



# Technology Industry Consortium

## Workforce and Talent Development Board (WTDB)

Todd Nell – *Director, WTDB*  
*Office of Workforce Investments*  
*Higher Education Coordinating Commission*

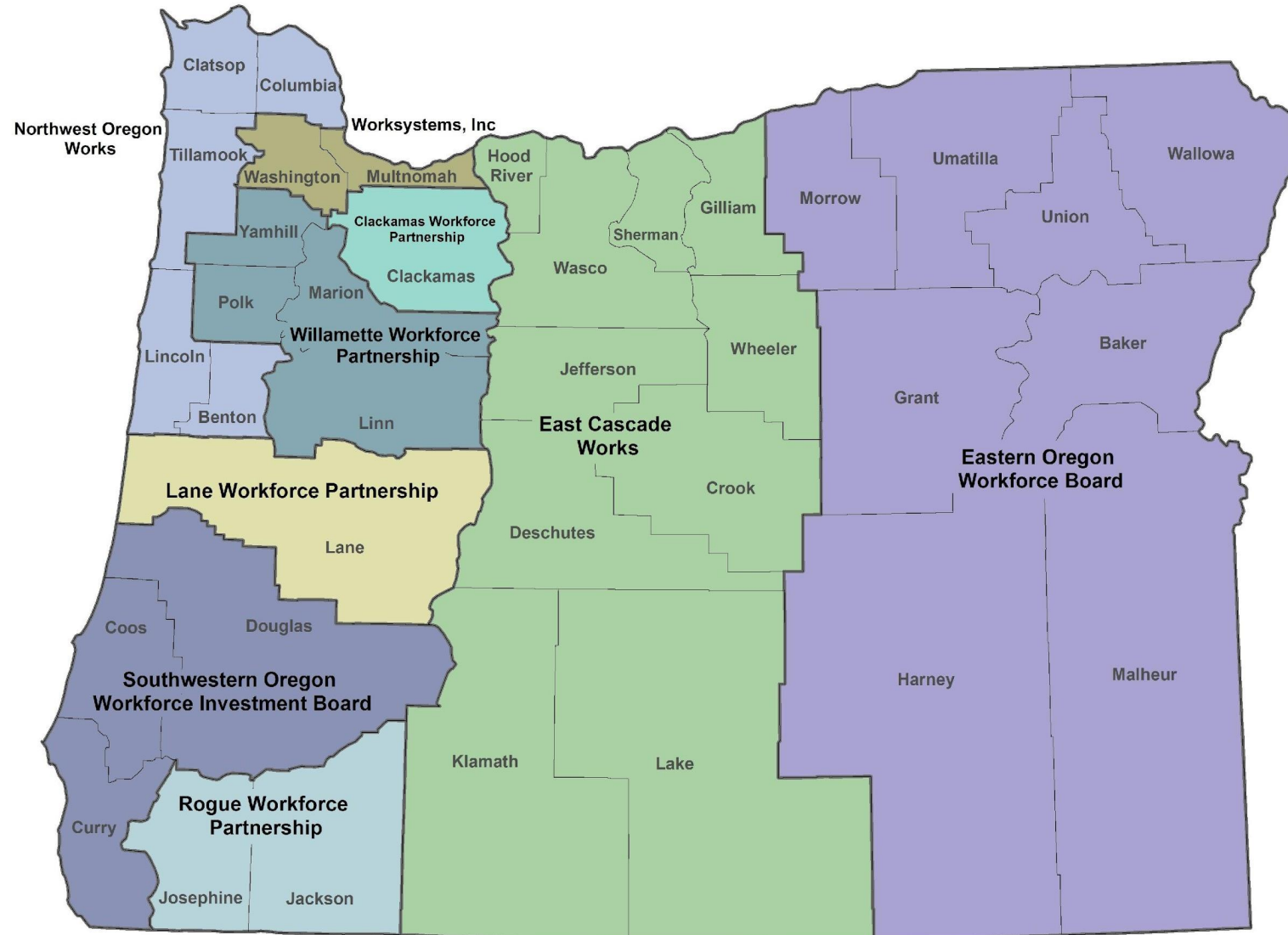
August 22, 2023



## The Governor

- Establishes the WIOA State Workforce Board
- Appoints WTDB members and Chair
- Designates Local Areas and certifies Local Workforce Development Boards
- Submits State Plan and approves Local Plans

# Local Workforce Development Boards



# The Workforce and Talent Development Board (WTDB)

## Background

- Federal requirement
- Diverse membership
- Role expanded in Oregon through state legislation
- High Performing Workforce Boards (NGA, 2106)

## Roles and Responsibilities

- Advises the Governor on plans, policies, strategies and systems alignment
- Provides vision, leadership and innovation for the entire workforce system
- Provides accountability and leads continuous improvement efforts

# WTDB Priorities

- Strategic Plan
- Continuous Improvement
- Workforce Readiness
- Future Ready Oregon
- Legislative Opportunities



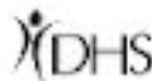
# WTDB Strategic Plan



Oregon Workforce and Talent Development Board  
2023–2024 Strategic Plan



Vision	Mission	Position	Values	Reputation
<p>Livable priority for all Oregonians</p>	<p>Advance Oregon through education, training, skills and careers by empowering people and employers</p>	<p>The Oregon Workforce and Talent Development Board (WTDB) enables our vision by:</p> <ul style="list-style-type: none"> <li>• Leading and communicating a long-term vision for Oregon that anticipates and acts on future workforce needs.</li> <li>• Partnering with workforce, education, and training entities including Local Workforce Development Boards (LWDBs).</li> <li>• Advancing the Governor and the Legislature on workforce policy and plans.</li> <li>• Advancing public workforce policy, research, and research with employers, education, training and economic development.</li> <li>• Identifying barriers, providing solutions, and avoiding duplication of services.</li> <li>• Promoting accountability among public workforce partners.</li> <li>• Sharing best practices and innovative solutions that are scalable statewide and across multiple regions within the entire workforce system.</li> </ul>	<ul style="list-style-type: none"> <li>• <b>Inclusive</b> – We invite and represent all voices to strengthen our workforce system.</li> <li>• <b>Collaborative</b> – We proactively engage all stakeholders as a path to successful outcomes.</li> <li>• <b>Direct</b> – We consistently use space to influence and persuade action.</li> </ul>	<ul style="list-style-type: none"> <li>• <b>National leaders</b> – We are innovative role models who set and share best practices.</li> <li>• <b>Connectors</b> – We bring all stakeholders together to solve our most pressing challenges.</li> <li>• <b>Transparent</b> – We anticipate and respond to all of Oregon's communities (local, rural, urban, and tribal).</li> <li>• <b>Resilient</b> – We respond to challenges in our system.</li> <li>• <b>Accountable</b> – We communicate transparently with data to inform and guide our actions.</li> </ul>



Imperatives	Objectives	Initiatives
An evidence-based system that advances equitable prosperity.	<ol style="list-style-type: none"> <li>1. Increase diverse voices and participation in all public workforce programs</li> <li>2. Increase awareness of public workforce system and stakeholders (e.g. students, training, employers, etc.)</li> <li>3. Speak innovation with equity and equitable prosperity</li> <li>4. Ensure that the goals of the Prosperity 10,000 program are met.</li> </ol>	<ul style="list-style-type: none"> <li>- Establish baseline of current participation, disaggregated by underrepresented demographic groups and reported by OPI/DA</li> <li>- Use disaggregated data to drive policy development and stakeholder engagement</li> <li>- Complete and provide feedback survey from stakeholders</li> <li>- Identify and provide targeted resources to underserved populations, demonstrating access to the workforce and upward mobility by underrepresented groups (WTFDE Strategic Innovation Grants)</li> <li>- Survey national best practices and develop report for Governor and Legislature</li> <li>- Formalize Prosperity 10,000 reporting at all WTFDE full board meetings including the performance data required by House Resolution and opportunities for improvement.</li> </ul>
Clear understanding of and improved use and impact of the workforce system.	<ol style="list-style-type: none"> <li>5. Define the "Public" and "Entre" workforce system in Oregon.</li> <li>6. Increase workforce system user awareness</li> <li>7. Create and promote a cohesive and compelling workforce system brand(s)</li> </ol>	<ul style="list-style-type: none"> <li>- Revise and then annual survey on satisfaction with virtual and paper</li> <li>- Solicit and formalize feedback via annual/incentivized focus groups of users (e.g. individual employer, stakeholder/partner, and local boards)</li> <li>- Hire a professional marketing firm to conduct new or revised system brand(s), communication strategy, and messaging toolkit</li> <li>- Develop and execute a new workforce system staff, resources, and other stakeholder and partners to promote brand(s)</li> </ul>
The WTFDE is endorsed by the Governor as an accountable, cohesive, improved partner and informed advisor	<ol style="list-style-type: none"> <li>8. Governor Office establishes consistent, direct line communication with Board's Executive Committee and Executive Director through subcommittee of WTFDE Executive Committee and full board meetings.</li> <li>9. Increase intentionality in Board committees and task force composition in order to achieve business and strategic system partner alignment.</li> <li>10. Implement mechanisms of accountability through records, analysis, reports and recommendations to Governor and Legislature.</li> <li>11. Convene, or authorize other convenor, statewide industry councils that represent the health care, manufacturing and technology sectors, sectors</li> </ol>	<ul style="list-style-type: none"> <li>- Review and implement new board member onboarding process and ongoing Board member development</li> <li>- Complete the Biennial Talent Assessment</li> <li>- Complete Workforce Readiness Committee report</li> <li>- Create the Governor's Executive Director's Office for collective work to address statewide system-wide framework</li> <li>- Develop legislative, regulatory, and/or other stakeholder improvement and communication report to the Governor and Legislature</li> <li>- Stand up the health care industry consortium</li> <li>- Stand up the manufacturing industry consortium</li> <li>- Stand up the technology industry consortium.</li> </ul>
Strategic and close alignment between education, economic development, and workforce development, including public and private partners.	<ol style="list-style-type: none"> <li>12. Generate/improve collaboration and alignment among state agencies, business and industry, local workforce centers, community-based organizations, and others that support shared workforce goals for both the Public and Entre workforce system</li> </ol>	<ul style="list-style-type: none"> <li>- Conduct and collaborate on biennial Joint Priority Setting initiative and follow up with WTFDE through quarterly progress reports</li> <li>- Create active, consistent and transparent communication related to strategic initiatives (progress and challenges) with key system partners</li> <li>- Develop legislatively required Biennial Workforce and Talent Development Plan for the Governor and Legislature.</li> </ul>

# WTDB Continuous Improvement Committee (CIC)

## Background

- SB 623 – Biennial Assessments
- Co-staffed by Oregon Workforce Partnership (OWP) and WTDB
- Balanced membership: Local Boards, WTDB, Labor, CBOs, Legislature, Elected Officials, and Business

## Roles and Responsibilities

- Advance racial justice, equity, diversity and inclusion
- Support improvements that create a more comprehensive public workforce system (short/medium term)
- Provide quality employment experiences and equitable outcomes
- Improve quality of workforce resources, programs and services
- Build on other/previous assessments

# Workforce Readiness Committee (WFC)

## Background

- Essential Employability Skills (EES) Taskforce and Report
- Strategize and plan in response to the Oregon Talent Assessment and WTDB Strategic Plan
- Systems alignment across entire education, training, and workforce development system

## Key Deliverables

- Define Career Readiness as a priority strategy including defined employability skills as key component
- Align and collaborate with Career Connected Learning efforts (ODE/HECC)
- Engage and support the Business and Employer community
- Complete report with recommendations and submit to Governor and Legislature

# Future Ready Oregon

## Background

- Equitable Prosperity Taskforce
- Informed the Workforce Workgroup of the Racial Justice Council
- Prosperity 10k Progress & Goals
- Healthcare, Technology and Manufacturing Consortia

## Core Principles

- Recruitment, retention, and career advancement
- Advancing a diverse workforce
- Equitable prosperity and upward economic mobility
- Investments in wraparound supports and services
- Engaging employers, education and training providers, and community-based organizations

# Legislative Opportunities Committee

## Background

- Established Spring of 2023
- Created organized, intentional efforts on potential legislation and investments
- Advisory role to the WTBD for Healthcare, Technology and Manufacturing Consortia

## Roles and Responsibilities

- Multi-sector, collaborative table for improved strategizing and planning
- Improve alignment of the Entire Workforce System
- Better meet WTD needs of students, job seekers and businesses/employers
- Develop and drive successful solutions, legislative concepts, policies and funding strategies

# Workforce and Talent Development Board



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

Technology Industry Consortium Meeting  
August 22, 2023