East Cascades WORKS
Connecting Talent To Opportunity

EC Works Board Meeting Agenda
April 27, 2022, 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), John Hanner, Marta Cronin, Martin Campos-Davis, Bambi Bevill, Erin Szymoniak, K' Lynn Lane, Nicole Hough, Suzanne Lindsay, Julie Matthews, Soledad Haines, Maggie Hubbell, Matt Bogatay, David Burger, Robbie Smith
Others Present: Teresa Cummings Weir, Cheyenne Williams, Camille Grater, Forrest Smith
Staff Present: Heather Ficht, Jessica Fitzpatrick, Jamie Kendellen, Adam Dickey, Stefanie Siebold, Shannon McGivney, Stephanie Tarntino
Board Members Absent: Dave Aiken, Trevor Janeck, Mike Graham

- Meeting called to order at 11:35 am by Chair Gary North.

- **Consent Agenda:** The minutes of the January meeting were presented, and the Chair asked for a motion to approve the minutes.

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

  The Updated Conflicts of Interest Policy to Include Dualities of Interest as approved in the January Board meeting was presented and the Chair asked for a motion to approve the updated policy.

  Motion: Julie moved to approve the updated policy as presented, Nicole seconded, and the policy was unanimously approved.

  The Chair referenced the EC Works Monitoring Reports that were included in the email packet sent to the Board for information only and asked for any questions or comments. No questions or comments were posed from the Board.

- **Greater Frontier Chamber Presentation:** K' Lynn Lane, Board Member, presented an update on former Condon Chamber of Commerce, now Oregon Frontier Chamber of Commerce. As Executive Director, has been there for nine years with 34 members, now over 400. Gilliam Sherman and Wheeler counties. 11 frontier communities. Long drive times between territories, pop over 5100 people. Small town rural America. Need to support local businesses while connecting visitors to what makes area special. Had big goals to support and work with other towns like Fossil. Do not have finances to have own chamber, so transitioned to serve these. Promoting tourism and driving econ dev. Relationships with

courts, churches, community members, and youth / school. Transforming how small towns do business. Capacity is issue for all small towns. Volunteers and community members right now, but now serve as umbrella org leading grants and resources and collaborating strategically with partners on projects. Applies for historic grant for hotel. One of only 2 orgs to received business OR tech and ROI grants, helping to expand orgs capacity and hire rural ambassadors in places likes Wasco. Add more local capacity and have personal connections with places they serve. Looking at gaps and opportunities, working one on one with business owners and community members. Going directly to businesses and conducting community engagement events. Rural businesses need technical assistance. Reginal collab are transforming business climate in these rural counties. Hosted six community engagements meetings to help understand needs of these small communities. Assembled action committees in each of towns, things like art nights, elderly walking groups and community garden spaces. 2022 promises to be year of hope and opportunity, so invite to come out and work with partners and team members to foster safe and supportive environments together. Moved into historic building in down and created an artisan boutique so if passing through town, stop at chamber! Any other collabs – no, innovative, and really promising to serve frontier businesses who do not always get benefits of places more populated. Of note:

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- **Target Industry Updates:** Shannon McGivney, staff, provided an update on target industry work. Other updates included:
  - Manufacturing: Dave Aiken Not too much to update in our industry. We are hiring some admin roles with what topically are successful so far. In doing so, we are evaluating our hybrid work needs for office real estate. Right now, is a typical "slowing" in the food production industry (all relative, right?) as grocery chains work to close out their year by the end of the first quarter and develop buying plans for the rest of the year. That means it is our chance to do the same, which is why I will not be available today.
  - Construction: Gary – has not really slowed down, supply chain issues and costs are slowing down a little, issues with costs lots of uncertainty around China shutting down again and war in Ukraine, still uncertainty. Matt – echoed Gary, PCV goes up every week, market for most large underground public infrastructure, minimum 300% cost increase, fuel prices huge for construction, burning 15k in diesel, doesn't seem to be effecting people as far as doing the projects, but think we might see huge fallout soon with interest rates rising, from last Board meeting materials going up, same with wages, continue having to put more into wages. Product costs could get 2-3 times worse, most clients doing mass procurements, really weird time, large hiring gaps, ten active job postings and received zero applicants. Had eighteen hirable areas, and only gotten two apps from UE. Discouraging as employers. Large projects increase due to fuel costs but has not slowed down work that is out there. High retention is not losing employers just can't hire enough. In Q1 this year, other companies offering higher wages especially for management, make it challenging to operate because when set prices, doing in advance so if we gave increases in addition to labor laws, has to go through entire company to match. Different sense

now from last market crash, larger volume of private sector vs govt sector, lots of funds still in legislation, hoping to see these come out as private falls. Per Shannon Dave Burger, nine graduates from Hard Hat in Hand and all went into trade / apprenticeship, starting another in a couple of months, and graduating Oregon Tradeswomen's program six ladies tomorrow and all are welcome starting at 1pm with BBQ. 3 have job offers for apprenticeships. Looking at plans to bring back again, so any partnerships outside of Portland area would be appreciated. All trades taking applications and cannot fill apprentices. About 75% seats filled, still trying for other 25%. Suzanne can help! Let no seat go untaken! Very active group in Construction Collab in CO. Developing new ways to reach people through channels, created a magazine to share trainings, resources, etc. for people in each sector. Interactive magazine and share with sector what EC Works does. Also, a podcast and YouTube channel to rev up excitement for labor shortfalls. And also, a place to brag about good work, ways to engage with community. Have 885 reads already. Outreach and marketing are a need, and we listen and are trying to do more of this to help fill the needs. Tony DeBone said doing electrical qualification testing for the trades, in Deschutes county, getting people journeymen licenses, at financial training yesterday someone said trades are a great opportunity as not everyone goes to college. Switching in last couple weeks as people come out of COVID and engage with economy. Will do magazine twice a year and align with collab meetings. Link: https://publuu.com/flip-book/21435/67547/page/14

- Technology: Suzanne – at Google, know biggest risk in data centers is construction related roles, so getting involved to support and amplify programs already out there like OR tradeswomen, Construction Ready in Georgia similar, how do we add cohort in CO. About 30 days out from final plans, getting more focused on where and how. Have presence in Dalles and Portland, since COVID more people allowed to work remotely as long as they can get to an office if needed. Tech believe responsibility to connect communities with any upscaling opportunities, so this year first time new offering in OR CSSI, program around for five years originally focused in metro areas, this year trying to branch out, four week boot camp for students headed to four year colleges starting computer science degree, boost in readiness, collab with other students, focused on candidates who are first time college attendees or not STEM heavy, stipend, application closes this week. Next year will cast a wider net, not as many applicants as hoped. Now making connections inside of Google to other teams who may have similar roles. Maggie – tech having same issues finding employees, but not doubling with cost of materials. Employees' market, been getting away with under-paying in Oregon, at same time lots of startups and painful to pay competitive salaries, not quick / good answer. Especially for tech jobs folks do not have to work in OR, still creating jobs in tech but slowing down. PDX and Eugene starting to get a little better with salaries, inching in right direction. Do not have enough tech talent in CO, so important to build good culture around reaching out to other communities. Funding – there is money, but still small compared to amount needed, thinking around is a little different. Focus on getting investors outside of OR, have to think

outside when looking to raise money. Especially from CA money flowing, have been big investments in tech. Slowing down now so people trying to get as much money as they can before slowing down. EI and other conversations, but actions and metrics after the fact are more important. EC Works is co-hosting an event a tech reboot, Meta sponsoring, to bring people together, already up to 30 attendees, share wraparound services of people who engage in community, so good opportunity to share resources and connect dots within industry. May 19th. https://www.facebook.com/events/3190133411275696?ref=newsfeed YouTube channel - https://www.youtube.com/channel/UCeKAyyxb7ArQpq7gCwzEphA/featured

- Health Care: Trevor Janeck will be leaving his position and resigning from the Board. Adam – director of COBHC, updates today! First part of 2022, submitted for grant through OR Health Authority, plan to hire two supervisors, have 19 members to use supervisors to oversee interns that will be masters level students or associates who have degrees but not license yet, all of which need on the job supervision and training which is goal of COHBC. Just launched new website last month, had great local person put together website, event coming up with Deschutes County AMSR, second training, shows grants awarded, etc. cobhc.org Nicole suggested reaching out to someone at Mosaic Medical to replace Trevor and she or Maggie will reach out. We have several openings so interested in anyone people can think of. Can Board members be located in CO? Prefer to have diversity, prefer they come from target industry, Camille will send ideas to Heather. Shannon – had a lot of engagement with Collab, in last edits in magazine, share work excited for this to go out, also creating videos like the tax credit, things like that that are out there and easy to engage with, so creating just what you need to take an action. https://www.youtube.com/channel/UCeKAyyxb7ArQpq7gCwzEphA/featured

- **Future Ready Oregon Update:** Heather Ficht, staff, presented an update Future Ready Oregon funds. Passed last short session, very excited, summary in packet. Of note: local boards written at 35million, allocated a percentage of this, got notification of first infusion from a 15million pool, sadly have expended all our emergency grants around pandemic, congress has not seen it fit to give more money to WIOA legislation since beginning of pandemic, which is perplexing since this is national issue. Luckily, OR has taken it upon itself to do these investments. OR down again in federal funds, will cover shortfall but won't go as far as hoped. AARPA funds have not been allocated yet but will receive about 10-11% of total funds. Community colleges getting formula funds and get resources around career pathways. Tend to fund based on population density. Also funding for higher learning – how do you take someone with certain skill set and give them credit, valuable in something like apprenticeships. 10 counties will be competitive because partnerships. Also, about 20million in apprenticeship and pre-apprenticeship work, about partners in community going after these funds so equitable across state. Developing early learning educator to run next to other programs at colleges. Youth dev division will be getting 10.5 million, will be percentage allocated to existing programs in collab with COCC and CGCC. Really about

helping young people to get GED and move on. Funds for industry consortia 0 what does sector partnership look like at state level? State level is really about developing around labor shed (example CO, NOT OR). How can we leverage great programming and try to create more consistency where more sharing of curriculum. Connecting standards. Other pool of funds came out of idea that came out of our region which is benefits navigator, concept of anyone who has been in WorkSource center, greeter is most knowledgeable person in that space because need to make good referrals, goal is how do we get most highly trained person to navigate to next step. 10million for those funds and we don't know process yet. Assessment and accountability – 1.5 million HECC got to do evaluation, last session SB623 passed and that is about assessment of public workforce system, got told Monday we were expected to pay into that. Why take money out of local WorkSource budgets. Big ticket item is 95million in workforce ready grants, more and more narrow what it can go towards, but hoping to find good projects – how to put parameters around it, Heather served on committee looking at it, decided to take 10million in general funds and procure in May / June of this year to orgs that serve rural areas, BIPOC, and underserved people. Capacity grants to help orgs get ready. all money is to be spent by June 30, 2023. Lots of money to put out in very short time. HEALTH CARE, MANIF AND TECH are only three industries. Least clear is workforce ready grants. Can't do anything innovative, just a little assistance. BOLI never managed grants before, always been administrative. HECC office of workforce investments managing bulk of funds and staffing up right now. Have until 2026 to spend AARPA funds. Steep learning curve. Anyone who can't spend money, we will take it! Will want to update at each Board meeting because lots of money. Concern that 95million will create all infrastructure that is not sustainable. What happens in a year or two? Creating expectations and challenges? Beneficial to create private business committee to have a voice? Continuous improvement committee to be oversight body of work, not private sector led, but we need more representation on that committee, maybe can create here for accountability. Another challenge is this was separate legislation (Prosperity 10,000), which they then put into FR, still expect us to service the same amount of people for less money. Working on branding videos with OR WorkSource Partnership using money / resources to talk about these funds and can really tell the story.

- **General Group Updates and Discussion**
  - Heather Ficht, staff, provided an update on new Board member outreach. We need members! Camille offered to help, hoping some Board members who can help. Erin, anyone in basin? Julie, newer companies? Would love more manufacturing on Board. Challenge to get engagement. Julie will reach out and keep Heather in loop. Have leads in Central, but anything in the Gorge would be great.
  - Stephanie Tarntino, staff, requested that all Board members sign the new COI / DOI form and to email to Jessica. Will break out so can sign electronically. If any questions, let Jessica know. Tried to simplify form and gave table to fill in org affiliations for DOIs and COIs. Steph and Stef both leaving, last Board meeting. Nicole also rolling off, so thank you for service! Nicole has idea of someone. Steph T. when send around COI, also send around the Board introduction packet.

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- Other: feel free to reach out between meetings if there are topics you want to discuss.

- Meeting was adjourned by Chair Gary North at 1:11pm.