



HECC Strategic Workforce Initiatives Overview

Senate Interim Committee on
Commerce and General Government

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Investments

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2026 Oregon Talent Assessment



Economic Context



**Priority Industries
& Occupations**



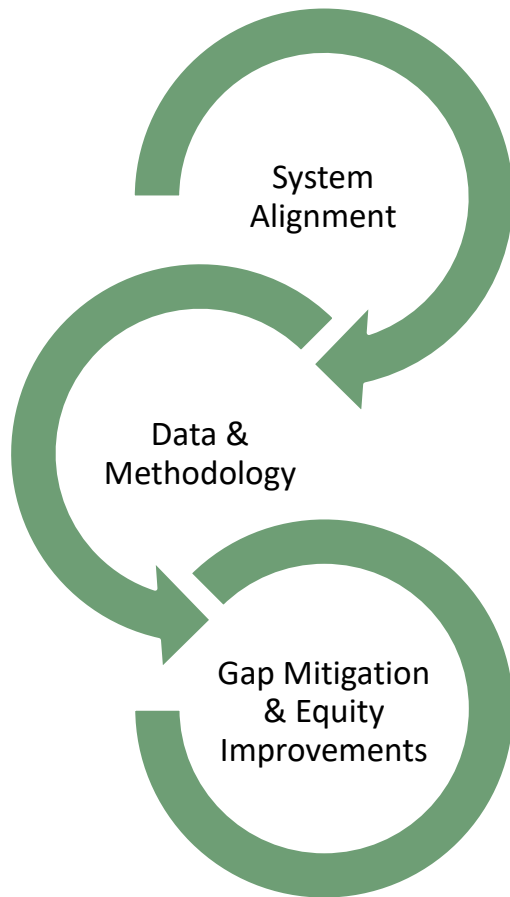
Gap Analysis



**Conclusions &
Recommendations**

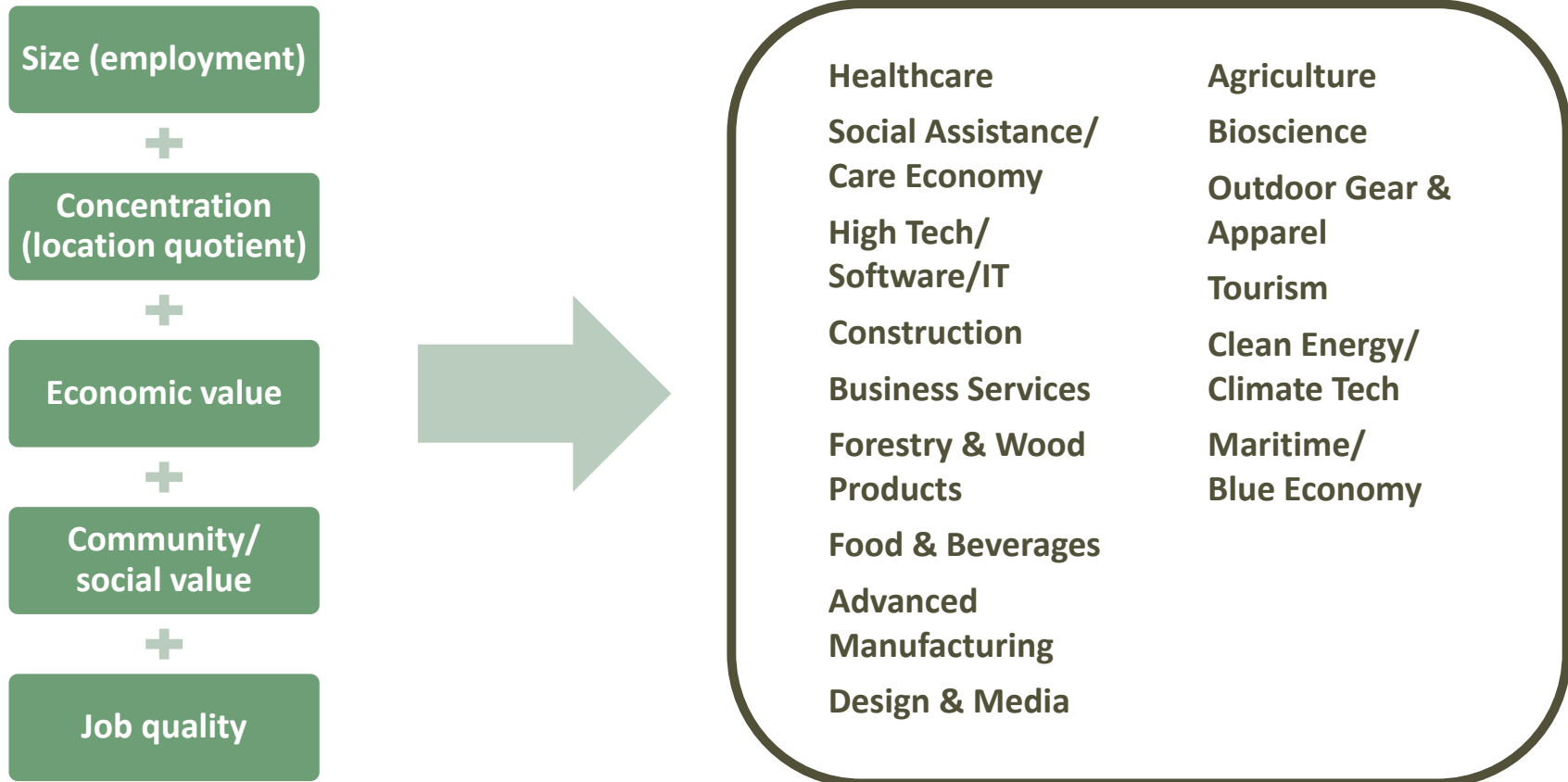
Read the 2026 Oregon Talent Assessment at <https://www.oregon.gov/workforceboard/data-and-reports/Pages/Data-&-Reports.aspx>

2026 Talent Assessment: Recommendations



- ✓ **Leverage Talent Assessment to advance a statewide approach**
- ✓ **Skills-first pathways and credential quality**
- ✓ **Expand work-based learning and start earlier**
- ✓ **Focus on retention/advancement**
- ✓ **Improve, align, and coordinate data collection**
- ✓ **Improve data transparency and career navigation tools**
- ✓ **Develop an Oregon Talent Dashboard**
- ✓ **Address credential shortages**
- ✓ **Improve job quality**
- ✓ **Mitigate barriers by streamlining licensure and providing financial supports**
- ✓ **Prioritize diversity, equity, and inclusion**

2026 Talent Assessment: Priority Industries



2026 Talent Assessment: Priority Occupations

Typical entry education = postsecondary training < a degree

High-Skill

Typical entry-level education is:

- Non-degree postsecondary or higher, OR
- Apprenticeship, OR
- Related work experience or long-term OJT *and* competitive education requirement is non-degree postsecondary or higher.

High-Wage

An occupation with a median annual wage greater than the all-occupations median annual wage.

Exception: An occupation with strong **wage growth** potential (75th:25th percentile wage ratio)

In-Demand

An occupation with annual job openings greater the median annual job openings for all occupations.

Exception: An occupation that is **industry-critical** to a priority industry

Computer Network & User Support Specialists
Architectural, Civil & Other Drafters
Audio & Video Technicians
Emergency Medical Technicians
Surgical Technologists
Licensed Practical & Vocational Nurses
Medical Records Specialists
Health Techs (some)
Nursing, Dental & Medical Assistants
Massage Therapists
Skincare Specialists
Firefighters
Chefs & Head Cooks
Insurance Sales Agents
Real Estate Brokers

Legal Secretaries & Admin Assistants
Telecommunications Equipment Installers
Security & Fire Alarm Systems Installers
Aircraft Mechanics & Service Technicians
Automotive Service Technicians & Mechanics
Recreational Vehicle Service Technicians
HVAC Mechanics
Electrical Power-Line Installers
Tool & Die Makers
Heavy & Tractor-Trailer Truck Drivers
Wastewater Treatment Plant Operators

Workforce Pell: Expansion of Federal Pell Grant Program

Up to \$7,395 (2025-26) grant to offset the cost of postsecondary education delivered by eligible institutions that does not need to be repaid.

July 1, 2026

Learner Eligibility

- Has exceptional financial need
- Has not earned a bachelor's, graduate, or professional degree*
- Has earned a high school diploma, GED, etc.
- Is U.S. citizens or an eligible noncitizen

Traditional Pell Program Eligibility

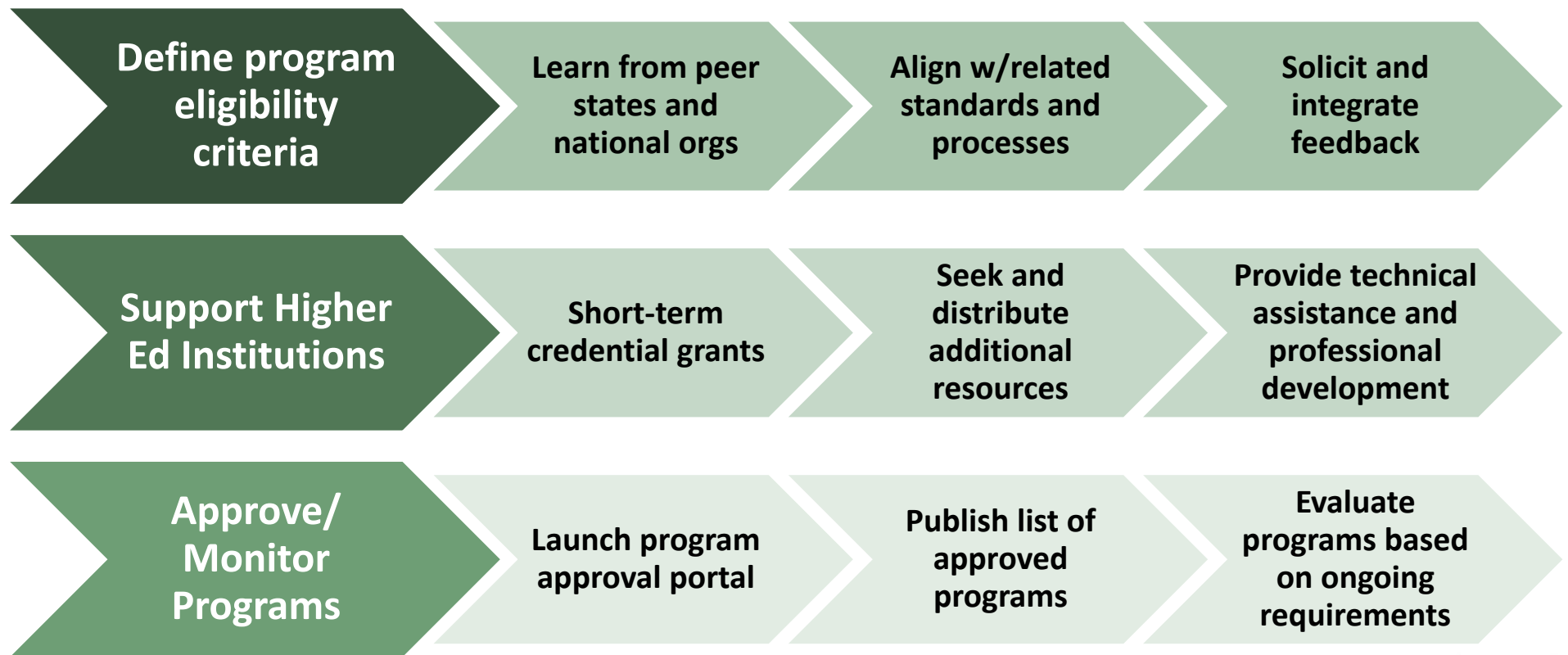
- Degree program
- OR
- For credit certificate program longer than 600 clock hours delivered over at least 15 weeks

Can have a Bachelor's for WF Pell

Workforce Pell Program Eligibility

- 150-600 clock hours; 8-15 weeks
- High-skill, high-wage, in-demand
- Employer validated and portable
- Articulates to credit and stacks
- Offered for at least 1 year
- Completion rate $\geq 70\%$
- Completion rate $\geq 70\%$
- Cost $\leq$ value-added earnings

The State's Role in Workforce Pell Implementation



HECC's Healthcare, Manufacturing, and Technology Industry Consortia

- ✓ **Business**
- ✓ **Education & training providers**
- ✓ **Community based organizations**
- ✓ **Labor organizations**
- ✓ **Workforce & Talent Development Board**
- ✓ **Racial Justice Council**
- ✓ **Employers**
- ✓ **Industry associations**
- ✓ **Local workforce development boards**
- ✓ **Economic development**



Coordinating collective action across workforce ecosystem partners



Aggregating and assessing workforce supply and demand data



Identifying skills standards and high-value credentials



Identifying barriers to equitable access and success



Prioritizing workforce strategies to inform investments and policy

Industry Consortia



Workforce Ready Grants

- 8,000+ Oregonians served
- 50% credential attainment rate
- 55% found jobs
- \$1,673 wage gain



Supply/Demand Assessments

- Healthcare, manufacturing & tech employer focus groups
- Behavioral Health Talent Assessment



Pathway Mapping

- Occupational profiles for high-skill, high-wage, in-demand careers in healthcare, manufacturing, and tech



Short-term Credential Grants

- Responsive, timely, low-barrier
- Aligned to federal expansion of Pell Grants to short-term workforce credentials

Alignment of Resources is Key

Career Technical Education (CTE) Opportunities Align with Regional, State and National Workforce Strategies



Acronyms:

IET: Integrated Education and Training model – an integrated approach to providing adult education and literacy concurrently with workforce training.

POS: CTE Program of Study – a CTE program that is aligned from high school through community college.

WTDB: Workforce and Talent Development Board

EXAMPLE: Priorities, Workforce Shortages and Projections, Partnerships, and CTE Career Clusters in Behavioral Health



Photo credit: oregon.gov/gov

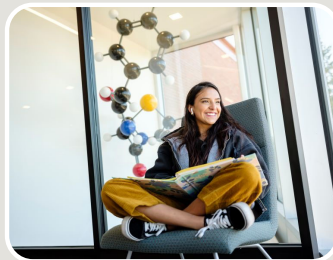


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Gov. Kotek's Priority: Behavioral Health

- Substance Use Disorder Prevention and Treatment
- Community Outreach and Crisis Intervention
- Frontline Workforce and Clinical Care Expansion
- Physical and Behavioral Health Integration (Medical/Nursing Pipeline)

Workforce Shortages:

- Addiction and Substance Use Disorder Services
- Child and Adolescent Specialists
- Psychiatry and Mental Health Counseling
- Culturally Specific and Bilingual/Multilingual Providers
- Occupational Therapy Specialists

Top Occupation Projections:

- Clinical Counseling & Psychotherapy
- Medical, Psychiatric, & Medication Management
- Community Outreach, Navigation, & Crisis Intervention
- Facility Support & Clinical Operations

Local Workforce Development Board Sector Partnerships:

- Healthcare (All regions)

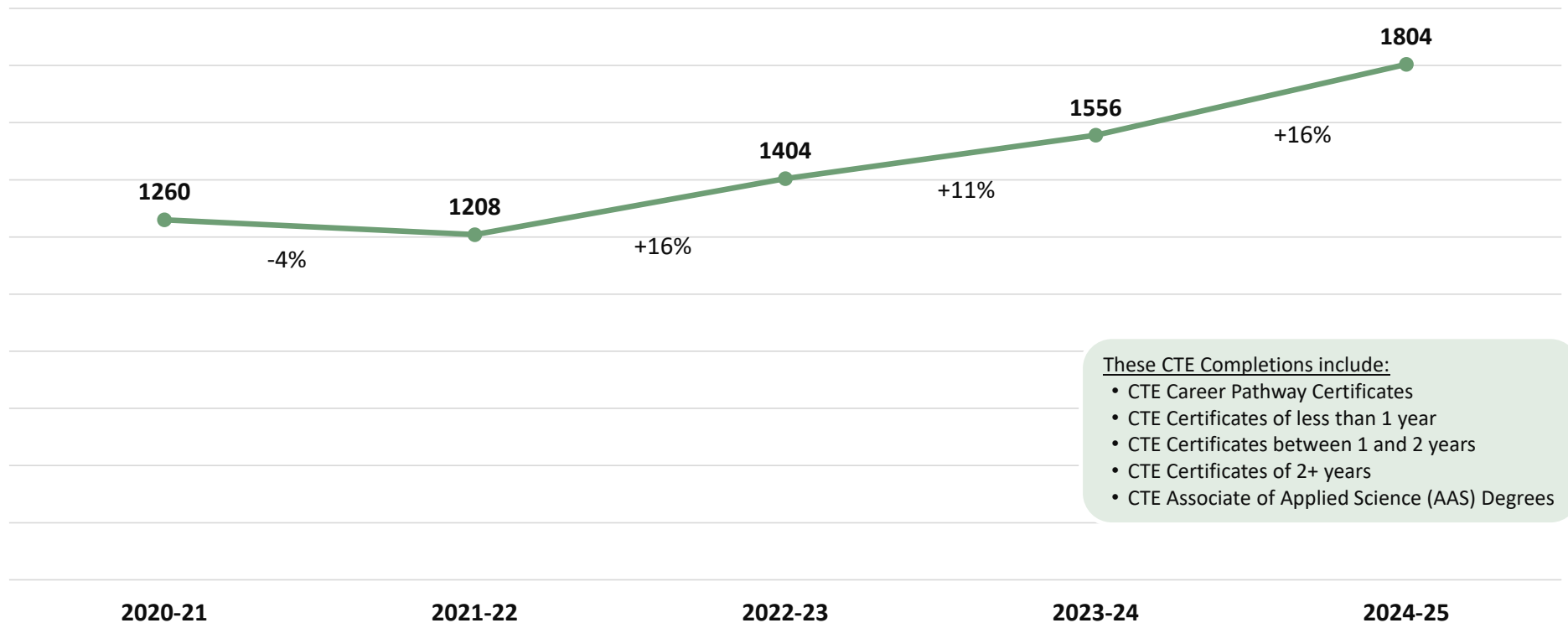
CTE Cluster: Caring for Communities

The Healthcare and Human Services cluster includes:

- Behavioral and Mental Health
- Community and Social Services
- Personal Care Services

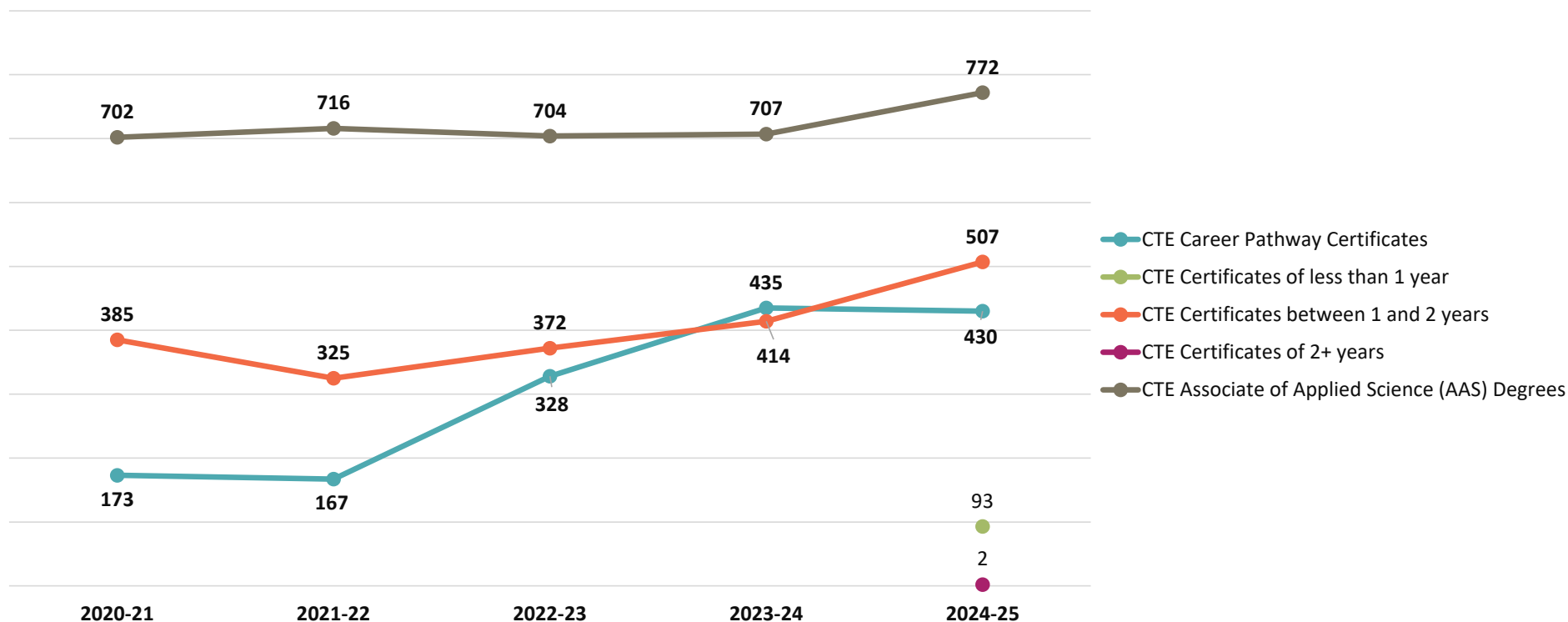
Sources: Gov. Kotek's Priorities: <https://www.oregon.gov/gov/pages/priorities.aspx>. Talent and Workforce Shortages: *Oregon Behavioral Health Talent Assessment* (2025). Top Occupational Projections: Oregon Employment Department Occupational Employment Projections 2024-2034 <https://qualityinfo.org/data>; U.S. Bureau of Labor Statistics Occupational Profiles (2023) https://www.bls.gov/oes/2023/may/oes_stru.htm. Sector Partnerships: Oregon's Sector Partnerships Map (2024-28); Career Clusters: AdvanceCTE National Career Clusters® Framework.

Since 2020-21, the number of Community College CTE Completions in Behavioral Health has **increased 43% overall**.



Note: This is a count of the number of completions, not a distinct individual count. One individual could have earned more than one CTE completion.
Sources: HECC CCWD analysis of Oregon community college student-level data from D4A; Oregon Behavioral Talent Assessment (2025)

Most community college CTE completions in Behavioral Health are CTE Associate of Applied Science degrees



Note: This is a count of the number of completions, not a distinct individual count. One individual could have earned more than one CTE completion.
Sources: HECC CCWD analysis of Oregon community college student-level data from D4A; Oregon Behavioral Talent Assessment (2025)



Questions?

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