



LANE WORKFORCE EXECUTIVE BOARD MEETING

Thursday, April 21, 2022

11:30am – 1:00pm

MINUTES

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

Action Summary	Motion	Seconded	Status
Approved Executive Board Meeting Minutes, February 17, 2022	Damien Pitts	Mike Clark	Unanimous Approval
Changed the title for Ashley Espinoza from Interim Executive Director to Executive Director with a new contract April 2022 – June 2023. The wage will remain the same as in the Interim Executive Director contract. In addition, a formal review will take place in September 2022.	Joe Berney	Mike Clark	Unanimous Approval

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

Damien Pitts made a motion to approve the February 17, 2022 Executive Board meeting minutes. Mike Clark seconded and the motion was unanimously approved.

IV. INTERIM EXECUTIVE DIRECTOR REPORT

Ashley Espinoza stated that this document is a snapshot in time and is intended to show the work flow as it relates to our mission, vision, and role as Lane Workforce Partnership.

We are rooted in the goals laid out in our local strategic plan. Themes in the document include Ms. Espinoza's professional and personal development, projects LWP staff are working on, Oregon Workforce Partnership, Higher Education Coordinating Committee, Partnerships, Presentations, and Funding/Grants.

Joe Berney said that he is really more interested in how we as a body understand the effectiveness and impacts of our investments and how we are managing the dollars we receive. Mr. Berney is also interested in how the new influx of money for workforce will be spent. Ms. Espinoza shared that all the metrics are captured in the Lane Workforce Partnership Workforce System Mid-Year and Year-End Performance Reports that are distributed widely. The State of the Workforce Report (produced every two years) also contains metrics on the investments and impacts. All of our work and the investments made are driven by the local strategic plan in partnership with all our partners.

Greg Erwin expressed similar thoughts as Mr. Berney in terms of understanding the effectiveness and impacts of our investments Lane County. Mr. Erwin referenced the latest mid-year report and asked Ms. Espinoza what are our overarching goals and what are you concerned with seeing improve in the mid-year report. Ms. Espinoza said that what she has been hearing over and over throughout the community is the need for alignment between quality positions and quality employees. When we look at our human capital and the steps necessary to fill those gaps, that is the work we need to focus on. We look at the whole workforce environment: housing, childcare, job site culture, recruitment and retention, etc. There needs to be very intentional reflection on each individual organization and everyone that plays a part in the workforce system. What we do really well is to make strategic investments based on the goals laid out in the local strategic plan. LWP does not provide direct services, programs, or trainings. We invest, build partnerships, and advocate in the community, etc. Mr. Erwin said there is a financial investment in running Lane Workforce Partnership and asked hypothetically, would we be able to measure the impacts in the short and long term, if Lane Workforce Partnership was dissolved – essentially what would happen in the absence of Lane Workforce Partnership, not just what was accomplished but what was the opportunity cost given up. Ms. Espinoza shared the example that when COVID first hit, Lane Workforce Partnership was the first one to get funds out to the businesses in the community - months before the state and federal government were able to offer funds into the community.

Stan Pickett shared some on the ground examples of the impacts the workforce board has had on the construction-aggregate industry side of things. Several years ago, the board was able to facilitate presentations to high schools, sand and gravel tours, etc. A couple years later, the industry asked for funding for CDL training with all the companies together and that project was funded. Now we are starting a transportation sector and a CDL school will be created to serve all of Lane County. Just in Lane County, there is a shortage of CDL drivers upwards of 300 – 400 people every year. Within the transportation sector, there is also a shortage of mechanics. We are working really closely with LCC as they have the potential of running 48 mechanics through their program a year. That should have a significant impact. Over the course of the last six months, the WorkSource Center has been much more engaged with our business activity, transportation sector, etc. We are getting a voice with them and they now better understand what we need and what we are looking for. The workforce board has been great at getting that connection really established with the WorkSource Center staff. Mr. Pickett noted that the one thing that really shows you where the money is going is the budget and each individual budget line. If you want to know what that money is funding on a budget line, you can reach out to Tiffany Cink or Ms. Espinoza.

Damien Pitts referenced the websites for Lane Workforce Partnership and Oregon Workforce Partnership in term of branding. It seems that a lot of things that Lane Workforce Partnership is doing is focused heavily on the Latinx community versus other demographics – veterans, LGBTQ, black people, etc. Mr. Pitts asked that we be cognizant of needing to represent all people as we move forward. Mr. Pitts would like to see us have a more expansive vision and define diversity and inclusion as a group and then break down those caveats - how can we be truly inclusive and not tokenizing and that our brand is solid and great amongst various types of people – not just racial minorities, not just veterans but everyone. How we look is initially going to determine how people interact with us and then how people interact with us will determine how our branding will continue to expand for the better. Ms. Espinoza responded that we want to be authentically engaged with a lot of different groups. We first have to understand our role in the community and then look at how do we motivate our partners and give them the information to activate on their end since we do not provide direct services. Ms. Espinoza noted that if you look at the data, the Latino/Hispanic community is the fastest growing workforce demographic in Lane County. Mr. Pickett mentioned that one of the ways we can hit all these communities is to get more people from these communities on LWP's full board. The more people we can have on the board from diverse backgrounds, the better chance we have of serving the various communities. Mr. Berney also suggested looking at having subcontracts with various groups existing in the community (in addition to board representation) that would dig deeper. This might be an additional way to provide funding to groups that are so often underrepresented so that they can have the capacity to provide this body and others with real input, recruitment, promotion, etc.

V. EXECUTIVE DIRECTOR TRANSITION

Per ORS 192.610, the Executive Board conducted an executive session to discuss matters of personnel and per LWP Board By-Laws, the Interim Executive Director and all staff left the meeting during the Executive Session.

Following the Executive Session, Ms. Adams called the regular meeting back to order.

Joe Berney made a motion to change the title for Ashley Espinoza from Interim Executive Director to Executive Director with a new contract April 2022 – June 2023. The wage will remain the same as in the Interim Executive Director contract. In addition, a formal review will be conducted in September 2022. Mike Clark seconded and the motion was unanimously approved.

VI. SUMMER EXECUTIVE BOARD MEETING SCHEDULE

In prior years, the executive board did not meet during the months of June, July, and August. After some discussion by this group, it was decided to hold a meeting in July and skip the months of June and August.

VII. OTHER BUSINESS

No other business was noted.

VIII. ADJOURNMENT

Jennifer Adams adjourned the meeting.

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