



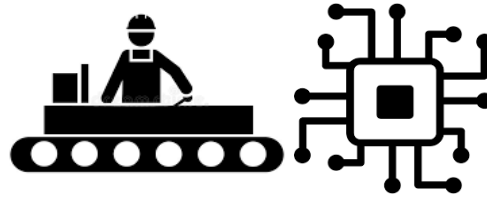
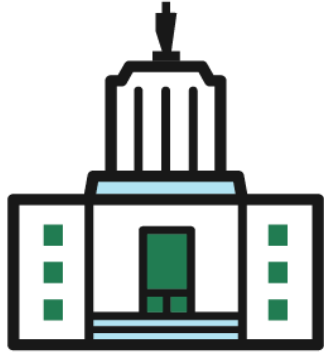
# Racial Justice Council Future Ready Oregon Implementation Updates

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# Developing Future Ready Oregon



- Future Ready Oregon originated in the **Governor's Racial Justice Council**
- Workforce Workgroup developed a Future Ready Oregon proposal for the February 2022 legislative session that includes strategic and targeted investments aimed at **making Oregon's workforce system more equitable and racially just** by:
  - Leveraging **short-term (GF) and long-term (ARPA) investments** to enhance existing successful programs and create space for new and innovative approaches and partnerships
  - Supporting **Priority Populations** – communities of color, women, low-income communities, rural and frontier communities, veterans, persons with disabilities, incarcerated and formerly incarcerated individuals, members of Oregon's tribes, older adults, and individuals who identify as members of the LGBTQ+ community
  - Targeting **Key Industry Sectors** – Healthcare, Manufacturing, and Technology

# Implementing Future Ready Oregon

## Guiding Principles

- Recruitment, retention, and career advancement
- Advancing a diverse workforce
- Equitable prosperity and upward economic mobility
- Investments in wraparound services
- Engagement with employers, education and training providers, and community-based organizations

## Strategies

- Ground decisions in racial justice and focus on serving Priority Populations
- Leverage existing success *and* do things differently
- Focus on employer and job seeker needs
- Require meaningful and inclusive collaboration
- Implement assessment, accountability, and continuous improvement

## Core Goals

- Advance a more equitable workforce system
- Grow and diversify the workforce
- Expand partners that comprise our workforce system

# HECC – A Vision for Oregon Postsecondary Education

*“The Higher Education Coordinating Commission (HECC) envisions a future in which all Oregonians – and especially those whom our systems have underserved and marginalized – benefit from the transformational power of high-quality postsecondary education and training.”*

From the HECC Strategic Framework, December 2017

## HECC GOALS

### AFFORDABILITY



### EQUITY



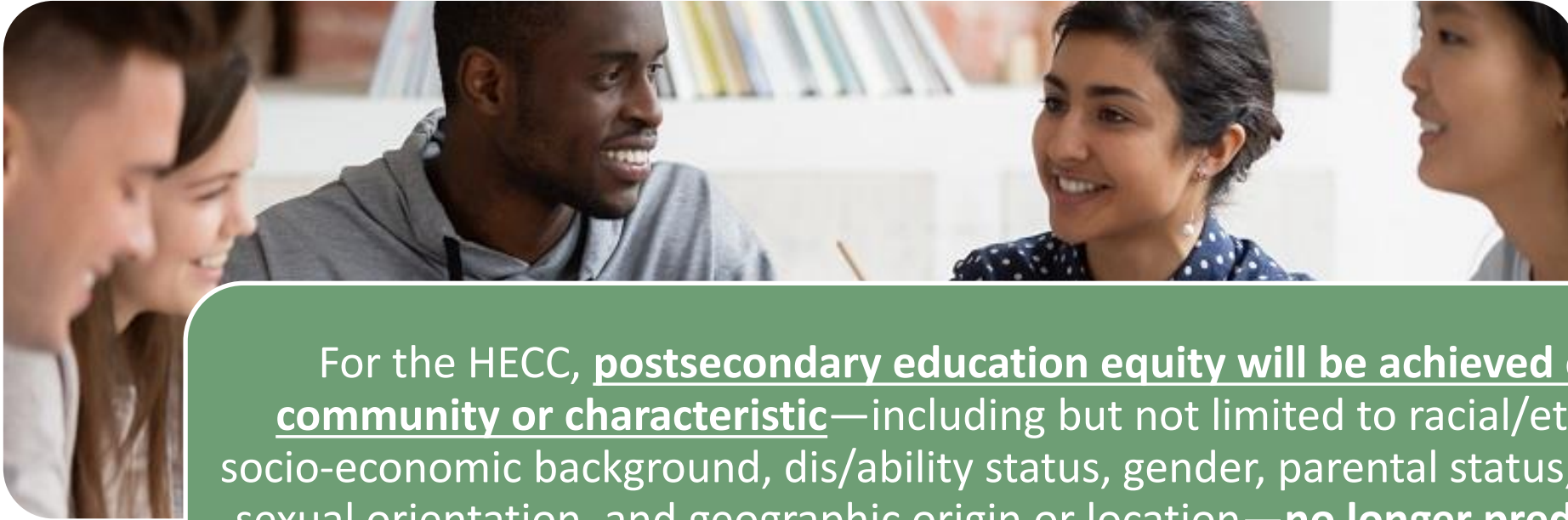
### STUDENT SUCCESS



### ECONOMIC & COMMUNITY IMPACT



# HECC Equity Stance



For the HECC, postsecondary education equity will be achieved once one's community or characteristic—including but not limited to racial/ethnic identity, socio-economic background, dis/ability status, gender, parental status, veteran status, sexual orientation, and geographic origin or location—no longer predict inequitable access to and success in postsecondary education and training. We will work towards this by addressing the root historical causes of systemic racism and inequities, not just their manifestation. This includes the intentional examination and elimination of policies, practices, attitudes and cultural messages that perpetuate the stark inequities in postsecondary education and workforce training we see today.

# Oregon HECC Equity Lens

The Oregon Equity Lens was adopted by the HECC in 2014 as a cornerstone to the State's approach to education policy and budgeting.

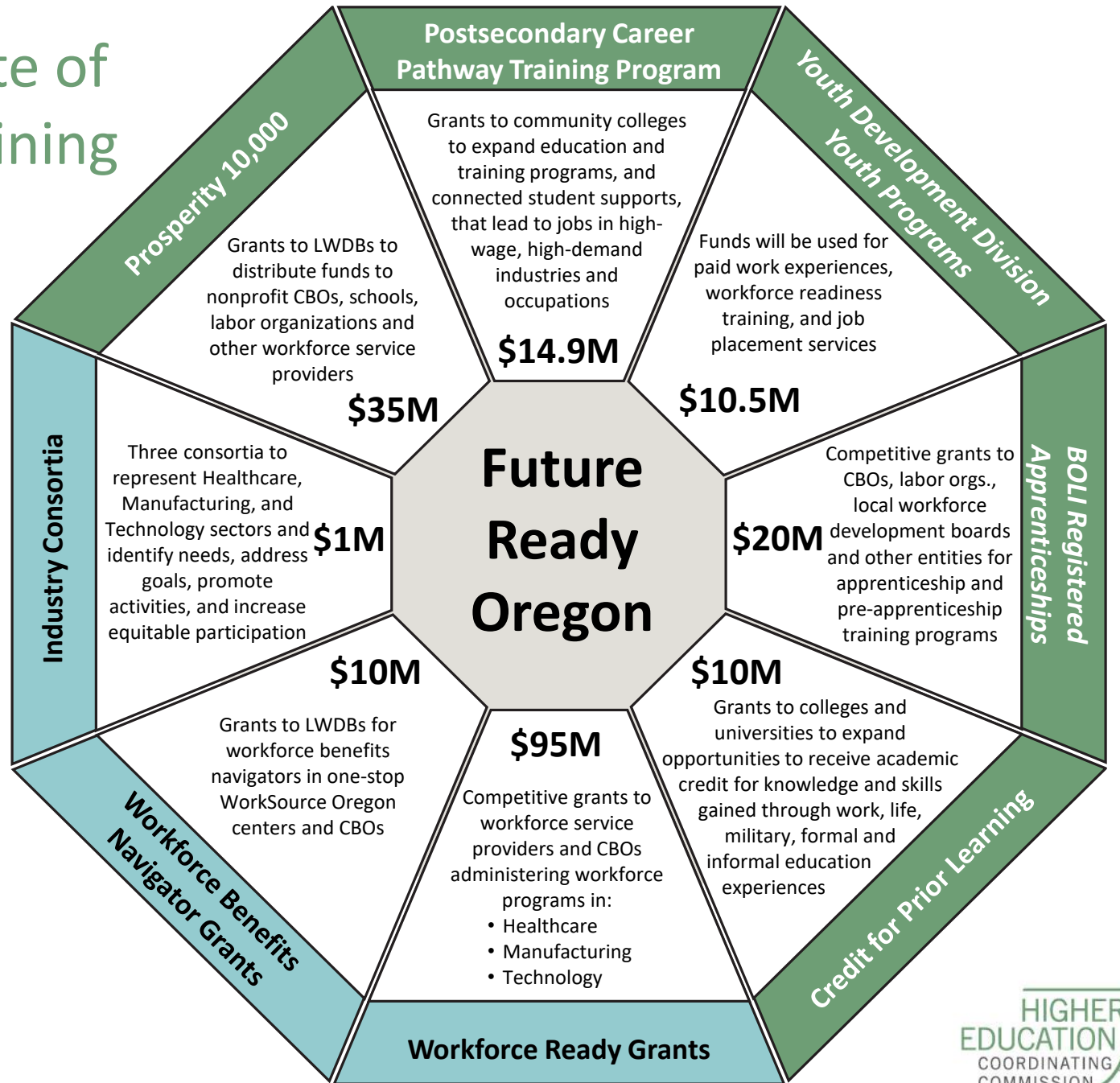
- **Purpose:** To clearly articulate the shared goals we have for our state; to assess the equity impact of policies and investments; **to make intentional policies, investments and systemic change to achieve an equitable educational system;** and to create clear accountability structures.
- Confirms the **importance of identifying and urgently addressing institutional and systemic barriers** that have limited access and success for many students.
- Emphasizes **historically underserved students**, with a **particular focus on racial equity.**



In November 2021, the HECC Equity Lens was updated. It is now titled the Oregon HECC Equity Lens, with a renewed attention on application to **postsecondary education and training**. The primary focus areas described here remain consistent.

# Future Ready Oregon is a suite of investments in workforce training

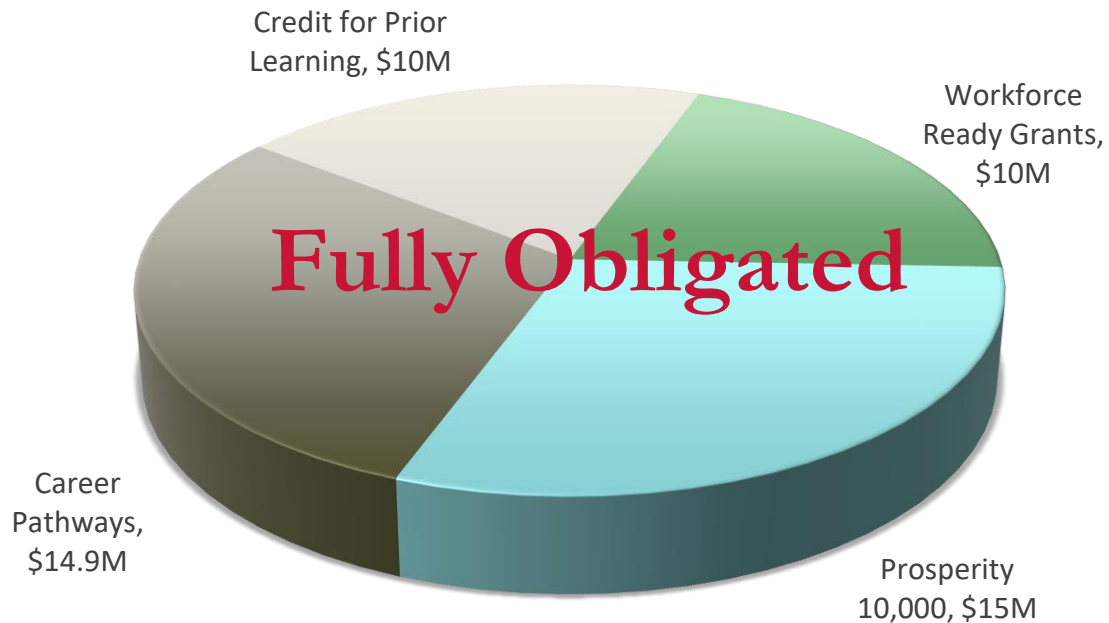
Passed in Spring 2022, Future Ready Oregon aims to advance a more equitable workforce system, by expanding and innovating workforce training, and to raise economic prosperity, by connecting individuals to the training they need for well-paying jobs *and* connecting businesses to the skilled labor they need for growth.



# Future Ready Oregon Grant Programs Administered by the HECC

## HECC's GF Program Investments (\$49.9M)

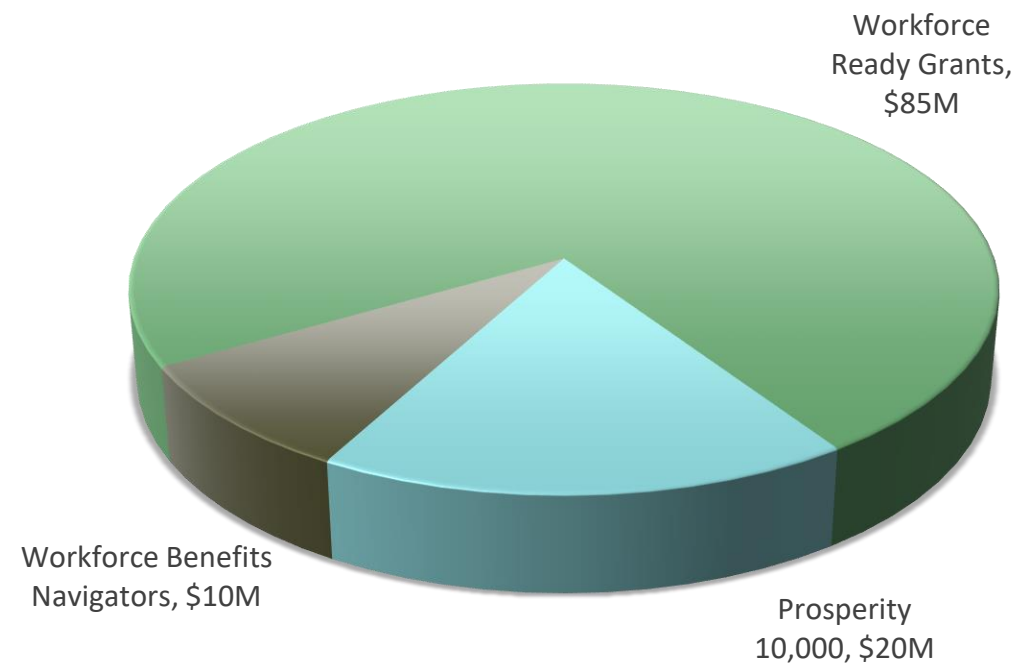
*to be spent by June 30, 2023*



- Workforce Ready Grants
- Prosperity 10,000
- Career Pathways
- Credit for Prior Learning

## HECC's ARPA-funded Investments (\$115M)

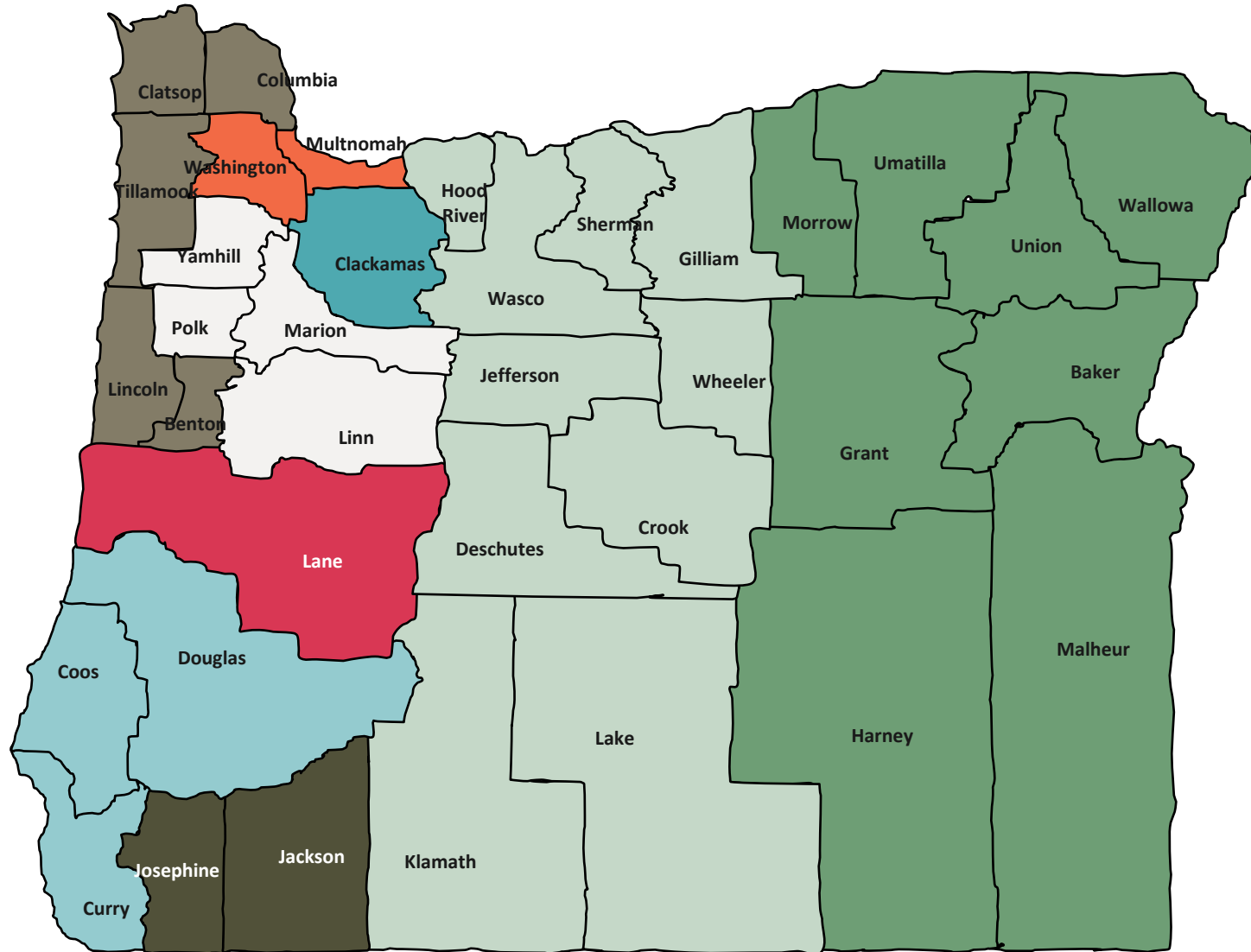
*to be obligated by December 30, 2024; and spent by December 30, 2026*



- Workforce Ready Grants
- Prosperity 10,000
- Workforce Benefits Navigators



# Future Ready Oregon Investments: Prosperity 10,000



Northwest Oregon Works

Wsystems

Clackamas Workforce Partnership

Willamette Workforce Partnership

Lane Workforce Partnership

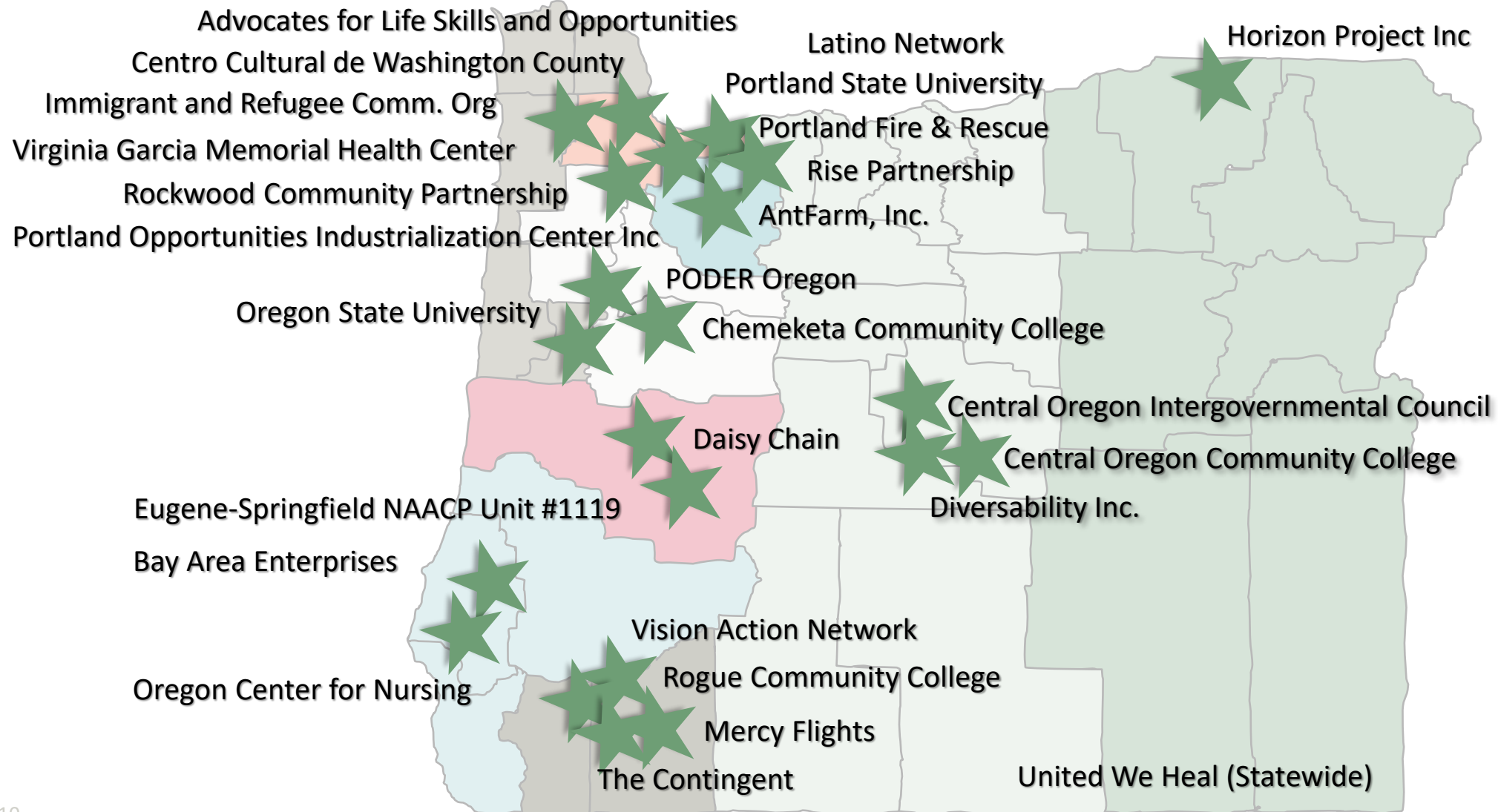
Southwestern Oregon Workforce Investment Board

Rogue Workforce Partnership

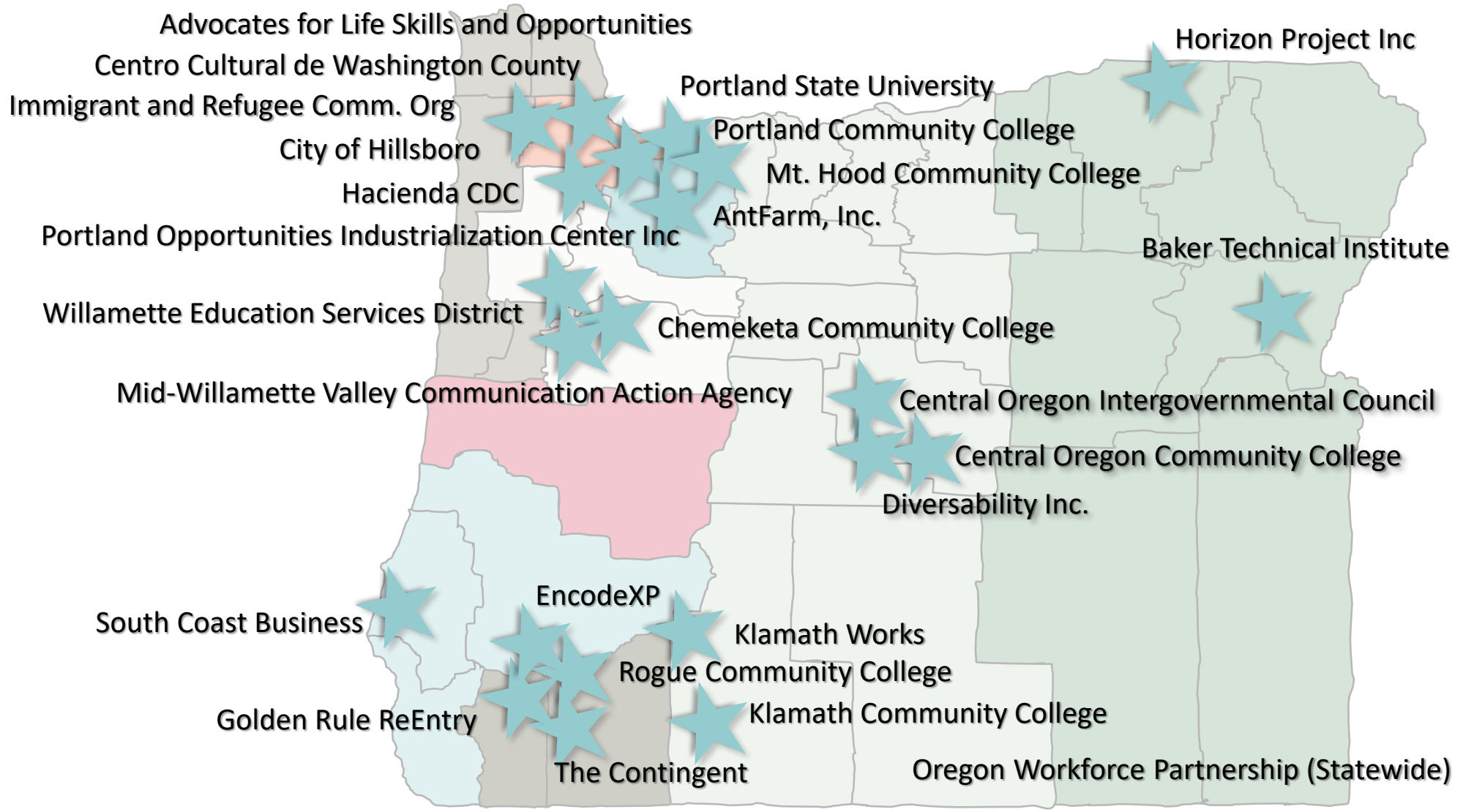
East Cascades Works

Eastern Oregon Workforce Board

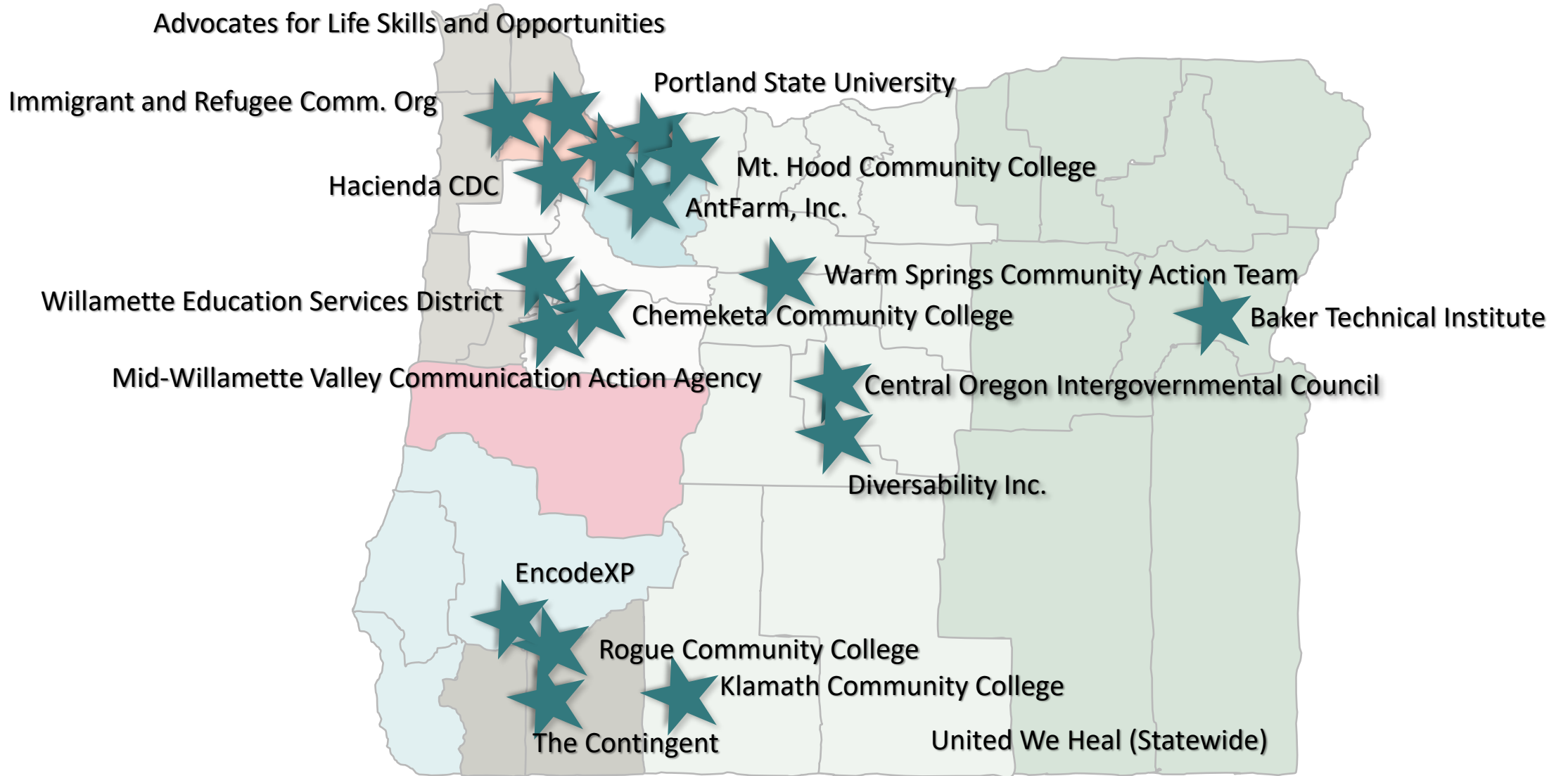
# Future Ready Oregon Investments: Workforce Ready Grants



# Future Ready Oregon Investments: Workforce Ready Grants



# Future Ready Oregon Investments: Workforce Ready Grants



# Engagement and Consultation with Diverse Communities

## Future Ready Oregon – Advisory Committees, Inclusive Processes, and Lessons Learned

Focus Round One funding on **capacity-building** to advance opportunities for organizations serving **Priority Populations** and new-to-workforce development

Provide supports for applicants, including **technical assistance** and language translation, and accessible application materials

Emphasize direct, intentional **support for Priority Populations** and cultural competency, lived experience, and specific knowledge of community strengths, impacts of discrimination, and disparities in access

Prioritize **partnerships and collaboration** to engage historically underserved and vulnerable populations, advance innovation, and build capacity

**Expand engagement efforts** to connect with organizations new to providing workforce services, specifically CBOs in rural communities, tribal governments, and culturally specific organizations

**Lead with learning** – building communities of practice, ongoing technical assistance, and training to support grant recipients

# Measuring Impact:

## Assessment, Accountability & Continuous Improvement

The reporting for Future Ready Oregon asks two intertwined questions

Does Future Ready Oregon lead to greater economic security?

For individuals, communities, businesses, industries, the State

Does Future Ready Oregon improve equity, especially racial equity?

Across workforce training, employment, industries, career advancement

Multiple analyses

### Access

- Engagement of community-based organizations
- Equity to workforce development opportunities
- Effective and equitable recruitment and wrap-around support

### Practice

- Experience and equity of grantees across programs
- Experience of and equity in individuals served, by community and program
- Identification of equitable and effective training programs and combinations of programs, especially for priority populations

### Outcomes

- Changes employment and earnings of individuals across priority populations
- Changes in labor shortages in high-demand industries and extent to which changes occur equitably
- Programs that equitably yield gainful employment and industries that equitably address shortages
- Future investments that lead to equitable outcomes & reduced labor shortages

# The first year's report was intentionally focused on implementation

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**The first annual report includes** description and assessment of each program's implementation and of baseline data on labor force and education.

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**Why implementation?** The impact and efficacy of any program depends on how it was implemented, and the early period of 2022 precludes assessment of impact.

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**We gathered data** on RFA and granting activities, program activities, and program processes, centering the analysis around specific questions.

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We paid particular attention to the legislation's **priority populations**.

## Assessment of implementation

- Timeliness
- Adherence to requirements
- Adherence to priorities
- Development of foundation for improved economic prosperity
- Development of foundation for improved equity

## Priority Populations

Communities of color	Women
Low-income communities	Veterans
Incarcerated and formerly incarcerated individuals	Oregon's 9 federally recognized tribes
Individuals more likely to face age discrimination in emp.	Rural and frontier communities
Members of the LGBTQ+ community	Persons with disabilities

# Key findings from the first annual report

Future Ready Oregon is well situated for the coming year after extensive implementation work in 2022 under tight timelines.

Despite the tight timeline, most processes are in place, programs are off the ground, and agencies and partner organizations entered 2023 mostly in a state of continuous improvement.

Long-term declines in labor force participation and rising need for economic growth reinforce the need for innovation.

A more economically viable and equitable workforce system depends in part on doing things differently.

Unemployment is low and workers who can work likely are.

Current employees likely need training for career advancement while those not currently employed likely have basic needs for training and infrastructure.

Community engagement yielded consistent benefits to serving communities, bringing in new service providers, and creating innovation to develop a diverse workforce.



# Recommendations from the first annual report include:

To continue timeliness, innovation

- Create opportunities for learning and sharing best practices.
- Adopt an expectation of continuous improvement; lead with learning.

To address long-term emp. declines

- Maximize community engagement, innovation, and continuous improvement.

To engage communities

- Continue to make deliberate outreach in the community a priority in 2023.
- Organizations that did not engage in outreach in 2022 need to do so in 2023.
- Approach community engagement with learning to develop processes further.

To meet equity goals

- Continue focus on reaching priority populations in culturally responsive ways.
- Increase attention to tribal communities, women, rural communities, and LGBTQ+ populations in outreach, RFAs, awarding criteria, and participants served.

To address low unemployment

- Address both basic needs and career advancement.
- Connect participants with basic needs: childcare, housing, nutrition, language.
- Connect employed participants with training for career advancement.

# While the first report focused on implementation, we are also planning for analyses of the investment's impact in coming years

2022

How is Future Ready Oregon implemented to align with its goals?

What is the workforce development landscape before Future Ready Oregon (baseline data)?

2023

Collect consistent, individual-level data across the wide array of programs: participant characteristics, services, employment outcomes

Collect qualitative data that center participants' experiences and voices and provide deeper understanding of processes

Coming years

Evaluate each program individually and the investment holistically; focus on equitable access & outcomes for priority populations

Identify effective approaches for specific communities, including paths that combine programs

Develop statewide plan for equitable workforce development

*Racial Justice Council & Future Ready Oregon – continued engagement, partnership, and advocacy through:*

- Participation in advisory committees, industry consortia, and policy leadership
- Leveraging networks to connect partners to the workforce system and share grant funding opportunities
- Accountability to the core values and guiding principles of the Future Ready Oregon investments



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Racial Justice Council  
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