



ROGUE WORKFORCE PARTNERSHIP

MINUTES

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September 23, 2015

Pacific Retirement Services - Third Floor, Washington Room
1 W. Main St., Medford, OR

MEMBERS PRESENT:

Michael Donnelly, Gregg Edwards, Jim Fong, Ron Fox, Jessica Gomez, Tanya Haakinson, John Higgins, Fred Holloway, Nikki Jones, Brent Kell, Tolga Latif*, Scott Beveridge, Teresa Sayre, Brian Shumate, Sue Walsh,

*= *via phone*

QUORUM PRESENT: Yes

OTHERS ATTENDING:

ResCare Workforce Services – Michael Vu, Tabitha Carlson

Timber Products: John Underwood

Oregon Employment Department: Tamara Schroeder, Ainoura Oussenbec , Alexandria Farmer, Guy Tauer, Josh Morell

Department of Human Services: Melissa Wolff, Rosemary Jernigan

Oregon Vocational Rehabilitation: Kristi Hyman, Lee Allison

Business Oregon: Larry Holzgang

Rogue Community College: Genna Southworth

City of Eagle Point: Jonathan Bilden

City of Grants Pass: Don Abbott

Grants Pass School District: John Young

Medford School District: Hal Jones

College Dreams: Jen Perry

Easter Seals: Linda Chase

Junior Achievement: Deanna Wilson

Josephine County Library: Kate Lasky*

Rogue Workforce Partnership: Aurora King, Graham Hetland, Rene' Brandon, Sherri Emitte, Tami Allison

All meetings of the Rogue Workforce Partnership are recorded should reference be desired in addition to the minutes.

1) CALL TO ORDER, WELCOME & INTRODUCTIONS:

The RWP meeting was called to order by Chair Jessica Gomez at 2:08 pm. Jessica indicated that this is the first of our newly designed, quarterly workforce development board meetings, and is excited to see the attendance as a lot of changes will be shared. Introductions were made.

2) CONSENT AGENDA:

Nikki Jones moved to approve the consent agenda as presented. The motion was seconded by Gregg Edwards and was unanimously approved.

3) STATE AND REGIONAL COORDINATION

Strategic Plan & Dashboard

Jim referred everyone to the Executive Summary in today's meeting packet and reminded the group that Jessica also co-chairs the state Oregon Workforce Investment Board. Jim stated that a lot of people have put significant time into making sure that the plan reflects the direction the state wants to move, along with all of the WIOA changes that are being implemented. The group was asked to focus on the four key goals critical to successfully achieving the OWIB's stated vision: *Emphasis on Training, Evaluating Effectiveness, Monitoring, Incentives and Consequences*. A plan guidance document will be received in October with the plan submission deadline being March 2016. A regional planning process will be outlined in the very near future.

At prior Rogue Workforce Partnership Corporate Director's Meetings, discussion took place regarding the need to get down to the metrics and the priority of putting a dashboard metrics in place. Workforce Board member input on what should be measured will be solicited. Jessica indicated her hope is to have approximately 8 really measurable metrics.

4) WORKFORCE & EDUCATION SYSTEM TRANSFORMATION

a. SECTOR STRATEGIES

Overview, Update, Coordination & Next Steps

Advanced Manufacturing Group - Aurora King and Graham Hetland gave a brief overview of the Sector Strategies for this region (Advanced Manufacturing, HealthCare, IT/E-Commerce), and reported that they are currently working with the Woolsey Group and John Melville to pull together a new model of next generation business-driven partnerships. "The idea is that this model will be driven by the employer needs", stated Aurora. "We are looking to shift how we do labor exchange, and how we are focusing our efforts – Sector Strategies should be the lens we look through when doing all the work we do", Aurora added.

The first step will be to identify co-chairs within the business world. Michael Donnelly and Jessica Gomez graciously volunteered to co-chair the Advanced Manufacturing group which will launch at the end of October. "The business community has to have ownership, identify the challenges, and create a better environment and community around that sector of business", Jessica stated. Mike Donnelly added that about 40 Advanced Manufacturing employers will be invited to an event on October 30, 2015 to work on common themes, sector growth, and retention of employees. Mike also added that the State Oregon Talent Council will bring down a few people to meet with the sector team to find out what the local issues are.

Although the top priority for economic development is workforce needs; Jessica stated that this group will not be completely workforce centric, and that other issues will be identified.

Aurora reported that Bierson Corporation is partnering to bring a CNC training to the Rogue Valley the first week in November. The cost will be approximately \$2,000 per participant and a scholarship will be available.

IT/E-Commerce – This group is a little farther behind in getting started. One co-chair, Adam Cuppy, of Coding Zeal, has been identified. Aurora and Graham are currently reaching out and chatting with other business leaders in this sector throughout the valley to identify the need and initial reaction to this idea.

Healthcare Workforce Steering Committee – This group is the farthest along, and has been meeting since 2012. Gregg Edwards and Brent Kell gave a brief update indicating that meetings started on a monthly basis and then moved to quarterly meetings. The key outcomes of the work are:

- Establishing a strong relationship with RCC
- Looking at what the changing trends are
- Identifying what are some of the big challenges within the healthcare sector

Jim announced:

- Grants Pass Career Fair taking place on October 14, 2015
- Oregon Tech Career Fair taking place on October 28, 2015. An email invitation will be sent out.

b. CERTIFIED WORK READY COMMUNITIES

Aurora King and John Young presented an update indicating that Jackson County has exceeded the goal and is now 100% certified. Josephine County is currently at 99% certified as they are missing eight letters of support; however, they will have the opportunity to obtain the letters to become 100% certified. The certification is valid for two years.

John added that Grants Pass High School Career Academy is now required for all sophomores. This year will be imbedding the **National Career Readiness Certificate (NCRC)** into this class and will be obtaining data on over 400 students. John stated he is excited because he feels this will help the sophomores to focus.

Jim added that this is a key element from our current strategic plan on how to address basic skills needs. We are one of six counties in the state who achieved the statewide goal – a great opportunity to celebrate this success. We will need to decide how we want to continue our focus on CWRC / NCRC in our upcoming strategic plan update.

c. SYSTEMS INNOVATION

WorkSource Oregon Centers

Jim reported:

- Currently in the final phases of closing out books for The Job Council
- RWP now has its own staff and set of books
- Procurement process completed for service provider of WIOA and DHS services (co-procurement with DHS)
- ResCare Workforce Services were awarded the contract

ResCare Workforce Services – Introduction of new WIOA & DHS Service Provider

Michael Vu gave a brief overview of ResCare Workforce Services noting they have 52,000 employees in four divisions. “The model is about business”, Michael stated along with informed customer choice, ResCare is about connecting K-12, workforce, and economic development; is a business focus-driven and strength-based motivational model. ResCare is also very passionate about the work they do and they believe in the customer experience. ResCare comes with a lot of online tools which provides a very different platform in which they deliver service.

Tabitha Carlson, recently hired Project Director for ResCare Workforce Services spoke to the group about her background in HR, organizational training and development. She stated she is excited to be a part of the team and anxious to get out into the community to build partnerships. Tabitha has a Masters in Organizational Training from SOU and is an active member of the region’s SHRM (*Society of Human Resource Managers*).

Service Provider Transition

At this point in the meeting, the Board was given the opportunity to ask specific questions regarding the transition from The Job Council to ResCare Workforce Services.

Question: What is the makeup of those seeking opportunities, and what is the difference in the labor force compared to six months ago?

Answer: 192 recent layoffs – some will seek training. Makeup of who is coming through the OneStop Center is changing a little – as seen in the past, very cyclical

Question: Give the group an update on how it feels, going through this process with RWP & DHS.

Answer: It has been a great process and learning experience – brings professionalism and enthusiasm to the work. Incredibly smooth transition – credit to the upfront work by RWP/TJC to maintain continuity for job seekers. Some glitches around communication, putting some tools in place, filling vacancies, etc. DHS staff would like to see what is next – want to see the online tools.

Question: What was the turnover – did you have to add staff?

Answer: All TJC employees who wanted an interview were interviewed – some opted out, some left during the transition, and some staff were added. Currently we are only one short of being fully staffed.

Question: Why did people opt out?

Answer: Benefit package, move into PERS organizations, culture is not for everyone.

Question: In the future, what is the vision for re-engaging with outside ring of partners?

Answer: Identifying ResCare tools and platforms, train staff how to use the systems so that they can show partners, delivering online workforce services and focus on how our services can be obtained in a “cafeteria” style setting. Clarifying different roles and responsibilities, staggered sets of partnership conversations, intensified conversation with Vocational Rehabilitation.

Some miscellaneous comments included:

- ResCare to share what they do in different areas of the country
- Partnership will be very important
- Need to coordinate, not duplicate
- Create a platform for coordination

Affirming Selection of Service Provider

Mike Donnelly moved to approve the affirming of the selection made by the Rogue Workforce Partnership Corporate Directors at their May 1, 2015 meeting for Arbot E&T, LLC, dba Rescare Workforce Services to serve as the Rogue Valley's WorkSource Oregon service provider beginning program year (PY 15) (July 1, 2015 to June 30, 2016), with the option for one additional one-year contract and two additional two-year contracts at the discretion of the Rogue Workforce Partnership and the Oregon Department of Human services. The motion was seconded by Ron Fox, and was approved unanimously.

Additional Grants/Funding for WorkSource Center Services

Jim Fong, Aurora King, and Melissa Wolff gave brief updates on the following funding:

- **Job-Driven NEG** – targeting employers – identifying high demand career pathway opportunities and aligning job seekers
- **Back to Work Oregon** – Part of the state allocation– small carve out to continue OJT and help fund some sector strategy work. Total of \$10 million for the state, allocated by formula – we get an average of 8-9%.
- **TANF Pilot & Health Professions Opportunity Grant** – provide targeted community college career pathway training opportunities to TANF and ERDC clients that will result in them obtaining jobs with sufficient initial wages and wage progression to move out of poverty, move off public assistance benefits and move into self-sufficiency.
- **Rethinking Job Search** – a grant by the U.S. Department of Labor using Workforce Innovation Fund money to provide workshops addressing social and psychological barriers to unemployment in ten WSO centers in Oregon over the next four years.
- **American Apprenticeship Grant** – U.S. Department of Labor award of \$3 million to the Oregon Employment Department to help promote apprenticeship and work-based learning activities.

Incumbent Worker & On-the-Job Training Policy

Aurora walked the group through the action item.

Mike Donnelly moved to approve both the incumbent worker & on-the-job training policies as presented. The motion was seconded by Nikki Jones and approved unanimously.

Update on Layoffs & Rapid Response

Aurora presented an information brief on recent Rapid Response events in Jackson and Josephine Counties.

Discussion took place regarding the need to develop a reverse job fair where resumes could potentially be uploaded as an EBook, Google Doc, etc.

Southern Oregon Success – College and Careers for All Hub

Scott Beveridge lead the group through the presentation indicating that the focus is to get youth aligned in career themes. Also presented, was the RCC Healthcare Grade Level Plan offering professional development to get high school teachers certified to offer dual credit courses for free through.

Extended discussion took place on industry / education alignment efforts. Educators are talking, as a group, about being a bridge rather than a destination. The conversations have definitely changed and that we are starting to create a culture of career pathway in tandem with education. "The power is to leverage the resources and try to reach as many youth as we can", stated John Higgins.

5) NEWS & LINKS

Handouts and links to news articles were provided in the agenda for reference.

6) GROUP FEEDBACK ON NEW MEETING STRUCTURE

The consensus of the group was that they enjoyed the new meeting structure.

7) OTHER BUSINESS

No other business was brought before the Rogue Workforce Partnership.

8) ADJOURN

With no further discussion, the meeting was adjourned at 5:10 pm.

Respectfully Submitted,



Tami Allison
Executive Team Coordinator
/tka

APPROVED:

Chair

Date

12-9-15