



Executive Committee Agenda
April 11, 2022 from 9:30am-10:30am
Virtual Meeting Via Zoom or Phone

Board Members Present: Gary North (Chair), Dr. Marta Cronin (Vice-Chair), Martin Campos-Davis (Treasurer)

COWC Members Present: Derrick DeGroot

Others Present: None

Staff Present: Heather Ficht

Board Members Absent: None

- **Consent Agenda:** Meeting called to order at 8:31 am by Chair Gary North. The minutes of the February meeting were presented, and the Chair asked for a motion to approve the minutes.

Motion: Martin moved to approve the minutes as presented, Marta seconded, and the minutes were unanimously approved.

- **2022 Budget:** Heather presented information on the ~\$4M EC Works is going to receive as a minimum from FRO legislation and the OHA/COHC combined award of \$550k in addition to ongoing grants and WIOA funding anticipated for the coming program year. Further she presented a several scenarios for staff increases for the coming budget year based on both EC Works policies and the COLA increase of 8.23% based on Consumer Price Index for Urban Wage Earners and Clerical Workers (CPIW). A robust discussion ensued in which a balance was sought to support staff and keep pace with raising wages as well as manage sustainability of permanent increases to the Salaries line item in our budget.

Motion: Marta moved to approve a 5% COLA increase for all staff and a 5% Bonus Pool to be awarded to staff based on merit. Gary seconded, Martin abstained due to Heather serving on his board and the increases were unanimously approved.

- **April Draft Board Meeting Agenda:** Heather presented the draft agenda for the April full board meeting.
- The meeting was adjourned by Chair North at 10:31am.



FUTURE READY OREGON 2022: SB 1545

ADDITIONAL INFORMATION:

Jenn Baker, Legislative Director, Jennifer.Baker@oregon.gov

Jennifer Purcell, Workforce Policy Advisor, Jennifer.K.Purcell@oregon.gov

SB 1545 includes a comprehensive \$200 million package of investments that work together to advance an equitable workforce system that supports people with the education, training, and resources they need to get into good-paying jobs.

Budget

Investment Category	Agency	GF	ARPA	Totals
Local Workforce Boards (Prosperity 10,000)	HECC	\$17,100,000	\$20,000,000	\$37,100,000
CC Career Pathways	HECC	\$14,900,000		\$14,900,000
Registered Apprenticeships	BOLI	\$18,900,000	\$1,100,000	\$20,000,000
Youth Programs	YDD	\$3,500,000	\$7,000,000	\$10,500,000
Credit for Prior Learning	HECC	\$10,000,000		\$10,000,000
Workforce Ready Grants	HECC	\$10,000,000	\$85,000,000	\$95,000,000
Industry Consortia	HECC	\$1,000,000		\$1,000,000
Benefits Navigators	HECC		\$10,000,000	\$10,000,000
Assessment and Accountability	HECC	\$1,500,000		\$1,500,000
Totals		\$76,900,000	\$123,100,000	\$200,000,000

Leveraging Existing Program Successes

Local Workforce Boards (Section 3) – Oregon’s nine Local Workforce Boards support civic, business, and workforce development leaders to develop locally-driven strategies that leverage funding and resources within their local communities to prepare and match the skills of workers with the workforce demands of businesses. Local boards convene regional workforce system partners, using labor market data and partner input to identify regionally significant sector strategies. Local workforce boards also oversee the delivery of workforce services in their regions, coordinating and providing oversight for WorkSource Oregon one-stop centers and administering Title I of federal WIOA funding and state-funded workforce grant programs.

This investment will establish the Prosperity 10,000 Program at the HECC and incorporate Prosperity 10,000 into the statewide plan for the SNAP Employment and Training Program. \$35 million will be distributed directly to local workforce development boards to increase local service capacity to provide career coaching, referrals to training opportunities and wraparound support services; support earn and learn opportunities, including paid internships, scholarships, stipends, and other income supports in conjunction with occupational training; and scale-up wrap-around services and supports, including childcare, housing, transportation, technology, and behavioral health support. Funds will flow from the HECC to Oregon’s nine local workforce development boards utilizing existing grantmaking practices and the WIOA formula.

Community College Career Pathways Programs (Section 4) – A Career Pathway is a series of connected education and training programs and student support services enabling individuals to secure a job or advance in an in-demand

industry or occupation. Each of Oregon's 17 community colleges has an existing Career Pathways program. This \$14.9 million investment continues and expands Career Pathways efforts to support an increasing demand for student support services, particularly for priority populations. This investment would fund a full-time Coordinator at each college, recruitment and re-engagement efforts, and student support services, including initial intakes to identify support needs and connect to appropriate resources.

Registered Apprenticeship (Section 6) – Apprenticeship is an industry-driven, high-quality career pathway by which employers can develop and prepare their future workforce. Individuals obtain paid work experience, classroom instruction, and an apprentice credential. Oregon uses state and federal funds to support registered apprenticeship programs approved by the Oregon State Apprenticeship and Training Council. The Bureau of Labor and Industry (BOLI) manages apprenticeship and coordinates with the Higher Education Coordination Commission (HECC) to administer grants to expand, diversify, and strengthen apprenticeship in Oregon, and opportunities for Oregonians.

This \$20 million investment will increase BOLI's capacity to recruit new programs and facilitate innovation. It will provide grants to organizations that offer training resources and direct benefits to individual apprentices. Investments will support increased participation in and completion of registered apprenticeship and pre-apprenticeship programs, and for the creation of new programs.

Youth Programs (Section 7) – The Youth Development Division's Workforce Readiness and Reengagement grant programs support high quality, community-based workforce readiness programs for youth ages 14-24 who are disconnected from education and employment. Aligning work readiness and educational reengagement supports and motivates youth, and links academic and essential employment skills through career exploration, work readiness training, and paid work experiences. This \$10.5 million investment expands YDD's existing grant programs, providing for expanded workforce readiness and reengagement services, including outreach, academic remediation, diploma and GED completion, mentoring and coaching, career exploration, and paid work experience.

Credit for Prior Learning (Section 8) – Credit for Prior Learning is the knowledge and skills gained through work and life experience, through military training and experience, and through formal and informal education and training. In 2012, HB 4059 directed HECC to establish and convene an Advisory Committee to inform and adopt statewide Credit for Prior Learning (CPL) standards. Statewide CPL standards were adopted in 2017. There has not been additional investment for implementation. This \$10 million investment will be used to scale-up CPL, supporting public institutions to develop methods and refine processes for awarding and reporting CPL efforts.

Encouraging Innovation

Workforce Ready Grants (Section 9) – This \$95 million investment will fund new and innovative education and training programs in the key sectors of healthcare, manufacturing, and technology; organizational capacity-building; and direct benefits to individuals, including stipends for earn and learn experiences and funding to pay for education and training costs and wraparound services and supports. Competitive Workforce Ready Grants will be administered by HECC, in consultation with the WTDB, Industry Consortia, and local workforce boards. The commission will establish criteria and standards to award competitive grants to community-based organizations and workforce service providers.

Industry Consortia (Section 10) – This \$1 million investment will fund the creation of statewide industry consortia in healthcare, manufacturing, and technology to identify industry-specific statewide workforce needs and high-value credentials, improve systems alignment, and develop recruitment and retention strategies. Statewide industry consortia will be advisory to the WTDB, informing strategic planning, policy, and investments.

Workforce Benefits Navigators (Section 11) – This \$10 million investment places benefits navigators at WorkSource Oregon one stop centers and community-based organizations across the state. Navigators will provide a single point of contact to efficiently help individuals access the resources that match their unique needs, guide customers through the different programs and benefits.

Assessment and Accountability (Section 12) – This \$1.5 million investment includes funding to increase HECC's capacity and infrastructure to collect, integrate, analyze, and report on key data. Funding will also be used to advance data alignment and expand efforts to integrate data across systems. Reports to the WTDB, the Legislature, and the Governor's Office will identify progress towards meeting key milestones and inform data-driven continuous improvement

East Cascades Works

2022 – 2023 Budget for staff wage increases

Per the EC Works Employee Compensation and Evaluation policy (HR04), employees may be offered if approved by the Executive Committee (wage increases effective July 1st of new fiscal year):

1. an annual COLA increase, determined as a percentage equal to the percentage increase, if any, in the Consumer Price Index for Urban Wage Earners and Clerical Workers (CPI-W), for the immediately two preceding January statistics. The COLA increase for the upcoming fiscal year calculates at 8.23%.
2. a merit and/or bonus increase as recommended by the Executive Director

EC Works staff presents three scenarios. These scenarios include variations of COLA and bonus awards for the upcoming fiscal year. The amounts below represent a wages pool (including increases to taxes and benefits) based on the percentages recommended – discretion to the Executive Director to apply the overall pool of funds to employees based on various factors.

Currently 11 FTE

Scenario	Overall increase to wages, taxes, benefits
8.23% COLA	Up to \$109,387
5% COLA; 3.23% Bonus	Up to \$109,387 (~\$66,222 COLA; \$43,165 Bonus)
4% COLA; 4.23% Bonus	Up to \$109,387 (~\$52,789 COLA; \$56,598 Bonus)

Social Security

CPI For Urban Wage Earners And Clerical Workers

The Bureau of Labor Statistics (BLS) publishes the *Consumer Price Index for Urban Wage Earners and Clerical Workers* (CPI-W) on a monthly basis. We use the CPI-W to annually adjust benefits paid to Social Security beneficiaries and Supplemental Security Income recipients.

Consumer Price Index for Urban Wage Earners and Clerical Workers (CPI-W)												
Year	Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec
1974	46.900	47.500	48.000	48.300	48.800	49.300	49.700	50.300	50.900	51.400	51.800	52.200
1975	52.400	52.800	53.000	53.200	53.500	53.900	54.500	54.700	54.900	55.300	55.600	55.800
1976	56.000	56.100	56.200	56.500	56.800	57.100	57.400	57.700	57.900	58.200	58.300	58.500
1977	58.900	59.500	59.800	60.300	60.600	61.000	61.300	61.500	61.800	61.900	62.200	62.500
1978	62.800	63.200	63.700	64.300	64.900	65.600	66.000	66.400	66.800	67.400	67.700	68.100
1979	68.700	69.500	70.300	71.100	71.900	72.800	73.700	74.400	75.100	75.700	76.400	77.200
1980	78.300	79.400	80.500	81.400	82.300	83.200	83.300	83.800	84.600	85.300	86.100	86.900
1981	87.500	88.500	89.000	89.600	90.300	91.100	92.200	92.800	93.700	93.900	94.100	94.400
1982	94.700	95.000	94.800	95.200	96.200	97.400	98.000	98.200	98.200	98.600	98.400	98.000
1983	98.100	98.100	98.400	99.000	99.500	99.800	100.100	100.500	101.000	101.200	101.200	101.200
1984	101.600	101.800	101.800	102.100	102.500	102.800	103.200	104.200	104.800	104.800	104.700	104.800
1985	104.900	105.400	105.900	106.300	106.700	107.000	107.100	107.300	107.600	107.900	108.300	108.600
1986	108.900	108.500	107.900	107.600	107.900	108.400	108.400	108.600	109.100	109.100	109.200	109.300
1987	110.000	110.500	111.000	111.600	111.900	112.400	112.700	113.300	113.800	114.100	114.300	114.200
1988	114.500	114.700	115.100	115.700	116.200	116.700	117.200	117.700	118.500	118.900	119.000	119.200
1989	119.700	120.200	120.800	121.800	122.500	122.800	123.200	123.200	123.600	124.200	124.400	124.600
1990	125.700	126.400	127.100	127.300	127.500	128.300	128.700	129.900	131.100	131.900	132.200	132.200
1991	132.800	132.800	133.000	133.300	133.800	134.100	134.300	134.600	135.200	135.400	135.800	135.900
1992	136.000	136.400	137.000	137.300	137.600	138.100	138.400	138.800	139.100	139.600	139.800	139.800
1993	140.300	140.700	141.100	141.600	141.900	142.000	142.100	142.400	142.600	143.300	143.400	143.300
1994	143.600	144.000	144.400	144.700	144.900	145.400	145.800	146.500	146.900	147.000	147.300	147.200
1995	147.800	148.300	148.700	149.300	149.600	149.900	149.900	150.200	150.600	151.000	150.900	150.900
1996	151.700	152.200	152.900	153.600	154.000	154.100	154.300	154.500	155.100	155.500	155.900	155.900
1997	156.300	156.800	157.000	157.200	157.200	157.400	157.500	157.800	158.300	158.500	158.500	158.200
1998	158.400	158.500	158.700	159.100	159.500	159.700	159.800	160.000	160.200	160.600	160.700	160.700
1999	161.000	161.100	161.400	162.700	162.800	162.800	163.300	163.800	164.700	165.000	165.100	165.100
2000	165.600	166.500	167.900	168.000	168.200	169.200	169.400	169.300	170.400	170.600	170.900	170.700
2001	171.700	172.400	172.600	173.500	174.400	174.600	173.800	173.800	174.800	174.000	173.700	172.900
2002	173.200	173.700	174.700	175.800	175.800	175.900	176.100	176.600	177.000	177.300	177.400	177.000
2003	177.700	179.200	180.300	179.800	179.400	179.600	179.600	180.300	181.000	180.700	180.200	179.900
2004	180.900	181.900	182.900	183.500	184.700	185.300	184.900	185.000	185.400	186.500	186.800	186.000
2005	186.300	187.300	188.600	190.200	190.000	190.100	191.000	192.100	195.000	195.200	193.400	192.500
2006	194.000	194.200	195.300	197.200	198.200	198.600	199.200	199.600	198.400	197.000	196.800	197.200
2007	197.559	198.544	200.612	202.130	203.661	203.906	203.700	203.199	203.889	204.338	205.891	205.777
2008	206.744	207.254	209.147	210.698	212.788	215.223	216.304	215.247	214.935	212.182	207.296	204.813
2009	205.700	206.708	207.218	207.925	208.774	210.972	210.526	211.156	211.322	211.549	212.003	211.703
2010	212.568	212.544	213.525	213.958	214.124	213.839	213.898	214.205	214.306	214.623	214.750	215.262
2011	216.400	217.535	220.024	221.743	222.954	222.522	222.686	223.326	223.688	223.043	222.813	222.166
2012	223.216	224.317	226.304	227.012	226.600	226.036	225.568	227.056	228.184	227.974	226.595	225.889
2013	226.520	228.677	229.323	228.949	229.399	230.002	230.084	230.359	230.537	229.735	229.133	229.174
2014	230.040	230.871	232.560	233.443	234.216	234.702	234.525	234.030	234.170	233.229	231.551	229.909
2015	228.294	229.421	231.055	231.520	232.908	233.804	233.806	233.366	232.661	232.373	231.721	230.791
2016	231.061	230.972	232.209	233.438	234.436	235.289	234.771	234.904	235.495	235.732	235.215	235.390
2017	236.854	237.477	237.656	238.432	238.609	238.813	238.617	239.448	240.939	240.573	240.666	240.526
2018	241.919	242.988	243.463	244.607	245.770	246.196	246.155	246.336	246.565	247.038	245.933	244.786
2019	245.133	246.218	247.768	249.332	249.871	249.747	250.236	250.112	250.251	250.894	250.644	250.452
2020	251.361	251.935	251.375	249.515	249.521	251.054	252.636	253.597	254.004	254.076	253.826	254.081
2021	255.296	256.843	258.935	261.237	263.612	266.412	267.789	268.387	269.086	271.552	273.042	273.925
2022	276.296											

Notes: Beginning with the CPI for January 2007, BLS publishes monthly CPIs to 3 decimal places. For years before 2007, BLS published CPIs to one decimal place. We show 3 decimal places for every year to provide a consistent presentation. The data for 2000 include revisions released by BLS on September 28, 2000. Data for May through August 2016 include revisions released by BLS on October 18, 2016.