



Future Ready Implementation Update

Racial Justice Council April Meeting

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Summary of Investments

Leveraging Success

Prosperity 10,000: **\$35m**

Postsecondary Career Pathways: **\$14.9m**

Scaling-up Registered Apprenticeship: **\$20m (BOLI)**

Youth Reengagement through Work Readiness: **\$10.5m (YDD)**

Supporting Credit for Prior Learning: **\$10m**

Encouraging Innovation

Workforce Ready Grants: **\$95m**

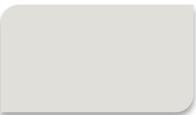
Workforce Benefits Navigators: **\$10m**

Statewide Industry Consortia: **\$1m**

Measuring Impact

Assessment, Accountability & Continuous Improvement: **\$1.5m**

Principles for Implementation

-  Decisions are grounded in racial justice and centered on serving priority populations
-  Leverage existing success AND do things differently
-  Focus on employer and job-seeker needs
-  Require meaningful and inclusive collaboration
-  Assessment, accountability, and continuous improvement

Near-term Implementation Key Dates

Component of Future Ready Oregon	Product/Action	Deadline/Target
Prosperity 10,000	General funds available to local workforce development boards	5/15/2022
Workforce Ready Grants	Round 1 Request for Application released	Target: May 2022
Career Pathways	Funds available to community colleges	Target: Spring 2022
Workforce Ready Grants	Round 1 funds available to grantees	Target: Jul/Aug 2022
Prior Learning Credit	Funds available to grantees	Target: Summer 2022
Industry Consortia	Three consortia formed	Target: Dec 2022
Benefits Navigators	Funds available to grantees	Target: Early 2023

The reporting for Future Ready Oregon asks two intertwined questions

Does Future Ready Oregon lead to greater economic security?

For individuals, communities, businesses, industries, the State

Does Future Ready Oregon improve equity, especially racial equity?

Across workforce training, employment, industries, career advancement

We specify these questions with multiple analyses

Access

- Engagement of community-based organizations
- Equity to workforce development opportunities
- Effective and equitable recruitment and wrap-around support

Practice

- Experience of grantees across funding arms and programs, focusing on equity
- Experience of and equity in individuals served, by community and program
- Identification of equitable and effective training programs and combinations of programs, especially for priority populations

Outcomes

- The change in number of individuals employed and with rising earnings across priority populations
- Changes in labor shortages in high-demand industries and extent to which changes occur equitably
- Programs that equitably yield gainful employment and industries that equitably address shortages
- Future investments that lead to equitable outcomes & reduced labor shortages

How will we answer these questions? What is different in this reporting?

Report every year

- What is the workforce development landscape before Future Ready Oregon (baseline data)?
- How is Future Ready Oregon implemented to align with its goals?
- What are the impacts on equity & economic outcomes, especially for different racial/ethnic groups and other priority populations?

Expand data collection

- Collect qualitative data that center participants' experiences and voices and provide deeper understanding of process and equity
- Collect consistent, individual-level data across the wide array of programs: characteristics related to priority populations, services and supports received, employment-related outcomes

Synthesize findings

- Evaluate each program individually & the investment holistically; focus on equitable access & outcomes among priority populations
- Identify effective approaches to workforce development for specific communities, including pathways that combine programs
- Develop statewide plan for equitable workforce development

What we need from you

- Feedback about your goals for Future Ready Oregon
- Questions you have about data or reporting
- Continued attention to priority of racial equity

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Create culturally responsive outreach and engagement in all areas of the postsecondary education and training system

Partner with other institutions and communities:

The HECC commits to work in partnership with communities and institutions to achieve meaningful results.

Provide clear communication and access:

The HECC is committed to internal and external collaboration and transparency.

HECC Equity Goals and Strategies

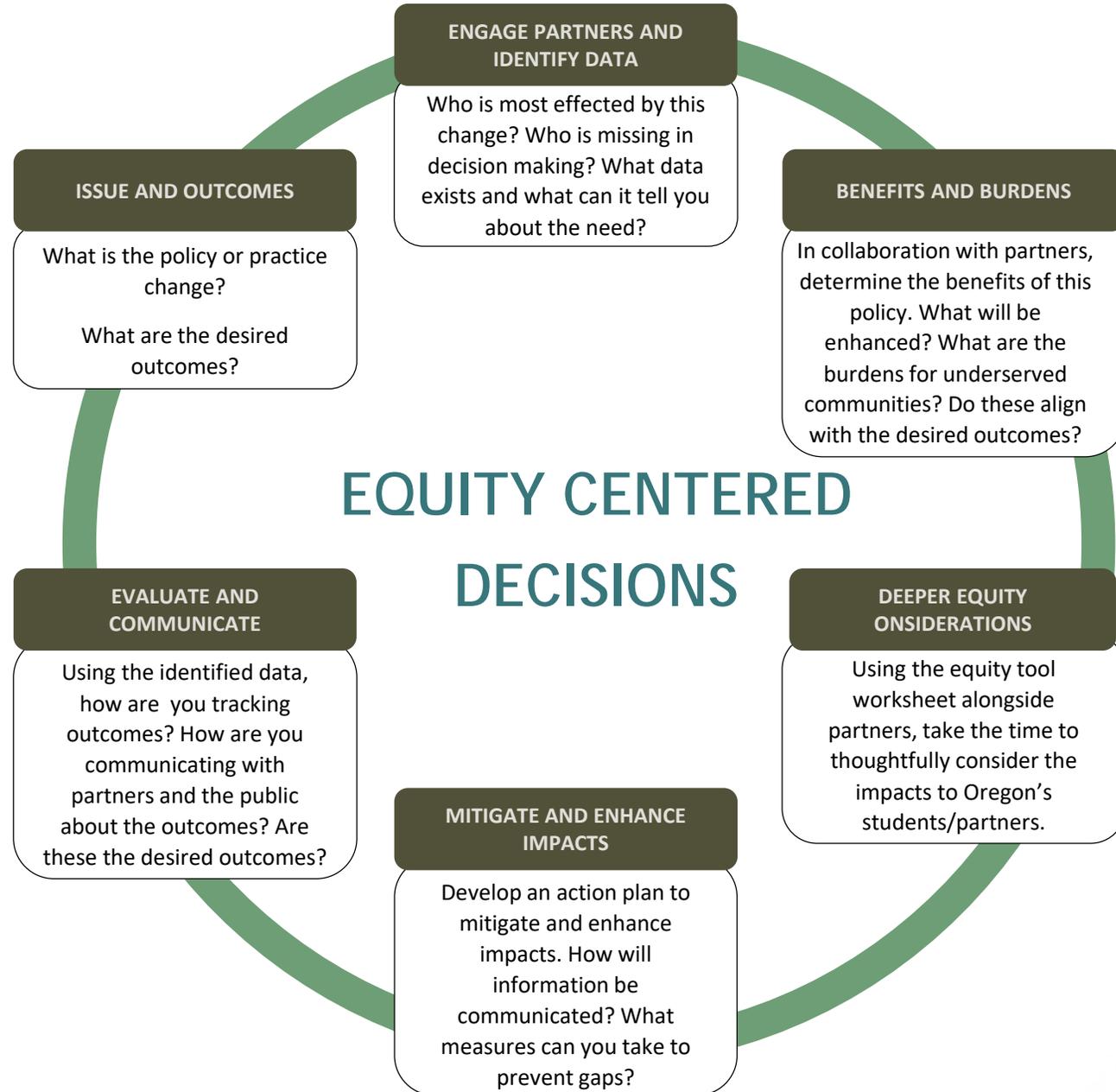
- HECC's commitment to meaningful engagement starts with addressing what we are not doing
- Expectations have been set for all HECC offices to have equity goals and a plan that incorporates the Equity Impact Protocol
- With the creation of a newly formed DEI team, more tools are being created to support operationalizing of the HECC Equity Lens and accountability
- Offices are engaged in their processes to identify opportunities to co-create with communities and students
- For Future Ready and all HECC implementation processes new partners are being identified to support legislative projects
- All HECC Offices are collaborating in the implementation of Future Ready Oregon
- OWI Office will create a new advisory group to advise and provide accountability in how the work is to be done meaningfully

Needing support and guidance from our community partners for strategies we haven't thought of.

EQUITY IMPACT PROTOCOL

The Higher Education Coordinating Commission is committed to explicitly identifying disparities in education outcomes to take action, intervene, and invest in equity practices. To take these steps we must understand and address the impact of our power and position in assisting or hindering Oregon's students. At the HECC, we oversee the budget of postsecondary education, coordinate, develop and implement policy and procedure through legislative direction. These tasks and decisions can enhance the lives of our students and partners and create a better Oregon. To make equity centered decisions, the HECC will use the Equity Impact Protocol in collaboration with our partners. This will serve as a guide when developing and implementing policy and procedure, and budgetary decisions.

This infographic is a condensed version of the HECC Office Equity Action Plan.



Questions? Contact Us:

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