

ECOS 2008 Board Retreat
Wednesday, January 30, 2008 - Springdale Job Corps – 9 AM to 3 PM

2008 ECOS Planning Retreat Participant List			
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Retreat goals:

- Identify service gaps or areas of new opportunity based on changing demographics
- Examine trends in service needs of specific populations
- Generate creative new ideas to address trends/service gaps and needs of the people served by ECO partners
- Increase partner awareness of resources available through ECOS and its partner agencies

MEETING REPORT:

Facilitator, Joan Pasco, welcomed the group and defined goals and objectives for the retreat and reviewed the agenda.

Icebreaker: Participants were told:

“You have been awarded \$50,000 in non-restricted funding for your project/organization. How will you use it?”

Responses:

Goodwill: Fund transportation and gas costs for participants – this is a huge problem especially with the cost of fuel so high.

ECOS: Fund more planning and retreats; staff development workshops; research and

team building exercises – like we used to be able to do when we had federal funds for system building. Fund a full-time volunteer coordinator to organize an over 50 cadre of retirees into a volunteer army.

Easter Seals: Create a computer lab on site; bus passes, vocational training, make-overs and dental care for participants.

CCDS: expand the on-line training capacity, become certified to award CEU credits.

MIPO/DBA: Leverage for grants and additional funds; help inventors cover costs of idea protection; create a peer-to-peer loan program.

Job Developers Network: Convene more job fairs and no cost classes in job retention skills for people after they have been hired.

Metro: (Rod Park) Lobby the state legislature for more funding to increase services to the disabled and handicapped (and seniors); improve public transportation options working with Tri-Met; Portland; and ODOT; increase services to all people to “age in place” – and adequate transportation is vital to this.

Human Solutions: Increase services to the very low-income and remove barriers to housing funds; upgrade computers and add more work experience positions.

Springdale Job Corps: upgrade training equipment – new paint sprayer, new computer technology and transition housing for students as they leave the residential campus.

Portland Habilitation Center: More training programs for the severely disabled and those that are older and not able to do janitorial or landscape work.

Don King: Small Business Specialist: Create an intergenerational mentoring program where an over 55er would work with a 20 something to exchange skills and abilities: the over 55er can help the younger person with communication, interpersonal skills, workplace ethos etc.; and the younger could educate the elder on technology and issues important to those under 30 who are coming into the workforce. Barter skills.

Mercy Corps: Hire a part time grant writer and underwrite expansion of services statewide.

Anne O'Malley: Attorney and non-profit advisor: There are over 25,000 non-profits in Oregon – I would create a way for those with common missions to merge and work together under one umbrella.

Linfield School of Nursing: Create an on-line place for family advocates who would volunteer their time to help caregivers and family members caring for elders or disabled people.

DHS: Help support childcare costs for low-income parents. The high day care costs make it almost impossible for a single person to work – they don’t earn enough to cover these costs.

West Columbia Gorge Chamber of Commerce: This would be enough to complete the funds to hire a full-time economic development director for the area. The position will work with Troutdale, Cascade Locks and all areas in between.

Analysis of Organizational Change:

Assessment of overall change from 2007:		2008			2007	
Improved, (+) about the same or worse (-)	+	same	-	+	same	-
Has the staffing level of your organization changed?	6	12	0	6	4	2
Rate your own job satisfaction	5	11	2	8	5	2
In your opinion have client services improved/worse	14	3	1	5	8	1
Job placements *	5	7	1	5	8	1
Job retention *	2	11	0	2	5	2

* do not apply to all participants

10 AM: ISSUE DISCUSSION: Led by Catherine and Lani

Discussion issues – These were identified by participants as areas to be analyzed during the retreat:

- Rising cost and availability of health care
- An aging workforce and population
- Immigration legislation and policy – as relating to area workforce – especially agriculture
- Resources for Community Re-Entry after incarceration

Offered as discussion points, but not addressed during the retreat.

- Resources for low-income persons that want to start their own businesses
- Non-traditional earning opportunities - work from home options, etc.
- Resources for after school programs for at-risk youth

ECOS has three active projects working with low-income persons wanting to start or grow a business: MIPO, DBA and the market vendor workshops.

Future Mapping on Four Key issue areas. Participants divided into four teams and used the future mapping tool to examine key implications and impacts on the following four issues: The actual maps are attached as a PDF document.

Issue one: Health Care

Assumption: “Affordable health care and medical insurance is available to ALL Oregonians.”

Issue two: Vital Aging

Assumption: “The number of people retiring from the workforce will double in the next 5 years.”

Issue Three: Re-Entry

Assumption: “Recidivism rates drop by 30% due to relaxed hiring policies and enterprise creation for ex-offenders.” (assumes people leave prison ready to be productive citizens.)

Issue Four: Undocumented workers

Assumption: “ALL undocumented workers in Western Oregon and Washington are deported.”

After a fabulous lunch catered by the Springdale Job Corps Culinary Arts students, the teams reported back to the full group on their findings. Refer to attached file.

Next steps – The ECOS board will further examine these issues at its February 27th board meeting:

- Examine opportunities where the ECOS alliance can influence change in these areas
- Identify creative project ideas for new foundation grants
- Set up task forces to further explore areas of greatest need

Key issues that emerged:

Engage the over age 50 boomers - early retirees in a volunteer network

Create a vehicle to bring 55ers and 25ers together to barter skills

Explore business opportunities to provide care and services to our aging population

Give employers tools to work with a multi-generational workforce

Consider a residential matching program pairing seniors that need a little help with college students/young people needing affordable housing.

Help seniors create a “family of choice” to provide a supportive network

Explore the differences between Adulthood and Elderhood.

Telecommuting options – can we do anything to expand this?

Create a “Craig’s List” of opportunities for seniors

Create collaborations to design solutions – i.e. continue what the ECOS partnership does and expand it.

Un-met needs that continue:

Covering transportation and child care costs for low income people.

Just to make those of you not able to attend salivate a bit, here is the menu for our lunch:

Spinach Salad Wraps with cilantro lime dressing

Ginger shrimp curry

Jamaican jerk chicken

Baby Bok Choy and fennel slaw

Sweet potato and jicama croquettes

Peruvian corn

Coconut Jasmine rice

Fusion sushi rolls

Key lime pie and butterscotch bread pudding.