WORKFORCE AND TALENT DEVELOPMENT BOARD (WTDB)

TODD NELL, DIRECTOR

MAY 25, 2021
## Oregon Workforce and Talent Development Board (WTDB)

### 2020–2021 Strategic Plan

**Vision:**
- Create a culture of equitable prosperity
- Increase understanding and utilization of the system
- Position Oregon as a national leader
- Identify and align strategic investments
- Create a Board culture that is resilient, and adaptable and flexible to a changing economy

**Mission:**
- The Oregon Workforce and Talent Development Board (WTDB) enables meaningful work for all Oregonians by:
  - Leading and communicating a long-term vision for Oregon that anticipates and acts on future workforce needs;
  - Acknowledging the Governor and the legislature as workforce policy and planning partners;
  - Aligning public workforce policy, resources, and services with employers, education, training, and economic development;
  - Identifying barriers, providing solutions, and avoiding duplication of services;
  - Promoting accountability among public workforce partners; and
  - Sharing best practices and innovative solutions that are scalable statewide and across multiple regions

**Position:**
- Values:
  - Inclusive: We invite and represent all voices to strengthen our workforce system
  - Collaborative: We proactively engage all stakeholders as a hub for consensus-building
  - Bold: We courageously take risks to influence and persuade action

**Reputation:**
- National leaders - We are innovative role models who set and share best practices
- Connectors - We bring all stakeholders together to solve our most pressing challenges
- Give to where we live - We anticipate and respond to all of Oregon’s communities (rural, urban, and others)
- Results - We connect our initiatives to outcomes
- Accountable - We communicate transparently with ows to understand and align upon metrics

### Imperatives

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<tr>
<th>Imperatives</th>
<th>Objectives</th>
<th>Initiatives</th>
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<tr>
<td>Create a culture of equitable prosperity</td>
<td>Increase participation in all programs</td>
<td>Identify and provide resources to organizations that are already successfully moving underrepresented groups into the workforce</td>
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<td>Increase upward mobility including low-wage workers</td>
<td>Create a true-wage calculator indexed by region</td>
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<td>Increase utilization by workers and employers</td>
<td>Utilize disaggregated data to drive policy decisions and improve impactful results</td>
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<td>Develop a plan to increase problem-solving and critical thinking skills in response to the Oregon Talent Assessment</td>
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<td>Increase understanding and utilization of the system</td>
<td>Increase user (individual, employer, stakeholder/organization, and local board) awareness</td>
<td>Update the definition of the “system” to better reflect current and future needs</td>
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<td>Increase utilization by workers and employers</td>
<td>Coordinate and streamline our system so job seekers and employers find what they need more efficiently</td>
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<td>Position Oregon as a national leader</td>
<td>Increase number of speaking engagements at national conferences</td>
<td>Deepen engagement and improve consistency with local workforce boards’ initiatives</td>
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<td>Increase state-wide convening meetings</td>
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<td>Increase progress toward achieving Adult Attainment Goal</td>
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<td>Identify and align strategic investments</td>
<td>Increase public-private partnerships</td>
<td>Expand state-wide convening to include more targeted follow-up and sharing of best practices that promote action</td>
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<td>Increase funding</td>
<td>Increase engagement with other boards including HECC and the Board of Education</td>
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<td>Create and recognize industry-driven certifications, including essential employability skills</td>
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<td>Create a Board culture that is resilient, and adaptable and flexible to a changing economy</td>
<td>Increase Board participation in meetings</td>
<td>Identify all resources available in the system, including those that support underrepresented populations, and align for greater results</td>
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<td>Increase Board engagement</td>
<td>Align Board structure, including existing committees and future task forces with strategic plan</td>
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<td>Assign each Board member to a local board and a committee or high impact task force</td>
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**WTDB STRATEGIC PLAN**

May 25, 2021
WTDB RESULTS

• **Talent Summit**, 2020.
• **Talent Assessment**, 2020.

• Artificial Intelligence Task Force Report: **Talent Development for Artificial Intelligence in a Post-Pandemic World, October 2020.**


• **Effects of the Pandemic on Oregon’s Healthcare Workforce, ECONorthwest**, November 2020.
• **Effects of the Pandemic on Oregon’s Healthcare Workforce**, ECONorthwest, November 2020.

• **Effects of Social Distancing on Oregon’s Leisure and Hospitality Workers**, ECONorthwest, September 2020.


• **Stimulating Apprenticeship in Oregon Now and For the Future**, Robert I. Lerman, Urban Institute, September 2020.

SECTOR PARTNERSHIPS

Oregon’s Local Workforce Development Boards and Sector Partnerships 2021

Mid-Willamette: Active: Manufacturing, Healthcare, Transportation & Warehousing, Emerging: Construction

Northwest: Active: Advanced Manufacturing, Healthcare, Leisure & Hospitality, Active: Maritime (with Lane and Southwest)

Lane: Active: Technology, Collaborative, Active: Food & Beverage Manufacturing, Construction, Aggregate, Active: Wood Products/Advanced Manufacturing, Active: Maritime (with Northwest and Southwest)

Southwest: Active: Healthcare, Transportation, Active: Maritime (with Northwest and Lane), Emerging: Transportation

Southern: Active: Advanced Manufacturing, Technology, Healthcare, Natural Resources, Transportation & Logistics, Emerging: Childcare/Childhood Education

Portland Metro/Clackamas/SW Washington Collaborative:
Active: Manufacturing, Healthcare, Technology/Software, Construction, Emerging: Early Care & Education, Transportation Logistics, Public Sector

East Cascades:
Active: Manufacturing, Healthcare, Active: Construction, Active: Tech

1. https://www.nextgensectorpartnerships.com/
2. About OWP - Oregon Workforce Partnership