



# Lane Workforce Partnership Workforce System Mid-Year Performance Report

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July 1, 2018 – December 31, 2018

## **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 \$544,807.20 to Lane County Health and Human Services for the period of July 1, 2018 through December 31, 2018 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.

# Mid-Year Performance Report

July 1, 2018 – December 31, 2018

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*

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- 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*

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

- Lane Workforce Partnership recruited for and hired a Sector Strategy Director. Ashley Espinoza will play 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 heard 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 has created Career Pathway documents that align with targeted sectors: Technology, Food and Beverage Manufacturing, and Construction/Aggregate.
- Lane Workforce Partnership is working 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.

- Lane Workforce Partnership Sector Strategy Director is helping to facilitate a marketing campaign through AHM Brands that will take place in the Eugene Airport. After identifying common goals among industry sectors, the campaign will highlight Tech, Food and Beverage, and Wood Products businesses and sector work. The campaign, titled “*World-Class Innovation Right Here*” will hopefully be the first of many similar promotions highlighting businesses in Lane County across sectors. The promotion is expected to reach 1.5 million people in 2019.
- Lane Workforce Partnership, Lane Council of Governments, the City of Eugene, the Eugene Area Chamber of Commerce, and the Technology Association of Oregon worked together to submit a grant proposal to JP Morgan Chase Advancing Cities Grant. Grant recipients will be announced in March 2019. If funded, the project will provide apprenticeship opportunities for non-traditional tech related sector participants, diversify the tech and tech related workforce, expand flexible capital for all targeting underserved entrepreneurs, and fill critical infrastructure gaps stalling growth.

*Identify and Share Job Skills with Current and Emerging Workforce*

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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.

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Youth Food Innovators 2/1/17 – 1/31/19  
*Overall impact of this program to date*

# of trainees enrolled	113
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- **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.

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RAIN 2/1/17 – 1/31/19  
*Overall impact of this program to date*

	Goal	Cumulative Total
# of trainees enrolled	50	99
# of companies started	10	15
# 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 2018, three businesses were awarded grants through this fund.

- **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.

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Food for Lane County

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

\*through December 31, 2018

- **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 – 10/31/18		
<i>Overall impact of this program to date</i>		
	Goal	Cumulative Total
# of businesses participating in Phase 1	6	8
# of businesses participating in Phase 2	6	5
# of businesses that completed SHINE program	6	3
# of jobs retained	11	56
# of jobs created	N/A	9

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

## 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.

Greater Eugene Area Apprenti Program 7/1/17 – 9/30/20		
<i>Overall impact of this program to date</i>		
	Goal	Cumulative Total
# of employers engaged	400	343
# of employers who have signed up to take an apprentice	N/A	3
# of registered apprenticeship occupations created	7	5
# of people taking online assessment	240	762
# of apprentices beginning pre-training	40	3
# 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		
<i>Overall impact of this program</i>		
	Goal	Cumulative Total
# of participants	145	151

## WorkSource Lane Workforce Innovation and Opportunity Act Scholarship Award

Outcome/Measures of Success	Goal	Number/Percent Achieved
# of training scholarships awarded	25	22 / 88% of goal
# of training scholarships awarded by industry	N/A	Health Care: 16 Truck Driving: 6
# of individuals completing training	19 / 75%	13 / 52%
# and % of training completers placed in training related employment	12 / 62%	10 / 80%

## Workforce Partner Investments

### **Department of Human Services – JOBS Program**

Outcome/Measures of Success	Total
# of JOBS Plus placements	28
# of businesses participating in JOBS Plus	10
# of work experience placements	40
# of businesses participating in work experience	32

### **Lane Community College – Title II**

Outcome/Measures of Success	Total
# of individuals achieving an increase in skill gains in reading	114
# of individuals achieving an increase in skill gains in math	86
# of individuals earning a GED	24

## Increase Skills Through Technology

Between July 1, 2018, and December 31, 2018, Lane Workforce Partnership has 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 two initiatives give job seekers access to industry specific job skills and training through technology:

- Lane Workforce Partnership collaborated with WorkSystems, Inc and seven other WIB's to request and secure funds for online training through an Oregon Talent Council grant. This grant funded Train Oregon, a learning platform for WorkSource Oregon customers to access hundreds of online courses for free in healthcare, manufacturing and technology. The platform launched in March 2017 for Lane County and was offered to all interested customers in the WorkSource Center through December 2018.

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Train Oregon 3/1/17 – 12/31/18  
*Overall impact of this program*

# of WorkSource+ authorizations	660
# of customers beginning or completing courses	186

- Local tech company, CBT Nuggets, has 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.

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CBT Nuggets 3/1/17 – 12/31/18  
*Overall impact of this program to date*

# of customers given authorization codes	146
# of customers utilizing CBT Nuggets	52
# of courses customers started or completed	169

## Employers Have a Qualified Applicant Pool

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### **Business Customer Satisfaction Survey – July 1, 2018 to November 30, 2018\***

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

Yes	50%
No	43%
Don't Know	7%
Total Responses:	44

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

Very Satisfied	45%
Somewhat Satisfied	36%
Somewhat Dissatisfied	9%
Very Dissatisfied	9%
Total Responses:	22

Source: Oregon Employment Department, qualityinfo.org

\*Most recent data available

## Entered Employment Rate

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### **WorkSource Lane Adult**

Outcome/Measures of Success	Goal	Number Achieved
Employment Rate (10/1/16-9/30/17)*	70.5%	69.5%

\*this information is delayed by employment records being sent to the state

### **WorkSource Lane Dislocated Worker**

Outcome/Measures of Success	Goal	Number Achieved
Employment Rate (10/1/16-9/30/17)*	70.5%	70.1%

\*this information is delayed by employment records being sent to the state

## 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*

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- **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)	9

- **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 21<sup>st</sup> 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*

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Measure	Outcome
# of students participating in industry tours	424
# of middle school students participating in the <i>Lane County Career Exploration Expo</i>	963
# of high school students who attended the 2018 Construction Utility Career Day	415
# of summer teacher industry externships that were completed	12
# of students participating in job shadows	24
# of students participating in internships	1

Measure	Outcome
# of WIOA Youth who demonstrate skill gains in financial literacy	45
% of WIOA Youth who are in education or employment in the 2 <sup>nd</sup> quarter after exit	59.2%
% of WIOA Youth who attain a credential within one year after exit	61.1%
# of WIOA Youth served	269

### *Continue to Utilize the National Career Readiness Certificate (NCRC)*

	2017/2018	2018/2019*
# of youth earning NCRC certificate	342	343

\*through December 31, 2018

### *Increase Paid Work Experience Opportunities*

	2017/2018	2018/2019*
# of youth participating in a work experience	103	69
# of youth who complete an internship with occupational skill gains and achieve positive evaluations	33	17

\*through December 31, 2018

### *Youth Testimonials*

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

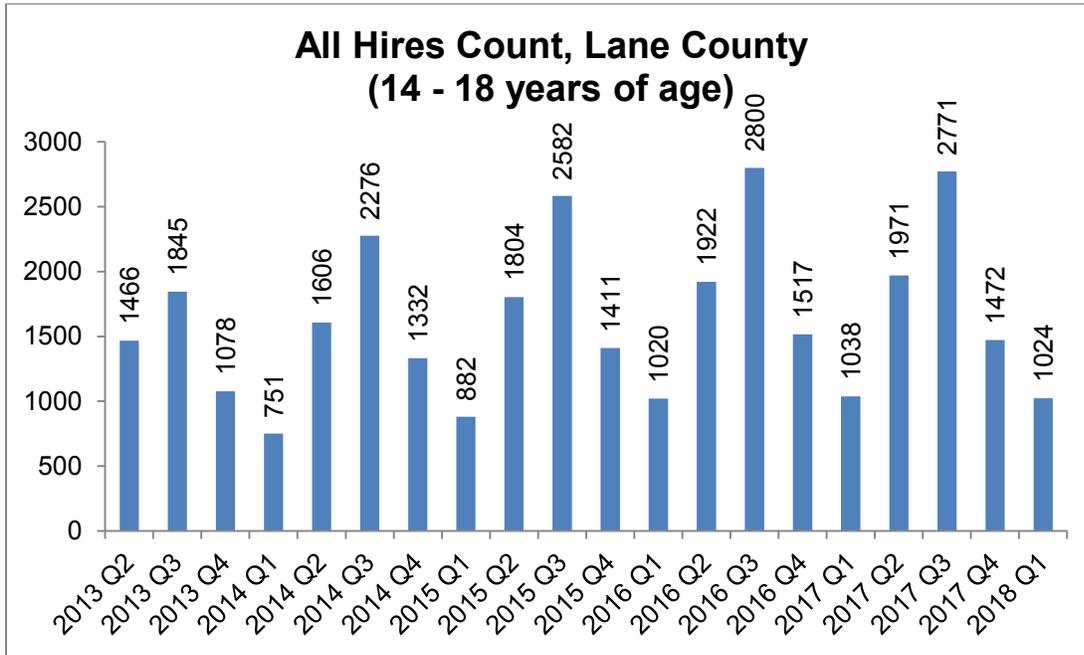
The people were kind. The information about what they did was cool, and they gave helpful advice. I appreciated the job shadow very much. The CEO took us out for coffee and explained everything he could about the company, and we were given information on how they make websites (both how they look, and 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 -***

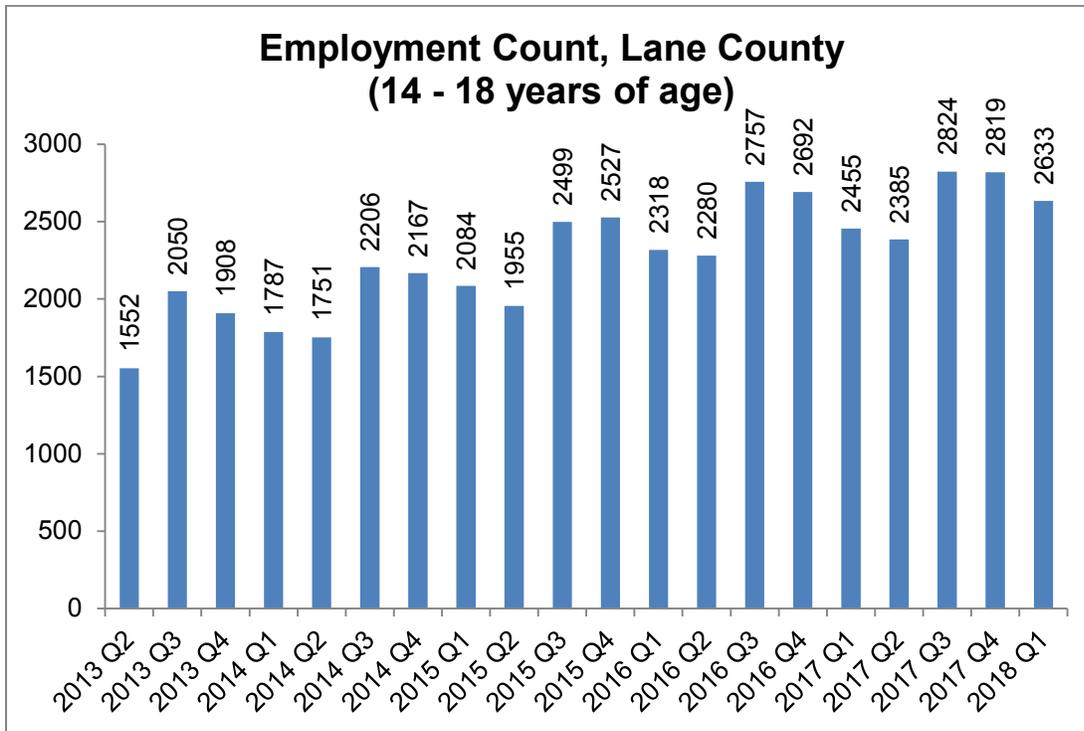
I loved seeing performing arts and it really opened up how I want my career to be. Something creative and something I've always wanted to do. This visit helped me understand that I can do it.

***WIOA participant at Looking Glass*** - O.S. 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.

Youth Employment Data



Source: QWI Explorer application, U.S. Census Bureau, <https://qwexplorer.ces.census.gov/static/explore.html#x=10&g=0>



Source: QWI Explorer application, U.S. Census Bureau, <https://qwexplorer.ces.census.gov/static/explore.html#x=16&g=0>

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

Strategies:

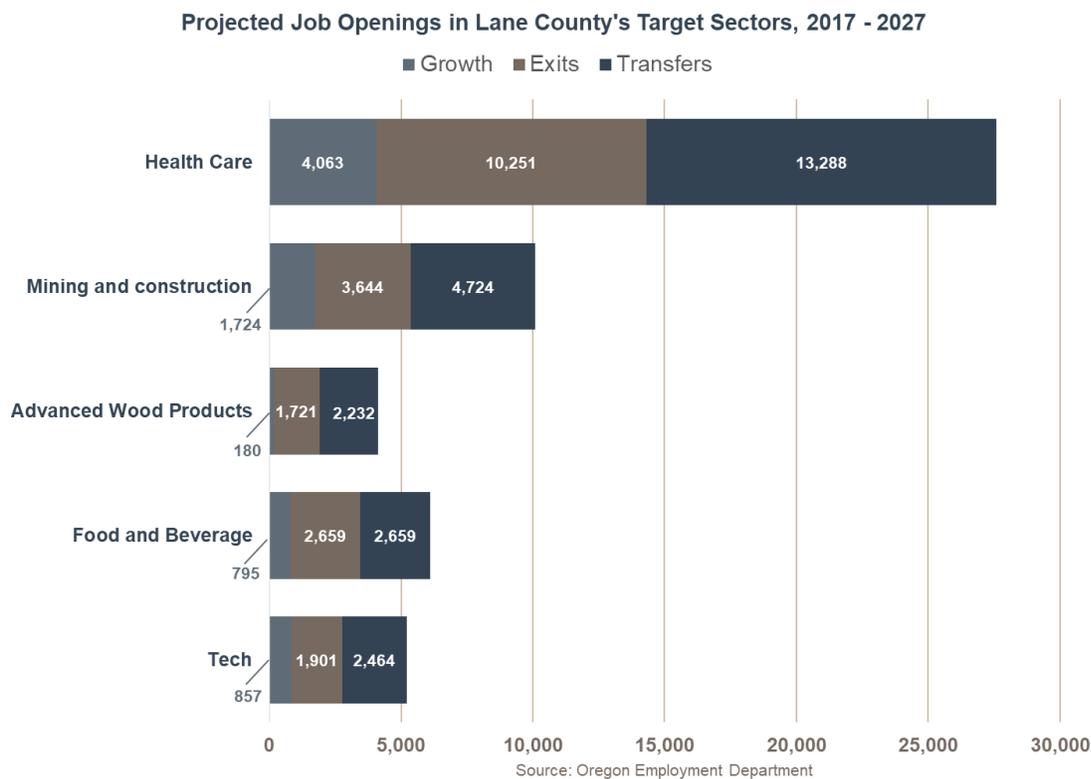
1. Research the impact of the aging/retiring workforce
2. Match appropriate succession strategies with various jobs
3. Invest in career pathway models
4. Utilize On-the-Job Training (OJT) and customized training in companies with high retirement projections

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**

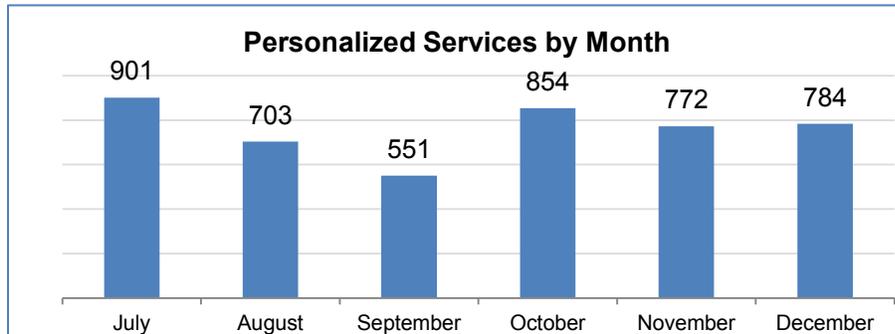
In partnership with Oregon Employment Department’s economist, Lane Workforce Partnership staff published the 2018 State of the Workforce Report for Lane County. This report outlines the impact of the aging workforce in Lane County as well as the industries that are expected to have a large number of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

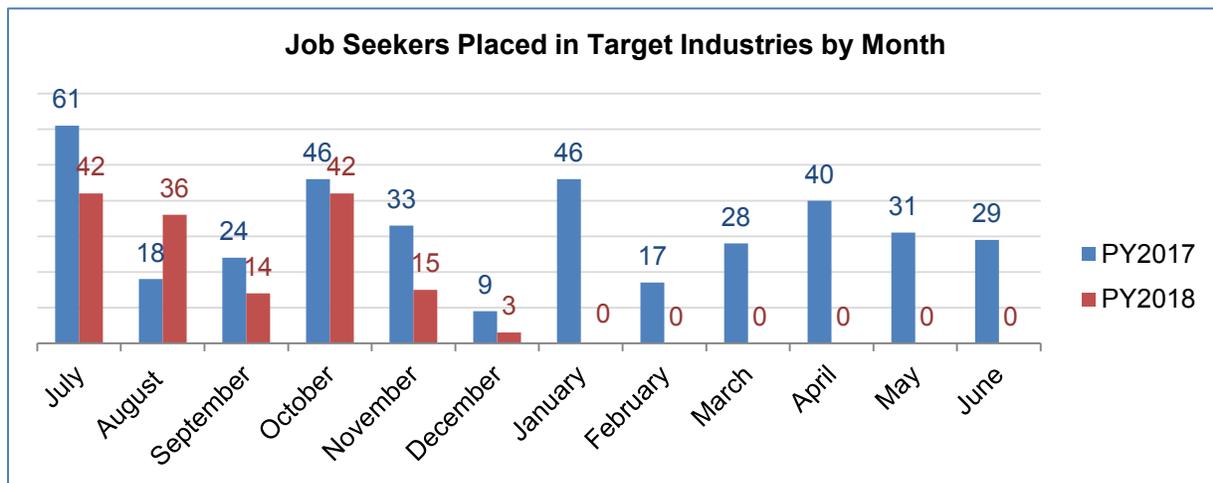
**WorkSource Lane/Oregon Employment Department Personalized Services for Job Seekers in Targeted Industries**

	<b>Number Served</b>
Total number of WorkSource Lane customers who received personalized services to support their job search and access to talent development and skill training opportunities.	4,548



**WorkSource Lane/Oregon Employment Department High Wage Recruitment Opportunities in Targeted Sectors**

	<b>Number Served</b>
# of job listings in iMatchSkills® (wages \$12.00 and above)	<b>Total: 974</b>
Health care:	149
Manufacturing (includes food and beverage):	141
Construction/Mining:	50
Information Technology:	11
# of job seekers placed in targeted industries	174 individuals 230 placements



## WorkSource Lane/Oregon Employment Department Promoting Work-Based Training

# of iMatch Skills job listings that are OJT and apprenticeship within target industries	OJT: 7 Apprenticeship: 0
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### WorkSource Lane On-the-Job Training Program (OJT)

	Number Served
# of OJT placements	60
# of businesses with OJT	20
# of OJT placements with new businesses	2
# of OJT placements by target industry	Health care: 6 Information: 11 Manufacturing: 22 Construction/Aggregate: 7
# of OJT placements at \$12/hr or more, \$15/hr or more, and \$20/hr or more	\$12: 59 \$15: 40 \$20: 18

**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.

<b>Scholarship Application Completed</b>						
	<b>Minority Groups</b>	<b>50+</b>	<b>Veterans</b>	<b>Women</b>	<b>Disabilities</b>	<b>Offenders</b>
<b>2016/2017</b>	22 / 21%	19 / 18%	7 / 7%	69 / 65%	4 / 4%	6 / 6%
<b>2017/2018</b>	15 / 16%	13 / 14%	6 / 6%	52 / 56%	6 / 6%	6 / 6%
<b>2018*</b>	4 / 12%	6 / 18%	4 / 12%	20 / 61%	2 / 6%	1 / 3%

\*July 1, 2018 – December 31, 2018

<b>Scholarship Application Awarded</b>						
	<b>Minority Groups</b>	<b>50+</b>	<b>Veterans</b>	<b>Women</b>	<b>Disabilities</b>	<b>Offenders</b>
<b>2016/2017</b> 53 total	10 / 19%	9 / 17%	5 / 9%	34 / 64%	2 / 4%	2 / 4%
<b>2017/2018</b> 58 total	6 / 10%	8 / 14%	2 / 3%	29 / 50%	4 / 7%	3 / 5%
<b>2018*</b> 25 total	3 / 14%	5 / 23%	2 / 9%	16 / 73%	2 / 9%	1 / 5%

\*July 1, 2018 – December 31, 2018

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*

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- 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, has 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*

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#### **Demographics of Populations Served through WorkSource Lane Eugene, & Florence**

	Number Served: 7,177	
# and % of disabled individuals served	889	12.4%
# and % of minority populations served (e.g. Hispanic, Native American, Asian, Pacific Islander, African American)	1,727	24.1%
# and % of individuals 45 - 54 served	1,411	19.7%
# and % of individuals 55+ served	1,419	19.8%
# and percent of Veterans served	1,050	14.6%
# of Veterans placed in employment	224	3.1%
# of disabled Veterans placed in employment	55	<1%

#### **Demographics of Populations Served through Lane Community College – Title II**

	Total Served: 1,069	
# and % of disabled individuals served	123	11.5%
# and % of minority populations served	293	27.4%
# and % of individuals ages 50+ served	153	14.3%
# and % of ex-offenders served	177	16.5%
# of Veterans served	7	<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 builds 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
<b>Total number served 7/1/17 – 6/30/18</b>	
# of adults served	1,288
# of youth served	130
# of YTP youth served	195
<b>Total number entering IPE</b>	
# of adults entering IPE	271
# of youth entering IPE	21
# of YTP youth entering IPE	35
<b>Total number with employment outcome</b>	
# of adults with employment outcome	158
# of youth with employment outcome	14
# of YTP youth with employment outcome	19

“**Adult**” means person with disability over age 22.

“**Youth**” means person with disability age 22 and under.

“**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.

“**YTP**” is Youth Transition Program or youth with disabilities served in partnership with high school ytp staff embedded in local Lane County High schools. See “About YTP” tab at <https://ytp.uoregon.edu/> for more information.

“**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.

### Vocational Rehabilitation Services Workforce Metrics Continued

Measure	Outcome
Average wage	\$13.12/hr
Average number of hours	24/week
Percent employed during 2nd quarter (one year later) following exit from VR	56.17%

### 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, 428 individuals have scored high enough to be placed on the ranked list. The demographic breakdown of the 428 individuals is listed below.



## Increase Services for Rural Communities

- Lane Workforce Partnership is working 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.
- Library Focus Group – As a result of participation in Lane County’s Poverty and Homelessness Board’s Employment Workgroup, Lane Workforce Partnership and WorkSource Lane staff held a focus group for libraries in Lane County. The intent was to learn more about existing job search services taking place at local libraries in both rural communities and in the Eugene and Springfield communities. Through the focus group, three follow-up items were identified to help libraries assist patrons with job search efforts:
  - WorkSource staff added each library in Lane County to the weekly workshop email distribution list.
  - Explore holding a resource fair at each library to assist with warm referrals to other agencies.
  - Research web-based job search assistance to take place at area libraries.

## Increase Services for Offenders

- Lane Workforce Partnership worked 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		
	Goal	Cumulative Total
# of enrollments	180	122
# employed	108	75
# with post-employment readiness assessment gains	144	66

## Lane County Workforce System Equity Lens

The Equity and Inclusion Task Team developed an equity lens to be used by everyone in Lane County's workforce system. In September 2018, the Lane Workforce Partnership Board of Directors approved the Equity Lens. The Lane Workforce Partnership Board of Directors and staff were trained in February 2018. All WorkSource Lane staff have received training on how to implement and utilize the equity lens. During the training staff were encouraged to apply each question of the Equity Lens to their day-to-day work on both a micro and macro level. Each group included representatives from Oregon Employment Department, Lane County Health and Human Services, and Department of Human Services – Vocational Rehabilitation. This provided an opportunity for staff to learn from other agencies.

### LANE COUNTY WORKFORCE SYSTEM EQUITY LENS

1



#### WHO IS AFFECTED?

Who are the groups affected by this policy, metric, program, decision, or proposed action? How will each group be affected? Is any group negatively affected in a disproportionate way?

2



#### ARE THEY AT THE TABLE?

How have you actively involved stakeholders who are also members of the communities affected by the policy, metric, program, decision, or proposed action?

3



#### WHAT ARE THE BARRIERS?

What are the societal or organizational barriers that prevent a population from being successful?

4



#### WHAT ARE POPULATION-SPECIFIC STRATEGIES?

To address any inequities, do we have solutions that are tailored to work for the disproportionately affected groups? Have we used the 'Platinum Rule'?

5



#### ARE THERE UNINTENDED CONSEQUENCES?

Does this policy, program, decision, or proposed action ignore or worsen existing disparities or produce other unintended consequences?

6



#### HOW DO WE MEASURE SUCCESS IN A POPULATION-SPECIFIC WAY?

Describe how data about the policy, metric, program, decision, or proposed action, and its impact (positive or negative) on equitable access and outcomes, will be monitored and evaluated?

[www.laneworkforce.org](http://www.laneworkforce.org)

**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***

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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***

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

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

*Springfield School District  
Springfield Utility Board  
Technology Association of Oregon  
Travel Lane County  
US 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***

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- 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