



Lane Workforce Partnership Workforce System Year-End Performance Report

July 1, 2018 – June 30, 2019

System performance partners include:

- Department of Human Services
- Lane Community College
- Lane Workforce Partnership
- Oregon Employment Department
- Vocational Rehabilitation Services



Lane Workforce Partnership is the designated local Workforce Investment Board for Lane County Oregon. The local board is charged with making targeted investments in the community, utilizing federal workforce funds, in line with its mission: *To meet the workforce needs of employers and individuals through partnership and innovation.*

This report is a compilation of outcomes achieved through two primary investments in Lane County: 1) **WorkSource Lane**; and 2) **At-Risk Youth program** investments.

WorkSource Lane is the primary system that Lane Workforce Partnership invests federal funds to deliver employment services to adults and dislocated workers. Lane Workforce Partnership Board has distributed \$1,201,610.59 to Lane County Health and Human Services for the period of July 1, 2018 through June 30, 2019 for program services at WorkSource Lane.

In addition to the funds invested by Lane Workforce Partnership, the following partners invest funds and resources each year through a committed partnership to create a strong workforce system for Lane County:

- Department of Human Services
- Lane Community College
- Oregon Employment Department
- Vocational Rehabilitation Services

Lane Workforce Partnership contracts with local youth service providers to serve at-risk youth in Lane County. The primary focus of these investments is to create or expand programs that will increase the graduation rates, connect youth to higher education opportunities, and expand work experience opportunities. Lane Workforce Partnership invests federal funds targeted to serving at-risk youth through contracts with the following providers:

- Looking Glass
- Bethel School District
- Lane County Department of Youth Services
- South Lane School District
- Pleasant Hill School District
- Marcola School District

During the development of the 2016-2020 local strategic plan, specific goals and strategic objectives were developed to align the work of the Lane Workforce Partnership (LWP) with the work of Oregon Workforce and Talent Development Board within the context of Lane County's local economic and workforce environment.

Lane Workforce Partnership Goals & Strategic Objectives

Goal 1: Prepare workers for jobs in a new and changing economy.

Strategies:

1. Research job changes by industry
2. Continue to implement Sector Strategies
3. Identify and share job skills with current and emerging workforce
4. Evaluate current job training programs to determine if the needs of the employers are being met
5. Gather and disseminate projected data about job evolution/changes/growth

Progress Measures:

- Employers report that they have a qualified applicant pool
- LWP meets or exceeds goals for entered employment and retention

Goal 2: Prepare our youth for future employment.

Strategies:

1. Use technology to introduce youth to various jobs
2. Connect industry workforce needs to education
3. Continue to utilize the National Career Readiness Certificate (NCRC)
4. Increase paid work experience opportunities

Progress Measures:

- Reports from employers indicate success in hiring youth
- State employment data indicates an increase in youth employment

Goal 3: Connect individuals to education, skill-building, and employment opportunities in industries and occupations most impacted by retirements.

Strategies:

1. Research the impact of the aging/retiring workforce
2. Match appropriate succession strategies with various jobs
3. Invest in career pathway models
4. Utilize On-the-Job Training (OJT) and customized training in companies with high retirement projections

Progress Measures:

- Employers report successful attrition and job transfers
- Increased OJT placements and customized training
- State employment data indicates a decrease in replacement openings due to retirements

Goal 4: Expand the use of services and increase job placements for under-represented populations, including: women, minority groups, those over 50, veterans, people with disabilities, offenders, and rural communities.

Strategies (revised 2/28/17):

1. Targeted outreach activities to under-represented populations for services offered at WorkSource Lane
2. Utilize technology to better serve rural communities
3. Survey or hold round table discussions with targeted populations

Progress Measures:

- Increase service utilization among targeted populations
- Record and report entered employment, retention, and wage outcomes for each targeted population

Goal 5: Improve alignment among community leaders to meet key outcomes as identified by industry.

Strategies:

1. Continue sector strategy work
2. Engage relevant agencies and programs
3. Improve alignment among community leaders to meet key outcomes as identified by industry
4. Use data to drive effort and outcomes
5. Collaborate in an effort to optimize the utilization and impact of local workforce resources

Progress Measures:

- Demonstrate effectiveness in achieving outcomes as identified by business and industry

The partners of the local workforce system have agreed to work together to meet the goals and strategic objectives as developed by the Lane Workforce Partnership Board of Directors. Through strong partnerships and collaboration, we believe we will achieve our goals and create a system that creates – better skills, better jobs, and a better economy.

Year-End Performance Report

July 1, 2018 – June 30, 2019

This report serves as documentation of the effectiveness of training, job placement services, and the implementation of the Local Strategic Plan. Elements from this report, which demonstrate the effectiveness of the workforce program and investment impacts will be updated semi-annually and posted on the Lane Workforce Partnership web pages.

Goal 1: Prepare workers for jobs in a new and changing economy.

Strategies:

1. Research job changes by industry
2. Continue to implement Sector Strategies
3. Identify and share job skills with current and emerging workforce
4. Evaluate current job training programs to determine if the needs of the employers are being met
5. Gather and disseminate projected data about job evolution/changes/growth

Progress Measures:

- Employers report that they have a qualified applicant pool
- LWP meets or exceeds goals for entered employment and retention

Research Job Changes by Industry & Gather Data About Job Evolution/Changes/Growth

- Staff continuously works with Oregon Employment Department's economist and workforce analyst to gather data on Lane County's industry and labor trends. Recently, data was compiled to help shape the biennial State of the Workforce Report.

Continue to Implement Sector Strategies

Staff continues to convene the Lane County Sector Strategy Team (LCSST).

- Lane Workforce Partnership recruited for and hired a Sector Strategy Director. Ashley Espinoza, Sector Strategy Director plays an essential role in keeping the multiple sector partnerships moving forward to accomplish the identified goals and outcomes.
- The LCSST met on September 17, 2018 and April 22, 2019 and received updates from the Wood Products, Tech, Food and Beverage, and Construction/Aggregate Sector leaders.
- Lane Workforce Partnership and Elevate Lane County transitioned the School to Career Task team to an Industry Advisory Group for Elevate Lane County.
- Connected Lane County created Career Pathway documents that align with the following targeted sectors: Technology, Food and Beverage Manufacturing, and Construction/Aggregate. A Wood Products Career Pathway document will be available by fall 2019 and is being sponsored by The Oregon Forest Resources Institute (OFRI).
- Lane Workforce Partnership in collaboration with Lane County, Florence Chamber of Commerce, City of Florence, Confederated Tribes of Coos, Lower Umpqua, and Siuslaw

Indians, Lane Community College (Florence), PeaceHealth, Hoagland Properties, and Driftwood Shores have launched a Hospitality Sector in Florence. The focus will be on workforce housing, hospitality training, and building community awareness.

- Lane Workforce Partnership in collaboration with AHM Brands launched the first cross-sector campaign at the Eugene Airport. The “World-Class innovation Right Here” campaign highlights the Technology, Food and Beverage Manufacturing, and Wood Products sectors. The campaign is expected to reach 1.5 million people.
- The Food and Beverage Sector Strategist contract ended June 30, 2019. There have been many accomplishments over the last two years. With the support of the 172 Food and Beverage manufacturing firms in Lane County, Season to Taste, Inc. is launching Eugene’s Table, a Food and Beverage partnership.
- The Wood Products sector had a reboot in June 2019 led by industry champions Swanson Group, Seneca, Timber Products, Roseburg, Rosboro, Weyerhaeuser, Zip-O, and Murphy Plywood. This sector is co-facilitated by Lane Workforce Partnership and the Oregon Forest & Industry Council.
- Lane Workforce Partnership is working with Oregon Youth Authority to identify education, training, and workforce opportunities for residential facilities in Lane County that house at risk youth ages 16 – 24. The focus is to help residents successfully transition back into the community upon completion of the program.

Identify and Share Job Skills with Current and Emerging Workforce

Lane Workforce Partnership Investments

Entrepreneurship Training

Lane Workforce Partnership along with Lane County Economic Development and the Cities of Eugene and Springfield created the **Regional Entrepreneurial Training Fund**. In October 2016, Lane Workforce Partnership began accepting proposals for this fund.

- **The Neighborhood Economic Development Corporation (NEDCO) was awarded \$45,000** to support the second year of the Youth Food Innovators Program and Micro Enterprise Education Program. The program, **Youth Food Innovators**, expands options for youth, creates better education outcomes, encourages future generations of business startup, improves workforce preparedness, and aligns with the economic development strategy for Lane County. The year-long curriculum helps students design, test, produce, package, market, and sell food products. The program is based at NEDCO’s Sprout Regional Food Hub and aligns with existing CTE programs and local economic development strategies. The second year of the program will focus on utilizing the entrepreneurship curriculum and certification beyond Springfield High School. Currently, NEDCO is working with Cottage Grove High School and Kalapuya High School to learn more about their entrepreneurial training needs.

Youth Food Innovators 2/1/17 – 6/30/19
Overall impact of this program to date

Measure	Goal	Cumulative Total
# of trainees enrolled	50	129
# of trainees certified as a result of training	15	17
# of jobs retained/companies started	5	13
# of jobs created	10	17.5

- **RAIN Eugene was awarded \$150,000** to support the second year of their award to offer activation, training, and certificates for individuals in Lane County for activation events, pipeline programs, workshops, and marketing and outreach. The investment in entrepreneurial training through RAIN Eugene helps to increase the viability and economic stability of early start ups.

RAIN 2/1/17 – 6/30/19
Overall impact of this program to date

Measure	Goal	Cumulative Total
# of trainees enrolled	50	99
# of jobs retained/companies started	10	3 jobs retained; 12 companies started
# of jobs created	25	24

Innovation Training Funds

Lane Workforce Partnership and Lane County’s Community and Economic Development Department continue to partner to invest in the Regional Innovation Training Fund. In Program Year 2018/2019, six businesses were awarded grants through this fund:

- **Trifolia AWS Certification was awarded \$562** for their current software engineer to obtain certification in the full suite of Associate Level AWS Certification. The training will include AWS Cloud Practitioner, Solutions Architect, Developer and SysOps Administrator. The training will reduce their operating costs and expand their service offerings while advancing their software engineer into a client facing developer role. They are planning on hiring an entry level developer to support the current software engineer’s new role. Without this new position and certifications, they might not be able to compete with out-of-state and international competitors which could result in layoffs or closure.

Measure	Plan	Total
# of participants enrolled in training	1	1
# of participants completing the training	1	1
# of participants receiving a certificate	1	1

- **Food for Lane County was awarded \$30,000** to fund the second year of food warehouse training. The first year of training focused on skills related to safe food handling, warehouse equipment, temperature control, safety, inventory, handling of food orders, inventory record keeping, and work readiness. Participants earned a Food Handler’s Permit, Forklift Certification, and a noncredit certificate from Lane Community College in Food Warehousing Training. The second year will focus on connecting training completers with employers.

Food for Lane County				
Measure	Year 1		Year 2	
	6/1/17 – 6/30/18		7/1/18 – 6/30/19	
	Plan	Total	Plan	Total
Total number of participants enrolled in training	12	18	16	22
Total number of participants completing the training	12	11	16	16
Total number of participants receiving a certificate.	12	11	16	16
Inform local businesses concerning the training content along with assisting with negotiation of higher wages for completers	10	6	12	5

- **Palo Alto Software was awarded \$37,800** for three senior level managers to obtain Stanford Professional Certificates in “Managing Teams for Innovation and Success”. The curriculum includes Dynamics of Diversity in Teams, Design Thinking to Drive Innovation, Leverage Compositional Advantage, Managing Team Interactions, and Team Design. The skills obtained will allow Palo Alto to cultivate an environment of innovation on their teams and communicate efficiently with a larger number of team members both of which are vital to the accomplishment of their strategic goals.

Measure	Plan	Total
# of participants enrolled in training	3	3
# of participants completing the training	3	3
# of participants receiving a certificate	3	3

Oregon Manufacturing Extension Partnership was awarded \$50,000 on behalf of Rosboro Forrest Products, Broadway Apothecary, Coach Glass, and Arcimoto to offer “Smart Talent” training to at least 40 employees. The “Smart Talent” curriculum trains management of companies to develop structured on the job training programs that effectively acclimate new employees to the company and creates a formal salary advancement incentives tied to skill expansion. This is a comprehensive company culture change to improve the training, retention plans, and advancement opportunities for their current workforce. This will also assist the

companies with a process to higher lower skilled individuals and bring them along with the company.

Measure	Plan	Total
# of participants enrolled in the cohort	40	13*
# of Lane County businesses participating	5	6*
# of participants receiving a certificate	20	*

*The first round of training started in June 2019

- SentinelOne, a next-gen Cyber Security company was awarded \$50,000** to upgrade their employee group to the company’s needed skill level in Cyber Security. SentinelOne opened an office in Eugene in 2018. Twelve of the 18 employees hired in 2018 had been displaced from Symantec.

Measure	Plan	Total
Total number of participants enrolled in training	12	18
Total number of participants completing the training	12	18
Total number of participants receiving a certificate	12	18

- Dune Sciences, a technology snip-out from the University of Oregon’s chemistry department, was awarded \$6,150** to train a consortium off three small businesses in Lane County on how expand their market presence in the “age of Alexa.”

Measure	Plan	Cumulative Total
Total number of participants enrolled in training	7	7
Total number of participants completing the training	7	7

Layoff Aversion Program – SHINE

RAIN Eugene was awarded \$100,000 to fund the second year of the SHINE (Sustainability Hub of Interchange Negotiation Experts) program. Lane Workforce Partnership secured these funds through WIOA Layoff Aversion funds. The purpose of SHINE is to help businesses transition their companies in an effort to remain relevant in the rapidly changing markets throughout the world. The state workforce office approved an extension to the SHINE grant until April 30, 2019. Lane Workforce Partnership will be submitting another application to the state to expand the SHINE program statewide.

SHINE 3/1/17 – 4/30/19		
Overall impact of this program to date		
Measure	Goal	Cumulative Total
# of businesses participating in Phase 1	6	8
# of businesses participating in Phase 2	6	7

# of businesses that completed SHINE program	6	5
# of jobs retained	11	85
# of jobs created	N/A	9

SHINE 3/1/17 – 4/30/19
Overall impact of this program to date

Business Name	# of employees	# of years in business	# of layoffs averted
Business 1	40	20	25
Business 2	34	19	34
Business 3	6	3	6
Business 4	4	4	4
Business 5	6	4	6
Business 6	15	6	NA
Business 7	5	8	5
Business 8	31	30	24

Develop Registered Apprenticeship in Tech – Greater Eugene Area Apprenti Program

Through \$783,796 in grant funding from Oregon Employment Department, Lane Workforce Partnership and the Technology Association of Oregon have joined forces to bring a registered tech apprenticeship program to Lane County. The program, called Apprenti, started last year in the state of Washington. In Lane County, the program is called the Greater Eugene Area Apprenti Program. The online candidate portal went live in November 2017. The first cohort of apprentices began pre-training in May 2018. The second cohort of apprentices began July 24, 2019.

Greater Eugene Area Apprenti Program 7/1/17 – 9/30/20
Overall impact of this program to date

Measure	Goal	Cumulative Total
# of employers engaged	400	514
# of employers who have signed up to take an apprentice	N/A	5
# of registered apprenticeship occupations created	7	7
# of people taking online assessment	240	762
# of apprentices beginning pre-training	40	8
# of apprentices who have completed the program	21	0

Rethinking Job Search Workshops

Rethinking Job Search was a series of two-hour workshops three days a week over four consecutive weeks. Participants learned how to identify and tackle risky thinking, understand and manage emotions, and plan and take action in their job search. Funding for this program came from a Department of Labor grant that was awarded to Willamette Workforce Partnership. The program was implemented throughout the state in partnership with local workforce boards.

Lane Workforce Partnership received \$295,426 to implement the program in Lane County. The workshops were offered at WorkSource Lane to eligible job seekers. Workshops addressed social and emotional consequences of unemployment that often reduce a job seeker's ability to effectively look for work.

Rethinking Job Search 7/1/15 – 9/30/18		
Overall impact of this program		
Measure	Goal	Cumulative Total
# of participants	145	151

WorkSource Lane Workforce Innovation and Opportunity Act Scholarship Award

Measure	Goal	Number/Percent Achieved
# of training scholarships awarded	25	30 / 120% of goal
# of training scholarships awarded by industry	N/A	Health Care: 17 Truck Driving: 10 Information: 1 Manufacturing: 1 Other: 1
# of individuals completing training	39	36 / 92%
# and % of training completers placed in training related employment	36	15 / 42%

Workforce Partner Investments

Department of Human Services – JOBS Program

Measure	Total
# of JOBS Plus placements	41
# of businesses participating in JOBS Plus	13
# of work experience placements	70
# of businesses participating in work experience	45

Lane Community College – Title II

Measure	Total
# of individuals achieving an increase in skill gains in reading	245
# of individuals achieving an increase in skill gains in math	152
# of individuals earning a GED	120

Increase Skills Through Technology

Between July 1, 2018, and June 30, 2019, Lane Workforce Partnership worked on several initiatives to identify industry specific job skills in Lane County and identify training opportunities to communicate those skills and to help job seekers develop the skills. The following initiative gave job seekers access to industry specific job skills and training through technology:

- Local tech company, CBT Nuggets offered customers at WorkSource Lane six months of free online training. This is valued at over \$500 and is a great benefit to customers interested in skilling up for a career in the tech industry. WorkSource Lane began offering this service to customers in March 2017.

CBT Nuggets 3/1/17 – 6/30/19	
Overall impact of this program to date	
# of customers given authorization codes	219
# of customers utilizing CBT Nuggets	64
# of courses customers started or completed	122

Employers Have a Qualified Applicant Pool

Business Customer Satisfaction Survey – July 1, 2018 to June 30, 2019

As a result of the services you received at WorkSource Lane, did you hire one or more new employee(s)?

Yes	31 / 53%
No	24 / 41%
Don't Know	4 / 6%
Total Responses:	59

How satisfied were you with the person(s) you hired?

Very Satisfied	17 / 55%
Somewhat Satisfied	10 / 32%
Somewhat Dissatisfied	2 / 6.5%
Very Dissatisfied	2 / 6.5%
Total Responses:	31

Source: Oregon Employment Department, qualityinfo.org

Entered Employment Rate

WorkSource Lane Adult

Outcome/Measures of Success	Goal	% Achieved
Employment Rate (7/1/18 – 6/30/19)	70.5%	74.32%

WorkSource Lane Dislocated Worker

Outcome/Measures of Success	Goal	% Achieved
Employment Rate (7/1/18 – 6/30/19)	70.5%	78.02%

Goal 2: Prepare our youth for future employment.

Strategies:

1. Use technology to introduce youth to various jobs
2. Connect industry workforce needs to education
3. Continue to utilize the National Career Readiness Certificate (NCRC)

4. Increase paid work experience opportunities

Progress Measures:

- Reports from employers indicate success in hiring youth
- State employment data indicates an increase in youth employment

Use Technology to Introduce Youth to Various Jobs

- **Win at Work** is a web-based, interactive workforce development curriculum used by adults and youth who need to learn how to find and keep employment.

Measure	Outcome
# of WIOA Youth who complete <i>Win at Work</i> (online soft skills assessment)	23

- **Elevate Lane County** is a program designed to coordinate school to work based learning opportunities. It utilizes a technology platform to better communicate between schools, students, and industry partners, and assess a student's 21st century skills. Elevate Lane County also gathers data on student's skills sets, career interests, and has the capability to identify successful completion of courses or skills through a digital badging component.

Connect Industry Workforce Needs to Education

Measure	Outcome
# of students participating in industry tours	604
# of middle school students participating in the <i>2018 Lane County Career Exploration Expo</i>	963
# of middle schools that participated in the <i>2018 Lane County Career Exploration Expo</i>	17
# of high school students who attended the <i>2018 Construction Utility Career Day</i>	415
# of high schools that participated in the <i>2018 Construction Utility Career Day</i>	22
# of high school students that participated in the <i>2019 Elevate Lane County Job Fair</i>	240
# of high schools that participated in the <i>2019 Elevate Lane County Job Fair</i>	27
Measure	Outcome
# of summer teacher industry externships that were completed	11
# of students participating in job shadows	72
# of students participating in internships	1

# of WIOA Youth who demonstrate skill gains in financial literacy	114
% of WIOA Youth who are in education or employment in the 2 nd quarter after exit	77.14%
% of WIOA Youth who attain a credential within one year after exit	52.08%
# of WIOA Youth served	333

Increase Paid Work Experience Opportunities

Measure	2017/2018	2018/2019
# of youth participating in a work experience	103	107
# of youth who complete an internship with occupational skill gains and achieve positive evaluations	33	60

Youth Testimonials

Freshman student from Mohawk High who job shadowed at Revolution Design Group -

The people were kind. The information about what they did was cool, and they gave helpful advice. I appreciated the job shadow very much. The CEO took us out for coffee and explained everything he could about the company, and we were given information on how they make websites (both how they look, and how they work) and how they make logos and branding for products. Everything was just very cool. I thought it was likely that I would want to do something like this, and the job shadow has not convinced me otherwise. So far, I have it narrowed down to something like what they do at Revolution Design, or water science.

Sophomore student from Mapleton High who participated in Oregon Arts Experience -

I loved seeing performing arts and it really opened up how I want my career to be. Something creative and something I've always wanted to do. This visit helped me understand that I can do it.

WIOA participant at Bethel School District – I got an internship in a kitchen serving food to kids. It has been a good way to gather experience and to help with my home life.

WIOA participant at Looking Glass – Out of School Youth began a work experience at WellMama and wanted to pursue a career as a Doula. At her work experience, she gained numerous certifications and trainings towards her goals. She was supported by an entrepreneurial grant at Riverfront School which helped launch her own business as a Doula. She used WIOA support services for building career skills and assistance with navigating LCC. She accessed the Looking Glass Match Savings program which allowed her the financial stability to move to Portland. She is now attending school in Portland and working.

Goal 3: Connect individuals to education, skill-building, and employment opportunities in industries and occupations most impacted by retirements.

Strategies:

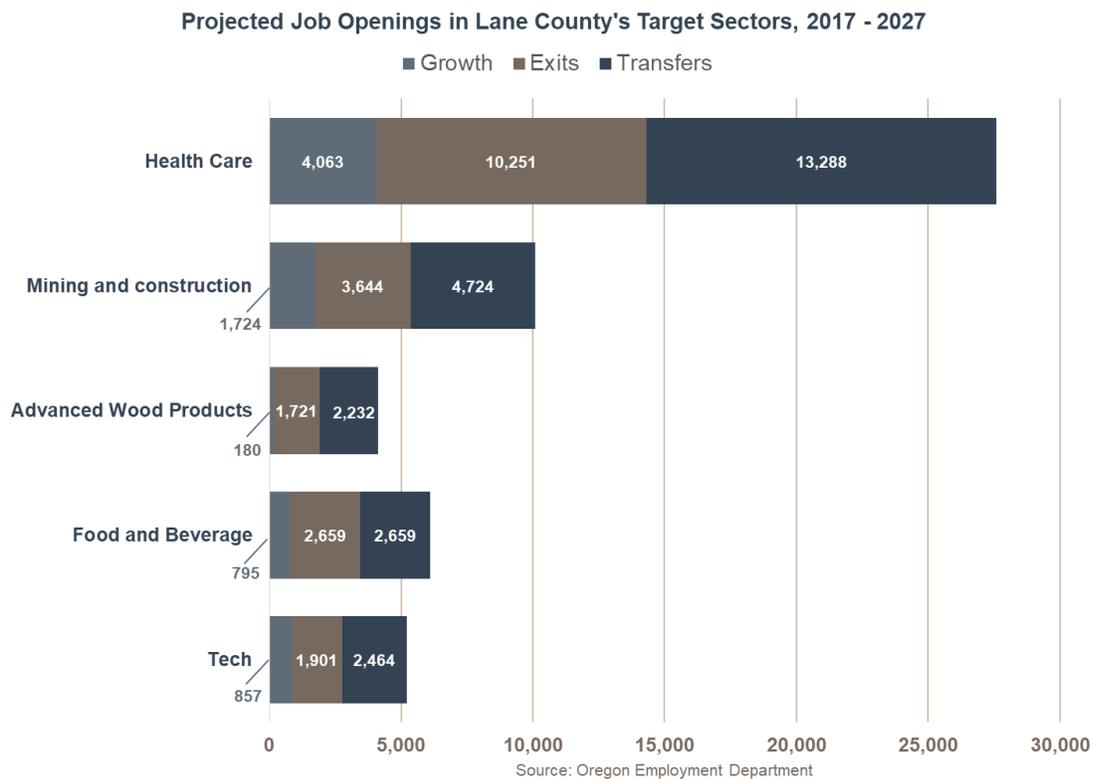
1. Research the impact of the aging/retiring workforce
2. Match appropriate succession strategies with various jobs
3. Invest in career pathway models
4. Utilize On-the-Job Training (OJT) and customized training in companies with high retirement projections

Progress Measures:

- Employers report successful attrition and job transfers
- Increased OJT placements and customized training
- State employment data indicates a decrease in replacement openings due to retirements

Research Impact of Aging/Retiring Workforce

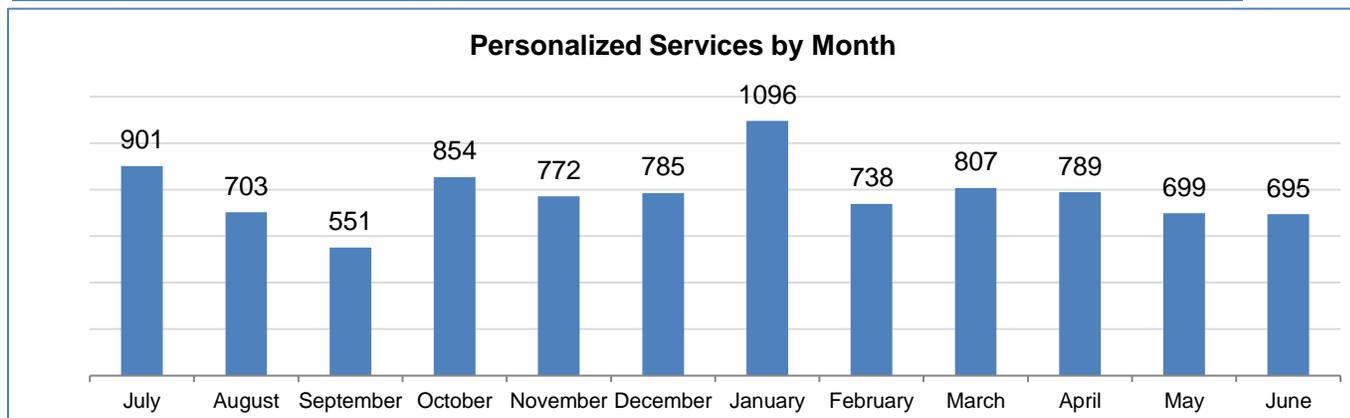
In partnership with Oregon Employment Department’s economist, Lane Workforce Partnership staff published the 2018 State of the Workforce Report for Lane County. This report outlines the impact of the aging workforce in Lane County as well as the industries that are expected to have a large number of replacement job openings. Replacement openings are often a result of retirements.



Utilize On-the-Job Training (OJT) and customized training in companies with high retirement projections

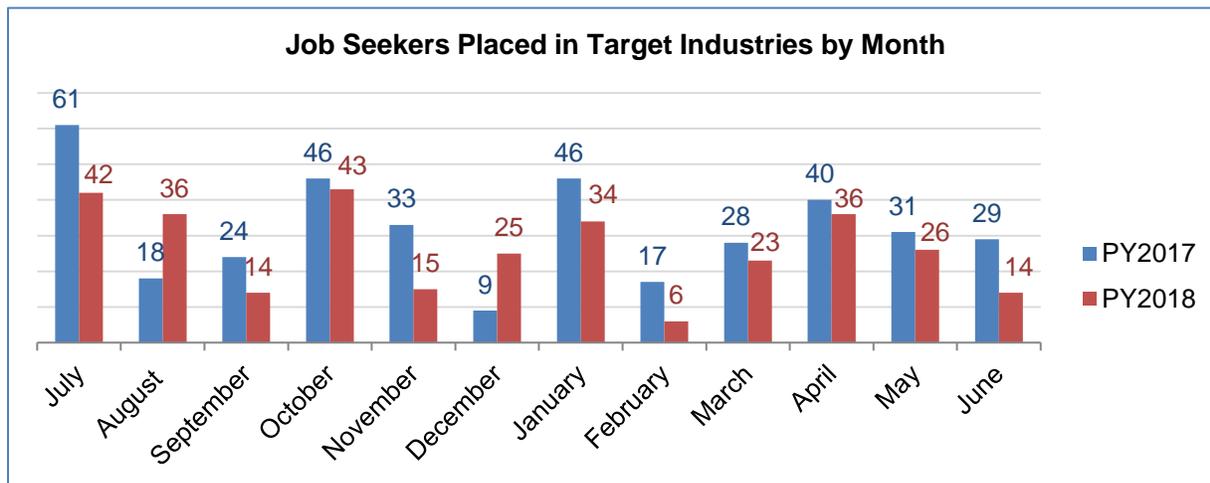
WorkSource Lane Personalized Services for Job Seekers in Targeted Industries

	Number Served
Total number of WorkSource Lane customers who received personalized services to support their job search and access to talent development and skill training opportunities.	9,212



WorkSource Lane High Wage Recruitment Opportunities in Targeted Sectors

	Number Served
# of job listings in iMatchSkills® (wages \$12.00 and above)	Total: 1,991
Health care:	266
Manufacturing (includes food and beverage):	310
Construction/Mining:	82
Information Technology:	40
# of job seekers placed in targeted industries	296 individuals 314 placements



WorkSource Lane Promoting Work-Based Training

# of iMatch Skills job listings that are OJT and apprenticeship within target industries	OJT: 41 (39 placements) Apprenticeship: 3
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WorkSource Lane On-the-Job Training Program (OJT)

Measure	Number Served
# of OJT placements	87
# of businesses with OJT	22
# of OJT placements with new businesses	5
# of OJT placements by target industry	Health care: 9 Information: 12 Manufacturing: 24 Construction/Aggregate: 10 Other: 19
# of OJT placements at \$12/hr or more, \$15/hr or more, and \$20/hr or more	\$12: 85 \$15: 58 \$20: 24

Goal 4: Expand the use of services and increase job placements for under-represented populations, including: women, minority groups, those over 50, veterans, people with disabilities, offenders, and rural communities.

Strategies (revised 2/28/17):

1. Targeted outreach activities to under-represented populations for services offered at WorkSource Lane
2. Utilize technology to better serve rural communities
3. Survey or hold round table discussions with targeted populations

Progress Measures:

- Increase service utilization among targeted populations
- Record and report entered employment, retention, and wage outcomes for each targeted population

Targeted Outreach Activities

- The Equity and Inclusion Task Team began meeting in December 2016, and has implemented several strategies towards achieving the goal to expand the use of services and increase job placements for under-represented populations. The Task Team set a priority around increasing outreach activities to targeted populations for services available at WorkSource Lane, specifically WIOA training scholarship opportunities. Staff created and implemented the outreach plan.

Scholarship Application Completed						
	Minority Groups	50+	Veterans	Women	Disabilities	Offenders
2016/2017	22 / 21%	19 / 18%	7 / 7%	69 / 65%	4 / 4%	6 / 6%
2017/2018	15 / 16%	13 / 14%	6 / 6%	52 / 56%	6 / 6%	6 / 6%
2018/2019	9 / 21%	9 / 21%	4 / 9%	28 / 65%	5 / 12%	8 / 19%

Scholarship Application Awarded						
	Minority Groups	50+	Veterans	Women	Disabilities	Offenders
2016/2017 53 total	10 / 19%	9 / 17%	5 / 9%	34 / 64%	2 / 4%	2 / 4%
2017/2018 58 total	6 / 10%	8 / 14%	2 / 3%	29 / 50%	4 / 7%	3 / 5%
2018/2019 30 total	6 / 20%	5 / 17%	3 / 10%	20 / 67%	2 / 7%	6 / 20%

Note: There was an increase in applicant diversity immediately following the implementation of the outreach plan in 2016.

Utilize Technology to Better Serve Rural Communities

- Oregon Department of Education received grant funding to create a pre-apprenticeship program in computer science. Both Lane and Deschutes County were chosen to pilot this new program. In Lane County, Connected Lane County is leading this work in collaboration with industry. The goal is to align the pre-apprenticeship curriculum with the existing tech apprenticeship program, Apprenti. Connected Lane County is working with area high schools who have existing computer science CTE programs, ultimately utilizing technology to enable rural high schools to access the pre-apprenticeship opportunity remotely.
- Local tech company, CBT Nuggets offered customers at WorkSource Lane six months of free online training. This is valued at over \$500 and is a great benefit to customers interested in skilling up for a career in the tech industry, especially those in rural communities with transportation barriers. WorkSource Lane began offering this service to customers in March 2017.

Increase Service Utilization Among Targeted Populations

Demographics of Populations Served through WorkSource Lane Eugene and Florence

Measure	Total Served: 21,885
# of disabled individuals served	2,984
# of minority populations served (e.g. Hispanic, Native American, Asian, Pacific Islander, African American)	5,377
# of individuals 45 - 54 served	4,579
# of individuals 55+ served	4,806
# of Veterans served	1,527
# of Veterans placed in employment	73
# of disabled Veterans placed in employment	20

Demographics of Populations Served through Lane Community College – Title II

# and % of disabled individuals served	103	7%
# and % of minority populations served	345	23%
# and % of individuals ages 50+ served	216	14%
# and % of ex-offenders served	287	19%
# of Veterans served	17	1%

Vocational Rehabilitation Services Workforce Metrics

Department of Human Services Vocational Rehabilitation (DHS-VR) helps Oregonians with disabilities gain and maintain employment through counseling, specialized training and new skill development. This includes helping youth with disabilities transition from the educational system to the workforce as they become adults, helping employers overcome barriers to employing people with disabilities, and partnering with other state and local organizations that coordinate employment and workforce programs to effectively meet the needs of people with disabilities. Employment helps people with disabilities become more self-sufficient, involved in their communities, and live more engaged, satisfying lives.

Vocational Rehabilitation Counselors conduct comprehensive assessments to evaluate vocational potential, including diagnostic and related services necessary to outline the nature and scope of services necessary for people with disabilities to gain and maintain employment. Vocational counseling and guidance build on the assessments and clearly identifies appropriate career goals and career paths to obtain those goals. WSO partners often assist VR Counselors with shared clients to insure access to these career paths and goals. VR is a core partner in the implementation of WIOA and is committed to improving access to the Workforce System for Oregonians with disabilities.

Measure	Number Served
Total number served 7/1/18 – 6/30/19	2,192
Total number entering IPE	632
Total number with Employment Outcome	380

“**IPE**” means an Individualized Plan for Employment. This is a written plan outlining an individual's employment goal, and the services to be provided to reach the goal. An IPE, which is very client specific can take anywhere from 1 day to 5 years to complete depending on the complexity and/or training objectives identified within the plan.

“**Employment Outcome**” means that the person with a disability has obtained a job, all accommodations are in place, the job is going well, and the individual has maintained that employment for a minimum of 90 days and the job is not expected to end in the foreseeable future.

Increase Services for Women, Veterans, and Minorities

- Lane Workforce Partnership worked with the Technology Association of Oregon to create a Registered Apprenticeship program in technology in Lane County. Apprenti, developed by the Washington Technology Association is the only federally recognized Registered Apprenticeship program in the United States. The Apprenti model places a priority on placing women, veterans, and minorities in apprenticeships within the field of technology. Funded by a federal grant through the Oregon Employment Department, Lane Workforce Partnership and the Technology Association of Oregon will work to place 40 apprentices in IT occupations in Lane County over a three-year period.

The first step for an apprentice candidate is to take an intensive online assessment. The assessment measures math, logic, and soft skills. In order to be placed on the ranked list a candidate must score 80 or higher. The portal for the Greater Eugene Apprenti Program

went live on November 16, 2017. To date, 600 individuals have scored high enough to be placed on the ranked list. The demographic breakdown of the 600 individuals is listed below.



Increase Services for Rural Communities

- Lane Workforce Partnership partnered with Northwest Oregon Works and Southwestern Oregon Workforce Investment Board to launch the Hospitality Sector for the entire Oregon coastal region. Businesses in the Hospitality Sector employ a large portion of the population in Oregon's coastal communities. Early on in the discussion with industry, workforce housing was identified as the top issue. As a result, Lane Workforce Partnership planned a Workforce Housing Summit in Florence, Oregon. Neighborhood Economic Development Corporation, Cornerstone Community Housing, Liberty Housing Group LLC, and Our Coastal Village were invited to present best practices in workforce housing solutions.

Increase Services for Offenders

- Lane Workforce Partnership partnered with Sponsors, Inc to open a specialized WorkSource center serving a population of individuals with criminal histories. This specialized center expands on the workforce services already offered through Sponsors. Lane Workforce Partnership was able to leverage general funds from the State of Oregon to offer a Second Chance On-The-Job Training program.
- Lane Workforce Partnership was awarded \$500,000 through the Department of Labor's LEAP (Linking Employment Activities Pre-release)-2 Grant. Funds from this grant will be used to offer specialized work readiness, basic skills development, and job placement skills to individuals with a criminal history as a barrier to employment while addressing basic needs necessary for reentering and remaining in the community. The Department of Labor granted Lane Workforce Partnership an extension until March 31, 2019 to continue serving individuals in the Lane County jail that will be released in the community.

LEAP-2 Grant Outcomes 10/6/16 – 3/31/19

Measure	Goal	Cumulative Total
# of enrollments	180	133
# employed	108	102
# with post-employment readiness assessment gains	144	113

Goal 5: Improve alignment among community leaders to meet key outcomes as identified by industry.

Strategies:

1. Continue sector strategy work
2. Engage relevant agencies and programs
3. Improve alignment among community leaders to meet key outcomes as identified by industry
4. Use data to drive effort and outcomes
5. Collaborate in an effort to optimize the utilization and impact of local workforce resources

Progress Measures:

- Demonstrate effectiveness in achieving outcomes as identified by business and industry

Continue Sector Strategy Work

Staff continues to convene the Lane County Sector Strategy Team (LCSST). **Please see page 5 for more details on sector strategy work.**

Engage Relevant Agencies and Programs

The following businesses and organizations make up the Lane County Sector Strategy Team:

<i>AHM Brands</i>	<i>Lane Community College</i>
<i>American Forest Resource Council</i>	<i>Lane Council of Governments</i>
<i>Bagel Sphere</i>	<i>Lane County</i>
<i>Bitcork, Inc.</i>	<i>Lane County Medical Society</i>
<i>Business Oregon</i>	<i>Lane ESD</i>
<i>Cascade Health Solutions</i>	<i>Lane Workforce Partnership</i>
<i>City of Eugene</i>	<i>Leavitts Trucking</i>
<i>City of Florence</i>	<i>Madrona Group</i>
<i>City of Springfield</i>	<i>Mozilla Foundation</i>
<i>Connected Lane County</i>	<i>NEDCO</i>
<i>Delta Sand & Gravel</i>	<i>Northwest Community Credit Union</i>
<i>Department of Human Services – Vocational Rehabilitation</i>	<i>Office of US Senator Merkley</i>
<i>Emerald Broadband</i>	<i>Office of US Senator Wyden</i>
<i>Eugene 4J School District</i>	<i>Oregon Employment Department</i>
<i>Eugene Chamber of Commerce</i>	<i>Oregon Forest and Industry Council</i>
<i>EWEB</i>	<i>Oregon Forest Resources Institute</i>
<i>Florence Chamber of Commerce</i>	<i>RAIN Eugene</i>
<i>Forest Today and Forever</i>	<i>Regional Solutions</i>
<i>Hillside Heights</i>	<i>Seneca Sawmill</i>
<i>Homes for Good</i>	<i>Springfield Chamber of Commerce</i>
<i>IDX, Inc.</i>	<i>Springfield School District</i>
	<i>Springfield Utility Board</i>

*Swanson Group
Technology Association of Oregon
Travel Lane County
UA Local 290
United Way of Lane County
University of Oregon*

*VR Training Solutions
Wildtime Foods
Willamette Farm and Food Coalition
Willamette Valley Company
Willamette Valley Grown and Crafted*

Collaborate in an Effort to Optimize the Utilization and Impact of Local Workforce Resources

- Lane Workforce Partnership has been convening the local workforce leadership team, comprised of DHS, Vocational Rehabilitation, Oregon Employment Department, Lane County Health and Human Services, and Lane Community College in order to develop an MOU and Cost Sharing Agreement. Through the MOU, workforce services were expanded to three new locations in Lane County. There is now one comprehensive center and four affiliate centers.
 - WorkSource Eugene – Comprehensive
 - WorkSource Florence – Affiliate
 - WorkSource Springfield – Affiliate
 - WorkSource McKenzie – Affiliate
 - WorkSource Cottage Grove – Affiliate