



Workforce and Talent Development Board (WTDB)

Virtual

March 13, 2019
1:00 PM -4:00 PM

Adobe Connect, click on this [link](#).
Conference call: **877-810-9415; Access Code 9550046**

Persons wishing to testify during the public comment period should email Sydney.G.King@oregon.gov prior to 12pm on 3/13/20.

Times approximate and order of agenda items may vary.

Standing Business

- | | | |
|-------------|---|----------------|
| 1:00 | 1.0 Meeting Begins | |
| | 1.1 Introductions and Opening Remarks, COVID-19 Update | Anne Mersereau |
| 1:07 | 2.0 Public Comment | |
| | <i>Each individual/group will have time limit of three minutes</i> | |
| 1:10 | 3.0 Consent Agenda | |
| | ACTION ITEM: Approve WTDB Minutes 12/6/19 | |
| | ACTION ITEM: Approve Artificial Intelligence Taskforce Minutes 12/17/19, 1/24/20, 3/3/20 | |
| | ACTION ITEM: Approve Executive Committee Taskforce Minutes 1/15/20 and 3/3/20 | |

Workforce Development System

- | | | |
|-------------|---|-------------------------------|
| | 4.0 WTDB Leadership | |
| 1:15 | 4.1 Governor's Office Update | Christian Gaston |
| 1:25 | 4.2 Director's Update | Todd Nell |
| 1:35 | 4.3 True Wage Taskforce | Shari Dunn |
| 1:45 | 4.4 Licensing Taskforce | Rod Belisle |
| 1:55 | 4.5 Artificial Intelligence Taskforce | M. Mitsui/KS Venkatraman |
| 2:00 | 4.6 Adult Learning Advisory Committee | Karen Humelbaugh |
| 2:05 | 4.7 Essential Employability Skills Taskforce | Anne Mersereau/Melinda Rogers |
| 2:10 | 4.8 Talent Assessment Presentation and Discussion | John Tapogna |
| | ACTION ITEM: Approve 2020 Talent Assessment | |
| 2:55 | 4.9 HECC Strategic Plan | Michelle Janke |
| 3:10 | 4.10 State Plan – Strategic and Compliance Sections | Todd Nell/Clay Martin |
| | ACTION ITEM: Approve 2020-2023 State Plan for DOL submission | |

Promising and Best Practices

- | | | |
|-------------|---|---------------|
| | 5.0 Local and Community Leadership | |
| 3:20 | 5.1 Local Planning – Oregon Workforce Partnership | Bridget Dazey |

Operations and Compliance

- | | | |
|-------------|-----------------------------------|------------------|
| | 6.0 Local Workforce Boards | |
| 3:35 | 6.1 Designations | Karen Humelbaugh |
| 3:45 | 6.2 DOL Funding Allocations | Karen Humelbaugh |

Adjourn



Workforce and Talent Development Board (WTDB)

Member	Title	Organization
Ken Madden, Chair	Owner	Madden Industrial Craftsmen
Anne Mersereau, Vice-Chair	VP, Human Resources, Diversity & Inclusion	Portland General Electric
Brenda Bateman	Interim Director	Business Oregon
Rod Belisle	Director	NECA-IBEW Electrical Training Center
Jana Bitton	Executive Director	Oregon Center for Nursing
Craig Campbell	Executive Director	Oregon Manufacturing Innovation Center
Ben Cannon	Executive Director	Higher Education Coordinating Commission
Jody Christensen	Regional Solutions: Mid-Valley Region	Office Governor Kate Brown
Lauren Corbett	Senior Recruiter	Adidas
Bridget Dazey	Executive Director	Clackamas Workforce Partnership (CWP)
Michael Dembrow	Senator	SD-23 Portland
Patty Dorroh	County Commissioner	Harney County
Shari Dunn	Executive Director	Dress for Success
Kay Erickson	Director	Oregon Employment Department
Tony Frazier	Executive Director	KROC Center
Christian Gaston	Workforce Policy Advisor	Office of Governor Kate Brown
Dan Haun	Director	DHS-Self Sufficiency
Douglas Hunt	County Commissioner	Lincoln County
Alex Lemieux	General Manager	Reser's Fine Foods
Julie Lewis	Vice President of People	Pacificorp
Mark Mitsui	President	Portland Community College
Soundharya Nagasubramanian	Director of Software & Systems Architecture	Welch-Alllyn
Corey Nicholson	AFSCME Organizing Director	Oregon AFL-CIO
Marc Overbeck	Director	Primary Care Office
Keith Ozols	Director	Office of Vocational Rehabilitation
Dwain Panian	Union Representative	IAM&AW District W24
Sabrina Parsons	Chief Executive Officer	Palo Alto Software
Frederick Pool	Director	Qorvo
Debbie Radie	Director	Boardman Foods
Cathy Reynolds	Director, Employment Strategy and Workforce Planning	Legacy Health
Rhonda Rhodes	Principal	CTEC: Career & Technical Education Center
Melinda Rogers	Vice President, Chief HR & Diversity Officer	NW Natural
Jimmy Swanson	Employment Recruiter	Swanson Group Sales
Kim Thatcher	Senator	Oregon State Legislature
KS Venkatraman	Senior Director, AI Computing Architecture	Nvidia Corp
Laurie Cremona-Wagner	VP, Performance Management, Worldwide Marketing & Communications	SAP
Chelsea Watson	Field & Research Director	Oregon AFL-CIO
Staff:	Title	Organization
Sydney King	Board Administrator	Office of Workforce Investments
Clay Martin	WTDB Initiatives Analyst	WTDB
Todd Nell	Director	WTDB

Docket Item: 4.1 Governor Office Update

Our Position is that the Oregon Workforce and Talent Development Board (WTDB) enables meaningful work for all Oregonians by:

- Leading and communicating a long-term vision for Oregon that anticipates and acts on future workforce needs;
- Advising the Governor and the legislature on workforce policy and plans;
- Aligning public workforce policy, resources, and services with employers, education, training and economic development;
- Identifying barriers, providing solutions, and avoiding duplication of services;
- Promoting accountability among public workforce partners; and
- Sharing best practices and innovative solutions that are scalable statewide and across multiple regions.

Strategic Plan Goals:



Summary:

Christian Gaston, the Governor’s Workforce Policy Advisor, will be discussing the Governor’s continuing vision around workforce. He will also provide an update regarding COVID-19 and the efforts the Governor’s office has put forth around the issue.

Docket Material:

COVID-19 Employee FAQ, Scenarios and Benefits, Resources for Employers and Workers,
Request Letter from the Governor

Staff Recommendation:

No action required. Informational item only.

COVID-19 Coronavirus Supplemental Resource Guide for Employees

We know you have been concerned about the novel coronavirus (COVID-19) and want to be prepared. The safety of our employees, worksites, and customers is of the utmost importance to us. To address some of your questions, we have created this companion guide to the Department of Administrative Services (DAS) [coronavirus information for state government employees webpage](#). Questions and concerns are evolving and we want you to have access to the most factual and timely information, so we have included links to several information sources.

What are we doing to stay safe in the workplace and reduce the risk of spreading coronavirus?

The agency is taking several steps to keep our facilities as safe as possible for us and for our customers.

Prevention Information

We are placing handwashing signs in the restrooms, posting Coronavirus prevention posters in our public workspaces, and adding prevention tips in English and Spanish to the slideshow that runs on the WorkSource customer computers. We are researching whether we can also provide these resources in additional languages.

Hygiene Supplies

The most important steps each of us can take to prevent the spread of COVID-19 are the same as those to [prevent common colds and the flu](#): cover our coughs and sneezes; wash our hands often; disinfect high-touch surfaces; and stay home when we are sick. The Employment Department will provide hand sanitizer, disinfectant surface wipes, and tissues for employees' work spaces. The Department also provides hand soap and paper towels for break room areas, and will provide additional hand sanitation stations, purchased and distributed by our property and risk management team, in shared-use areas of all Employment Department buildings.

Currently, the Centers for Disease Control (CDC) recommends people who are well [not wear a facemask](#) to protect themselves from respiratory diseases, including COVID-19. Employees may bring in and wear their own facemasks if they choose.

A stock of latex gloves for use in cleaning of common areas will be purchased and provided by our property and risk management team.

The person responsible for supply orders in each area of the agency can use a SPOTS card for supply order payments. For supplemental orders, if standard supply vendors are out of stock, or if you have additional questions related to hygiene supplies, please contact Property and Risk Management Manager Tim Dunks at Timothy.W.Dunks@oregon.gov.

Cleaning Buildings

DAS Operations and Maintenance is taking extra precautionary measures to clean and sanitize work areas for buildings with DAS-employed custodians. Extra cleaning will also be done in DAS-owned facilities using contract custodial services. This includes extra wipe downs of all high-contact touch points in buildings, such as doors, hand rails, and elevators. The Employment Department's DAS facilities include our Pendleton, Albina, and Salem Administrative Building (Central Office) buildings.

For our owned and leased facilities, and partner organization (non-DAS) locations, our property and risk management team will coordinate special cleanings as necessary. We are currently arranging extra cleaning services in our Hermiston and Gresham offices. For questions or assistance related to building cleaning, please contact Tim Dunks at Timothy.W.Dunks@oregon.gov

If more extreme circumstances develop related to the COVID-19, building closures will be determined as outlined in the DAS Chief Human Resources Office [Temporary Interruption of Employment policy](#).

Can I telework?

Eligible Positions for Telework

The Employment Department has adopted the [DAS telecommuting and teleworking policy](#) and guidelines. Decisions about whether an employee may telecommute or telework are based on many factors, including the type of job, the location, our business operations, and our customer needs. These factors are detailed in the agency's telework and telecommute matrix. Due to the fact that many of our employees work directly with the public or are reliant on secure centralized phone or technology systems, teleworking is not an option for many of us. If you have questions about whether your position is eligible, please talk with your manager or a [human resources business partner](#). Telework [request forms](#) are available for employees and managers to review for [fixed](#) and [temporary](#) work arrangements, along with an agency telework and [telecommuting matrix](#).

What if I travel for work conferences or large group meetings?

State Fleet and Employment Department Vehicles

If you're traveling to a meeting or conference for work, you may be using a shared agency or State of Oregon vehicle for your travel. For all state-owned vehicles, employees can help reduce health risks by ensuring their [hands are washed](#) before using them. In addition, DAS Fleet wipes down returned daily rental cars with a broad-spectrum solution, so vehicles from DAS come to us sanitized. Shared vehicles at Employment Department locations can be sanitized between uses with the agency-provided hygiene supplies we are adding in each vehicle. Products include disinfecting wipes, latex gloves, and disposable bags.

For business-related travel, the Employment Department follows the [DAS Statewide Travel Policy](#). If you feel more comfortable using your own vehicle, please use the State of Oregon [Authorization to Use Private Vehicle](#) form for justification to use a private vehicle. This determines the applicable mileage reimbursement rate. The Employment Department will continue to follow standard procedures for vehicle work travel reimbursements. For questions regarding the policy or form, contact Dean Criscola in Administrative Business Services at Dean.R.Criscola@oregon.gov.

Meetings, Training, and Conferences

Unless extreme circumstances develop, in-state and out-of-state travel to meetings and conferences will continue as scheduled. Employees and their managers can assess the necessity of travel and in-person group meetings – and available technology-based alternatives such as Skype for Business – for the health and safety of employees on a case-by-case basis.

I still have questions. Who can I ask?

For questions about taking leave or work arrangements, please talk with your manager or [human resources business partner](#).

The Employment Department has also created the [OED COVID19 Info@oregon.gov](mailto:OED_COVID19_Info@oregon.gov) mailbox for your coronavirus questions and questions related to employer and job seeker programs and services. Please note messages sent to this inbox are monitored by our agency's communications team.

COVID-19 Scenarios & Benefits Available

COVID-19 SCENARIOS	Employer Paid Sick Leave (check with your employer) www.oregon.gov/BOLI	Unemployment Insurance	Paid Family and Medical Leave
Worker is mildly ill with COVID-19	✓	?	<p>The paid family and medical leave insurance program is still being developed. Benefits are expected to be available in January 2023.</p>
Worker is severely ill with COVID-19	✓	✗	
Worker was exposed and quarantined, Business remains open	?	?	
Worker is caring for sick family member	?	?	
Schools are closed because of COVID-19 and worker has no childcare	✓	✗	
Worker is immune-compromised and advised to self-quarantine	?	?	
Worker is afraid of gathering in a group and does not to go to work (self-distancing)	✗	✗	
Employer must shut down due to quarantine	✓	✓	
Employer shuts down due to a business slowdown or lack of demand	?	✓	
Employer reduces available hours due to business slowdown or lack of demand	✗	✓	
Employer stays open when urged to close for public health	✓	?	
First responder is under quarantine	✓	?	

For more information, go to: www.oregon.gov/employ/Pages/COVID-19.aspx



The Oregon Employment Department is an equal opportunity employer/program. Auxiliary aids and services are available upon request to individuals with disabilities. Language assistance is available to persons with limited English proficiency at no cost.

El Departamento de Empleo de Oregon es un programa que respeta la igualdad de oportunidades. Disponemos de servicios o ayudas auxiliares, formatos alternos y asistencia de idiomas para personas con discapacidades o conocimiento limitado del inglés, a pedido y sin costo.

- ✓ Yes
- ✗ No
- ? *Maybe*

COVID-19 Related Business Layoffs, Closures, and Unemployment Insurance Benefits

The health and safety of workplaces is of utmost importance to the Oregon Employment Department. This summary provides general guidance to employers, workers, and job seekers who may be impacted by the COVID-19 coronavirus. This document will be updated as more information becomes available. The Oregon Employment Department is working with partner agencies nationwide and the U.S. Department of Labor to ask for additional unemployment benefits options related to COVID-19.

What can I do to keep my workplace safe and reduce the risk of spreading coronavirus?

Steps each of us can take to prevent the spread of COVID-19 coronavirus are the same as those to [prevent common colds and the flu](#). The Centers for Disease Control (CDC) also gives a thorough overview of [best practices for businesses](#), including encouraging sick employees to stay home, routine cleaning of commonly used surfaces, and work travel-specific considerations.

In addition, the CDC encourages reducing workplace exposure by considering flexible worksites (e.g., telecommuting), flexible work hours such as staggered shifts, and alternatives to large group meetings where possible to increase the physical distance between people in the workplace.

Workers

The Oregon Employment Department provides Unemployment Insurance (UI) benefits to most workers who are out of work through no fault of their own. To get benefits, workers must meet some requirements. In general, to receive UI benefits for a week, you must be able to work, be available for work, and look for work you can do.

What can I do if my workplace temporarily closes because of coronavirus?

UI benefits may be available to those who are on a temporary layoff. These benefits occur for claimants whose employer stops operation for a short period of time, such as cleaning following a coronavirus exposure. In these cases, employees expect to be back to work in four weeks or less. Workers can get UI benefits, and do not need to seek work with other employers. They must be able to work, stay in contact with you as their employer, and be available to work when called back.

Do I have to look for other work if my employer temporarily closes because of the coronavirus?

If your employer expects the closure to be four weeks or less, you do not actively have to look for another job to receive benefits. To get benefits, you must:

- be able to work;
- stay in contact with your employer; and
- be available to work when your employer calls you back to work.

If I am forced to remain in my home, either because I am sick or am under quarantine, will I be eligible for unemployment benefits?

If you are sick for more than half the week or under quarantine you would not be able and available to work. This is part of the requirements for UI eligibility. The Oregon Employment Department is

working with partner agencies nationwide and the U.S. Department of Labor to seek benefit options for those missing work while quarantined.

What if my employer is paying me while they are closed?

Generally, you will not be eligible for benefits if your employer is paying you to remain away from the site or as stand-by pay.

Will I be eligible for unemployment benefits if my employer remains open but I don't want to come to work because of the risk of exposure to the coronavirus?

In this case, unemployment benefits would generally not be an option, because you must be willing to work and available for work you usually do. You can file a claim, and the Employment Department will gather information from you and your employer to see if benefits would apply.

What if I am allowed to work from home for my job to reduce risk of getting coronavirus, and I don't want to work offsite?

Generally you will not be eligible for unemployment benefits. You can file an [initial claim](#) to determine the possibility of receiving benefits.

What if I can take vacation or other leave pay while my employer is closed?

If you are getting vacation or other leave pay while your employer is closed, you generally are not able to also receive unemployment insurance benefits.

Can employees with COVID-19 coronavirus take sick leave?

The Oregon Bureau of Labor and Industries issues guidance related to Oregon's [sick time](#) and other leave time laws.

What if I have COVID-19 coronavirus, and I got it at my workplace?

Contact the Workers' Compensation Division of the Department of Consumer and Business Services for information on filing a [workers' compensation claim](#) related to coronavirus. They can also be contacted at 800-452-0288 or workcomp.questions@oregon.gov.

Will I get unemployment benefits if I become seriously ill with COVID-19 coronavirus and I have to quit my job?

You will generally not be eligible for unemployment benefits if you quit your job. You can file still an [initial claim](#) to find out if you can receive benefits.

What if my employer goes out of business as a result of COVID-19 coronavirus?

Generally, you will be eligible for unemployment benefits. To find out if you are eligible, file an [initial claim](#). We will gather information from you and your employer about your circumstances to determine your eligibility.

Are any benefits available if I'm out of work due to the coronavirus and I'm self-employed?

Self-employed individuals generally do not pay Unemployment Insurance taxes and are not eligible for benefits. You can still file [an application](#) for a benefits claim.

Job Seekers

The Oregon Employment Department provides Unemployment Insurance (UI) benefits to most workers who are out of work through no fault of their own. To get benefits, workers must meet some requirements. In general, to receive UI benefits for a week, you must be able to work, be

available for work, and look for work you can do.

What if I am unemployed and I am sick or quarantined with COVID-19 coronavirus?

If you are sick due to the coronavirus, you are likely not able and available to work, which would mean you cannot receive unemployment insurance benefits. Being able to work means that you are physically and mentally able to do the work you are looking for or usually do, unless:

- You were sick or injured for less than half of the week; or
- You have a long-term condition preventing you from working, but you can still do some work.

If you had an opportunity to work, but did not because you were sick, you likely cannot receive unemployment insurance benefits for that week, but may be eligible for benefits for other weeks.

How can I meet my welcome process and job seeker registration or in-person meeting requirements if I am sick with coronavirus?

Please call your [WorkSource Oregon center](#) to ask about alternative options for completing your appointments.

Employers

What if I have to lay people off or temporarily close my business because of issues related to COVID-19?

Those workers may be able to receive Unemployment Insurance benefits. UI benefits may be available to those who are on a temporary layoff. These benefits occur for claimants whose employer stops operation for a short period of time, such as cleaning following a coronavirus exposure. In these cases, employees expect to be back to work in four weeks or less. Workers can get UI benefits, and do not need to seek work with other employers. They must be able to work, stay in contact with you as their employer, and be available to work when you call them back to the job.

Can any programs help minimize my layoffs?

One option to consider is whether you may be able to use Oregon's [Work Share program](#). It helps employers prevent layoffs by reducing the schedules of workers, instead of laying them off, while benefits help to offset employees' lost wages.

What if I permanently close my business because of COVID-19 coronavirus?

The Higher Education Coordinating Commission has [rapid response services](#) to plan for job transitions needed when a business closure or mass layoff occurs, including cases of natural and other disasters. Local Rapid Response teams coordinate with employer, worker representative, Trade Act and Labor.

I still have questions. Who can I ask?

The Employment Department has also created the [OED COVID19 Info@oregon.gov](mailto:OED_COVID19_Info@oregon.gov) mailbox for coronavirus questions related to employer and job seeker programs and services.



KATE BROWN
Governor

March 11, 2020

The Honorable Mike Pence
Vice President of the United States
The White House
Washington, D.C. 20501

The Honorable Mitch McConnell
Majority Leader
United States Senate
Washington, D.C. 20510

The Honorable Chuck Schumer
Minority Leader
United States Senate
Washington, D.C. 20510

The Honorable Nancy Pelosi
Speaker of the House
United States House of Representatives
Washington, D.C. 20515

The Honorable Kevin McCarthy
Minority Leader
United States House of Representatives
Washington, D.C. 20515

Dear Vice President Pence, Leader McConnell, Speaker Pelosi, Leaders Schumer and McCarthy:

I write to outline the urgent resources and actions needed to ensure the health, safety, and stability of Oregonians as the COVID-19 pandemic evolves. I appreciate your quick action last week to pass an initial emergency supplemental funding bill that enables states to receive urgently needed resources to respond to COVID-19. At the state level, I am pulling all of the levers of government to prepare for the new realities ahead. However, the situation on the ground continues to change, and we are facing shortages and policy barriers that need to be addressed.

Currently, Oregon has 19 positive cases of COVID-19 across nine counties and an additional 220 persons under monitoring. Over the weekend, I issued a State of Emergency in Oregon to allow the Oregon Health Authority (OHA) to activate reserves of emergency volunteer health care professionals to assist local health authorities identify and contain new cases of COVID-19 in Oregon. The declaration also grants broad authority to the State Public Health Director, Oregon Health Authority, and the Office of Emergency Management to take immediate action and devote all available state resources towards containing the coronavirus in Oregon. The State of Emergency will remain in effect for 60 days, but can be extended until the public health threat of the coronavirus is contained. Similarly, I am asking the federal government to consider taking any actions that are necessary to make sure the national response to this evolving public health threat continues unimpeded. State agencies are in ongoing conversations with FEMA about what funds are available to aid in Oregon's response efforts, and exploring what declarations may be needed at a federal level.

We are already starting to see the ways that Americans lives will undoubtedly be disrupted as this disease spreads. The federal government and states must work together and take decisive action to blunt the impacts to people's lives and livelihoods. As you consider an economic relief package and administrative remedies related to COVID-19, I want to highlight the following federal actions and resources that are critically necessary for the health and wellbeing of Oregon families, businesses, workers and health care staff:

Top Priorities

1. **Expediently Send the Requested Personal Protective Equipment (PPE):** On March 3, I sent a letter to Vice President Pence requesting PPE supplies from the strategic national stockpile. We urgently need the following PPE resources: 600,000 surgical or procedural masks, 400,000 N-95 respirators, gowns and gloves, face shields or goggles, Tyvek suits, Biocell Ambulance Protection Systems (Biocell-APS), and 75-100 ventilators. To date, we have received none of the requested PPE. I understand that the HHS Office of the Assistant Secretary for Preparedness and Response (ASPR) is evaluating my request, and I ask that you move expeditiously to grant this request. We are concerned that as this outbreak intensifies, we will run out of this important PPE.
2. **Provide Laboratory Testing Equipment:** On March 10, 2020, the Oregon State Public Health Laboratory submitted its second request to the CDC for additional testing kits. Our first request was received on March 10, 2020. We ask that you expedite approval and shipment of our second request. The Oregon State Public Health Laboratory needs the following supplies: 96 boxes of collection swabs, 96 boxes of transport media, 27 boxes of extraction kits, 15 boxes of TaqPath Master Mix to support COVID-19 testing for Oregonians.
3. **Provide Additional Flexible Federal Funding for States:** States are on the frontlines of both the public health response to COVID-19 and the economic response, providing lifelines to our citizens to keep a roof over their heads, food on the table, and money to pay bills when they may have to take time off to care for a sick loved one or when their employer scales back their hours due to a slowdown. As such, it will be imperative to provide additional flexible funding to states to ensure economic stability, including rental assistance, Housing Choice and VASH vouchers, the Social Services Block Grant, and the Community Services Block Grant, among other state-administered programs.
4. **Expediently Distribute Recent Federal Funding:** Of the \$8.3 billion package passed last week to respond to COVID-19, Oregon is expecting to receive \$7.8 million in formula and emergency CDC grant funding. It is critical that states receive this funding expeditiously as we work to combat and contain the spread of novel coronavirus.
5. **Ensure Access to Meals for Students and Families:** I understand that USDA is granting waivers to states to provide meals in the event of school closures. As of today, we have had only temporary school closures, however, Oregon's Department of Education anticipates requesting a waiver in the event of additional school closures, and I ask USDA to move to grant it expeditiously. Additionally, should a presidential disaster be declared, school districts, if closed due to COVID-19, can distribute commodity food to local food banks for distribution. This is an important tool to ensure that low-income students and their families who qualified for Free or Reduced Price Meals do not go hungry when schools close.
6. **Provide Flexibility in Administering Social and Health Services:** I request flexibility from the federal government in the administration of a range of social and health service programs, including Temporary Assistance for Needy Families (TANF), Women, Infants, and Children (WIC), the Supplemental Nutrition Assistance Program (SNAP), and Free and Reduced Price School Meals. I ask the Administration to provide as much flexibility as possible as we seek to meet the needs of families and communities during the rapidly evolving COVID-19 response.

7. **Permit Flexibility for State Unemployment Insurance Programs:** To permit people who are isolated or quarantined to receive unemployment insurance (UI) benefits, Oregon would need increased flexibility from the U.S. Department of Labor. This is particularly true around determining who is considered to be “available” for work and eligible to receive UI benefits. I ask the U.S. Department of Labor to waive the requirements and provide states with very broad latitude, either through administrative guidance or potentially a federal statutory change.
8. **Ensure Funding for Economic Recovery:** In the event that the State of Oregon takes executive action to ensure the health and safety of Oregonians to prevent further exposure to COVID-19, any economic recovery costs associated, either directly or indirectly, should be federally reimbursable.

Health & Safety

9. **Approve Use of Federal Funding for Healthcare Staffing Shortages:** We anticipate healthcare staffing shortages will be an issue as providers face absences due to COVID-19. Unfortunately, we have heard that Medicaid funding cannot be used for this purpose. We request the Administration provide flexibility to use some source of federal funding — whether Medicaid, CDC transfer funds, or the emergency supplemental funding — to address staffing shortages as they arise in Oregon.
10. **Expedite Medicaid Amendment Approval:** The Oregon Health Authority is submitting a temporary amendment to the Oregon State Medicaid plan (SPA) to address concerns from the COVID-19 outbreak. Oregon is asking for immediate approval to the submitted state plan amendment. The amendment requests approval for telehealth originating sites to include the members home, day treatment program, or alternate location in which the Medicaid beneficiary is physically present, and telemedicine can be effectively utilized. Additionally, Oregon is requesting to waive the requirement to have audio with simultaneous video and through a HIPAA appropriate platform when providing telephone services. Oregon is also requesting to waive the requirement that ensures providers are licensed in the state, allowing appropriate licensed health care providers who are in good standing with their licensing state to provide telemedicine services to eligible Oregonians.
11. **Enhance FMAP for Coronavirus Response:** OHA anticipates there could be a significant increase in costs to the Medicaid program if there is a broader spread of COVID-19 cases and requests an enhanced FMAP rate for the non-ACA population to help address those additional costs. Examples of potential cost drivers include higher rates of hospitalization and higher rates of high-cost services to treat COVID-19 cases in hospitals and residential facilities; higher demand for telehealth services; increased and early prescription fills; enhanced payments for patients discharged from a hospital to a nursing facility; suspension of limits on masks, gloves and other protective supplies for personal care workers and increased Medicaid enrollment for individuals who become ill and are unable to work.
12. **Include Testing and Immunizations for COVID-19 as Part of “Preventive Health Services”:** I request that HHS include testing and immunizations for COVID-19 as part of the “preventive health services” that all health plans must cover without cost sharing under Section 2713 of the Affordable Care Act. We were extremely pleased to receive guidance from the IRS clarifying this issue for high deductible health plans (HDHPs), but we believe that broader action is needed in

this area. Adding COVID-19 testing and immunization services to the list of ACA preventive health services now will effectively expand the agreement reached in Oregon to all fully-insured health plans nationwide and will also apply to self-funded employer plans that are outside the scope of state insurance regulation. I also urge you to consider quarantine due to presumptive exposure to COVID-19 as an exceptional circumstance under the ACA. This would allow individuals who had a qualifying life event but were unable to enroll during a special enrollment period because of presumptive exposure to COVID-19 the opportunity to sign up for a health plan and access subsidies for which they may be eligible.

13. **Ensure Coverage for Testing, Vaccinations, and Care for Medicare Beneficiaries:** I urge you to make similar allowances to ensure that Medicare beneficiaries, including individuals enrolled in Medicare Advantage plans, may similarly have testing, vaccinations, and related treatments for COVID-19 covered in full. Ensuring comprehensive coverage in these plans is especially important because the preliminary evidence seems to suggest that older Americans will be especially vulnerable to the virus.
14. **Revise Medicare Part B Claims Submission Date:** I am pleased that Medicare Part B will cover costs associated with a COVID-19 tests taken on or after Feb. 4, 2020. However, providers are currently being instructed to wait until after April 1, 2020, to submit a claim for this test. Please consider revising this claims submission date to an earlier time in order to relieve potential administrative or operational burdens on providers caring for a high risk COVID-19 population.

Employment & Workforce

15. **Remove Federal Barriers to Disaster Unemployment Assistance:** I ask the Administration to either use existing flexibility or to work with Congress on a statutory change so that disaster unemployment assistance (DUA) can be applied to pandemics in the same manner as for natural disasters should a federal emergency be declared. This will enable more Americans have access to Unemployment Insurance (UI) without some of the standard eligibility requirements. Additionally, as schools and child-care facilities experience closures, educators, custodians, bus drivers, food service staff, and many others will be out of work and without pay. This will create a tremendous hardship on low wage workers. Access to DUA will enable more educators and child care workers to have access to Unemployment Insurance (UI) without some of the standard eligibility requirements
16. **Increase Unemployment Insurance (UI) Administrative Grant Funding:** Like most states, Oregon's federal funding is insufficient to administer its UI program under current economic conditions. Given the economic impacts possible with spread of the COVID-19 virus, we anticipate an increase in UI claimants, and in addition, state workforce agency staff may fall ill, leaving fewer staff to handle more claimants during this period. I urge Congress to make available emergency supplemental funding to meet state needs to administer UI programs if needed.
17. **Pass a National Paid Sick Leave Law:** Oregon has a generous paid sick leave law. However, the residents of many states don't have access to paid sick leave. All workers need adequate sick leave during a public health emergency to ensure that they are not showing up to work ill.
18. **Fully Fund the National Dislocated Worker Reserve Fund:** I ask Congress to provide robust funding for the National Dislocated Worker Reserve Fund. That will ensure the U.S. Department of Labor has sufficient resources to respond should the pandemic lead to large worker

dislocations across the nation, and it will ensure those workers have access to the income support and re-employment services they need.

19. **Extend Trade Adjustment Assistance:** I ask that the Administration work with Congress to amend the Trade Adjustment Assistance (TAA) statute so that workers who have been adversely affected by the closure of foreign export markets due to the COVID-19 outbreak may be certified for trade adjustment assistance ensuring our workers have access to the income support and training they need.
20. **Increase Funding for American Job Centers and the Public Labor Exchange (Wagner-Peyser):** Like most states, Oregon must use state funds to supplement insufficient federal funds to administer our 38 WorkSource Oregon centers across the state. Local officials, businesses, job seekers, and local economies depend on the services provided by these centers. Given the economic impacts possible with the spread of the COVID-19 virus, we anticipate an increase in the need for regionally-based employment services after the outbreak is over.

Children & Families

21. **Remove Federal Barriers to TANF Assistance:** I ask the HHS ACF to waive the Temporary Assistance for Needy Families (TANF) participation requirements, either on a local or statewide basis, to ensure sufficient access to cash assistance for families and communities in states that are hard hit by COVID-19, such as Oregon.
22. **Remove Barriers to Basic Food Assistance:** I ask the Food and Nutrition Service (FNS) to waive requirements for face-to-face interviews in certain circumstances, to ensure we can continue to provide basic food assistance to needy families during the COVID-19 outbreak.
23. **Provide Flexibility to States in Delivering Basic Food Assistance:** Because stockpiling food is exceptionally challenging for households that already struggle to put food on the table, I ask USDA to give states affected by COVID-19 the flexibility to provide an additional month's worth of food benefits for SNAP households, so they can afford to stock basic food staples during a declaration of emergency.
24. **Assist Families and Individuals Facing Immediate Hardship:** As this public health situation and resulting economic dislocation unfolds, states will need resources to provide basic income assistance and emergency aid to families and individuals facing real economic hardship, which may be brought on by a rapidly deteriorating employment situation, closed businesses due to COVID-19 transmission, closed schools that keep parents from jobs, or lost jobs or income due to illness or a need to self-quarantine. Congress should look at creating an Emergency Fund, modeled after a successful program in the Recovery Act, to provide flexible resources for states to tailor programs that prevent children from facing eviction and other immediate hardships.
25. **Pass a Broad Economic Stimulus:** To reduce the risk of a severe recession, Congress should consider rebate checks to individuals as an early-stage response, similar to what was done in 2008.
26. **Provide Flexibility in Requests for Visas for Home Health Workers from Outside the U.S.:** I request that the Department of Education allow the over-expenditure of Vocational Rehabilitation grants by Oregon due to COVID-19 response without incurring a Maintenance of Effort (MOE) penalty.

27. **Allow Oregon to Carry Over Unspent Grant Funding:** I request that the Department of Education allow the Office of Special Education and Rehabilitation Services (OSERS) to carry unspent grant funds into the next year to provide flexibility in responding to COVID-19.
28. **Provide a Waiver for Able Bodied Adult Without Dependents (ABAWD) Work Requirements:** I request that FNS provide a temporary statewide waiver for ABAWD work requirements in states that are already hard-hit by COVID-19 or have health indicators that suggest the imminent spread of COVID-19, such as a Governor-declared state of emergency.

Education & Early Learning

29. **Cover School Day Recovery and Labor Force Maintenance Costs:** I ask the Department of Education to consider covering the cost of making-up school days to ensure student learning after the COVID-19 outbreak has subsided. This also anticipates provisions for the absence of permanent staff related to COVID-19-related illness. Additionally, I ask the DoED to provide additional funding to cover increased costs associated with hiring substitute teachers and other school personnel. Additional Congressional appropriations for this may be necessary.
30. **Cover Additional School Nurses:** I request that the DoED provide additional funding to cover the additional costs for higher levels of staffing of school nurses. This is to address health concerns of all students and also increased needs of students with a 504 plan or with IEPs who require nursing services. Additional Congressional appropriations may be necessary.
31. **One-Time School Cleaning Costs:** I request that the DoED provide additional funding to cover the costs incurred by schools that have closed due to the spread of the virus. These funds would cover the cost of deep cleaning of schools should it be forced to close due to circumstances that may suggest there is a risk of contamination for returning students. While this would only be a short-term solution, it does provide for reassurance to students, parents, and staff that extra precautions have been taken. This combined with additional ongoing cleaning (see next cost driver), would reduce the overall risk. Additional Congressional appropriations for this may be necessary.
32. **On-Line Learning Options:** I ask the DoED to provide additional funding to cover costs associated with providing online learning options to students. These costs include hardware, software and internet services. Currently, many Oregon LEAs do not have the capability to provide on-line learning options to all students. Additional Congressional appropriations for this may be necessary.
33. **Provide guidance for Delivery of Education and Services to Students with Individualized Education Plans or ADA 504 Plans:** Students with underlying health conditions may not come to school during a COVID-19 outbreak. I request that the DoED provide guidance to states about delivery of instruction and services for students that are not onsite.
34. **Provide flexibility for certain requirements of the Every Students Succeeds Act (ESSA) and Provisions of State ESSA Plans:** I ask that the DoED ensure that attendance is not required as an accountability measure for schools and districts impacted by COVID-19 absences or school closures. I further request that the DoED ensure that assessment participation is not required as an accountability measure for schools and districts impacted by COVID-19 absences or school closures.

35. **Provide Flexibility for Grant Timelines and Extensions:** I encourage DoED grant administrators to also allow the greatest possible flexibility for the expenditure of federal grant funds so that grant programs are responsive to both SEA and LEA needs arising from COVID-19. I furthermore encourage grant administrators to grant timeline extensions for expenditure of federal grants. I believe that with social isolation measures and potential school closures it will become increasingly difficult to expend certain federal grant funds, such as for afterschool programs.
36. **Emergency Child Care for First Responders:** In the event of community- or state-wide school and child care closures, I ask that HHS provide flexibility in Child Care Development Block Grant (CCDBG) licensing requirements to allow temporary child care facilities to operate specifically to support first responders (doctors, nurses, hospital janitorial staff, lab technicians, etc.) in continuing to serve their community. I further request HHS to provide funding to support the implementation of emergency child care facilities and the purchase of equipment and supplies.
37. **Support Child Care Business Resiliency:** I request HHS provide flexible funding to support child care providers in the event of closure due to COVID-19 to prevent the collapse of the overall child care business, further depleting the supply of affordable child care in the state. Child care providers are often operating within a small margin of profit and are easily susceptible to overall business collapse with a disruption in services. Additional Congressional appropriations for this may be necessary.
38. **Head Start Service Hours Flexibility:** I encourage DHHS to offer flexibility in meeting required service hours to Head Start and Early Head Start programs who experience closures due to COVID-19.

Thank you for your prompt attention to these requests.

Sincerely,



Governor Kate Brown

CC: Senator Ron Wyden
Senator Jeff Merkley
Representative Suzanne Bonamici
Representative Greg Walden
Representative Earl Blumenauer
Representative Peter DeFazio
Representative Kurt Schrader

Docket Item: 4.2 Director's Update

Our Position is that the Oregon Workforce and Talent Development Board (WTDB) enables meaningful work for all Oregonians by:

- Leading and communicating a long-term vision for Oregon that anticipates and acts on future workforce needs;
- Advising the Governor and the legislature on workforce policy and plans;
- Aligning public workforce policy, resources, and services with employers, education, training and economic development;
- Identifying barriers, providing solutions, and avoiding duplication of services;
- Promoting accountability among public workforce partners; and
- Sharing best practices and innovative solutions that are scalable statewide and across multiple regions.

Strategic Plan Goals:



Summary:

Director Nell will provide a recap of Monday's 2020 Talent Summit which, by many accounts, was a resounding success. He will also share some recent, high-level developments regarding the WTDB's work in Oregon and nationally. Additional quick updates will be provided on legislative happenings, organizational structure, staffing, and the new office location.

Docket Material:

None.

Staff Recommendation:

No action needed. Informational item only.

Docket Item: 4.3 True Wage Taskforce

Our Position is that the Oregon Workforce and Talent Development Board (WTDB) enables meaningful work for all Oregonians by:

- Leading and communicating a long-term vision for Oregon that anticipates and acts on future workforce needs;
- Advising the Governor and the legislature on workforce policy and plans;
- Aligning public workforce policy, resources, and services with employers, education, training and economic development;
- Identifying barriers, providing solutions, and avoiding duplication of services;
- Promoting accountability among public workforce partners; and
- Sharing best practices and innovative solutions that are scalable statewide and across multiple regions.

Strategic Plan Imperatives:



Summary:

The current economic boom has resulted in record levels of employment and economic success for numerous Oregonians, yet for way too many they have been left behind and struggle with the affordability of daily life. The True-Wage Taskforce has sought to better understand and inform solutions.

Over the past several months, members of the Taskforce have pivoted from focusing on a potential redefinition of High-Wage to tackling this notion of True-Wage. True Wage, at a high level, is about employment that results in self-sufficiency. Housing, Childcare, Healthcare, Student Debt and Transportation Costs are clearly significant issues that impact True-Wage solutions. Of key importance, is the focus of limited public resources on occupations that are both important to Oregon's economy and result in at least self-sufficient compensation and benefits, directly or over time, through a career pathway.

The group has reviewed, discussed and strategized on information and data provided by numerous sources including the Oregon Employment Department's Research Division, the US Department of

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Housing and Urban Development, other state's best practices, Work Systems on the Prosperity Planner, Lane Workforce Partnership on the Alice Report, the Department of Education's Early Learning Division, and many others.

The goal of the taskforce work has been to identify and prioritize barriers, opportunities and ultimately provided solid recommendations in its final report to the WTDB. These solutions aspired to increase systems and resource alignment while concurrently meeting the True-Wage related imperatives, objectives and initiatives outlined in our 2020-2021 WTDB Strategic Plan. The letter attached to this docket item transmits the True-Wage Taskforce's recommendations to Governor Brown.

Docket Material:

[March 2 True Wage Letter to the Governor](#)

Staff Recommendation:

Approve the March 2 True Wage Letter to the Governor

March 2, 2020

Dear Governor Brown,

One of the primary duties of the Workforce and Talent Development Board (WTDB) is to assist you and your policy advisors through the creation and subsequent use of the WTDB Strategic Plan as a guiding document for the Oregon Workforce Development System in Oregon.

We are excited to say that our first-ever, one-page WTDB Strategic Plan (2020-2021) was developed over the Summer and early Fall of 2019 and is now [live](#). The WTDB's vision is **Equitable Prosperity for all Oregonians**. Our mission is to **advance Oregon through meaningful work, training and education by empowering people and employers**.

To fulfill this mission, we continue to research and analyze priority components of the workforce system that are in the strategic plan for potential improvement. Much of this good work is being done through our taskforce structure which includes the Artificial Intelligence, Licensing, Essential Employability Skills and True Wage Taskforces.

The True Wage Taskforce is led by Shari Dunn, Executive Director of Dress for Success, and has had notable success over the past several months exploring obstacles, issues and potential solutions around the true cost of self-sufficiency, including key issues like workforce childcare and workforce housing.

Four recommendations have come from the True Wage Taskforce. These recommendations were approved by the WTDB to be sent on to you for your review and, in some instances, as a call to action. They include:

- 1. Explore potential investments in, and enhancement of, the Self Sufficiency Report and the Prosperity Planner (fact sheet attached) as required by 2020-2021 WTDB Strategic Plan.**

The Self-Sufficiency Report is a statewide resource for a number of efforts. It is currently produced under the leadership of Dr. Pearce, Senior Lecturer and Director of the Center for Women's Welfare at the University of Washington. With the right communications approach, we believe it provides a great opportunity to work with other state agencies and local partners to find meaningful solutions around true self sufficiency in a more cost-effective and efficient way.

We have explored the potential return on this investment and believe it to be high, particularly for Oregonians who are low income and from communities of color, whether they live in rural or metro areas. Our collective WTDB efforts have resulted in securing funding from the HECC's Office of Workforce Investments (OWI) to move this work forward! We will be entering into a contract with the University of Washington over the next several months. Please connect with us with suggestions on what the board can do regarding any current work or planned work around partnership strategies and opportunities that could leverage funding streams and outcomes.

- 2. Build awareness on the True Cost of self-sufficiency by providing community, workers, and employers with a better understanding of the reality of what self-sufficiency really means.**

The WTDB will continue to explore additional and expanded online resources via business/employer partnerships that can help address current and future self-sufficiency challenges.

We have secured funding from the HECC and Office of Workforce Investments to hire a consultant to lead initial efforts on the development of a Communications Strategy and Plan to help build the collective awareness of the workforce system in Oregon. If there are key people or partners you believe should be a part of this work, please let us know.

3. Develop policy and innovative investment recommendations for the Governor and legislature around childcare for the workforce and potentially for those working in childcare.

The taskforce recommends that you establish a taskforce comprised of private and public sector leaders to develop, fund and implement a public-private pilot program (Childcare Co-Operative) to expand access to affordable, quality childcare for Oregon's workforce.

4. Develop policy and investment recommendations to you and the legislature focused on workforce housing without negatively impacting affordable housing resources for low-income individuals.

The WTDB and True Wage Taskforce recommend tapping into the expertise of our members, from business, state and local government and non-profits, to partner with us in order to support your efforts on the \$5M Greater Oregon Housing Accelerator fund and with other efforts.

Thank you for your interest in the Workforce and Talent Development Board and for all that you do for Oregon and our citizens!

Kind regards,

Ken Madden

Ken Madden, Chair, WTDB
Owner
Madden Industrial Craftsmen

Anne F. Mersereau

Anne Mersereau, Vice Chair, WTDB
VP, Human Resources, Diversity & Inclusion
Portland General Electric

Shari Dunn

Shari Dunn, Chair, True Wage Taskforce
Executive Director
Dress for Success

Docket Item: 4.4 Licensing Taskforce

Our Position is that the Oregon Workforce and Talent Development Board (WTDB) enables meaningful work for all Oregonians by:

- Leading and communicating a long-term vision for Oregon that anticipates and acts on future workforce needs;
- Advising the Governor and the legislature on workforce policy and plans;
- Aligning public workforce policy, resources, and services with employers, education, training and economic development;
- Identifying barriers, providing solutions, and avoiding duplication of services;
- Promoting accountability among public workforce partners; and
- Sharing best practices and innovative solutions that are scalable statewide and across multiple regions.

Strategic Plan Goals:



Summary:

Occupational licensure is a form of government regulation that requires a worker to hold a credential to practice or operate in a certain occupation. Licensing laws were created with the intent to protect public health and safety. Today, nearly 25% of all employed Americans have an occupational license, up from 5% in the early 1950s. To receive an occupational license, applicants are often required to meet specific criteria in the form of education or training, fees and testing. These requirements vary from state to state and can create barriers and challenges for workers who are entering the labor market or moving across states lines.

Increasingly, states are taking action to reduce barriers to entering licensed occupations and to increase portability and reciprocity of licenses across states. The WTDB Licensing Taskforce has reviewed data and other information to better understand what strategies and action, if any, might make sense in Oregon around licensing. Data compiled by Oregon’s Secretary of State, the Oregon Employment Department Research Division and information from other states has been reviewed and analyzed. In lieu of a Final Report, the Licensing Taskforce has elected to

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recommend that the board focus on integrating various state and local resources into the newly created taskforce called the Website Improvement Taskforce (WIT).

The initial goal of the WIT will be to provide an easily accessible portal on the WTDB Website that connects users to the Workforce System and its Resources efficiently and effectively, including to those resources in and around Licensing.

Docket Material:

None.

Staff Recommendation:

No action needed. Informational item only.

Docket Item: 4.5 Artificial Intelligence Taskforce

Our Position is that the Oregon Workforce and Talent Development Board (WTDB) enables meaningful work for all Oregonians by:

- Leading and communicating a long-term vision for Oregon that anticipates and acts on future workforce needs;
- Advising the Governor and the legislature on workforce policy and plans;
- Aligning public workforce policy, resources, and services with employers, education, training and economic development;
- Identifying barriers, providing solutions, and avoiding duplication of services;
- Promoting accountability among public workforce partners; and
- Sharing best practices and innovative solutions that are scalable statewide and across multiple regions.

Strategic Plan Goals:



Summary:

Based on the current economic landscape, the increasing pace of new technology, and talent development that is needed in the AI disciplines, work in the development of formal AI education and training programs in Oregon has become a priority for the board.

The Artificial Intelligence Taskforce is responsible for discussing, researching and understanding the unique challenges and opportunities related to education and training in Artificial Intelligence in Oregon. This critical work will include economic and societal implications to ensure rapid innovations in AI benefit Oregonians as fully as possible.

The group will be making prioritized recommendations that prepare Oregon for the transition to AI regarding effective strategies, including policies to address challenges or opportunities based on available data, research, analysis and best practices. The taskforce will be submitting a draft report for review and discussion at the WTDB June 2020 full-board meeting. The Final Report will be completed by August 2020 and submitted for approval at the September 2020 WTDB

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full-board meeting that includes recommendations on benchmarks, funding, redeployment strategies and schedules.

Two subcommittees have been formed. The Education Subcommittee chaired by Nick Insalata who is an AI and Computer Science Teacher at PCC. The Governor's Report Subcommittee which is co-chaired by KS Venkatraman and Bridget Dazey.

Docket Material:

None.

Staff Recommendation:

This is an information item. No action required.

Docket Item: 4.6 Adult Learner Advisory Committee

Our Position is that the Oregon Workforce and Talent Development Board (WTDB) enables meaningful work for all Oregonians by:

- Leading and communicating a long-term vision for Oregon that anticipates and acts on future workforce needs;
- Advising the Governor and the legislature on workforce policy and plans;
- Aligning public workforce policy, resources, and services with employers, education, training and economic development;
- Identifying barriers, providing solutions, and avoiding duplication of services;
- Promoting accountability among public workforce partners; and
- Sharing best practices and innovative solutions that are scalable statewide and across multiple regions.

Strategic Plan Imperatives:



Summary:

Oregon House Bill 2311 (2017) directed the Higher Education Coordinating Commission (HECC) and the Workforce and Talent Development Board (WTDB) to establish a statewide educational attainment goal for adult Oregonians separate from 40-40-20. The HECC and WTDB convened the Adult Attainment Workgroup who recommended the following statewide adult attainment goal:

Oregon anticipates more than 120,000 additional jobs requiring post-secondary training or education between now and 2030. In order to meet this need, 300,000 additional adult Oregonians should earn a new degree, certificate, or credential valued in the workforce during that time. Because Oregon has substantial attainment gaps among minority, low income, and rural Oregonians, the state will also commit to reducing those attainment gaps by half during the decade.

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The HECC adopted the Workgroup's recommended [Adult Attainment Goal](#) in November 2018. The Goal applies to adults 25 to 64 years old who not currently enrolled in a high school equivalency program, an institution of higher education, or another post-secondary training program.

The broader purpose of the Adult Attainment Goal is to drive improvements in Oregon's educational and workforce systems. In order to improve the state and the lives of Oregonians, strategies must be developed to help adult Oregonians increase their skills, especially those who have been on the sidelines of the economic recovery. A broad and inclusive approach to both how people gain skills, in addition to who gains skills is also needed. The future prosperity of Oregon depends on innovative and inclusive approaches to skill and talent development for adults from all backgrounds, skill levels, and regions of the state.

The Adult Learning Advisory Committee (ALAC) is a joint committee of the HECC and WTDB to address challenges and opportunities related to supporting the realization of the Adult Attainment Goal. The ALAC has currently met three times and is currently scheduling future meetings and developing both a short and long-term work plan.

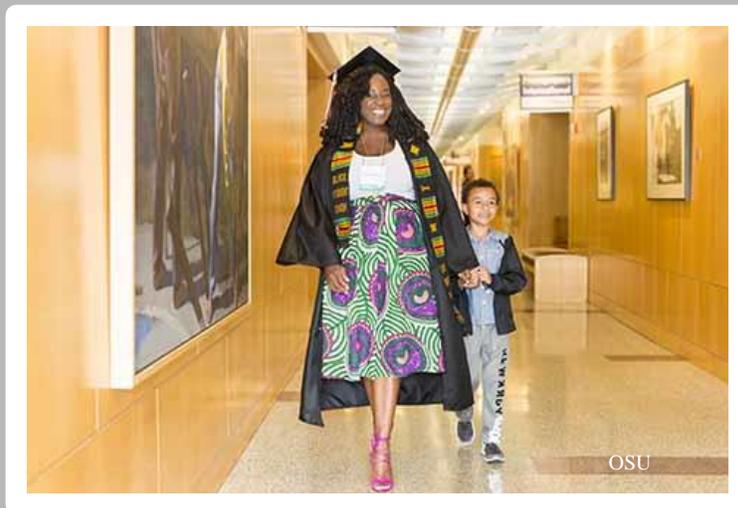
Docket Material:

[Adult Attainment Goal](#)

Staff Recommendation:

This is an information item. No action required.

HOUSE BILL 2311: Establishing Oregon's Adult Attainment Goal



BACKGROUND: HOUSE BILL 2311 (2017)

In 2011, the State of Oregon adopted one of the highest-reaching state goals for education in the country: “40-40-20.” This goal established a clear target against which to gauge the state’s educational progress, stating the aspiration that by 2025, 40 percent of Oregonians will complete a bachelor’s or graduate degree, 40 percent will complete an associate’s degree, certificate, apprenticeship, or other postsecondary credential, and the remaining 20 percent will earn a high school diploma or the equivalent.

House Bill 2311, signed into law in 2017, aligns state statute with how the 40-40-20 goal has been most commonly understood since its inception: as reflecting the need to improve P-20 educational outcomes for today’s younger learners, ensuring that they enter adulthood ready and able to succeed in Oregon’s economy and civic life. At the same time, HB 2311 reinforces the state’s commitment to ambitious educational outcomes for working-age adult Oregonians. Specifically, it requires the Higher Education Coordinating Commission (HECC), in coordination with the Workforce and Talent Development Board (WTDB), to develop a new, parallel goal for the adult population not currently enrolled in a kindergarten through grade 12 school, an institution of higher education or another post-secondary training program. This goal must be aligned with career trajectories, education interests, and job opportunities.

GOAL-SETTING

ADULT ATTAINMENT WORKGROUP

To execute HB 2311’s charge, the HECC and the WTDB recognized that their partners in postsecondary education, business, and industry would be vital both to the development of a meaningful and actionable goal, and to the achievement of that goal. As a result, they formed an Adult Attainment Workgroup of key stakeholders to develop and recommend to the HECC and WTDB a statewide adult attainment goal. The Adult Attainment Workgroup included representatives of:

- The HECC
- The WTDB
- The Governor’s Office
- Business & Industry
- Local workforce investment boards
- Work-based training
- Community colleges
- Public universities
- Private postsecondary

The Adult Attainment Workgroup met four times between December 2017 and September 2018, discussing research and data provided by HECC staff and partner organizations, as well as workgroup members’ experiences and perspectives.

PARAMETERS AND STRUCTURE

Before agreeing to a final goal, the Adult Attainment Workgroup needed to answer a number of questions related to the parameters and structure of the goal.

Defining “adult”

First, the Workgroup focused on defining “adult” for the purposes of Oregon’s educational attainment goal for adult Oregonians. The Workgroup discussed options ranging from age 25-34 to age 18 and up. Ultimately, members expressed a desire for a wide age range and one that was distinct from Oregon’s existing 40-40-20 goal. Thus, the Workgroup agreed that, for the purposes of this goal, “adult” means age 25-64.

Defining “attainment”

The Workgroup also needed to clarify what counts as “educational attainment” for the purposes of this goal. They decided that the goal should be set in terms of “credentials of value” earned by adult Oregonians, and defined “credential of value as one that (a) adds value for employees and employers, (b) has measurable metrics, (c) leads to a family-wage job, and (d) is transferable.

Credentials that certainly count under this definition include certificates and degrees awarded by accredited colleges and universities, registered apprenticeships, and on-the-job training approved by workforce boards. Additional credentials such as industry recognized credentials, badges or other micro-credentials, or non-registered apprenticeship programs will be evaluated according to the criteria above and may be added to the definition.

Equity component

The Workgroup was committed to including an equity component in the goal, with the intention of ensuring that efforts to achieve the goal would prioritize underrepresented populations. The Workgroup determined that, to keep consistent with other HECC initiatives, it would use the language from the HECC Equity Lens¹ and focus on underrepresented racial/ethnic minority, low-income, and rural Oregonians. Increasing educational attainment among adult Oregonians without addressing inequity is out of alignment with the agency’s mission.

Goal structure

Finally, the Workgroup discussed in what terms the goal should be expressed. Should the goal reflect 40-40-20 and be expressed in terms of percentages? Should it cite a specific number of degrees earned by adults above current projects? And what is the timeline for the goal? The Workgroup agreed to the following goal structure:

“By year X, Y adult Oregonians, Z of whom are from underrepresented populations, will earn a new postsecondary credential of value.”

To fill in the X, Y, and Z variables of the goal structure, the Workgroup looked to the HECC and its partners for data analysis.

¹ Source: <https://www.oregon.gov/highered/about/Documents/State-Goals/HECC-Equity-Lens-2017-reformat.pdf>

DATA ANALYSIS

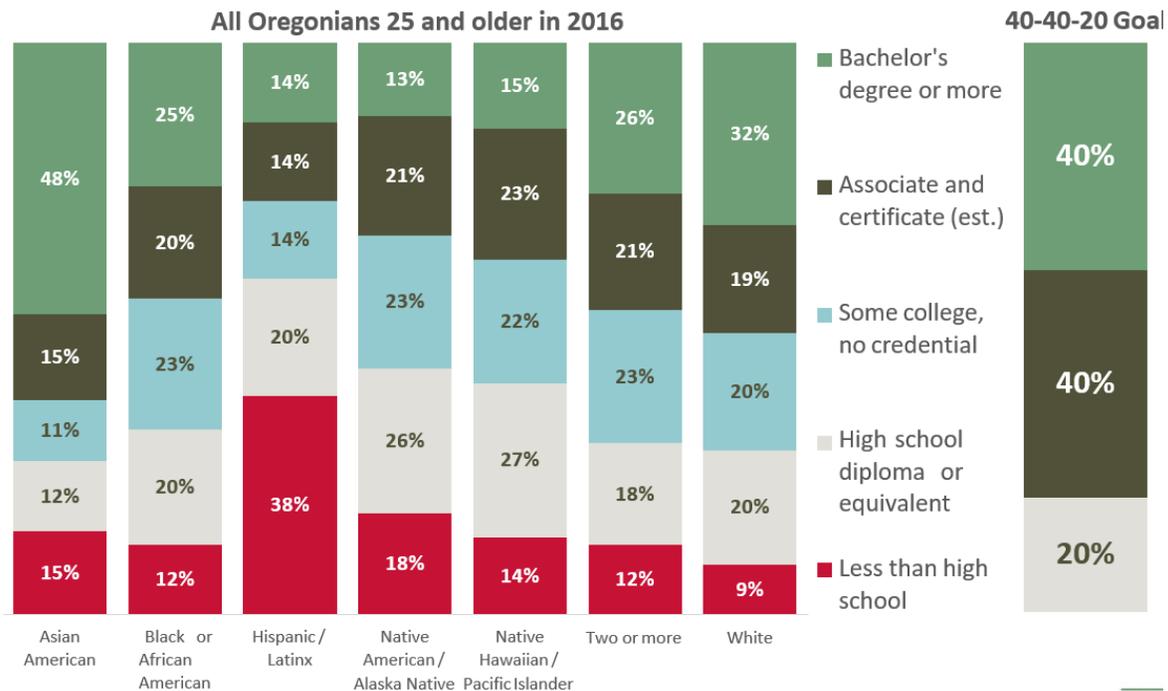
The HECC’s Office of Research and Data collected, analyzed, and presented to the Adult Attainment Workgroup data on degree and certificate completion rates, workforce need, and attainment gaps among underrepresented racial/ethnic minority, low-income, and rural Oregonians.

Key data analyses are included in the charts below.

Chart 1: Credential Production and Workforce Demand²

Projected new jobs requiring postsecondary education and training	Additional credential completions by adults above current rate needed to meet workforce demand	Current degree & career certificate completions for adult Oregonians age 25+	Total completions by adults (projected + new)
122,500 from 2017-2027	12,000 per year or 120,000 over 10 years	Approximately 20,000 per year or 200,000 over 10 years	Approximately 320,000 over 10 years

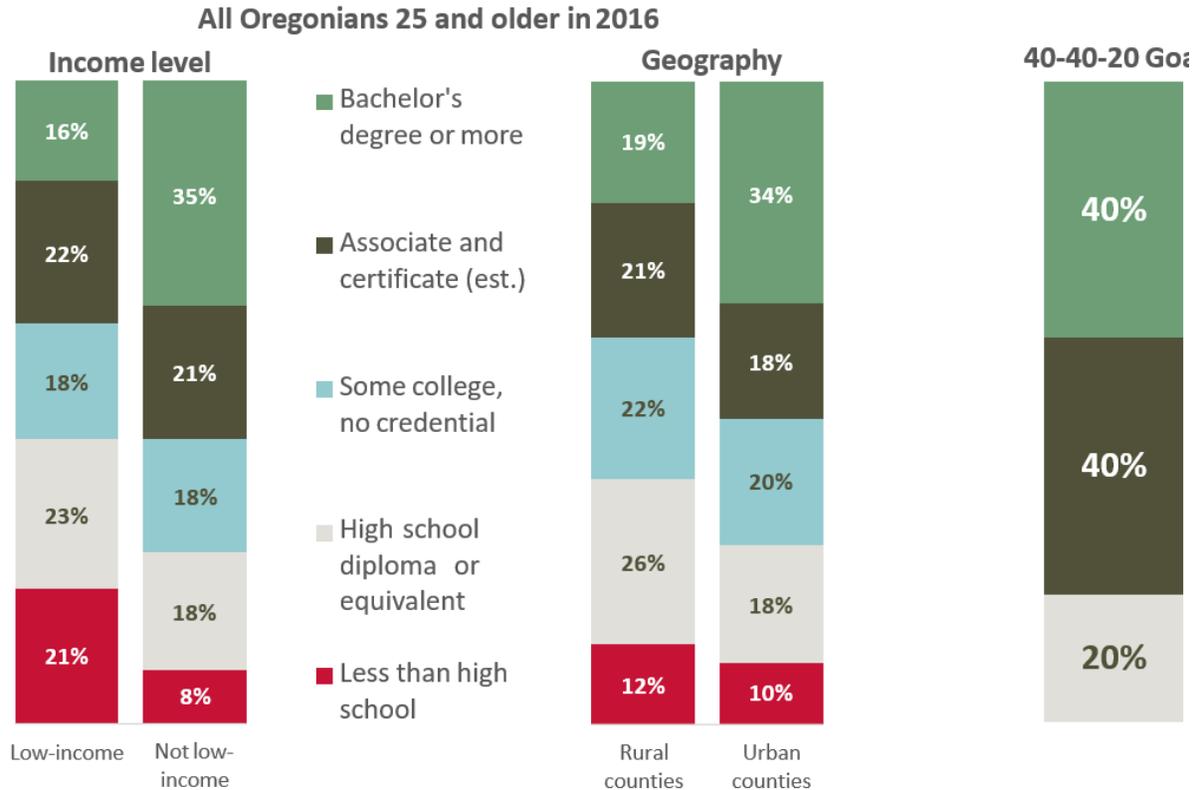
Chart 2: Gaps in Oregon educational attainment by race/ethnicity, age 25 and older³



² Source: HECC analysis of student records. Includes an estimate for twelve private institutions that are exempt from state oversight.

³ Source: American Community Survey data, 5-year and 1-year estimates.

Chart 3: Credential Production and Workforce Demand⁴



FINAL GOAL

The final proposed goal, developed by the Adult Attainment Workgroup and refined by the HECC is below. :

Oregon anticipates more than 120,000 additional jobs requiring post-secondary training or education between now and 2030. In order to meet this need, 300,000 additional adult Oregonians should earn a new degree, certificate or credential valued in the workforce during that time. Because Oregon has substantial attainment gaps among minority, low income and rural Oregonians, the state will also commit to reducing those attainment gaps by half during the decade.

While this goal is based on workforce projections developed by the Oregon Employment Department, we recognize that the broader purpose of this goal is to drive improvements in our educational and workforce systems. In order to improve the state and the lives of the people here, we need strategies that help adult Oregonians increase their skills, especially those who have been on the sidelines of the economic recovery. We also recognize that we need a broad and inclusive approach to both how people gain skills, in addition to who gains skills. The future prosperity of Oregon depends on innovative and inclusive approaches to skill and talent development for adults from all backgrounds, skill levels, and regions of the state.

⁴ Source: American Community Survey data, 5-year and 1-year estimates.



Docket Item: 4.7 Essential Employability Taskforce

Our Position is that the Oregon Workforce and Talent Development Board (WTDB) enables meaningful work for all Oregonians by:

- Leading and communicating a long-term vision for Oregon that anticipates and acts on future workforce needs;
- Advising the Governor and the legislature on workforce policy and plans;
- Aligning public workforce policy, resources, and services with employers, education, training and economic development;
- Identifying barriers, providing solutions, and avoiding duplication of services;
- Promoting accountability among public workforce partners; and
- Sharing best practices and innovative solutions that are scalable statewide and across multiple regions.

Strategic Plan Imperatives:



Summary:

Investing in the development of best practices for essential employability skill development and viable career pathways in the age of AI expansion will benefit Oregon youth, the current workforce, and our economy.

The Oregon Talent Assessment, produced in September 2018, found that employers in Oregon value essential employability skills, but often have trouble finding candidates with these skills. Forty percent of employers who responded to a survey indicated that applicants do not have the soft or interpersonal skills required for vacant positions.

In the fourth quarter of 2019, Chair Ken Madden established the WTDB Essential Employability Skills Taskforce. It's initial charge is to gain a better understanding of current best and promising practices in Oregon and from across the country. A key goal is to collectively narrow the concentration of efforts and investment on improving the most critical essential employability skills (key skills Problem Solving and Critical Thinking, Communication, Teamwork and Project Management). Ultimately, transformational

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strategies including statutory change mandating proficiency in these key skills be required for high school graduation will be explored. The key deliverable for this work will be a final report including recommendations to the Governor's Office and the Legislature.

Docket Material:

No attachment.

Staff Recommendation:

Informational item only. No action recommended.

Docket Item: 4.8 Talent Assessment Presentation and Discussion

Our Position is that the Oregon Workforce and Talent Development Board (WTDB) enables meaningful work for all Oregonians by:

- Leading and communicating a long-term vision for Oregon that anticipates and acts on future workforce needs;
- Advising the Governor and the legislature on workforce policy and plans;
- Aligning public workforce policy, resources, and services with employers, education, training and economic development;
- Identifying barriers, providing solutions, and avoiding duplication of services;
- Promoting accountability among public workforce partners; and
- Sharing best practices and innovative solutions that are scalable statewide and across multiple regions.

Strategic Plan Imperatives:



Summary:

Oregon’s Workforce and Talent Development Board (WTDB) leads the state’s thinking about the future of work and the skills required to complete it. In September 2018, the WTDB published the *Oregon Talent Assessment*, which offered business and industry’s determination of in-demand occupations, in-demand skills, talent gaps, and trends. The report introduced a common taxonomy of skill problems (i.e., gaps, shortages, and mismatches) and diagnosed conditions through a combination of employer surveys and analyses of economic data. The *Assessment* determined that employers didn’t perceive basic skills gaps but did see a shortage of skills required for specific occupations—with problem solving and critical thinking at the top of the list. Employers signaled a high demand for engineers, skilled tradespeople, and project managers. And the report concluded that key interpersonal skills (e.g., leadership, honesty, ability to work in teams) are lacking while also growing in importance. The *Assessment* served as a foundational document for the 2020-2021 WTDB strategic plan.

Docket Material:

No attachment.

Staff Recommendation:

Informational item only. No action recommended.

Oregon Talent Assessment

2020 Update

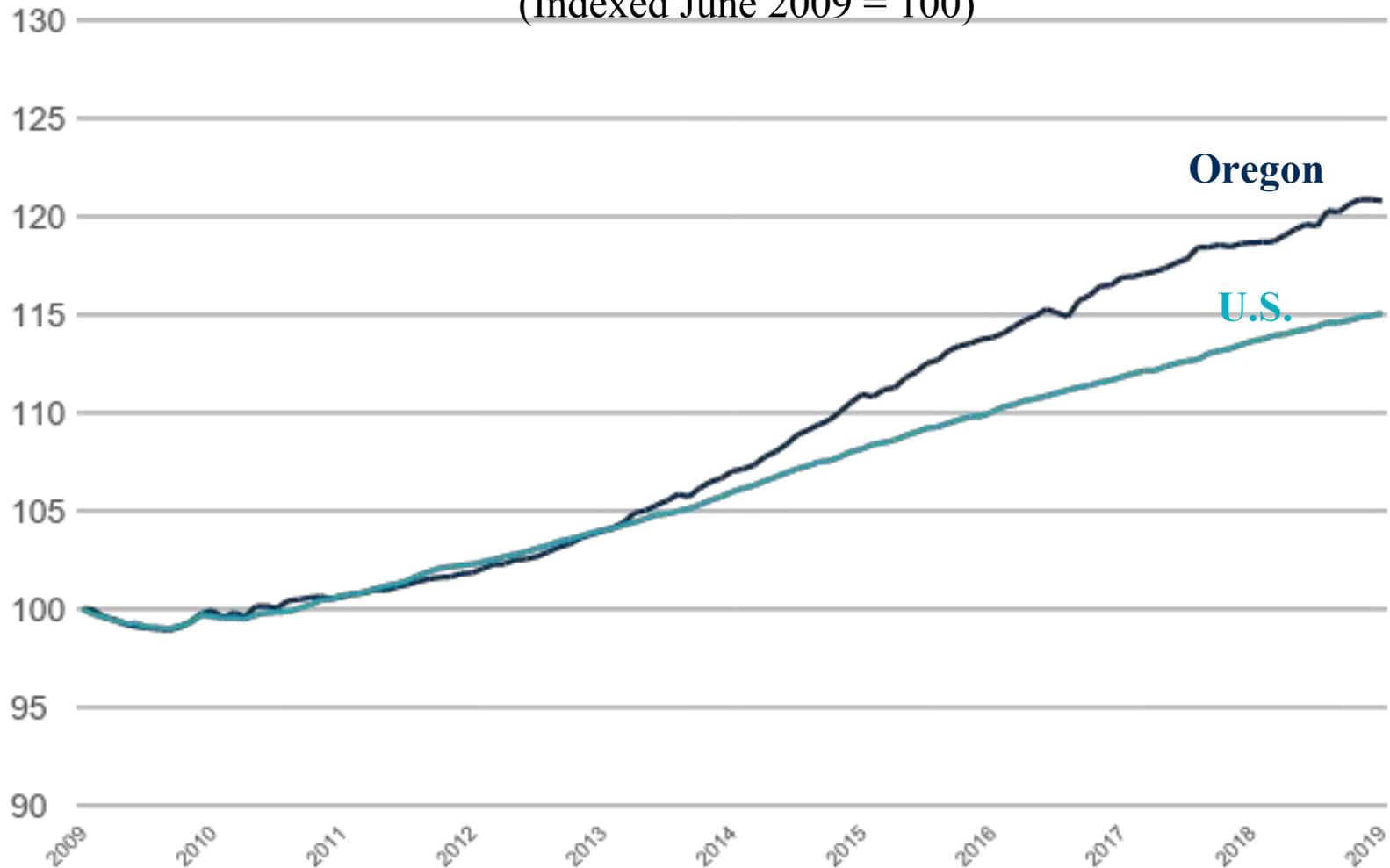
ECONorthwest

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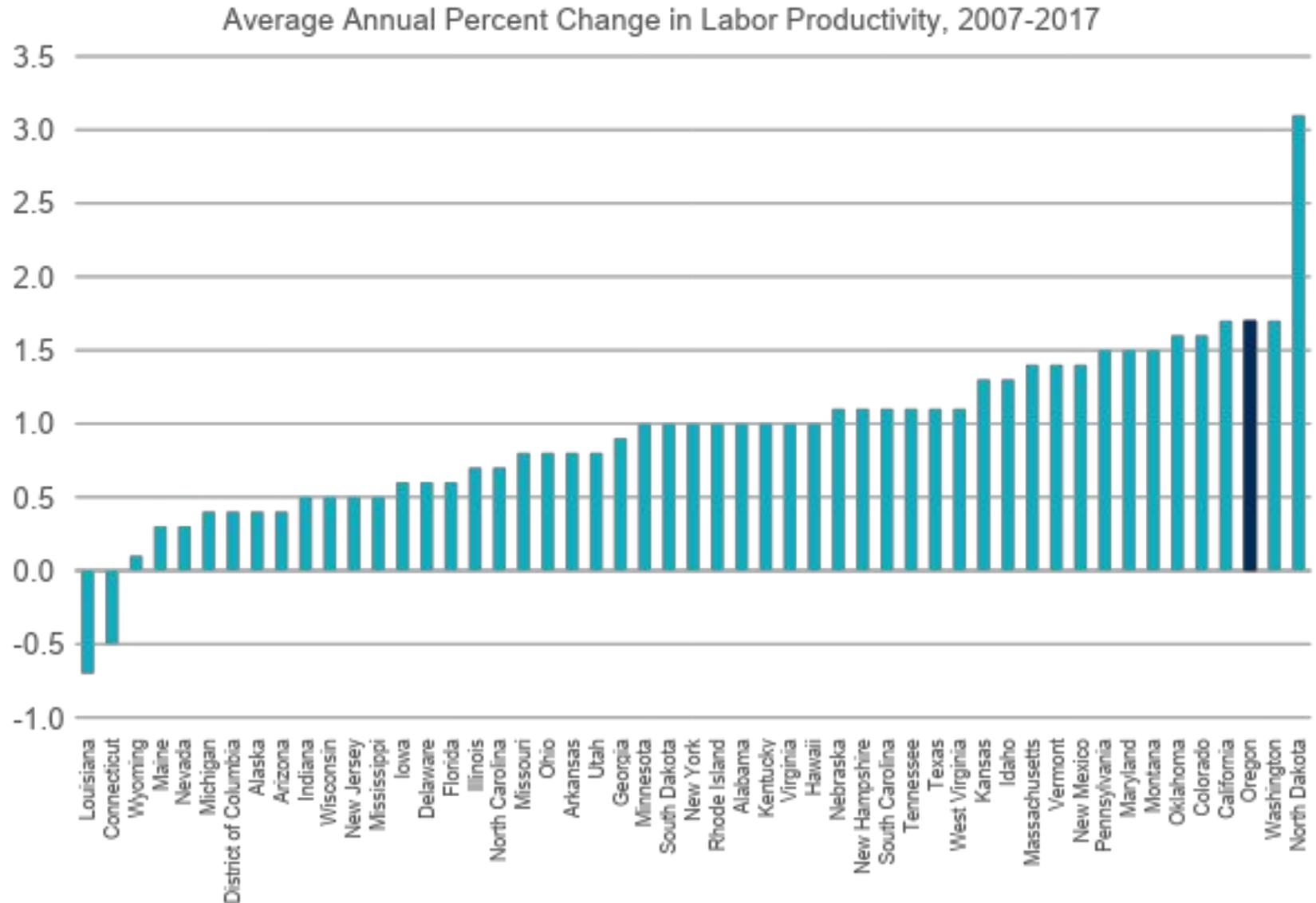
The Big Picture

Oregon job growth outpacing the nation's

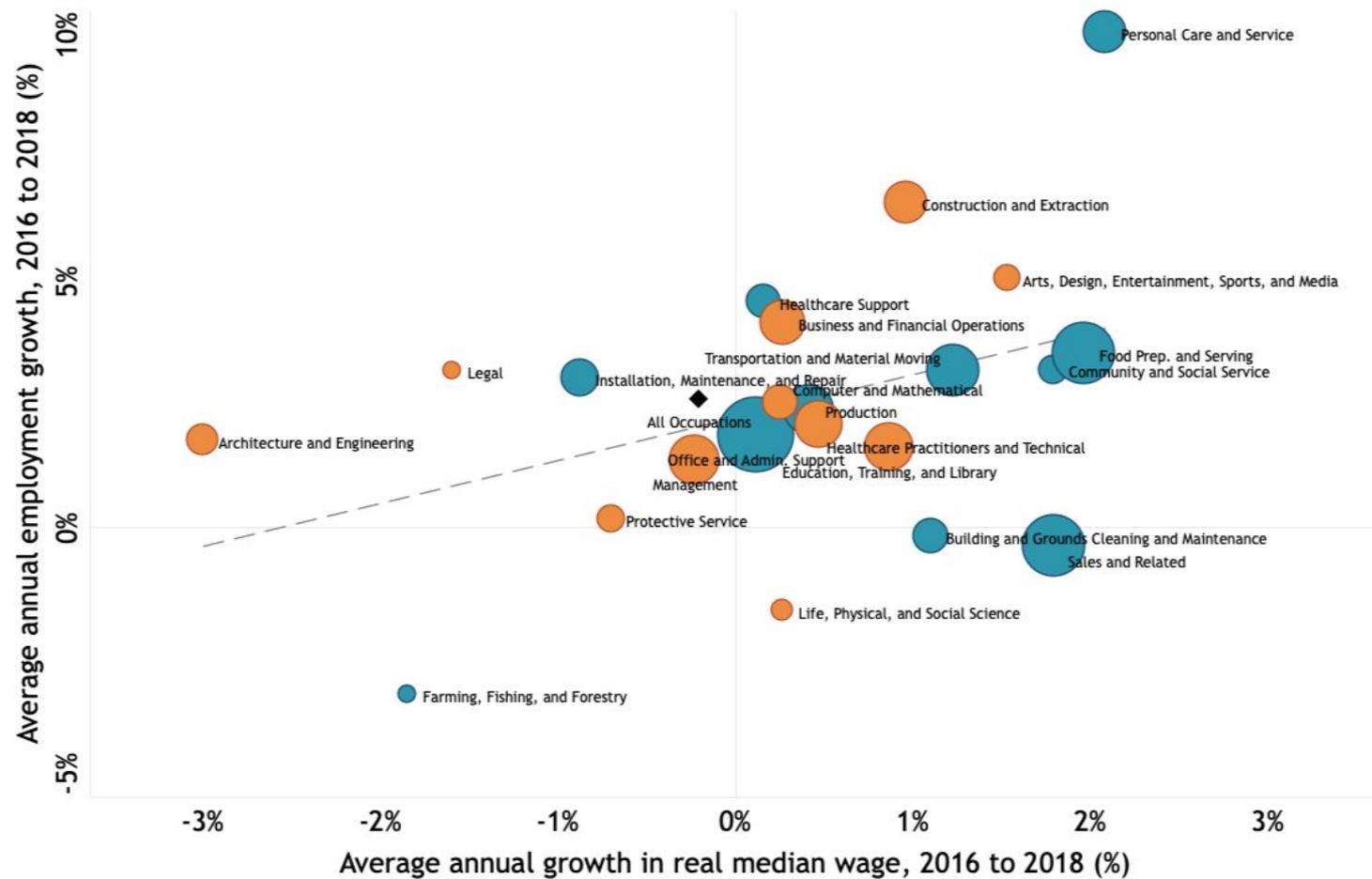
Change in Nonfarm Employment Since June 2009,
(Indexed June 2009 = 100)



Productivity gains outpacing the nation's

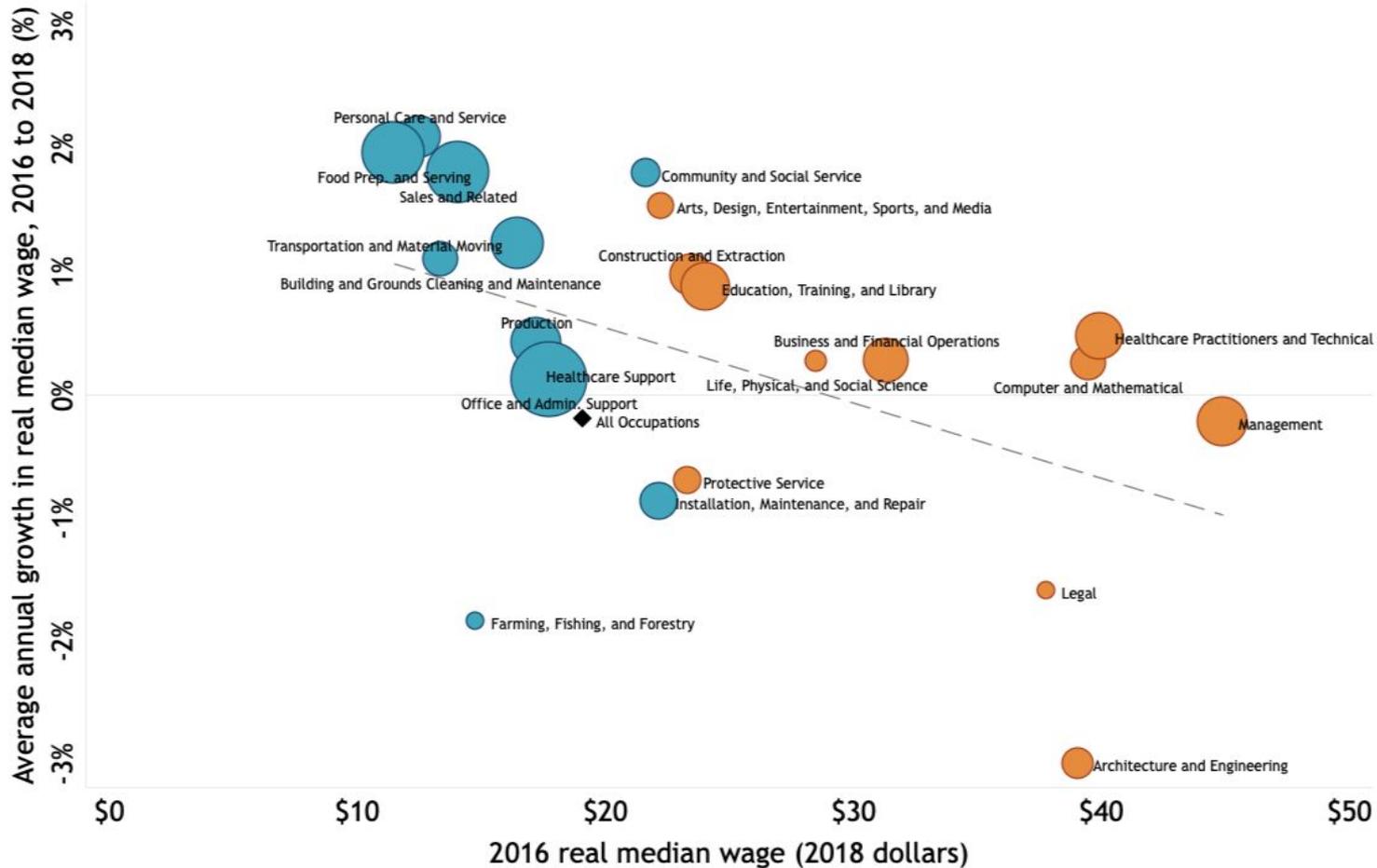


Wage gains show a relationship to job growth



● Real 2018 wages 50th percentile and below ● Real 2018 wages 50th percentile and above

Low-wage occupations have higher wage growth



Source: United States Bureau of Labor Statistics, Occupational Employment Statistics, Oregon, 2015-2018

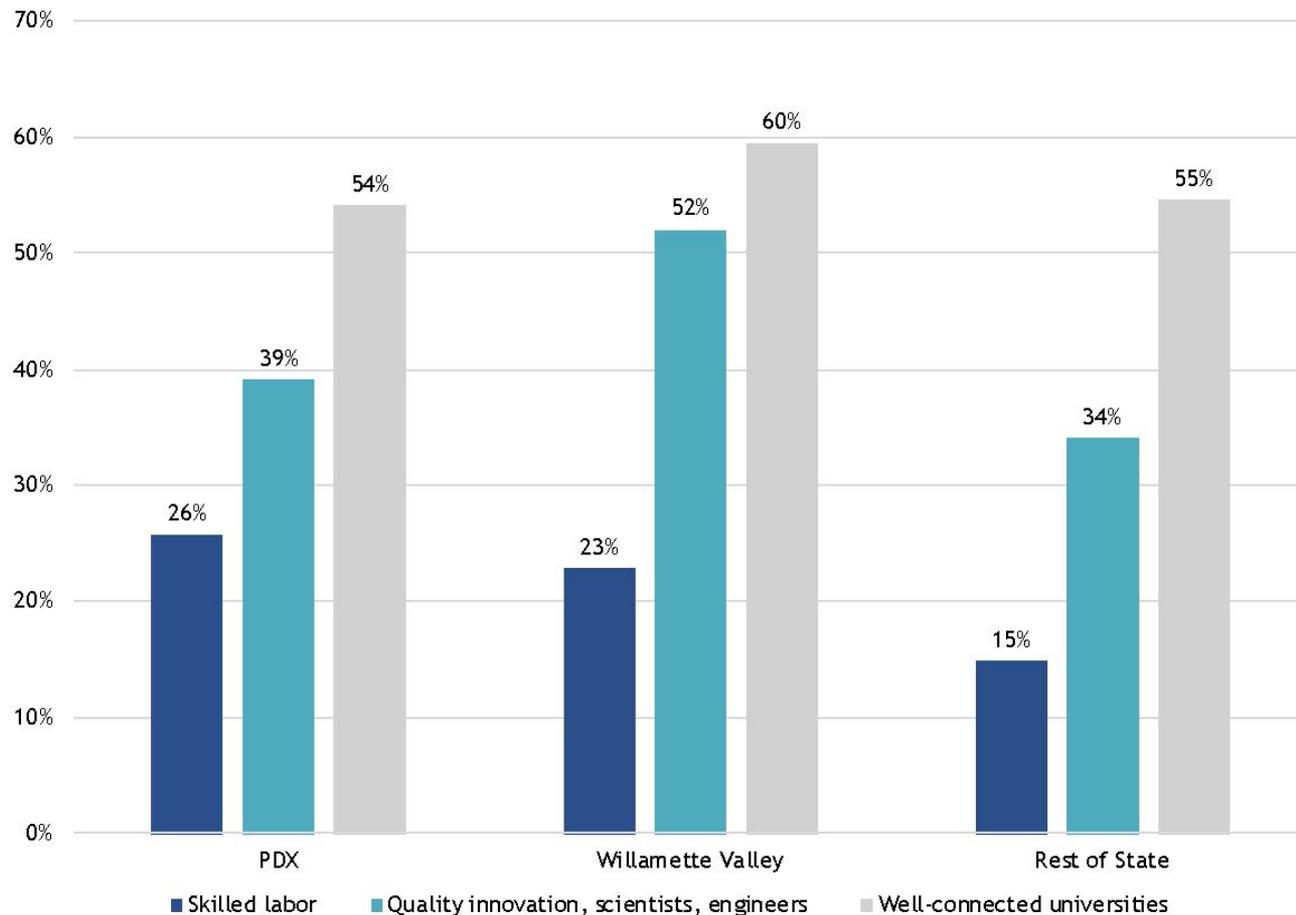
Employers' Perspective

OBC/DHM survey of senior executives

- Survey asked executives to assess Oregon business conditions on a range of factors (e.g., taxes, regulatory policy, quality of life, skilled labor)
- 469 senior executives (CEOs, presidents, CFOs, COOs, vice presidents) responded to the survey during August-September 2019
- Executives represented a wide range of local- and traded-sector industries

Employers have mixed views on the condition of the labor force

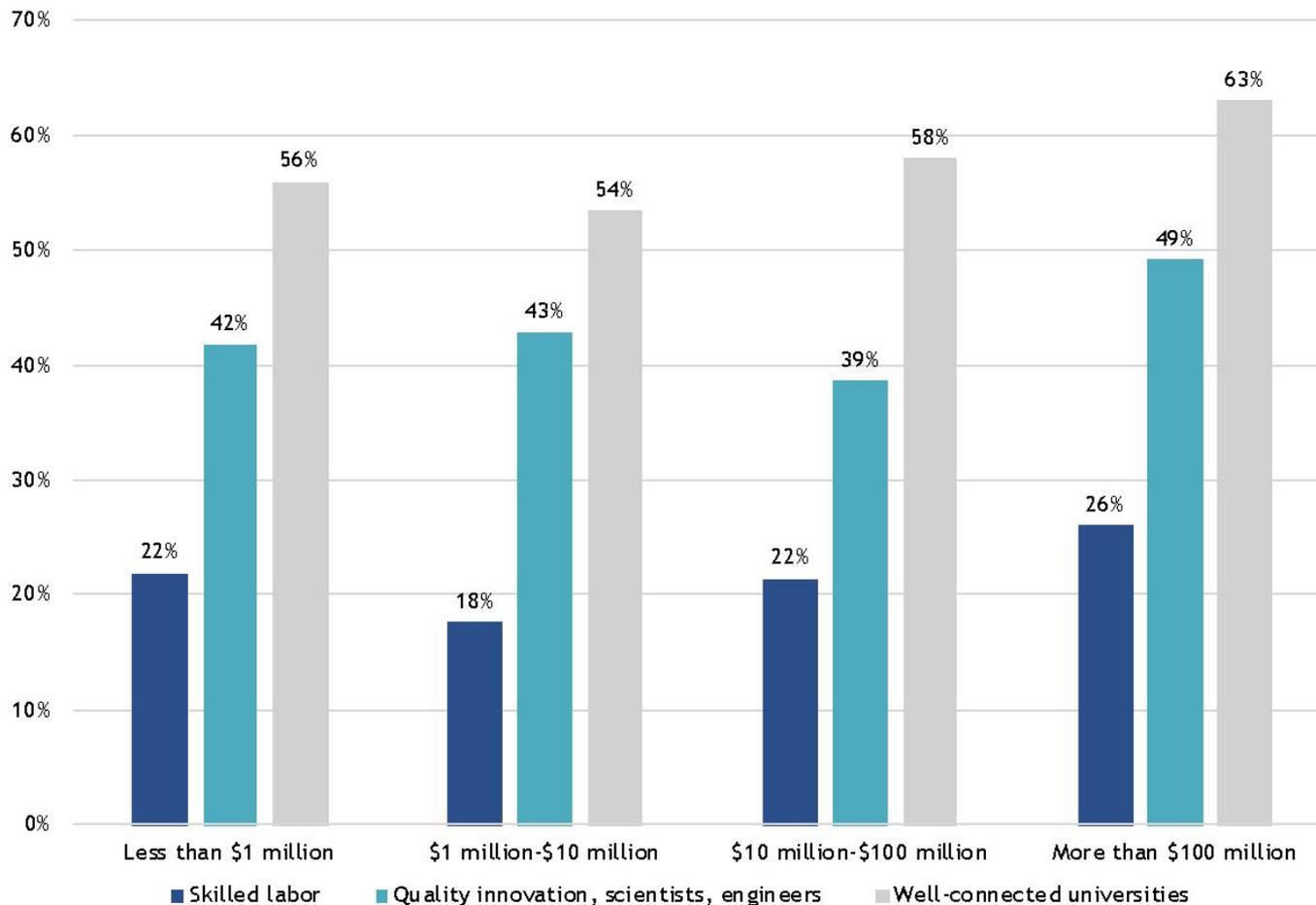
Share of survey respondents indicating that each element is a competitive strength for Oregon, by region, September 2019



Source: Oregon Business Council Business Climate Survey, 2019

Employers have mixed views on the condition of the labor force

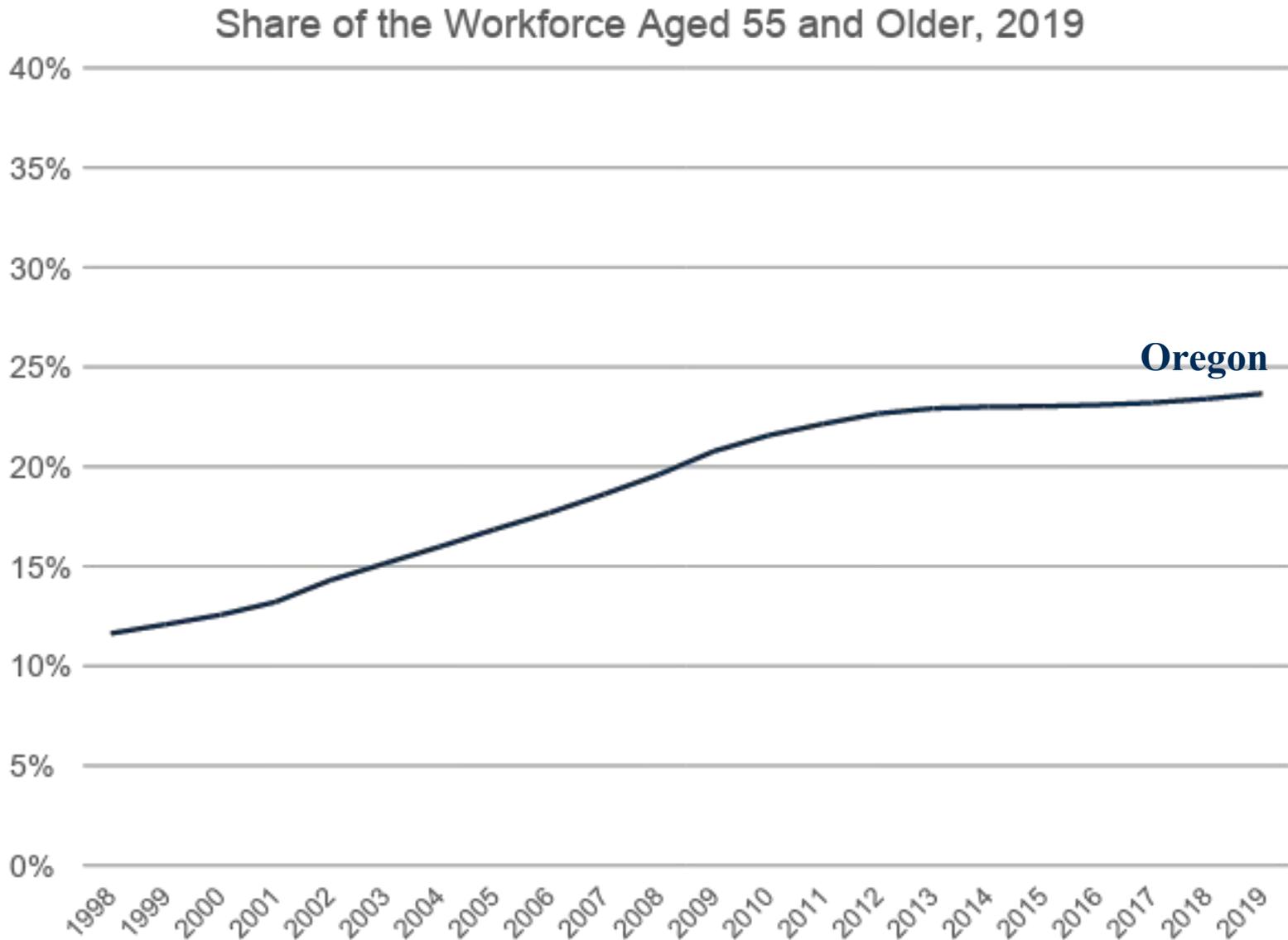
Share of survey respondents indicating that each element is a competitive strength for Oregon, by firm size, September 2019



Source: Oregon Business Council Business Climate Survey, 2019

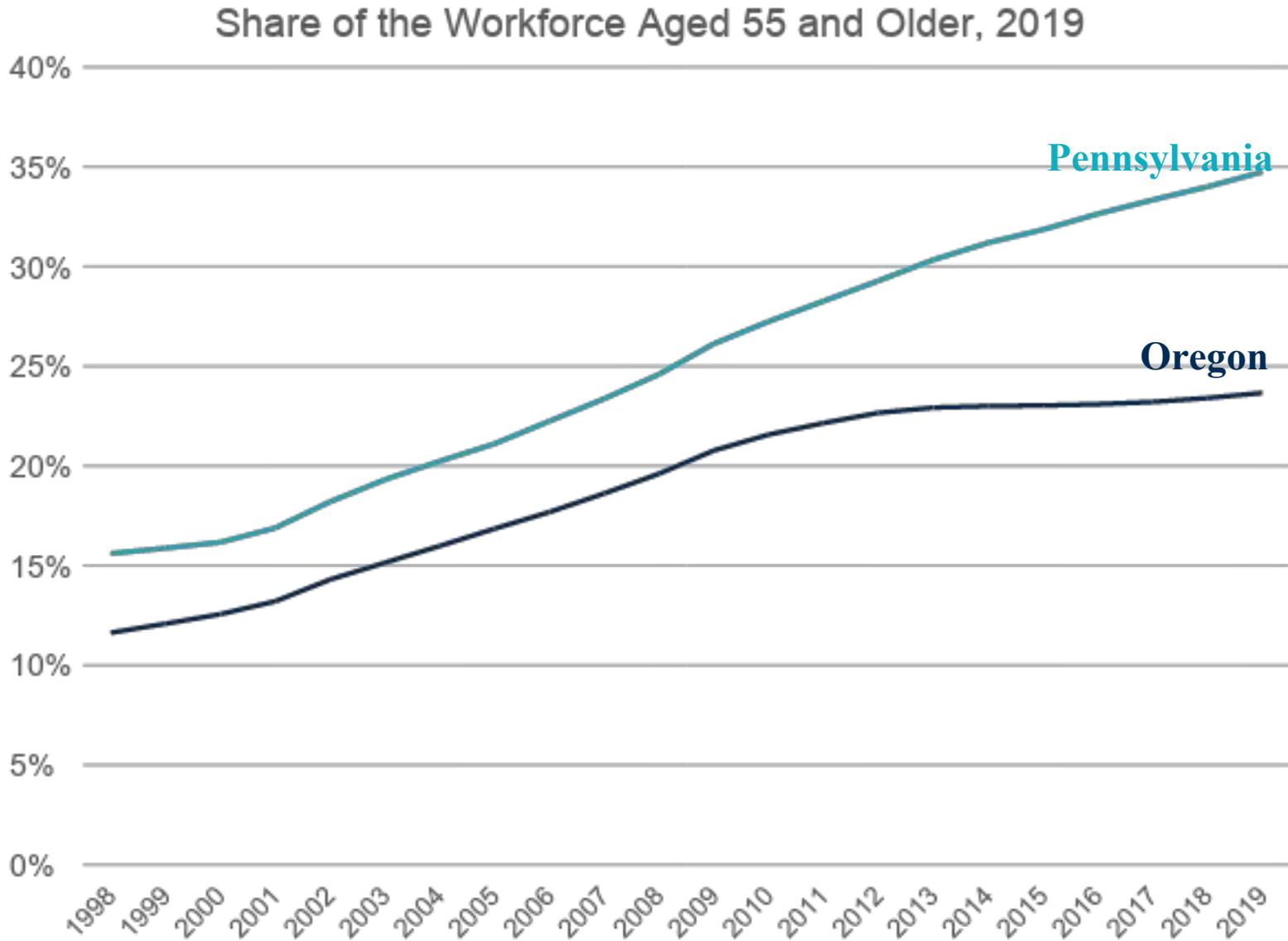
The Future of Work

Automation is not the only mega-trend



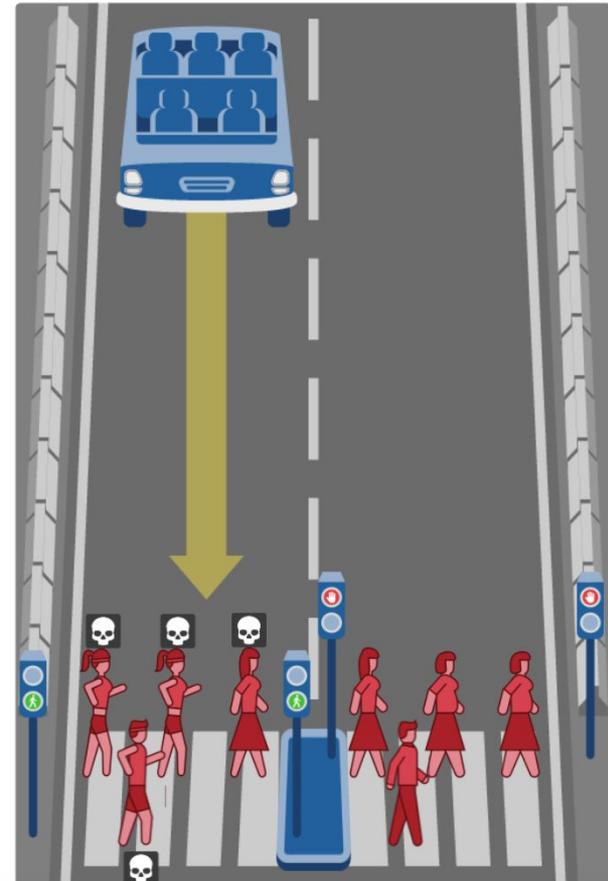
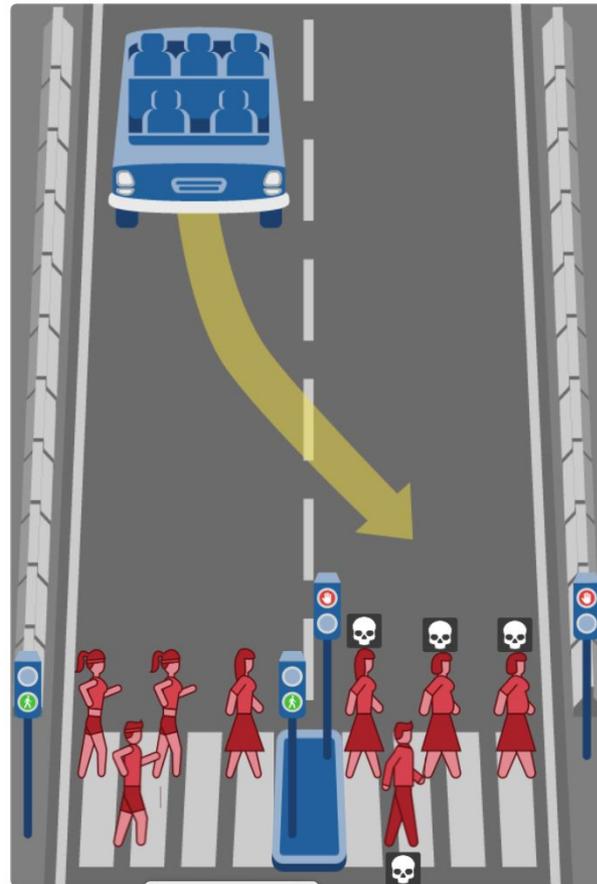
Source: QWI Explorer application, U.S. Census Bureau

Automation is not the only mega-trend



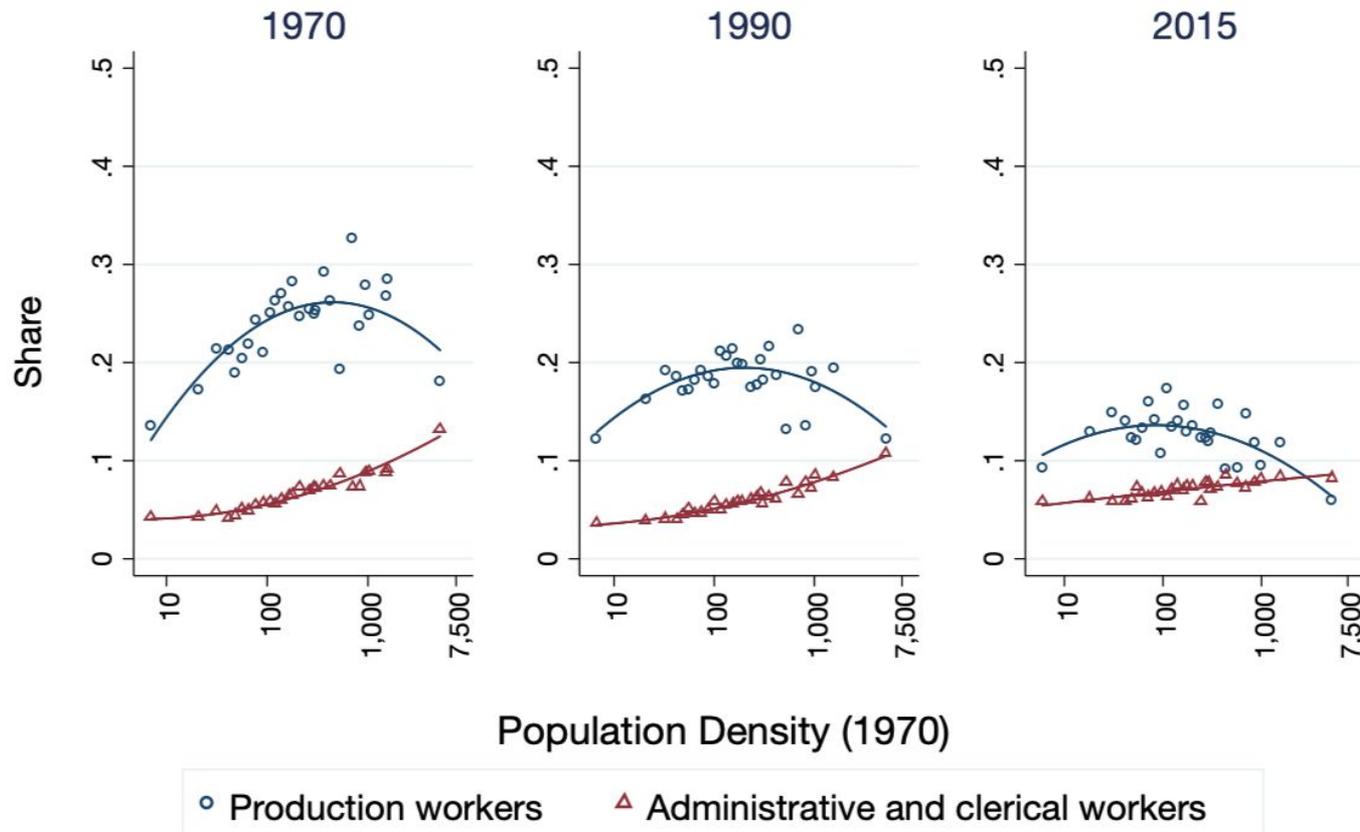
Technology will progress but has questions to answer

What should the self-driving car do?



Opportunities declining for non-college men in metro areas

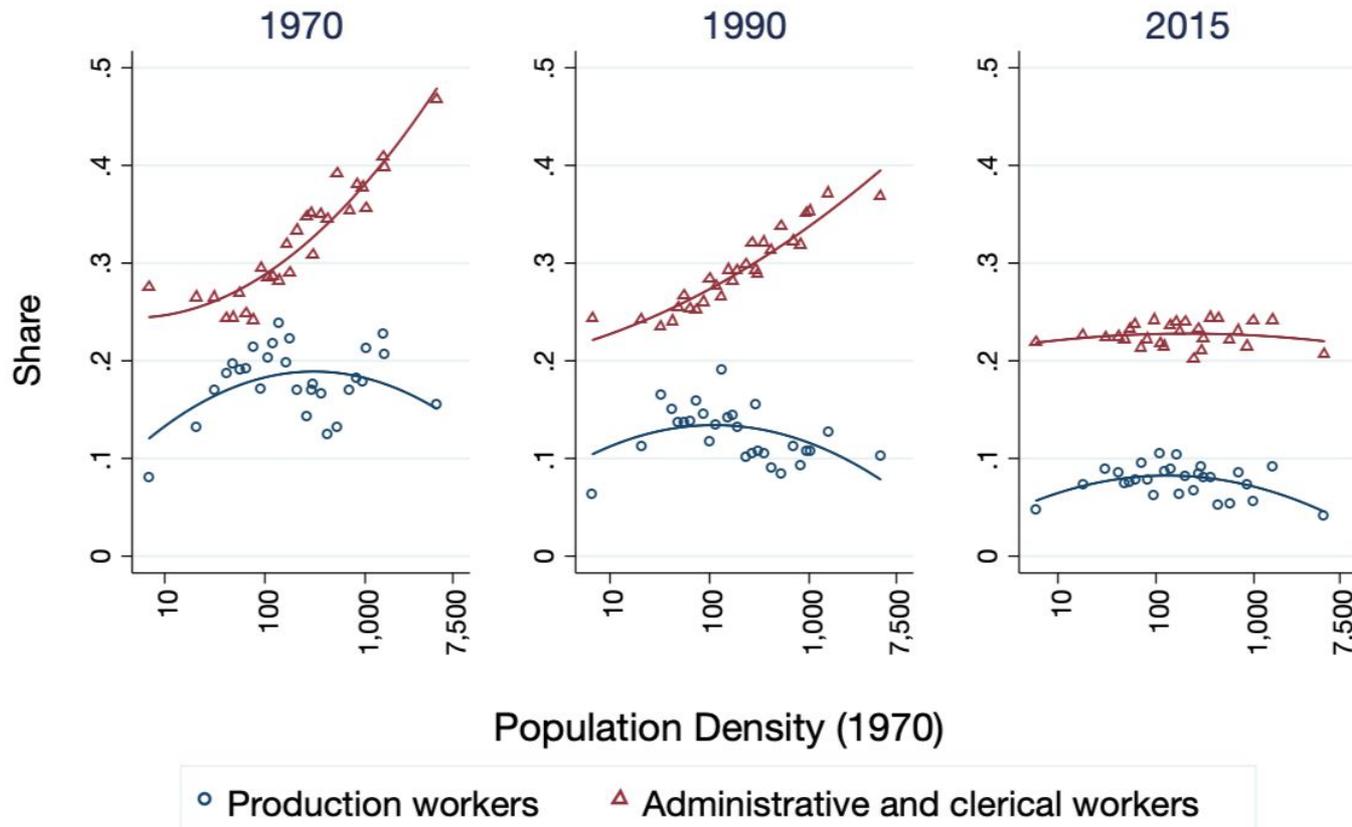
Production and Administrative and Clerical Employment
Non-College Men: High School or Below



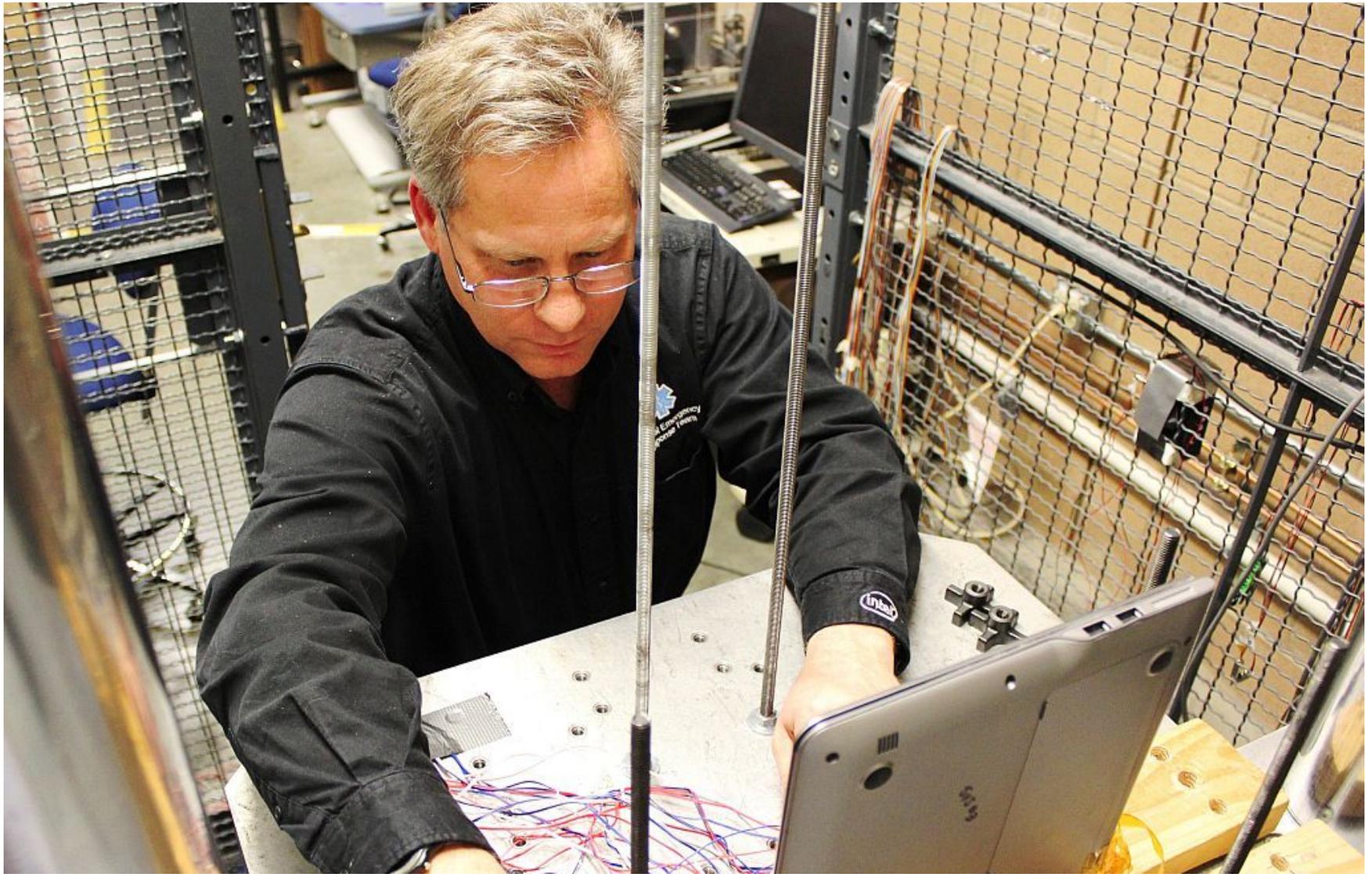
Source: Autor, David. *Work of the Past, Work of the Future*

Opportunities declining for non-college women in metro areas

Production and Administrative and Clerical Employment
Non-College Women: High School or Below



Source: Autor, David. *Work of the Past, Work of the Future*



Frontier work pays 30% above average

Source: Autor, David. *Work of the Past, Work of the Future*



Last-mile work pays 20% below average

Source: Autor, David. *Work of the Past, Work of the Future*



Wealth work pays at about the average

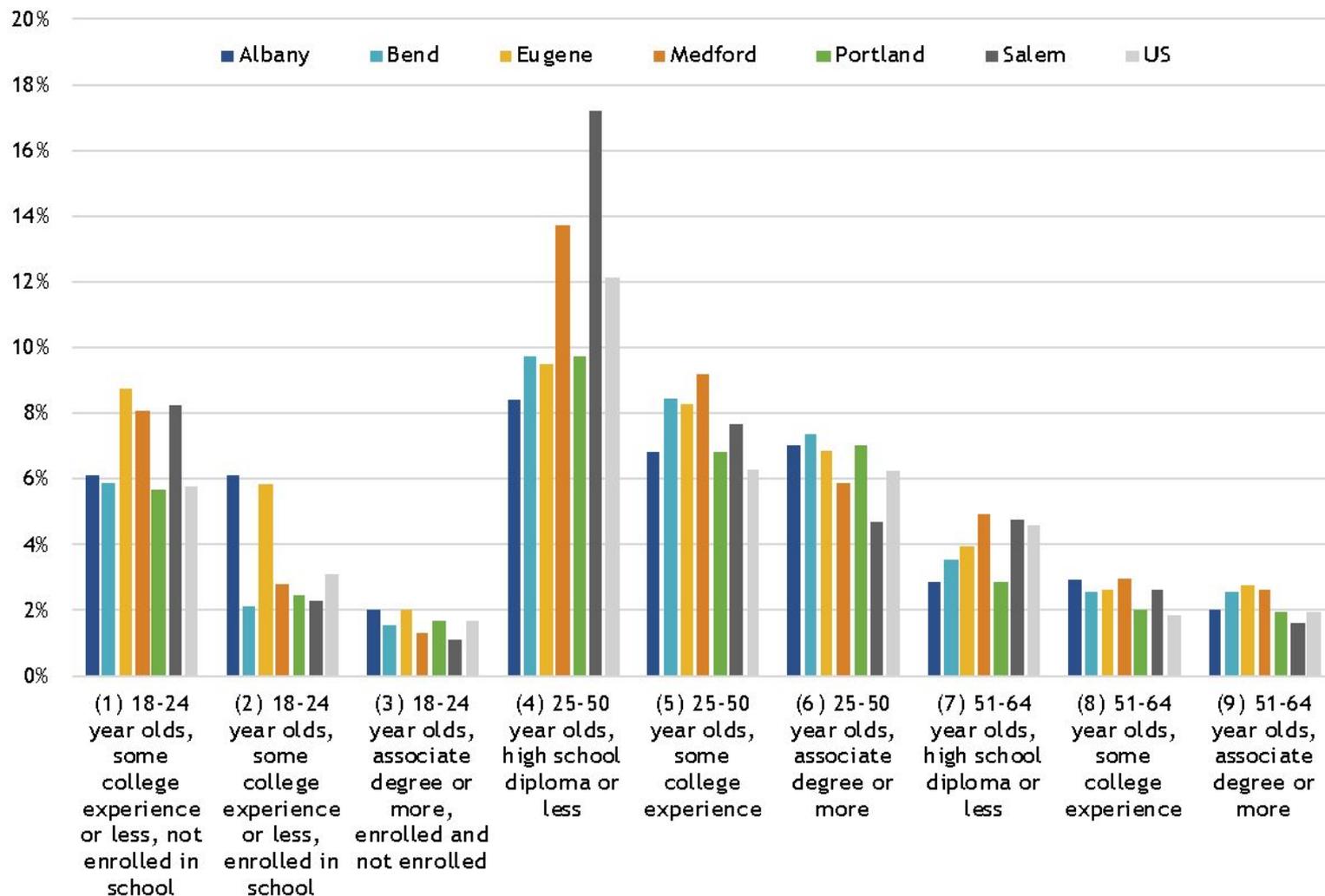
Source: Autor, David. *Work of the Past, Work of the Future*

Low-wage workers fall into nine clusters

1. Ages 18-24 not in school, no college degree
2. Ages 18-24 in school, no college degree
3. Ages 18-24, with an associate degree or more
4. Ages 25-50, with a high school diploma or less
5. Ages 25-50, with some college but no degree
6. Ages 25-50, with an associate degree or more
7. Ages 51-64, with a high school diploma or less
8. Ages 51-64, with some college but no degree
9. Ages 51-64, with an associate degree or more

Characteristics of low-wage workers vary across geography

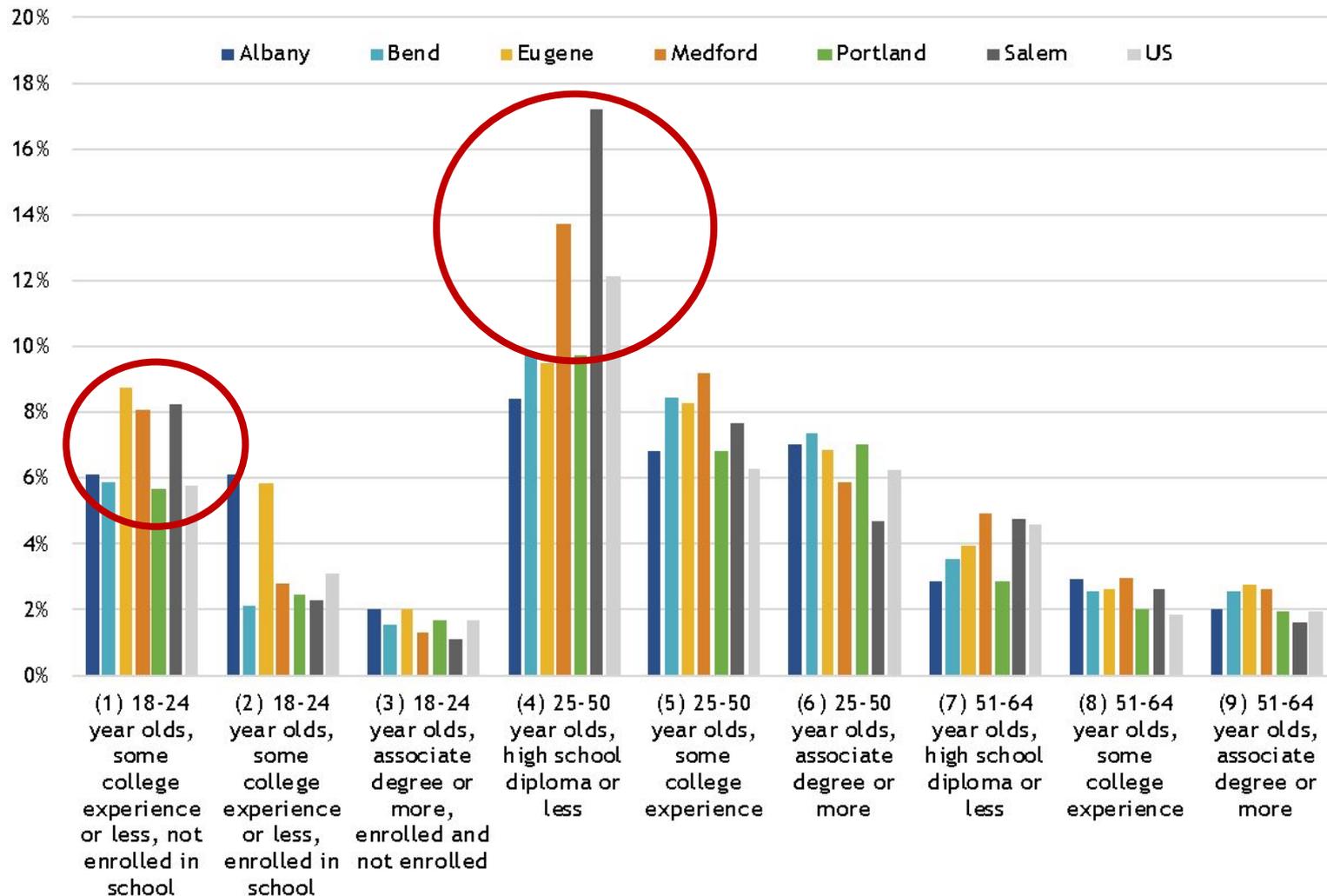
Percent of metro area's workers who have low wages, by cluster, 2016



Source: Ross, Martha and Bateman, Nicole. "Meet the Low-wage Workforce." *Brookings Metropolitan Policy Program*. November 2019

Characteristics of low-wage workers vary across geography

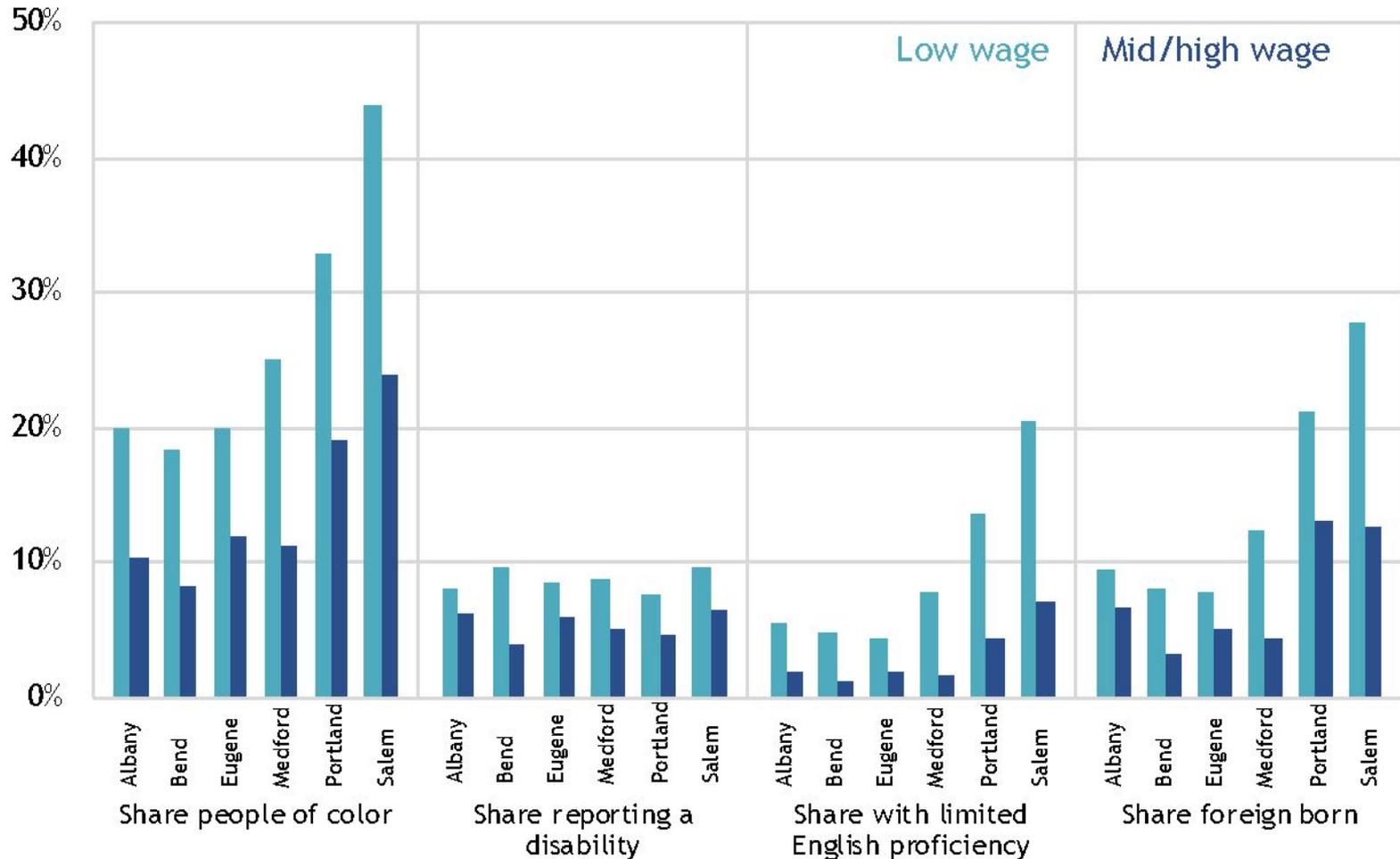
Percent of metro area's workers who have low wages, by cluster, 2016



Source: Ross, Martha and Bateman, Nicole. "Meet the Low-wage Workforce." *Brookings Metropolitan Policy Program*. November 2019

People from underserved populations disproportionately perform low-wage work

Characteristics of low-wage workers versus mid- to high-wage workers in Oregon metro areas, 2016



Source: Ross, Martha and Bateman, Nicole. "Meet the Low-wage Workforce." *Brookings Metropolitan Policy Program*. November 2019

Training for Work for the Future

Plan and Pay for College

- ▶ PLAN AND PAY FOR COLLEGE - HOME
- ⊕ PREPARE FOR SUCCESS IN COLLEGE AND CAREER
- PAY FOR COLLEGE
- ⊕ TOOLS FOR TRANSFER STUDENTS
- COUNSELOR AND ADVISOR RESOURCES
- FIND OREGON COLLEGES, UNIVERSITIES AND PROGRAMS



- [Learn about Financial Aid](#)
- [Oregon Opportunity Grant](#)
- [Oregon Promise](#)
- [OSAC Scholarships](#)
- [Financial Aid for Undocumented Students](#)



- [Student and Family Resources](#)
- [Explore Careers & the Labor Market](#)
- [College Navigator](#)
- [Transfer Student Tools: Oregon Transfer Compass](#)
- [Order and Download OSAC Publications](#)

Improve access through better information and technology

Center on Education and the Workforce



HOME		PUBLICATIONS				PRESS ROOM				PROJECTS				ABOUT CEW			
	Institution ▼▲	State ▼▲	Level ▼▲	Predominant degree ▼▲	Institution type ▼▲	Average age at entry ▼▲	10-year NPV rank ▼▲	10-year NPV ▼▲	15-year NPV rank ▼▲	15-year NPV ▼▲	20-year NPV rank ▼▲	20-year NPV ▼▲	30-year NPV rank ▼▲	30-year NPV ▼▲	40-year NPV rank ▼▲	40-year NPV ▼	
1	Perry Technical Institute	WA	2-year	Certificate	Private nonprofit	25	227	\$195,000	160	\$409,000	154	\$603,000	171	\$938,000	189	\$1,213,000	
2	Shoreline Community College	WA	2-year	Certificate	Public	28	197	\$202,000	281	\$363,000	384	\$509,000	568	\$761,000	683	\$967,000	
3	Bates Technical College	WA	2-year	Certificate	Public	32	330	\$181,000	417	\$334,000	600	\$473,000	828	\$712,000	960	\$908,000	
4	Pierce College-Puyallup	WA	2-year	Associate's	Public	27	500	\$167,000	652	\$311,000	853	\$442,000	1146	\$667,000	1268	\$852,000	
5	Walla Walla Community College	WA	2-year	Certificate	Public	26	515	\$166,000	797	\$301,000	1107	\$423,000	1439	\$635,000	1597	\$808,000	
6	Big Bend Community College	WA	2-year	Associate's	Public	25	923	\$149,000	1030	\$287,000	1256	\$412,000	1523	\$627,000	1624	\$803,000	
7	Everett Community College	WA	2-year	Associate's	Public	28	780	\$154,000	1005	\$289,000	1256	\$412,000	1592	\$622,000	1691	\$795,000	
8	South Puget Sound Community College	WA	2-year	Associate's	Public	28	833	\$152,000	1194	\$278,000	1596	\$392,000	1898	\$590,000	1998	\$752,000	
9	Lower Columbia College	WA	2-year	Associate's	Public	28	989	\$147,000	1484	\$266,000	1953	\$373,000	2250	\$559,000	2355	\$711,000	
10	Pima Medical Institute-Renton	WA	2-year	Certificate	Private for-profit	27	1709	\$124,000	2240	\$237,000	2532	\$340,000	2684	\$518,000	2735	\$663,000	

Source: <https://cew.georgetown.edu/cew-reports/collegeroi/>

Improve access through better information and technology

CAREER PATHWAYS

CLICK ON THE LOCATION NEAREST YOU.

GET STARTED HERE!

By clicking on the location nearest you on this map, you will be redirected to the Career Pathways webpage with your local community college to connect to the courses, skills, and credentials you will need to prepare for a high-demand job.

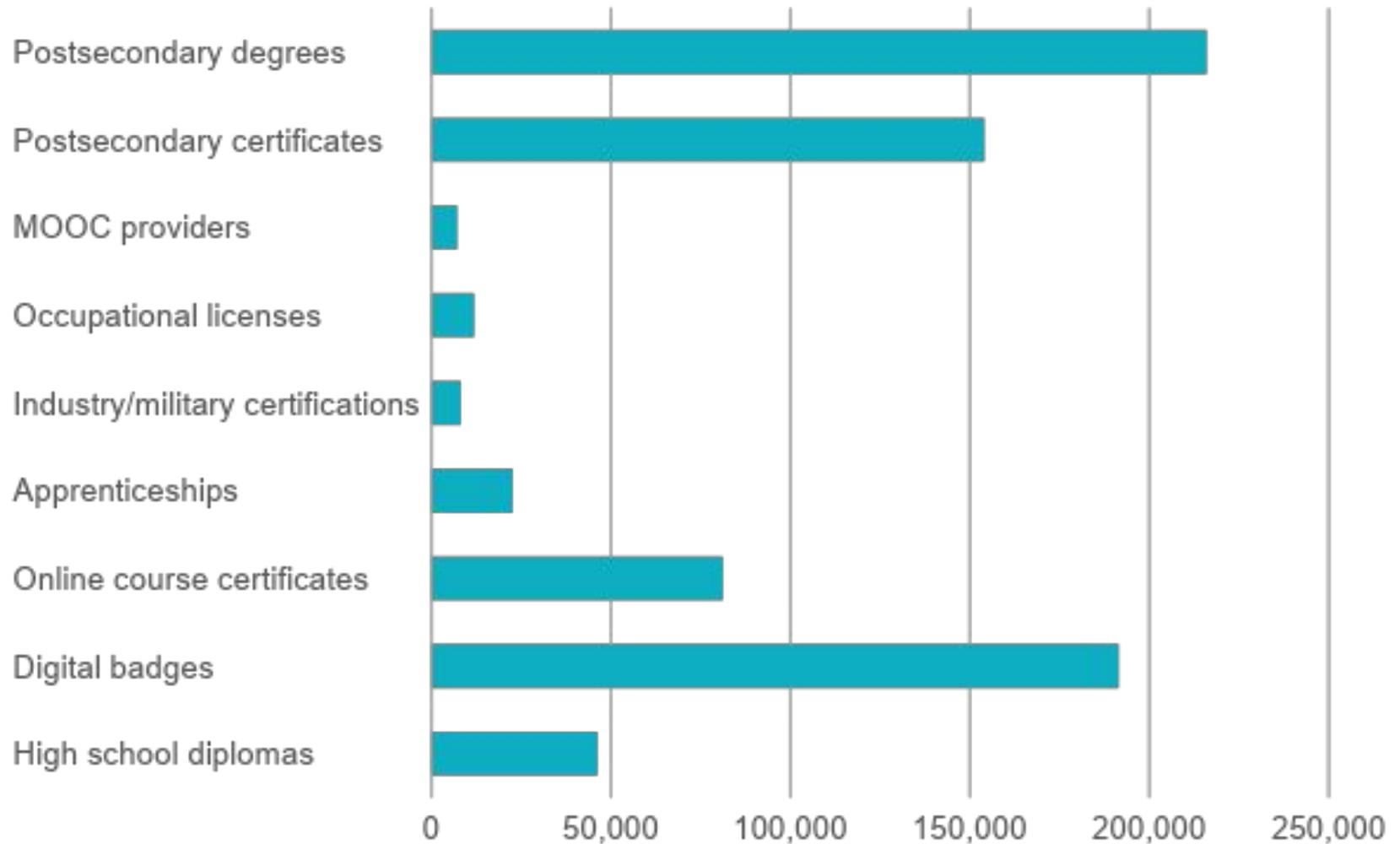
Jumpstart your career or continue to advance your skills in your chosen career. Wherever you are, community colleges offer a place to take the next step.

Explore career options and take the next step on your career pathway at one of Oregon's 17 community colleges.



Scale practices that document and certify skills

Count of U.S. Credential Programs



Source: The Credential Engine

Scale practices that document and certify skills



Expand apprenticeships

Takeaways

Oregon talent has supported one of the better job recoveries during this expansion, and productivity gains look good.

But the view of executives on talent is decidedly mixed—some satisfaction at the high-end and strong concerns elsewhere.

One clear competitive advantage: we expect talent to continue to move here.

Job quality could be a bigger concern than job quantity given the aging of the workforce.

40-40-20 is the most ambitious postsecondary goal in the United States, and trends in technology justify it.

The highest-in-the-nation-goal has driven innovation in the “middle 40”. Oregon appears to be ahead in the postsecondary redesign game. Staying on the frontier of postsecondary design work is an imperative.

The changing geography of work has reduced opportunities for non-college graduates in metro areas and leaves Oregon's smaller cities and towns as the best alternatives for some workers.

That puts more pressure on economic developers, policymakers, and business leaders—especially in the service sector—to create good jobs across the state.

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Eugene



Portland



Seattle



Boise

Docket Item: 4.9 HECC Strategic Plan

Our Position is that the Oregon Workforce and Talent Development Board (WTDB) enables meaningful work for all Oregonians by:

- Leading and communicating a long-term vision for Oregon that anticipates and acts on future workforce needs;
- Advising the Governor and the legislature on workforce policy and plans;
- Aligning public workforce policy, resources, and services with employers, education, training and economic development;
- Identifying barriers, providing solutions, and avoiding duplication of services;
- Promoting accountability among public workforce partners; and
- Sharing best practices and innovative solutions that are scalable statewide and across multiple regions.

Strategic Plan Goals:



Summary:

In preparation for a new strategic vision for Oregon’s postsecondary education and training system, the Higher Education Coordinating Committee engaged Coraggio Group to complete a statewide stakeholder outreach process in multiple locations and with a broad range of stakeholders across the state.

Docket Material:

Stakeholder Outreach Insight Report

Staff Recommendation:

This is an information item. No action required.

February 13, 2020

Stakeholder Outreach Insight Report

State of Oregon Higher Education Coordinating Commission

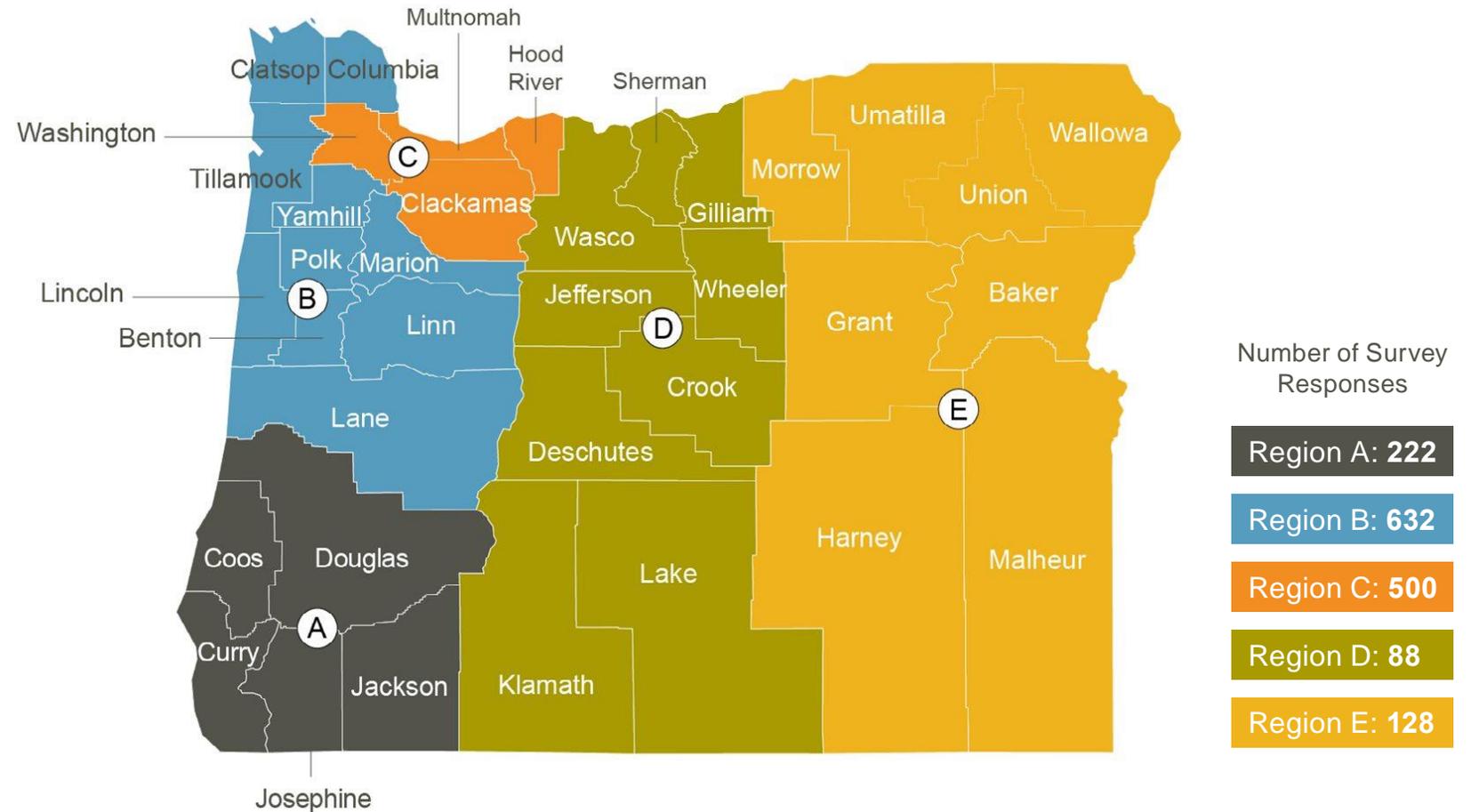
Coraggio Group
503.493.1452 | coraggiogroup.com





Methodology

Coraggio Group conducted outreach from December 2, 2019 to January 6, 2020; gathering information through 20 one-on-one interviews, eight focus groups across Oregon, and 1,571 survey responses:





Equity Lens

In designing this outreach effort and analyzing the responses, our team utilized the Oregon Equity Lens objectives.

Each theme includes equity considerations to guide the development of strategies. This lens was adopted by the Higher Education Coordinating Commission (HECC) in 2014 as a cornerstone to the State's approach to education policy and budgeting. The Equity Lens was originally developed by and adopted by the former Oregon Education Investment Board (OEIB) and is implemented by the Oregon Chief Education Office in addition to the HECC.

The full Oregon Equity Lens can be found here:

<https://www.oregon.gov/highered/about/Documents/State-Goals/HECC-Equity-Lens-2017-reformat.pdf>



Strategic Themes

- 1** The value proposition of higher education in Oregon needs greater clarity, focus, and purpose
- 2** Stakeholders seek more cooperation, collaboration, and alignment
- 3** Postsecondary education in Oregon has shifted from a state-funded model to a student-funded model, impacting affordability
- 4** Student success and access to education and training is a priority for all stakeholders
- 5** Stakeholders desire a strategy that supports regionally specific solutions

Theme One

The value proposition of higher education in Oregon needs greater clarity, focus, and purpose



Theme Two

Stakeholders seek more cooperation, collaboration, and alignment



Theme Three

Postsecondary education in Oregon has shifted from a state-funded model to a student-funded model, impacting affordability



Theme Four

Student success and access to education and training is a priority for all stakeholders

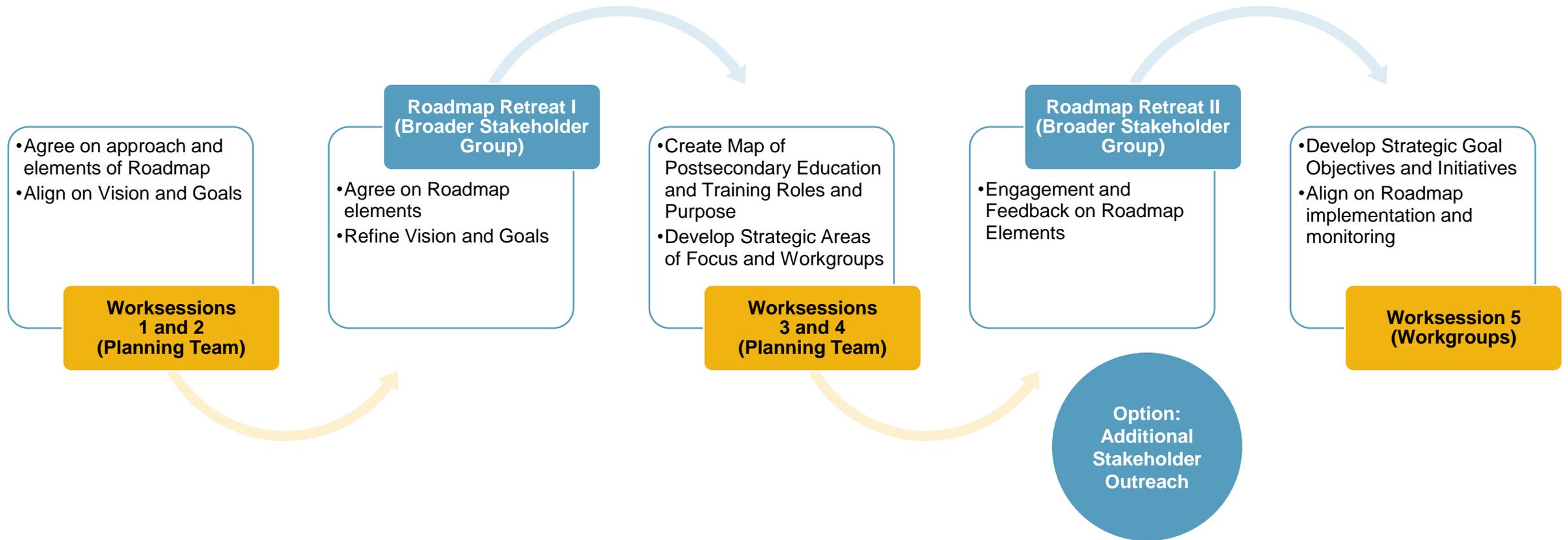


Theme Five

Stakeholders desire a strategy that supports regionally specific solutions



What's Ahead: HECC Roadmap Development



We extend our sincere thanks to the representatives of the following organizations for participating in our interviews and focus groups. Your input is valued and appreciated:

- Aveda Institute Portland
- Beaverton School District
- Blue Mountain Community College
- Boys & Girls Club of Corvallis
- Central School District 13J
- Chemeketa Community College
- City of Ashland
- City of Monmouth
- City of Pendleton
- Clackamas Community College
- Columbia Gorge Community College
- East Cascades Works
- Eastern Oregon Regional Airport
- Eastern Oregon University
- Eastern Oregon Workforce Board
- Eugene School District 4J
- flyEUG
- G5
- Gordon Elwood Foundation
- High Desert Museum
- Hydro Flask
- Institute of Technology
- Intermountain ESD
- Juntos - OSU
- Kairos
- Lane Community College
- Lane Workforce Partnership
- Linn-Benton Community College
- Mount Hood Community College
- National University of Naturopathic Medicine
- Northwest Christian University
- Now4 OSU-Cascades
- Oregon Health & Science University
- Oregon Alliance of Independent Colleges & Universities
- Oregon Business & Industry
- Oregon Community College Association
- Oregon Community Foundation
- Oregon Council of Presidents
- Oregon Department of Education
- Oregon Education Association
- Oregon State University
- Oregon State University-Cascades
- Oregon State University Foundation
- Oregon Student Association
- Oregon Institute of Technology
- OSU-Cascades Advocacy and Advisory Board
- Portland Community College
- Portland Community College Southeast
- Portland Public Schools
- Portland State University
- Reed College
- Service Employees International Union
- Service Employees International Union OSU
- Southern Oregon University
- St. Charles Health Systems
- Technology Association of Oregon - Central Oregon
- University of Oregon
- UO Graduate Teaching Fellowship Federation
- Western Oregon University



coraggiogroup

503.493.1452 | [coraggiogroup.com](https://www.coraggiogroup.com)



Docket Item: 4.10 Oregon 2020-2023 WIOA Combined State Plan

Our Position is that the Oregon Workforce and Talent Development Board (WTDB) enables meaningful work for all Oregonians by:

- Leading and communicating a long-term vision for Oregon that anticipates and acts on future workforce needs;
- Advising the Governor and the legislature on workforce policy and plans;
- Aligning public workforce policy, resources, and services with employers, education, training and economic development;
- Identifying barriers, providing solutions, and avoiding duplication of services;
- Promoting accountability among public workforce partners; and
- Sharing best practices and innovative solutions that are scalable statewide and across multiple regions.

Imperatives:



Summary:

Under the Workforce Innovation and Opportunity Act (WIOA), the Governor of each State must submit a Unified or Combined State Plan to the Secretary of the U.S. Department of Labor that outlines a four-year strategy for the State's workforce development system. The publicly-funded workforce development system is a national network of Federal, State, regional, and local agencies and organizations that provide a range of employment, education, training, and related services and supports to help all job-seekers secure good jobs while providing businesses with the skilled workers they need to compete in the global economy. States must have approved Unified or Combined State Plans in place to receive funding for core programs. One of WIOA's principal areas of reform is to require States to plan across core programs and include this planning process in the Unified or Combined State Plans. This reform promotes a shared understanding of the workforce needs within each State and fosters development of more comprehensive and

integrated approaches, such as career pathways and sector strategies, for addressing the needs of businesses and workers.

Oregon is submitting a Combined Plan for the first time. A Unified Plan includes only the six core programs. A Combined Plan include additional partners beyond the six core programs. The following programs are included in Oregon's Combined Plan:

Core Programs

- Adult program (Title I of WIOA)¹,
- Dislocated Worker program (Title I)²,
- Youth program (Title I)³,
- Adult Education and Family Literacy Act program (Title II)⁴,
- Wagner-Peyser Act Employment Service program (authorized under the Wagner-Peyser Act, as amended by title III)⁵, and
- Vocational Rehabilitation program (authorized under Title I of the Rehabilitation Act of 1973, as amended by Title IV)⁶.

Additional Combined Plan Partner Programs

- Temporary Assistance for Needy Families program (42 U.S.C. 601 et seq.)⁷,
- Employment and Training programs under the Supplemental Nutrition Assistance Program (programs authorized under section 6(d)(4) of the Food and Nutrition Act of 2008 (7 U.S.C. 2015(d)(4)))⁸,
- Work programs authorized under section 6(o) of the Food and Nutrition Act of 2008 (7 U.S.C. 2015(o))⁹,
- Trade Adjustment Assistance for Workers programs (activities authorized under chapter 2 of title II of the Trade Act of 1974 (19 U.S.C. 2271 et seq.))¹⁰,
- Senior Community Service Employment program (programs authorized under title V of the Older Americans Act of 1965 (42 U.S.C. 3056 et seq.))¹¹, and
- Employment and training activities carried out by the U.S. Department of Housing and Urban Development¹².

Each of these entities have their own missions, visions, and values and this Plan weaves these together on behalf of the broader workforce development system to realize equitable prosperity for all Oregonians. Delivering on this requires keen attention to the employment and skill needs

¹ Higher Education Coordinating Commission Office of Workforce Investments

² Higher Education Coordinating Commission Office of Workforce Investments

³ Higher Education Coordinating Commission Office of Workforce Investments

⁴ Higher Education Coordinating Commission Office of Community Colleges and Workforce Development

⁵ Oregon Employment Department Workforce Operations Division

⁶ Oregon Department of Human Services Vocational Rehabilitation AND Oregon Commission for the Blind

⁷ Oregon Department of Human Services Self-Sufficiency Programs

⁸ Oregon Department of Human Services Self-Sufficiency Programs

⁹ Oregon Department of Human Services Self-Sufficiency Programs

¹⁰ Oregon Employment Department Workforce Operations Division

¹¹ Oregon Department of Human Services Seniors & People with Disabilities Programs

¹² U.S. Department of Housing and Urban Development

of business and industry both now and into the future and requires access to timely education and training for all individuals that is both valued in the marketplace and also results in or creates a pathway to self-sufficiency. This Plan demonstrates Oregon's commitment to continuous improvement in the workforce development system to ensure increasing alignment of priorities and strategies to maximize resources currently within the workforce development system and to leverage additional resources not yet a part of the system.

Important Changes and Improvements from the 2016-2019 Unified State Plan:

Combined vs. Unified Plan

Expanding and strengthening partnerships has been a priority within Oregon's workforce system for many years. More formally including state agency partners in the Oregon 2020-2023 WIOA Combined State Plan for the first time is further evidence of that priority. This will continue to allow greater alignment and leveraging of programs and resources.

WTDB Strategic Plan

The WTDB's new 2020-2021 Strategic Plan is included as the focal point or "north star" of the Oregon 2020-2023 WIOA Combined State Plan. The WTDB Strategic Plan was discussed among agency partners and workforce system stakeholders at an October 3, 2019 meeting to, in part, help shape the Combined Plan. Aspects of the WTDB Strategic Plan are reflected throughout the Combined Plan.

Economic and Workforce Analysis

The Economic and workforce analysis is expanded in the Oregon 2020-2023 WIOA Combined State Plan. The Oregon Employment Departments Research Division provided additional data and analysis including new information on automated/autonomous vehicles, the forest products sector, the maritime sector, and defining true wage among others. The key findings from the 2018 Oregon Talent Assessment are also included.

Priority State Strategies

The Oregon 2020-2023 WIOA Combined State Plan describes the following priority state strategies among workforce system partners to deliver on the Imperatives in the WTDB 2020-2021 Strategic Plan and the performance measures required under WIOA:

- Industry Sector Strategies, particularly Next Generation Sector Partnerships
- Work-Based Learning which is also a priority strategy in Oregon's new Career Technical Education (CTE) State Plan
- Career Pathways broadly defined and providing sequences of high-quality education, training, and services connected to industry skill needs
- Adult Attainment strategies that develop and provide a broad and inclusive approach to both how people gain skills and who gains skills
- WorkSource Oregon Centers that continue to provide the backbone of service delivery to businesses and job seekers

HIGHER EDUCATION COORDINATING COMMISSION
WORKFORCE AND TALENT DEVELOPMENT BOARD

March 13, 2020
Docket Item 4.10

Docket Material:

[Draft Oregon 2020-2023 WIOA Combined State Plan.
Summary of Public Comment and Staff Response.](#)

Staff Recommendation:

Approve Oregon 2020-2023 WIOA Combined State Plan and recommended revisions for submission to the U.S. Department of Labor.

Public Comment Received for the Oregon WIOA Combined State Plan

<u>No.</u>	<u>Question/Comment</u>	<u>Source</u>	<u>Reference</u>	<u>Answer/Response</u>
1	Glad to see it's a combined plan. The need to plan across core programs is essential AND needs to be state-level and local areas working together, which is minimal, at best.	Oregon Workforce Partnership	Part I. WIOA State Plan Type and Introduction, (a) Unified or Combined State Plan [page 7-8]	
2	As indicated on page 7, several key programs including Carl D. Perkins, Unemployment Insurance (UI) and Jobs for Veterans were excluded. Why? The exclusion of unemployment is particularly concerning given that WorkSource Oregon (WSO) is the primary delivery mechanism used to help people transition from unemployment to employment. The new Reemployment Services and Eligibility Assessment grant (RESEA) is transitioning to a formula funded program in FY 2021 and the resources are growing dramatically. One of the primary goals of RESEA is to promote alignment with the broader vision of the Workforce Innovation and Opportunity Act (WIOA) system. The changes make RESEA permanent, more flexible, and a mandatory one-stop partner under WIOA. This presents enormous opportunities to shore up Oregon's workforce development system and should be included in State and local WIOA plans.	Worksystems	Part I. WIOA State Plan Type and Introduction, (a) Unified or Combined State Plan [page 7-8]	
3	Why were UI and Vets left out of the planning?	Oregon Workforce Partnership	Part I. WIOA State Plan Type and Introduction, (a) Unified or Combined State Plan [page 7-8]	
4	If 104,000 people's jobs will be impacted by Autonomous Vehicles (AV) cited on (Page 18), what are the plans to mitigate despair? Cutting funds for workforce training programs is the wrong approach and yet that is what is happening.	Oregon Workforce Partnership	Part II. Strategic Elements, (a) Economic, Workforce, and Workforce Development Activities Analysis, (1) Economic and Workforce Analysis, (B) Workforce Analysis [page 18-19]	
5	We appreciate the effort to focus on "True Wages" (p. 22) and look forward to partnering with the WTDB to develop tools and resources to help workers, businesses and policy makers understand what it takes to achieve self-sufficiency in Oregon.	Worksystems	Part II. Strategic Elements, (a) Economic, Workforce, and Workforce Development Activities Analysis, (1) Economic and Workforce Analysis, (B) Workforce Analysis [page 22-23]	

Public Comment Received for the Oregon WIOA Combined State Plan

<u>No.</u>	<u>Question/Comment</u>	<u>Source</u>	<u>Reference</u>	<u>Answer/Response</u>
6	Lack of child care is one reason Labor Force Participation rate has been stagnant. (Page 29 - Over the last 20 years, labor force participation rates have been falling in Oregon and the U.S. as a larger share of the population reaches retirement age and fewer young people enter the labor force.) This needs to be explicit.	Oregon Workforce Partnership	Part II. Strategic Elements, (a) Economic, Workforce, and Workforce Development Activities Analysis, (1) Economic and Workforce Analysis, (B) Workforce Analysis [page 29]	
7	On Page 33 on “Skills Mismatches, Shortages and Gaps” #3 mentions “Employers signal a high demand for engineers, skilled tradespeople, and project managers. While industries have specific employment needs, there are occupational needs that exist across sectors. The most frequently cited occupations across industries include engineers, skilled trades, and project managers.” Based on this projection and on the fact that this employer demand for these types of skills across all sectors, I’d like to see the Plan assist with strategies and potentially funding to help LWIBs and Higher Education attract and train people with these specific high demand cross sector skills – engineers and project managers (beyond skilled trades which is already in our wheel house).	Oregon Workforce Partnership	Part II. Strategic Elements, (a) Economic, Workforce, and Workforce Development Activities Analysis, (1) Economic and Workforce Analysis, (B) Workforce Analysis [page 33-34]	
8	Page 34 it states ‘The conclusion: the labor market has been rewarding humans for performing tasks that computers cannot do.’ This is if not wholly, partially, untrue as wages have not seen any significant increase. And what about child care, home care -- female dominated industries making less than living wages. These occupations are as human as it gets – and they are not being rewarded with living wages and competitive benefits. Also, Page 34 #6 – How sad is it when we see the economic gains not being shared with the people doing the work.	Oregon Workforce Partnership	Part II. Strategic Elements, (a) Economic, Workforce, and Workforce Development Activities Analysis, (1) Economic and Workforce Analysis, (B) Workforce Analysis [page 34-35]	
9	The WorkSource Oregon Standards (WSO) (p. 37) need to be updated to reflect programmatic and service delivery changes. A committee consisting of State and local investors in WSO should be established to update the Standard and establish a mechanism for ongoing review and evaluation.	Worksystems	Part II. Strategic Elements, (a) Economic, Workforce, and Workforce Development Activities Analysis, (2) Workforce Development, Education, and Training Activities Analysis, (A) The State’s Workforce Development Activities [page 37]	

Public Comment Received for the Oregon WIOA Combined State Plan

<u>No.</u>	<u>Question/Comment</u>	<u>Source</u>	<u>Reference</u>	<u>Answer/Response</u>
10	RESEA offers considerable flexibility and encourages innovation in delivering services to UI claimants. How will the services outlined on page 39 evolve to incorporate the changes and opportunities available through RESEA?	Worksystems	Part II. Strategic Elements, (a) Economic, Workforce, and Workforce Development Activities Analysis, (2) Workforce Development, Education, and Training Activities Analysis, (A) The State's Workforce Development Activities [page 39]	
11	The Oregon Employment Department is generating significant resources through the SNAP 50/50 program (p. 40). How are these resources being reinvested into the system and coordinated with priorities identified in local workforce plans? How do local areas inform the reinvestment of these resources to support shared customers and the alignment of all available resources?	Worksystems	Part II. Strategic Elements, (a) Economic, Workforce, and Workforce Development Activities Analysis, (2) Workforce Development, Education, and Training Activities Analysis, (A) The State's Workforce Development Activities [page 40]	
12	Since SNAP 50/50 is called out as a resource to the workforce system, Local Workforce Boards should know these numbers and where these funds go/how they're reinvested.	Oregon Workforce Partnership	Part II. Strategic Elements, (a) Economic, Workforce, and Workforce Development Activities Analysis, (2) Workforce Development, Education, and Training Activities Analysis, (A) The State's Workforce Development Activities [page 40]	
13	The WorkSource Oregon Standards need to be updated and a process developed to continually update the standards to reflect program and resource changes (p.42).	Worksystems	Part II. Strategic Elements, (a) Economic, Workforce, and Workforce Development Activities Analysis, (2) Workforce Development, Education, and Training Activities Analysis, (B) The Strengths and Weaknesses of Workforce Development Activities [page 42]	

Public Comment Received for the Oregon WIOA Combined State Plan

<u>No.</u>	<u>Question/Comment</u>	<u>Source</u>	<u>Reference</u>	<u>Answer/Response</u>
14	We applaud OED's efforts and focus on serving SNAP recipients through the WSO system. However, the scale of OED's program is beginning to impact partners and services both at the Centers and in implementing non-OED based SNAP programs. More work needs to be done to align these efforts, coordinate services and ensure a coordinated approach to serving shared customers (pgs. 42-43).	Worksystems	Part II. Strategic Elements, (a) Economic, Workforce, and Workforce Development Activities Analysis, (2) Workforce Development, Education, and Training Activities Analysis, (B) The Strengths and Weaknesses of Workforce Development Activities [page 42-43]	
15	Why are Career and Technical Education (CTE) programs not part of the combined plan? The draft CTE plan focus on work-based learning could greatly benefit from coordination with other work-based programs, youth employment efforts, and local sector strategy connections (p.43).	Worksystems	Part II. Strategic Elements, (a) Economic, Workforce, and Workforce Development Activities Analysis, (2) Workforce Development, Education, and Training Activities Analysis, (B) The Strengths and Weaknesses of Workforce Development Activities [page 43]	
16	The Weaknesses section is light. I would like to see the State acknowledge real concerns from the field (in real time data sharing? Delayed communication? Procurement and contracting always being late? Insufficient support services?)	Oregon Workforce Partnership	Part II. Strategic Elements, (a) Economic, Workforce, and Workforce Development Activities Analysis, (2) Workforce Development, Education, and Training Activities Analysis, (B) The Strengths and Weaknesses of Workforce Development Activities [page 43]	
17	Great callout (below) and yet LWB's don't have all of the information about how much is invested locally across the system. It's hard to coordinate if you can't see the whole picture. (The LWDBs, as neutral independent brokers of workforce services, purchase contracted workforce services that are provided through the WSO centers to support talent development, job creation, income progression, business competitiveness, and expanded opportunities for citizen prosperity. The LWDBs certify WorkSource Oregon centers.)	Oregon Workforce Partnership	Part II. Strategic Elements, (a) Economic, Workforce, and Workforce Development Activities Analysis, (2) Workforce Development, Education, and Training Activities Analysis, (C) State Workforce Development Capacity [page 45-46]	
18	We appreciate the WTBDs vision and goals (pgs. 50-52).	Worksystems	Part II. Strategic Elements, (b) State Strategic Vision and Goals [page 50-52]	

Public Comment Received for the Oregon WIOA Combined State Plan

<u>No.</u>	<u>Question/Comment</u>	<u>Source</u>	<u>Reference</u>	<u>Answer/Response</u>
19	Page 53 – LWB assessments? What is the plan and timeframe for these?		Part II. Strategic Elements, (b) State Strategic Vision and Goals, (4) Assessment [page 52-53]	
20	How are business and job seeker satisfaction measured (p. 53)? We would recommend a third party be used for these measures and that the results be regularly shared with State and local Boards.	Worksystems	Part II. Strategic Elements, (b) State Strategic Vision and Goals, (4) Assessment [page 53]	
21	Page 54 THANK YOU! (This work requires state agencies and local workforce boards to continue the shift from a compliance– and program–specific orientation to a highly–integrated, outcomes–based system that makes value–added investments based on community needs. This work will also require greater responsibility, accountability, and autonomy for decision making at the local level.)	Oregon Workforce Partnership	Part II. Strategic Elements, (b) State Strategic Vision and Goals, (4) Assessment [page 54]	
22	Who is creating the measurement systems for the standards (p. 54)?	Worksystems	Part II. Strategic Elements, (b) State Strategic Vision and Goals, (4) Assessment [page 54]	
23	Page 58 cites (In addition, work continues to strengthen the framework for partnering by developing and implementing processes will make it easier for state agencies, local boards and other workforce organizations to work together and better understand each other’s services.) HOW? We still need to map roles and responsibilities.	Oregon Workforce Partnership	Part II. Strategic Elements, (c) State Strategy, (2) Describe alignment strategies [page 58]	
24	How often does WSET meet and can the meetings be more public and transparent? Page 68	Oregon Workforce Partnership	Part II. Strategic Elements, (c) State Strategy, (2) Describe alignment strategies [page 58]	
25	How does the WSET Interface with the local workforce areas? How are local resources, programs and services considered by the WSET?	Worksystems	Part II. Strategic Elements, (c) State Strategy, (2) Describe alignment strategies [page 58]	

Public Comment Received for the Oregon WIOA Combined State Plan

<u>No.</u>	<u>Question/Comment</u>	<u>Source</u>	<u>Reference</u>	<u>Answer/Response</u>
26	<p>The strategy outlined to increase resources for occupational skill development is too narrow and could actually impede additional investments in training (p. 59). There should be an assessment of all resources in the system available (or potentially available) for training. If a threshold is still desired, it should be a combined measure based on all programs offering training.</p> <p>WIOA Title I is a diminishing resource (currently less than ½ of what Oregon received in 2000) and local areas need maximum flexibility to align and deploy those resources to the highest and best local use. For example, the City of Portland made a \$1.5 million training investment through the local Board to train women and people of color in the construction industry. The City made this investment because they could leverage Title I to fund administrative and coordinating activities which cost about \$150,000. In an age of diminishing local resources, this kind of flexibility must be maintained.</p>	Worksystems	Part II. Strategic Elements, (c) State Strategy, (2) Describe alignment strategies [page 59]	
27	How do local priorities, as reflected in comprehensive local plans, influence enrollment and prioritization in Adult Basic Education (Title II) programs (p. 63)? SNAP?	Worksystems	Part III. Operational Planning Elements, (a) State Strategy Implementation, (2) Implementation of State Strategy, (A) Core Program Activities to Implement the State's Strategy [page 63-64]	
28	How does the “strategic connectivity” work being undertaken by Trade Act include and align with local planning efforts (p. 72)?	Worksystems	Part III. Operational Planning Elements, (a) State Strategy Implementation, (2) Implementation of State Strategy, (B) Alignment with Activities Outside the Plan [page 72]	
29	Page 76 talks about employer feedback. I wish the new Plan would talk about how they hope to strengthen the quantity and quality of employer feedback the system receives. Also, I wish they would do a better job of capturing that information and communicating to local areas so we can better understand how well we serve business customers.	Oregon Workforce Partnership	Part III. Operational Planning Elements, (a) State Strategy Implementation, (2) Implementation of State Strategy, (D) Coordination, Alignment, and Provision of Services to Employers [page 76-77]	

Public Comment Received for the Oregon WIOA Combined State Plan

<u>No.</u>	<u>Question/Comment</u>	<u>Source</u>	<u>Reference</u>	<u>Answer/Response</u>
30	On page 93, I-Trac is managed by Worksystems, the Portland-Metro Workforce Development Board.	Worksystems	Part III. Operational Planning Elements, (b) State Operating Systems and Policies, (1) State Operating Systems that Support Implementation, (B) Data Collection and Reporting [page 93]	
31	Notable - p. 95 - In July 2020, Oregon will discontinue its procedure for automatically co-enrolling customers in both Wagner-Peyser and WIOA Title I Adult and Dislocated Worker programs at the point they engaged in receiving WSO services. Eligible participants will become co-enrolled in in both Title III and Title I programs when they receive the first qualifying Title I service. This change will significantly lower the number of customers co-enrolled in Titles I and III, when compared to previous program years.	Oregon Workforce Partnership	Part III. Operational Planning Elements, (b) State Operating Systems and Policies, (2) State Policies that Support Implementation of the State's Strategies [page 95]	
32	On Page 100 it states - Although the WTDB's Imperatives, Objectives, and Initiatives will help focus local workforce development boards, but are not intended to act as an implementation plan for local services. LWDBs will determine how the work is done, creating plans that will work for the unique characteristics of each area. Acknowledging this is important and we need State agency leads and WTDB members to learn more about local efforts otherwise decisions are made in vacuum.	Oregon Workforce Partnership	Part III. Operational Planning Elements, (b) State Operating Systems and Policies, (3) State Program and State Board Overview, (B) State Board [page 100]	
33	An assessment report of all core programs by region should be developed and shared quarterly with State and local Boards (p. 103).	Worksystems	Part III. Operational Planning Elements, (b) State Operating Systems and Policies, (4) Assessment and Evaluation of Programs and One-Stop Program Partners, (B) Assessment of One-Stop Program Partner Programs [page 103]	
34	What are the 80 workforce standards that will be tracked, reviewed and managed (p. 103)?	Worksystems	Part III. Operational Planning Elements, (b) State Operating Systems and Policies, (4) Assessment and Evaluation of Programs and One-Stop Program Partners, (B) Assessment of One-Stop Program Partner Programs [page 103]	

Public Comment Received for the Oregon WIOA Combined State Plan

<u>No.</u>	<u>Question/Comment</u>	<u>Source</u>	<u>Reference</u>	<u>Answer/Response</u>
35	How is the RESEA data shared with system partners?	Worksystems	Part III. Operational Planning Elements, (b) State Operating Systems and Policies, (4) Assessment and Evaluation of Programs and One-Stop Program Partners, (B) Assessment of One-Stop Program Partner Programs [page 103]	
36	The response to the question on page 105 says that WSET determines what programs will be evaluated and how. However, the question asks “how will evaluations of core programs be coordinated and designed in conjunction with State and local Boards”.	Worksystems	Part III. Operational Planning Elements, (b) State Operating Systems and Policies, (4) Assessment and Evaluation of Programs and One-Stop Program Partners, (D) Evaluation [page 105]	
37	Page 105 #5 – distribution of resources – why is OED exempt from this?	Oregon Workforce Partnership	Part III. Operational Planning Elements, (b) State Operating Systems and Policies, (5) Distribution of Funds for Core Programs [page 105-108]	
38	The third bullet under (B) Title II should say WIOA (not WIA) definitions.	Worksystems	Part III. Operational Planning Elements, (b) State Operating Systems and Policies, (5) Distribution of Funds for Core Programs, (B) For Title II [page 107]	
39	When will all WSO centers have access to Video Relay Services? In Gresham and Eugene, WSO Offices have installed a Video Relay System (VRS) for assuring equitable access to the Deaf and Hard of Hearing (D&HH) community.	Oregon Workforce Partnership	Part III. Operational Planning Elements, (b) State Operating Systems and Policies, (8) Addressing the Accessibility of the One-Stop Delivery System for Individuals with Disabilities [page 125]	

Public Comment Received for the Oregon WIOA Combined State Plan

<u>No.</u>	<u>Question/Comment</u>	<u>Source</u>	<u>Reference</u>	<u>Answer/Response</u>
40	Noticed no contingency plan for if the economy dips back into a recession with significant unemployment resulting. On page 140, it talks about Rapid Response and about Disasters in general. It talks at length about how strong the economy has been and how low unemployment has been. Considering the economy is struggling now, there is reason to update this.	Oregon Workforce Partnership	Part VI. Program-Specific Requirements for Core Programs, Adult, Dislocated Worker, and Youth Activities under Title I-B, (a) General Requirements, (2) Statewide Activities, (B) Describe Use of Governor's Set Aside Funds [page 140-142]	
41	Department of Human Services Vocational Rehabilitation Program and the Oregon Commission for the Blind should have independent program-specific responses.	Agency Input	Part VI. Program-Specific Requirements for Core Programs, Vocational Rehabilitation [page 209-361]	
42	Page 276 – the paragraph just ends ... Feedback on Employer Relationships	Oregon Workforce Partnership	Part VI. Program-Specific Requirements for Core Programs, Vocational Rehabilitation, (j) Statewide Assessment, (1) Assessment of Rehabilitation Needs of Individuals with Disabilities, (D) Who have been Served through Other Components [page 276]	
43	This is a big one – relationship with WSO / VR feedback. The Vocational Rehabilitation and Commission for the Blind are essential services to individuals with Disabilities. Since the employment rate for people with disabilities decreased in 2019, there should be increased visibility and discussion on working through the feedback and issues people with disabilities face in the WorkSource Oregon system.	Oregon Workforce Partnership	Part VI. Program-Specific Requirements for Core Programs, Vocational Rehabilitation, (j) Statewide Assessment, (1) Assessment of Rehabilitation Needs of Individuals with Disabilities, (D) Who have been Served through Other Components [page 278-279]	

Public Comment Received for the Oregon WIOA Combined State Plan

<u>No.</u>	<u>Question/Comment</u>	<u>Source</u>	<u>Reference</u>	<u>Answer/Response</u>
44	<p>Our referral processes across public and nonprofit partners are outdated and need support since the systems to serve people are complex and in constant fluctuation. New technologies, like Unite Us, could serve as a path forward. (Page 286 - Addressing confounding service needs requires strong relationships with referral organizations, and clear communication between vocational rehabilitation counselors and clients regarding the appropriate resource to address different needs. Nearly 70 percent of staff and 90 percent of partners felt that some or most/all individuals needed referrals to community partners. Sixty (60) percent of individuals identified this need. Half of vocational rehabilitation staff felt that this service was received by some or most/all of the individuals who need it, compared to nearly 80 percent of program partners. Just over half (52 percent) of participants who reported this need indicated receipt. Increasing connections with community partners and supporting the ability of partners to serve people with disabilities may create more capacity in the broader service system. These partner agencies may assist people with disabilities to receive services addressing stability and self-sufficiency needs outside of, in addition to, Oregon Vocational Rehabilitation. Issues around information sharing and accessibility would need to be addressed to make these partnerships effective.)</p>	Oregon Workforce Partnership	Part VI. Program-Specific Requirements for Core Programs, Vocational Rehabilitation, (j) Statewide Assessment, (1) Assessment of Rehabilitation Needs of Individuals with Disabilities, (E) Who are Youth with Disabilities [page 286]	
45	<p>For the Expected Level of Performance for Wagner-Peyser, the Employment (Fourth Quarter after exit) and Median Earnings (Second Quarter after Exit) for both Program Years have been interchanged.</p>	U.S. Department of Labor Federal Project Officer	Part VI. Program-Specific Requirements for Core Programs, Appendix 1. Performance Goals for Core Programs [page 368]	
46	<p>A significant way the State could help is setting expectations for partnerships and braided funding across everything that impacts people's success on reaching their potential. I assume this would need to happen through the Legislature. This is not limited to the Plan's called out programs, but also includes (Perkins, Block Grants, REO). When is the State planning on beginning these conversations?</p>	Oregon Workforce Partnership	General Question/Comment	
47	<p>Key partners who can help make this plan a reality are not at the table of system coordination. (Oregon Department of Education, Dept. of Corrections, Early Learning Division, Nonprofits, community members served, etc.)</p>	Oregon Workforce Partnership	General Question/Comment	
48	<p>Increase remote access of services; bricks and mortar are outdated for many as transportation becomes a greater challenge. This means the entire state needs to have access to high speed internet.</p>	Oregon Workforce Partnership	General Question/Comment	

Docket Item: 5.1 Local Planning – Oregon Workforce Partnership

Our Position is that the Oregon Workforce and Talent Development Board (WTDB) enables meaningful work for all Oregonians by:

- Leading and communicating a long-term vision for Oregon that anticipates and acts on future workforce needs;
- Advising the Governor and the legislature on workforce policy and plans;
- Aligning public workforce policy, resources, and services with employers, education, training and economic development;
- Identifying barriers, providing solutions, and avoiding duplication of services;
- Promoting accountability among public workforce partners; and
- Sharing best practices and innovative solutions that are scalable statewide and across multiple regions.

Strategic Plan Imperatives:



Summary:

Under the Workforce Innovation and Opportunity Act (WIOA), the Governor of each State must submit a Unified or Combined State Plan to the Secretary of the U.S. Department of Labor that outlines a four-year strategy for the State's workforce development system. In a similar fashion, local workforce development boards (LWDBs) must submit a four-year plan to their respective state boards.

In Oregon, the nine LWDBs are currently developing their local plans according to the guidelines and template provided by the Higher Education Coordinating Commission Office of Workforce Investments on November 19, 2020. Most LWDBs were working on their local plan before the guidelines and template were finalized and are now in final stages of preparation including public comment and LWDB approval. LWDB plans are due to the WTDB for review by April 30, 2020.

HIGHER EDUCATION COORDINATING COMMISSION
WORKFORCE AND TALENT DEVELOPMENT BOARD

December 6, 2019

Docket Item 4.5

LWDB plans will be evaluated¹ during May and presented to the WTDB with recommendations from the evaluation team at the June 12, 2020 WTDB meeting.

Docket Material:

Workforce Innovation and Opportunity Act Local Plan Template.

Staff Recommendation:

This is an information item only.

¹ The evaluation process is currently under development and will be completed and communicated soon. Through U.S. Department of Labor grant funds, the consultants with the firm of Maher & Maher are assisting in the development of the evaluation process, communication, and training related to the process.

Workforce Innovation and Opportunity Act
Local Plan
[INSERT LOCAL AREA NAME]

Submitted by
[INSERT LOCAL BOARD NAME]

July 1, 2020 – June 30, 2024

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Section 1: Workforce and Economic Analysis

Please answer the questions in Section 1 in **eight (8) pages or less**. The Oregon Employment Department's Workforce and Economic Research Division has a regional economist and workforce analyst stationed in each of the nine local areas. These experts can assist in developing responses to the questions 1.1 through 1.3 below.

1.1 An analysis of the economic conditions including existing and emerging in-demand industry sectors and occupations; and the employment needs of employers in those industry sectors and occupations. [WIOA Sec. 108(b)(1)(A)]

[Click here to enter text.](#)

1.2 An analysis of the knowledge and skills required to meet the employment needs of the employers in the local area, including employment requirements for in-demand industry sectors and occupations. [WIOA Sec. 108(b)(1)(B)]

[Click here to enter text.](#)

1.3 An analysis of the local workforce, including current labor force employment (and unemployment) data, and information on labor market trends, and the educational and skill levels of the workforce in the region, including individuals with barriers to employment. [WIOA Sec. 108(b)(1)(C)]

[Click here to enter text.](#)

1.4 An analysis and description of adult and dislocated worker workforce development activities, including type and availability of education, training and employment activities. Include analysis of the strengths and weaknesses of such services, and the capacity to provide such services, in order to address the needs identified in 1.2. [WIOA Sec. 108(b)(1)(D) & 108 (b)(7)]

[Click here to enter text.](#)

1.5 An analysis and description of youth workforce activities, including activities for youth with disabilities. Identify successful models and best practices, for youth workforce activities relevant to the local area. [WIOA Sec. 108(b)(9)]

[Click here to enter text.](#)

Section 2: Strategic Vision and Goals

Please answer the questions in Section 2 in **twelve (12) pages or less**. Section 2 responses should be greatly influenced by the members of the local workforce development board and other community stakeholders.

2.1 Provide the board’s vision and goals for its local workforce system in preparing an educated and skilled workforce in the local area, including goals for youth and individuals with barriers to employment. [WIOA Sec. 108(b)(1)(E)]

[Click here to enter text.](#)

2.2 Describe how the board’s vision and goals align with and/or supports the vision of the Oregon Workforce and Talent Development Board (WTDB):

The WTDB approved their [2020-2021 Strategic Plan](#) in September 2019.

Vision

Equitable Prosperity for All Oregonians

Mission

Advance Oregon through meaningful work, training, and education by empowering people and employers

[Click here to enter text.](#)

2.3 Describe how the board’s goals, strategies, programs, and projects align with and will contribute to achieving the WTDB’s Imperatives, Objectives, and Initiatives summarized below:

- Advancing equity and inclusion and connecting all of Oregon’s communities (tribal, rural, urban, and others);
- Working collaboratively and expanding workforce system partnerships, especially public-private partnerships;
- Acting on bold and innovative strategies that are focused on results;
- Aligning workforce system programs and services and investments;
- Increasing awareness, access, and utilization of workforce system programs and services;
- Understanding the true wages required for self-sufficiency and advocating solutions that address gaps;
- Increasing problem-solving and critical thinking skills in students, youth, and adults;
- Creating and recognizing industry-driven credentials of value including essential employability skills; and
- Increasing progress toward achieving Oregon’s Adult Attainment Goal.

[Click here to enter text.](#)

2.4 Describe board actions to become and/or remain a high-performing board. These include, but are not limited to four categories with accompanying indicators, based on national best practices and characteristics of high performing local boards. See Local Plan References and Resources. [WIOA Sec. 108(b)(18)]

- Data-driven Decision-making
 - The Board is positioned as the “go to” source for labor market information among community partners.
 - The Board utilizes the labor market intelligence provided by regional economists for decision making.
- Strategy
 - The Board monitors and updates a strategic plan.
 - The Board frames board meetings around strategic initiatives and utilizes a consent agenda.
- Partnerships and Investments
 - The Board collaborates regularly with core partners and organizations beyond the core partners.
 - The Board is business-driven and uses a sector-based approach to engaging local employers.
- Programs
 - The Board promotes efforts to enhance provision of services to individuals with barriers to employment.
 - The Board has established policies, processes, criteria for issuing individual training accounts that aligns with its identified goals, strategies, and targeted industries.

[Click here to enter text.](#)

2.5 Describe how the board’s goals relate to the achievement of federal performance accountability measures. [WIOA Sec. 108(b)(1)(E)]

[Click here to enter text.](#)

Section 3: Local Area Partnerships and Investment Strategies

Please answer the questions in Section 3 in **eight (8) pages or less**. Many of the responses below, such as targeted sector strategies, should be based on strategic discussions with the local board and partners.

3.1 Taking into account the analysis in Section 1, describe the local board’s strategy to work with the organizations that carry out core programs to align resources in the local area, in support of the vision and goals described in Question 2.1. See Local Plan References and Resources. [WIOA Sec. 108(b)(1)(F)]

[Click here to enter text.](#)

3.2 Identify the programs/partners that are included in the local workforce development system. Include, at a minimum, organizations that provide services for Adult Education and Literacy, Wagner-Peyser, Vocational Rehabilitation, Temporary Assistance for Needy Families, Supplemental Nutritional Assistance Program, and programs of study authorized under the Carl D. Perkins Career and Technical Education Act of 2006. See Local Plan References and Resources. [WIOA Sec. 108(b)(2)]

[Click here to enter text.](#)

3.3 Describe efforts to work with partners identified in 3.2 to support alignment of service provision to contribute to the achievement of WTDB’s goals and strategies. See Local Plan References and Resources. [WIOA Sec. 108(b)(2)]

[Click here to enter text.](#)

3.4 Describe strategies to implement the WorkSource Oregon Operational Standards, maximizing coordination of services provided by Oregon Employment Department and the local board’s contracted service providers in order to improve services and avoid duplication. See Local Plan References and Resources. [WIOA Sec. 108(b)(12)]

[Click here to enter text.](#)

3.5 Identify how the local board will carry out a review of local applications submitted under WIOA Title II Adult Education and Literacy, consistent with the local plan and state provided criteria. See Local Plan References and Resources. [WIOA Sec. 108(b)(13)]

[Click here to enter text.](#)

3.6 Describe efforts to support and/or promote entrepreneurial skills training and microenterprise services, in coordination with economic development and other partners. [WIOA Sec. 108(b)(5)]

[Click here to enter text.](#)

3.7 Describe how the local board coordinates education and workforce investment activities with relevant secondary and postsecondary education programs and activities to coordinate strategies, enhance services, and avoid duplication of services. [WIOA Sec. 108(b)(10)]

[Click here to enter text.](#)

3.8 Describe efforts to coordinate supportive services provided through workforce investment activities in the local area, including facilitating transportation for customers. [WIOA Sec. 108(b)(11)]

[Click here to enter text.](#)

3.9 Based on the analysis described in Section 1.1-1.3, identify the populations that the local area plans to focus its efforts and resources on, also known as targeted populations.

[Click here to enter text.](#)

3.10 Based on the analysis described Section 1, identify all industries where a sector partnership(s) is currently being convened in the local area or there will be an attempt to convene a sector partnership and the timeframe. Identify whether or not the Next Gen model is being used for each sector partnership. If the Next Gen model is not being used, describe why it is not being used.

[Click here to enter text.](#)

3.11 Based on the analysis described Section 1, describe the local investment strategy toward targeted sectors strategies identified in 3.10 and targeted populations identified in 3.9.

[Click here to enter text.](#)

3.12 Identify and describe the strategies and services that are and/or will be used to:

- A. Facilitate engagement of employers, including small employers and employers in in-demand industry sectors and occupations, in workforce development programs in addition to targeted sector strategies
- B. Support a local workforce development system described in 3.2 that meets the needs of businesses
- C. Better coordinate workforce development programs with economic development partners and programs
- D. Strengthen linkages between the one-stop delivery system and unemployment insurance programs

This may include the implementation of incumbent worker training programs, on-the-job training programs, work-based learning programs, apprenticeship models, customized training programs, or utilization of effective business intermediaries and other business services and strategies that support the local board's strategy in 3.1.

[WIOA Sec. 108(b)(4)(A&B)]

[Click here to enter text.](#)

3.13 Does the local board currently leverage or have oversight of funding outside of WIOA Title I funding and state general funds to support the local workforce development system? Briefly describe the funding and how it will impact the local system. If the local board does not currently have oversight of additional funding, does it have future plans to pursue them?

[Click here to enter text.](#)

Section 4: Program Design and Evaluation

Please answer the following questions in Section 4 in **ten (10) pages or less**. Many of the responses below, such as career pathways and individual training accounts, should be based on strategic discussions with the local board and partners.

4.1 Describe how the local board, working with the entities carrying out core programs, will expand access to employment, training, education, and supportive services for eligible individuals, particularly eligible individuals with barriers to employment. [WIOA Sec. 108(b)(3)]

[Click here to enter text.](#)

4.2 Describe how the local board will facilitate the development of career pathways, consistent with the Career Pathways Definitions. See Local Plan References and Resources. [WIOA Sec. 108(b)(3)]

[Click here to enter text.](#)

4.3 Describe how the local board will utilize co-enrollment, as appropriate, in core programs to maximize efficiencies and use of resources. [WIOA Sec. 108(b)(3)]

[Click here to enter text.](#)

4.4 Describe one-stop delivery system in the local area, consistent with the One-Stop Center Definitions including:

- A. The local board's efforts to ensure the continuous improvement of eligible providers of services, including contracted services providers and providers on the eligible training provider list, through the system and ensure that such providers meet the employment needs of local employers, and workers and jobseekers. [WIOA Sec. 108(b)(6)(A)]

[Click here to enter text.](#)

- B. How the local board will facilitate access to services provided through the one-stop delivery system in remote areas, through the use of technology, and through other means. [WIOA Sec. 108(b)(6)(B)]

[Click here to enter text.](#)

- C. How entities within the one-stop delivery system, including one-stop operators and the one-stop partners, will comply with WIOA section 188, if applicable, and applicable provisions of the Americans with Disabilities Act of 1990 regarding the physical and programmatic accessibility of facilities, programs and services, technology, and materials for individuals with disabilities, including providing staff training and support for addressing the needs of individuals with disabilities. See Local Plan References and Resources. [WIOA Sec. 108(b)(6)(C)]

[Click here to enter text.](#)

D. Describe the roles and resource contributions of the one-stop partners by providing a summary of the area's memorandum of understanding (and resource sharing agreements, if such documents are used). [WIOA Sec. 108(b)(6)(D)]

[Click here to enter text.](#)

E. Describe how one-stop centers are implementing and transitioning to an integrated technology-enabled intake and case management information system for core programs and programs carried out by one-stop partners [WIOA Sec. 108(b)(21)]

[Click here to enter text.](#)

4.5 Consistent with the Guidance Letter on Minimum Training Expenditures, describe how the board plans to implement the occupational skill development expenditure minimum.

Clearly state whether the local board will:

A. Expend a minimum 25% of WIOA funding under the local board's direct control on occupational skill development.

OR

B. Use an alternative formula that includes other income beyond WIOA funding to meet the minimum 25% expenditure minimum. Provide a description of other income it would like to include in calculating the expenditure minimum.

[Click here to enter text.](#)

4.6 Describe the policy, process, and criteria for issuing individual training accounts (ITAs) including any limitations on ITA amounts. [WIOA Sec. 108(b)(19)]

[Click here to enter text.](#)

4.7 If training contracts are used, describe processes utilized by the local board to ensure customer choice in the selection of training programs, regardless of how the training services are to be provided. See Local Plan References and Resources. [WIOA Sec. 108(b)(19)]

[Click here to enter text.](#)

4.8 Describe process utilized by the local board to ensure that training provided is linked to in-demand industry sectors or occupations in the local area, or in another area to which a participant is willing to relocate. [WIOA Sec. 134(c)(3)(G)(iii)]

[Click here to enter text.](#)

4.9 Describe how rapid response activities are coordinated and carried out in the local area. See Local Plan References and Resources. [WIOA Sec. 108(b)(8)]

[Click here to enter text.](#)

4.10 Describe the design framework for youth programs utilized by the local board, and how the required 14 program elements are to be made available within that framework.

[Click here to enter text.](#)

Section 5: Compliance

Please answer the questions in Section 5 in **eight (8) pages or less**. Most of the response should be staff-driven responses as each are focused on the organization's compliance with federal or state requirements.

5.1 Describe the process for neutral brokerage of adult, dislocated worker, and youth services. Identify the competitive process and criteria (such as targeted services, leverage of funds, etc.) used to award funds to sub-recipients/contractors of WIOA Title I Adult, Dislocated Worker, and Youth services, state the names of contracted organizations, and the duration of each contract. [WIOA Sec. 108(b)(16)]

[Click here to enter text.](#)

5.2 Identify the One-Stop Operator and describe the established procedures for ongoing certification of one-stop centers.

[Click here to enter text.](#)

5.3 Provide an organization chart as Attachment A that depicts a clear separation of duties between the board and service provision.

5.4 Provide the completed Local Board Membership Roster form included in Oregon draft policy WIOA 107(b) – Local Board Membership Criteria as Attachment B. See Local Plan References and Resources.

5.5 Provide the policy and process for nomination and appointment of board members demonstrating compliance with Oregon draft policy WIOA 107(b) – Local Board Membership Criteria as Attachment C.

5.6 Provide the completed Local Workforce Development Board Certification Request form included in Oregon draft policy WIOA 107(c) – Appointment and Certification of Local Workforce Development Board as Attachment D. See Local Plan References and Resources.

5.7 Provide the name, organization, and contact information of the designated equal opportunity officer for WIOA within the local area.

[Click here to enter text.](#)

5.8 Identify the entity responsible for the disbursement of grant funds. See Local Plan References and Resources. [WIOA Sec. 108(b)(15)]

[Click here to enter text.](#)

5.9 Indicate the negotiated local levels of performance for the federal measures. [WIOA Sec. 108(b)(17)]

[Click here to enter text.](#)

5.10 Describe indicators used by the local board to measure performance and effectiveness of the local fiscal agent (where appropriate), contracted service providers and the one-stop delivery system, in the local area. [WIOA Sec. 108(b)(17)]

[Click here to enter text.](#)

5.11 Provide a description of the replicated cooperative agreements, as defined by WIOA 107(d)(11), in place between the local board and the Department of Human Services' Office of Vocational Rehabilitation Services with respect to efforts that will enhance the provision of services to individuals with disabilities and to other individuals, such as cross training of staff, technical assistance, use and sharing of information, cooperative efforts with employers, and other efforts at cooperation, collaboration, and coordination. See Local Plan References and Resources. [WIOA Sec. 108(b)(14)]

[Click here to enter text.](#)

5.12 Describe the process for getting input into the development of the local plan in compliance with WIOA section 108(d) and providing public comment opportunity prior to submission. Be sure to address how members of the public, including representatives of business, labor organizations, and education were given an opportunity to provide comments on the local plans. If any comments received that represent disagreement with the plan were received, please include those comments here. See Local Plan References and Resources. [WIOA Sec. 108(b)(14)]

[Click here to enter text.](#)

5.13 State any concerns the board has with ensuring the compliance components listed below are in place. Copies of documents are not required at this time but may be requested during monitoring.

- Administration of funds
- Agreement between all counties and other local governments, if applicable, establishing the consortium of local elected officials
- Agreement between the Local Elected Officials and the Workforce Development Board
- Local Workforce Development Board Bylaws
- Code of Conduct
- Approved Budget
- Memorandum of Understanding and/or Resource Sharing Agreements, as applicable
- Required policies on the following topics
 - Financial Management including cost allocation plan, internal controls, cash management, receipts of goods, cost reimbursement, inventory and equipment, program income, travel reimbursement, audit requirements and resolution, annual report, property management, debt collection, procurement, allowable costs

- Program Management including equal opportunity for customers, supportive services, needs related payments, file management, eligibility, self-sufficiency criteria, individual training accounts, layoff assistance, priority of services, grievance for eligible training providers list, determination of an insufficient number of eligible training providers in the local area (if applicable), transitional jobs, stipends, training verification/refunds,
- Risk Management including records retention and public access, public records requests, monitoring, grievance, incident, disaster recovery plan
- Board Policies including board appointment, board resolutions, conflict of interest
- Human Resources including employee classification, benefits, holidays and PTO, recruitment and selection, employee development, discipline, layoffs, terminations, and severance, drug policy, sexual harassment, equal opportunity/non-discrimination
- Professional Services Contract for Staffing/Payroll Services, if applicable
- Contract for I-Trac Data Management System

[Click here to enter text.](#)

5.14 Provide the completed copies of the following local board approval forms:

- Statement of Concurrence
- Partner Statement of Agreement
- Assurances

WIOA compliant versions of these documents will be posted in the near future.

Docket Item: 6.1 Local Board Designations

Our Position is that the Oregon Workforce and Talent Development Board (WTDB) enables meaningful work for all Oregonians by:

- Leading and communicating a long-term vision for Oregon that anticipates and acts on future workforce needs;
- Advising the Governor and the legislature on workforce policy and plans;
- Aligning public workforce policy, resources, and services with employers, education, training and economic development;
- Identifying barriers, providing solutions, and avoiding duplication of services;
- Promoting accountability among public workforce partners; and
- Sharing best practices and innovative solutions that are scalable statewide and across multiple regions.

Strategic Plan Imperatives:



Summary:

On October 22, 2014, the Governor, upon recommendation of the Oregon Workforce Investment Board (now WTDB), designated five new local workforce areas. The process conformed to Section 116 of the Workforce Investment Act (WIA) and aligned with Section 106(b)(4) of the Workforce Innovation and Opportunity Act (WIOA).

On September 13, 2019, WTDB Docket Item 6.2 included information that some county commissioners across the State were discussing the option to (re)designate local workforce development areas.

To date, three counties in Oregon – Morrow, Umatilla, and Benton – have requested to leave their current local workforce development areas. Copies of the requests are included. Now that some counties have made that request, the next step will be for any newly proposed local workforce areas to submit a request for designation. These requests must include specific

HIGHER EDUCATION COORDINATING COMMISSION
WORKFORCE AND TALENT DEVELOPMENT BOARD

March 13, 2020
Docket Item 6.1

analysis and other (economic, demographic, etc.) information pertaining to the proposed new areas. Representatives from the WTDB, HECC/OWI, and the Governor's office will review these responses and determine next steps.

Designating new local workforce development areas occurs when the Governor, after receiving recommendation(s) from the WTDB, submits the proposed boundaries to the US Department of Labor for federal approval. New local workforce development areas will potentially result in the realignment of some county-by-county economic initiatives. Changes to local area boundaries will result in changes to the federal funding received by each local area affected.

If no unexpected delays occur, any new local workforce development areas approved by the Governor would become effective on **July 1, 2021**.

Below is a high level, outline of the process, once the designation request process has started:

The process for designation must include the following:

1. Consultation with the state board;
2. Consultation with chief elected officials;
3. Consideration of comments received through the public comment process, which includes an opportunity for public comment and comment by businesses and representatives of labor organizations;
4. Consideration by the governor of geographic areas served by local education agencies, intermediate education agencies, postsecondary and vocational institutions or schools, and alignment with labor market areas (which could be defined as regional economies); and
5. Consideration by the governor of the distance that individuals must travel to receive services in such local areas and the resources available to effectively administer the activities carried out under WIOA title I.

The role of the WTDB in this process includes:

- Reviewing forwarded designation requests from the Governor
- Determining/evaluating whether there was compelling evidence that a designation would improve a variety of factors
- Providing opportunities for public comment throughout the process
- Make final recommendations to the Governor

Docket Material:

[Designation Requests and Map](#)

Staff Recommendation:

This is an information item. No action required.

HIGHER EDUCATION COORDINATING COMMISSION
WORKFORCE AND TALENT DEVELOPMENT BOARD

December 6, 2019

Docket Item 6.1

analysis and other (economic, demographic, etc.) information pertaining to the proposed new areas. Representatives from the WTDB, HECC/OWI, and the Governor's office will review these responses and determine next steps.

Designating new local workforce development areas occurs when the Governor, after receiving recommendation(s) from the WTDB, submits the proposed boundaries to the US Department of Labor for federal approval. New local workforce development areas will potentially result in the realignment of some county-by-county economic initiatives. Changes to local area boundaries will result in changes to the federal funding received by each local area affected.

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- Determining/evaluating whether there was compelling evidence that a designation would improve a variety of factors
- Providing opportunities for public comment throughout the process
- Make final recommendations to the Governor

Docket Materials:

Designation Requests
LWDA Map

Staff Recommendation:

This is an informational item. No action is required.



Local Workforce Development Area Designation Request Form

Use this form to request any changes to the current Local Workforce Development Areas (local areas) in Oregon.

A completed physical copy, or a scanned copy that includes the requestor's signature, must be submitted to:

Workforce and Labor Policy
c/o GOVERNOR'S OFFICE
900 Court Street NE, Suite 160
Salem, OR 97301
Attn: Policy Advisor

Initiator/Requestor:

- Chief Elected Official(s) [Click here to enter text.](#)
- Oregon Workforce Investment Board (OWIB) [Click here to enter text.](#)

Requested change (please include proposed new boundaries/areas):

[Click here to enter text.](#)

Reason/justification for requested change(s):

[Click here to enter text.](#)

Signature of requestor(s):

George Mundock

Title:

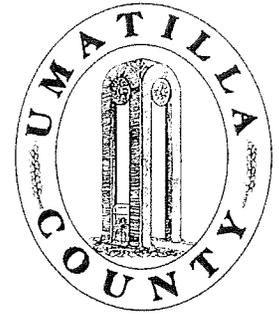
Board Chair

Date:

June 18, 2019

Umatilla County

Board of County Commissioners



George L. Murdock
541-278-6202

William J. Elfering
541-278-6201

John M. Shafer
541-278-6203

June 25, 2019

Requested Change

Umatilla County wishes to be transferred to a new workforce investment board region composed of Umatilla and Morrow Counties. Our new regional office would be housed at the Port of Morrow in Boardman. We are aware that local workforce regions are established to reflect the unique characteristics of the area they serve. We do not believe our region was established using that criteria but rather as a matter of convenience and scale.

Reason/Justification for Requested Change

The current configuration is unwieldy covering more than a third of the entire State of Oregon. A map of the state quickly reflects the fact that most local boards are comprised of a single county or in some cases perhaps two or three counties.

Seeking to have a local board that stretches from the Washington border, along the Idaho border, to the Nevada border overlooks the fundamental purpose of local boards that is to reflect the citizenry and the economy of the area they serve. There are virtually no economic or even social ties between the northern end of the EOWB region and the southern end. Much of the lower half of the region has more ties to Idaho and Nevada. It is almost 400 miles from one end of the EOWB to the other.

We've tried to imagine the response if an attempt were made to put all of the counties between the Columbia River and the California border in a single region which, in the end, would be a smaller area than the current Eastern Oregon Region. Instead, that area includes seven separate regions.

When the region was first formed, Umatilla County sought to be placed in a regional that more accurately reflected the economic character of the county. Instead, in order to create a population base sufficient to support a certain region, Umatilla was arbitrarily placed in the EOWB. There is a clear record of the fact Umatilla County did not wish to be in the EOWB and the EOWB clearly did not want Umatilla County included. This has been documented and the director of the EOWB has a record.

In good faith, Umatilla County sought to provide quality board members to the EOWB. All of our appointed members have resigned citing concerns the EOWB lacks a desire for oversight and is neither transparent nor accountable but simply wants a board that will rubber stamp decisions. These were both major business leaders who have made it clear they would be happy to serve in a new configuration.

In addition, we are deeply concerned about the proportion of the EOWB budget devoted to staff and overhead. It appears the 2019-2020 budget includes yet another new staff position. We believe the resources of a workforce region should be focused on programs, not exorbitant salaries and staffing levels and that our new region could demonstrate that philosophy.

More recently, the contract which was being used to serve Umatilla and Morrow Counties has been transferred to an organization housed with EOWB despite the protests of Umatilla County and the fact there had been no service complaints. In addition, when a recent call for proposals was sent out, the Umatilla County proposal was not funded. Sadly, the criteria for awarding the grants was established after they were received.

While we do not believe we could be successful in attracting major business leaders to EOWB, we are confident we could immediately enlist a large group of business leaders for a region of our own where they would be involved in meaningful participation. At the moment, it appears that participation from major business leaders is dwindling within EOWB.

Umatilla County, like Morrow County, is experiencing rapid economic growth fueled by Amazon and other major enterprises. In addition, while there remains a great deal of wheat production and cattle ranching in the area, precision agriculture has expanded dramatically.

We believe both Umatilla and Morrow Counties have established impressive workforce activities on their own since there has been minimal support from EOWB. Most recently, a two-day workforce summit was held in Pendleton that served 900 participants. The budget for that event was over \$20,000. A grant of \$500 was received from EOWB, but the remaining funds came from local sponsors. The production of the event was entirely done by individuals from Umatilla County.

Moreover, this is only the tip of the iceberg in terms of the workforce efforts being done at the current time by Umatilla and Morrow Counties. Unfortunately, the work is not being done in concert with the Eastern Oregon Workforce Board but rather independently by the two counties due to an almost virtual estrangement from the EOWB. Imagine the possibilities if the proposed new region could become a full partner with the OWIB.

Respectfully submitted,



George Murdock, chair
Umatilla County Board of Commissioners

GM/ms

RECEIVED

JUN 19 2019

THE BOARD OF COMMISSIONERS OF UMATILLA COUNTY

UMATILLA COUNTY
RECORDS

STATE OF OREGON

In the Matter of Support for New Local)
Workforce Development Area for) ORDER NO. BCC2019-053
Morrow and Umatilla Counties)

WHEREAS the Workforce Innovation and Opportunity Act (WIOA) includes the requirement that the Governor designate local workforce development areas to enable receipt of funding under Title I of the WIOA;

WHEREAS WIOA is designed to help job seekers access employment, education, training, and support services to succeed in the labor market and to match employers with the skilled workers they need to compete in the global economy;

WHEREAS in 2015, Local Workforce Boards were re-chartered to align federal and state program areas that would better serve Oregon's residents and businesses, and Umatilla County was placed in a Local Workforce Investment Board with Baker, Grant, Harney, Malheur, Morrow, Union and Wallowa Counties, designated Eastern Oregon Workforce Board ("EOWB");

WHEREAS the purpose of a local area is to serve as a jurisdiction for the administration of workforce development activities using Adult, Dislocated Worker, and Youth funds allocated by the State and to coordinate efforts related to the other core programs at a local community level;

WHEREAS the current configuration is unwieldy covering more than a third of the entire State of Oregon and a map of the state quickly reflects the fact that most local boards are comprised of two or three counties and with much smaller land areas;

WHEREAS seeking to have a local board that stretches from the Washington border, along the Idaho border, to the Nevada border overlooks the fundamental purpose of local boards which is to reflect the citizenry and the economy of the area they serve and the fact that there are virtually no economic or even social ties between the northern end of the EOWB region and the southern end;

WHEREAS despite active participation in the EOWB, administration and funding has largely ignored the northeast area of the area and instead focused on issues and situations common to the remainder of the area but not present or applicable to Umatilla or Morrow Counties;

WHEREAS Umatilla County, like Morrow County, is experiencing rapid economic growth fueled by data centers and other major enterprises, and although a great deal of wheat production and cattle ranching remain the area, precision agriculture has expanded dramatically, creating the need for specific workforces in the two county region;

WHEREAS the workforce needs of the region have resulted in the two counties utilizing their own limited funding to address specialized workforce needs and issues, without the assistance of or funding from the EOWB;

WHEREAS the similar workforce needs of Morrow and Umatilla County have resulted in a regional labor market area with citizens working in one county and living in the other county;

WHEREAS a concerted and joint effort of the two counties in one Local Workforce Development Area, would better serve the workforce needs of the area and direct needed resources in a more effective and efficient method to assist job seekers and meet the skilled workforce required of this region.

NOW THEREFORE, THE UMATILLA COUNTY BOARD OF COMMISSIONERS ORDERS THAT:

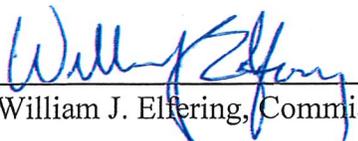
1. Umatilla County will support and participate in a new Local Workforce Development Board that will cover the areas of Morrow and Umatilla Counties.
2. Umatilla County will file a Workforce Development Area designation request form with the Governor's Office for a Morrow-Umatilla Workforce Development Board.

DATED this 19th day of June, 2019.

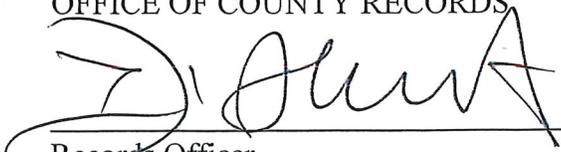
UMATILLA COUNTY BOARD OF COMMISSIONERS


George L. Murdock, Chair


John M. Shafer, Commissioner


William J. Elfering, Commissioner

ATTEST:
OFFICE OF COUNTY RECORDS


Records Officer



**BEFORE THE BOARD OF COMMISSIONERS FOR MORROW
COUNTY, OREGON**

IN THE MATTER OF SUPPORT)
FOR NEW LOCAL WORKFORCE)
DEVELOPMENT AREA FOR) RESOLUTION NO. R-2019-16
MORROW AND UMATILLA)
COUNTIES)

WHEREAS the Workforce Innovation and Opportunity Act (WIOA) includes the requirement that the Governor designate local workforce development areas to enable receipt of funding under Title I of the WIOA;

WHEREAS WIOA is designed to help job seekers access employment, education, training, and support services to succeed in the labor market and to match employers with the skilled workers they need to compete in the global economy;

WHEREAS in 2015, Local Workforce Boards were re-chartered to align federal and state program areas that would better serve Oregon's residents and businesses, and Morrow County was placed in a Local Workforce Investment Board with Baker, Grant, Harney, Malheur, Umatilla, Union and Wallowa Counties, designated Eastern Oregon Workforce Board ("EOWB");

WHEREAS the purpose of a local area is to serve as a jurisdiction for the administration of workforce development activities using Adult, Dislocated Worker, and Youth funds allocated by the State and to coordinate efforts related to the other core programs at a local community level;

WHEREAS the current configuration is covering more than a third of the entire State of Oregon and a map of the state quickly reflects the fact that most local boards are comprised of two or three counties and with much smaller land areas;

WHEREAS seeking to have a local board that stretches from the Washington border, along the Idaho border, to the Nevada border overlooks the fundamental purpose of local boards which is to reflect the citizenry and the economy of the area they serve and the fact that there are virtually no economic or even social ties between the northern end of the EOWB region and the southern end;

WHEREAS despite active participation in the EOWB, administration and funding has largely ignored the northeast area of the area and instead focused on issues and situations common to the remainder of the area but not present or applicable to Umatilla or Morrow Counties;

WHEREAS Morrow County, like Umatilla County, is experiencing rapid economic growth fueled by data centers and other major enterprises, and although a great deal of wheat production and cattle ranching remain in the area, precision agriculture has expanded dramatically, creating the need for specific workforces in the two county region;

WHEREAS the workforce needs of the region have resulted in the two counties utilizing their own limited funding to address specialized workforce needs and issues, without the assistance of, or funding from the EOWB;

WHEREAS the similar workforce needs of Morrow and Umatilla County have resulted in a regional labor market area with citizens working in one county and living in the other county;

WHEREAS a concerted and joint effort of the two counties in one Local Workforce Development Area, would better serve the workforce needs of the area and direct needed resources in a more effective and efficient method to assist job seekers and meet the skilled workforce required of this region.

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**NOW THEREFORE, THE MORROW COUNTY BOARD OF COMMISSIONERS
RESOLVES THAT:**

1. Morrow County will support and participate in a new Local Workforce Development Board that will cover the areas of Morrow and Umatilla Counties.
2. Morrow County will work in collaboration with Umatilla County to accomplish the new Local Workforce Development Board.
3. Morrow County will file a Workforce Development Area designation request form with the Governor's Office for a Morrow-Umatilla Workforce Development Board.

Dated this 26th day of June 2019.

**MORROW COUNTY BOARD OF COMMISSIONERS
MORROW COUNTY, OREGON**



Jim Doherty, Chair

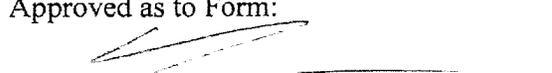


Melissa Lindsay, Commissioner



Don Russell, Commissioner

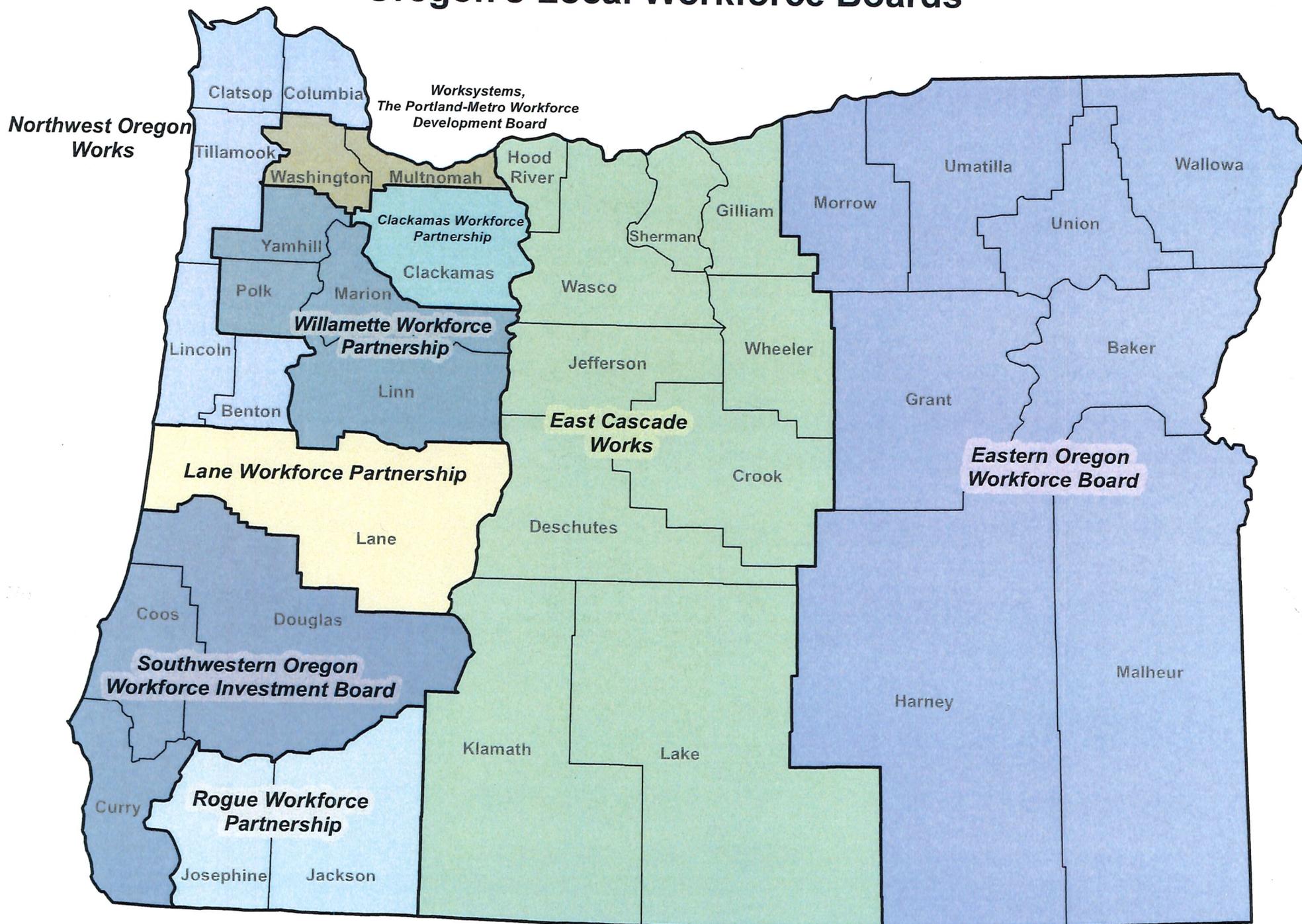
Approved as to Form:



Morrow County Counsel

*Josh Nelsc
056 # 07446*

Oregon's Local Workforce Boards





BOARD OF COMMISSIONERS

205 NW 5th Street
P.O. Box 3020
Corvallis, OR 97339-3020
541-766-6800
FAX 541-766-6893

November 5, 2019

Workforce and Labor Policy
c/o Governor's Office
900 Court Street NE, Suite 160
Salem, OR 97301
Attn: Policy Advisory

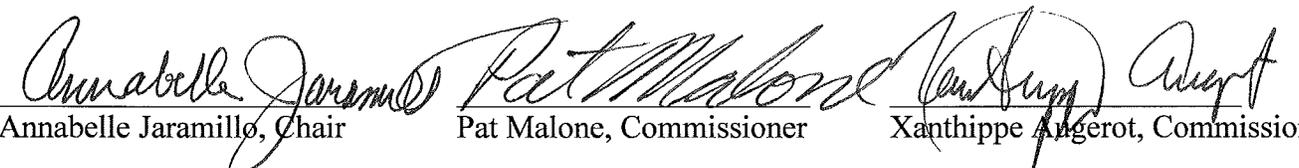
Dear WorkSource Oregon,

The Commissioners of Benton County formally request WorkSource Oregon consider the attached Local Workforce Development Area Designation Request for transfer of Benton County from Northwest Oregon Works (NOW) to Willamette Workforce Partnership (WWP). We believe Benton County's workforce development will best be served by aligning with WWP for its alignment around business sector strategies and geographic continuity. Additionally, we offer the following for your consideration:

- Linn-Benton Community College (LBCC), a cornerstone of workforce development education, training, and programs, lies within WWP. Historically, LBCC and NOW have struggled to find ways to work together. Ideas and conversation regarding healthcare partnerships have languished.
- Benton County businesses have close alignment with the sector strategies of WWP, including transportation, warehousing and distribution, manufacturing and health care. Conversely, NOW's maritime and advanced textiles sectors poorly align with Benton County.
- Benton County's Community Services Consortium, its community action agency, contracts for services to WWP for Linn County today; synergies between the County's poverty alleviation programs and workforce training are better optimized through WWP.
- Benton County's annual average wage more closely aligns with WWP than NOW, another reflection of its sector alignment.
- Benton County's population and community needs differ dramatically from those of coastal communities.

We believe WWP would welcome our participation and represents the best alignment to achieve Benton County and WorkSource Oregon's goals and objectives.

Respectfully,


Annabelle Jaramillo, Chair Pat Malone, Commissioner Xanthippe Angerot, Commissioner



Local Workforce Development Area Designation Request Form

Use this form to request any changes to the current Local Workforce Development Areas (local areas) in Oregon.

A completed physical copy, or a scanned copy that includes the requestor's signature, must be submitted to:

Workforce and Labor Policy
c/o GOVERNOR'S OFFICE
900 Court Street NE, Suite 160
Salem, OR 97301
Attn: Policy Advisor

Initiator/Requestor:

- Commissioners: Annabelle Jaramillo, Pat Malone and Xanthippe Augerot
- Oregon Workforce Investment Board (OWIB) [Click here to enter text.](#)

Requested change (please include proposed new boundaries/areas):

Change from Northwest Oregon Works to Willamette Workforce Partnership

Reason/justification for requested change(s):

Better alignment to achieve Benton County's and WorkSource Oregon's goals and objectives. Please see attached letter for further supporting information.

Signature of requestor(s):

Title:

Date:

Annabelle Jaramillo

Chair

11/5/2019

Pat Malone

Commissioner

11/5/19

Xanthippe Augerot

Commissioner

11/6/19

Docket Item: 6.2 DOL Funding Allocations

Our Position is that the Oregon Workforce and Talent Development Board (WTDB) enables meaningful work for all Oregonians by:

- Leading and communicating a long-term vision for Oregon that anticipates and acts on future workforce needs;
- Advising the Governor and the legislature on workforce policy and plans;
- Aligning public workforce policy, resources, and services with employers, education, training and economic development;
- Identifying barriers, providing solutions, and avoiding duplication of services;
- Promoting accountability among public workforce partners; and
- Sharing best practices and innovative solutions that are scalable statewide and across multiple regions.

Strategic Plan Goals:



Summary:

WIOA HAS FOUR MAIN TITLES:

- Title I- State and Local Boards; Adult, Dislocated Worker, Youth (Higher Education Coordinating Commission- HECC)
- Title II- Adult and Family Literacy (HECC)
- Title III- Wagner-Peyser (Labor Exchange- Oregon Employment Department)
- Title IV- Vocational Rehabilitation (Department of Human Services- Commission for the Blind)

As part of its responsibilities, the Oregon Workforce Talent and Development Board (WTDB) reviews the annual Title I budget that the HECC prepares in consultation with the Governor’s Office. The Grant Year for Federal WIOA Funds is July 1 through June 30 of each year.

In Oregon, the HECC Office of Workforce Investments receives an annual allotment from the US Department of Labor (DOL) via three funding streams: Adult, Dislocated Worker and Youth. These funds are used for Employment and Training Activities including board support.

A majority of the funding is required to go to Local Workforce Development Boards (LWDBs) via prescribed formula. The formula is based on employment and economic data at the board level.

Prior to the formula being applied the state (HECC) is allowed to reserve up to:

- 5% of each of the funding streams for Administration
- 10% of each of the funding streams for Statewide Activities
- 25% of the Dislocated Worker funding for Rapid Response/Pre-Layoff Services

After reserving funds, the remaining funds go directly to the LWDBs. Due to dramatic cuts in local allocations, the state has been reserving less than its allowable amounts in previous years.

That US Department of Labor has not yet issued the Training and Employment Guidance Letter (TEGL) that announces the annual allotment for 2020 so this is for informational purposes only.

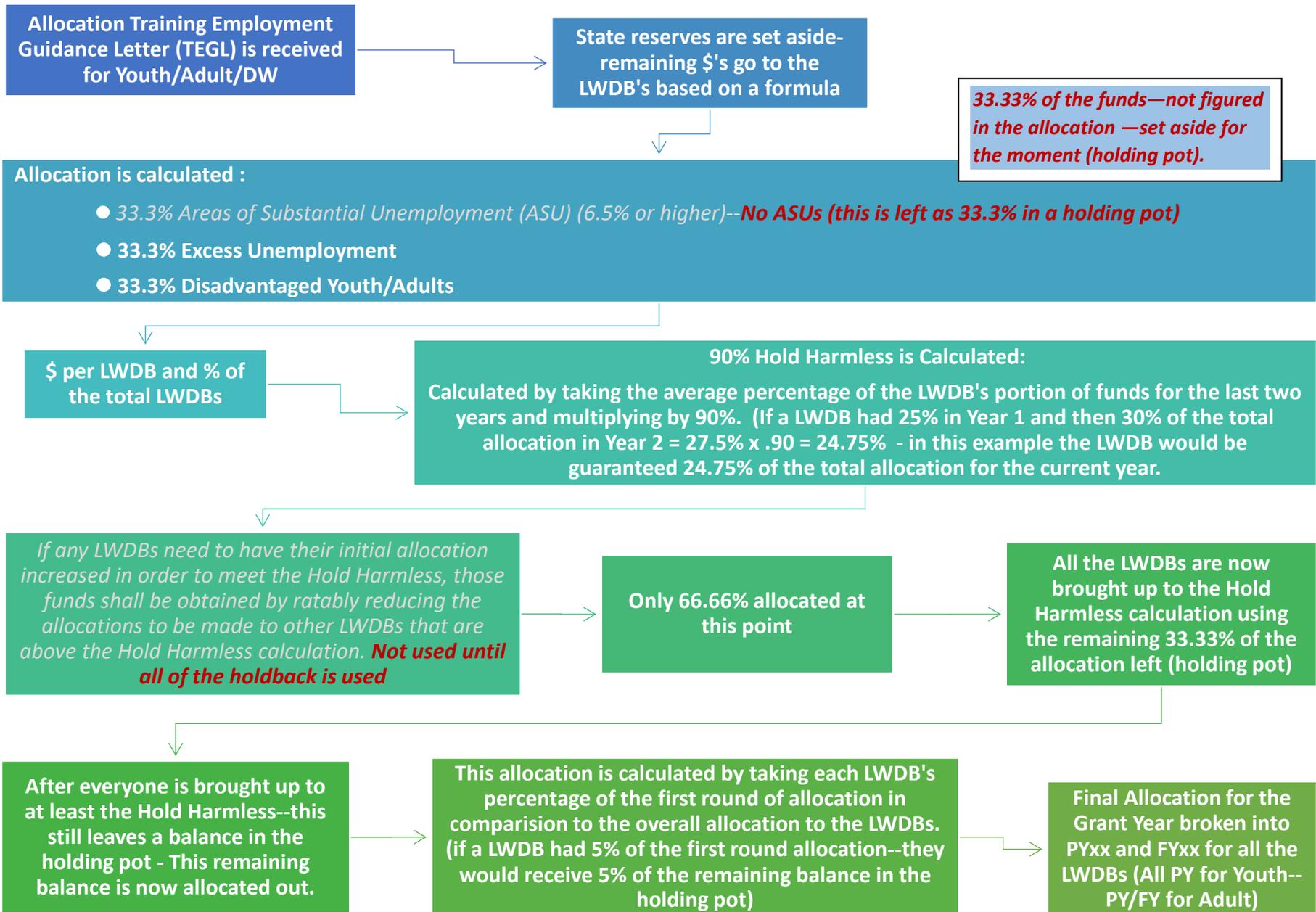
Docket Material:

[Allocation Flow Charts](#)

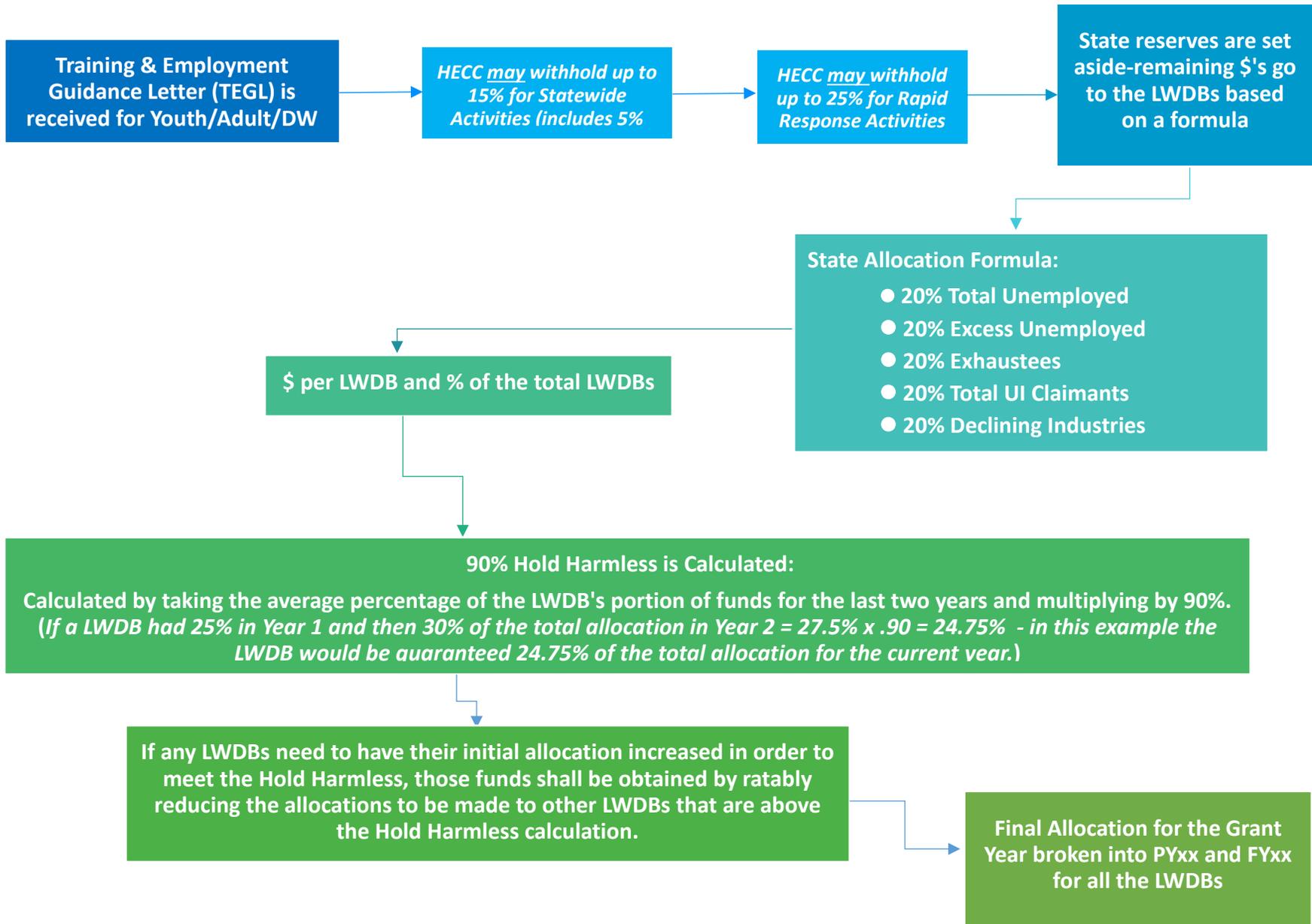
Staff Recommendation:

This is an information item. No action required.

WIOA Title I Formula Allocation Process for Youth/Adult Funds (with no Areas of Substantial Unemployment - ASUs)



WIOA Title I Formula Allocation Process for Dislocated Worker Funds



WIOA Title I Formula Allocation Process for Youth/Adult Funds

