



# Workforce and Talent Development Board (WTDB) Workforce Readiness Committee (WRC)

**Project Name** *WTDB Workforce Readiness Advisory Committee*

**Sponsors**  
Anne Mersereau, Chair, Oregon Workforce and Talent Development Board (WTDB)  
Ben Cannon, Executive Director, Higher Education Coordinating Commission (HECC)  
David Gerstenfeld, Director, Oregon Employment Department (OED)  
Colt Gill, Director, Department of Education (ODE)  
Sophorn Cheang, Director, Business Oregon

**Committee Co-Chairs**  
Charlie Hopewell, Chairman of the Board, Jewett Cameron Companies  
Tom Goodhue, Executive Director, Oregon Building Congress

**WTDB Lead**  
Todd Nell, Director, Workforce and Talent Development Board (WTDB)

**Opportunity Statement**  
The WTDB's 2023-2024 Strategic Plan provides a transformational foundation for increased innovation and effectiveness that will translate into better results for the WTDB and improved outcomes for the Entire Workforce System in Oregon. The WTDB Strategic Plan calls out a vision of equitable prosperity for all Oregonians and a mission of advancing Oregon through meaningful work, training, and education by empowering people and employers.

The WTDB enables meaningful work for all Oregonians by:

- Leading and communicating a long-term vision for Oregon that anticipates and acts on future workforce needs.
- Advising the Governor and the legislature on workforce policy and plans.
- Aligning public workforce policy, resources, and services with employers, education, training and economic development.
- Identifying barriers, providing solutions, and avoiding duplication of services.
- Promoting accountability among public workforce partners; and
- Sharing best practices and innovative solutions that are scalable statewide and across multiple regions.

We value being:

- Inclusive –We invite and represent all voices to strengthen our workforcesystem.
- Collaborative –We proactively engage all stakeholders as a hub for consensus-building.
- Bold –We courageously take risks to influence and persuade action.

The WTDB's Workforce Readiness Committee is committed to continuously cultivating our reputation as:

- National leaders –We are innovative role models who set and share best practices.
- Conveners –We bring partners together to solve our most pressing challenges.
- Connectors –We anticipate and respond to all of Oregon's communities (tribal, rural,



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- urban, and others).
- Results Focused –We connect our initiatives to outcomes.
  - By identifying best practices and collective impact that can scale system wide.
  - By measuring success through good data collection and metrics.
- Accountable –We communicate transparently with easy to understand and agreed upon metrics.

In 2020, the WTDB established the Essential Employability Skills (EES) Taskforce to explore research and best practices regarding EES. The recommendations in the EES Taskforce’s report, WTDB Report: Essential Employability Skills, Needed Now More Than Ever, are consistent with the Project Purpose & Scope below. The Oregon Employability Skills (OES) Advisory Committee formed in 2021 implemented many of the Taskforce’s recommendations and developed the Project Purpose and Scope for the WTDB Workforce Readiness Committee to continue this critical work and more.

## Project Purpose & Scope

The WTDB Workforce Readiness Committee will:

- Ensure all activities engage with HECC’s Equity Lens to shape the work throughout including cultural- responsive instruction, and using data on race, ethnicity, and native language to inform decisions. Our efforts will also align with ODE Equity Lens and others.
- Define and recommend an Essential Employability Skills Definition for formal adoption by the WTDB.
- **Should we incorporate Career Readiness as a key strategy/including a definition with employability skills as one of the components?**
- Develop a strategy and plan in response to the Oregon Talent Assessment and WTDB Strategic Plan to scale the Oregon Employability Skills (OES) best practice model statewide.
- Develop a project plan including scope, schedule, and budget to assure successful implementation of OES in Oregon.
- Implement EES plan for Oregon’s youth, students, adults and Oregon’s Workforce, Education and Training System.
- Engage and support the Business and Employer community on Career Connected Learning, Post-Secondary strategies, and the Public Workforce System to increase Systems Alignment Efforts across education, training, and workforce.
- Provide WTDB quarterly updates and reporting on project results to assure accountability.
- Present a **Final Report for Approval at the WTDB 2023 December Quarterly Board meeting that will report on progress, challenges and opportunities, policy development, and legislative concept recommendations to the Governor and Legislature.**

## Project Milestones

1. **Quarterly Reports Due March, June, and September 2023.**
2. **Report due to the WTDB, Governor and Legislature by December 31st, 2023.**



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## Project Partners

WTDB lead will report progress to and receive guidance from the Governor's Workforce Policy Advisor, the Oregon Workforce and Talent Development Board, the Higher Education Coordinating Commission, Local Workforce Development Boards, the Oregon Department of Education, and other partners, stakeholder and investors including Portland General Electric, Northwest Natural, Business Oregon and others. Partners for this project include, but are not limited to:

- Office of the Governor
- Oregon's business community
- Oregon Legislature
- Higher Education Coordinating Commission
- Oregon Employment Department
- Oregon Department of Education and K12 partners
- STEM Council and STEM Hubs
- Business Oregon
- Community Based Organizations, including culturally specific, community-based organizations.
- Oregon Department of Veteran Affairs
- Department of Human Services
  - Oregon Vocational Rehabilitation
  - Commission for the Blind
  - Self Sufficiency
- Local Workforce Development Boards
- Oregon AFL-CIO
- And, Others



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## Members

Charlie Hopewell, Co-Chair  
Tom Goodhue, Co-Chair  
Lindsey Davis  
Beth Wigham  
Cherie Clark  
Doug Denning  
Dean Craig  
Jenni Newby  
Shalee Hodgson  
Matt Bisek  
Melissa Pendergrass  
Harris Reibach  
Myronda Schiding  
Robin Taylor  
Tony Frazier  
KS Venkatraman  
Adam Ulvi  
Beth Molenkamp  
Deb Mumm-Hill

## Staff

Todd Nell  
Clay Martin  
Sydney King

## Expected Outcomes

With current AND future workforce in mind, successful alignment of Workforce Readiness INCLUDING Essential Employability Skills efforts for Youth, Adults and Employers to better meet the needs of Oregon's citizens, businesses, and its economy.

## Funding and Resources

**The project will be staffed with existing resources.**

## Project Risks

None recognized at this time.

## Sponsor Approvals

Anne Mersereau (WTDB) \_\_\_\_\_  
Ben Cannon (HECC) \_\_\_\_\_  
Colt Gill (ODE) \_\_\_\_\_  
David Gerstenfeld (OED) \_\_\_\_\_  
Sophorn Cheang, Business Oregon \_\_\_\_\_