LANE WORKFORCE PARTNERSHIP BOARD OF DIRECTORS
Thursday, May 26, 2022
3:00 p.m. to 5:00 p.m.

Meeting being held via the Zoom platform

Zoom: https://us02web.zoom.us/j/84065279014

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
   - Minutes of the February 24, 2022 Board Meeting

IV. PRESENTATION: LANE COUNTY’S CURRENT EMPLOYMENT SITUATION AND FORECAST
   Brian Rooney, Regional Economist, Lane County and Douglas County

V. LWP PROJECTS / Information
   Cindy Perry, Lane Workforce Partnership

VI. FUTURE READY OREGON / Information
   Jennifer Purcell, Workforce Policy Advisor, Office of Governor Kate Brown
VII. CHAIR'S REPORT
Jennifer Adams
- Executive Director Transition / Information
- Summary of LWP Board/Executive Board/Lane Council Action Items / Information
(meeting minutes for all board and council meetings are available on LWP's website)

VIII. EXECUTIVE DIRECTOR'S REPORT
Ashley Espinoza

IX. OTHER BUSINESS

X. ADJOURNMENT
LANE WORKFORCE BOARD MEETING  
Thursday, February 24, 2022  
3:00PM – 5:00PM

MINUTES

In Attendance: Jennifer Adams, Alan Benavides, Sabrina Cunliffe, Julie Davidson, Solomon Harris, Phillip Hohnstein, Shondra Holliday, Shaun Hyland, Scott Littlejohn, Josh McLaughry, Jeff McGillivray, Grant Matthews, Margaret Theisen, Laura Vinson, Teri White

Absent: Travis Brooke, Fiona Gledhill, Bettina Hannigan, David Heavirland, Katie Jeremiah, Bailey McEuen, Celeste Marshall, Sarah Means, Stephen Parac, Stan Pickett, Tony Scurto

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

Others: Iris Chavez, Doug Riggs, Rachel Soto, Lisa Mills

<table>
<thead>
<tr>
<th>Action Summary</th>
<th>Motion</th>
<th>Seconded</th>
<th>Status</th>
</tr>
</thead>
<tbody>
<tr>
<td>Approved Full Board meeting minutes September 23, 2021</td>
<td>Margaret Theisen</td>
<td>Shondra Holliday</td>
<td>Unanimous Approval</td>
</tr>
</tbody>
</table>

I. CALL TO ORDER

Jennifer Adams called the meeting to order.

II. PUBLIC COMMENT

There was no public comment.

III. LEGISLATIVE UPDATE

Iris Chavez and Doug Riggs from Equity Action Partners attended the meeting to provide an update on workforce legislation happening during the short session. Equity Action Partners is a public affairs firm specializing in community engagement, policy and legislative analysis, government relations and strategic communications in the public sector and social justice sector.

In collaboration with Representative Jeff Reardon, Equity Action Partners started this legislative session working with the nine workforce board Executive Directors from around the state to develop a legislative concept. From these meetings, they arrived at a legislative concept (Prosperity 10,000) that would provide funding to local workforce investment boards to enhance and expand work that is being done at the local level.

Around the same time, the Governor and the Racial Justice Council’s Workforce Subcommittee were also in the process of developing a large funding proposal focused on workforce (Future Ready Oregon). It was recognized that in a short session there is a limited amount of time and bandwidth available so there became a desire to streamline the concepts into one bill. After much conversation, Future Ready Oregon (Senate Bill 1545) was amended to include the workforce boards piece of
legislation (House Bill 4104). They are now one piece of legislation moving forward together. The workforce boards concept differed from Future Oregon Ready in that the funds will be fast-tracked to the field. With Future Ready Oregon, the timeline ranged from 6 months to 12 – 18 months and would have involved creating Requests for Proposals or adding another layer of bureaucracy. The workforce boards are providing a known quantity – successful programs, existing partnerships, and dollars that can be effective immediately.

Last week, Senate Bill 1545 passed out of the Senate Labor and Business Committee and yesterday it passed unanimously from the Subcommittee on Education, Ways and Means Committee. Tonight, the bill is pending on the Full Ways and Means Committee agenda. We fully expect the bill to pass out of the Ways and Means Committee where it will then go to both the senate and house floors for vote where it is also expected to pass. Following the senate and house vote, it will go to the Governor for signature. There will be approximately $200 million dollars allocated to roughly 12 different programs. Workforce boards will receive their funding (based on the WIOA formula) within 60 days. This is a big victory for the workforce boards.

Margaret Theisen asked what period of time does the funding need to be utilized. Mr. Riggs said that the money local workforce boards will receive comes from two categories – $15M from general funds (can be matched through SNAP 50/50) and $20M from ARPA funding (cannot be matched and must be spent by the end of 2024). There is also $9M - 10M in ARPA funding for the navigator roles. The goal is to see how this goes and come back in the 2023/2025 biennium budget discussion and see if there is an opportunity to keep a lot of these programs going.

Tiffany Cink noted that early projections show approximately $6M - $7M dollars coming to Lane Workforce Partnership – about double our yearly budget. We are confident that we have great providers locally that are doing great work and we can get things moving quickly. Ashley Espinoza said that we are confident that we will be able to build out the capacity and infrastructure to invest meaningfully in the work.

Ms. Theisen asked if the intentions are to provide larger distribution to those partners who are currently contracted with Lane Workforce Partnership or will there be additional Request for Proposals. Ms. Cink responded that we have not made any final decisions. She does not foresee a formal Request for Proposals as that process takes quite a bit of time.

Ms. Theisen noted that she was in a meeting yesterday with a number of non-profits. There was a very strong voice from the non-profits that one-time money can be much more problematic than it can be helpful, especially if targeted for specific activities. Mr. Riggs said that there might be some synergy between community-based organizations that we are already working with and new community-based organizations where we might be able to help them with this issue.

Sabrina Cunliffe asked about the navigator roles and whether or not these individuals will know about each other and work together. Mr. Riggs said that the navigators will be based at the one-stop centers. To the extent that regions have that one-stop center, it becomes much easier to coordinate and eliminate redundancies. Putting these navigators in with a local workforce board who already works with its community partners will allow the navigators to be brought up to speed more quickly.

IV. CONSENT CALENDAR

Margaret Theisen made a motion to approve the September 23, 2021 Board Meeting Minutes. Shondra Holliday seconded and the motion was unanimously approved.
V. LWP MID-YEAR PERFORMANCE REPORT AND FINAL 2020 YEAR-END PERFORMANCE REPORT

Cindy Perry and Ashley Espinoza 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 performance measurements related to the goals and strategies.

VI. CHAIR'S REPORT

- Board Action Items
  - Ms. Adams reviewed board action items and highlighted the Executive Director transition action item from the November Executive Board meeting. Ashley Espinoza was appointed Interim Executive Director effective January 1, 2022.
  - The general operating budget modification #1 was adopted at the last Executive Board meeting held February 17.

- Executive Director Transition
  The Executive Committee is having regular conversations with Ms. Espinoza so that we can all get to know each other better. It is also providing us with an opportunity to understand the things that she is working on and how we can best support her. We have continued to retain Kristina Payne in a contract capacity to mentor and guide Ms. Espinoza in her new role.

VII. OTHER BUSINESS

No other business was noted.

VIII. 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.
SB 1545 includes a comprehensive $200 million package of investments to advance an equitable workforce system by supporting people with the education, training, and resources they need to get into good-paying jobs.

OREGON’S WORKFORCE CRISIS
Oregon entered the decade with a declared need of 300,000 additional postsecondary credentials to prepare adult workers for a future of increasingly complex work. The disruption created by the pandemic exacerbated the workforce crisis and highlighted significant disparities in how our workforce system serves Oregon’s communities of color. As in prior recessions, Black, Indigenous, Latino/a/x, and other people of color (BIPOC), people with low incomes, and rural Oregonians were hit hardest. Barriers to job readiness and career advancement persist. Future Ready Oregon invests in a workforce system that meets people where they are and customizes solutions to meet the unique needs of individuals. This approach builds on existing program successes while advancing transformational change.

INVESTING IN OREGONIANS – ADVANCING A DIVERSE WORKFORCE
Aimed at realizing the full potential of Oregon’s workforce and meeting the needs of Oregon’s employers today and into the future, Future Ready Oregon advances Oregon’s economic competitiveness and ensures equitable opportunities for a diverse workforce. In particular, Future Ready Oregon will advance opportunities for historically underserved communities, including adult learners, dislocated workers, and disconnected youth. Investments emphasize recruitment, retention, and career advancement opportunities, while prioritizing key populations, including people of color, women, people with low incomes, rural communities, veterans, individuals with disabilities, Oregonians who are incarcerated and formerly incarcerated, and members of Oregon’s nine federally recognized Indian tribes.

Investments focus on key sectors with high workforce needs: healthcare, manufacturing, technology, and construction (pre-apprenticeship programs only). These key sectors provide short-term pathways to meaningful employment, higher earning potential, and opportunities for economic mobility. Future Ready Oregon emphasizes a multifaceted approach to equitable prosperity through inclusive, culturally specific, and linguistically appropriate career-connected learning, employment services, and related initiatives.

BUDGET

<table>
<thead>
<tr>
<th>Investment Category</th>
<th>Agency</th>
<th>GF</th>
<th>ARPA</th>
<th>Totals</th>
</tr>
</thead>
<tbody>
<tr>
<td>Prosperity 10,000 (Local Workforce Boards)</td>
<td>HECC</td>
<td>$17,100,000</td>
<td>$20,000,000</td>
<td>$37,100,000</td>
</tr>
<tr>
<td>CC Career Pathways</td>
<td>HECC</td>
<td>$14,900,000</td>
<td></td>
<td>$14,900,000</td>
</tr>
<tr>
<td>Registered Apprenticeships</td>
<td>BOLI</td>
<td>$18,900,000</td>
<td>$1,100,000</td>
<td>$20,000,000</td>
</tr>
<tr>
<td>Youth Programs</td>
<td>YDD</td>
<td>$3,500,000</td>
<td>$7,000,000</td>
<td>$10,500,000</td>
</tr>
<tr>
<td>Credit for Prior Learning</td>
<td>HECC</td>
<td>$10,000,000</td>
<td></td>
<td>$10,000,000</td>
</tr>
<tr>
<td>Workforce Ready Grants</td>
<td>HECC</td>
<td>$10,000,000</td>
<td>$85,000,000</td>
<td>$95,000,000</td>
</tr>
<tr>
<td>Industry Consortia</td>
<td>HECC</td>
<td>$1,000,000</td>
<td></td>
<td>$1,000,000</td>
</tr>
<tr>
<td>Benefits Navigators</td>
<td>HECC</td>
<td></td>
<td>$10,000,000</td>
<td>$10,000,000</td>
</tr>
<tr>
<td>Assessment and Accountability</td>
<td>HECC</td>
<td>$1,500,000</td>
<td></td>
<td>$1,500,000</td>
</tr>
<tr>
<td><strong>Totals</strong></td>
<td></td>
<td><strong>$76,900,000</strong></td>
<td><strong>$123,100,000</strong></td>
<td><strong>$200,000,000</strong></td>
</tr>
</tbody>
</table>
LEVERAGING EXISTING PROGRAM SUCCESSES

Local Workforce Boards (Section 3) – Oregon’s nine local workforce boards convene civic, business, and workforce development leaders to identify regionally significant sector strategies that leverage funding and resources within their communities to match the skills of workers with the workforce demands of businesses. This investment establishes the Prosperity 10,000 Program at the HECC and incorporates Prosperity 10,000 into the statewide plan for the SNAP Employment and Training Program. $35 million will be distributed directly to local workforce boards to increase local service capacity to provide career coaching, referrals to training opportunities and wraparound services; support earn and learn opportunities, including paid internships, scholarships, and stipends; and scale-up wrap-around services and supports, including childcare, housing, transportation, and technology.

Community College Career Pathways Programs (Section 4) – A Career Pathway is a series of connected education and training programs and student support services enabling individuals to secure a job or advance in an in-demand industry or occupation. This $14.9 million investment continues and expands Career Pathways efforts at each of Oregon’s 17 community colleges to support an increasing demand for student support services, particularly for priority populations. This investment funds a full-time Coordinator at each college, recruitment and re-engagement efforts, and student support services.

Registered Apprenticeship (Section 6) – Apprenticeship is an industry-driven, high-quality career pathway by which employers can develop and prepare their future workforce. Individuals obtain paid work experience, classroom instruction, and an apprentice credential. Oregon uses state and federal funds to support registered apprenticeship programs approved by the Oregon State Apprenticeship and Training Council. BOLI manages apprenticeship and coordinates with the HECC to administer grants to expand, diversify, and strengthen apprenticeship in Oregon. This $20 million investment increases BOLI’s capacity to recruit new programs and facilitate innovation, provide grants to organizations that offer training resources and direct benefits to individual apprentices, and support increased participation in and completion of registered apprenticeship and pre-apprenticeship programs.

Youth Programs (Section 7) – The Youth Development Division’s Workforce Readiness and Reengagement grant programs support high quality, community-based workforce readiness programs for youth ages 14-24 who are disconnected from education and employment. This $10.5 million investment expands YDD’s existing grant programs, providing for expanded workforce readiness and reengagement services, including outreach, academic remediation, diploma and GED completion, mentoring and coaching, career exploration, and paid work experience.

Credit for Prior Learning (Section 8) – Credit for Prior Learning (CPL) is the knowledge and skills gained through work and life experience, through military training and experience, and through formal and informal education and training Statewide CPL standards were adopted in 2017, but there has not been additional investment for implementation. This $10 million investment will be used to scale-up CPL, supporting public institutions to develop methods and refine processes for awarding and reporting CPL efforts.

ENCOURAGING INNOVATION

Workforce Ready Grants (Section 9) – This $95 million investment funds new and innovative education and training programs in the key sectors of healthcare, manufacturing, and technology; organizational capacity-building; and direct benefits to individuals, including stipends for earn and learn experiences and funding to pay for education, training costs, and wraparound services. Competitive Workforce Ready Grants will be administered by HECC, in consultation with the WTDB, Industry Consortia, and local workforce boards. The commission will establish criteria and standards to award competitive grants to community-based organizations and workforce service providers.

Industry Consortia (Section 10) – This $1 million investment funds the creation of statewide industry consortia in healthcare, manufacturing, and technology to identify industry-specific statewide workforce needs and high-value credentials, improve systems alignment, and develop recruitment and retention strategies. Statewide industry consortia will be advisory to the WTDB, informing strategic planning, policy, and investments.

Workforce Benefits Navigators (Section 11) – This $10 million investment places benefits navigators at WorkSource Oregon one stop centers and community-based organizations across the state. Navigators provide a single point of contact to efficiently help individuals access the resources that match their unique needs and navigate the different programs and benefits.

Assessment and Accountability (Section 12) – This $1.5 million investment includes funding to increase HECC’s capacity and infrastructure to collect, integrate, analyze, and report on key data. Funding will also be used to advance data alignment and expand efforts to integrate data across systems. Reports to the WTDB, the Legislature, and the Governor’s Office will identify progress towards meeting key milestones and inform continuous improvement.
More Oregonians are skilled-up and working, and prosperity is increasing for workers, businesses and our communities.

### Goals & Results

#### 2022 – 2023 Actions

<table>
<thead>
<tr>
<th>A. Developed and lead the passage of SB643 to assess and improve the State’s public workforce system</th>
</tr>
</thead>
<tbody>
<tr>
<td>Co-Staff the Workforce Talent and Development Board Continuous Improvement Committee</td>
</tr>
<tr>
<td>Assist in the implementation of the initial assessment of the public workforce system</td>
</tr>
<tr>
<td>Support the assessment of Oregon’s workforce development governance structure</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>B. Supported the development and passage of SB1545 - Future Ready Oregon</th>
</tr>
</thead>
<tbody>
<tr>
<td>Implement the components of Future Ready Oregon to be managed by Local Boards – Prosperity 10,000 and Benefits Navigators</td>
</tr>
<tr>
<td>Encourage alignment and sustainability of State and Local FRO activities</td>
</tr>
</tbody>
</table>

---

The Oregon Workforce Partnership is comprised of over 200 community leaders representing business, education, workforce and elected officials from Oregon’s nine Local Workforce Development areas.
Why Do We Need Workforce Boards?

The system is complex and there are many funders and factors including the recent pandemic, systemic problems, equitable access and recovery, varied statewide needs.

What are the Benefits?

- Aligns Resources and Efforts (Financial & Non-Financial)
- Enables Mutually Developed Guidelines, Outcomes & Oversight
- Reduces Fragmentation and Duplication
- Promotes Systemic Solutions & Collective Impact
- Increases Scale & Efficiency
- Accelerates Action
- Supports Networking & Learning
- Creates Shared Accountability
- Supports State and Regional Goals

What is the Role?

- Regional Systems Planning
- Resource Coordination
- Industry & Community Engagement
- Fund Management
- Procurement
- Compliance
- Resource Development
- Research
- Tracking & Reporting
- Continuous Improvement

Building the System

**Workforce Development Investors**
- Government
- Philanthropy
- Private Sector

**Workforce Boards**
- Fund Management
- Engagement
- Coordination
- Procurement
- Compliance
- Research
- Continuous Improvement

**WorkSource, Community-Based, Education, Other Training/Service Providers**
- Outreach
- Recruitment
- Training
- Placement
- Mentoring
- Advancement & Retention
- Wrap-Around Services
- Case Management

**Qualified & Successful Workers**
- Prepared
- Skilled
- Trained
- Supported
- Welcomed
- Successful
<table>
<thead>
<tr>
<th><strong>Action Summary:</strong></th>
<th><strong>Motion</strong></th>
<th><strong>Seconded</strong></th>
<th><strong>Status</strong></th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>September 10, 2021 Lane Council Meeting</strong></td>
<td>Appointed Teri White to the LWP Board of Directors for a three-year term beginning September 1, 2021</td>
<td>Mike Clark</td>
<td>Damien Pitts</td>
</tr>
<tr>
<td>Approved Lane Council meeting minutes, May 20, 2021</td>
<td>Mike Clark</td>
<td>Damien Pitts</td>
<td>Unanimous Approval</td>
</tr>
<tr>
<td><strong>September 23, 2021 Full Board Meeting</strong></td>
<td>Approved Full Board meeting minutes May 27, 2021</td>
<td>Margaret Theisen</td>
<td>Julie Davidson</td>
</tr>
<tr>
<td><strong>November 18, 2021, Executive Board Meeting</strong></td>
<td>Appointed Ashley Espinoza as Interim Executive Director with full authority of the Executive Director position beginning January 1, 2022.</td>
<td>Mike Clark</td>
<td>Celeste Marshall</td>
</tr>
<tr>
<td>Provided Kristina Payne the authority to negotiate a salary and contract on behalf of the board for Ms. Espinoza for the position of Interim Executive Director.</td>
<td>Shondra Holliday</td>
<td>Damien Pitts</td>
<td>Unanimous Approval</td>
</tr>
<tr>
<td>Provided Tiffany Cink, LWP Director of Finance, the authority to negotiate a contract with Ms. Payne for mentoring Ms. Espinoza January 1 – June 30, 2022 with the board having the opportunity to review said contract after it has been negotiated.</td>
<td>Mike Clark</td>
<td>Joe Berney</td>
<td>Unanimous Approval</td>
</tr>
<tr>
<td><strong>January 20, 2022 Executive Board Meeting</strong></td>
<td>Approved Executive Board Meeting Minutes November 18, 2021</td>
<td>Joe Berney</td>
<td>Shondra Holliday</td>
</tr>
</tbody>
</table>
### Action Summary:

<table>
<thead>
<tr>
<th>Date and Meeting Details</th>
<th>Action</th>
<th>Motion</th>
<th>Seconded</th>
<th>Status</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>February 17, 2022 Executive Board Meeting</strong></td>
<td>Approved Executive Board Meeting Minutes</td>
<td>Shondra Holliday</td>
<td>Greg Ervin</td>
<td>Unanimous Approval</td>
</tr>
<tr>
<td></td>
<td>Adopted the General Operating Budget Modification #1 PY 2021/2022 as presented</td>
<td>Joe Berney</td>
<td>Greg Ervin</td>
<td>Unanimous Approval</td>
</tr>
<tr>
<td><strong>February 24, 2022 Full Board Meeting</strong></td>
<td>Approved Full Board Meeting Minutes</td>
<td>Margaret Theisen</td>
<td>Shondra Holliday</td>
<td>Unanimous Approval</td>
</tr>
<tr>
<td><strong>April 21, 2022 Executive Board Meeting</strong></td>
<td>Approved Executive Board Meeting Minutes</td>
<td>Damien Pitts</td>
<td>Mike Clark</td>
<td>Unanimous Approval</td>
</tr>
<tr>
<td></td>
<td>Changed the title for Ashley Espinoza from Interim Executive Director to Executive Director with a new contract April 2022 – June 2023. The wage will remain the same as in the Interim Executive Director contract. In addition, a formal review will take place in September 2022.</td>
<td>Joe Berney</td>
<td>Mike Clark</td>
<td>Unanimous Approval</td>
</tr>
<tr>
<td><strong>May 19, 2022 Executive Board Meeting</strong></td>
<td>Approved Executive Board Meeting Minutes</td>
<td>Mike Clark</td>
<td>Greg Ervin</td>
<td>Unanimous Approval</td>
</tr>
<tr>
<td></td>
<td>Adopted the General Operating Operating Budget PY 2022 – 2023 as presented</td>
<td>Greg Ervin</td>
<td>Mike Clark</td>
<td>Unanimous Approval</td>
</tr>
</tbody>
</table>