

Oregon Talent Council

Frequently Asked Questions

What is the purpose of the Oregon Talent Council (OTC)?

OTC is a central voice for industry for issues of talent. Specifically:

- To strategically link industry growth opportunities with educational capacity.
- To make recommendations on how to build a skilled talent pipeline that serves the array of statewide industries that rely heavily on technical and scientific skills.
- To help connect efforts of state agencies involved in talent development and direct 40-40-20 initiatives to areas of highest economic and societal value.

What will OTC specifically do?

OTC will provide data, synthesize industry input, and work with education and training providers to make a) recommendations to state agencies on filling talent gaps, and b) strategic investments in on-the-ground efforts in five areas:

- Gap funds to respond to immediate and critical talent gaps in traded sector/high growth sectors.
- Pilots for new ways to respond to and deliver proficiency-based education that is closely tied to industry needs.
- Upgrades and shared curriculum and facilities, that encourages efficiency in the system and improves student progress through programs.
- Industry-led badges and certifications to increase skills of existing workers.
- Efforts to enhance student work experience and job preparedness.

How will OTC operate?

- OTC will have industry sector subcommittees. (High tech, energy, manufacturing, healthcare, food processing, natural resources are examples of anticipated committees)
 - They will identify talent needs: high demand, hard to find, and leading edge skills to inform multiple state boards and agencies including OWIB, HECC/STEM Investment Council, OED, as well as local workforce boards, universities and community colleges.
 - They will work with education and training providers to develop outcome-based recommendations for filling critical gaps. These recommendations will be prioritized and presented to the OTC for investment and shared with key partners.
- OTC's joint committee will handle cross-sector investments and strategic initiatives.

How are investment decisions made?

- A set of industry priorities for each sector and for cross-cutting skills will be identified by the Council. Then a request for proposal (using demand and outcome-based criteria) process will be used to solicit ideas for addressing these priorities.
- Industry subcommittees will vet proposals with a final set of recommendations made by the OTC.
- Priority will be given to high need investments with significant engagement and contributions from industry and partner agencies.

How will results be measured?

- *Effectiveness:* Number of Oregon technical and scientific graduates placed in Oregon jobs.
- *Access:* Number of Oregon students and professionals served per \$1,000,000 of state investment.
- *Leverage:* Industry engagement and contributions to talent development efforts.
- *Customer Satisfaction:* Specific industry needs that are satisfied through provision of Oregon talent.
- *Sustainability:* The ability for programs to sustain operations after initial OTC funding.

How does OTC relate to ETIC?

- First and foremost, it expands beyond high tech to include the growing array of industries that need skilled workers including manufacturing, food processing, natural resources, energy, and healthcare.
- The broadening of industry sectors means better reach to rural communities.
- It includes technical and professional occupations beyond engineering.
- Finally, the current Engineering Technology Industry Council (ETIC) would become the high tech subcommittee if OTC legislation is enacted.

How will the OTC collaborate with multiple agencies and partners?

- OTC recommendations and investments are meant to be a fulcrum point for targeted investments that can be scaled and broadly addresses through leveraging resources of workforce boards, community colleges, and universities. Therefore, memorandums of understanding will be developed with partner agencies to clearly outline these expectations.

How does OTC support various workforce boards and educational institutions?

- OTC will verify and prioritize occupation and skill needs so workforce and education partners have current information on which to develop or expand programs.
- OTC can co-invest in projects to fill gaps and leverage limited education and training resources to more effectively address critical needs.
- OTC can help to engage and connect employers to regional workforce and education efforts, expanding the relevancy of training programs to Oregon's traded sector and high growth industries.