

East Cascades Works

Board Meeting Agenda

April 24, 2019 11:30 am - 1:30 pm

Location: UA Local 290 Training Center (Tech 290)
2161 S. First Street, Redmond, OR 97756

Video Conference option: <https://zoom.us/j/279284820>
Phone call-in: 669-900-6833 Meeting ID: 279 284 820

11:30am-11:50am

Welcome and Introductions – Wally Corwin, EC Works Chair

- Consent Agenda
 - Meeting Minutes from January 23, 2019 - *vote required*
- Election of officers
 - Chair, Vice Chair and Treasurer – *vote required*

11:50-12:15pm

Strategic Planning – Heather Ficht

- Values – being East Cascades Works Ambassadors

12:15pm-12:40pm

Break to get lunch & Future of Work – Heather Ficht & Wally Corwin

12:40-1:20pm

Strategic Planning – Mark Warne and Martin Campos-Davis

- Target Populations

1:20-1:30pm

Public Comment

1:30pm

Adjourn

Meeting hand-outs:

- Minutes for January 23, 2018 meeting
- Board Officer's election summary
- Values
- Limited English Proficiency PowerPoint
- Inmate to Employee PowerPoint



East Cascades Works

Board Meeting Minutes - DRAFT

January 23, 2019 11:30 am - 1:30 pm

Location: UA Local 290 Training Center (Tech 290)
2161 S. First Street, Redmond, OR 97756

Video conference option: <https://zoom.us/j/5627901735>

Phone call-in: 669 900 6833 Meeting ID: 562 790 1735

In person:

Officers: Wally Corwin (Chair), Mark Warne (Secretary/Treasurer),

Members: Lisa Dobey, Gary North, David Burger, Robbie Smith, Martin Campos Davis, Julie Matthews, Molly Joubert, Lisa Farquharson, Jenni Newby, Sam Meier, Michelle Alvarado

Guests: Loren Peterson (OED), Debra Butler (OED), Penny Newton (COIC), Kim Brooks (OED), Brad Porterfield (Latino Community Assoc.), Preston Callicott (Five Talent), Christian Moller-Andersen (OED), Damon Runberg (OED)

Staff: Heather Ficht (EC Works Executive Director), Stefanie Siebold, Jessica Fitzpatrick, Jamie Kendellen, Cynthia Crossman

On the phone: Amy Gibbs (member), Teri Hockett (Tech Assoc of Oregon)

Meeting called to order by Wally Corwin at 11:33 am

Topic	Time	
Consent Agenda	11:30am-11:35am	Consent Agenda
		<ul style="list-style-type: none"> Meeting Minutes from October 24, 2018 - <i>vote required</i>
		Discussion: none
		Motions: Mark Warne moved to approve meeting minutes Sam Meier seconded Unanimously approved
New Board member	11:35am-11:40 am	Wally Corwin introduced Michelle Alvarado of Wahoo Films. Wahoo Films has produced three videos for EC Works. The latest, "WorkSource – East Cascades," was shown to attendees and can be found on our website: www.eastcascadesworks.org
Information	11:40am-11:45am	<ul style="list-style-type: none"> The East Cascades Works PY17 state monitoring report was shared. There were no finding and three best practices were highlighted. Wally Corwin requested one or more volunteers to conduct Executive Director's annual performance review with the Executive Committee. The following members volunteered:

		<ul style="list-style-type: none"> ○ Jenni Newby, David Burger, Julie Matthews, Robbie Smith and Sam Meier
Strategic Planning - Break-out Groups	11:45pm-12:335m	Attendees were assigned to two groups: one to discuss Target Populations facilitated by Stefanie Siebold and Lisa Dobey. The other focused on Target Sectors facilitated by Jessica Fitzpatrick and Gary North, with guest presenter- Damon Runberg- OED Regional Economist.
Lunch break	12:40pm-12:50pm	
Strategic Planning Results Discussion	1:00pm-1:25pm	<p>Target Populations</p> <p>The group reviewed the types of WIOA-mandated services that are available through WorkSource to the various target populations:</p> <ul style="list-style-type: none"> • Veterans • Native Americans • Displaced workers • Emergent workers • Low income/under-employed • Individuals experiencing a disability • Migrant Seasonal Farm Workers <p>Services include:</p> <ul style="list-style-type: none"> • Adult training • Youth training • Job search assistance • Supplemental Nutrition Assistance Program (aka food stamps) • Temporary Aid to Needy Families (TANF) • Vocational Rehabilitation • Adult Basic Education <p>Under-served populations were identified:</p> <ul style="list-style-type: none"> • Migrant Seasonal Farm workers – services are available but need more emphasis, to ensure workers and employers are aware. • Homeless individuals • Families who are employed but don't make enough to live on and must receive some type of assistance or who have a parent/caregiver who must choose not to work because childcare is unaffordable. • Ex-offenders – those who have skills leave the area when released. Need training programs locally to take advantage of this potential labor source. Also need a long-term strategy to help them get jobs and lower chances for recidivism. • LGBTQ community – need to partner with area programs <p>Gaps in services to all populations were identified:</p> <ul style="list-style-type: none"> • Transportation system is limited to certain areas and during evenings, which doesn't serve all workers. • Housing assistance – not connected to WorkSource so it's outside the system. • Childcare – limited availability and not affordable.

		<ul style="list-style-type: none"> English Language Learning courses – more connections to ABE/GED and other community resources <p>One challenge is to “braid” services – focus on helping agencies to intersect and work together, such as WorkSource and housing aid agencies.</p> <p>We need further discussions before next board meeting to come up with proposals for:</p> <ul style="list-style-type: none"> Identification of target populations we should focus on or services we need to invest in. Areas of service/agencies that need more strategic intersection to better serve job seekers, remembering to highlight existing partnerships and those we need to develop. Looking at duplication of services and how agencies can be more aligned and efficient. <p>Target Sectors</p> <p>This group focused on the following data as it relates to employment across all industries:</p> <ul style="list-style-type: none"> Wages and Compensation Local Economic Landscape Vacancies Credentials and Training/Education Requirements <p>The group participated in a Jeopardy game that was customized to expose them to data pertinent to the above as relates industry sectors in the East Cascades region. To view the questions and answers please see attached.</p> <p>After discussion, the group determined that the industries that are currently targeted – Construction, Health Care, Technology and Manufacturing – are the ones we should continue to focus investments in.</p>
		<p>Motions:</p> <p>Motion was requested to approve the Target Sectors recommended above. Mark Warne moved Lisa Dobey seconded Unanimously approved</p> <p>Actions:</p> <p>EC works staff will develop proposals to accomplish the above identified items regarding Target Populations, working with relevant agencies and Executive Committee.</p> <p>Jessica Fitzpatrick will share with all the data that was presented to the Target Sectors group.</p>



Next Board Meeting April 24, 2019	1:25pm-1:30pm	<ul style="list-style-type: none"> • Mission, Values and Goals - These will be discussed in next board meeting as part of finalizing our new Strategic Plan. • Elections for new Executive Committee members and Officers will be held at the April Board meeting as several Executive Committee member's terms are ending • Location of WorkSource Centers will be discussed to determine if we are serving all areas effectively within budgetary limits.
Tour of Tech 290 Training facility	1:30	Dave Burger offered a tour of the UA Local 290 Plumbers and Steamfitters (Tech 290) training facility for those who wished to stay. They offer 5-year apprenticeship programs and have been designated as a community college. Previously they were 100% funded by union membership dues but will now be eligible to apply for state and federal funding to expand their programs. Their programs are open to both union and non-union members.

Julie Matthews moved to adjourn
Sam Meier seconded

Meeting Adjourned by Wally Corwin at 1:35 pm

s/Mark Warne
Secretary/Treasurer

Date

Attachment: Target Sectors Jeopardy Questions and Answers



Board Election Ballot 4.24.19

Name	Chair	Vice Chair	Secretary/ Treasurer	General
Gary North*		X		
Lisa Dobey*	X			
Heather Tramp			X	
Jennifer Newby				X
Julie Matthews				X
Robbie Smith				X



Vision

We envision an East Cascades region with thriving communities where residents have access to education and training which leads to living-wage jobs, and businesses find the qualified talent they need to succeed.

Mission

The East Cascades Works supports the talent needs of employers, and maximizes and aligns investments in the career goals of individuals to fuel a thriving economy.

Values

We are all East Cascades Works Ambassadors

- We embrace *equity* and *inclusion*.
- We are *trusted experts in workforce development* and *rigorous stewards of public funds*.
- We are *collaborative neutral conveners*.
- We inspire a *call to action*.
- We are *results-driven*.
- We are innovative problem solvers.

The East Cascades workforce area includes ten Oregon counties (Hood River, Wasco, Sherman, Gilliam, Jefferson, Wheeler, Deschutes, Crook, Klamath and Lake) that span nearly 30,000 square miles with a population approaching 350,000 people.

Upskilling Limited English Proficient Workers to Meet Employer Demands

Limited English Proficiency

Characteristics of persons who are LEP:

- Do not speak English as their primary language.
- Have a limited ability to read, speak, write, or understand English.
- Native language is not English.
- Live in a family or community environment in which a language other than English is dominant.

Why?

“Part of the national vision for American Job Centers (AJCs) (formerly one-stop centers) is to ensure meaningful access to all customers, including participants with substantial cultural and language barriers to employment.”

“Between 2010 and 2030, first- and second-generation immigrants together are projected to account for all U.S. labor force growth.”

“Many employers are having trouble finding enough skilled workers. They may be overlooking an untapped resource. A large share of immigrant workers are in lower-skilled jobs, however, with the right access to education and training they need to advance their careers, many have the potential to meet these labor force needs. Workforce development services could help them develop their skills, earn higher wages to support themselves and their families, and meet employer demand.”



Immigrants make
up one out of six
workers in the US





An assessment of the East Cascades region on the LEP population's workforce needs and barriers would be in order



By the numbers...

Topic	Total East Cascades	Crook	Deschutes	Gilliam	Hood River	Jefferson	Klamath	Lake	Sherman	Wasco	Wheeler
LEP Percentage	9.4%	6.6%	6.4%	6.6%	28.5%	16.6%	8.3%	4.4%	2.8%	15.0%	2.7%
Population	365,338	23,123	188,875	1,855	23,377	23,758	66,935	7,863	1,758	26,437	1,357
LEP Number	34,296	1,526	12,088	122	6,662	3,944	5,556	346	49	3,966	37
OED LEP Clients - Active	505										
OED LEP Inactive	1447										

Top Lower- and Middle-Skilled Occupations for Foreign-Born and Native-Born Workers

Foreign-Born Workers					Native-Born Workers		
Rank	Occupation	LEP (%)	Median annual wage	Share	Occupation	Median annual wage	Share
1	Maids and housekeeping cleaners ^a	79.5	\$16,018	4.3%	Secretaries and administrative assistants	\$30,562	3.7%
2	Cooks	76.3	\$18,000	4.0%	Retail salespersons	\$17,807	3.5%
3	Janitors and building cleaners	73.3	\$20,000	3.7%	Driver/sales workers and truck drivers	\$36,131	3.3%
4	Construction laborers	76.5	\$24,028	3.4%	Cashiers	\$10,175	3.2%
5	Driver/sales workers and truck drivers	59.2	\$31,616	3.1%	First-line supervisors of retail sales workers	\$36,000	3.2%
6	Cashiers	52.5	\$14,333	3.0%	Customer service representatives	\$25,029	2.8%
7	Nursing, psychiatric, and home health aides	42.8	\$22,900	2.7%	Waiters and waitresses	\$12,210	2.2%
8	Grounds maintenance workers ^a	80.8	\$19,098	2.7%	Laborers and freight, stock, and material movers, hand	\$21,266	2.2%
9	Retail salespersons	38.7	\$20,000	2.4%	Nursing, psychiatric, and home health aides	\$20,023	2.1%
10	Miscellaneous agricultural workers ^a	87.9	\$17,298	2.3%	Janitors and building cleaners	\$20,351	2.1%
11	First-line supervisors of retail sales workers	35.7	\$35,614	2.2%	Cooks	\$12,904	1.8%
12	Waiters and waitresses	52.4	\$16,517	2.1%	Stock clerks and order fillers	\$18,112	1.6%
13	Carpenters	71.7	\$25,438	1.9%	Sales representatives, wholesale and manufacturing ^a	\$60,000	1.5%
14	Laborers and freight, stock, and material movers, hand	67.5	\$21,525	1.9%	First-line supervisors of office and admin. support workers ^a	\$44,390	1.5%
15	Personal care aides	56.2	\$15,263	1.6%	Bookkeeping, accounting, and auditing clerks ^a	\$32,037	1.3%
16	Customer service representatives	31.9	\$25,029	1.6%	Office clerks, general ^a	\$26,347	1.3%
17	Other production workers	71.9	\$24,982	1.5%	Construction laborers	\$28,491	1.3%
18	Secretaries and administrative assistants	25.1	\$30,969	1.5%	Receptionists and information clerks ^a	\$20,824	1.3%
19	Child care workers	57.0	\$13,215	1.4%	Child care workers	\$11,193	1.2%
20	Painters, construction and maintenance ^a	75.9	\$23,185	1.4%	First-line supervisors of nonretail sales ^a	\$60,000	1.2%
21	Food preparation workers ^a	72.8	\$15,365	1.3%	Other production workers	\$30,526	1.1%
22	Stock clerks and order fillers	57.9	\$20,646	1.2%	Personal care aides	\$15,000	1.1%
23	Miscellaneous assemblers and fabricators ^a	71.0	\$24,000	1.2%	Teacher assistants ^a	\$15,808	1.1%
24	Food service managers ^a	44.7	\$35,614	1.2%	Security guards and gaming surveillance officers ^a	\$25,029	1.0%
25	Miscellaneous personal appearance workers ^a	75.1	\$15,808	1.1%	Carpenters	\$31,747	1.0%
All occupations		57.3	\$24,000	100.0%	All occupations	\$28,032	100.0%

Lower-skilled occupations

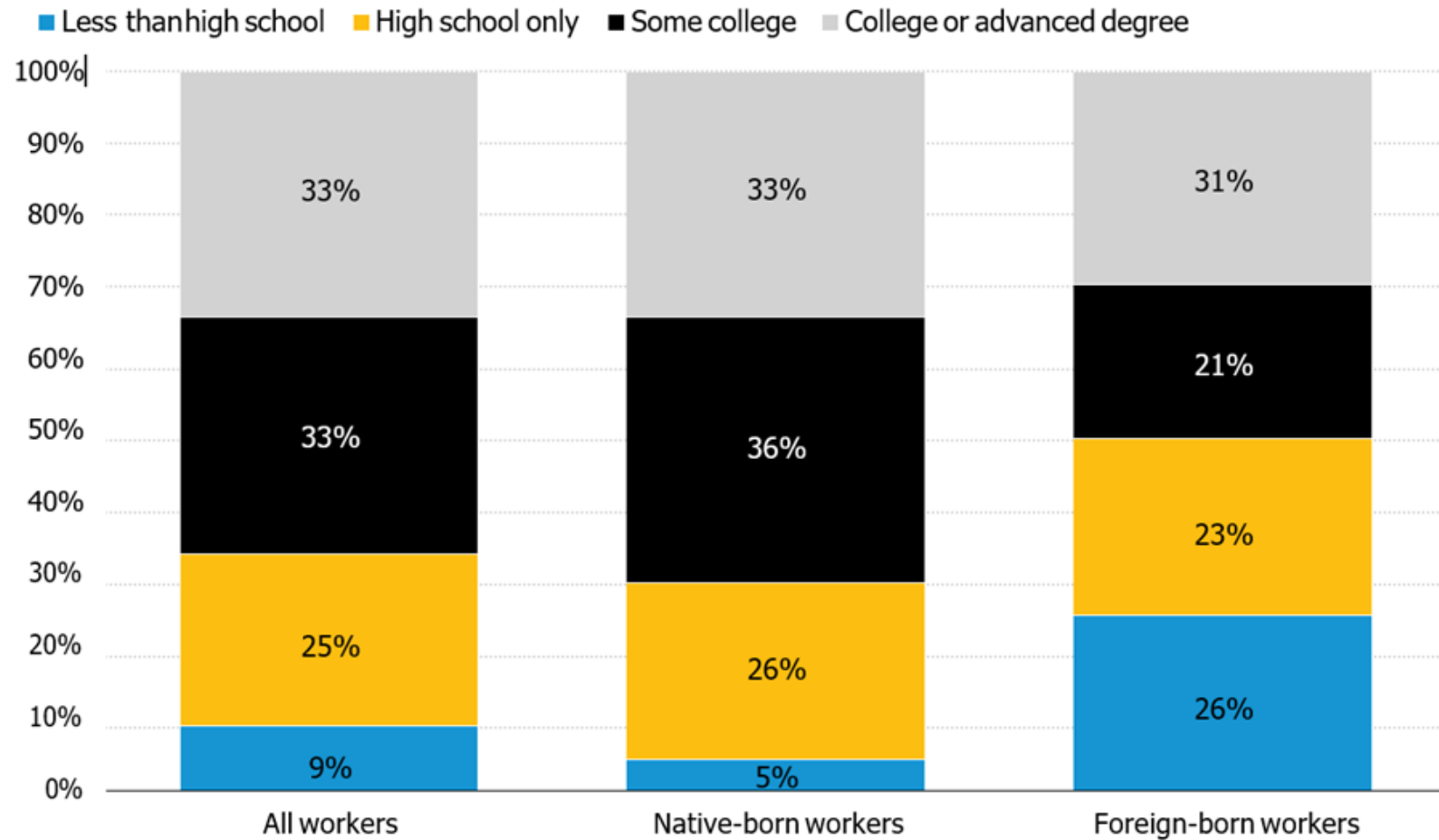
Middle-skilled occupations

Source: Five-year American Community Survey sample, 2011–15 collected from IPUMS.

Notes: Data refer to individuals ages 18–64, in the civilian labor force, and employed during the week before the survey administration. The total weighted foreign-born population meeting these conditions and employed in a lower- or middle-skilled occupation is 17,597,817; the total weighted native-born population meeting these conditions and employed in a lower- or middle-skilled occupation is 78,031,181. Median annual wage data are further restricted to those individuals who reported positive wage and salary income during the year before the survey. Individuals are considered limited English proficient if they report not speaking English, speaking English but not well, or speaking English well. LEP = limited English proficient.

^a These occupations appear in the top 25 for one group but not the other.

Educational Attainment



URBAN INSTITUTE

Source: Five-year American Community Survey sample, 2011–15 collected from IPUMS.

Note: Data refer to individuals ages 18–64, in the civilian labor force, and employed during the week before the survey administration.

Barriers to education, training and better jobs

- Limited English proficiency
- Difficulty transferring foreign credentials and overseas job experience to US job market
- Low digital literacy and low basic skills
- High housing costs and lack of transportation and child care
- Financial pressures



Strategies to support immigrant workers and develop a strong middle-skilled workforce

- English language skill building
- Training supports
- Inclusive staffing
- Community outreach
- Trusted providers
- Collaboration
- State and local policies
- Workforce development providers
- Employers



Recommendations

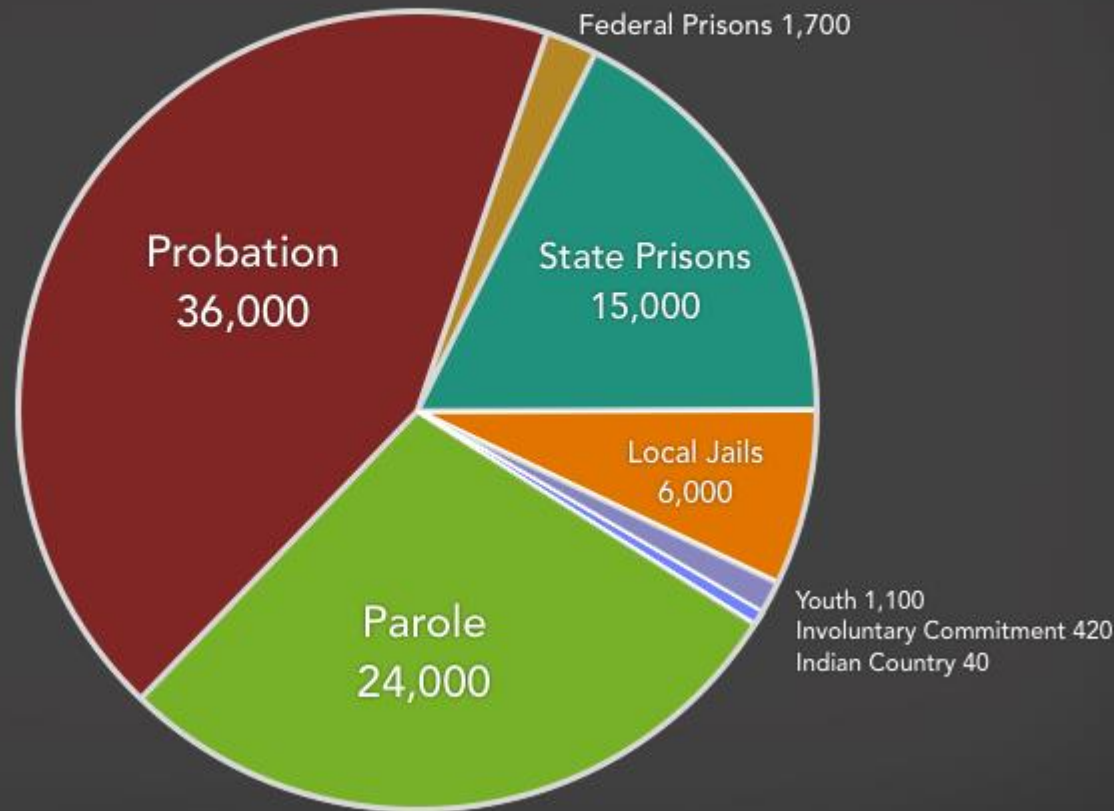
- East Cascades designates LEP as a Target Population
- Establish a workgroup to do the following:
 - Assess EC area on LEP Populations
 - Survey employers on LEP integration
 - Assessment current access within East Cascades
 - Research best practices
 - Recommend strategies



Inmate to Employee: Second Chances

How many people are in Oregon's criminal justice system?

84,000 Oregon residents are behind bars or under criminal justice supervision.



84,000 Oregon residents are behind bars or under criminal justice supervision

Staggering cost of incarceration

\$660,315,000

State Prisons

- Cost to incarcerate an adult in Oregon \$44,021 annually
- Approximately 15,000 people are incarcerated in state prisons in Oregon



By the numbers...

- 2 of the 14 state prisons in Oregon are in EC Works service area
 - Deer Ridge located in **Jefferson** County - Capacity 940
 - Warner Creek located in **Lake** County - Capacity 492



Recidivism

- Defined as the tendency of a convicted criminal to reoffend
- Within 3 years of release from prison or from a felony jail sentence in Oregon:
 - Reincarcerated for a new felony crime – 18%
 - Convicted of a new misdemeanor or felony crime – 42%
 - Arrested for a new crime – 55%



Work, works!



- Sooner incarcerated people are re-employed follow release, the greater the reduction in recidivism risk
- Manhattan Institute – 20% reduction in recidivism for re-employed
- America Works – Average statewide recidivism range 31-70%
Average statewide recidivism range for re-employed 3.3-8%



Recommendations

- East Cascades designates formerly incarcerated as a Target Population
- Maintain and expand partnerships:
 - Changing Patterns
 - Warner Creek & Deer Ridge Correctional Institutions
 - City and County probation and parole
 - COCC and KCC
- Pursue state, federal and foundation funds to support expansion of this work

