	Stacey Chase	X	Alex Brunot
x	Susana Sandoval	X	Rudyane	X	Christopher Wilson

Topic/Lead	Notes/Main Points	Decisions/Action Items
Welcome and Introductions	<ul style="list-style-type: none"><li>• <b>Welcome</b></li><li>• <b>Introductions with agencies</b></li></ul>	-
Presentation from Todd Nell, Office of Workforce and Talent Development Board	<ul style="list-style-type: none"><li>• <b>Workforce and Talent Development Board (WTBD)</b><ul style="list-style-type: none"><li>○ Public Workforce: Workforce</li><li>○ Entire Workforce add universities and k-12 that are partners of Workforce.</li></ul></li><li>• <b>Many roles by state and federal law</b></li><li>• <b>Strategic Plan:</b><ul style="list-style-type: none"><li>○ Diversity, Equity, and Inclusion</li><li>○ Accountability</li><li>○ Collaboration</li><li>○ Finding barriers</li></ul></li><li>• <b>Priorities:</b><ul style="list-style-type: none"><li>○ Deeper engagement with k-12</li><li>○ Workforce readiness</li><li>○ Align and Collaborate with ODE/HECC</li><li>○ Continuous Improvement</li></ul></li><li>• <b>Historical Knowledge (Future Ready Oregon):</b></li></ul>	-

	<ul style="list-style-type: none"> <li>○ WTDB Equitable Prosperity Taskforce</li> <li>○ Informed the Racial Justice Council</li> <li>○ Prosperity 10k Progress &amp; Goals</li> <li>○ Healthcare, Technology and Manufacturing</li> </ul>	
Update: Future Ready Oregon and 25-27 Workforce POPS	<ul style="list-style-type: none"> <li>● <b>Jennifer Purcell, Director of Future Ready</b> <ul style="list-style-type: none"> <li>○ Rudyane</li> <li>○ Julia Steinberger</li> <li>○ Alex Brunot</li> </ul> </li> <li>● <b>In 2022, the Oregon legislature made an investment into the workforce through SB1545, aiming for a more equitable workforce system.</b></li> <li>● <b>Accomplishments:</b> <ul style="list-style-type: none"> <li>○ Advancing a more unified workforce system</li> <li>○ Expanding partners and promoting shared leadership models</li> <li>○ Strengthening Oregon's economic competitiveness</li> <li>○ Shifting to ARPA-funded investments</li> </ul> </li> <li>● <b>Obligated funding to date: \$70 million. The Higher Education Coordinating Commission (HECC) will accept applications until the end of July, with disbursement expected by 2026.</b></li> <li>● <b>HECC provides an annual report. The second report, released in December 2023, demonstrates program efficacy through June 2023:</b> <ul style="list-style-type: none"> <li>○ 92% of participants identified from priority populations.</li> <li>○ 9,545 participants served.</li> <li>○ 97% completion rate</li> <li>○ Participant numbers increased by 22% since data collection.</li> </ul> </li> <li>● <b>Lessons learned:</b> <ul style="list-style-type: none"> <li>○ Commitment to learning from partners and participants.</li> <li>○ Continuous process improvement</li> <li>○ Shift in workforce systems alignment and partnerships.</li> <li>○ Projects, participation, and findings available on the Future Ready website</li> <li>○ Identified barriers: web-based applications, language (English and Spanish), technical assistance, engaging grantees as partners.</li> <li>○ Flexibility of funding and partnership approach is essential.</li> <li>○ Shift in education and workforce service delivery: meeting students where they are, CBOs as equal partners, bilingual bicultural curriculum, CBOs informing policies.</li> </ul> </li> <li>● <b>Future Ready Oregon in Action:</b> <ul style="list-style-type: none"> <li>○ Partnerships</li> <li>○ Innovative education and service delivery</li> <li>○ Culturally responsive supports</li> <li>○ Flexible funding</li> <li>○ Office of Research and Data engagement improves outcomes.</li> </ul> </li> <li>● <b>Recommendations for future investments:</b></li> </ul>	-

- Flexibility of funds to encourage innovation and maximize reach.
- Provide staff and administrative resources for grantees.
- **Funding details:**
  - Reauthorizing Federal American Rescue Plan Act Funds: \$62.5 million
  - Seeking New State investment: \$75 million
  - Incorporating “lessons learned” through statutes.

**Discussion:**

- **Question 1: How has Future Ready impacted Oregon’s entire workforce system or brought about change?**
  - The focus was on advancing a more diverse workforce and increasing alignment.
  - Partners, including community-based organizations, participate as equal partners in forming policy and priorities.
  - Prioritizing specific populations has allowed the system and all contributing partners to row in the same direction, particularly aligning expectations for funding and outcomes.
- ❖ **Comment:**
  - The pandemic illustrated what can happen when passionate individuals come together.
  - Creativity and innovation played a crucial role.
  - Private, public, and nonprofit organizations collaborated in unprecedented ways.
  - Increased partnership, engagement, and better relationships emerged.
  - It served as a wake-up call to improve the status quo.
  - The shift from partner-centered to customer-centered focus was significant.
  - Continuous improvement efforts were embraced.
- **Question 2: What was the purpose of the presentation and what is it the desired action?**
  - The ongoing engagement goal originated from the Racial Council. We continue to act as accountability partners, ensuring that programs achieve their intended outcomes.
  - We request budget support and work closely with the Governor to shape workforce training initiatives.
  - Active requests for applications are promoted across networks.
  - Our presentation includes comprehensive data, and we can provide a two-year report.
  - This historic investment focuses on key sectors (healthcare, manufacturing, technology) and priority populations.
- **Comment:**
  - We emphasize growing partnerships.

	<ul style="list-style-type: none"> <li>○ As our stakeholders, we invite you to contribute to racial justice efforts.</li> <li>○ We're interested in collaboration for economic development and workforce system enhancements.</li> <li>● <b>Question 3:</b> What are the priority industries, and how are we supporting a diverse workforce in obtaining living wage jobs within these industries? <ul style="list-style-type: none"> <li>○ The nine local workforce boards actively identify high-paying jobs within their regions. At the statewide level, priority industries include healthcare, technology, and manufacturing. There is a deliberate, holistic approach to recruiting diverse talent and creating opportunities for advancement in these high-wage sectors. Interestingly, diversity tends to decrease as we examine advancement within specific industry sectors.</li> </ul> </li> <li>● <b>Comment:</b> <ul style="list-style-type: none"> <li>○ Ensuring a high level of opportunities for advancement and business development remains crucial.</li> </ul> </li> </ul>	
Budget Process/Volunteers for Governor's Recommended Budget	<ul style="list-style-type: none"> <li>● <b>Director Andre Bealer, Equity and Racial Justice</b> <ul style="list-style-type: none"> <li>○ Provides an overview of our efforts to engage and gather feedback.</li> </ul> </li> <li>● <b>Upcoming Steps:</b> <ul style="list-style-type: none"> <li>○ In the next few weeks, we will compile a list of priority Policy Option Packages (POPs). These POPs represent development and legislative concepts.</li> <li>○ In May, the full Racial Justice Committee (RJC) received an overview of the budget process, including level setting.</li> <li>○ In July, a new revenue forecast will be released (end of June), and Kate Nass, the CFO, will present a budget picture based on that forecast.</li> <li>○ In August, agencies will present their full Agency Request Budgets (ARBs) to demonstrate how feedback was incorporated.</li> <li>○ In September, agency request budgets will be updated, with a focus on enhanced racial analysis for those with alignment.</li> <li>○ In October, a comprehensive report will detail how all feedback contributed to the Governor's budget.</li> <li>○ We'll ensure everyone is prepared to provide feedback.</li> </ul> </li> <li>● <b>Volunteers:</b> <ul style="list-style-type: none"> <li>○ This information will be shared with the entire committee.</li> <li>○ It's also a good time to review the previous spreadsheet and align our priorities with agency needs.</li> </ul> </li> </ul>	
Update: Action Plan for Disparity Study	<ul style="list-style-type: none"> <li>● <b>Christopher Wilson:</b> <ul style="list-style-type: none"> <li>○ Deployed a disparity study.</li> <li>○ Successfully implemented studies and developed an action plan.</li> <li>○ Second stage of the action plan involves turning it into</li> </ul> </li> </ul>	

actionable legislation.

- Collaborated closely with DAS leadership and the governor's office.
- Overcoming necessary hurdles to make it a reality.
- Advocating for legislation that cannot be easily undone.
- Focused on data integrity and transparently publishing data for public understanding and decision-making.
- Conducting robust outreach, including bilingual engagement.
- Emphasizing the importance of legislative concepts and long-lasting programs.

- **Question 1: Will you share concepts or policies so that we can provide input?**

- As soon as it can be publicly shared.

- **Question 2: What is the timeline?**

- Over the next two months, I will share information as openly and transparently as possible.

- **Question 3: Regarding the Office of Small Business, are you aware that the Secretary of State already has an office for small businesses, along with programs offering technical assistance?**

- Yes, there have been significant efforts to align these initiatives. However, differences exist depending on the agency, leading to some confusion. Currently, there is a small business program that aims to be inclusive. Specifically, for ODOT, there is a subsection set aside for state funds. We are collaborating with ODOT as they work on creating another small business program. Our goal is to ensure consistent definitions of "small business" across agencies, and we're allowing the Secretary of State's office to influence that definition. Additionally, we're establishing metrics and goals to guide our efforts.

- **Quantitative Dashboard (Dynamic):**

- Provides an overview of funds applicable to studies.
- Allows scrolling and agency selection.
- Highlights trends and displays contract types received by COBID (Certification Office for Business Inclusion and Diversity).
- The second page breaks down contracts by ethnicity (person of color, non-colored), gender (women, non-women), and certification status (veterans).
- Developed using a disparity-style approach.
- Serves as a proof of concept.

- **Qualitative Dashboard:**

- Gathers input from representatives and colleagues.
- Organizes data by themes and sub-themes.

	<ul style="list-style-type: none"> <li>○ A step forward in effective data communication</li> <li>● <b>Question: Is some of that data more disaggregated? How can we break it down for each category? Having percentages alongside disaggregated data would be beneficial. Is it currently disaggregated, or can it be?</b></li> <li>○ To some extent, the data is disaggregated. However, there have been challenges due to IT limitations and the inability to bring in external consultants. We are actively working on creating tutorials. Additionally, we have plans for future dashboards that will provide as real-time data as possible.</li> </ul>	
COBID Discussion and Proposed EO	<ul style="list-style-type: none"> <li>● <b>Executive Order and Disparity Study:</b> <ul style="list-style-type: none"> <li>○ There has been an executive order related to the disparity study.</li> <li>○ Despite engagement, meaningful conversations have not yet taken place.</li> </ul> </li> <li>● <b>COBID Program Effectiveness:</b> <ul style="list-style-type: none"> <li>○ We need to discuss how to enhance the effectiveness of the COBID program at the state level.</li> <li>○ This topic should be prioritized for our next meeting agenda.</li> </ul> </li> <li>● <b>Governor's Interest:</b> <ul style="list-style-type: none"> <li>○ The Governor has expressed interest in exploring an executive order.</li> <li>○ More details are needed, and there is openness to forming a small work group for an in-depth discussion.</li> </ul> </li> </ul>	<b>Work Group for Executive Order (COBID):</b> <ul style="list-style-type: none"> <li>○ Invitations will be sent to those who requested inclusion in the meeting chat.</li> <li>○ Meeting will happen between this meeting and next committee meeting.</li> </ul>
Adjourn <b>Next Meeting August 20, 2:30 PM</b>	<ul style="list-style-type: none"> <li>● <b>Adjourned at 4:03p</b></li> </ul>	

Materials	<ul style="list-style-type: none"> <li>● <b>Workforce and Talent Development Board (WTBD) slide show</b></li> <li>● <b>Racial Justice Council Economic Opportunity (SB 1545) Slideshow</b></li> <li>● <b>Office of Procurement Equity link:</b> <a href="#">Department of Administrative Services : Office of Procurement Equity :</a> <a href="#">Procurement Services : State of Oregon</a></li> </ul>	
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