



East Cascades Works

Board Meeting Minutes - DRAFT

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

Attendees - in person:

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

Members: Lisa Dobey, Gary North, David Burger, Robbie Smith, Martin Campos-Davis, Molly Joubert, Sam Meier, Nicole Hough, Amy Gibbs

Guests: Penny Newton (COIC), Sheri Boyd (Voc Rehab), Annette Liebe (Regional Solutions), Deanna Fender (COIC), Kip Barrett (EDCO), Dana Dunlap (COIC)

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

Attendees - on the phone: Julie Matthews (member), Heather Tramp (member)

Meeting called to order by Wally Corwin at 11:35 am

Topic	Time	
Consent Agenda	11:30am-11:35am	Consent Agenda
		<ul style="list-style-type: none"> Meeting Minutes from January 23, 2019 - <i>vote required</i>
		Discussion: none
		Motions: Mark Warne moved to approve meeting minutes Amy seconded Unanimously approved
New Board member	11:35am-11:40 am	Lisa Dobey introduced Nicole Hough, CEO of Lindahl Reed.
Election of Officers	11:40am-12:00pm	<p>The following board members were elected via email ballot to fill positions being vacated - <i>vote required</i></p> <ul style="list-style-type: none"> Chair – Lisa Dobey Vice Chair – Gary North Secretary/Treasurer – Heather Tramp General – Jennifer Newby, Julie Matthews (will serve on Executive Committee)

		Heather Ficht announced that we need three new private sector members to join the board. Would like to have Tech industry represented and a member from the Gorge area. Private sector Board members were encouraged to make suggestions.
		Motions: Amy Gibbs moved to approve elections results David Burger seconded Unanimously approved
Strategic Planning	12:00-12:20pm	<p>Heather Ficht presented EC Works' Vision, Mission and Values. The Vision and Mission had been approved previously. The Values express how we want to be perceived by the community and our partners, and the standards we embrace. The Board and staff are all ambassadors, and we want the Board's feedback on these values:</p> <ul style="list-style-type: none"> • We embrace equity and inclusion. Examples: <ul style="list-style-type: none"> ○ Inmate to Employee Experience we sponsored to educate employers on benefits of hiring ex-offenders ○ Increased gender balance on the Board ○ Lisa Dobey pointed out that we always need to keep inclusion in the forefront of our efforts. • We are trusted experts in Workforce development and rigorous stewards of public funds <ul style="list-style-type: none"> ○ Wally Corwin pointed out that we have had three rounds of audits with no findings. We are now considered a low risk audit. • We are collaborative neutral conveners <ul style="list-style-type: none"> ○ Examples: We have formed workforce consortia for both the construction and the health care industries. These groups are pulling together representatives from various companies to discuss how to grow the workforce pipelines in their industries. • We inspire a call to action <ul style="list-style-type: none"> ○ Wally commented that in the first few years, this board was driven by the public sector. We now have moved toward greater participation from the private sector, which is vital for this organization to be successful. • We are results-driven <ul style="list-style-type: none"> ○ In response to the workforce shortage in the tech industry, we partnered with TAO and contracted with Apprenti and COCC to provide software developer apprenticeship training programs. • We are innovative problem solvers <ul style="list-style-type: none"> ○ Incumbent worker training – We earmarked funding and established a process for employers to apply for funds to train current workers for higher-level jobs, which in turn opens positions for new hires. This year we streamlined the process

		and got the word out to a larger audience. As a result, we have received 16 applications so far this year – many more than in the past.
Wally Corwin Retirement	12:25-pm 12:30pm	Wally Corwin is retiring as Board Chair as of June 30, 2019. Heather Ficht thanked him for his service on behalf of the board and for being a stabilizing and supportive force in establishing EC Works from the beginning. She presented him with a custom-made 3D printed belt buckle with the cogs from the EC Works logo as a token of our appreciation. In addition, a book containing articles sent by Wally throughout his board service, have been compiled and is available for viewing at EC Works.
Lunch break & Future of Work Presentation	12:30pm- 1:00pm	Wally gave a presentation of his research into how the future of work is changing due to technology, artificial intelligence and labor shortages. He sees that tech and AI will be displacing millions of workers. Employees will need to be trained into new jobs more frequently due to constantly evolving changes in technology. Companies and employers need to become aware of this now in order not to be left behind.
Strategic Planning – Target Populations	1:00pm- 1:25pm	<p>Limited English Proficiency Population</p> <p>Martin Campos-Davis is an EC Works board member and Executive Director of the Oregon Human Development Corp., a human services organization that provides services for farmworkers and disadvantaged individuals throughout Oregon. He presented data and insights as to why EC Works should consider including the Limited English Proficiency Population (LEP) as one of our target populations in our strategy plan. This is a population that has potential and opportunity but needs help getting there. Points he covered:</p> <ul style="list-style-type: none"> • If we can upskill LEP workers, this can help to reduce labor shortages. With the right access to education and training, many would have the potential to meet these labor force needs. Workforce development services could help them develop their skills, earn higher wages and meet employer demand. • A first step would be to assess the East Cascades LEP population’s workforce needs and barriers which include: <ul style="list-style-type: none"> ○ Demand for English language training is greater than the supply. Employers and policymakers sometimes have unrealistic expectations about how quickly students can advance in their English proficiency. ○ Difficulty transferring foreign credentials and overseas job experience to the US job market. ○ Low level of basic skills and use of digital technology ○ High housing costs, lack of transportation and child care – these are the greatest barrier to the LEP population in obtaining training and education. Many immigrants work in “survival jobs,” which allow them to support themselves but are not likely to lead to advancement. The financial pressure of providing for themselves and their families on low wages is



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		a major barrier to investing time and money in education and training.
		Motion: David Burger moved to form a work group to discuss further Sam Meier seconded Unanimously approved Actions: An LEP Workgroup will form and draft a strategy plan for presentation at a future board meeting. Due to lack of time, Mark Warne will present on Ex-Offenders at the next board meeting.
Public Comment	1:25pm- 1:30pm	None

Meeting Adjourned by Wally Corwin at 1:25 pm



Lisa Dobey
Chair



Date