



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.

Prepare 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

Prepare 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
 - For four types of construction licenses, 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 like insurance, bonding, and equipment; funds will only be 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 these new small businesses to recruit, hire, and retain Oregonians new to the construction workforce; funds directly target rural businesses working on specific types of projects.
- 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.

Summary of State Board Roles and Responsibilities*

| Advise/Assist the Governor | Accountability | Budget | Board Operations |
|--|--|---|--|
| <ul style="list-style-type: none"> • Develop, implement, and modify the 4-year Oregon Unified State Plan • Review of statewide policies, programs, and recommendations to align workforce development programs to support a comprehensive and streamlined workforce development system • Identify barriers and means for removing them to better coordinate, align, and avoid duplication among programs • Develop strategies to support career pathways • Develop strategies to provide outreach and improve access for individuals and employers • Develop and expand strategies to meet the needs of employers, workers, and job seekers particularly through industry or sector partnerships • Identify regions, including planning regions and develop a policy for designation of local areas • Develop strategies to support staff training • Identify and disseminate information on best practices including one-stop operations, effective Local WDBs, and effective training programs • Develop strategies for technological improvements to facilitate access to, and improve the quality of services and activities provided through the one-stop delivery system • Development of strategies for aligning technology and data systems across one-stop partner programs • Develop other policies as may promote statewide objectives for and enhance the performance of the workforce development system in the State • Establish criteria, information requirements, and procedures governing the eligibility of training providers and programs • Identify key industries in the State and the workforce skills needed for the key industries, the needs for education, training, work experience, and job preparation, and opportunities for partnerships • Consult and collaborate with chief elected officials, | <ul style="list-style-type: none"> • Develop and continuously improve the one-stop delivery system in local areas including providing assistance to Local WDBs, one-stop operators, one-stop partners, and providers • Develop and update comprehensive State performance and accountability measures to assess core program effectiveness • Develop and review statewide policies affecting the coordinated provision of services through the State’s one-stop delivery system including criteria and procedures for Local WDBs to assess physical and programmatic accessibility and one-stop certification • Prepare annual reports for the US Department of Labor • Develop statewide workforce and labor market information system • Review and approve Local WDB workforce plans • Hold state workforce agencies and local workforce boards accountable for performance goals and system outcomes | <ul style="list-style-type: none"> • Develop allocation formulas for the distribution of funds for employment and training activities to local areas • Develop and issue guidance regarding one-stop infrastructure funding • Recommend uses of statewide reserve funding and State General Fund workforce investments when available • Collaborate with other State boards or commissions on strategic investments | <ul style="list-style-type: none"> • Maintain Board membership, meetings, and operations in accordance with WIOA, State law and the Bylaws • Hire a Director to assist in carrying out the functions of the Board • Operate Committees and Work Groups <ul style="list-style-type: none"> a. Executive Committee b. Continuous Improvement Committee c. Others committees, taskforces, and workgroups to be established as needed |

| | | | |
|---|--|--|--|
| <p>local workforce boards, and other workforce stakeholders</p> <ul style="list-style-type: none"> • Provide Local WDB workforce plan guidance and direction to Local WDBs • Act in advisory capacity to the Employment Department • Collaborate with other advisory boards • Convene, engage, and coordinate with key industries and State workforce stakeholders to determine needs to grow relevant talent pipelines having specific components, utilizing sector partnerships, and ensuring and optimizing alignment • Create a single, unified Workforce and Talent Development Plan every biennium in collaboration with key industries and State workforce stakeholders | | | |
|---|--|--|--|

* Sources: Workforce Innovation and Opportunity Act (WIOA) and Oregon Revised Statutes (Incorporates changes to Oregon Revised Statutes from House Bill 3437)

Oregon Workforce Investment Board

Strategic Plan

2016 – 2020

Interim Revision and Update

June 2017

Introduction

The Oregon Workforce Investment Board

The Oregon Workforce Investment Board (OWIB) is the overall advisory board to the Governor on workforce matters. Appointed by the Governor under the Workforce Innovation and Opportunity Act, the OWIB is made up of leaders representing private business, labor, community-based organizations, Oregon legislature, local government, and state agencies. The majority of the 34 member board represent business.

One of the primary duties of the OWIB is to assist the Governor by developing a strategic plan for Oregon's workforce development system. This system provides a wealth of services including job placement and training for youth and adults, employment-related services for veterans, people with disabilities, migrant farm workers, limited English speakers and other Oregonians in need of special assistance. Particular attention and priority is paid to communities that are frequently underserved including communities of color, rural communities, and families in poverty. The system also serves employers by providing job listings and qualified applicants, as well as testing, screening, and labor market information.

The Workforce Development System

When we use the term “workforce development system” we are referring to the group of agencies in the State of Oregon that provide workforce services to Oregonian individuals and businesses. Offering a variety of services across these agencies, the workforce system has two primary customers:

1. Job seekers/working learners, including a) youth and young adults ages 14-24; b) adults transitioning from unemployment, dislocation, or public assistance to employment; and c) current workers
2. Businesses seeking qualified candidates for job openings and partnering on solutions for economic and workforce challenges.

There are several agencies that contribute oversight, resources, and programming to the workforce development system. At the State level, this includes:

- Oregon Employment Department (OED)
- Oregon Commission for the Blind (OCB)
- Department of Humans Services (DHS)
- Higher Education Coordinating Commission (HECC)
- Bureau of Labor and Industries (BOLI)

Each of these agencies oversees and/or provides investment in programs that are delivered locally through an additional layer of agencies and organizations, including:

- Local Workforce Development Boards
- Community Colleges
- Oregon Commission for the Blind
- WorkSource Oregon Centers
- Department of Human Services

The role of the OWIB is to convene these agencies, provide oversight to the system, and promote alignment and integration of services and resources to provide effective solutions to businesses and individuals for their workforce needs.

OWIB’s role also includes assessing current and future programs to ensure that job seekers are put on a trajectory to break the cycle of poverty through placement in high wage, high demand jobs and/or jobs with robust training, a clear career ladder, and advancement opportunity. OWIB helps ensure that engaged

businesses are aligned with existing state priorities and strategic plans and that businesses invest in workforce training and contribute to long-term economic growth.

Other state agencies and local organizations are also key workforce system partners. These entities, while not under the oversight of the OWIB, include the state Department of Education, Business Oregon, universities, local school districts, educational service districts, organized labor, local economic development organizations, community-based organizations, businesses and business or trade associations.

The workforce system is guided by a set of principles that serve as an identification of the values that should transcend all work of the system, through this strategic plan or otherwise.

The Oregon Workforce Investment Board Strategic Plan

The vision statement is an ideal guidepost that depicts what the state of Oregon and its economy will look like if the OWIB is successful in achieving its goals.

VISION

A strong state economy and prosperous communities fueled by skilled workers, quality jobs and thriving businesses.

MISSION

The Oregon Workforce Investment Board advises the Governor on workforce policy and plans, and contributes to the economic success of Oregon by:

- Aligning state workforce policy and resources with education and economic development;
- Promoting a proactive, flexible and innovative talent development system; and,
- Holding the workforce system accountable for results to ensure Oregonians develop the skills they need to sustain rewarding careers and businesses have the talent they need to be competitive.

GUIDING PRINCIPLES

The guiding principles identify core or foundational values for the workforce development system that will be used as a lens for evaluating the goals, strategies and actions.

- Customers of the workforce system include both businesses and individuals (job seekers, working learners and youth).
- Data, including customer input, drives continuous improvement and accountability of the system.
- The state supports local decision-making to achieve the OWIB's vision and goals.
- Strategies are business-led, demand-driven and benefit all customers.
- Customers have access to a simple, flexible and streamlined system.
- System agencies and organizations are agile and nimble to respond to customer needs.
- The system promotes equity via the Equity Lens on Workforce and strives to reach equitable outcomes, including but not limited to addressing the unique needs of families in poverty, communities of color, and rural communities.
- Collaboration within the workforce system and with other policy areas occurs between state agencies, through sector strategies, and at the local and regional level.
- Investments and decisions are results driven, not program-driven, to optimize long-term results for clients served, build a strong economy and achieve the state's goals.
- The system adopts tools and promising practices from other states or communities rather than creating new ones, whenever appropriate.
- The workforce system targets investments to high-wage, high-demand occupations in sectors where the opportunities are the greatest.

GOALS & STRATEGIES

GOAL 1: Create a customer-centric workforce system that is easy to access, highly effective, and simple to understand.

Strategies:

- 1.1 | Create a framework for effective partnering within the workforce system.
- 1.2 | Align and leverage resources (data, funding, capacity, etc.) to collectively impact common outcomes and reward collaboration.
- 1.3 | Build accountability mechanisms focused on results (for example, the WorkSource Oregon Operational Standards).
- 1.4 | Build a solution-driven (vs. program-driven) culture.
- 1.5 | Market coordinated system services and unite communications and information sharing among workforce, economic development and education.

Goal 2: Provide business and industry customized workforce solutions to prepare and deliver qualified and viable candidates and advance current workers.

Strategies:

- 2.1 | Create a sustainable framework for locally-driven sector partnerships to understand, anticipate, and respond to the needs of business and industry.
- 2.2 | Foster positive perceptions in business and industry about the workforce system.
- 2.3 | Actively communicate the coordinated services of economic development, workforce and education services to business and industry.
- 2.4 | Create a single, unified Workforce and Talent Development Plan each biennium that significantly engages business and industry stakeholders to identify and prioritize in-demand jobs and in-demand skills.

Goal 3: Invest in Oregonians to build in-demand skills, match training and job seekers to opportunities, and accelerate career momentum.

Strategies:

3.1 | Actively reach out and engage customers, especially target populations, about education, training, employment, and entrepreneurial opportunities.

3.2 | Empower Oregonians with the access, knowledge, tools, and resources to launch and accelerate career momentum, including information on local in-demand skills and careers.

3.3 | Increase resources for occupational skill development and hold local workforce boards to a minimum investment in occupational training, which shall be established by the state board in local plan guidance.

3.4 | Rethink and restructure training and skill development to include innovative and effective work-based learning and apprenticeship models and to accelerate training.

Goal 4: Create and develop talent by providing young people with information and experiences that engage their interests, spur further career development, and connect to Oregon employers.

Strategies:

4.1 | Create pipeline plans, as part of Oregon's sector strategy approach, to connect in-school and out-of-school youth to opportunities in local sector partnerships.

4.2 | Pursue additional resources to support local initiatives in both rural and urban communities.

4.3 | Expand and invest in strategies that provide work experience and essential workplace skills (including life skills and soft skills) and result in demonstrated proficiency in academic and professional skill sets.

4.4 | Provide technical assistance and/or incentives to support adoption and expansion of work-based learning, apprenticeships, and internships.

4.5 | Build partnerships to increase exposure to job and career opportunities and better connect school to work by strengthening alignment between secondary and post-secondary education and workforce development programs and services at both the state and local levels and in both rural and urban communities.



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. The state board is the hub for answers regarding the future jobs and skills required to propel Oregon businesses forward and sustain individual and community prosperity. It is the core advisor to the Governor for the interconnection and alignment of education, training, and workforce development. Because the WTDB is made up of leaders representing business and industry, labor, community-based organizations, Oregon legislature, local government, and state agencies, it is uniquely positioned as the workforce and talent development expert.

The board's 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. Ultimately, it is about inspiring partners and the system to reach the board's vision of a strong state economy and prosperous communities.

What's Needed

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

- Visionaries, strategists and drivers
- Leaders with and from Diverse backgrounds



- Leaders who want to foster systems and economic change
- Members who live and work in Metro or Rural Areas in Oregon
- Business Owners, HR Directors or C-Suite leaders at medium/large businesses
- Leaders that have passion around giving back to their communities

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

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, gleaned from Federal Law and State Statute include four key, high level categories (*from WIOA and State Statute):

- Advise, Assist and make Recommendations to the Governor's Office on the **Workforce System**
- Make Recommendations to Governor's Office on **strategic investment opportunities** and **allocation formulas** (Title 1) within the Workforce System Budget
- Workforce System **Accountability**
- Workforce and Talent Development **Board Operations**

OREGON WORKFORCE AND TALENT DEVELOPMENT BOARD

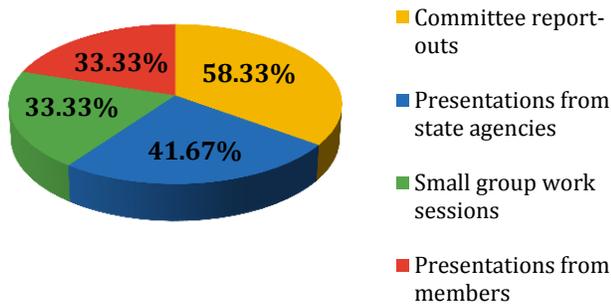
SURVEY RESULTS

BOARD MEMBERS WERE ASKED FOR FEEDBACK ON THE CONTENT AND STRUCUTRE OF THE WTDB MEETINGS.

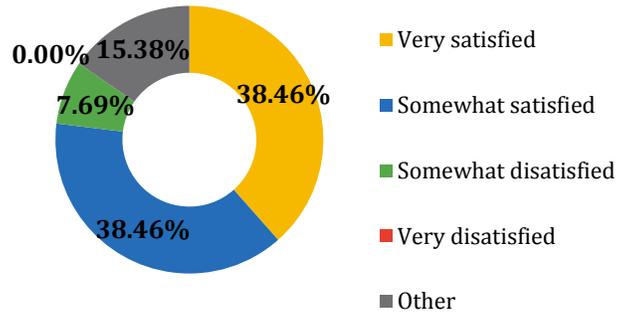
Here are the results!

64% said they understand their roles and responsibilities

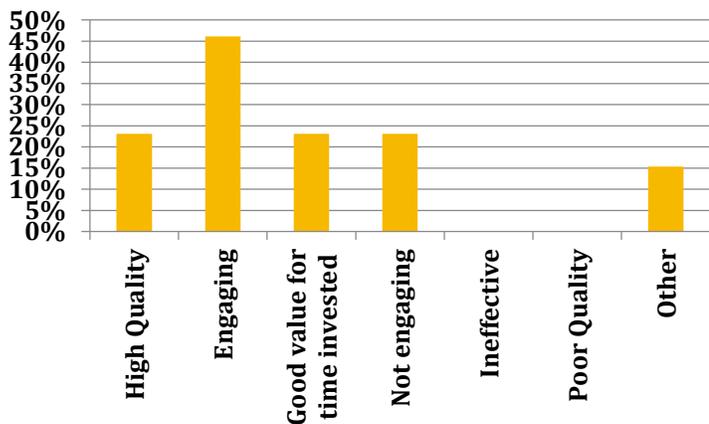
Members would like to see more of the following during board meetings



How satisfied were you with the December 8, 2017 board meeting?



Which of the following words would you use to describe your experience with the WTDB meetings in general?



| | |
|-------------|-------------|
| Friday | 2.5-3 hours |
| Between 1-4 | Lunch |



**Clackamas
Workforce
Partnership**
WORKFORCE DEVELOPMENT BOARD

Clackamas Area Youth

March 12, 2018

Clackamas County

Youth

10 School Districts

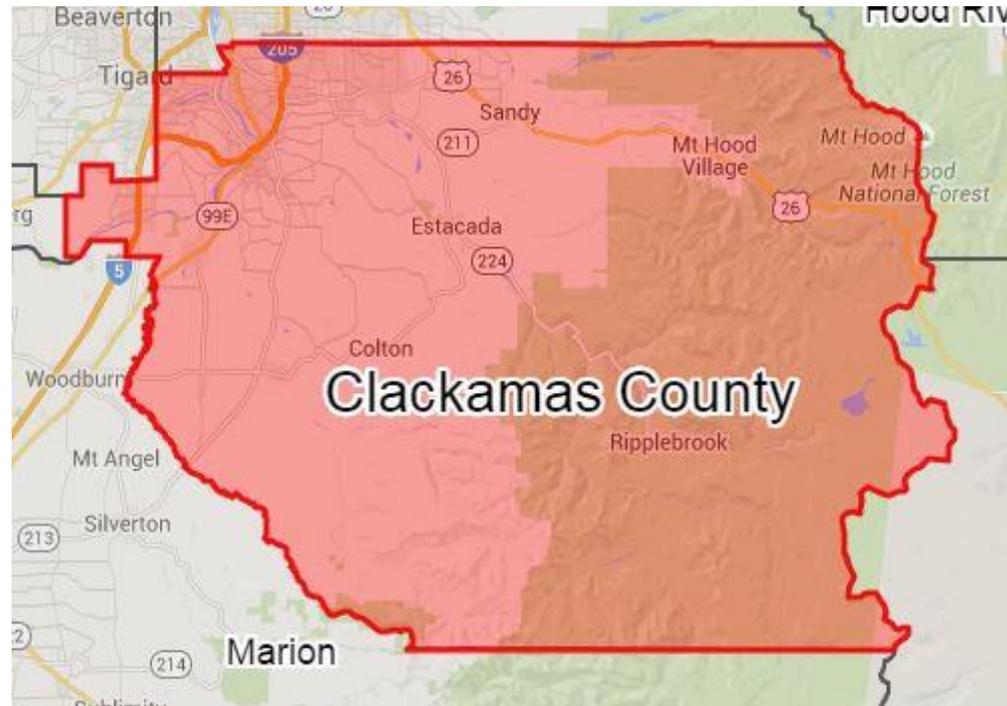
15 High Schools

>17,000 students

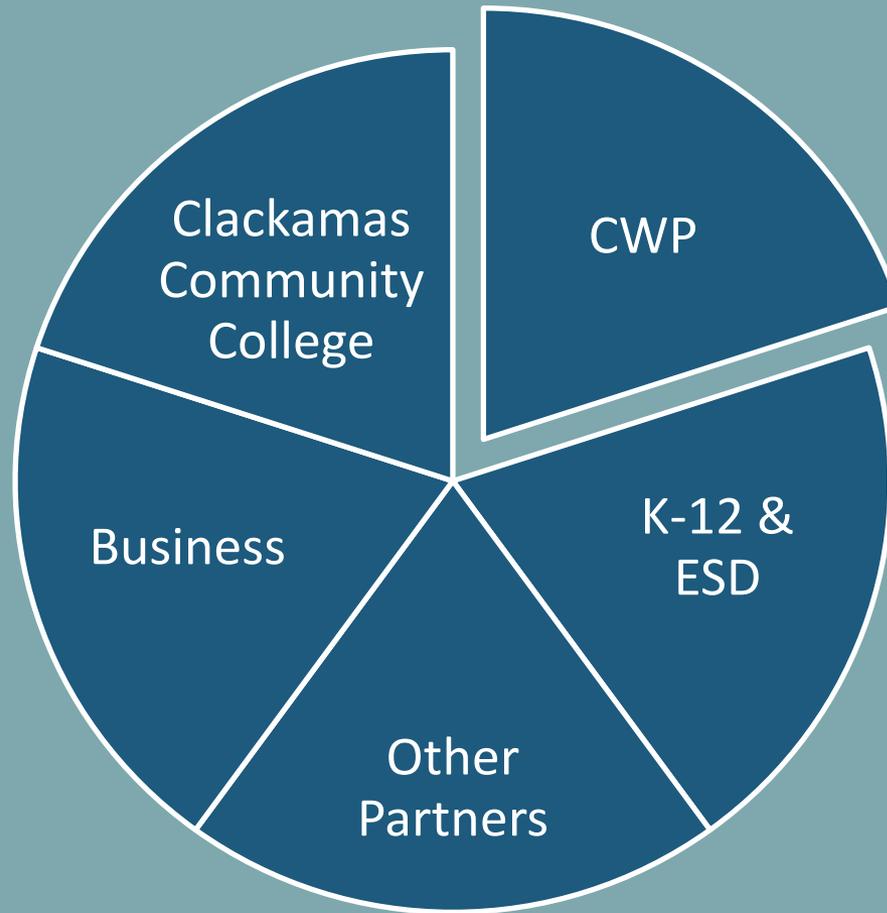
1 Community College

1 WIOA Youth Provider

In and Out of School



Serving All Youth



Project Title | Date

Working Together

- Columbia Willamette Workforce Collaborative
 - » CareersNW.org
- Clackamas Regional Promise Grant - CCC
 - » Increase participation of nontraditional students in CTE/STEM programs
 - CWP – Work Readiness and Industry Partnerships
- Oregon ASK
 - » Service Learning Projects
 - Sector and Work Readiness information

Student Stories

- Sandy High School
 - » Emily Davis
 - » Brandon Moreno



Project Title | Date

Student Stories

- Sabin-Schellenberg Professional Technical Center
 - » Dale Gibson, Student

Project Title | Date

Thank you for your time.



**Clackamas
Workforce
Partnership**
WORKFORCE DEVELOPMENT BOARD

Parents and Children Thriving Together

Two-Generation State Policy Network

Introducing the PACTT Network

The **National Governors Association (NGA) Center for Best Practices** and the **Center for Law and Social Policy (CLASP)** have launched the *Parents and Children Thriving Together: Two-Generation State Policy Network* (PACTT Network), a peer learning network to advance two-generation strategies for systems change. Two-generation strategies seek to simultaneously promote children's learning and healthy development and parents' success as both caregivers and breadwinners—giving low-income families a double boost in their efforts to achieve economic success and stability.

Selected states—**Colorado, Georgia, Minnesota, New Jersey, and Oregon**—will receive technical assistance and financial support, will participate in peer networking, to develop and implement a two-generation plan over the course of two years. Each state plan aims to achieve statewide systems change across a range of policy areas, including workforce development, human services, education, health, child care, and early childhood education. The ultimate goal of the network is to reform state policies and service delivery to better meet the needs of children and parents together.

PACTT Network Activities and Goals

The PACTT Network offers an exciting opportunity for states to attempt something new with the potential for high impact. The aim is to produce tangible outcomes, such as executive orders; new or revised regulations; legislative or budget proposals; and the development and implementation of new or revised programs, policies, practices and governance structures.

Participating states have chosen different approaches to advancing strategies for children and parents together. States will consider policies, eligibility and enrollment practices, and service delivery systems that more efficiently and effectively meet the needs of children and parents together in order to advance child well-being and family economic security.

Each participating state will undertake a set of activities throughout the 24-month PACTT Network that will help them achieve their project objectives. States will seek to integrate these activities into a broader strategy to reform policies or better streamline and align programs, policies, and practices aimed at low-income families. State teams, composed of high-level decision makers, will be paired with technical assistance providers to work together closely to produce tangible outcomes.

The overall goal of the effort is to prompt changes that have the potential to produce large-scale impacts for low-income families—including low-income families of color that face disproportionately high rates of poverty and structural barriers to success.