

Workforce and Talent Development Board (WTDB)

Recruiting Opportunities



The Workforce and Talent Development Board's (WTDB) mission is to advise the Governor on workforce policy and plans, and contribute to the economic success of Oregon. This work is done by aligning state workforce policy and resources with education and economic development. It is also accomplished through promoting a proactive, flexible and innovative talent development system; and, by holding the workforce system accountable for results. The bottom line goals for the WTDB are to do our best to ensure as many Oregonians as possible develop the skills they need to sustain rewarding careers and that businesses have the talent they need to be competitive and successful.

The WTDB must provide strong leadership from labor, business, the legislature, and the public workforce system in order to carry out this mission and strive to reach the board's vision of a strong state economy and prosperous communities. These economies are fueled by skilled workers, quality jobs, and successful businesses.

What's Needed

We are currently recruiting for new board members that meet the following profile:

- Visionaries, strategists and drivers
- Leaders who want to foster systems change
- Leaders with and from Diverse backgrounds
- Both Metro and Rural Local Areas
- Director of HR or above at medium/large businesses
- Business Owners

Leaders Needed From These Priority Sectors

- Healthcare
- Advanced Manufacturing
- Technology and Software Development
- Energy
- Bioscience
- Wood Products
- Maritime
- Food and Beverage
- Outdoor Gear and Apparel

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Process and Responsibilities

- Invitation to apply, reviewed and appointed by Governor Quarterly Board meetings (4 hours each/16 hours)
- **Executive Committee** and **Continuous Improvement Committee** membership available
- Each new member will be assigned a recruitment goal by the board chair
 - **Recruiting Taskforce** may be established
- Other standing committees or taskforces opportunities as needed
- **WTDB Lunch Sessions** with key note speakers from state and national scene (1-1.5 hours each/6 hours maximum – not mandatory)
- Travel reimbursement for rural members
- Virtual attendance available

Roles and Responsibilities

These roles and responsibilities include four key areas:

- **Advising, Assisting and making Recommendations to the Governor's Office on the Workforce System**
- **The Workforce System Budget**
- **Workforce System Accountability**
- **Workforce and Talent Development Board Operations**



A Plan for Oregon's Future

Governor Kate Brown is launching Future Ready Oregon to provide skill and job training to students and adults, helping to close the gap between the skills that Oregon's workers have and the skills that Oregon's growing businesses need.

- Last year, private businesses in Oregon reported 66,600 job vacancies.
- State economists are projecting 27,000 high-wage, high-demand job openings each year through 2024.

Future Ready Oregon prepares our future workforce by making investments in education that uses hands-on learning:

- Dedicate \$300 million to Career Technical Education (CTE) classes in the 2019-2021 state budget
- Make hands-on learning programs available in every school district in Oregon
- Ensure every student in Oregon has the opportunity to participate in hands-on learning programs

Future Ready Oregon prepares our current workforce by arming them with the skills they need to help Oregon's economy grow

- Next-Gen Apprenticeships
 - Expand registered apprenticeship opportunities to fields like IT, healthcare, advanced wood manufacturing, and high-tech manufacturing.

- Turn wage earners into job creators ([House Bill 4144](#))
 - Helps mid-career construction professionals start their own business, and provides incentive to attract and retain new, young talent into the workforce.
 - Directs the Construction Contractors Board and the Building Codes Division to waive all state fees and formal education requirements for aspiring entrepreneurs who have worked in the construction industry for more than eight years.
 - Opens up an existing fund at Business Oregon to these new small businesses, to help with up-front costs. Only available for businesses in rural Oregon who work on affordable, low-, and moderate-income housing.
 - Directs the Higher Education Coordinating Commission to give grant funding to recruit, hire, and retain Oregonians new to the construction workforce.

- Increase affordable housing supply in rural Oregon
 - Regional Solutions to work with state agencies and partner with local communities, the business sector, and private developers to address the housing shortage for working families in Oregon.

- Ensure investments by the state are felt equitably across Oregon
 - Business Oregon to focus on rural areas, communities of color, and Oregon's nine tribes.
 - Higher Education Coordinating Commission and Business Oregon to increase collaboration to match high-growth industries with job training programs.

- Ease entry to high growth industries
 - State agencies to align qualifications for entry-level healthcare, homecare, and community health jobs; workers will be able to train for several sectors of the industry at once.

Talent Assessment

Summary:

House Bill 3437's purpose is to improve the statewide approach to effective and integrated workforce development. The Bill expands the WTDB's role and responsibilities for business and industry engagement. In this expanded role, the WTDB becomes the Governor's core advisor for the interconnection and alignment of education, training, and workforce development and focuses the WTDB on the future jobs and skills required to propel Oregon businesses forward and sustain individual and community prosperity.

The Bill also establishes responsibility for the creation and ongoing development of a single, unified Biennial Workforce and Talent Development Plan in collaboration with key industries and State workforce stakeholders. The Workforce and Talent Development Plan is the culmination of a fully integrated series of plans including:

- Oregon Talent Assessment – Business and industry's determination of in-demand occupations and skills and talent gaps and trends.
- WTDB Strategic Plan – Goals, strategies, and priorities for the workforce system based on the Oregon Talent Assessment and proven programs and services.
- Workforce and Talent Development Plan – Single, unified state operational plan guided by the WTDB Strategic Plan and including the results of the Oregon Talent Assessment.

The biennial nature of the required Workforce and Talent Development Plan matches the biennial nature of the Oregon legislative process. The Oregon legislature meets each year, but has long sessions (160 days) in odd-numbered years and short sessions (35 days) in even-numbered years. The biennial state budget and most legislation are adopted in the long sessions. In order for the Workforce and Talent Development Plan to have maximum impact in shaping state legislative and agency budget and policy decisions, it is being aligned with the long legislative session.

The WTDB's first-ever Talent Assessment will be developed by ECONorthwest, a Portland-based economic consulting firm, who will lead the project working with Program Policy Insight, LLC (PPI). The consultant team is working toward developing a result that significantly engages business and industry leaders, builds-upon and adds value to the Oregon Talent Council's Talent Plan and the Oregon Employment Department's Long-Term Projections, and produces a new adult education and training goal for Oregonians working with the Joint Higher Education Coordinating Commission (HECC) and WTDB Work Group established by House Bill 2311.

House Bill 2311 established Oregon's 40-40-20 goal only for young adults who would be expected to realize the goal as they exit secondary or post-secondary education and distinguished it from the remaining adult population in Oregon. The remaining adult population will be expected to realize a new goal or set of goals developed in partnership between the Higher Education Coordinating Commission and WTDB. The new goal(s) must be associated with current and projected job opportunities and be designed to promote labor market success. Because of this, the new goal(s) will provide a north star for the Workforce and Talent Development Plan. Priorities and strategies expressed in the Plan will all, in some way, contribute to the realization of the new goal(s).

ECONorthwest will also facilitate the Talent Summit. The Talent Summit is a key component of the Talent Assessment bringing together and engaging business and industry leaders and education and workforce system stakeholders to

- Gather and report on industry-based information and data related to talent needs and gaps focusing on key business and industry sectors contributing to the Oregon economy, and
- Gather and report on input regarding the new education and training goal(s) for adult Oregonians required by House Bill 2311.

This just-in-time intelligence will focus on the near future (since it will be repeated each biennium) allowing for a better connection between education and training and business need. This will ultimately support job seekers and workers through opportunities for placement in high wage, high demand jobs and jobs that represent career advancement.



Parents and Children Thriving Together (PACTT): Two-Generation State Policy Grant

Background

The National Governors Association ([NGA](#)) and the Center for Law and Social Policy ([CLASP](#)) announced a technical assistance grant to help states create a two-generation plan to better meet the needs of low-income families. Oregon along with four other states (Colorado, Georgia, Minnesota, and New Jersey) were selected for the grant.

[Two-generation strategies](#) seek to simultaneously promote children's learning and healthy development while promoting the parents' success as both caregivers and breadwinners.

Oregon will participate in technical assistance and peer networking and receive financial support to develop and implement a two-generation plan to achieve statewide systems change across human services, workforce, and education policy areas.

Problems Oregon hopes to address and approved proposal

Oregon ranks third worst in high school graduation¹. Oregon also has high rates of student chronic absenteeism. Chronic absenteeism increases achievement gaps at the elementary, middle, and high school levels². A May 2016 report on chronic absenteeism by the Oregon Chief Education Officer found that the highest rates of absenteeism were among students of color, students living in tribal communities, students with disabilities, and students living in poverty³. Research on chronic absenteeism concludes that attending school means succeeding in school, particularly for the most vulnerable students who live in poverty⁴.

¹ http://www.oregonlive.com/education/index.ssf/2016/10/oregon_graduation_rate_falls_t.html

² Balfanz, Byrnes. May 2012. *The Importance of Being in School: A Report on Absenteeism in the Nation's Public Schools*. Johns Hopkins University School of Education. http://new.every1graduates.org/wp-content/uploads/2012/05/FINALChronicAbsenteeismReport_May16.pdf

³ May, 2016. Chronic Absenteeism Report, Chief Education Office. <http://education.oregon.gov/oregon-dives-into-solving-a-statewide-problem/>

⁴ Balfanz, Byrnes. May 2012. *The Importance of Being in School: A Report on Absenteeism in the Nation's Public Schools*. Johns Hopkins University School of Education.

Through this grant, Oregon aims to disrupt the inter-generational cycle of poverty by creating a two-generation, client-informed plan to:

- raise the school attendance rates of the most disadvantaged children and youth,
- help their parents achieve economic security (as they define it and can include access to training/education, access to good jobs), and
- support the parents' role as caregivers (as they define it and can include access to services, support networks, etc.).

The target population will be children and youth who are chronically absent from school whose families are connected with the Department of Human Services' Self-Sufficiency and/or Child Welfare programs. Five Oregon areas were selected using criteria such as unemployment rates, poverty level, urbanicity, school attendance rates, graduation rates, geography, and the diversity of their racial/ethnic composition. The areas are:

- Douglas (Riddle) County,
- Jefferson County,
- Lincoln County,
- Multnomah County, and
- Umatilla City

A team will then engage these communities in [human-centered design](#) (HCD), which begins with the end-users at the heart of the process by involving them as co-creators of meaningful solutions tailor made to suit their needs. Through HCD participants will be able to (1) develop local two-generation solutions and (2) share their diverse views with policy-makers and agency heads who are charting the course for statewide systems.

Oregon's two-generation grant partners

Oregon seeks to develop a client-informed two-generation plan that achieves system change across human services, workforce development, and education. The Department of Human Services (DHS) is the lead agency working with Oregon Department of Education and workforce system partners.

For more information please contact:

- Dan Haun, Deputy Director, Office of Self-Sufficiency Programs (SSP) at Daniel.R.Haun@state.or.us (503) 945-6260
- Xochitl Esparza, SSP Innovation Manager at Xochitl.Esparza@state.or.us (503) 945-6122.
- Robin Shobe, Education Specialist II, Oregon Department of Education at Robin.Shobe@state.or.us (503) 320-1720
- Shalee Hodgson, Deputy Administrator, Workforce Investments at Shalee.Hodgson@state.or.us (503) 947-1563

OREGON WORKFORCE AND TALENT DEVELOPMENT BOARD

EXECUTIVE COMMITTEE



DON'T FORGET!

**THE NEXT EXECUTIVE COMMITTEE
MEETING IS COMING UP!**

Shari Dunn, Executive Director with Dress for Success will be hosting The Oregon Workforce and Talent Development Board (WTDB) Executive Committee meeting at on February 14.

We have an exciting agenda planned for you! ECO NW leadership will be giving a presentation on the Talent Assessment and Talent Summit. Also planned is a Q and A session with an Oregon Employment Department's State Economist!

We look forward to seeing you at Dress for Success!

FEBRUARY 14, 2018 1:30PM-3:00PM

DRESS FOR SUCCESS
1532 NE 37th Ave, Suite B
Portland, OR 97232



OREGON WORKFORCE AND TALENT DEVELOPMENT BOARD

875 Union St. NE, Salem, OR 97304

503-947-2406

<http://www.oregon.gov/owib/Pages/index.aspx>



Oregon Workforce Talent Development Board (WTDB) Executive Committee

Members

Ken Madden, Chair, VP Sales and Marketing, Madden Industrial Craftsmen, Inc.

Frank Wall, Vice Chair, Executive Director, Plumbing & Mechanical Contractors Association of Oregon

Barbara Byrd, Secretary Treasurer, AFL-CIO

Patty Dorroh, Harney County Commissioner

Shari Dunn, Executive Director, Dress for Success Oregon

Anne Mersereau, VP Human Resources, Diversity & Inclusion, PGE

Matt Millard, AFSCME, System Application Analyst, Oregon Health and Science University

Mark Mitsui, President PCC

Soundharya Nagasubramanian, Director, Software Architecture and Cybersecurity, Welch Allyn

Elana Pirtle-Guiney, Labor and Workforce Policy Advisor, Governor Kate Brown's Office

Joe Weber, Global Director of Sales, ESCO

Non-Voting Members

Ben Cannon, Executive Director, HECC

Kay Erickson, Director, Oregon Employment Dept.

Karen Humelbaugh, Director, Office of Workforce Investments, HECC

Karen Litvin, CEO, Oregon Workforce Partnership

Staff

Todd Nell, Executive Director, WTDB

Clay Martin, WTDB and WF Analyst, WTDB

Jennifer Denning, Program Analyst, WTDB

Kelly Zinck, Program Analyst, WTDB

February 14, 2018

1:30 P.M. – 3:00 P.M.
Dress for Success
1532 NE 37th Ave
Portland, OR 97232

MEETING MINUTES

Members Present: Ken Madden, Barbara Byrd, Patty Dorroh, Anne Mersereau, Soundharya Nagasubramanian, Mark Goldberg (for Mark Mitsui), Shari Dunn, Elana Pirtle-Guiney

Members Excused: Joe Weber, Matt Millard, Frank Wall

Non-Voting Members and Staff Present: Todd Nell, Jennifer Denning, Clay Martin, Karen Humelbaugh, Kay Erickson, Karen Litvin

Agenda¹

1.0 Dress for Success Tour

Shari Dunn, Executive Director of Dress for Success, led members on a tour of the facility and gave an overview of the program and recent initiatives.

2.0 Call to Order

Chair Madden called the meeting to order at 1:56pm and provided an overview of the agenda.

3.0 Public Comment

None

4.0 Updates and Discussion

Elana gave an overview of the governor's Future Ready Oregon initiative. The governor's office is looking for better coordination with the Higher Education Coordinating Commission and Business Oregon. There is also a focus on work-based learning, apprenticeships, healthcare and construction. A workforce cabinet will be created to bring all of the workforce agencies together to make this work possible.

5.0 Talent Assessment and Summit

John Topagna, President of ECO NW, led a discussion around the work that is happening around the talent assessment. It was announced that the Talent Summit will be held on May 11. Members gave their feedback on what they would like to see included in the assessment. Some of those things include worker voice, how people that are not in school and not

¹All meeting materials can be found at: <http://www.oregon.gov/owib/committees/Pages/ExecutiveCommittee.aspx>.
If you are unable to read the materials, please contact jennifer.l.denning@oregon.gov.



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employed are being served and both long term needs and short term goals.

6.0 March WTDB Meeting

Todd gave an overview of the March 12 board meeting stating that it will be a youth theme and will be held at the World of Speed in Wilsonville.

Nick Beleiciks, State Employment Economist, attended the meeting to hear from members on what they would like to learn more about around the issues and opportunities that youth are facing. Some of those include employment rates for youth previously incarcerated, why the unemployment rate has dropped significantly and what are the effects of long term unemployment. Nick will incorporate that feedback into his presentation at the March meeting.

7.0 Related Information and Reporting

The board was provided with handouts of various updates and information.

Adjourn

Chair Madden adjourned the meeting at 3:06pm.