



Oregon

Tina Kotek, Governor

Higher Education Coordinating Commission

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www.oregon.gov/HigherEd

Members:

Dr. Lisa Skari (*Chair*)

K S Venkatraman

(*Chair*)

Skip Newberry

(*Chair*)

Andrew McGough

Brooke Brownlee

Belinda Batton

Cassie Hamelman

Corinne Bouchard

Gail Krumenauer

Heather Stafford

Jeff Hampton

Jeff Rhoades

Jennell Ives

Kendra Larson

Kevin Mackie

Kyle Ritchey-Noll

Leah Guliasi

Mark Hetz

Michael Barnes

Melissa Evers

Mike Barnes

Nagi Naganathan

Paul Cantrell

Robert Westerman

Susan Jeffords

Vince Porter

Wade Hopkins

Staff:

Jennifer Purcell

Erin Sparks

Turner Odell

Todd Nell

Julia Steinberger

Kerry Thomas

Sarah Shinn

Ronan FitzSimons-

Brey

Eleni Collins

Laura Eidam

FUTURE READY OREGON TECHNOLOGY INDUSTRY CONSORTIUM

Meeting Minutes

April 27, 2023

10:00am-3:00pm

Chemeketa Center for Business & Industry

626 High St NE, Salem OR 97301

Video Recording:

Members Present: Skip Newbury (Chair), Lisa Skari (Chair), Venkat Venkatraman (Chair), Heather Stafford, Brooke Brownlee, Melissa Evers, Wade Hopkins, Jennell Ives, Leah Guliasi, Micheal Barnes, Kendra Larsen, Anne Mersereau, Andrew McGough, Jeff Rhoades, Corinne Bouchard, Mark Hetz, Jeff Hampton, Susan Jeffords, Nagi Naganathan, Cassie Hamelman, Belinda Batton, Robert Westerman

Members Excused: Kevin Mackie, Jeff Hampton, Kyle-Ritchie Noll, Vince Porter, Paul Cantrell, Gail Krumenauer

Guests & Presenters Present: Anne Mersereau, Amy Vander Vliet, Terry Cross, Turner Odell, Erin Sparks

Staff Present: Jennifer Purcell, Todd Nell, Kerry Thomas, Sarah Shinn, Ronan FitzSimons-Brey, Laura Eidam, Eleni Collins

Welcome and Introductions

Jennifer Purcell called the meeting to order at 10:08 am and introduced keynote speakers Ben Cannon and Anne Mersereau, and facilitators Erin Sparks and Turner Odell to provide opening remarks.

Big Picture: Why this matters for Our Industry and Our People

Jennifer Purcell shared a presentation on the background of Future Ready Oregon, the Consortium Charter, and the upcoming Industry Consortium timeline.

Highlights included the following:

- The origins of Future Ready legislation that came from work under Governor Kate Brown's Racial Justice Council
- An overview of Senate Bill 1545, context from the work done to create the bill, and the guiding principles, strategies, and goals of Future Ready investments
- An overview of the HECC's goals as an agency, its role in administering and reporting on Future Ready investments, and an introduction to the HECC Equity Lens
- A description of the Manufacturing, Technology, and Healthcare Industry Consortia
- An introduction to the format and scope of the industry consortia.

Discussion:

- An inquiry into the process of generating the consortium's report, of which Jennifer Purcell responded that the HECC's office of research and data would be capturing in their annual reporting the strategic opportunities for investment identified by the consortium.
- An inquiry into how the total amount of Workforce Ready funding would be distributed across each of the three industry sectors, to which Jennifer Purcell responded that funds were not obligated to specific sectors, but in practice had been distributed relatively evenly between manufacturing, technology, and healthcare in the first round of Workforce Ready Grants.

Deep Dive: Critical Presentations to Launch Standing Working Groups

At 11:10 am Erin Sparks and Jennifer Purcell introduced keynote speakers including Mike Barnes, Amy Vander Vliet, Skip Newbury, Dr. Lisa Skari, and K.S. Venkatraman, and their roles in providing grounding information and positioning Working Groups to begin their work.

The first presentation was offered by Mike Barnes, Director of Technology Workforce Solutions at CompTIA. The presentation highlighted the state of the national technology workforce, the state of Oregon's technology workforce, and an overview of CompTIA's global non-profit industry activities.

The second presentation was offered by Amy Vander Vliet, Regional Economist at the Oregon Employment Department. The presentation highlighted the changes within Oregon's technology workforce since the COVID-19 pandemic, the distribution of technology industry and jobs across the state, and the demographics of Oregon's technology workforce.

The third presentation was offered by Skip Newberry, President and CEO of Technology Association of Oregon. The presentation highlighted the national growth rates of the technology industry sector, the jobs within the technology sector experiencing the highest rates of growth, and the challenges faced by Oregon's technology workforce.

Dr. Lisa Skari provided brief remarks on Cybersecurity and Networking. Her remarks highlighted the perspective of educational institutions on the technology industry sector, the growing demands for a skilled technology workforce, changing methods of instruction, changing student demographics, and the impact of COVID on the technology workforce.

The fourth and final presentation was offered by K S Venkatraman, Senior Director for Artificial Intelligence and Computing at NVIDIA Corporation. The presentation highlighted the importance of AI technology in the industry sector, the rapidly changing nature of the technology industry, and the need for a workforce with well-developed human skills such as collaboration, communication, empathy, self-critique, and critical thinking.

Break

Erin Sparks commenced a break for lunch and working group participation until returning for the Executive Chair Panel.

Working Groups Breakout Sessions

Members convened in breakout groups to discuss topics from the presentations, collective agreement on first priorities, and who and what was missing from the consortium necessary to carry out their charge. Consortium members self-selected into one of the two following working groups:

- **Expanding Equity & Diversity**
Responsible for deeply understanding the barriers for lack of diversity and lack of advancement by persons of color and other underrepresented populations, and for identifying best practices and strategies to expand and diversify the workforce.
- **Integrating Education & Training Responses**
Responsible for defining the connected continuum of learning and working that best aligns with hiring and advancement, and analysis of gaps and disconnects in programming (e.g., dual credit, stackable credentials, for-credit work-based learning, credit for prior learning, etc.).

Oregon Technology Industry Consortium Executive Chair Panel

Consortium members returned from Working Groups. Erin Sparks introduced members to report on their breakout session discussions.

Belinda Batton introduced the subjects of discussion from the Equity and Diversity Working Group. Highlights included:

- Learning agility demanded by the technology industry.
- The need for data comparing where people in the technology industry work vs. where they are paid.
- Challenges in access to technology and careers in technology faced by rural communities.
- The value of apprenticeship programs in the tech sector and opening opportunities that are not targeted towards a specific pool of the population.
- The need to bring in diversity of voice and perspective, particularly women and people of color.

Erin Sparks provided an overview of the subjects of discussion from the Integrating Education and Training Responses Working Group. Highlights included:

- Group optimism on currently existing data and the opportunities therein to identify technology workforce needs.
- The role of the United States in the global transition to remote work and technology enabled jobs.
- The need for scale and speed in the technology industry
- The need for better retention strategies in the already existing technology workforce
- The need to shorten training or provide alternative methods of accreditation such as IT apprenticeships and stackable credentials.
- The need for industry driven structures and solutions

The executive panel provided commentary on the report outs. Highlights included:

- The need to find a manageable scope of work in the timeframe provided by the legislation (SB 1545)
- IT and Security jobs in the technology sector have low barriers to entry level positions, the style of which could be emulated by other high barrier sectors.
- The importance of finding a measurable process for curriculum development, especially around assessing human skills.

- The need for data on broadband internet availability across Oregon, and the foundational impact of access to a stable internet connection in the technology industry sector.

Erin Sparks prompted the consortium to discuss the points raised by the executive team. Thoughts in response included the following:

- A commentary on the need to center industry requirements when discussing curriculum development.
- A commentary that none of the objectives thus far discussed by the Working Groups in the consortium could be reasonably accomplished without sustainable partnerships with Community Based Organizations, educational institutions, Workforce Service Providers, and industry partners.
- A commentary on the need to promote access to careers in technology for marginalized communities.
- A commentary on the specific need for access to working computers in addition to access to the internet in rural communities.

Closing Remarks

Jennifer Purcell introduced Terry Cross, the Executive Director of the National Indian Child Welfare Association and Chair of the Oregon Higher Education Coordinating Commission to provide closing remarks.

Looking Ahead

Erin Sparks, Turner Odell, and Jennifer Purcell provided final comments and expectations for the next consortium meeting, possibly to be held the week of August 7th. Working Groups would convene virtually on their own timeline. Those consortium members with scheduling conflicts should plan on sending a representative.

Erin Sparks adjourned the meeting at 2:57 pm