East Cascades WORKS
Connecting Talent To Opportunity

EC Works Board Meeting Agenda
October 27, 2021 from 11:30am-1:00pm
Virtual Meeting Via Zoom or Phone

Phone one-tap: US: +12532158782,,8793810312# or +13462487799,,8793810312#

Meeting URL: https://us02web.zoom.us/j/8793810312
Meeting ID: 879 381 0312

Board Members Present: Gary North (Chair), Dr. Marta Cronin, Robbie Smith, David Burger, John Hanner, Dave Aiken, Martin Campos-Davis, Bambi Bevill, Erin Szymoniak, K'Lynn Lane, Nicole Hough, Matt Bogatay
Others Present: Jon Stark, REDI; Sally Bell, TAO; Tim Johnson, Fortis Construction; Mike Derrickson, OED
Staff Present: Heather Ficht, Jessica Fitzpatrick, Jamie Kendellen, Adam Dickey, Melissa Barrett, Brenda Stewart, Stefanie Siebold, Stephanie Tarntino
Board Members Absent: Wendy Peterson, Michelle Alvarado, Trevor Janeck, Julie Matthews, Maggie Hubbell, Mike Graham

- **Consent Agenda:** Meeting called to order at 11:33 am by Chair Gary North. At the start of the meeting, we did not have quorum, so voting on the minutes was postponed.

- **Introductions:** The Chair asked for everyone to introduce themselves and their roles / organizations.

- **Policy Updates:** The Chair mentioned the updates approved by the Executive Committee at their October meeting and asked for any questions or concerns. The Board had no questions or additional comments.

- **Sector Partnership Updates:** Brenda (staff) introduced the discussion around meeting the needs of industry, how EC Works provide resources with employers at the helm to provide solutions, and the challenging yet productive year we have had with initiatives. The following updates were provided:
  - **Jon Stark, REDI (Manufacturing – Central Oregon)**
    - Main issues facing manufacturing are: 1) Workforce availability - lack of applicants and gaps related to skills especially in leadership training, problem solving, and project management. 2) Ability to grow due to power outages -not related to service providers but by equipment or upgrades needed. 3) State policy - regulatory environment making it harder to operate. Workforce development was number 1 priority and leadership training was tackled first.
    - Discussion around these needs drove meetings, and companies identified that there is not a single resource list that they could refer to (i.e. mask rules), so they began working on a list with Brenda and created a draft page on website that will be launched in the next couple weeks which will also be made available for EC Works to add to website.

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- Leadership training that was planned through COCC was postponed until January due to lack of sign-ups, so we are going to market to larger audience. This will be a hybrid class (virtual and in-person – see attached flyer. Companies outside of Central Oregon can access and can contact Brenda (staff), Jon (REDI), or Nancy Jumper at COCC for more information.

- **Tim Johnson, Fortis Construction (Construction – Central Oregon)**
  - As co-chair of CO Construction Collaborative along with co-chair Ron Wanless, our quarterly meeting's primary purpose was to set goals for 2022.
  - We have a marketing sub-group, which is in collaboration with Association of General Contractors (AGC), are working on a Facebook page for Build CO, which is now live, where contractors, etc. will post what is happening in the construction world and any / all needs. Please like and follow page and share out from regions.
  - We also have a training sub-group, which has turned in an application to BOLI for a JATC open shop in partnership with COCC, with the first two occupations focused on interior/exterior finisher and general pre-apprenticeship. BOLI to vote in December.
  - The collaborative continues to be supportive of other Pre-Apprenticeship programs in the area and has similar concerns facing manufacturing sector. Fortis, along with Facebook, launched an 8-week workforce development program in October and are hoping to do another in 2022, with lots of interest in replicating this program for other businesses. https://www.facebook.com/groups/951509275605157/
- **Matt Bogatay, Bogatay Construction (Construction – Southern Oregon)**
  - The Southern Oregon JATC is now up and running, and WorkSource has been helpful driving some initial advertising campaigns as this has been a long collaborative effort among general contractors in Southern Oregon with a huge need for an apprenticeship program in region. This is the first BOLI approved open shop Construction Apprenticeship in Oregon.
  - We have implemented a pre-training program at local high school Eagle Ridge, employing kids with minimal skills which has gotten a great response
  - Klamath Community College (KCC) is about to start construction on new training facility and it is likely the problem of finding talent is not going away in our industry, so really coming together as competitors is important and knowing smaller companies are having even more problems with hiring.
- **Sally Bell, Tech Association of Oregon (Tech – Central Oregon)**
  - TAO is a non-profit focused on supporting a thriving ecosystem across the state, with about 500 companies in membership and a focus on workforce development and marketing for membership and partners.
  - Main challenges right now are: 1) affordable housing 2) digital divide and broadband 3) talent recruitment and retention 4) access to capital.
  - Been challenging to engage since COVID and going virtual as the landscape has really changed. Companies have gone through acquisitions and seen a lot of turnovers, especially in senior leadership as people get recruited away.
  - How do we effectively engage in 2022 as tech really varied across state and it's so important to connect even if people have virtual fatigue. Oregon doesn't have

massive tech companies so value of in-person networking becomes even more important.

- Biggest need is in Cloud Computing and Cyber Security as there are huge gaps within these areas for talent and education. Demand is currently around 1200 graduates per year with Oregon only producing around 100. TAO working with local legislators to bring in more training opportunities and build more advocacy around tech including: https://web.cvent.com/event/2be5e065-e77f-4598-9ad9-c406b27bec50/summary?RefId=TAOWEB
- CEO and local legislators exploring ways to address business in Oregon, meeting again in December. Additionally, OR Dept of Education is helping to create more standards for Career Tech Education, as existing standards are 15 years old.
- Educational resources:
  E Impact Trade Report:
  https://tao.eimpactv2.report/reports/embed/5c4101e171040d3300a593ec
  Online magazine published last week about state of tech:
  https://techlandia.org/mag/0079474001631566163/p48
  Lots of events coming up through end of year including health tech summit:
  www.techoregon.org
  Contact Sally to provide input on learning how to support: sally.bell@techoregon.org

- **Dr. Marta Cronin, Board Member (Tech – Gorge):**
  - Met in December 2020 to discuss why the college does not have agriculture program of any kind, as this is a huge industry in our region. We brought in local Ag Industry to determine what an Ag worker of tomorrow looks like and if the college can be a partner
  - CGCC is also looking at robotics as far as connects between ag and tech. Interest grew from 12 to 63 people, showing this will be really impactful when it comes to fruition.
  - Currently in the process of drafting something for the media as we want to be sure everyone has the right information as we map out the curriculum, and we put in a funding request to solidify come January. A year from now, we hope we can be training on where tech and ag connect.
- **Adam Dickey, Staff (HealthCare – Central Oregon)**: Adam works for EC Works as Director of the newly formed Behavioral Health Consortium. Main goals of consortium:
  - CO has a huge deficit in the number of mental health providers, with less than 1 mental health provider for 1000 people. An average of 16,000 people facing one mental health condition per year (i.e. depression).
  - Majority of current providers are private practice and only a handful touch 100 people per year. We are tasked with increasing the number of mental health providers in CO.
  - The Consortium is growing and has already partnered with 14 agencies across CO who are dedicated to getting students, interns, and fellows into work force. We will hopefully create opportunities for already licensed partners in region so they

can continue to stay licensed and bring in specific training for everyone so we are well trained for our population's needs. Additionally, we need parity in the amount of hours for licensure, but this is a national issue.

- We are funded by Oregon Health Authority right now, working with agencies to continue to seek grants throughout the state. Reach out to Adam about how mental health may be impacting your work and drum up ideas as this is a group effort to serve our community: Adam Dickey, Psy.D. Ph: 458-218-5603 email: adam@ecworks.org

- **WIOA Annual Performance:** Stef, Mel and Brenda (staff) presented the report for Program Year 2020, which runs from July 1, 2020 – June 30, 2021. We focused on how to quantify our collective work and report on outcomes that the US Department of Labor and state of Oregon track as well as performance of the Regional Business Services that we provide. Of note:
  - Our resources focus on how we prepare people for careers and investments have to follow a Federal formula for allocation.
  - Targeted populations include emergent workers, veterans, English Language Learners and justice-impacted individuals.
  - Our role is oversight of the public workforce system, branded as WorkSource in Oregon and we are prohibited by Governor Executive Order from providing direct services in order to stay neutral as an evaluator within the WorkSource partnership.
  - We are exceeded performance within many categories, especially during the pandemic (specifically see Slide 7). There is a three-month lag in data reporting, so sometimes it is hard to get a realistic snapshot of actual performance, but providers have done very well despite challenges from COVID.

- At this time in the meeting, quorum was met; therefore, the minutes of the July Board meeting were presented, and the Chair asked for a motion to approve the minutes.

Motion: Martin moved to approve the minutes as presented, Dave seconded, and the minutes were unanimously approved.

- **System Evaluation / Continuous Improvement Committee:** Heather presented for Wendy Peterson (board member from Google) an update on the Continuous Improvement Committee of the Workforce Talent Development Board, which was formed in order to evaluate the public workforce system and pushed through legislation via SB623. See attached PowerPoint.
  - The Committee was charged with assess what can be done immediately to have the most impact on responsiveness around the pandemic to improve the workforce system, as well as conduct an ongoing assessment every other year to identify quality and continuous improvement of the Public Workforce / WorkSource system.

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- They conducted a limited procurement to move quickly through the process, which was awarded to Coraggio Group, who then conducted outreach and is compiling a summary report.
- 14 things came up, so they pulled together a committee with people from the Oregon Employment Department, Local Workforce Boards, and a One Stop Operator to make a recommendation for prioritization.
- This group should produce a final report to be approved by Workforce Talent Development Board and then distributed to the state legislator and Governor.

- **General Group Updates and Discussion**
  - Heather reminded the Board about education and outreach, thanking everyone able to share their logo in support of request for Oregon Legislature to invest $50 million in ARPA funds to local workforce boards. There are more than 100 supporters across state. The return on investment would be huge and pay for itself in just over two years. If you want to learn more or send logo as a demonstration of support, contact Heather.
  - Diversity, Equity and Inclusion Work Group: one of your values as EC Works ambassadors is to embrace DEI, which we take seriously and have been doing internal work to see how staff feel we are doing. Results of internal assessment were average, so we are looking at how we can operationalize this work. Stef shared our assessment and we can share out with anyone who wants a copy (Dave Aiken requested a copy). Stef asked for volunteers interested in helping to support this work. Nicole, Dave A., Bambi and Martin were interested, and Stef clarified that members do not have to be on this Board, they can appoint a designee.
  - October is National Disability Employment Awareness Month: Bambi (board member) shared information and resources. Highlights:
    I. 20% of Americans have a disability including mental health.
    II. 65% of those who want to work cannot find a job and experience some form of discrimination (statistics about pandemic and its impacts are hard to find).
    III. Vocational Rehab and other partners are here to help job seekers as well as businesses who are very aware they need to be inclusive, but often don't know how.
    IV. 50% of accommodations cost nothing to make, the rest cost less than $500. Resource: https://askjan.org/
  - 2022 Board Meetings Schedule: everyone wanted to keep the day / time of the meetings for next year, so Stephanie T. will send calendar invites for 2022 later today.

- Meeting was adjourned by Co-Chair Marta Cronin at 1:32 pm.