LANE WORKFORCE PARTNERSHIP EXECUTIVE BOARD MEETING
Thursday, April 21, 2022
11:30am – 1:00pm
Meeting being held via the Zoom platform

AGENDA

Mission: To Meet the Workforce Needs of Employers and Individuals
Through Partnerships and Innovation

I. CALL TO ORDER / Jennifer Adams

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
   - Minutes of the February 17, 2022 Executive Board Meeting / Action Pages 1 - 3

IV. INTERIM EXECUTIVE DIRECTOR REPORT/Information & Discussion Pages 4 - 15
   Ashley Espinoza, Interim Executive Director

V. EXECUTIVE DIRECTOR TRANSITION / Action
   Jennifer Adams, Chair
   Per LWP Board Bylaws, the Interim Executive Director and all staff will leave the meeting while the Executive Board discusses personnel matters.

VI. SUMMER EXECUTIVE BOARD MEETING SCHEDULE / Discussion

VII. OTHER BUSINESS

VIII. ADJOURNMENT

Lane Workforce Partnership is an equal opportunity employer. With 48 hours of notice, ancillary 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.
LANE WORKFORCE EXECUTIVE BOARD MEETING  
Thursday, February 17, 2022  
11:30am – 1:00pm

MINUTES

In Attendance: Jennifer Adams, Stan Pickett, Celeste Marshall, Shondra Holliday, Joe Berney, Mike Clark, Damien Pitts
Absent: Solomon Harris, Damien Pitts  
Guest: Doug Riggs  
Staff: Ashley Espinoza, Tiffany Cink, Anne Nestell, Stephanie Lovell

<table>
<thead>
<tr>
<th>Action Summary</th>
<th>Motion</th>
<th>Seconded</th>
<th>Status</th>
</tr>
</thead>
<tbody>
<tr>
<td>Approved Executive Board Meeting Minutes January 20, 2022</td>
<td>Shondra Holliday</td>
<td>Greg Ervin</td>
<td>Unanimous Approval</td>
</tr>
<tr>
<td>Adopted the General Operating Budget Modification #1 PY 2021/2022 as presented</td>
<td>Joe Berney</td>
<td>Greg Ervin</td>
<td>Unanimous Approval</td>
</tr>
</tbody>
</table>

I. CALL TO ORDER

Jennifer Adams called the meeting to order.

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.

There was no public comment.

III. CONSENT CALENDAR

Shondra Holliday made a motion to approve the January 20, 2022 Executive Board meeting minutes. Greg Ervin seconded and the motion was unanimously approved.

IV. LEGISLATIVE UPDATES

Doug Riggs from Equity Action Partners attended the meeting to provide an update on workforce legislation happening during the short session. Equity Action Partners is a public affairs firm specializing in community engagement, policy and legislative analysis, government relations and strategic communications in the public sector and social justice sector.

In collaboration with Representative Jeff Reardon, Equity Action Partners started this legislative session working with the nine workforce board Executive Directors from around the state to develop a legislative concept. From these meetings, they arrived at a legislative concept (Prosperity 10,000) that would provide funding to local workforce investment boards to enhance and expand work that is being done at the local level.
Around the same time, the Governor and the Racial Justice Council’s Workforce Subcommittee were also in the process of developing a large funding proposal focused on workforce (Future Ready Oregon). It was recognized that in a short session there is a limited amount of time and bandwidth available so there became a desire to streamline the concepts into one bill. After much conversation, Future Ready Oregon (Senate Bill 1545) was amended to include the workforce boards piece of legislation (House Bill 4104). They are now one piece of legislation moving forward together. The workforce boards concept differed from Future Oregon Ready in that the funds will be fast-tracked to the field. With Future Ready Oregon, the timeline ranged from 6 months to 12 – 18 months and would have involved creating Requests for Proposals or adding another layer of bureaucracy. The workforce boards are providing a known quantity – successful programs, existing partnerships, and dollars that can be effective immediately.

Senate Bill 1545 passed out of the Senate Labor and Business Committee this week and next week will go to the Subcommittee on Education, Ways and Means Committee. From there it will head to the Full Ways and Means Committee and then to the senate and house floors. The bill is expected to pass through and will then go the Governor for signature.

There will be approximately $200 million dollars allocated to roughly 12 different programs. Workforce boards will receive their funding (based on the WIOA formula) within 60 days.

V. PY 2021/2022 BUDGET MODIFICATION 1

Tiffany Cink provided a summary. Lane Workforce Partnership annually prepares Modification 1 to the Adopted Operating Budget to record actual carry-over from the previous year and to add additional revenue sources, if necessary.

Total revenue increased by $720,926 (12%) from $5,822,761 to $6,543,687. The overall increase is due to additional WIOA DWG Fire Restoration and Recovery Funds, additional WIOA Dislocated Worker Funds, increased State General Fund Investments including the Oregon Youth Employment Program and additional investments from community partners for Sector Strategy projects.

Total expenses increased by $200,271 (4%) from $5,271,832 to $5,451,225.

The Reserve for Future Expenditures increased from $443,929 to $985,462:
- $514,872 for WIOA for July – September 2022;
- $243,366 for Oregon Youth Employment Program for July 2022 – June 2023;

Personnel Services represent 17% of annual expenses and Materials and Services represent 5% of annual expenses. The remaining 78% is for Community Investments which are the amounts directly attributed to the provision of workforce services in Lane County.

Joe Berney made a motion to adopt the General Operating PY 2021/2022 Budget Modification #1 as presented. Greg Ervin seconded and the motion was unanimously approved.

VI. EXECUTIVE DIRECTOR TRANSITION

Jennifer Adams provided a summary of where we currently are with the transition. A summary document was provided in the board packet based on comments from the board regarding 1) how to learn more about Ms. Espinoza and have her learn more about us as board members and 2) what
it would mean to open up the position for a competitive process if that is the direction the board decides to go.

Ms. Adams encouraged board members to meet one on one with Ms. Espinoza. These meeting provide a good opportunity to learn more about Ms. Espinoza and her work in the community and for this board and what she continues to do from a planning perspective.

In terms of an evaluation for the board and staff to complete on Ms. Espinoza during March/April, Ms. Adams suggested a different approach so that the board can receive information sooner. Instead of the traditional performance review process, Ms. Adams is recommending having Ms. Espinoza provide monthly updates on her actions and performance in support of the strategic plan. Ms. Adams feels this process provides the board with an understanding of what Ms. Espinoza is working on and allows for feedback and/or coaching depending on what is learned through the updates. This is a more modern approach to performance management versus a one time review halfway through the interim process.

Ms. Adams noted that Kristina Payne, as a mentor to Ms. Espinoza will also be providing a report at the end of the interim contract.

Joe Berney said that he feels the board should give Ms. Espinoza a one-year contract with the Interim title removed to allow her time to grow into the position and gain experience and not have this process be so rushed.

There was interest from board members in removing the Interim title from Ms. Espinoza’s position. Ms. Adams asked Ms. Cink what operationally would need to happen for this request. Ms. Cink responded that Ms. Adams would re-negotiate a contract with Ms. Espinoza. Ms. Espinoza mentioned that since there are a few members missing from the meeting today, she feels it would be best to have a meeting where everyone is able to attend and discuss this further.

Greg Ervin said that if the procedures/mechanisms are in place for making sure that whomever is serving in this role is satisfying expectations, then he sees no reason to have a temporary title.

After discussion, it was decided that the Executive Director Transition will be an action item at the March 2022 Executive Board meeting with a detailed explanation as to why the board is recommending removing Interim from the title and putting a one-year contract in place.

VII. OTHER BUSINESS

No other business was noted.

VIII. ADJOURNMENT

Jennifer Adams adjourned the meeting.
Lane Workforce Partnership: Vision, Mission, Role, and Goals

Vision:  
Lane County will have a trained workforce and individuals will have the knowledge and skills for career success.

Mission:  
Meet the workforce needs of employers and individuals through partnerships and innovation.

LWP Role:  
Catalyzer, Convener, Analyzer, Broker, Community Voice, Capacity Builder/Investor

LWP Goals:  
1) Prepare workers for self-sufficiency employment in a new and changing economy.  
2) Connect individuals to education, skill-building and employment opportunities in occupations most impacted.  
3) Prepare our youth for future employment.  
4) Catalyze the community around diversity, equity and inclusion (DEI) to expand workforce leadership and participation opportunities for all.  
5) Align strategic partnerships to expand our collective capacity to address systemic workforce challenges. (housing, childcare, legislative policies)

Interim Executive Director Monthly Highlights - January 1, 2022 – February 28, 2022

Personal/Professional Development:

- Monthly 1:1’s with interested board members. So far, I’ve met with Stan Pickett, Jennifer Adams, Greg Erwin, Solomon Harris, Shondra Holliday, and Damien Pitts.  
- Mentoring times with Kristina Payne: 1/13, 2/8, 2/17  
- Completed Non-Profit Executive Directors Course  
  - Executive Director Roles and Responsibilities  
  - Nonprofit Board of Director Relations  
  - Nonprofit Financial Management  
  - Staff Management  
  - Volunteer Management  
- Boards/Councils/Advisory Committees  
  - Commission on Hispanic Affairs  
  - State Apprenticeship and Training Council  
  - Bethel School Board  
  - Board of Directors, Centro, Huerto, Downtown Languages  
  - Board of Directors, Connected Lane County  
  - Leadership Council, Oregon Community Foundation  
  - Leadership Council, Jordan Schnitzer Museum
Poverty and Homelessness Board, Employment Task Force
Latino Professionals Connect
Re-Entry Task force, LCOG
Lane Economics Committee, LCOG -- Myself along with Cindy Perry, LWP Director of Investments participate on this committee.

- Lane County Community Collaborative
- Elevate Industry Advisory Committee

LWP Team:

- Established Google Docs platform utilization process and 2-step verification for added security.
- Team Survey and 5 Voice Assessment with GIANT platform. GIANT is used by many other partners and stakeholders to support team personal, professional, and team development. My 5 voice results are: Communicator, Creative, Pioneer, Nurturer, Guardian
- Project Management document reintroduced and reconfigured for weekly team meetings
- Weekly leadership meetings with Cindy Perry, Director of Investments & Tiffany Cink, Director of Finance
- Weekly 1:1’s scheduled with staff.
- National Association of Job Training Assistance (NAJA) Conference - March 7th-11th, San Francisco. LWP Team and Deanna Strachan-Wilson, Workforce Services Supervisor, Lane County Health & Human Services. All reservations have been made and confirmed.
- All signing authorization including banking and contract approvals updated
- 2021-2022 Budget Modification #1 adopted

Oregon Workforce Partnership (OWP):

- Weekly Monday meeting with the eight other workforce board directors across the state.
- SB4101 presented in short session. The governor’s workforce bill, Future Ready Oregon SB 1545 adopted our policy language in sections 3&4- (Prosperity 10,000) leveraging local workforce boards to get dollars into communities faster and more efficiently. (More info in exec board minutes)
- Equity Statement proposed to OWP in January 2022. We worked on it together for a few weeks and the equity statement was adopted in February 2022.
- National Association of Workforce Boards Conference (NAWB) – April 11th – 15th, Washington DC. Jennifer Adams, LWP Board Chair, Cindy Perry, LWP Director of Investments and myself will be attending.
- Confirming Sponsorships for the 2022 Working Together Conference being held this November in Bend, Oregon. Business Oregon signed-up as a silver sponsor. Asks have been made to UO, Onward Eugene, Lane Community College, Bushnell University, TAO, Oregon RAIN, Lane County, and People Coast Association.
Higher Education Coordinating Commission (HECC):

- Monthly meetings with State directors & partners in Workforce Development: Oregon Employment Department (OED), Department of Human Services (DHS), and Higher Education Coordinating Commission (HECC).
- Monthly 1:1 meeting with Interim Director, Office of Workforce Investments, Higher Education Coordinating Commission.

Partnerships:

- CENTERING RELATIONSHIPS FOR SYSTEMS CHANGE with the Luna Jimenez Institute of Social Transformation (LJIST): Moving Out of Fear Toward Connection and Principled Action. April 5-7th, 2022.

Confirmed participants:

- Sarah Medary, Eugene City Manager
- Sheila Wegener, District 5 Manager, Self Sufficiency and Child Welfare Programs
- Bethany Cartledge, Deputy Director, St. Vincent De Paul
- Holly Mar, Chief Strategy Officer, United Way Lane County
- Heidi Larwick, Connected Lane County, Executive Director
- Ashley Espinoza, Interim Executive Director, Lane Workforce Partnership
- Deanna Strachan- Wilson, Workforce Director, Department of Human Services
- John Stapleton, Industry Champion, Downtown Business

Workshop Desired Outcomes:

- Explore how fear impacts your ability to understand and collaborate with others.
- Learn a framework to increase skillful communication, even with people you disagree with
- Recognize how assessing context increases your capacity to have a flexible response in each present moment.
- Experience the power of healing in community using The Luna Jimenez Institute for Social Transformation (LJIST) core listening practice.
- Deepen our understanding of LJIST’s core theory of social transformation and its application to Ending Racism.

- Jose Huato, lead researcher for the Oregon Consulting Group (student led research group) presented at the February 2022 Lane County Community Collaborative to share their project on the effects of COVID on employers and employees. This research is intended to help inform and provide recommendations on combating labor shortages in Lane County. The final presentation is scheduled for Wednesday, March 16th, from 9:00 – 10:30 AM.
- Oregon Youth Authority, Lane Arts Council, Lane County Re-entry Task Force, Connected Lane County in the capacity of being a WIOA Youth Provider, and Lane ESD have begun conversations around Science, Technology, Engineering, Art, Mathematics (STEAM) and Skilled Labor on how to support and engage youth transitioning out of the criminal justice system.
Presentations:

- Lane Leaders, Eugene & Springfield: Economic Day kick-off presentation with Workforce Analyst, Oregon Employment Department, Henry Fields. February 9, 2022
- Childcare Roundtable convened by United Way of Lane County. February 18, 2022
  - Childcare Sector Strategist Position
  - Childcare Needs Assessment
  - Childcare Fact Sheet
  - What other needs, investment strategies and opportunities should be considered or discussed by this group?
  - Are there opportunities to leverage public and private funds?
  - What’s the mechanism for investing in strategies that emerge from the needs assessment(s)?
  - How do we sustain this work long term?

Grants:

- EDA Good Jobs- Submitted
- Strategic Innovation - Applied
- Oregon Youth Employment Program- In Process
- Youth Build- Submitted
- Business Oregon, Regional Innovation Hub- In progress; Onward Eugene & UO are looking to be lead applicants.
- Community Block Grant: Reality Kitchen, City of Eugene, Business Oregon – In Process
- Healthy Oregon Workforce Training Opportunity Grant: Nurturely - In Process
- RISE Grant: partnership with city of Oakridge

Reports/Press Releases:

- Interim Executive Director Announcement
- January 2022, Next Generation Sector Partnership Benchmarking Report (Lane County starts on page 3.)
- Lane Latino a/x Leaders Workforce: Awarded Social Change Research Grant
- Mid-Year Report completed and published
Interim Executive Director Monthly Highlights – March 1-31, 2022

Personal/Professional Development:

- Monthly 1:1’s with interested board members. I met with Jennifer Adams, Solomon Harris and Damien Pitts in March.
- Mentoring/1:1: Kristina Payne, summary attached.
- Boards/Councils/Advisory Committees
  - Commission on Hispanic Affairs: Term ends May 2022
  - State Apprenticeship and Training Council, BOLI
  - Bethel School Board
  - Board of Directors, Centro, Huerto, Downtown Languages
  - Board of Directors, Connected Lane County
  - Board of Directors, Oregon Economic Development Association
  - Poverty and Homelessness Board, Employment Task Force
  - Re-Entry Task force, LCOG
  - Lane Economics Committee, LCOG -- Myself along with Cindy Perry, LWP Director of Investments participate on this committee
  - Economic Development Practitioners
  - Leadership Council, Oregon Community Foundation
  - Leadership Council, Jordan Schnitzer Museum
  - Lane County Community Collaborative
  - Elevate Industry Advisory Committee
  - Latino Professionals Connect

LWP Team:

- Weekly leadership team meetings with Cindy Perry, Director of Investments & Tiffany Cink, Director of Finance.
- Weekly 1:1’s with staff
- National Association of Job Training Assistance (NAJA) Conference - March 7th-11th, San Francisco. LWP Team and Deanna Strachan-Wilson, Workforce Services Supervisor, Lane County Health & Human Services.
- LWP staff job descriptions, duties and gaps meeting and discussion w/LWP team
- Leadership team mini retreat on staffing needs/gaps, investments, and next steps.

Oregon Workforce Partnership (OWP):

- Weekly Monday meeting with the eight other workforce board directors across the state.
- SB4101 presented in short session. The governor’s workforce bill, Future Ready Oregon SB 1545 adopted our policy language in sections 3&4- (Prosperity 10,000) leveraging local workforce boards to get dollars into communities faster and more efficiently.
• **National Association of Workforce Boards Conference** (NAWB) – April 11th – 15th, Washington DC. Jennifer Adams, LWP Board Chair, Cindy Perry, LWP Director of Investments and myself will be attending. Other boards attending: WorkSystems, Willamette Workforce Partnership, East Cascades Workforce Board.

• Confirming Sponsorships for the [2022 Working Together Conference](#) being held this November in Bend, Oregon. *Business Oregon signed-up as a silver sponsor and UO are sponsor presenters. Pitches were made to: UO, Onward Eugene, Lane Community College, Bushnell University, TAO, Oregon RAIN, Lane County, and People Coast Association.*

**Higher Education Coordinating Commission (HECC):**

- Monthly meetings with state directors & partners in Workforce Development: Oregon Employment Department (OED), Department of Human Services (DHS), and Higher Education Coordinating Commission (HECC).
- Monthly 1:1 meeting with Interim Director, Office of Workforce Investments, Higher Education Coordinating Commission.
- Future Ready Oregon Discussions (funding PDF attached)

**Partnerships:**

- Toured Willamette Career Academy in Salem w/Lane ESD Partners
- Attended Boys and Girls Club Fundraiser
- Attended Scouts BSA Troop 452 Eugene Breakfast. Damien Pitts, Stan Pickett and City of Eugene Mayor, Lucy Vinis were there too.
- Lane County Latino a/x Leaders Workgroup, Middle Housing Code Amendment discussion
- Served as a judge for this year’s 20 under 40 awards. 4 out of 5 nominations submitted by LWP were chosen. Award ceremony, April 13th 5pm Venue 252
  - Marissa Zarate- Co-Director, Centro, Huerto, Downtown Languages
  - Joel Iboa- Founding Executive Director, The Oregon Just Transition Alliance (OJTA)
  - Emily Little- Executive Director, Nurturely
  - Kris McAlister, Co-Executive Director, Carry it Forward
- 1:1 every other month with Miles Pendleton, President, NAACP Lane County
- Meeting with President & CEO, Springfield Chamber of Commerce, Vonnie Mikkelsen
- Meeting/Connection with Viking Textile Maker Hub (VTMH) & Cambios Director, Jaime Covarrubias, and Rosa Duran, local Spanish speaking/Latina/x seamstress. (This meeting was conducted in Spanish and translated in English for the none Spanish speakers.)
- Meeting with principals Lindsey Woolsey & Francie Genz with [Institute for Networked Communities](#), Next Generation Sector Partnerships
- Picture and quote taken at SparkLab for 4J Equity Wall project
- Meeting with Economists Henry Fields & Brian Rooney- State of the Workforce 2022 (fall 2022)
- Meeting with Communications Director, Eugene Emeralds/Monarcas of Eugene
• Meeting with Workforce Development Subcommittee of the Business Leaders Task Force, Eugene Chamber of Commerce, facilitated by Sylvia Berry

• Partner meetings regarding Future Ready Oregon funding
  ▪ Springfield Mayor Van Gordon & Marti Gaiter
  ▪ Connected/Elevate Lane County
  ▪ Sally Bell, Technology Association of Oregon
  ▪ Jenna Adams-Kalloch, University of Oregon

• Kick-off event for the Southern Willamette Valley People Community! The Workplace Evolution: Marketing to Your Employees and Compliance Obligations will address how employers must intentionally and thoughtfully market to their employees in order to keep, diversify, and expand their workforce.

  **Panelists:**
  ▪ Celeste Marshall, People Operation Executive
  ▪ Missy Matella, Employment and Law Attorney
  ▪ Celeste Petersen, Director of People and Development

• Partner tour planning for The Innovation Hub @ 942 Olive/Onward Eugene & Viking Textile Maker Hub (VTMH) April 18th 12-3pm.

  **Schedule:**
  12:00pm: Meet at the Innovation Hub at 942 Olive, Eugene OR
  12:00-12:45pm: Lunch & Networking
  12:45-1:30pm: Onward Program
  1:30-1:45: travel to Viking Textile Maker Hub (VTMH) - 788 W 6th Ave, Eugene, OR 97402
  1:45pm-2:30pm: VTMH tour
  2:30-3pm: Q&A w/partners
  3:00pm: Optional social at Beer Garden across the street

  **Guests:**
  Melissa Murphy, Business Oregon
  Anne Fifield, City of Eugene
  Jaime Covarrubias, Huerto/Centro/DTL (merged org)
  Fernando Rivas, SBDC Lane County
  Gabriela Orellana, SBDC Linn Benton Community College
  Claudia Orozco, Local Entrepreneur
  Jennifer Carrion, WorkSource Oregon Lane

  **Hosted By**
  VTMH & Discard Upcycle
  Mitra Gruwell
  Onward Eugene/Innovation Hub at 942 Olive
  Matt Sayre
  Nicole Desch
  Caitlin Vargas
  Lane Workforce Partnership
  Ashley Espinoza
  Stephanie Lovell
Presentations:

- Connected/Elevate Lane County; Working Wednesdays Presentation: Professionalisms
- Southern Willamette Valley Transportation Sector Partnership meeting at Tyree Oil
- Construction-Aggregate Sector Partnership meeting with leads/champions: Asha Aiello, Associated General Contractors (AGC); Lee Kounovsky, Lane ESD & LCC; Jeff Harms, NW Carpenters, Local 271

Grants:

- Strategic Innovation – submitted/not awarded
- Oregon Youth Employment Program- awarded
- CTE Revitalization Grant- awarded
- EDA Good Jobs- submitted
- Youth Build- submitted
- Healthy Oregon Workforce Training Opportunity Grant: Nurturely - submitted
- AGC Workforce Development Grant – submitted
- Business Oregon, Regional Innovation Hub- in process; Onward Eugene & UO are looking to be lead applicants.
- Community Block Grant: Reality Kitchen, City of Eugene, Business Oregon – in process
- RISE Grant- Dept of Ag., Oakridge, OR. - in process

Reports/Press Releases:

- Board Member Recruitment announcement. Distributed and shared in both English and Spanish. Application deadline is April 29th. Applications have been received by Heidi Larwick, Connected Lane County and Miles Pendleton, NAACP. Board transition from Government Rep to Business Rep., Sarah Means now with Obie Companies.
SB 1545 includes a comprehensive $200 million package of investments that work together to advance an equitable workforce system that supports people with the education, training, and resources they need to get into good-paying jobs.

### Budget

<table>
<thead>
<tr>
<th>Investment Category</th>
<th>Agency</th>
<th>GF</th>
<th>ARPA</th>
<th>Totals</th>
</tr>
</thead>
<tbody>
<tr>
<td>Local Workforce Boards (Prosperity 10,000)</td>
<td>HECC</td>
<td>$17,100,000</td>
<td>$20,000,000</td>
<td>$37,100,000</td>
</tr>
<tr>
<td>CC Career Pathways</td>
<td>HECC</td>
<td>$14,900,000</td>
<td></td>
<td>$14,900,000</td>
</tr>
<tr>
<td>Registered Apprenticeships</td>
<td>BOLI</td>
<td>$18,900,000</td>
<td>$1,100,000</td>
<td>$20,000,000</td>
</tr>
<tr>
<td>Youth Programs</td>
<td>YDD</td>
<td>$3,500,000</td>
<td>$7,000,000</td>
<td>$10,500,000</td>
</tr>
<tr>
<td>Credit for Prior Learning</td>
<td>HECC</td>
<td>$10,000,000</td>
<td></td>
<td>$10,000,000</td>
</tr>
<tr>
<td>Workforce Ready Grants</td>
<td>HECC</td>
<td>$10,000,000</td>
<td>$85,000,000</td>
<td>$95,000,000</td>
</tr>
<tr>
<td>Industry Consortia</td>
<td>HECC</td>
<td>$1,000,000</td>
<td></td>
<td>$1,000,000</td>
</tr>
<tr>
<td>Benefits Navigators</td>
<td>HECC</td>
<td></td>
<td>$10,000,000</td>
<td>$10,000,000</td>
</tr>
<tr>
<td>Assessment and Accountability</td>
<td>HECC</td>
<td>$1,500,000</td>
<td></td>
<td>$1,500,000</td>
</tr>
<tr>
<td>Totals</td>
<td></td>
<td>$76,900,000</td>
<td>$123,100,000</td>
<td>$200,000,000</td>
</tr>
</tbody>
</table>

### Leveraging Existing Program Successes

**Local Workforce Boards** *(Section 3)* – Oregon’s nine Local Workforce Boards support civic, business, and workforce development leaders to develop locally-driven strategies that leverage funding and resources within their local communities to prepare and match the skills of workers with the workforce demands of businesses. Local boards convene regional workforce system partners, using labor market data and partner input to identify regionally significant sector strategies. Local workforce boards also oversee the delivery of workforce services in their regions, coordinating and providing oversight for WorkSource Oregon one-stop centers and administering Title I of federal WIOA funding and state-funded workforce grant programs.

This investment will establish the Prosperity 10,000 Program at the HECC and incorporate Prosperity 10,000 into the statewide plan for the SNAP Employment and Training Program. $35 million will be distributed directly to local workforce development boards to increase local service capacity to provide career coaching, referrals to training opportunities and wraparound support services; support earn and learn opportunities, including paid internships, scholarships, stipends, and other income supports in conjunction with occupational training; and scale-up wraparound services and supports, including childcare, housing, transportation, technology, and behavioral health support. Funds will flow from the HECC to Oregon’s nine local workforce development boards utilizing existing grantmaking practices and the WIOA formula.

**Community College Career Pathways Programs** *(Section 4)* – A Career Pathway is a series of connected education and training programs and student support services enabling individuals to secure a job or advance in an in-demand
industry or occupation. Each of Oregon’s 17 community colleges has an existing Career Pathways program. This $14.9 million investment continues and expands Career Pathways efforts to support an increasing demand for student support services, particularly for priority populations. This investment would fund a full-time Coordinator at each college, recruitment and re-engagement efforts, and student support services, including initial intakes to identify support needs and connect to appropriate resources.

Registered Apprenticeship (Section 6) – Apprenticeship is an industry-driven, high-quality career pathway by which employers can develop and prepare their future workforce. Individuals obtain paid work experience, classroom instruction, and an apprentice credential. Oregon uses state and federal funds to support registered apprenticeship programs approved by the Oregon State Apprenticeship and Training Council. The Bureau of Labor and Industry (BOLI) manages apprenticeship and coordinates with the Higher Education Coordination Commission (HECC) to administer grants to expand, diversify, and strengthen apprenticeship in Oregon, and opportunities for Oregonians.

This $20 million investment will increase BOLI’s capacity to recruit new programs and facilitate innovation. It will provide grants to organizations that offer training resources and direct benefits to individual apprentices. Investments will support increased participation in and completion of registered apprenticeship and pre-apprenticeship programs, and for the creation of new programs.

Youth Programs (Section 7) – The Youth Development Division’s Workforce Readiness and Reengagement grant programs support high quality, community-based workforce readiness programs for youth ages 14-24 who are disconnected from education and employment. Aligning work readiness and educational reengagement supports and motivates youth, and links academic and essential employment skills through career exploration, work readiness training, and paid work experiences. This $10.5 million investment expands YDD’s existing grant programs, providing for expanded workforce readiness and reengagement services, including outreach, academic remediation, diploma and GED completion, mentoring and coaching, career exploration, and paid work experience.

Credit for Prior Learning (Section 8) – Credit for Prior Learning is the knowledge and skills gained through work and life experience, through military training and experience, and through formal and informal education and training. In 2012, HB 4059 directed HECC to establish and convene an Advisory Committee to inform and adopt statewide Credit for Prior Learning (CPL) standards. Statewide CPL standards were adopted in 2017. There has not been additional investment for implementation. This $10 million investment will be used to scale-up CPL, supporting public institutions to develop methods and refine processes for awarding and reporting CPL efforts.

Encouraging Innovation

Workforce Ready Grants (Section 9) – This $95 million investment will fund new and innovative education and training programs in the key sectors of healthcare, manufacturing, and technology; organizational capacity-building; and direct benefits to individuals, including stipends for earn and learn experiences and funding to pay for education and training costs and wraparound services and supports. Competitive Workforce Ready Grants will be administered by HECC, in consultation with the WTDB, Industry Consortia, and local workforce boards. The commission will establish criteria and standards to award competitive grants to community-based organizations and workforce service providers.

Industry Consortia (Section 10) – This $1 million investment will fund the creation of statewide industry consortia in healthcare, manufacturing, and technology, to identify industry-specific statewide workforce needs and high-value credentials, improve systems alignment, and develop recruitment and retention strategies. Statewide industry consortia will be advisory to the WTDB, informing strategic planning, policy, and investments.

Workforce Benefits Navigators (Section 11) – This $10 million investment places benefits navigators at WorkSource Oregon one stop centers and community-based organizations across the state. Navigators will provide a single point of contact to efficiently help individuals access the resources that match their unique needs, guide customers through the different programs and benefits.

Assessment and Accountability (Section 12) – This $1.5 million investment includes funding to increase HECC’s capacity and infrastructure to collect, integrate, analyze, and report on key data. Funding will also be used to advance data alignment and expand efforts to integrate data across systems. Reports to the WTDB, the Legislature, and the Governor’s Office will identify progress towards meeting key milestones and inform data-driven continuous improvement.