



LANE WORKFORCE EXECUTIVE BOARD MEETING

Thursday, January 16, 2020

11:30am – 1:00pm

MINUTES

In Attendance: Kristina Payne, Stan Pickett, Jennifer Adams, Celeste Marshall, Shondra Holliday, Joe Berney

Absent: Jake Boone, Mike Clark, Christine Lundberg

Staff: Tiffany Cink, Anne Nestell, Sue Thompson, Stephanie Lovell

Guests: Sara Hummel, Kathy Smith

Action Summary	Motion	Seconded	Status
Approved Executive Board Meeting Minutes, September 19, 2019	Shondra Holliday	Joe Berney	Unanimous Approval

I. CALL TO ORDER

Stan Pickett 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 September 19, 2019 Executive Board meeting minutes. Joe Berney seconded and the motion was unanimously approved.

IV. 2018 – 2019 ANNUAL FINANCIAL AUDIT PRESENTATION

Sara Hummel from Jones & Roth presented the financial audit to Executive Board members. Per LWP Board by-laws, staff left the meeting during the presentation. Upon staff returning to the meeting, members of the Executive Board shared that the report was positive and thanked the staff for their work.

V. LWP LOCAL STRATEGIC PLAN 2020 - 2024

Kristina Payne introduced Kathy Smith who is facilitating the strategic planning sessions. After introductions, Ms. Payne provided background information.

Timeline:

- November 2019: Received guidance from the Higher Education Coordinating Commission (HECC);
- December 2019: Convened first group of stakeholders, Service Delivery Providers;
- January 9, 2020: Economic Development leadership convened (Chambers, City Economic Development employees, State Economic Development employees, Sector Strategists, etc.);
- January 16, 2020: Executive Workforce Board engagement, input, and guidance;
- February 27, 2020: Workforce board engagement, input, and formation of sub-committee;
- April 1, 2020: Final draft as presented by the sub-committee put out for public comment and submitted to the HECC for comment and review;
- May 21, 2020: Executive Board reviews final plan and moves to recommend approval by Workforce Board;
- May 28, 2020: Workforce Board reviews and approves final plan as recommended by the Executive Board for submission to the HECC;
- June 12, 2020: The state Workforce Talent & Development Board meets to review/approve local Board strategic plans.

Current Goals:

- Prepare workers for current/future jobs;
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- Prepare youth for future employment;
- Connect individuals to education, skill-building, and employment opportunities in industries and occupations most impacted by retirements;
- Expand services and increase job placement for under-represented populations;
- Improve alignment among community leaders to meet key outcomes as identified by industry.

Strategies:

- Researched and utilized data to educate key stakeholders and community members on job changes, technology advancements, retirement impacts, demographic employment gaps, career advancement strategies, etc.;
- Sector strategies – utilizing the “Next-Gen Sector Model”;
- Continuously gathered and disseminated information and data on workforce opportunities and challenges.

Key Successes:

- Launched 4 industry sector partnerships (Tech; Food & Beverage Manufacturing; Construction/Agg; and Wood Products);
- Key to expansion of tech sector in Lane County;
- Key to positioning the county for additional grant funds (State, federal, local) for training programs, expansion projects, and career pathway development in key sector industries;
- Key in connecting industry to relevant education programs;
- Key in connecting talent and industry;

- Investor in youth entrepreneurial training at Springfield High School;
- Investor in workforce program for incarcerated individuals;
- Creator of the first tech apprenticeship program in the state of Oregon;
- Creator of the first functional layoff aversion program (SHINE).

Sector Success:

- Significant growth since LWP/community began working with tech companies.

Continuing Challenges:

- Cost of education;
- Potential for recession;
- Workforce demographics (“Silver Tsunami” of looking retirements; Changing value in the workforce re: work/life balance, longevity);
- Housing costs;
- Childcare costs;
- Leadership not culturally diverse;
- Transportation changes;
- Outdated “Best Practices” that need to be re-evaluated (Pervasive old biases; intention hiring for diversity; Arbitrary policies that block non-violent felons, young people, under-represented populations).

Kathy Smith summarized work that was done in the December 9, 2019 and January 9, 2020 meetings and asked the following questions to this group:

- What surprises/stands out for you?
- What delights you?
- What challenges surface for you?
- What may be missing?

Responses from the discussion included:

- Lack of diversity in large decision-making bodies and across the board;
- Seeing evolving from collaboration to trust/sustainable;
- Didn’t see marketing on the list – feeling that there is an opportunity to be getting more businesses involved which also feeds into funding;
 - Uneven awareness across sectors is a barrier to small business participation.
 - Marketing/measurement of success are different to each sector/industry;
 - Messages need to be individually driven;
 - Incoming fatigue.
- Identical conversation as 20 years ago – “nothing changes”;
- And yet, things change very fast now; difficult to make decisions;
- Would like to see process include deeper dive into under-represented population involvement.

Pervasive Themes:

- Collaboration strategies are key;
- Inclusion of multiple viewpoints;
 - Suggestion: during public comment period, would be good to gain input from diverse and end-user populations;
 - Will make the organization more respected;
 - Strategic leveraging of existing (private) workforce training investment already happening.

VI. OTHER BUSINESS

Commissioner Berney mentioned that in October 2019, the EPA awarded a \$4.9 million Targeted Airshed Grant to LRAPA to improve the air quality in Oakridge. These funds will be utilized over the next five years to help further reduce the Oakridge particulate pollution issues. The project will be using only local contractors and those contractors will need to hire trained individuals. Ms. Payne suggested that they connect with her and then she will make the connections with WorkSource Lane.

VII. ADJOURNMENT

Stan Pickett adjourned the meeting.

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