

FUTURE READY OREGON 2022

I. **Administration of Future Ready Oregon funding (Senator Hansell, Senator Lieber) – How quickly can Future Ready Oregon funding be implemented? Who will be administering the grant funding?**

Through a combination of General Fund and ARPA investments, Future Ready Oregon proposes a significant investment in Oregon’s workforce system that utilizes existing infrastructure to expedite short-term solutions, while making investments that aim to address inequities in the workforce system by removing barriers to accessing and engaging in the workforce education and training programs. Future Ready Oregon funds will immediately expand capacity at local workforce boards, community colleges, community-based services, as well as pre-apprenticeship and apprenticeship programs.

Future Ready Oregon includes one-time funding for new programs and services that invest in innovative solutions that advance racial justice and equity in Oregon’s workforce and talent development system. Utilizing the state’s existing administrative framework, these opportunities promote innovation and collaboration. Investments build upon the existing administrative infrastructure at the Office of Workforce Investments, BOLI, and Oregon’s Youth Development Division, to administer grants to organizations who will connect key populations to job training, employment, wrap-around services and supports, and career advancement opportunities.

Competitive workforce readiness grants will advance coalition building and partnerships that will lead to transformational change within the traditional workforce development system, ensuring a more seamless career-connected learning environment that connects job seekers through to employment. Grant-making will encourage community-based and culturally-specific organizations to lead or co-lead workforce development efforts.

Coalition members, including employers, education and training providers, community-based organizations, economic and workforce development partners, must demonstrate capacity to support grant writing, project management, or fiscal administration. Competitive workforce readiness grants include opportunities to apply for organizational capacity funds to ensure that coalition partners have the staffing, technical, and financial resources to be successful. Strong applications will demonstrate shared investment and outcomes.

A summary of the administration and implementation of each of the existing and new program investments follows:

a. **Existing Programs**

Future Ready Oregon includes funding to expand existing programs. The following investments utilize the existing administrative framework, promoting systems alignment and expedited outcomes.

- **\$35 million to HECC’s Office of Workforce Investments to be distributed directly to local workforce development boards** (according to the Workforce Innovation and Opportunity Act formula).

These funds will:

- Increase local service capacity to provide start-to-finish career coaching services, including outreach, referrals to skill development and training opportunities, and referrals to wraparound support services that enable participation and success

- Support earn and learn opportunities to “Re-Career,” including paid internships, paid community service work, scholarships, stipends, and other income supports in conjunction with occupational training and placement into middle-income career opportunities; and
- Scale-up wrap-around supports, including childcare, housing, transportation, technology, and behavioral health support that are needed to enable Priority Populations to participate in programs that will help them re-engage in the workforce.
- **\$17 million to HECC’s Office of Community Colleges and Workforce Development to expand Community College Career Pathways programs.**

Funds will be used for:

- Placing a full-time career pathways coordinator at each college
- Recruitment and Re-engagement efforts
- Student Support Services, including initial intakes to identify needs and connect to appropriate resources
- Strengthening Integrated Education and Training student pathways by providing funding for resources such as tuition, books, fees, bus passes, and “consumable classroom supplies” like masks, small hand tools, etc.
- And finally, supporting active engagement in the creation and maintenance of integrated education and training pathways for adult basic education students who are entering into a CTE Career Pathway.
- **\$20 million for new and expanded BOLI-certified apprenticeships and pre-apprenticeship programs.**

Funds will be used for:

- BOLI’s Apprenticeship and Training Division – BOLI proposes to hire three Apprenticeship Innovation Specialists to address the need for industry specialization in order to sustain growing interest in apprenticeship and meet the Governor’s goal of expanding apprenticeship as one tool to address workforce needs for Oregonians. BOLI also proposes to hire one limited-duration Operations & Policy Analyst 3 to review the current apprenticeship statute and develop modernized language to make recommendations for statutory changes that facilitate innovation and flexibility in non-construction related sectors in preparation of the 2023 legislative session.
- HECC’s Office of Workforce Investments – Utilizing the existing administrative grant-making framework, funds will be jointly administered by BOLI-ATD and HECC through the Office of Workforce Investments to expand registered apprenticeship and pre-apprenticeship training opportunities, including:
 - funds distributed to eligible service providers, including community-based organizations, culturally specific organizations, labor organizations, education and training providers (including Joint Apprenticeship Training Centers) through a competitive process based on evaluation of proposals that include an effective strategy for priority populations; and
 - funds will be used for:

- tuition assistance, training resources and direct benefits to individuals to support increased participation and completion of registered apprenticeship and pre-apprenticeship programs, and
 - for the expansion and creation of new registered apprenticeship programs and pathways.
- **\$10.5 million to Oregon’s Youth Development Division for Youth Workforce Readiness and Youth Reengagement Work Experience Grants.**

Funds will be used to expand recent successful grant programs to expedite getting money out the door and into communities by:

- expanding YDD’s Youth Workforce Readiness Grants, increasing funding for high quality, community-based workforce readiness programs providing critical training for youth ages 14-24 across Oregon and in Tribal Nations - *career exploration, work readiness training, work experiences, and job search assistance*; and
 - leveraging YDD’s Student Success Act funding to expand educational reengagement work, supporting youth as they reconnect to education services, and integrating Work Readiness training and paid work experience for this important youth population.
- **\$10 million to HECC to expand implementation of Credit for Prior Learning.**

Funds will be allocated to community colleges and public universities to support:

- Professional development around credit for prior learning for community college and public university staff
- Increased data collection capacity and associated systems
- Faculty and staff engagement in credit for prior learning expansion efforts
- The development of reference materials for CPL related to high-value credentials
- Regular assessments of the implementation of CPL standards at Oregon’s postsecondary education and training providers

b. New Programs

Future Ready Oregon includes one-time funding for new programs and services that invest in innovative solutions that advance racial justice and equity in Oregon’s workforce and talent development system. Utilizing the state’s existing administrative framework, these opportunities promote innovation and collaboration.

- **\$95 million to HECC’s Office of Office of Workforce Investments to administer Competitive Workforce Readiness Grants.** Funds will be administered statewide, in consultation with the Workforce and Talent Development Board and Industry Consortia, via competitive application process. To be eligible to receive Workforce Readiness Grants, organizations must demonstrate how they will:
 - Serve adult learners, dislocated workers, and disconnected youth, with a priority on people of color, women, low-income and rural communities, veterans, incarcerated and formerly incarcerated Oregonians; and

- Actively engage and address needs of employers in healthcare, manufacturing, construction; and
- Include meaningful collaboration with culturally-specific and community-based organizations, K-12, community colleges, and other education and training partners, local workforce boards, and economic development organizations.

Funds will be used for:

- New and innovative education and training programs
 - Developing industry-informed, culturally/ linguistically appropriate credential pathways in high-demand, high-wage occupations and industries
 - Developing career-connected learning opportunities (paid internships, career exploration, etc.)
 - Purchasing physical infrastructure, supplies, and technology necessary for education/training pathways
- Organizational capacity-building
 - Investing in staffing, organizational/structural processes and planning, equipment/ technology, and other administrative expenses necessary to expanding organizational capacity for smaller organizations and organizations newer to workforce development
- Direct benefits to individuals
 - Stipends for earn and learn experiences like paid internships, pre-apprenticeships, and others
 - Funding to pay for education and training costs like tuition, fees, and supplies, and funding to pay for associated wraparound services, including transportation, housing, childcare, and other supports necessary for the individual to complete their education and training

We anticipate that there will be multiple rounds of grantmaking and/or that application review will occur on a rolling basis. To take advantage of the extended implementation afforded by ARPA funds, we anticipate a phased implementation with initial grant funding available in summer 2022.

- **\$10 million to HECC’s Office of Workforce Investments to administer grants to local workforce boards for Benefits Navigators** to be employed at one-stop WorkSource Oregon centers and community-based organizations. Funds will be administered statewide, in consultation with the Workforce and Talent Development Board.

Workforce Benefits Navigators will:

- serve as a single point of contact for customers as they enter and make their way through the system;
- create continuity for customers and build relationships;
- help guide customers through accessing the different programs and benefits; and
- be aware of cultural differences and the lived experiences of priority customers and apply that awareness to how they support and connect with the individual customer.

- **\$1 million to HECC's Office of Office of Workforce Investments to establish Industry Consortia** in each of three key sectors – healthcare, manufacturing, and construction. Consortia will be convened by the Workforce Talent Development Board and co-led by a leader from business and a relevant community-based organization. Consortia will be staffed by members of the HECC's Office of Workforce Investments and will include broad representation, including but not limited to employers, industry associations, education and training providers, community-based organizations, workforce and economic development partners. Industry Consortia will make policy and investment recommendations, reporting back to the WTDB, the Governor and the legislature.

Consortia will focus on:

- improving systems alignment;
- identifying industry-specific statewide workforce needs, identifying high-value credentials, and informing culturally and linguistically diverse education and training curricula; and
- Developing equitable and inclusive education/training investment strategies and recruitment, retention, and career advancement practices.

II. Assessment and accountability measures (Senator Jama, Senator Lieber) – How will Future Ready Oregon measure success? What accountability measures will be in place?

Future Ready Oregon recognizes that it is essential to integrate assessment, accountability, and continuous improvement. The Workforce Workgroup identified requirements for assessment, accountability, and continuous improvement, as well as key data points with which to measure impact. Assessment will include the collection of both qualitative and quantitative data, disaggregated by race, focused on identifying disparities and informing strategies to address inequities. Key data points identified by the Workforce Workgroup include:

- # of Oregonians entering/completing high value credential pathways
- Job placement rate and earnings for education/training participants
- High value credential pathways developed, including new registered apprenticeship programs
- Types and amounts of benefits provided for wraparound services and supports

- **\$1.5 million to HECC to increase agency capacity and infrastructure to collect, integrate, analyze and report on key data.** Regular reports to the Workforce and Talent Development Board, the Legislature, and the Governor's Office will identify progress towards meeting key milestones.

Activities will include:

- supporting regular, strenuous assessment and continuous improvement activities; and
- facilitating communication of research and analysis findings to workforce partners, including job-seekers, employers, and service providers.

Future Ready Oregon funding will be used to advance data alignment. HECC will utilize existing partnerships with a number of state agencies, expanding efforts to integrate data across systems.