



# ROGUE WORKFORCE PARTNERSHIP

## MINUTES

### ROGUE WORKFORCE PARTNERSHIP WORKFORCE DEVELOPMENT BOARD

March 15, 2018

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

#### MEMBERS PRESENT:

Alex Campbell, Lance Corley, Mike Donnelly, Jessica Gomez, Rosemary Jernigan, Erin Foley\*, Sherri Stratton, Drew Waits, Trever Yarrish

\*= *via phone/videoconference*

#### QUORUM PRESENT: No

#### OTHERS ATTENDING:

*Higher Education Coordinating Commission- Community College & Workforce Development:* John Asher\*

*Business Oregon:* Marta Tarantsey

*ResCare Workforce Services:* Matt Sneed

*WorkSource Rogue Valley, ResCare:* Tabitha Carlson, Cynthia Anderson

*Department of Human Services:* Melissa Wolff

*Junior Achievement –* Deanna Wilson

*College Dreams -* Jen Perry, Kurt Hildebrand

*Medford School District:* Michelle Cummings

*CBT Nuggets:* Scott Alexander

*Rogue Workforce Partnership:* Aurora King, Sherri Emitte\*, Tami Allison, Jim Fong

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

The Board meeting was called to order by Vice-Chair Mike Donnelly at 2:45 p.m. A round of introductions were made.

#### **CONSENT AGENDA**

The consent agenda was deferred to the next meeting due to lack of a quorum.

#### **CAREERS IN GEAR UPDATE**

Jen Perry and Deanna Wilson gave a brief update of the Careers in Gear event that took place in February.

- 1500 high school students from 13 schools
- 59 exhibitor booths
- New outdoor exhibits this year
- Packet sent out to students prior to the event

- Overwhelming response from teachers that liked engaging students in the classroom prior to the event
- May need to look for larger venue as outgrowing current space

Board members in attendance were asked to share their experience:

- Valuable event
- Find a way to prepare students more for the table talks
  - Business members could go out and talk to the students in advance
- Kids had the “whoa” experience
- Is there a cap to the number of kids attending and still be effective?
- Coordinate with Grants Pass for more business involvement

## **OREGON SECOND CHANCE TOUR**

The workforce boards in the state have been approached by the Governor’s Re-entry Council to help lead the call-to-action for this Tour.

*The Oregon Second Chance Tour is a series of workshops designed to engage Oregon employers about Second Chance Employment - the successful employment of people with criminal records*

Workshops will include discussion of:

- Second Chance Employer and Employee perspectives
- Oregon communities' benefits
- Best practice "how-to's" for hiring those with a criminal record
- Connecting Second Chance candidates to jobs and careers
- Employer incentives

Workshops will highlight the work of local chambers of commerce, workforce development boards, government agencies, and other community organizations.

Local stakeholders will be encouraged to sustain second chance employment processes by engaging with our follow up planning team.

Jim indicated that there is interest from the Southern Oregon Career Networking Expo (SOCNE) to dovetail the Second Chance Tour onto their event tentatively scheduled for September 20. The workforce board agreed that this would be a valuable event.

The statewide kickoff event will take place in Salem on April 10, 2018. A local workgroup has been formed to begin the planning on how to best reach out to local employers.

## **ROGUE TECH TOUR**

Trever Yarrish and Scott Alexander presented an update on the upcoming Rogue Tech Tour that will be held on April 13, 2018 that is focused on creating a bridge between our area and the student base at Oregon Tech

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

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to better pull from that graduating population. The idea is to get them into Southern Oregon and show them the exciting area and businesses. The team is also inviting students from Southern Oregon University, Rogue Community College, and Klamath Community College to get an inside look at local tech businesses where they can explore job opportunities. Board members were invited to stop by the tour at any time during the day.

## MEETING WITH THE GOVERNOR - DEBRIEF & NEXT STEPS

Jim reported that he attended the meeting with the Governor when she was in town to meet with North Medford High School students to observe their Career Technical Education Programs and to highlight the importance of hands-on learning. Superintendents as well as business leaders attended the meeting. Governor Brown gave a modified State of the State Address and welcomed feedback from the group on what was and wasn't working. Governor Brown also shared her focus on "Future Ready Oregon" preparing folks for the workforce for the future. Jim and Alex will meet to share their notes and come up with a written summary from the meeting to give to Governor Brown.

Jim reported that he has also been in conversations with Scott Beveridge, Superintendent SOESD, about coinciding meetings with superintendents, college presidents as well as the workforce board once or twice a year. Legislators would also be invited to attend.

Oregon Workforce Partnership (OWP) will be holding a conference in September featuring Steve Brown, the Bald Futurist, as the keynote speaker.

Oregon Workforce Partnership has also recently met with Oregon Association of Counties (OAC).

## STRATEGIC PLAN DEVELOPMENT SESSION - PART II

John Bowling referred the group to the roadmap handout in the packet that represents the work that was done in the January retreat. The goal was to create a document and align focus on what was most important for RWP. The work to do today is to drill down and put some specifics behind each of the initiatives for easier use as a scorecard. The purposes of the roadmap include:

- Becomes a scorecard that the board can use to report progress on initiatives
- Use as a reporting tool for RWP to speak to measures and report on progress
- Clarity and focus tool
- Use to communicate the focus and key initiatives to others outside of the workforce board

The group volunteered and assigned board sponsors to initiatives. These sponsors will be the point of contact and resource for staff further engaging them without creating extra work, but extra accountability.

**Driver 1: Initiative 1** – *Continue Sector Strategies work (+skilled trades/apprenticeship paths) & embed needed skills into education and workforce training* – **Mike Donnelly**

**Driver 1: Initiative 2** – *Assess workforce/education skills training and the gaps, barriers and potential connecting points; prioritize and consolidate efforts* – **Alex Campbell**

**Driver 1: Initiative 3** – *Strengthen key partnerships and work to align policies, investments and efforts at the local, state and federal levels* – **Jessica Gomez**

**Driver 2: Initiative 1** – *Expand work-based training, internships, externships, job shadows, etc. & support development of experiential learning* – **Trever Yarrish**

**Driver 2: Initiative 2** – *Develop employability / soft skills supports and trainings score card, get employers to require it, and create experiential learning for students and job-seekers* – **Sherri Stratton (with Jessica)**

**Driver 2 : Initiative 3** – *Identify technical skills training needs and capacities for industry sectors; create and scale collaborative solutions to meet the needs* – **Norm Kester**

**Driver 3: Initiative 1** – *Expand dashboard to include all workforce and education partners* - **Rosemary Jernigan**

**Driver 3: Initiative 2** – *Define success measures for key strategic initiatives of progress at system and individual levels* – **Shawn Hogan & John Underwood**

**Driver 3: Initiative 3** – *Develop comprehensive performance metrics system – e.g. for each strategic driver, by sector, with longitudinal data, etc.* – **Shawn Hogan & John Underwood**

The workforce board broke into three work groups having a discussion on each driver to arrive at the first three steps that are most important to the progress of the initiative.

**Driver 1: Initiative 1**

Conduct a baseline assessment

Identify key contacts

Circle back with business and industry partners to evaluate whether we're meeting the demand

**Driver 1: Initiative 2**

ESD/BEP will map K-20 + youth-focused community provider

Map:

Community and workforce organizations (DHS, VR, OED)

Gap Analysis

Prioritize (gaps & barriers)

Select priority progs/paths

Identify gaps/barriers – opportunity for consolidation

**Driver 1: Initiative 3**

Identify who the partners are (use graphic we have to develop a list)

Build on higher-education and K-12 partnerships that have been articulated (CC4A)

Focus in and build on CC4A, convene joint meeting between RWP and Superintendents (include KCC)

Bring in economic development partners

Bring in Elected Officials for plan rollout and how to support

**Driver 2: Initiative 1**

- Define goals of experiential learning
  - Outcomes (benchmarks)
  - Volume
- Are we sure these are the right activities
  - Experiential learning
- Research/collect models (BEP?)
  - Program level
  - Experience/education level
  - Funding/feasibility level
- Assess: Needs for adult population (existing programs?)

**Driver 2: Initiative 2**

- Assessment of what is currently in place and what is needed
  - DHS self-sufficiency scale (e.g. Norm's daughter's school – soft skills / employability scorecard)
  - New World of Work
- Identify what K-12 is doing to address soft skills early on. Communicate the ask

Questions:

- Creating definitions
- Interviewing for skills
- Adopting regional scorecards?

**Driver 2: Initiative 3**

- Look at industry sectors and determine what has already been done – check in with old OTC data – TAO
- Identify demand (what is being done with BEP?)
- Interfacing with higher-education advisory boards

The group only completed 6 of the 9 initiatives during today's meeting.

**OTHER BUSINESS**

No other items were brought before the Rogue Workforce Partnership.

**ADJOURN**

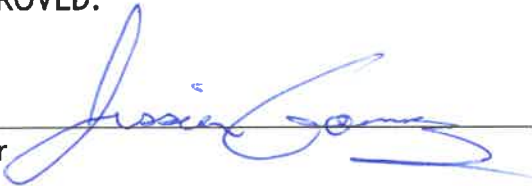
With no further discussion, the meeting was adjourned at 5:38p.m.

Respectfully Submitted,



Tami Allison  
Senior Project Manager  
/tka

APPROVED:

Chair 

Date 6-21-18