Youth Workforce

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Workforce System Goals

Provide young people with information and experiences to spur further career development and connect to Oregon employers

Special emphasis on: Rural communities, families experiencing multi-generational poverty, and communities of color

Opportunity Youth

Opportunity Youth: young people ages 16-24 who are not enrolled in school or working

In 2014, there were 58,724 Opportunity Youth in Oregon

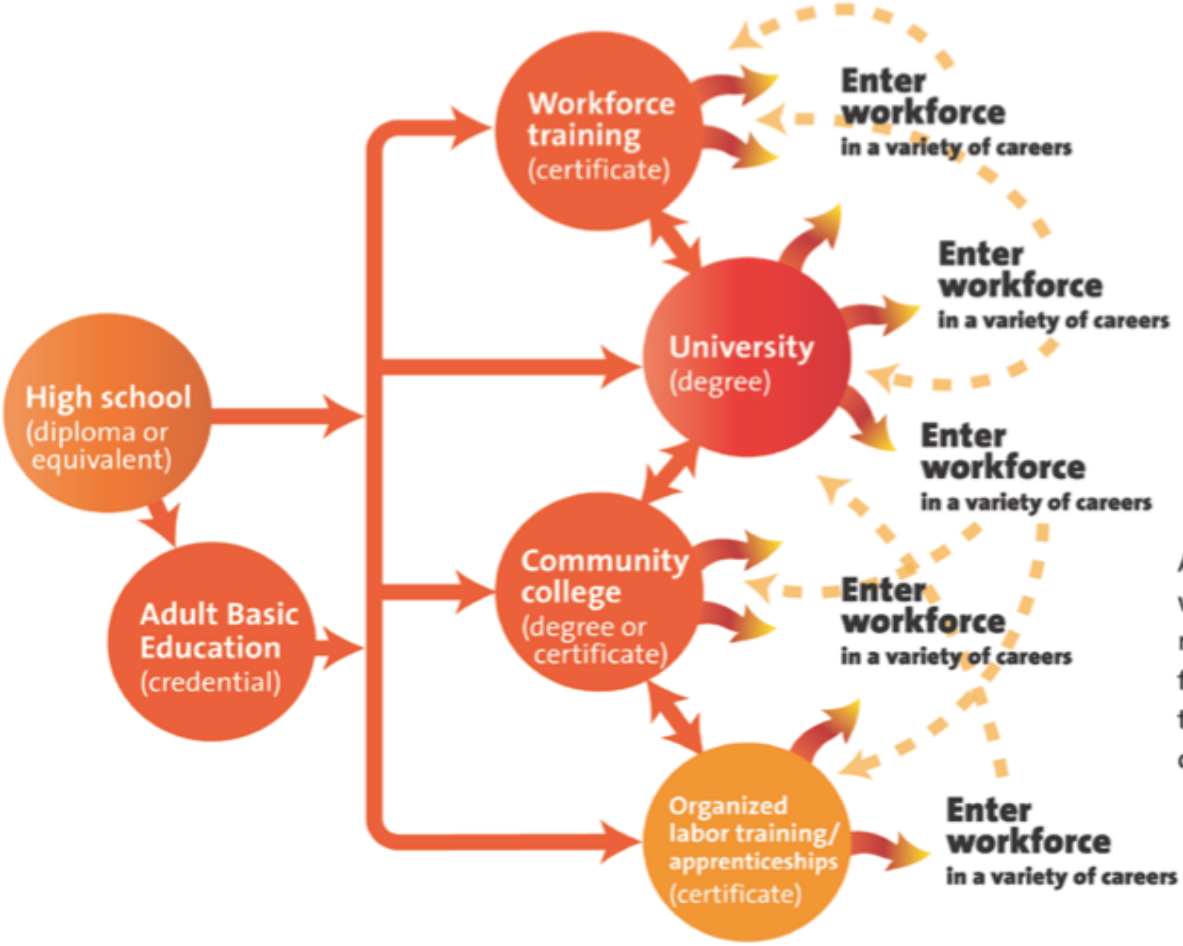
- 12.8% of all 16-24 year olds
- 60% of Oregon Opportunity Youth are 20 or older

Opportunity Youth include young people who:

- Have dropped out of school and have not completed a diploma or GED
- Have completed high school, but have not transitioned to higher education or employment
- Have entered the workforce, but are currently unemployed or unable to work

Career Pathways

Effective career pathways rely on coordination across education and training programs in order to offer a clear sequence of industry-relevant coursework and credentials to job seekers. Today's education and training programs include online and in-person opportunities.



After being in the workforce, a person may choose to go back for more credentials to make an upward or lateral career move.

House Committee On Higher Education and Workforce Development

Nick Beleiciks

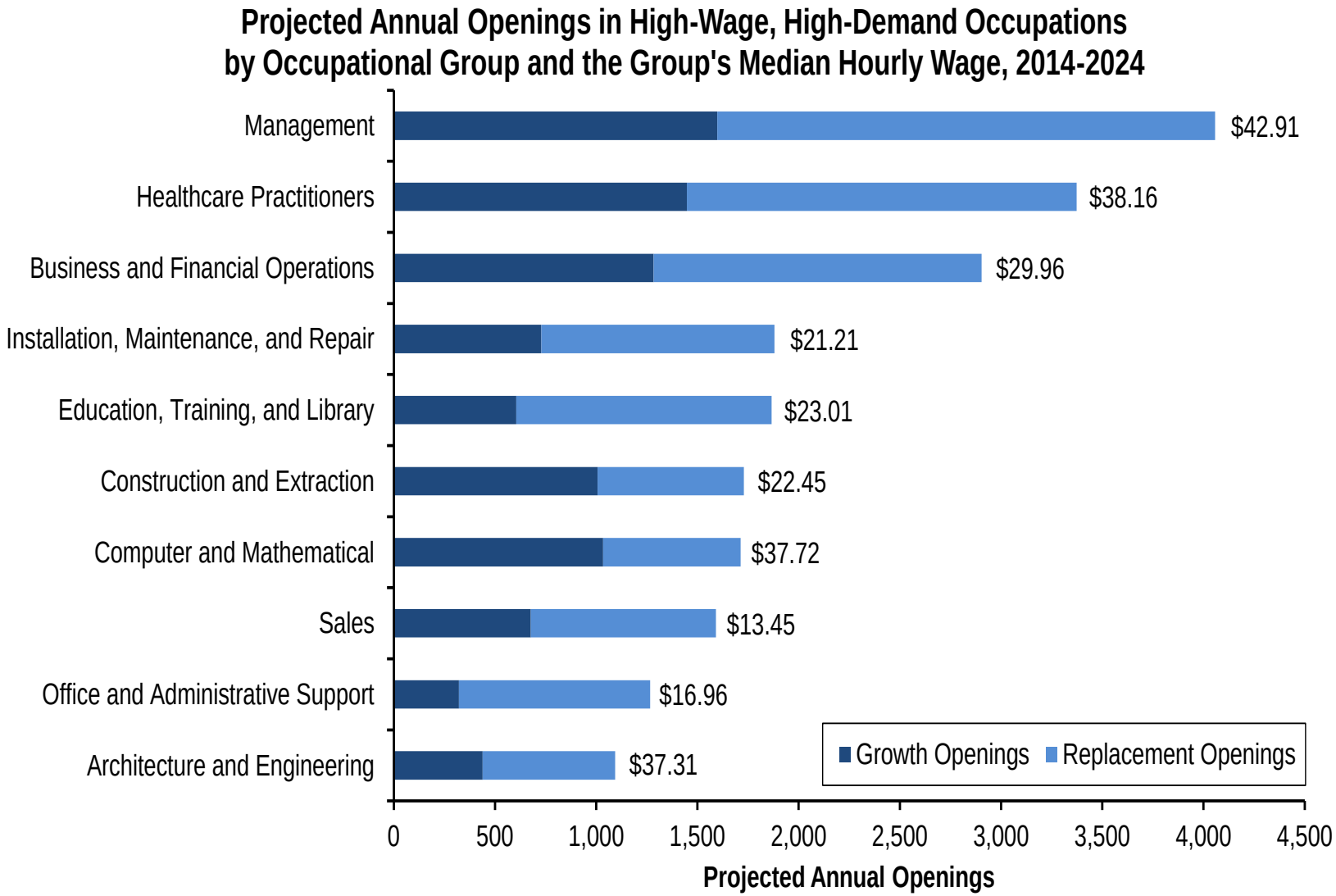
Unemployment is still high for Oregon's youth.

- Unemployment Rates:
  - 16 to 19 Years: 20.0%
  - 20 to 24 Years: 9.6%
  - 25+ Years: 3.9%
- One-third of unemployed Oregonians are under age 25.
- Prospects have improved because of Oregon's strong job growth and historically low unemployment rate.

Training youth for high-wage, high-demand jobs.

- Projected 27,000 high-wage, high-demand job openings each year through 2024.
- For every new high-wage, high-demand job opportunity created by economic growth, another one is created due to replacement as workers retire.
- The workforce system uses projected job openings when planning training programs.

Top 10 groups of high-wage, high-demand occupations.



Will technology replace our jobs?

- Technology will destroy some jobs and create new ones.
- Change also depends on social acceptance and policy.
- Occupational projections already account for technological impacts on jobs:
  - Manufacturing – automation and efficiency gains
  - Retail Trade – online shopping and self-checkout
  - Information – less print and more web publishing
  - Leisure and hospitality – ordering food, booking hotels online

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Youth economic and employment barriers

Youth served by workforce programs often face challenges and barriers including

- Homeless
- Runaway
- Pregnant
- Parenting
- Foster Care
- Ex-Offender
- Disabled
- Low-income

Young Oregonians

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

Source:– Endangered: Youth in the Labor Force

Employer Insights

- Key Workplace Skills
- Basic Skills
- Technical and vocational skills
- Early work experience
- Work readiness

21st Century Skills

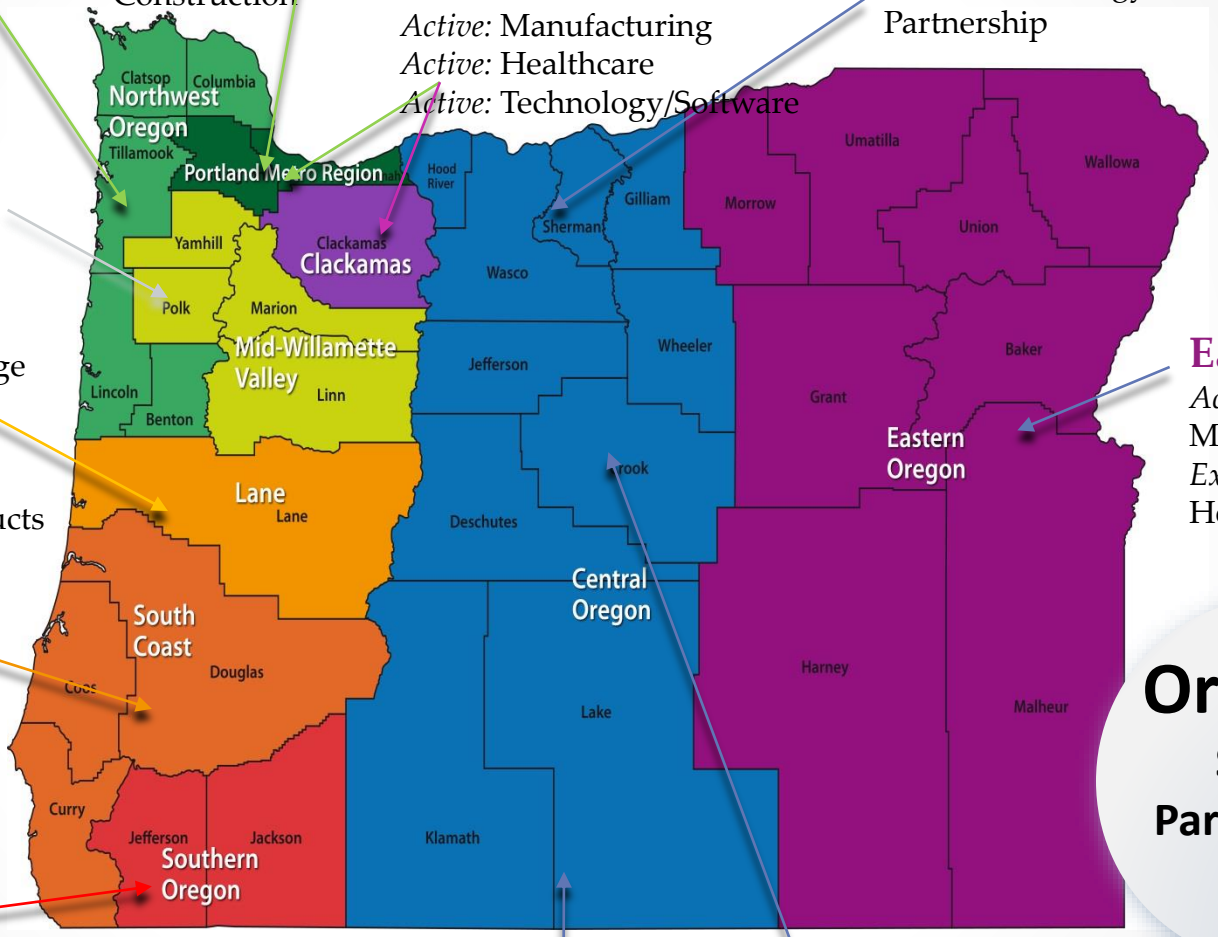
- A popular framework for the type of skills young people will need for success in the economy of the future is 21st Century Skills. These include:

- Collaboration and teamwork
- Creativity and imagination
- Critical thinking
- Problem solving
- Technology and information literacy
- Communication skills
- Initiative and seeking opportunity
- Leadership

Work and Learn

- Job Shadows
- Internships- paid and unpaid
- Summer work experience
- Classroom with hands on for credit
- On the Job Training
- Apprenticeship

Oregon's Sector Partnerships 2017



Northwest
Emerging: Advanced Textiles
Emerging: Maritime
Exploring: Healthcare

Mid-Willamette
Active: Manufacturing
Active: Healthcare

Lane
Active: Technology Collaborative
Active: Food & Beverage Partnership
Active: Construction/ Aggregate
Emerging: Wood Products Manufacturing

South Coast
Active: Healthcare
Emerging: Manufacturing/Wood Products
Exploring: Maritime & Hospitality/Tourism

Southern
Active: Rogue Advanced Manufacturing Partnership
Active: Rogue Tech Collective – Information Technology/E-Commerce
Active: Healthcare

Portland Metro
Active: Construction

Portland Metro – Clackamas – SW WA Collaborative
Active: Manufacturing
Active: Healthcare
Active: Technology/Software

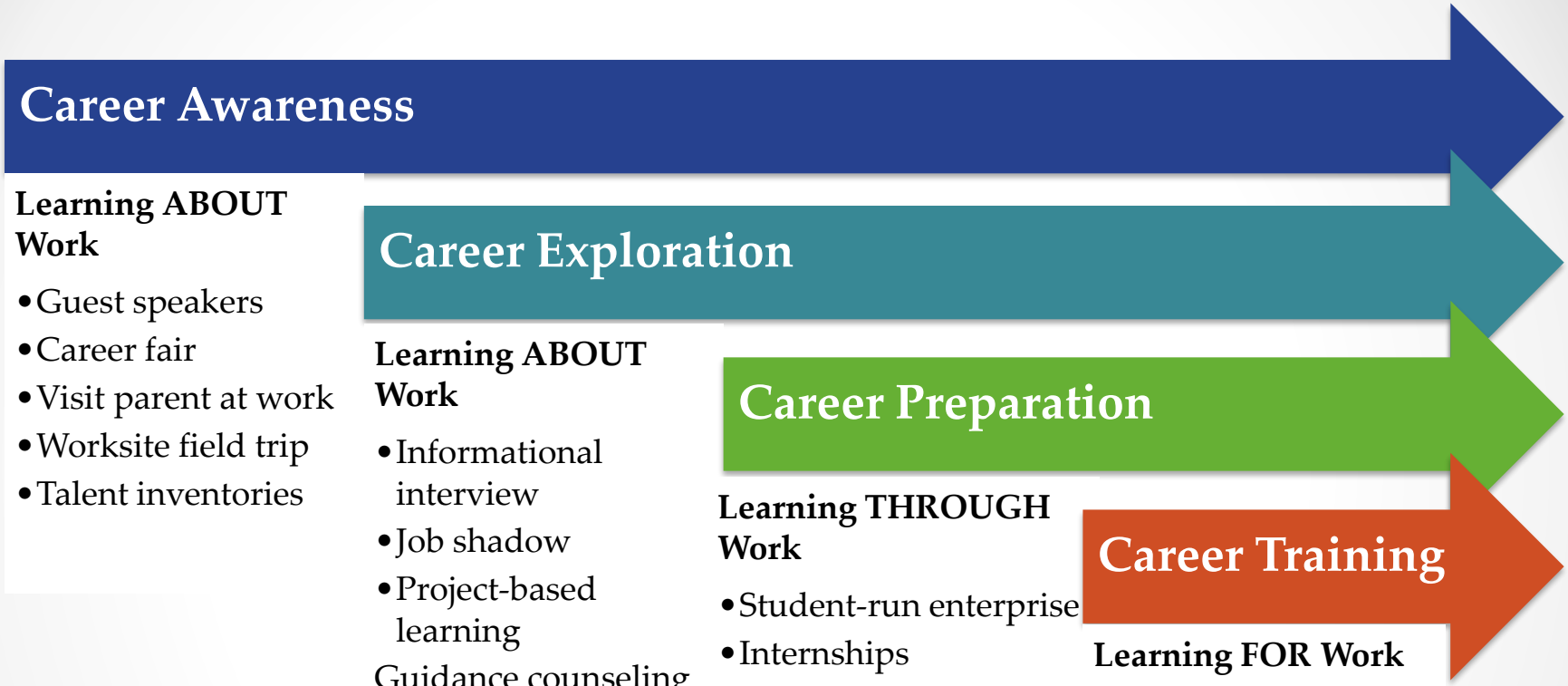
North Cascades
Active: Technology Partnership

Eastern
Active: Manufacturing
Exploring: Healthcare

South Cascades
Active: Specialty Ag Partnership

Central Cascades
Active: Technology Partnership
Active: Outdoor Gear

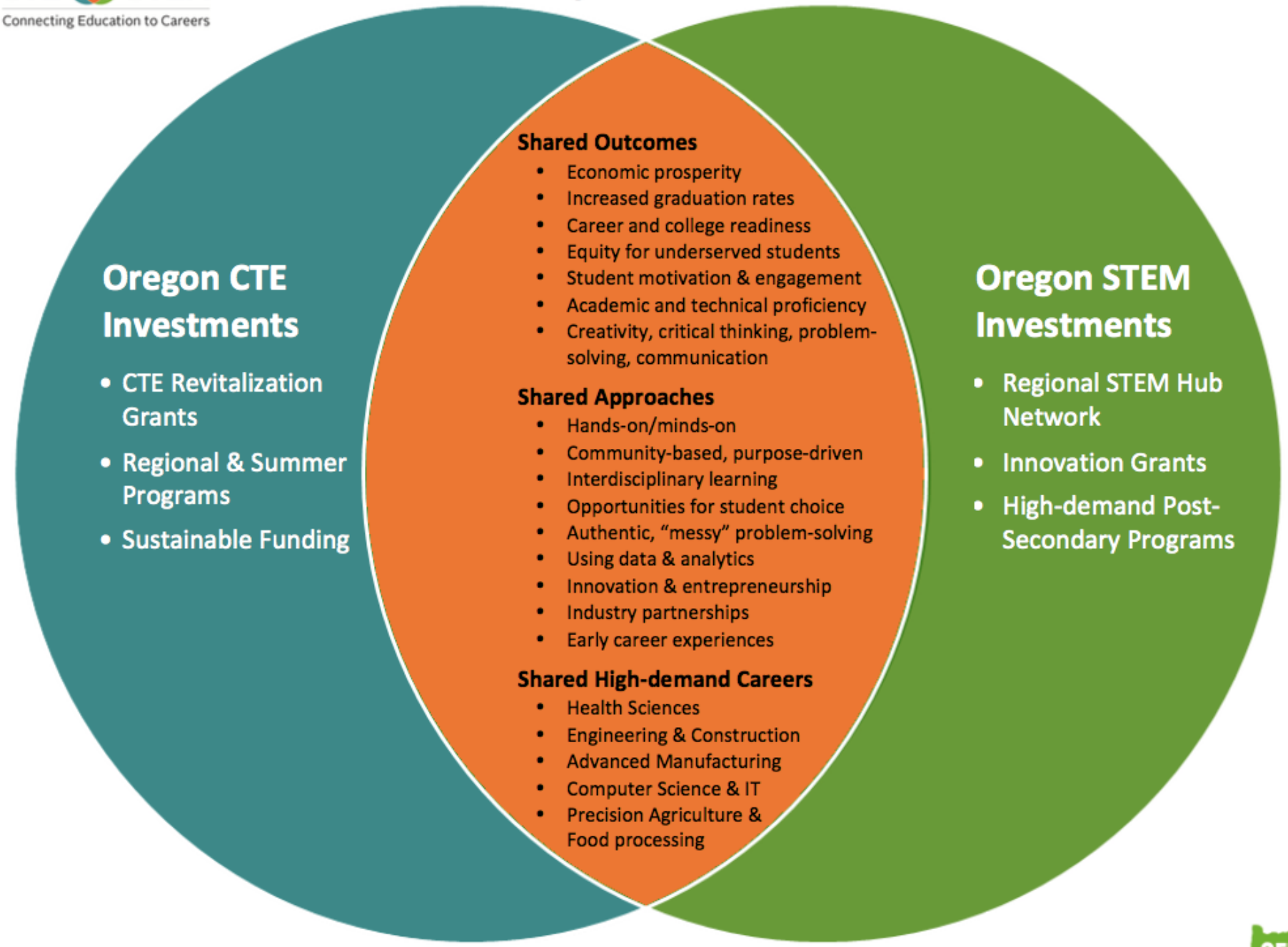
Career-connected Learning Continuum



*Adapted from Linked Learning

CTE STEM
Connecting Education to Careers

Connecting Education to Careers



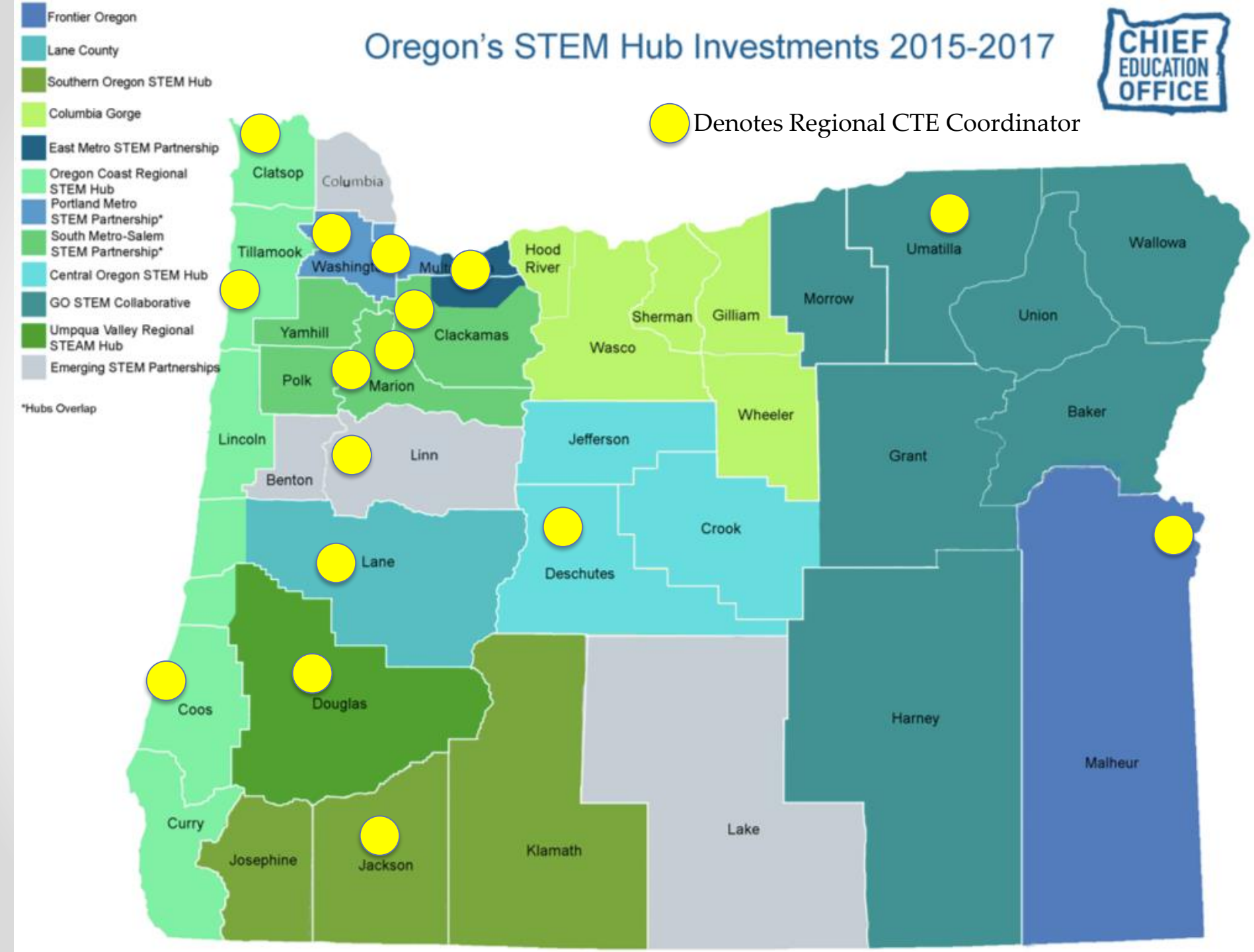
Oregon Connections

Oregon CONNECTIONS
BRIDGING CONCEPTS TO CAREERS

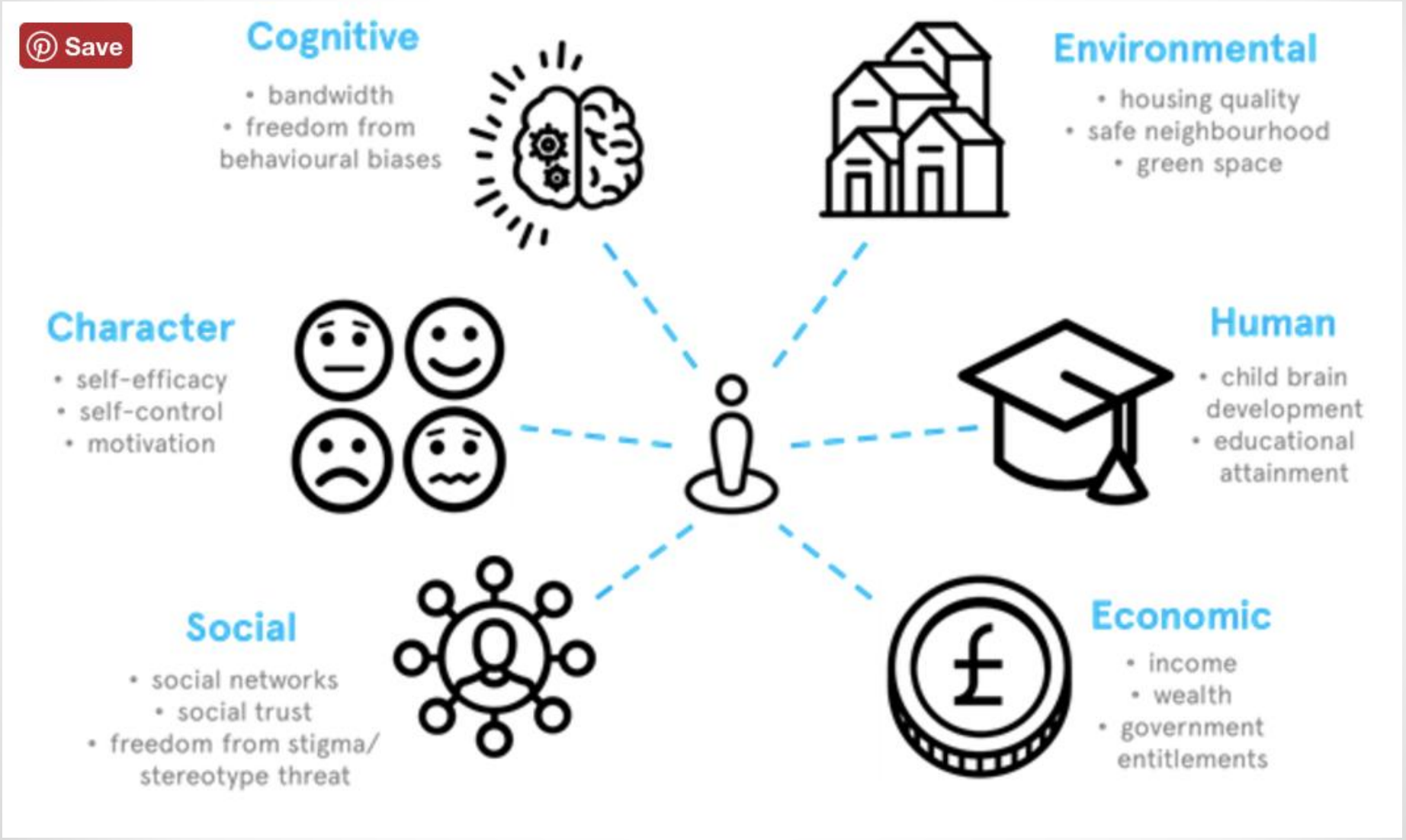
work. systems

South Metro-Salem STEM Partnership

Oregon's STEM Hub Investments 2015-2017



Inequities in capital resources



Multiple Pathways and Opportunities to Reengage

- **Varied Approaches:** Serving students and youth at different ages, in multiple settings, with a variety of services to develop skills and access opportunity.

- **Responsive Training and Support:** The broad array of programs and services is tailored to the range of skills, interests and needs young people bring to workforce development.

- **One size does <u>not</u> fit all:** The Oregon workforce development system is designed to develop every young person's unique abilities, expose them to career pathways, and prepare them for future success.

Community-Driven Approaches

- While the majority of youth workforce services are administered at the state level, local approaches and community partners are critical to the success of these services.

- Local Workforce Boards: Business and community leaders from the region guide the development of training for targeted industries and delivery of services.

- Community Based Organizations utilize partnerships with local schools, businesses and service providers to build local networks of support for young trainees.

- Culturally-specific programs and services build community trust and remove barriers.

Youth-Driven Approaches

Targeted industries and community needs critically inform the goals of Youth Workforce programs, but successful training is appropriate and responsive to a young audience.

- **Youth take ownership** of their paths and their goals through developing a plan and receiving skilled career coaching and mentoring.
- **Positive Youth Development and trauma-informed practices** are emerging as critical components of training approaches.
- Ensuring that **education and training are applicable and relevant** is crucial.
- **Opportunities for youth to develop and demonstrate leadership** build a vital skill that prepares them for success in education and the workplace.

Innovation

- The ever-changing nature of industry, education and technology requires that training programs remain agile and responsive in order to meet emerging needs.

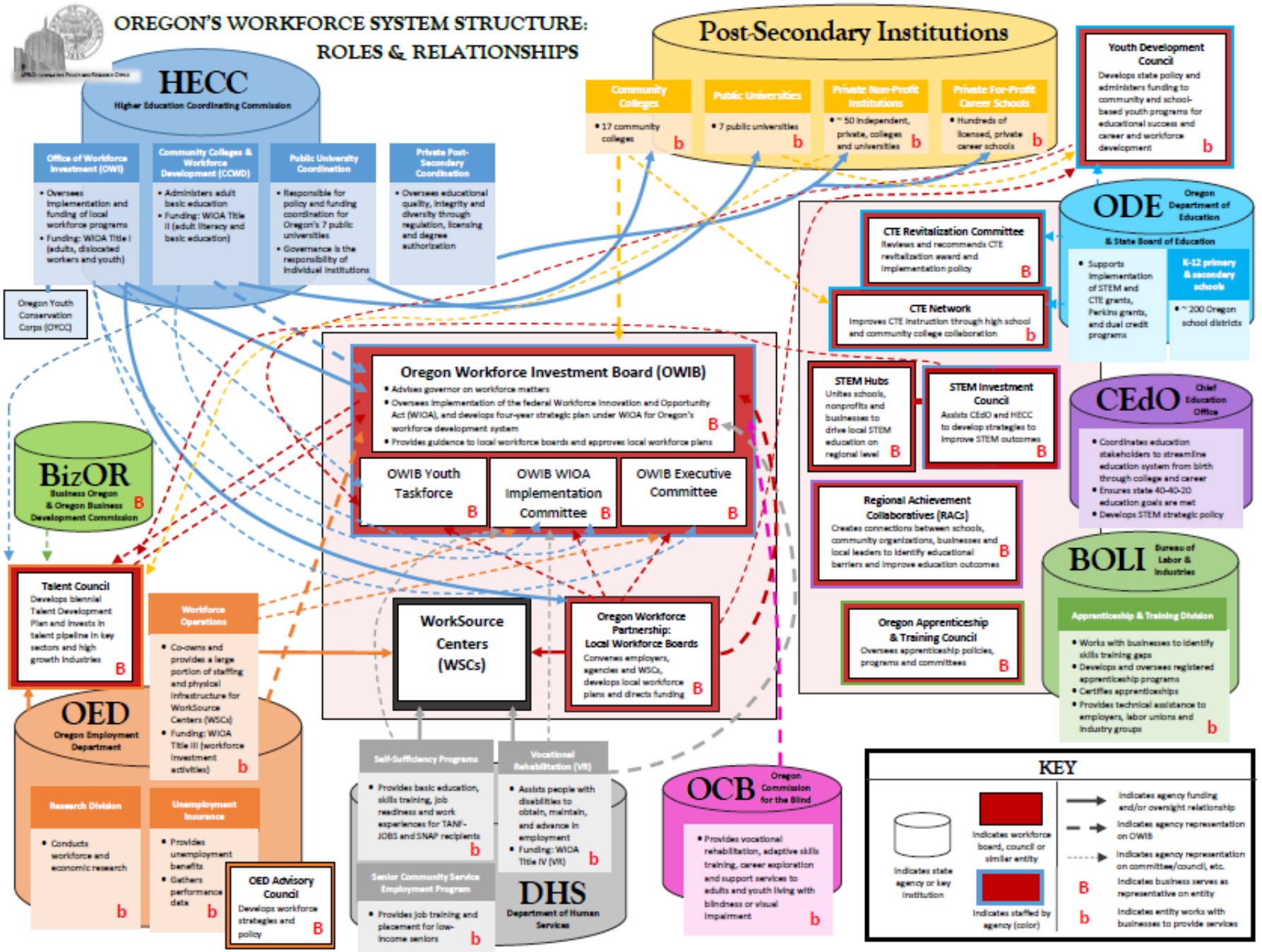
- Technology is rapidly altering the workplace and offering new means of outreach, skill development, career exploration, and networking with employers.

- Innovation is not just necessary for training providers, it's an ability that must be developed in trainees in order to prepare them for the future of work.

Entrepreneurship

Entrepreneurship is an emerging approach to developing career readiness skills. Entrepreneurship training:

- Integrates work-readiness training, soft skill development, financial literacy, career exploration, work experience, and 21st Century Skills
- Adaptable to youth interests, and connective with community issues and local opportunities
- Aligns with STEM and CTE programs
- Develops valuable skills for youth, whether they go on to education, the workplace, or starting their own business


OREGON'S WORKFORCE SYSTEM STRUCTURE:
ROLES & RELATIONSHIPS
HECC
Higher Education Coordinating Commission
Office of Workforce Investment (OWI)
• Oversees implementation and funding of local workforce programs
• Funding: WIOA Title I (adults, dislocated workers and youth)
Community Colleges & Workforce Development (CCWD)
• Administers adult basic education
• Funding: WIOA Title II (adult literacy and basic education)
Public University Coordination
• Responsible for policy and funding coordination for Oregon's 7 public universities
• Governance is the responsibility of individual institutions
Private Post-Secondary Coordination
• Oversees educational quality, integrity and diversity through regulation, licensing and degree authorization
Oregon Youth Conservation Corps (OYCC)
Post-Secondary Institutions
Community Colleges
• 17 community colleges b
Public Universities
• 7 public universities b
Private Non-Profit Institutions
• ~ 50 independent, private, colleges and universities b
Private For-Profit Career Schools
• Hundreds of licensed, private career schools b
Youth Development Council
Develops state policy and administers funding to community and school-based youth programs for educational success and career and workforce development b
ODE
Oregon Department of Education
& State Board of Education
• Supports implementation of STEM and CTE grants, Perkins grants, and dual credit programs
K-12 primary & secondary schools
• ~ 200 Oregon school districts
CTE Revitalization Committee
Reviews and recommends CTE revitalization award and implementation policy B
CTE Network
Improves CTE instruction through high school and community college collaboration b
Oregon Workforce Investment Board (OWIB)
• Advises governor on workforce matters
• Oversees implementation of the federal Workforce Innovation and Opportunity Act (WIOA), and develops four-year strategic plan under WIOA for Oregon's workforce development system B
• Provides guidance to local workforce boards and approves local workforce plans
OWIB Youth Taskforce B
OWIB WIOA Implementation Committee B
OWIB Executive Committee B
STEM Hubs
Unites schools, nonprofits and businesses to drive local STEM education on regional level B
STEM Investment Council
Assists CEdO and HECC to develop strategies to improve STEM outcomes B
CEdO
Chief Education Office
• Coordinates education stakeholders to streamline education system from birth through college and career
• Ensures state 40-40-20 education goals are met
• Develops STEM strategic policy
BizOR
Business Oregon & Oregon Business Development Commission B
Regional Achievement Collaboratives (RACs)
Creates connections between schools, community organizations, businesses and local leaders to identify educational barriers and improve education outcomes B
BOLI
Bureau of Labor & Industries
Apprenticeship & Training Division
• Works with businesses to identify skills training gaps
• Develops and oversees registered apprenticeship programs
• Certifies apprenticeships
• Provides technical assistance to employers, labor unions and industry groups b
Talent Council
Develops biennial Talent Development Plan and invests in talent pipeline in key sectors and high growth industries B
Workforce Operations
• Co-owns and provides a large portion of staffing and physical infrastructure for WorkSource Centers (WSCs)
• Funding: WIOA Title III (workforce investment activities) b
WorkSource Centers (WSCs)
Oregon Workforce Partnership: Local Workforce Boards
Convenes employers, agencies and WSCs, develops local workforce plans and directs funding B
Oregon Apprenticeship & Training Council
Oversees apprenticeship policies, programs and committees B
OED
Oregon Employment Department
Research Division
• Conducts workforce and economic research b
Unemployment Insurance
• Provides unemployment benefits
• Gathers performance data b
OED Advisory Council
Develops workforce strategies and policy B
Self-Sufficiency Programs
• Provides basic education, skills training, job readiness and work experiences for TANF-JOBS and SNAP recipients b
Vocational Rehabilitation (VR)
• Assists people with disabilities to obtain, maintain, and advance in employment
• Funding: WIOA Title IV (VR) b
Senior Community Service Employment Program
• Provides job training and placement for low-income seniors b
DHS
Department of Human Services
OCB
Oregon Commission for the Blind
• Provides vocational rehabilitation, adaptive skills training, career exploration and support services to adults and youth living with blindness or visual impairment b
KEY
Indicates state agency or key institution
Indicates workforce board, council or similar entity
Indicates staffed by agency (color)
Indicates agency funding and/or oversight relationship
Indicates agency representation on OWIB
Indicates agency representation on committee/council, etc.
B Indicates business serves as representative on entity
b Indicates entity works with businesses to provide services