



Joint Committee on Ways and Means Subcommittee on Education

SB 1545 (2022) – Future Ready Oregon Update

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

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Donna Lewelling – Director, Office of Community Colleges and Workforce Development, Higher Education Coordinating Commission

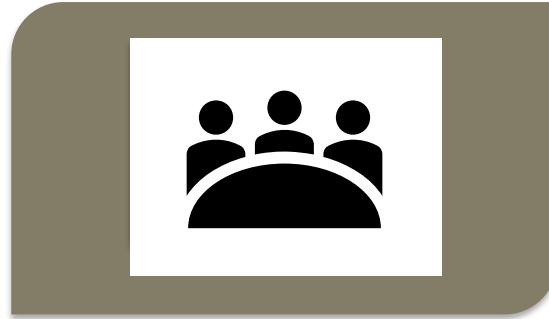
February 5, 2024

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

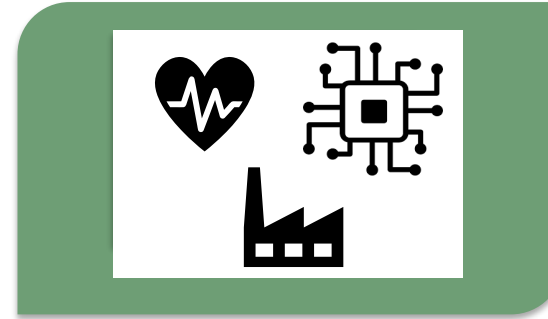
Integrating economic development and workforce strategies through grantmaking and strategic initiatives



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 incentivizes a shared leadership model where community-based organizations, education and training providers, employers and industry leaders **co-create solutions in support of equitable opportunities** for economic mobility, educational attainment, meaningful employment, and career advancement

Flexible and Responsive Funding

- Community-based organizations as eligible grant applicants
- Flexible funding allows for capacity-building and wraparound supports as eligible activities
- Agile, responsive investments; able to listen to partners and respond in ways that are meaningful to partner organizations and participants
- Low-barrier opportunities for career exploration and credential attainment

Individualized Supports and Technical Assistance

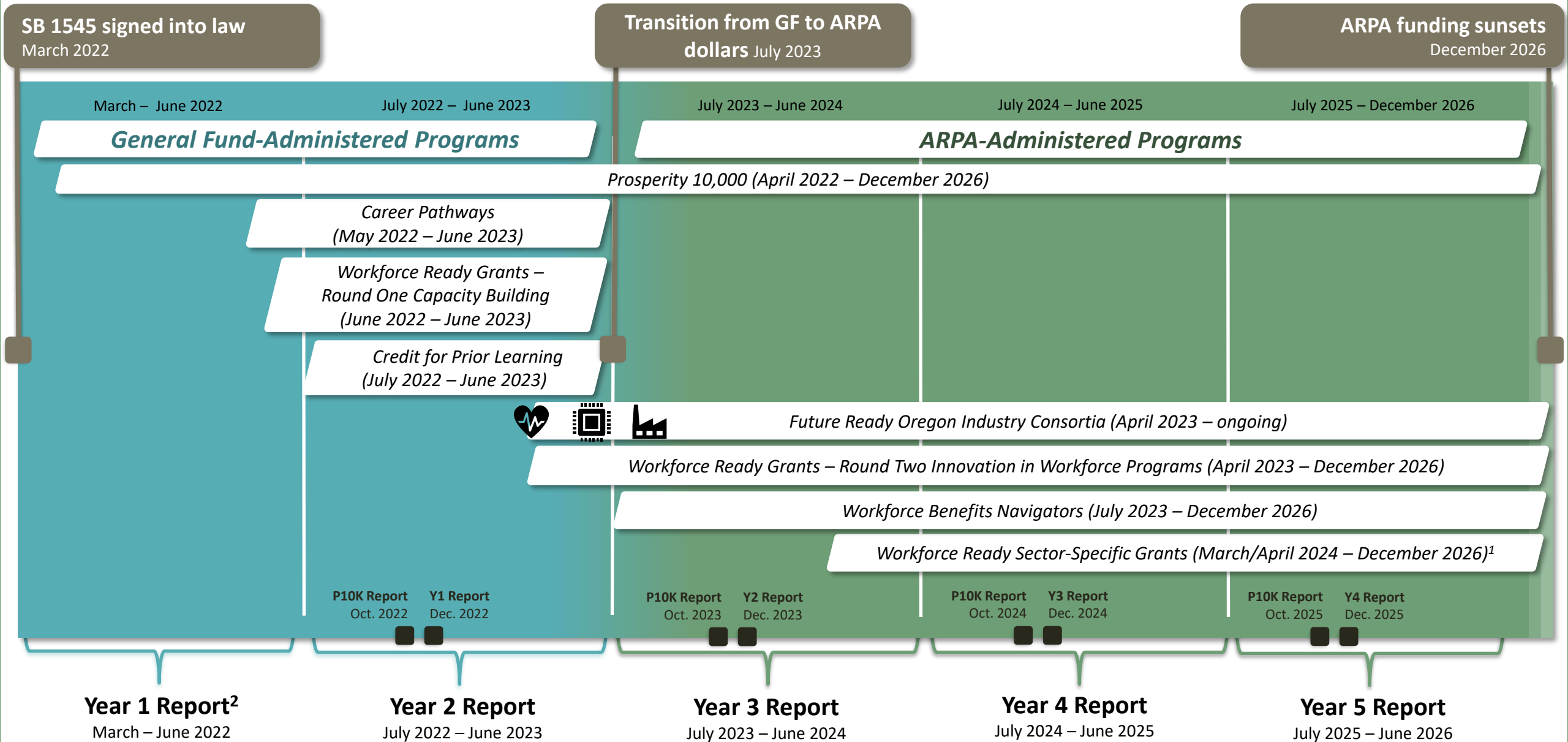
- Technical assistance providers contracted to assist prospective applicants throughout the application process
- Individualized grant administration, building communities of practice, providing ongoing technical assistance and training to support grant recipients

Collaborative Partnerships

- Shared leadership where employers, education providers, and community-based organizations co-create solutions
- Funding criteria incentivize partnerships, emphasizing culturally responsive supports for Priority Populations and cultural competency
- Collaboration with enterprise partners (BOLI, YDO) to share best practices, prepare single comprehensive report, align initiatives



Future Ready Oregon (SB 1545) – HECC Implementation Timeline



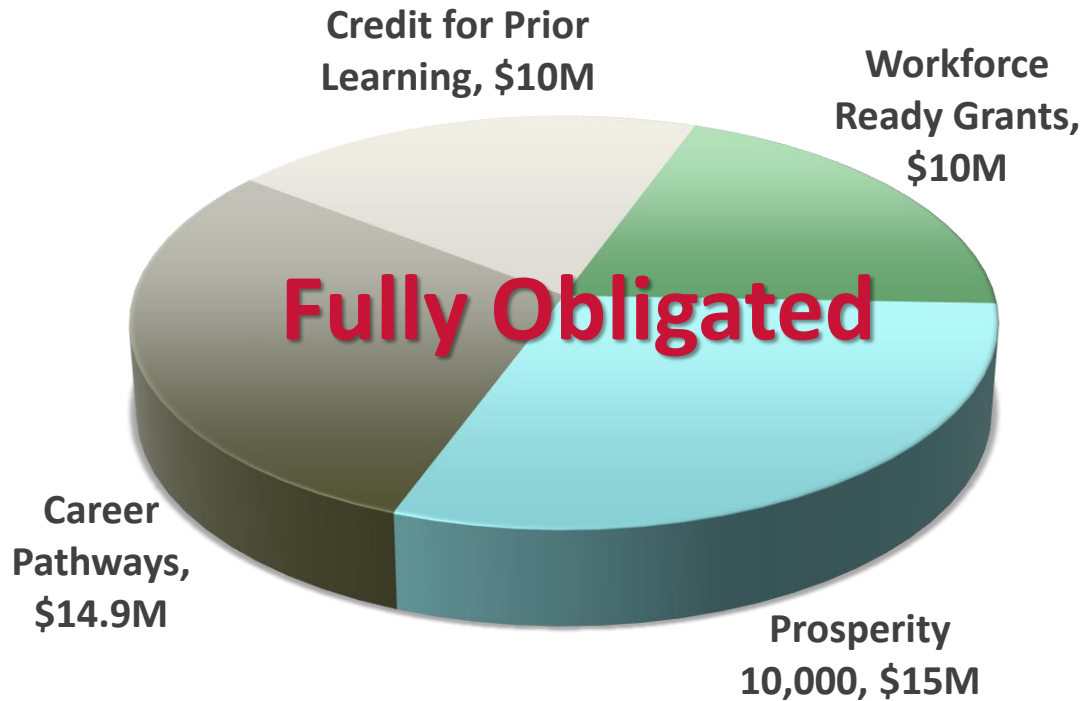
¹ Dates of subsequent round(s) of Workforce Ready Grants TBD.

² Annual Report dates reflect the data collection period; reports may include program updates outside each date range.

Future Ready Oregon Grant Programs Administered by the HECC

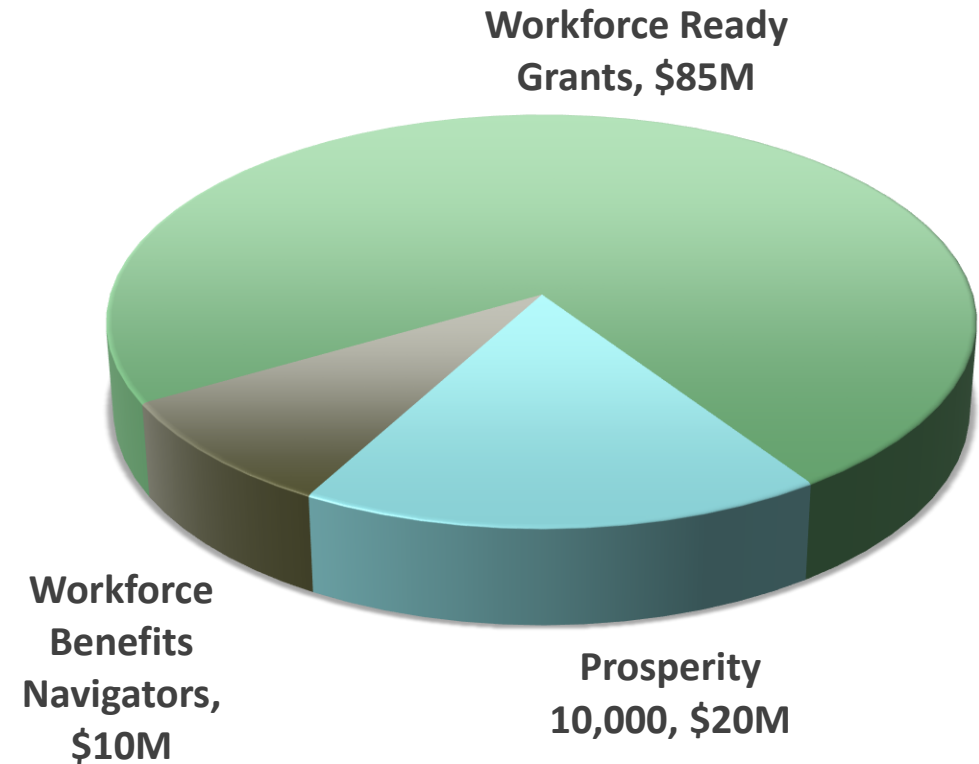
HECC's GF Program Investments (\$49.9M)

to be spent by June 30, 2023



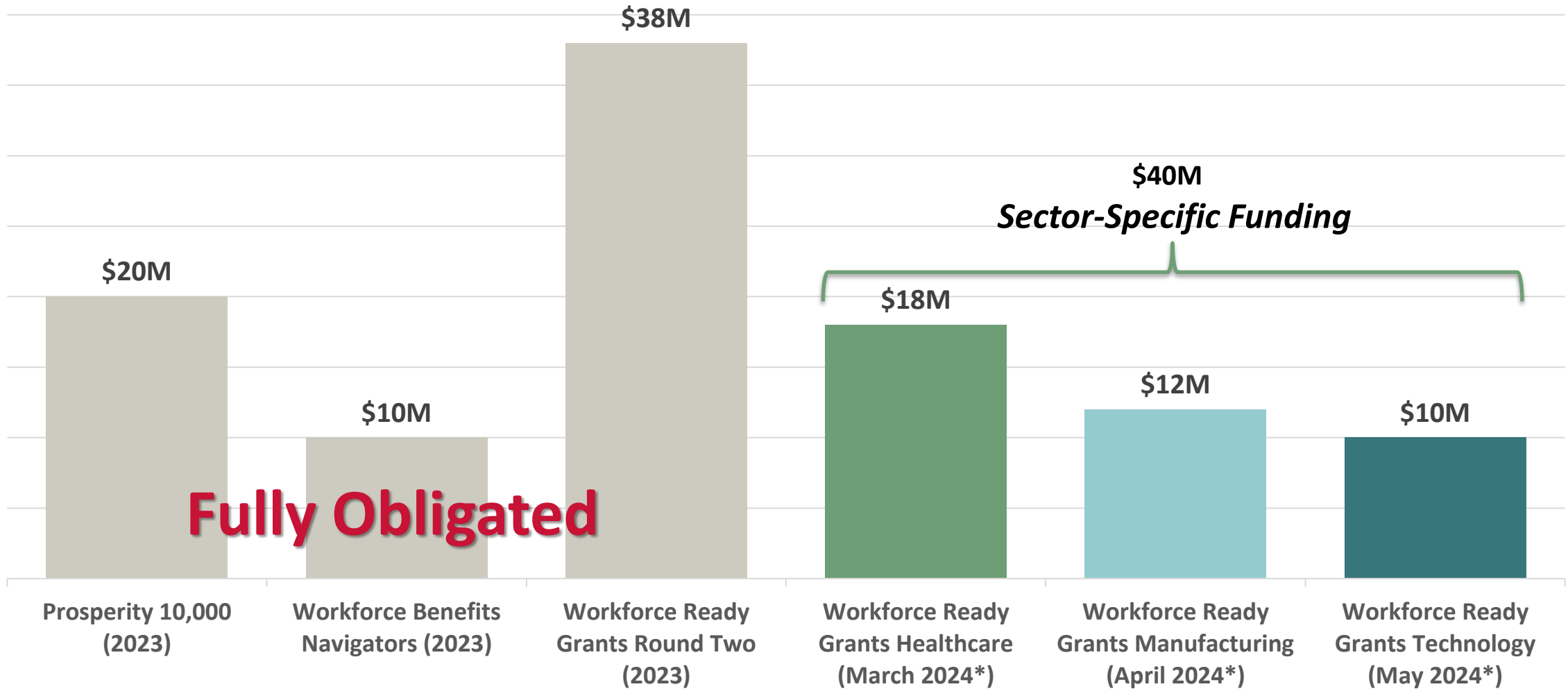
HECC's ARPA-funded Investments (\$115M)

to be obligated by December 31, 2024, and spent by December 31, 2026



Future Ready Oregon: the HECC's ARPA-funded Investments

to be obligated by December 31, 2024, and spent by December 31, 2026



**Dates reflect anticipated release of Request for Applications (RFA)*

Future Ready Oregon Workforce Ready Grants

Past Demand and Sector-Specific Planning

1. Round 1 Request for Applications (RFA)

- General Fund Dollars; Additional criteria focused on Capacity Building, intended to expand the partners that comprise the workforce system
- 146 applications received, totaling \$74M
- Total Awards: 41 projects totaling \$9.95M

2. Round 2 RFA

- ARPA Dollars; Additional criteria focused on Innovation and Collaborative Partnerships
- 165 applications received, totaling \$251M
- Total Awards: 30 projects totaling approximately \$38M

3. Round 3 RFA

- ARPA Dollars; Additional criteria informed by Industry Consortia
- Total available: \$18M for Healthcare, \$12M for Manufacturing, and \$10M for Technology
- Timeline: RFAs anticipated March/April/May 2024; funding must be obligated by December 2024

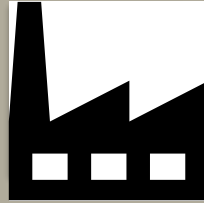
Future Ready Oregon Statewide Industry Consortia

Leadership, Timeline, and Objectives



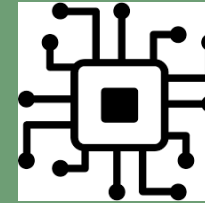
Healthcare Executive Leadership Team

- Marin Arreola – President, Advanced Economic Solutions Inc.
- Dr. Adrien Bennings – President, Portland Community College
- Janet Campbell – President, Oregon Health Leadership Council
- Becky Hultberg – President and CEO, Oregon Assn. of Hospitals and Health Systems
- Melissa Unger – President, SEIU Local 503



Manufacturing Exec. Leadership Team

- Scott Bruun – Vice President for Government Affairs, Oregon Business & Industry
- Jonath Colon – Deputy Director of Economic Development, Centro Cultural de Washington County
- Ed Feser – Provost, Oregon State University
- Mariah Robbins – VP, Global People and Operations, A-dec



Technology Executive Leadership Team

- Skip Newberry – President and CEO, Technology Association of Oregon
- Dr. Lisa Skari – President, Mt. Hood Community College
- K S Venkatraman – Sr. Director for Artificial Intelligence Computing, NVIDIA Corporation

Timeline and Objectives

Short-term (through March 2024)

- Make recommendations that will inform criteria for future rounds of Workforce Ready Grants

Medium-term (through December 2025)

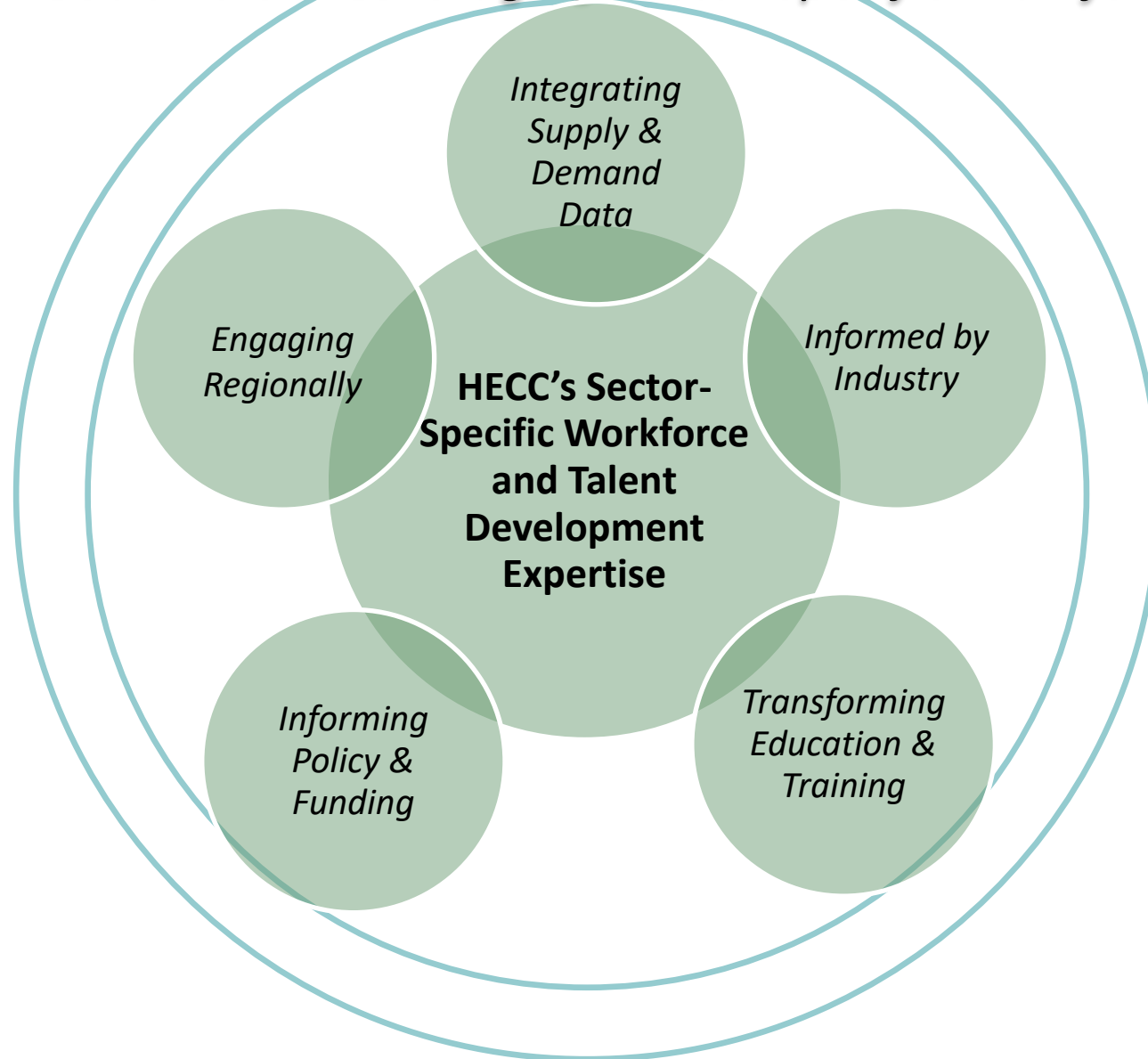
- Develop a strategic policy and funding framework to address workforce gaps and opportunities

Long-term/persistent (2026 and beyond)

- Continue to assess statewide, industry-specific workforce needs, skill standards, and career pathways

Industry Consortia & the Value of a Shared Leadership Model

The HECC's Role in Leveraging Sector-Specific Workforce and Talent Development Expertise



Industry Consortia:

- Leverage HECC's role as a **convener** of education and training partners
- Serve as a **connector** between education, industry, labor, and community
- Build and maintain **relationships** between partners
- **Inform** HECC strategies to meet workforce needs

Future Ready Oregon: Second Annual Report



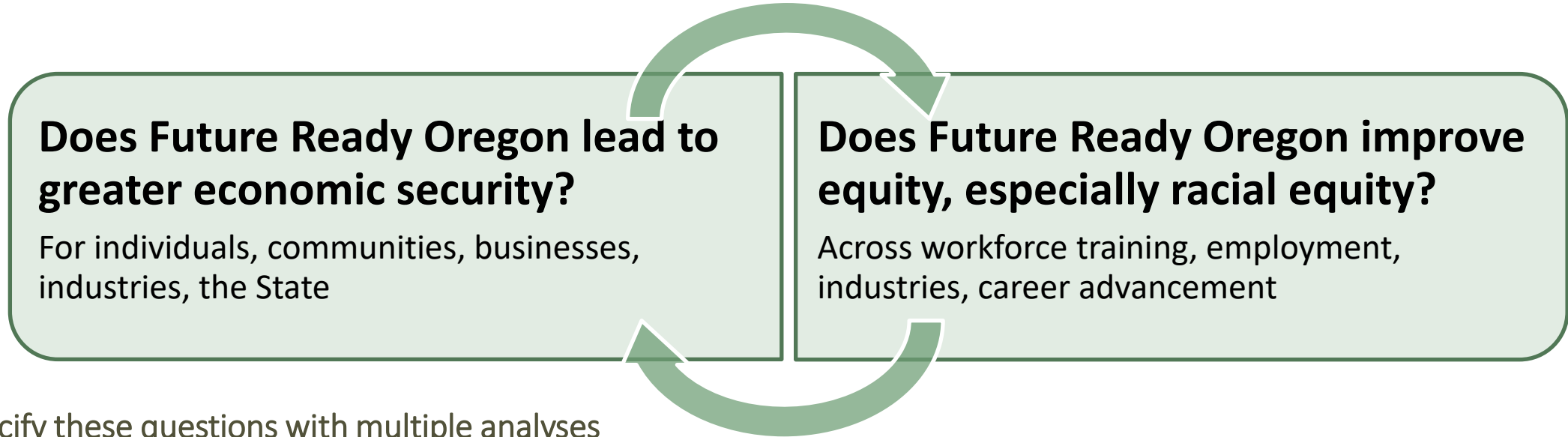
Joint Committee on Ways and
Means Subcommittee on
Education

Dr. Amy G. Cox

Director, Office of Research and Data

February 5, 2024

The reporting for Future Ready Oregon asks two intertwined questions



We specify these questions with multiple analyses

Access

- Engagement of community-based organizations
- Equity to workforce development opportunities
- Effective and equitable recruitment and wrap-around support

Practice

- Experience of grantees across funding arms and programs, focusing on equity
- Experience of and equity in individuals served, by community and program
- Identification of equitable and effective training programs and combinations of programs, especially for priority populations

Outcomes

- The change in number of individuals employed and with rising earnings across priority populations
- Changes in labor shortages in high-demand industries and extent to which changes occur equitably
- Programs that equitably yield gainful employment and industries that equitably address shortages
- Future investments that lead to equitable outcomes & reduced labor shortages

This year's report was focused on continued implementation progress and initial outcomes

Implementation Progress

- Identifies risks → especially important with Future Ready Oregon's aggressive timeline
- Documents early activities for linking to outcomes in later years
- Timeliness, adherence to legislative requirements and priorities, development of foundation for improved economic prosperity and equity

Initial Outcomes

- Participation: Number of participants, overall, by priority population, by program
- Completion: Services completion rate (excl. wraparound support), overall, by priority population, by program
- Economic trends: labor force participation, unemployment, projections by industry, occupation, education
- Composition of Future Ready Oregon participants compared with labor force

Data Sources

- Participant data and service data are collected by grantees and submitted to HECC
- Economic data are from Oregon Employment Department, U.S. Census Bureau, U.S. Bureau of Labor Statistics
- Qualitative data come from program materials, interviews, and surveys

Priority Populations

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

Key findings about participation and outcomes

9,441 participants served

- Workforce Ready Grants - 868 participants
 - Registered Apprenticeships - 316 participants
 - Youth Programs - 1,141 participants
- Prosperity 10,000 - 3,854 participants
Postsecondary Career Pathways - 3,354 part.

92% of participants from Priority Populations

- Engagement with Priority Populations informed grantmaking and program strategies
- HECC, BOLI, YDO, and local workforce development boards reached out to Priority Populations who had not applied for grants, especially Tribal Nations and some rural areas

97% overall completion rate

- Includes all services but tuition & fees support, recruitment & engagement, wraparound support
- Most common services: intentional support from Postsecondary Career Pathways, career coaching, and workforce development training
- Rates are high across priority populations and programs

31% of participants used wraparound supports

- Wraparound supports include transportation, tools, supplies, uniforms, technology, residential assistance, stipends, food assistance, and childcare
- Many grantees pointed to these as a key reason for high completion rate

Participants more diverse than labor force

- People of color, those in rural and frontier locations, and youth are more represented among Future Ready Oregon participants than in the labor force
- This is an essential first step toward creating a more diverse labor force. We will begin to track employment and education outcomes next

Key findings about continued progress in program implementation

Prosperity 10,000	<ul style="list-style-type: none">• Served 3,854 participants, 94% of whom identified with a priority population• 95% service/program completion rate
Postsecondary Career Pathways	<ul style="list-style-type: none">• Served 3,354 participants, of whom at least 96% were from a priority population• Invested in expanding career pathways, recruiting diverse students, & equipment
Registered Apprenticeships	<ul style="list-style-type: none">• Served at least 316 participants, 86% of whom identified with a priority population• 28 Construction, 12 Manufacturing, and 9 Healthcare programs (R1-3)
Youth Programs	<ul style="list-style-type: none">• Served 1,141 participants, 93% of whom identified with a priority population• 29 Notice of awards were announced for Round 2
Credit for Prior Learning	<ul style="list-style-type: none">• 19 of 25 public postsecondary educational institutions applied and awarded,• Funding supported CPL expansion, assessment strategies, & training for faculty & staff
Workforce Ready Grants	<ul style="list-style-type: none">• Served 868 participants, 93% of whom identified with a priority population• 95% service/program completion rate and 29 Notice of Awards was released R2
Industry Consortia	<ul style="list-style-type: none">• All Consortia have launched and begun their work, led by leaders in business, labor, education and training, and community-based organizations;
Workforce Benefits Navigators	<ul style="list-style-type: none">• Inclusive process to develop funding model and allowable costs• All 9 LWDB responded to the LOI; working on grant agreements

Overall findings and recommendations (1 of 2)

Overall finding 1

We found consistent and repeated evidence that engaging those served is associated with improved outcomes.

This includes engagement at all levels:

- participant communities and priority populations
- applicants and grantees
- other providers, agencies, partners

Recommendation 1

Future workforce development investments, especially those that aim to advance equity, should prioritize engagement with the communities intended to benefit from the investment. Current investments should continue to do so.

Overall finding 2

One of the most commonly reported benefits of Future Ready Oregon for grantees was the flexibility of funding.

Grantees repeatedly described the ability to provide wraparound supports as a significant reason they were able to serve as many participants as they did, especially from Priority Populations.

Recommendation 2

Future workforce development investments should include flexibility for allowable uses of funds to encourage innovation, maximize reach, and improve program success. Current investments should continue to do so.

Overall findings and recommendations (2 of 2)

Overall finding 3

Topic-focused job training, especially in healthcare, manufacturing, and technology industry sectors, is not (yet) common among participants.

Only 29% of participants outside of Career Pathways enrolled in topic-focused training. Less than half of these are in the key industry sectors.

Recommendation 3

Future Ready Oregon programs should expand workforce development trainings for the healthcare, manufacturing, and technology sectors.

Overall finding 4

Administrative burden can be high, especially in rapid, multi-faceted programs like Future Ready Oregon.

Support from agencies in application, awarding, and reporting processes eased this burden and improved efficiency and accuracy.

Recommendation 4

Future workforce development investments should provide the time and staffing resources to plan how to build processes and tools that ease the administrative burden on grantees for different funding sources. Current investments should continue to do so.

Community College Postsecondary Career Pathways



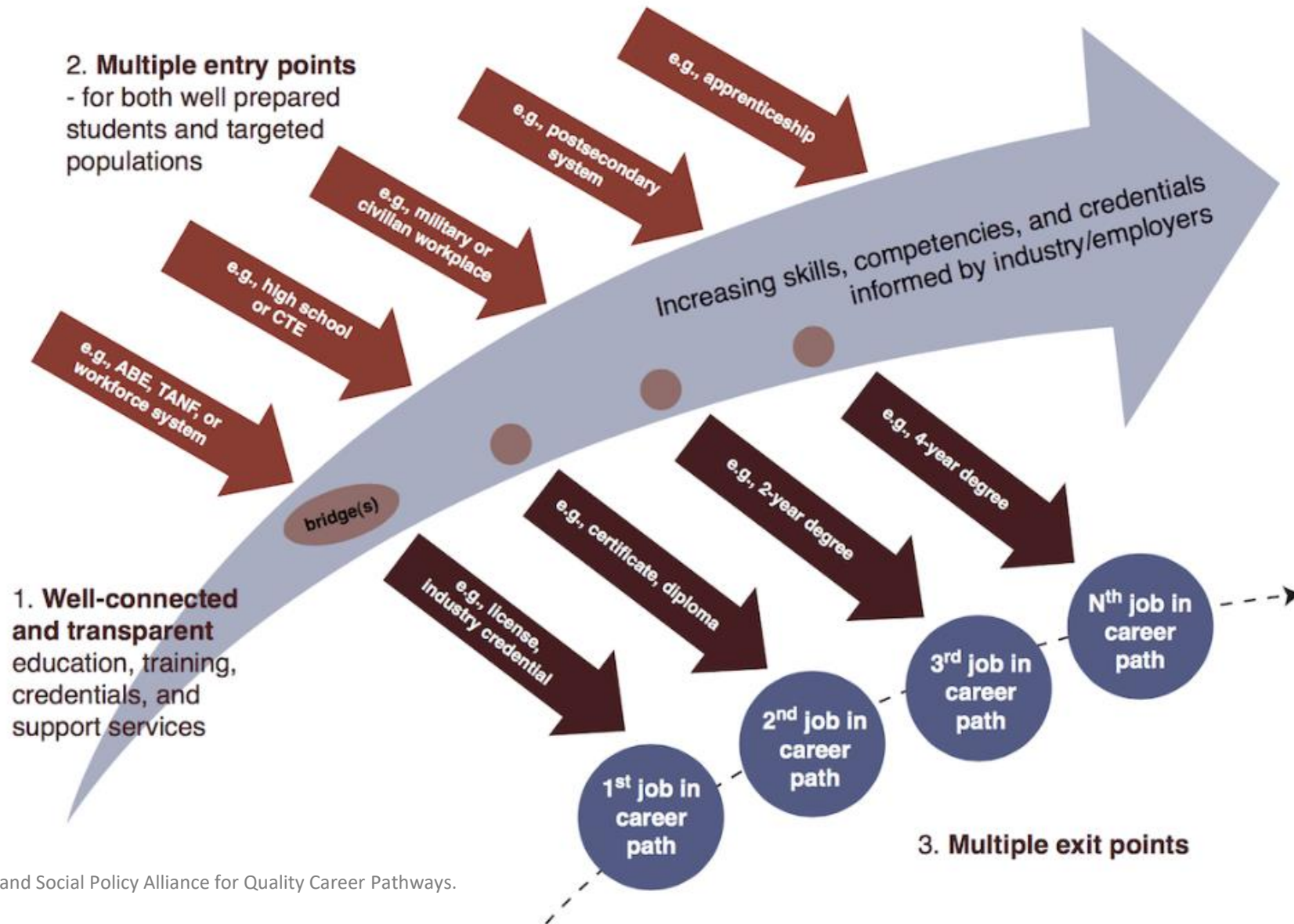
Joint Committee on Ways and
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Donna Lewelling, MSML

Director, Office of Community Colleges and
Workforce Development

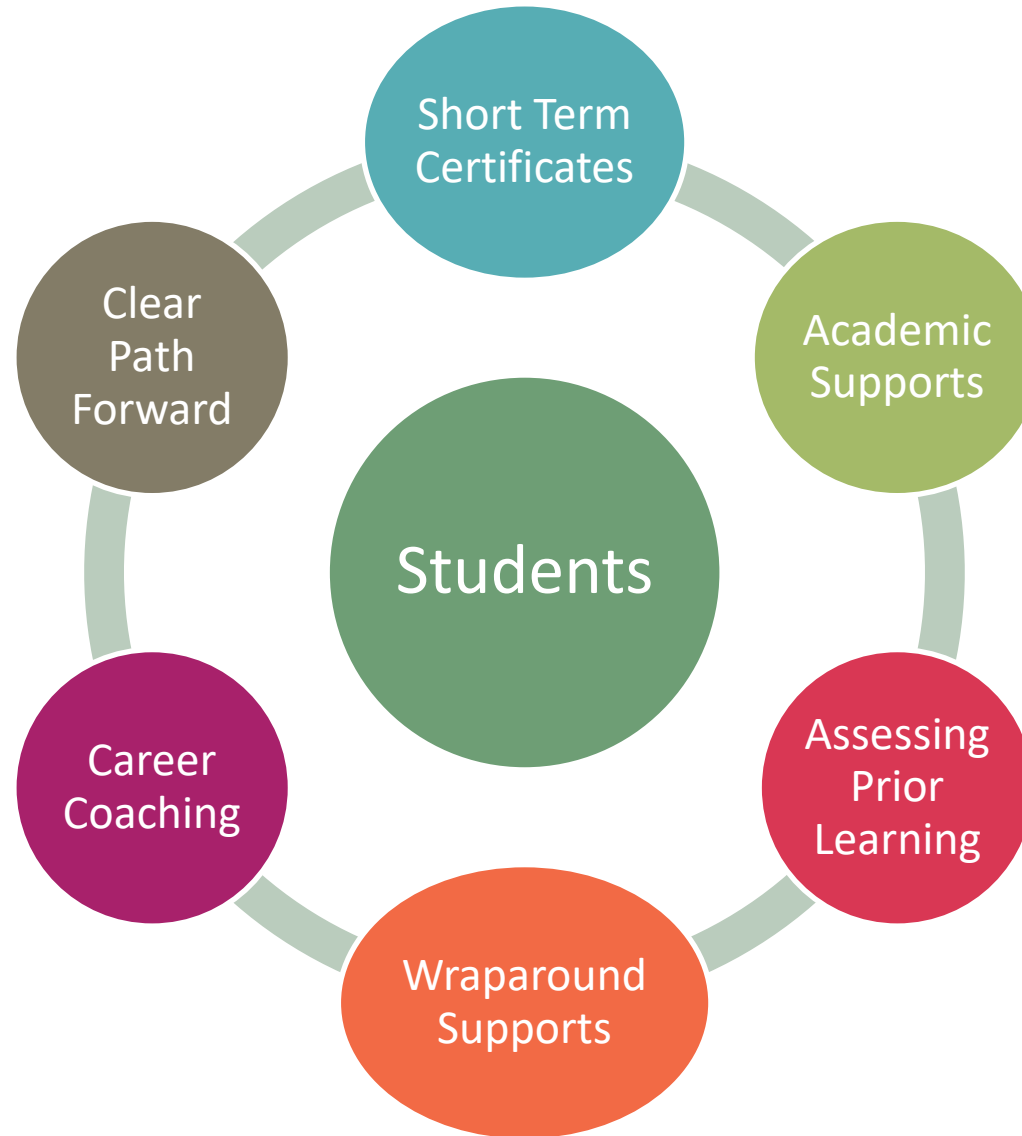
February 5, 2024

What are Oregon's Community College Career Pathways?



Source: The Center for Law and Social Policy Alliance for Quality Career Pathways.

Oregon's Career Pathways Ecosystem



Where we are now and looking forward



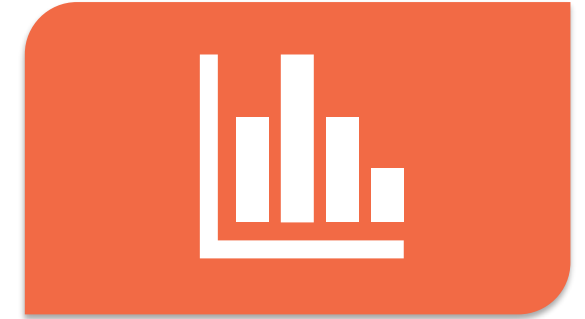
**Strong
statewide
alliance and
coordination**



**Strengthen
alignment**



**Expand access
and equity**



**Continue data
collection and
evaluation**



Photo Credit: Central Oregon Community College

Oregon Community College Career Pathways eliminate the opportunity gap.



Community College Career Pathways programs serve a **unique student population**, engaging a higher percentage of students of color and those who chose not to report their race/ethnicity than Oregon community colleges as a whole.

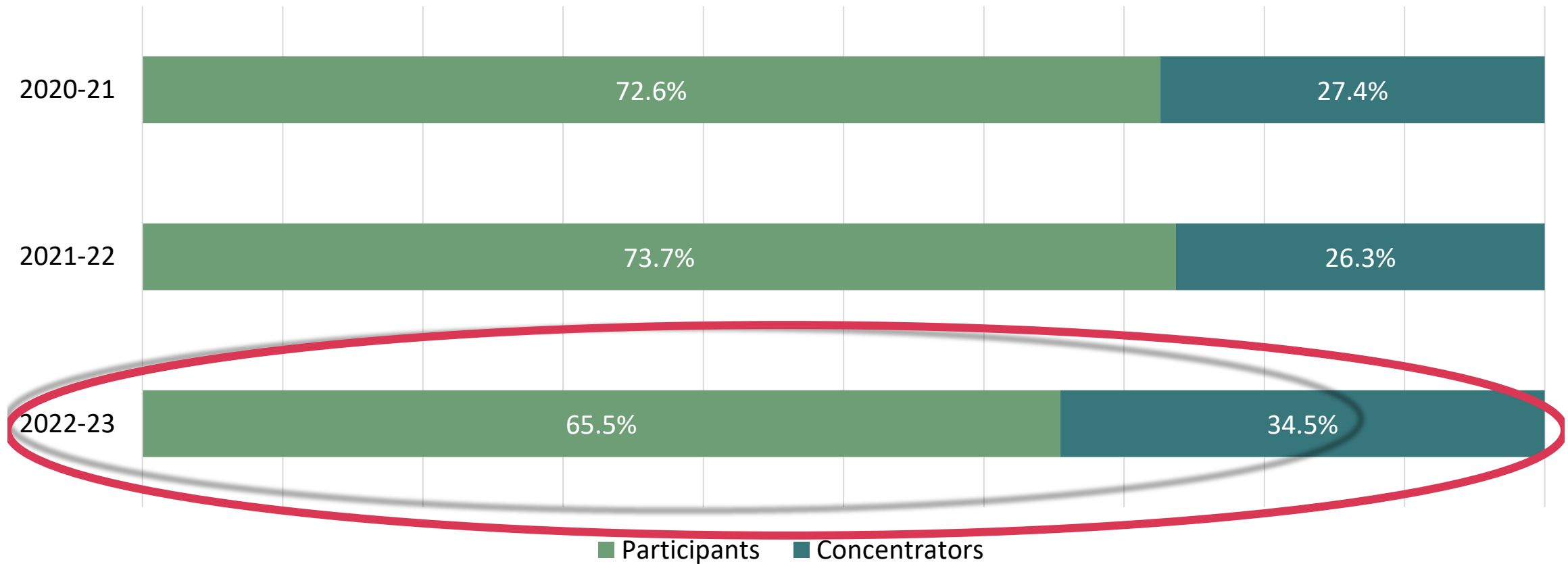


Students of color in Community College Career Pathways programs have **higher completion rates** than white students, thus eliminating the opportunity gap among participants.

Source: HECC CCWD analysis of 2021-23 Biennium Career Pathways data and Oregon community college completion data; Oregon Higher Education Community College Snapshot.

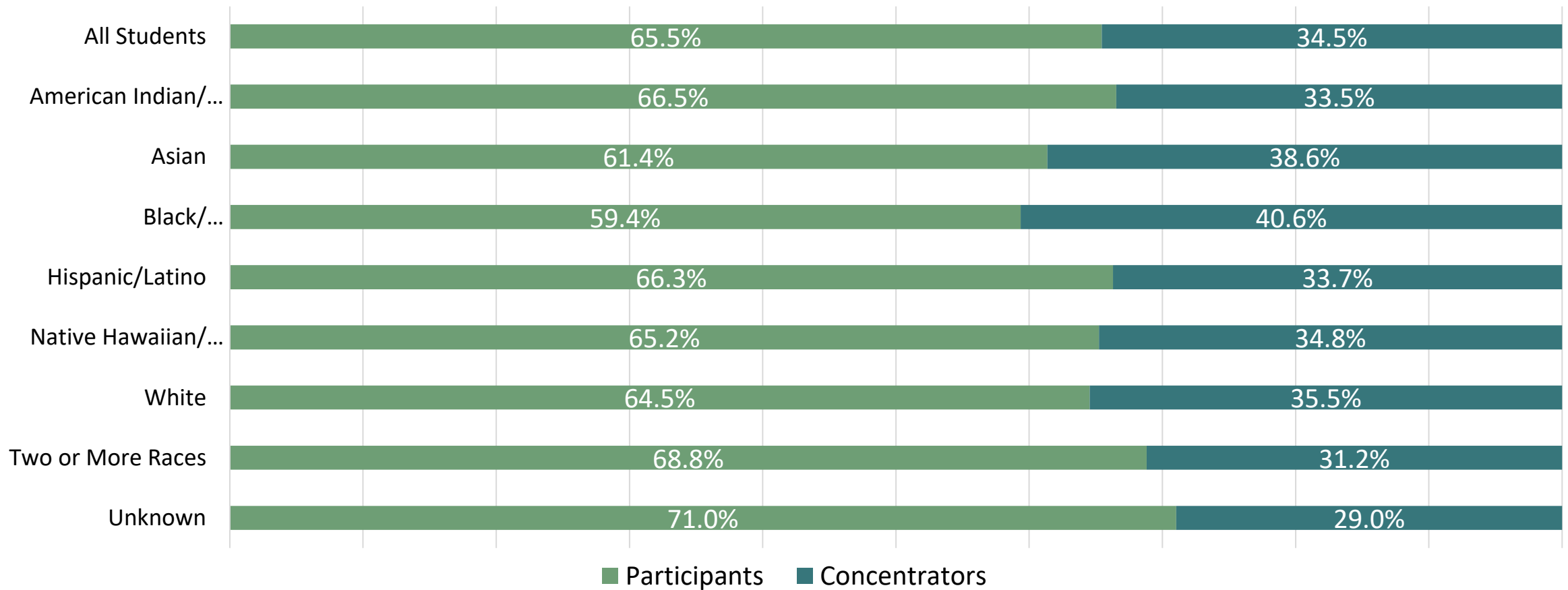
Investments in Community College Career Pathways are bolstering success in other closely aligned programs.

Student persistence in postsecondary Career and Technical Education (CTE) programs significantly increased in 2022-23.



Note: In Oregon, a postsecondary CTE Participant is defined as a) a student with fewer than 12 credits completed and/or fewer than 9 credits that are CTE-specific in a program offering at least 12 credits, or b) a student who has not completed a CTE program that is fewer than 12 credits. An Oregon postsecondary CTE Concentrator is defined as a student who has earned at least 12 credits, with a minimum of 9 CTE-specific credits within a career and technical education program or program of study or b) completed the program if it is fewer than 12 credits. Source: HECC CCWD analysis of Oregon community college student-level and completion data.

Oregon CTE PS programs support Career Pathways outcomes with higher rates of CTE Concentrator status among Asian and Black/African American students in 2022-23.



Note: In Oregon, a postsecondary CTE Participant is defined as a) a student with fewer than 12 credits completed and/or fewer than 9 credits that are CTE-specific in a program offering at least 12 credits, or b) a student who has not completed a CTE program that is fewer than 12 credits. An Oregon postsecondary CTE Concentrator is defined as a student who has earned at least 12 credits, with a minimum of 9 CTE-specific credits within a career and technical education program or program of study or b) completed the program if it is fewer than 12 credits. Source: HECC CCWD analysis of Oregon community college student-level and completion data for program year 2022-23.



Photo Credit: Clackamas Community College

Future Ready Oregon investment in Community College Career Pathways (2022-2023)

The \$14.9 million Future Ready Oregon investment continued and expanded Career Pathways efforts at each of Oregon's 17 community colleges to support an increasing demand for student support services, particularly for priority populations.

Colleges used the funding to:

- Increase capacity to provide more intentional student support services
- Perform targeted outreach to priority populations
- Partner with community-based organizations and other agencies to increase access to postsecondary career pathway training programs
- Update curriculum, training equipment and technology to provide higher quality training experience in high-demand, high-wage career pathways



Photo Credit: Rogue Community College

Future Ready Oregon investment in Community College Career Pathways (2022-2023)

- Served 3,354 students (approximately one-third of the 9,441 total participants served in Future Ready programs), not including those who will benefit from investments in infrastructure and outreach well into the future
- 96% of Career Pathways students represented at least one Priority Population
- Career Pathways continued to serve a high proportion of students of color (43%)
- Completion data was not yet available for Year 2 report, but should be included in Year 3 report
- The addition of a full-time grant/program administrator dedicated to Career Pathways allowed the opportunity to provide specialized program coordination and technical support to each college



Photo Credit: Southwestern Oregon Community College

Community College Career Pathways offer a variety of opportunities for Oregonians.

Southwestern Oregon Community College

- Developing new career pathways training in food truck management as part of their culinary arts program
- Used Future Ready funds to purchase and outfit food truck, and continuing curriculum and program development with ongoing Career Pathways funds

Mt. Hood Community College

- Expanded Integrated Education and Training (IET) programs to support English-language learners into in-demand fields such as Healthcare and Advanced Manufacturing
- Developed new construction pre-apprenticeship pathway and leveraged funds to remodel space on campus to house program

Treasure Valley Community College

- Increased staffing capacity to recruit and advise more Career Pathways students
- Updated training equipment and technology to remove barriers to learning in Industrial Manufacturing, Welding, and Machine Maintenance Career Pathways



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Oregon's Workforce Development Ecosystem – Future Ready Oregon Community Partners:



Kim Parker-Llerenas – *Executive Director*, Willamette Workforce Partnership, and *Chair*, Oregon Workforce Partnership



Jonath Colon – *Deputy Director of Economic Development*, Centro Cultural de Washington County



Dave Koehler – *Dean of Instruction*, Health & Public Services, Rogue Community College



Marin Arreola – *President*, Advanced Economic Solutions Inc., and *Member*, Racial Justice Council

