Finding the *Right* Port in a Storm

Are We All Rowing In The Same Direction? Aligning Policies Related to Higher Education and Workforce Development
Governor’s Direction

The Governor has set the following goals for education, workforce and economic development alignment:

1. **Build a Pk-20 Education Enterprise,**
   - Acknowledge the interconnections between education, workforce and economic development

2. **Connect workforce services to economic development; use system to drive economic growth**
   - Respond to demand-side – make sure we have trained workers for the jobs we have now and in the future

3. **Expand services for businesses and incumbent workers**
Where Does Oregon Want to Be By 2025?

**Education Enterprise Target**
By 2025, 40% of Oregonians have a bachelor’s degree or higher, 40% have a post-secondary professional certification/associate degree and 20% have a high school diploma as highest level of education.

**Education Enterprise Outcomes**
- Learners are well prepared for educational advancement, employment, and citizenship
- Learners successfully progress in their current education environment
- Quality education is available and affordable
- Oregon workers have the training and education they need to raise their skills and to help Oregon businesses remain competitive in a global economy
- Education Enterprise services further benefit Oregon’s economy and communities

Demand for well educated and highly skilled workforce
Governor’s Direction: Connect to the Economy

- Using Labor Market Information and Cluster Analysis to focus services
- Organized 15 regional Workforce Response Teams – solutions teams for businesses
- Working with labor and industry statewide:
  - Healthcare Workforce
  - Business Alliance for Sustainable Energy
  - Manufacturing Workforce Strategy
  - Oregon Film and Video Project
- Making strategic investments to address occupational gaps
Governor’s Direction: Expand services to businesses and incumbent workers

- **Employer Workforce Training Fund**
  - Authorized by Executive Order
  - **$6 million per year** – redirecting federal funds to employer-directed training
  - Funds are available via regional Workforce Response Teams
  - Funds go to local regions to respond to business/industry/labor-driven opportunities
  - Designed for retention of workers and expansion of companies in Oregon
Employer Workforce Training Fund (EWTF)

The EWTF is the Governor’s innovative, public-private investment plan designed to strengthen Oregon’s competitiveness in the global marketplace.

Funding is distributed in three program areas:

- To regional Workforce Response Teams for incumbent worker training
- Statewide opportunity grants to solve unique workforce challenges in targeted industries
- Governor’s Strategic Training Fund to invest in Oregon businesses

1. Are Oregonians prepared for life, work and careers in Oregon?
Employer Workforce Training Fund Projects

- High Performance (Lean) Mfg: 21 projects
- Metals/Transportation Equipment: 32 projects
- Healthcare: 32 projects
- Wood Products: 23 projects
- Agriculture/Food Processing: 15 projects
- High Tech/Software: 13 projects
Strategic Investments: Healthcare Workforce

- Formed Oregon Simulation Alliance
  - Funded 14 local healthcare coalitions statewide with simulation equipment and training
  - Sharing equipment, curriculum/scenarios, expertise, alleviating clinical capacity barriers
- Focused on creating outcomes based curriculum
  - Supporting Oregon Council Nursing Education
- Supporting needs for tele-health, tele-medicine
- Expands labor market needs assessment of healthcare occupations with Healthcare Workforce Institute
Strategic Investments: Oregon Training Network

- Project of Oregon Council for Knowledge & Economic Development, Oregon Workforce Investment Board to expand training of Information Technology (IT) workers across all industries, state-wide
  - Contracted to Software Association of Oregon
  - Innovating with an IT Training Services brokerage
    - Aggregating training services demand
    - Marketing Oregon’s IT training services offerings
    - Obtaining world-class training services from anywhere
    - Arranging for delivery of IT training services as a broker
Strategic Investments: Career Pathways

- Strategic initiative to transform Oregon’s education system to focus on the attainment of degrees, certificates and credentials that lead to jobs in demand occupations.
  - We want to increase the number of Oregonians:
    - Accessing postsecondary education
    - Persisting to degrees, certificates and credentials
    - Increased wage gain
  - We want to decrease the need for remediation
- Overall, we want to smooth the transitions for students between education and work while we increase educational attainment.
All Oregonians will have access to post-secondary skills, credentials, certificates, and degrees that are valued in the current and future economy leading to good jobs and higher wages.

By: Transforming education and workforce delivery system to be customer focused and responsive to changing student, worker, and business demands - customized, just in time, just enough, just for me.

1. Are Oregonians prepared for life, work and careers in Oregon?
Pathways to Advancement: Higher Learning & Higher Earning in Oregon

Easing student transitions along the education continuum

Focus on demand occupations in local labor market to meet employer needs

LIFELONG LEARNING CONTINUUM

1. Are Oregonians prepared for life, work and careers in Oregon?
OREGON AGRICULTURAL AND NATURAL RESOURCES EDUCATION

Knowledge of agriculture and natural resources is incorporated throughout the educational process beginning with strategies for discovery and awareness at elementary levels, progressing through formal secondary instruction and community college with the exploration phase and resulting in specification through workplace, certification, or advanced degrees but remains indeterminate with life-long learning potential.
9-12: Agricultural and Natural Resources Exploration and Preparation

What does this mean?

**View the 9-12 Academic Content Standards for Agricultural and Natural Resources Education.**

Information summarizing importance of beginning agriculture and natural resource awareness at earliest age in education, in order to build possible future exploration, preparation, and specialization.

Mention three outlined programs for 9-12, and invitation for users to click on links to the left to explore more about them.

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Community Colleges

Linn-Benton Community College
Blue Mountain Community College
Clackamas Community College
Mt. Hood Community College
Portland Community College
Treasure Valley Community College
Klamath Community College
Cheremeketa Community College

Supported by Oregon Community Colleges
Oregon State University
College of Agricultural Sciences
http://agsci.oregonstate.edu

Department:
- Agricultural Education and General Agriculture
- Agricultural and Resource Economics
- Animal Sciences
- Biological and Ecological Engineering
- Botany and Plant Pathology
- Chemistry
- Crop and Soil Sciences
- Environmental and Molecular Toxicology
- Extension and Experiment Station Communications
- Fisheries and Wildlife
- Food Science and Technology
- Horticulture
- Microbiology
- Rangeland Ecology and Management
- Statistics

1 Teaching programs conducted in College of Science.
2 Office programs at LaGrande campus.
3 Teaching programs conducted in collaboration with the College of Engineering.
Strategic Investments: Oregon Manufacturing Workforce Strategy

Why manufacturing matters to Oregonians and the economy

Manufacturing is a critical part of the Oregon economy. It makes up 15% of our total economic output, and sales of Oregon-manufactured products bring revenue into the state. Manufacturing includes high tech/semiconductors, transportation equipment, metals, food processors, wood and paper products and other regional industries.

Manufacturing represents almost 6,000 companies and a payroll of more than $9.8 billion. Manufacturing leads to a high number of spin-off companies, expanding the employment base. And unlike many other states, manufacturing in Oregon continues to grow.

Manufacturing employs more than 200,000 Oregonians. It supports high-wage jobs with an average annual wage—$53,350—that’s 46% higher than the average state wage. Even entry-level workers can earn a living wage at most companies. Workers can choose from a variety of career paths, and occupations such as machining and welding are consistently in high demand.
An industry-led plan to build competitive companies, fill the skilled-worker shortage and provide high-wage jobs for Oregonians

**Systems challenges—Systems solutions**

**Challenges:**
- Effective strategies and best practices are not shared.
- Autonomous community colleges/universities are challenged to work as a system.
- Many manufacturers do not know about public resources available or how to access them.
- There is a persistent lack of awareness about career opportunities.
- 53,000 skilled workers will be needed over the next ten years to fill new jobs and replace retiring baby boomers.

**Solutions:**
- Collect and share ideas and best practices.
- Provide effective strategies for addressing workplace and workforce issues.
- Connect high school, community college and university-based training and R&D activity.
- Promote regional and state resources available to manufacturers.

Oregon manufacturing includes more than 6,000 companies and 200,000 workers.
Future Focus

- Collaborate more with economic development and expand tools/resources for businesses
- Continue ‘cluster’ based work at state and local level
  - Manufacturing Strategy
  - RV Consortium
  - Sustainable Energy
- Increase resources for incumbent worker training
- Increase business investments in training