



Docket Item:

Adult Education Goal and Talent Summit and Assessment Update.

Summary:

The Oregon Workforce Investment Board is now the Oregon Workforce and Talent Development Board (WTDB). The name change results from the passage of House Bill 3437 in the 2017 legislative session. The purpose of HB 3437 is to improve the statewide approach to effective and integrated workforce development. The Bill expands the WTDB's role and responsibilities for business and industry engagement. In this expanded role, the WTDB becomes the Governor's core advisor for the interconnection and alignment of education, training, and workforce development and focuses the WTDB on the future jobs and skills required to propel Oregon businesses forward and sustain individual and community prosperity.

The Bill also establishes responsibility for the creation and ongoing development of a single, unified Biennial Workforce and Talent Development Plan in collaboration with key industries and State workforce stakeholders. The Workforce and Talent Development Plan is the culmination of a fully integrated series of plans including:

- Oregon Talent Assessment - Business and industry's determination of in-demand occupations and skills and talent gaps and trends.
- WTDB Strategic Plan - Goals, strategies, and priorities for the workforce system based on the Oregon Talent Assessment and proven programs and services.
- Workforce and Talent Development Plan - Single, unified state operational plan guided by the WTDB Strategic Plan and including the results of the Oregon Talent Assessment. This also serves as the Oregon Workforce System Unified State Plan required by the US Department of Labor.

The biennial nature of the required Workforce and Talent Development Plan matches the biennial nature of the Oregon legislative process. The Oregon legislature meets each year, but has long sessions (160 days) in odd-numbered years and short sessions (35 days) in even-numbered years. The biennial state budget and most legislation are

adopted in the long sessions. In order for the Workforce and Talent Development Plan to have maximum impact in shaping state legislative and agency budget and policy decisions, it is being aligned with the long legislative session.

The WTDB's first-ever Talent Assessment will be developed by ECONorthwest, a Portland-based economic consulting firm, who will lead the project working with Program Policy Insight, LLC (PPI). The consultant team is working toward developing a result that significantly engages business and industry leaders, builds-upon and adds value to the Oregon Talent Council's Talent Plan and the Oregon Employment Department's Long-Term Projections, and produces a new adult education and training goal for Oregonians working with the Joint Higher Education Coordinating Commission (HECC) and WTDB Work Group established by House Bill 2311 (2017).

House Bill 2311 established that Oregon's 40-40-20 goal applies specifically to young adults who would be expected to realize the goal as they exit secondary or post-secondary education and distinguished it from the remaining adult population in Oregon. The remaining adult population will be expected to realize a new goal or set of goals developed in partnership between the Higher Education Coordinating Commission and WTDB. The new goal(s) must be associated with current and projected job opportunities and be designed to promote labor market success. Because of this, the new goal(s) will provide a north star for the Workforce and Talent Development Plan. Priorities and strategies expressed in the Plan will all, in some way, contribute to the realization of the new goal(s).

ECONorthwest will also facilitate the Talent Summit. The key Talent Summit is a component of the Talent Assessment bringing together and engaging business and industry leaders and education and workforce system stakeholders to:

- Gather and report on industry-based information and data related to talent needs and gaps focusing on key business and industry sectors contributing to the Oregon economy, and
- Gather and report on input regarding the new education and training goal(s) for adult Oregonians required by House Bill 2311.

This just-in-time intelligence will focus on the near future (since it will be repeated each biennium) allowing for a better connection between education and training and business need. This will ultimately support job seekers and workers through opportunities for placement in high wage, high demand jobs and jobs that represent career advancement.

Docket Material:

HB 3437 Implementation Work Plan and HB 2311 Implementation Work Plan are attached in Appendices A and B, respectively.

Staff Recommendation:

Informational Item only.