



LANE WORKFORCE BOARD MEETING

Thursday, February 27, 2020

2:00pm – 5:00pm

MINUTES

Present: Jennifer Adams, Travis Brooke, Sabrina Cunliffe, Julie Davidson, Noreen Dunnells, Jacob Fox, David Heavirland, Phillip Hohnstein, Katie Jeremiah, Lena Kostopulos, Celeste Marshall, Grant Matthews, Sarah Means, Stephen Parac, Stan Pickett, Tony Scurto, Margaret Theisen, Kristina Payne

Absent: Michael Caven, Justin Freeman, Shondra Holliday, Shaun Hyland, Joshua McClaughry, Jeffrey McGillivray, Debra Miller, Laura Vinson

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

Others: Rachel Soto, Kathy Smith, Summer Young-Jelinek

Action Summary:	Motion	Seconded	Status
Approved Board Meeting Minutes, December 5, 2019	Margaret Theisen	Grant Matthews	Unanimous Approval

I. CALL TO ORDER

Stan Pickett called the meeting to order. Introductions were made.

II. PUBLIC COMMENT

There was no public comment.

III. CONSENT CALENDAR

Margaret Theisen made a motion to approve the December 5, 2019 Board Meeting Minutes. Grant Matthews seconded and the motion was unanimously approved.

IV. PRESENTATION: LANE COMMUNITY COLLEGE BOND MEASURE

Dr. Margaret Hamilton, Lane Community College President, and Rosie Pryor, Lane Community College board member provided information on the upcoming bond measure that will be on the May 19, 2020 ballot. The \$121.5 million bond measure, if approved, will fund safety and security updates, seismic retrofitting, expand Health Professions and Workforce Training Programs, and modernize classroom technology throughout the district. In addition, the college will qualify for a matching \$8 million state grant to construct a new building to allow for expansion of Health Professions programs and LCC's Dental Clinic.

LCC's bond measure is estimated to increase property taxes \$0.12 per \$1,000 of assessed value, to a rate of \$0.34 per \$1,000 of assessed value for Lane Community College bond debt. If the bond does not pass, the safety, infrastructure enhancement, and modernization projects cannot be completed. In addition, LCC would not receive the \$8 million in committed state funds meaning that repairs, maintenance, and technology upgrades would have to be budgeted through the general fund, resulting in higher tuition rates for students.

Dr. Hamilton and Ms. Pryor asked the board for their support of the bond measure, possibly by providing a resolution. Kristina Payne will look into this request.

V. LWP LOCAL STRATEGIC PLAN 2020 - 2024

Kristina Payne reviewed the purpose and structure of strategic planning process. Kathy Smith provided a summary of the work to date from groups that have already met – what is working well; current challenges; what is on the horizon. Kathy then led the board through a series of facilitated questions with discussions following.

REFLECTIONS: SITUATION ASSESSMENT	
<i>Topic</i>	<i>Discussion</i>
<i>What stood out?</i>	<ul style="list-style-type: none"> • Acknowledge success of sector strategy work. • No real surprises on list; especially in challenges. • Bottom list (housing, childcare, etc.) is a current challenge – not “on the horizon.”
<i>Missing</i>	<ul style="list-style-type: none"> • Accessibility to trade opportunities for students at a young age. • Average age for apprentice is 27 – that’s too much time between school and work. Should be bridged; policy and system change needed.
<i>Not there but should be</i>	<ul style="list-style-type: none"> • AI and other tech implications for training (ex: CDL). • “Tele-“impact on training, student recruitment, etc.

ADVANCING EQUITY & INCLUSION	
<i>Topic</i>	<i>Discussion</i>
<i>What operating principles can the partnership offer to shape efforts?</i>	<ul style="list-style-type: none"> • Board equity training; “walk the talk” by recruiting more diverse board members, update policies, vision/mission/values. Ensure equity is embedded (policy audit). <ul style="list-style-type: none"> ○ building trust – see yourself at the table. ○ Develop a baseline shared understanding • Diversify board itself. • Identify what diversity means to board (culture, socio-economic status, race, etc.) and what success looks like for us. <ul style="list-style-type: none"> ○ Needs outside perspective. ○ Develop measures of success. • Articulate the value (“what’s in it for me?”). • Grant opportunities for DEI.

ADVANCING EQUITY & INCLUSION CONTINUED

<i>Topic</i>	<i>Discussion</i>
<i>Considering LWP's role, what top 2 strategies should we focus on?</i>	<ul style="list-style-type: none"> • “Lived experience”/gain authentic voice. • Actively reach out to diverse groups to gain input into needs/as an effort to understand. • Raise to level of sector strategy – put same kind of staffing/resources toward it; convene the right people and groups to really make it a focus area. <ul style="list-style-type: none"> ○ Build on sector strategy to catalyze DEI. ○ Dig-in to current practice (ex: tech tour). • Leadership training around diversity to address bias.
<i>Observations</i>	<ul style="list-style-type: none"> • More diverse youth than adults in county; implications for creating culture. • Continually evolving, ongoing process.

NEXT LEVEL COLLABORATION

<i>Topic</i>	<i>Discussion</i>
<i>What operating principles can the partnership offer to shape efforts?</i>	<ul style="list-style-type: none"> • Really define what “next level collaboration” actually means to the group. <ul style="list-style-type: none"> ○ ex: central funding? How is it different than sector strategies? • Structure to address rural barriers/reach. (w/DEI). • Fight the scarcity mentality – move toward a lockstep approach. • Collaboration “ground rules” to build trust. <ul style="list-style-type: none"> ○ Find out who disagrees and make sure they’re also at the table to challenge group think. ○ Clarify steps to collaboration and rules of engagement – know expectations for each population/partner. • Play to partner strengths – “how could we?” instead of “can’t.” • Audit current collaborations. <ul style="list-style-type: none"> ○ Identify who isn’t participating and why to get to more “active” participation.
<i>Considering LWP's role, what top 2 strategies should we focus on?</i>	<ul style="list-style-type: none"> • How does legislative advocacy fit in with the board; how are we addressing needs from a legislative standpoint through collaboration? <ul style="list-style-type: none"> ○ Working with lobbyist from affiliated association to guide advocacy (“lobby buddy” in off season). • Pairing more senior people with newer people on the board; pair for local advocacy. • Develop stronger relationship with connected Lane, Elevate, 6 other regional advocacy boards, etc. to create stronger relationships with schools. <ul style="list-style-type: none"> ○ This strategy also supports DEI strategies.

NEXT STEPS

<i>Topic</i>	<i>Discussion</i>
<i>Next Steps</i>	<ul style="list-style-type: none"> • Kathy will synthesize outcomes of these discussions and organize in a structure that will fit in the state template. <ul style="list-style-type: none"> ○ Will be sent back in draft form for comments. • Small group from this larger group will do more in a work session to finalize draft.

VI. OTHER BUSINESS

Mr. Pickett reviewed Executive Board action items (Program Year to Date) and Executive Board meeting minutes from September 19, 2019.

Ms. Payne reviewed the LWP 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.

Ms. Payne also provided a legislative short session update. We have support for the statewide ask of \$4.1 million in workforce development. If nothing else, we have done a good job of educating people around workforce development. Currently, members of the legislature have walked out over the Cap and Trade Bill so will need to wait and see what happens at the Capitol.

VII. ADJOURNMENT

Mr. Pickett adjourned the meeting.

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