



The Portland Metro Workforce Development Board

Workforce Development Board Minutes for previous 12 months

Minutes are posted once they have been approved by the Board.

The Portland Metro Workforce Board meets from 8:00 – 9:30 a.m. on the second Friday of the month in January, April, July, and October.

Meetings dates and times are subject to change.

Contact jweller@worksystems.org for more information or access to minutes from previous years.

Portland Metro Workforce Development Board

April 14, 2023

8:30 – 9:30 a.m.

Worksystems

Rockwood WorkSource Center

In attendance: James Paulson - Chair, Travis Stovall – Vice Chair, Commissioner Rubio, Sara Ryan, Anneleah Jaxon, Caryn Lilley, Frank Brown, Joe McFerrin, Kadi Ross, Shea Flaherty, Lisa Skari, Pam Hester, Nina Carlson

Staff: Andrew McGough

Guest: Donna Hammond – Oregon Tradeswomen

CALL TO ORDER:

The meeting was called to order at 8:37 a.m. Quorum was not obtained.

Public Comment:

The floor was opened for public comment.

Welcome and Introductions

Andrew McGough welcomed attendees and reviewed the agenda.

Travis Stovall, Board member and Mayor of Gresham, welcomed everyone to Gresham and to Rockwood. He reviewed the development of downtown Rockwood's Employment Hub and Market Hall along with future development plans. The vision of the development is to bring a selection of and access to opportunities to one of the most diverse communities in Oregon. This includes access to public transportation and a new world-class library.

Joe McFerrin, Board member and President/CEO of Portland OIC (POIC) discussed the plans for moving POIC to the Rockwood area. POIC is currently operating a Culinary and Hospitality Emergent Fellowship Academy (CHEF) program in the Rockwood Market Hall. Following the meeting, students of the CHEF program will provide breakfast.

McGough provided an overview of WorkSource Oregon (WSO). He explained that WSO is Oregon's response to the Workforce Innovation and Opportunity Act (W.I.O.A.) which passed in 2014 with the goal of improving and modernizing the U.S. public Workforce Development System. The Rockwood WorkSource Center is one of approximately 2,300 American Job Centers in the U.S. and one of five in our 2-county region. The centers serve as the hub for a variety of partners and resources to deliver workforce and related services. The centers are intended to be used by any adult, 18 years and older, who are eligible to work in the U.S.

McGough explained that our model engages other community organizations to expand the reach and effectiveness of regional workforce efforts. Our regional system currently consists of forty-two agencies and community partners. So far, the regional system has served more than 20,000 job seekers and 3,200 businesses. Since July 1, 2022, just under 3,500 people have been enrolled through the Rockwood WorkSource Center and more than 1,800 have come to the center for in-person services.

McGough reviewed the services provided at the WorkSource Centers: Workshops, Basic Skills Development, Occupational Skills Training, Job Search Assistance & Placement, Resource and Computer Lab, and Specialized Services & Programs. He explained that more details would be provided during the tour of the center.

McGough announced that we have been working on an orientation for new Board members and other interested groups. Today will preview the new orientation, and we will be looking for feedback from

Board members to improve the model. The goal is to build an informative, just-in-time model that helps Board members, policy makers and other community leaders understand how the public system works and performs in their community.

Joe McFerrin discussed the partnership between Worksystems and POIC and how the Rockwood partnership has expanded services and improved results.

Lisa Skari, MHCC President, explained that part of their mission is to prepare students for jobs. Being a partner at the Rockwood Center has been beneficial to achieving the college's mission and expanding options for students.

Donna Hammond, Executive Director of Oregon Tradeswomen (OTI), discussed the work being done by OTI and shared information about an upcoming OTI job fair.

The meeting was adjourned at 9:16 a.m.

Tour of WorkSource Center and Oregon Tradeswomen

The attendees broke into groups and toured the Rockwood WorkSource Center and Oregon Tradeswomen. POIC Culinary School students prepared breakfast for attendees.

Portland Metro Workforce Development Board

January 13, 2023

8:00 – 9:30 a.m.

Worksystems

Virtual Meeting

In attendance: James Paulson - Chair, Travis Stovall – Vice Chair, Susheela Jayapal, Roy Rogers Jillian Schoene, Ashton Simpson, Kate Baker, Josh Hall, Deanna Palm, Rolanda Garcia, Keith Mayes, Pam Hester, Shea Flaherty Betin, Nina Carlson, Anneleah Jaxen, Aida Aranda; David Fortney, Komi Kalevor; Danell Butler

Staff: Tricia Ryan, Patrick Gihring, Liza Morehead

CALL TO ORDER:

Meeting was called to order at 8:05 a.m. Quorum was announced at 8:10 a.m.

Welcome and Introductions

James Paulson introduced new Board Members. Jillian Schoene is with Commissioner Rubio's office and Aston Simpson is with Metro.

Strategic Goals and 2023 Priorities

Tricia Ryan explained that the last 3 years have been challenging. The most vulnerable populations endured the greatest hardship. Although we are in recovery, there are still many factors impacting the economy.

Ryan explained that labor market data informs us where we were, where we are, and where we are headed. Worksystems uses the data to make informed decisions, better understand the challenges facing the workers and employers, produce reports, and develop our Strategic Plan. Ryan announced that the State of the Workforce report will be release soon and will be presented at an upcoming event being hosted by the Columbia Willamette Workforce Collaborative (CWWC). CWWC is made up of Worksystems, Clackamas Workforce Partnership, and SW Washington Workforce.

Ryan explained that our current Strategic Plan runs from 2020 – 2024. It contains 4 main goals and each goal is presented at Board meetings for a deep dive in activities and progress.

Patrick Gihring explained that staff develop annual priorities that are intended to help move us towards reaching the 4-year strategic plan goals. The annual priorities are responsive to the current year's environment. The priorities are developed at multiple levels and are finalized at an all staff retreat – the most recent being this January.

Gihring reviewed the 2023 annual priorities.

Goal 1: WorkSource

- Recalibrating service delivery and process flow from pandemic disruptions.
- Inform and promote the value of WorkSource benefits across organizations and communities.
- Strengthen business relationship and customer connections to employment through WorkSource.

Goal 2: Community Based Programs

- Strengthen community connections to WorkSource and maintain a high-functioning, community-based provider network that benefits from a variety of Worksystems grants and programs.

- Secure partnerships and resources that address barriers and increase success for underserved populations.
- Build a community of practice to provide Career Coach professional development opportunities.

Goal 3: Youth Programs

- Build relationships with organizations that provide workforce prep and related support/resources and identify resources to support the breaking down of barriers for youth and young adults.
- Involve community-based organizations and culturally specific service providers to improve and inform continuous improvement of work experience and youth program services.
- Increase knowledge and awareness of youth workforce services and increase participation of organizations and communities to ensure access for underrepresented youth.

Goal 4 Employer & Industry Services

- Integrate Quality Jobs Framework into all work, regional sector workforce plans, regional training and employment priorities, and partnerships
- Align program supply and industry demand and track progress/success.
- Develop and communicate clarity of Sector Lead's role.

The Board discussed the priorities. They requested information on how to be better partners. Gihring announced that Worksystems has hired a full-time Communications manager to help put tools and information together.

Consent Agenda

Motion: Travis Stovall moved to accept the consent agenda consisting of the October minutes and the Updated By-Laws. Keith Mays seconded the motion. Motion was unanimously approved. Ashton Simpson Abstained.

Public Comment:

The floor was opened for public comment

Meeting was adjourned at 9:06 a.m.

Portland Metro Workforce Development Board

10/21/2022

8:00 – 9:30 a.m.

Worksystems

Virtual Meeting

In attendance: James Paulson – Chair, Travis Stovall – Vice Chair, Susheela Jayapal, Christina Ghan, Anna Thames, Caryn Lilley, David Fortney, James Posey, Maurice Rahming, Anneleah Jaxon, Dave Nielsen, Keith Mays, Nina Carlson, Paul Brown, Lisa Skari, Kimberly Branam, Josh Hall, Danell Butler, Kadie Ross, Komi Kalevor, Rolanda Garcia

Staff: Andrew McGough. Liza Morehead

Guest Speakers: John Chamberlin – Attorney

CALL TO ORDER:

Meeting was called to order at 8:03 a.m. Quorum was announced.

Introductions

Andrew McGough introduced new members Anneleah Jaxon -Tualatin Chamber of Commerce and Nina Carlson - NW Natural Gas.

Consent Agenda

Motion: Keith Mays moved to accept the consent agenda. Travis Stovall seconded the motion. Motion was unanimously approved.

Election Results

Jenny Weller announced that Executive Committee slate of nominees was unanimously approved. They will start their 2-year team being 11/1/2022.

By-Laws Revisions

McGough explained there were several state level policy changes required at the direction of the United States Department of Labor (DOL). As a result, we need to make some changes to our by-laws to align with the State level changes. McGough informed the Board that we are looking for a motion from the Board to approve changes to the Portland Metro Workforce Development (WDB) and Worksystems by-laws for the Executive Committee.

John Chamberlin, Board Attorney, explained that there are no changes to the by-laws that change the way we do business. However, there are technical changes we need to make as a result of the updated State policies.

Chamberlin reviewed and discussed the changes. The Board recommended that we make a couple of additional changes.

- Executive Committee: change language to indicate that the WDB's Executive Committee shall serve as the Worksystems Board of Directors.
- Nominations and Appointment of Members: add language reflecting our commitment to ensuring diversity on the WDB

McGough and Chamberlin will make the requested changes, share with the Executive Committee and a vote will be taken at the January meeting.

Annual Report

McGough reviewed the draft of the 2021-2022 Annual Report. He explained that we will be integrating additional performance data that is available on our website in the results section. We are still trying to figure out what the economy looks like post-pandemic. We know there are certain groups that were more adversely impacted by the pandemic. Labor shortages and skill gaps are still major issues, and we need to continue to work with our partners to come up with meaningful solutions.

McGough reviewed the revenue streams which were down \$2 million from the previous program year (PY) Local resources increased as a percentage of the budget from 28% last PY to almost 43% this year's budget. However, competitive grants were down significantly from 29% of the budget last PY to only about 3% of total revenues this PY. This is a trend we'll need to keep an eye on moving forward.

McGough explained that we are seeing a strong economic recovery, but the recovery is being impacted by massive labor and skill shortages.

McGough reviewed some of the highlights related to our strategic plan and goals.

McGough announced that, despite the challenges of the pandemic, more than 400 young people received paid work experience and more than 500 took part in learning activities designed to increase their skills and provide credits towards high school graduation.

In partnership with Metro, BOLI, Multnomah and Washington counties, we are working on a collaborative model to increase the diversity of the regional construction industry. The model has the potential to be used in other sectors. We are also working with partners on a boot camp model to prepare people for entry-level jobs at Intel. There's also some applicability to other silicon manufacturers in the region.

McGough announced that we've been doing a lot of work to implement our Quality Jobs framework in collaboration with the Boards in Clackamas County and SW Washington. We've adopted a framework and definitions and are working to integrate it into our work. We are seeing a lot of excitement from local employers and look forward to a lot of progress over the next year.

It appears the labor shortages are here to stay. We are working with our partners on how we can deal with persistent labor shortages and engage more people and businesses in the system. McGough thanked the partners we work with and the work they do to serve regional workers and employers.

The Board discussed the report.

State of the Workforce

McGough explained that the State of the Workforce report is developed in partnership with SW Washington Workforce, Clackamas County Workforce Partnership, the Oregon Employment Department, and the Washington State Economic Security Department. The report provides a comprehensive review of the regional labor market and is used by several organizations to inform policies and practices. We are planning a formal regional release of the report in January. We will bring some economists to the table to do a deep dive into the data.

Liza Morehead, Worksystems Data Analyst, provided an overview of the State of the Workforce (SOTW) report. The report includes data for our metropolitan statistical area which includes 3 workforce boards, 2 states, and 9 counties. Morehead announced that a lot has changed since our 2018 report. The 2022 report is an opportunity to look at conditions impacting the regional labor force.

Morehead reviewed the labor market data for our region. There are about 1.3 million people in our labor force and about 95% of them are currently working. Over the last 10 years, our labor force has increased 16.3% and our labor force participation rate is 66.4% which is higher than the national rate. The regional unemployment rate is in line with the national average.

Morehead explained that our region has recovered nearly all the jobs lost during the COVID-19 recession. However, the jobs that are back are not necessarily in the same industries. 50% of all growth in employment was in construction, professional and technical services, healthcare, and social assistance. Morehead explained that of the 10 largest occupations do not pay a self-sufficiency wage and 53% of jobs in our region pay less than \$55,000/year.

Morehead reviewed the industries with the highest rate of job vacancies for Multnomah, Washington, and Clackamas Counties. We are seeing a lot of job openings in occupations that don't require much post-secondary education, but also have low wages. As the cost of living is getting higher, and the labor force is seeing more options, many are looking at higher wage occupations. In addition, some occupations, such as truck drivers, are seeing more demand.

Morehead discussed education and the pipeline. More youth are graduating from high school in four years than we saw in our last report. However, fewer students are entering into higher education. Due to the high cost of living in our region, some people who are early in their careers are having second thoughts about settling here and starting their careers.

Morehead explained that the report takes a deeper look at the impacts of COVID-19, demographic changes, labor force participation, wages, income, regional skills supply, socio-economic well-being, jobs and industry. Some of the trends we will be watching is the new geography of work, automation, service jobs and remote work.

The report will be posted on the website and Morehead is available for custom presentations. You can reach her at Imorehead@worksystems.org

The board discussed the report.

Public Comment:

The floor was opened for public comment

Kadie Ross, DHS Vocational Rehab, informed that this is Global Disability Employment month.

Meeting was adjourned at 9:20 a.m.

Portland Metro Workforce Development Board

7/8/2022

8:00 – 9:30 a.m.

Worksystems

Virtual Meeting

In attendance: James Paulson – Chair, Travis Stovall – Vice Chair, Roy Rogers, Susheela Jayapal, Christina Ghan, Caryn Lilly, Maurice Rahming, Carl Moyer, Deanna Palm, Jane Leo, Keith Mays, Paul Brown, Josh Hall, Aida Aranda, Joe McFerrin, Tyan Moreschi, Kadie Ross, Rolanda Garcia, Komi Kalevor, Shea Flaherty Betin

Staff: Andrew McGough, Patrick Gihring

Guest Speakers: Amy VanderVliet – Oregon Employment Department Economist

CALL TO ORDER:

Meeting was called to order at 8:03 a.m. The Board was notified when quorum was achieved.

2022 Regional Program Investments, Priorities and Partners

Patrick Gihring reviewed the 2022 program year (PY) contracting budget. Gihring explained that this is the largest budget we've had in our organizational history. It's also the most complex with over 50 budget streams and numerous contracts.

Gihring reviewed the PY 2022 contract budgets and how they align with our strategic goals.

- Goal 1 - Public Workforce System: \$8,445,920
- Goal 2 – Community Based Career Coaching Network \$6,947,367
- Goal 3 – Services for Youth Facing Barriers \$4,810,743
- Goal 4 – Services Business & Industry \$2,7899,713

Gihring explained that some of the funds can overlap with more than one goal, which helps with the alignment of goals.

Gihring reviewed the PY 2022 budget by provider, by primary grant, and by providers and populations served. He discussed how they align with our strategic goals. Gihring explained that the Provider & Populations Served chart was broken down by primary populations served, but all providers service many populations.

The Board discussed the presentation and information.

Update on Regional Economy and New Census Tool

Amy VanderVliet presented an update on the regional economy and on a new census tool.

VanderVliet announced that between March – April 2020, the Portland Metropolitan area lost about 14.5% of jobs. This is in-line to the 14.3% job loss in Oregon and 14.4% in the United States. In the Portland Metropolitan area, about half the jobs that were lost were in lower paying jobs. The hardest hit sectors were in retail, leisure, and hospitality. Grocery stores and warehousing were the only sectors that did not lose jobs. In comparison, during the Great Recession, Portland lost 7.7% of jobs over a 2-year period.

VanderVliet explained that, just prior to the pandemic, the unemployment rate in our area was about 3% and hit a high of 13.2% in April 2020. The number of unemployed Portland-area residents skyrocketed from 41,000 in February 2020 to 168,000 in April 2020. The number of unemployed during the Great Recession peaked at 127,000. The unemployment rate is back to about 3.6% in the Portland area. While some of the labor force dropped out, the civilian labor force is growing in our region.

VanderVliet announced that, as of May 2022, Portland has recovered about 93% of the pandemic job losses. A few of the rural counties in Oregon have fully recovered. Some of the issues impacting Portland are remote work, business travel, tourism, and labor shortages. VanderVliet explained that the labor market is still tight and job growth remains strong. According to the Oregon Office of Economic Analysis, Oregon should make a full jobs recovery by the end of this year.

VanderVliet reviewed a new/updated post-secondary employment outcomes census tool. This tool provides earning outcomes and employment flows for college and university grads by matching university transcript data with a national database of jobs. VanderVliet reviewed samples of data that can be found using the tool.

The Board discussed the presentation and information.

Consent Agenda

Motion: Travis Stovall moved to accept the consent agenda containing the April 2022 minutes. Keith Mays seconded. Motion was unanimously approved.

Public Comment:

The floor was opened for public comment

Announcements.

New Board members Josh Hall and Paul Brown were introduced.

Meeting was adjourned at 9:27 a.m.

Portland Metro Workforce Development Board

4/8/2022

8:00 – 9:30 a.m.

Worksystems

Virtual Meeting

In attendance: James Paulson – Chair, Travis Stovall – Vice Chair, Roy Rogers, Susheela Jayapal, Christina Ghan, Bob Gravely, Caryn Lilley, David Fortney, Maurice Rahming, Carl Moyer, Dave Nielsen, Deanna Palm, Jane Leo, Keith Mays, Norm Eder, Pam Hester, Shea Flaherty Betin, Aida Aranda, Eryn Byram, Danell Butler, Joe McFerrin, Biljana Jesic, Kadie Ross, Rolanda Garcia

Staff: Andrew McGough, Patrick Gihring, Jesse Aronson

Guest Speakers: Jacob Cox and Katrin Dougherty

CALL TO ORDER:

Meeting was called to order at 8:01 a.m. Quorum was announced.

Consent Agenda

Motion: Travis Stovall moved to accept the consent agenda containing the January 2022 minutes. Jane Leo seconded. Motion was unanimously approved.

Quality Jobs Resolution

Andrew McGough explained that this is a follow-up from our last meeting on the Quality Jobs Initiative. An Executive Summary of the Quality Jobs Framework was included in the Board packet. The summary builds on the framework and details some of the strategies to help move more people into quality jobs. We are working with employers and others who have an interest in improving the quality of jobs and start to recognize the value of creating a higher-quality work to help them be more competitive and able to attract and retain workers.

McGough reviewed the joint Board resolution in support of quality jobs which was developed by Worksystems, Clackamas Workforce Partnership and Workforce SW Washington staff. The resolution is being presented for adoption to each of our Boards. McGough explained the this is an evolving piece of work that will contribute to the development of this quality jobs initiative moving forward.

McGough explained that the resolution codifies the work of the Quality Jobs Council, provides a framework of guiding principles and a working definition of a regional quality job. The Council was convened in August 2021 and consisted of representatives from cross section of sectors. The Council looked at:

- What does it mean to have a quality job?
- What should an initiative look like?
- What are the guiding principles we ought to have as a region?

McGough explained that the work has already started. The framework will set the stage for specific actions that will begin immediately and continue for the foreseeable future. The Board wanted to make sure smaller employers are able to engage in the initiative. McGough explained that the framework includes a lot of strategies to help smaller employers and stay competitive.

The Board discussed the initiative and resolution.

Motion: Maurice Rahming motioned to approve the resolution. Travis Stovall seconded the motion. The motion was unanimously approved.

Opportunity Youth Report

Commissioner Jayapal explained that Quality Jobs Initiative is a nice segue into the Opportunity Youth Report and Youth Team update. Jayapal explained the some of the most profound impacts we've seen from the pandemic are on young people who dealt with school closures, economic distress due to family job loss, increased violence, and isolation resulting in a ripple effect throughout our communities. There has been a lot of research that indicates youth employment is one of the most effective interventions to prevent violence among youth. We also have a projected decline in the number of people in the workforce and that's a gap that Workforce Boards can have an important role in addressing and in looking at solutions.

Liza Morehead provided an overview of the 2022 Opportunity Youth (OY) Report she is currently developing. The report is in the review process. The data in the report is primarily from the 2020 American Community survey. Morehead explained that the collection of the data was complicated by COVID and the resulting economic recession.

Morehead announced that in 2020, there were about 266,000 youth between the ages of 16 and 24. About 35,000 we identify as opportunity youth. These are youth who are disconnected from school and work. This is about an 18% increase from 2016. Due to COVID, schools had to go to on-line teach. While this impacted all youth, those who didn't have access to technology, internet, quiet spaces at home, and lack of support were impacted the most. In addition, the youth unemployment rate skyrocketed and has stayed higher. The sectors hit the hardest are often the same sectors where youth get their first jobs.

Morehead explained that:

- 13% of the youth in our region are OY.
- Community College enrollment dropped 23% across the state
- 80% of OY worked less than half the year or were entirely unemployed.
- OY are less diverse than they were in 2016 and are less likely to be foreign born.
- OY are less likely to have health insurance due to job losses for their parents or for themselves.
- 63% of OY are white, 19% Hispanic, 6% Asian, 3% Black
- 21% of OY ages 20-24 have less than a high school diploma and worked less than 26 weeks in 2020

Morehead explained that there are 2.5 million fewer working age people in the United States than there was 2 years ago. This should create more opportunities for youth. In addition, there have been rising wages across the labor force with the lowest wage categories seeing the fastest increase. While this is good news, we are also seeing a lot of innovation and automation which is impacting the labor market.

Youth Team Update

Barb Timper provided an update on some of the lessons the Youth team have learned over the last 2 years. They've learned that a system based on connection is more important than ever. This includes a connection to career coaches, diverse service options, an encouraging community, mental health supports, and barrier reducing support services.

Workforce training and preparation works best once youth have stabilized and can manage unexpected issues that arise in their lives. This means longer engagement periods before youth are ready for placement. Prior to the pandemic, career coaches generally engaged with youth for 20-22 months. Now it's closer to 30-36 months because they are not ready to move on to the next phase.

Timper announced that the Oregon Youth Employment Program (OYEP) funding will give us the opportunity to expand services in a different way and provide new opportunities moving forward to allow us to be more responsive and able to connect to more youth service agencies in our community. It will give us the opportunity to provide support beyond the summer months and allow us to offer incentives and stipend payment or engagement in academic intervention or early career and job skill exposure.

Timper explained that we are also receiving funds from Multnomah County which allows us to expand programming to ages 14-15 and provide options to prevent or provide prevention/intervention for engagement activities to help address some of the violence that's happening in our community. We are looking for funding opportunities that will allow us to bring some of these types of services to Washington County.

Timper provided an overview of the Regions Youth System Vision. "Learn & Earn" provides opportunity to engage youth throughout the year by connecting existing programs and participants to the larger youth system through stipended academic interventions and early career and Job skill exposure. We've also created a path to learning opportunities by providing access to online training opportunities to LinkedIn learning available through the library system.

PDXYouth@Work is the new branding of our SummerWorks program. Through PDXYouth@Work, we provide short-term work experience and practice by linking NextGen and community youth to short-term paid work experiences and learning opportunities.

NextGen is our long-term career and training program. Youth meet with a career coach to develop a career plan and to received support along the continuum. Youth complete the program when they have met their career plan goals and no longer require intensive supports to remain at their job or in post-secondary education or training.

Timper reviewed the community engagement plan that was developed in late 2019. Due to the pandemic, we are now re-engaging. We want to access the effectiveness of our outreach, recruitment and community referral partner strategy to ensure targeted populations are served and share our findings bi-annually with the community. We want to establish an Employer/Worksite committee to capture and implement best-practices and expand business sponsorships. We also want to re-engage with the community to share lessons learned, best-practices and inform on continuous improvement.

Timper announced that we recently released an RFP for our NextGen program. The RFP includes an enhanced service design to encourage new partnerships.

Jacob Cox, a SummerWorks participant, provided testimony. Cox is an Impact NW program participant and worked at the SupaFresh Youth Farm. The program provided work-readiness training such as developing a resume, mock interviews, and leadership opportunities. They also provided vouchers for clothing, gas, and bus passes. At SupaFresh Youth Farm, Cox was put in charge of an environmental project doing some restoration which was an area he was very interested in exploring. He just completed his second year of college with a goal of obtaining a degree in Environment Studies. The Board congratulated Cox on his accomplishments.

The Board discussed the program and the need to bring more businesses to participate in the program.

Commissioner Jayapal announced that we are currently recruiting for a couple of Youth Subcommittees. One committee will focus on employer engagement and the other is a community of practice subcommittee. Timper announced that we are looking for RFP proposal raters. Members were asked to let McGough or Timper know if they would like to participate. Jenny Weller will send out an email to the Board with details.

Future Ready Oregon (FRO)

McGough announced that the Governor just passed Senate Bill 1545 – Future Ready Oregon. The total package for this bill is \$198.9 million and is focused on workforce development. McGough reviewed some of the key pieces of the bill and the impact it will have on Worksystems and some of our partners across the region. The regulations and details are still under development.

Local Workforce Boards will directly receive the following:

- \$35 Million (\$15 Million General Fund / \$20 Million ARPA) to Local Workforce Boards to implement Prosperity 10,000.

- \$10 Million in ARPA to Local Workforce Boards to employ benefits navigators/career coaches through WorkSource Oregon or Community-Based organizations.

McGough explained that of the \$35 million to Local Boards, we should receive about \$10 million. These resources may be used to provide career coaching, occupational training, job placement services, wraparound support services necessary to facilitate reengagement in the workforce, and to support targeted recruitment and engagement efforts. We anticipate serving about 2,000 participants with these additional funds.

Resources are intended to rapidly expand and complement existing services and organizations that successfully serve and support identified priority populations. We will first look to expand existing service provider capacity and work with the community to identify and fill gaps to increase participation and success.

Of the remaining funds, about \$85 - 90 million will be available in competitive grants to community-based organizations and others who serve targeted population as well as industry specific grants such as healthcare and manufacturing. This provides a lot of opportunity to bring in new organizations to help complement some of the best practices that we know are working well in the community and build additional partnership to address gaps.

Public Comment:

The floor was opened for public comment

Tyna Moreschi, with Springdale Job Corps, announced that, after 2 years, they fully opened their doors. They currently have about 190 spots available for youth at there facilities. Moreschi provided contact information for anyone who would like more information or has any referrals.

Meeting was adjourned at 9:31 a.m.

Portland Metro Workforce Development Board

1/14/2022

8:00 – 9:30 a.m.

Worksystems

Virtual Meeting

In attendance: James Paulson – Chair, Travis Stovall – Vice Chair, Roy Rogers, Susheela Jayapal, Seraphie Allen, Anna Thames, Bob Gravely, Caryn Lilley, David Fortney, Maurice Rahming, Carl Moyer, Deanna Palm, Jane Leo, Keith Mays, Norm Eder, Debi Mollahan, Lisa Skari, Kimberly Branam, Bob Tackett, Aida Aranda, Joe McFerrin, Tyna Moreschi, Kadie Ross, Komi Kalevor, Danell Butler

Staff: Andrew McGough, Patrick Gihring, Jesse Aronson

Guest Speakers: Beth Vargas – Oregon Refuse & Recycling Association, Gary Hollands – Interstate Trucking Academy, Tim Finnegan – SE Works, Trent Gay – Central City Concern.

CALL TO ORDER:

Meeting was called to order at 8:01 a.m. Quorum was announced.

Consent Agenda

Motion: Travis Stovall moved to accept the consent agenda containing the October 2021 minutes. Caryn Lilley seconded. Motion was unanimously approved.

Quality Jobs Initiative

Andrew McGough reviewed the “Quality Jobs Initiative” which builds on the work we’ve done over the past several years and is a way we can be responsive to some of the labor market challenges we are currently facing. The goal of the initiative is to help support the creation of jobs that enable workers to thrive, companies to be productive and profitable, and communities to benefit from healthy, sustainable economies. Quality jobs are integral to the success of our regional strategic workforce and economic development plans and the shared goal to foster upward economic mobility, particularly for BIPOC and other under-represented communities.

According to our most recent Self-Sufficiency report, 99,000 Metro households earn less than self-sufficiency wages. Low quality jobs exacerbate social and economic inequities across race, ethnicity, and gender. Low quality jobs also strain public resources. McGough believes quality jobs can be a part of the solution to our labor market challenges and areas that are successful in increasing the number and quality of jobs will be more likely to prosper in the years ahead.

Jesse Aronson reviewed the process and accomplishments of the Quality Jobs Initiative. In January 2021, the Columbia Willamette Workforce Collaborative (CWWC) Directors committed to developing a quality jobs framework as the foundation for our region’s workforce board programs, employers, and job seekers. For job seekers, a quality job can mean stability, health, and economic mobility. For businesses, improving job quality can mean attracting new talent, improved retention, and an engaged and motivated.

Aronson explained that we needed input and buy-in from regional stakeholders to define what a quality job means for our region. As a result, we formed a committee made up of leaders from the community, workers, organizations, and businesses throughout the 6-County region to develop a quality jobs framework using a solutions-based approach. The goal of the committee was to:

- Define quality job standards for our region
- Provide a set of job quality standards & guidance that regional employers will be able to adopt
- Incorporate stakeholder feedback
- Include a toolkit of resources and an initial roadmap of actions and implementation steps.

The committee landed on the following quality job standards:

- Pay living (self-sustaining) wages
- Provide safe working conditions, free from discrimination and harassment and are responsive to workers concerns
- Have predictable and guaranteed work hours
- Provide comprehensive benefits
- Provide training and advancement opportunities
- Provide equitable and accessible hiring and onboarding processes
- Provide a diverse workplace

Aronson reviewed the next steps:

- Complete the framework document
- Quality Jobs Council member “sign-on” and commitment to bringing framework to their organization
- Include framework in our Good Jobs Challenge Grant proposal
- Formally adopt definition and framework principles by all 3 Board in April
- Workforce Board integration into job seeker programs and business engagement activities

The Board discussed the initiative, framework, standards, and next steps.

Driving Diversity Program

Patrick Gihring reviewed Worksystems’ Driving Diversity Program. He explained that the program creates pathways into quality jobs and provides a pipeline of diverse, qualified workers for the recycling and waste hauling companies to serve our community. It took a lot of extensive and strong partnerships working together to make this program a success. Gihring announced that some of the partners are here today to discuss the program.

Gihring introduced Beth Vargas. Vargas is the Regional Director of Oregon Refuse and Recycling Association and staffs the Haulers Association for Washington and Clackamas Counties and the City of Portland (PHA). The franchise is a highly regulated system that provides stable rates, standardized services, environmental protections, and health and safety assurances in addition to providing stable living wage jobs. Vargas explained that one of their guiding principles is advancing diversity and this program is a great way of doing that. The Portland Haulers have embraced this program to help them advance diversity by providing funds and donating trucks for training.

Jesse Aronson reviewed the training model that is being used for the Driving Diversity Program. He explained that Worksystems has developed similar direct hire training models for banking, healthcare and I.T. careers. Aronson explained that some of the important characteristics of the model include engaging employers in developing the training curriculum and program design along with investing in the program. In addition to monetary and/or in-kind donations, employers invested extensive staff time to make this program a success and

prioritizing hiring of participants. Aronson described the 6 months of work that went on with the partners to set-up the program and make it a success.

Aronson explained that this program was funded by the City of Portland American Rescue Plan dollars. This is just one of several rapid re-career programs that Worksystems has set-up to quickly help Portland residents move into living wage jobs. These programs target participants who are low-income, women, people of color and/or housing insecure or impacted by homelessness.

Gihring introduced Gary Hollands, founder of Interstate Trucking Academy (ITA). Gihring explained that Worksystems had already been working with ITA to provide CDL training for some of our program participants. Hollands discussed the mission of the academy which is to get women and minorities into trucking and transportation careers. These careers provide real opportunities for advancement, economic growth, and wealth building. Hollands explained that their CDL training had already been invaluable to their students. The Waste Haulers program has added more value and opportunities to their students. In addition to ITA students getting their CDL, participants now have job opportunities.

Gihring introduced Josh Brown, District Manager for Arrow Sanitation Services. Arrow Sanitation Services is a franchise that services the City of Portland and hires graduates of the Driving Diversity Program. Brown has been a key partner in developing this program. Brown explained that Arrow Sanitation Services provides full-time living wage jobs in the residential and commercial sectors. Arrow Sanitation realized they were missing the boat on recruiting diverse populations and communities of color. Through this collaboration, they have done a better job of recruiting and looking deeper into the community for qualified employees.

Gihring introduced Tim Finnegan, Director of Workforce Development at the SE Works. Gihring explained that SE Works also operates the BankWorks and CareerWorks training. Finnegan explained that SE Works was asked to help develop a Driving Diversity program based on the BankWorks and CareerWorks model. Since they are also a WorkSource center (WorkSource SE Portland), they have access to a broad swath of job seekers. Through their programs, they provide support services, coaching, and can connect participants with resources and other programs through the Portland Metro area. Finnegan explained that one of the barriers participants faces is the ability to pay for training. The Portland Housing Bureau and ARPA provide funds for training which breaks down a significant barrier allowing participants to be successful. Additional wrap-around resources are also available to participants.

Finnigan announced that, so far, they have had 35 participants graduate through the program and have another group graduating in a couple weeks. 66% of the participants are Black or African American, 12% are American Indian or Alaskan Native, 17% are white, and 18% identify in more than one category. In addition, 37% identify as female. 75% of the graduates have already been hired.

Gihring introduced Trent Gay from Central City Concern (CCC). Gihring explained that we had planned to have Richard Holmes, a program graduate, speak to the group. However, he is busy working and is indispensable to his company and the team he works with. Gay was Holmes' career coach and the main person who helped Holmes achieve success. In addition to being a career coach, Gay is also a team lead and supervisor with the A Home for Everyone Economic Opportunity program (AHFE). AHFE helps people experiencing homelessness get back on their feet and into a career. Holmes was a participant in the AHFE program.

Gay explained that Holmes came to CCC after being out of prison for about 3 ½ years. With Gay's help, Holmes was able to overcome obstacles so he could get his CDL. Within 5 months, Holmes graduated from the Driving

Diversity program and was able to become self-sufficient. As a result of the program, Holmes was hired right out of the program at an amazing pay rate. He now has a home and a car and a bright future.

The Board discussed the programs and thanked all the presenters for their time and commitment.

Public Comment:

The floor was opened for public comment. There was no public comment.

Meeting was adjourned at 9:21 a.m.