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The Oregon Talent Council was established by the legislature in 2015 (House Bill 2728) to advise and be a resource on issues of talent development and to promote the growth and competitiveness of Oregon's traded sector and high-growth industries.

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Making Oregonians the First and Best Choice of Oregon Employers

The issue is clear: Oregon's economy depends on talented employees with the right combination of education, applied skills and experience who can be productive workers contributing to the growth and vitality of companies large and small.

Today's workers are more mobile. Ever-changing technology and advancing knowledge, along with instant data and virtual connections, are changing the way we think about talent.

- High growth industries need employees who can continuously learn new skills and quickly adapt.
- How we deliver education and training must be agile; classroom learning alone is not enough. On-demand education and training in more frequent, bite-size nuggets is needed to keep skills fresh and competitive.

Our Role

The Oregon Talent Council provides a voice and focus for these issues, serving as a bridge to connect the talent demand from industry with the supply of talent provided by various education and workforce partners. To meet these objectives, the Council supports efforts that result in:

- Graduates of programs with strong, employable skills and experience.
- Opportunities for incumbent workers to have greater access to cost-effective, on-demand training.
- Easier employer access to the qualified talent required by industries for core operations and growth.

The Council plays three strategic roles in supporting talent objectives:

Unite industry, education, workforce and government around a shared set of talent data and priorities.

BUILD THE CASE FOR TALENT

Catalyze with co-investments that increase workers' skills and employability to enhance company competitiveness.

BRIDGE AND ALIGN SUPPLY & DEMAND

Transform the way we connect and provide resources that support key talent needs throughout Oregon.

DEMONSTRATE RETURN ON INVESTMENT

With a mission of **making Oregonians the first and best choice of Oregon employers**, the Talent Council is focused on professional and technical occupations that are mission critical or pivotal to the high growth industries identified in the Oregon Talent Plan. By enhancing the connections between industry, education and training systems:

- **Oregon employers can quickly find qualified workers** who learn, adapt and contribute; and
- **Oregon enhances its reputation** as a state for high quality talent that supports the growth and attraction of businesses.

More, Better, Faster...Together

Our approach is a combination of More, Better, and Faster. To complement the efforts of higher education and workforce agencies that create **more** talent, our focus is on fostering innovation and scaling successful efforts that address “**better** and **faster**” elements.

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| <p><u>More</u></p> <p><i>How many?</i></p> | <p>Support a robust pipeline of employment-ready workers for key Oregon industries</p> <ul style="list-style-type: none"> • Advocate for continued state investments in STEM/CTE programs. • Advise higher education on aligning resources toward degrees and programs that correspond with industry priorities. |
| <p><u>Better</u></p> <p><i>How well prepared?</i></p> | <p>Invest in efforts that provide workers with current skills, abilities and credentials</p> <ul style="list-style-type: none"> • Internships, apprenticeships and work-based learning to deepen applied knowledge. • Industry-led efforts that help incumbent and under-employed workers gain new skills. |
| <p><u>Faster</u></p> <p><i>How quick and responsive?</i></p> | <p>Promote responsive education and training systems that produce just-in-time results</p> <ul style="list-style-type: none"> • Help develop flexible, cost-effective methods for delivering training that increase access and reduce completion time. • Support collaborative and cross-institutional solutions that increase return on investment. • Encourage education and training providers to provide one-stop connection points for employers. |

2015-2017 Biennium Priorities

- Develop an initial Oregon Talent Plan
- Develop and implement an investment framework
- Co-invest in industry-led education and training solutions with demonstrated impact
- Build strategic alliances among industry, education and workforce partners to optimize resources
- Evaluate initiatives, identify lessons learned and improve efforts to maximize public return on investment