



East Cascades Works

Board Meeting Minutes- DRAFT

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

Columbia Gorge- Primary meeting location: Columbia Gorge Community College; 400 E Scenic Drive, The Dalles, OR 97058; Building 1, Board Room

Attendees:

Board Members: Lisa Dobey (chair), Mark Warne, Martin Campos-Davis, Lisa Farquharson, Jennifer Newby, Steve Kramer (COWC, ex-officio)

Public: John Asher (HECC), Barbara Byrd (AFL-CIO), Marta Cronin (CGCC), Rick Leibowitz (CGCC)

Staff: Heather Ficht, Jessica Fitzpatrick

Central Oregon: WorkSource Bend;1645 NE Forbes Rd.; Bend, OR 97701

Attendees:

Board Members: Michelle Alvarado, Gary North, Nicole Hough, David Burger, Robbie Smith

Public: Penny Newton (WorkSource), Christian Moller-Anderson (WorkSource), Teri Hockett (TAO), Dana Dunlap (WorkSource)

Staff: Jamie Kendellen

Klamath Basin: WorkSource Klamath; 801 Oak Ave.; Klamath Falls, OR 97601

Attendees:

Board Members: Julie Matthews, Amy Gibbs

Public: Erica Dow (KCC), Michelle Horne (WorkSource), Kim Laugsand (WorkSource), Randy Norris (WorkSource)

Staff: Stefanie Siebold

Video conference call-in option: <https://zoom.us/j/376628509>

Quorum reached and meeting called to order by Lisa Dobey at 11:39am.

Topic	Time	
Welcome & Consent Agenda	11:30am- 11:50pm	Welcome – Lisa Dobey, EC Works Chair <ul style="list-style-type: none"> • Introductions & Ice Breaker • Consent Agenda: <ul style="list-style-type: none"> ○ Meeting Minutes from April 24, 2019 - <i>vote required</i> ○ Ratify Program Year 2019 Budget – <i>vote required</i> • Announcements: <ul style="list-style-type: none"> ○ Welcome EC Works new Program Manager, Melissa Barrett – start date August 1

		<ul style="list-style-type: none"> ○ WORKing Together Conference in Eugene September 25-26th – Heather Ficht ○ Endless Summer Nights in Bend September 7th – Gary North ○ Incumbent Worker Request for Proposals – Jessica Fitzpatrick <p>Discussion: Reminder that there are several sponsorship opportunities for Endless Summer Nights.</p> <p>Heather encourages all board members to attend the WORKing Together Conference. EC Works will cover the cost of registration- please contact Heather for further information.</p> <p>Jessica announced the success of the Incumbent Worker program and advocated for the board to continue encouraging businesses to apply. The next round of applications will be due by the end of August.</p> <p>Dr. Cronin, CGCC President - announced the groundbreaking for the Skills Center on Campus for April. Aviation Maintenance. Diesel Mechanics, Construction Trades, housing that will allow for commuters to stay on campus.</p> <p>Motions: Gary moves to approve the consent to items as presented, Nicole seconds, Unanimously approved.</p>
Strategic Planning – Target Populations	11:50am – 12:25pm	<p>Strategic Planning & Target Populations continued</p> <ul style="list-style-type: none"> ● Second Chance/Ex-offenders – Mark Warne – <i>vote required</i> ● Next steps for English Language Learners plan development – Martin Campos-Davis
		<p>Discussion: Mark Warne presented on “Second Chance/Ex-offender” population. Mark himself developed a passion for working with offenders and formerly incarcerated individuals while he was in Colorado. Before moving to Oregon, he saw work programs working; reducing recidivism and getting people to work.</p> <p>The biggest return on investment that Mark saw was when the individual has a connection not just to parole and probation, but also someone that will guide them through the process of getting employed.</p> <p>While the prison system has the largest budget next to education, programs fail when they do not support the individual in the transition to work. Mark himself implementing “First Chance” and “Ready Set Go” programming in Colorado’s Coffee Creek prison. He will share this programming with the board.</p> <p>Jenni and Erica shared that COCC and KCC both offer training at Warner Creek and Deer Ridge, with a major success rate.</p> <p><u>Mark recommends</u> that the board vote to include Ex-offenders as a Target Population in the Strategic Plan because “work programs work; getting people into work keeps them out of trouble.”</p>

	<p>Lisa D- what does a vote on a target population mean? What are we committing ourselves to?</p> <p>Heather- this guides the staff direction and lets us know where we need to devote energy. This also means that we will continue to seek funding to support the work. It will also be part of our strategic plan.</p> <p>Nicole- what would the partnerships be? Would we be collaborating with other Workforce Boards in the State?</p> <p>Heather- Yes, for example we would look to WorkSource and leverage program delivery. We will also plan to pilot this work in our region and engage the other boards in continued discussion as we look to expand to other areas as the prisons in our region are the “releasing” prisons for the state.</p> <p>Martin asks for board and community members to join his action team on LEP. Jenni and Dr. Cronin would like to join. If there are others who would like to join the LEP action team and further assess the needs and the resources available in our region to be included in the Strategic Planning, please reach out to Martin or Heather.</p>	
	<p>Motion: Martin moves to add Ex-Offenders to the Board’s Target Populations. Jenni seconds. Unanimous Approval.</p> <p>Comment: Steve Kramer thanks the group for being involved in such important work.</p>	
<p>The Future of Work</p>	<p>12:25-1:25pm</p>	<p>The Future of Work – Heather Ficht</p> <ul style="list-style-type: none"> • HBO Vice News Special Report – Future of Work – <i>focus on automation and workforce funding</i> <p>McKinsey Global Institute, The future of work in America: People and places, today and tomorrow</p> <p>Independent Task Force Report No. 76 The Work Ahead: Machines, Skills, and US Leadership in the Twenty-First Century</p>
	<p>Discussion:</p> <p>Each location separately viewed two Vice News clips and were prompted with a series of questions before coming back together for key-takeaways.</p> <p><u>Video 1-Autonomous Vehicles</u></p> <p>According to the first video, trucking is a \$700 Billion/year industry that employs 1.8 Million people. More broadly transportation/logistics employs nearly 10 million, according to the clip. The most accessed Individual Training Account (scholarship) in WorkSource for the past several years has been for Commercial Driver’s Licenses. We think this is for several reasons including:</p> <ul style="list-style-type: none"> • Low barriers to entry – criminal history, entry level, light customer contact, etc. • People who earn their commercial driver’s license get jobs! • Rapid employment – the training is quick and relatively cost effective <p>In WorkSource we see people like the “Steeler’s fan” truck driver from the video. What do we tell him in 5 years when his job is gone? We</p>	

need help figuring out how to identify what the next best bet is for him and others.

- 1) In Oregon, the state's Talent Plan calls out the importance of focusing on building skills, but we do not have a data system that tracks "skills". How might we begin identifying skill sets that matter in the Future of Work?
- 2) How do we identify or create more reskilling training opportunities that allow adults to retool more quickly at a reasonable cost?
- 3) How do we identify the transferable skills that will be valued? Are there related credentials?

Video 2- Resource Challenges and Who is Left Behind?

This clip was focused on who may be left behind in the future of work and we believe a large segment of the population was overlooked – **rural Americans**. Further, they highlighted the fact that funds to support workforce development have only diminished in the past 20 years.

Based on research by McKinsey Global Initiative, they recommend specific strategies based on local factors to prepare for the future of work. The majority of East Cascades workforce area is considered *Americana* or *Distressed Americana*; with one exception – Deschutes County is considered a *Niche – Small Powerhouse*. See attached map for more context.

- 1) Based on McKinsey's recommendations, what are potential strategies that leverage a community's strengths?
- 2) What action will you take to advocate for workforce investments to help prepare for the future of work?

Key Take-aways on Video 1-

- 1) We should focus on the companies that are currently exploring automation and further understand what they plan to do with their current workforce, what jobs they are being trained on and what skills they need within their workforce.
- 2) We should learn from industries that have suffered at the hands of automation and engage with economic development. What can we anticipate and prepare for? What skills can we train the workforce on now that will help sustain through the tech revolution?
- 3) Engage with the State Taskforce on Autonomous Vehicles to learn more about what they are anticipating and preparing for. **Action:** Barbara Byrd to send Heather the contact information for the taskforce.
- 4) Most development will happen in the urban areas. We have to be careful not to overprepare or become too reactive and pigeonhole or put people out of work by preparing for something that may not come.

Key Take-aways on Video 2-

- 1) We should explore the resources and strengths of our rural areas.

		<p>2) We should remember that rural Deschutes County is as a whole left out of conversations that are really about Bend/Redmond.</p> <p>3) We really need to have commitment from business in providing training in house. Our support should focus also on smaller companies to put small and short-term curriculum in place. Somewhere we forgot about the “learn from the master”/ apprenticeship format, where at the turn of the 20th century, we would train by doing.</p> <p>4) We need to understand who is advocating where and to what groups so that we can better prepare the board and team with talking points. Action: Take inventory of who is advocating in DC and the state and to what group. Create talking points for advocacy meetings.</p>
<p>Public Comment</p>	<p>1:25-1:30pm</p>	<p>1) Martin Campos-Davis- Farm Worker Appreciation Day is August 11, with events happening throughout the State of Oregon.</p> <p>2) David Burger- Thank you and a shout-out for the Teacher Externship opportunity EC Works funded through our partnership with High Desert ESD and Association for General Contractors. Our support provided externship opportunities, within the Building Trades, for 20 educators from Central Oregon and 10 from the Gorge. David believes that they really will be able to educate their kids on opportunities that really are out there. Please do it again!</p> <p>3) Steve Kramer- Senator Bentz and Rep. Bonham will hold a town hall meeting to discuss the Cap and Trade Bill and its impact on reducing carbon. July 29- in Sisters at 6pm at the Five Pine Lodge, and July 30 in The Dalles at 6pm at Fort Dalles Readiness Center, 402 E. Scenic Drive.</p> <p>4) Mark Warne- Thank you to Robbie and David for your leadership in representing the Union Trades; and to Heather Ficht for her leadership of the organization.</p> <p>5) Go To WORKing Together!!!</p>

Meeting Adjourned by Lisa Dobey at 1:29pm

Minutes Approved in October Board Meeting Consent Agenda.