



ROGUE WORKFORCE PARTNERSHIP

MINUTES

ROGUE WORKFORCE PARTNERSHIP WORKFORCE DEVELOPMENT BOARD

March 13, 2019

RCC/SOU Higher Education Center • Room 127/129

101 South Bartlett Street, Medford

MEMBERS PRESENT:

Scott Beveridge*, Alex Campbell, Lance Corley*, Michael Donnelly*, Jessica Gomez, Shawn Hogan, Melissa Wolff, Brent Kell*, Norm Kester, Kirk Kolb*, Alex Poythress, Linda Schott, Brian Shumate, Sherri Stratton, Drew Waits, Trever Yarrish*

*= *via phone/videoconference*

QUORUM PRESENT: Yes

OTHERS ATTENDING:

College Dreams - Jen Perry, Gayle Luckey

WorkSource Rogue Valley ResCare- Tabitha Northrop

WorkSource Rogue Valley Employment Department – Josh Morell, Tammy Schroeder, Isaac Levi, Cindy Manning

Rogue Workforce Partnership: Sherri Emitte*, Ida Saito, Jill teVelde, Tami Allison, Dana Shumate, Jim Fong

CALL TO ORDER

The Board meeting was called to order by Chair, Jessica Gomez at 2:10 p.m.

Welcome & Introductions

A round of introductions were made with Jessica noting that today we have a record number of attendees via remote access.

New / Renewing RWP Members & New County Commissioner Liaisons

Jim introduced Commissioner Bob Strosser (Jackson County) and Commissioner Darin Fowler (Josephine County) as the new liaisons to the RWP Corporate Directors. Both Commissioner Strosser and Commissioner Fowler will also serve as the Rogue Valley Workforce Consortium. Commissioner Strosser comes from a law enforcement background as well as City Council; while Commissioner Fowler comes from the electrical trade.

Jim noted that terms were renewed, at the last Rogue Valley Workforce Consortium meeting, for those member's terms that has expired.

Jim introduced Alex Poythress, Founder/Partner of REVEIL Agency as a new board member representing business. Alex just joined Medford City Council in January and has been focused on Economic Development and filling the workforce gap.

Jessica quickly mentioned that she will be doing a Ted Talk in May and will send out a notice when more information becomes available.

CONSENT AGENDA

Alex Poythress moved to approve the consent agenda consisting of the minutes from the January 17, 2019 Rogue Workforce Partnership Workforce Board Meeting. The motion was seconded by Shawn Hogan. The motion passed with one abstention by Alex Poythress.

INCUMBENT WORKER TRAINING POLICY

At the suggestion of State monitors, a separate policy was created for the state funds that we receive adding a stair-step progression for training building off of the amazing job RCC has done to establish a Career Tech Academy as well as incumbent worker training and soon to be layering in of transitioning workers. “We want to incentivize employer participation,” stated Jim. The policy integrates the federal match percentages and adds other levels creating opportunities for smaller businesses. Jill highlighted the differences from the WIOA policy.

A bit of discussion took place with some wording that appears to be out of alignment as it relates to laid off workers within 120 days. The group agreed that the wording needs to be revised or stricken from the policy in order to narrow it down to capture the intent and not exclude people.

RWP staff will take make revisions to the policy and bring it back to the Corporate Directors meeting for approval at their April meeting.

Members stated that they feel part of the broader conversation is regarding OJT’s and the need to create another policy that weaves the OJT policy with this policy to mesh the overall requirements. “ We want companies to participate; however, we still need to set limits,” Jim stated.

BUDGET, STRATEGIC INVESTMENTS, DASHBOARD & ROI

Updated Dashboard + Historical Trend Data

The group reviewed a document consisting of Adult and Dislocated Workers service trends for the years of 2014-2017, as well as career service trends and education and training service trends. Jim noted that although these numbers are duplicated counts, the hope is to be able to arrive at unduplicated counts in the future that will show how many people are coming through the door and what type of service they are receiving.

Inquiries were made regarding the bump in number in PY 16 that was due to co-enrollment in WIOA Title 1B (*Workforce Innovation & Opportunity Act*) and GF WEX (*Governor’s Fund – Work Experience*).

Jim went on to say that because we are currently at full employment, we don’t feel the need for OJT funding; however, we would like to redirect those resources to meet the current need. Members agreed with aligning incentives but at the same time we need to understand what our leading indicators are and start to understand the best pathway to success over time tying incentives to the outcomes we desire.

Sherri added that because Career Services is defined in the federal WIOA law and we are required to report to the state who then reports to the feds, we will always have to report this; however, we need to figure out what the other processes are that we want to create to get to the more focused, more intentional numbers and what is really relevant.

Jill directed the group to the third chart and indicated that employers can redirect the training funds and skill up the employees they have instead of hiring from other areas or from people they don't already know.

After more discussion about solving the problem of the chronically unemployed, it was determined that we will come back to this at a later date knowing that we are working toward a demand-driven system.

PY 2019-2020 Budget Development & Investment Strategy Guidance – Mainstreaming our Emerging “Up-Skill / Backfill” Strategy

Jim shared that the emerging Up-Skill and Backfill strategy from RAMP and the Healthcare sector groups are new training capacities the RWP will likely want to mainstream with regular funding in the coming fiscal year. Discussion on integrating these promising practices into the PY 2019-2020 budget and program investment strategy will be brought to both the RWP - Corporate Directors and the full Workforce Board at upcoming meetings for consideration.

NEXT STEPS ON OUR RWP PRIORITIES, MEETINGS, ETC.

Refining our Strategic Roadmap

Jim met with Trever and Norm and both then attended the Corporate Directors meeting to refine the strategic roadmap. The goal is to create greater clarity, focus and make the roadmap more actionable. In April and May we will convene workgroups to keep refining the roadmap to bring back to the workforce board in June.

Setting Objectives & Key Results

Jim referred to the book “Measure What Matters” by John Doerr and indicated that he is proposing that we do some of this work to identify the top two objectives of the Workforce Board. These might include:

1. Creating a Demand-Driven System
2. Helping to Build “Bridges out of Poverty”

Norm shared some suggestions:

- Have an actionable measurable objective to achieve over the long term and then back into the objective
- Work on the actions that lead to the objectives
- Define the key results
- Layout a roadmap to get us where we want to be

The group discussed many different goals and ways to accurately measure and decided to form small work groups and ask someone like John Bowling to facilitate the workgroups. Linda Schott along with Shawn Hogan, Mike Donnelly, Trever Yarrish and Norm Kester volunteered to be part of the workgroup. Next Steps:

- RWP staff will work to obtain a facilitator for the workgroups
- RWP staff will coordinate workgroup meeting times (may or may not use already scheduled Corporate Director meeting times)
- Bring back to the June Workforce Board meeting

Adding Industry Sectors

This item was not discussed.

Q&A / DISCUSSION ON PRE-LOADED INFORMATION-SHARING TOPICS

Pacific Crest Transformer – Rapid Response & TAA

Members of the group viewed a presentation prior to the meeting and the topic was opened for questions and comments:

- Presentation was informative
- Is the stated average wage of \$19.28 per hour after completion of the program better or worse?
- What was the previous wage?
- Josh Morell is working with the Trade Act Team in Salem for get more detailed information
- People could potentially use trade act funds to train to an even higher position
- Retraining funds do not expire

Audited Financial Statements

The Corporate Directors received this presentation in their last meeting. Sherri indicated that the audit was clean.

Careers in Gear Update

No questions or comments were made.

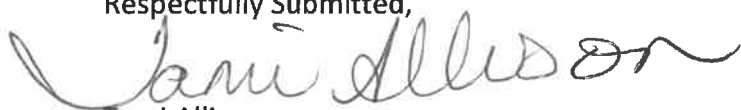
OTHER BUSINESS

No other items were brought before the Rogue Workforce Partnership.

ADJOURN

With no further discussion, the meeting was adjourned at 4:49 p.m.

Respectfully Submitted,



Tami Allison

Senior Project Manager

/tka

APPROVED:


Chair

Date 6-6-19