



**LANE WORKFORCE BOARD MEETING**

**Thursday, December 5, 2019**

**3:00pm – 5:00pm**

**MINUTES**

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<b>Present:</b>	Jennifer Adams, Michael Caven, Sabrina Cunliffe, Julie Davidson, Noreen Dunnells, Jacob Fox, Justin Freeman, David Heavirland, Phillip Hohnstein, Katie Jeremiah, Lena Kostopulos, Celeste Marshall, Sarah Means, Stephen Parac, Stan Pickett, Tony Scurto, Margaret Theisen, Laura Vinson, Kristina Payne
<b>Absent:</b>	Travis Brooke, Shondra Holliday, Shaun Hyland, Joshua McClaughry, Jeffrey McGillivray, Grant Matthews, Debra Miller
<b>Staff:</b>	Anne Nestell, Ashley Espinoza, Sue Thompson, Lyle Lang, Tiffany Cink, Stephanie Lovell
<b>Others:</b>	Commissioner Joe Berney, Cindy Perry, Rachel Soto

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<b>Action Summary:</b>	<b>Motion</b>	<b>Seconded</b>	<b>Status</b>
Approved Board Meeting Minutes, May 23, 2019	Jacob Fox	Lena Kostopulos	Unanimous Approval

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I. CALL TO ORDER

Stan Pickett called the meeting to order.

II. PUBLIC COMMENT

There was no public comment.

III. CONSENT CALENDAR

Jacob Fox made a motion to approve the May 23, 2019 Board Meeting Minutes. Lena Kostopulos seconded and the motion was unanimously approved.

IV. PRESENTATION: CHILD CARE & PRESCHOOL EXPANSION IN LANE COUNTY

Bess Day is the Director of Education for United Way of Lane County and oversees all the education work that United Way is involved in, predominately the work of the Early Learning Alliance. This is one of 16 state funded early learning hubs in Oregon. Ms. Day is presenting on child care & preschool expansion in our area.

Overwhelming evidence tells us that investing in young children and their families has a lasting, positive impact across their lifetime. Less than 10% of Oregon's combined federal and state investment in children's education occurs before age five. This is inconsistent with what we know from the brain science. By kindergarten entry, the brain has matured, reaching 90% of its adult size –

however, most of the public investments in education are made after this point. Adverse conditions, such as inadequate nutrition, housing, exposure to toxic substances, poor maternal health, or a lack of nurturing relationships can have a lasting effect on the developing brain, even if a child's circumstances are improved later in childhood. This makes investments in the early years even more compelling.

Part of the Student Success Act is being dedicated to early learning and is broken out into three primary areas:

- Equity Fund: Programs that reflect unique culture, language, and lived experience of children of color and Native children;
- Early Care & Education: Oregon Pre-K (Head Start & Early Head Start); Preschool Promise; Early Intervention/Early Childhood Special Ed; Workforce Development & Support;
- Family Support: Relief Nurseries; Parenting Education, and Healthy Families Oregon.

The Student Success Act allows for significant investments to build infrastructure, like workforce development, along with direct services. There are also increases in staffing to support system expansion, and funding for HUBS to develop and implement Early Childhood Education Sector Planning and Coordinated Enrollment.

In HB2025, Early Learning Hubs, in partnership with their CCRRs and Head Start, are tasked with creating a plan that helps Oregon realize the strategic objective of ensuring families have access to high-quality, affordable early care and education that meets their needs. High-quality is defined as culturally responsive, inclusive, and developmentally appropriate.

Phase 1 plans will be integrated into the processes to select Preschool Promise sites, determine allocations for new Oregon Prekindergarten dollars, and inform the state's Early Head Start investments.

The purpose of engaging with business and community leaders is to provide the opportunity to tell the story of the unique opportunities and partnerships in our region, and to bring to light regional strengths that may not be readily apparent by looking at data. Examples may include a school district that is planning to offer Pre-K starting in the 2020-2021 school year, a large employer preparing to offer on-site child care, or a regional chamber of commerce identifying access to child care as one of their priorities. This is not meant to be a visioning exercise but rather a description of some of the unique highlights and attributes of our Early Learning hub region.

What's Next:

- In partnership with parents, providers, and the public and private sectors, Early Learning Hubs will lead the process to develop plans to target services within our communities and create a vision to serve all children in our region.
- The Early Learning Division will lead processes to allocate funding from the Early Learning Account to communities for Early Head Start, Oregon Pre-kindergarten, Preschool Promise, Healthy Families Oregon, and the Equity Fund.
- The Oregon Department of Education will allocate additional funding for Early Intervention and Early Childhood Special Education.
- The Early Learning Division will expand supports for birth to five educators.

Ms. Day wanted to plant the seed with board members that if anything comes to mind about opportunities, partnerships, etc., please feel free to reach out to Ms. Day.

## V. PRESENTATION: LANE COUNTY SECTOR STRATEGY UPDATES

Ashley Espinoza, Sector Strategy Director for Lane Workforce Partnership presented on all the work that is happening with the various sectors.

### Technology Sector

- October 3, 2019: Eugene Tech Tours. This was the 4<sup>th</sup> annual event, 800+ registration, 50+ companies and community partners. Tech Tours Eugene is the largest event of its kind in the state.
- October 17, 2019: Experience Oregon Tech. 350+ college and high school students. Stops included Wayfair, Partnered Solutions IT, IDX, Acrimoto, and Lane County Government. Elevate Lane County was a crucial partner again this year by bringing over 100 students from all over Lane County including Siuslaw and Mapleton high schools.
- TAO (statewide) hosted 35+ lunch & learns with over 800 attending. A variety of topics were covered during these events.
- Hack for a Cause: Over \$1,000,000 in volunteer hours were donated to local non-profit organizations over the past five years with dozens of tech enabled solutions developed. These transformative solutions have provided great public benefit. The 2020 event will be held April 3 – 5, 2020.

### Food and Beverage Sector

- Eugene's Table launched July 1, 2019. Eugene's Table has 26 industry members and seven community sponsors. The community sponsors include: Lane County, City of Eugene, Revolution Design Group, Travel Lane County, Lane Workforce Partnership, University of Oregon Innovation Network, and KinShip.
- TechStars Startup Weekend was held November 8 – 10, 2019. This was the first food startup event on the West Coast. Five teams had 72 hours to come up with a comprehensive pitch and business plan with teammates they may have never met before.
- Quarterly Food Business Unpacked Events. Events this year included: Founder Stories; Creating the Perfect Package; Growing the Bottom Line; and Producing the Next Big Thing.

### Construction/Aggregate Sector

- Associated General Contractors (AGC) Workforce Luncheon was held October 25, 2019. Area contractors and Lane County CTE High School teachers/LCC Construction Technology staff were able to learn about the local construction related workforce initiatives and discuss how to best engage industry-education partnerships, identify possible gaps and barriers, and work towards ongoing next steps.
- Lane Pre-Apprenticeship Construction Technology (PACT): Multiple Lane County education/workforce and construction industry partners created a registered, BOLI approved youth apprenticeship program model that will be used to prepare high school students to be qualified/competitive applicants for a registered trade apprenticeship OR begin employment in the skilled trades. Lane PACT will pilot during school year 2019-2020 at Mohawk and Springfield High Schools with projections for ongoing expansion at other Lane County High Schools.
- Next Lane County Construction Aggregate Sector meeting will take place on February 6, 2020.

- Build/Design Showcase: February 2020 event for local high school students to work together on a specific construction related project (TBD). Industry to partner by providing mentorships, technical assistance, material/tool supplies, etc.
- Construction-Aggregate presentations to Lane County High School will happen February – April 2020.
- Lane County Sand and Gravel Tours will take place April 22 – 23, 2020.
- Construction Utility Career Day will take place Fall of 2020.

#### Wood Products Sector

- Career Pathway Document was created in partnership with Elevate Lane County and the Oregon Forest and Resource Institute (OFRI).
- Plant Electrician Convocation was held on October 28, 2019. This was co-convened by BOLI and facilitated by Val Hoyle, Oregon Commissioner of Labor and Industries. More information will be shared in the coming months.

#### Florence

- Workforce housing is still the hot topic. A leadership group has formed that convenes on a quarterly basis. New partners joining the conversation include: Community Development Partners, American United, and DevNW (formerly NEDCO). The City of Florence has taken great strides to be part of the solution by taking the following steps:
  - Significantly lowering system development charges (SDC's);
  - Rewriting and passing updated housing and city building codes;
  - Continually evaluating inventory of land in order to partner with a willing developer.
- Workforce Financial Literacy: DevNW in partnership with Siuslaw Outreach Services and the Florence Chamber of Commerce are in talks about the possibility of offering financial literacy classes.
- Northwest Housing Alternatives: NW Housing Alternatives currently own one existing low-income housing development and recently purchased a second property which is bare land. They are applying for the next round of LIFT (Let's Invest for Tomorrow) funding. This new development will consist of 44 units. In addition, NW Housing Alternatives is producing a video to educate community members of who lives in these developments, what services are provided, and what are the positive economic impacts.

#### Active initiatives lead or co-facilitated by LWFP

- Eugene Airport Campaign has been extended an additional six months (March 1, 2020) with all 15 original companies participating.
- National Next Gen Advanced Sector Partnership Conference was held in Eugene October 29 – 30, 2019. Our team consisted of Casey Roscoe (VP Marketing, Seneca); Mandy Sweger (HR, Seneca); Heidi Larwick (Director, Elevate Lane County); Cindy Perry (Program Supervisor, WorkSource Lane); Kelli Weese (Economic Development, City of Florence).
- Summer Educator Externships: these are coordinated through Elevate Lane County. With these paid externships, educators have the opportunity to expand their skills sets in an industry of their interest, make new connections within the community, and develop curriculum that aligns with industry and next generation employment. 13 local employers hosted 11 Lane County high school teachers during Summer 2019.
- Industry Advisory Committee co-facilitated by Elevate Lane County. There is representation from the following sectors: Tech, Food and Beverage Manufacturing, Healthcare, Construction-Aggregate, and Wood Products. Goals of this group include:

- Increase awareness of workforce opportunities through connections between industry and education;
- Identify industry challenges with these efforts;
- Promote the work of Elevate to respective sectors;
- Review and assist in development of sector wide and sector specific workforce readiness programs/workshops;
- Assist in Elevate Lane County fundraising efforts.
- Company tours with the Integrated Business Service Team at WorkSource Lane: Oregon Employment Department (OED); Vocational Rehab; and the Department of Human Services (DHS). Companies toured to date include Seneca and Swanson Group. Upcoming 2020 tours include: Nancy's Yogurt, Ninkasi Brewing, Grizzlies Brand (Wildtime Foods), International Paper, Pak Tech, Glory Bee, Oakshire, Planktown, Clam 52, and Peterson's Machinery.
- Diversifying the Workforce in partnership with the University of Oregon's Department of Equity and Inclusion. Initial meetings have been held with 4J, Eugene City Manager's Office, NAACP, The Oregon Community Foundation, and Northwest Christian University.
- Oregon Youth Authority partnered with WorkSource Lane staff to better support at risk youth in our community. Services include looking for employment, education, and training opportunities.
- Creative Sector Strategy: the creative organizations in our community are interested and motivated to launch a Creative Sector Strategy Initiative. This would be led and co-facilitated by the Lane Arts Council and Arts City. Three focus areas have been identified:
  - Professional Development (skill building, artist wages);
  - Artist network (community building);
  - Community Awareness (cultural value transformation)

Identified areas of focus across all sectors:

- Childcare;
- Community Engagement;
- Diversity, Equity, and Inclusion;
- Safety;
- Workforce Housing;
- Workforce/Industry connection to local education

LWP lends a voice/participates with the following (partial listing):

Eugene's Narrative; Food for Lane County Board; Hack for a Cause; Lane County Poverty and Homelessness Board (including the Workforce subcommittee); Next Generation Sector Partnerships (Kristina Payne serves as faculty); Northwest Christian University's Center for Leadership and Ethics; Oregon Community Foundations Leadership Council; Regional CTE Advisory Committees; Skilled to Work Initiative; and 15<sup>th</sup> Night Youth Employment Workgroup.

## VI. CHAIR'S REPORT/*Stan Pickett*

Mr. Pickett reviewed Executive Board and Lane Council action items and minutes from the May 16, 2019 meeting.

Mr. Pickett reviewed the process for the Local Strategic Plan. Under the Workforce Innovation and Opportunity Act (WIOA), local boards are required to develop local strategic plans to address

specific workforce challenges as outlined by the Oregon Workforce and Talent Development Board (WTDB). We have received the 2020-2021 Strategic Plan from the WTDB which was included in your packet for today. To assist the board in reviewing and updating our local strategic plan for the period of July 1, 2020 – June 30, 2024, we have engaged Kathy Smith, KJ Smith Associates, an experienced facilitator and strategic planner with both the public and private sector.

#### Timeline and Process:

- December 9, 2019: Service Delivery Providers Convening
- January 8, 2020: Economic Development Leadership Convening
- January 16, 2020: LWP Executive Workforce Board engagement, input, and guidance
- February 27, 2020: LWP 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: LWP Executive Board reviews final plan and moves to recommend approval by the 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 and Development Board meets to review/approve local Board strategic plans.

#### VII. EXECUTIVE DIRECTOR'S UPDATE/*Kristina Payne*

The statewide workforce conference that was held in Eugene at the end of September was a huge success. Next year the conference will move to Bend and will be held earlier in September.

Ms. Payne briefly reviewed the Workforce System Year-End Performance Report that is included in your packet for today. There is a lot of good information in the report and Ms. Payne encouraged board members to read through it and if they have any questions or concerns, please contact her and she'll be happy to meet with you.

Ms. Payne also reviewed the Lane County Health and Human Services WIOA Year-End Report. Health and Human Services has the contract for Adult WIOA service delivery at WorkSource Lane. They have put together a really nice report that explains in detail the services that are provided and how those services are carried out. They have also included success stories as part of the report.

Ms. Payne thanked everyone who provided their organization's logo for use in legislative efforts and emphasized that she completely understands those organizations that cannot participate in legislative efforts. Lane Workforce Partnership in itself cannot lobby but as an association (Oregon Workforce Partnership), the association can participate in legislative efforts on behalf of the boards. If you have any questions regarding the additional \$4.1 million-dollar request during the short legislative session for the nine regional workforce boards, please reach out to Ms. Payne.

Since we did not meet formally as a board in September, Ms. Payne recognized two newest board members: Laura Vinson with Lane County (this is the first time that Lane County representation on the board is as an employer) and Stephen Parac with XS Media.

Ms. Payne announced that Sue Thompson, Director of Workforce Investments with Lane Workforce Partnership will be retiring at the end of February 2020. We have already held interviews and selected an individual for the position. Cindy Perry who currently manages our Adult WIOA services at WorkSource Lane was selected and will begin working at Lane Workforce Partnership the end of January.

VIII. OTHER BUSINESS

No other business was noted.

IX. ADJOURNMENT

Mr. Pickett adjourned the meeting.

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