December 2023 Workforce Tracking WG meeting notes

Date: 12/7/2023

Attendees

- Bill LaFayette (Regionomics)

- Kier Scott (WDBCO)

- Emily Nutwell (OSU TDAI)

- Dave Dixon (MORPC)

- Adam Porr (MORPC)

Purpose

Define the initial work for the Workforce Tracking working group and plan our next steps.

Desired outcomes

- Impact statement for the working group will be defined (as bullet points, with further refinement expected)

- Overall scope (major activity) of working group work will be defined

- At least one candidate for a SMART goal to be achieved in the next 18 months will be defined

- Next actions will be defined and assigned

- Participants will have a mutual understanding of expectations for working group members and MORPC facilitator

- Participants will understand the relationship and expected interactions between working group and Regional Data Advisory Committee (RDAC)

- A recurring meeting schedule for 2024 will be proposed

Agenda

- Introductions and agenda consensus [5 min]

- Motivation (review related objective in Regional Data Agenda) [5]

- Background on origins of working group (Bill and Kier) [up to 10]

- Brainstorm impact statement and produce bulleted version [up to 30]

- Logistics [10]

  - File sharing (link to SharePoint folder)

  - Communication preferences

  - Recurring meeting schedule

- o Roles and expectations
- Brainstorm major activity (if time allows)
- Brainstorm SMART goal (if time allows)

Action items

- Kier: Write draft of impact statement
- All: Provide feedback on impact statement
- All: Respond to logistical questions raised by Adam in follow-up email dated 12/7

Notes

- Impact statement, activity, and SMART goal to be presented to RDAC on Jan 23
- Dave proposed the following overarching goal for the group: Figure out what workforce-related data is available. Create a tool to put it in the hands of decision makers. Seemed to be general consensus among group.
- Kier and Bill discussed background/motivation
  - o Resources exist for evaluating job quality (e.g. Aspen Institute)
  - o Organizations are making investments to motivate decision makers to focus on job quality (e.g. Families and Workers Fund, Results for America)
  - o Desire among workforce advocates to put in place principles for attracting and attaining engaged workforce
  - o Lots of prior art in terms of framework development
  - o Lots of relevant data exists. How can we add value?
    - ▪ Curating
    - ▪ Aggregating
    - ▪ Interpreting/contextualizing, e.g.
      - How will Silicon Heartland transform our economy, and what will this mean for our people/communities
      - How to ensure jobs will allow people to contribute to their potential, support their household, have a living wage, have a reasonable commute
- Impact statement (the *why*) brainstorming:
  - o Revelvant RDA objective (for reference): Support a holistic approach to how the region captures and evaluates job quality data and equity gaps in the workforce system, empowering local governments and workforce boards to pursue coordinated strategies toward better employment outcomes.
  - o Audience: Elected officials, local workforce boards and other workforce-related organizations
  - o Data and resources related to workforce and job quality exist. How can we provide context/interpretation, fill gaps?
- Activity brainstorming
  - o Create version 1 of a tool (specifics TBD)
- SMART goal brainstorming

- Define job quality (reference Jobs for America, Dept. of Commerce)
    - Necessity
    - Features of job
    - Job opportunity
    - Quality of each job, and basket of jobs
    - Access to jobs by groups (especially marginalized groups)
    - Shouldn't be too prescriptive
- Understanding who will use the tool (user personas)