

Rogue Workforce Partnership ~ Corporate Directors Meeting Agenda



Thursday October 17, 2019 • 3:00 to 5:00 p.m. • Woolworth Building - First Floor • 37 N. Central Ave. • Medford

Video/Phone Conference access available at: <https://zoom.us/j/763595126>. Select your audio preference: 1) Use telephone +1-669-900-6833; Access Code 763 595 126.

Normal long distance charges will apply); 2) Or, use computer microphone & speakers (headset is recommended to avoid reverb)

Time	Item	Objective	Facilitator Presenter
3:00p	Call to Order (1m) <ul style="list-style-type: none"> Welcome & Introductions 		Jessica Gomez
	Consent Agenda (2m) <ul style="list-style-type: none"> August 15, 2019 Corporate Directors Meeting Minutes 	› Action - Approve Consent Agenda	Jessica
	Upcoming Annual Audit & State Monitoring (2m)	› Info Update	Jim Fong
3:05p	Strategic Roadmap / Objectives & Key Results (30-40m) <ul style="list-style-type: none"> RWP Staff Work Plan Review Dashboard <ul style="list-style-type: none"> Title 1B Dashboard Review Next Steps/Timeframes with all Required WIOA Workforce Partners 	› Info Update, Discussion & Guidance	Jim & RWP Team
3:40p	Sector Strategies - Training Investment Policy (30-40m) <ul style="list-style-type: none"> Exploring Options Application for Training Funds for Incumbent Workers Including other WIOA Required Partners? 	› Explore Options, Discussion & Guidance	Jim & Jill teVelde
4:20p	Exploring Membership Configuration Changes (20m) <ul style="list-style-type: none"> 	› Discussion & Guidance on Next Steps	Jim
4:40p	Title 1B Services - Procurement Prep & Planning (15-20m)	› Discussion & Guidance on Next Steps	Jim & RWP Team
5:00p	Adjourn		Jessica

= Handout attached or will be handed-out at meeting or displayed on screen



MINUTES

ROGUE WORKFORCE PARTNERSHIP • CORPORATE DIRECTORS
August 15, 2019 ♦ 37 N. Central Ave. - Board Room ♦ Medford, OR

MEMBERS PRESENT

Chair Jessica Gomez
Vice-Chair Mike Donnelly
Commissioner Darin Fowler
Commissioner Bob Strosser
Shawn Hogan*

MEMBERS ABSENT

Nikki Jones
Robert Begg

OTHERS PRESENT

Jim Fong, Executive Director, Rogue Workforce Partnership
Sherri Emitte, Chief Finance and Administrative Officer, Rogue Workforce Partnership*
Jill teVelde, Workforce Development Manager, Rogue Workforce Partnership
Ida Saito, Partnership Engagement Manager, Rogue Workforce Partnership
Tami Allison, Senior Project Manager, Rogue Workforce Partnership

**indicates that individual joined remotely.*

Quorum Present: Yes

1) Call to Order

The meeting was called to order by Chair, Jessica Gomez at 3:03 P.M.
A round of introductions were made.

2) Consent Agenda

Mike Donnelly moved to approve the consent agenda consisting of the July 18, 2019 Corporate Director’s meeting minutes, Travel Policy revision and the Executive Director Evaluation Procedure. The motion was seconded by Commissioner Strosser. The motion passed unanimously.

3) RWP Budget & Investments

- Endowment Fund Investments – Jennifer Davis of SkyOak Wealth joined remotely to review RWP’s investments as of 6/30/19. Earnings were down significantly at the quarter ending 12/31/18 and continued to rise until month ending 5/31/19 and then started on an upward trajectory again. Jennifer indicated that she feels we are positioned well; however, won’t be making a “ton” of money in this type of market as there are lots of signs of recessionary pressure.

Sherri directed attention to the last page of the handout “Endowment Fund Balance” and indicated that she will need to draw a little over \$2000 out to cover the difference in the ending balance.

No questions were asked by the directors.
- Revenue Update – Sherri gave a brief informational update indicating that all the revenues are at the same level for Competitive Strategies, Industry Engagement and Work Experience.

4) Legislative & Policy Alignment

- Plant Electricians – cross regional, statewide initiative – This initiative started in 2017 after a visit from the Governor. John Underwood spearheaded conversations with local wood products companies and convened meetings around the need for Plant Electricians. The work that was done did change reciprocity agreements with other states creating a moratorium for three years regarding testing in Oregon; however, employers are indicating that this policy change hasn't created the incentive needed to attract out-of-state electricians to move to the state. Jimmy Swanson of Swanson Group has brought new energy into this conversation, advocating for the need to find some solutions.

In July of this year, Jim brought this topic to the Oregon Workforce Partnership - the state association of Local Workforce Boards. Several other Workforce Board directors agreed and had also been in conversation with Jimmy. There was a strong commitment for RWP, Lane Workforce Partnership and Southwest Oregon Workforce Investment Board to help convene a cross-regional group of manufacturing industry leaders to take this issue to the next level to get some real solutions that will make a difference in recruitment and workforce needs.

This led to the dovetailing with other work that is being done with Next Generation Sector Partnerships, a national consulting group that helped all of Oregon's Workforce Boards launch or refine their Sector Strategies efforts. The thought is that they could assist in some of the convening and facilitating of the kick-off of the cross-regional industry-lead sector effort that will be held on October 28, 2019 in Eugene. In the meantime, prep video calls/meetings will be held prior to the October kick-off date. Updates and information will be provided as they become available.

- Hilltop Public Solutions & Other Legislative Advocacy - E-mails were shared from lobbying groups soliciting interest from RWP. Currently, when RWP receives such requests, Jim uses his discretion on when to bring to the Workforce Board Chair and/or to the County Commissioners; however, he asked that we set up some parameters for when we are approached.
 - ***Jim will draft something to bring to a future Corporate Director's Meeting***

On a related note on legislative advocacy, Jim recently attended a meeting of the United States Workforce Association (USWA) which consist of state associations of Local Workforce Board. This is a relatively new group that came into existence with the catalyst of state associations from California, Michigan and New York associations deciding there was a need to invest in more proactive legislative advocacy and policy alignment work. There were about 10 states attending, and all participants agreed that doing more together on this from would be very beneficial to do.

Working more with USWA would also align with the RWP decision to not attend this year's National Association of Workforce Boards annual conference, and to look instead for other venues or groups to connect with in order to get high leverage and effectiveness in our legislative advocacy work.

Jim has also offered up the services to John Bowling of Sustainable Leadership Consultants, to help the group focus in on its key strategic Objectives and Key Results. Zoom videoconference meetings have been scheduled with Jim, John and these leaders from around the country to accomplish this work.

Oregon is also seeking to do a group membership for National Association of Workforce Boards. RWP has already paid dues and we will be looking into transferring the member name from RWP

to Oregon Workforce Partnership (OWP). Jim indicated the importance of having alignment with all the workforce boards as WIOA, TANF and Higher Education legislation are all up for reauthorization.

5) Strategic Roadmap and Objectives / Key Results

The latest version of the RWP Strategic Roadmap is included in today's packet. The group asked that defined dates be added for the key strategic results.

John Bowling will be invited to attend the September 11 workforce board meeting to review the revised roadmap.

- Communications Infrastructure & Toolkit - Alex Poythress of REVEIL agency has offered to assist us with in-depth work around marketing, copywriting, website refinements, etc., as part of this Key Result. We plan to start with the RAMP and Transportation sectors.
- Workplace Stability / Bridges out of Poverty - Information is included in today's packet on this program based on Ruby Payne's book "A Framework for Understanding Poverty." Workplace Stability is something Paul Macuga participated in when he was at the University of Vermont's Medical Center. Its workplace focused, and offers very pragmatic tools for helping employers reduce turnover and improve job retention. It recognizes that workers can easily experience various forms of life distress, and helps create capacity and resources (i.e. no interest/low interest loans for car repair, job coaches, etc.) for the employer to support their workers in moving them from instability to stability. Both Harry and David as well as LaClinica have indicated their interest. The Corporate Director express support for these efforts. Jessica shared that she feels that this fits within our mission and would like to see a pilot of this program.
- Medical Assistant Apprenticeship Update - A pre-meeting was held with RCC prior to the Healthcare Partnership meeting where the MA Apprenticeship Program was introduced. This program is available through the Southern Oregon Workforce Investment Board and can be expanded into other regions in Oregon. Most of the larger employers in attendance at the Healthcare Partnership meeting indicated they would rather hire from RCC. However, there was also strong interest in this program as a way to skill-up incumbent workers. RWP sees this as being an opportunity for those incumbent workers who have MA's and are working but aren't certified, as well as for others workers such as receptionist who want to advance their careers, but can't afford to take the time off and attend RCC classes.

Shawn mentioned the difference in the systems for measurement for the college as opposed to business. A good long term strategy is to address and redefine what success is for community college and how to create program structures to incentivize degree completion and the importance for employers to continue employee's professional development. There seems to be a disconnect between the employer who gets the student before degree completion and the loss of higher education from losing a student prior to degree completion.

6) Executive Session

Pursuant to ORS 192.660 (2)(i), the Rogue Workforce Partnership Corporate Directors entered into Executive Session for the purpose of reviewing and evaluating the employment-related performance of the Executive Director.

The Rogue Workforce Partnership Corporate Directors came out of Executive Session at 4:07 p.m.

7) Report-Out from Executive Session

Jessica reported that the evaluation of the executive director went very well and the board is very happy with the progress of the organization under Jim’s leadership. Compensation was reviewed; and it was decided to make a compensation adjustment for the Executive Director.

Mike Donnelly moved that based on performance, comparative analysis and results of the review, that an increased compensation adjustment be made in the amount of \$10,040 per year. The motion was seconded by Commissioner Strosser and approved unanimously.

8) Adjourn

With no further business, the RWP Corporate Directors meeting was adjourned at 5:02 p.m.

Respectfully Submitted,

Tami Allison
Senior Project Manager

Approved _____ Date _____
Jessica Gomez, RWP Chair



**ROGUE WORKFORCE
PARTNERSHIP**

Cross-Sector Skills Training Investments - Policy Development

September 2019

Framing Today's Introductory Discussion

- Training investments vary in cost, duration and return on investment across different sectors
- As we implement our UpSkill & Backfill strategy, these differences become more noticeable, catalyzing a key policy question:

How should the RWP best allocate training funds across sectors and types of training investments?

- This issue, along with some preliminary data, is being introduced to start a discussion today
- We'll then identify next steps so that the RWP – Workforce Board can make a policy decision at it's next quarterly meeting

Theory U

1. Co-initiating:
uncover common intent

2. Co-sensing:
observe, observe, observe

3. Co-inspiring:
connect to the source of inspiration and will

5. Co-evolving:
institutionalize the new in
practices

4. Co-creating:
prototype the new

Training Investments Total PY 17 & PY 18

PY	Number of OST & OJT's	OJT	OST	Net Paid Total
PY 17	241	117	124	\$ 496,648
PY 18	249	72	177	\$ 491,349
Total	490	189	301	\$ 987,996
Target Sector or In-Demand	422			\$ 821,903

Includes the following funding streams:

- ▶ Title 1B – Adult & Dislocated Worker
- ▶ State Work Experience
- ▶ DHS - REACH

PY 17 & PY 18



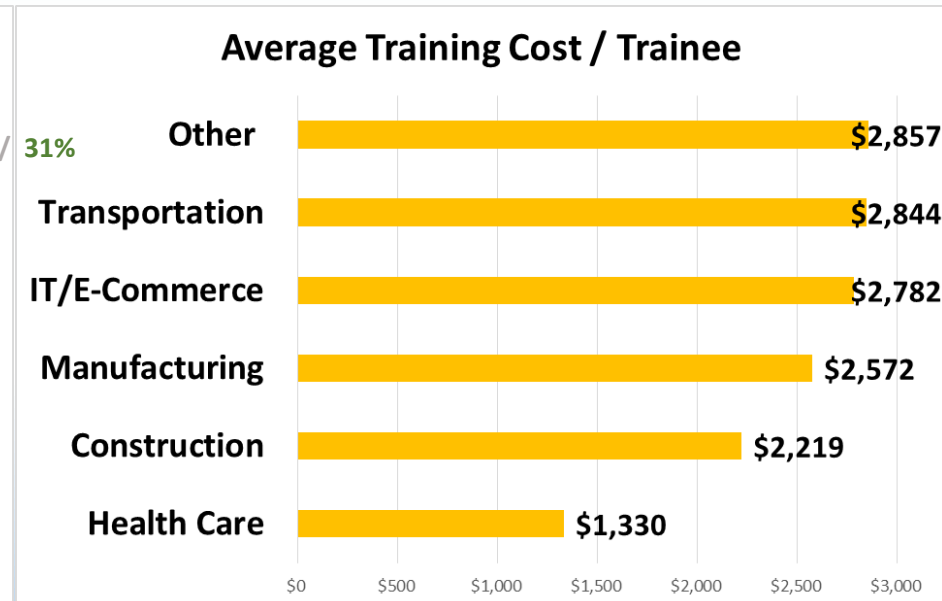
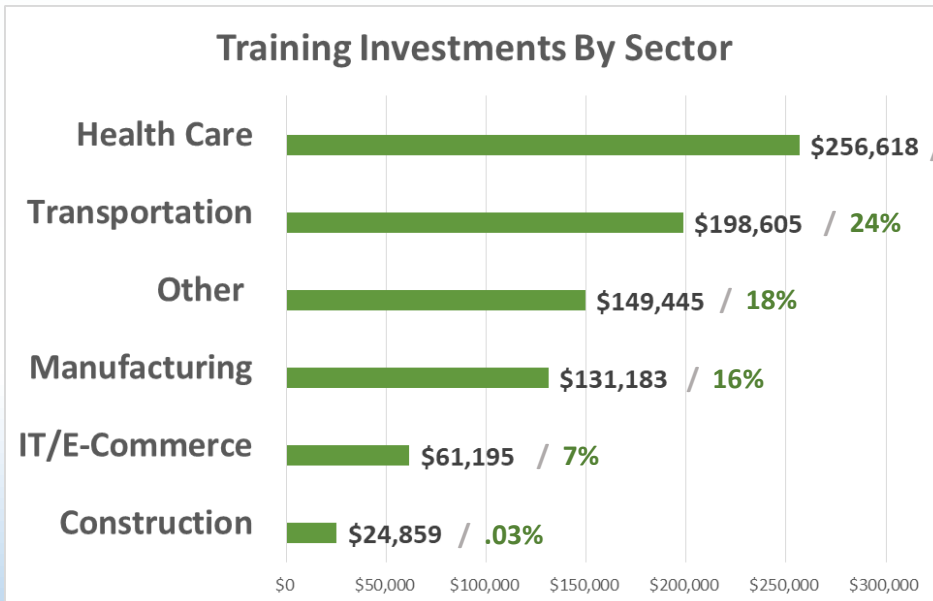
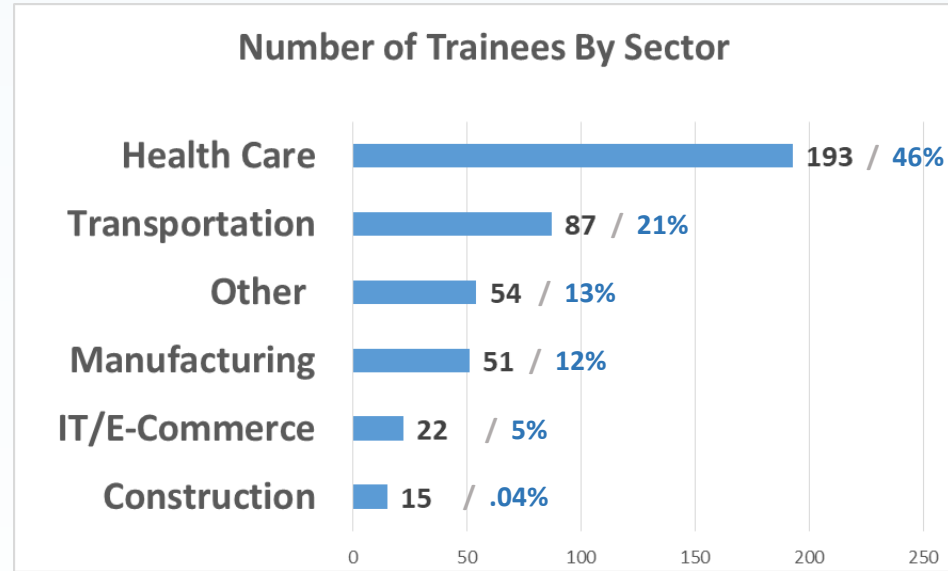
Training Investments By Target Sector or High Demand

Target Sectors	Total	Net Paid	Avg. \$/ Trainee	Target Sectors	Total	Net Paid	Avg. \$/ Trainee
Health Care	193	\$256,618	\$1,330	Secretaries and Admin Asst.	7	\$19,459	\$2,780
Manufacturing	51	\$131,183	\$2,572	Fork Lift, Tractor Operator	3	\$5,580	\$1,860
Information Technology	22	\$61,195	\$2,782	General & Op. Managers	7	\$18,141	\$2,592
ECOM			Office and Admin Assistants	14	\$46,059	\$3,290	
Trucking	82	\$181,215	\$2,210	Inspector	1	\$3,500	\$3,500
Construction	11	\$11,174	\$1,016	Plumbers	0	\$0	
Accountant and Auditors	3	\$6,355	\$2,118	Mechanic	5	\$17,390	\$3,478
Bookkeep, Account, Auditing Clerks	13	\$27,542	\$2,119	Wholesale & Manufacturing Sales	2	\$6,999	\$3,499
Business Operations Specialists	0	\$0		Maint & Repair Workers (general)	4	\$15,810	\$3,953
Electricians	4	\$13,685		Financial Manager	0	\$0	

Sector Training Investments Comparisons

PY 17 & PY 18

- Majority of the trainees served (57%) and funds invested (54%) have been in Healthcare & Transportation
- Differences between sectors has been driven by available training capacities, training cost & duration, trainee interests & assessment of ROI, etc.



Training - Tuition Cost, Duration & Wages

	Length of Training	Training Cost / Class (approximate)	Possible # Classes in Career Pathway	Average Duration of Time	Average Wage	Next Step Career Pathway
CNA I	175 hrs.	\$ 1,500	1	NA	\$34,451	✓
CNA II	88 hrs.	\$ 1,200	2	1-3 years?	\$41,600	✓
Medical Assistant	3-4 terms	\$ 9,500 to \$10,250	1	NA	\$38,702	✓
Limited X-Ray Tech	52 to 182 hrs.	\$ 2,055 to \$ 7,155	2	Multiple years	+\$4.00 /hr increase	?
Certified Production Technician	1 term	\$ 1,900	1	NA	\$35,248	✓
Mechatronics Plant System Tech	Multiple terms	\$ 950	3 to 5?	2 to 5?	\$60,701 to 75,000	✓
Truck Driving	4 ,8 or 10 wks.	\$ 4,163 to \$ 5,500	1	NA	\$40,000 to \$60,000	

Current RWP Policy limits Training Scholarships and On-the-Job Training employer subsidies to \$2,500 per trainee

Healthcare Sector ~ Top 10 Occupations, Wages & Projected Demand

Occupation	Industry Employment	Avg Hourly	Avg Annual	2017 Employment all Industries	2027 Employment	Percent Change	Employment Change	Replacement Openings	Total Openings
Registered Nurses	NA	\$42.66	\$88,729	2,534	2,943	16.1%	409	1,379	1,788
Personal Care Aides	2,053	\$14.32	\$29,783	2,211	2,757	24.7%	546	3,475	4,021
Medical Secretaries	1,198	\$17.48	\$36,362	1,229	1,527	24.3%	298	1,464	1,762
Medical Assistants	943	\$18.61	\$38,702	983	1,273	29.5%	290	1,188	1,478
CNA	NA		\$30,202	879	977	11.2%	98	1,033	1,131
Home Health Aides	417	\$13.85	\$28,817	425	564	32.7%	139	550	689
Dental Assistants	414	\$21.12	\$43,924	426	493	15.7%	67	497	564
Physicians and Surgeons, All Other	355	\$116.20	\$241,693	403	474	17.6%	71	112	183
Dental Hygienists	269	\$42.34	\$88,068	271	315	16.2%	44	172	216
Office Clerks, General	251	\$16.97	\$35,312	2,679	2,801	4.6%	122	3,175	3,297
Food Servers, Nonrestaurant	214	\$13.55	\$28,183	214	247	15.4%	33	336	369

Transportation & Warehousing Sector ~ Top 10 Occupations, Wages & Projected Demand

Occupation	Industry Employment	Avg Hourly	Avg Annual	2017 Employment all Industries	2027 Employment	Percent Change	Employment Change	Replacement Openings	Total Openings
Truck Drivers, Heavy & Tractor-Trailer	1,142	\$22.90	\$47,634	1,700	1,903	11.9%	203	1,896	2,099
Laborers & Freight, Stock, & Movers, Hand	296	\$16.43	\$34,166	1,661	1,841	10.8%	180	2,364	2,544
Bus Drivers, School or Special Client	262	\$14.66	\$30,497	417	444	6.5%	27	514	541
Truck Drivers, Light or Delivery Services	256	\$16.87	\$35,085	758	876	15.6%	118	859	977
Postal Service Mail Carriers	239	\$24.45	\$50,861	239	245	2.5%	6	161	167
Dispatchers, Except Police, Fire, & Ambulance	187	\$18.89	\$39,293	268	293	9.3%	25	250	275
Sales Representatives, Services, All Other	150	\$26.63	\$55,397	506	568	12.3%	62	634	696
Customer Service Representatives	103	\$15.28	\$31,788	1,492	1,631	9.3%	139	1,969	2,108
Cargo and Freight Agents	99	\$28.57	\$59,428	99	115	16.2%	16	86	102
Bus & Truck Mechanics and Diesel Engine Specialists	93	\$24.37	\$50,694	244	274	12.3%	30	227	257

Construction ~ Top 10 Occupations, Wages & Projected Demand

Occupation	Industry Employment	Avg Hourly	Avg Annual	2017 Employment all Industries	2027 Employment	Percent Change	Employment Change	Replacement Openings	Total Openings
Carpenters	781	\$20.72	\$43,103	1,233	1,531	24.2%	298	1,243	1,541
Construction Laborers	564	\$16.82	\$34,977	915	1,121	22.5%	206	1,026	1,232
Electricians	389	\$29.20	\$60,731	601	680	13.1%	79	699	778
Office Clerks, General	299	\$16.97	\$35,312	2679	2801	4.6%	122	3175	3297
Supervisors / Mgrs Construction Trades	268	\$27.64	\$57,490	354	440	24.3%	86	377	463
Extraction Workers									
Plumbers, Pipefitters & Steamfitters	256	\$26.45	\$55,011	312	383	22.8%	71	358	429
Painters, Construction & Maintenance	212	\$17.86	\$37,134	385	462	20.0%	77	355	432
Construction Managers	190	\$39.62	\$82,412	239	301	25.9%	62	182	244
Roofers	182	\$19.83	\$41,241	228	288	26.3%	60	249	309
Operating Engineers /Other Construction Equip. Operators	156	\$25.93	\$53,933	235	283	20.4%	48	281	329
HVAC & Refrigeration Mechanics/ Installers	119	\$19.73	\$41,034	174	210	20.7%	36	182	218

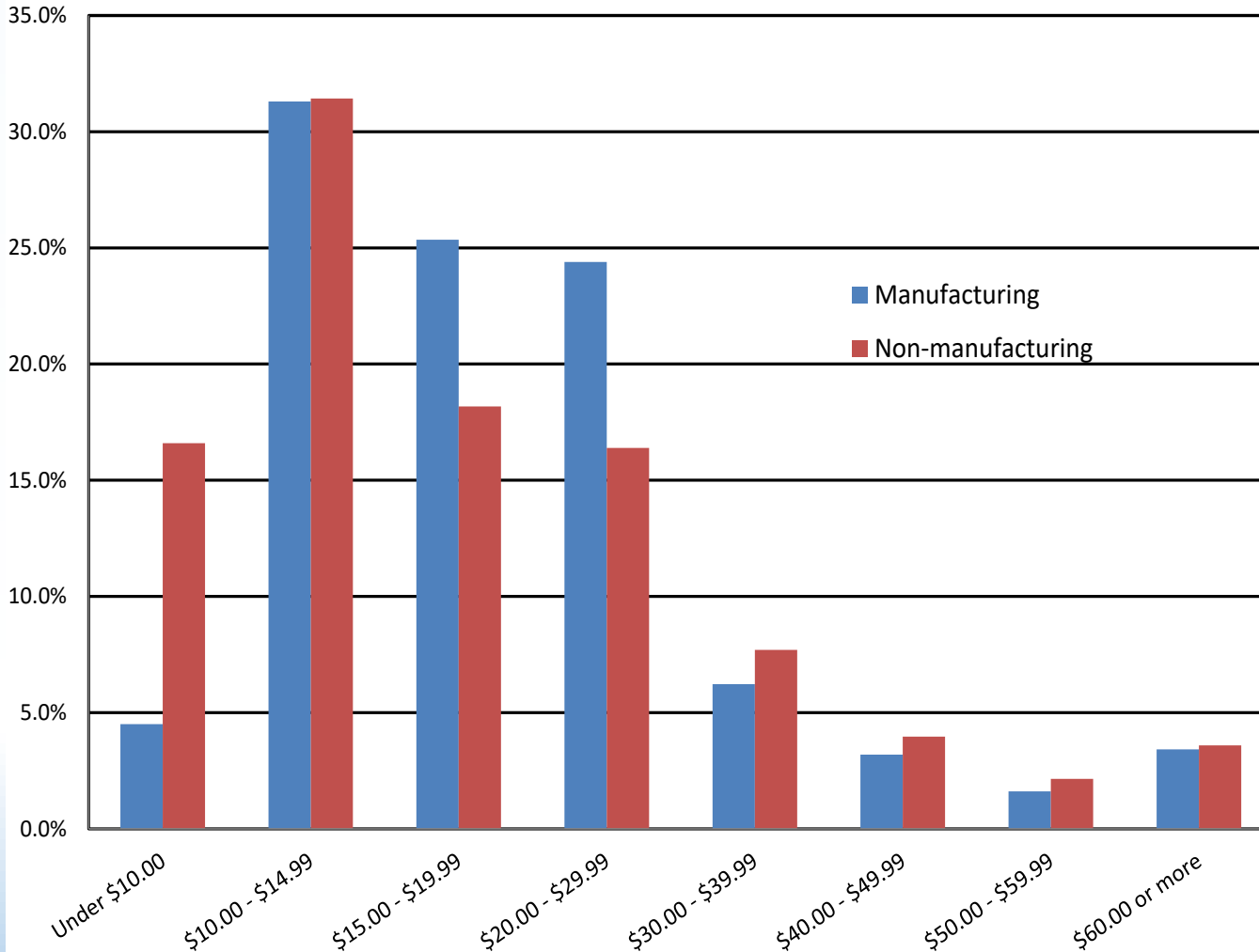
Manufacturing ~ Top 10 Occupations +1, Wages & Projected Demand

Occupation	Industry Employment	Avg Hourly	Avg Annual	2017 Employment all Industries	2027 Employment	Percent Change	Employment Change	Replacement Openings	Total Openings
Supervisors & Managers of Production & Operating Workers	412	\$26.91	\$55,975	542	594	9.6%	52	545	597
Fork Lift, Industrial Truck & Tractor Operators	385	\$19.23	\$39,998	643	699	8.7%	56	736	792
Office Clerks, General	382	\$16.97	\$35,312	2,679	2,801	4.6%	122	3,175	3,297
Industrial Machinery Mechanics	338	\$25.42	\$52,881	370	442	19.5%	72	347	419
Woodworking Machine Setters, Operators, & Tenders- <i>Except Sawing</i>	334	\$16.95	\$35,248	342	359	5.0%	17	379	396
Sawing Machine Setters, Operators, and Tenders, Wood	308	\$17.12	\$35,623	329	347	5.5%	18	387	405
Shipping, Receiving, & Traffic Clerks	285	\$15.99	\$33,258	635	623	-1.9%	-12	621	609
Coating, Painting, & Spraying Machine Setters, Operators & Tenders	244	\$17.58	\$36,572	257	272	5.8%	15	273	288
Machinists	226	\$21.19	\$44,079	245	263	7.4%	18	253	271
Inspectors, Testers, Sorters, Samplers, & Weighers	169	\$19.25	\$40,028	215	211	-1.9%	-4	252	248
Wholesale & Manufacturing Sales Representatives <i>Except Technical and Scientific Products</i>	169	\$29.23	\$60,791	686	771	0.1239	85	728	813
Electricians	141	\$29.20	\$60,731						

Manufacturing has a larger portion of workers in high-wage jobs.

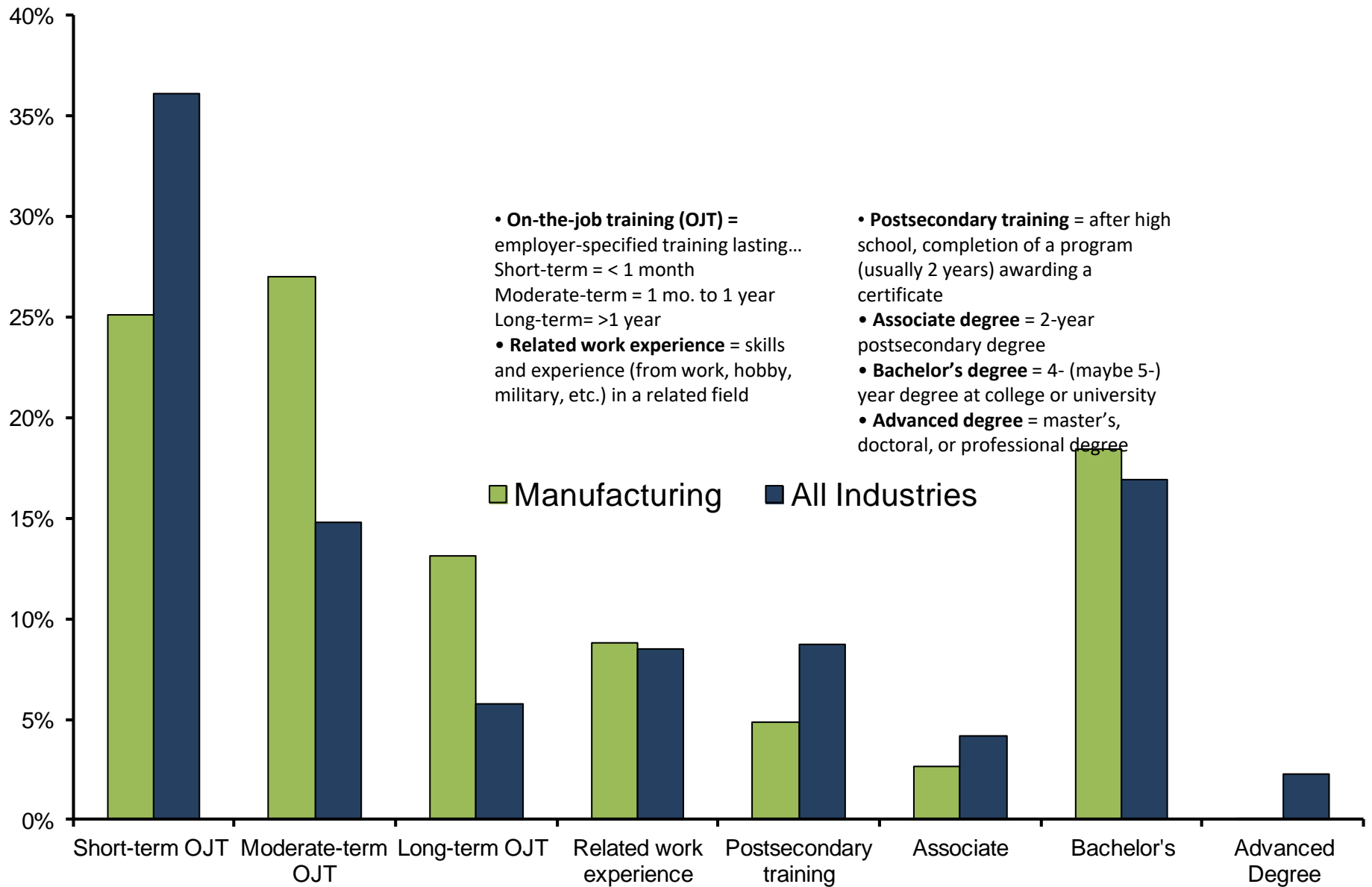
1st Quarter 2015- Rogue Valley

Larger Share of Manufacturing Workers Earn Higher Wages



About 40% manufacturing workers at least \$20.00 per hour, compared with one-third (34%) of workers in non-manufacturing industries. A much lower share of manufacturing workers earn less than \$10 per hour

On-the-Job Training and Bachelor's Degrees Most Common Minimum Requirements, 2010



Rogue Advanced Manufacturing Partnership

Preliminary Survey Results
Represents 48 Respondents/
43 unique companies

Key Findings

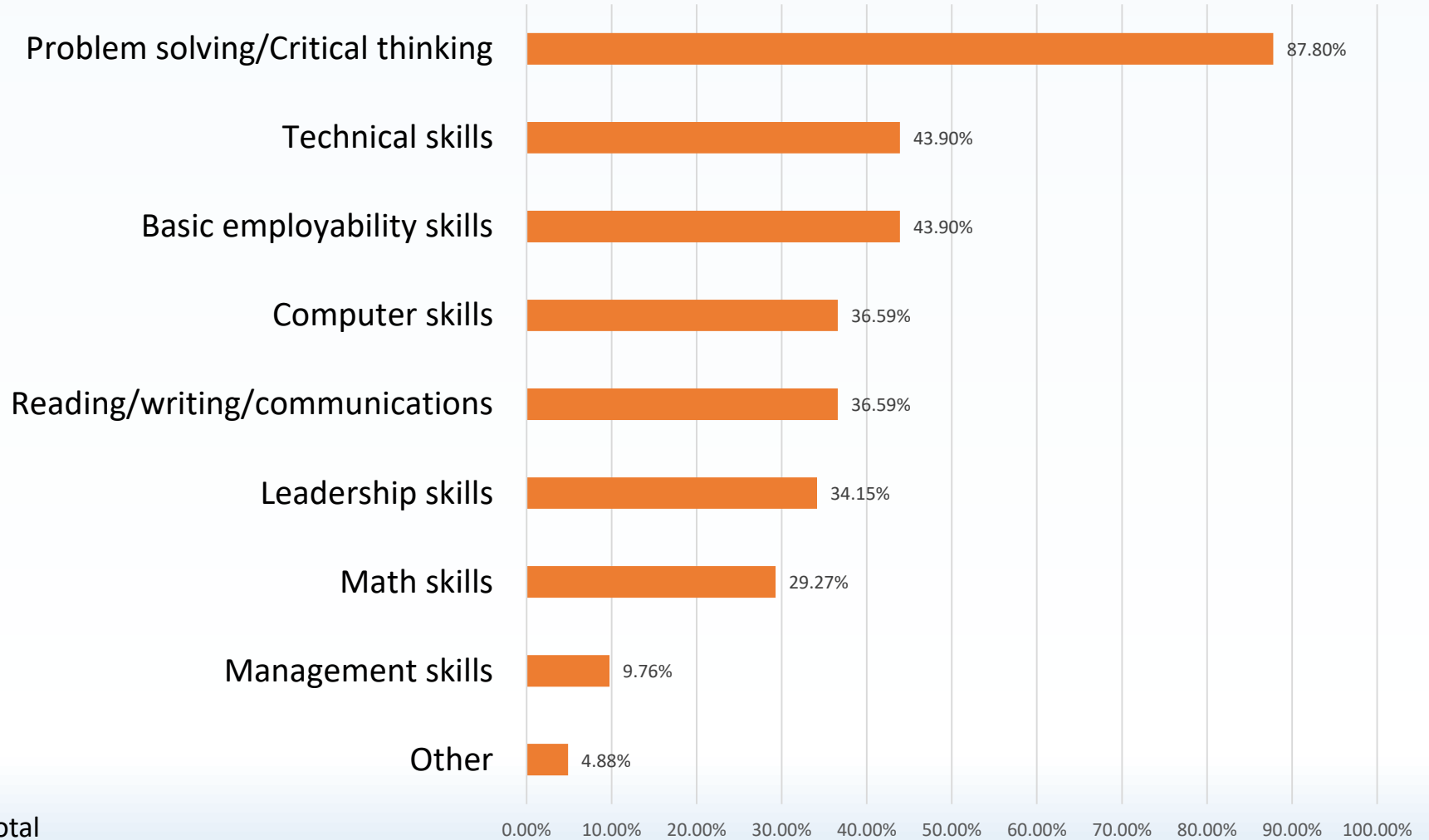
Presented to K-20 Education / Workforce Partners

February 17, 2017

Workforce Issues (Moderate & High Priority)

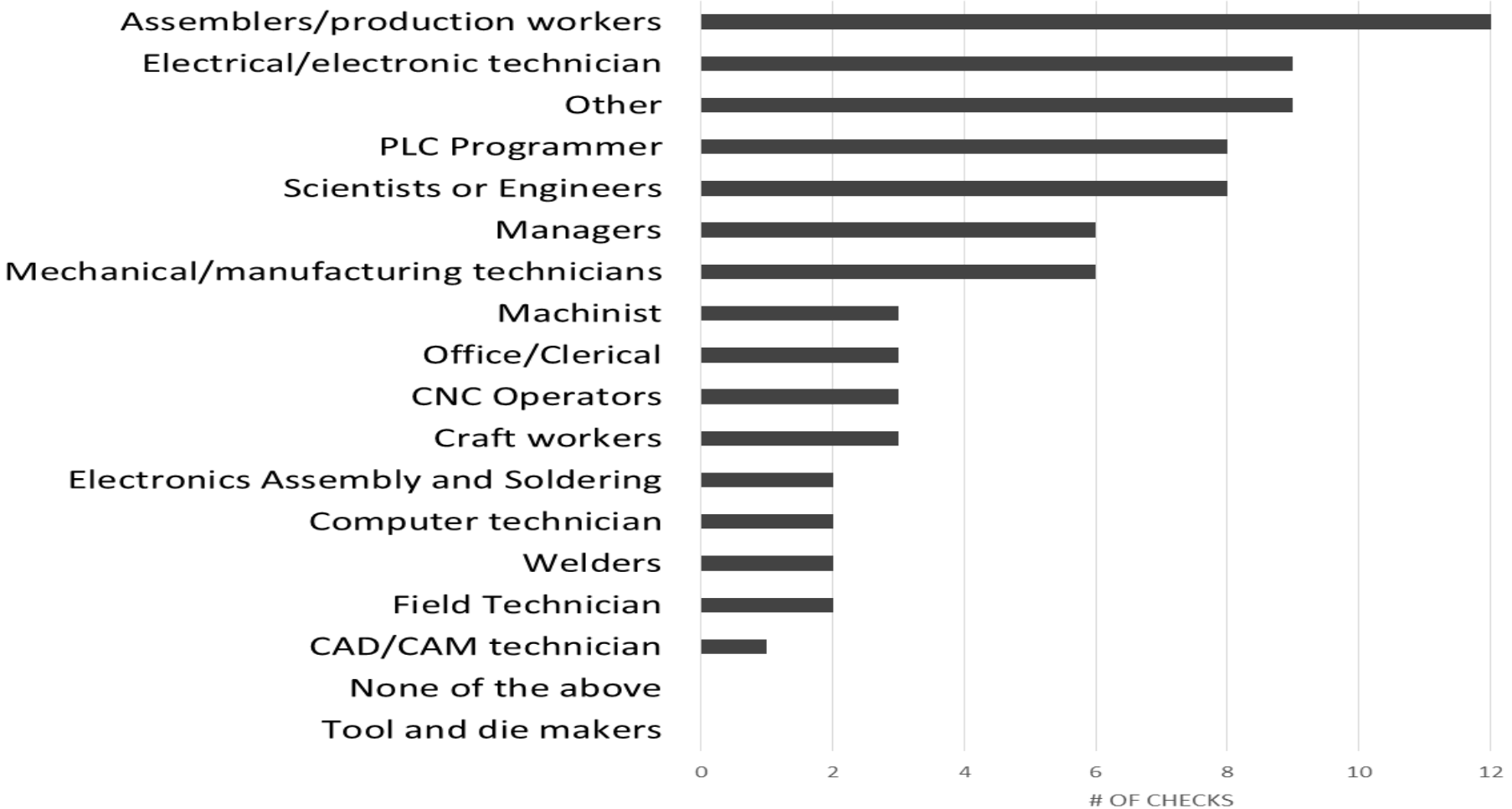
1. Finding qualified applicants: 100%
2. Maintaining a skilled workforce: 100%
3. Work ethic: 100%
4. Lack of work readiness: 98%
5. Motivated employees: 95%
6. Quality of work (workmanship): 93%
7. Quantity of work: 90%
8. Keeping employee skills up-to-date: 88%
9. Image of manufacturing: 70.00%
10. Aging workforce/succession planning: 64%
11. Positive drug test/use: 61%
12. Global competition: 51%

Key Workforce Skills Needed



Total
Respondents:
40

Most Difficult-to-Fill Positions



*Other: Sales/Marketing, Skilled Industrial Sewing, All, Mgmt./Supervisory, Licensed Electricians, Diesel Mechanics, CDL Drivers

Open Positions

1. Assemblers/Production Workers: 513
2. Craft Workers: 168
3. Office/ Clerical: 124
4. Managers: 49
5. Mechanical/ Manufacturing Technicians:46
6. Electronics Assembly and Soldering: 44
7. Electrical/Electronic Technicians: 30
8. CNC Operators: 29
9. Scientists or Engineers: 27
- 10.Computer Technical Workers: 26
- 11.Computer Technician: 26
- 12.Machinist: 25
- 13.Welders: 16
- 14.PLC Programmer: 10
- 15.Skilled Industrial Sewing: 5
- 16.CAD/CAM Technician: 4
- 17.Tool & Die Makers: 4
- 18.Field Technician: 3
- 19.Marketing: 1
- 20.Millwrights: 1

Sample size includes 34
respondents

RWP Workforce Board ♦ Membership & Positions

v2019.10.10

<i>Business Representatives ♦ Mandatory Majority</i>			<i>Labor Representatives &/or Joint Apprenticeship Training Center ♦ Mandatory</i>		
1	Jessica Gomez* ♦ Founder & CEO <i>RWP Chair</i>	Rogue Valley Microdevices	Lance Corley ♦ Apprenticeship Director	Crater Lake Electrical JATC <i>Joint Apprenticeship Training Committee</i> IBEW Local 659 - International Brotherhood of Electrical Workers	1
2	Michael Donnelly* ♦ Materials Manager <i>RWP Vice-Chair</i>	Carestream, Inc.	Drew Waits ♦ Business Agent / Organizer	Southern Oregon/Northern California Plumber & Steamfitters, UA 290	2
3	Nikki Jones* ♦ Owner	Express Employment Professionals	Susan Bruce – Labor Relations Representative	Oregon Nurses Association	3
			<i>Community-Based Organizations</i> - with demonstrated experience & expertise in addressing the employment needs of individuals with barriers to employment - serve veterans , or individuals with disabilities		
			<i>Organizations</i> - with demonstrated experience & expertise in addressing the employment, training, or education needs of eligible youth , including representatives of organizations that serve out-of-school youth		
4	Shawn Hogan * ♦ VP of Engineering	Linx Technologies, Inc.	Kirk Kolb ♦ Superintendent	Grants Pass School District	4
5	Brent Kell ♦ Executive Director	Valley Immediate Care	Bret Champion ♦ Superintendent	Medford School District	5
6	Norm Kester ♦ CEO	Quantum Innovation	Scott Beveridge ♦ Superintendent	Southern Oregon Education Service District	6
			<i>Education & Training – Title II & Higher Education ♦ Mandatory</i>		
7	Trever Yarrish ♦ Co-Founder & COO	Zeal	Dr. Cathy Kemper-Pelle ♦ President	Rogue Community College	7
			<i>Economic / Community Development ♦ Mandatory</i>		
8	Robert Begg ♦ Director HR Administration	ASANTE Health Systems	Alex Campbell ♦ Regional Coordinator	Regional Solutions Team	8
			<i>OED / Wagner-Peyser ♦ Mandatory</i>		
9	Alex Poythress ♦ Managing Partner	REVEIL Agency	Sherri Stratton ♦ Senior Manager	Oregon Employment Department	9
			<i>Vocational Rehabilitation ♦ Mandatory</i>		
10	Michael S. Card ♦ President	Combined Transport	Kari Kingsolver ♦ Area Manager	Office of Vocational Rehabilitation Division	10
			<i>Optional Members</i>		
11	Catherine Goslin ♦ Director of Human Resources Potentially Vacant	Rogue Valley Manor	Kim Whitney ♦ Self-Sufficiency Program/ District Manager	Oregon Department of Human Services	11
12	Joe Meyers ♦ Vice President Potentially Vacant	Pacific Electrical Contractors	Dr. Linda Schott ♦ President	Southern Oregon University	12
13	Vacant		Dr. Tom Keyser ♦ Dean for the College of Engineering, Technology & Management	Oregon Institute of Technology	13
14	Vacant				
Total RWP Workforce Board Membership = 25 Positions					

Mandatory
Must be
20% of
Workforce
Board

Mandatory = WIOA Workforce Board Membership Requirement | * = Corporate Director

WORKFORCE INNOVATION & OPPORTUNITY ACT

SEC. 3. DEFINITIONS.

(10) COMMUNITY-BASED ORGANIZATION.—The term “community-based organization” means a private nonprofit organization (which may include a faith-based organization), that is representative of a community or a significant segment of a community and that has demonstrated expertise and effectiveness in the field of workforce development.

(11) COMPETITIVE INTEGRATED EMPLOYMENT.—The term “competitive integrated employment” has the meaning given the term in section 7 of the Rehabilitation Act of 1973 (29 U.S.C. 705), for individuals with disabilities.

SEC. 107. LOCAL WORKFORCE DEVELOPMENT BOARDS.

(2) **COMPOSITION.**—Such criteria shall require that, at a minimum—

(A) a majority of the members of each local board shall be representatives of **business** in the local area, who—

- (i) are owners of businesses, chief executives or operating officers of businesses, or other business executives or employers with optimum policymaking or hiring authority;
- (ii) represent businesses, including small businesses, or organizations representing businesses described in this clause, that provide employment opportunities that, at a minimum, include high-quality, work-relevant training and development in in-demand industry sectors or occupations in the local area; and
- (iii) are appointed from among individuals nominated by local business organizations and business trade associations;

(B) not less than 20 percent of the members of each local board shall be representatives of the workforce within the local area, who—

- (i) **shall** include representatives of **labor organizations** (for a local area in which employees are represented by labor organizations), who have been nominated by local labor federations, or (for a local area in which no employees are represented by such organizations) other representatives of employees;
- (ii) **shall** include a representative, who shall be a member of a labor organization or a training director, from a **joint labor-management apprenticeship program**, or if no such joint program exists in the area, such a representative of an apprenticeship program in the area, if such a program exists;
- (iii) may include representatives of **community based organizations** that have demonstrated experience and expertise in addressing the employment needs of individuals with barriers to employment, including organizations that serve **veterans** or that provide or support competitive integrated employment for individuals with **disabilities**; and
- (iv) may include representatives of organizations that have demonstrated experience and expertise in addressing the employment, training, or education needs of **eligible youth**, including representatives of organizations that serve **out-of-school youth**;

(C) each local board shall include representatives of entities administering **education and training** activities in the local area, who—

- (i) **shall** include a representative of eligible providers administering **adult education and literacy** activities under title II;

(ii) **shall** include a representative of institutions of **higher education** providing workforce investment activities (including community colleges);

(iii) may include representatives of **local educational agencies**, and of **community-based organizations** with demonstrated experience and expertise in addressing the education or training needs of individuals with barriers to employment;

(D) each local board shall include representatives of governmental and **economic and community development** entities serving the local area, who—

(i) **shall** include a representative of **economic and community development** entities;

(ii) **shall** include an appropriate representative from the **State employment service** office under the Wagner-Peyser Act (29 U.S.C. 49 et seq.) serving the local area;

(iii) **shall** include an appropriate representative of the programs carried out under title I of the **Rehabilitation** Act of 1973 (29 U.S.C. 720 et seq.), other than section 112 or part C of that title (29 U.S.C. 732, 741), serving the local area;

(iv) may include representatives of agencies or entities administering programs serving the local area relating to **transportation, housing, and public assistance**; and

(v) may include representatives of **philanthropic organizations** serving the local area; and

(E) each local board may include such **other** individuals or representatives of entities as the chief elected official in the local area may determine to be appropriate
