

Oregon Talent Council

- **Increased** economic competitiveness for Oregon industry.
- **Improved** career opportunities for Oregonians.
- **Integrated** state strategy for talent **aligned** with regional strategic priorities.

Outcomes	Performance Measures
<p>Talent pathways for keeping existing workers competitive</p> <p>Greater relevance, quality and quantity of university and community college graduates in specific industry areas.</p> <p>Internships and work-based learning opportunities.</p>	<ul style="list-style-type: none"> • Specific industry needs satisfied through provision of talent. • Number of Oregon technical and scientific graduates placed in Oregon jobs. • Percentage of students with relevant industry work-based learning.
<p>Investment to ensure “right sizing” of program offerings that connect projected need to capacity to avoid wasteful duplication or unmet industry needs.</p>	<ul style="list-style-type: none"> • Number of Oregon students and professionals served per \$1,000,000 of state investment.
<p>Agility to quickly respond to changing industry workforce needs.</p>	<ul style="list-style-type: none"> • Private-sector investment and engagement in talent development.

Approach

Demand-driven industry needs guide investments in education:

- **Strategically linking economic opportunities with educational capacity** through intentional connections with research/development and industry cluster efforts, informed by comprehensive primary and secondary research on demand.
- **Building a broad talent pipeline** to serve the array of statewide industries that rely heavily on technical and scientific talent, especially manufacturing, healthcare, energy, high technology and agriculture/natural resources and food/beverage.
- **Providing guidance to direct 40-40-20 initiatives** to areas of highest economic and societal value in the state.

Investments are not designed to provide long-term, sustaining funds, but rather to:

- ***Provide critical gap funds:*** by supporting targeted efforts to respond to immediate and critical workforce gaps.
- ***Spur workforce innovation:*** by fostering new ways to respond to and deliver increasing demands for proficiency-based education that is closely tied to industry needs.
- ***Upgrade in and share curriculum and facilities:*** encouraging and rewarding efficiency in the system that improves student progress through programs.
- ***Develop professional, industry-led badges and certifications:*** support on-going education and career pathways through incremental professional education.
- ***Enhance student work experience:*** invest to encourage and incentivize collaborations between industry and education to support student learning.

Governance Structure

The Council will be primarily comprised of senior executives from key industry sectors with representation from university, community college and workforce institutions. The Council will have ex-officio members from partner agencies and boards: HECC, OWIB, OEIB/STEM Investment Council, OED, and OBDD.

OTC will be housed and managed by one of the partner state agencies to ensure talent development efforts are closely tied to the state's economic, workforce and education efforts. OTC and partner agencies will develop by-laws and operating procedures to clearly outline roles and expectations.

Since OTC operations will touch multiple agencies, there will be a memorandum of understanding (MOU) among key agencies to ensure the Council's investments are effectively leverage with other public resources. Priority for investments will be given to high demand efforts with significant private sector contributions.

OTC will have industry-specific subcommittees comprised of relevant representative industry, government and education leadership. These committees will convene their relevant stakeholders to assess and prioritize talent needs and make specific recommendations for addressing their priorities. The work of subcommittees will be rolled up into a comprehensive talent plan and unify efforts when sectors are seeking similar talent.

Staffing for the Council will be supported through a small portion of its funding that is allocated toward administrative and operating purposes. Since the Council will have a key strategic role with multiple partners and multiple industries it is anticipated that 2 FTE would be required to manage the council, provide supportive research and best practices, oversee its multiple subcommittees, and manage contracts. Other shared services will be provided by the state agency under which the Council is placed. All staffing will be predicated on available funding for OTC.

Funds

A separate fund would be established by statute. Through outcome-based criteria, proposals will be submitted for Council review. The Council will be responsible for vetting proposals and making recommendations for final investments. Recommendations would also be presented agencies within the MOU to ensure direct alignment and leverage of effort and resources.

Additionally, the OTC's fund should be performance-based, not part of an agency's base budget. While funding programs may need to secure a longer horizon, say 3-5 years, for effective delivery, we encourage the program to be rigorously reviewed by the legislature every session.