



East Cascades Works

Executive Committee Agenda **October 14, 2019 from 9am-10:30am**
Call in 1-408-638-0968 Meeting ID 232 175 561

Meeting called to order: 9:05am

Attendees: Lisa Dobey (chair), Gary North, Heather Tramp (by phone), Steve Kramer (by phone); staff: Heather Ficht, Jessica Fitzpatrick, Jamie Kendellen, Melissa Barrett

Topic	Lead	Time	Description
Consent Agenda	Lisa	9:00am	<ul style="list-style-type: none"> Ex Com minutes from September 16, 2019
			Motions: Gary North Moves, Heather Seconds, UA to approve minutes as drafted.
EC Works Scorecard	Heather	9:10am	<ul style="list-style-type: none"> Review and discuss draft scorecard- refer to handout
			<p><u>Discussion:</u> The purpose of developing an EC Works Scorecard is so that staff may better communicate priorities and work with the board. The scorecard represents the larger buckets of work: Target Populations, Sector Partnerships, WIOA and the activities and initiatives happening within each without getting too granular. The status column represents not only where we are in the process but may also correspond to help needed from the board.</p> <p>This scorecard also allows members to quickly reference and speak to the topics we are most actively working on.</p> <p><u>Actions:</u> Based on the recommendation from the Executive Committee, staff will update to include a “Yearly Targets” column, to represents what staff is hoping to accomplish.</p> <p>Scorecard will be brought back to the Executive Committee each month for discussion regarding any updates or changes. It will also be brought to each quarterly board meeting for discussion as well. We will</p>

			walk the board through the scorecard line by line at the next board meeting and will tie it in to the discussion around board assignments.
Review October Board Meeting Agenda	Lisa/Heather	9:30am	<ul style="list-style-type: none"> Review and Update Draft October Board Meeting Agenda
			<p><u>Discussion:</u> Would like to add an opportunity to discuss the economic outlook of our region and speak to how the board and the staff are addressing any layoffs or hiring needs.</p> <p>Steve Kramer will be an official board member by the meeting on the 23rd.</p> <p>Regarding board member assignments and affiliations, it will be helpful to have Heather draft simple talking points that folks can use when doing advocacy.</p> <p>State board under HECC is now fully seated and they have developed their strategic plan. We would still like to update the plan to include deeper Target Population and Sector information, as well as Footprint. We will plan to do the bulk of this at our January meeting, including having data present data regarding footprint, bricks, and mortar centers, etc.</p> <p><u>Actions:</u> Meeting will be restructured to include:</p> <ul style="list-style-type: none"> - time for economic outlook at the top of the agenda. Heather will engage Damon to collect detail to this regard and vet with Gary before sending out the agenda and pre-reads. - Scorecard discussion prior to the discussion around board assignments. Executive Committee Members should be prepared to give feedback. - Heather will send out the board member assignments this week to include a request for affiliation information, so that may also be reflected. - Heather and Steve to connect on Umatilla and Morrow.

			<ul style="list-style-type: none"> - Heather to share State Strategic Plan with Executive Committee.
Executive Director Goals	Heather	9:40am	<ul style="list-style-type: none"> • Review and Discuss Draft Goals
			<p><u>Discussion:</u> Heather and Lisa met on existing goals. Lisa wanted to push Heather to come up with bigger stretch goals and challenge herself and the organization.</p> <p>Highlights: Heather will continue to support the organization and getting out in the community. Engaging in a deeper way with members, commissioners, legislature and other organizations to highlight our work and yield better returns for our community. Developing a comprehensive business plan to better engage others to lead and better understand partner goals and resources that can be leveraged; generate more resources; and update strategic plan.</p> <p>Heather will continue to refine and include more specific goals in addition to activities and will also include an internally focused/ organization related goal. Ultimately the question to ask is: are all of the goals and activities of the organization ultimately leading to a more viable workforce.</p> <p><u>Action:</u> Heather to update and send to full executive committee.</p>
General Discussion & Announcements	All	10:10am	<ul style="list-style-type: none"> • Meeting time and date moving forward- Mondays are not working. We will move to the 2nd Tuesday of each month, at 8:30am. • Working Together Conference (Steve/Heather)- breakouts were fantastic. Keep doing this each year. Next year's conference will be in Bend. Maybe the Riverhouse. Looking at a week or two later to accommodate the community colleges. Have asked John Landis from apple to come and speak again next year on the "now what" on workforce and

			<p>innovation. All directors are going to Apple Park as well.</p> <ul style="list-style-type: none"> • Endless Summer Nights (Gary)- \$21,000 raised so we beat last year. Lots of interest in the mission and how they can support it and get involved- already showing up! The funds will go in to supporting the work for the Central Oregon Construction Industry Workforce Consortia. We need more help in preparing and on day of. The CIWC still has a lot of energy with more meaningful engagement and a wanting to come together, with more alignment. • Rural Business Summit (Heather)- rural business owner specific conference- building entrepreneurial culture and marketing work. How can we appeal to workers to keep the or attract them to rural areas? Heather spoke on multigenerational workplace. Next one: Tuesday, September 15, 2020. • Facebook Event on Thursday- Ribbon Cutting Ceremony on the new STEM/CTE lab Crook County HS to revitalize their programming and support technology. Lisa spoke. Lots of shout outs to EC Works and the partnership. • We did not get the DOJ grant to support ECO System, but we are still moving forward with the prisons, the justice department and our WSO partners; with 2 FTE designated out of OED. • Prosecutor Impact Training is coming to Deschutes County to conduct prosecutor training and plan to donate to EC Works.
<p>Attachments:</p> <ul style="list-style-type: none"> • Meeting Minutes September 16, 2019 Draft • Scorecard • Draft October Board Meeting Agenda • Executive Director Draft Goals 			



Adjourned 10:19am.

Minutes Approved as Drafted:

Lisa Dobey, Chair

Date

Overarching Goal	Comprehensive Initiatives	Sub-Initiatives	General Description of Work	Partners	Target	Results	Status
Sector Partnership	Columbia Gorge	Target Sector Not Yet Defined	Existing and expanding relationship with CGCC around industry led training. Existing, but weak relationships with MCEDD and GTA. Strong and ongoing relationship with Arlington TV-Coop and HonkerTech to support industry internships	<i>Funding Partners</i> : CGCC (skills center) <i>Industry Partners</i> : Arlington TV Co-op <i>Support Partners</i> : WorkSource, CGCC, Arlington School District, MCEDD, GTA	Launch Sector Partnership by spring 2020	3 youth wages supported to date for summer career exploration in Tech. Cohort trainings offered to business.	
	Central Oregon	Construction Industry Workforce Collaborative	Existing industry led group meeting regularly and focused on addressing key pipeline and training goals for the construction trades in Central Oregon. Continuing to meet with K-12, trades and Higher Ed, as well as area youth providers to explore aligning curriculum in order to create true career pathways into the trades that starts within the K-12 system and directly aligns with area programs and training institutions	<i>Funding Partners</i> : R&H, Kirby Neiglehout, SunWest Builders, Skanska <i>Industry Partners</i> : 20+ <i>Support Partners</i> : HDESD-CTE, COCC, WorkSource, Heart of Oregon Corps, COBA, AGC, City of Bend, Business Oregon, Regional Solutions, BLP & Crook County School Districts	Get Pre-apprenticeship programs in CO to be BOLI certified with direct entry to the Building Trades JATC's Launch a communications/marketing sub-committee of the Collaborative	Funded Pilot Cohort Training Program at COCC that is currently underway and training individuals for entry level positions in the construction trades. All will earn their NCCER credential and be ready to hire. Beneficiary Endless Summer Nights fund raiser with R&H Construction for the 2nd year; raised \$20k to support CICW Initiatives	
		Healthcare Workforce Collaborative	Existing industry led group meeting regularly and focused on 4 goals: Diversifying the HC Workforce, Reducing the cost of Healthcare Education and Certifications, Recruitment of HC Professionals into current programs, Mental Health and Substance Abuse Health Workers Pipeline	<i>Funding Partner</i> : CO Health Council <i>Industry Partner</i> s: 12+ <i>Support Partners</i> : WorkSource, COCC, AHCC, STEM Hub, HDESD - CTE, OCN, COHC	Launch sub-committees in priority areas identified by collaborative	Co-funded, with COHC, a half time Allied Health Recruiter position at COCC to increase enrollment in COCC's Allied Health Programs	
		Technology	Expanding existing relationship with Technology Association of Oregon	<i>Funding Partners</i> : Department of Labor (Apprenti), HECC <i>Support Partners</i> : TAO, WorkSource, COCC <i>Industry Partners</i> : 5 Talent, Navis, BMS Technologies, SMARTs, CBT Nuggets, GL Solutions	Complete Convener Training - Dec 2019 Launch Sector Partnership winter 2019-20	Just launched the 3rd Apprenti Cohort Established Dev Station with COCC	
		Emerging: Manufacturing	Currently exploring opportunities for leveraging existing relationships in industry	TBD - REDI or EDCO	Complete Convener Training - Dec 2019 Launch Sector Partnership winter 2019-20	None to date	
	Klamath Basin	Target Industry Not Yet Defined	Engaging with Klamath County Economic Development Association to identify and convene industry	<i>Funding Partners</i> : TDB <i>Support Partners</i> : KCEDA, WorkSource, KCC, Klamath Chamber <i>Industry Partners</i> : TBD	Complete Convener Training - Dec 2019 Launch Sector Partnership winter 2019-20	Target Industry Not Yet Defined	

Overarching Goal	Comprehensive Initiatives	Sub-Initiatives	General Description of Work	Partners	Target	Results	Status
Target Populations	Justice System Involved/Impacted	Essential Connections Opportunity (ECO) System	Implementation of WorkSource and Training related services within the prison system to prepare justice system involved/impacted individuals for the transition into mainstream society post incarceration.	<i>Funding Partners</i> : OED <i>Support Partners</i> : OED, COIC, Changing Patterns, Community Corrections, Deer Ridge, Warner Creek	Establish WorkSource Express Center in Deer Ridge and Warner Creek - by spring 2020 Align post-secondary training offerings with jobs in East Cascades - ongoing	WorkSource services, training and education currently being implemented in Warner Creek and Deer Ridge	
	Youth/Emergent Workforce	Youth Career Connect	Regional initiative to connect young people (16-24) to meaningful internship opportunities with local employers. Coordinators currently hired in the Columbia Gorge, Redmond and Prineville. Currently exploring new ways to provide deeper engagement and career pathways for young people.	<i>Funding Partners</i> : Better Together <i>Partners</i> : Better Together, HDESD, Bend-LaPine School District, Heart of Oregon Corps, Bend Chamber of Commerce, The Dalles Chamber of Commerce, EDCO, REDI, Sisters School District, Redmond School District, OSU Cascades, COCC, Madras Chamber, Prineville Chamber, Crook County School District, Columbia Gorge Community College	Stabilize the YCC model in CO - ensure all Internship Coordinators are effective and in place Seek additional funding for sustainability	264 Interns Placed with Local Employers (as of Sept 1) 114 participants completed 65+ hours 68% are paid internships	
	English Language Learners	TBD	Identified by the board as a target populations. Initial workgroup of the board identified and chaired by Martin Campos-Davis	<i>Potential Partners</i> : LCA, MSFW-OED, COCC, KCC, CGCC	Launch workgroup to map services and identify gaps - winter 2019-20	Presentation at the April 2019 Meeting	

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Workforce Innovation & Opportunity Act	Youth	Title 1 B Contracted Services	Workforce Development Services to Workforce Innovation & Opportunity Act eligible youth; includes outreach, recruitment, enrollment, eligibility, intensive/wrap-around program elements, retention and advancement.	<i>Contracted Providers :</i> Columbia Gorge Community College Central Oregon Intergovernmental Council Klamath Community College	Meet or exceed negotiated quarterly performance measures	Best practice models identified: CGCC GED/Youth enrollment-excellent use of resource and leveraged funds with Title II. State best practice in GED Wrap-Around Services at COIC	
	WorkSource	Title 1 B Contracted Services Regional Business Services "Ready to Hire"	Workforce Development Services to Workforce Innovation & Opportunity Act eligible Adults and Dislocated Workers, including Training and Career Services delivered in the WorkSource. Dedicated industry leads responsible for understanding and meeting the needs of local employers. Standard developed to measure a participants "readiness" for a job placement.	<i>Contracted Providers :</i> Columbia Gorge Community College Central Oregon Intergovernmental Council Klamath Community College	Meet or exceed negotiated quarterly performance measures	Best Practice RBS Model All meeting or exceeding negotiated performance measures.	
	Employer Engagement	Employer Training Grant Cross-Gorge Employer Training Grant	\$75,000 per year to support employer requests for training of incumbent workers. Partnership with South Central WA Workforce to support a Cross-Gorge ETG at a rate of \$10k each	<i>Funding Partners :</i> SCWC	50% of awardees promote staff or increase staff wages as a result of training 25% of awardees backfill positions through WorkSource	Open procurements running now. \$112k in requests currently. Over \$90k funded to date. 90 individuals trained, 90 certs received, 24 wage increases, 17 promotions and 12 backfilled positions	

ECWIB Individual Goals Form

1. Employee Information

Name: Heather Ficht

Job Title: Executive Director

Supervisor: Board Chair

Program Year: 2019-20

2. Goals and Results

Individual Goals	Performance Indicator	Due Date	Status
Support and engage Board members and County Commissioners/Judges to best serve East Cascades Works	<ul style="list-style-type: none"> A fully seated and compliant board of directors is maintained At least 80% of board members attend quarterly meetings and/or engage in outside quarterly scheduled meeting time communications/events Central Oregon Workforce Consortia is fully seated, is free of conflicts of interest and meets annually to approve the budget 		
Develop a business plan to diversify and increase EC Works revenue/grant income	<ul style="list-style-type: none"> With guidance and support of the Vice Chair, co-develop a business plan Implement and revisit business plan with Vice Chair 		
Continue to develop state level awareness of and investment in EC Works	<ul style="list-style-type: none"> Chair Oregon Workforce Partnership Engage and educate state agency leadership, state WTDB members, state and local representatives from EC workforce area counties Influence policy and allocation formulas in support of EC Works community needs when possible 		
Launch and sustain engagement of businesses in industry sectors partnerships	<ul style="list-style-type: none"> Continue convening Health Care and Construction Sector partnerships in CO Engage KCEDA in co-convening a sector strategy in Klamath Basin Engage REDI/EDCO in co-convening a Mfg Sector Strategy in CO Engage TAO in co-convening a sector strategy in Tech in CO Engage GTA in co-leading a sector strategy in Columbia Gorge 		
Develop and implement advocacy platform at local, state and national levels	<ul style="list-style-type: none"> Develop and utilize audience specific "elevator pitch" about the value of EC Works and Local Board structure 		

	<ul style="list-style-type: none"> Engage and activate board and cowc members to support the messages through their advocacy networks Cultivate a “speakers bureau” of champions to utilize when advocacy assistance is needed 		
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3. Signatures

Signatures acknowledge discussion and agreement on PY19 goals.

Board Chair/Vice Chair:

Signature

Print Name

Date:

Executive Director

Signature

Print Name

Date: