



# Future Ready Oregon Healthcare Industry Consortium Quarterly Meeting

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

June 13, 2023

# Encouraging Innovation and New Ways of Working Together

## Industry Consortia: The Purpose

### Forum

Identify ways industry can innovate, co-invest, and implement 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: 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.

## Healthcare Industry Consortium

- April 27, 2023 Kick-Off meeting
- June 13, 2023 Meeting #1
- September 2023 (TBD) Meeting #2
- December 2023 (TBD) Meeting #3

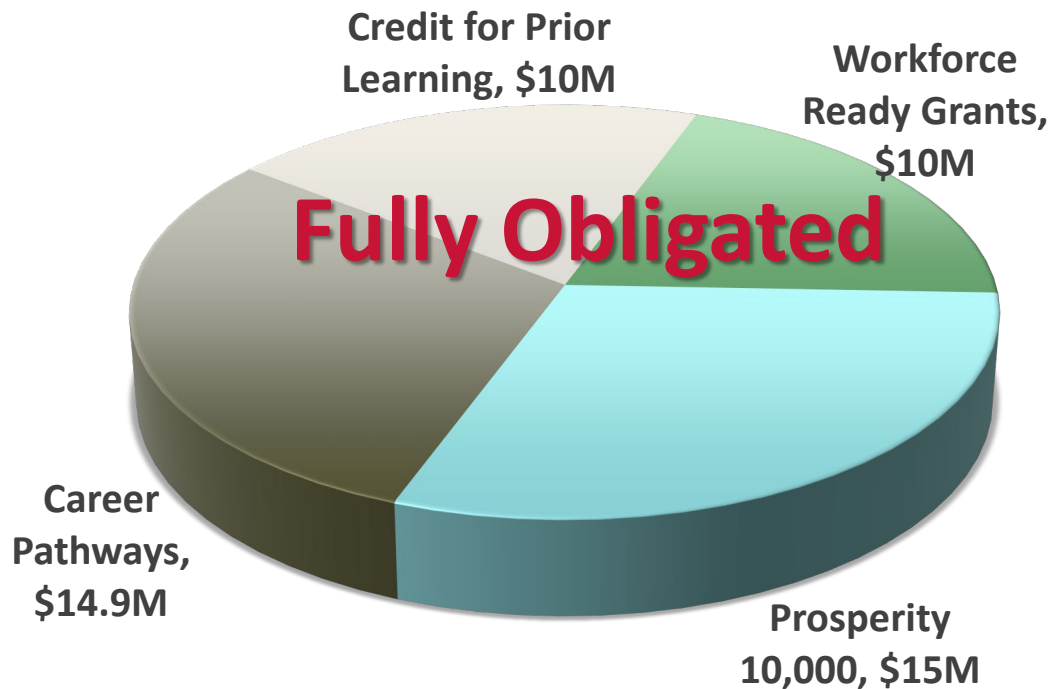
## Long-term/persistent (2024 and beyond)

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

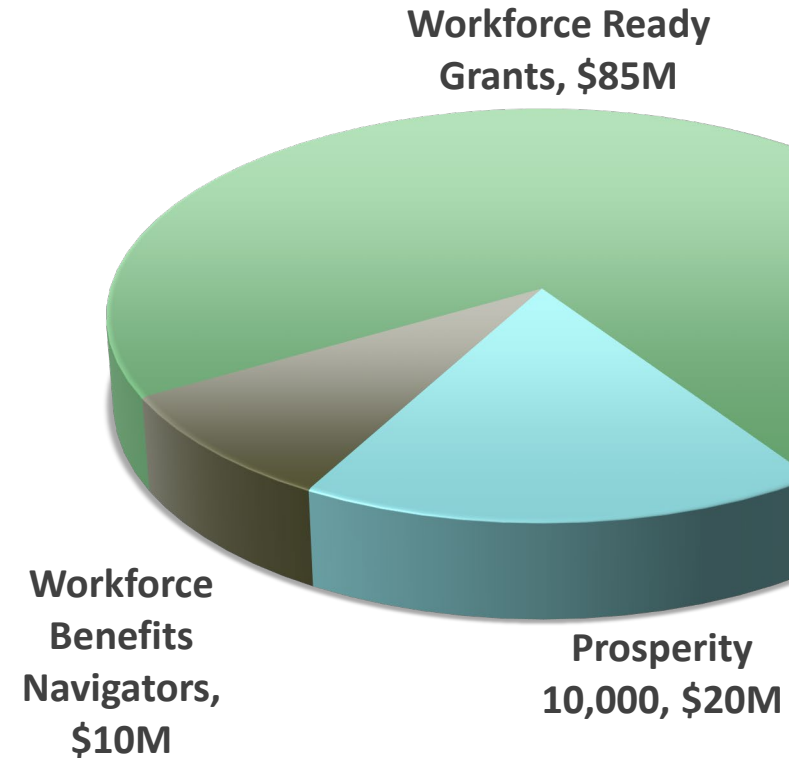
## HECC's GF Program Investments (\$49.9M)

*to be spent by June 30, 2023*



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

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



# Future Ready Oregon – Senate Bill 1545 (2022)

Future Ready Oregon advances opportunities for historically underserved and vulnerable communities, including adult learners, dislocated workers, and disconnected youth. Leading with racial justice and economic opportunity, investments in culturally and linguistically-specific career-connected learning emphasize recruitment, retention, and career advancement opportunities for key populations.

Senate Bill 1545 – Section 1(8) defines “priority populations” to include:

- a) Communities of color;
- b) Women;
- c) Low-income communities;
- d) Rural and frontier communities;
- e) Veterans;
- f) Persons with disabilities;
- g) Incarcerated and formerly incarcerated individuals;
- h) Members of Oregon’s nine federally recognized Indian Tribes;
- i) Individuals who disproportionately experience discrimination in employment on the basis of age; and
- j) Individuals who identify as members of the LGBTQ+ community.

# Future Ready Oregon

## Workforce Ready Grants – Eligibility

Section 9(2) – There is established in the Higher Education Coordinating Commission a program to award grants to **workforce service providers and community-based organizations** that administer workforce programs in the **health care, manufacturing, and technology industry sectors** and that prioritize equitable program participation by individuals from **priority populations**.

# Future Ready Oregon

## Workforce Ready Grants – Eligible Activities

Section 9(5) – Grant moneys awarded under this section shall be expended for one or more of the following purposes:

- a) To provide **paid work experience**, including stipends and wages;
- b) To offer **tuition and fee assistance** for workforce programs;
- c) To provide **wraparound workforce development services**;
- d) To develop **culturally and linguistically specific career pathways** for obtaining certificates, credentials, or degrees recognized by targeted industry sectors; and
- e) To fund **organizational investments**, including, but not limited to:
  - A. Hiring staff;
  - B. Developing organizational development strategies;
  - C. Purchasing equipment, technology or other training-related supplies;
  - D. Covering administrative costs; and
  - E. Any other activities identified in a grant proposal as necessary to administer workforce programs described under this section.

# Future Ready Oregon

## Workforce Ready Grants – Definitions

Future Ready Oregon invests in education and training that leads to employment, and Senate Bill 1545 defines “workforce development” and “workforce programs” as follows:

Section 1(10) “**Workforce development**” means services designed to help individuals attain employment and progress along career pathways and to help businesses better achieve business goals by more easily finding skilled employees. “Workforce development” includes:

- a) Education and training services;
- b) Apprenticeship and pre-apprenticeship training programs registered with the State Apprenticeship and Training Council;
- c) Labor market analysis;
- d) Employment and reemployment services;
- e) Employee recruitment and retention services; and
- f) Convening, coordinating, oversight, and evaluation services for business and state workforce agencies.

Section 1(11) “**Workforce programs**” means programs that have a primary mission of helping individuals become employed, retain employment, increase wages, and progress along career pathways, and that are responsible for outcomes related to the primary mission.



# Future Ready Oregon

## Workforce Ready Grants – Definitions

Section 4(1)(a) **“Community-based organization”** includes:

- A. Nonprofit organizations that are representative of a particular community or specific segments of a community and that are located within or in close proximity to the community served by the organization; and
- B. Culturally specific organizations.

Section 4(1)(c) **“Culturally specific organization”** means an organization that serves a particular cultural community, that is primarily staffed and led by members of that community, and that demonstrates intimate knowledge of the lived experience of that community, including, but not limited to:

- A. The impact of racism or discrimination on the community;
- B. Specific disparities in access to services and resources experienced by the community; and
- C. Community strengths, cultural practices, beliefs, and traditions.

Section 9(1)(c) **“Workforce service provider”** includes:

- A. Nonprofit and public workforce education, training, and career services providers; and
- B. Governmental entities that are providers of workforce development services.

# Future Ready Oregon

## Workforce Ready Grants – Criteria

Section 9(3) – The commission shall award grants on a competitive basis, taking into consideration proposals that:

- a) Describe how the workforce service provider or the community-based organization intends to **engage with employers** in the targeted industry sectors to provide workforce development opportunities to individuals from priority populations.
- b) Demonstrate the workforce service provider's or the community-based organization's **experience serving individuals from priority populations**.
- c) Describe how the workforce service provider or the community-based organization **intends to collaborate** with one or more of the following entities to increase accessibility for priority populations to workforce programs and opportunities: Other workforce service providers or community-based organizations; Kindergarten through grade 12 schools; Community colleges; Education and training partners; Local workforce development boards; Economic development organizations; Industry associations; and Universities.
- d) Demonstrate that a workforce partner with which a workforce service provider or a community-based organization intends to partner possesses specific qualifications, including the **organizational and technical capacity**, necessary to carry out the purposes described under subsection (5)(a) to (d) of this section.
- e) Prioritize opportunities to **leverage the use of other funding sources**, including federal funds and private sector contributions, toward workforce programs and opportunities.

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## Workforce Ready Grants Timeline (*tentative*)

- **December 2023** – Healthcare Industry Consortium to provide first set of recommendations to inform next round of Workforce Ready Grant funding
- **February/March 2024** – Workforce Ready Grant funding RFA open
- **June/July 2024** – Workforce Ready Grant awards announced
- **December 2024** – ARPA funding obligated
- **July 2026** – Workforce Ready Grant closeout



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