



**LANE WORKFORCE EXECUTIVE BOARD MEETING**

**Thursday, March 19, 2020**

**11:30am – 1:00pm**

**MINUTES**

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

**Absent:** Mike Clark, Christine Lundberg

**Staff:** Tiffany Cink, Anne Nestell, Cindy Perry, Ashley Espinoza, Stephanie Lovell

**Guests:** Kathy Smith

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<b>Action Summary</b>	<b>Motion</b>	<b>Seconded</b>	<b>Status</b>
Approved Executive Board Meeting Minutes, January 16, 2020	Shondra Holliday	Jake Boone	Unanimous Approval

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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 January 16, 2020 Executive Board meeting minutes. Jake Boone seconded and the motion was unanimously approved.

IV. LWP LOCAL STRATEGIC PLAN 2020 – 2024 UPDATE

Kathy Smith provided a status report on the Local Strategic Plan 2020 – 2024. The strategic plan framework encompasses LWP’s Vision, Mission, Role, Alignment with the Oregon Workforce and Talent Development Board (WTDB), and Goals. The five high level goals listed are a culmination of the planning meetings that have been held over the last few months. The goals fall under two main categories: 1) Moving the Dial on Systemic Challenges and 2) Supporting Industry and Workers in a Constantly Changing Economy.

**July 1, 2020 – June 30, 2024**

<b>Vision</b>				
Lane County will have a trained workforce and individuals will have the knowledge and skills for career success.				
<b>Mission</b>				
Meet the workforce needs of employers and individuals through partnerships and innovation.				
<b>LWP Role</b>				
Catalyzer, Convener, Analyzer, Broker, Community Voice, Capacity Builder/Investor				
<b>WTDB Alignment</b>				
<ul style="list-style-type: none"> <li>• Advancing <b>equity &amp; inclusion</b> and connecting all Oregon’s communities (tribal, rural, etc.).</li> <li>• <b>Working collaboratively to expand workforce system partnerships</b>, especially public-private.</li> <li>• Acting on bold innovative strategies focused on results.</li> <li>• <b>Aligning workforce system</b> programs, services and investments.</li> <li>• <b>Increasing awareness, access, and utilization</b> of WF system programs &amp; services.</li> </ul>		<ul style="list-style-type: none"> <li>• <b>Understanding the true wages</b> required for self-sufficiency and advocating solutions that address gaps.</li> <li>• <b>Increasing problem-solving &amp; critical thinking skills</b> in students, youth, and adults.</li> <li>• <b>Creating and recognizing industry-driven credentials</b> of value including employability skills; and</li> <li>• Increasing <b>progress toward achieving Oregon’s Adult Attainment Goal</b>.</li> </ul>		
<b>LWP GOALS</b>				
<b><i>Move the Dial on Systemic Challenges</i></b>		<b><i>Support Industry and Workers in a Constantly Changing Economy</i></b>		
<p>Normalize diversity, equity and inclusion, and expand workforce leadership &amp; participation opportunities for all</p>	<p>Align strategic partnerships to expand our collective capacity to address systemic workforce challenges</p> <p>[e.g. housing, childcare, workforce legislative policies that hinder workforce success]</p>	<p>Prepare workers for self-sufficiency in a new and changing economy</p>	<p>Prepare our youth for future employment</p>	<p>Connect individuals to education, skill-building, and employment opportunities in occupations most impacted [aging workforce] [technology impacts]</p>

**GOAL 1: Catalyze the community around diversity, equity and inclusion (DEI) to expand workforce leadership and participation opportunities for all.**

Strategies:

1. Be a catalyst for systemic change that raises DEI the level of sector strategy.

2. Convene an advisory board as a model of DEI leadership.
  - a. Research & evaluate DEI “state of workforce”
  - b. Gather & disseminate learning
3. Invest in workforce board training and education to better understand unconscious bias and lead by example.
4. Embed DEI in all LWP policies.

**GOAL 2:           Align strategic partnerships to expand our collective capacity to address systemic workforce challenges**

Strategies:

1. Continue to invest in sector strategy work.
2. Analyze impacts of technology on industry employment and on workforce training.
3. Identify and share job skills with current and emerging workforce.
4. Analyze, gather and disseminate projected data about job evolution/changes/growth.
5. Be a community voice to create understanding of self-sufficient wages in our community.

**GOAL 3:           Prepare workers for self-sufficiency employment in a new and changing economy**

Strategies:

1. Analyze worker self-sufficiency data driven by systemic challenges [e.g., housing, childcare, workforce legislative policy].
2. Be a community voice for individual workers seeking self-sufficiency employment.
3. Broker relationships to create solutions to address identified systemic challenges.
4. Build capacity to support innovative solutions by seeking incremental funds for investment.

**GOAL 4:           Prepare our youth for future employment**

Strategies:

1. Invest in proven strategies and partner with successful youth programs (e.g. Connected Lane County, Chamber Work Ready initiatives, High School CTE programs) to better align industry and education in an effort to increase student access to workforce opportunities.
2. Be a community voice, participating in legislative advocacy efforts to improve policy makers understanding/willingness to remove apprenticeship pipeline barriers.

**GOAL 5:           Connect individuals to education, skill-building, and employment opportunities in occupations most impacted by demographic and technology trends [aging workforce] [technology displacement]**

Strategies:

1. Invest in training programs, including On-the-Job training, apprenticeship, and customized training focused on replacement opportunities for youth/young adults in jobs most impacted by retirement and other types of projected worker shortages.
2. Analyze the impact of AI/technology on worker displacement.
3. Invest in career pathway models.

Comments from the group:

- Under Goal 4, Strategy 2, it talks about legislative advocacy efforts. Our advocacy efforts can be around any of our goals, not just limited to Goal 4. Kathy will edit to include with the other goals as well.

- Instead of being “a community voice”, Lane Workforce Partnership should be “the community voice.” (See Goal 2: #5; Goal 3: #2; Goal 4: #2)
- We have a lot of work to do - list is pretty big and aggressive but we have the board and support to do the work.

Kristina Payne thanked everyone for their input and support. Once we have the final document, we will put it out for a 30-day public comment period. Ms. Payne will also be reaching out to community members to make sure this plan is reflective of how they want to see Lane Workforce Partnership proceed as their workforce board.

#### V. EXECUTIVE DIRECTOR REVIEW

Mr. Pickett noted that this would be more of an action item if we were meeting in person. Since we are meeting using the Zoom platform, this is more of an information item. The Board Officers met and reviewed the survey responses. The recommendation for the change in compensation is based on their review. Typically, we would go into Executive Session at this point and excuse LWP staff but since we are meeting remotely, this is not possible. Mr. Pickett will work on setting up a call with the Executive Board to discuss and bring the motion forward to approve the recommendation.

#### VI. FINAL PROGRAM YEAR 2018/2019 MONITORING REPORT

LWP received the final Program Year 2018/2019 monitoring report. LWP had no findings and no observations. Reviewers did note that language in the By-Laws pertaining to quorum, proxy requirement, and criteria for board member removal, appeal, and arbitration needs to be updated. Oregon Workforce Partnership has hired an attorney who has worked with all the boards in the past around this type of thing and will be providing all the boards with a new template.

#### VII. OTHER BUSINESS

Ms. Payne noted that due to the coronavirus, unemployment insurance is at an all time high. The impact so far is greater than the great recession. WorkShare is really being tapped into and Ms. Payne highly recommends you taking a look at that program if you are having to reduce hours of your employees. LWP received approximately \$92,000 in Layoff Aversion funds and there will be flexibility in the uses for these funds. Cindy Perry from our office will be the lead on these funds but you can always connect people with Ms. Payne as well.

Joe Berney mentioned that he recently attended a National Association of Counties meeting in DC and he serves as a voting member on the Workforce and Economic Development Committee of that body. It seems as if next year, they are looking at bi-partisan interest in re-doing WIOA and putting significantly more dollars into the program.

#### VIII. ADJOURNMENT

Stan Pickett adjourned the meeting.

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