

ECOS 2011 Planning Retreat
January 28, 2011 – 9AM to 3 PM
Springdale Job Corps – 31224 E Columbia River Hwy.

2011 ECOS Planning Retreat Participant List			
Boswell, Malcolm	Worksource Oregon	503.666.1985	Malcolm.G.Boswell@state.or.us
Hubbard, Karen	Linfield School of Nursing	503.413.7694	khubbar@linfield.edu
JohnBaptiste Kristina	YWCA Senior Services	503.998.3840	KristinaJ@ywca-pdx.org
Kilmer, Meg	Parkrose School District	503.257.5270	Meg_Kilmer@parkrose.k12.or.us
Morrison, Carolyn	Child Care Develop. Svcs	503.489.2580	carolyn@ccdsmetro.org
Pasco, Joan	ECOS Project Manager	503.661.3981	jpasco@eastcountyonestop.org
Patrick, Donna	Springdale Job Corps	503.695.2245	patrick.donna@jobcorps.org
Salek, Heather	Cascade Aids Project	503.278.3812	hsalek@cascadeaids.org
Serratos, Juan	Human Solutions	503.548.0281	jserratos@humansolutions.org
Wiles, Lynn	Wiles and Associates	503-890-7490	lynn@wilesjobhunt.com
Swem, Asha	Springdale Job Corps	503.695.2245	Swem.asha@jobcorps.org

TREND DISCUSSION: Participants were asked to come prepared to discuss three trends that will shape or impact their agency/organization over the next year

Springdale Job Corps:

- Green Initiatives on Center – recycling, energy savings, reducing carbon footprint
- New Community Partners – greater variety, more connections to continue to support the growth of the center.
- Health Initiatives: Going tobacco free, beginning a biggest loser competition and a health initiative on nutrition.

Center culture is good for both staff and students. The change in the configuration of the US Legislature creates a greater need to educate new members about Job Corps Centers. It will be a harder conversation than the past few years. The center’s strong performance numbers will help with the conversation.

Human Solutions:

- Opening the new administration and services building –move-in scheduled for September with 10 co-located agency partners. Will likely lead to many changes in service expectations, shared cultures, new environments, etc. The 3-floor building includes a large space for Wallace Medical Concern that is also open evenings. Human Solutions will have 40 to 50 staff located there. The building is at 181st and Couch in Rockwood.
- Financial trends: no issues or problems at the current time. Funding levels have been stable, with reauthorization of programs expected.
- New program: Human Solutions is now conducting home visits for TANF recipients to engage them in services. Over 180 have been engaged since the project started in November 2010.

Carolyn asked if any of these TANF women were doing in-home child care and if so, they may qualify for additional support/subsidy through the USDA Food Program.

Parkrose School District/School to Work:

- Changing graduation requirements: Oregon keeps changing what is required and what is included in the state exams. This is challenging for schools. Students not passing these tests will be held back until they do.
- Impacts on electives: these state mandates have negatively impacted electives available to

students. In many cases, electives are what keep students interested, engaged and attending school. There is no time for music, drama, choir, etc. In many elementary schools there are no technology teachers, no PE.

- High accountability with less funding
- Limits on use of Federal stimulus funds: Funds are limited to hiring people to teach reading and writing – these teachers will be gone when funds are depleted.

Joan Pasco/Malcolm Boswell:

Trend toward universal acceptance and use of the National Career Readiness Certification. Many employers are requesting scores from job applicants. The certification tests ability in math, reading and writing, but not emotional health, problem solving or soft skills. This will have many impacts on job seekers as more employers will ask for their NCRC scores. It is a full day test that costs \$35. Unemployed persons can take it at no charge at Worksource Metro East.

Cascade Aids Project:

- New project: Working Choices for HIV/AIDs that want to go back to work. Heather is the Project Manager. This is one of only 5 similar programs in the country. She wants to make it sustainable and a National model. She is seeking new funding from grants and foundations.
- Outreach to people regarding programs and services: Housing connections; workshops such as finance and cooking;
- Legislative advocacy on civil right issues
- Collaboration and connections between staff and programs at CAP are strong
- HIV diagnosis is no longer a death sentence. It is a chronic disease that can be managed.

Linfield School of Nursing:

- Budget myopia - but no long range planning
- Demand and groundswell of information technology: Interconnections between students/staff/community etc., electronic health care records.
- Uncertainty of health care reform: how the new reforms will be put into practice; what the courts are going to decide, etc.
- Lack of jobs for graduating nurses: Linfield graduates over 200 nurses each year. They can't find traditional jobs due to a host of reasons from the economy, to people delaying elective procedures. Lack of experience is the key reason they are not being considered for jobs. New and innovative/entrepreneurial approaches are being considered.

Child Care Development Services:

- Health and Nutrition: Re-authorization of the USDA food programs: always a high priority, requiring legislative advocacy on all levels. More focus on health and nutrition. Greater integrity and less fraud with use of USDA food funding.
- Technology: incorporating virtual visits of day care providers, especially in rural areas. Increased use of technology for reporting.
- Program improvements and expansions: more on-line workshops; incorporate Linfield students into curricula development,

YWCA Senior Services:

- Funding challenges: Renewal of their 5-year Senior District Center contract with Multnomah County is in the RFP process. MC wants to see sustainability and collaboration in proposals. Oregon Project Independence may be reduced or eliminated from state funding. This will have a huge negative impact on low-income seniors. The economy has resulted in fewer donations and more demands on funds.

- Exploring private pay options: researching what other states/programs are doing.
- National trend to fund palliative care versus aggressive treatment.
- Family Care Givers: renewed and expanded focus on the needs of the family care givers.
- Reinvention of organization: Major changes in what the local YWCA is able to deliver in terms of program services. They have pared down to only three programs: Senior services, domestic violence, and Camp Westwind.
- National trend to develop Aging and Disability Resource Centers – offering options counseling, referrals to resources, etc.. MC has begun a new pilot project for options counseling.

Worksource Oregon, Metro East:

- Budget cuts and adjustments: Concern about less money and more clients. 750-1000 people per day seek services and resources at the Metro East office.
- Impacts of the National Career Readiness Certification process.
- Extreme expectation to reduce duplication of services: stronger level of WIA implementation about partnering and collaborating
- National trend to out-source services to private or non-profit organizations: seeking creative ways to do more with less money; but still held to high standards.
- General hiring trends: higher skills are required, employers are more selective about who is hired. Quality people that can take on more responsibility – but this leads to a more costly workforce as well due to the competition to keep quality high performing people.

Strategic planning exercise:

WHO ARE WE? WHERE ARE WE? HOW DID WE GET HERE?

Joan gave a brief overview of the history of ECOS – how it began, the champions that made success possible, process to develop collaboration between agencies, roles of the federally mandated partners versus the community based organizations that do workforce development, etc.

The original ECOS mantra was “Any door is the right door” and emphasized use of technology to collaborate versus all partners being co-located in a single building. The need for a more holistic approach to getting and keeping people employed was considered very important. Housing, transportation, mental and physical health, legal issues, and child care all are important components and should be a part of the workforce development system.

The mission of ECOS has morphed a bit from just workforce development to include more community development activity. We are respected for our innovation and ability to create programs that address important community issues. The list of those programs is attached.

ECOS is an alliance of partner agencies – these agencies are our customers, not their clients. ECOS does not provide direct service to job seekers other than a few phone calls a week asking for referral to services.

ISSUES AND RECOMMENDATIONS

Partner attendance at board meetings: Two factors at play. The mandated partners are asked to

attend meetings with both ECOS and MHCC/Worksource/Worksystems. Staff time to attend all these meetings can be a burden. Also, when Commissioner Kelley attended regularly, the partners all showed up.

Recommendations:

- Set up a meeting with OED, MHCC, and Worksystems to begin a process of reconciliation and seek areas of mutual concern and interest. The smaller CBO's provide more extensive case management than what the federal partners can do. They also work with those with the greatest barriers to employment. There is a role for both in the workforce development system and both need to be supported.
- Host an interesting presentation at each board meeting.
- Recruit new board members: We need leaders with vision/movers and shakers. Joan was asked to revise our one page information sheet to present to potential new board members. We already have three new members: Cascade Aids, Lynn Wiles, and Lena Richardson, the Adopt a Grandparent program manager. Other suggestions included Karyl Echols or Lori Stegman – Gresham City Counselors, Guy Crawford – Parkrose School Board, Diane McKeel (or a staff person), Rod Park – former Metro Counselor, a representative from Aging and Disability Services, the Salvation Army and Catholic Charities,
- Revisions may be needed to our web site to clarify what services are provided by our partners. Those present were asked to review the web site and be prepared to discuss this at the Feb. 25th board meeting. One suggestion was to add a link to 2-1-1. (This has been done.)
- Perhaps we should consider changing our name. Two ideas were ECI – East County Incubator and ECOS – East County Organizational System. Malcolm cautioned us about identity confusion with any name change.

CREATIVE IDEAS FOR NEW PROJECTS

Expansion of the “Store to Door” grocery delivery service in East County. Kristina will make a presentation on this at the Feb. 25th Board Meeting. This is a service that has been serving people in Portland for over 25 years. Their delivery area stops at 181st. St. ECOS could be a lead agency to assist with expanding the program into the entire county.

NEXT STEPS

Outreach to potential new board members – need volunteers to help with this
Add meat to board meetings: Presentations from Cascade Aids, NCRC, AARP, etc. Ideas are welcome!

Board meeting schedule:

Feb. 25 – OJT presentation – Aaron Sorenson and Store to Door – Kristina JohnBaptiste;

Location – Worksource Oregon Metro East (194th and Stark)

March 25 – Cascade Aids

April 22 – NCRC

May 20 – Worksystems Inc.???

June 24 – Human Solutions employment program update ???

July 22 –

August – no meeting

September 23

October 28

December 2

Projects funded through ECOS efforts:

Ex-offenders:

- Career modeling tools for ex-offenders
- Assistance with setting aside arrests and convictions
- Connections to employers that do not do background checks
- Employer training workshops
- National re-entry Best Practices and advice on state and federal laws
- Convening of the regional ROAR consortium of Re-Entry Resource Organizations
- Providing support to the Governor's Re-Entry Policy Council
- Addressing strategies to create enterprise to hire ex-felons

Training and education:

- Development of Nurse Educator curriculum and training
- Job Coach Institute/Intercultural Coaching Institute
- Advanced training for cosmetologists
- Senior Safety Pin educational opportunities for Linfield nursing students
- Support of the Easter Seals Senior Community Work Employment Project and Projects with Industry "Learning a Living"
- Job Developer's Network

Small business development:

- Market Vendor Incubation Project – training for market vendors
- CEO – Creative Earning Options – micro-enterprise training for low income persons
- DBA – Business Association for persons with disabilities
- MIPO – Micro-Enterprise Inventors Program
- META – Micro-Enterprise Technical Assistance funded by OECDD

Community Development and Health Care:

- East County Health Care Forum
- Rockwood Weed and Seed
- Rockwood International Marketplace
- Senior Safety Pin Project
- Adopt-a-Grandparent Project

Support for partner agencies:

- Assistance with finding resources for clients
- Connections with regional partners
- Maintaining the workforce SYSTEM in East County
- Referrals to services for clients
- Problem solving and trouble shooting
- Networking and collaboration
- Advocacy for East County issues