

INVESTMENTS TO CONNECT JOB SEEKERS WITH EMPLOYMENT

PRESENTED TO:

JOINT COMMITTEE ON WAYS AND MEANS,
SUBCOMMITTEE ON EDUCATION



Day 10

BEN CANNON, Executive Director, HECC; LISA NISENFELD, Director, Employment Department; KAREN HUMELBAUGH, Workforce Deputy, CCWD

WORKFORCE AND POSTSECONDARY PREPARATION

2

Activity (Office)	Budget Items	2013-15 LAB	2015-17 GRB
Workforce Training (CCWD)	Workforce funding (LWIBs, job training, OYCC) POP 201: youth employment POP 202: incumbent worker training	\$117.2M FF/OF/GF -- -- Total: \$117.2M	\$119.0M FF/OF + \$15.0M GF ¹ + \$6.0M GF ¹ Total: \$136.3M

LAB=Legislatively Adopted Budget, GRB=Governor's Recommended Budget, GF=General Funds, OF=Other Funds, FF=Federal Funds

¹Proposed funding from SEDAF transfer from Department of Employment



WORKFORCE SYSTEM GOALS

3

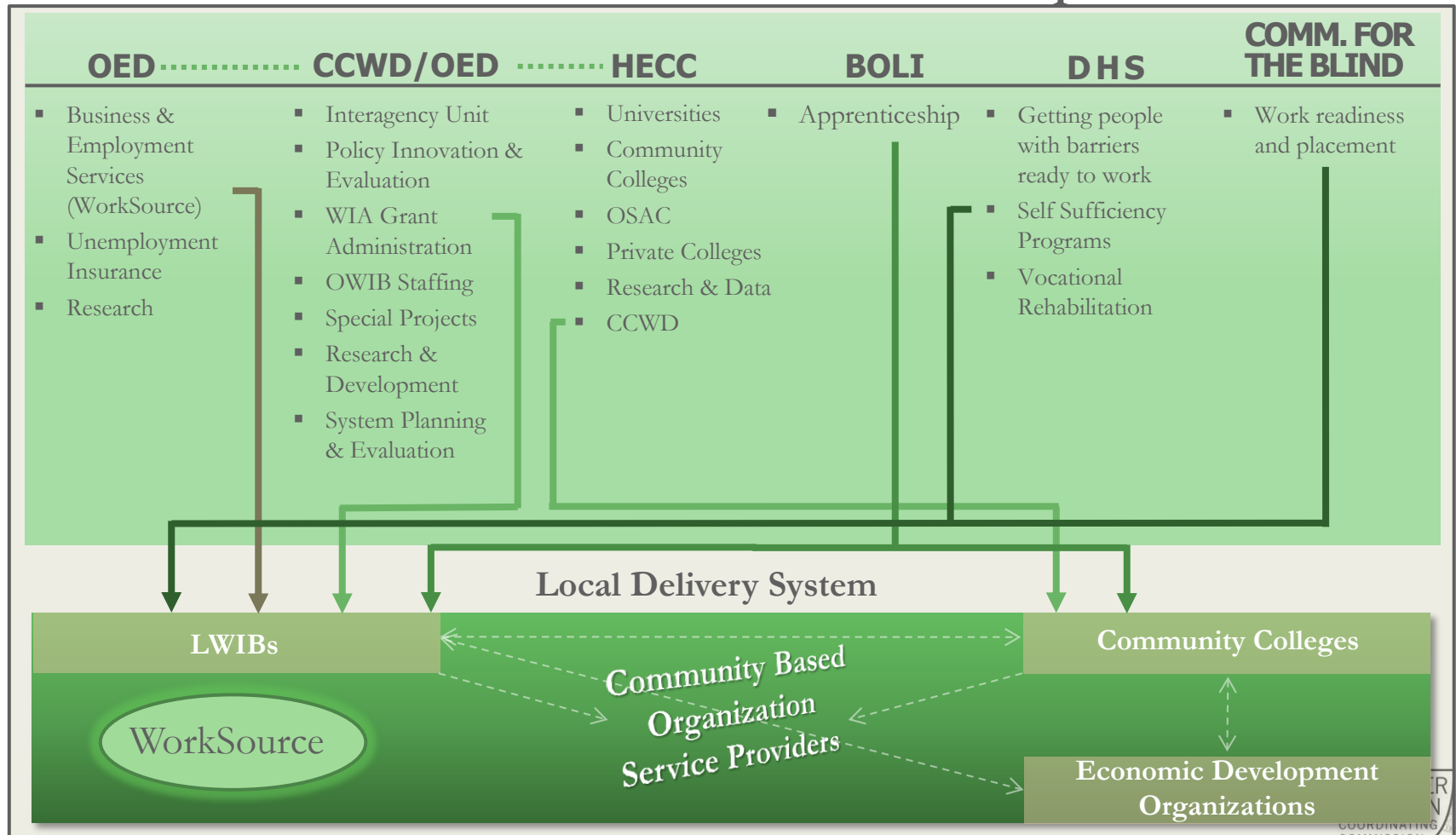
Oregonians have the skills for high wage/high demand jobs

Businesses have skilled workers to innovate and grow

Workforce system is aligned, integrated, efficient and effective to support businesses and job seekers

WORKFORCE SYSTEM PARTNERSHIPS

State Roles In Workforce Development



WORKFORCE SYSTEM GOVERNANCE

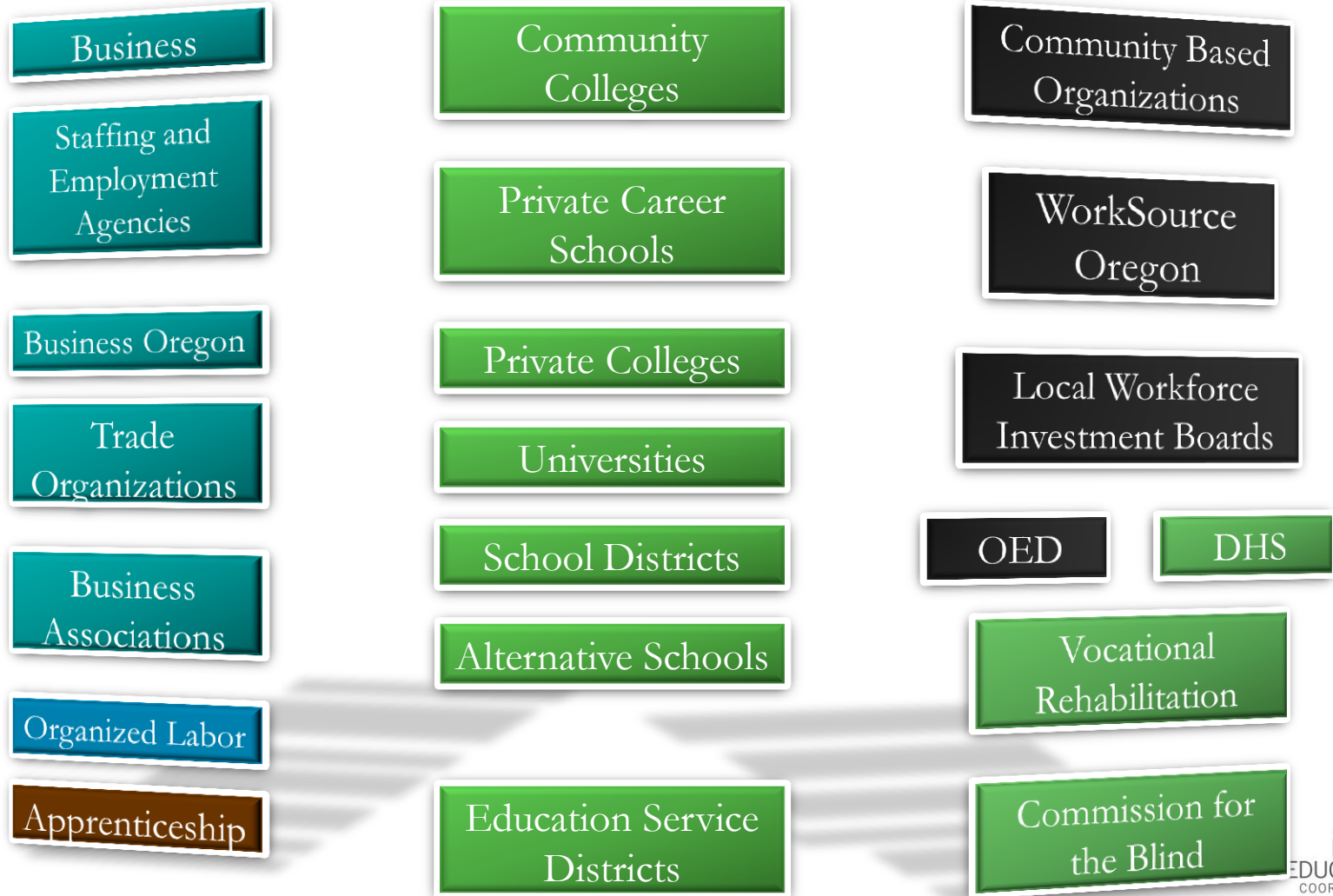
5

Oregon Workforce Investment Board

- Oversight of the workforce system
- Hold system accountable for results
- Recommend policy to the governor
- Feedback to agencies and workforce boards

OREGON'S PUBLIC WORKFORCE INFRASTRUCTURE

6



SPECTRUM OF INDIVIDUALS SERVED BY WORKFORCE DEVELOPMENT

7



VERY LOW SKILLED/MULTIPLE BARRIERS

8

Examples

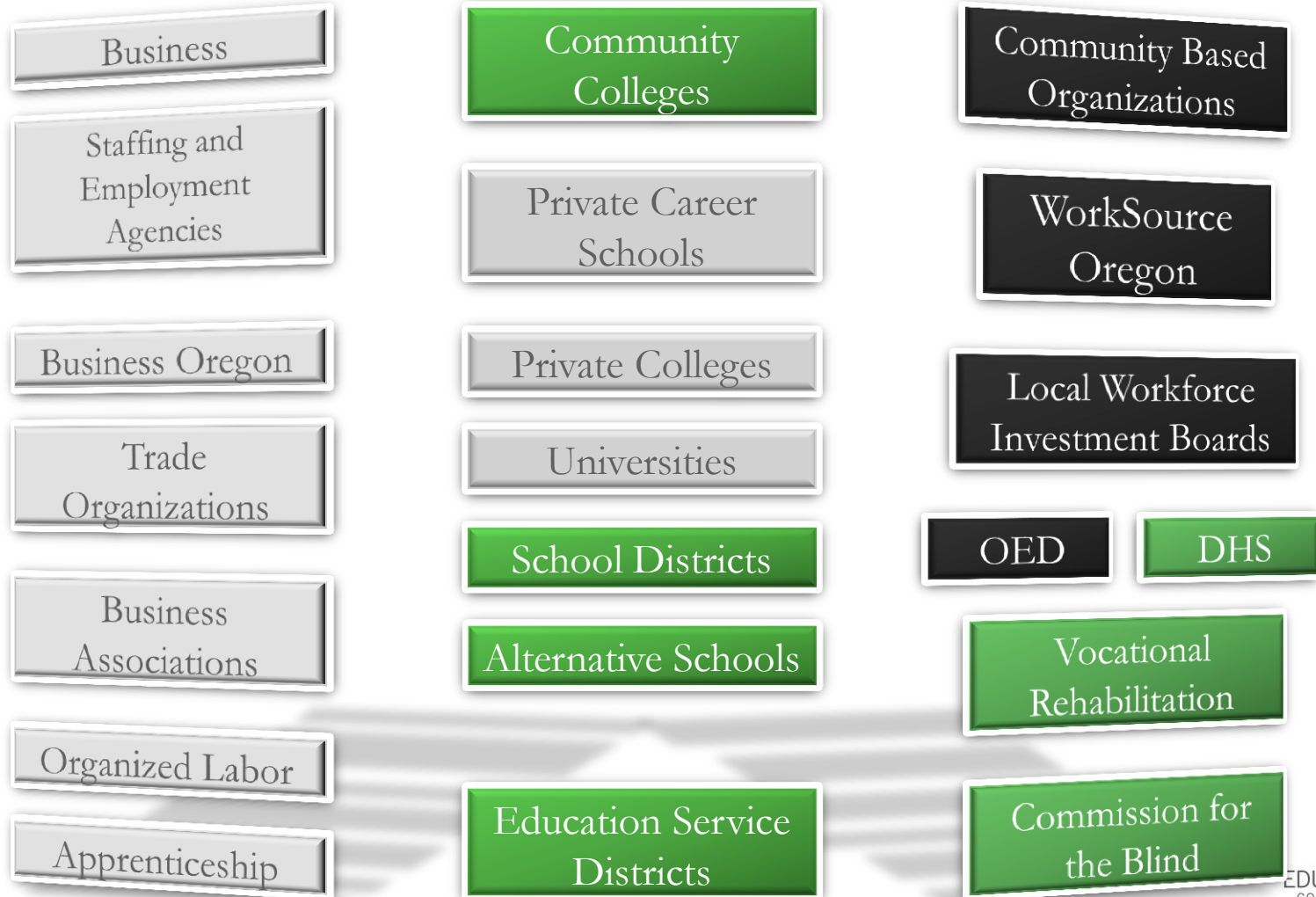
- People living in poverty
- High school dropout
- Teen parent

Strategies

- ELL or basic skills classes
- Job readiness activities
- Coaching
- Connections to community resources

VERY LOW SKILLED/MULTIPLE BARRIERS

9



ENTRY LEVEL/YOUTH

10

Examples

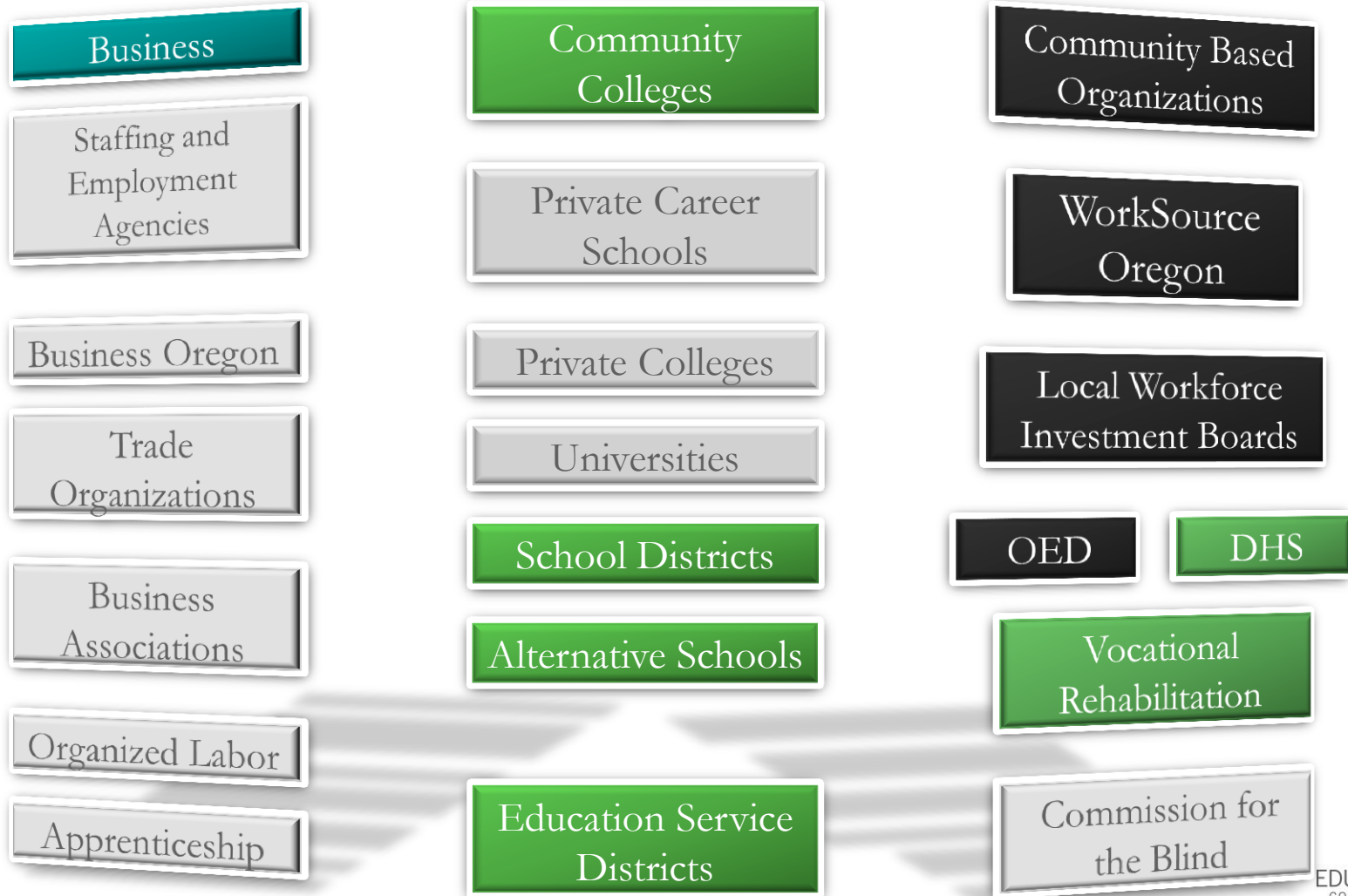
- No work experience
- High school students
- Disconnected youth
- New entrants to the workforce (i.e. immigrants)
- Youth with disabilities

Strategies

- GED/HS diploma
- Basic skills training and certification
- Career and Technical Education (CTE)
- Job placement
- Work experience including on-the-job training and summer work programs

ENTRY LEVEL/YOUTH

11



UNDEREMPLOYED

12

Examples

- Long term unemployed/working survival jobs
- College graduate working in service jobs

Strategies

- On-the-job training
- Job placement
- Career and Technical Education (CTE)
- Partnerships with staffing industry
- Credentialing, retraining, licensing
- Incumbent worker training

UNDEREMPLOYED

13

Business

Staffing and
Employment
Agencies

Business Oregon

Trade
Organizations

Business
Associations

Organized Labor

Apprenticeship

Community
Colleges

Private Career
Schools

Private Colleges

Universities

School Districts

Alternative Schools

Education Service
Districts

Community Based
Organizations

WorkSource
Oregon

Local Workforce
Investment Boards

DHS

Vocational
Rehabilitation

Commission for
the Blind

MIDDLE 40/TECHNICAL SKILLS

14

Examples

- Journeyman trades people
- Healthcare technician
- Engineering technician
- Front line supervisor

Strategies

- Credentialing and licensing
- Career and Technical Education (CTE)
- Job placement
- Continuing education

MIDDLE 40/TECHNICAL SKILLS

15

Business

Staffing and
Employment
Agencies

Trade
Organizations

Business Oregon

Business
Associations

Organized Labor

Apprenticeship

Community
Colleges

Private Career
Schools

Private Colleges

Universities

School Districts

Alternative Schools

Education Service
Districts

Community Based
Organizations

WorkSource
Oregon

Local Workforce
Investment Boards

OED

DHS

Vocational
Rehabilitation

Commission for
the Blind

PROFESSIONAL/UPPER 40

16

Examples

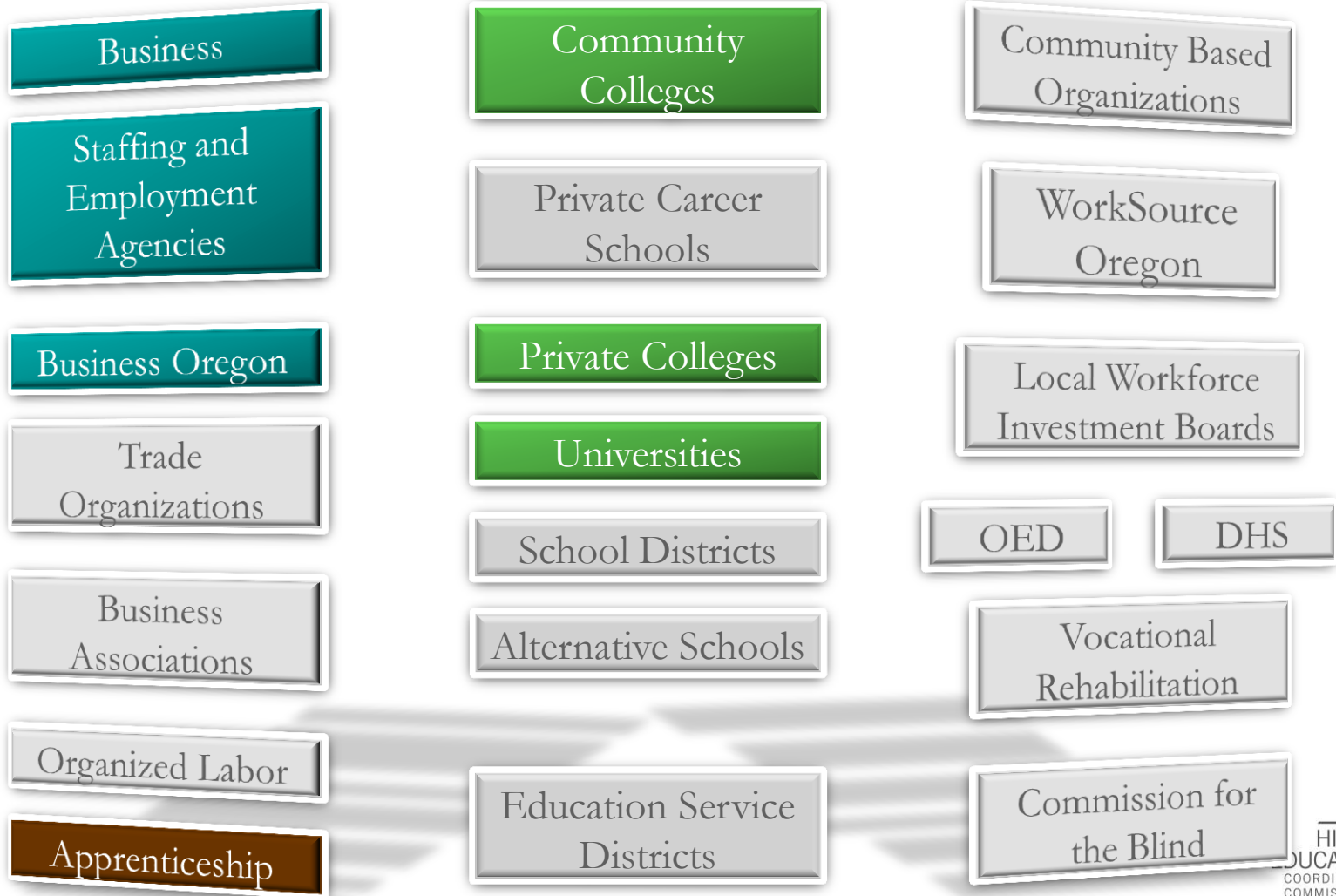
- Teacher
- Accountant
- Construction manager
- IT professional
- Operating room nurse

Strategies

- College
- Distance learning

PROFESSIONAL/UPPER 40

17



SUPER SKILLED

18

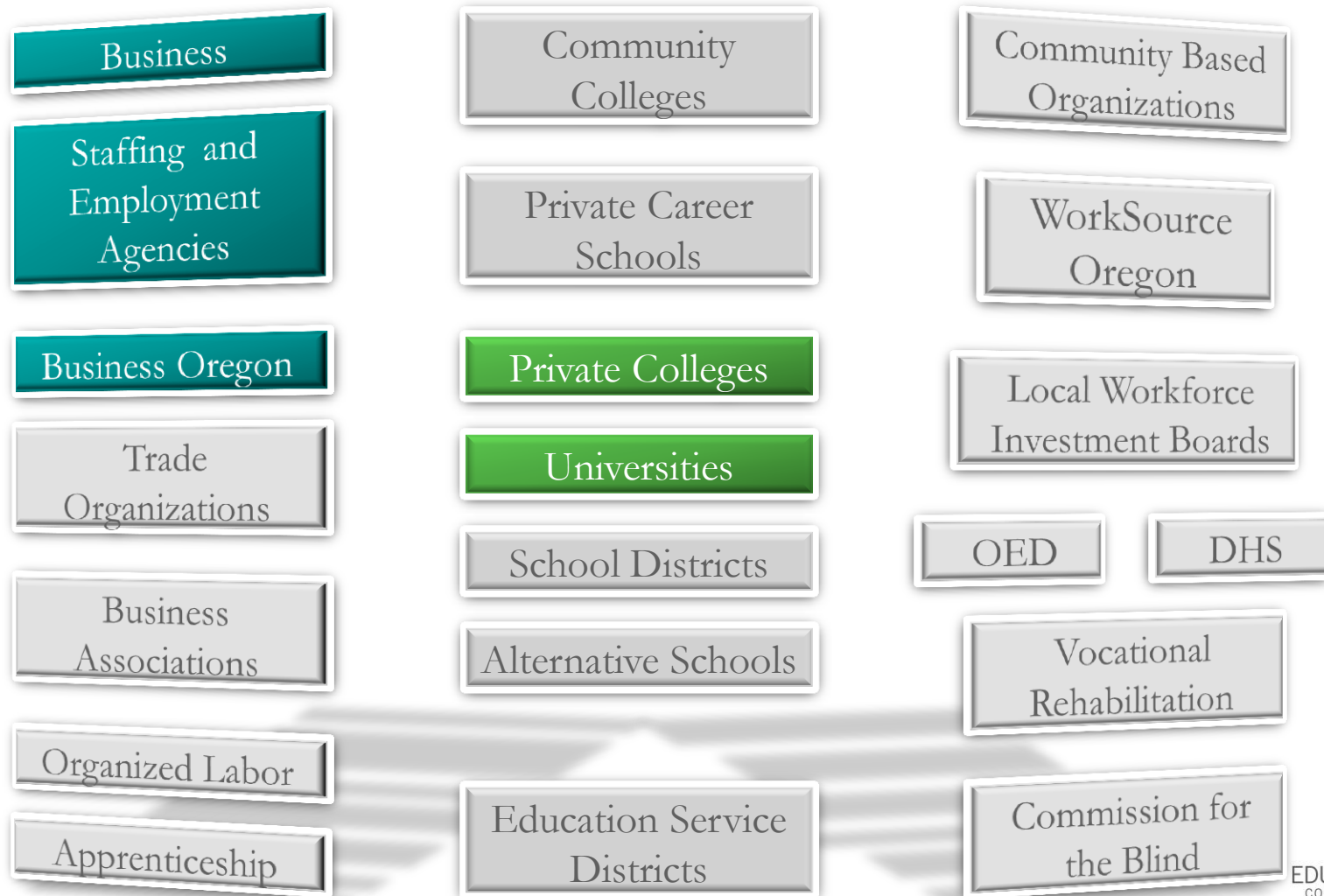
Examples

- Surgeon
- Astrophysicist
- Researcher
- Innovation professionals

Strategies

- Help businesses locate key workers
- Entrepreneurship
- Business attraction

SUPER SKILLED



THE NATION'S CHANGING WORKFORCE: THE NEW NORMAL

20

- Baby boomers retiring
- Increased demand for skills
- First jobs coming later resulting in soft skills deficits
- Decreased tenure in a job

EMPLOYER INSIGHTS

21

Applicants lack

- Basic skills
- Technical and vocational skills
- Early work experience
- Work readiness skills

EMPLOYER INSIGHTS

22

Rural areas face additional challenges

- Workers holding multiple jobs
- Longer commute times
- Local availability of professional and super skilled workers is limited

CRITICAL ISSUES:

23

Skills

Scaling Training

Alignment

HECC-OWIB TASKFORCE 2014

24

Shared Space of the Middle 40

Endorse a broad understanding of what 'counts'

- Two year associate's degrees
- One-year certificates
- Registered Apprenticeships
- Career Pathway Certificates
- Industry Recognized Credentials
- State licensures

ROLE OF HIGHER EDUCATION

25

Colleges are an integral part of the workforce system

Skills are the currency in the new economy

Certify non-credit training

WORKFORCE PRIORITIES

26

Improve WorkSource services: value and outcome-based programs

Increase sector-based training investments

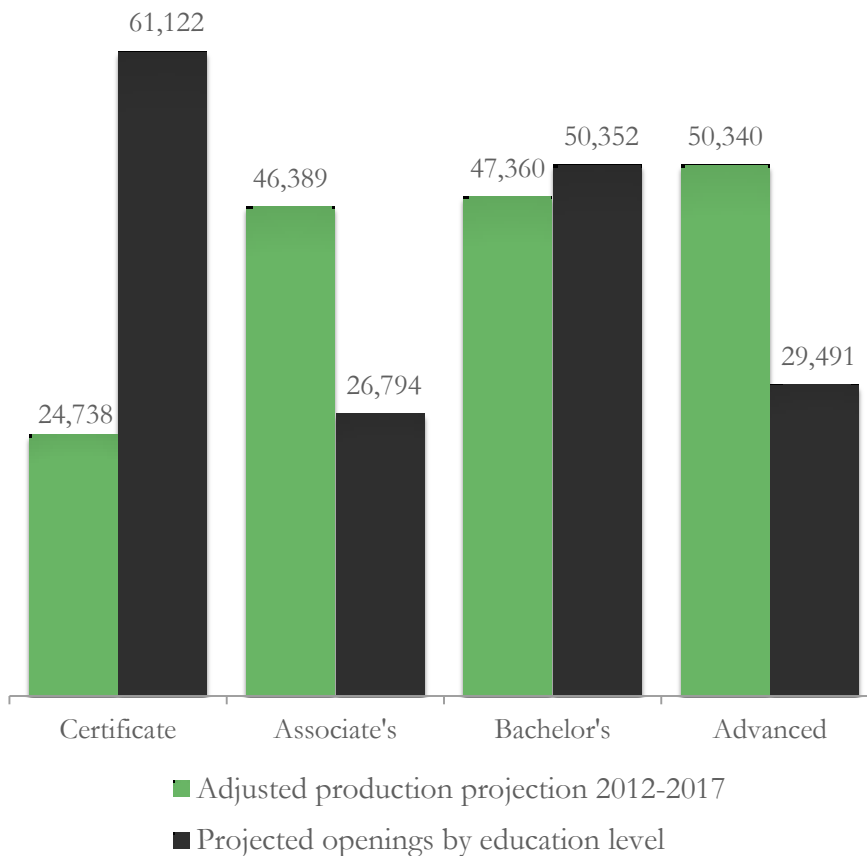
Retool unemployment insurance (UI) process

Plan for recessions

Provide greater capacity to add more training to the system

MATCHING EDUCATION TO WORKFORCE

27



- Adjusted five-year production as a share of projected need:
 - Certificates: 40%
 - Associates: 173%
 - Bachelor's: 94%
 - Advanced: 171%
- The production projections do not account for migration of completers in or out of Oregon, or labor force participation rates of completers.

INDUSTRY SECTOR STRATEGIES

28

Foundation for how we engage with students, job seekers and businesses

Locally and employer driven

Highly responsive to industry demand

- Solution oriented not program oriented
- Interdependent versus independent approach
- Industries collectively versus individually

TARGETED POPULATIONS

29

- All Oregonians need to possess the skills and abilities to thrive in the workplace
- Training and services adaptable and inclusive
- Sector based approach assists both individuals and businesses
- Local workforce boards will select targeted populations and develop avenues to connect them into sector strategies

LOCAL WORKFORCE INVESTMENT BOARDS (LWIBS)

30

Private sector leadership

Convene local partners to develop targeted strategies

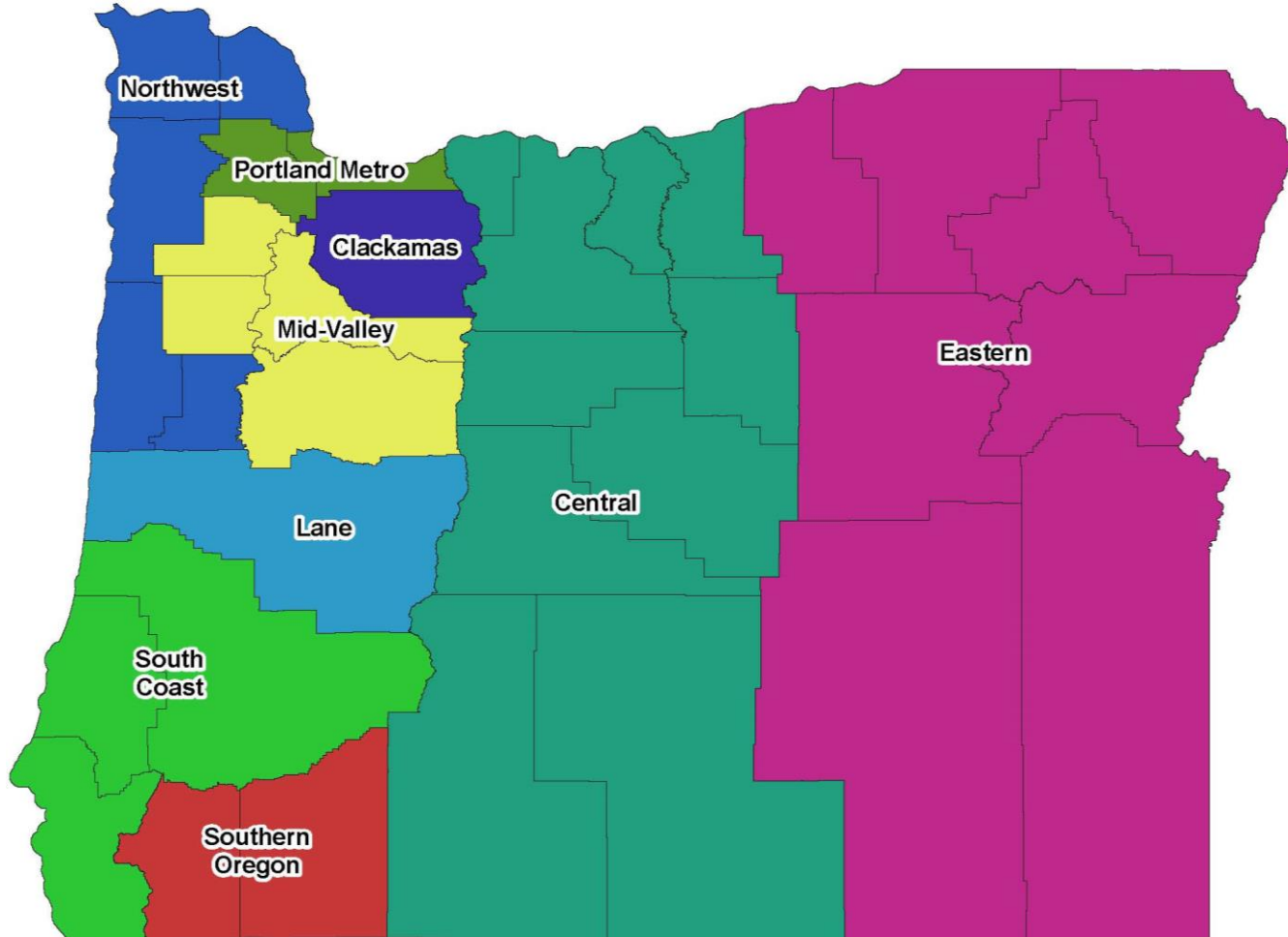
Invest resources to align with local needs

Pilot new approaches and evaluate

LOCAL WORKFORCE INVESTMENT AREAS

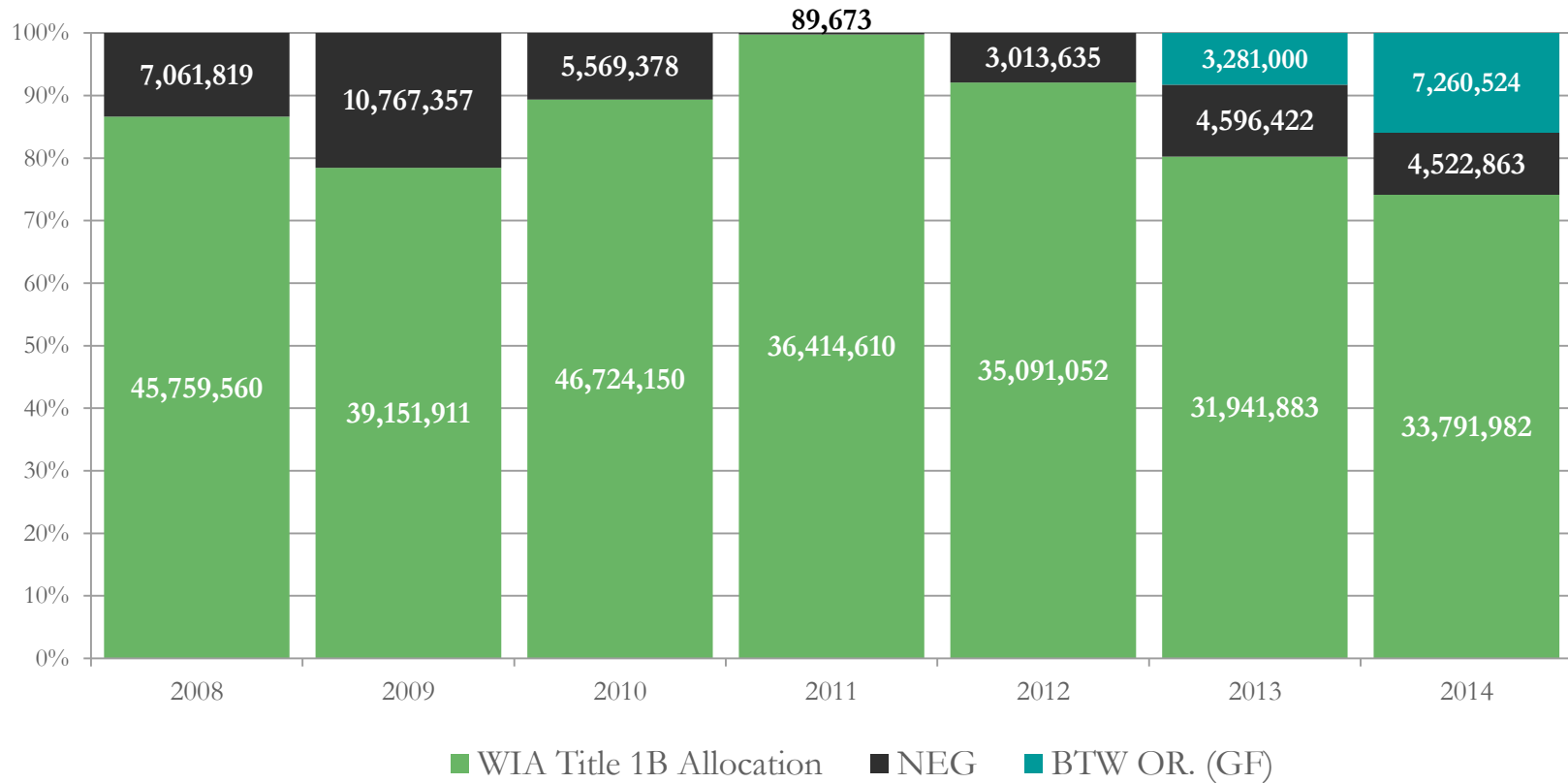
31

Proposed Local Workforce Investment Area (LWIA) Boundaries (9)



WORKFORCE DEVELOPMENT FUNDING

Workforce Development Funding



FEDERAL WORKFORCE INVESTMENT ACT

33

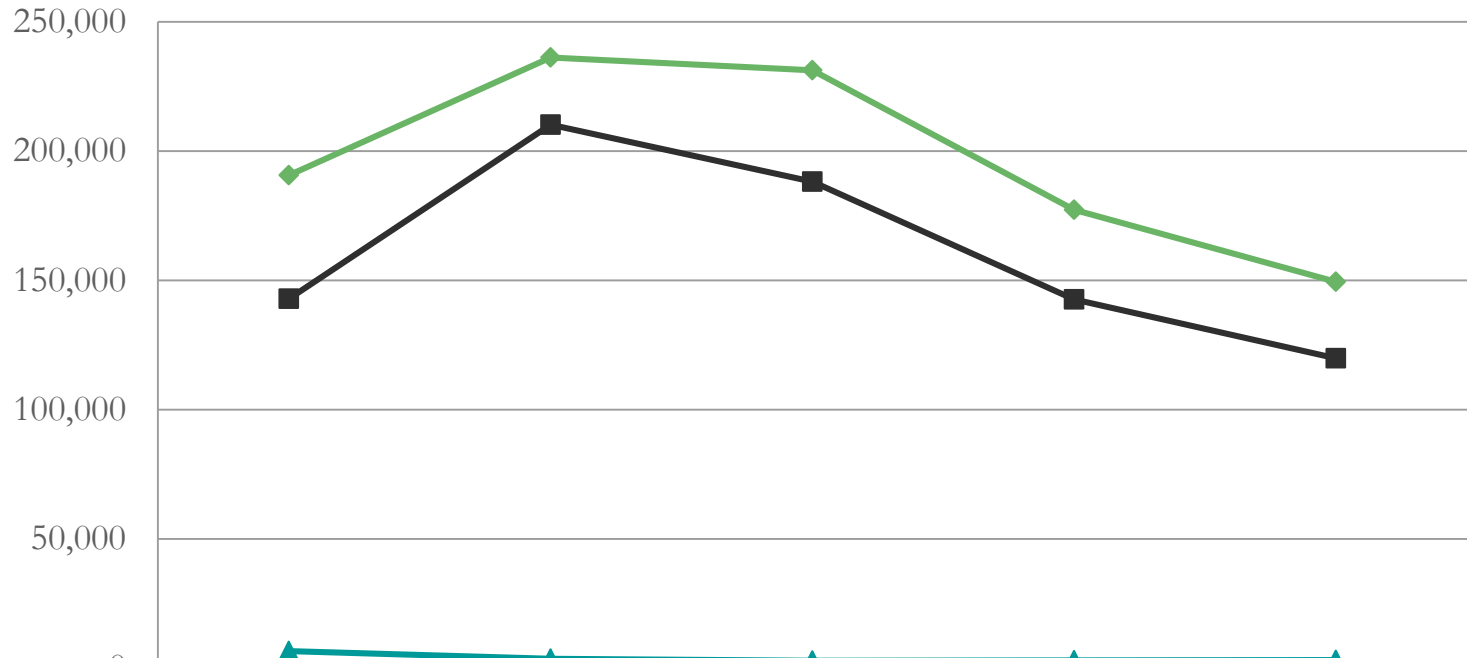
Adult

Dislocated Worker

Youth

WORKFORCE INVESTMENT ACT

Oregonians Served By WIA Title 1B



	2009	2010	2011	2012	2013
◆ Adult	190,671	236,307	231,299	177,270	149,440
■ Dislocated Worker	142,906	210,192	188,186	142,654	119,898
▲ Youth	6,566	3,520	2,875	2,962	3,062

MISSED OPPORTUNITY FOR EXPERIENCE

35

Youth who
are not
working
are
missing:

- Preparation for self-sufficiency later in life
- Development of work ethics
- Opportunity for career exploration
- Income that can be saved for future needs

YOUTH WORKFORCE DEVELOPMENT

36

Federal Youth Programs

Oregon Youth Conservation Corps

National Career Readiness Certificate

OREGON YOUTH CONSERVATION CORPS (OYCC)

37



Video

Short version - 3 minutes

<https://www.youtube.com/watch?v=rObsHdf6v20>

STATE FUNDING

38

- National Career Readiness Certificate
- ACT Certified Work Ready Communities
- Back to Work Oregon

CRITICAL ISSUE: INVESTMENT

39

The Governor's Budget highlights a one-time opportunity to address some of these training challenges, especially focusing on individuals and regions left behind by the economic recovery

PACKAGE 201: YOUTH EMPLOYMENT

40

- Package 201 provides:
 - Summer and year round work experiences for youth ages 14 to 24
 - Programs in all 36 Oregon Counties
 - Competency based approach to workforce and academic preparation
 - Requirement for youth to demonstrate skills along a continuum of college and career readiness

PACKAGE 202: INCUMBENT WORKER TRAINING

41

- Package 202 provides strategies to:
 - increase technical skills of incumbent workers in targeted industry sectors
 - increase earnings and return on investment for employees and employers
 - leverage public and private sector investments for greatest impact
 - create and retain living wage jobs in Oregon

Appendix

WORKFORCE SYSTEM OPERATING PRINCIPLES

43

Move decision making to the local level

Develop strategies led by employers

Optimize all resources available

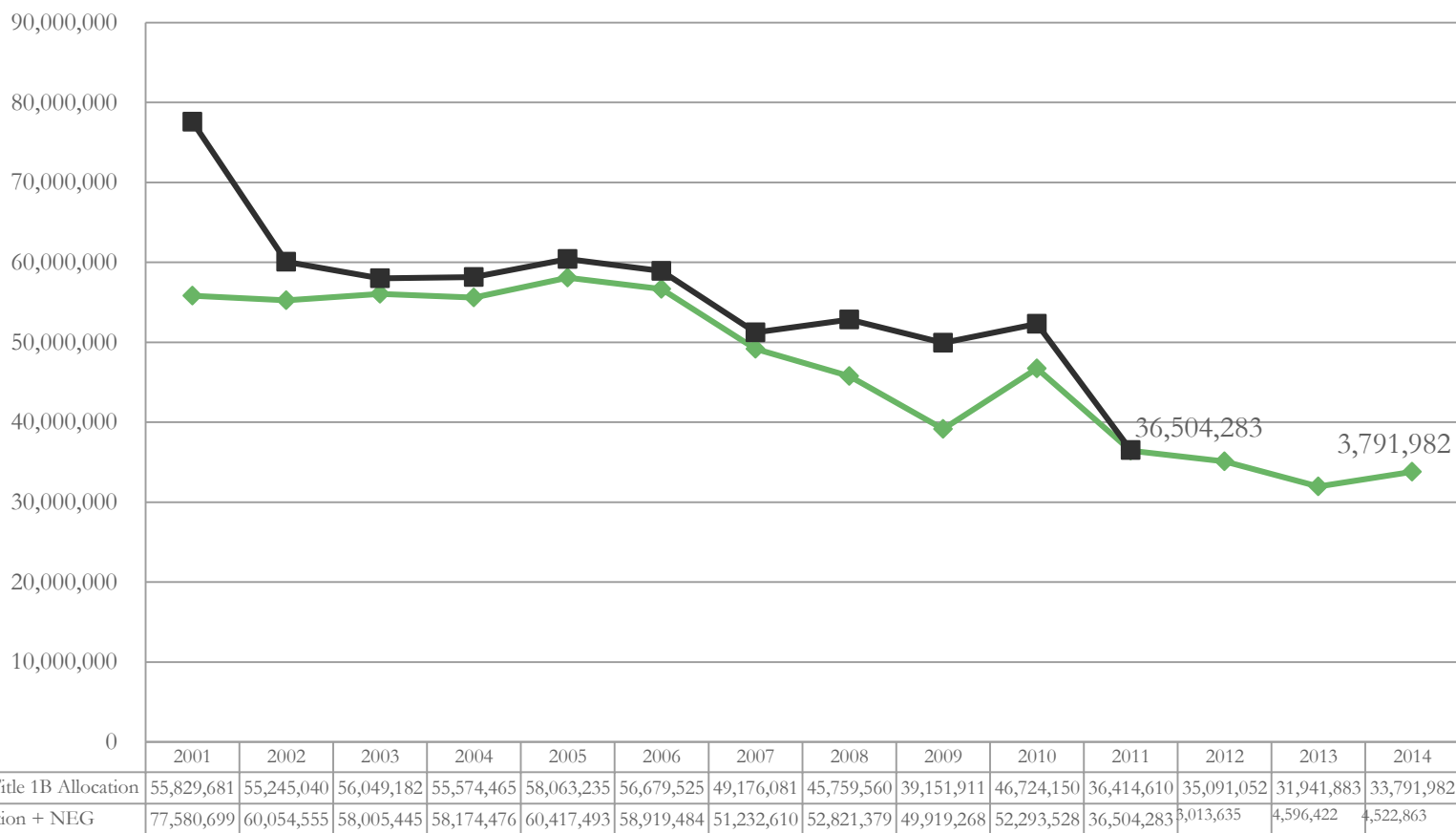
WORKSOURCE OREGON STANDARDS (WSO)

44

- All WSO Centers will begin working under the same standards for the first time in WSO history.
- All WSO resources will be pooled and invested locally to meet the needs of the customer.
- All services will be customer-centric and value-added.
- WSO Standards will be monitored, evaluated and feedback provided to OWIB and other workforce system leaders.
- All WSO Centers will be co-located with Wagner-Peyser and WIA Title 1B services at a minimum.

WORKFORCE DEVELOPMENT: FEDERAL FUNDS

45

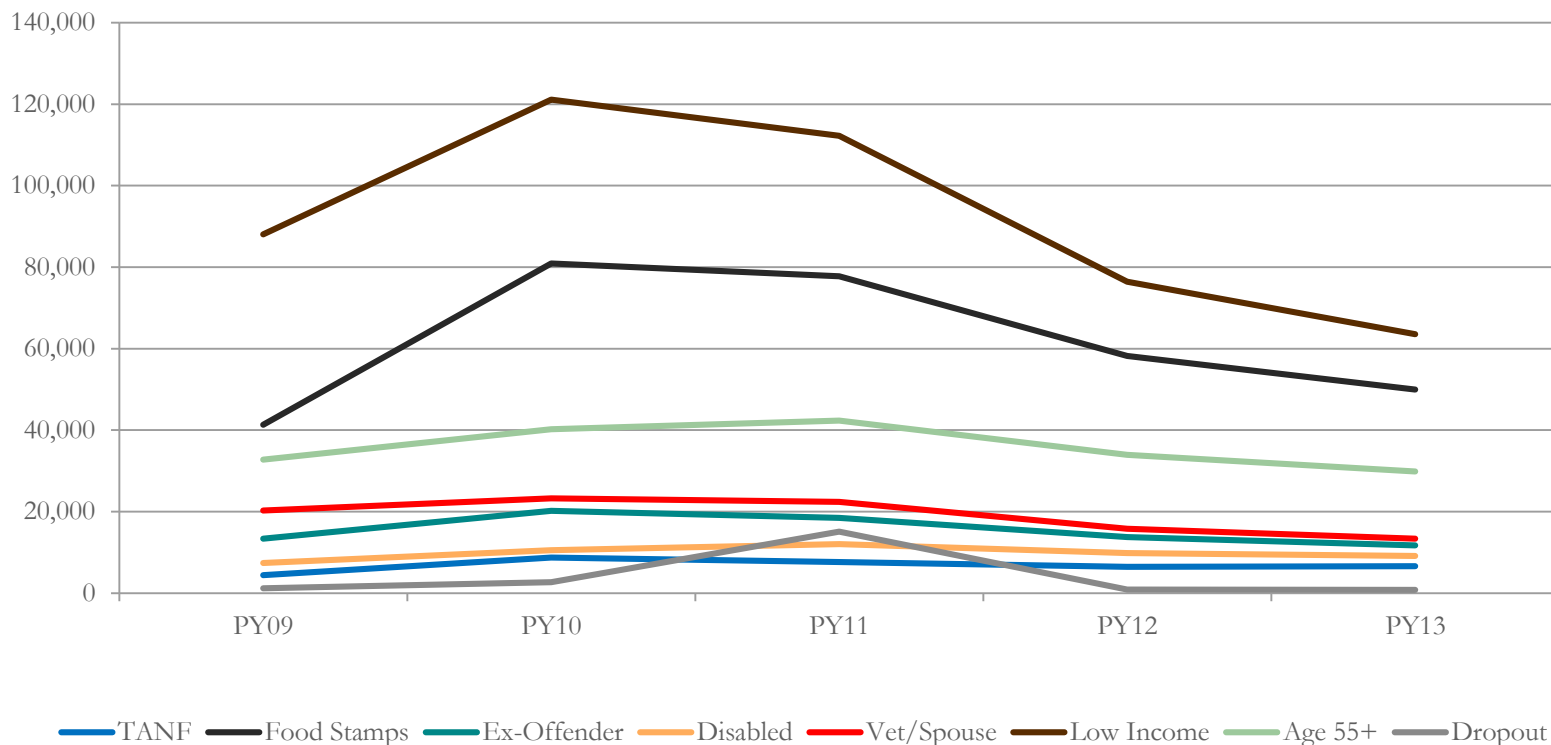


Source: CCWD Workforce Investment Act Management Information System



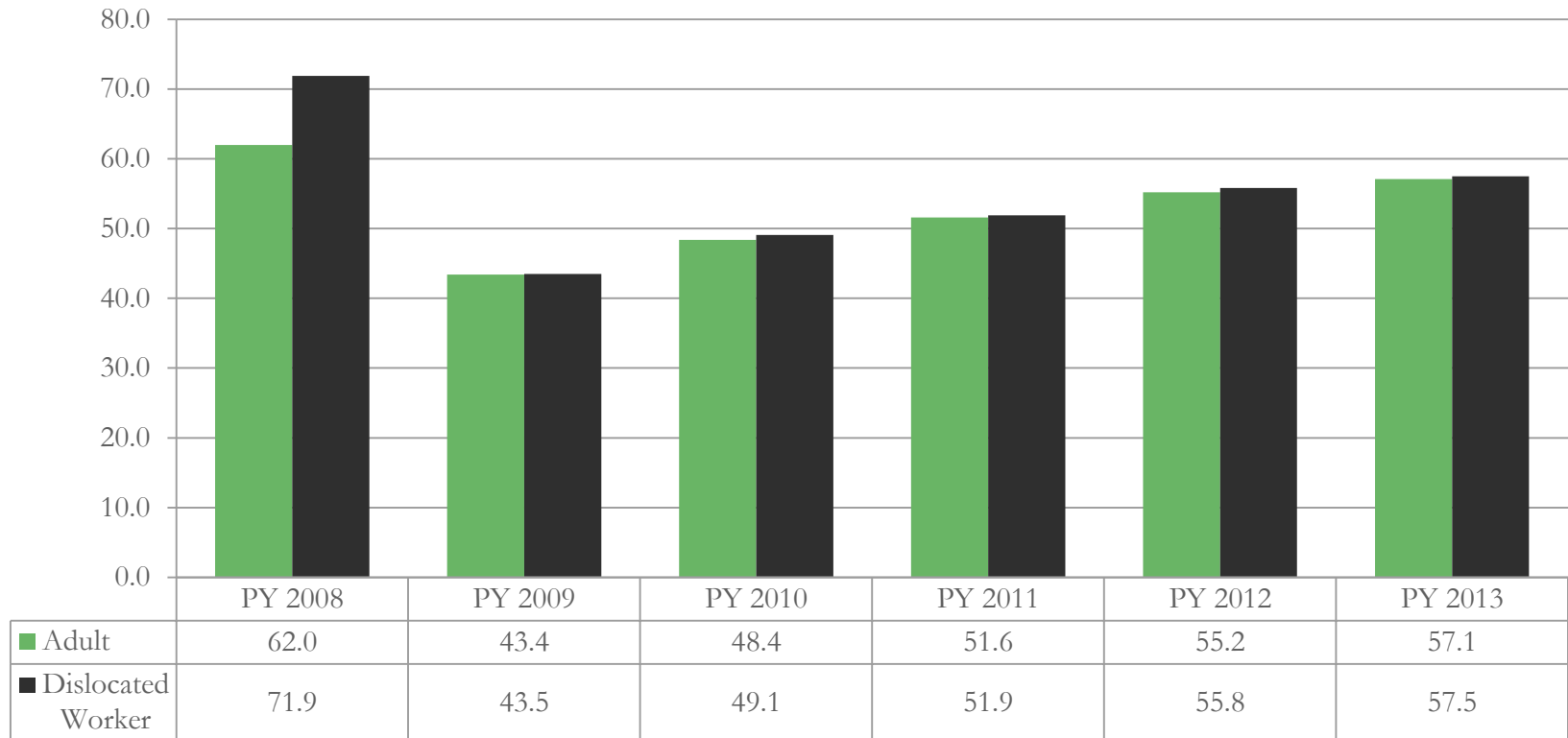
SPECIAL POPULATIONS SERVED

Special Populations Served



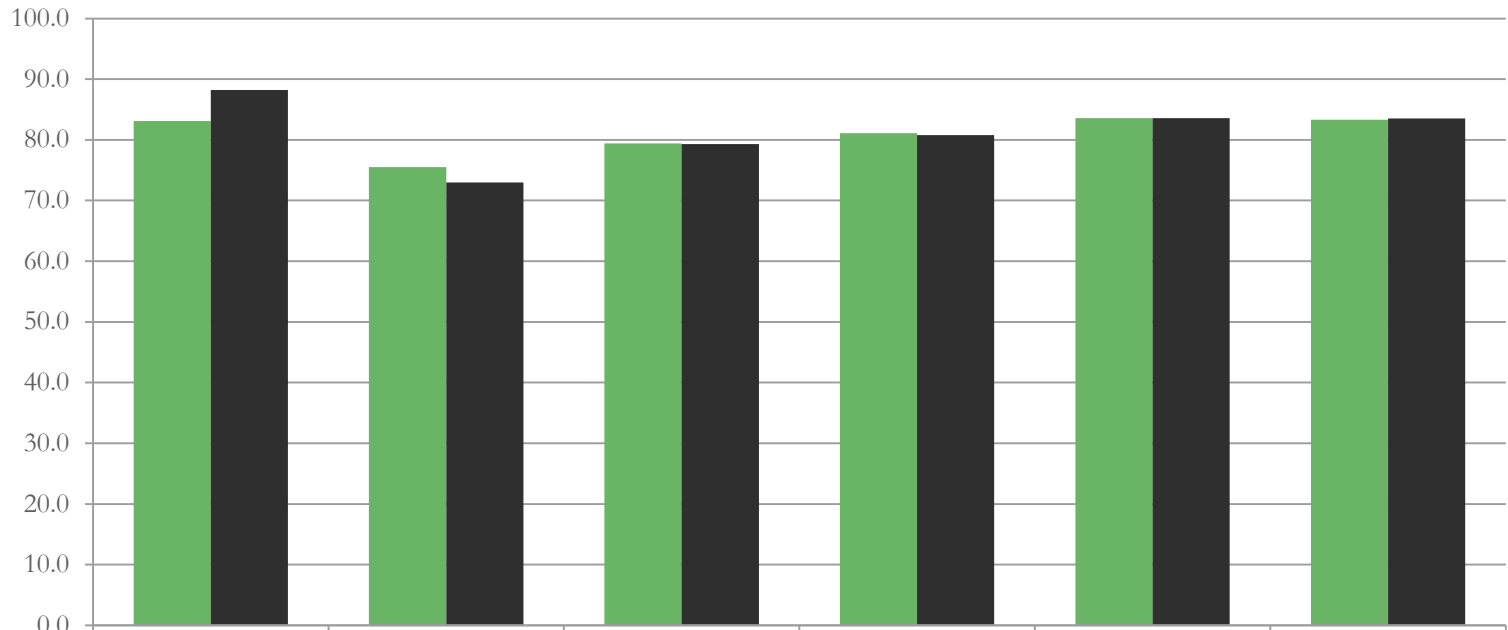
OREGONIANS SERVED

Entered Employment Rate



OREGONIANS SERVED

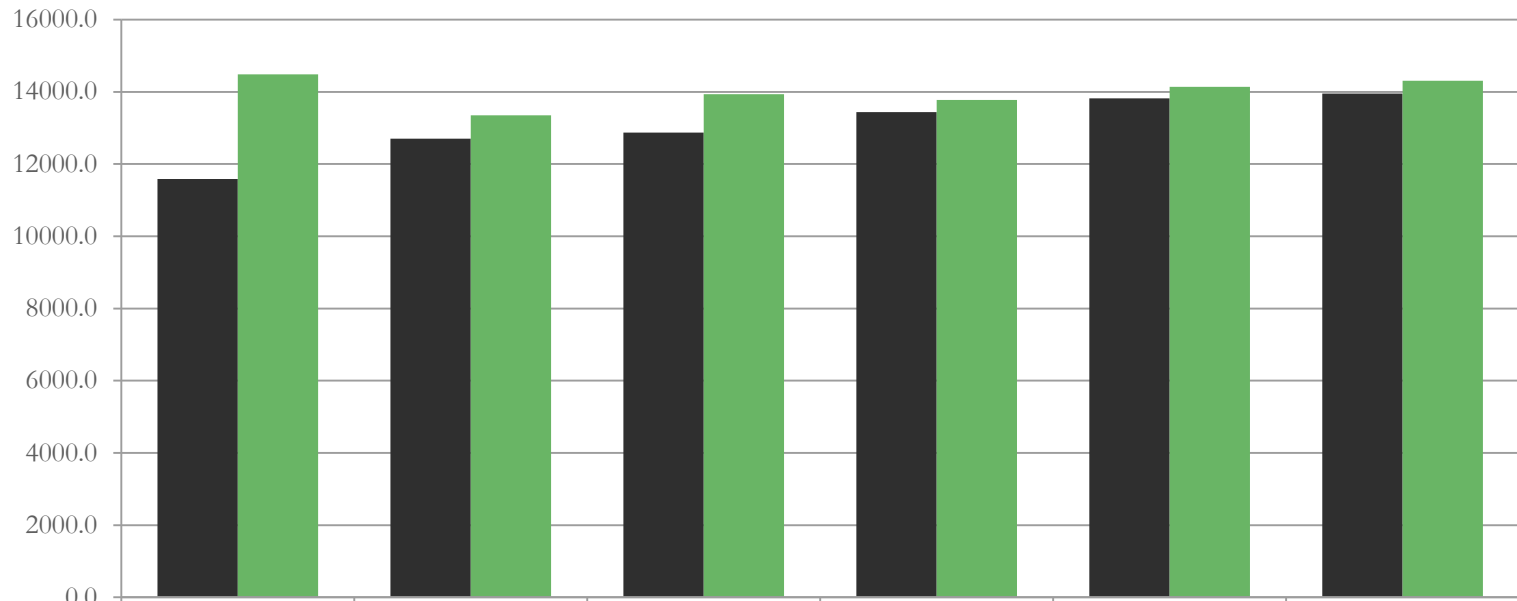
Employment Retention (9 months)



	PY 2008	PY 2009	PY 2010	PY 2011	PY 2012	PY 2013
■ Adult	83.1	75.5	79.4	81.1	83.6	83.3
■ Dislocated Worker	88.2	73.0	79.3	80.8	83.6	83.5

OREGONIANS SERVED

Average Earnings (6months)

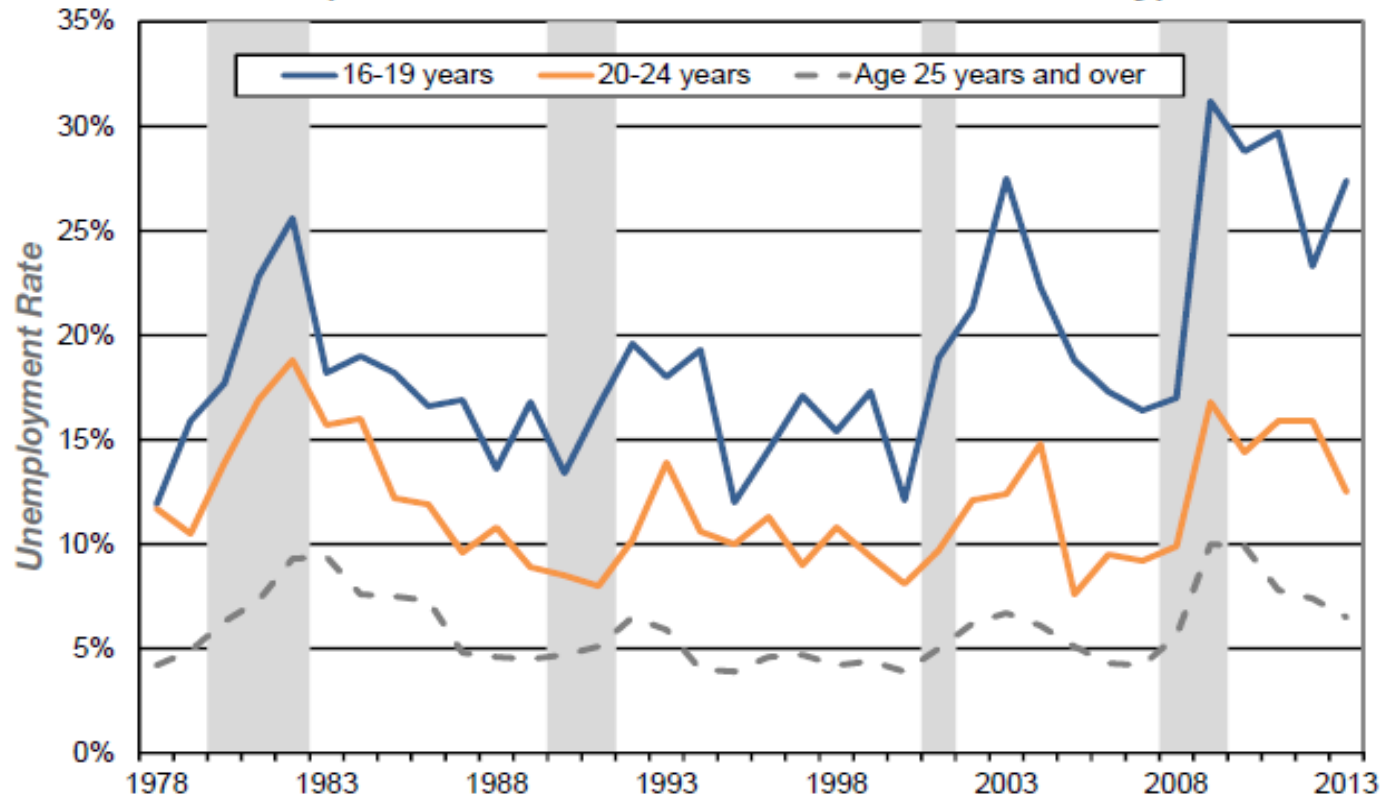


	PY 2008	PY 2009	PY 2010	PY 2011	PY 2012	PY 2013
■ Adult	11583.8	12707.1	12872.2	13436.0	13822.4	13954.1
■ Dislocated Worker	14487.1	13353.3	13936.2	13777.5	14143.1	14310.4

ENDANGERED: YOUTH IN THE LABOR FORCE

50

Unemployment Rates High for Oregon's Youth (Years with Recessions Shaded in Gray)

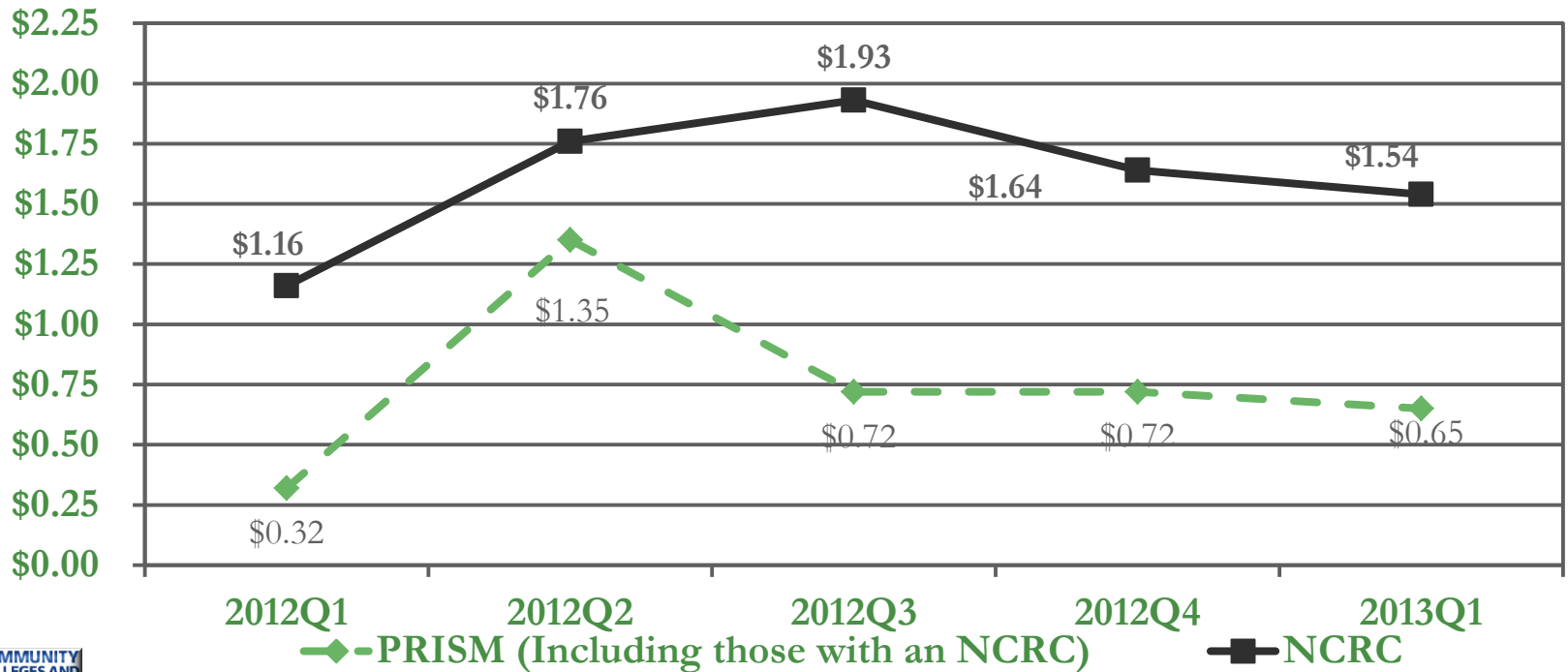


Source: Bureau of Labor Statistics, Current Population Survey

Graph 1

NATIONAL CAREER READINESS CERTIFICATE

One-year Wage Gain for PRISM and NCRC January 2012 through March 2013 Statewide



NATIONAL CAREER READINESS CERTIFICATE

52

NCRC's Earned in Oregon

