



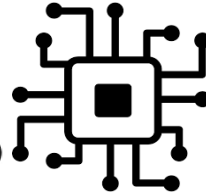
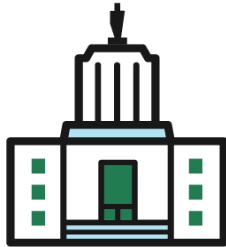
Future Ready Oregon Healthcare Industry Consortium

Kick-Off Meeting

Jennifer Purcell – *Director, Future Ready Oregon,
Higher Education Coordinating Commission*

April 27, 2023

Developing Future Ready Oregon



- Future Ready Oregon originated in the **Governor’s Racial Justice Council**
- Workforce Workgroup developed a Future Ready Oregon proposal for the February 2022 legislative session that includes strategic and targeted investments aimed at **making Oregon’s workforce system more equitable and racially just** by:
 - Leveraging **short-term (GF) and long-term (ARPA) investments** to enhance existing successful programs and create space for new and innovative approaches and partnerships
 - Supporting **Priority Populations** – communities of color, women, low-income communities, rural and frontier communities, veterans, persons with disabilities, incarcerated and formerly incarcerated individuals, members of Oregon’s tribes, older adults, and individuals who identify as members of the LGBTQ+ community
 - Targeting **Key Industry Sectors** – Healthcare, Manufacturing, and Technology

Implementing Future Ready Oregon

Guiding Principles

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

Strategies

- Ground decisions in racial justice and focus on serving Priority Populations
- Leverage existing success *and* do things differently
- Focus on employer and job seeker needs
- Require meaningful and inclusive collaboration
- Implement assessment, accountability, and continuous improvement

Goals

- Advance a more equitable workforce system
- Grow and diversify the workforce
- Expand partners that comprise our workforce system

*“The Higher Education Coordinating Commission (HECC) envisions a future in which **all Oregonians**—and especially those whom our systems have underserved and marginalized—**benefit from the transformational power of high-quality postsecondary education and training.**”*

From the HECC Strategic Framework, December 2017

Higher Education Coordinating Commission: A Vision for Oregon Postsecondary Education

HECC GOALS

AFFORDABILITY



EQUITY



STUDENT SUCCESS



ECONOMIC & COMMUNITY IMPACT



Oregon HECC Equity Lens

The Oregon Equity Lens was adopted by the HECC in 2014 as a cornerstone of the State's approach to education policy and budgeting.

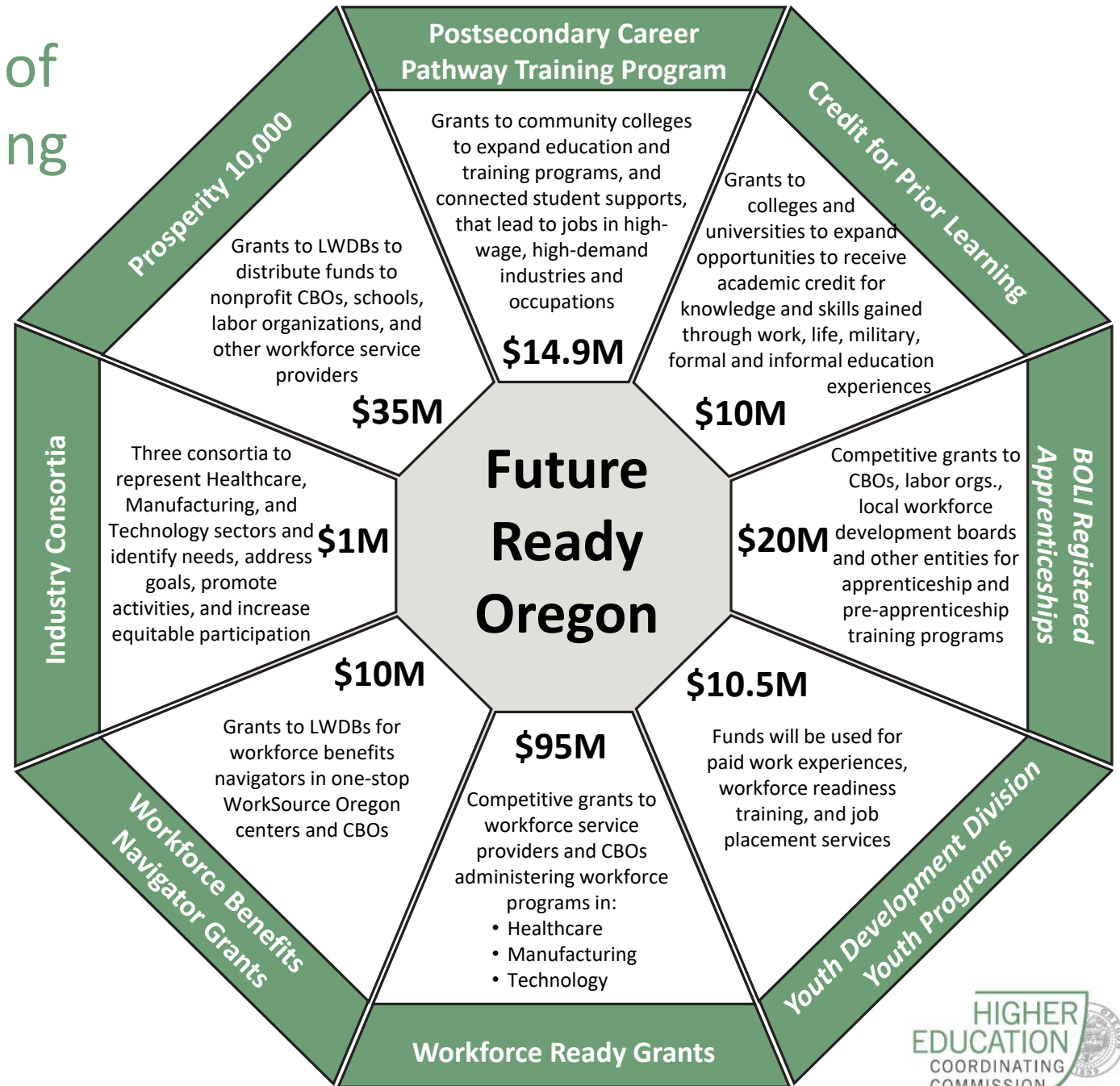
- **Purpose:** To clearly articulate the shared goals we have for our state; to assess the equity impact of policies and investments; **to make intentional policies, investments and systemic change to achieve an equitable educational system;** and to create clear accountability structures.
- Confirms the **importance of identifying and urgently addressing institutional and systemic barriers** that have limited access and success for many students.
- Emphasizes **historically underserved students**, with a **particular focus on racial equity**.



In November 2021, the HECC Equity Lens was updated. It is now titled the Oregon HECC Equity Lens, with a renewed attention on application to postsecondary education and training. The primary focus areas described here remain consistent.

Future Ready Oregon is a suite of investments in workforce training

Passed in Spring 2022, Future Ready Oregon aims to advance a more equitable workforce system by expanding and innovating workforce training, and to raise economic prosperity by connecting individuals to the education and training they need for good-paying jobs *and* connecting businesses to the skilled labor they need for growth.



Measuring Impact:

Assessment, Accountability & Continuous Improvement

HECC is responsible for reporting on all components of Future Ready Oregon, including those not administered by the HECC.

HECC's Office of Research and Data conducts this reporting and uses two intertwined questions to guide the data collection and analyses:

Does Future Ready Oregon lead to greater economic security?
For individuals, communities, businesses, industries, the State

Does Future Ready Oregon improve equity, especially racial equity?
Across workforce training, employment, industries, career advancement

The Office is answering these questions with multiple analyses

Access to Future Ready Oregon investments and funded services

The **practice** of implementing the programs and receiving the services

The **outcomes** for individuals, communities, businesses, and the state

Encouraging Innovation and new ways of working together: Industry Consortia – Healthcare, Manufacturing, Technology



- Three consortia will be established to represent the healthcare, manufacturing and technology industry sectors.
- They will build strategic partnerships, address mutual industry goals, identify industry-specific workforce needs, develop targeted recruitment strategies, and promote workforce development programs and activities.
- A Development Facilitator has been contracted to consult on the design of the Industry Consortia; expected to convene in early 2023.

Industry Consortia: The Purpose

Forum

Identify ways industry can engage in innovation, co-investment, and implementation of workforce and talent development opportunities in alignment with economic strategies

Mechanism

Coordinate action and implementation by public, private, and community-based partners around shared issues and opportunities, including the curation of resources and investments that address workforce and talent development challenges

Vehicle

Develop and demonstrate a shared commitment to diversity and inclusion through talent development practices and investments supporting equitable recruitment, retention, and career advancement strategies

Industry Consortia: The Structure

HECC Future
Ready Oregon
Consortium Staff

Oregon
Consensus

The Woolsey
Group

Executive Leadership Team

Consortium Members

Working Group

Working Group

Working Group

Industry Consortia: Timeline and Outcomes

Short-term (April-December 2023)

Consortia will inform HECC's Future Ready Oregon funding opportunities, with significant effort focused on Workforce Ready Grants which comprise nearly half of the total Future Ready Oregon investment.

- April 27, 2023 Kick-Off meeting
- June 8, 2023 Meeting #1
- September 14, 2023 Meeting #2
- December 7, 2023 Meeting #3

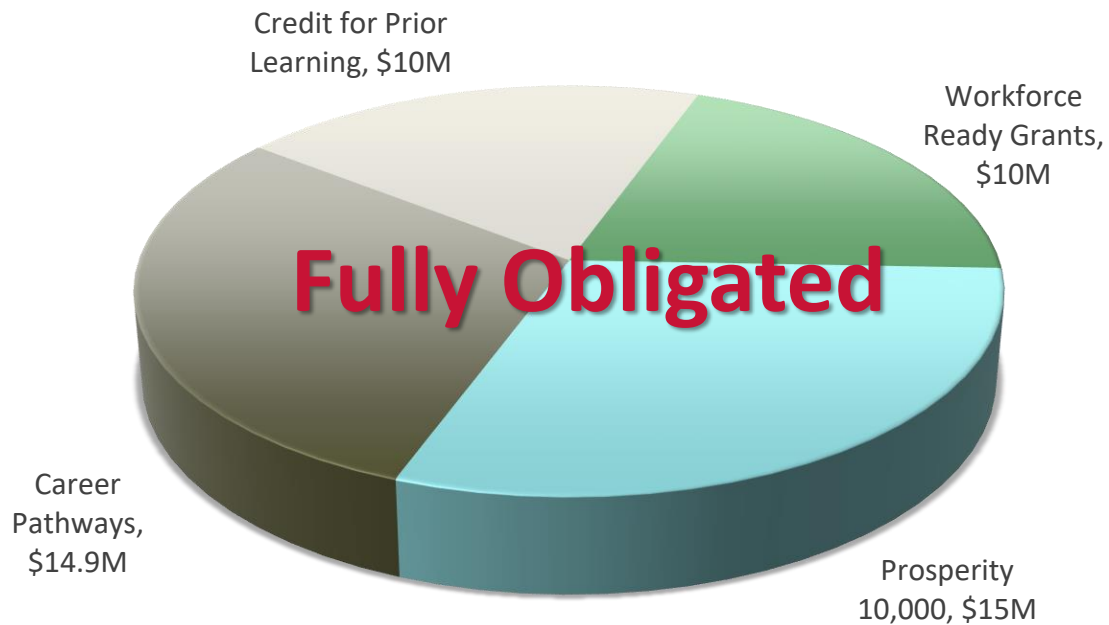
Long-term/persistent (2024 and beyond)

Consortia will continue to assess statewide, industry-specific workforce needs, skills standards, and career pathways. Industry Consortia are advisory to the Workforce and Talent Development Board and the Higher Education Coordinating Commission, making strategic policy and funding recommendations to address gaps and opportunities

Future Ready Oregon Grant Programs Administered by the HECC

HECC's GF Program Investments (\$49.9M)

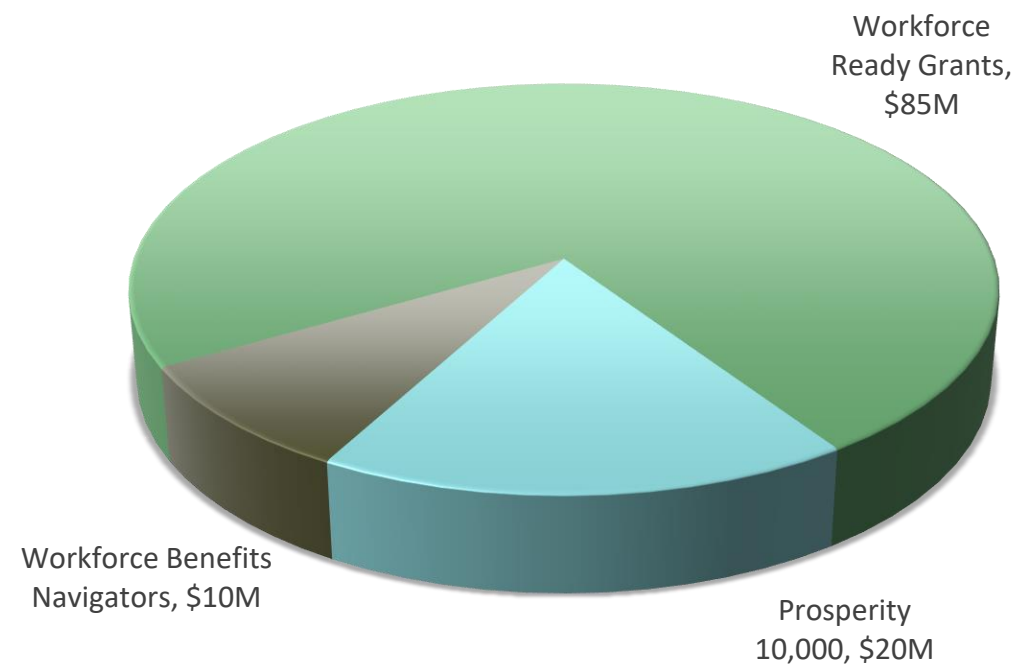
to be spent by June 30, 2023



- Workforce Ready Grants ■ Prosperity 10,000
- Career Pathways ■ Credit for Prior Learning

HECC's ARPA-funded Investments (\$115M)

to be obligated by December 30, 2024; and spent by December 30, 2026



- Workforce Ready Grants ■ Prosperity 10,000
- Workforce Benefits Navigators



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