Oregon Talent Council

ORGANIZATIONAL MEETING

SEPTEMBER 1, 2015

Welcome & Introductions

LISA NISENFELD

DIRECTOR, EMPLOYMENT DEPARTMENT

OTC Legislation

- HB 2728 effective July 15, 2015
- Establishes the Oregon Talent Council
- Requires the development of a statewide talent plan and industry backed data
- Appropriates moneys for specific co-investments
- Resides within the Oregon Employment Department with coordination agreements and policy alignment with HECC, OWIB, STEM Investment Council and OBDD

Key Objectives

- **Inform**: Provide cohesive and comprehensive industry verified data on immediate and forecasted skill and occupation gaps.
- **Advise**: Develop a statewide talent plan and make strategically aligned recommendations to guide workforce, education and STEM investments.
- **Catalyze**: Co-invest in targeted efforts that address critical talent gaps for Oregon's traded sector and high growth industries.
- **Coordinate**: Establish partnerships to promote coordination with workforce and education partners around identified needs.

Council Nominees

Advanced Manufacturing	**Mike Donnelly**, Carestream, White City **Don Hendrickson**, Boeing, Gresham
Bioscience	**Soundharya Nagasubramanian**, Welch Allyn, Beaverton **Matt Smits**, Micro Systems Engineering, Lake Oswego
Energy	**Josh Bratt**, OESTRA **Brian Carter**, Bonneville Power Administration, Portland
Healthcare	**Becky Pape**, Good Samaritan Regional Medical Center, Corvallis **Cheryl Stewart**, Bend Memorial Clinic, Bend
High Tech	**Eileen Boerger**, CorSource Technology, Portland **David Childers**

Council Overview

DAVID CHILDERS

Why We Are Here…

- Leading companies and clusters will locate themselves wherever they have access to a top-quality workforce.
- We are charged to help Oregon develop the talent that encourages innovation and business growth.

  HB2728 states "The Oregon Talent Council shall advise on issues of talent development to promote the growth and competitiveness of Oregon's traded sector and high growth industries."

- OTC will proactively engage industry, education and workforce to ensure Oregon graduates and workers are competitive and meet the talent needs of our state.

What We Do…

1. Advise and be a resource for agencies and educational institutions on issues of talent development.

   Align work through agreements with state agencies and boards interested in talent development.

   Promote the growth and competitiveness of Oregon's traded sector and high growth companies.

2. Develop and share the Oregon Talent Plan.

   Living document, to be updated regularly

   Must include action recommendations to the OWIB, STEM IC and HECC

3. Make co-investments via the Oregon Talent Council Fund.

   $5.5M to invest in 2015-2017

   Leverage strategic "co-investments" in education and training

   Outcomes per the legislation

Where We Came From…

ENGINEERING AND TECHNOLOGY INDUSTRY COUNCIL [ETIC]

1997 Legislation

High-tech sector

State general funds

Operated within Oregon University System and the State Board of Higher Education

OREGON TALENT COUNCIL [OTC]

2015 Legislation

Multi-sector

State general funds, with opportunity to coordinate, raise or seek funds

Operates within Employment with written agreements with other state agencies

Where Are We Going?

Mission
Vision
Values
Bold Promise

Mission Statement

- To make Oregonians the first and best choice of Oregon employers

Vision

The OTC will be a catalyst for:

- Oregon economic growth and development
- Targeting the most critical talent needs of high impact, high growth industries in a strategic and focused fashion
- Fostering industry-education-workforce partnerships to develop a highly skilled and competitive workforce
- Connecting talent to regional and state economic growth opportunities

Values

- The Oregon Talent Council is an agent of change.
- Our efforts advance the relationship between industry, education and workforce to provide a sustainable flow of Oregon graduates and workers to fill Oregon jobs. We value every student and seek to ensure everyone can fulfill their potential.
- We strive for efficiency, effectiveness, and meaningful results across our work. We continually seek to improve our processes and increase our impact. We are fair with colleagues, partners, and those we serve, building relationships of trust.
- We recognize and acknowledge Oregon's strength comes from the diversity of our rural and urban communities, and by fostering their active engagement we learn from their experience.

Legislative Perspective

REP. TOBIAS READ

CHIEF SPONSOR, HB2728

Defining Our Bold Promise

- When you think about your work with OTC what do you want to accomplish, what legacy, what BHAG do you have for the OTC?

BHAG?

Oregon Talent Plan

PAT SCRUGGS

Purpose and Use

- Purpose: To provide industry-based talent data and information to guide the work of the OTC and partners
- Uses:
  - Help prioritize OTC co-investments and policy recommendations.
  - Help state and regional partners to align program/degree needs and allocate resources to areas of greatest need.

Areas of Focus

- Industries:
  - Advanced manufacturing
  - Bioscience/medical devices
  - Energy
  - Healthcare
  - High Tech
- Occupations:
  - High growth, high demand, hard-to-fill
  - Of strategic importance to business competitiveness and continuity
  - High wage, typically with AA degree or higher

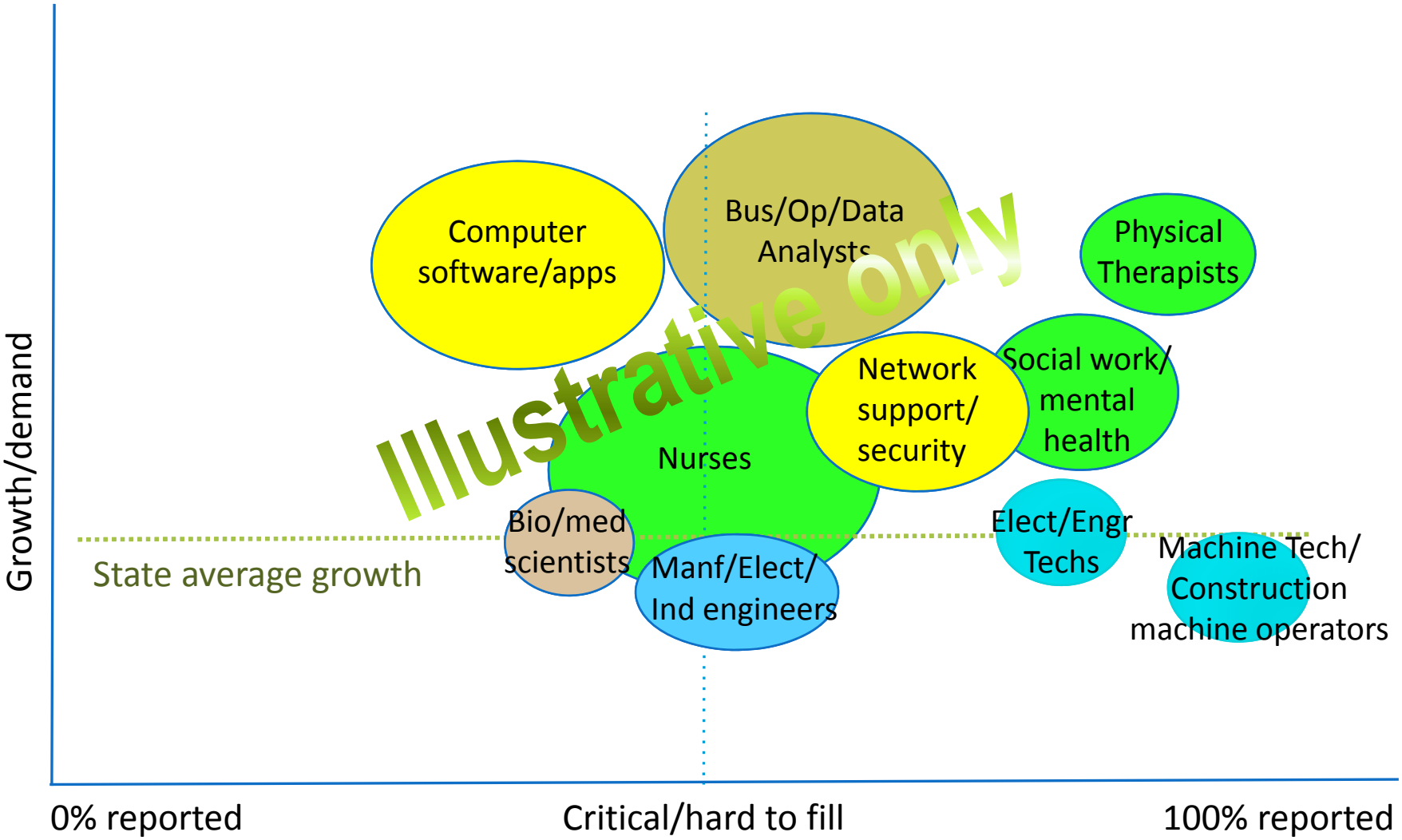
What will be included…

- Government data (state and regional level)
  - Data on occupational employment, growth and openings
  - Employer survey information on hard-to-fill jobs
  - 10-pt weighted data on priority occupations for training
- Industry research
  - Industry trends and issues driving business competitiveness
  - National and state studies on key talent needs by sector
- Analysis of talent needs
  - Assessments of all factors into key talent clusters
  - Verification and prioritization by industry groups

Recommendations on analyzing data…

- Clustering occupations in related groups by skills and application of skills (rather than individual occupations)
  - (e.g. business, operations and data analysts that use a combination of business, math and computer skills)
- Examining interactions among industries and focusing on talent that serves multiple industries as well as individual sectors
  - (e.g. overlap of manufacturing with tech and biosciences, or energy as a sector and a service, etc.)
- Decision criteria on talent priorities
  - Focus on talent clusters with a combination of high growth, high demand, hard-to-fill and geographically disbursed characteristics.

Example of occupational analysis



A Typical Job Vacancy in Oregon: full-time, permanent, requires previous work experience

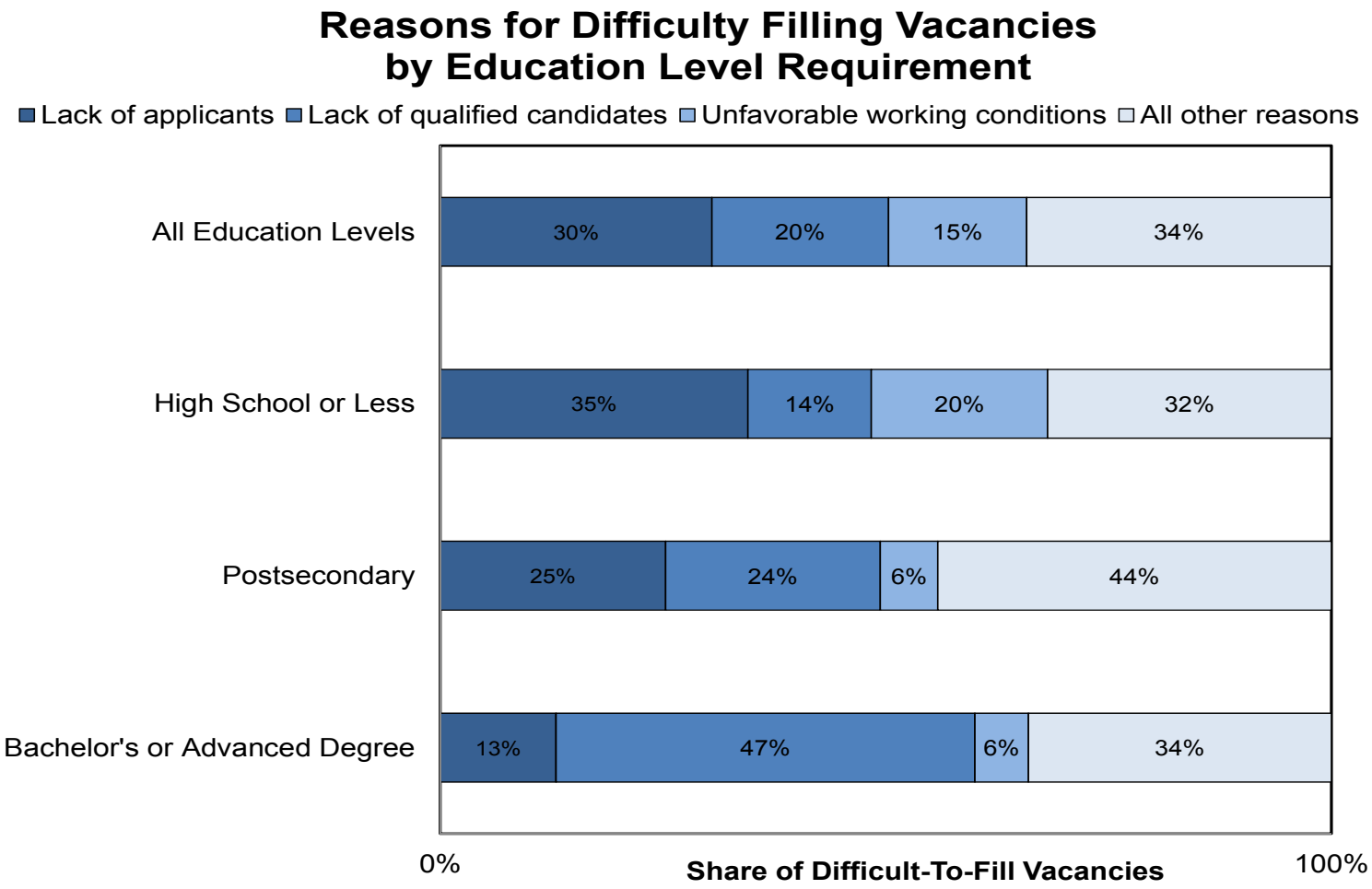
This tends to be the case regardless of whether or not the employer reports difficulty filling the job opening.

Oregon Job Vacancies by Difficult to Fill Status, 2014

	Vacancies	Average Hourly Wage	Full-time Positions	Permanent Positions	Requiring Education Beyond High School	Requiring Previous Experience
All Vacancies	**45,402**	**$15.67**	**73%**	**82%**	**28%**	**70%**
Difficult to Fill	23,247	$16.37	74%	80%	24%	70%
Not Difficult to Fill	22,155	$14.76	73%	83%	32%	69%

- Slightly higher wages, on average, for difficult-to-fill vacancies
- Difficult-to-fill vacancies less likely to require education beyond high school

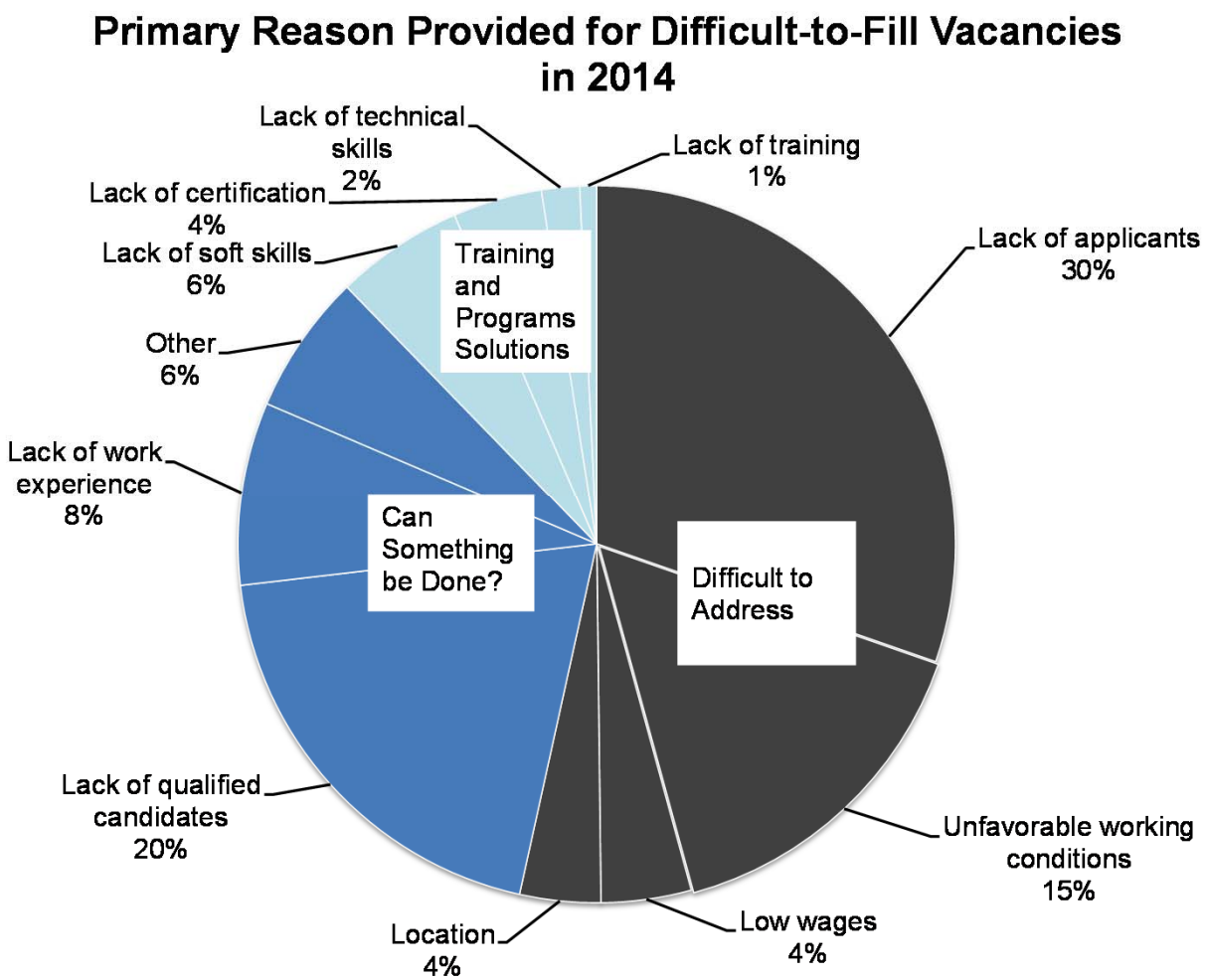
Vacancies with higher education requirements were less likely to have a lack of applicants.



They were also less likely to have unfavorable working conditions…

But they were more likely to cite a lack of qualified candidates

What can be done to address employer difficulty filling vacancies?



Training and programs solutions may help address some difficulty with vacancies where applicants lack skills or certifications (13%).

Vacancies with lack of applicants, low wages, and unfavorable conditions (53%) are tough to address through education or training, especially because many require no education beyond high school.

The nature of employer responses – specific skill or experience for a unique position – leaves room for debate about education or training possibilities.

Talent Plan Timeline

By **October 1** (Top level information)

- Data gathering and synthesis of industry trends
- Initial industry/occupation prioritization

By **November 15**: (Further refinements to drive RFP)

- Prioritized needs refined by industry to examine key areas such as:
    - capacity/content of degree programs
    - incumbent workers training needs
    - innovations in program delivery
    - policy implications

Strategy Discussion

Strategic Considerations

What will be important in terms of:

- How we weight or consider different data factors?
- How we think about an overall strategy and prioritize limited resources among occupations with demonstrated growth, critical/immediate needs or emerging opportunities?
- How do we balance or prioritize a focus on sectors versus occupational clusters?

Analyzing Data

Given the many ways to cut data, what aspects would you give more or less weight to?

- Number of total openings (growth and replacement)
- Hard-to-fill
- Growth rate
- Number of jobs (critical mass)
- Geographic distribution
- Industry distribution (cross-cutting occupations)

Developing a strategic allocation model

Experienced

Entry level

Critical or Immediate Needs	Demonstrated Growth	Emerging Opportunities
responding to gaps	keeping pace with projected needs	positioning Oregon ahead of the curve
Shorter ROI	*Intermediate ROI*	*Longer ROI*

Occupation Clusters v. Sectors

- How do we factor the inter-relationships among industries (e.g. manufacturing and energy as enablers of others)?

- How do we think about the balance between a focus on sectors and a focus on occupational clusters?

Operational Items

MARCIA FISCHER

PROGRAM MANAGER

Council Operating Issues

- Per the legislation, OTC shall select a Chair from among its members.
- OTC operates under the auspices of the Oregon Employment Department and their policies will guide operations.
- Bylaws guide specific Council operations.

Council Timeline

Activity	SEP 2015	OCT 2015	NOV 2015	DEC 2015
Council Operations	Organizational Meeting	Information and Workgroup Meetings	Quarterly Meeting	
Talent Plan	Data/Research	Draft Plan October 1st Vet with Industry Focus Groups/Surveys	Final Plan Due Nov 15th	
Grants	RFP Development		RFP Release Early November	Award Determinations
Partnership Development	Advisor/Ex Officio Member Meetings		Talent Plan Review/Strategy Engagement MOU Development	

OTC Investments

- Guided by the Talent Plan
- Directed by the Council
  - Council shall develop criteria for all investments made under the Oregon Talent Council Fund.
- Co-investments, per OTC legislation
- Legislatively mandated outcomes
- Must achieve results in first biennium
  - RFP to be developed quickly

Committees and Workgroups

DAVID CHILDERS

Public Comment

Closing/Next Steps

LISA NISENFELD