



LANE WORKFORCE BOARD MEETING

Thursday, February 25, 2021

3:00pm – 5:00pm

MINUTES

Present:	Jennifer Adams, Sabrina Cunliffe, Julie Davidson, Noreen Dunnells, Solomon Harris, David Heavirland, Phillip Hohnstein, Shondra Holliday, Shaun Hyland, Scott Littlejohn, Bailey McEuen, Jeff McGillivray, Celeste Marshall, Grant Matthews, Sarah Means, Debra Miller, Tony Scurto, Margaret Theisen
Absent:	Travis Brooke, Michael Caven, Justin Freeman, Fiona Gledhill, Bettina Hannigan, Katie Jeremiah, Joshua McClaghry, Stephen Parac, Stan Pickett, Laura Vinson
Staff:	Kristina Payne, Anne Nestell, Cindy Perry, Tiffany Cink, Lyle Lang, Ashley Espinoza, Stephanie Lovell
Others:	Rachel Soto, Deanna Strachan-Wilson, Lee Kounovsky, Shareen Vogel, Heidi Larwick, Lizzie Gray, Jeff Parker

Action Summary:	Motion	Seconded	Status
Approved Board Meeting Minutes, December 3, 2020	Margaret Theisen	Julie Davidson	Unanimous Approval

I. CALL TO ORDER

Jennifer Adams called the meeting to order.

II. PUBLIC COMMENT

There was no public comment.

III. CONSENT CALENDAR

Margaret Theisen made a motion to approve the December 3, 2020 Board Meeting Minutes. Julie Davidson seconded and the motion was unanimously approved.

IV. PRESENTATION: PREPARE YOUTH/YOUNG ADULTS FOR FUTURE EMPLOYMENT

Lyle Lang provided an overview and then introduced the speakers: Lee Kounovsky (Lane Education Service District); Shareen Vogel (Lane Education Service District); Heidi Larwick (Connected Lane County); Lizzie Gray (Connected Lane County); and Jeff Parker (Northwest Youth Corps).

Lee Kounovsky and Shareen Vogel: Lane County's Career and Technical Education (CTE) programs engage Lane County students in high-quality, rigorous, and relevant classes. CTE programs partner with local businesses, industry, and Lane Community College to provide a continuum of instruction and create opportunities that promote creativity, innovation, and leadership. These programs are relevant to the job markets of today. With experiences in and out of

the classroom, students in CTE play a vital role in developing a well-educated workforce that supports innovation and productivity that have a positive impact on student academic achievement, graduation rates, earnings and employment outcomes. A variety of industry-approved credentials are offered to students in CTE, including educational certificates, degrees, certifications, and government-issued licenses.

Mr. Kounovsky teaches a class called Trade Skills Fundamentals (TSF) at LCC and prior to LCC, taught this class in the high schools. The Core Curriculum Trainee Guide (5th Edition) put out by the National Center for Construction Education and Research (NCCER) was developed with the support of more than 125 construction CEOs and various association and academic leaders who united to revolutionize training for the construction industry. The curriculum is designed to build a safe, productive, and sustainable workforce of craft professionals. The following core values have been ingrained into NCCER for all 36 of the apprenticeship trades in Oregon: Integrity; Credibility; Innovation; Commitment; Quality; Industry Support; Customer Focus; and Sustainable Career Opportunities.

TSF provides 80 hours of training and covers nine subject areas: Basic Safety; Construction Math; Hand Tools; Power Tools; Construction Drawings; Rigging; Communication Skills; Employability Skills; and Materials Handling. The TSF is the cornerstone curriculum of the Lane PACT (Pre-Apprenticeship Construction Technology). Lane PACT is a BOLI approved registered Pre-Apprenticeship program in Lane County. The classes are available for all high school teachers throughout the county to teach in person or as a hybrid class.

Benefits of TSF:

- All High School teachers have the option to articulate TSF with Lane Community College so students can earn 4 LCC credits through the College Now program.
- TSF offers points towards Registered Apprenticeship programs.
- TSF is part of the NCCER curriculum and is nationally recognized and industry approved.
- By using the standardized NCCER training process, we can increase productivity, reduce accidents, and develop a better, well-trained workforce for the future.

One of the projects we've been working on is McKenzie Fire Restoration and the need for sheds for those that have been displaced or have lost their homes. This has been a shining example of amazing collaboration between school districts, community partners, community organizations, and industry. There are 120 total approved CTE programs in Lane County High Schools (16 school districts) with 27 participating high schools. Six years ago, there were only 61 approved CTE programs in Lane County High Schools.

Programs of study breakdown:

- Agriculture and Natural Resources (10 programs)
- Education (7 programs)
- Computer Science (14 programs)
- Industrial and Engineering Systems (36 programs)
- Culinary Arts (8 programs)
- Business and Management (15 programs)
- Arts, Information and Communication (18 programs)
- Health Sciences (11 programs)

Lane Community College is a key partner in this work. Our partnerships allow for the following: CTE teacher licensure; Collaborating with Regional Advisory Committees (10 career areas); Dual credit/curriculum alignment; On-campus project collaboration/special projects; Program of Study alignment; Strategic planning.

In addition, there are partnerships with Vocational Rehabilitation, Department of Veteran Affairs and other state partners and we continue to think creatively in order to meet the demand for CTE teachers now and in the future.

Ways LWP board members can get involved:

- Join a CTE Regional Advisory Committee;
- Donate materials/supplies (<https://lanecte.org/equipment-and-supplies-need-donation/>);
- Volunteer your time to present to or mentor students with special projects;
- Mentor a teacher/school with a CTE Program;
- Host a student on your job site to meet the pre-apprenticeship (Lane PACT) completion.

Lane CTE Contacts:

- Lee Kounovsky: lkounovsky@lesd.k12.or.us
- Shareen Vogel: svogel@lesd.k12.or.us
- Website: Lanecte.org

Heidi Larwick and Lizzie Gray: Connected Lane County serves all 16 school districts in our region. Our hope is that we are creating opportunities so that students connect what they are learning in the classroom to the relevance after graduation. Elevate Lane County, which started in 2017, was driven by a need from both the education and industry sectors to provide more career connected learning. This program offers career-connected learning for students and educators. The experiences start as early as elementary school and continue through 12th grade. Elementary school students have the opportunity to have industry partners in the schools for 6 week In-Resident Programs (Coder; Entrepreneur; and Engineering). Middle school students are offered a hands-on career day. High school students have the opportunity to participate in tours, job shadows, showcases, hiring fairs, and internships. We complement the experience for educators as well. Educator enrichment includes: advisory board; externships for teachers; pathway documents; panels; and visits.

Numbers Served:

- 8,941 students reached;
- 130 NEW youth enrolled in reengagement, including unhoused population;
- 8,076 professional development hours for educators;
- Fall 2020 numbers:
 - DevNW Courses: 116 students
 - Virtual Tours: 314 students
 - Skill Building Webinars: 189 students
 - Virtual Tour Viewership: 4,374 views

Ms. Larwick noted that this spring Connected Lane County will be opening a new physical space in downtown Eugene. The space will have some of the same elements as a “maker space” and will target youth/young adults ages 14 – 22. The youth/young adults can come and learn how to use commonly used hi-tech equipment in the local industries. This June and July, the space will offer its first programming called Invention Summer Camp. This will be a 5-week camp specifically for youth who identify as African American/Black; unhoused; or come from our rural communities. Each

youth will have a mentor and will follow a specific curriculum. The youth will be paid for the duration of the summer (in lieu of them needing a summer job). At the end of the 5 weeks, youth will have created their own product that could potentially go to market with further development.

Additionally, this new space will be used to develop very concrete pathways to jobs. In the fall, we will be launching and building out curriculum and experiences that lead to successful placements in local construction and tech jobs for youth/young adults.

Ways LWP board members can be involved:

- Advocacy
- Resource Development for our new space
- Become a Mentor

Jeff Parker shared information about Northwest Youth Corps and how the organization is involved in helping with the Holiday Farm Fire Restoration and Mitigation.

The mission of Northwest Youth Corps is to offer a challenging education and job-training experience that helps youth and young adults from diverse backgrounds develop the skills they need to lead full and productive lives. Their programs focus on education, challenge, community, leadership and empowerment, giving youth critical life skills and confidence and stress teamwork, inclusion, and leadership while promoting a solid work ethic and individual achievement. Youth emerge from the program knowing that they can overcome obstacles, solve problems, make friends, and attain their objectives in life. They also have a better understanding of who they are as well as a better understanding of community stewardship.

The youth/young adults are in the program anywhere from 5 weeks up to 5 months and work in a recreation infrastructure on trails, campgrounds, etc. We focus on the fundamental basics of technical skill training and the youth are earning certifications and certificates. Northwest Youth Corps workforce development program offers:

- Paid service learning
- Workforce skills
- Career pathways
- Opportunities
- Public/Private Partnerships
- Community Impact

United Way provided the seed funding for Northwest Youth Corps to work on the Holiday Farm Fire Recovery. Additional funding came from Northwest Youth Corps donor base, Lane Workforce Partnership, EWEB and the forest service.

V. LWP MID-YEAR PERFORMANCE REPORT

Cindy Perry reviewed the Lane Workforce Partnership Workforce System Mid-Year Performance Report. This document outlines the current strategic plan with goals and strategies and all the measurements related to the goals and strategies.

VI. FIRE RESTORATION GRANT

Ms. Perry provided an update on this grant. The grant is a two-year grant and we have to spend \$1.6 million before we receive the next increment. Individuals can be employed in this grant for one year (2080 hours). There are two primary components to the grant: humanitarian work and fire restoration/cleanup work. As you heard from Northwest Youth Corps, LWP provided funding to NW Youth Corps for restoration work. In addition, LWP has recently awarded two additional contracts. The first is with McKenzie CDC who will be hiring three humanitarian workers. The second contract is with Love First, a newer non-profit that will be engaging in long-term recovery efforts and will over time, hire nine humanitarian workers. In addition to these contracts, Lane County Health and Human Services (our WIOA adult/dislocated worker service provider) has dedicated two staff to the grant to help engage the community and provide career services and additional supports as needed to those affected by the wildfires.

VII. PROGRAM YEAR 2020-2021 BUDGET REVIEW

Tiffany Cink provided an overview of the 2020 – 2021 Budget. Each year, LWP prepares an initial budget in May for the fiscal year that starts July 1st. The initial budget includes firm funding for the first quarter (July through September) and the balance is our best estimates of the funding LWP will receive. Typically, in September, LWP prepares a modification to the budget which includes all the funding expected for the year. LWP will prepare additional modifications to recognize revenue if large amounts (more than 5% of the total budget) are received.

This year, LWP's initial budget was optimistic as there was more money coming to the State of Oregon from the Department of Labor. However, that did not end up translating into more funding for our local area based on the Oregon allocation. As a result, LWP completed a budget modification in September 2020. A second budget modification was completed in January 2021 due to the receipt of Wildfire Disaster Recovery Dislocated Worker Grant funding.

Based on PY 2020-2021 Budget Modification #2, Total revenue increased from \$4,311,717 to \$6,044,988, an increase of 40% or \$1,733,271. LWP's total budget for revenue is up over one million dollars from the previous year due to the fire restoration grant. LWP's other large source of funding is from the State of Oregon General Funds. These funds allow LWP to support sector work, On-the-Job Trainings, services at WorkSource Lane, etc.

Total expenses increased from \$3,761,275 to \$5,104,659, an increase of 36% or \$1,343,383. The reserve for future expenditures increased from \$550,442 to \$940,330. Personnel Services represent 18% of annual expenses and Materials and Services represent 5% of annual expenses. The remaining 77% is for Community Investments which are the amounts directly attributed to the provision of workforce services in Lane County.

The reserve for future expenditures increased from \$550,442 to \$940,330. The Reserve for Future Expenditures is the amount we set aside each side to fund operations during July, August, and September while revenue contracts are executive and final carry-forward is determined.

VIII. CHAIR'S REPORT

Ms. Adams reviewed Executive Board action items (Program Year to Date) and Executive Board and Lane Workforce Council meeting minutes from September 17, 2020.

IX. EXECUTIVE DIRECTOR'S REPORT

- SHIFT Diversity, Equity and Inclusion Training

Kristina Payne explained that part of LWP's strategic plan includes being a catalyst around diversity, equity and inclusion. A number of community leaders are participating in the SHIFT bias training. SHIFT's training centers around discovering your own unconscious biases. People carry unconscious biases, both positive and negative, that shape how they act and treat others. The on-line training puts the user in the driver's seat of their professional learning and development. The user learns new skills and gains competency while moving through the course at their own pace. The VR experience component (LCC will be hosting this for the group) addresses skill gaps by providing immersive, hands-on training that closely simulates real working environments. It allows the user to be immersed in another's life thereby giving them the ability to feel true empathy through perspective taking. Ms. Payne noted that we will look at having a presentation at the next board meeting that covers the training received to date, key takeaways, and next steps.

- Oregon Senate Bill 623

The Oregon Workforce Partnership (OWP) which is comprised of the Executive Directors from the nine Local Boards has worked on this bill in response to the inability to provide good workforce services in a time of crisis and how we work together collectively with our state agency partners to ensure all populations are being served and can access workforce services.

SB 623 creates a framework to ensure the public workforce system is responsive to the needs of individuals and communities most impacted by COVID-19, supports local engagement and priorities, and sets the stage for continuous improvement of public workforce investments and programs. SB 623 builds on existing infrastructure and leverages current program and resource relationships.

The bill calls for the Governor to direct State agencies to annually contribute resources to assess public workforce investments and outcomes. The cost of assessment will vary depending on the depth and scope of work.

If you would like more information on the bill, please reach out to Ms. Payne as she is happy to meet with you.

X. OTHER BUSINESS

No other business was noted.

XI. ADJOURNMENT

Ms. Adams adjourned the meeting.

Lane Workforce Partnership is an equal opportunity employer. With 48 hours of notice, auxiliary 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.