

LANE WORKFORCE PARTNERSHIP BOARD OF DIRECTORS

Thursday, May 25, 2023

3:00 p.m. to 5:00 p.m.

Hilton Garden Inn, 3528 Gateway Street, Springfield (Cascade/Willamette Conference Room)

MISSION & GOALS



MISSION

To meet the workforce needs of employers and individuals through partnerships and innovation.



GOALS





- Prepare workers for self-sufficiency employment in a new and changing economy.
- Connect individuals to education, skill-building and employment opportunities in occupations most impacted.
- Prepare our youth/young adults for future employment.
- Catalyze the community around diversity, equity, and inclusion (DEI) to expand workforce leadership and participation opportunities for all.
- Align strategic partnerships to expand our collective capacity to address systemic workforce challenges.

AGENDA






- I. CALL TO ORDER AND INTRODUCTIONS /*Jennifer Adams*
- 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.*
- III. CONSENT CALENDAR/*Action* Pages 1 - 5
 - *Minutes of the February 23, 2023 Board Meeting*
- IV. CHAIR’S REPORT/*Information*
Jennifer Adams
 - Summary of LWP Board/Executive Board/Lane Council Pages 6 - 7
Action Items/Information
(meeting minutes for all Board, Executive Board, and Council meetings are available here)
- V. EXECUTIVE DIRECTOR’S REPORT/*Information* Pages 8 - 12
Ashley Espinoza, Lane Workforce Partnership
- VI. CWEI CONTRACT REVIEW and NEXT STEPS
Walter Simmons, Amanda Wagner, CWEI

- VII. BOARD MEMBER UPDATES/*Information*
- VIII. OTHER BUSINESS
- IX. ADJOURNMENT

PRIMARY ROLE OF THE BOARD

 <p>CONVENER Bringing together business, labor, education and economic development to focus on workforce issues and promote strategic alignment.</p>	 <p>WORKFORCE ANALYST Developing, disseminating and assisting with the analysis of current labor market and economic information and trends in industry sectors.</p>
 <p>CAPACITY BUILDER/INVESTOR Enhancing the region's ability to meet the workforce needs of local employers through the utilization of federal and state funds.</p>	 <p>COMMUNITY VOICE Articulating the issues for the needs of a skilled workforce. Demonstrating and speaking to the effectiveness of training programs.</p>
 <p>BROKER Bringing together community stakeholders to solve common problems; aligning systems and strategies; and forging new relationships between business and education.</p>	

LANE COUNTY WORKFORCE SYSTEMS EQUITY LENS

 <p>WHO IS AFFECTED? Who are the groups affected by this policy, metric, program, decision, or proposed action? How will each group be affected? Is any group negatively affected in a disproportionate way?</p>	 <p>ARE THEY AT THE TABLE? How have you actively involved stakeholders who are also members of the communities affected by the policy, metric, program, decision or proposed action?</p>
 <p>WHAT ARE THE BARRIERS? What are the societal or organizational barriers that prevent a population from being successful?</p>	 <p>STRATEGIES? To address any inequities, do we have solutions that are tailored to work for disproportionately affected groups? Have we used the 'Platinum Rule'?</p>
 <p>UNINTENDED CONSEQUENCES? Does this policy, program, decision, or proposed action ignore or worsen existing disparities or produce other unintended consequences?</p>	 <p>HOW DO WE MEASURE SUCCESS? Describe how data about the policy, metric, program, decision, or proposed action and its impact (positive or negative) on equitable access and outcomes, will be monitored and evaluated?</p>

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.



LANE WORKFORCE BOARD MEETING
Thursday, February 23, 2023
3:00PM – 5:00PM

MINUTES

In Attendance: Jennifer Adams, Allan Benavides, Travis Brooke, Bettina Hannigan, David Heavirland, Phil Hohnstein, Shondra Holliday, Heidi Larwick, Scott Littlejohn, Josh McClaughry, Bailey McEuen, Jeff McGillivray, Miles Pendleton, Stan Pickett, Tony Scurto, Laura Vinson

Absent: Julie Davidson, Solomon Harris, Shaun Hyland, Katie Jeremiah, Grant Matthews, Sarah Means, Holly Powell, Teri White

Board Staff: Ashley Espinoza, Anne Nestell, Tiffany Cink, Cindy Perry, Lyle Lang, Ryan Kounovsky, Jesse Quinn, Stephanie Lovell

Others: Rachel Soto, Dana Merryday, Jessalyn Ballerano, Amanda Wagner, Jeffrey Dufresne

Recommendation	Motion	Seconded	Status
Approve Full Board meeting minutes December 8, 2022	Shondra Holliday	Tony Scurto	Unanimous Approval

I. CALL TO ORDER and INTRODUCTIONS

Jennifer Adams called the meeting to order and introductions were made.

II. PUBLIC COMMENT

There was no public comment.

III. CONSENT CALENDAR

Shondra Holliday made a motion to approve the December 8, 2022 Board Meeting Minutes. Tony Scurto seconded and the motion was unanimously approved.

IV. NURTURELY PRESENTATION (*Jessalyn Ballerano*)

Jessalyn Ballerano, Program Coordinator and Doula with Nurturely presented on Nurturely's programs. She thanked the board for their support of Nurturely and specifically the Birthworker Business Hub.

Nurturely Mission and Focus: *Equity in perinatal wellness*

Nurturely believes that developing programs like their Birthworker Business Hub will bring more birthworkers and doulas to our local community because wellness for infants and caregivers is a right, not a privilege. Nurturely's programs aim to tackle the root causes of inequities in pregnancy, postpartum, and infant health. They see these root causes primarily as:

- Systemic racism in perinatal care;
- Disproportionate climate impacts;
- Perinatal workforce development barriers.

In order to tackle the inequities, they focus on:

- Prevention-focused education for perinatal professionals;
- Community-based research that advances policies for parents;
- Grassroots engagement to empower advocacy.

Why Birthwork? Maternal and infant mortality in the US is the highest among all high-income countries, and is the only country where mortality is actually increasing – disproportionately harming black parents and babies. One solution is birth doulas which leads to:

- Fewer cesareans;
- Shorter labor;
- Spontaneous labor;
- Increased breastfeeding.

Local Gaps: As of 2018, there were only 7 registered doulas in Lane County. That same year, there were 10,609 births – 2,512 were birthing people from communities of color.

Workforce Pipelines: Birth doula career

- No prerequisites;
- Honors lived experience;
- Entry into healthcare;
- Flexible hours;
- Serving own community.

Nurturely's Project Goals:

1. Certification – recruit, mentor, train, and facilitate OHA THW certification;
2. Inclusion – increase community awareness on the role of doulas in health equity;
3. Sustainability – foster sustainability through entrepreneurial skills and support as well as additional avenues for employment.

Nurturely tackles racism in perinatal care through Perinatal Racism:

- Racism in Perinatal and Pediatric Health Training;
- Racism in Home Visiting;
- Monthly Accountability Meetups;
- Seal of Perinatal Equity Initiative.

They advocate for climate solutions to improve perinatal health. This is accomplished through:

- Wombs and Wildfires workgroups, interviews, and report;
- Climate Advocacy Work;
- Enviro-Natal Health Equity Symposium; Environment and Health Webinars with Beyond Toxics.

Nurturely supports equitable access to lactation and human milk through:

- Milk Magic Educators;
- Milk Magic Foundations;
- Monthly Workshops;
- Milk Donation;
- Coalition-Building.

Cultures of Carrying:

- Carrying for Health Equity Workshop;
- Carrying Trainings for organizations;
- Carrying and Culture Postpartum Documentary;
- Carrying y Caminando/Babywearing y Bailando.

Empower proactive postpartum preparation:

- Positively Pregnancy;
- Tiny Human Survival Training;
- Embarazo Exitoso;
- Nurturing BLACK;
- Loss Retreat for Perinatal Advocates.

For more information on Nurturely's programs, please reach out to Jessalyn Ballerano, jessalyn@nurturely.org or visit: nurturely.org/birthwork. More details on the Birthworker Business Hub can also be found [here](#).

Ashley Espinoza mentioned to the board that along the lines of all that Nurturely is doing around diversifying the workforce and creating entrepreneurial pathways, another important point to consider is that we are also creating the infrastructure for our future workforce. These infants will become adults and how we are able to support them from birth will create a better future for them. Ms. Ballerano thanked Ms. Espinoza for providing the big picture reminder and noted that we are all stakeholders in raising up the next generation and the wellbeing of the children today certainly plays into the future workforce.

Jennifer Adams asked how partnerships are being formed so that we can support our employees and they can stay in the workforce. Ms. Ballerano said that in terms of the doula cohorts, there are three main paths of employment for doulas. The first path is the entrepreneurial route. The other two paths include partnering with local doula agencies and collectives to take on more of the administrative role (not every birthworker wants to be an entrepreneur and run their own website, take on the billing, etc.) and then also working with clinical sites such as PeaceHealth to establish what will be a new future in the institution's role in hiring/contracting with local traditional health care worker doulas. This will allow doulas to do their job as advocates and client centered support people but also gives the hospitals and institutions a trusted workforce that they can lean into with referrals. Nurturely is changing the conversation around what does continuity in a reproducing

person's life/family's life/working parent's life look like and how are we best supporting and affirming the wellbeing of the individual beyond the standard practice.

V. LWP MID-YEAR PERFORMANCE REPORT (*Cindy Perry*)

Cindy Perry reviewed the LWP Mid-Year Performance Report. We made some changes to the report with more emphasis being placed on quantitative data. Highlights of the report include:

- From July 2021 – December 2021, 2,306 customers came into the Center seeking services. This number increased by 893 customers for the period July 2022 – December 2022. If this trend continues, will potentially be serving 4,800 – 5,000 customers this year. Our typical year pre-COVID was approximately 7,000 customers so we are not back to that level yet but the numbers are increasing.
- WIOA (Workforce Innovation and Opportunity Act) Youth/Adult/Dislocated Worker Performance: Numbers reported are official numbers from the state. The state implemented a new performance sanction policy this past year – if performance is at or below 50% of target on any given measure, we are at risk on being placed on corrective action. Most of our performance is upwards of 80% - 100% of target. Our providers do very well in all of their measures.
- The other big change in this report is that we wanted to be more relevant in the information around business services. The data that is reported now is representative of the work we can say our service providers accomplished during the six month period:
 - Onward Eugene's Business Outreach: 128 new businesses engaged;
 - WorkSource Lane Staff Assisted Hires from Job Postings: resulted in 93 hires;
 - WorkSource Lane Business Engagement Events: 10 events with 28 participating businesses;
 - Number of Businesses Participating in OJT and Work Experience: 49.
- Fund Development: Highlighted where LWP has spent Future Ready Oregon/Driving Prosperity money to date.

If you have questions or are interested in additional information, please reach out to Ms. Perry.

VI. CHAIR'S REPORT (*Jennifer Adams*)

Jennifer Adams noted that the summary of actions items from LWP Board, Executive Board, and Lane Council meetings are included on page 33 in the packet and meeting minutes are available on the LWP website if you would like detailed information.

Ms. Adams reminded the board that the Center for Workforce Excellence International will be leading us in a board training on Thursday, May 25, 2023. A calendar invite has been sent out – if you haven't yet had a chance to respond, please make sure to do so. This training is directly related to feedback that the board has given to LWP. This will be a great opportunity to come together in-person and understand the impact that we can have as board members and what it means to be a board member.

VII. EXECUTIVE DIRECTOR'S REPORT (*Ashley Espinoza*)

As future meetings will be offered in a hybrid format, Ms. Espinoza highly encouraged members to attend in person whenever possible.

- LWP has been busy onboarding our newest team member Ryan Kounovsky in his role as Workforce Project Manager. We have also met with two of our new Lane Workforce Council members, Lane County Commissioner Heather Buch and Springfield City Councilor Michelle Webber to familiarize them with the work of LWP.
- LWP Board has three (3) business representative board positions that are open and one (1) community based representative position that is open for three-year board terms beginning July 1, 2023. We are currently accepting applications. More information can be found [here](#). If you think of anyone who would be a good addition to our board, please encourage them to apply.
- Our Community Collaborative group is receiving quite a bit of national attention around the work of private and public collaboration. The Community Collaborative started as a very small group and it has grown significantly over time. Jesse Quinn, LWP's Community Engagement Director is doing a great job of ensuring that the Community Collaborative space is engaging, relevant, and responsive. A copy of January's Community Collaborative notes are included in the packet to provide context on the conversations that take place.
- There is a lot of work being done around the state on with strategic planning - how do we work better together as public workforce partners. LWP staff are on several committee and subcommittees to help lead this work.
- Constructing a Brighter Future has been receiving great positive attention, even on a national level. Shout out to Lyle Lang and team. There is a page on LWP's website with all the information. Click [here](#) to visit the page.
- Board Training: The Center for Workforce Excellence International will be coming to Eugene on May 25th to lead the board training. We know it is a significant time commitment for that day but we ask that you please attend.
- Held joint meeting with BOLI's Apprenticeship and Training Division to learn about funding available through Future Ready Oregon for creating and expanding pre-apprenticeship and apprenticeship programs. Because of that meeting, several proposals were submitted and award decisions will be announced on March 16th.

VIII. OTHER BUSINESS

No other business was noted.

IX. ADJOURNMENT

Ms. Adams adjourned the meeting.

**LANE WORKFORCE BOARD, EXECUTIVE BOARD
and COUNCIL ACTION ITEM SUMMARY
PROGRAM YEAR 2022/2023 (July 2022 – June 2023)**

<u>Recommendation:</u>	<u>Motion</u>	<u>Seconded</u>	<u>Status</u>
<u>May 18, 2023 Executive Board Meeting</u>			
Approve Executive Board Meeting Minutes, April 20, 2023	Michelle Webber	Dana Merryday	Approved
Adopt the General Operating PY 2023 – 2024 Budget as presented	Solomon Harris	Michelle Webber	Approved
<u>April 20, 2023 Executive Board Meeting</u>			
Approve Executive Board Meeting Minutes, March 16, 2023	Heather Buch	Michelle Webber	Approved
<u>March 16, 2023 Executive Board Meeting</u>			
Approve Executive Board Meeting Minutes, January 19, 2023	Mike Clark	Michelle Webber	Approved
<u>February 23, 2023 Full Board Meeting</u>			
Approve Full Board Meeting Minutes, December 8, 2022	Shondra Holliday	Tony Scurto	Approved
<u>January 19, 2023 Executive Board Meeting</u>			
Approve Executive Board Meeting Minutes, September 15, 2022 and October 22, 2022	Mike Clark	Shondra Holliday	Approved
<u>December 8, 2022 Full Board Meeting</u>			
Approve Full Board Meeting Minutes, September 22, 2022	Margaret Theisen	Julie Davidson	Approved
<u>September 22, 2022 Full Board Meeting</u>			
Approve Full Board Meeting Minutes, May 26, 2022	Margaret Theisen	Julie Davidson	Approved

**LANE WORKFORCE BOARD, EXECUTIVE BOARD
and COUNCIL ACTION ITEM SUMMARY
PROGRAM YEAR 2022/2023 (July 2022 – June 2023)**

September 15, 2022 Executive Board Meeting

Approve Executive Board Meeting Minutes, May 19, 2022	Shondra Holliday	Joe Berney	Approved
Approve Lane Council Meeting Minutes, June 16, 2022	Mike Clark	Joe Berney	Approved
Adopt the General Operating Budget Modification #1 PY 2022/2023 as presented	Mike Clark	Greg Ervin	Approved

Executive Director's Report

May 25, 2023

- Board Chair, Jennifer Adams, and I met with all nine prospective board members to fill the five open positions (four business reps and one community-based organization rep). The Lane Workforce Council is scheduled to meet on June 15th to appoint the new board members. The board term is for 3 years starting July 1st.
 - [Board Roles](#)
 - [Board Member Job Description](#)

- LWP leadership, staff, and board members continue to be key partners in statewide and local efforts to help support and co-create a more accessible, efficient, and recognized public workforce system. Some of these committees/subcommittees are:
 - The Workforce Systems Executive Team (WSET)
 - WorkSource Oregon Standards
 - Big Picture Video
 - Lane County Executive Leadership Team
 - Affiliate Sites Inventory
 - Impact/Coordination Assessment
 - Oregon Employment Training Association, OWP acquisition
 - State, WTDB & Local: Strategic Plan alignment committee
 - Oregon Workforce System; Continuous Improvement Committee
 - HECC: Curriculum Alignment and Employability Skills Subcommittee
 - Oregon and Lane County Rapid Response Activities Groups

- As a board member of Connected Lane County (CLC), I am co-chairing a subcommittee to further delve into and develop a profile of a K-12 graduate. We want to gain clarity around skill aptitude and gaps to meet the workforce needs. Committee members are: Kraig Sproles, Superintendent, Bethel School District; Todd Hamilton, Superintendent, Springfield School District; Matt Sayre, Director, Collaborative EDO; and Deanna Carrizales-Engelmann, University of Oregon. We have also invited Grant Matthews, Lane Community College. Attached is the first document created by CLC with a profile of their program graduates: Elevate, Navigate, and Spark programming and a breakdown of professional, technical, and life skills exposure. Questions for community and industry partners are:
 - How can youth demonstrate their aptitude?
 - How do employers assess and provide feedback?
 - When there are gaps or room for further practice/development, what role are employers able and willing to play to bring an employee or candidate along? Especially in this very tight labor market.

If you haven't already registered and are interested in attending the donor appreciation event for Connected Lane County, Spark at Booth Kelley (Springfield, Or) the event is Friday, June 9th 4-6pm. [RSVP | Donor Appreciation Event Spark at Booth-Kelly \(qualtrics.com\)](#)

- Last month, Councilor Merryday and Richard Meyers, the City Manager of Cottage Grove, gave Jesse Quinn and me a tour of the city, and updated us on their industrial park and upcoming projects. We also had the opportunity to meet with key stakeholders and discuss ways to better partner and leverage collective efforts.
- [Higher Education Coordinating Commission \(HECC\) Future Ready Oregon](#), Round 2, known as Innovation in Workforce programs, is now open. Up to \$35 million may be awarded to community-based organizations and workforce service providers to develop education and training programs in key sectors of Oregon's economy—healthcare, manufacturing, and technology. The deadline to apply is June 23 and we have already heard from several partners that they are interested in applying.
- Coming to Lane County this summer – a Bureau of Labor and Industries (BOLI) certified pre-apprenticeship training program for the trades that will be put on by [Oregon Tradeswomen](#). Oregon Tradeswomen has been providing successful pre-apprenticeship trainings in the Portland area for over 30 years and they are now expanding to the Lane County area for the first time. This Lane County pre-apprenticeship program will offer training to approximately 30 participants, ages 18 and up to help them gain essential skills and hands-on experience for entry level jobs in construction and other trades-related industries in the area. Program completers will have 192 paid hours in training. Oregon Tradeswomen would like to partner with the Lane County Construction-Aggregate sector for training support. Pre-apprenticeship classes will be held on Tuesdays, Wednesdays, and Thursdays starting July 18th and run through September 14th. They are looking for local companies and organizations to provide program help with several opportunities.
 - Guest Speakers
 - Field Trips
 - Mock Interviews
 - Mentorship

Special thank you to members of Eugene-Springfield Lane Leaders group for making this happen in our region.

- We are wrapping up our work with the nationally recognized and award-winning workforce board from Maryland, Employ Prince George and their consulting arm [Center for Workforce Excellence International](#) (CWEI). LWP staff, board members, and partner interviews have been completed. The CWEI team is traveling to Oregon for our May full board meeting, and you should have invites on the training and engagement opportunities we have planned for their visit. At the National Association of Workforce Development Professionals (NAWDP) conference this month we co-presented with Walter and team. The name of our presentation was: High Performance Boards are No Accident.

About Employ Prince George: Employ Prince George serves as the principal workforce development entity for Prince George's County (Maryland) with a mission to improve the local economy by creating a demand-driven workforce system with workforce development programs that deliver qualified workers to businesses, improves the productivity of businesses, and provides job seekers with opportunities for careers in high demand/high growth industries. In addition to this work, they also have a consulting arm, The Center for Workforce Excellence International (CWEI) led by [Walter Simmons](#). The consulting firm is committed to building stronger, more efficient workforce development systems across communities in the United

States and Internationally. LWP is looking into contracting with CWEI. The project and collaboration goals are to improve the knowledge of our staff, the effectiveness of the organization and our board, and the impact of the Lane County Workforce System.

- Oregon & Lane County Public Workforce System Research & Analysis
 - Local Workforce Development Area Assessment
 - Research, Analysis, Assessment/Presentation/ Training Outline
 - Staff training
 - Board training
-
- HOPE Community Corporation and Lane Education Service District (LESD) are teaming to build affordable manufactured homes at the HOPE factory in Lane County. The factory will be located at the West Eugene St. Vincent de Paul location. This new collaboration will address the local housing shortage while providing high school students valuable career-based skills. Housing Options Production Enterprise (HOPE) is planning to begin producing affordable, energy efficient, and fire-resistant manufactured homes fall 2023. These are intended to help remedy a severe and growing local housing shortage, exacerbated by the numerous homes burned in the recent wildfire seasons. LESD and HOPE will also provide an innovative learning opportunity for high school students interested in manufacturing and construction. Students will spend time learning the various skills and roles at each local factory station working alongside industry professionals. In addition, the Bureau of Labor & Industries (BOLI) Future Ready Oregon award will support development of a manufacturing pre-apprenticeship program to go along with the HOPE project. Students from all 16 Lane County school districts will be eligible to participate and potentially earn high school credit, pre-apprenticeship certification, Lane Community College (LCC) dual credit, and valuable work-based learning experience. Partners involved in the development of the collaboration so far include HOPE, LESD, BOLI, Lane Workforce Partnership, LCC, and the Oregon Department of Education. This will serve as a model for other career areas as well as other educational agencies. HOW TO APPLY: <https://lesd.link/HOPE-Factory>

To stay up to date on events, programs, and efforts we are partners in or supportive of, please follow us on our social media channels. We also work hard to keep our website up to date with the most recent information.

- Website: <https://www.laneworkforce.org>
- Facebook: <https://www.facebook.com/laneworkforcepartnership>
- Instagram: <https://www.instagram.com/laneworkforcepartnership/>
- LinkedIn: <https://www.linkedin.com/company/lane-workforce-partnership/>
- Twitter: <https://twitter.com/LaneWorkforceP>

Events:

- May 30th: Women's Innovation Network Annual Reception and Program Celebration, 4:30-7:30pm, Giustina Ballroom, Ford Alumni Center.
- June 1st: Manufacturing Resource Partner Networking Event, 5:00pm – 7:00pm, Hummingbird Wholesale.
- June 6th: BRAVA, Arts & Business Alliance of Eugene, 5:30pm – 7:00pm, Soreng Theatre, Hult Center.

- June 8th: Eugene Young Professionals Summit, 8:30-6pm. 5:30pm-6:30pm 20 Under 40 Awards: Rising Business Stars. Registration link [here](#).
- June 9th: Donor Appreciation Event, Spark at Booth-Kelly 4-6pm. Registration link [here](#).



Connected Lane County

Breaking Barriers & Building Bridges



Profile of a Graduate Skill Breakdown

Connected Lane County Average

- 36% Professional
- 47% Technical
- 17% Life Skills



Elevate
By Connected Lane County



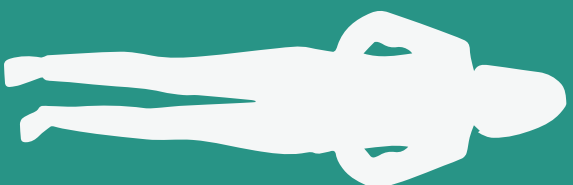
42%
Professional

48%
Technical

10% Life Skills



Navigate
By Connected Lane County



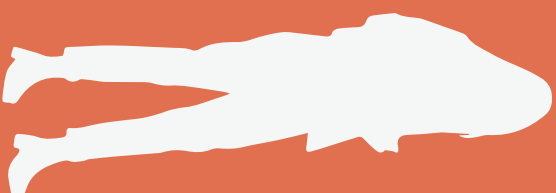
36%
Professional

35%
Technical

29%
Life Skills



spark
By Connected Lane County



33%
Professional

52%
Technical

15%
Life Skills



Excelerators
By Connected Lane County



34%
Professional

52%
Technical

14%
Life Skills