



MINUTES

ROGUE WORKFORCE PARTNERSHIP WORKFORCE DEVELOPMENT BOARD

October 28, 2022

In-Person for 5-6 People & Zoom Conference Call

MEMBERS PRESENT:

Dr. Rick Bailey, Robert Begg, Scott Beveridge, Mike Card, Nick Carpenter, Lance Corley, Mike Donnelly, Nikki Jones, Brent Kell, Joe Myers, Sherri Stratton, Marta Tarantsey, Drew Waits, Dr. Randy Weber, Kim Whitney

QUORUM PRESENT: Yes

OTHERS ATTENDING:

Higher Education Coordinating Commission – Office of Workforce Investments – Rachel Soto

Jackson County Commissioner - Dave Dotterer

Oregon Employment Department – James Pfarrer, Guy Tauer, Carlos Diaz

Oregon Department of Human Services - Melissa Wolff

VA-SORCC - Peter Weston

Rogue Community College – Lori Lundine, Kim Freeze

Upper Rogue Chamber of Commerce – Jonathan Bilden

WorkSource Rogue Valley - Joe Spagnuolo, Tammy Schroeder, Jaymes Tadlock, Tyler Worthley, Uriah Lamproe, Kok A. Foo, Lyda Woods, Daniel Morales

Rogue Workforce Partnership- Sherri Emitte, Heather Stafford, Jim Fong, Haylee Ulrey, Stephannie Krunglevich, Greg Thweatt, Lisa Parks, Matt Fadich, Tami Allison

CALL TO ORDER

The RWP Workforce Board meeting was called to order by Vice-Chair Mike Donnelly at 9:04 a.m. It was noted that the meeting has been reduced to two hours.

Welcome & Introductions

RWP Workforce Board Members introduced themselves and the non-members roll was documented through the Zoom meeting participants list.

Heather recognized Marta Tarantsey, Business Oregon as a new Workforce Board member, Norm Kester and Brent Kell as new RWP Corporate Directors, and Matt Fadich new Senior Accountant for Rogue Workforce Partnership.

Consent Agenda

The consent agenda groups routine, procedural, informational & self-explanatory items that aren't expected to require discussion. It's approved together in one action. Items may be moved out of the consent agenda for discussion at the request of any member.

The motion was made by Mike Card to approve the consent agenda consisting of the minutes from the July 22, 2022, Rogue Workforce Partnership Workforce Board meeting, as well as the WIOA Funds Transfer. The motion was seconded by Robert Begg. The motion passed unanimously.

RWP Policies & Procedures

These policies and procedures have been approved by the Corporate Directors and Rogue Valley Workforce Consortium. They require consent approval by the full Workforce Board.

Maximum Benefit Policy – Policy Revision & Exception Request

- Policy Revision – Joe Myers made the motion to approve the policy revision to the Maximum Benefit Policy as recommended by the RWP Corporate Directors. The motion was seconded by Sherri Stratton. There was no further discussion. The motion passed unanimously.
- Exception Request – The Workforce Board followed the recommendation made by the RWP Corporate Directors at their September 21, 2022, meeting to deny the current exception request. Robert Begg made the motion to deny the exception request from Combined Transport / Blackwell to increase the cap from \$50,000 - \$100,000. The motion was seconded by Brent Kell. There was no further discussion. The motion passed unanimously.

New and Updated Policies (Higher Education Coordinating Commission – Office of Workforce Investments Monitoring)

- Basic Skills Deficient
- Program Engagement – Enrollment, Exit, and Services
- Priority of Service
- Board Membership

Mike Card made the motion to approve the policies and procedures listed above. The motion was seconded by Nikki Jones. There was no further discussion. The motion passed unanimously.

Announcement - Executive Director

- Save the Date – December 1, 2022, 5-7 pm
- RWP new members, Executive Director Meet & Greet, Retirements Celebration

Heather announced that a tentative date of December 1, 2022, from 5-7 pm has been scheduled for a celebration. Board members will receive an invitation from 4-5 pm for a board orientation. Members were asked to prioritize this commitment.

Southern Oregon University

- **New Financial Model** – Dr. Rick Bailey gave a brief update on SOU's new financial model indicating that for the last 150 years, SOU's revenue streams have been based on state funding and tuition. Over time state funding has been very erratic and with increasing costs over time, SOU resorted to the one thing they could do and that was to increase tuition. Tuition accounts for two-thirds of the revenue and this model is unsustainable. We need to reimagine a thriving fiscal model.

President Bailey shared a vision of a four-plank initiative that not only will create long-term fiscal stability for SOU, but actually make them the example in the country for public universities -- how to thrive moving forward without putting more and more on the backs of our students, faculty, and staff.

1. Cost Management – make difficult decisions of what we are going to stop doing.

- Energy production – SOU has the goal of being the first university in the country that makes all of its own daytime energy on campus.
- CISR (Core Information Systems Replacement) – SOU will be the first public university in the state to transition from an archaic digital platform to a far more user friendly and efficient platform. Contractually alone that will save SOU \$700,000 per year.

2. Federal and State Grant Funding –

- Changing the model and architecture that SOU needs to leverage a lot more federal and state grant funds that can help faculty with research, as well as student services, wrap around services, social-emotional welfare, etc.

3. Philanthropy

- Recently received the single largest gift in the history of SOU - \$3 million.
- \$2 million is set aside to pay for scholarships for student athletes
- The other million is now an endowment to pay for the salary of the wrestling coach forever
- Partnership with Lithia and Driveway that is valued at \$12 million

4. Revenue Diversification – become less dependent on state funding and tuition

- Looking at building a senior living facility on campus
- Construction of a corporation to do workday training for other entities around the country
- Establish a university business district in South Ashland
- Renewable energy on campus -- but also partnering with city, county, tribal communities to provide renewable energy for others

SOU recently hosted "Business After Hours" event and had dozens of employers attend as well as approximately 100 students.

President Bailey ended by saying that it is all of the collaborative (connective tissue) work taking place that is really going to make a difference.

REGIONAL ECONOMIC & LABOR MARKET REPORT

See Quality Info website for additional data <https://www.qualityinfo.org/rogue-valley>

Guy introduced new Workforce Analyst, Carlos Diaz serving Coos, Curry, Jackson, and Josephine counties. Guy indicated that he has some new numbers since the slides were created for this meeting and he will be sharing that information verbally today.

- As of September, Jackson County still down about 2.5% in terms of our seasonally adjusted, non-farm payroll employment
- Josephine County is 0.4% down from where we were in February of 2020 – recovered much faster
- Bend area, Deschutes County the only area in the state that has regained all of their pandemic job losses and is above the February 2020 total

In answer to a question posed by Commissioner Dotterrer on whether the difference between Jackson and Josephine Counties takes into account the Alameda fire; Guy responded by saying that the Alameda fire didn't affect a large amount of payroll employment as it was more of a residential impact than a business impact.

- Unemployment rates are back to historically low levels in the Rogue Valley
- Total number of unemployed in September is about 6,400
- Monthly unemployment insurance payments are down below pre-pandemic levels in the Rogue Valley
- Statewide the composition of those unemployed: about one third are those who lost a job or were laid off, but one in five left jobs voluntarily because they feel there's a better job out there or are taking a break looking for a new job. And 45% (about 35,300) are new to the workforce
- Continue to see about one in seven long-term unemployed (over six months)
- 139,856 residents of the Rogue Valley were employed in August 2022. This number does include estimates for agriculture and self-employment, non-covered jobs, corporate officers, etc.
- Civilian labor force has grown quite a bit coming out of the pandemic, from a peak of 146,500 to about 145,600 in September for the Rogue Valley

- A few Jackson County industries are still lagging in recovery from pandemic recession; however, construction is up a bit and manufacturing is down a bit
- A reason why Oregon has done better in terms of recovering losses in manufacturing from the pandemic is the state has added many more jobs in computer electronics manufacturing
- Professional and Business Services are showing the greatest net loss in Josephine County during the past three years
- Between Josephine and Jackson counties, about 3,500 online ads were posted as of September
- Third quarter job vacancy survey data showed job vacancies decreased from 9,500 in the third quarter of 2021 to about 6,300 in the third quarter of 2022
- Both Josephine and Jackson counties show increases in wages over the last year (3.3% in Jackson County and about 2% in Josephine County); but they're not keeping up with inflation -- which is about 8-8.5% -- so purchasing power is still declining
- Leisure and Hospitality has a huge increase in wages
 - **Heather would like Guy to develop the same graph for all sectors so we can gather some more information**
- Housing continues to be a factor in recruitment and retention of employees
- Home prices across the area have declined a bit
- Federal Reserve Beige Book – expects wage growth to continue as higher pay is really essential to retain talent in the current environment

Dr. Weber shared his appreciation for the comments about the hospitality sector as he is often asked about adding offerings to their programs. Dr. Weber indicated what they look at is what's the value of getting that education for student or potential employer? Like many other markets, if they're not going to get hired at a higher rate or be able to progress at a greater rate because of that education, then the college struggles to implement those programs. Finding that industry and applicants are served just as well entering "green" and then growing up through the ranks. If there is a way to truly incentivize the value of their education and increase stronger wages, those are the types of things we want to look at as we're doing exploration around new programs.

Executive Director Updates

- **SB 623 – Continuous Improvement (CIC) Group**

Bill promoted and lobbied for by the Oregon Workforce Partnership to do some comparison and start looking at continuous improvement on the structure of the public workforce system in general. We collectively realize that that the system is complex as all the workforce investment dollars and titles are managed by five different state agencies and creates a very fractured system that then translates down to the local level and local workforce investment boards.

There are many models around the country for how this work can be done, and we have some interesting ideas. The Coraggio Group has been hired to do a comparison of how we are structured compared to five other states and will have an assessment report to the legislature by December 15, 2022, which will provide published recommendations every even year to keep pace with how we're structured so we can inform ourselves on future policy needs, cleanups, or changes in our structure and investment strategy.

- **Future Ready Oregon**

- Competitive Grant Delays

Awards that were to be announced in September for competitive grants were announced (not publicly) yesterday.

Future Ready Oregon is a \$200 million package from the legislature of which \$9.8 million went out in competitive grants. One hundred and forty-six applications for a total of \$74 million in requests were received for a pool of only \$9.8 million.

RWP did apply for a Latino/a/x & Rural Poverty Proposal that was not awarded. Golden Rule Re-entry program did get their award for a pioneer project for formerly incarcerated or justice involved individuals will be building tiny homes and sold to places like wildland firefighting groups, etc.

- **NAWB Conference – Washington D.C. March 25-28, 2023**

Yesterday early bird tickets went on sale for the conference.

Will be pulling together a delegation of staff and board members to attend and will add a couple days onto the front or back end so legislative visits can take place at the Capitol.

- **Third-Party Audit & HECC Monitoring**

Just concluded our HECC monitoring (excluding the financial monitoring). There is one thing that we need to correct by the spring and that is to go out for procurement for our auditor, as well as a few minor language-type, clean-up things in policies. Once the RFP for an auditor goes out and we make a selection, the finding will be removed from the monitoring report.

The third-party audit will begin a week from Monday. Heather stated that staff have been doing a great job in getting the audit papers together and we are expecting another clean audit. The formal audit report will be available by the end of December.

The final audit and monitoring reports will be sent out to the board as we are required to do.

RWP STRATEGIC ROAD MAP - UPDATES & COORDINATION

Filling the Talent Pipeline

- **Reimagining WorkSource Rogue Valley (WSRV)**

Jim Pfarrer, Director for Workforce Operations at the Oregon Employment Department joined the meeting.

- **Awards and State Performance**

Josephine and Jackson counties have been recognized as two out of five counties in Oregon as leaders in education, business, workforce, economic development, government, and ACT (Work Ready Communities) all with the shared goal of building a better workforce. Our two counties were specifically recognized as a leader with NCRC (National Career Readiness Certificate) testing provided during the COVID pandemic and supporting apprenticeships, job seekers, and high schools.

- Supported over 800 certifications in PY 21

- People being referred to Josephine & Jackson County offices from across the state and in a few cases from out of state
- Worked with the libraries to have NCRC testing out of the office when there were closures

Jim Pfarrer shared with the group that he has many staff in about 39 one stop centers across the state and he has been traveling to the different areas recently. "When I visited Rogue Valley about a month ago, the difference down there is night and day compared to other areas," Jim stated.

Jim continued to mention that the staff and their enthusiasm, as well as the strong partnerships, make the difference in this area. Jim commended the leadership in the Rogue Valley and voiced his appreciation for the work being done in this area.

Sherri Stratton added that although some things had to be done differently during COVID, the grace, patience, and collaborative effort of RWP was invaluable. Sherri is starting to write up the story and identify some of the best practices in our area.

RWP is helping to provide end of the year celebrations / recognition for staff.

- **Client Testimonial**

- A video was shared of a recent success story / client testimonial

- **WSRV Performance Update**

- Off to a great start in PY 22
- Active enrollments across provider programs have remained steady
- 1278 participants entering programs in quarter one
- 366 trainings have started since July 1
- Training investments approximately \$499,000 for quarter one with an average per participant of about \$1,800
- Trainings by Sector (includes Adult/DW, WIOA Youth, DWG, WorkEx and OHA grants)
PY 22 quarter 2 = 366

Heather added that although we are investing in all the sectors, we would like to equal out the pieces of the pie where it's appropriate for the size of each of the sectors. Healthcare and Transportation has been in very high demand and have a solid career and training pathway and is easy to pull people into their demand. In the others, we are still in development.

Nikki asked if we have employment and retention numbers after trainings in these sectors. Stephannie replied that we do track the employment outcomes for both second and fourth quarter and our performance is looking great – typically just shy of 70% employment outcomes rates across our programs. **RWP and WSRV staff will create a slide for the next meeting that shows outcomes.**

Nikki added that she is interested in seeing the performance compared to other workforce areas in the state as well as seeing increased wages and if people are following the career pathways.

Mike added that other data needed is from SHRM to see what jobs they are having the biggest struggle with and building that into the training availability.

Heather ended the discussion by saying that RWP is doing their own internal work with predictive analytics even though there are currently barriers at the state level to getting the information.

- **Sector Strategies** (Healthcare, Construction, Manufacturing, Natural Resources, Technology, Transportation & Logistics)

Heather took a few minutes to talk about sector strategies and what our role is as a Workforce Board. Number one is to be a good fiduciary of public funds – making sure we are not just managing the funds well, but also maximizing those funds. Leveraging private sector funds, grant funds, and more federal funds. Number two is sector strategies and moving at the pace of business. Being responsive and educated about what the actual needs are of business owners.

The Workforce Board is purposely mandated to be made up of 51% private sector business members, and then RWP also convenes six industry sectors that are business lead so that businesses can get around the table and identify skills and training gaps they are experiencing, whether for new, entry level or incumbent workers. The six industry sectors are at varying stages of sophistication with some being reconvened.

- **Planning – Implementation - Sustaining**

The Tech/IT sector goes back about 15 years in various iterations but right now we do not have an active group that is convened. RWP is doing some planning about what we can offer this sector. Heather noted one of Guy's slides that showed a -24% for information (which encompasses a lot of things) but indicates that the tech sector is struggling for accounting Positions.

Both Technology and Construction fall into the planning category as we are still getting a core group of business owners together.

Unsure if there is actually a sector in the implementation phase.

Sectors that are sustaining are manufacturing; although they haven't met in a while, we have an active group that can be reconvened. The other sectors in the sustaining phase include Natural Resources, Healthcare, Transportation & Logistics.

- **In-Demand Occupations**

- › **Financial, Professional Services**
 - › **Child Care / Early Learning Education**

RWP has been approached by folks in both the financial, professional services as well as childcare and early learning education saying they should be sectors. The reason we are not approaching financial professional services as a sector is that those employees are employed in every sector. Heather assured the group that we are still going to support these career

pathways because they are higher than average wages and career pathways, but they won't be lead in the same way that our sectors are lead.

As for childcare / early learning education and the hospitality sector, we are still looking at having active conversations on the impact and economics of these occupations.

Mike Card asked if any industry or sector creates a sector partnership, does it mean the workforce board is required to recognize them as a sector? Heather indicated that the workforce board is not required to, but she feels that if there was an industry lead group already coming together that we should acknowledge them and tee it up for the workforce board. We would; however, need to back it up with economic and wage data to determine if it met our criteria.

- **Reimagine Higher Education**

- ODE (Oregon Department of Education) Integrated Guidance
Southern Oregon Education Service District (SOESD) is an intermediate school district that provides services to help and complement all of the school districts in Jackson, Josephine, and Klamath counties. SOESD also works closely with business partners on career connected learning which is a primary focus area. The Integrated Guidance includes engaging the community, assessing needs, and developing plans to implement six programs with separate funding sources, but in an integrated fashion. Those include career and technical education, high school success, Measure 98, Student Success Act, attendance initiatives, and early indicator intervention systems. These programs are being brought together operationally by ODE for student success and it more fully realizes the value of the Student Success Act. We feel that we have been integrating this work naturally in our region in the past years and it's great to see ODE streamline to significantly decrease the administrative burden of how we do reporting and application for funding.

In September, Jim, Heather, and Scott met with superintendents and are asking for help in leveraging the existing sector partnership meetings to include engagement with more education partners and a way to add meaningful information. Also discussed were ongoing ways to continue integrating our efforts for career connected learning. There have been good partnerships in the past, as well as plans of action and we hope to enhance and continue that in the future.

More updates will be provided at the next meeting.

- **PY+ Future Ready Training Pilot**

- Pilot was done with Asante to test a new model for training students.
Soft start with three interns. One was hired by Asante, the other two went on and were employed elsewhere in the healthcare sector.
- Summer Internship program that connected with the Careers in Gear event that was able to provide 111 internships for youth in Josephine and Jackson counties. Employment outcome data is not available yet but will bring this information back to you when we have it
- Valley Immediate Care had two interns, both of which have been hired
- The next cohort is starting in November and currently have 10 interns signed up
- The idea is to take this model and move on to other sectors

- **Youth Development Division (YDD)**

YDD Director is visiting our area and would like to meet with youth serving organizations. The meeting will be held at RCC Table Rock Campus on November 29, 2022, at 2:30 pm. Heather indicated that we are YDD's second largest funded area outside of Portland-Metro which speaks to the great work being done in this region.

- **Communications & Engagement**

This item was deferred to the next meeting.

- **Holistic & Equity Focus**

This item was deferred to the next meeting.

ADJOURN

With no further discussion, the meeting was adjourned at 11:02 AM.

Respectfully Submitted,

Tami Allison
Senior Project Manager
/tka

APPROVED:


Chair

02-23-2023

Date

The meeting was held at the Portland-Metro which speaks to the great work being done in the region. The meeting was held at the Portland-Metro which speaks to the great work being done in the region. The meeting was held at the Portland-Metro which speaks to the great work being done in the region.

Communications & Engagement

This item was referred to the next meeting.

Policy & Equity Forum

The item was referred to the next meeting.

ADJOURN

The meeting adjourned at 12:02 AM.

Respectfully Submitted,

Tamara Allen

Secretary of the Board

11/2

APPROVED:



2022-10-29

Date