



# Lane Workforce Partnership Workforce System Year-End Performance Report

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July 1, 2021 – June 30, 2022

## **System performance partners include:**

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

**Introduction:**

Lane Workforce Partnership (LWP) is the designated local Workforce Development Board for Lane County Oregon. The local board is charged with making targeted investments in the community utilizing funding 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) **Adult and Dislocated workforce services**; and 2) **At-Risk Youth/Young Adult programs**.

WorkSource Lane is the primary location in which Lane Workforce Partnership invests federal funds to deliver employment services to adults and dislocated workers. Lane Workforce Partnership Board has distributed \$1,400,979.54 to Lane County Health and Human Services for the period of July 1, 2021 through June 30, 2022 for program services throughout Lane County.

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
  - Self-sufficiency Programs
  - Vocational Rehabilitation Services
- Lane Community College
- Oregon Employment Department

LWP contracts with local youth service providers to serve at-risk youth and young adults 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. LWP invested \$897,098.20 in federal funds targeted to serving at-risk youth through contracts with the following providers:

- Connected Lane County (Bethel School District, Eugene 4J School District, Looking Glass, South Lane)
- Lane County Department of Youth Services
- Marcola School District

During the development of the 2020-2024 local strategic plan, specific goals and strategic objectives were developed to align the work of the LWP with the work of Oregon Workforce and Talent Development Board within the context of Lane County's local economic and workforce environment.

## **Year-End Performance Report July 1, 2021 – June 30, 2022**

This report serves as documentation of the effectiveness of workforce development 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's website.

### **Program Year 2021/2022 Goals and Progress Measures**

#### **Goal 1: Prepare workers for self-sufficiency employment in a new and changing economy.**

##### Strategies:

1. Analyze worker self-sufficiency data driven by systemic challenges (e.g., housing, childcare, legislative policy).
2. Be the community voice for individual workers seeking self-sufficiency employment.
3. Broker relationships to create solutions to address identified systemic challenges.
4. Build capacity to support innovative solutions by seeking incremental funds for investment.

##### Progress Measures:

- Employers report that they have a qualified applicant pool
- LWP meets or exceeds goals for entered employment and retention
- Fund development
- Analysis of economic progress will be evidenced in the State of the Workforce Report published in 2020 and 2022

#### Employers report that they have a qualified applicant pool

Each year, employer satisfaction is measured by the State of Oregon to determine whether employers engaged in WorkSource job matching and referral services feel they received qualified applicants. The number of businesses responding to the survey is low (see the chart on following page). In an effort to be more intentional in our response to Lane County businesses, Lane Workforce Partnership decided to contract out business services to Onward Eugene (Onward). During this program year, Onward was tasked with reaching out to the business community, informing businesses about the services available, and working toward the expansion of the On-the-Job Training program. (The latter was with a targeted interest toward at-risk companies that could be strengthened through workforce training investments.) As a result, Onward expanded awareness to 575 new businesses and developed 19 OJT opportunities. This partnership between Onward and LWP proved to be so successful, that the contract with Onward has been expanded in the new program year to also lean into their expertise to help support the existing and new industry sector partnerships in Lane County.

**Business Customer Satisfaction Survey - July 1 2021 – May 31, 2022\***

As a result of the services you received at WorkSource Lane, did you hire one or more new employee(s)?	
Yes	4 / 12.5%
No	26 / 81.3%
Don't Know	2 / 6.3%
<b>Total Responses:</b>	<b>32</b>

How satisfied were you with the person(s) you hired?	
Very Satisfied	2 / 100%
Somewhat Satisfied	0 / 0%
Somewhat Dissatisfied	0 / 0%
Very Dissatisfied	0 / 0%
<b>Total Responses:</b>	<b>2</b>

Source: Oregon Employment Department, qualityinfo.org

\*June 2022 Customer Satisfaction Survey results are not yet available.

LWP meets or exceeds goals for entered employment and retention

Explanation of this measure: The official definition of Entered Employment Rate is defined as Employed at the Second Quarter After Exit. Those who were employed at the time of exit from our programs may not have documented employment during the second quarter after they exited.

The table below includes all individuals who received any type of career and training services in WIOA programs. Detailed outcome information on LWP training programs can be found further down in this report.

During this past year, the workforce system was emerging from the negative impacts of the COVID-19 Pandemic. During the Pandemic, there was a significant amount of job loss, especially in the hardest hit industries such as Leisure and Hospitality, Retail, and Food Services. This past year, Lane County's official unemployment rate dropped to 3.9%. Economically speaking, unemployment rates at or under 4% are considered to be full employment for the region. This created an interesting challenge for the workforce system's need to gain an understanding of the workforce shortage in Lane County. The disconnect between the low unemployment rate and our performance outcomes is also reflective of this newest workforce challenge with each of our programs performing between 95% and 125% of goal.

**THIRD QUARTER PY21 (7/1/21 – 3/31/22) ENTERED EMPLOYMENT RATE  
FOR THE PRIMARY WIOA PROGRAMS**

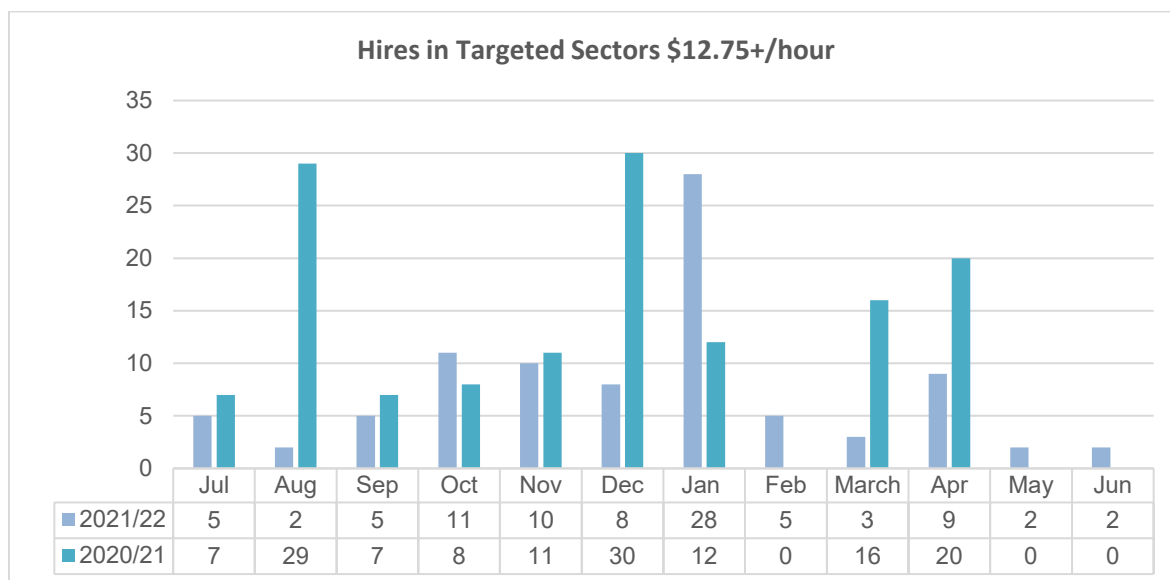
Program	Goal	Final PY 20	% of Goal
Adult	71.4%	71.0%	99%
DW	71.4%	68.1%	95%
DWG	-	81.3%	-
Youth	63.5%	80%	125%

**WorkSource Lane High Wage Recruitment Opportunities in Targeted Sectors**  
**July 1, 2021 – June 30, 2022**

# of Job Listings in iMatchSkills by Targeted Sector (with wages \$12.75 +)		Number Served*	
	Total Listings:	Total Employers:	
	880	171	
Health Care:	430	58	
Manufacturing (includes food & beverage):	112	32	
Construction/Mining:	90	48	
Information Technology:	81	13	
# of job seekers placed in targeted industries:		88 individuals	90 placements

\*Based on listing open date and listings with wage equal to or greater than \$12.75 per hour. Employers NAICS code was used to identify targeted sectors.

**Job Seekers Placed in Target Industries by Month**  
**7/1/2021 – 6/30/2022 vs. 7/1/2020 – 6/30/2021\***



*\*Hires in targeted sectors are based on the result date of the referrals. Only listings within the targeted sectors and with a wage of \$12.75 or more were included. Listings without wage information or wage \$9.99 per hour were excluded (NLx listings). There were a total of 18,144 job listings (all sectors) without NLx and 26,939 job listings with NLx. Of these listings, 2,773 were high wage, none of which came through NLx.*

## Fund Development

### PY 2021/2022 Fund Development

Grant Name	Grantor	Date	Amount of Request	Result
RISE Grant	Dept. of Ag.	August 2021	\$999,999	Not Selected
EDA Good Jobs Challenge	Dept. of Commerce	February 2022	\$18,908,084	Not Selected
YouthBuild	DOL	January 2022	\$1,349,289	Not Selected
Strategic Innovation Funds	HECC/Oregon	January 2022	\$200,000	Not Selected
Youth Employment Opportunity Grant	HECC/Oregon	March 2022	\$607,732	Awarded
HOWTO	Oregon Health Authority	March 2022	\$999,956	Awarded
RISE Grant	Dept. of Ag.	April 2022	\$1,697,793	Pending

### **Goal 2: Connect individuals to education, skill-building and employment opportunities in occupations most impacted.**

#### Strategies:

1. Invest in training programs, including on-the-job training, apprenticeship and customized training focused on replacement opportunities for youth/young adults in jobs most impacted by retirement and other types of projected worker shortages.
2. Analyze the impact of AI/technology on worker displacement.
3. Invest in career pathway models.

#### Progress Measures:

- Training investments (All Partners' Programs)
- State employment data indicates a decrease in replacement openings due to retirements
- Analysis of the impact of AI/technology on worker displacement will be evidenced in the State of the Workforce Report for 2022

## Training Investments (All Partners' Programs)

### **WorkSource Lane Workforce Innovation and Opportunity Act Scholarship Award July 1, 2021 – June 30, 2022**

Measure	Goal	Number/Percent Achieved
# of training scholarships awarded	40	44 / 110% of goal
# of training scholarships awarded by industry		Health Care: 22 Truck Driving: 17 Information: 0 Manufacturing: 4 Construction & Aggregate: 1 Other: 0
# of individuals completing training	40	42 / 105% of goal
# and % of training completers placed in training related employment	No goal in contract	22 of 42 / 52%

### **WorkSource Lane On-the-Job Training Program (OJT) July 1, 2021 – June 30, 2022**

Measure	Number Served
# of OJT placements	58
# of businesses with OJT	15
# OJT placements with new businesses	8
# of OJT placements by target industry	Health Care: 3 Information: 8 Manufacturing: 25 Construction & Aggregate: 8 Other: 14
# of OJT placements \$15/hr or more	\$15 - \$16.99: 11
\$17/hr or more, and \$20/hr or more	\$17 - \$19.99: 27 \$20+: 20

#### Testimonial:

*Sarah has loved to cook as long as she can remember. Her favorite thing to do is elevate seemingly simple dishes to enhance the flavors we love, but also reinvent the rules. For example, she's made some delicious renditions of mac and cheese – her recent favorite being a yellow Thai curry mac and cheese. Her favorite part of the process? Watching people enjoy the food she has made. Sarah cooked professionally in the community for several years, but found it was hard to find a position that allowed her to celebrate the food she created and try new things. Like many in the industry, Sarah also struggled to find a reasonable work/life balance with a backbreaking schedule and stressful work environments. She knew something had to change and felt the need to align more meaning into her work. She stumbled upon Positive Community Kitchen, a local nonprofit that prepares organic healing meals for community members fighting life-threatening illnesses and immediately felt drawn to their mission. She began*

volunteering in the kitchens to prepare meals, and realized she hadn't felt so happy working in a kitchen for a very long time. After just several months, she quickly impressed the Executive Director with her skills and energetic spirit. Sarah was offered a position at Positive Community Kitchen, to work as the Program Coordinator and oversee the volunteers and weekly meal preparations. Although she didn't have all of the office skills required of the position, she knew her way around the organization and had bright ideas for future innovations. She happily accepted the position and Positive Community Kitchen set up an On the Job Training plan to help Sarah grow and learn. Using six skills to be learned, Sarah's On the Job Training plan helped her to keep on track in this training, know what to expect, and measure her own progress. This was especially helpful to Sarah, as there was not any written standard operating procedures for this new position at the time. There were parts of Sarah's role, which took longer to fully develop, but she was on the right track in showing initiative and confidence and developing with the team. She started out feeling very unsure of herself and her office abilities, but her OJT plan helped her to stay on track. Soon she was able to proudly say she had mastered delivering and maintaining communication with efficient messaging and content using Canva, MailChimp, Social Media, Client Letter, YLC & Meal4Meal and managing client to volunteer transition and client team support. Today, Sarah helps to oversee the work of 100 active volunteers. She says she feels empowered in her place of work - a new feeling for her. She is most proud of being able to support Positive Community Kitchen from multiple levels, administratively, within the kitchens, and engaging and recruiting volunteers. Her supervisor had this to say, "She has been exercising managerial skills & pushing her trust in the team to hold a steady operation under her leadership. Last week we sent out some beautiful newsletters that she and the rest of our team contributed to, meaning we have officially cross-trained a chef into a Program Coordinator." Sarah says she hopes to be part of Positive Community Kitchen as long as she can and give back to the community.

**Workforce Partner Investments**  
**July 1, 2021 – June 30, 2022**

**Department of Human Services – JOBS Program**

Measure	Total
# of JOBS Plus placements	8
# of businesses participating in JOBS Plus	8
# of work experience placements	22
# of businesses participating in work experience	12

**Lane Community College – Title II**

Measure	Total
# of individuals achieving an increase in skill gains in reading	26
# of individuals achieving an increase in skill gains in math	22
# of individuals earning a GED	58



### Special Projects:

**COVID-19 DWG** – During times of natural disasters, the federal government may declare the disaster an emergency. Dislocated Worker Grants (DWG) can then be awarded by the Department of Labor (DOL) to assist the disaster area in restoration and recovery. Nation-wide, the COVID-19 Pandemic was declared to be an emergency, which then triggered funding to be allocated to each state and from states to local Workforce Development Boards.

LWP received \$241,680 to assist with employment recovery and \$241,680 to assist with disaster recovery for a total of \$483,362.

The employment recovery Dislocated Worker Grant funds are being used to provide employment and training services to dislocated workers with priority given to those who have lost their jobs because of the COVID-19 Pandemic. The original enrollment goal was set at enrolling 200 individuals into the grant. However, due to lower-than-expected engagement of eligible participants, the goal was lowered to 125. These services are being provided through WorkSource Lane as well as alternate locations, such as the Eugene Public Library.

### Final DWG COVID Performance Outcomes:

Enrollment Goal	Enrollment Target to Date	Total Enrolled
125	125	148

**Fire DWG** –The State of Oregon was awarded a DWG from DOL in response to the devastating wild fires during the summer and early fall of 2020. The purpose of the funds is to assist the impacted communities in Lane County with fire restoration, recovery, and cleanup efforts. LWP has been awarded \$4.9 million in funding, in which we have received the initial increment of \$1.6M with the stipulation that the funds must be expended and initial performance met to receive the balance of the award. LWP has received additional funding of \$327,068 that was re-allocated from other workforce boards, for a total amount of \$1,993,734. The State of Oregon’s request to the Department of Labor for an additional increment of funding is pending. LWP is in need of additional funding to continue services to enrolled customers, and is submitting what is referred to as a Gap Fill request to the State of Oregon.

LWP released an application for community stakeholders to request funds which they may use to employ humanitarian workers or work crews whose sole purpose will be to work on projects related to fire restoration, recovery, and clean-up. LWP entered into Service Agreements with:

- McKenzie Community Development Corporation – Humanitarian Workers
- Love First – Humanitarian Workers
- North West Youth Corps – Fire Restoration and Clean-up
- Suulutaaq Construction – Fire Restoration and Clean-up
- Cascade Relief – Both Humanitarian Workers and Fire Restoration and Clean-up

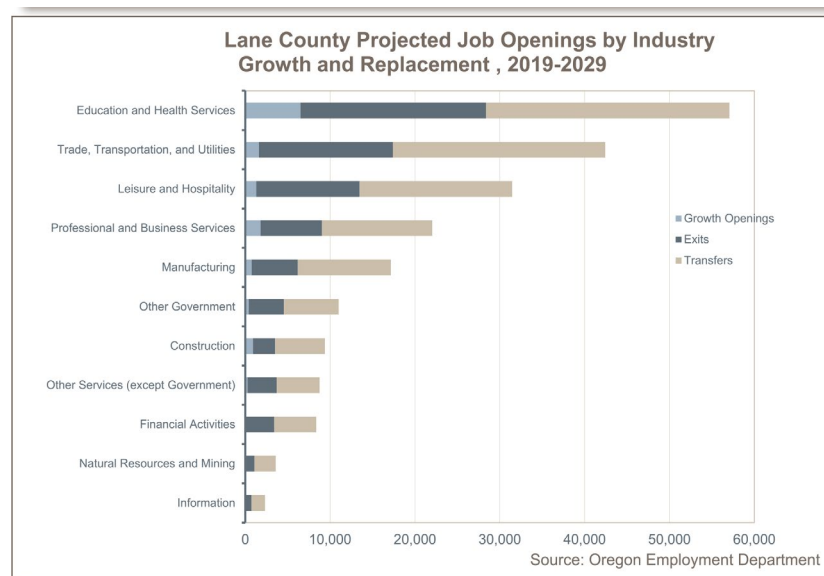
## Performance to Date:

Enrollment Goal	Enrollment Target 1 <sup>st</sup> Increment of Funding	Actual Enrollment to Date
200	140	129

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 2020 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 July 1, 2021 – June 30, 2022
Total number of WorkSource Lane customers who received personalized services to support their job search and access to talent development and skill training opportunities.	7,105

### Goal 3: Prepare our youth for future employment.

#### Strategies:

1. Invest in proven strategies and partner with successful youth programs to better align industry and education to increase student access to work opportunities.
2. Be the community voice to improve policy makers understanding/willingness to remove apprenticeship pipeline barriers.

#### Progress Measures:

- Create and track outcomes for multiple Lane County industry awareness and work-based opportunities for middle/high school and community college students.
- Identify individual sector's apprenticeship barriers and chart progress of measurable results to overcome these barriers.

Connect Industry Workforce Needs to Education – LWP partners with **Elevate Lane County** to coordinate industry awareness for students, teacher externships, and work-based learning opportunities.

Measure	Number Served
# of Lane County students participating in industry tours	99
# of participating industry sectors in tours	6 (Natural Resources, Manufacturing, Arts, Business/Marketing, Engineering, Hospitality)
# of Lane County schools participating in industry tours	11
# of Lane County students participating in DevNW Financial Foundation courses	170
# of Lane County students participating in the 2021/2022 Middle School Career Expo	235
# of Lane County schools that participated in the 2021/2022 Middle School Career Expo	6
# of Lane County businesses represented at Career Expo	24
# of Lane County students participating in the 2021/2022 Hiring Fair	221
# of Lane County schools that participated in the 2021/2022 Hiring Fair	22
# of Lane County businesses represented at the 2021/2022 Hiring Fair	26
# of students participating in job shadows	119

Measure	Number Served
# of students participating in a mentorship with industry	21
# of high school teachers participating in an externship	12
Industry sectors participating in externships	9 (Agriculture; Advanced Manufacturing; Manufacturing Tech; Education; Health; Tech; Trades; Natural Resources/Energy Management; Finance)
# of high school students participating in an internship	39
Industry sectors participating in internships	14 (Health; Food/Beverage Manufacturing; Contracting; Tech; Construction; Arts; Early Childhood Education; Education; Government; Public Service; Engineering; Hospitality; Social Services (Housing); Veterinary)
# of high school students participating in a micro internship	10
Industry sectors participating in a micro internship	6 (Business/Marketing; Manufacturing; Digital/Media Arts; Tech; Finance; Nonprofit)
School Presentations:	13
# of students	380
# of high schools	5
# of middle schools	0
# of industry representatives	0

#### Additional Information

Measure	Number Served
# of Lane County students participating in professional skill building webinars. The “Working Wednesday” webinar series features a new panel of local professionals from a variety of industries every Wednesday.	85
# of participating industry reps in webinar	12
# of Lane County schools participating in webinars	17

Measure	Number Served
# of Lane County schools participating in codeORcreate (student tech hackathon)	10
# of Lane County students participating in codeORcreate	26
# of participating industry reps in codeORcreate	11
# of Lane County schools participating in marketingJAM (student marketing showcase)	7
# of Lane County students participating in marketingJAM	35
# of participating industry reps in marketingJAM	10
# of Lane County schools participating in SLICE! (student culinary showcase)	5
# of Lane County students participating in SLICE!	30
# of participating industry reps in SLICE!	8
# of educators participating in Reach Higher Industry Panels	83
# of industry professionals participating in Reach Higher Industry Panels	21
# of WIOA Youth/Young Adults served	233

### Testimonial

*Moya joined the Navigate program (WIOA Youth/Young Adult Program) while in a period of insecurity around her government benefits and aging out of foster care. While in Navigate, Moya has started a work experience, moved into the St. Vincent de Paul Youth House, engaged in a job shadow, started classes at LCC, completed the DevNW Youth Financial Foundations course and participated in a number of Wonder Wednesday workshops. Moya says this about the program: "Through Navigate, I have received help with accessing public services, employment opportunities, access to community resources and vital housing programs, and general guidance. I feel very supported by the Navigate program. Overall I have had a very positive experience." – Connected Lane County*

*"Positive experience with the program. My case manager was a constant support and helped me navigate some difficult times." – Autumn*

*"The program has been very helpful for me to get started in the adult world." - Jennifer*

### *Increase WIOA Youth/Young Adult Paid Work Experience Opportunities*

Measure	2021/2022 (July – June)	2020/2021* (July – June)
# of WIOA youth/young adult participating in a work experience	43	41
# of youth/young adult who complete an internship with occupational skill gains and achieve positive evaluations	8	7

\* Due to the COVID-19 pandemic and all the restrictions placed on businesses/organizations throughout the program year, it was very difficult to place WIOA youth/young adults in work experiences and internships.

#### *Testimonials*

*Andrew joined Navigate last spring and had never had job before but was very eager to learn. Andrew started out feeling worried about work but started a basic skills placement to learn employment skills. Andrew blossomed at this work experience and we were able to increase the expectations and skills he was learning to build an internship. In addition to his internship, he has attended Wonder Wednesday workshops, participated in multiple job shadows, attended DevNW Youth Financial Foundations courses, and graduated from Al Kennedy High School. Andrew says that the highlight of being in the program has been having his first paid work experience and that “I used to be scared of everything but it is easier knowing that there are people that can help you.” – Connected Lane County*

*Kelly joined Navigate last summer as an unhoused runaway teen who was in need of basic services, a school engagement plan, and employment experience. Since joining, Kelly now has a safe place to live, has regular medical care, and is working to get her permit. She has been doing Baker Web Academy online and has also engaged in Wonder Wednesday classes and a job shadow with a neurosurgeon. Kelly is very interested in the medical field and starting doing a work experience at Volunteers in Medicine. She thrived there and we were able to transition her to an internship where she learned higher level medical filing systems and continued to build her clinic and customer service skills. Kelly says: “I’ve learned a lot and it’s been a great work experience for me. Working there has taught me how to better communicate with people and also how to act and work in a professional setting. The environment is a great place. I still continue to learn every day and I also earned some work experience which I’ve never had so that will be amazing for other job opportunities.” – Connected Lane County*

*“I loved my placement at the Eugene Fire & EMS. I have stayed connected and they wrote a letter of recommendation to work for another fire company this summer” – Jabin*

# WIOA YOUTH/YOUNG ADULT PROGRAM

## SNAPSHOT IN TIME – July 2022

Current Number Enrolled: 225 Participants

### SEX

- Female (57%)
- Male (39%)
- Not Disclosed (4%)

### DISABILITY

- Not Disabled (45%)
- Disability (44%)
- Not Disclosed (11%)

### RACE

- White (76%)
- More than one race (11%)\*
- Black/African American (3%)
- American Indian or Alaskan Native (2%)
- Native Hawaiian or Other Pacific Islander (1%)
- Not Disclosed (7%)

### ETHNICITY

- Not Hispanic/Latino a/x (70%)
- Hispanic or Latino a/x (16%)
- Not Disclosed (14%)

### SCHOOL STATUS

- Out of School (75%)
- In-School (25%)

### AGE AT PARTICIPATION

- 18+ (57%)
- 17 and below (43%)

### EMPLOYMENT STATUS

- Employed (12%)
- Not Employed (88%)

### INCOME

- Low Income (93%)
- Not Low Income (7%)

### HIGHEST EDUCATION LEVEL COMPLETED

- Did not complete HS Diploma/GED/Equivalent (60%)
- High School Diploma (33%)
- GED (6%)
- Completed one or more years of Post-Secondary education: 1%

### BASIC SKILLS STATUS

- Deficient in Basic Literacy Skills (85%)
- Not Deficient (14%)

### \*MORE THAN ONE RACE

- 56% American Indian or Alaskan Native AND White
- 19% Black/African American AND White
- 11% Asian AND White
- 4% Native Hawaiian or Other Pacific Islander AND White
- 4% Asian AND Black/African American AND White

### ADDITIONAL CHARACTERISTICS

#### (not all possible characteristics listed)

- Homeless (24%)
- Foster Care/Aged Out of Foster Care (16%)
- Justice System Involvement (11%)
- Runaway (7%)
- Parenting (5%)
- Pregnant (1%)

**Goal 4: Catalyze the community around diversity, equity and inclusion (DEI) to expand workforce leadership and participation opportunities for all.**

Strategies:

1. Be a catalyst for systemic change that raises DEI to the level of sector strategy.
2. Convene an advisory board as a model of DEI leadership.
3. Invest in workforce board training to understand unconscious bias and to lead by example.
4. Embed DEI in all LWP policies.

Progress Measures:

- Increase service utilization among targeted populations
- All LWP policies will contain DEI and Equity Lens language and requirements
- LWP staff and Board members diversity, equity, and inclusion training as well as the establishment of an advisory board

Every two years, LWP releases a State of the Workforce Report. This report provides readers with information about the current state of Lane County's economy. The 2020 State of the Workforce Report presents information about our economy and the impacts that the COVID-19 Pandemic has had. The report also explores critical issues we are facing today, such as the childcare desert and the gaps in educational achievement and their impacts on our future workforce. In addition, Lane's Workforce Development Board set new goals in our 2020 – 2024 Strategic Plan that focus on Equity and Inclusion. The 2020 State of the Workforce Report explores this topic in terms of women in the workforce and the economic conditions faced by those living in our rural communities.

Per data provided by Shift Bias, diverse organizations have on average 83% higher productivity and 19% higher gross revenue. We also know that on average 57% of employees that leave a company would have stayed if decision-makers had taken the steps to make the company culture more inclusive. Achieving equity means looking at systems that are more likely to negatively impact marginalized groups and addressing them so that everyone in Lane County can thrive. We as a board are focused on this important goal because the board and LWP staff see this goal as part of an effort to help everyone who works, lives, and plays in Lane County feel that they belong and add value to our present and future.

- [2020 State of the Workforce Report](#)

Each year, LWP reviews and updates its policies and procedures to ensure they are current and meet the requirements of federal and state legislation. These policies are also developed to align with the goals set by the Workforce Development Board. Lane Workforce Partnership's current policies and procedures can be found on our website.

- [Lane Workforce Partnership Policies](#)



## Increase Service Utilization Among Targeted Populations

### Targeted Outreach Activities

The Equity and Inclusion Task Team set a priority around increasing outreach activities to under-represented 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
2019/2020	10 (24%)	7 (17%)	2 (5%)	20 (49%)	2 (5%)	7 (17%)
2020/2021	12 (29%)	12 (29%)	3 (7%)	22 (54%)	3 (7%)	6 (15%)
2021/2022	12 (37.5%)	8 (25%)	3 (9%)	15 (47%)	4 (12%)	7 (22%)

Scholarship Application Awarded						
	Minority Groups	50+	Veterans	Women	Disabilities	Offenders
2019/2020	5 (19%)	4 (15%)	1 (4%)	13 (48%)	2 (7%)	5 (19%)
2020/2021	9 (28%)	11 (34%)	3 (9%)	15 (47%)	1 (3%)	4 (12.5%)
2021/2022	14 (31%)	13 (29%)	3 (6%)	26 (59%)	5 (11%)	7 (15%)

### Work Ex Tuition

Outcome	Number Achieved
# of trainings funded	14 / 15 trainings funded* 11 / 15 trainings started *6 Healthcare/8 Truck Driving
# of individuals completing training	3
# of training completers placed in training related employment	0 (most trainings were funded between January and June. Expect to see placements in first quarter of PY 2022/2023.)
Employment Confirmation	0 as of 6/30/2022

### Work Ex Internship (Work Experience)

Outcome	Number Achieved
# of participants in Work Experience training	6 / 15 new individuals started work experience 4 / 15 individuals completed work experience 2 still in progress
Target Industry	Truck Driver: 1 Health Care: 1 Construction & Aggregate: 2 Manufacturing: 1 Welding: 0 Other: 1 (Financial)
Wages of Work Experience placements at \$13.50+	6 Average: \$17.25 per hour
% of training completers placed in training related employment	25% Average wage: \$19.00 per hour

### Work Ex On-The-Job Training (OJT)

Outcome	Number Achieved
# of participants in Work Ex OJT	11 participants 8 participants ended WorkEx OJT 8 / 8 (100%) completed training
Target Industry	Truck Driver: 0 Health Care: 0 Construction & Aggregate: 2 Manufacturing: 6 (5 with Arcimoto) Welding: 0 Tech: 3 Other: 0
Wages of OJT placements at/above \$15.00	11 Average: \$21.36 per hour

### Demographics of Populations Served through WorkSource Lane: Eugene and Florence

Measure	Number Served	%
# of disabled individuals served	888	12.5%
# of minority populations served (e.g., Hispanic, Native American, Asian, Pacific Islander, African American)	1,743	24.5%
# of individuals 45 – 54	1,352	19%
# of individuals 55+ served	1,378	19.4%
# of Veterans served	410	5.8%
# of Veterans placed in employment	3	.04%
# of disabled Veterans placed in employment	3	.04%

# WIOA ADULT/DISLOCATED WORKER PROGRAM

## SNAPSHOT IN TIME – July 2022

Current Number Enrolled: 203 Participants

### SEX

- Female (51%)
- Male (49%)

### RACE

- White (71%)
- Not Disclosed (12%)
- More than one race (6%)
- Black/African American (5%)
- Asian (3%)
- American Indian or Alaskan Native (2%)
- Native Hawaiian or Other Pacific Islander (1%)

### ETHNICITY

- Not Hispanic/Latino a/x (87%)
- Hispanic or Latino a/x (9%)
- Not Disclosed (4%)

### INCOME

- Not Low Income (52%)
- Low Income (48%)

### EMPLOYMENT STATUS

- Not Employed (59%)
- Employed (41%)

### HIGHEST EDUCATION LEVEL COMPLETED

- High School Diploma (35%)
- Bachelor's Degree of equivalent (17%)
- Associates Degree (12%)
- Completed one or more years of Post-Secondary education: (12%)
- GED (11%)
- Did not complete HS Diploma/GED/Equivalent (6%)
- Post-secondary technical/vocational certificate (non-degree) (4%)
- Education beyond Bachelor's Degree (3%)

### VETERAN STATUS

- Never Served (96%)
- Veteran (4%)

### AGE AT PARTICIPATION

- 18 - 25 (16%)
- 26 – 40 (42%)
- 41 – 55 (28%)
- 56+ (14%)

### ADDITIONAL ECONOMIC PUBLIC ASSISTANCE CHARACTERISTICS

- Received public assistance in the last 6 months (37%)
- None (36%)
- Not Disclosed (17%)
- Received 2 or more public assistance services in last 6 months (10%)

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

Measure	Number Served	%
# and % of disabled individuals served	66	6%
# and % of minority populations served	489*	44%
# and % of individuals ages 50+ served	107	9%
# and % of ex-offenders served	31	3%
# of Veterans served	2	<1%

\*Breakdown on minority population:

- Hispanic: 295
- Asian: 86
- Black or African American: 49
- Pacific Islander: 10
- American Indian/Alaska Native: 49

Student population compared to prior year

PY 2021 – 2022: 1,099

PY 2020 – 2021: 1,286

Other notable information Program Year 2021 – 2022

Homeless: 52

Long Term Unemployment: 52

Single Parents: 99

Displaced Homemakers: 14

## *Vocational Rehabilitation Services Workforce Metrics*

Measure	Number Served
Total number served 7/1/21 – 6/30/22	1,620*
Total number entering IPE	1,436**
Total number with Employment Outcome	258***

\*Eugene: 896/Springfield: 724

\*\*Eugene: 802/Springfield: 634

\*\*\*Eugene: 128/Springfield: 130

“**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**

Several years ago, LWP released our equity lens. This lens it designed to help us make decisions about funding, policy, and program design. This past year has been an exceptionally difficult one for women, minorities, and those amongst our most vulnerable populations. We know from data and reports that these communities were the hardest hit by the COVID-19 Pandemic. The 2020 State of the Workforce Report addresses some of these challenges. As we move forward into the new year, Lane Workforce Partnership is focusing on the creation of programs that lift up these populations. The report is also designed to provide information to our community partners so that as they are working on fund development or the creation of new programs, they have the most current information they need to make informed decisions about the constraints women, veterans, and minorities face.

### **Increase Services for Rural Communities**

This past year, LWP submitted two grant proposals that focused on increasing opportunities for those who live in our rural communities. While neither was successful in securing funding, both provide foundational information to help us understand the needs of our rural communities and strategies we can deploy to increase access to services for these residents. LWP will continue to engage our partners in this work. The 2020 State of the Workforce Report addresses the economic challenges of our rural areas, and while the COVID-19 Pandemic has been devastating, it has also presented new opportunities for those who live in rural areas. With the increase in working virtually, the idea that people no longer need to live where they work, but can work where they live is gaining momentum. This momentum is opening doors for our rural communities and presenting opportunities for skill building and employment in occupations that pay well.

## **Goal 5: Align strategic partnerships to expand our collective capacity to address systemic workforce challenges.**

### **Strategies:**

1. Continue to invest in sector strategy work.
2. Analyze impacts of technology on industry employment and on workforce training.
3. Identify and share job skills with current and emerging workforce.
4. Analyze, gather, and disseminate projected data about job evolution/changes/growth.
5. Be the voice to create understanding of self-sufficient wages in our community.

### **Progress Measures:**

- Annual investments specific to each industry sector
- 2022 State of the Workforce Report will include analysis of technology and artificial intelligence impacts on the workforce as well as job evolution and self-sufficient wage data for Lane County

The \$138,024 investments in Targeted Sectors made during the year show the impact of our collective capacity. The following projects would not have been possible without true community collaboration:

- Bohemia Food Hub received an Oregon Community Foundation (OCF) grant awarded through a Fiscal Sponsorship Agreement with Lane Workforce Partnership.
- Discard Upcycling funding was provided by Business Oregon, the Oregon Cascades West Council of Governments, and Lane County.

- And, the Leading with Cultural Intelligence trainings were launched in partnership with the Technology Association of Oregon.

Targeted Sectors	Funds Expended
Food and Beverage (Bohemia Food Hub skills training)	\$25,000
Food and Beverage (Season to Taste Growing People Sponsorship)	\$15,000
Creative (Discard Upcycling)	\$75,000
Creative (Discard Upcycling Spanish Sewing Course)	\$1,800
ALL (Eugene Chamber Open for Business)	\$4600
ALL (Luna Jimenez Centering Relationships)	\$4224
ALL (TAO - SWV People Community)	\$10,200
ALL (TAO -Leading with Cultural Intelligence)	\$2,200
<b>TOTAL</b>	<b>\$138,024</b>

### *Continue Sector Strategy Work*

Sector Strategies are business led partnerships primarily funded by the Workforce Innovation and Opportunity Act (WIOA). These funds are workforce investments for talent development, job creation, and business competitiveness. Lane County's targeted sectors are: Technology, Food & Beverage Manufacturing, Wood Products, Construction - Aggregate, Creatives and the most recently launched Transportation Sector Strategy initiative. The targeted sectors not only have above average wages for Lane County but are essential to our local economy.

[Next Generation Sector Partnerships](#) is an initiative by the Institute for Networked Communities (INC). For several years now, they have closely partnered with our region to develop and curate best practices and tools to support the work of our sector partnerships and those across the country. We are continually learning, evolving and developing strategies, strengthening necessary relationships, and activating initiatives that support the growth and sustainability of our diverse economy. Our focus is to build systems and capacity to ensure businesses have the skilled workforce necessary to innovate and grow, and that the workers and job seekers in the county have the skills to take advantage of employment pathways and opportunities.

Key strategic goals for this partnership:

- Identify our growth edge of strategists and leads;
- Activate cross- sector collaboration opportunities;
- Establish commitments on how we want to continue to measure our success;
- Dive into practices and strategies that haven't been launched or developed yet.
- Be a catalyst for systemic change and elevating the importance of embedding DEI practices in our workforce system.

In January 2022, Lane County was highlighted in the most recent [Next Generation Sector Partnership Benchmarking Report](#). These case profiles are a continuation of their national Benchmarking Project, conducted with support from Ascendium Education Philanthropy. The Benchmarking Project documents the lifecycle of nine regional teams across the nation, telling the stories of their partnerships, their

evolution and their impact. In the 2022 issue, case profiles of Lane County, Oregon, the North State of California and Cape Fear, North Carolina are highlighted.

#### Technology Sector:

[The Technology Association of Oregon](#) (TAO) is the force behind our regional tech industry - supporting entrepreneurs, connecting peers and decision makers, and helping establish the Northwest as a global hub for innovation. They do that through industry promotion, advocacy, talent development, and building professional networks.

Key strategic goals for the Tech sector in Lane County:

- Advocate and drive innovative curriculum in K-12 and higher education;
- Develop programs and initiatives for talent development and retention;
- Increase industry collaboration to make Lane County a top tech hub;
- Create avenues for the tech sector to make localized social impact;
- Engage and support tech and tech enabled companies throughout the Southern Willamette Valley.

Lane Workforce Partnership and TAO have identified the continuous need and interest in the cultural intelligence workshop facilitated by Anna Boyer with Anna Boyer Consulting LLC; Leading with Cultural Intelligence (CQ). The four-week course focuses on topics like: why culture matters, cultural values, CQ assessment results overview, unconscious bias, inclusive leadership, and the development of a CQ action plan. The training includes taking a CQ assessment and two additional follow-up sessions to touch base with participants, offering peer to peer relationship building, and support as they use the tools, knowledge, and skills learned. HR directors and those with hiring authority from a variety of sectors have participated in the program and have provided great reviews and feedback. Future cohorts are being discussed and additional partnerships are expressing interest in collaborating to help cast a wide net in promoting the opportunity and building common language and principles to support healthy recruitment and retention efforts and strategies across sectors and across our region. Lane County Human Resource Association (LCHRA) has committed to offering two cohorts in Program Year 2022-2023 and is in the process of certifying the course so that members and participants can receive Society for Human Resource Management (SHRM) continuing education credits after completion.

In March 2022, the [Southern Willamette Valley People Community](#) was launched and led by Co-Chairs and local human resource leaders: Celeste Marshall, President, Reynolds Electric, Missy Matella, Employment Attorney, Watkinson Laird Rubenstein, and Celeste Peterson, Director of People, Palo Alto Software. The TAO SWV People Community aims to provide resources for an individual's professional development and an organization's development of people operations as it evolves. Quarterly events will provide a supportive space to learn and grow through candid, professional conversations, peer-to-peer discussions, and mentorship opportunities.

The group is focused on:

- Workplace Culture
- People Management and Operations discussions
- Equity, Diversity, Inclusion, & Belonging
- Talent Pipeline
- Compliance Obligations

### Food and Beverage Manufacturing:

The Lane County Food and Beverage Sector Strategy led by [Eugene's Table](#) helps mobilize collaborative development projects, promotes regional products and values, and creates opportunities to share knowledge and resources to solidify Lane County as a hub for diverse food and beverage companies.

Key strategic goals for the Food and Beverage Manufacturing sector in Lane County:

- Develop shared resources for local industry to help start-up businesses, keep and grow existing businesses, and attract new businesses;
- Advance equitable outcomes for BIPOC owned (Black, Indigenous and people of color) and other socio-economically disadvantaged businesses;
- Strengthen the region's brand and amplify marketing for local businesses;
- Build a stronger workforce by aligning curriculum at local high schools and colleges and raising awareness of food and beverage careers;
- Advocate for public policy and regulations that supports industry success. Increase collaboration across the industry.

Every month Eugene's Table distributes a monthly newsletter that offers industry updates, events, news, job openings, and resources. To sign up to receive your monthly industry updates or to learn more, visit Eugene's Table website [here](#).

Eugene's Table, in partnership with Northwest Food Solutions and Knowledge Waits Consulting and sponsored by Lane Workforce Partnership, continues to offer The Growing People program in Lane County. The Growing People program is designed to engage professionals and their companies from across the region in 300 hours of learning, hands on analysis, and problem solving. This program was launched to provide real world education to inspire, inform, engage, and retain aspiring employee leaders from food and beverage manufacturing companies in Lane County. Given the success of the initial cohort(s), subsequent opportunities will continue to be offered in the coming months.

### Construction – Aggregate:

The Lane County Construction-Aggregate (C-A) industry consists of a wide range of local commercial-residential contractors and aggregate companies. The industry currently employs 8,082 people. Lane County's total payroll in C-A was \$470,523,613 – the fourth highest county total in the state.

In response to industry demand, Lane Workforce Partnership was asked to convene and facilitate the Lane County Construction-Aggregate Workgroup. This workgroup was formed in January 2016 and has continued to gain attention and participation from industry, education, and community partners. Key strategic goals for the Construction-Aggregate sector in Lane County include:

- Create industry awareness for younger workers;
- Identify/problem-solve workforce issues related to recruitment of an emerging workforce;
- Discuss how to make connections with Lane County Middle/High Schools, Lane Community College (LCC), and collaborations with local workforce agencies;
- Support Career Technical Education (CTE) and expand and promote trade opportunities.

The most significant education-industry partnership project to date has been the McKenzie River Fire Restoration Shed Build. Students from multiple school districts worked with the Blue River Community and local C-A industry sector partners to build replacement sheds for those who lost structures in the



2020 McKenzie River Area wildfires. These 8' X 8' sheds were assembled from kits at the schools and, upon completion, delivered to respective home owner's sites for set-up and roofing. This project was completed in May 2022, with participation from 12 Lane County School districts to build a total of 54 sheds. Click [here](#) to view a short documentary film created by Lane County high school students. This film tells the incredible story behind the Future Build Project where students, volunteers, and agencies came together to bring hope to the survivors of the Holiday Farm Fire in the McKenzie River Valley. The McKenzie Fire Restoration Shed Build project will be the model for the future and ongoing Lane County education and C-A industry partnerships to support student work-based opportunities and help make students aware of the multiple trades opportunities.

### **Transportation:**

The Lane County Transportation Sector is made up of a wide range of commercial business entities that employ all levels of related occupations. These businesses support virtually all economic sectors in some form with significant contributions to those directly influencing national economic growth and quality of life concerns – food/beverage distribution, wood products, petroleum, manufacturing operations, infrastructure, refuse management, utilities, construction-aggregate and many more. The transportation industry employs approximately 3,000 people in Lane County and employment is forecasted to increase 7% over the upcoming ten-year period.

In partnership with local industry, LWP helped form the Lane County Transportation Sector in October 2021. The sector identified two immediate industry workforce needs for prioritization:

- Expand CDL truck driver training opportunities by exploring/developing multiple training models, recruit additional training providers to the area, and develop the infrastructure to promote these to the local transportation sector.
- Market and recruit local community college Diesel Technician programs to increase the number of certified mechanics.

In response to the above priorities, LWP and sector partners worked with Lane Community College (LCC) to develop a CDL Theory Class as an option for initial training course requirements. This additional training opportunity allows the transportation industry to enroll students in the LCC Theory course and finish their CDL training requirements with customized on-site/industry specific driving instruction to be done internally by each employer. The transportation sector also helped to recruit an additional CDL training provider to Lane County with expected operation start up to be August 2022. To address the shortage of diesel technicians, the sector is partnering with LCC to increase presentations to local high school students and workforce centers for program promotion and recruitment.

### **Engage Relevant Agencies and Programs**

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LWP, as the Local Workforce Development Board has a long history of working with business leaders and community stakeholders to advance and strengthen workforce development in our community to work together on the creation of family-wage jobs, and to face the most pressing challenges threatening the health and wellbeing of Lane County residents.

- The [Lane County Community Collaborative](#) is a group of economic and workforce development stakeholders from across Lane County that come together with the goal to better align efforts and resources to effectively meet the needs of our communities and have a positive ripple effect

across our region. These monthly meetings are designed to foster rich conversation, relationship building, and collaboration.

- The [Lane County Latino a/x Leaders Work Group](#) convened for the first time in June of 2020, in partnership with The Oregon Community Foundation, OCF's Latino Partnership Program, Palo Alto Software, and Lane Workforce Partnership. Each gathering brings together Latino a/x leaders from across the county that work in a variety of sectors and have an assortment of influence. The meetings are structured to inspire and facilitate personal connections and help mobilize community-driven solutions. This initiative is co-facilitated by Dr. José Meléndez, Assistant Professor of Planning for Engaging Diverse Communities at the University of Oregon's School of Planning, Public Policy, and Management.

Goals/Themes (no particular order):

- Community building - within this group, our own Latino a/x community, and more broadly
- Creating a sense of belonging
- Jobs and the economy
- Social capital
- Education (Birth and Beyond)
- Leadership and professional development - across the entire spectrum
- Financial literacy and wealth building
- Leadership support

In April of 2021, the group was awarded a \$20,000 dollar grant from the Sociological Initiatives Foundation to research how the Latino community could gain more political representation, influence, and power in Lane County. Centro Latino Americano (recently merged organization with Huerto de La Familia and Downtown Languages) is the fiscal agent, who since the 1970's, has worked to build bridges for a stronger community and becoming the main avenue for the social and civic integration of the Latino population in our region.

The funds will allow an examination as to how the design and structure of local government across different jurisdictions in Lane County, Oregon create institutional system level barriers for Latino leaders who attempt to engage in the various political arenas. These barriers, we hypothesize, prevent the emergence of a political power base for the Latino community, and subsequently perpetuates the disposition that the various access points for engaging with local governments is not meant for them. The research staff is comprised of Latinos from the community as a way to provide them with professional development opportunities. Staff includes: Emma Avalos, Student Success Engagement Organizer at Centro Latino Americano and David Wenzell Nieto, sophomore transfer student at the University of Oregon. The Oregon Community Foundation (OCF) awarded LWG a Capacity Building grant of \$5,000 in 2020 and in Program Year 2021/2022, OCF renewed their financial commitment to help support the efforts of the workgroup. Dr. Meléndez is the lead investigator for this project and the research project will conclude December 2022.

- [Oregon Workforce Partnership](#), the association that represents the nine regional workforce boards in Oregon, presented SB4101 in the 2022 Oregon Legislative session. The Governor's workforce bill, SB 1545, [Future Ready Oregon](#), adopted the policy language from SB4101 in sections 3&4, Prosperity 10,000. Future Ready Oregon originated in the Racial Justice Council's

(RJC) Workforce Workgroup, and the package was led by Governor Brown and championed by many partners before the Oregon Legislature's approval in the 2022 Legislature Session. This historic \$200 million-dollar package invests in existing successful programs and in innovative equity-focused solutions to bolster recruitment, retention, and career advancement opportunities for priority populations. Many of the funds will be administered through the Higher Education Coordinating Commission, working with local workforce development boards, community-based and culturally-specific organizations, education & training providers, employers, and communities. Request for Applications are currently out for [Prosperity 10,000, Future Ready Oregon funding](#).

- In the fall of 2021, The Economic Development Administration (EDA) released the [ARPA, Good Jobs Challenge](#), Notice of Funding Opportunity (NOFO) in the amount of \$550 million. This grant is designed to help Americans get back to work by developing and strengthening regional workforce training systems that support the design and implementation of sectoral partnerships that lead to high-quality jobs. Given that Lane County has several established and emerging industries essential to our region, sector, regional partners and stakeholders from across Lane County submitted a proposal for the region. Areas of focus were on the following sectors: Technology, Food and Beverage Manufacturing, Wood Products, Creatives, Construction-Aggregate, Transportation, Health Care, and Biosciences. Our proposal focused on capacity building to support the strategists and backbone organizations and designing programs to activate our public workforce system to better serve underrepresented communities and populations. Partners included: Technology Association of Oregon, Eugene's Table, Associated Oregon Loggers, Oregon Manufacturing Extension Partnership, Delta Sand and Gravel, Tyree Oil, Southern Oregon Sector Partnership, Lane County Medical Society, Oregon Bio, Lane Arts Council, Onward Eugene, AHM Brands, and Lane Community College (Design and Marketing Department). We also received letters of commitment from several industry partners and letters of support from community stakeholders. In addition, due to the cross-regional effects and complexities of the Transportation Sector, Lane County provided a letter of support for the proposal submitted by our colleagues and partners with [Southern Oregon Workforce Investment Board](#) who have had great success and advances with their well-established Transportation Sector Strategy initiative.
- [Discard Upcycle/Viking Textile Maker Hub \(VTMH\)](#) has received funding to support, collaborate and engage textile manufacturers, both in Lane County and beyond. Over the last year, VTMH developed a three-track system to generate gig work for local sewists, textile artisans along with offering training in industrial sewing for new and incumbent workers. In addition, VTMH connected with industry partners to better understand the skills they are wanting and VTMH then adapted their training program to meet local needs. The curriculum has been translated into Spanish and they have two bilingual trainers for their Spanish-speaking cohorts. Three industrial walking foot machines and three industrial sergers were purchased with the investment and have been configured into three fully equipped pods, including all tools and notions required for an array of educational offerings. After completing the build-out of the classroom in December 2021 and January 2022, VTMH launched its newest classroom in February 2022. Since that time, three cohorts of students have completed the 48-hour Industrial Sewing Course, including the first one taught in Spanish. In addition to these training sessions, VTMH continues to offer other regular and in-house classes in the classroom, as well as the option for other textile artists to access this space to teach their own classes.

- Partner tour hosted by Onward Eugene and Viking Textile Maker Hub at The Innovation Hub (942 Olive Street). Invited guests included: Business Oregon, the city of Eugene, Economic Development, Huerto/Centro/DTL (merged org), SBDC Lane County, SBDC Linn Benton Community College, local entrepreneurs, and WorkSource Oregon Lane.
- [Luna Jimenez Institute for Social Transformation](#), Centering Relationships for Systems Change. Partners from DHS, United Way of Lane County, the city of Eugene, St. Vincent de Paul, Lane County Department of Health & Human Services (HHS), Connected Lane County, and Pivot Architecture participated in a three-day virtual workshop with teams across the country. During this workshop, participants learned how fear and power imbalances impact our capacity to communicate and connect with people different from us, and what it means to remain “value-based” in our actions, even in the face of conflict, disagreement, and dominance. Participants learned tools and frameworks for value-based movement building and transformational systems change.

Workshop Desired Outcomes:

- Explore how fear impacts our ability to understand and collaborate with others;
  - Learn a framework to increase skillful communication, even with people we disagree with;
  - Recognize how assessing context increases our capacity to have a flexible response in each present moment;
  - Experience the power of healing in community using LJIST’s core listening practice;
  - Deepen our understanding of LJIST’s core theory of social transformation and its application to ending racism.
- [Lane County Poverty and Homelessness Board](#) (PHB), Employment Workgroup. Deanna Strahan-Wilson, Manager of Workforce Programs, Lane County HHS, Brittany Quick-Warner, President/CEO, Eugene Area Chamber of Commerce, Heather Seilicki, and Sylvia Berry, Homeless Initiative Managing Consultant came together to establish a sub-group to better align efforts between the PHB Employment Workgroup and the Eugene Chamber of Commerce, [Business Leaders Taskforce](#). The goal of this sub-committee is to help minimize any duplicative efforts between groups, co-create strategies to increase the capacity of homeless services providers (sector based), and increase employment opportunities for people experiencing homelessness.
- [Onward Eugene](#) has been designated as the Business Service provider of Lane Workforce Partnership, managing our existing and emerging Sector Strategy efforts and initiatives. This includes providing leadership to Lane County industry sector partnerships, connecting the workforce with industry opportunities, helping grow the entrepreneurial ecosystem, delivering the EUG launchpad program, supporting the development and content curation of the [Open for Business](#), Sector Strategies series, expanding our On-the-Job Training (OJT) program, and supporting the integration of our Business services cross agencies. In an effort to be more engaging and inclusive with outreach, Onward Eugene created an animated [video](#) showing the diversity of jobs, people, and work settings that OJT supports. [OJT brochure](#).

### *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 are provided through one comprehensive and four affiliate centers.

- WorkSource Eugene – Comprehensive
- WorkSource Florence – Affiliate
- WorkSource Springfield – Affiliate
- WorkSource McKenzie – Affiliate
- WorkSource Cottage Grove – Affiliate

For informational purposes, the most recent State performance report for Lane Workforce Partnership can be found on the following pages. This is the official performance outcomes report prepared by the State of Oregon. This report contains data on numbers served in each of our program, characteristics of those served, and performance outcomes. The report is separated by WIOA Adult, Dislocated Workers and Youth.

## WIOA PY-2021 Qtr-3 Performance Report for Adult

ETA-9173

## Lane Workforce Partnership

Rolling 4 Quarters

Performance Items		Basic Career Services (not self service)		Individualized Career Services		Training Services		Total Current Period	
A. SUMMARY INFORMATION									
1. Total Exiters (1/1/2021 - 12/31/2021)		148		1		97		246	
2. Total Participants Served (4/1/2021 - 3/31/2022)		221		12		156		389	
3. Total Reportable Individuals (4/1/2021 - 3/31/2022)								1,821	
B. PARTICIPANT SUMMARY AND SERVICE INFORMATION (4/1/2021 - 3/31/2022)									
Sex	1a. Male	125		4		85		214	
	1b. Female	95		8		70		173	
Ethnicity / Race	2a. Hispanic/Latino	14		3		26		43	
	2b. American Indian or Alaskan Native	17		1		9		27	
	2c. Asian	8				12		20	
	2d. Black or African American	9		3		4		16	
	2e. Native Hawaiian, Pacific Islander	2				3		5	
	2f. White	188		6		137		331	
	2g. More than One Race	17		1		15		33	
Other Demographics	3a. Eligible Veterans								
	3b. Individuals with a Disability	35		2		9		46	
	3c. Incumbent Workers	125		2		79		206	
	3d. Unemployed Individuals	146		9		62		217	
Education Level	4a. Secondary School Grad or Equivalent	97		3		73		173	
	4b. Completed 1+ years Postsec. Ed.	18		4		16		38	
	4c. Postsec. Certificate or License	12		1		8		21	
	4d. Associate's Degree	36		1		23		60	
	4e. Bachelor's Degree or Equivalent	37				29		66	
	4f. Advanced Degree Beyond Bachelor's	13				5		18	
C. EMPLOYMENT BARRIER (4/1/2021 - 3/31/2022)									
1. Displaced Homemakers		37		2		11		50	
2. Low-Income Individuals		150		11		61		222	
3. Older Individuals		46		2		9		57	
4. Ex-Offenders		17				6		23	
5. Homeless Individuals or Runaway Youth		37		2		3		42	
6. Current or Former Foster Care Youth									
7. English Lanuage Learner, Low Literacy, Cultural Barrier		3		3		2		8	
8. Eligible Migrant and Seasonal Farmworkers		7				3		10	
9. Exhausting TANF within 2 Years						1		1	
10. Single Parents (including Single Pregnant Women)		55		2		23		80	
11. Long-Term Unemployed (27+ Consecutive Weeks)		96		2		50		148	
D. CORE INDICATORS OF PERFORMANCE	Target	num/den	Actual	num/den	Actual	num/den	Actual	num/den	Actual
1. Employment Rate (Q2) (Cohort Period: 4/1/2020 - 3/31/2021)	71.4%	173 279	62.0%	2 2	100.0%	124 140	88.6%	299 421	71.0%
2. Employment Rate (Q4) (Cohort Period: 10/1/2019 - 9/30/2020)	71.0%	190 316	60.1%	1 1	100.0%	89 108	82.4%	280 425	65.9%
3. Median Earnings (Q2) (Cohort Period: 4/1/2020 - 3/31/2021)	\$6,400		\$7,402		\$9,764		\$9,568		\$8,229
		173		2		124		299	
4. Credential Attainment (Cohort Period: 10/1/2019 - 9/30/2020)	60.5%					24 28	85.7%	24 28	85.7%
5. Measureable Skill Gains (Cohort Period: 4/1/2021 - 3/31/2022)	51.0%		0.0%		0.0%	93 150	62.0%	93 157	59.2%
		4		3					
E. VETERANS' PRIORITY OF SERVICE (4/1/2021 - 3/31/2022)				Total Covered Entrants			Percent Served Current Period		
1. Covered Entrants who Reached the end of the Entry Period				122					
2. Covered Entrants who Received a Service during the Entry Period				16			13.1%		
3. Covered Entrants who Received a Staff-Assisted Service during the Entry Period				16			13.1%		

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## WIOA PY-2021 Qtr-3 Performance Report for Dislocated Worker

ETA-9173

## Lane Workforce Partnership

Rolling 4 Quarters

Performance Items		Basic Career Services (not self service)		Individualized Career Services		Training Services		Total Current Period	
A. SUMMARY INFORMATION									
1. Total Exiters (1/1/2021 - 12/31/2021)		110		1		54		165	
2. Total Participants Served (4/1/2021 - 3/31/2022)		179		6		92		277	
3. Total Reportable Individuals (4/1/2021 - 3/31/2022)								1,387	
B. PARTICIPANT SUMMARY AND SERVICE INFORMATION (4/1/2021 - 3/31/2022)									
Sex	1a. Male	92		3		54		149	
	1b. Female	86		3		37		126	
Ethnicity / Race	2a. Hispanic/Latino	14		1		14		29	
	2b. American Indian or Alaskan Native	16		1		5		22	
	2c. Asian	7				7		14	
	2d. Black or African American	8		1		2		11	
	2e. Native Hawaiian, Pacific Islander	1				1		2	
	2f. White	148		4		79		231	
	2g. More than One Race	15		1		8		24	
Other Demographics	3a. Eligible Veterans								
	3b. Individuals with a Disability	31		1		4		36	
	3c. Incumbent Workers	124		2		79		205	
	3d. Unemployed Individuals	134		6		41		181	
Education Level	4a. Secondary School Grad or Equivalent	69				37		106	
	4b. Completed 1+ years Postsec. Ed.	15		3		10		28	
	4c. Postsec. Certificate or License	10		1		8		19	
	4d. Associate's Degree	30		1		13		44	
	4e. Bachelor's Degree or Equivalent	35				18		53	
	4f. Advanced Degree Beyond Bachelor's	12				4		16	
C. EMPLOYMENT BARRIER (4/1/2021 - 3/31/2022)									
1. Displaced Homemakers		37		2		11		50	
2. Low-Income Individuals		134		5		41		180	
3. Older Individuals		44		1		6		51	
4. Ex-Offenders		16				3		19	
5. Homeless Individuals or Runaway Youth		35		1		2		38	
6. Current or Former Foster Care Youth									
7. English Lanuage Learner, Low Literacy, Cultural Barrier		3		1		2		6	
8. Eligible Migrant and Seasonal Farmworkers		4				2		6	
9. Exhausting TANF within 2 Years						1		1	
10. Single Parents (including Single Pregnant Women)		51				16		67	
11. Long-Term Unemployed (27+ Consecutive Weeks)		96		2		50		148	
D. CORE INDICATORS OF PERFORMANCE	Target	num/den	Actual	num/den	Actual	num/den	Actual	num/den	Actual
1. Employment Rate (Q2) (Cohort Period: 4/1/2020 - 3/31/2021)	71.4%	153 248	61.7%	2 2	100.0%	58 63	92.1%	213 313	68.1%
2. Employment Rate (Q4) (Cohort Period: 10/1/2019 - 9/30/2020)	72.0%	168 276	60.9%	1 1	100.0%	40 48	83.3%	209 325	64.3%
3. Median Earnings (Q2) (Cohort Period: 4/1/2020 - 3/31/2021)	\$6,800		\$7,423		\$9,764		\$9,859		\$8,156
		153		2		58		213	
4. Credential Attainment (Cohort Period: 10/1/2019 - 9/30/2020)	63.0%					13 16	81.3%	13 16	81.3%
5. Measureable Skill Gains (Cohort Period: 4/1/2021 - 3/31/2022)	51.0%		0.0%		0.0%	53 89	59.6%	53 93	57.0%
		3		1					
E. VETERANS' PRIORITY OF SERVICE (4/1/2021 - 3/31/2022)				Total Covered Entrants			Percent Served Current Period		
1. Covered Entrants who Reached the end of the Entry Period				95					
2. Covered Entrants who Received a Service during the Entry Period				12			12.6%		
3. Covered Entrants who Received a Staff-Assisted Service during the Entry Period				12			12.6%		

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## WIOA PY-2021 Qtr-3 Performance Report for DWG

ETA-9173

## Lane Workforce Partnership

Rolling 4 Quarters

Performance Items		Basic Career Services (not self service)		Individualized Career Services		Training Services		Total Current Period		
A. SUMMARY INFORMATION										
1. Total Exiters (1/1/2021 - 12/31/2021)		71				42		113		
2. Total Participants Served (4/1/2021 - 3/31/2022)		125		2		79		206		
3. Total Reportable Individuals (4/1/2021 - 3/31/2022)										
B. PARTICIPANT SUMMARY AND SERVICE INFORMATION (4/1/2021 - 3/31/2022)										
Sex	1a. Male	62				46		108		
	1b. Female	63		2		32		97		
Ethnicity / Race	2a. Hispanic/Latino	9		1		9		19		
	2b. American Indian or Alaskan Native	14				5		19		
	2c. Asian	3				6		9		
	2d. Black or African American	4				2		6		
	2e. Native Hawaiian, Pacific Islander	1				1		2		
	2f. White	108		2		68		178		
	2g. More than One Race	12				8		20		
Other Demographics	3a. Eligible Veterans									
	3b. Individuals with a Disability	24				4		28		
	3c. Incumbent Workers	125		2		79		206		
	3d. Unemployed Individuals	93		2		38		133		
Education Level	4a. Secondary School Grad or Equivalent	48				33		81		
	4b. Completed 1+ years Postsec. Ed.	6				7		13		
	4c. Postsec. Certificate or License	6		1		8		15		
	4d. Associate's Degree	24		1		11		36		
	4e. Bachelor's Degree or Equivalent	26				15		41		
	4f. Advanced Degree Beyond Bachelor's	11				4		15		
C. EMPLOYMENT BARRIER (4/1/2021 - 3/31/2022)										
1. Displaced Homemakers		31		2		7		40		
2. Low-Income Individuals		96		2		38		136		
3. Older Individuals		31				6		37		
4. Ex-Offenders		10				3		13		
5. Homeless Individuals or Runaway Youth		33				1		34		
6. Current or Former Foster Care Youth										
7. English Lanuage Learner, Low Literacy, Cultural Barrier						2		2		
8. Eligible Migrant and Seasonal Farmworkers		1				1		2		
9. Exhausting TANF within 2 Years						1		1		
10. Single Parents (including Single Pregnant Women)		40				16		56		
11. Long-Term Unemployed (27+ Consecutive Weeks)		72		1		47		120		
D. CORE INDICATORS OF PERFORMANCE		Target	num/den	Actual	num/den	Actual	num/den	Actual	num/den	Actual
1. Employment Rate (Q2) (Cohort Period: 4/1/2020 - 3/31/2021)		0.0%	18 27	66.7%			21 21	100.0%	39 48	81.3%
2. Employment Rate (Q4) (Cohort Period: 10/1/2019 - 9/30/2020)		0.0%	1 2	50.0%			2 2	100.0%	3 4	75.0%
3. Median Earnings (Q2) (Cohort Period: 4/1/2020 - 3/31/2021)		\$0		\$10,084				\$10,007		\$10,007
			18				21		39	
4. Credential Attainment (Cohort Period: 10/1/2019 - 9/30/2020)		0.0%								
5. Measureable Skill Gains (Cohort Period: 4/1/2021 - 3/31/2022)		0.0%		0.0%			42 77	54.5%	42 80	52.5%
E. VETERANS' PRIORITY OF SERVICE (4/1/2021 - 3/31/2022)					Total Covered Entrants			Percent Served Current Period		
1. Covered Entrants who Reached the end of the Entry Period					7					
2. Covered Entrants who Received a Service during the Entry Period					7			100.0%		
3. Covered Entrants who Received a Staff-Assisted Service during the Entry Period					7			100.0%		

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## WIOA PY-2021 Qtr-3 Performance Report for Youth

ETA-9173

## Lane Workforce Partnership

Rolling 4 Quarters

Performance Items		Services other than Occup. Skills Training		Occupational Skills Training		Total Current Period		
A. SUMMARY INFORMATION								
1. Total Exiters (1/1/2021 - 12/31/2021)		45		7		52		
2. Total Participants Served (4/1/2021 - 3/31/2022)		180		37		217		
3. Total Reportable Individuals (4/1/2021 - 3/31/2022)						1		
B. PARTICIPANT SUMMARY AND SERVICE INFORMATION (4/1/2021 - 3/31/2022)								
Sex	1a. Male	78		13		91		
	1b. Female	95		23		118		
Ethnicity / Race	2a. Hispanic/Latino	30		4		34		
	2b. American Indian or Alaskan Native	17		2		19		
	2c. Asian	4				4		
	2d. Black or African American	12		2		14		
	2e. Native Hawaiian, Pacific Islander	1		1		2		
	2f. White	159		31		190		
	2g. More than One Race	23		2		25		
Other Demographics	3a. Eligible Veterans							
	3b. Individuals with a Disability	75		21		96		
	3c. Out-of-School Youth	134		27		161		
	3d. In-School Youth	46		10		56		
	3e. Unemployed Individuals	161		32		193		
Education Level	4a. Secondary School Grad or Equivalent	64		21		85		
	4b. Completed 1+ years Postsec. Ed.	3				3		
	4c. Postsec. Certificate or License							
	4d. Associate's Degree							
	4e. Bachelor's Degree or Equivalent							
	4f. Not a Secondary School Grad or Equiv	113		16		129		
C. EMPLOYMENT BARRIER (4/1/2021 - 3/31/2022)								
1. Displaced Homemakers								
2. Low-Income Individuals		169		36		205		
3. Older Individuals								
4. Ex-Offenders		28		5		33		
5. Homeless Individuals or Runaway Youth		45		8		53		
6. Current or Former Foster Care Youth		25		7		32		
7. English Lanuage Learner, Low Literacy, Cultural Barrier		166		29		195		
8. Eligible Migrant and Seasonal Farmworkers								
9. Exhausting TANF within 2 Years								
10. Single Parents (including Single Pregnant Women)		12		2		14		
11. Long-Term Unemployed (27+ Consecutive Weeks)								
D. YOUTH INDICATORS OF PERFORMANCE		Target	num/den	Actual	num/den	Actual	num/den	Actual
1. Employment, Education or Training Placement Rate (Q2) (Cohort Period: 4/1/2020 - 3/31/2021)		63.5%	31 38	81.6%	9 12	75.0%	40 50	80.0%
2. Employment, Education or Training Placement Rate (Q4) (Cohort Period: 10/1/2019 - 9/30/2020)		63.0%	33 46	71.7%	9 14	64.3%	42 60	70.0%
3. Median Earnings (Q2) (Cohort Period: 4/1/2020 - 3/31/2021)		\$3,477	31	\$4,853	9	\$5,626	40	\$5,189
4. Credential Attainment (Cohort Period: 10/1/2019 - 9/30/2020)		68.4%	12 27	44.4%	5 14	35.7%	17 41	41.5%
5. Measureable Skill Gains (Cohort Period: 4/1/2021 - 3/31/2022)		51.0%	24 103	23.3%	14 21	66.7%	38 124	30.6%
E. VETERANS' PRIORITY OF SERVICE (4/1/2021 - 3/31/2022)			Total Covered Entrants			Percent Served Current Period		
1. Covered Entrants who Reached the end of the Entry Period								
2. Covered Entrants who Received a Service during the Entry Period								
3. Covered Entrants who Received a Staff-Assisted Service during the Entry Period								

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