



House Interim Committee On Labor and Workplace Standards

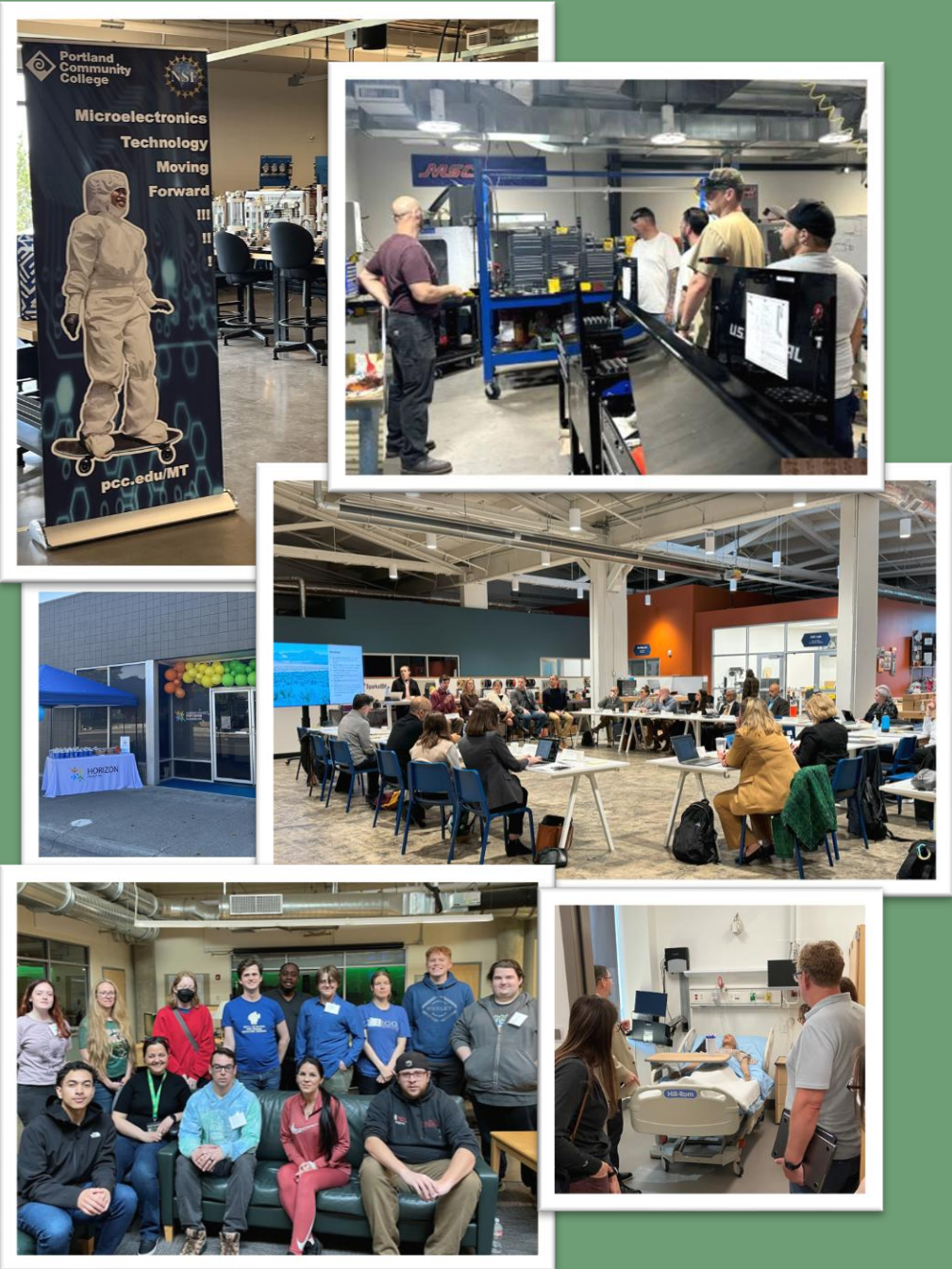
Update on Future Ready Oregon (SB 1545, 2022)

Jennifer Purcell – *Director, Future Ready Oregon,
Higher Education Coordinating Commission*

Amy Cox – *Director, Office of Research and Data,
Higher Education Coordinating Commission*

December 12, 2024

Photos courtesy of Future Ready Oregon grantees, partners, and Industry Consortia: Portland Community College (top left), Golden Rule Reentry (top right), Horizon Project (middle left), Technology Consortium (middle right), University of Oregon (lower left), Rogue Community College (lower right).



Future Ready Oregon (SB 1545, 2022)

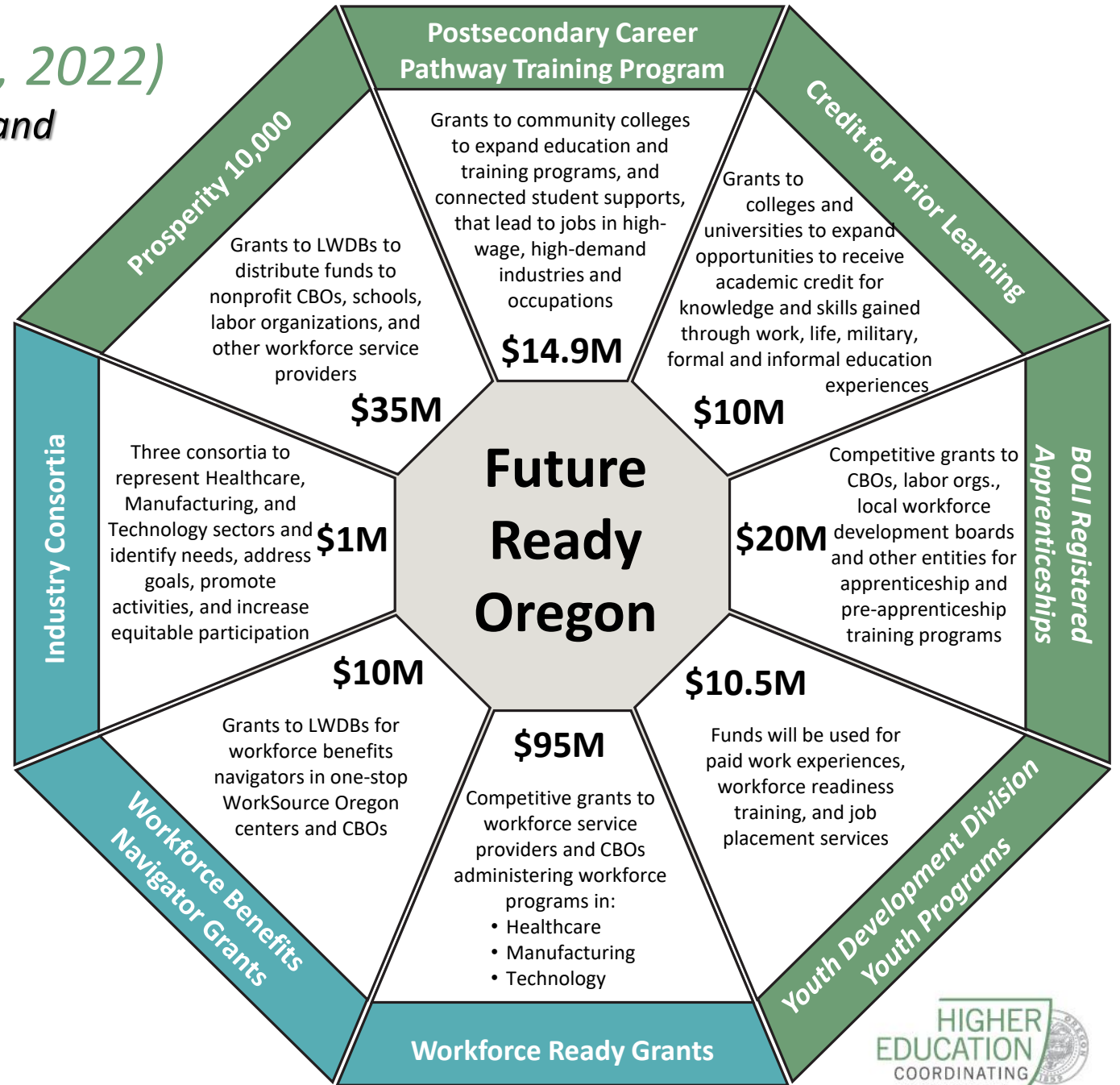
Advancing a more equitable workforce system, and increasing opportunities for diverse workers by:

Cultivating partnerships between education, industry, and community-based organizations

Expanding existing programs and capacity

Advancing new, innovative approaches

Centering the needs of priority populations and key industry sectors



Oregon's Higher Education Coordinating Commission (HECC)

The HECC supports state goals for postsecondary education and training with a wide range of policy and funding strategies including:

- setting a strategic vision for postsecondary education and training and advising state leaders;
- administering the statewide higher education and workforce biennial budget of approximately \$4.1 billion (2023-25), establishing methodologies for distributing public funding to community colleges, universities, students, local workforce development boards, and other partners;
- coordinating postsecondary degrees, programs, and academic pathways;
- administering statewide financial aid, workforce, and educational programs;
- research, evaluation, and analysis.

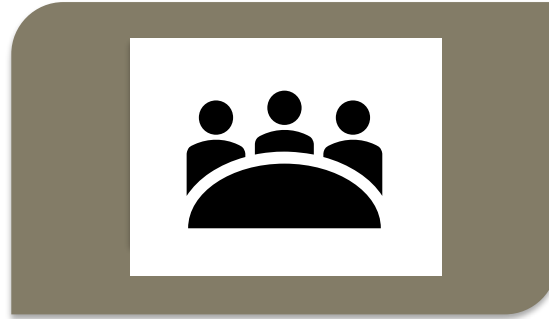
The HECC also directly serves Oregonians by awarding grant and scholarship aid to students and connecting Oregonians with workforce and training resources.

Future Ready Oregon *(Senate Bill 1545, 2022)*

Integrating economic development and workforce strategies through grantmaking and strategic initiatives



Centers engaging and supporting historically **underserved and underrepresented Priority Populations***



Advances a shared leadership model – **employers, education providers, and community-based organizations (CBOs)**



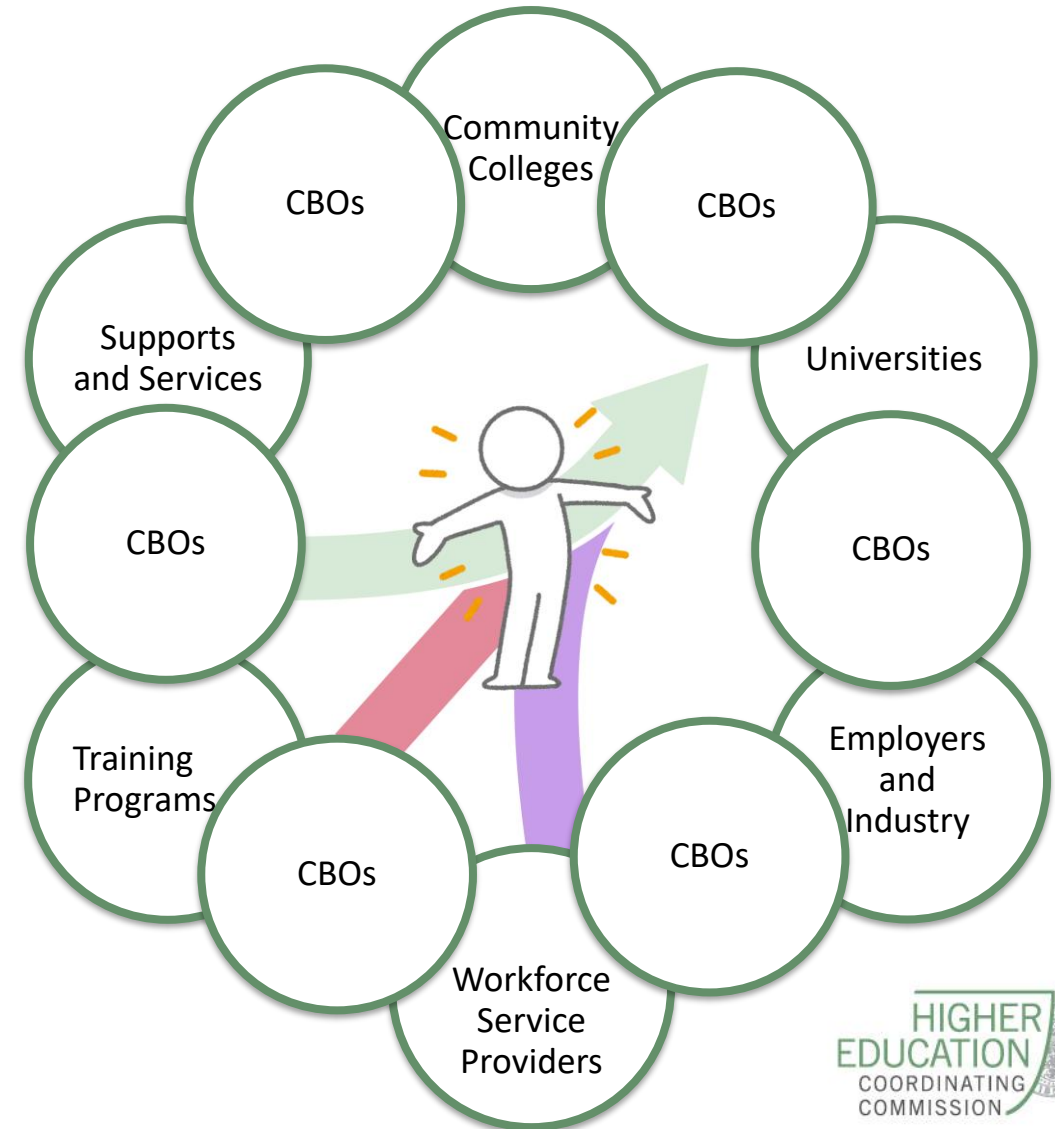
Prioritizes key sectors of Oregon's economy – **healthcare, manufacturing, technology**



Couples education and training with **wraparound supports** and services

**Priority Populations include communities of color, women, low-income communities, rural and frontier communities, veterans, persons with disabilities, incarcerated and formerly incarcerated individuals, members of Oregon's tribes, older adults, and individuals who identify as members of the LGBTQ+ community*


Future Ready Oregon – *Aligning the Workforce Ecosystem to Center the Needs, Experiences, and Objectives of Diverse Workers*



Workforce Ready Grant-funded Projects, 2022, 2023 & 2024

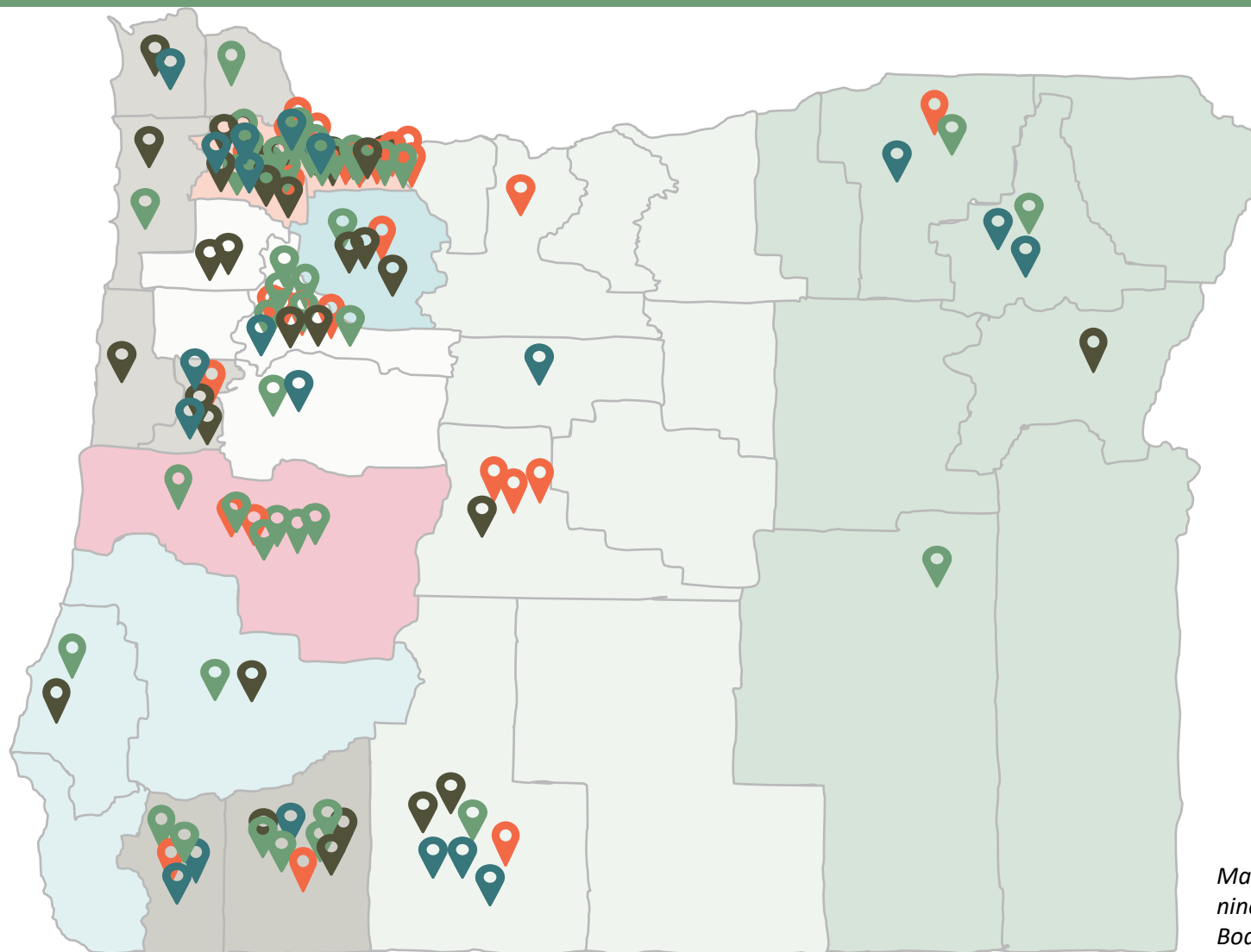
Approximately \$90 million awarded to 133 projects across three funding cycles from 2022 through 2024. Projects advance career pathways in healthcare, manufacturing, and technology. Grantees include community-based organizations, community colleges, public and private universities, local workforce development boards, school districts, and other education and workforce service providers from **all parts of the state**.

Key: Projects by Sector

-  50 healthcare projects
-  35 manufacturing projects
-  21 technology projects
-  27 projects - multiple sectors (2022 & 2023 rounds)

Each pin represents a different grant-funded project. Pins are located approximately at the physical address of each grantee organization.

Each project serves a region larger than the pin location, whether a single county, multiple counties, or all counties across the state; 59% of all projects serve two or more counties, including 11 statewide projects.



Map color-coded to represent Oregon's nine Local Workforce Development Board regions.

Industry Consortia – *Informing Policy and Program Development, Advancing Strategies, Building Ecosystem Alignment*



HB 3306 (2023) – Wage and Occupation Data

Implementation and Methodology

1. Understanding Legislative Requirements:

HB 3306 charged the Industry Consortia with establishing:
“wage rate standards, varied by **locality**, for each **skilled occupation** within each of the [healthcare, manufacturing, and technology] industry sectors”

2. Defining Key Terms:

- **Locality:**
 - local workforce development board regions
- **Skilled Occupation:**
 - high-skill occupations (Oregon Employment Department)

3. Establishing Wage Rate Standards:

- **Submit to the HECC:**
 - Summary of methodology
 - OED high-skill occupation and wage data (by industry sector)
- **Action Items: Consortia Input**
 - Longitudinal data – industry trends and demographics
 - Career and credential pathway mapping

Career-Connected Learning – HECC coordinates, oversees, and supports a variety of earn-and-learn training models.

Earn-and-Learn Opportunities include compensation to participate in training opportunities that lead to employment. Examples include stipends to participate in educational programming, on-the-job training, and internships. These are some of the many organizations that are currently implementing equitable earn-and-learn opportunities with support from Future Ready Oregon:

Umpqua Community College (UCC)

UCC, in partnership with Aviva Health, is implementing an earn-and-learn program that recruits, trains, and retains rural and low-income students for the healthcare workforce.

Worksystems, Inc.

Worksystems, Inc. is implementing the Quick Start semiconductor expansion program and earn-and-learn training experience, a 10-day program that offers participants hands-on knowledge about semiconductor careers as well as individualized guidance, training, and career coaching.

Oregon Solar Energy Education Fund

Oregon Solar Energy Education Fund is providing women, low-income individuals, and members of communities of color with tools, books, and coursework reimbursement for apprentices enrolled in the Limited Renewable Energy Technician Apprenticeship Program, and paid internships at solar companies.

Partner Testimony



Dan Malinaric

Vice President of Fab 4 Operations, Microchip

Carly Petrovic

Senior Human Resources Manager, Microchip



Sheila M. Clough

CEO, Mercy Flights, Inc.



Future Ready Oregon: Year Three Annual Report

House Interim Committee On Labor and Workplace Standards

Dr. Amy G. Cox

Director, Office of Research and Data

December 12, 2024

This year's report focuses on participants, services, and employment outcomes

Who has been served?
What workforce training services?
What are their employment outcomes?

Overall
Compared to Priority Populations

For Future Ready Oregon as a whole
Within each program

How have each of the 8 programs progressed?
How does this compare with Oregon's economic landscape?

Data Sources

- Participants and Services: Individual data reporting by grantees and cleaned, compiled, and analyzed by HECC
- Employment Outcomes: Unemployment Insurance records from Oregon Employment Department
- Program Progress: Quarterly performance reports, meeting notes, minutes, presentations, impact statements, close-out reports
- Oregon's labor force, employment projections, population: Oregon Employment Department, U.S. Bureau of Labor Statistics U.S. Census Bureau, other federal & state agencies
- Other education data from community college and other education data managed by HECC

Priority Populations

- Communities of color
- Low-income communities
- Incarcerated and formerly incarcerated individuals
- Those more likely to face age discrimination in employment
- Members of the LGBTQ+ community
- Women
- Veterans
- Oregon's 9 federally recognized tribes
- Rural and frontier communities
- Persons with disabilities

Overall, third year findings are positive and show continued progress

Data through June 30, 2024

14,251 participants served

- 92% from Priority Populations, in addition to low income
- More diverse than labor force

45,000+ services provided

- 3.2 services per person on average
- Services include workforce training and support

Low reporting of social security numbers means employment outcomes may not generalize to all participants

65% employed

- Among those who were not employed when they began services

Wages increased after services

- Median quarterly wages rose \$720.61
- Median hourly wages rose \$3.00
- Among those employed at the start

Employed in Healthcare/ Manufacturing

- 46% of employed participants were working in healthcare or manufacturing industries after participation

Each program also shows positive outcomes

Prosperity 10,000

- 5,731 participants
- 97% service completion
- 69% job placement rate
- 75% make \$17.88 or more
- Meeting most goals

Workforce Ready Grants

- 1,539 participants
- 87% service completion
- 25% with support services
- 32% job placement rate*
- \$20.95 median hrly wage*
- Implemented final funding

Youth Programs managed by YDO

- 2,534 participants
- 88% service completion
- 50% job placement rate*
- \$17.41 median hourly wage*

Registered Apprenticeships managed by BOLI

- 1,235 participants
- 86% service completion
- 62% job placement rate*
- \$22.16 median hourly wage*

Career Pathways

- 3,860 participants
- 67% job placement rate
- 16% earned credentials
- \$20.47 median hourly wage

Credit for Prior Learning

- Developed assessment criteria
- 84% investing in faculty and staff training
- Data challenges at community colleges

Workforce Benefits Navigators

- Boards hired navigators and began implementing programs
- Programs vary based on regional needs

Industry Consortia

- Built strong connections to employers
- Identified greatest workforce dev. needs
- Created funding priorities for last round of Workforce Ready Grants

The reporting for Future Ready Oregon asks two intertwined questions

Does Future Ready Oregon lead to greater economic security?

For individuals, communities, businesses, industries, the State

- Initial employment outcomes indicate yes: Participants are becoming employed and experiencing rising earnings. Many are employed in focus industries.
- Low reporting of social security numbers limits how generalizable employment results are
- Program is about half-way through timeframe, but outcomes will take more years to evolve

Does Future Ready Oregon improve equity, especially racial equity?

Across workforce training, employment, industries, career advancement

- Initial participant, service, and employment results indicate yes: Very strong representation of Priority Populations, and participants are more diverse than labor force High service-completion rates across all groups Positive employment outcomes occurring for all priority populations
- However, older workers are underrepresented

Overall findings and recommendations (1 of 2)

Overall finding 1

We found strong Priority Population engagement and outcomes:

- Intentional and extensive engagement with Priority Populations at all levels
- High representation of Priority Populations among participants
- Consistent outcomes across Priority Populations

Recommendation 1

Continue Community Engagement

Future workforce investments, particularly those aimed at advancing equity, should intentionally engage specific underserved communities. Current investments should continue this approach.

Overall finding 2

We found Future Ready Oregon programs lean heavily towards younger individuals.

- Adults 40 and older are more likely to face age discrimination than somewhat younger adults and are less likely to be employed.
- Older workers are poised to play a critical role in addressing Oregon labor shortages.

Recommendation 2

Reach Oregonians 40 and Older

Future Ready Oregon should increase engagement and outreach to Oregonians ages 40 and older.

Overall findings and recommendations (2 of 2)

Overall finding 3

Tracking employment outcomes is vital to assessing Future Ready Oregon

Social security number reporting rates vary widely by program, from 88% to 17%. Low reporting rates reduce the accuracy of employment outcome results.

Additional challenges with career field of service and support services

Recommendation 3

Improve Data Collection

Future Ready Oregon grantees need to enhance their data collection practices, particularly in the areas of training and the collection of participants' social security numbers, to effectively track program impacts.

Overall finding 4

For Future Ready Oregon to realize its goal of expanding the labor force, workforce development must reach those out of the labor force as well as those already seeking a job.

It is unclear how much program recruitment occurs to those out of the labor force. We call attention to this because of the high need, short timeframe, & low unemp. rate.

Recommendation 4

Engage Oregonians Outside of the Labor Force

Future Ready Oregon should ensure engagement and outreach is directed at individuals currently outside the labor force, not only those who are unemployed.



Jennifer Purcell

*Director, Future Ready Oregon,
Higher Education Coordinating Commission*
Jennifer.Purcell@HECC.oregon.gov

Amy Cox

*Director, Office of Research and Data,
Higher Education Coordinating Commission*
Amy.Cox@HECC.oregon.gov

December 12, 2024