



Oregon Workforce and Talent Development Board (WTDB)

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PATTY DORROH
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March 8, 2019

1:00 P.M. -4:00 PM

NECA-IBEW Electrical Training Center
16021 NE Airport Way, Portland, OR 97230

To listen, call: 877-810-9415 Access Code 9550046

MEETING MINUTES

Members Present: Cathy Reynolds; Fred Pool; KS Venkatraman; Ken Madden, Chair; Anne Mersereau, Vice-Chair; Debbie Radie (phone); Chris Harder; Rod Belisle; Matt Millard (phone); Shari Dunn; Kay Erickson (phone); Ben Cannon (phone); Keith Ozols; Mark Mitsui; Kristina Payne.

Members Excused: Sabrina Parsons; Ali O'Neill; Joe Weber; Soundarya Nagasubramanian; Tony Rost; Barbara Byrd; Jeffery Krolick; Jenn Baker; Patty Dorroh; Douglas Hunt; Sen. Michael Dembrow; Sen. Kim Thatcher; Rep. Paul Holvey.

Technical Advisors and Staff Present: Todd Nell; Karen Humelbaugh; Clay Martin; Stephanie Solomon

AGENDA

1.0 Preliminary and Organizational Business

1.1 Chair Madden called the meeting to order at 1:10pm. Thanked board member Rod Belisle for hosting the Workforce & Talent Development Board at his facility, the NECA-IBEW Electrical Training Center.

2.0 Public Comment

None.

3.0 Consent Agenda

Action item to approve the WTDB September 14, 2018, December 14, 2018 and WTDB Executive Committee February 13, 2019 minutes. Motion to approve by Kristina Payne, seconded by Rod Belisle. Motion passed.

4.0 Strategic Leadership

4.1 High Wage Presentation: Nick Beleiciks, Economist with the Oregon Employment Department, provided a review of the occupational wages across the state and within different sectors. Discussed median high wage jobs. Mr. Beleiciks led a discussion regarding the definition of 'high wage' and what it is used for. Mr. Beleiciks explained that the use of

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the term 'high wage' is used in reports to identify what is a high wage and high demand job. Board member Reynolds pointed out that across the state we are seeing job growth, yet wage stagnation. Board member Payne provided a work source resource the teams across the state use to help Oregonians to identify wage needed to be self-sufficient, called the "prosperity planner" (<https://www2.prosperityplanner.org/>)

4.2 High Wage Workgroups and Report Outs: Shari Dunn, Executive Director for Dress for Success, gave an overview of the table discussions on High Wage Definition and Reimaging Benefits. The goal of these discussions is to answer the following questions and report out thoughts and any recommendations to the board. Questions to discuss are:

1. Explore what we know currently about the high-wage definition. What is missing? What should it be?
2. How could benefits be brought into this work (ie: Healthcare, Childcare, etc...)?
3. Which benefits could/should apply? How would selection and access work?

Below is a compilation of the discussions on the questions above:

Question 1: How is the high wage definition used? How is cost of living factored in? (cost of living for individual and family) How location is factored in, or is it factored into the definition? What are other states and federal practices on this, any benchmarks we need to consider? Need to be in alignment with high-wage and family wage definitions and benchmarks, so policies can encompass both.

Question 2: This is important but not the responsibility of the WTDB. Services are available for low wage currently. High wage allows for benefits. Paid family leave (for non OFLA/FMLA and non-illness) to do what is needed. Life coaches to help address/resolve challenges, barriers issues. Job training programs, available evenings and online. (not just tuition reimbursement) Internet access and computer training. Paid job training time for career growth to stay up with rapid job change.

Question 3: Pursue any education goal, outcome? Focus it on what employer needs, and retention following completion of education goal. Need to not limit access based on current job, but on advancement goal. Let the employee choose what they want/need, with employer input.

ACTION: Vice-Chair Mersereau moved to have a taskforce created to research this topic further, and report back to WTDB within in the next 3 meetings. Chair Madden proposed to have Shari Dunn lead the task force.

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Vice-Chair Mersereau agreed and moved, Shari Dunn seconded the motion. Motion passed.

5.0 WTDB Strategic Plan Goals

5.1 Customer Centric Workforce System, panel discussion. Chair Madden, Steve Simms, Director of BOLI, apprenticeships & training division, and Board member Kristina Payne, Executive Director of Lane Workforce Partnership discussed apprenticeships and employer engagement. Chair Madden shared experience with joining JATC instead of creating their own. Journeyman accompanies apprenticeships to sites, and shared that it has been a great opportunity to build the relationships between the client, union and individuals. Works closely with Steve Simms and his team to be a convener of these groups. Board member Payne has worked with local community colleges and University of Oregon to help gear education to what the local employers need. The apprenticeship program launched to give hands on training, using Apprenti (<https://apprenticareers.org/>) to help screen the applicants. The program takes a commitment by the employer, and it takes time to have apprentice ready for work, 16-22 weeks in classroom, then on the job. Director Nell asked panel to provide their 'priority nuggets' or key take-aways for the board. Chair Madden, explained that there is a misconception of apprenticeships. This is a structured form of training, and is for both union and non-union agencies/companies. The benefits far out way the cost of training, and it can be used for both large and small organizations. Steve Simms, explained that the system is flexible, training model can be changed for construction, manufacturing, IT, etc... Need to find ways to have conversations with local workforce, and ensure that funding doesn't go into training that does not have a paid skills outcome. Board member Payne pointed out that the apprenticeship programs help serve the underserved populations. However, it is difficult to ask them to not get paid for 16-22 weeks while they are being trained in the classroom. Asked the WTDB/companies interested in this program to find stipends to help apprentices while in classroom, and not earning a wage.

5.2 Customized Workforce Solutions. Catherine Todd, Director of Workforce Solutions at Easterseals provided an overview of the current programs, which focus on; Homeless Veteran Reintegration Program (HVRP), Supportive Services to Veteran Families (SSVF), Senior Community Service Employment Program(SCSEP), and Connecting Communities Program. Discussed benefits of co-enrollment which include: For participants-team support, employment specialist – focuses on stabilization, training, supportive services, and employment/professional development. Program Benefits: leverage of

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funds, on the job training applicants, memorandum of understanding agreements, and increased networking opportunities. Partner Benefits: economic development, leverage of funds and increased visibility.

5.3 Investments in Oregon. Jack McClelland, Executive Director of Southern Oregon Workforce Investment Board provided an overview of the SOWIB programs, which focus on healthcare. Mr. McClelland emphasized the recent launch of the Medical Assistant apprenticeship program, and led a brief discussion on the nursing shortage. An additional program discussed was the surgical technician apprenticeship program at Linn-Benton Community College. Mr. McClelland also shared information on the Southwestern Oregon Healthcare Industry Partnership. This was established in 2016 utilizing a grant from the state and includes employers from all three SOWIB counties. The industry partners identify opportunities for collective action that benefits the sector as a whole.

5.3 (continued) Mark Mitsui, President of Portland Community College presented the budget request for Oregon's community college system. Board member Mitsui, also gave insights into what was termed a 'tale of two Portland's' looking at West Portland (wealthiest Oregon community) and East Portland (least wealthy Oregon community) and the household income gap by race and ethnicity. There is a skills gap due to the number of high school graduates, and low income adults working without a post-secondary degree. Mr. Mitsui emphasized that community colleges are a fundamental part of our educational pipeline, and reiterated the budget amounts being requested would go toward, CSL, CTE and student success programs.

5.4 Talent Development in Oregon's Youth. Heather Ficht, Executive Director of East Cascades Works shared an overview of the local workforce boards, and emphasized the partnerships with local private sectors. Their role in preparing the emergent workforce includes work-based learning – like internships. They can blend and braid funding to support scalable programs to support our communities. They also support the \$5M investment in the governors expanded budget that would support both OYCC and Local Board's ability to get more youth working.

6.0 Maritime Sector Taskforce

Rick Williams of Oregon Applied Research, and Birgitte Ryslinge, President of Oregon Coast Community College provided an informative look at the maritime sector. Maritime means, related to the sea and inland waters including water-side & upland activities. Maritime careers span a wide range of opportunities from deep sea to shore side positions. They shared members of the legislative taskforce, and key findings, such as

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skilled living wage jobs, and workforce pipeline gaps. Mr. Williams and Dr. Ryslingle emphasized that all aspects of the maritime sectors are in the need of skilled workers- from last industries to commercial, and saltwater recreational fishing. However our current education infrastructure is both inadequate to serve employer and industry needs and unable to keep up with the aging workforce. Support and investment is needed to: 1. Recruit and train future workforce for these skilled living wage jobs. 2. Meet the needs of maritime employers. 3. Support other sectors which rely upon maritime industries. Request made of the WTDB to recognize the maritime sector as part of the workforce investment system.

ACTION: Vice-Chair Mersereau moved to amend the state plan to include maritime as one of its sectors and adopt the definition of maritime sector as provided by the taskforce. Board member Payne seconded. Motion passed.

7.0 National Governor's Association Winter Meeting

7.1 Agenda item moved to next board meeting, due shortage of time.

Adjourn

Meeting adjourned at 4:10pm by Chair Madden.

8.0 Tour of NECA-IBEW Electrical Training Center

Those interested went on a tour of the NECA-IBEW Electrical Training Center led by board member Rod Belisle.