



East Cascades Works

Board Meeting Draft Minutes

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

Klamath Community College

Board Members/COWC: Derrick Degroot, Jon Irvine, Heather Tramp, Julie Matthews

Public: Kim Laugsand, Melissa High

Staff: Heather Ficht, Melissa Barrett, Stefanie Siebold

EC Works Office

Board Members/COWC: Lisa Dobey, Gary North, Nicole Hough, Teri Hockett, Jennifer Newby, Amy Gibbs

Michelle Alvarado (by phone), Sam Meier, Tony Debone, Robbie Smith (by phone)

Public: Ashlee Hoffman, Kale Donnelly

Staff: Jamie Kendellen, Jessica Fitzpatrick

Columbia Gorge Community College

Board Members: Dr. Marta Cronin, Lisa Farquharson

Quorum reached and meeting called to order by Lisa Dobey at 11:36am

Topic	Time	Discussion/Action/Motion
Welcome, Introductions, Announcements Consent Agenda	11:30- 11:50am	<p>Lisa Dobey, EC Works Chair welcomed the group and began meeting with roundtable introductions.</p> <p>Announcements:</p> <ul style="list-style-type: none"> • Welcome New Board Members: <ul style="list-style-type: none"> ○ Dr. Marta Cronin, President of Columbia Gorge Community College- new to the college and to Oregon. Dr. Cronin is excited to be part of the collaboration with all the great workforce efforts going on. ○ Teri Hockett, Vice President of Technology Association of Oregon- statewide non-profit working on encouraging the tech industry to expand ○ Jon Irvine, Labor Liaison, AFL-CIO- relocated from state of Washington where he was the president of the Aerospace Union. • Welcome Mel Barrett, Program Manager EC Works • Congratulations to Stefanie Siebold on her 2 Year Anniversary at EC Works • Umatilla and Morrow Counties Update- Commissioner Steve Kramer, our Chief Elected Official and the Chair of the Central Oregon Workforce Consortium could not be here but wanted to share that he has been in contact with Umatilla and Morrow Counties. They have formally requested that the governor allow them to form their own workforce region. As a result, local workforce area boundaries are now being

		<p>discussed. While we look forward to the opportunity to offer our input, we will not be responsible for deciding. It is unclear as to Governor Brown’s timeline for responding/deciding, but Heather will inquire.</p> <ul style="list-style-type: none"> ○ Funds for Workforce Development Boards are allocated by county, therefore should Umatilla and Morrow become part of our region, the resources would come with them. <p><u>Motion:</u> Gary North moves to approve the minutes from the July 24, 2019 Board Meeting as presented. Jon Irvine seconds. Unanimous approval.</p>
Regional Economic Snapshot	11:50-12:10pm	<p>Kale Donnelly, Workforce Analyst from the Oregon Employment Department provided an update on the East Cascades’ slowing job growth. – Refer to Handout</p> <p><u>Discussion:</u> This presentation comes at the request of the Executive Committee. Kale or his colleague Damon Runberg will present to the board twice per year- in both the Fall and Spring Meetings. The focus will be a lookback on Summer Performance in the fall, with a follow-up to current year performance presented in the Spring.</p> <p><u>Highlights on Columbia Gorge:</u> The Columbia Gorge has experienced consistent growth following the recession, with recovery happening quickly. Growth rates began to taper off and plateau in late 2017, with new job creation peaking in 2018 and marginal job loss experienced recently. Some changes can be attributed to factors that will be adjusted for in the next analysis, for example, the Agriculture Industry had a late harvest season which led to late hiring. Overall there is little concern, as there are a number of things that could be impacting the data, such as new entrants into the labor market- young people or those not previously looking before, not necessarily the result of layoffs.</p> <p><u>Highlights on Central Oregon:</u> Central Oregon was the hardest hit in the recession with 17% job loss. At the same time, it has been one of the most successful in the recovery, now at 15% above the pre-recession employment numbers. 2/3s of industries continue to post growth, however it has begun to taper as industry reaches a sustainable level of growth. Downturn or slowing in the Construction and Manufacturing industries could be adjusted with later numbers, due to other factors. For example, the snowstorm may have resulted in late hiring. Based on other factors the construction industry seems stable, with the number of building permits remaining the same.</p> <p><u>Highlights from the Basin:</u> While there have been some job gains, the Basin has yet to recover from the recession. There has been a slow and steady loss of jobs recently. The small uptick recently reflected was the result of a new grocery store adding jobs, while the mass lay-off at iQor has had a negative impact on the number of jobs.</p> <p>Overall there does not appear to be a lack of consumer confidence and as a region we are about to where we were at the height of the economy pre-recession. Growing pains have also worn off, which means industry reaches a more mature point in the business cycle which results in a slowing of hiring.</p>

		<p>It is also important to remember that only 6% of individuals are currently without a job are actively looking.</p> <p><u>Actions:</u> Kale will work to provide additional data related to business surveys and difficult to fill jobs, related to our target industries. We will spend time in the Spring conversations looking at this information and have a discussion around what we are actively doing as a board to ensure that the WorkSource centers are equipped with this data and are aligning skill gaps.</p>
Incumbent Worker Training Grant Results	12:10-12:25pm	<p>Jessica Fitzpatrick, EC Works Staff, provided an overview of the Employer Training Fund, the historical success and challenges and gave an update on round-one of 2019 funding. – Refer to handout.</p>
		<p><u>Discussion:</u> Each year EC Works sets aside \$75k to support the needs of business in upskilling their current workforce and creating new opportunities to backfill positions with entry level workers. In doing this, the initiative has gone through several changes, to become less rigid and to adapt to the needs of business and industry. After implementing strategic changes, we went from 2016 when we received on 5 applications to last program year where we exceeded our anticipated response and received 21 requests. We are now working with the review panel to determine the process for making scoring less rigid without imposing additional restrictions within the application.</p> <p>Overall, we have seen a great deal of variety in the industries and the types of training. We have seen a tremendous impact on employers/employees – 90 individuals trained through 2018 and completed. 24 received wage increases, 17 promotions, 12 positions backfilled.</p> <p>We have provisionally awarded three grants in Q1 of Program Year 2019 and will announce them at the next meeting, along with any updates.</p>
		<p><u>Action:</u> Review application process with the Executive Committee to determine additional modifications or ways to better engage industry and advertise the program. Explore ways to capture retention rates for trained workers.</p>
EC Works Accountability Report	12:25-12:55pm	<p>Lisa Dobey and Heather Ficht reviewed EC Works’ draft accountability report and solicited feedback from the group regarding the level of detail. – Refer to handout.</p>
		<p><u>Discussion:</u> The accountability report comes at the request of Lisa and the Executive Committee as a means to better understand the full scope of staff’s work and progress on goals. This is also a way to provide board members with important bullet points so that they may communicate the work of the board when conducting business in the community and allows for members to see where they may best provide support.</p>
		<p><u>Action:</u> Board members are encouraged to send feedback to Heather. Heather will also create an acronym dictionary to accompany the report.</p>
Board Member Responsibilities	12:55-1:05pm	<p>Lisa Dobey and Heather Ficht reviewed the draft board member assignments and solicited feedback. – Refer to handout.</p>
		<p><u>Discussion:</u> This document comes at the request of the board in the July meeting to better understand the committees that each person sits on</p>

		<p>beyond their employment and membership on the ECWIB. It is also a way to track each member’s specific interest in the initiatives of the staff.</p> <p><u>Action:</u> Please send your affiliations and your requests/changes on your assignments to Heather.</p>
<p>General Updates & Public Comment</p>	<p>1:05-1:30pm</p>	<ul style="list-style-type: none"> • November 6- Build My Future Event hosted by Klamath Basin Builders. • November 15- Skilled Trades Fair at Deschutes County Fairgrounds. • WORKing Together Conference- Jennifer Newby, Executive Committee Member, was asked to speak at the conference on the ECO System (an initiative of the board around target populations) and presented on bi-lingual program delivery. Conference will be in Bend next year. • Autonomous Vehicles Report- Heather Ficht, Executive Director- attachment is in the packet, as requested by the board at the last meeting. • Workforce and Talent Development Board Strategic Plan --included in the packet- we will be expected to have our own strategic plan align with the state plan and will dig into more in the spring. • Endless Summer Nights Event - Gary North, Vice Chair Member- enormous success. \$21k raised! Biggest take away was folks being interested in the mission and wanting to support the work. Already have these folks showing up at the meetings. New location next year. Teri offered that the Central Oregon Brewers Guild will solicit donations from breweries for us and Bend Brewing Babes will also donate all the beer and work the event for free. Teri can make this introduction. • Lisa F will serve on the board of state chamber board. • Klamath Cascadia Earthquake event November 2 will be shared by email • Rapid Response of iQor- Klamath falls call center- 10th largest employer- laid off 303 individuals- many already enrolled in training and receiving services through WorkSource. EC Works staff are in the process of applying for resources through the National Dislocated Worker Grant program of the Dept of Labor and have already secured some resources to Gap fill form the state of Oregon. Employer and recruitment events ongoing. We are working on directly matching these folks not just to resources but to open jobs and/or training. 98 people, not just iQor were to work in the basin through WorkSource last month. • Red Rock BioFuels has also been doing a direct recruitment through WorkSource. • Apprenti- Friday 22nd- first Apprenti graduation and official pinning in CO, all into full-time jobs. This is the first ever (nationally) registered technology apprenticeship program! Now the program is half funded by the student. Oregon Dept of Ed and Code Fellows- begin offering pre-a in high schools, while receiving college credit, and will leave high school as a Webtech or continue into the apprenticeship as a Jr. software developer. or continue their college education. <ul style="list-style-type: none"> ○ First high school bootcamp will begin this summer for juniors. ○ Teri and Heather to loop in Jenny Newby regarding offering dual credit in HS, as OSU C is not approved by HECC to do so.

		Lisa called out the staff and members for always adapting to get things right and not giving up when things are not perfect!
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Meeting adjourned by Lisa Dobey at 1:31pm.

Attachments & Handouts

- July Board Meeting Minutes
- *Regional Economic Snapshot *distributed day of and will be included in meeting record*
- Incumbent Worker Report
- Accountability Report
- Board Member Responsibilities
- Autonomous Vehicles Report
- Workforce and Talent Development Board Strategic Plan

Meeting Minutes Approved as Presented in Consent Agenda on 1/22/20