East Cascades WORKS
Connecting Talent To Opportunity

**Executive Committee Minutes**
**April 8, 2024 from 12:30pm-1:30pm**
**Virtual Meeting Via Zoom or Phone**

Executive Committee Attendees: K'Lynn Lane, Laurie Chesley
Staff Attendees: Heather Ficht, Jessica Fitzpatrick, Teresa Cummings-Weir, Nickelle Haffey

Meeting called to order at 12:35 pm.

**12:30pm: Consent Agenda – K'Lynn Lane, Chair**
Consent Agenda:

- Minutes from March 2024 Executive Committee Meeting – *vote required*
    - Laurie Chesley moved to approve the minutes as presented, K'Lynn Lane seconded, passed unanimously with no discussion.

**12:40pm: April Board Meeting Agenda – Heather**
Review and determine best format for engagement – *information only*

- Historically for Board meetings, each subregion convened in person and then used Zoom to connect with each other virtually. We will return to this hybrid format for the April meeting in hopes of promoting more engagement, facilitating better conversations around our updated Strategic Plan, and providing space for networking.
- Goal: focus on our 3-5 year Strategic Plan, through an East Cascades/full 10 county lens, as we review our Mission, Vision, Values, Reputation, Priorities, Outcomes, and Actions together.
- Solicited feedback on the format and how to get the best engagement from Board members around the Strategic Plan.
- We need one more private sector Board member but would prefer two. The Basin needs more representation in the private sector, as does Construction or Healthcare in the Gorge. We could invite someone who may be interested to join the meeting, as long as they're aware they can't vote. Heather has already reached out to someone in the Basin from a 3D printing tech company.

**12:55pm: Strategic Plan Update – Heather Ficht, Staff**
Review final draft plan – *information only*

- Heather shared the draft of the Strategic Plan. Some key updates were:
    - Moved target industries and priority populations to overarching statement on top.
    - Clarified that the purpose of the reputation statement is to describe how we want to be seen in our community.
    - Mission, Vision, and Values have been cleaned up for clarity.
    - Added "community collaborators" language.

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    - Coraggio, our contracted facilitator, will help us build scorecards and quantitatively measure outcomes. We want to report out against our strategic plan annually.
    - In addition to this one-pager, we also want to have a more in-depth supplemental document that describes our Strategic Plan development process.
- Feedback:
    - Laurie loved that it's clean and clear, both in terms of content and the visual presentation.
    - K'Lynn loved the background image, but noted that we will want to double check it's from the East Cascades region.
    - When presenting to the Board, it could be helpful to propose a couple committees, or opportunities to work with staff, on building out what meeting our outcomes will look like. Board members could also attach themselves to a priority that they would like to engage with.
        - We are already meeting with Coraggio about an action plan, but not until after the Board meeting.
        - K'Lynn noted that she would like to volunteer with communications.

**1:15pm: Executive Session – Heather Ficht, Staff**

- Closed Executive Session began at 1:09 pm.

**1:30pm Adjourn – K'Lynn Lane, Chair**

K'Lynn Lane adjourned the meeting at 1:26 pm.

<u>Attachments:</u>

- Draft March 2024 Executive Committee Minutes
- Draft April ECW Board Meeting Agenda
- Draft Strategic Plan

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**EC Works Board Meeting Agenda**
**April 24, 2024 from 11:30am-1:30pm**
**In person in each subregion - TBD**

I. **11:30am: Call to Order – K'Lynn Lane, Chair**
- Consent Agenda:
  - Minutes from January 2023 EC Works Board meeting – *vote required*
  - Vote to ratify Financial Statements – *vote required*

II. **11:45pm: Policy Updates – Jessica Fitzpatrick, Staff** – *vote required*
- I9 Verification

III. **12:00pm: Strategic Plan Review and Discussion**
- Heather Ficht – Central Oregon
- Teresa Cummings Weir – Columbia Gorge and Plateau
- TBD – Klamath Basin and Lake County

Enjoy lunch and have table conversations re: the draft strategic plan

IV. **1:15pm: Strategic Plan – Heather Ficht**
Present final plan for approval – *vote required*

V. **1:30pm: Adjourn**

# East Cascades Works Strategic Plan
2024-2029

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**Our Target Industries:** Healthcare and Construction

**Our Priority Populations:** Low-income people, rural residents, the emergent workforce (16-24yo), people impacted by the criminal justice system, and people who identify as Black, Indigenous, Latino/a, Asian, and People of Color (BILAPOC)

## VISION

We envision a thriving East Cascades region where communities have access to education and training that lead to living-wage jobs and where businesses find the qualified talent they need to succeed.

## MISSION

We support the talent needs of employers by maximizing and aligning investments in the career goals of individuals to fuel a thriving economy.

## VALUES

- We embrace equity and inclusion
- We are experts in workforce development and rigorous stewards of public funds
- We are neutral conveners and community collaborators
- We inspire a call to action
- We are results-driven
- We are innovative problem-solvers

## REPUTATION

In partnership with our communities, EC Works leads through collaboration and advocacy to ensure a local talent pipeline that meets the needs of employers. We support, influence, and scale sustainable workforce solutions.

| PRIORITIES | OUTCOMES | ACTIONS |
|---|---|---|
| **Prepare the Emergent Workforce** for careers across the East Cascades region | • Young people across our 10 counties have increased access to internships /work experiences before completing high school<br>• Labor market participation increases for young people in our region | • Co-invest in building career pathways and increased awareness of transferable skills<br>• Leverage our strategic partnerships to engage more young people in entry level customer service roles to build essential employability traits<br>• Expand Youth Career Connect internships |
| **Equip Jobseekers** to access living wage employment through skill building and training | • Increase the starting wage of WorkSource Oregon customers<br>• Greater retention of employment by WorkSource Oregon customers | • Support the development and implementation of apprenticeships/ pre-apprenticeships<br>• Respond to employer feedback and invest in addressing the skills gaps of jobseekers<br>• Focus resources on living wage and/or future-focused jobs |
| **Address Employer Talent Needs**, particularly in target industries | • Increase living wage job opportunities listed through WorkSource<br>• Increase employer utilization of WorkSource and Youth programs coordinated by EC Works | • Invest in strategies to activate the latent workforce (people not currently seeking employment)<br>• Advise employers on best practices re: inclusive hiring practices, employee engagement, competitive wages, flex work schedules and retention<br>• Convene education and industry partners to assess future workforce needs and develop action plans |
| **Enhance Services** to our priority populations | • Increase percentage of people within our priority populations accessing services<br>• Increase labor market participation of our priority populations | • Support the expansion of programs and services tailored to meet the needs of our priority populations<br>• Enhance outreach about services specifically to our priority populations |

DRAFT