



Joint Committee on Ways and Means, Subcommittee on Education

UPDATE: SB 1545 (2022) - FUTURE READY OREGON

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Future Ready Oregon and HECC's vision for Oregon and Oregonians

Future Ready Oregon contributes to HECC's vision and builds on numerous other workforce and education programs and investments in the \$4.1B (2023-25) HECC budget.

HECC's Vision

"The Oregon Higher Education Coordinating Commission (HECC) envisions a future where all people benefit from the economic, civic, and cultural impact of high-quality postsecondary education, training, and workforce development."

The historic \$200M investment in Future Ready Oregon is administered primarily by the HECC, with some funds led by other partners (BOLI and YDO).

The HECC supports state goals for postsecondary education and training by a wide range of policy and funding strategies, including:

- setting a strategic vision for postsecondary education and training and advising state leaders;
- administering the statewide higher education and workforce biennial budget, establishing methodologies for distributing public funding to community colleges, universities, students, workforce boards, and other partners;
- coordinating postsecondary degrees, programs, and academic pathways;
- administering statewide financial aid, workforce, and educational programs;
- research, evaluation, and analysis.

SB 1545 (2022) - Future Ready Oregon Update:

PROGRAM IMPLEMENTATION

Jennifer Purcell



Credit: OHSU



Credit: OSU



Credit: OIT

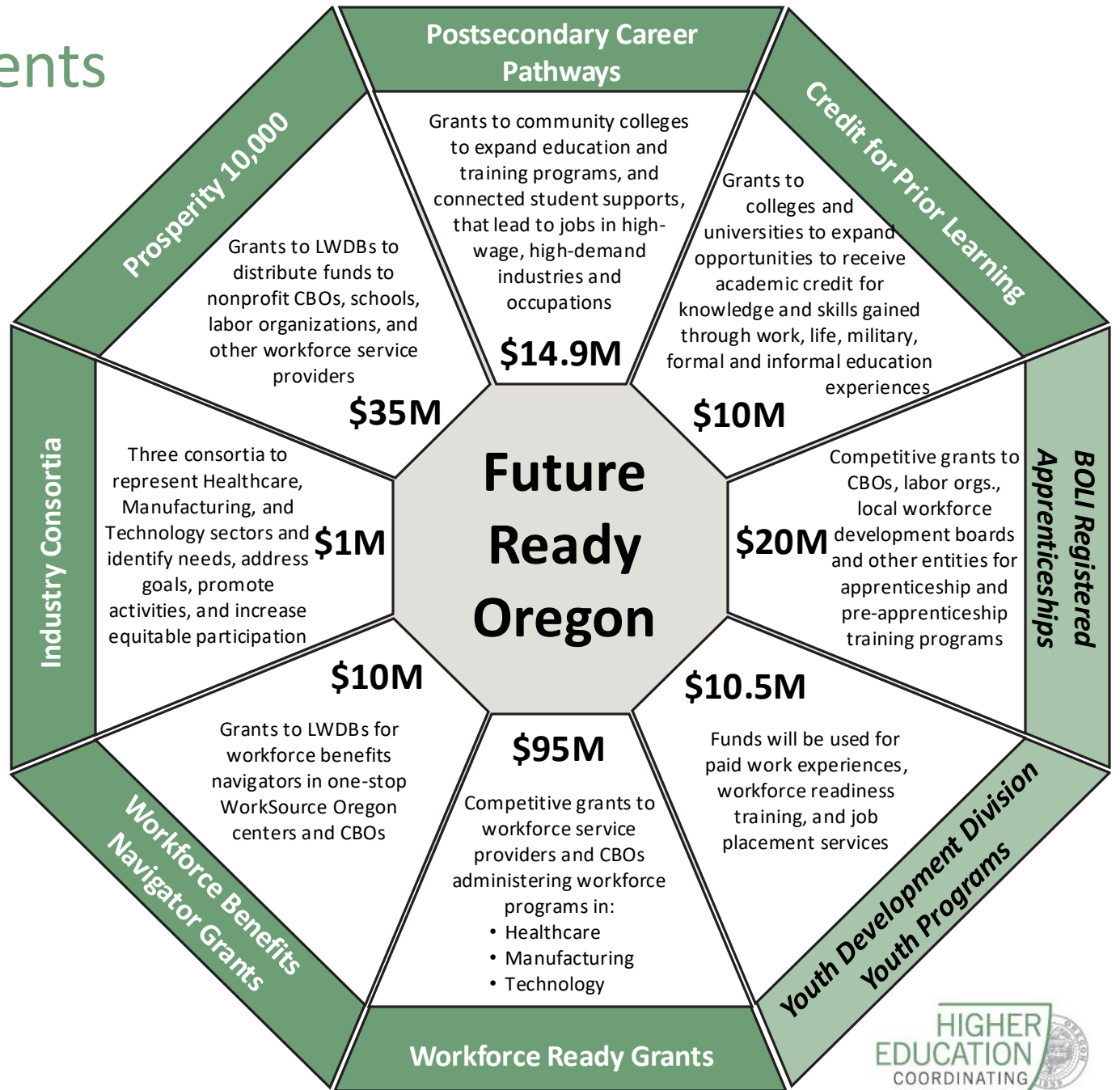


Credit: PCC

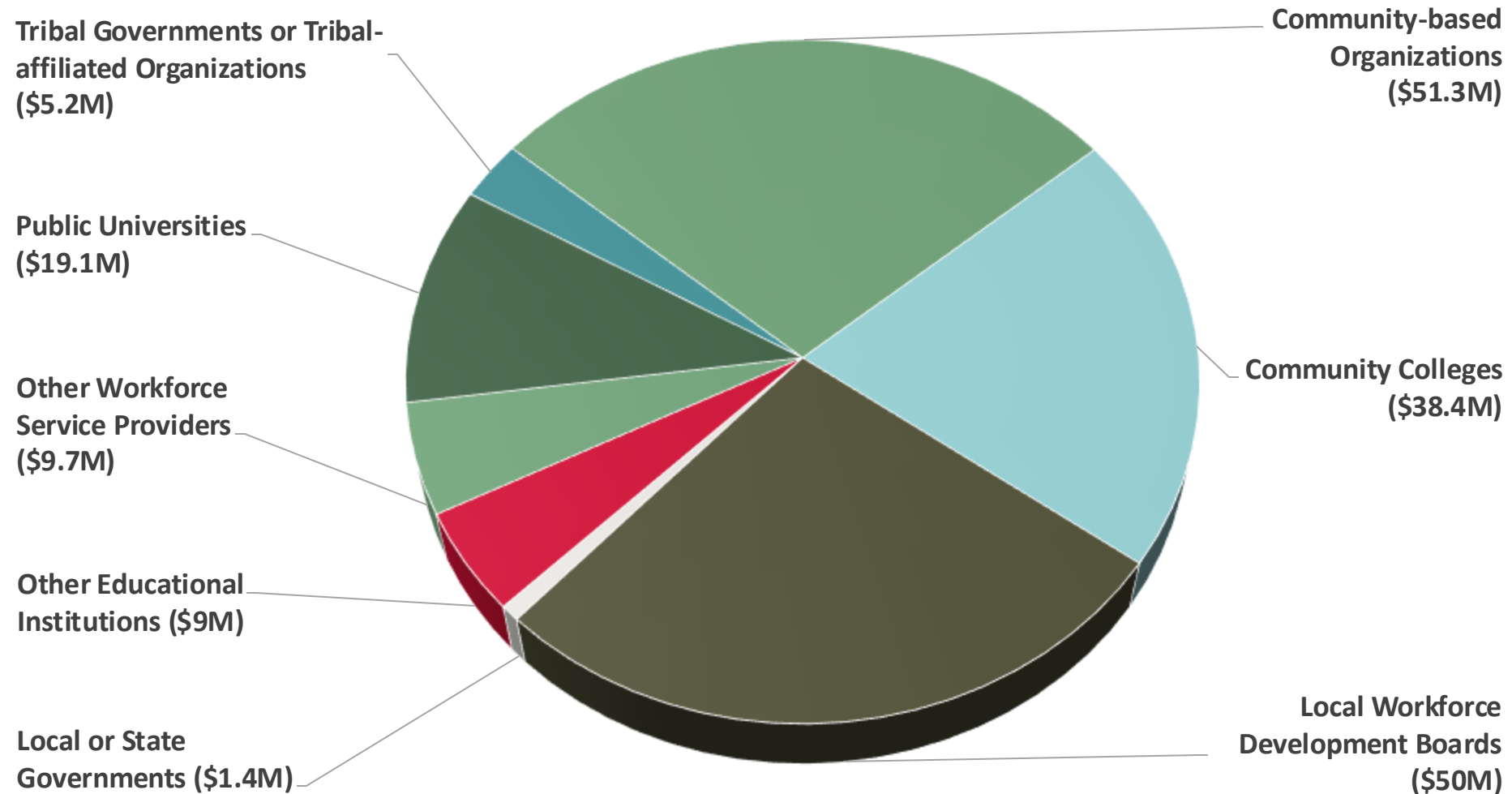
Future Ready Oregon investments and objectives

Future Ready Oregon advances a more equitable workforce system, and increases opportunities for diverse workers by:

- leveraging existing successful programs,
- encouraging innovation, and
- removing barriers to education and employment.



Future Ready Oregon investments in the workforce education and training ecosystem



Timeline for HECC-administered Future Ready Oregon programs

Funding sources, existing and new programs, continuing activities

● SB 1545 signed into law (March 2022)

● ARPA funding sunsets (December 2026)

General Fund-administered programs

ARPA-administered programs

March – June 2022

July 2022 – June 2023

July 2023 – June 2024

July 2024 – June 2025

July 2025 – December 2026

*Postsecondary Career Pathways
(2022 and ongoing)*

*Credit for Prior Learning
(2022 – 2023)*

Prosperity 10,000 Program (2022 – 2026)

Workforce Ready Grants (2022 – 2026)

Workforce Benefits Navigators (2023 – 2026)

Future Ready Oregon Industry Consortia (est. 2022 and ongoing)

Future Ready Oregon – aligning the workforce ecosystem to center the needs, experiences, and objectives of diverse workers

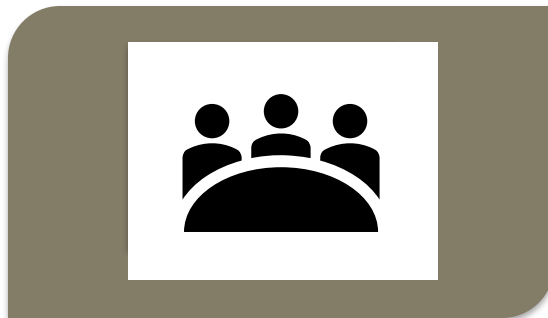


Future Ready Oregon

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 – statewide impacts in multiple sectors

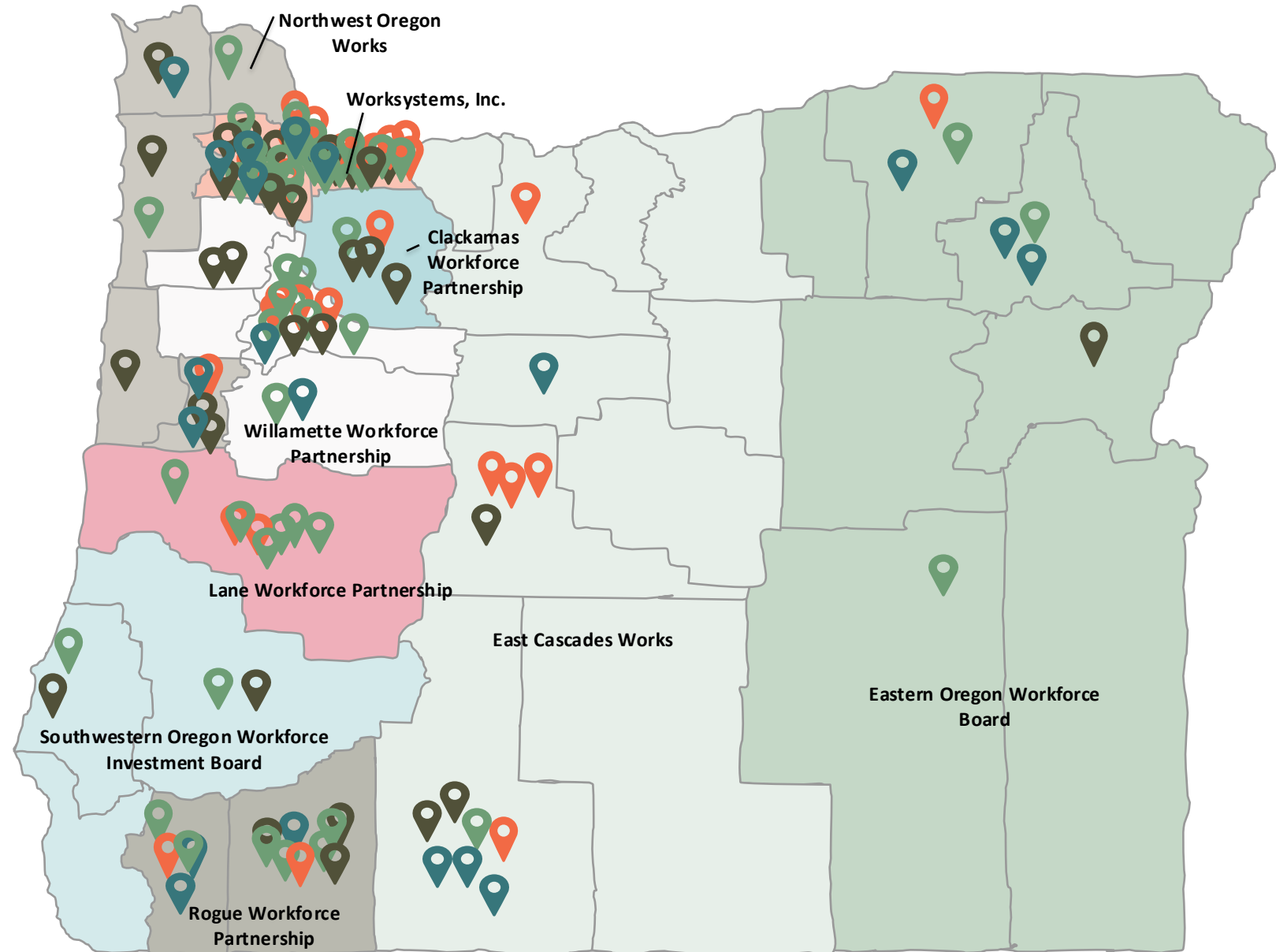
Map: Prosperity 10,000, Workforce Benefits Navigators, and Workforce Ready Grantees

- Prosperity 10,000 and Workforce Benefits Navigators administered by Oregon's nine Local Workforce Development Boards to address regional workforce needs
- Workforce Ready Grants awarded statewide to address critical workforce shortages in key sectors:

- 📍 Healthcare
- 📍 Manufacturing
- 📍 Technology
- 📍 Multiple sectors

Explore an interactive map of grantees for all Future Ready Oregon grant-funded programs administered by the HECC:

<https://www.oregon.gov/highered/about/pages/future-ready-impacts-outcomes.aspx>



Industry Consortia – informing policy and program development, advancing strategies, building ecosystem alignment



SB 1545 (2022) -
Future Ready Oregon
Update:

COMMUNITY
COLLEGE CAREER
PATHWAYS

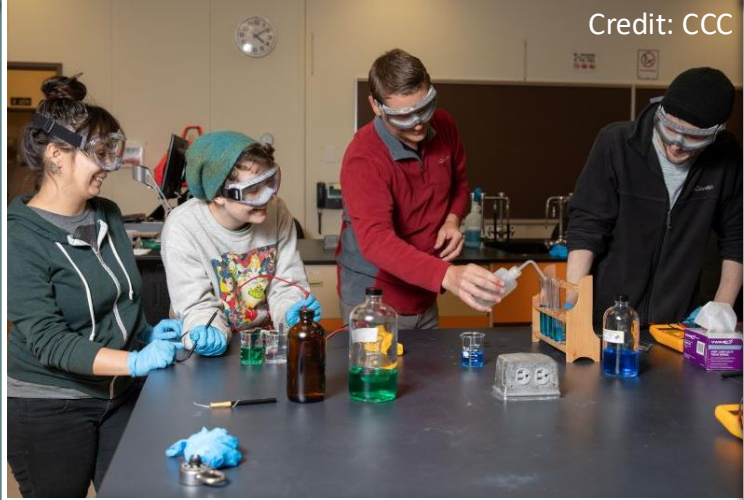
Donna Lewelling



Credit: RCC



Credit: RCC



Credit: CCC



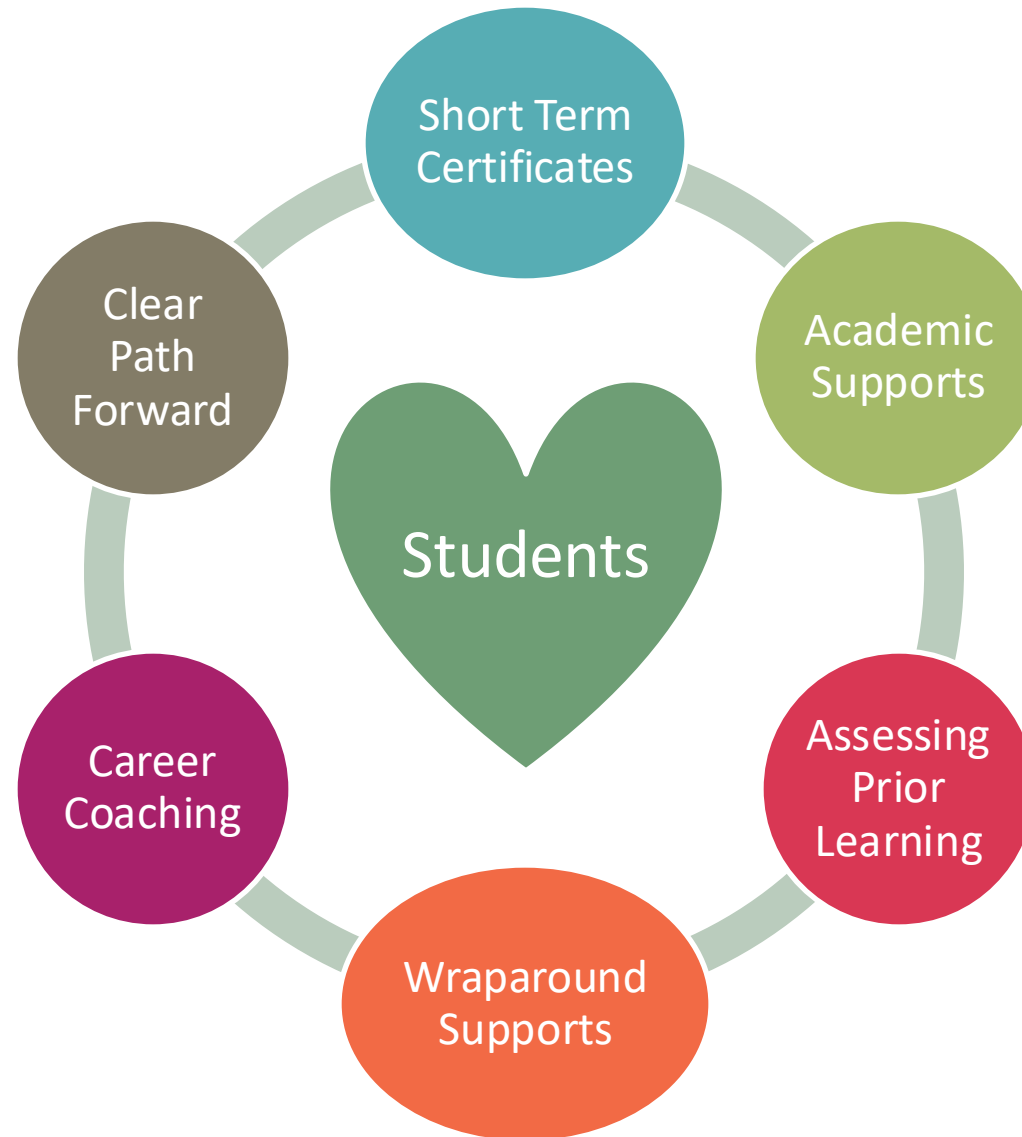
Credit: SWOCC

What are Oregon's Community College Career Pathways?

Future Ready Oregon expanded Career Pathways programs at Oregon's 17 community colleges. These programs connect Oregonians to student support services that enable them to secure a job or advance in a high-wage, high-demand industry. They offer flexible educational and skills-building options including the option of a short-term credential to jump-start their careers in an entry-level occupation.



Oregon's community college career pathways ecosystem



Oregon Community College Career Pathways through the years

1999-2021: Emerging and Scaling

- 1999: Oregon Community College Career Pathway Programs Emerge
- 2004-2021: Oregon Community College Career Pathway Programs Scale Promising Practices

2022: Additional Investment

- Future Ready Oregon \$14.9M investment

2023-2025: Continued Support

- Ongoing Support of \$10M



Credit: Clackamas Community College

Future Ready Oregon investment in Community College Career Pathways (2022-23)

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 focused 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

2023-25 Community College Career Pathways

2023-25 programs expanded on this work by:

- Retaining staff – coordination of student support services
 - Program Coordinators, Academic and Career Coaches, bilingual tutors and instructional support staff
- Maintaining strong marketing presence and recruitment to diverse communities
- Developing and revising short-term pathways into healthcare, manufacturing, and construction
- Leveraging partner resources and braid funds with federal and state resources
- Enabling adult education and English-language learners to enter pathways through Integrated Education and Training (IET) programs
- Providing more individualized student support services



Credit: COCC

Program Examples

Klamath Community College

Expanded staffing capacity – hired new career coach to serve more students in career pathways programs with wraparound services

Central Oregon Community College

Implemented Credit for Prior Learning best practices and assessments into academic programs

Chemeketa Community College

Updated curriculum in healthcare programs and developed Vocational ESOL in Medical Assisting pathway

SB 1545 (2022) - Future Ready Oregon Update:

CREDIT FOR PRIOR LEARNING

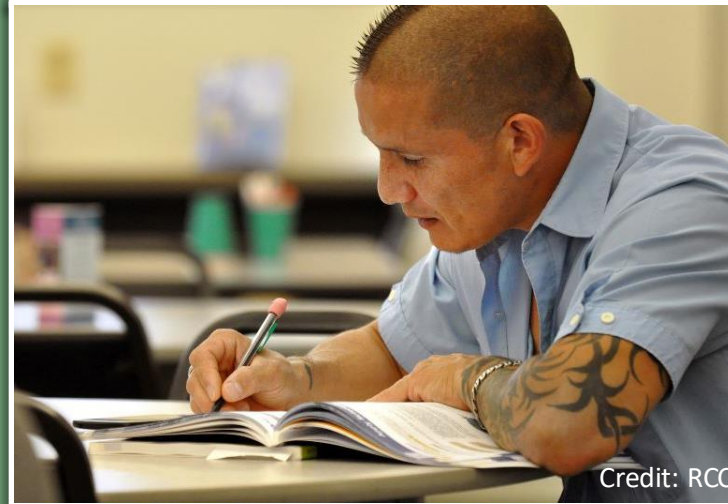
Donna Lewelling



Credit: MHCC



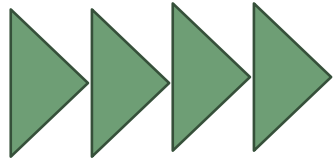
Credit: COCC



Credit: RCC

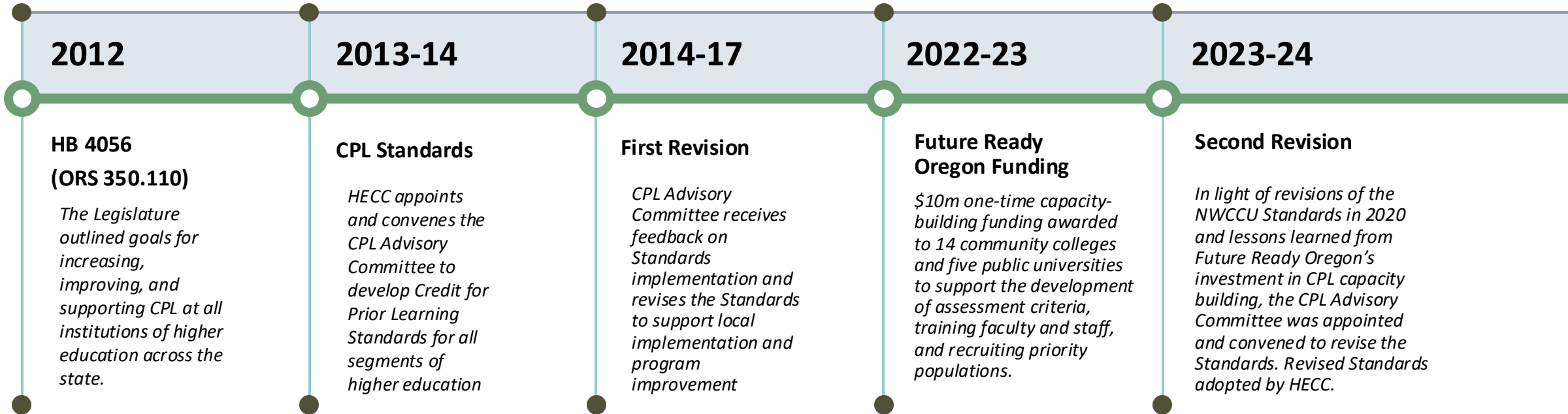


Credit: SWOCC



Credit for Prior Learning timeline

Evolution of the Credit for Prior Learning Standards

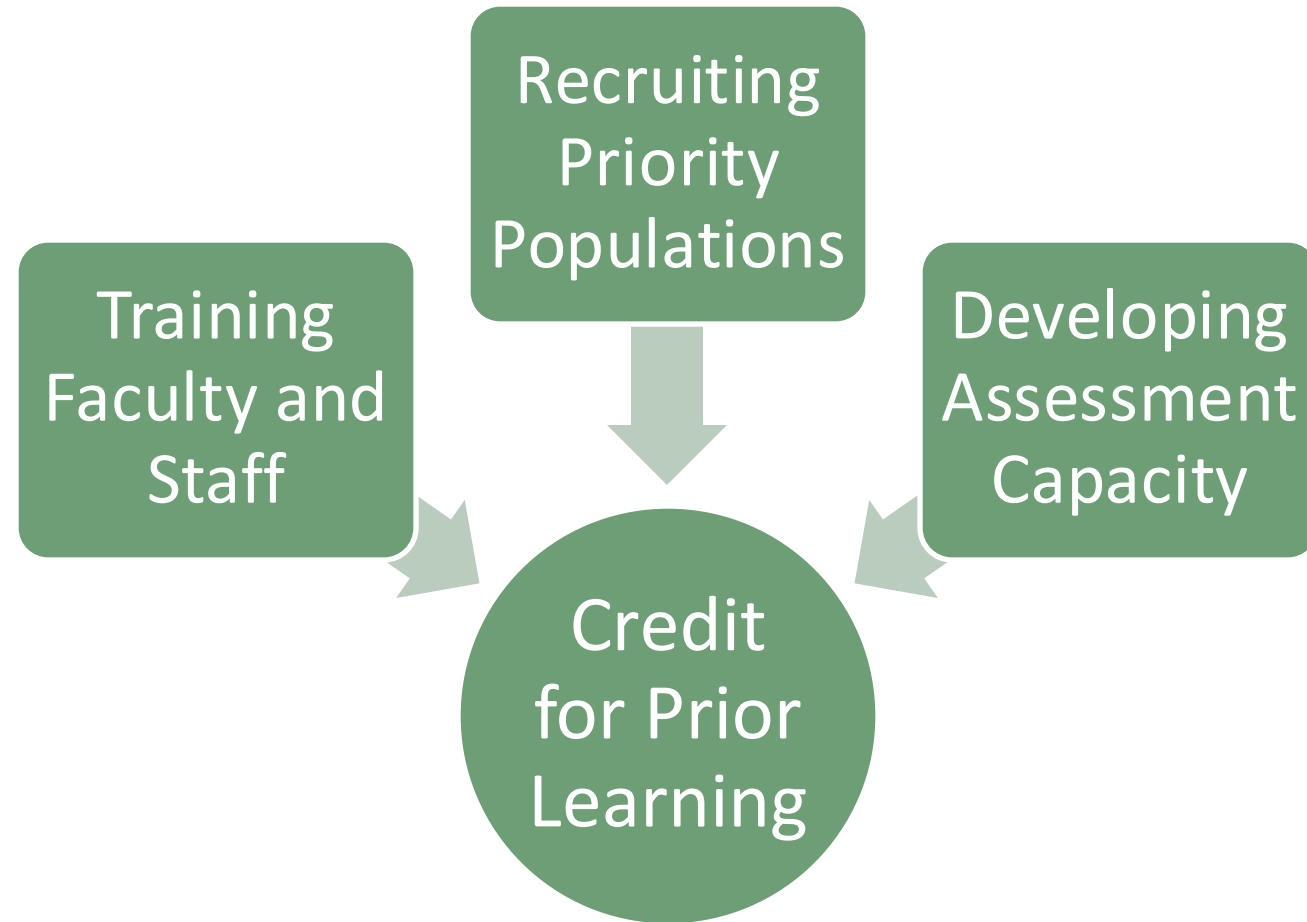


Credit for Prior Learning in Oregon

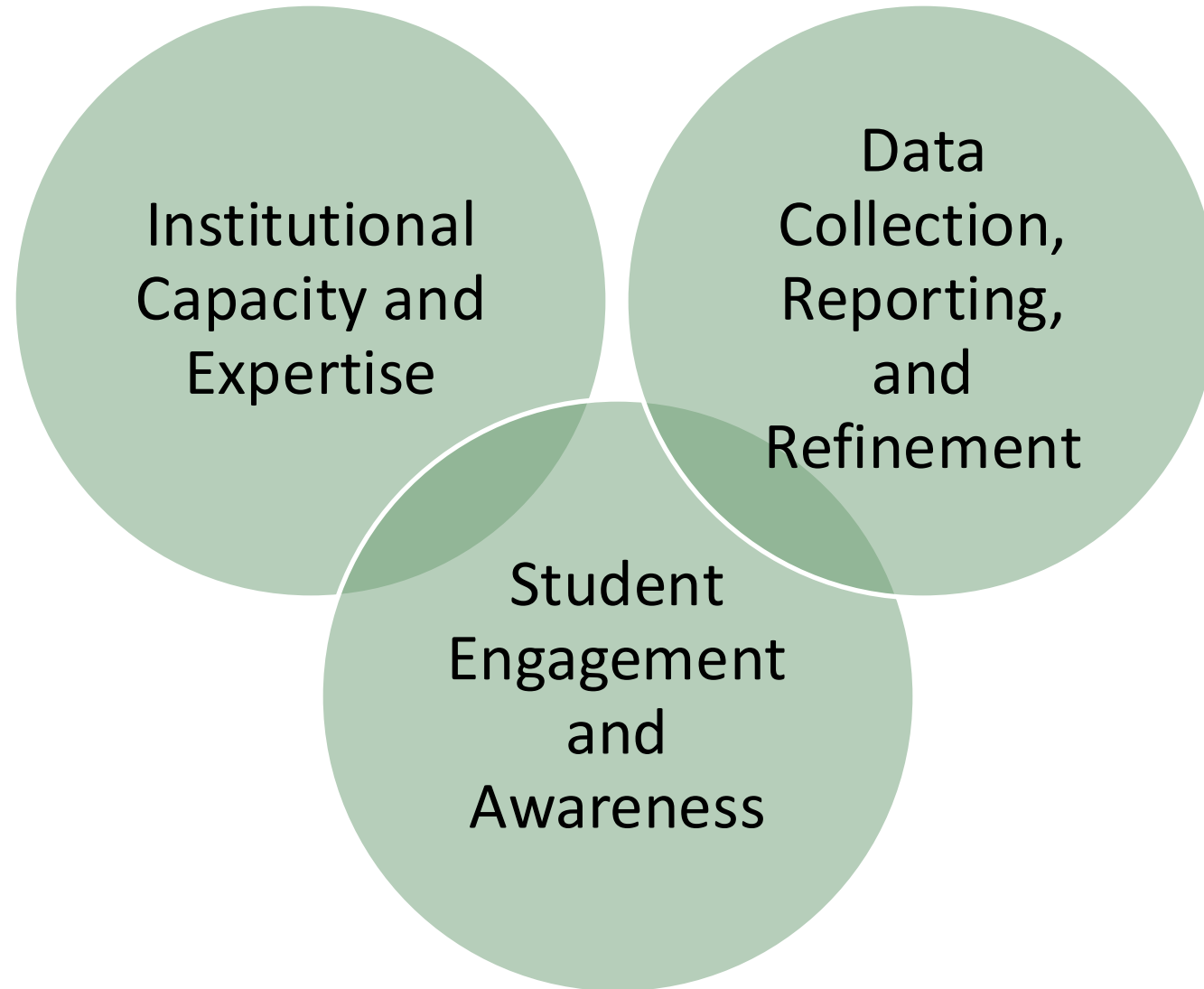
The Future Ready Oregon Investment in Credit for Prior Learning supported ORS 350.110 goals for the Higher Education Coordinating Commission and higher education institutions.

- Increase the number of students receiving Credit for Prior Learning (CPL)
- Increase the number and type of high-quality CPL accepted at institutions
- Develop transparent processes for awarding CPL
- Improve prior learning practices across institutions
- Create tools to develop faculty and staff knowledge and expertise with CPL
- Develop articulation agreements for particular programs awarding CPL
- Develop outcome measures and track progress toward goals

Investments from Future Ready Oregon Supported CPL Areas



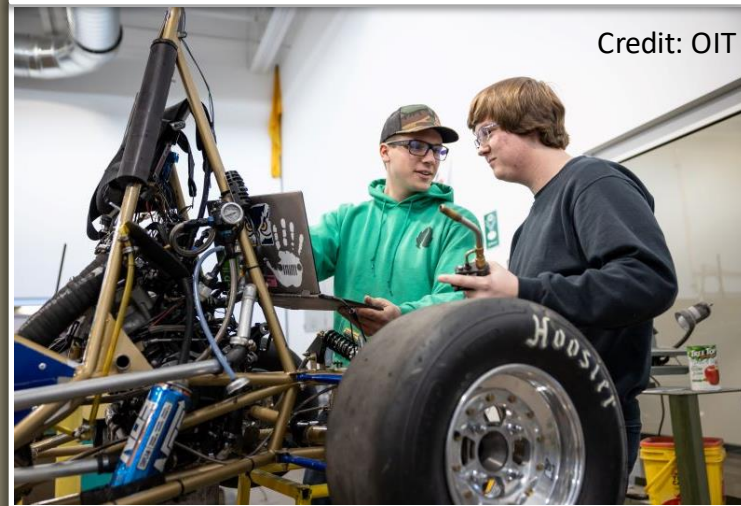
Credit for Prior Learning in 2023-25



SB 1545 (2022) - Future Ready Oregon Update

YEAR THREE ANNUAL REPORT

Dr. Amy Cox



This year's report focuses on participants, services, and employment outcomes

Who has been served?
What services have they received?
What are their employment outcomes?

Overall
Compared to Priority Populations

For Future Ready Oregon as a whole
Within each program

How have each of the 8 programs progressed?
How does this compare with Oregon's economic landscape?

Data Sources

- Participants and Services: Individual data reported by grantees and cleaned, compiled, and analyzed by HECC
- Employment Outcomes: Unemployment Insurance records from Oregon Employment Department
- Program Progress: Quarterly performance reports, meeting notes, presentations, impact statements, close-out reports
- Oregon's labor force, employment projections, population: Oregon Employment Department, U.S. Bureau of Labor Statistics U.S. Census Bureau, other federal & state agencies
- Other education data from community colleges and other education data managed by HECC

Priority Populations

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

Overall, third year findings are positive and show continued progress

Data through June 30, 2024

14,251 participants served

- 92% from Priority Populations, in addition to low income
- More diverse than labor force

45,000+ services provided

- 3.2 services per person on average
- Services include workforce training and support

Low reporting of social security numbers means employment outcomes may not generalize to all participants

65% employed

- Among those who were not employed when they began services

Wages increased after services

- Median quarterly wages rose \$720.61
- Median hourly wages rose \$3.00
- Among those employed at the start

Employed in Healthcare/ Manufacturing

- 46% of employed participants were working in healthcare or manufacturing industries after participation

Each program also shows positive outcomes

Prosperity 10,000

- 5,731 participants
- 97% service completion
- 69% job placement rate
- 75% make \$17.88 or more
- Meeting most goals

Workforce Ready Grants

- 1,539 participants
- 87% service completion
- 25% with support services
- 32% job placement rate*
- \$20.95 median hrly wage*
- Implemented final funding

Youth Programs managed by YDO

- 2,534 participants
- 88% service completion
- 50% job placement rate*
- \$17.41 median hourly wage*

Registered Apprenticeships managed by BOLI

- 1,235 participants
- 86% service completion
- 62% job placement rate*
- \$22.16 median hourly wage*

Career Pathways

- 3,860 participants
- 67% job placement rate
- 16% earned credentials
- \$20.47 median hourly wage

Credit for Prior Learning

- Developed assessment criteria
- 84% investing in faculty and staff training
- Data challenges at community colleges

Workforce Benefits Navigators

- Boards hired navigators and began implementing programs
- Programs vary based on regional needs

Industry Consortia

- Built strong connections to employers
- Identified greatest workforce dev. needs
- Created funding priorities for last round of Workforce Ready Grants

The reporting for Future Ready Oregon asks two intertwined questions

Does Future Ready Oregon lead to greater economic security?

For individuals, communities, businesses, industries, the State

- Initial employment outcomes indicate yes: Participants are becoming employed and experiencing rising earnings. Many are employed in focus industries.
- Low reporting of social security numbers limits how generalizable employment results are
- Program is about half-way through timeframe, but outcomes will take more years to evolve

Does Future Ready Oregon improve equity, especially racial equity?

Across workforce training, employment, industries, career advancement

- Initial participant, service, and employment results indicate yes: Very strong representation of Priority Populations, and participants are more diverse than labor force
High service-completion rates across all groups
Positive employment outcomes occurring for all priority populations
- However, older workers are underrepresented

Overall findings and recommendations (1 of 2)

Overall finding 1

We found strong Priority Population engagement and outcomes:

- Intentional and extensive engagement with Priority Populations at all levels
- High representation of Priority Populations among participants
- Consistent outcomes across Priority Populations

Recommendation 1

Continue Community Engagement
Future workforce investments, particularly those aimed at advancing equity, should intentionally engage specific underserved communities. Current investments should continue this approach.

Overall finding 2

We found Future Ready Oregon programs lean heavily towards younger individuals.

- Adults 40 and older are more likely to face age discrimination than somewhat younger adults and are less likely to be employed.
- Older workers are poised to play a critical role in addressing Oregon labor shortages.

Recommendation 2

Reach Oregonians 40 and Older
Future Ready Oregon should increase engagement and outreach to Oregonians ages 40 and older.

Overall findings and recommendations (2 of 2)

Overall finding 3

Tracking employment outcomes is vital to assessing Future Ready Oregon

Social security number reporting rates vary widely by program, from 88% to 17%. Low reporting rates reduce the accuracy of employment outcome results.

Additional challenges with career field of service and support services

Recommendation 3

Improve Data Collection

Future Ready Oregon grantees need to enhance their data collection practices, particularly in the areas of training and the collection of participants' social security numbers, to effectively track program impacts.

Overall finding 4

For Future Ready Oregon to realize its goal of expanding the labor force, workforce development must reach those out of the labor force as well as those already seeking a job.

It is unclear how much program recruitment occurs to those out of the labor force. We call attention to this because of the high need, short timeframe, & low unemp. rate.

Recommendation 4

Engage Oregonians Outside of the Labor Force

Future Ready Oregon should ensure engagement and outreach is directed at individuals currently outside the labor force, not only those who are unemployed.

Contact Us



Questions?

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