

<b>Common Themes</b>	<ul style="list-style-type: none"> <li>• <b>Healthy local economies build healthy communities</b></li> <li>• <b>Workforce investment is crucial</b></li> <li>• <b>Housing needs must be solved</b></li> <li>• <b>Consistent leadership necessary for success</b></li> </ul>
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<b>Struggles:</b>	<b>Conversation:</b>	<b>Solutions:</b>
Housing	<ul style="list-style-type: none"> <li>• Contractors building high-end housing, not apartments</li> <li>• Too much focus on home ownership and not enough on renting</li> <li>• Need more affordable and workforce housing</li> <li>• Lack of housing driving away good employees</li> </ul>	<ul style="list-style-type: none"> <li>• Partnerships with community members. The education process needs to start earlier and earlier to get kids up to speed.</li> <li>• Oregon’s law needs to change. Kids need to work while going to school sometimes. We need to train kids to work. “Learn to work” BOLI Laws need to be changed. “Knife River” is making headway with BOLI to change things.</li> <li>• Opportunity for a dedicated task force to address issues</li> </ul>
Labor market	<ul style="list-style-type: none"> <li>• Lack of employees: Tide changed needed jobs for people now its flipped – need people for jobs.</li> <li>• Small pool of employees to choose from</li> <li>• Pay scale does not match cost of living</li> <li>• Skilled labor difficult to find</li> <li>• Aging workforce - many near retirement</li> </ul>	<ul style="list-style-type: none"> <li>• Workforce investment and technical schools created from community partnerships, many examples of collaborations.</li> <li>• Provide internships at middle and high school levels</li> <li>• School districts are exploring innovative workforce housing options (employee attraction/workforce investment)</li> <li>• Tap into international labor market</li> </ul>

	<ul style="list-style-type: none"> <li>• Losing employees to better paying jobs. Employees market, they choose flexibility, lifestyle, pay, work from home, etc.</li> <li>• Soft skills - Students need to be learning soft skills while in school. They lack these skills. (Speech, public speaking, working as a team).</li> <li>• Schools need more flexibility and capacity - Teachers unable to do anything extra to teach soft skills.</li> <li>• Get kids who went through school system to stay or come back to community</li> <li>• Lack of childcare impacts labor market.</li> </ul>	<ul style="list-style-type: none"> <li>• Starlink is opening up rural work opportunities (work remote). Work in lower cost area with smaller communities</li> </ul>
Hospital services	<ul style="list-style-type: none"> <li>• Importance of healthcare to community health</li> <li>• Lack of services hurt businesses and services in that community.</li> </ul>	<ul style="list-style-type: none"> <li>• Concentrate on filling gap for healthcare services</li> </ul>
Lack of community services and availability	<ul style="list-style-type: none"> <li>• Reduced ambulances first responder services can strain the quality of a life for community members.</li> <li>• Growing necessity for Mental Health resources</li> <li>• Regulations killing industries and services</li> <li>• Transportation is barrier - Drive long distances for services and cost of fuel and flights</li> </ul>	<ul style="list-style-type: none"> <li>• Bringing community partners together</li> <li>• Push to keep key travel corridors open</li> </ul>
Local Economies	<ul style="list-style-type: none"> <li>• Government budgets - Difficulties sustaining budgets</li> <li>• Lack of staff at local governments, due to lack of funding</li> <li>• Loss of industry</li> </ul>	<ul style="list-style-type: none"> <li>• Regenerative farming/ranching, active forest management will bring local jobs</li> <li>• Key into how businesses relate to the education system</li> </ul>

Collaboration	<ul style="list-style-type: none"> <li>• Groups and systems within communities need to be aligned and understand needs and drivers</li> <li>• Multiple committees addressing same needs and not communicating or collaborating</li> </ul>	<ul style="list-style-type: none"> <li>• Finding entity to be a power broker in collaborations/initiatives</li> </ul>
Infrastructure Development Redevelopment	<ul style="list-style-type: none"> <li>• Lack of necessary infrastructure for new build expansions</li> <li>• Need people/entities to want to invest in infrastructure</li> <li>• Services/utilities expensive, opportunity for grants for development</li> <li>• Concerns around increased fire danger, with number of units allowed per lot and increased costs of land and water</li> </ul>	<ul style="list-style-type: none"> <li>• Enterprise zones</li> <li>• Urban growth grants/loans, shared risk between companies instead of 1 person</li> <li>• Start training center for subcontractors</li> <li>• Changing zoning and other standards to allow smaller lots for development</li> <li>• Can be cheaper to revitalize houses vs build new</li> </ul>