



# Oregon Workforce and Talent Development Board (WTDB)

June 8, 2018

11:00 A.M. – 1:00 P.M. *Working Lunch (Room B117-119)*

1:15 P.M. – 3:40 P.M. *Business Meeting (Room B117-119)*

Oregon Convention Center

777 NE Martin Luther King Jr Blvd

Portland, OR 97232

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

## Members

**Ken Madden**, Chair, Owner, Madden Industrial Craftsman

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

**Elana Pirtle-Guiney**, Workforce and Labor Policy Advisor, Office of the Governor

**Ben Cannon**, Executive Director, HECC

**Kim Thatcher**, Senator, Oregon Legislature, Dist. 13

**Chris Harder**, Director, Business Oregon

**Cathy Reynolds**, Employment Strategy and Workforce Planning Director, Legacy Health System

**Joe Weber**, Global Director of Sales, ESCO

**Ali O'Neill**, Owner, O'Neill Construction Group

**Michael Dembrow**, Senator, Oregon Legislature, Dist. 23

**Barbara Byrd**, Secretary-Treasurer Oregon AFL-CIO

**Paul Holvey**, Representative, Oregon Legislature, Dist. 8

**Shari Dunn**, Executive Director, Dress for Success

**Douglas Hunt**, Lincoln County Commissioner

**Anne Mersereau**, Vice President Human Resources, Diversity & Inclusion, Portland General Electric

**Tony Rost**, Chief Technology Officer, Metal Toad

**Kay Erickson**, Director, Oregon Employment Department

**Rod Belisle**, Executive Director, NECA/IBEW Electrical Training Center

**Patty Dorroh**, Harney County Commissioner

**Mark Mitsui**, President, Portland Community College

**Soundharya Nagasubramanian**, Director, R&D, Beaverton Site Executive, Welch Allyn

**Matt Millard**, OHSU-AFSCME

**Debbie Radie**, Vice President, Operations, Boardman Foods

**Jeffrey Krolick**, Options for Southern Oregon, Inc.

**Trina Lee**, Director, Vocational Rehabilitation, DHS

**Gary Brown**, Nvidia Corporation

**Kristina Payne**, Executive Director, Lane Workforce Partnership

## Technical Advisors

**Karen Humelbaugh**, Director, Office of Workforce Investments, HECC

**Jim Pfarrer**, Director, Workforce Operations Division, Oregon Employment Department

**Dacia Johnson**, Commission for the Blind

**Dan Haun**, Deputy Director, Self Sufficiency, DHS

**Pete Karpa**, Deputy Director, Vocational Rehabilitation, DHS

## Staff

**Todd Nell**, Director, WTDB

**Clay Martin**, WTDB and Workforce Analyst, WTDB

**Jennifer Denning**, Program Analyst, WTDB

**Kelly Zinck**, Program Analyst, WTDB

## AGENDA

*Persons wishing to testify during the public comment period should sign up at the meeting. Times approximate and order of agenda items may vary.*

<b>11:00</b>	<b>Working Lunch for WTDB Members with Greg Bell</b> <i>Meeting Room B117-B119</i>	
<b>1:00</b>	<b>Book Signing</b>  <b>Annual Business Meeting</b> <i>Meeting Room B117-B119</i>	
<b>1:15</b>	<b>1.0 Call to Order and Opening Remarks</b>	Chair Madden
<b>1:20</b>	<b>2.0 Consent Agenda</b> 2.1 CONSENT ITEM: Approve March 2018 <b>WTDB</b> minutes 2.2 CONSENT ITEM: Approve May 2018 <b>Exec. Committee</b> minutes 2.3 CONSENT ITEM: Approve WTDB <b>Bylaws</b>	
<b>1:25</b>	<b>3.0 Public Comment</b> <i>Each individual/group will have a time limit of three minutes.</i>	
<b>1:35</b>	<b>4.0 Future Ready: A Plan for Oregon's Future</b>	Governor's Office
<b>1:50</b>	<b>5.0 Industry Sector Partnerships</b>	Ken Madden, WTDB Kyle Stevens, SOWIB Heather Ficht, ECWDB Kim Parker-Llerenas, WWP
<b>2:20</b>	<b>6.0 Talent Summit, Talent Assessment and WTDB Strategic Plan</b>	Ben Cannon, HECC Todd Nell, WTDB
<b>2:35</b>	<b>7.0 Workforce System Budget Review</b>	Karen Humelbaugh, WTDB
<b>3:00</b>	<b>8.0 Overview of Oregon Employment Department Research Projects</b>	Bob Uhlenkott, OED
<b>3:30</b>	<b>9.0 Committee Updates</b> 9.1 Executive Committee	Chair Madden
<b>3:40</b>	<b>Adjourn</b>	

All meetings of the Workforce and Talent Development Board are open to the public and will conform to Oregon public meetings laws. A request for an interpreter for the hearing impaired or for accommodations for people with disabilities should be made to Kelly Zinck at (503) 947-1733 or by email at [HECC\\_WTDB@oregon.gov](mailto:HECC_WTDB@oregon.gov). Requests for accommodation should be made at least 72 hours in advance. Staff respectfully requests that you submit 25 collated copies of written materials at the time of your testimony. Persons making presentations including the use of video, DVD, PowerPoint or overhead projection equipment are asked to contact WTDB staff 24 hours prior to the meeting.



## Oregon Workforce and Talent Development Board (WTDB)

March 12, 2018

1:00 P.M. – 4:00 P.M.  
World of Speed  
27490 SW 95<sup>th</sup> Ave  
Wilsonville, OR 97070

### Members

**Ken Madden**, Chair, Owner, Madden Industrial Craftsman

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

**Elana Pirtle-Guiney**, Workforce and Labor Policy Advisor, Office of the Governor

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**Jennifer Denning**, Program Analyst, WTDB

**Kelly Zinck**, Program Analyst, WTDB

## MEETING MINUTES

**Members Present:** Ken Madden, Chair; Elana Pirtle-Guiney; Ben Cannon; Chris Harder; Kim Thatcher; Anne Mersereau; Gary Brown; Kay Erickson; Rod Belisle; Mark Mitsui; Debbie Radie; Matt Millard; Jeffrey Krolick; Patty Dorroh; Doug Hunt.

**Members Excused:** Frank Wall, Vice Chair; Joe Weber; Carrie Chaffee; Ali O'Neill; Michael Dembrow; Barbara Byrd; Paul Holvey; Shari Dunn; Bob Halligan; Trina Lee; Soundharya Nagasubramanian; Kristina Payne;

**Technical Advisors and Staff Present:** Karen Humelbaugh; Dan Haun; Todd Nell; Clay Martin; Jennifer Denning; Kelly Zinck.

### [Agenda and Materials Packet](#)<sup>1</sup>

#### 1.0 Call to Order and Opening Remarks

Chair Madden called the meeting to order at 1:11 P.M., provided an overview of the agenda, and facilitated an introduction of board members.

#### 2.0 Consent Agenda

- 2.1 Approve December 2017 WTDB minutes
- 2.2 Approve January 2018 Exec. Committee minutes
- 2.3 Approve February 2018 Exec. Committee minutes
- 2.4 Approve January 2018 CIC minutes
- 2.5 Approve February 2018 CIC minutes
- 2.6 Approve Eligible Training Provider List Policy

#### ACTION ITEM

Motion: Matt Millard moved to approve the consent agenda, 2.1 thru 2.6; Rod Belisle seconded the motion. Chair Madden called for a voice vote and the motion was approved unanimously.

#### 3.0 Public Comment

Rep. Reardon

#### 4.0 Future Ready: A Plan for Oregon's Future

Elana Pirtle-Guiney, Workforce and Labor Policy Advisor to Governor Brown, provided an overview of the Governor's [Future Ready Oregon](#) initiative.

#### 5.0 Youth in Oregon: Issues and Opportunities

Nick Beleiciks, State Employment Economist with the Oregon Employment Department, presented an update on youth in Oregon's workforce, highlighting youth unemployment statistics, the industries

<sup>1</sup>All materials can be found at <http://www.oregon.gov/WorkforceBoard/boardmeetingsandevents/Pages/boardmeetings.aspx>.  
If you are unable to read the materials, please contact HECC\_WTDB@oregon.gov.



## Oregon Workforce and Talent Development Board (WTDB)

### Members

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

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**Kelly Zinck**, Program Analyst, WTDB

that are hiring Oregon youth, and trends of employment among Opportunity Youth. Board members discussed their experiences and approaches to reaching out and involving youth.

### 6.0 Youth Programs Spotlight

Bryan Fuentez, Program Manager and Clackamas Workforce Partnership, and Daniel Thompson, Dean of Students at Sabin-Schellenberg Professional Technical Center, introduced three students to the Board and facilitated a discussion about their student experiences and career goals.

#### ACTION ITEM

Motion: Matt Millard moved to direct board staff to conduct more in depth research regarding the funding of some of the programs pertaining to youth that were discussed in the spotlight agenda item and suggested strategies to move forward with partnerships; Gary Brown seconded the motion. Discussion included the emphasis on needing to ensure the best practices in one area of the state can be applied to other areas of the state (e.g. rural Oregon) and the importance of sharing best practices among all regions. Chair Madden called for a voice vote and the motion was approved unanimously.

### 7.0 Oregon Youth Conservation Corps (OYCC) Update

Karen Humelbaugh, Director of the Office of Workforce Investments at the Higher Education Coordinating Commission; and Doug Denning, Director of the OYCC, presented an overview of the OYCC programs (Summer Conservation Corps and Community Stewardship Corps), as well as the OYCC mission, funding, and strategic goals.

### 8.0 National and State Two-Generation Strategy Project Update

Kimberley Meinert, Senior Policy Analyst at the National Governors Association, and Dan Haun, Deputy Director of Self Sufficiency at the Department of Human Services, presented a national perspective of two-generation strategies and examples of Oregon initiatives furthering these partnerships.

### 9.0 Committee Updates

- 9.1 Executive Committee
- 9.2 Continuous Improvement Committee

### 10.0 Related Information and Reporting

- 10.1 [CTE on the Frontier](#)
- 10.2 [Youth Career Connect Bend](#)
- 10.3 [How Millennials Are Unlocking the New World of Work](#)
- 10.4 [Collaboration by State Agencies on Issues Related to CTE](#)

### Adjourn

Chair Madden adjourned the meeting at 3:57pm.



## 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

**May 9, 2018**

1:30 P.M. – 3:00 P.M.  
Madden Industrial Craftsmen  
1800 NW 169th Place  
Suite A200  
Beaverton, Oregon 97006

### MEETING MINUTES

**Members Present:** Ken Madden, Barbara Byrd, Anne Mersereau, Matt Millard, Soundharya Nagasubramanian, Mark Mitsui, Shari Dunn, and Elana Pirtle-Guiney.

**Members Excused:** Joe Weber and Frank Wall

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

### Agenda<sup>1</sup>

#### **1.0 Ken Madden**

Ken Madden opened the discussion and shared information about his place of business.

#### **2.0 Call to Order**

Chair Madden then called the meeting to order at 1:44 pm and provided an overview of the agenda.

#### **3.0 Public Comment**

None

#### **4.0 Updates and Discussion**

Todd Nell gave an overview of the upcoming June 8<sup>th</sup> Board Meeting and provided update on May 11<sup>th</sup> Talent Summit and recognition and award for Representative Reardon.

Ken and Todd framed up a program offered by McDonalds: Archway to Opportunity. Discussion ensued. Executive Committee vote on whether to take to full board for presentation ended in tie. Chair Madden advised staff to get better understanding of program opportunities/flexibility and bring back.

Barbara Byrd also serves as Chair of the OED Advisory Committee.

<sup>1</sup>All 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](mailto:jennifer.l.denning@oregon.gov).



## 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

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**Karen Litvin**, CEO, Oregon Workforce Partnership

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**Kelly Zinck**, Program Analyst, WTDB

Suggested we invite OED Advisory Council to meetings as way to cross pollenate between UI and WTDB.

Karen Humelbaugh provided update on committee structure and that the responsibilities of the Continuous Improvement Committee would be folded into the Executive Committee over the next several months. Humelbaugh also provided an update on current Policy Option Packages and Legislative Concepts in the que for Workforce and the HECC for short session.

### 5.0 Communications

Karen H. also led a discussion on how committee members would like staff to improve communications strategies and activities. Discussions resulted in a recommendations to talk more about the board and promote the work we do and to have a portal for board communications.

### 6.0 Membership Opportunities

Todd N. gave an overview of the WTDB Recruiting Document and implored members to continue to help recruit new business members in key sectors.

### 7.0 Leveraging Best Practices

The conversation around the Archways program went quite long. The committtee did not have time for this discussion.

### Adjourn

Chair Madden adjourned the meeting at 3:09 pm.



~~Oregon Workforce Investment Board~~Workforce and Talent  
Development Board

**Bylaws**

Revised for Approval June 8, 2018

Approved January 8, 2016

**Article I. General Provisions**

Section 1. Name of the Board

The name of the organization shall be ~~Oregon Workforce Investment Board~~Workforce and  
Talent Development Board, hereinafter referred to as the ~~OWIB~~WTDB.

Section 2. Purpose and Mission

The ~~Oregon Workforce Investment Board~~Workforce and Talent Development 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.

Section 3. Vision and Goals of the Board

A. Vision of the Board

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

## B. Goals of the Board

- Create a customer-centric workforce system that is easy to access, highly effective, and simple to understand.
- Provide business and industry customized workforce solutions to prepare and deliver qualified and viable candidates and advance current workers.
- Invest in Oregonians to build in-demand skills, match training and job seekers to opportunities, and accelerate career momentum.
- 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.

### Section 4. Legal Authority for Board

The ~~OWIB~~WTDB is organized by and operates in accordance with Section 101 of the Workforce Innovation and Opportunity Act (WIOA), Oregon Revised Statute 660.300 to 660.364, and Governor's Executive Orders.

### Section 5. Duties of the Board

The ~~OWIB~~WTDB was created by the Governor to assist in establishing and coordinating workforce programs in the State of Oregon, including but not limited to the implementation of the Workforce Innovation and Opportunity Act and Oregon Revised Statute 660.300 to 660.364. The ~~OWIB~~WTDB also functions as the primary advisory committee to the Employment Department per Oregon Revised Statute 660.324.

### Section 6. Area Served

The area to be served by the ~~OWIB~~WTDB shall be the State of Oregon and the labor markets contained therein.

### Section 7. Administrative Support

All correspondence for the ~~OWIB~~WTDB may be addressed in care of:

Board Manager, ~~Oregon Workforce Investment Board~~Workforce and Talent Development Board  
Oregon Employment Department  
875 Union Street NE, Room 310  
Salem, Oregon 97311

The ~~OWIB~~WTDB shall make information on its membership and activities available to the public, including information regarding the state plan required under the Workforce Innovation and Opportunity Act.

~~OWIB~~WTDB staff will work on implementation of the policies, goals and activities recommended by the ~~OWIB~~WTDB and approved by the Governor. Staff shall make regular reports to the ~~OWIB~~WTDB on implementation. Staff shall be responsible for preparing and distributing an agenda in keeping with these Bylaws.

## **Article 2. Membership**

### Section 1. Member Requirements

Members of the ~~OWIB~~WTDB shall include:

- A. The Governor or the Governor's designee;
- B. At least one member of each chamber of the Oregon state legislature
- C. Members appointed by the Governor, of which:
  - a. A majority shall be representatives of business from among individuals nominated by state business organizations or trade associations. Such representatives shall be owners of businesses, chief executive or operating officers or others with optimum policymaking or hiring authority.
  - b. Not less than 20 percent shall be representatives of the workforce within the State, who:
    - i. Shall include not less than two labor representatives nominated by state labor federations; and
    - ii. Shall include not less than one member of a labor organization or a training director from a joint labor-management apprenticeship program;
    - iii. May include representatives of community-based organizations with demonstrated experience in serving individuals with barriers to employment or education needs of eligible youth;
  - c. Two local chief elected officials;
  - d. Lead state officials with primary responsibility for the core programs of the Workforce Innovation and Opportunity Act; and,
  - e. Other appropriate members, such as education or economic development representatives, and one representative of a local workforce board.

### Section 2. Technical Advisors

- A. Technical Advisors shall consist of the state agency program leads from the following:

- a. WIOA Title I-B (Adult, Dislocated Worker and Youth)
- b. WIOA Title II (Adult Education and Family Literacy Act)
- c. WIOA Title III (Wagner-Peyser)
- d. WIOA Title IV (Vocational Rehabilitation Act)
- e. Department of Human Services Temporary Assistance for Needy Families
- f. Department of Human Services Supplemental Nutrition Assistance Program Employment and Training
- g. Commission for the Blind
- h. Bureau of Labor and Industries Apprenticeship
- i. Department of Education (CTE/STEM)
- j. Oregon Talent Council

B. Technical Advisors shall be appointed by their respective agencies with notice of appointment provided to the staff working with the ~~OWIBWTDB~~.

C. ~~OWIBWTDB~~ Technical Advisors shall serve as a resource for members by contributing their expertise during ~~OWIBWTDB~~ meetings, assisting in the preparation of meeting materials, and participating in committees or work groups.

D. Technical Advisors shall be notified of ~~OWIBWTDB~~ meetings.

### Section 3. Appointment and Terms of Office

A. All members of the board, except the legislative members, are appointed by the Governor.

B. Members of the ~~OWIBWTDB~~ shall represent diverse geographic areas of the state.

C. No person shall serve as a representative for more than one category of membership under Article 2, Section 1.

D. The terms of office for the members of the board, including the Chair and Vice Chair, serve at the pleasure of the Governor.

E. The members shall serve a term of three years. There shall be no limit to the number of terms a board member may serve, beyond those set by the sitting Governor.

F. If a board member resigns or is incapacitated, the Governor shall appoint a person to fill out the remainder of the member's term.

### **Article 3. Officers and Duties**

Section 1. Officers

The Officers of the ~~OWIBWTDB~~ shall be the Chair and the Vice Chair. The Governor shall select a Chair and Vice Chair from among the representatives of business. The Chair and Vice Chair may appoint other officers as the business of the ~~OWIBWTDB~~ may require.

Section 2. Terms of Office

There shall be no limit to the number of terms of office the Chair and Vice Chair may serve. Other officers may hold office for such period as the Chair and Vice Chair determine.

Section 3. Duties

A. The Chair presides at meetings of the ~~OWIBWTDB~~. In the absence of the Chair, or in the event of his/her inability to act, or if that office is temporarily vacant, the Vice Chair exercises all of the powers and performs all of the duties of the Chair.

B. The Chair shall appoint members of the ~~OWIBWTDB~~ and workforce partners to serve on committees.

C. The Chair shall also designate a Committee Chairperson for each committee established and appointed under Article 5. A Vice Chairperson may also be designated for each standing committee, in a process to be determined by the ~~OWIBWTDB~~ Chair.

**Article 4. Meeting Procedures, Voting Rights, and Quorum**

Section 1. Meeting Procedures

A. The ~~OWIBWTDB~~ shall hold regular meetings at such frequency, dates, and times as determined by the ~~OWIBWTDB~~.

B. Regular attendance at meetings is expected of each board member. A member shall notify the Chair or the board staff at least 24 hours in advance of a meeting if the member is unable to attend. In an emergency the member shall contact the Chair or staff as soon as is reasonably possible. Failure to notify shall be recorded in the minutes as an unexcused absence. Participation by video or telephone conference is allowed at the discretion of the Chair or board staff by making prior arrangements. Consistent with ORS 182.010 any member who fails to attend two consecutive meetings, whether regular or special, shall forfeit office unless the member is prevented from attending by business necessity, or by the serious illness of the member or the family of the member, or for any cause that in the judgment of the Governor constitutes a valid reason for failing to attend.

C. The Chair may from time to time request an emergency meeting. The remaining provisions of Article 4 shall govern the conduct of emergency meetings.

D. Public notice of all regular meetings of the OWIBWTDB shall be given at least 48 hours prior to the meeting and all meetings shall be held in accordance with Oregon's Public Meetings law, ORS 192.610 to 192.690, which includes an opportunity for the public to provide comment during each meeting. Notice shall be emailed to each member of the OWIBWTDB.

E. Participation in meetings shall be limited to:

- a. OWIBWTDB members and staff working with the OWIBWTDB;
- b. OWIBWTDB Technical Advisors;
- c. Invited presenters; and
- d. Public comment or participation by non-members, at the discretion of the Chair, that is relevant to the matter under consideration before the OWIBWTDB.

F. The OWIBWTDB needs to take action each meeting to make timely recommendations to the Governor on critical workforce matters. Because such actions may affect multiple partners and parts of the workforce system, the OWIBWTDB shall assure to the extent possible that actions before the board have been discussed fully and openly prior to taking action. The OWIBWTDB may postpone any action on any particular item until the next regular meeting or refer the item to the Executive Committee for final action.

## Section 2. Voting Rights

A. Each member of the OWIBWTDB, who is physically present or participating by video or phone conference, shall cast one vote on any question.

B. Proxy and absentee voting is not permitted, except for the official designee of the Governor.

## Section 3. Conflict of Interest

A. Pursuant to Section 101(f) of the Workforce Innovation and Opportunity Act, "A member of a state board may not vote on a matter under consideration by the state board regarding the provision of services by such member (or by an entity that such member represents); or that would provide direct financial benefit to such member or the immediate family of such member; or engage in any other activity determined by the Governor to constitute a conflict of interest as specified in the state plan."

B. A member affected by this requirement must declare a conflict of interest and refrain from participating in the discussion and voting on the matter.

C. If the matter under consideration by the OWIBWTDB is not related to the provision of services, but the member, the entity they represent or the member's relative could have a

financial benefit, then the member must publically announce the nature of the conflict of interest before participating in any discussion or voting on the matter.

#### Section 4. Quorum

- A. To transact business at an OWIBWTDB meeting, a quorum of members must participate. A quorum requires a simple majority of the business representatives, excluding any vacant business positions and participation of at least a majority of all the OWIBWTDB members. A minimum of nine business member positions must be filled in order to conduct board proceedings.
- B. Participation may be those members present or those participating by video or phone conference and a vote of majority of the members present shall be sufficient to pass a motion providing the members in attendance constitute a quorum.

### **Article 5. Committees**

#### Section 1. Executive Committee

- A. The voting members of the Executive Committee shall consist of the Chair and Vice-Chair of the OWIBWTDB, two labor members, one local chief elected official, ~~one at-large business member~~ business and community-based organization members, and the Governor's Labor and Workforce Policy Advisor.
- B. Non-voting, ex-officio members of the committee are The Director of the Employment Department and Director of the Office of Community Colleges and Workforce Development. ~~shall be ex-officio, non-voting members of the committee.~~
- C. Staff from the Department of Human Services workforce programs and a representative of the local workforce development boards shall be invited to attend Executive Committee meetings to listen to its deliberations, be a technical resource for the members and improve communication with the workforce system. Other Technical Advisors will be invited as needed to Executive Committee meetings.
- D. The Executive Committee shall be empowered to take action on behalf of the OWIBWTDB when emergency concerns necessitate such action (e.g. taking action when time pressures do not allow the issues to be addressed at a regularly scheduled OWIBWTDB meeting) and when the OWIBWTDB is not scheduled to meet, if there is a significant demand.
- E. Participation by a simple majority of the voting members is required to take any action. Proposed actions are passed by a vote of the majority of the Executive Committee members present. All actions of the Executive Committee shall be reviewed by the full OWIBWTDB at the next regularly scheduled meeting, except where the Committee acts on behalf of the OWIBWTDB in the absence of an OWIBWTDB quorum, the acts of the Executive Committee shall be the acts of the OWIBWTDB.

## Section 2. Other Committees

- A. The ~~OWIB~~WTDB Chair may establish standing or ad hoc committees to assist the ~~OWIB~~WTDB in carrying out its duties or current work. The ~~OWIB~~WTDB Chair shall appoint a chair of the committee from among the ~~OWIB~~WTDB members.
- B. The ~~OWIB~~WTDB Chair shall appoint board members to committees, taking into account the need for and level of participation required and, to the extent possible, the interest expressed by board members. Where practicable, at least one business representatives must be appointed to a committee.
- C. The ~~OWIB~~WTDB Chair may also appoint individuals who are not board members to serve as additional members of committees in order to have representation of a broad group of interested stakeholders. Non-members cannot serve as chair of the committees.

### **Article 6. Bylaw Changes**

These Bylaws shall be reviewed by the Executive Committee at least once every five (5) years. These Bylaws may be amended, repealed or new Bylaws may be enacted by an affirmative vote of two-thirds (2/3) of the ~~OWIB~~WTDB.

**Approved on June 8, 2018**

**~~January 8, 2016 by the Oregon Workforce Investment Board~~Workforce and Talent Development Board**



*A Plan for Oregon's Future*

## Overview and Update June 4, 2018

Launched by Governor Kate Brown in February 2018, Future Ready Oregon helps to close the gap between the skills that Oregon's workers have and the skills Oregon's growing businesses need. Closing this gap will be accomplished through a combination of initiatives and programs that provide skill and job training to youth, expand training opportunities and skill advancement for Oregonians already in the workforce, and identify projects designed to increase the housing supply in rural areas.

Leaving your community should not be the only path to a good job and a prosperous future for an individual or family. The programs developed and implemented through Future Ready Oregon will create equitable options for youth and adults that enable them to see and access opportunities that match their interests, are available in their communities and are supported with local education and work-based learning strategies. These programs will ensure that traditionally underserved people and populations are able to move to a place of access and outcomes through supports for individuals, families and communities, in partnership with businesses.

This work is guided by the following principles: transferable skills, self-sufficiency, connection to employers, career path, and equity. Programs included in Future Ready Oregon will be evaluated through criteria based on these principles to ensure alignment with the vision.

**Goal: Prepare our future workforce by making investments in education that uses work-based learning strategies.**

### Strategies:

- Dedicate \$300 million to Career & Technical Education (CTE) and Science, Technology, Engineering and Math (STEM) in the 2019-2021 state budget.
- Ensure every student in Oregon has the opportunity to participate in career-connected learning programs, available in their community.

**Goal: Prepare our current workforce by arming them with the skills they need to help Oregon's economy grow.**

### Strategies:

- Next-Gen Apprenticeships
- Turn wage earners into job creators (House Bill 4144)
- Rural Housing Accelerator
- Aligned community investments, creating jobs and supporting workers
- Expanding career paths in the healthcare industry
- Additionally, industry cluster strategies will be identified in at least three economically significant industries by early summer.

## Progress to date:

### General Updates:

- *HECC staff have tested the draft Future Ready Oregon (FRO) Criteria Lens to evaluate community college projects that were submitted for inclusion in FRO.*
- *Initiative Manager, and Rep. Sollman will be participating in the White House STEM convening in June.*
- *Future Ready Oregon was featured at the Oregon Talent Summit on May 11th and in a session at the Western Pathways Conference last week.*

### Goal: Prepare our future workforce by making investments in education that uses career connected learning strategies.

- Dedicate \$300 million to Career Technical Education (CTE) and Science, Technology, Engineering, Arts and Math (STEAM) in the 2019-2021 state budget.
  - *Governor visited Baker Technical Institute in April and staff visited Phoenix School of Roseburg in May. Both are examples of innovative CTE models that are increasing graduation rates and supporting students to succeed in their next steps.*
  - *Initial data on Measure 98 plans was shared with Education Cabinet on May 15<sup>th</sup>. This includes an update on how many districts have prioritized CTE and funding.*
  - *Initiative Manager is scheduled to conduct a listening session with CTE leaders at the ACTE conference in July to gather feedback and ideas related to this strategy.*
- Ensure every student in Oregon has the opportunity to participate in career connected learning programs, available in their community.
  - *Future Ready Workforce Advisory Team has been convened (state level program directors for CTE – secondary and post-secondary, STEAM, Vocational Rehabilitation - Youth Transitions, State Workforce Board, Youth Development Division, M98-High School Success and Stand for Children.*
  - *Advisory Team is developing a definition for Career Connected Learning and providing program information for an overview on current programs and resources for CTE, STEAM and Career Connected Learning.*
  - *Met with leaders at Southern Oregon University about an earn and learn program they are developing. Following up this week to plan a small convening of state and local leaders to flesh out coordination and access of additional federal and community resources to support this type of work.*

### Goal: Prepare our current workforce by arming them with the skills they need to help Oregon's economy grow.

- Next-Gen Apprenticeships
  - *Six apprentices registered in a medical assistant apprenticeship in southern Oregon.*
  - *Health care workforce summit is scheduled for mid-September with a focus on work-based learning strategies, including apprenticeship.*
  - *Information Technology Apprenticeship programs in Lane and Deschutes Counties are recruiting employers and registering their first apprentices in a learning cohort.*
  - *State Apprenticeship Expansion Team is reviewing the White House Apprenticeship Taskforce Recommendations to determine impacts and potential strategies Oregon can implement.*
  - *The State Team is also working on an application for Federal Funding from US Department of Education to expand pre-apprenticeship in Computer Science.*

## Progress to date:

- Turn wage earners into job creators (House Bill 4144)
  - *Initiative Manager has met with stakeholders and is working to support and coordinate as agencies develop administrative rules and an outreach strategy.*
  - *Working with Business Oregon to catalog entrepreneurship resources in rural areas to ensure the new businesses that are created have access to the resources available.*
- Rural Housing Accelerator
  - *Pilot sites have been announced and Regional Solutions is convening community leaders across the project for a kick off in June.*
- Aligned community investments, creating jobs and supporting workers
  - *Business Oregon, the Higher Education Coordinating Commission and Local Workforce Development Boards are continuing to gather information and evaluate the feasibility four potential pilot sites.*
  - *Staff from both agencies have collaborated to develop a draft of the program criteria, available resources, additional local partners and process which will be used to develop project plans.*
- Expanding career paths in the healthcare industry
  - *Met with SEIU and OHCA to develop a strategy for alignment of the entry level healthcare pathway for non-certified, non-licensed workers.*
  - *Initiative manager is reaching out to stakeholders to determine the core competencies and training requirements for this workforce.*
  - *The core competencies and requirements will be used to develop common training and determine the connections to the next steps on the training pathway that is being developed by the Department of Education. The intent is to increase the portability across service provider types and occupations.*
  - *An attraction strategy for these entry level positions is also being developed to increase the labor supply.*
  - *In the next several months, an analysis of bureaucratic processes that govern this workforce will be conducted to determine what is required by law and what is required by industry. Department of Human Services is starting this work. The information gathered will be used to start a conversation with industry leaders about potential barriers to entry into these occupations.*
- Industry cluster strategies will be identified in at least three economically significant industries by early summer.
  - *Initiative Manager is working with Employment Department Research, Regional Solutions Teams and Local Workforce Boards to determine the industries of focus and developing a project plan.*

## Week of June 4, 2018

- *Initiative Manager will be following up on project plans and developing recommendations for review and comment by the Future Ready Oregon Team on policy and process issues.*

## Contact:

Shalee Hodgson

Initiative Manager, Future Ready Oregon

Office of Governor Kate Brown

[Shalee.hodgson@oregon.gov](mailto:Shalee.hodgson@oregon.gov); 503-798-0142



# Future Ready Oregon

Working together to close the skills gap

Presented to the Oregon Workforce and Talent Development Board  
June 8, 2018

# Future Ready Oregon

- ▶ Prioritizes closing the skills gap
- ▶ Strengthening partnerships
- ▶ Working together



Office of Governor Kate Brown - June 8, 2018

2



*A Plan for Oregon's Future*

# Guiding Principles

- ▶ Transferable skills
- ▶ Self-sufficiency
- ▶ Connection to employers
- ▶ Career path
- ▶ Equity



Office of Governor Kate Brown - June 8, 2018

3



*A Plan for Oregon's Future*

# Goals and Strategies

- ▶ Prepare our future workforce by making investments in education that uses career connected learning.
  - ▶ Dedicate \$300 million to CTE and STEAM
  - ▶ Ensure youth and adults have the opportunity to participate in career connected learning programs in their communities



# Goals and Strategies

- ▶ Prepare our current workforce by arming them with the skills they need to help Oregon's economy grow.
  - ▶ Next-Gen Apprenticeships
  - ▶ Turn wage earners into job creators (House Bill 4144)
  - ▶ Rural Housing Accelerator



# Goals and Strategies

- ▶ Prepare our current workforce by arming them with the skills they need to help Oregon's economy grow.
  - ▶ Aligned community investments, creating jobs and supporting workers
  - ▶ Expanding career paths in the healthcare industry
  - ▶ Industry cluster strategies



# Questions?



*A Plan for Oregon's Future*



Office of Governor Kate Brown - June 8, 2018

# Contact Information

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503-798-0142

<http://www.oregon.gov/gov/policy/Pages/Future-Ready-Oregon.aspx>



# Workforce Innovation and Opportunity Act (WIOA) Basics

June 8, 2018

## 1. WIOA has 4 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)

2. 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.
3. 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.
4. This year's total federal allotment is down 6.98% from last year. This cut is in addition to a 10.07% cut last year:
  - **Total:** \$30,431,249
  - **Adult:** \$9,188,900
  - **Dislocated Worker:** \$11,670,127
  - **Youth:** \$9,572,222
5. 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 county level and was reviewed by the WTDB's Continuous Improvement Committee. It will again be reviewed this year by the WTDB as part of its responsibilities.
6. 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**
7. After reserving funds, the remaining funds go directly to the LWDBs.
8. Due to dramatic cuts in local allocations, the state is reserving less than its allowable amounts:
  - 5% of the 5% allowable for Administration
  - 6.88% of the 10% allowable for Statewide Activities
  - 17.5% of the 25% allowable Dislocated Worker funding

**WIOA Title 1B Allocations-Total**  
**Program Year 2018**  
**Draft**

Full 5%, 2.5% Youth, 7.5%Adult, 10% DLW, 17.5% Rapid Response									
	Youth	Adult	DLW	Program Year 2018			Program Year 2017	Difference	
	\$\$	\$\$	\$\$	\$\$	%		\$\$	\$\$	%
Worksystems, Inc. (WSI) - <i>(Multnomah and Washington counties, City of Portland)</i>	1,963,885	1,825,146	2,177,295	5,966,326	19.61%		6,766,702	(800,376)	-11.83%
Willamette Workforce Partnership (WWP) - <i>(Marion, Polk, Linn, and Yamhill)</i>	1,582,684	1,328,956	1,254,071	4,165,711	13.69%		4,534,931	(369,220)	-8.14%
Northwest Oregon Works (NOW) - <i>(Benton, Clatsop, Columbia, Lincoln, and Tillamook)</i>	604,132	502,162	478,943	1,585,237	5.21%		1,477,628	107,609	7.28%
Lane Workforce Partnership (LWP) - <i>(Lane)</i>	925,679	773,489	660,121	2,359,289	7.75%		2,561,124	(201,835)	-7.88%
Rogue Workforce Partnership (RWP) - <i>(Jackson, and Josephine)</i>	977,359	954,482	751,499	2,683,340	8.82%		2,707,423	(24,083)	-0.89%
Clackamas Workforce Partnership (CWP) - <i>(Clackamas)</i>	535,686	496,890	666,423	1,698,999	5.58%		1,935,331	(236,332)	-12.21%
Southwestern Oregon Workforce Investment Board (SOWIB) - <i>(Curry, Coos, and Douglas)</i>	716,063	694,390	530,932	1,941,385	6.38%		1,821,590	119,795	6.58%
East Cascades Workforce Investment Board (ECWIB) - <i>(Crook, Deschutes, Gilliam, Hood River, Jefferson, Klamath, Lake, Sherman, Wasco, and Wheeler)</i>	976,400	919,259	871,233	2,766,892	9.09%		2,956,286	(189,394)	-6.41%
Eastern Oregon Workforce Board (EOWB) - <i>(Baker, Grant, Harney, Malheur, Morrow, Umatilla, Union, and Wallowa)</i>	572,418	545,516	486,820	1,604,754	5.27%		1,658,135	(53,381)	-3.22%
<b>Subtotal LWIA's</b>	<b>8,854,306</b>	<b>8,040,290</b>	<b>7,877,337</b>	<b>24,771,933</b>	<b>81.40%</b>		<b>26,419,150</b>	<b>(1,647,217)</b>	<b>-6.23%</b>
<b>State Holdback Total</b>	<b>717,916</b>	<b>1,148,610</b>	<b>3,792,790</b>	<b>5,659,316</b>	<b>18.60%</b>		<b>6,294,046</b>	<b>(634,730)</b>	<b>-10.08%</b>
<i>State Admin (5%)</i>	478,611	459,444	583,506	1,521,561	5.00%		1,635,657	(114,096)	
<i>SWA (Governor's Rsrv)</i>	239,305	689,166	1,167,012	2,095,483	6.89%		2,759,044	(663,561)	
<i>Rapid Response</i>	-	-	2,042,272	2,042,272	17.50%		1,899,345	142,927	
<b>TOTAL ALLOCATION</b>	<b>9,572,222</b>	<b>9,188,900</b>	<b>11,670,127</b>	<b>30,431,249</b>	<b>100.00%</b>		<b>32,713,196</b>	<b>(2,281,947)</b>	<b>-6.98%</b>



# Upcoming Research Projects from the Oregon Employment Department

*Workforce and Talent Development Board  
- Annual Business Meeting-*

June 8, 2018

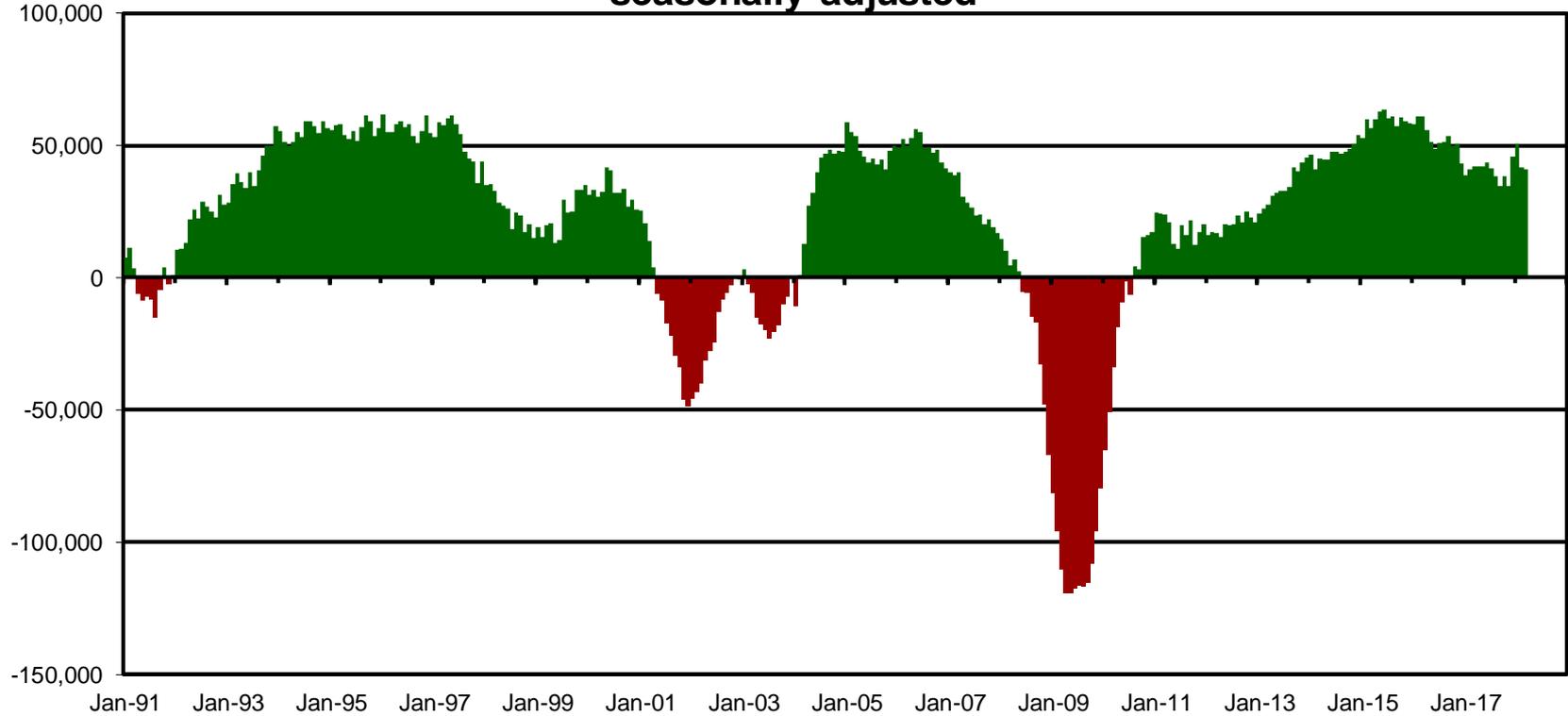


# High Level Summary of Change Agents

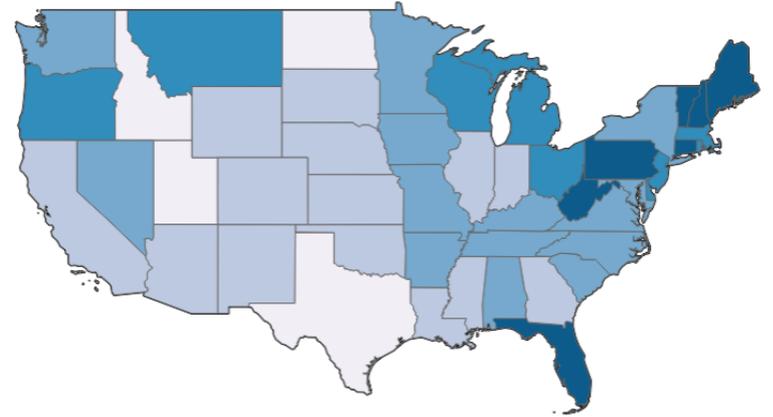
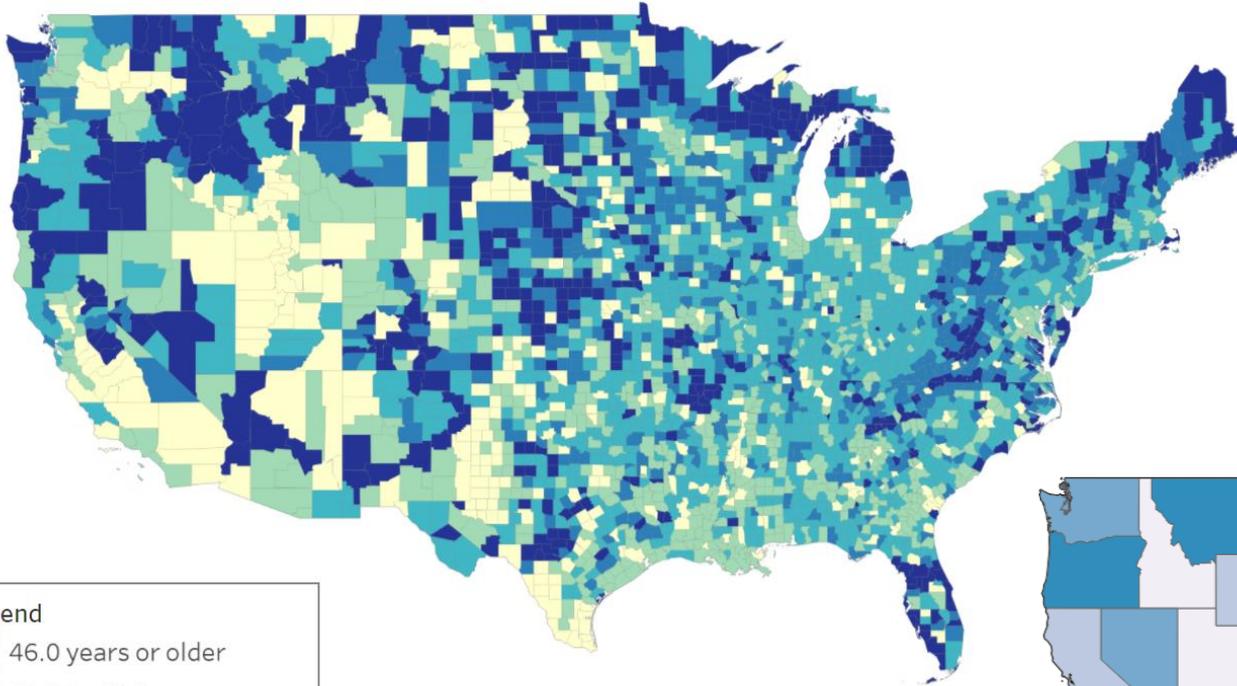
- Education | Training | Skills
- Occupation | Flexible and Adaptable | Technology
- Population | Economic Growth
- Broad Economic Drivers and other Social Factors



## Oregon's Year-Over-Year Job Growth/Decline seasonally adjusted



# Median Age Maps



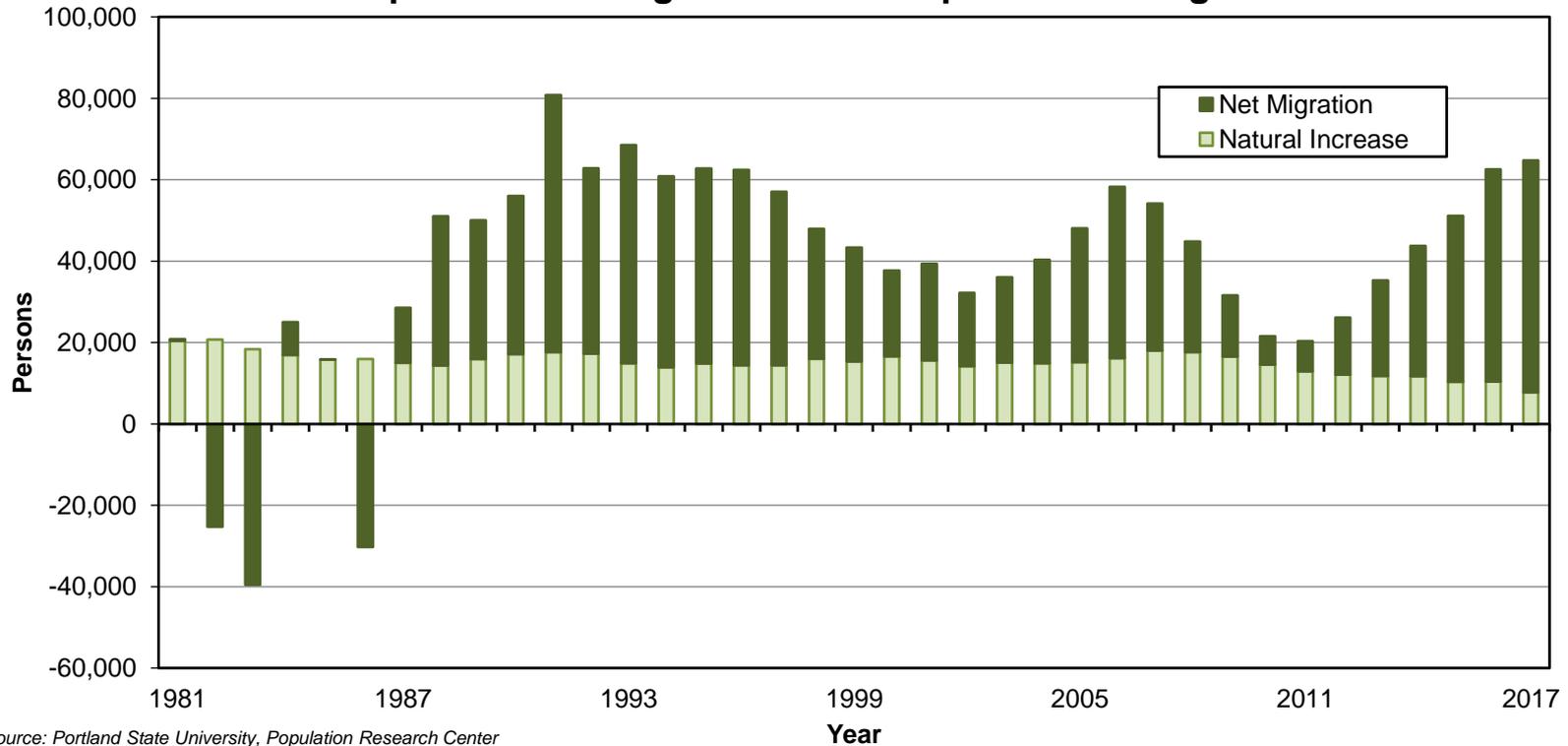
## Legend

- 46.0 years or older
- 43.0 to 45.9 years
- 39.0 to 42.9 years
- 35.0 to 38.9 years
- Less than 35.0 years



**Net migration into Oregon is a source of labor force supply. It also grows the economy by increasing the demand for products and services.**

**Components of Oregon's Annual Population Change**



Source: Portland State University, Population Research Center



# “NEW” Official Bureau of Labor Statistics National Long-Term Projections



<https://www.bls.gov/careeroutlook/2017/article/occupational-projections-charts.htm>

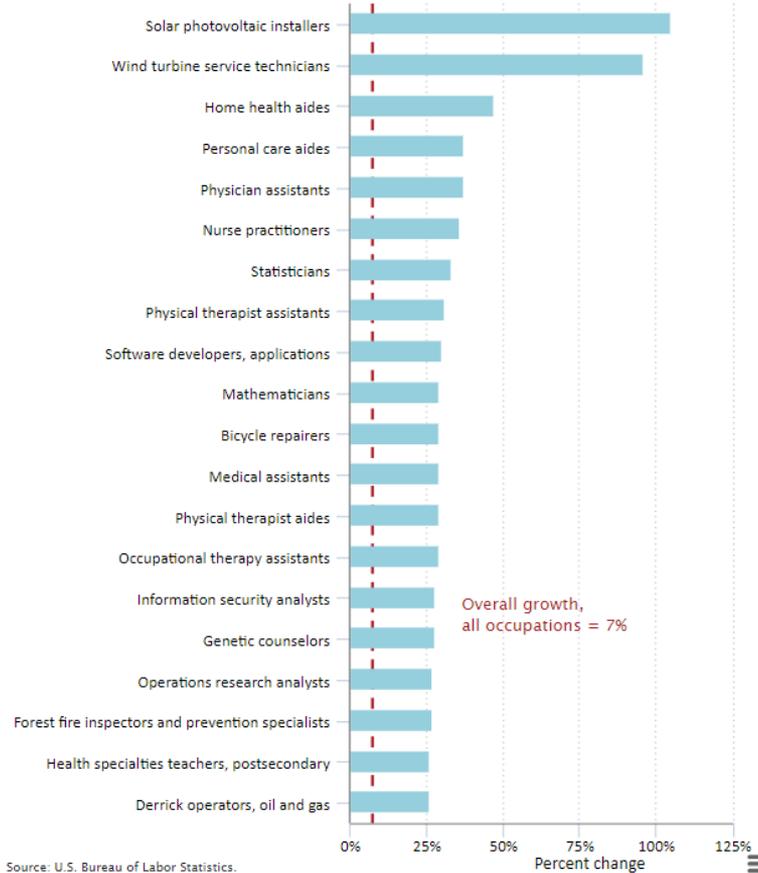


# %



### Chart 1. Fastest growing occupations

Percent change in employment, projected 2016–26

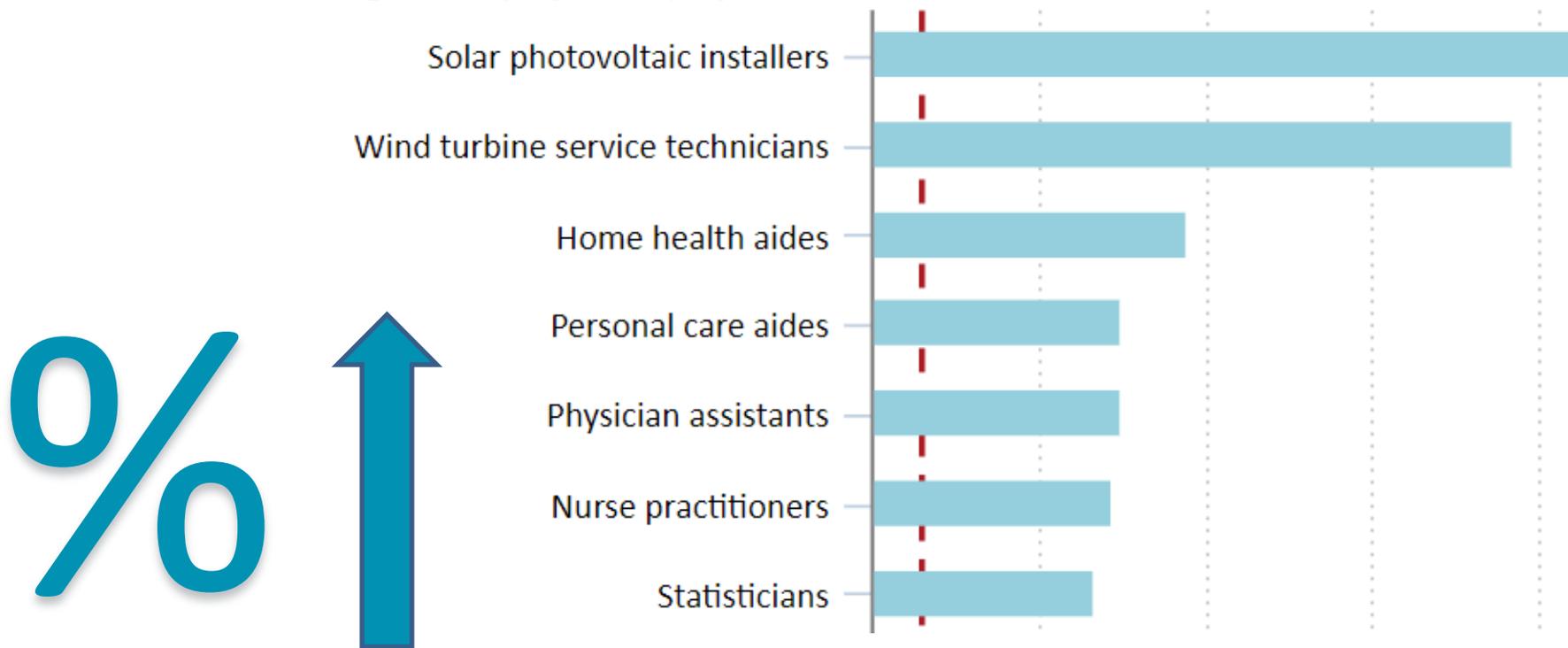


Source: U.S. Bureau of Labor Statistics.



## Chart 1. Fastest growing occupations

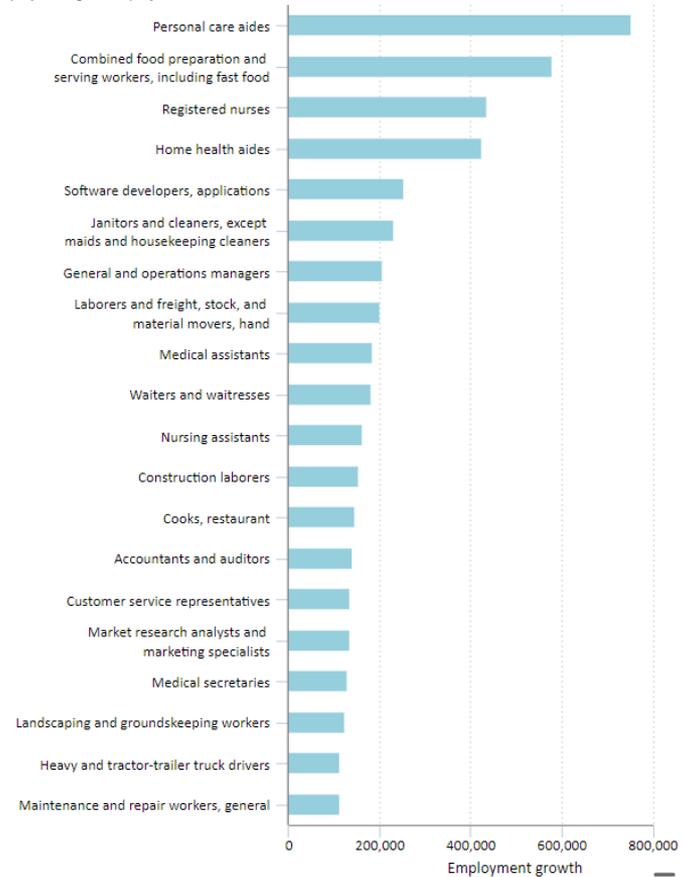
Percent change in employment, projected 2016–26





## Chart 2. Most new jobs

Employment growth, projected 2016–26

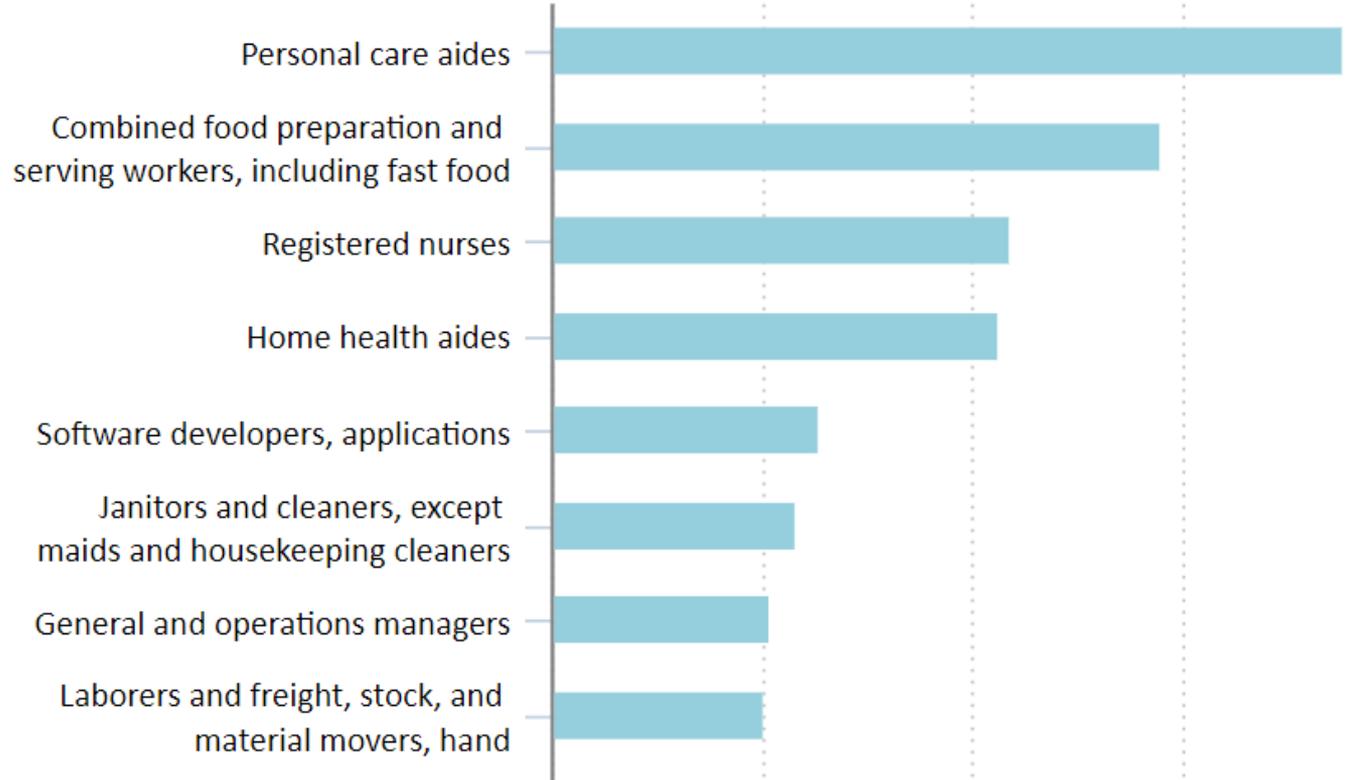


Source: U.S. Bureau of Labor Statistics.



## Chart 2. Most new jobs

Employment growth, projected 2016–26

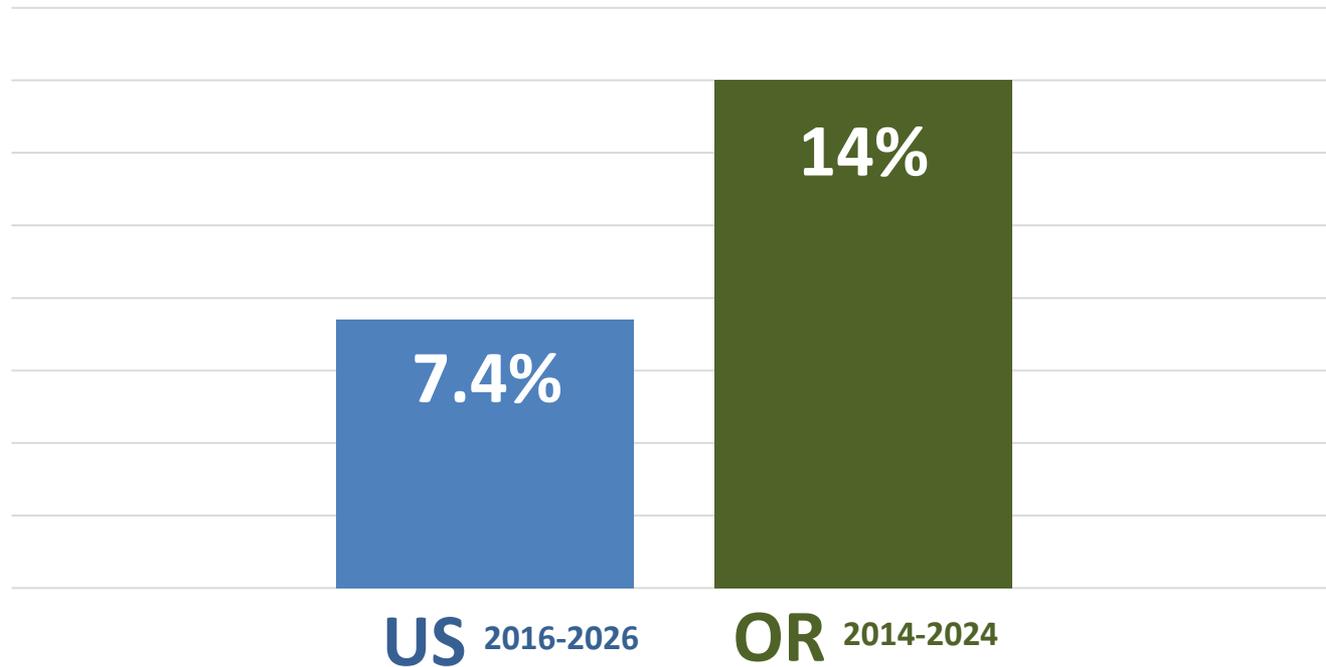


# Long-Term Industry and Occupational Projections

- National long-term estimates of industry and occupational employment growth for the next decade (annualized).
- Oregon figures ([2017-2027](#)) will be released in June of 2018

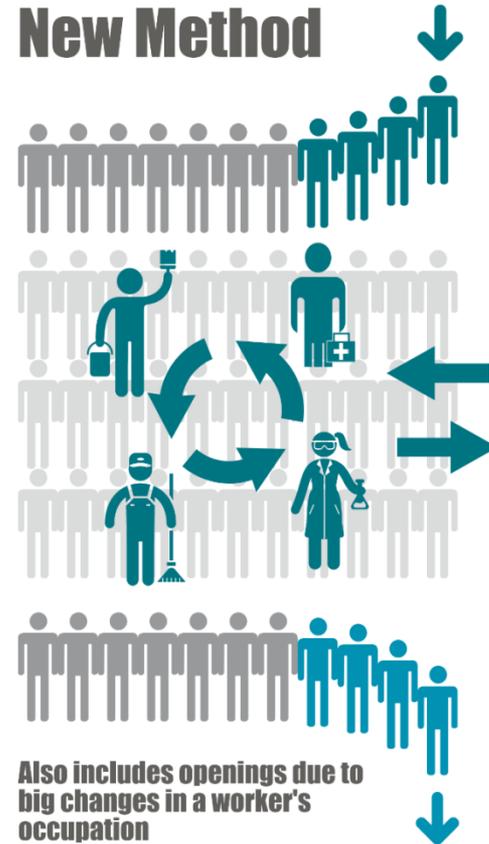
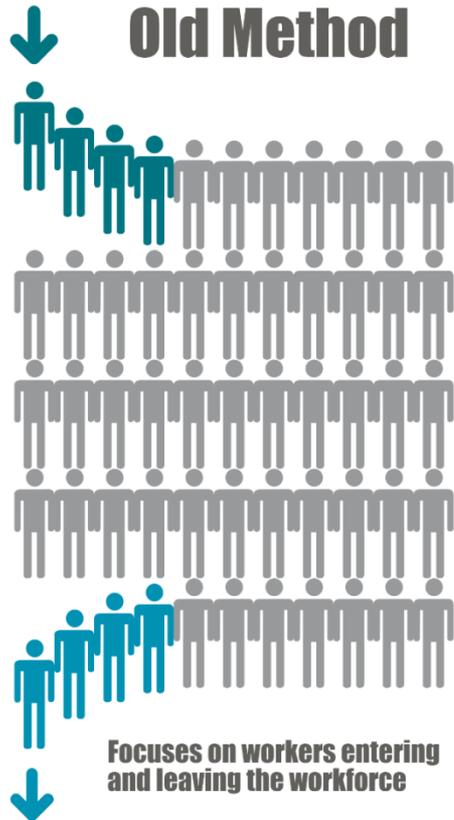


# Long-Term Employment Projections (Decade, % Change)

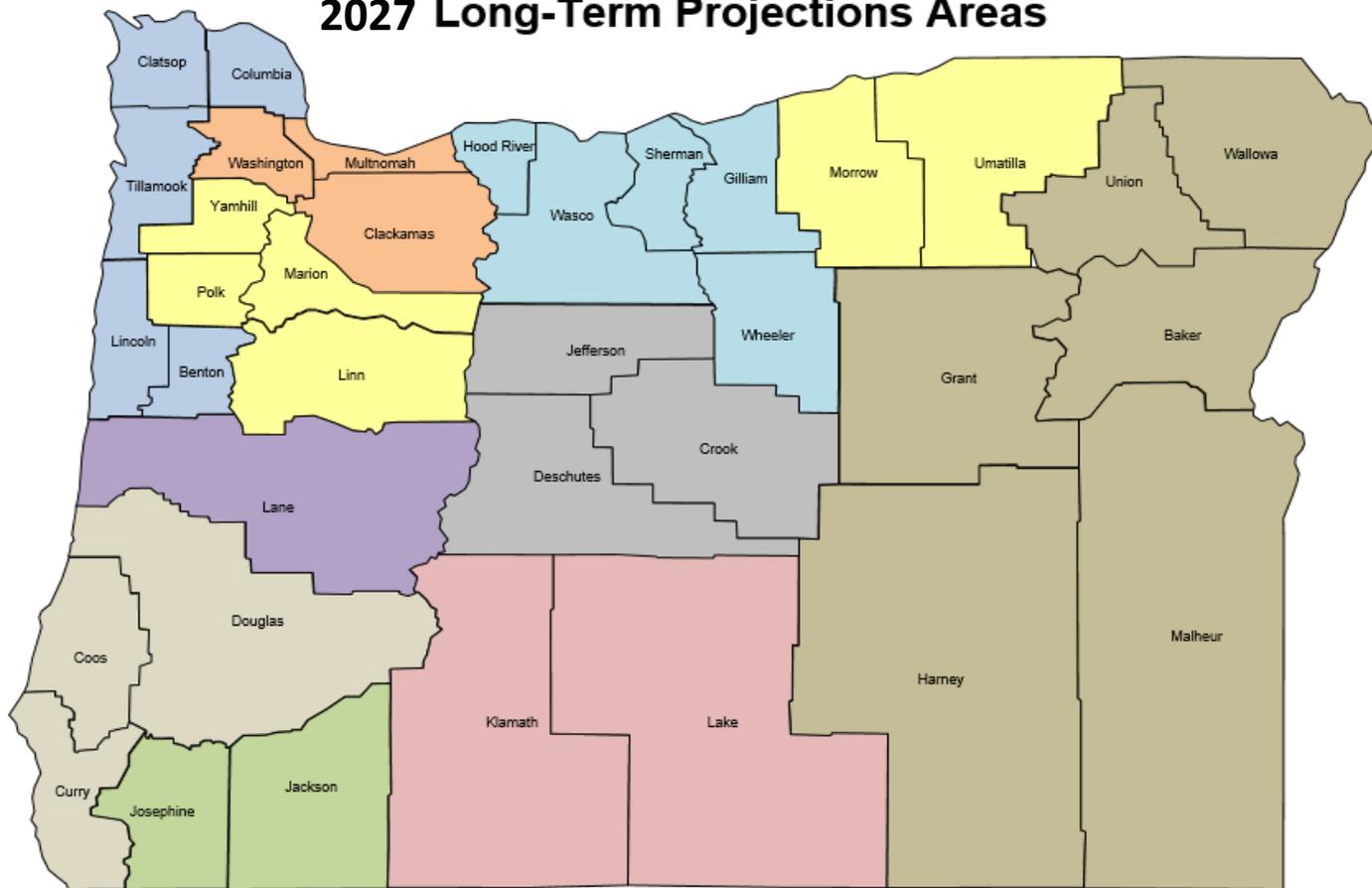


Source: Bureau of Labor Statistics





# 2027 Long-Term Projections Areas



# What's Just Around the Corner?

*“Four Research efforts that will inform the next several years in Oregon!”*

- Oregon Job Vacancy Survey - 2017 “Difficult to Fill” Report - June 2018
- Oregon Long-term Industry and Occupational Projections - June 2018
- National Contingent Worker Survey Findings - Summer 2018
- Oregon Fringe Benefit Survey - Early 2019



The key regional economic driver now is the intersection between technology and human capital/workforce.

*“It is the continued in-migration, population growth, and an aligned, educated, and trained workforce that will lead to economic growth, wealth creation, and an improved quality of life.”*



**Bob Uhlenkott – Research Director**

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