



EC Works Board Meeting Minutes
January 24, 2024 from 11:30am-1:30pm
Virtual Meeting Via Zoom or Phone

Board Members: K'Lynn Lane, Laurie Chesley, Emma Jenkins, David Burger, John Hanner, Soledad Haines, Jaime Eder, Robbie Smith, Cortney Gibson, Julie Matthews, Melodi McGee, Lindsey Giamei, Erin Szymoniak, Chad Young, Greg Davis

Guests: Nicole Ramos, Sarah Lechner, Noel Woods, Dana Dunlap, Vicki Murphy, Nick Tierney

EC Works Staff: Heather Ficht, Jessica Fitzpatrick, Jennifer Graham, Lindsey Ray, Kristyn Fix, Teresa Cummings-Weir, Brendon Kinzel

I. 11:30am: Call to Order – K'Lynn Lane, Chair

- Consent Agenda:
 - Minutes from October 2023 EC Works Board meeting – *vote required*
 - David Burger moves to approve the meeting minutes as presented; Jaime Eder seconds, Motion passed unanimously
 - Vote to ratify the Program Year 2023 Budget – Modification 1 – *vote required*
 - David Burger moves to ratify the budget as presented; Erin Szymoniak seconds, Motion passed unanimously
- Fond farewells:
 - Matt Bogatay, Bogatay Construction
 - Maggie Hubble, Shift Bias
- Introductions and Welcome New Board Members and invited Guests:
 - Cortney Gibson, Vocational Rehab – new board member replacing Bambi Bevell
 - Brendon Kinzel, WorkSource Oregon Reentry Program Manger
 - Nicole Ramos, Regional Economist from Oregon Employment Department
 - Sarah Lechner, Principal from Coraggio Group

II. 12:00pm: Policy Updates – Jessica Fitzpatrick, Staff – vote required

- Supportive Services
 - *Updated to clarify language related to program participation and eligibility. Language was refined to clarify that supportive services are not available to Adults and Dislocated Workers while in follow-up per WIOA. We also clarified language that was misleading with regards to youth, who are eligible to receive supportive services while in follow up.*
- Adult and Dislocated Worker Eligibility
 - *Updated to refine language related to Dislocated Worker eligibility, specifically related to “displaced homemaker” status, as recently clarified by the Department of Labor.*

- *Displaced Homemaker* – which also equates to Dislocated Worker eligibility status – if **one** of the following situations applies:
 - *The applicant has been providing unpaid services to their family in the home and has been dependent on the income of another family member but is no longer supported by that income; or*
 - *The applicant has been providing unpaid services to their family in the home and is the dependent spouse of a member of the Armed Forces on active duty and whose family income is significantly reduced because of a deployment, a call or order to active duty, a permanent change of station or the service-connected death or disability of the service member; and*
 - *The applicant has been providing unpaid services to their family members in the home and is unemployed or underemployed and is having trouble obtaining or upgrading employment.*

- Adult, Dislocated Worker and Youth Follow-up
 - *Updated to include follow-up services for Adults and Dislocated Workers as recently required by the Department of Labor. Examples of follow up activities for Adults and Dislocated Workers may include but are not limited to:*
 - *Career planning and workplace counseling.*
 - *Assistance with job retention, re-employment issues, and/or addressing work-related problems.*
 - *Referrals to community services and resources.*
 - *Peer support groups.*
 - *Information related to educational opportunities available within the community.*

- Laurie Chesley moves to approve the policy updates as presented, David Burger seconds. Motion passed unanimously.

- III. **12:15pm: Regional Data Presentation – Nicole Ramos, Oregon Employment Department**
 Presentation of current and projected data on industries, occupations, employment, and demographics across the entire East Cascades Region. Refer to handout.
Discussion Summary: A robust discussion centered around updated census data showing a projected decrease in migration to Oregon which could have a negative effect on being able to meet business needs across our region. Right now, there are 1.2 jobseekers per 1 job opening and a ~10% job growth projection across our region so we will need to cultivate every talent pipeline we can to continue to attract and keep businesses in our region. Another discussion centered around whether youth were moving away at higher rates than before and how that affects our future labor market. Nicole will do more research on that and will present at a later date. Please see the recording (beginning at 46 minutes) to see the post-presentation discussion in its entirety.



IV. 12:45pm: Strategic Plan – Sarah Lechner, Coraggio Group

Facilitated conversation on the data that was presented and what it means in terms of the Strategic Plan Development. – Refer to handout.

We are in the “Get Clear” and “Get Focused” stage of the plan development that included a survey and subregional/staff focus groups to gather information. Sarah and the Coraggio Group are in the middle of developing a report that considers the strategic plans of partners, surveys, focus groups, and available data that we can use in the process of making strategic plan decisions. The final product will include a 1-page graphic that makes our vision, mission, values, and position statement as well as our priorities easy to read for staff, the Board, and partners.

V. 1:15pm: Good Jobs Principles – Jessica Fitzpatrick, Staff

The US Dept of Labor, our primary funder, released a guideline or standard that local boards and states are expected/encouraged to adopt around what makes a “good” job.

The Federal Departments of Commerce and Labor have partnered to identify what comprises a good job. We’ve included a fact sheet in your handout and you can read about them in detail by searching Good Jobs Principals Department of Labor in your search engine.

In essence, Good jobs are the foundation of an equitable economy. They allow everyone to share in prosperity and provide stability and security for workers and their families.

Employers who are committed to providing good jobs have a competitive advantage when it comes to recruitment and retention, and execution of a company’s mission.

Good jobs framework is one that we’ll begin to advocate for more broadly and will be adding to all provider contracts beginning July 1. These principles around recruitment and hiring, benefits, Diversity Equity and Inclusion, Job Security, Organizational Culture, Advancement and Pay are critical to us in ensuring that the boots on the ground, delivering services to the community. Our providers are advocating for and working to secure good jobs for their participants, therefore we would be remiss in not having our providers also be grounded in the same principles. To start and through our contracts, EC Works will further emphasize the importance of Pay. The good jobs principals define pay as:

Pay: workers being paid a stable and predictable living wage before overtime and benefits. Where Workers' pay is fair, transparent, and equitable. And where Workers' wages increase with increased skills and experience.*

What does this mean for our CONTRACTOR staff? It means that those primarily paid for through EC Works grant dollars, must be paid a stable and predictable living wage, at or above the median wage for the same or similar position before overtime and benefits.*

*We’ll be asking our providers to determine*Median wages using the same or similar positions within the county of employment, based on current labor market data, obtained through qualityinfo.org*



Meeting adjourned at 1:27pm

Attachments:

- Draft October EC Works Board Meeting Minutes
- Program Year 2023 Budget Mod 1
- Policies – Supportive Services, Adult/DW Eligibility, and Adult/DW/Youth Follow up
- Regional Data Presentation
- Good Jobs Principles Fact Sheet