



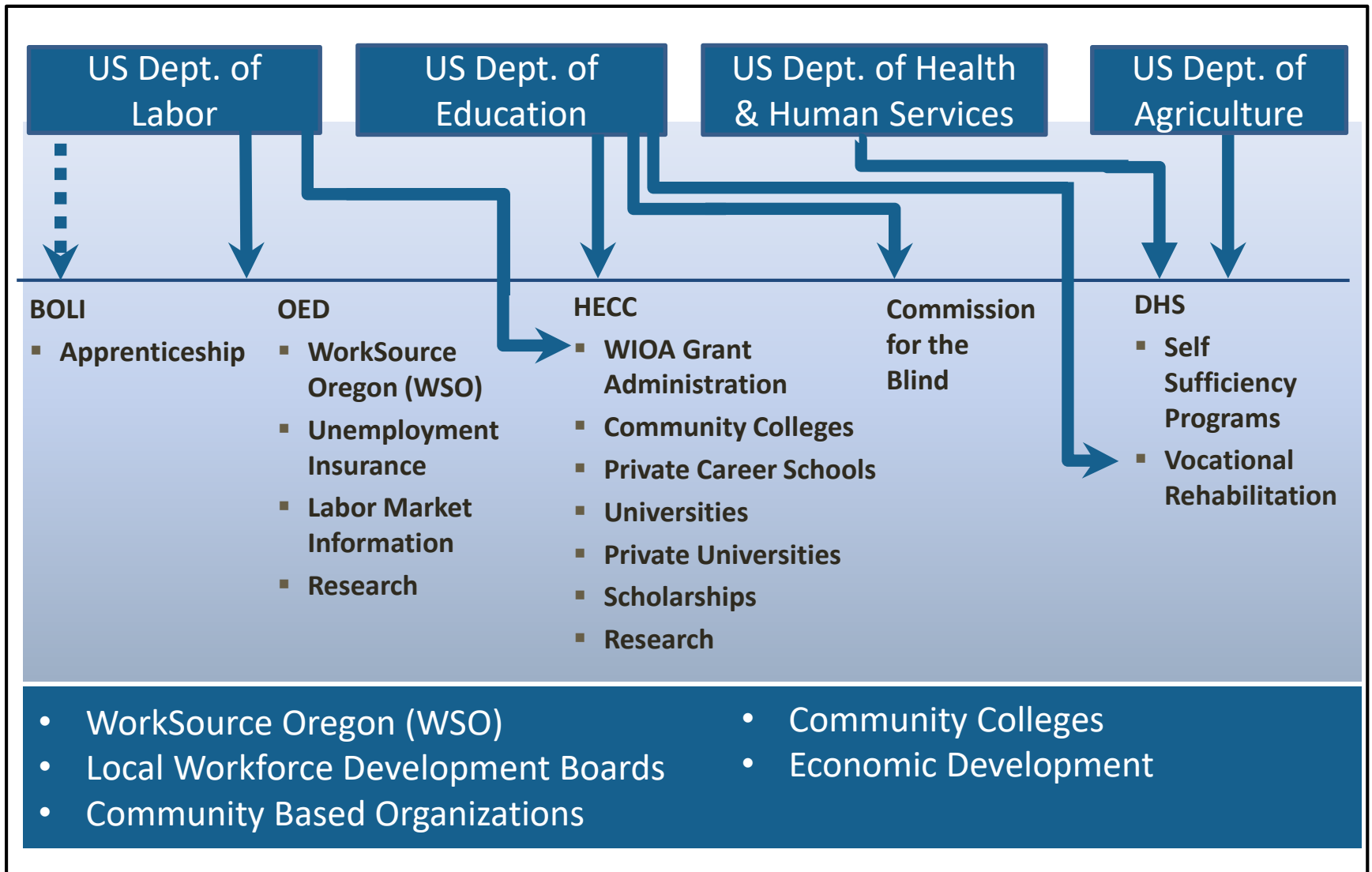
Expanding and Improving Oregon's Workforce

Senate Committee on Workforce

Karen Humelbaugh, Director
Office of Workforce Investments

January 31, 2019

Workforce System



2018 Oregon Talent Assessment

Oregon Workforce and
Talent Development Board
working with
ECONorthwest



Workforce and Talent Development Board

Hub for answers regarding the future of jobs and skills

Core advisor to the Governor, connecting and aligning education, training, and workforce development

Comprised of leaders from business and industry, labor, and community-based organizations

Uniquely positioned as the workforce and talent development expert

2018 Oregon Talent Assessment

Developed by ECONorthwest and Program Policy Insight

Addresses talent needs of Oregon businesses, and how to best prepare Oregonians for the evolving 21st century workforce.



Results from a year of research:

- Business needs and labor projections
- Engagement with hundreds of business representatives from industries critical to Oregon's economy.



Skill Findings

Occupational Skills

- Employers report a shortage of required occupational skills.
- Problem solving and critical thinking are at the top of the list.

Interpersonal Skills

- Interpersonal skills are lacking while also growing in importance.
- Only half of applicants possess the interpersonal skills required for their vacant positions.

Job Projections

Demography will play the leading role in job projections.

Aging population will demand more healthcare and caregiving.

Automation will continue to erode employment in many occupations.

However, the labor market has been rewarding workers for performing tasks that computers cannot do.

Additional Findings



Progress on strengthening the talent supply chain

Sizable traditional working age populations are still without work

Almost half of those left behind have a high school degree or less.

These populations are obvious candidates for a full suite of training and support.

Future Ready Oregon

An Initiative of Governor
Kate Brown



Future Ready Oregon

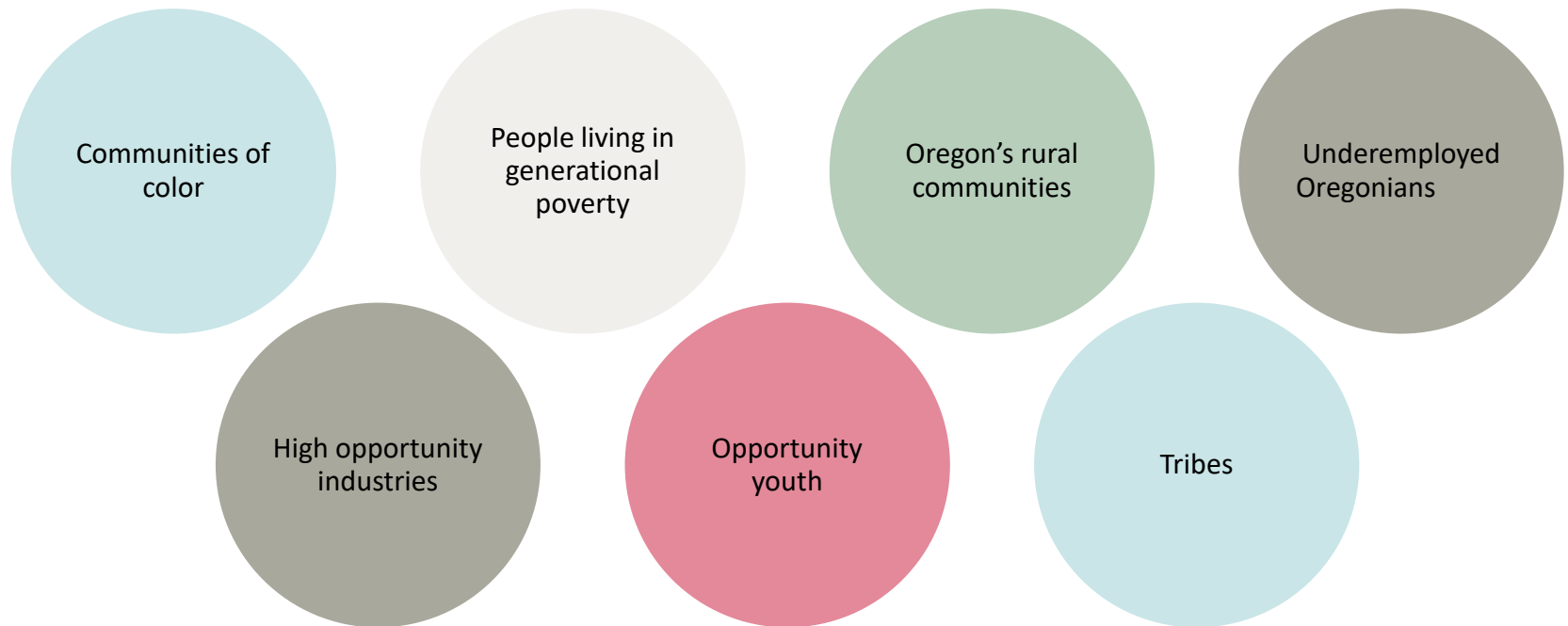


Vision

Close the skills gap for Oregon's students and adults by providing the skills and job training they need to obtain good, family-wage jobs.

[Future Ready Oregon Policy Paper](#)

Priority Populations



Guiding Principles

Transferable skills

Self-sufficiency

Connection to employers

Career path

Equity

Goals and Strategies

Goal

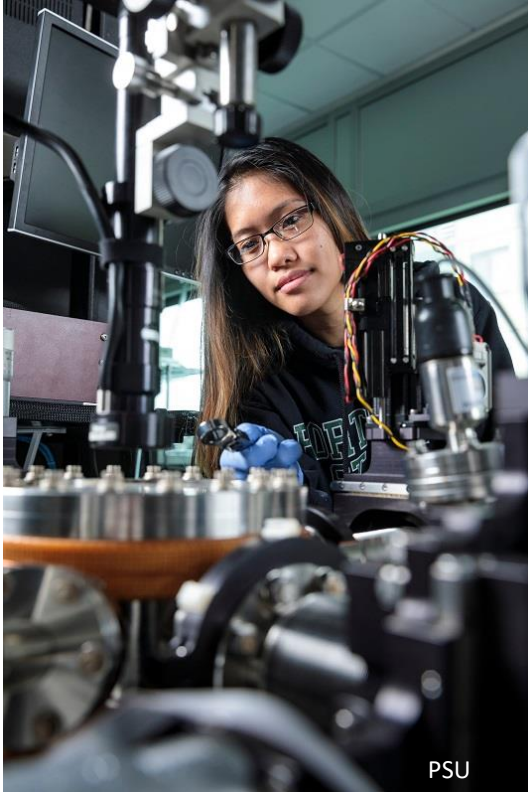
- Prepare our future workforce by making investments in education that use career connected learning.

Strategies

- Dedicate \$300 million to CTE and STEAM.
- Ensure youth and adults have the opportunity to participate in career connected learning programs in their communities.



Goals and Strategies



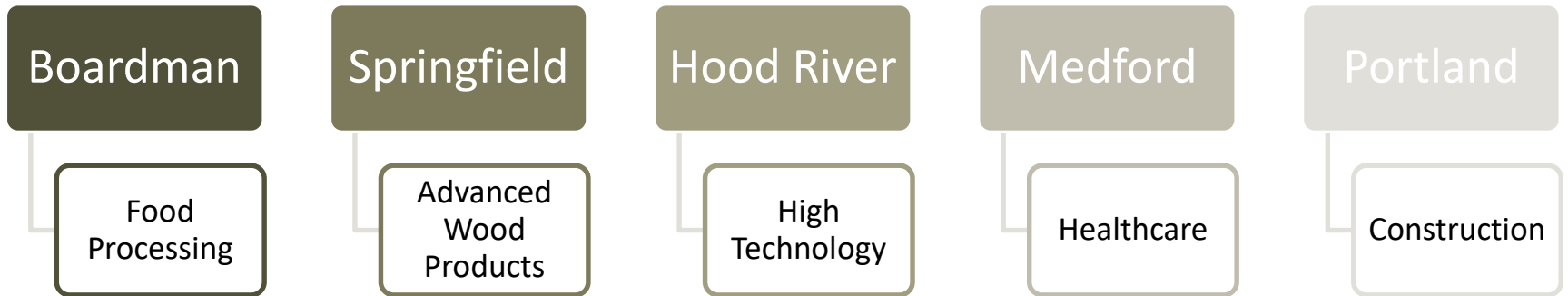
Goal

- Prepare our current workforce by arming them with the skills they need to help Oregon's economy grow.

Strategies

- Next-Gen Apprenticeships
- Rural Housing Accelerator
- Aligned community investments
- Expanding career paths in the healthcare industry
- Future Ready Summits

Future Ready Summits



Summits focus on changes that can be made or supported at the state level.

- Expand support for approved pre-apprenticeship programs
- Expand existing CTE programs in high school and college
- Improve career pathways at all levels in each industry

Progress since February 2018

Expanded
Apprenticeships

Improved training
for Oregonians on
assistance
programs

Business Oregon
Workforce
Incentives

Industry Initiatives

Funded Projects

Next Steps

Expand Career Connected Learning

Expand NextGen Apprenticeships

Add 1,000 Summer Work Experience Programs

Connect high schools to WorkSource Oregon Centers

Training pathways in health care

Increase access to industrial and agricultural work

Invest in communities and populations that experience barriers to economic prosperity

Strategic Alignment

