



# ROGUE WORKFORCE PARTNERSHIP

## MINUTES

### ROGUE WORKFORCE PARTNERSHIP

June 15, 2016

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

#### MEMBERS PRESENT:

Adam Cuppy\*, Michael Donnelly\*, John Higgins\*, Brent Kell, Norm Kester, Doug Mares, Tamara Nordin, Chad Scott, Brian Shumate, Sherri Stratton, John Underwood, Susan Walsh

\*= *via phone/videoconference*

#### QUORUM PRESENT: Yes

#### OTHERS ATTENDING:

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

*Department of Human Services:* Melissa Wolff

*Oregon Vocational Rehabilitation:* Kristi Hyman

*Rogue Community College:* Daniella Bivens, Bill Jiron, Serena St. Clair

*ResCare Workforce Services:* Tabitha Carlson

*Southern Oregon Goodwill Industries –* Greg Lemhouse

*Junior Achievement –* Deanna Wilson

*Business Oregon -* Larry Holzgang

*College Dreams -* Jen Perry\*

*AFL/CIO –* Mark Warne

*BBSI- Suz Montemayor, Joe Rossi*

*Rogue Workforce Partnership:* Aurora King, Dana Shumate, Rene' Brandon, Sherri Emitte, Tami Allison, Jim Fong

#### 1) **CALL TO ORDER, WELCOME & INTRODUCTIONS**

The RWP meeting was called to order by Tamara Nordin at 2:06 pm. Both Chair and Vice-Chair were not in attendance.

#### 2) **CONSENT AGENDA:**

**MATT BALKWILL MOVED TO APPROVE THE CONSENT AGENDA. THE MOTION WAS SECONDED BY BRENT KELL AND APPROVED UNANIMOUSLY.**

#### 3) **WORKFORCE INNOVATION & OPPORTUNITY ACT (WIOA)**

**PY 15 & PY 16 Program Updates, Integration & Coordination**

Aurora kicked off this part of the agenda by addressing questions raised around metrics and indicating that we will be focusing our efforts in the coming year on reporting out previous year's data, tracking different local elements to establish the validity of the structure, and how people are moving through the One Stop Centers. "The plan for next quarter is to report out on last year's data as well as our PY 16 targets", Aurora stated. Aurora went on to say that local measures have been put in place with ResCare such as training-related placements, retention, and OJT investments in sector strategy occupations.

Norm inquired as to how the information is being gathered and whether we are getting feedback from employers on what the "failure" is, indicating that the issue may not be education, but in fact be soft skills such as attendance. Aurora responded by saying that we do not currently have a systemized approach for gathering this information; however, we definitely want to implement one. Tabitha added that some feedback from employers is being tracked in a spreadsheet. Tamara added the importance of establishing the relationships with employers in order to obtain that feedback.

Sherri Emitte referred the group to the handout in today's packet titled Funding and Activity Summary. This summary represents only funds that come directly to the Workforce Board. She noted that funding is increasing and there are some rollover funds that have not been included in this summary to date. Aurora added that we will talk later about BTWO (Back to Work Oregon) which allows up to 15% of the funds to be spent on employed workers. Rene' added that the increase in youth funding is especially important and is an opportunity to strategically invest to serve more youth and generate even greater outcomes. Other youth serving organizations, such as Maslow Project and other youth serving organizations could be tied into this work as well," stated Rene'. Sherri closed by saying that the goal is provide a systems overview of this information to the board.

Jim encouraged the group to let us know if they are interested in an opportunity to engage with other community partners to discuss changes in either the adult or youth investment strategies - what's been working, what's not, etc.

#### **Title V – Oregon Employment Department**

##### **Wagner-Peyer & SEDAF** *(State Employment Department Administration Fund)*

Sherri Stratton, Senior Manager of Oregon Employment Department, addressed the group indicating she has been in her new role for a little over a year and the real heavy lifting has been about integrating systems, and working collaboratively to streamline and be a better resource to employers as well as job seekers. "A lot is going on and a lot of resources are at the table," Sherri added. The focus is on taking the WorkSource Operational Standards, pooling resources, removing ourselves from siloed-thinking, and asking ourselves how are we helping any customer who comes through the door to get into the pipeline; as well as doing a better job of making referrals to job listings by coordinating systems and identifying the talent pool.

On a related note, Jim spoke briefly about the grant that RCC submitted having to do with the Oregon Talent Council that would provide students, unemployed and incumbent workers with the applied skills

and experience that significantly increase their employability. John Underwood added that this grant is scalable and does not only apply to wood products, but to other sectors as well, and the importance of getting the current workforce connected and ready to fill in.

### **Department of Human Services**

#### **TANF-JOBS, SNAP 50/50**

In addition to the TANF-JOBS and SNAP 50/50 programs, Melissa introduced two training investment / scholarship opportunity programs:

- **SOHOPE** (*Southern Oregon Health Occupations Poverty Elimination*) grant. This grant award is a 5 year \$14.5 million dollar grant from the U.S. Department of Health & Human Services designed to serve low-income individuals in Jackson and Josephine Counties and provides access to healthcare education and training programs that may result in a long-term, living wage job in the healthcare sector. This grant includes wrap-around support services, such as such as transportation and childcare support, that are often barriers for low-income student success. About 1/3 of participants will need to be in a control group. Clients randomly assigned to the control group will be able to access the REACH grant resources.
- **REACH** (*Rogue Educational Achievement*) – is another training investment and scholarship grant program. This grant was spearheaded by Senator Alan Bates and serves 150 TANF, or recent TANF-leaver families. As the Co-Chair of the Human Services Subcommittee of the Ways & Means Committee, Senator Bates was seeking to find new ways to improve the TANF program’s capacity to help clients move out of poverty.

REACH provides training scholarships in a range of career pathways, including advanced manufacturing, information technology and healthcare. The program has rolling enrollment, and has had 46 total participants to date. Melissa shared a data handout with the group and talked about attending the first REACH graduation. “It was inspiring to be in a room of people who have gone through rough life circumstances and see them with their families celebrating their accomplishment”, Melissa stated.

Jim also reported that SNAP (Supplemental Nutrition Assistance Program) 50/50 is a program rolling out statewide. Local or state non-federal funds can be used as a match to draw down additional federal funds. For WorkSource Oregon, we’ll be leveraging the SEDAF funds from OED to leverage additional resources that will compound over time. Workgroups are being convened and more information will be brought to the RWP as this program develops.

### **Title II – Adult Basic Skills**

Jim reported that a work group of organizations who provide Adult Basic Skills services has been meeting for several months to work on integrated program planning and mapping out of the ABS system to better serve customers. This group includes Laurie Rydell (recently retiring), Julie Rossi and Serena St. Clair from RCC, Tabitha Carlson and WSRV staff from ResCare, and Greg Lemhouse and staff from Southern Oregon Goodwill Industries.

The goal is to work as a streamlined system to better serve adults or youth dropouts who are seeking to improve their basic skills in reading and math, and prepare for taking the GED (or in some cases, finish

their high school diplomas). We also want to create natural career pathway connections for GED students so that more of them will continue into further skills-building training.

“There is a lot of overlap and we need to pinpoint student needs and point them in the right direction”, Greg Lemhouse stated. Serena St. Clair added that it has been very rewarding to see the RCC, WorkSource Rogue Valley and SOGI programs provide complimentary services that meet the diverse needs of the population. Adult Basic Skills covers GED as well as ESL (*English as a Second Language*). And, under WIOA, GED is no longer an outcome in itself, it is GED Plus. This would also serve our community in helping to achieve Oregon’s 40/40/20 goals.

Sherri Stratton indicated that she would start attending these ABE/Title II meetings in the future and would be talking about tapping into Spanish-speaking job seekers and what we are doing in regard to ESL that could be added.

#### **Title IV – Vocational Rehabilitation Services**

Vocational Rehabilitation Services work with people who have medically-related barriers to employment. “Vocational Rehabilitation crosses all programs,” stated Matt Balkwill. Matt went on to report that VR now has a mandate to support youth programs (*ages 14-24*) by addressing medical barriers, and that the estimate is that approximately 400 students in the region will graduate being identified with medically-related barriers. Vocational Rehabilitation is not bound by programmatic constraints and bottom line is what the employee needs. Last year 1.6 million dollars was spent on goods and services, 268 people successfully exited out of the program, and approximately 55% were retained through the 2<sup>nd</sup> quarter of employment.

#### **Summary**

Jim wrapped up this portion of the agenda by saying that he has not seen this unique level of systems alignment anywhere else in the state, and asks that the board help guide us on our investment strategies, and help ground the system to employer needs. The long-term goal is to get longitudinal and cohort-based data to more effectively manage all of these programs as a comprehensive workforce system.

Norm indicated that he is encouraged by the discussion and would like to see comparable on dollars and time saved and relationship to success.

#### **4) REFINING OUR MISSION STATEMENT**

RWP members worked on the mission and vision statement activity. Comments are as follows as well as listed on the activity sheet:

- The vision is saying the same thing as the mission
- Do we need a vision statement
- Vision represents the end result
- The mission explains how we get to the end result
- Mission should lineup with the ultimate vision
- Vision casting is where you get the hope and excitement

*The RVWDC is a private/public partnership which addresses the employment needs of Jackson and Josephine Counties*

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- Mission is what you “are”
- Vision is “what you aspire to be” – words need to reflect this
- Does it apply more to the business, or full and meaningful employment to those who seek it?
- Is it to grow business, individuals, or both? (Jim’s response is that it is both; but with a top priority of meeting business needs to create a demand-driven workforce & education / training system)
- Desire to give people the skillset necessary to allow them to achieve the aspirations that align with the local business.
- Goal is to have dollars come back to the community
- Global economy is the mission
- Regional economy is the vision
- Should say “local economy” in the mission
- Strong regional business community that provides quality jobs... (Matt will key up and get wording to Jim)

**Next steps:** RWP staff will consolidate and clean-up the input from RWP members and bring it to an upcoming Corporate Directors meeting for refinement and to edit down to a final recommendation. A refined version of the mission, vision and promise statements will then be brought back to the September 15<sup>th</sup> Workforce Board meeting for final review and approval.

## 5) CAREERS IN GEAR & OTHER CAREER NETWORKING EVENTS

Deanna Wilson reported on the great Careers in Gear event this year, and indicated that the hope is to make it even more robust next year, and to grow it in partnership with SHRM and other supporters in the community. She indicated that 649 students attended this year and that the event was changed up a little to include different sessions, etc. Deanna thanked everyone for their support.

Jim added that a debriefing will take place that will include SHRM. We want to explore ways build upon the success of Careers in Gear, and expand opportunities for more career-seekers to network with employers. We also want to give a broader array of employers to connect with the talent pipeline of both youth and adult job/career-seekers.

Some suggestions from business leaders included:

- Using Careers in Gear venue and build off of it to bring adults in, perhaps in the evening. Staffing of the exhibitors would need to change to relate more to the adult job seeker.
- Keep as a one day event as opposed to two or more different times – small employers struggle to send employees more than once a year.

Other suggestions included:

- Be smart and efficient about the event (s)
- Dovetail on Careers in Gear on the front end to get long time exhibitors, and then branch out
- Marketing the event in the right way will bring people from other areas who want to live here
- Partner with RCC and the military for job fairs

Matt Balkwill and Tamara Schroeder asked to be added to the Career Networking Events group.

SORED I convened a meeting to debrief the recent industry tour with the conversation focusing on how to create a cultural change in how we connect with each other, and creating venues where people can find out information about something they know nothing about.

## **6) COLLEGE AND CAREER FOR ALL IMPLEMENTATION**

Jim showed a PowerPoint presentation from the last College and Career for All partner meeting. Approximately 1.8 million dollars in grant funds from STEM, Dual-Credit and CTE-Revitalization were awarded in Josephine, Jackson, and Klamath counties. Funding timeline is through June 30, 2017. SOESD is project managing most of these grants. If you would like to be involved, contact Dana Shumate.

John Higgins talked about STEM Academy – 45 slots for kids to get STEM experience. The event sold out within a week and a half. Seventh – 9<sup>th</sup> graders coming on campus four days to work. The hope is to expand next year.

All school districts as well as informal education partners (after school) will have access to hands-on Advanced Manufacturing equipment such as 3-D printers, laser engravers, drones, etc.,. Two mobile labs are being fit-up for use throughout the region to promote these high-tech careers.

This is somewhat similar in concept to Junior Achievement statewide rotation of the Finance Park event which comes to Jackson County twice a year that teaches students in family budgeting through a hand-on learning experience.

## **7) GOVERNANCE & MEMBERSHIP UPDATE**

Jim reported that there has been an update in state statutes related to Workforce Boards that defines a quorum as a 51% majority of members will affect our strategy of having a large 39-person board that includes all the education partners we have. The 51% quorum requirement will make it difficult to have a quorum. Conversations will be taking place with John Chamberlin to figure out options. RWP members agreed that there is a real sense of value to have all the education partners at the table. Options will be explored with the Corporate Directors and a final recommendation/action will be brought to the September Workforce Board meeting.

## **8) ACES PRESENTATION REMINDER**

Jim emailed the reminder regarding the Southern Oregon Success Key Leaders Summit on June 29<sup>th</sup>. The focus will be on the Adverse Childhood Experiences work that Grants Pass School District presented on at RWP previously. National consultant, Laura Porter, will present and engage participants in a training and action planning session to delve deeper into the ACE's and Trauma Informed Care body of work.

As we discussed previously, this work has the potential for profound significance in the development of the "soft skills" all employers want to see in the workforce. So, RWP members are encouraged to attend.

## **9) OTHER BUSINESS**

No other items were brought before the Rogue Workforce Partnership.

**10) ADJOURN**

With no further discussion, the meeting was adjourned at 4:41 pm.

Respectfully Submitted,



Tami Allison

Executive Projects Manager

/tka

APPROVED:

  
Chair

12-15-16  
Date