



Oregon

Tina Kotek, Governor

Higher Education Coordinating Commission

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Salem, Oregon 97302

www.oregon.gov/HigherEd

Members:

Janet Campbell (Chair)

Dr. Adrien Bennings
(Chair)

Marin Arreola (Chair)

Melissa Unger (Chair)

Art Witkowski

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Bryan Boehringer

Cathy Reynolds

Charlotte Flood

Cheryl Cohen

Christina Peters

Dave Koehler

Duncan Wyse

Emily Henke

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Heather Jefferis

Heather Stafford

Jana Bitton

Jennell Ives

Joanna Mott

Katrina Doughty

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Neelam Gupta

Patsy Richards

Philip Bentley

Rachel Currans-Henry

Dr. Renee Edwards

Robert Duehmig

Robin Moody

Sarah Lochner

Susan Hearn

Tracy Dannen-Grace

FUTURE READY OREGON HEALTHCARE INDUSTRY CONSORTIUM

Meeting Minutes

Portland Community College, Performing Arts Center
Sylvania Campus 12000 Southeast, SW 49th Ave, Portland, OR 97219

June 13th, 2023
12:00pm- 5:00pm

Video Recording:

Members Present: Dr. Adrien Bennings (Chair), Marin Arreola (Chair), Melissa Unger (Chair), Becky Hultberg, Cathy Reynolds, Cheryl Cohen, Duncan Wyse, Emily Henke, Heather Jefferis, Heather Stafford, Jennell Ives, Melanie Olsen, Miriam Vargas Corona, Neelam Gupta, Rachel Currans-Henry, Dr. Renee Edwards, Robin Moody, Sarah Lochner, Tracy Dannen-Grace

Members Excused: Janet Campbell (Chair), Art Witowski, Charlotte Flood, Christina Peters, Dave Koehler, Gail Krumenauer, Jana Bitton, Joanna Mott, Katrina Doughty, Kirt Toombs, Kyle Stevens, Patsy Richards, Robert Duehmig, Susan Hearn, Philip Bentley

Staff Present: Jennifer Purcell, Sarah Foster, Todd Nell, Turner Odell, Rudyane Rivera-Lindstrom, Julia Steinberger, Laura Eidam, Ronan FitzSimons-Brey, Eleni Collins, Heather Anderson, Kerry Thomas

Welcome, Introductions, & Agenda Overview

Sarah Foster called the meeting to order and provided welcoming remarks and introduced executive committee members, including Melissa Unger who has agreed to join the executive committee as a labor representative.

Public Comment

Each individual/group will have a time limit of three minutes.

No public comment received.

Consent Agenda

ACTION ITEM: Approve April 27, 2023, meeting minutes.

Approved unanimously.

Staff:

Jennifer Purcell

Sarah Foster

Todd Nell

Turner Odell

Kerry Thomas

Rudyane Lindstrom-

Rivera

Julia Steinberger

Laura Eidam

Equity Foundations & Group Agreements

Sarah Foster introduced Rudyane Rivera Lindstrom to provide a presentation on the role of Diversity, Equity, and Inclusion (DEI) at the Higher Education Coordinating Commission (HECC). Highlights included:

- An overview of the HECC equity lens, its origin, and its use in formulating HECC policy.
- The definition of equity utilized by the HECC.
- The HECC strategic roadmap.
- Topics and questions for the Healthcare Consortium to consider in their decision making, such as:
 - The inclusion of students, workers, indigenous, and diverse voices
 - What is missing from Oregon's current healthcare system?

Discussion:

- A comment that affirmed the importance of bringing services to students, workers and indigenous individuals, citing that 67% of the participants Future Ready had already served had never previously interacted with state services.
- An inquiry on how the HECC's strategic goals align with the State's overarching education goals and those of other educational agencies, to which Rudyane Rivera Lindstrom responded that the HECC engages in intentional and regular collaboration with other state educational agencies.

Turner Odell provided a presentation on group agreements and ground rules for the consortium's small group discussion, highlighting the need to respect the time and energy of consortium members, accepting the experience of discomfort, listening and acknowledging the viewpoints of fellow consortium members, and refraining from personal attacks.

Small Group Discussion

Consortium members broke out into small groups for discussion of equity content and working agreements.

Consortium members returned from small group discussion and reported topics of their discussion to the full consortium.

Discussion:

- Collective comments from the consortium on the lack of student involvement and the need to invite more student voices into the consortium.
- Comments iterating that workforce programs have traditionally benefited privileged populations and haven't served those who need such services the most.
- Rhetorical and practical questions from members for the consortium to consider: How is data on students being traced from education to employment? What are the incentives that could help implementers retain their workforce? What are operational barriers in the healthcare industry that create an inequitable environment?
- Comments re-iterating the need to cater to and involve patients and healthcare workers.
- A recommendation for small group working agreements to intentionally take on an equity centered approach to conversations.

- Collective comments noting that the need for solutions could not come at a cost for priority populations or quality of the solutions themselves.
- A recommendation for the group to begin to build relationships amongst themselves to be able to come to compromise and incorporate equity centered solutions.
- A recommendation for a mission statement to be included in the consortium's charter.

Introduce Revised Charter

Sarah Foster began a presentation on the healthcare industry consortium charter and its components including Membership & Structure, Purpose & Scope, Timeline & Objectives, Decision Making & Accountability, and Conflicts of Interest. Highlights included:

- An Overview of the executive leadership team and legislative requirements on makeup of the consortium.
- The recommendation for establishment of a discreet working group on funding opportunities.
- The first recommendations on funds must be made before December of 2023.
- An overview of medium-term objectives through December of 2025 including the need to examine policy and the ecosystem of the healthcare workforce.
- An overview of long-term objectives from 2026 onward including the need to address systemic statewide workforce needs and capacity issues.

Discussion:

- An inquiry on the amount of funds obligated to Future Ready specifically for the Industry Consortium, to which Sarah Foster responded that this would be covered in Jennifer Purcell's upcoming presentation.
- A series of inquiries on how the charter would capture the need to balance short term work while also leading towards long-term strategies, to which Sarah Foster responded that due to the legislative constraints around timelines for the consortium, this would be an ongoing challenge.
- A comment stressing the need for consortium members to attend these meetings without the desire to represent the interest of their organizations, rather they should represent the interests of the clients that their organizations serve.
- A comment on the need for the charter to capture the short-, medium-, and long-term visions of the consortium, as well as the need for the charter to capture the decision-making process on what these visions would be.
- A comment on the need for consortium members to bring their experience in their respective fields to the funding recommendation process.
- Comments on the scale and intensity of the current healthcare crisis in terms of workforce shortages and patient access, as well as comments reinforcing that the current crisis is well-beyond the scope of the consortium.

BREAK

Focus: Short- and Medium-Term Objectives

Jennifer Purcell introduced herself and began a presentation on the Future Ready Oregon Workforce Ready Grant opportunity. Highlights included:

- The legislative mandate of the consortium to inform future funding of Workforce Ready Grants
- The \$112 million obligated in ARPA funds - \$85 million in Workforce Ready Grants – \$50 million of these are obligated to all three consortia and must be awarded and under contract by end of 2024 and fully spent by end of 2026.
- An overview of organizations eligible for funding.

- An overview of activities eligible for funding including the flexibility to provide for paid work experience, tuition and fee assistance, wraparound supports and services, curriculum development, culturally specific career pathways, and organizational investments.
- The statutory requirements on award decisions.
- The statutory requirement that the group is expected to reach a decision on funding recommendations by the end of 2023, and that the first RFA will possibly open in February or March of 2024.

Discussion:

- An inquiry on what frameworks would allocate funding to the Healthcare consortium as opposed to the Technology or Manufacturing consortia, to which Jennifer Purcell responded that no funds have been specifically obligated to any one consortium.
- An inquiry on how the HECC would evaluate applications in different sectors who meet criteria and demonstrate need, to which Jennifer Purcell responded that any Workforce Ready applications would be evaluated based on the criteria established by the HECC.
- A question on whether the consortium would be able to obtain the evaluation criteria and examples of applications from the first two rounds of funding to which Jennifer Purcell responded that these materials could be made available to the consortium in addition to the HECC's Future Ready Year One Report.
- A comment on the need to include sustainability as an outcome in terms of accountability measures for future rounds of Workforce Ready funding opportunities, which Jennifer Purcell affirmed.
- A question on if the consortium would be able to modify the evaluation criteria used to award Workforce Ready Grant funding opportunities, to which Jennifer Purcell clarified that the consortium could only add to the pre-existing criteria built into the legislative statute.
- An inquiry as to the definition of a Workforce Service Provider, to which Jennifer Purcell responded that the definition used by the HECC included non-profit and public workforce, education, and career service providers and government entities that are providers of workforce development services.

Todd Nell introduced himself and provided a presentation on the Workforce and Talent Development Board's (WTDB) decision and funding process. Highlights included:

- The Workforce Innovation and Opportunity Act's role in funding the WTDB.
- The governor's role in interacting and collaborating with the WTDB, as well as the WTDB's advisory role to the governor.
- An overview of each of Oregon's nine local workforce development boards
- A legislative history of the WTDB's roles and responsibilities from 2014 to today.
- The WTDB's strategic plan.
- The role of the Continuous Improvement Committee (CIC) in formulating WTDB policy and in administering programs.
- The reporting activity of the WTDB.
- The WTDB's role in Future Ready funding – specifically Prosperity 10k and the Industry Consortia and their role in oversight and program improvement across both programs.

Focus: Structure and Decision Making

Turner Odell began a presentation on approaches and recommendations for how the consortium will reach consensus on short- and medium-term objectives. Highlights included:

- The objective to find commonalities and areas of agreement between consortium members.
- Strategies of joint problem solving, particularly focusing on one problem at a time.
- Sharing interests and holding empathy for different perspectives brought to conversations.
- Developing criteria for ideas so that discussion could be evaluated critically.
- A definition of consensus.
- A definition of competitive and collaborative relationships.
- Strategies for achieving consensus by involving the interests of everyone in the conversation.
- The need for commitment to reciprocity and compromise.

Discussion:

- An inquiry on how the WTDB impacts the local workforce boards in terms of policy process, to which Todd Nell responded that the WTDB works in close partnership with local boards.

Sarah Foster outlined the framework of questions to be discussed in the breakout sessions and structuring of the working groups, including:

- What working groups should be convened to address short/medium term objectives?
- How should each group be tasked?
- Who is missing – who else to engage?
- What data/information is needed?

Consortium members were arranged into three breakout groups. Each explored the same questions and provided initial guidance for the working group structure and tasks ahead.

BREAK

Breakout Group Discussion

Consortium members went into breakout into groups with the HECC facilitation team and discussed decision making approaches and working group structure for the short term.

Wrap up and Next Steps

Breakout groups returned from discussion and Sarah Foster provided closing remarks, including a tentative timeline for future meetings that would be shared amongst the group.

Sarah Foster Adjourned the meeting at 5:00 pm.