



House Committee on Higher Education

SB 1545 (2022) – Future Ready Oregon Overview & Implementation

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SB 1545 (2022) – Future Ready Oregon

I. Introduction to Future Ready Oregon

- Core Principles
- Summary of Investments

II. HECC Program Implementation

- Prosperity 10,000
- Postsecondary Career Pathway Training Programs
- Credit for Prior Learning Grants
- Workforce Ready Grants
- Industry Consortia

III. Assessment and Reporting

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



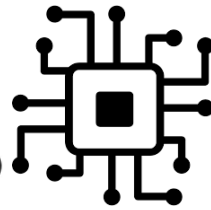
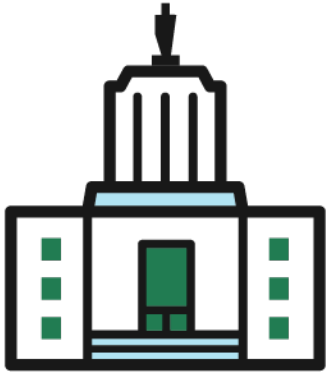
STUDENT SUCCESS



ECONOMIC & COMMUNITY IMPACT



Development of Future Ready Oregon



- Future Ready Oregon originated in the Governor's Racial Justice Council
- Workforce Workgroup convened to develop a Future Ready Oregon proposal for the February 2022 legislative session that makes strategic and targeted investments aimed at making Oregon's workforce system more equitable and racially just
- Priority Populations include 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
- Key Industry Sectors: Healthcare, Manufacturing and Technology

SB 1545 (2022) – Future Ready Oregon

Workforce Development:

Education and training that leads to employment

Core Principles:

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

Summary of Future Ready Oregon Investments

Leveraging Success

Prosperity 10K Local Workforce Development Boards: **\$35m**

Postsecondary Career Pathways: **\$14.9m**

BOLI Scaling-up Registered Apprenticeship*: **\$20m**

YDD Expanding Youth Reengagement*: **\$10.5m**

Supporting Credit for Prior Learning: **\$10m**

Encouraging Innovation

Workforce Readiness Grants: **\$95m**

Workforce Benefits Navigators: **\$10m**

Statewide Industry Consortia: **\$1m**

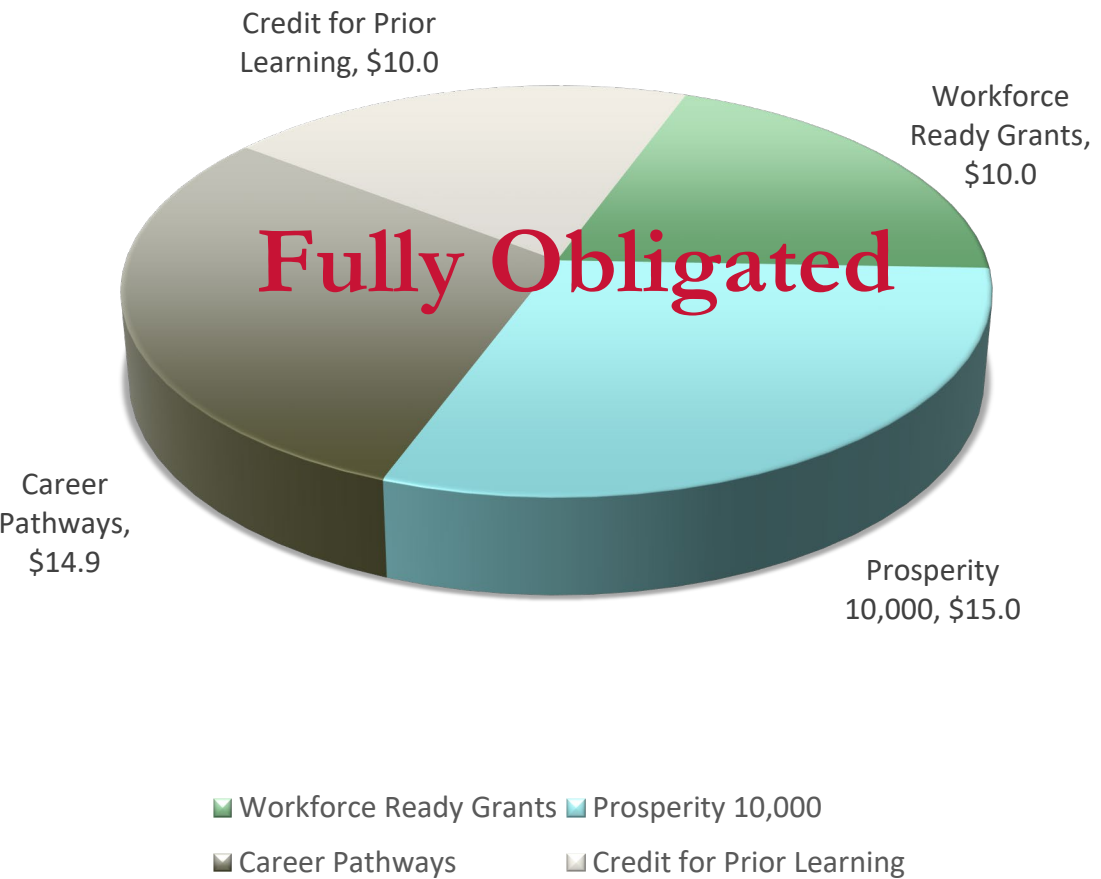
Measuring Impact

Assessment, Accountability & Continuous Improvement: **\$1.5m**

Future Ready Oregon Grant Programs

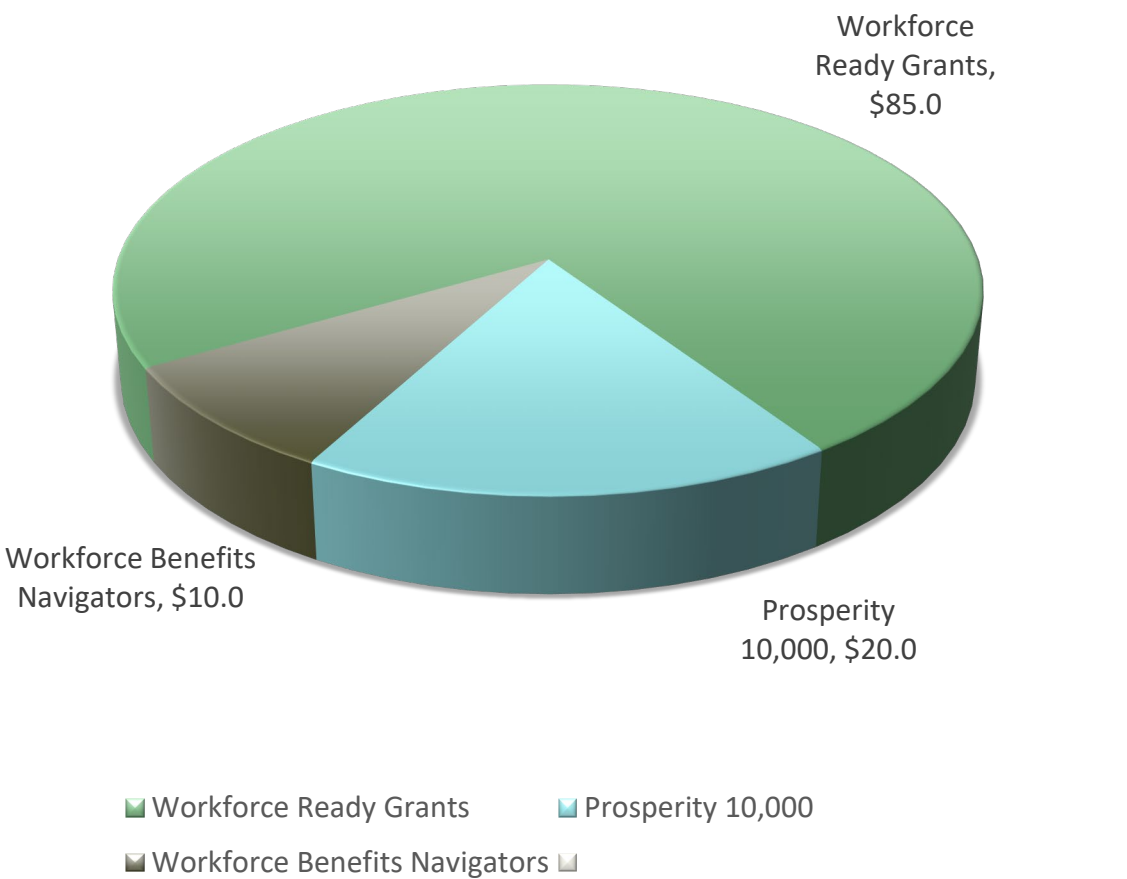
HECC’s GF Program Investments (\$49.9M)

to be spent by June 30, 2023



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

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



Leveraging Success:

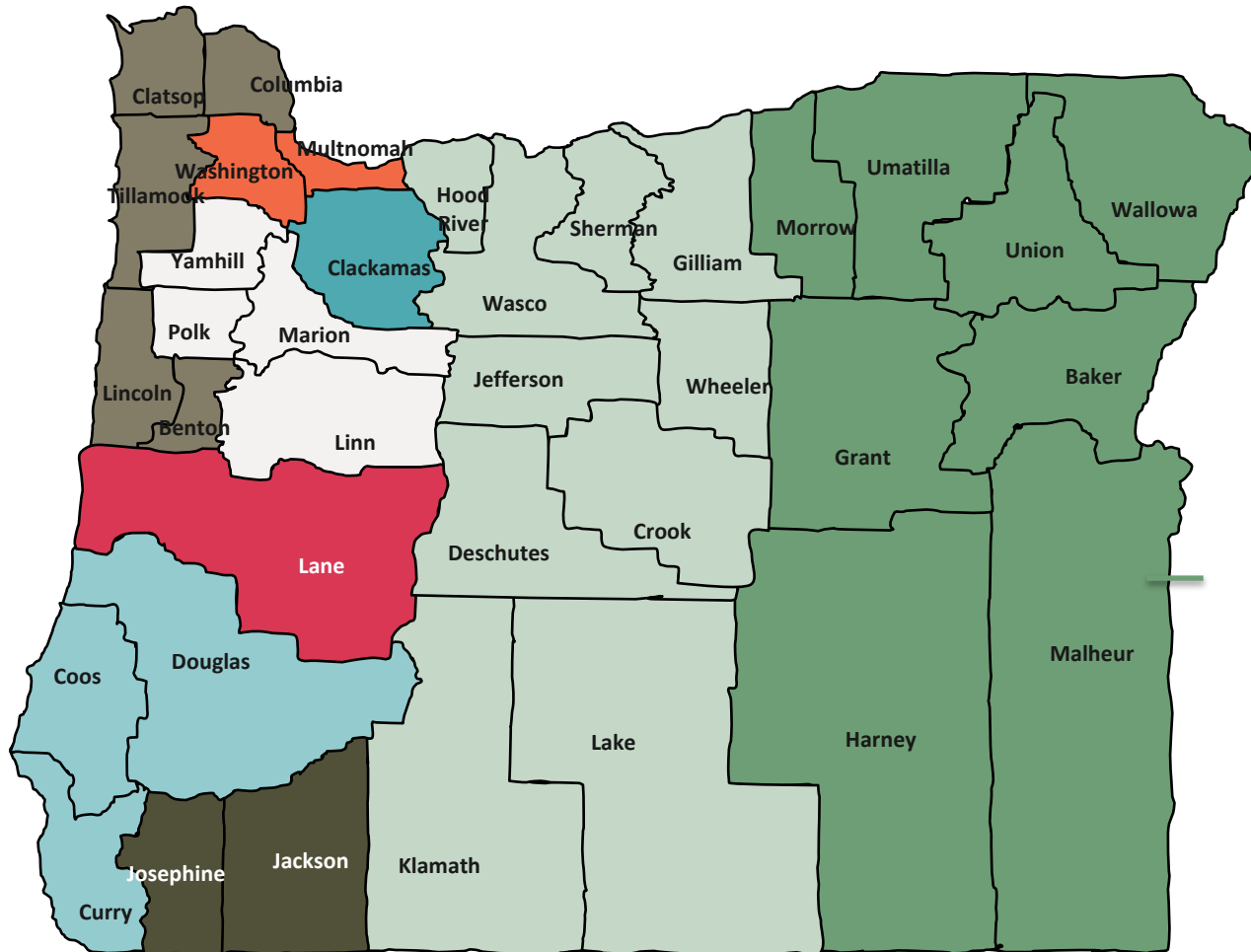
Prosperity 10,000 Grants: \$35 million



- Local Workforce Development Boards (LWDBs) will distribute funds to nonprofit community-based organizations, educational institutions, labor organizations and other workforce service providers to provide services.
- Services will include career coaching, occupational training, job placement services, wraparound supports, paid work experiences and targeted recruitment and engagement efforts.
- LWDBs received their first allocation of \$15M in May 2022 and will receive their second and final allocation of \$20M in coming months.

Prosperity 10,000

LOCAL WORKFORCE DEVELOPMENT BOARDS



Status

- \$15 million General Fund distributed by formula to local workforce development boards in May 2022
- \$20 million ARPA funding to be distributed by formula to local workforce development boards in early 2023

Leveraging Success:

Postsecondary Career Pathway Training Program: \$14.9 million



- Grants are for the development and support of postsecondary career pathway training programs that provide individuals from priority populations with opportunities and supports to obtain the necessary skills for securing a job or career advancement in high-wage, high-demand industries and occupations.
- All 17 Oregon Community Colleges received \$14.9M in awards based on a formula allocation and are implementing their work.

Postsecondary Career Pathway Training Programs

Status

- \$14.9 million General Fund distributed by formula to community colleges

Sustainability

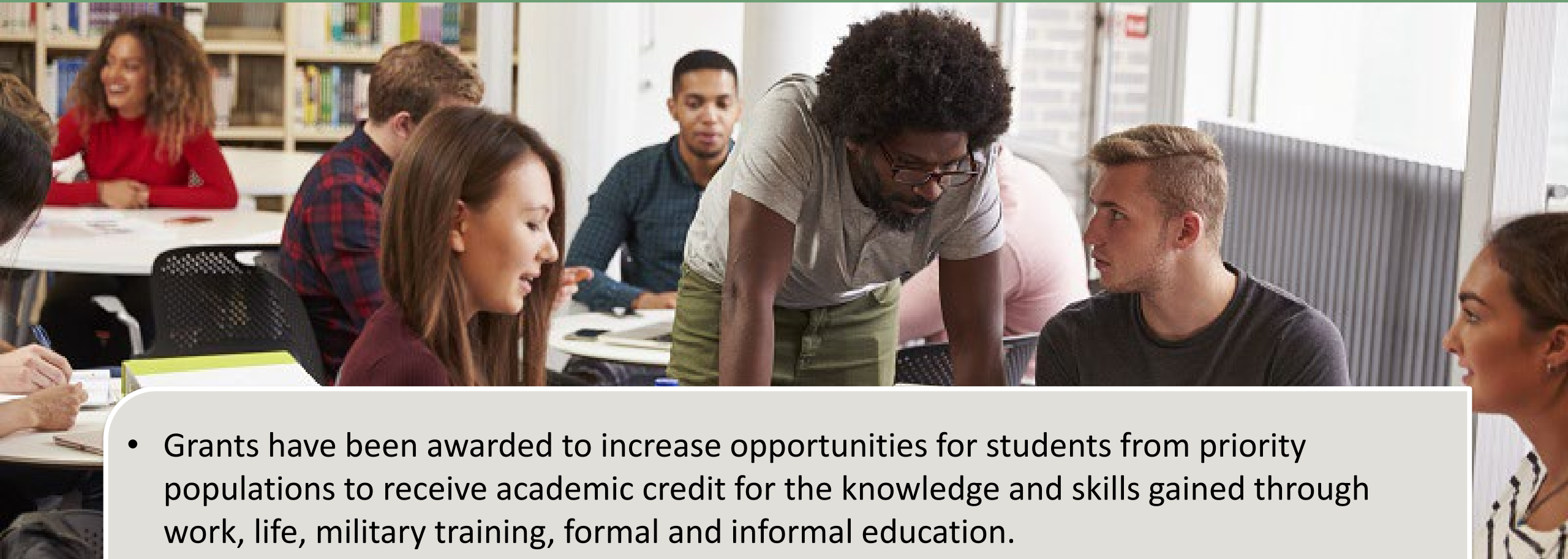
- Career Pathways funding in HECC's 2023-2025 base budget
- Leverages GF for federal STEP match

Examples...

- **Portland Community College (PCC)**
 - Expanding capacity to serve more individuals from priority populations and enhance existing career pathways programs
 - Developing new Integrated Education & Training (IET) programs which serve and train adult learners in high-wage, high-demand sectors including Advanced Manufacturing and Welding
 - Providing targeted outreach to priority populations
- **Umpqua Community College (UCC)**
 - Developing and expanding programs designed to reach priority populations in Douglas County, specifically rural and low-income communities
 - Researching and developing new Healthcare programs and expanding offerings to rural high school students
 - Providing direct support for students who have an unmet need to cover tuition, fees, materials, or transportation to school
- **Oregon Coast Community College (OCCC)**
 - Curriculum development, assessment, and faculty training in Allied Health programs
 - Developing a more robust mentorship model for Allied Health and expanding clinical sites for Allied Health students
 - Providing direct student support to enroll and retain students, specifically rural populations

Leveraging Success:

Credit for Prior Learning Grants: \$10 million



- Grants have been awarded to increase opportunities for students from priority populations to receive academic credit for the knowledge and skills gained through work, life, military training, formal and informal education.
- Of 25 public institutions that were eligible, 14 Community Colleges & 5 Public Universities applied; all 19 institutions will receive funding totaling \$10M.

Credit for Prior Learning Grants

Status

- \$10 million General Fund competitively awarded to 14 Community Colleges & 5 Public Universities
- HECC hosting communities of practice

Sustainability

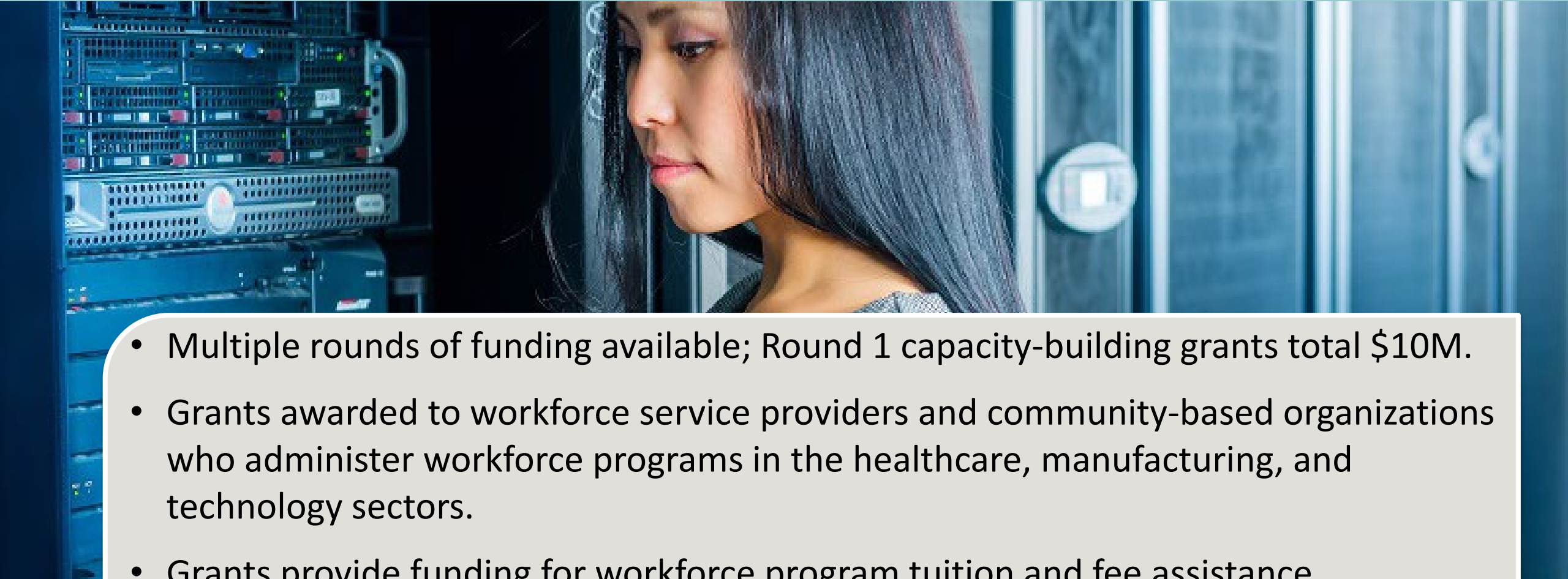
- Builds CPL systems and infrastructure capacity

Examples...

- **Eastern Oregon University**
 - Create a measurable assessment model that can be scaled across the institution and the state
 - Train faculty, staff, industry partners and others to ensure consistency, accuracy, equity, and success in applying the assessment model
 - Develop marketing plan to recruit CPL candidates from diverse backgrounds and reduce barriers to college attendance
- **Columbia Gorge Community College**
 - Create robust, holistic CPL program that provides opportunities for priority populations to achieve their educational goals
 - Develop functional training program to increase staff capacity
 - Focus on military, licensure, prior work experience, and portfolio process
 - Develop and implement recruiting strategy and materials in English and Spanish
- **Linn Benton Community College**
 - Investing in innovation, technology, systems development, and training to close equity gaps and provide opportunities for priority populations
 - Engage industry partners to validate CPL assessments
 - Train faculty, staff utilizing nationally recognized training modules
 - Develop marketing and outreach strategies and materials in English and Spanish to raise awareness of CPL for priority populations

Encouraging Innovation:

Workforce Ready Grants: \$95 million



- Multiple rounds of funding available; Round 1 capacity-building grants total \$10M.
- Grants awarded to workforce service providers and community-based organizations who administer workforce programs in the healthcare, manufacturing, and technology sectors.
- Grants provide funding for workforce program tuition and fee assistance, wraparound supports and services, development of culturally and linguistically specific career pathways, paid work experiences, and organizational development.

Workforce Ready Grant Programs – Round 1 Capacity Building

Status

- \$10 million GF competitively awarded to 42 projects focused on capacity-building
- Engaged Technical Assistance consultants to support applicants
- Technical Advisory Committee convened bi-weekly Sept-Dec 2022 to inform grantmaking processes and grantee supports
- Round 2 ARPA-funded grant opportunities will be available in early 2023

Examples...

Launch an Emergency Medical Technician (EMT) Certification Program for individuals from priority populations in Multnomah, Clackamas, and Washington counties.

- Portland Fire & Rescue (\$300,000)

Develop a strategic plan, including needs assessment and asset mapping, for a technology workforce training program serving tribal members living on the Warm Springs Indian Reservation.

- Warm Springs Community Action Team (\$110,579)

Launch a pre-apprenticeship program that will manufacture modular homes, tiny homes, and auxiliary structures in partnership with entities serving the houseless population in Jackson and Josephine Counties.

- Golden Rule ReEntry (\$300,000)

Expand 5-week Manufacturing Academy, training students in Baker County in technology-driven skills through Computer Aided Design, 3D Printing, and Computer Navigated Cutting.

- Baker Technical Institute (\$89,500)

Increase the number of Latino bilingual, bicultural qualified mental health providers; establish a statewide Latino Health Council; strategically inform and guide healthcare policy and resources.

- PODER Oregon's Latino Leadership Network (\$300,000)

Technical Advisory Committee and Implementing 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, the impacts of discrimination, and disparities in access

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

Expand efforts to connect with and engage 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

Encouraging Innovation:

Workforce Benefits Navigators: \$10 million



- Grants will be awarded to the Local Workforce Development Boards to fund workforce benefits navigators at one-stop WorkSource Oregon centers and community-based organizations.
- Navigators will match individuals with the programs and services that best meet their unique needs.
- The RFA will be released in early 2023.

Encouraging Innovation:

Industry Consortia: \$1 million



- Three consortia will be established to represent the healthcare, manufacturing and technology industry sectors.
- They will build strategic partnerships, address mutual industry goals, identify industry-specific workforce needs, develop targeted recruitment strategies, and promote workforce development programs and activities.
- A Development Facilitator has been contracted to consult on the design of the Industry Consortia; expected to convene in early 2023.

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 is intentionally focused on implementation

The first annual report describes and assesses the process of implementation and baseline labor force and education data.

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.

To analyze implementation, we gathered data on RFA and granting activities, program activities, and program processes, centering the analysis around specific questions.

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

Questions guiding assessment of implementation

- How timely was the implementation?
- How closely is the implemented program adhering to requirements, either as laid out in the legislation or as laid out by the administering agency?
- How closely is the implemented program adhering to priorities laid out in the legislation?
- How is the program, as implemented, creating the foundation for improved economic prosperity for participants, businesses, and the state?
- How is the program, as implemented, creating the foundation for improved equity for participants, businesses, and the state?

Priority Populations

Communities of color	Women
Low-income communities	Veterans
Incarcerated and formerly incarcerated individuals	Persons with disabilities
Individuals with disproportionate age discrimination in employment	Rural and frontier communities
Individuals who identify as members of the LGBTQ+ community	Members of Oregon's nine federally recognized tribes

Findings from the first annual report include:

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

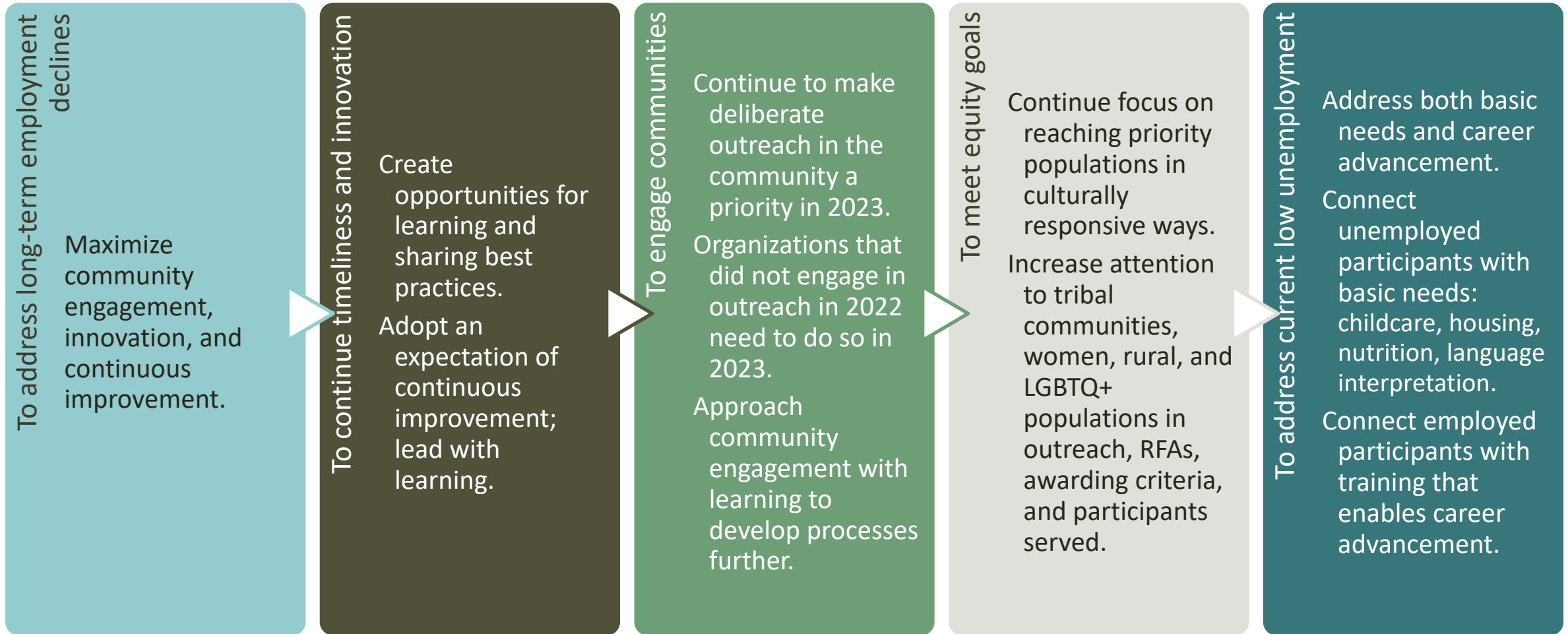
Despite the tight timeline, most processes are in place, programs are off the ground, and agencies and partner organizations are now mostly in a state of continuous improvement.

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

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:



This year's report focused on implementation, and we are also planning for analyses of the investment's impact in coming years

2022 report

- How is Future Ready Oregon implemented to align with its goals?
- What is the workforce development landscape before Future Ready Oregon (baseline data)?

2023 activities and report

- Collect consistent, individual-level data across the wide array of programs: participant characteristics, services and supports, employment outcomes
- Collect qualitative data that center participants' experiences and voices and provide deeper understanding of processes

Coming years

- Evaluate each program individually & the investment holistically; focus on equitable access & outcomes among priority populations
- Identify effective approaches to workforce development for specific communities, including pathways that combine programs
- Develop statewide plan for equitable workforce development

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Questions?



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