

# LANE WORKFORCE PARTNERSHIP BOARD OF DIRECTORS

Thursday, December 3, 2020

3:00 p.m. to 5:00 p.m.

Meeting being held via the Zoom platform

<https://us02web.zoom.us/j/89619865522>

Meeting ID: 896 1986 5522

## MISSION & GOALS



### MISSION

To meet the workforce needs of employers and individuals through partnerships and innovation.



### GOALS

- Prepare workers for self-sufficiency employment in a new and changing economy.
- Connect individuals to education, skill-building and employment opportunities in occupations most impacted.
- Prepare our youth/young adults for future employment.
- Catalyze the community around diversity, equity, and inclusion (DEI) to expand workforce leadership and participation opportunities for all.
- Align strategic partnerships to expand our collective capacity to address systemic workforce challenges.

## AGENDA

- I. CALL TO ORDER / *Stan Pickett*
- II. PUBLIC COMMENT – *In accordance with Lane Workforce Partnership’s Public Comment Policy: Speakers will be taken in the order in which they sign up and will be limited to three minutes per public comment.*
- III. CONSENT CALENDAR Pages 1 - 6
  - *Minutes of the September 24, 2020 Board Meeting / Action*
- IV. 2020 STATE OF THE WORKFORCE / *Information* Pages 7 - 48

*Ashley Espinoza, Sector Strategy Director (Lane Workforce Partnership)*  
*Cindy Perry, Director of Workforce Investments (Lane Workforce Partnership)*  
*Henry Fields, Workforce Analyst/Economist (Oregon Employment Department)*
- V. CHAIR’S REPORT / *Stan Pickett*
  - Follow-up to Focus on Employment – Racism and the Economy (Federal Reserve Banks of Atlanta, Boston, Cleveland, Dallas, Minneapolis, and San Francisco) / *Information*

VI. EXECUTIVE DIRECTOR'S REPORT / *Kristina Payne*

- COVID-19 Layoff Aversion Funds/*Information*
- SHIFT Bias VR Training/*Information*
- Workforce services at the Eugene Public Library/*Information*
- National Dislocated Worker Grant – Fire Restoration/*Information*

Pages 49 - 53

VII. OTHER BUSINESS

VIII. ADJOURNMENT

### PRIMARY ROLE OF THE BOARD



**CONVENER**

Bringing together business, labor, education and economic development to focus on workforce issues and promote strategic alignment.



**WORKFORCE ANALYST**

Developing, disseminating and assisting with the analysis of current labor market and economic information and trends in industry sectors.



**CAPACITY BUILDER/INVESTOR**

Enhancing the region's ability to meet the workforce needs of local employers through the utilization of federal and state funds.



**COMMUNITY VOICE**

Articulating the issues for the needs of a skilled workforce. Demonstrating and speaking to the effectiveness of training programs.



**BROKER**

Bringing together community stakeholders to solve common problems; aligning systems and strategies; and forging new relationships between business and education.

### LANE COUNTY WORKFORCE SYSTEMS EQUITY LENS



**WHO IS AFFECTED?**

Who are the groups affected by this policy, metric, program, decision, or proposed action? How will each group be affected? Is any group negatively affected in a disproportionate way?



**ARE THEY AT THE TABLE?**

How have you actively involved stakeholders who are also members of the communities affected by the policy, metric, program, decision or proposed action?



**WHAT ARE THE BARRIERS?**

What are the societal or organizational barriers that prevent a population from being successful?



**STRATEGIES?**

To address any inequities, do we have solutions that are tailored to work for disproportionately affected groups? Have we used the 'Platinum Rule'?



**UNINTENDED CONSEQUENCES?**

Does this policy, program, decision, or proposed action ignore or worsen existing disparities or produce other unintended consequences?



**HOW DO WE MEASURE SUCCESS?**

Describe how data about the policy, metric, program, decision, or proposed action and its impact (positive or negative) on equitable access and outcomes, will be monitored and evaluated?

*Lane Workforce Partnership is an equal opportunity employer. With 48 hours of notice, auxiliary aids and services, and alternate formats are available to individuals with limited English proficiency free of cost. Requests can be made directly to LWP or with the assistance of TTY: Oregon Relay Services at 1-800-735-2900.*