



**MINUTES**

**ROGUE WORKFORCE PARTNERSHIP • CORPORATE DIRECTORS**

**August 18, 2016 ♦ 100 E. Main St., Suite A - Board Room ♦ Medford, OR**

**MEMBERS PRESENT**

Commissioner Rick Dyer  
Michael Donnelly (via phone)  
Gregg Edwards  
Jessica Gomez

**MEMBERS ABSENT**

Commissioner Cheryl Walker  
Nikki Jones  
Tamara Nordin

**OTHERS PRESENT**

Jim Fong, Executive Director, Rogue Workforce Partnership  
Colleen Padilla, Executive Director, SOREDI  
Ron Fox, Past Executive Director, SOREDI  
Sherri Emitte, Rogue Workforce Partnership (via video/phone)  
Aurora King, Rogue Workforce Partnership  
Julie Gillis, Rogue Workforce Partnership  
David Fricke, Rogue Workforce Partnership  
Tami Allison, Rogue Workforce Partnership

**Quorum Present: Yes**

**1) CALL TO ORDER**

The meeting was called to order by Chair Jessica Gomez at 3:04 pm.

**2) CONSENT AGENDA**

***COMMISSIONER RICK DYER MOVED TO APPROVE THE CONSENT AGENDA AS PRESENTED.  
THE MOTION WAS SECONDED BY GREGG EDWARDS AND APPROVED UNANIMOUSLY.***

**3) RON FOX RECOGNITION**

Ron Fox was honored for his many years of dedicated and impactful service as a pivotal member of the RWP - both the Corporate Directors and the full Workforce Board. Members of the group shared their sentiments and appreciation with Ron on his powerful contributions to improve our community as SOREDI Executive Director, and RWP leader.

#### 4) RWP GOVERNANCE

##### Bylaws

Jim distributed the latest draft of the Corporate Director's bylaws, and reminded members that, due to changes in state policy, we no longer have the latitude of having a larger board with a smaller quorum (less than 50% of members present).

The new draft bylaws propose to have the full Workforce Board be the strategy group with the Corporate Directors focusing more on the details at hand. From a legal point of view, the Corporate Directors is a very distinct and different group than the Workforce Board because the Workforce Board is federally mandated and has its own set of responsibilities. The Corporate Directors have a different set of responsibilities taken on for the non-profit corporation that is Rogue Workforce Partnership. Jim also added that the chain of liability goes from the service provider, to the fiscal entity (RWP), to the County Commissioners.

John Chamberlin, the RWP's attorney expert in WIOA, joined by conference all and walked through the draft bylaws. John explained:

- The Rogue Valley Workforce Consortium is comprised of one local elected official from each county.
- The Rogue Workforce Partnership Workforce Board is federally determined and appointed by the Consortium.
- Grant monies are administered by a non-profit, tax-exempt Oregon Corporation which is Rogue Workforce Partnership who is governed by the Corporate Directors and has 7-9 members not federally determined. Both commissioners from the Rogue Valley Workforce Consortium are directors of the corporate board.
- When a person ceases to sit on the workforce board, they cannot act as a corporate director.
- When a commissioner ceases to be a commissioner, they will be replaced by their replacement commissioner.
- Rogue Workforce Partnership is free to structure the Corporate Directors as they see fit with the exception that to be tax-exempt, they must have at least five members.
- The Executive Director is always employed by the non-profit.

Some suggested changes were discussed. John indicated that he will make it a part of the bylaws that the Corporate Directors will be the nominating committee for officers.

John noted that the key is that the Corporate Directors and the Workforce Board always be in sync.

John added that to enact the bylaws, they must be adopted by a vote of the Workforce Board and Corporate Directors. To modify the bylaws, it takes a majority of the members the Corporate Directors and of the Workforce Board.

John suggested having joint meetings of the Workforce Board and Corporate Directors, and noted that some workforce areas do their annual meeting as a joint meeting.

The bylaws will be taken to the Workforce Board meeting in September for their approval.

The Corporate Directors are in agreement to move forward to the September Workforce Board meeting and have either a joint, or a staggered meeting.

### **Mission, Vision, Promise**

The group entered into a work session to refine the Mission, Vision, and Promise of the Rogue Workforce Partnership.

#### **Mission:**

*To advance the region's economic vitality by developing a business-responsive workforce that promotes prosperity*

#### **Vision:**

*A strong regional economy and prosperous community fueled by skilled workers, quality jobs, and thriving businesses.*

#### **Our Promise:**

Remains unchanged for now. May be refined later.

## **5) UPDATES**

### **WIOA Services & Contract**

Aurora shared a handout that provides a rough snapshot of WIOA Adult and Dislocated Workers local performance measures, as well as a handout showing ResCare PY 16 Contract Performance Outcomes. And, reported that more information will also be shared at the September Workforce Board meeting that will include a comparative analysis of the services provided over the past three years.

The group discussed wanting to show retention. It's currently problematic for RWP to pay profit for retention. Tracking retention through OED wage match data is a too much of a time-delayed process that doesn't allow for us to pay for profit using this data. And, it is extremely labor intensive for ResCare Talent Development Specialists to try to obtain check stubs to document the retention.

Jessica indicated that she would like to have a more detailed conversation about retention in the future. She feels it is worth putting in the effort to close the loop with the employers – possibly even figuring out a way to link someone's training permanently to their record – not just wage, but also their credential, badge, etc. Aurora indicated there is a mechanism in place for wage reporting; however, it is not recorded for 90-120 days after.

Jessica inquired as to the barriers of the data warehouse. Jim answered that the state continues to make headway on this and giving us the capacity to analyze data longitudinally (linking all the information). There needs to be a way for the data to be useful to both the individual and the employer. Jim also indicated that there is “right to privacy” laws that are huge barriers in this discussion; although, NCRC takers can authorize to share their profile publicly, so there should be a way for the individual to authorize sharing of their information.

Aurora went on to report that approximately 68% of training investments made were in our sector strategies.

Aurora handed out Oregon Employment Department Jobs in Demand in the Rogue Valley and indicated:

- It’s difficult to fill in the information that shows the hidden job market. (Jessica suggested we may want to look into those occupations that could be paid with unreported wages)
- Difficult to fill jobs are that more manual, entry level jobs
- The main list is the higher end jobs

Quality Assurance and Finance Manager with ERP experience were two occupational titles that were suggested to be added to the list.

Other suggestions included checking with staffing agencies, or possibly doing a survey to see which occupations are the most difficult to fill and if they charge a higher premium for the harder to fill positions.

Julie gave a quick update on College Dreams In-School Youth Program and provided a handout to the group.

The number of youth served (80) was questioned as being low. Jessica asked for this number to be presented in context.

The RWP staff will bring a draft dashboard to the Workforce Board meeting in September as a first attempt at arriving at valuable information to share with the board.

#### Rogue Workforce Academy

Jim reported the first Rogue Workforce Academy was held and attended by approximately 70 staff from the various partner agencies – ResCare, OED, DHS, Goodwill, RCC.

#### Ford Family Foundation

Jim reported that Southern Oregon Success partners met recently with the Ford Family Foundation to explore and expand partnership. A good connection was made with particular discussion on the dynamic work going on with Adverse Childhood Experiences and Self-Healing Communities.

Sector Strategies & College and Career for All

Good work and events are happening with RAMP (Rogue Advanced Manufacturing Partnership) and Rogue Tech Collective. Sector work is coming together nicely and alignment is being created with K-12 partners. The Health Care group will be convened in the very near future.

September 16, 2016 Community Partners Outreach Meeting

Jim reminded the group of the event.

**6) OTHER ITEMS**

No other items were brought before the RWP Corporate Directors.

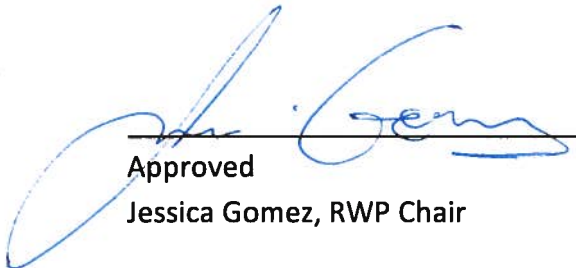
**7) ADJOURN**

With no further business, the RWP Corporate Directors meeting was adjourned at 5:08 pm.

Respectfully Submitted,



Tami Allison  
Executive Projects Manager



Approved \_\_\_\_\_ Date 10-20-16

Jessica Gomez, RWP Chair