

**HB 3437 IMPLEMENTATION WORK PLAN:
Coordinated with HB 2311 Implementation Workgroup**

HB 3437 Requirements related to the Workforce and Talent Development Plan:

The single, unified Workforce and Talent Development Plan must include:

- 1) A strategy, with quantitative goals, for the statewide workforce development system for the State of Oregon in accordance with section 3111 of the federal Workforce Innovation and Opportunity Act;
- 2) Quantifiable goals designed to promote Oregonian's self-sufficiency and that will empower Oregonians to gain independence from public assistance and move up the socioeconomic ladder;
- 3) Expectations for performance and the priorities for delivery of services to local workforce development boards and state workforce agencies;
- 4) Industry-based information and data from the Employment Department and other agencies and entities listed in subsection (7) of this section related to talent needs and gaps;
- 5) Analysis of data regarding the skills required for identified key industry jobs;
- 6) Information regarding the status of career pathway programs targeted at identified key industries in this state;
- 7) Recommendations related to advancing talent pipeline and career pathways development based on the identified talent issues and trends;
- 8) Recommendations regarding the alignment and consistency of data nomenclature, collection practices, and data sharing;
- 9) Utilization and, as appropriate, expansion of existing data sharing agreements between agencies and partners;
- 10) Identification of talent issues and trends related to identified key industries in this state that are in strategic alignment with state and local workforce and economic priorities;
- 11) Identification and prioritization of the urgent talent gaps of identified key industries in this state;
- 12) A response to immediate talent needs through the creation of additional opportunities for Oregonians to pursue education and training in disciplines critical to the advancement of key industries in this state;
- 13) Ways to strengthen efforts to enhance student work experience and job preparedness in high-demand and critical occupations;
- 14) New means of delivering workforce training and proficiency-based education to enhance program efficiency, upgrading and sharing resources and facilities, and improving student outcomes and access to typically underrepresented populations while meeting talent needs of traded sector and high growth industries; and
- 15) Ways to increase the skills of the existing professional and technical workforce, including the issuance of certifications, badges, and industry-based credentials.

Task/Milestone	Lead(s)	Status	Due Date
A. Issue Request for Proposal for the Talent Assessment.	OWI	Complete	Oct. 2017
B. Evaluate proposals received for the Talent Assessment and select consultant.	OWI/CCWD	Complete	Dec 2017
C. Hold joint HECC/WTDB workgroup meetings regarding the adult education and training attainment goal.	CCWD/OWI	Complete	Dec. 2017- May 2018
D. Kickoff meeting for Talent Assessment with ECONorthwest and PPI.	OWI/CCWD	Complete	Jan. 12, 2018
BEGINNING OF SESSION			Feb. 5, 2018
E. ECONorthwest engages business to gather data and intelligence for the Talent Assessment and the adult education and training attainment goal.	OWI	On track	Feb-June 2018
F. ECONorthwest completes data analysis working with Oregon Employment Department and HECC Research.	OWI	On track	Feb-July 2018
END OF SESSION			Mar. 7, 2018
G. Talent Summit: Convening public workforce system stakeholders and business and industry leaders to inform the Talent Assessment and the Adult Educational Attainment Workgroup.	CCWD/OWI	On track	Apr. 9, 2018 (tentative)
H. Draft attainment goals are presented to HECC and WTDB for approval.	CCWD/OWI HECC/WTDB	On track	May-June 2018
I. WTDB Strategic Plan including goals, strategies, and priorities for the workforce system based on the Oregon Talent Assessment and proven programs and services.	WTDB/OWI	On track	June-Aug. 2018
J. ECONorthwest completes Talent Assessment and final report is presented to the WTDB for approval.	WTDB/OWI	On track	Aug.-Sep. 2018
K. Workforce and Talent Development Plan which is the single, unified state operational plan guided by the WTDB Strategic Plan and including the results of the Oregon Talent Assessment. <u>This also serves as the Oregon Workforce System Unified State Plan required by the US Department of Labor.</u>	WTDB/OWI	On track	Sep.-Dec. 2018
L. Local Workforce Development Board Plans that are local strategic and operational plans guided by the Workforce and Talent Development Plan and local priorities	LWDBs	On track	Jan.-June, 2019
M. Long legislative session and agency budget approval.		On track	Feb.- July 2019

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