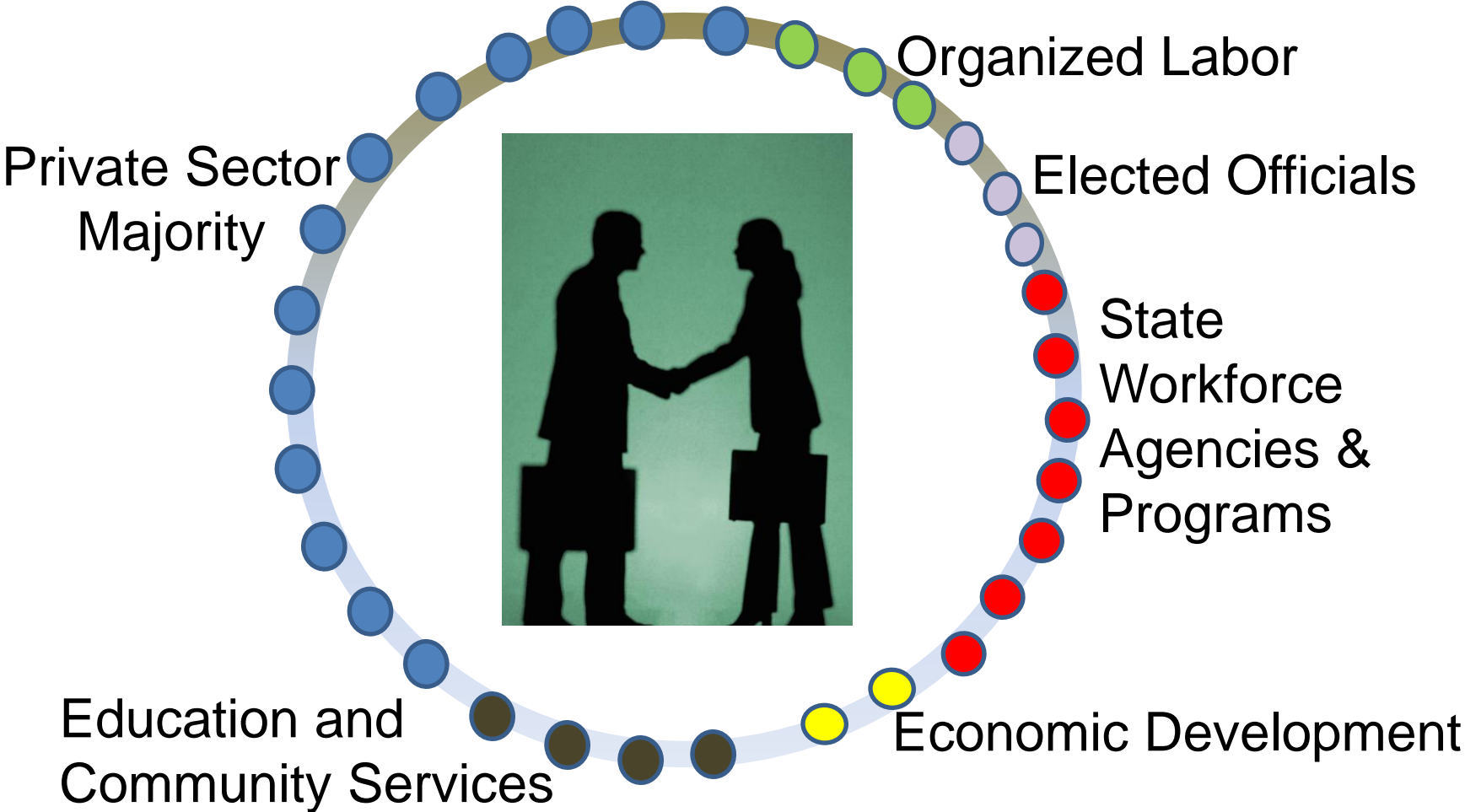


The Oregon Workforce Investment Board and Report on House Bill 4141

Creating a more aligned and
integrated workforce system

Oregon Workforce Investment Board Advisory to the Governor



Oregon's 7 Local Workforce Investment Boards

Worksystems, Inc.

Workforce Investment Council of Clackamas County

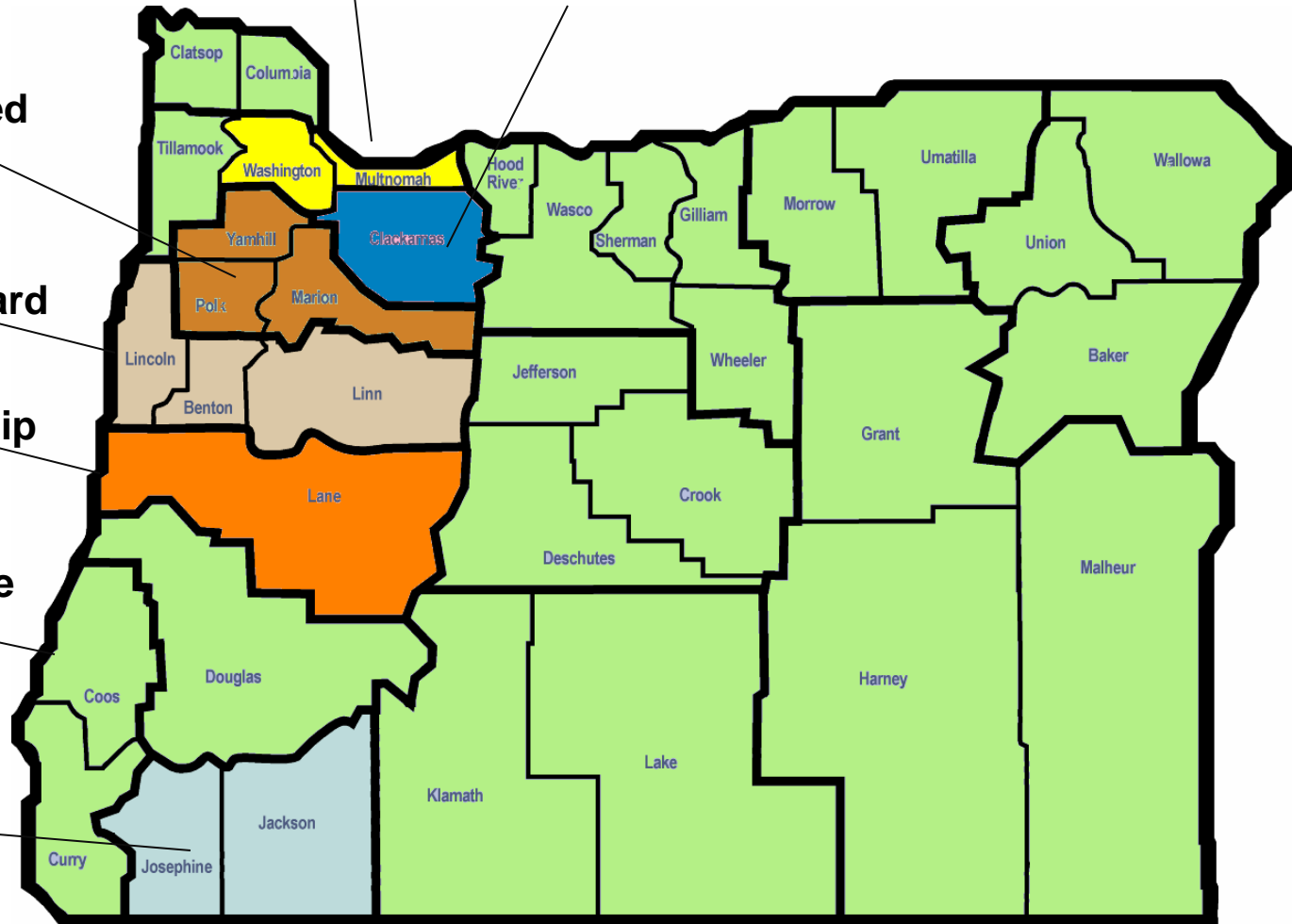
Job Growers, Incorporated

Linn Benton Lincoln
Workforce Investment Board

Lane Workforce Partnership

Oregon Workforce Alliance

Rogue Valley
Workforce
Development Council



The Urgent Need for Change

Trends	Implications
Skills mismatch Lagging income Rapidly advancing technology Expanding globalization Demographic shifts Broken workforce pipeline Need for entrepreneurial skills	Closure, relocation and downsizing of Oregon companies Chronically high unemployment, with people permanently dropping out of the labor market Decreases in the tax base Out-migration of young and talented Stagnant or lower wages and increased poverty



Oregon at Work – A Strategic Plan

*Vision: Quality Jobs – Skilled Workers -
Strong State Economy - Local Prosperity*

Goal: Oregonians have the skills they need to fill current and new high-wage, high-demand jobs.

Goal: Employers have the skilled workers they need to remain competitive and contribute to local prosperity

Goal: Aligned, integrated, efficient, effective, workforce system achieving strong outcomes for businesses and job seekers.

Three Strategies for Change

Sector Strategies - Work Ready Communities -
System Innovation

OWIB Strategic Plan- Priority #1 - Sector Strategies

- Employer driven partnerships of industry, labor, economic development entities, education and training providers
- Remove barriers for recruitment, hiring, training and placement
- Local boards have convened processes to engage employers in the development of sector strategies in manufacturing, health care and energy
- OWIB's goal is for sector strategies to continue to be a key component of the local board strategy over the next 10 years
- Career Pathways as educational component

OWIB Strategic Plan # 2 - Certified Work Ready Communities

A county or regional partnership certified by a third party as having a skilled and talented workforce

- Recruit, retain and expand businesses with the promise of a skilled workforce
- Document skills in reading, writing and locating information
- Return unemployed to work faster
- Provide pathways to better jobs
- Reduce barriers to employment
- Quantify workers' skills and reduce costs

OWIB Strategic Plan Priority #3 – System Innovation

From	To
Planning based on workforce programs	Planning based on community, business and job seeker/learning worker needs
Discussions about funding agencies and program silos	Discussions about investments and outcomes
Budgeting on the margins	Investing all workforce resources to achieve outcomes for all Oregonians
Debate on what to cut based on level of funding	Debate on how to get better results
<p>Workforce Compacts: Tight on the “What” Loose on the “How”</p>	

Workforce System Outcomes

Benchmarked to vision, goals and strategies

Businesses

- Find the skilled workers they need and retain them.
- Are satisfied with workforce services and results
- In targeted sectors experience job growth

Individuals

- Have the skills and abilities required by business
- See higher earnings.
- are satisfied with services and results

System (In Development)

- Increased efficiency and greater coordination
- Return on investment

House Bill 4141 Report


Achieving Greater Alignment,
Integration, and Transparency



Workforce Policy Advisor's Charge

- We are in a changing economy that requires new solutions
 - Engage private/public partnerships
 - Support on community based solutions
 - Clarify and increase accountability for outcomes
- There is no “new money”
- We need a dynamic, effective workforce system that uses all its resources to help
 - people get good jobs and progress along career ladders
 - companies compete grow and prosper

HB 4141

- Promote a **high skilled, high-wage workforce**;
 - Increase workforce **resources alignment** for **job creation, industry competitiveness, skill development and career pathways**;
 - Increase **accountability**;
 - Increase coordination among institutions of higher education, community colleges and labor and apprenticeship programs;
 - Increase alignment between workforce and economic development;
 - Measure **progress toward goals**;
 - Increase **budgeting transparency**; and
 - Increase the **flexibility and responsiveness** of local workforce investment boards.
- 

Workforce

Oregon employers get the workers they need to remain competitive and support local prosperity.

A skilled and ready workforce fills newly developed and current replacement jobs.

OREGON WORKFORCE INVESTMENT BOARD

Education

All Oregonians graduating from high school are college and career ready.

All Oregonians who pursue education beyond high school receive a certificate or diploma and are ready to contribute.

OREGON EDUCATION INVESTMENT BOARD

Economic Development

Business Oregon works to create, retain, expand and attract businesses that provide sustainable, living-wage jobs for Oregonians.

OREGON BUSINESS DEVELOPMENT COMMISSION

In the Workforce “Circle”

Community Colleges and Workforce Development

- WIA Title I-B (Youth, Adult, Dislocated Workers)
- WIA Title II (Adult Education & Literacy)
- Youth Conservation Corps/State

Oregon Employment Department

- WIA Title III (Wagner-Peyser Employment Service)
 - WIA Title I (Veterans)
 - WIA Title I (Migrant Seasonal Farm Workers)
 - Trade Adjustment Assistance (TAA) & Trade Readjustment Allowances/DOL
 - Supplemental Employment Department Administration Fund (SEDAF)/State

Department of Human Services

- WIA Title IV - Vocational Rehabilitation/Commission for the Blind
- Older Americans Act/Title V – Senior Community Service Employment Program
- Temporary Assistance for Needy Families/JOBS
- Food Stamp Employment Program

Workforce/Education intersection

Department of Education

- Secondary Career Technical Education /Carl Perkins

Community Colleges and Workforce Development

- Post-Secondary Career Technical Education/Carl Perkins
- Apprenticeship/Related Instruction

Oregon University System

- Professional/Tech Programs in Targeted Sectors/High Demand Occupations

Bureau of Labor and Industries

- Registered Apprenticeship

Workforce/Economic Development intersection

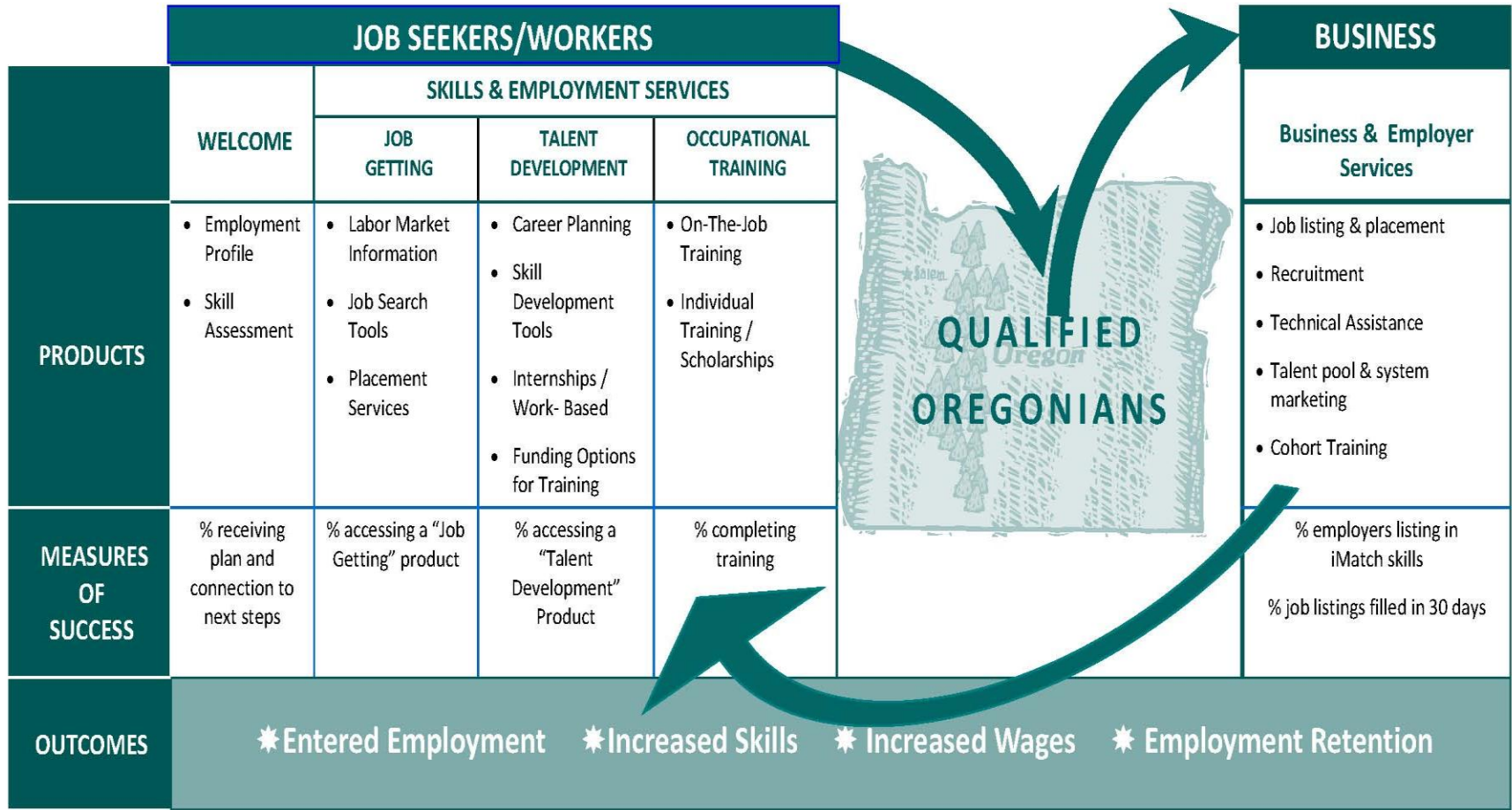
Oregon Business Development

- Traded Sectors/Industry Cluster Initiative

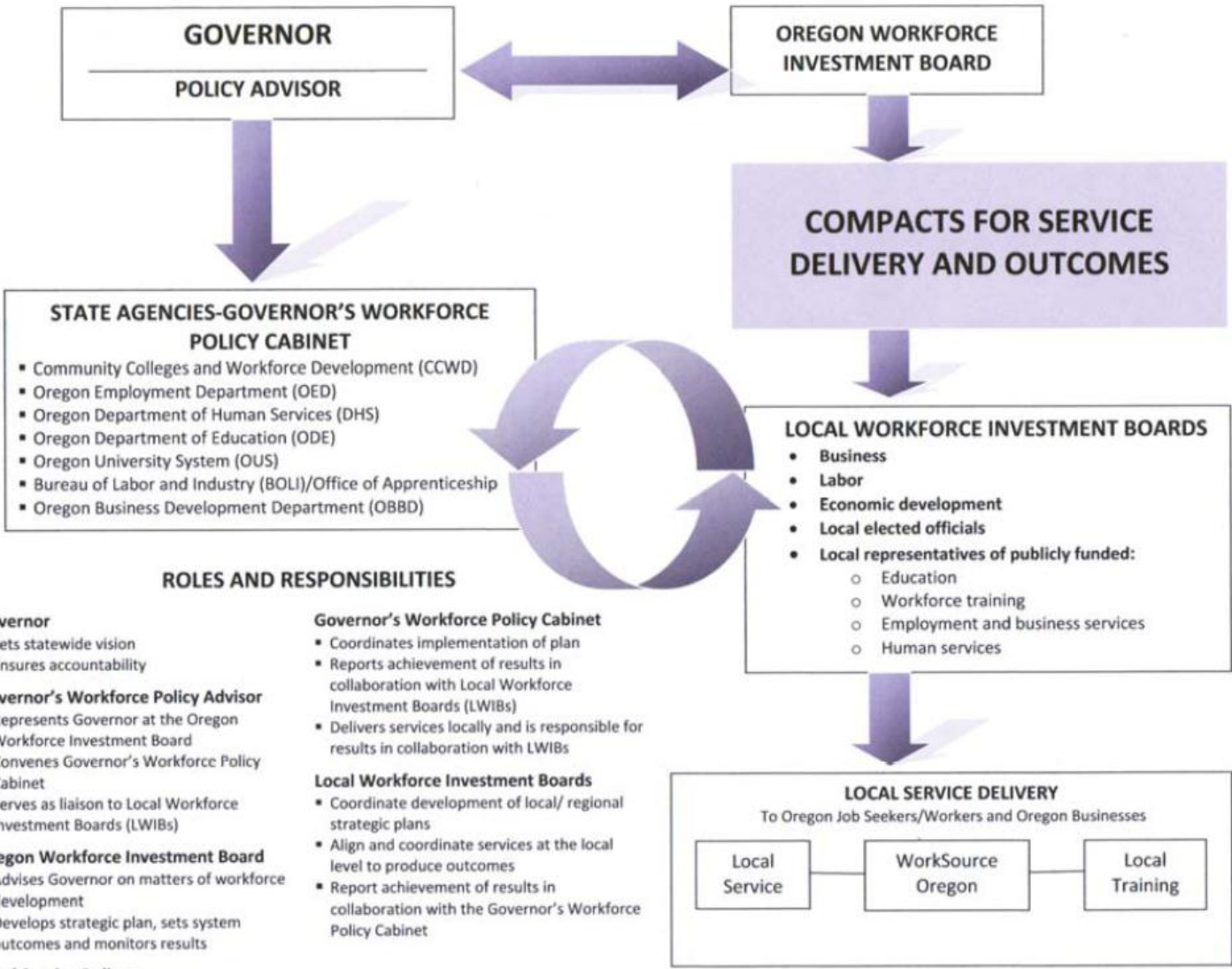


WORKSOURCE OREGON
 “Oregon’s Public Workforce System”

280,000 PEOPLE SERVED



New Governance Structure for Oregon Workforce Development



ROLES AND RESPONSIBILITIES

- Governor**
 - Sets statewide vision
 - Ensures accountability
- Governor's Workforce Policy Advisor**
 - Represents Governor at the Oregon Workforce Investment Board
 - Convenes Governor's Workforce Policy Cabinet
 - Serves as liaison to Local Workforce Investment Boards (LWIBs)
- Oregon Workforce Investment Board**
 - Advises Governor on matters of workforce development
 - Develops strategic plan, sets system outcomes and monitors results
- Local Service Delivery**
 - Delivers services and is accountable to the local service delivery system for results
- Governor's Workforce Policy Cabinet**
 - Coordinates implementation of plan
 - Reports achievement of results in collaboration with Local Workforce Investment Boards (LWIBs)
 - Delivers services locally and is responsible for results in collaboration with LWIBs
- Local Workforce Investment Boards**
 - Coordinate development of local/ regional strategic plans
 - Align and coordinate services at the local level to produce outcomes
 - Report achievement of results in collaboration with the Governor's Workforce Policy Cabinet

Recommendation: Fully integrate and align the workforce system

- **Clarify roles and expectations of the State and Local Workforce Boards** - *private/public partnerships for results*
- **Align state administrative functions** –*efficiencies, opportunities for integration, alignment, waivers, revise statute*
- **Focus WorkSource Oregon** - *skills development and market-relevant credentials, placement into good jobs.*
 - *WorkSource as a tool for achieving the middle 40*
- **Implementation the OWIB plan**
- **Increase coordination among institutions of higher education, community colleges and labor and apprenticeship programs.**
- **Budget for workforce innovation.**

Investing in Jobs and Innovation Funding

The Governor's Recommended
Budget



The Investment: \$10 million to..

- Scale up efforts
 - To get more Oregonians back to work in good jobs
 - Better match skills with jobs
 - Help companies grow
- Leverage Oregon's publicly funded workforce system
- Build on innovative approaches for a new economy



Investment: Expand Back to Work Oregon

Two components:

- On-the-Job Training (OJT)
- Oregon National Career Readiness Certificate (NCRC)

Track record:

- \$3.28 million legislative investment in 2011 (matched by Local Workforce Investment Boards).
- 1,390 Oregonians earned an average wage of \$14.33/hour (about \$30,000 annually) and 97% of replacement wages
- \$41.7 million earned by program participants in one year = \$3.8 million in additional tax revenue.

Expansion:

- Hire an additional 2,350 Oregonians in the next biennium

Investment: From NCRC to Certified Work Ready Communities

\$1,644,093 public investment since 2011 resulted in...

- Over 900 businesses signed up to use the NCRC.
- 21,452 citizens earning an NCRC at about \$94 each.

These citizens

- Were 28 percent more likely to be employed than those without an NCRC.
- Earned a combined total of \$9,975,180 more in wages over one year than those who did not earn an NCRC.

Expansion: 100,000 NCRCs, 4,000 business supporters and 2/3 of counties certified

Investment: Sector Strategies

- Nationally recognized best practice to better align training with industry demand.
- Proven to
 - Improve wages and upward mobility for individuals in poverty
 - Support business retention and expansion
 - Better align education, workforce and economic development.
- Implementation:
 - Technical assistance to better leverage public dollars for these results

For additional information:

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