



Future Ready Oregon 2022

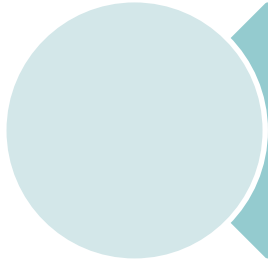
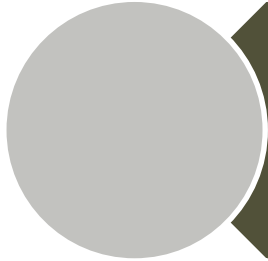

Higher Education Coordinating
Commission Meeting

Kyle Thomas, Policy & Legislative Affairs
Director, HECC

Julia Steinberger, Interim Director, HECC-OWI

February 10, 2022

Presentation Outline

-  A snapshot of the state of Oregon's workforce
-  An introduction to the Racial Justice Council's Workforce Workgroup
-  An overview of the Future Ready Oregon 2022 workforce package

Economic Indicators and Workforce Gaps

| Oregon Economic Indicators | | |
|--|----------------------------------|---------------|
| Unemployment Rate November 2021 | 4.2% Seasonally Adjusted | ↓ 0.2% PTS |
| Total Unemployed November 2021 | 91,542 Seasonally Adjusted | ↓ -4,110 |
| Nonfarm Employment November 2021 | 1,911,900 Seasonally Adjusted | ↑ 10,000 |
| Job Vacancies 3rd Quarter 2021 | 106,951 | ↑ 131.0% |

Major Indicators for Difficult-to-Fill Vacancies in Oregon by Industry, 2018

| Industry | Vacancies | Average Wage | Require Ed Beyond HS | Require Experience | % Difficult of All Vacancies |
|--|---------------|----------------|----------------------|--------------------|------------------------------|
| All industries | 33,023 | \$18.76 | 34% | 67% | 57% |
| Health care and social assistance | 5,536 | \$18.09 | 44% | 61% | 54% |
| Construction | 4,829 | \$24.20 | 40% | 83% | 85% |
| Manufacturing | 4,187 | \$21.07 | 30% | 83% | 64% |
| Leisure and hospitality | 3,816 | \$12.87 | 8% | 41% | 48% |
| Administrative, management, and waste services | 3,345 | \$17.07 | 30% | 60% | 62% |
| Retail trade | 2,462 | \$14.06 | 13% | 46% | 43% |
| Professional and technical services | 1,968 | \$25.75 | 79% | 91% | 69% |
| Natural resources and mining | 1,870 | \$15.13 | 6% | 42% | 71% |
| Other services | 1,301 | \$17.74 | 46% | 77% | 42% |
| Wholesale trade | 1,239 | \$20.75 | 33% | 85% | 48% |
| Transportation, warehousing, and utilities | 1,225 | \$21.02 | 48% | 76% | 75% |
| Financial activities | 590 | \$17.47 | 64% | 84% | 31% |
| Private education services | 380 | \$14.63 | 42% | 81% | 50% |
| Information | 250 | \$19.46 | 53% | 84% | 23% |

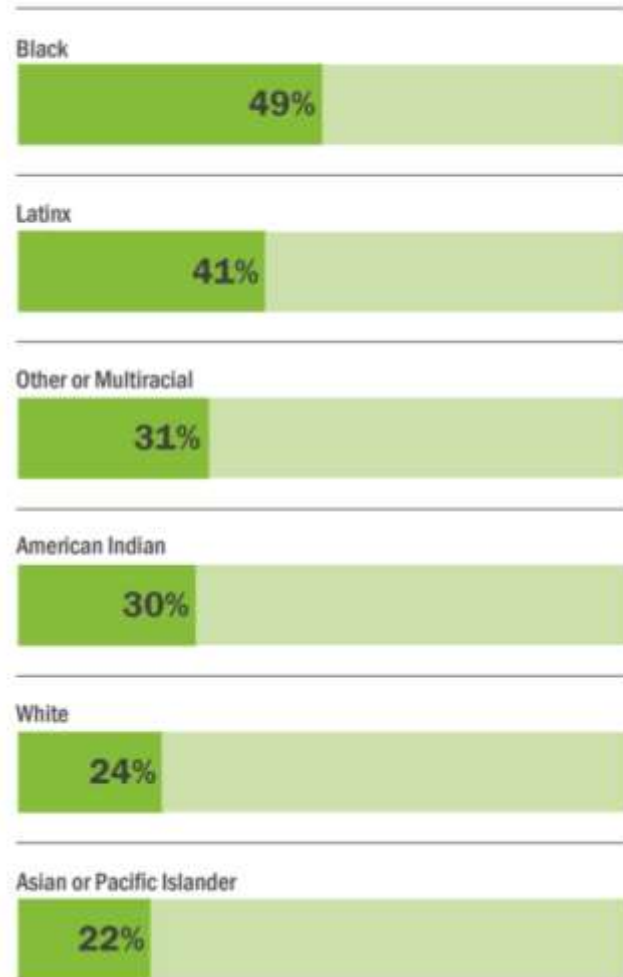
Excludes unclassified vacancies

Source: Oregon Employment Department

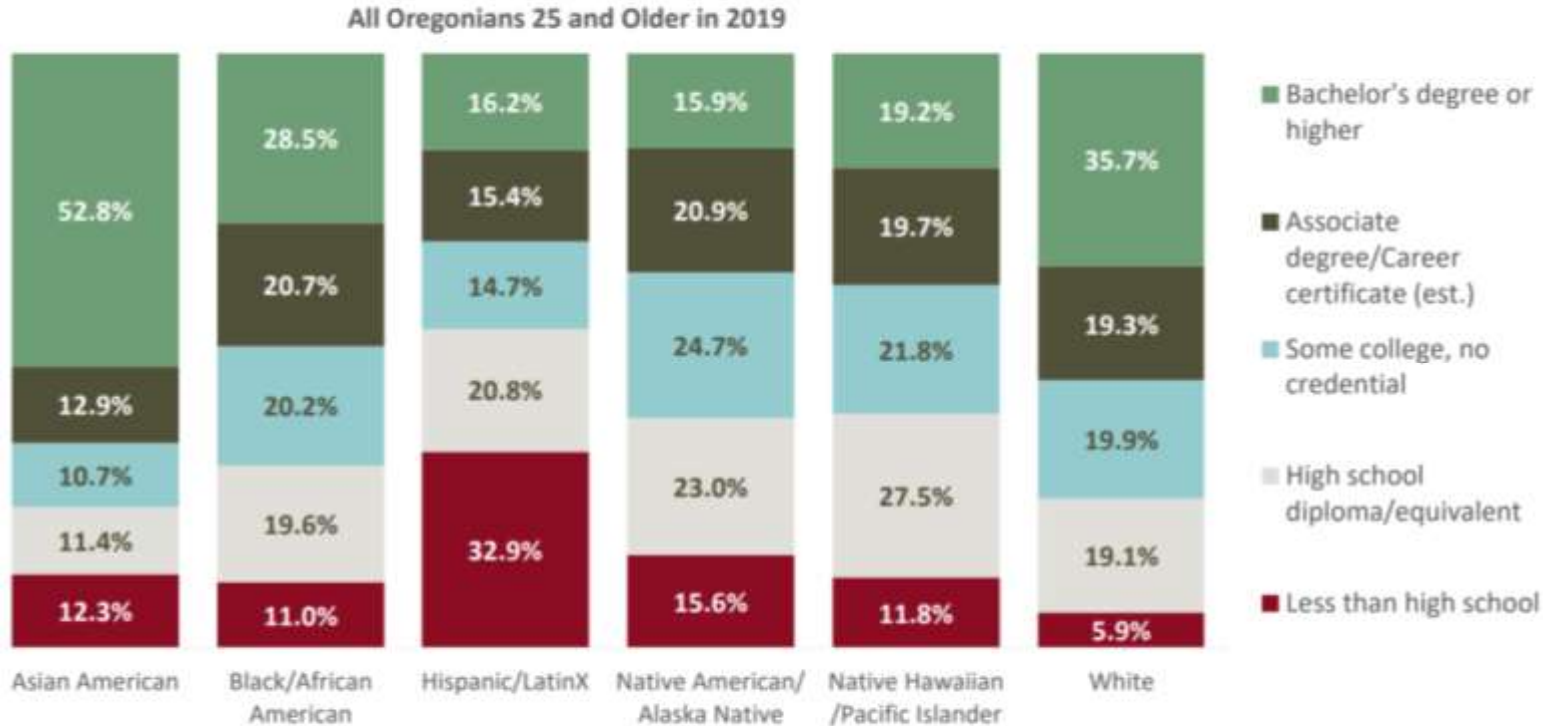


Racial/Ethnic Disparities in the Workforce

Figure D. Income Inadequacy Rate by Race/Ethnicity of Householder*: OR 2019



Oregon Educational Attainment Varies Widely by Race/Ethnicity KPM #4 Supplement – Educational Attainment by Race/Ethnicity



Source: American Community Survey data, three-year rolling average of 5-year estimates.

These rates include adults 65+ in 2019



Racial Justice Council Workforce Workgroup

MISSION

Develop a Future Ready Oregon proposal for the February 2022 legislative session that makes strategic and targeted investments aimed at making Oregon's workforce system more equitable and racially just.

Members

Marin Arreola, Advanced Economic Solutions (Co-Chair)

Patsy Richards, RISE Partnership (Co-Chair)

Chelsea Watson, Oregon AFL-CIO

Duncan Wyse, Oregon Business Council

George Mendoze, RJC Education Recovery Committee

Jennifer Scurlock, RJC Education Recovery Committee

Kelly Kupcak, Oregon Tradeswomen

Kevin Sund, Hoffman Construction

Kim Parker-Llerenas, Oregon Workforce Partnership

Mark Mitsui, Portland Community College

Michael Martin, PBDG



Centering Investments in Racial Justice

- Leading with **racial justice** and economic opportunity, all investments must integrate **culturally and linguistically-specific** career-connected learning, and emphasize recruitment, retention, and career advancement opportunities for **people of color** and other underserved/underrepresented communities:
- The proposal focuses investments on people of color and individuals from other underserved/underrepresented communities who are:
 - adult learners
 - dislocated workers
 - disconnected youth

Key Sectors: Healthcare, Manufacturing, Technology



Healthcare



Manufacturing



Technology

Future Ready Oregon 2022 – Investments

| Investment Category | % of total investment (\$200M) | Total GF + ARPA |
|--|--------------------------------|-----------------|
| Leveraging Existing Successes | | |
| Local Service Capacity | 17.5% | \$35M |
| Community College Career Pathways | 8.5% | \$17M |
| Registered Apprenticeships | 10% | \$20M |
| Youth Reengagement | 5.25% | \$10.5M |
| Credit for Prior Learning | 5% | \$10M |
| Competitive Workforce Ready Grants | 47.5% | \$95M |
| Industry Consortia | 0.5% | \$1M |
| Benefits Navigators Pilot | 5% | \$10M |
| Assessment, Accountability, Continuous Improvement | 0.75% | \$1.5M |

Leveraging Success: Investing in Local Workforce Development Boards



Investing in Local Workforce Development Boards

\$35 million

Funds distributed by HECC to local workforce development boards through formula

Funds to be used for:



Start-to-finish career coaching services



Earn and learn opportunities to "re-career"



Wraparound supports and services

Leveraging Success: Community College Career Pathways



Postsecondary Career Pathways

\$17 million

Grants administered by HECC to CBOs/
NGOs, education/training providers,
LWDBs, etc.

Grant funds to be used for:



Full-time career pathways
coordinator at each college.



Recruitment and Re-
engagement.



Student Support Services.



Strengthening Integrated
Education & Training pathways

Leveraging Success: Scaling-up Registered Apprenticeship



Expansion of Oregon Apprenticeship

\$20 million

- BOLI recruitment of new programs and facilitation of innovation.
- Grants administered by BOLI to CBOs/NGOs, JATCs education/training providers, LWDBs, etc.

Grant funds to be used for:



Targeted recruitment and retention strategies to diversify apprenticeship



Tuition and fees to apprentices/preapprentices for related training



Stipends and wages for apprentices and preapprentices



Wraparound services for apprentices and preapprentices



Program and curriculum development

Leveraging Success: Reengaging Youth through Work Readiness



Youth Reengagement and Workforce Readiness Grants

\$10.5 million

Administered by YDD.

Grant funds would:



Expand community-based workforce opportunities for disconnected youth.



Integrate work readiness and work experience in youth reengagement.



Increase workforce-related opportunities for disconnected youth across the state.

Leveraging Success: Supporting Credit for Prior Learning




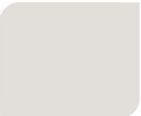



Credit for Prior Learning

\$10 million

Grants administered by HECC to community colleges and public universities

Funds to be used for:

-  Providing professional development regarding CPL for CC and U staff.
-  Increase data collection efforts and supporting systems.
-  Support faculty and staff engagement in CPL expansion efforts
-  Develop reference material related to Oregon-specific credentials of value
-  Assess implementation of CPL Standards at institutions

Encouraging Innovation: Workforce Readiness Grants



* **NEW: Workforce Readiness Grants**

\$95 million

Grants administered by HECC to CBOs/
NGOs, education/training providers,
LWDBs, etc.

Grant funds to be used for:



Direct financial benefits to individuals.



Development of education and training pathways.



Building organizational capacity.

Encouraging Innovation: Workforce Benefits Navigators



***NEW: Workforce Benefits Navigator Pilot Program**

\$10 million

Grants administered by HECC to LWDBs to place navigators in WorkSource Oregon centers and/or CBOs

Workforce Navigators:



Serve as neutral single point of contact that provides continuity.



Are aware of and attentive to cultural differences and lived experiences.



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Encouraging Innovation: Statewide Industry Consortia



***NEW: Statewide Industry Consortia in Healthcare, Manufacturing, and Construction**

\$1 million

- Administered by the HECC and supported by Workforce & Talent Development Board staff

Consortia will:



Create efficiencies in employer engagement.



Identify industry-specific statewide workforce needs.



Provide structured processes for collective action.



Develop equitable/inclusive statewide education/training strategies.



Focus on worker and employer ROI




Measuring Impact: Assessment, Accountability & Continuous Improvement



Assessment, Accountability & Continuous Improvement \$1.5 million

Funds to HECC for staff capacity, infrastructure, and communications.

Funds will be used to:

-  Increase agency capacity and infrastructure.
-  Conduct assessments and continuous improvement
-  Communicate findings to partners and public.

Summary of Investments

Leveraging Success

Investing in Local Workforce Development Boards: **\$35m**

Postsecondary Career Pathways: **\$17m**

Scaling-up Registered Apprenticeship: **\$20m**

Expanding Youth Reengagement through Work Readiness: **\$10.5m**

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

Encouraging Innovation

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

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

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

Measuring Impact

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