



Workforce Board Meeting

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

Thursday, September 15, 2016 ♦ 2:00 - 5:00 pm

+ *post-meeting networking social 5:15p at 4 Daughters Irish Pub, 126 W Main St, Medford*

Video/Phone Conference access available at <https://global.gotomeeting.com/join/902148261>. Select your audio preference:

1) Use telephone: +1 (408) 650-3123 Access Code: 902-148-261 (normal long distance charges will apply);

2) Or, use computer microphone & speakers (headset is recommended to avoid reverb)

Agenda

1. Call to Order (5m) Jessica Gomez
 - Welcome & Introductions

2. Consent Agenda - **Action Item** (1-5m) Jessica

Consent agenda items are voted on as a block unless a member wishes to pull an agenda item(s) out for discussion

 - a. Approval of Minutes – June 15, 2016 RWP Meeting

3. Governance (10-15m) Jim Fong
 - Bylaws Revision - **Action Item**

4. Mission, Vision & Promise Statements - **Action Item** (15-20m) Jessica & All

5. Coordination Updates (15m)
 - **Industry, Education & Workforce Partnerships** (20-30m)
 - **Unified Messaging Campaign** - we'll update folks on the multiple efforts underway & our efforts to merge/coordinate this work Dana Shumate, Norm Kester
John Underwood
 - **Oct 10th Community Leaders Event** Jim

Southern Oregon's Education, Workforce & Economic Success
- *Taking Partnership to the Next Level*"
 - **Oregon Technology Council Grant** (10m) Jim & John
 - **Video Updates** (10m) Aurora King

6. Workforce System Dashboard (15-20m) Jessica, Aurora,
Dave Fricke, Julie Gillis
 - **Draft for RWP Input**


More refinement, information & data to come in January,
so what does RWP want to see?

Break



= Documents attached or will be handed out at meeting

7. Youth

- **WIOA Youth Services**
 - **In-School Youth – College Dreams** (20-30m) Jen Perry, Tom Drummond


- **Out of School Youth – ResCare** (20-30m)  *Cynthia Anderson*
- **Workforce Board Feedback on Program & Goals** (15-20m) *Jessica & All*
- **Careers in Gear & Grants Pass High School Career Fair** (5m) *Jen, Deanna Wilson, John Young*

8. WorkSource Rogue Valley & WIOA Adult Services

- **Summary of accomplishment from PY 15**  *Aurora, Dave, Sherri Stratton,
Tabitha Carlson*
 - WSO Customers
 - Business Services - *more data coming in January, so what does RWP want to see?*
 - Skill building activities
 - Training investments
- **Current year performance metrics** 
 - Adjustment to OJT minimum
 - SNAP 50/50 set asides
- **Workforce Board Feedback on Program & Goals** *Jessica & All*

9. Other Business *Jessica*

10. Adjourn *Jessica*

 = Documents attached or will be handed out at meeting



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.

Sherry 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 2nd 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 15th 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 – 9th 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 29th. 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

Date

A u g u s t 1 9 , 2 0 1 6 - C o m m e n t D r a f t

B y l a w s

O f T h e

R o g u e W o r k f o r c e P a r t n e r s h i p

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ARTICLE I: Definitions

The following terms are used in these bylaws:

“Corporate Directors” means the governing board of the Rogue Workforce Partnership, a tax-exempt, nonprofit Oregon corporation (the “Corporation”).

“Bylaws” means this set of bylaws.

“Chair” means the Workforce Board’s and the Corporation’s chairperson which shall be the same individual.

“Chief Elected Official” or “CEO” means the local elected official designated by the Rogue Valley Workforce Consortium (the “Consortium”) in accordance with the Intergovernmental Agreement adopted by Jackson and Josephine Counties.

“Consortium” means the Rogue Valley Workforce Consortium (“RVWC”).

“Corporation” means the Rogue Workforce Partnership, a tax-exempt Oregon nonprofit corporation.

“Director” means an individual serving as a Corporate Director.

“Executive Director” means the Workforce Board’s, the Corporation’s and the Consortium’s Executive Director. The Corporation shall employ the Executive Director.

“Intergovernmental Agreement” means the agreement between Jackson and Josephine Counties establishing the RVWC.

“Members” means individuals appointed to the Workforce Board.

“Partnership Agreement” means the agreement between the Workforce Board, the Corporation and the Consortium that establishes the responsibilities of these three entities.

“WIOA” means the Workforce Innovation and Opportunity Act of 2014.

“Workforce Board” means the Workforce Board for the Rogue Valley workforce area.

ARTICLE II: Purpose

The Workforce Board’s purpose is to develop, oversee and implement the Rogue Valley workforce area’s strategic plan and to perform the duties listed in the Partnership Agreement and in grant agreements.

The Rogue Workforce Partnership (the “Corporation”) is a tax-exempt, nonprofit, public benefit Oregon corporation that is the fiscal agent, administrative entity and local grant

subrecipient for the Rogue Valley workforce area. The Corporation shall make financial and operational decisions necessary to implement the Workforce Board's strategic plan and additional decisions required by WIOA, by the State of Oregon, by the Consortium and by other grants and agreements. The Corporation's duties and functions shall be limited to those permitted by Section 501 (c) (3) of the Internal Revenue Code and by Oregon statutes applicable to nonprofit public benefit corporations.

These bylaws cover both the Workforce Board and the Corporation.

ARTICLE III: Members and Meetings

A. Number of Members and Directors

The size of the Workforce Board shall be variable with the number of Members determined by the Consortium. The composition of the Workforce Board must comply with WIOA, as amended from time to time, and by State of Oregon policy issuances.

The Corporation shall have of seven to nine Corporate Directors. The Workforce Board Chair and Vice-Chair shall be Directors and shall serve in the same capacity as the Corporation's Chair and Vice-Chair. The two Consortium board members ... one County Commissioner from Jackson and one from Josephine County ... shall also serve as Corporate Directors. Between three and five additional Directors shall be private sector Workforce Board Members selected by the Corporate Directors.

B. Appointment of Workforce Board Members

The Consortium shall make Workforce Board appointments in accordance with the Intergovernmental Agreement.

C. Terms of Office

The terms of Workforce Board Members are three years from the date of appointment, except that initial appointments shall be staggered.

D. Resignation and Removal

Any Workforce Board Member may be removed or suspended with or without cause by the Consortium. A Workforce Board Member may resign at any time by delivering written notice to the Chief Elected Official, the Chair or to the Executive Director. Unless the notice of resignation specifies a later effective date, the resignation will be effective when received.

Corporate Directors must be active Members of the Workforce or Consortium Board. If a Director ceases to serve on either the Workforce Board or the Consortium Board, they shall no longer serve as a Corporate Director. Directors may resign utilizing the same procedure as stated above for Workforce Board Members. The additional private sector Directors may be removed by a vote of the Corporate Directors.

E. Meetings

1. Regular Meetings

The Workforce Board and the Corporation shall determine the time and place of their regular meetings in advance and also authorize the Chair and Vice-Chair to call meetings.

2. Annual Meeting

Unless a different date is set by resolution of the Workforce Board, the Workforce Board's annual meeting shall be the first regular meeting at which a quorum is reached on or after July 1st of each year. During the annual meeting, Workforce Board officers shall be elected. The Corporation's annual meeting shall be its first meeting at which a quorum is reached after the Workforce Board chooses its officers.

3. Special Meetings

Special meetings of the Workforce Board or the Corporation may be held as called by the Chair or by the Vice-Chair, or by a majority of Workforce Board Members or Corporate Directors.

4. Minutes

Minutes of each meeting shall be reviewed and approved at subsequent meetings and copies of all approved minutes shall be maintained at the Corporation's principal office.

5. Sunshine Provision

All Workforce Board and Corporation meetings shall be conducted in accordance with public meeting laws, these bylaws and the Workforce Board's and Corporation's Code of Conduct.

6. Participation

Participation at Workforce Board and Corporation meetings shall be limited to their respective Members and Directors, with the following exceptions:

- a. Regularly scheduled agenda items that call for reports or participation by non-Members or non-Directors;
- b. County elected officials who sit on the Consortium Board;
- c. At the discretion of the Chair, comment or other participation by non-Members or non-Directors which is material to the matter under consideration;
- d. Individuals who are not Workforce Board members and who serve on Board committees; and,

- e. Comments from the general public as specified in meeting agendas or as permitted by the Chair.

7. Rules

All meetings shall be held in compliance with Oregon law, grant terms, these bylaws and Roberts' Rules of Order, provided that the use of Roberts' Rules of Order shall be solely for the convenience of the Workforce Board, the Corporation and their committees. Failure to comply with Roberts' Rules of Order shall not affect the validity of any action taken which is otherwise in compliance with these bylaws. In the event of a conflict, the order of precedence shall be Oregon law, grant terms, these bylaws, and Roberts' Rules of Order.

F. Meeting Notices and Agendas

1. Meeting Notices

Meeting notices shall be given at least three (3) days prior to the date of the meeting unless special conditions make advance notice impracticable, in which case notice and a description of the purpose of the meeting shall be given not less than 24 hours prior to the meeting. Notwithstanding the forgoing, a special meeting can be conducted at any time and without notice if all Members or Directors are present in person or by electronic means and do not object to the meeting. Notices may be given electronically.

2. Agendas

Meeting notices shall contain an agenda of the topics scheduled for consideration. The Workforce Board and the Corporation may consider and act upon matters at a regular meeting (including the annual meeting) which are not included in the notice agenda, but may not act upon any matter during a special meeting unless that matter was described in the special meeting notice or all of the Members or Directors are present in person or electronically and do not object to the matter being considered.

G. Quorum

A majority of Workforce Board Members shall constitute a quorum. No suspended Member shall be included in establishing whether a quorum has been reached. A Member is deemed to be present at a meeting for the purpose of determining a quorum even if the Member abstains from voting on one or more items on the agenda.

A majority of the Corporation Directors shall constitute a quorum. The same quorum provisions cited above shall apply to suspended and abstaining Corporate Directors.

H. Manner of Acting

Each Workforce Board Member shall have one vote at a Workforce Board meeting. Similarly, Corporate Directors shall have one vote at Corporation meetings. The act of a majority of the Members or Directors present at a meeting at which a quorum is present shall be the act of the Workforce Board and the Corporation respectively. To the extent permitted by Oregon law, Members and Directors may attend meetings by telephone or through other electronic means.

ARTICLE IV: Workforce Board and Corporation Officers

A. Required Officers and Nominations

The officers of the Workforce Board shall include a Chair, who shall be a private sector business representative, and a Vice-Chair who shall also be a private sector business representative. The Workforce Board may elect other officers as deemed necessary. A single Member may perform the duties of more than one office, with the exception of the duties of Chair and the Vice-Chair, which must be performed by separate Members. The Corporation's Chair and Vice-Chair shall be the same individuals who are the Workforce Board's Chair and Vice-Chair. The Corporation may also elect other officers.

B. Duties of the Chair

The Chair shall preside at meetings, shall serve as the Workforce Board's and the Corporation's chief spokesperson and signatory, shall appoint committee chairs and committee members subject to these bylaws, and shall perform other duties assigned by the Workforce Board and the Corporation.

C. Duties of the Vice-Chair

The Vice-Chair shall perform the duties of the Chair in the Chair's absence and shall perform other duties designated by the Workforce Board and the Corporation.

D. Election and Term

The Workforce Board's officers shall be elected at the annual meeting and shall serve until the conclusion of the officers' election at the subsequent annual meeting. The Corporation may also elect officers other than the Chair and Vice-Chair at its annual meeting. If an officer resigns prior to the annual election, an interim officer may be elected at a regular meeting.

ARTICLE V: Committees

A. Creation of Committees

The Workforce Board, the Corporation and their Chair shall each have the power to create both standing and ad-hoc committees and task groups. The Chair shall appoint committee members and committee chairs subject to any Workforce Board and Corporation direction.

B. The Executive Committee and the Corporation

The Corporate Directors shall be the Workforce Board's Executive Committee. The Corporation may act in the name of both the Workforce Board and the Corporation unless expressly barred from doing so by the Workforce Board or the Consortium. The Corporate Directors shall also act as the Workforce Board's nominating committee and shall solicit and recommend a slate of officer candidates.

ARTICLE VI: Executive Director

The Corporation shall employ the Rogue Valley workforce area's Executive Director who shall staff the Workforce Board, the Corporation and the Consortium. The Executive Director may assign other staff to perform Workforce Board, Corporation and Consortium functions within the confines of budget constraints and direction from the Workforce Board, the Corporation and the Consortium. The Executive Director shall work at the direction of the Chair and shall be annually evaluated by the Corporate Directors.

ARTICLE VII: Amendment

A. Amendment Process

These bylaws may be amended or repealed by an affirmative vote of a majority of the Workforce Board Members at a regular or special meeting. These bylaws may also be amended or repealed by an affirmative vote of a majority of the Corporate Directors at a regular or special meeting. A notice, which shall specify the changes to be made, shall be delivered to all Members and Directors no less than seven (7) days prior to the meeting at which bylaw amendment or repeal is to be acted upon. A vote in favor of or opposed to bylaws amendment may be delivered in writing or through electronic means.

ARTICLE VIII: Bylaws Enactment

These Workforce Board and Corporation bylaws take effect when adopted by both the Workforce Board and the Corporation.

APPROVED BY THE WORKFORCE BOARD AND THE CORPORATION

Chair: _____

Date: _____

Jessica Gomez

Vice Chair: _____

Date: _____

Gregg Edwards



Mission, Vision, Promise

Final Recommendation from Corporate Directors ♦ September 15, 2016

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 to Southern Oregon

- A more highly skilled, dependable, innovative, & talented workforce built through business-led community partnership.
- Ever increasing alignment of education, training, & job placement efforts to meet the unique needs of local businesses & citizens.
- A unified workforce & education system that is demand driven & focused on skills & talent development.
- Accountability for results, driven by the needs of local businesses and the Rogue Valley's economy.
- Strategic investments to increase Southern Oregon's economic competitiveness.
- Evaluation & continuous improvement built upon what works.