
Docket Item:

HECC's support for the workforce

Summary:

Governor Kate Brown announced a State of Emergency on 3/16/20 after the US President declared a National Emergency on 3/13/20. Subsequently she has issued several Executive Orders including 20-07 and 20-10 requiring that numerous businesses greatly curtail operations including those in the restaurant, bar, hospitality and those in industries utilizing personal protective equipment in non-priority industries.

Hit particularly hard is Oregon's restaurant, bars and hospitality industries, which employed approximately 155,000 people prior to the outbreak. The state is also seeing large layoffs in the retail, construction, manufacturing and distribution industries due to disruptions in the supply chain of the goods and materials

needed to do business, and resulting from closures due to the Governor's Executive Order 20-12. Many other industries will be affected by this crisis as time goes on. These closures and layoffs represent an extreme hardship particularly on Oregon's lowest wage earners who are also disproportionately living in rural areas and having lower educational attainment.

Oregon is also experiencing high numbers of layoffs in healthcare professions, including dentistry, imaging, phlebotomy, laboratory and surgery that are non-urgent and have closed. There is anticipation that some rural healthcare systems (hospitals/clinic) will not be able to reopen after the crisis. Conversely, Oregon is experiencing a continued and increasing need for individuals with training and/or experience in healthcare occupations related to front-line and triage services, immediate/first responders, and personal protective equipment (PPE).

Partners are actively pursuing virtual and alternative methods of training delivery and certification in order to be most responsive to shifting economic needs and/or comply with any distance/social distancing requirements.

Timeline: Distributed \$1.1 million in layoff aversion funds to local workforce investment boards.

- 3/25: OWI applied for a Department of Labor Disaster Recovery Grant.
- 3/26: 6 OWI staff moved to UI Claims and then transitioned to assisting to WorkShare on 4/29.
- 3/27: Completed the development and initial distribution of rapid response videos for Unemployment Insurance, Health Insurance Marketplace and WorkSource Oregon in both English and Spanish. Zoom RR sessions began immediately. Static Information sessions open to all we begun by our Labor Liaison and AFL-CIO the fourth week of March. Most Local Boards followed in the following weeks.
- 4/4: OWI applied for a Department of Labor Employment Recovery Grant.
- 4/22: OWI was notified of a \$3m award from Department of Labor (Disaster Recovery Grant).
- 4/3: Began reporting weekly Rapid Response Sessions numbers (businesses, affected workers) to the Governor's Office dating back to 3/13.
- 4/16: OWI sent \$800K in layoff aversion funds to local workforce investment boards.
- 4/30: OWI provided \$300,000 in Adult Program funds to local workforce investment boards (Grant Year 2017)
- 5/1: OWI was notified of an additional \$3m award from Department of Labor (Employment Recovery Grant).

As well as

- Employment and Training Assistance including training and supportive services to individuals.
- This could include training in occupations and industries most likely to emerge as still in demand such as critical care healthcare workers, transportation or warehousing.
- And these trainings will focus on utilizing virtual reality or other alternative methods for delivery of training and certification.

Update to the 2020 Oregon Talent Assessment

In collaboration with the Oregon Business Council (OBC), ECONorthwest will convene business, workforce, education, healthcare, and nonprofit leaders to discuss the outlook for dislocated workers from industries affected by ongoing social distancing.

We will complete an in-depth analysis of the industries, occupations, and workers that will be most directly impacted by the lower level of social distancing anticipated during June 2020-December 2021.

The analysis starts by identifying the distribution of occupations employed in the most affected industries. With occupations identified, we will organize occupations around the four domains in the *2018 Talent Assessment*—physical, critical thinking/communications, operating machines/processes, and clerical/service—and possibly other domains as well (e.g., physical proximity).

The analysis will highlight adjacent occupations that draw on substantially similar skills and could be options for some dislocated workers. We will also identify the demographic characteristics (e.g., race, ethnicity, and socioeconomic status) of individuals typically employed in those occupations and evaluate geographic concentrations of the occupations across the state. Finally, we will perform a cluster analysis, identify a manageable set of occupational groups, and characterize skills and tasks that underlie each cluster. An important consideration will be the extent to which employment is key to moving a household out of poverty status. The analysis and report could serve as the foundation of one or more of Task 3's issue briefs.

- Training responses for dislocated workers.
- Accelerated innovation in training for the work of the future.

Materials:

Workforce Investments and Response to the COVID Pandemic.

Staff Recommendation:

For discussion purposes only.



Oregon's Rapid Response System Office of Workforce Investments

SPRING 2020

Rapid Response System

When announcements of layoffs and plant closings occur, the Rapid Response System is deployed. This statewide network of Rapid Response Teams assess businesses and worker needs and create a customized and confidential plan to help businesses find alternatives to layoffs and remain viable during economic downturns. When layoffs are unavoidable, teams quickly coordinate services and provide immediate aid to companies and their affected workers – to minimize the negative impacts of the layoff.

Layoff Aversion

Layoff aversion is the first strategy of the rapid response system when seeking to avert a layoff or closure. The goal of layoff aversion is helping businesses and workers find innovative ways to prevent, or minimize the duration of, unemployment resulting from layoffs.

Layoff aversion strategies and funds are flexible and are customized to meet the needs of the businesses and workers being served. Local workforce development boards (WDBs) have significant latitude when deciding on how to best meet the needs of their community.

In our current emergency/disaster situation, local WDBs are encouraged to be as flexible and innovative as possible to meet the need of their communities. For Oregon's current layoff aversion project guidance related to the novel coronavirus (COVID-19) emergency, please [click here](#).

Rapid Response Services

Rapid Response strategies and activities can be put into place once a layoff, closure, or other dislocation of employees is imminent. Rapid Response delivers services to enable dislocated workers to transition to new employment as quickly as possible.

When circumstances and resources allow, rapid response may provide support for dislocated workers and the basic needs of their families, including heat, shelter, food, clothing, and other necessities.

Local Rapid Response Teams coordinate with employers, worker representatives, and network of partners including, the Oregon Employment Department; Unemployment Insurance and WorkSource Oregon Services, Health Insurance Marketplace and Unions.

Dislocated Worker Unit (DWU)

Oregon's DWU is housed within the Higher Education Coordinating Commission's (HECC) Office of Workforce Investments (OWI). The DWU works with the local Workforce Development Boards (WDBs) to ensure they have the infrastructure, resources, and policies in place to deliver layoff aversion and rapid response services. The DWU is also the point of contact for the federally required [Worker Adjustment and Retraining Notification \(WARN\) Act list](#). The WARN act requires companies with 100 or more employees to notify affected workers 60 days prior to closures and layoffs. WARN data includes the name of the employer, business location, number of affected workers, type (layoff or closure) and effective date of layoff or closure.

Contact [Oregon's Dislocated Worker Unit](#) for more information.

WTDB COVID-19 RESPONSE INVESTMENTS (Strategic Innovation Grants)

**WTDB Funds:
Focus on Innovation, Statewide Impact, Equity,
and In-Demand Skills/Jobs**

Local Workforce Development Board (LWDB)	Demand/Needs	Post-Training New Workers (Forecasted)	WTDB Investment	General Funds (PCA 15700)	Federal Funds (PCA 68860)	Federal Funds (PCA 68930-FY19 DLW)	TOTAL
East Cascade Works	CNA 2 Training	18	14,692.00	-	13,992.00	700.00	14,692.00
	Nursing Assistant Program Administrator	1	99,344.00	94,613.00	-	4,731.00	99,344.00
Sub Total		19	114,036.00	94,613.00	13,992.00	5,431.00	114,036.00
Eastern Oregon Workforce Board	N/A						
Sub Total							
Clackamas Workforce Partnership	CNA 2 Training	10	24,150.00	-	23,000.00	1,150.00	24,150.00
	Administrative Occupations Training	25	76,125.00	-	72,500.00	3,625.00	76,125.00
	Child Care Training	20	12,600.00	-	12,000.00	600.00	12,600.00
Sub Total		55	112,875.00	-	107,500.00	5,375.00	112,875.00
Lane Workforce Partnership	Shift VR Platform (Partnership with ECW, Access, Equity)	100	210,000.00	200,000.00	-	10,000.00	210,000.00
Sub Total		100	210,000.00	200,000.00	-	10,000.00	210,000.00
Northwest Oregon Works	Medical Administration Assistant Training	10	16,968.00	-	16,160.00	808.00	16,968.00
	Medical Assistants Training	10	41,999.00	-	39,999.00	2,000.00	41,999.00
Sub Total		20	58,967.00	-	56,159.00	2,808.00	58,967.00
Rogue Workforce Partnership	N/A						
Sub Total			-	-	-	-	-
Southwestern Oregon Workforce Investment Board	N/A						
Sub Total			-	-	-	-	-
Willamette Workforce Partnership	N/A						
Sub Total			-	-	-	-	-
Worksystems	Medical Assistants Training	20	73,500.00		70,000.00	3,500.00	73,500.00
	Administrative Occupations Training	20	76,125.00		72,500.00	3,625.00	76,125.00
	Childcare Public-Private Cooperative Pilot	500	105,000.00	100,000.00		5,000.00	105,000.00
	Simulation - Nursing Education	Statewide Impact	131,250.00	105,387.00	19,613.00	6,250.00	131,250.00
Sub Total		540	385,875.00	205,387.00	162,113.00	18,375.00	385,875.00
OWI/WTDB Funded and Executed	Post Covid19 Lessons Learned Report	Statewide Impact	40,000.00	-	-	-	-
				*This is funded through S&S of WTDB			
SUB TOTALS			40,000.00	-	-	-	40,000.00
GRAND TOTAL - ALL WTDB INVESTMENTS			881,753.00	500,000.00	339,764.00	41,989.00	921,753.00



Oregon

Kate Brown, Governor

Higher Education Coordinating Commission

Office of Workforce Investments

875 Union Street NE

Salem, OR 97311

www.oregon.gov/HigherEd

DATE: March 18, 2020

TO: Oregon Workforce Partnership Directors
LWDB Finance Directors

FROM: Karen M. Humelbaugh ^{YMA} Director
Office of Workforce Investments

SUBJECT: Notice of Additional Layoff Aversion and Rapid Response Funding (Dislocated Worker Program Funding for Grant Year 2017)

This memo serves to notify all Local Workforce Development Boards (WDBs) in Oregon of additional GY 2017 Dislocated Worker funding that is being made available with the primary purpose of funding rapid response and layoff aversion activities resulting from the effects of the spread COVID-19 (novel coronavirus) and related state and federal protocols, restrictions, etc.

Funds are being allocated according to the same statewide allocation formula used when GY 2017 funds were initially distributed. Funds are available on the Higher Education Coordination Commission's financial draw system immediately. The amount of funding available to each local area is listed below.

Grant Year 2017 Funds:

LWDB	FY18 Funding-Layoff Aversion
WSI	\$311,960
WWP	\$173,140
NOW	\$67,980
LWP	\$92,620
RWP	\$102,740
CWP	\$96,360
SOWIB	\$70,620
ECWIB	\$118,140
EOWIB	\$66,440
Subtotal Areas	\$1,100,000

Please see the included document, *Additional Assistance Funding - Guidance Related to the Flexibility and Innovative Uses of Layoff Aversion Funding During the Era of COVID-19*, and [TEGL 19-16](#) for examples and additional information pertaining to the use of these funds.



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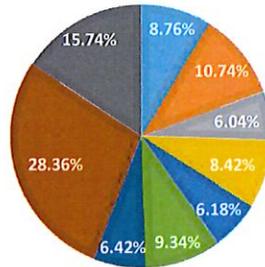
Layoff Aversion Grant Awards

WIOA Federal Funds (Released Reserves)

AWARDS						
	Layoff Aversion #1	OWP T/A Grant	Layoff Aversion #2	Total Awards	SPENT	% Spent
CWP	\$96,360	\$7,709	\$68,530	\$172,599	\$165,505	95.89%
ECWIB	\$118,140	\$9,451	\$87,620	\$215,211	\$212,066	98.54%
EOWIB	\$66,440	\$5,315	\$49,070	\$120,825	\$122,380	101.29%
LWP	\$92,620	\$7,410	\$67,210	\$167,240	\$167,239	100.00%
NOW	\$67,980	\$5,438	\$48,940	\$122,358	\$122,288	99.94%
RWP	\$102,740	\$8,219	\$75,620	\$186,579	\$178,360	95.59%
SOWIB	\$70,620	\$5,650	\$53,010	\$129,280	\$124,630	96.40%
WSI	\$311,960	\$24,957	\$223,180	\$560,097	\$525,594	93.84%
WWP	\$173,140	\$13,851	\$126,820	\$313,811	\$313,800	100.00%
TOTALS	\$1,100,000	\$88,000	\$800,000	\$1,988,000	\$1,931,862	97.18%

**PERCENT OF FUNDING RECEIVED
- BY LWDB**

■ CWP ■ ECWIB ■ EOWIB ■ LWP ■ NOW ■ RWP ■ SOWIB ■ WSI ■ WWP



East Cascades:

Agriculture, Forestry, Fishing and Hunting (11)	18	453
Administration and Support and Waste Management and Remediation Services (56)	108	245
Retail Trade (44-45)	124	159
Health Care and Social Assistance (62)	80	126
Management of Companies and Enterprises (55)	87	92
Manufacturing (31-33)	40	72
Construction (23)	29	62
Other Services, Except Public Administration (81)	39	41
Educational Services (61)	33	39
Accommodation and Food Services (72)	34	37
Wholesale Trade (42)	29	33
Public Administration (92)	23	29
Professional, Scientific and Technical Services (54)	24	24
Information (51)	19	19
Transportation and Warehousing (48-49)	11	11
Real Estate and Rental and Leasing (53)	6	7
Finance and Insurance (52)	6	6
Unclassified Establishments (99)	3	4
Utilities (22)	1	1
Grand Total	714	1,460

Eastern Oregon:

Agriculture, Forestry, Fishing and Hunting (11)	40	1231
Health Care and Social Assistance (62)	80	110
Retail Trade (44-45)	67	90
Manufacturing (31-33)	62	78
Other Services, Except Public Administration (81)	30	59
Educational Services (61)	25	57
Transportation and Warehousing (48-49)	50	50
Administration and Support and Waste Management and Remediation Services (56)	32	49
Public Administration (92)	20	41
Public Administration (92)	20	41
Construction (23)	23	28
Accommodation and Food Services (72)	23	27
Wholesale Trade (42)	18	24
Professional, Scientific and Technical Services (54)	19	19
Management of Companies and Enterprises (55)	12	12
Information (51)	4	4
Mining (21)	4	4
Finance and Insurance (52)	3	3
Utilities (22)	2	2
Real Estate and Rental and Leasing (53)	1	1
Arts, Entertainment, and Recreation (71)	1	1
Grand Total	516	1,890

Mid-Valley:

Administration and Support and Waste Management and Remediation Services (56)	179	370
Agriculture, Forestry, Fishing and Hunting (11)	30	368
Health Care and Social Assistance (62)	180	224
Retail Trade (44-45)	172	218
Management of Companies and Enterprises (55)	176	205
Manufacturing (31-33)	50	75
Accommodation and Food Services (72)	72	72
Finance and Insurance (52)	71	72
Wholesale Trade (42)	67	67
Construction (23)	42	59
Public Administration (92)	30	51
Professional, Scientific and Technical Services (54)	26	27
Transportation and Warehousing (48-49)	24	25
Information (51)	20	20
Other Services, Except Public Administration (81)	14	16
Educational Services (61)	8	9
Real Estate and Rental and Leasing (53)	4	4
Mining (21)	3	3
Unclassified Establishments (99)	3	3
Utilities (22)	2	2
Arts, Entertainment, and Recreation (71)	1	1
Grand Total	1,174	1,891

Northwest:

Information (51)	342	342
Administration and Support and Waste Management and Remediation Services (56)	59	97
Retail Trade (44-45)	88	93
Educational Services (61)	46	75
Health Care and Social Assistance (62)	64	74
Management of Companies and Enterprises (55)	60	60
Accommodation and Food Services (72)	41	50
Manufacturing (31-33)	29	48
Professional, Scientific and Technical Services (54)	28	28
Transportation and Warehousing (48-49)	26	27
Construction (23)	19	19
Agriculture, Forestry, Fishing and Hunting (11)	2	18
Public Administration (92)	14	14
Finance and Insurance (52)	13	13
Wholesale Trade (42)	13	13
Other Services, Except Public Administration (81)	10	11
Arts, Entertainment, and Recreation (71)	4	8
Real Estate and Rental and Leasing (53)	4	4
Utilities (22)	4	4
Grand Total	866	998

Rogue Valley:

Administration and Support and Waste Management and Remediation Services (56)	33	2042
Retail Trade (44-45)	113	200
Health Care and Social Assistance (62)	111	116
Management of Companies and Enterprises (55)	81	81
Manufacturing (31-33)	36	65
Accommodation and Food Services (72)	18	50
Agriculture, Forestry, Fishing and Hunting (11)	5	44
Construction (23)	16	30
Public Administration (92)	8	24
Transportation and Warehousing (48-49)	11	19
Educational Services (61)	17	18
Finance and Insurance (52)	13	13
Other Services, Except Public Administration (81)	10	12
Information (51)	7	7
Professional, Scientific and Technical Services (54)	4	5
Real Estate and Rental and Leasing (53)	1	1
Grand Total	484	2,727