



Senate Committee on Labor and Business

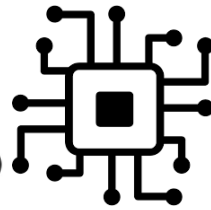
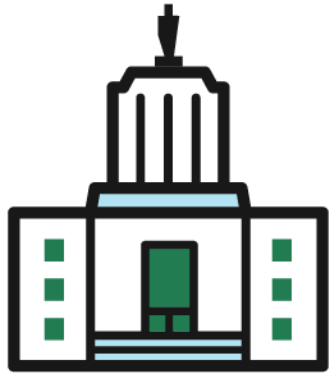
SB 1545 (2022) – Future Ready Oregon Implementation Update

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February 21, 2023

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

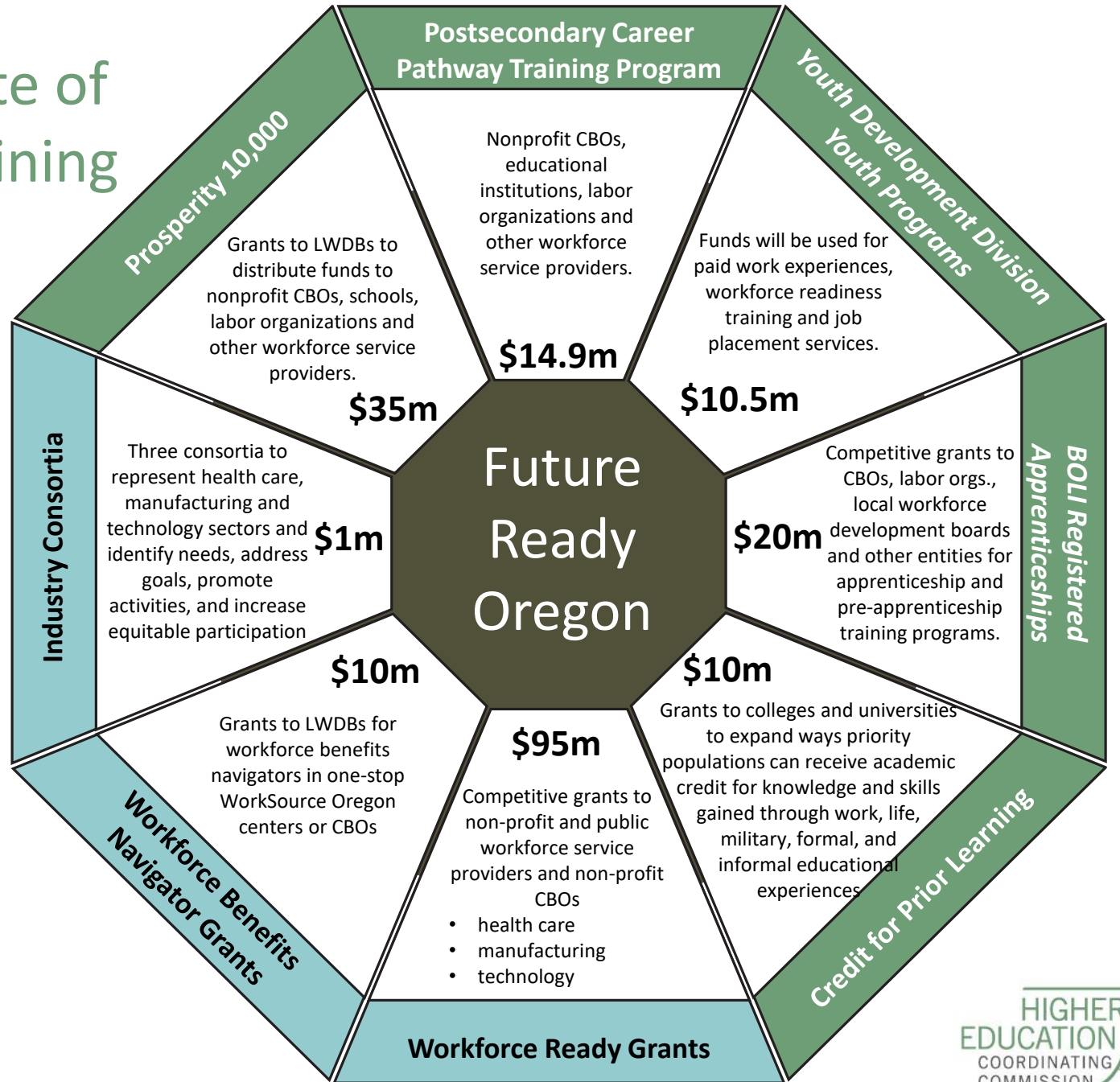
Workforce Development:
*Education and training that leads
to employment*

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

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



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

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

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.

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**.

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 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.

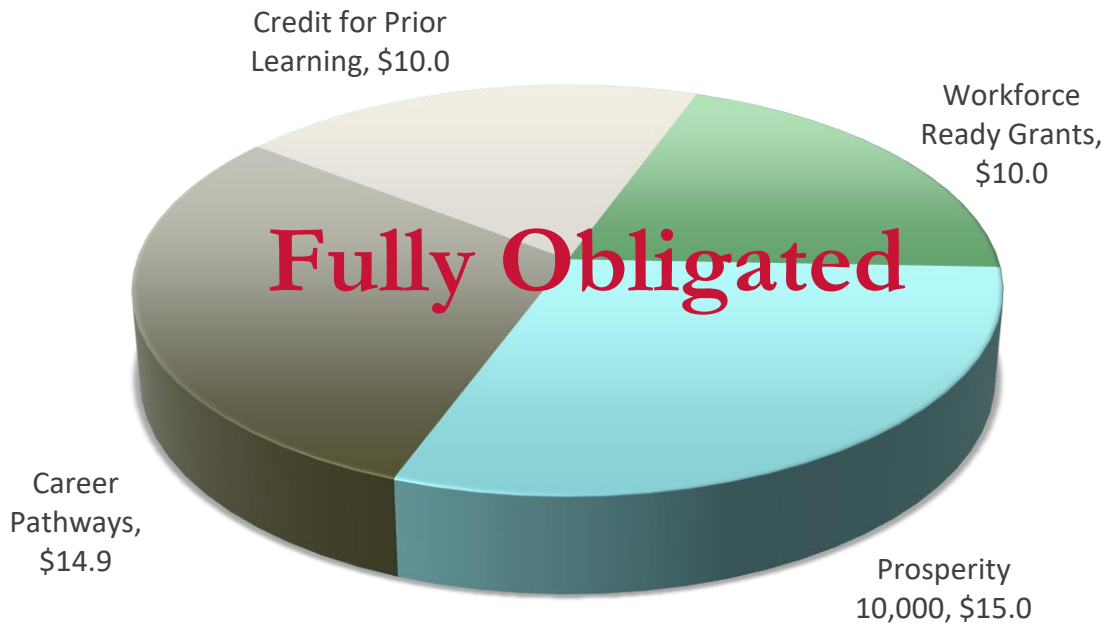
Unemployment is low and workers who can work likely are.
Current employees likely need training for career advancement while those not currently employed likely have basic needs for training and infrastructure.

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

Future Ready Oregon Grant Programs

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

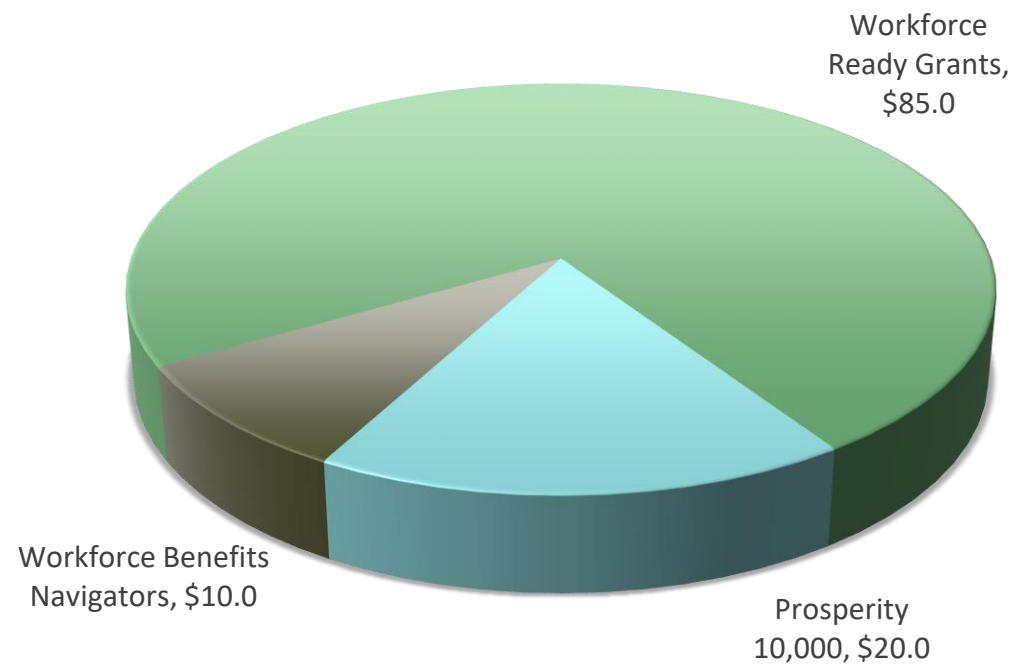
to be spent by June 30, 2023



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

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

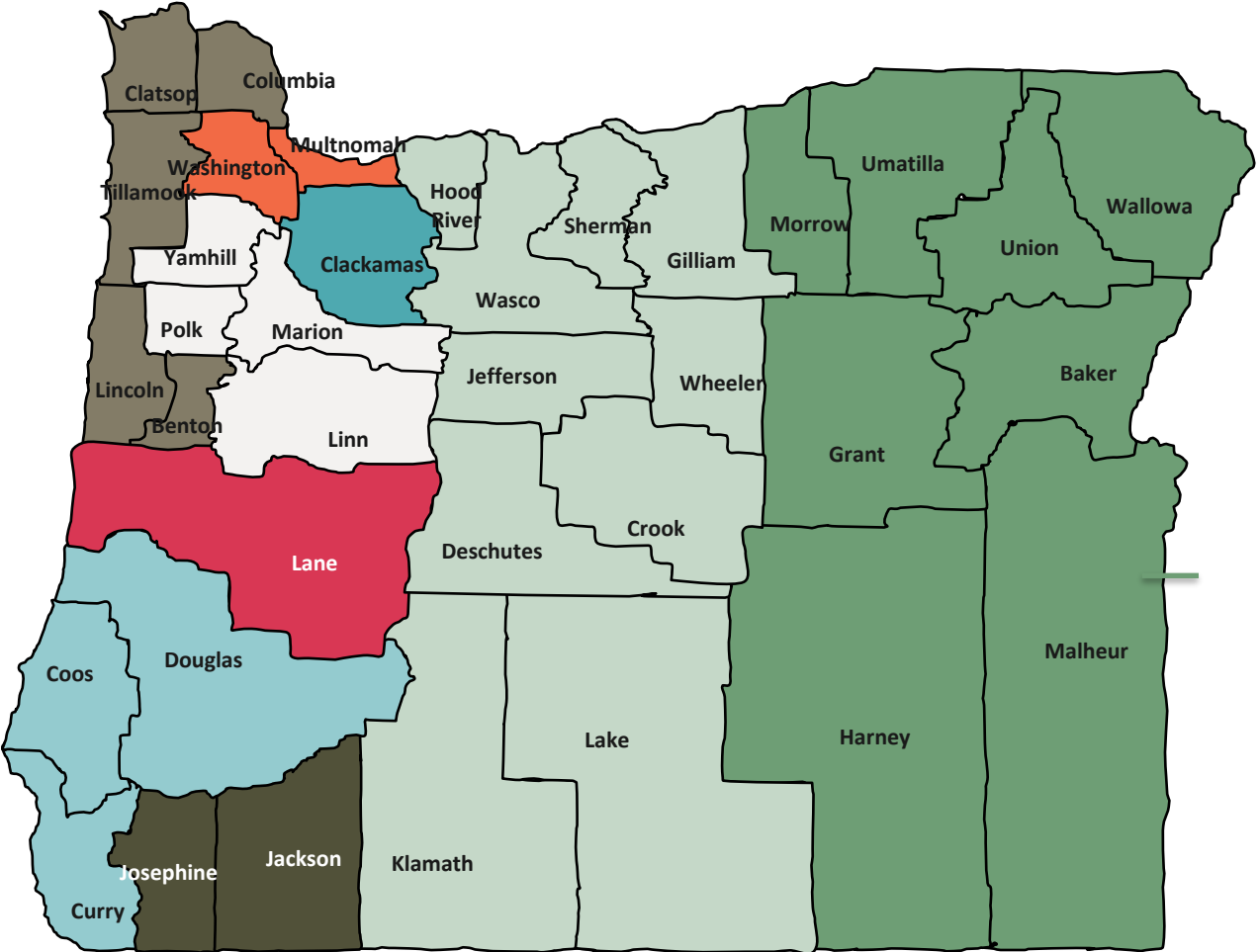
to be obligated by December 30, 2024; and spent by December 30, 2026



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

Leveraging Success: Prosperity 10,000 (\$35 million)

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



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

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

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

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

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

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

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

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 Grants – Round One Capacity-Building

PODER Oregon

- 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.

The Contingent

- Expand Empowering Leaders Internship program to Southern Oregon to enhance career-connected learning opportunities for Jackson and Josephine County students from communities of color and lower-income rural backgrounds.

Portland Fire & Rescue

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

Warm Springs Community Action Team

- 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.

Baker Technical Institute

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

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.
- Implementation planning underway.

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.

Recommendations from the first annual report include:

To continue timeliness and innovation

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

To address long-term employment 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 unemployed participants with basic needs: childcare, housing, nutrition, language interpretation.
- Connect employed participants with training that enables career advancement.

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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