

LANE WORKFORCE PARTNERSHIP BOARD OF DIRECTORS

Thursday, February 23, 2023

3:00 p.m. to 5:00 p.m.

Meeting being held via the Zoom platform

<https://us02web.zoom.us/j/83249069203>

Meeting ID: 832 4906 9203

MISSION & GOALS



MISSION

To meet the workforce needs of employers and individuals through partnerships and innovation.



GOALS

- Prepare workers for self-sufficiency employment in a new and changing economy.
- Connect individuals to education, skill-building and employment opportunities in occupations most impacted.
- Prepare our youth/young adults for future employment.
- Catalyze the community around diversity, equity, and inclusion (DEI) to expand workforce leadership and participation opportunities for all.
- Align strategic partnerships to expand our collective capacity to address systemic workforce challenges.

AGENDA

- I. **CALL TO ORDER AND INTRODUCTIONS** /*Jennifer Adams*
- II. **PUBLIC COMMENT** – *In accordance with Lane Workforce Partnership’s Public Comment Policy: Speakers will be taken in the order in which they sign up and will be limited to three minutes per public comment.*
- III. **CONSENT CALENDAR** /*Action* Pages 1 - 7
 - *Minutes of the December 8, 2022 Board Meeting*
- IV. **PRESENTATION: NURTURELY**
Emily Little, Founder and Executive Director
- V. **LWP MID-YEAR PERFORMANCE REPORT** /*Information* Pages 8 – 32
Cindy Perry, Lane Workforce Partnership
- VI. **CHAIR’S REPORT** /*Information*
Jennifer Adams
 - May 25, 2023 board member training with CWEI
 - Summary of LWP Board/Executive Board/Lane Council Page 33
Action Items/Information
(meeting minutes for all Board, Executive Board, and Council meetings are available on the LWP website)

VII. EXECUTIVE DIRECTOR'S REPORT / Information
Ashley Espinoza, Lane Workforce Partnership


VIII. OTHER BUSINESS

IX. ADJOURNMENT

PRIMARY ROLE OF THE BOARD

 CONVENER Bringing together business, labor, education and economic development to focus on workforce issues and promote strategic alignment.	 WORKFORCE ANALYST Developing, disseminating and assisting with the analysis of current labor market and economic information and trends in industry sectors.
 CAPACITY BUILDER/INVESTOR Enhancing the region's ability to meet the workforce needs of local employers through the utilization of federal and state funds.	 COMMUNITY VOICE Articulating the issues for the needs of a skilled workforce. Demonstrating and speaking to the effectiveness of training programs.
 BROKER Bringing together community stakeholders to solve common problems; aligning systems and strategies; and forging new relationships between business and education.	

LANE COUNTY WORKFORCE SYSTEMS EQUITY LENS

 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?	 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?
 WHAT ARE THE BARRIERS? What are the societal or organizational barriers that prevent a population from being successful?	 STRATEGIES? To address any inequities, do we have solutions that are tailored to work for disproportionately affected groups? Have we used the 'Platinum Rule'?
 UNINTENDED CONSEQUENCES? Does this policy, program, decision, or proposed action ignore or worsen existing disparities or produce other unintended consequences?	 HOW DO WE MEASURE SUCCESS? 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?

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LANE WORKFORCE BOARD MEETING

Thursday, December 8, 2022

3:00PM – 5:00PM

MINUTES

In Attendance:	Julie Davidson, Shondra Holliday, Shaun Hyland, Heidi Larwick, Scott Littlejohn, Josh McClaughry, Bailey McEuen, Jeff McGillivray, Grant Matthews, Sarah Means, Miles Pendleton, Holly Powell, Stan Pickett, Tony Scurto, Margaret Theisen, Laura Vinson
Absent:	Jennifer Adams, Allan Benavides, Travis Brooke, Bettina Hannigan, Solomon Harris, David Heavirland, Phil Hohnstein, Katie Jeremiah, Teri White
Board Staff:	Ashley Espinoza, Anne Nestell, Tiffany Cink, Cindy Perry, Lyle Lang, Jesse Quinn, Stephanie Lovell
Others:	Deanna Strachan-Wilson, Caitlin Little , Matt Sayre, Nicole Desch, Caitlin Vargas, Holly Mar-Conte, Skye Ten Eyck

Action Summary	Motion	Seconded	Status
Approved Full Board meeting minutes September 22, 2022	Margaret Theisen	Julie Davidson	Unanimous Approval

I. CALL TO ORDER and INTRODUCTIONS

Shondra Holliday called the meeting to order.

II. PUBLIC COMMENT

There was no public comment.

III. CONSENT CALENDAR

Margaret Theisen made a motion to approve the September 9, 2022 Board Meeting Minutes. Julie Davidson seconded and the motion was unanimously approved.

IV. ONWARD EUGENE PRESENTATION

Matt Sayre, Holly Mar-Conte, Nicole Desch, and Caitlin Vargas presented on the work Onward Eugene is doing throughout Lane County.

Matt Sayre, Managing Director: Onward Eugene is a regional economic development organization. Our core values include fun, progress, and partnership. The COVID-19 pandemic reset and restarted many things along with making room for new ideas, new organizations, and exciting collaborations. Onward serves as the business arm of Lane Workforce Partnership. Our work is impact and mission driven. Mission: Prosperity for All. Vision: A thriving regional economy that raises everyone's

standard of living. Onward has an independent board of directors comprised of 14 members. LWP board members Shaun Hyland and Allan Benavides also serve on Onward's Board of Directors. Mr. Sayre noted that there are good synergies between the two boards.

Onward is a small team and the reason we are able to make such a big impact is because we work under a collective impact model. Because the partnership has been going so well with Lane Workforce Partnership, Onward will be hiring a sector strategy director to lead the sector work.

Holly Mar-Conte, Child Care Sector Strategist: The Child Care Sector Strategist position is a brand new position and is housed with Onward. The position is funded by United Way and supported by a host of partners. The pandemic really brought to light all the challenges and barriers that exist within the child care system. In Lane County, there is one child care slot for every four children ages 0 – 5 and one slot for every seven infants/toddlers. Locally, the average monthly cost of full-time child care is \$886 per child. With a family living at the federal poverty level, that is over half their income each month. An emerging issue is that the care is not meeting the cultural, linguistic, or developmental needs which deprives personal opportunity and increases societal costs/inequities.

For child care workers in the field, the work is labor-intensive and the pay is low wage without any benefits offered. During the pandemic, approximately 1/3 of the workers statewide experienced disruption. For providers, as employers and businesses, 49% closed during the pandemic and some may not return. The requirements during the pandemic really impacted this highly regulated work of child development and safety. There is also the issue of worker shortage which feeds into a lot of the other issues.

The Lane Child Care Steering Committee is being formed and will follow the Next Generation Sector Strategy Model. Members will include: child care providers (in-home and center-based; Relief Nursery; Head Start; Early Childhood CARES). 50% of membership will be comprised of parents and families with a focus on representation from BIPOC communities and rural communities.

Data is an important piece in the conversation. Moving forward, there are two primary ways we are collecting data:

- Lane County Preschool and Child Care Survey: designed to better understand the preschool and child care needs of families across Lane County. Partnership with the Lane Early Learning Alliance and community-based organizations.
- Employer Survey (rolling out in January 2023): designed to set a baseline for the child care benefits offered by employers, determine employer interest and support needed to offer additional child care benefits.

In conjunction with the surveys, we will be releasing an Employer Toolkit which provides tools and strategies for employers who may be interested in on-site child care but don't know where to start.

Nicole Desch, Business & Talent Engagement Director: Onward is a contractor of Lane Workforce Partnership for the On-the-Job Training (OJT) program. The OJT program provides up to \$3,500 to help offset the cost of training new hires or upskilling an existing employee. Over the last two years, we have connected with over 600 diverse businesses in Lane County talking with them about the challenges and opportunities they face and sharing the benefits of the OJT program. This outreach is both proactive and intentional. We track not only our engagement but also diversity metrics to ensure we are reaching a broad audience. Our goal is to expand the number and types of businesses that know about OJT. It is not a sales pitch but rather a conversation about their business

can use this program to grow. At its core, this program unlocks employment opportunities that would otherwise be just out of reach for a job seeker.

Onward Career Tours is a program in conjunction with the U of O Career Center. During COVID, we had online virtual panels featuring different careers within a particular industry. Since last year, we have held in person career tours featuring Bioscience careers as well as a Green Tech Tour. We also worked with the U of O Summer Bridge Program to bring underrepresented first year pre-health college students to visit Cascade Health, Oregon Medical Group, and PeaceHealth RiverBend. So far this academic year, we held a tech focused tour (visited SentinelOne and Palo Alto Software) and coming up will be the Banking and Financial Sector in January followed by the Food and Beverage Sector in April. We are working to expand the career tours to include more LCC, Bushnell University, and high school students with a focus on careers that require some post-secondary education.

The RISE Leadership Institute has been a cornerstone program since Onward's inception. For years, the local business community expressed a need for leadership training - incumbent workers have been moved into leadership roles with little to no training and struggle to effectively lead teams. The RISE Leadership Institute was created to address these needs. This fall we launched additional RISE programs to give access to a broader range of leaders in our community. Thanks to a grant from LWP, we are able to provide 40 scholarships to under-represented local leaders.

Looking to the future, Onward is relaunching the Rural Inclusive Hiring Panel Roadshow working with Connected Lane County, state economists, as well as local businesses that have used an innovative approach to recruitment and retention. Onward will be hosting a panel presentation in February with Business Oregon sharing their resources for international trade. The purpose of this panel is to educate local traded sector businesses about resources available through Business Oregon to support their growth into international markets. This is strategic in that it diversifies revenue streams to offset a domestic economic slowdown.

Caitlin Vargas, Startup Community Director: Ms. Vargas works locally with entrepreneurs. When the Eugene RAIN program ended, there was a gap for entrepreneurs and that is where Onward came in. We decided to offer a Pre-Accelerator and an Accelerator program. The ID8 Pre-accelerator 8-week program is the first step in helping founders turn ideas into companies. The class curriculum is based on the Stanford Lean Launchpad framework and includes participants talking to real customers, partners, and competitors as they encounter the chaos and uncertainty of real startup life.

EUG Launchpad Accelerator is a 12-week program based on curriculum from the Disciplined Entrepreneur curriculum developed at MIT, Stanford, and YCombinator. The fall cohort had 11 companies.

In partnership with U of O, Onward Eugene operates out of 942 Olive Street, aka The Innovation Hub. The space offers a classroom and homebase for program participants. The family-like atmosphere is an important piece of the puzzle in the entrepreneurial journey.

Onward hosts coffee meetups every third Thursday of the month at the Innovation Hub. Along with offering free coffee, there are exploratory conversations among mentors and entrepreneurs. On average, attendance ranges from 15 – 22 individuals.

V. 2022 STATE OF THE WORKFORCE REPORT

Cindy Perry reviewed the 2022 State of the Workforce Report. The theme of this year's report is focused on: who is in the workforce, how can businesses recruit them, and how can business tap

into their talents and retain those in the workforce. The report is structured to provide information on the current economy in Lane County and then delves into the various populations of Lane County who are in the workforce.

As we think about our economy, we celebrate its diversity. Lane County was once dominated by the timber industry. While that industry still remains important to our overall economic health, we now have a very diverse economy in terms of industry sectors with the Bioscience Industry emerging as our newest sector.

Ms. Perry highlighted a few sections of the report.

- Lane County's Employment Growth Projections by Sector
 - Employment growth projected for all sectors except federal government
 - Highest growth projected in Leisure and Hospitality with 6,100 jobs closely followed by private education and health services (in terms of job growth)
 - Federal government declines – however local government is expected to add 2,100 jobs (largely in education and including the addition of the Knight Science Campus at the U of O).
 - Lane County is expected to add 23,900 jobs overall – representing a 15% increase in employment.

- Lane County Wages
 - In 2021, an improved labor market and low overall inflation caused real average annual wages to top \$52,000 for the first time since 1979 at \$52,596.
 - The wage gap between Lane County and Portland continues to be a problem and reached 24% in 2021. We are having a difficult time retaining talent here in Lane County. Ashley Espinoza noted that there will be a new platform integrated with the qualityinfo.org site that will provide information regarding migration. It was noted that the qualityinfo.org site is an excellent resource for economic data.
 - 2022 minimum wage of \$13.50 per hour is well under what a family needs for self-sufficiency in Lane County.

- Education Still Pays
 - The report highlights that education still pays. The data demonstrates that the higher a person's education level, the lower the chance of becoming unemployed and the higher a person's education level, the higher the wage. This doesn't apply for every single person and it doesn't consider the technical occupations you can get without having a college degree. Lane County has an impressive percent of the population that are high school graduates – higher than the state and the nation.
 - Heidi Larwick noted that the 2021 data is still showing some COVID recovery. It would be great to look at the data for where we are right now. She believes youth should have the opportunity to choose whatever they want to do and not get pushed one way or the other.

- Changing Diversity of the Workforce in Lane County
 - There is an increasing diversity in Lane County's workforce. The net change is the Hispanic population – 139% increase from 2000. All populations have grown within the workforce with the exception of the white population which is now a smaller percentage of the workforce.

- Heidi Larwick mentioned that she would be interested to see if over time, there is a specific demographic that is seeing higher transitions/exits so that we know we need to work with employers around being more welcoming, etc. We see this a lot with young people who do not feel safe at some work places and are transitioning quite a bit. As our community continues to become more diverse, we need to be looking at ways that we can help make places more welcoming etc. so that there are fewer transitions.
- Populations in the Workforce - Generations
 - There are currently five generations in the workforce with gen Z being the newest. Gen Z are the most tech savvy and most diverse. While they themselves are likely not immigrants, they are the children of immigrants.
 - Rural communities – estimated at 80,000 Lane County residents. The unemployment rates of the rural communities’ trend higher than Eugene and Springfield. We need to look at how we can think differently about tapping into this resource of workers.
 - Re-entry population – highly skilled and talented. These returning citizens move back to their communities with vast and diverse skills.
 - Immigrants – highly trained and perfect for OJT. Catholic Community Services is one of the programs in Lane County assisting the immigrant population. Employers can also invest in upskilling immigrants through programs such as OJT. Margaret Theisen asked if there is anyone in the community working the legal support aspect for the immigrants. Ms. Espinoza responded that Lane Community College received funding to do a planning grant around how the workforce can be more responsive to the immigrant and refugee population. The Career Pathways Department at LCC is leading that work alongside Catholic Community Services.
 - Gig workers: great for project work. More and more people are engaging in gig work. Businesses can tap into gig workers for short term projects.

The last full section of the report introduces the most recent data on each of our priority industry sectors.

- Industry Sector Highlights
 - BioScience: Lane County is home to 159 bioscience establishments that employed 1,663 workers with a total payroll of \$128M in 2021.
 - Construction/Aggregate: After bottoming out in 2011 at 5,256 jobs, employment has grown by 2,956 (56%) to reach 8,212 in 2021.
 - Transportation: The transportation sector combines the truck transportation, transit and ground passenger transportation, warehousing and storage, and related activities industries. Combined, these industries include 187 firms that produced annual average employment of 2,957 and \$151M in total payroll in 2021.
 - Technology: Tech firms employed 3,693 workers in 2021 and contributed over \$312M in total payroll.
 - Food and Beverage: This sector is expected to add 610 additional jobs by 2030 for a 16% growth rate, compared to 15% for all industries.
 - Wood Products: Numbers from the Oregon Forest Resources Institute show that the sector had 7,585 jobs and over \$419M in total payroll in Lane County in 2019, the most of any county in Oregon.

- Health Care: In Lane County, this sector had 1,041 firms that employed 21,102 people in 2021. Payroll in Lane County equaled \$1.4B in 2021. This is the only industry that did not decline during the pandemic.
- Creatives: There were 565 establishments with 4,027 employed and over \$171M in total payroll in 2021.

Shaun Hyland asked if there are any stats showing low unemployment but still not able to find individuals to work. In the construction/aggregate industry, it is still hard to find people to work. Even though more people are in the workforce today, he's not seeing that and he's hearing the same from multiple trades. Ms. Espinoza believes some of the reason is due to the diversification of the economy – there's more opportunities for individuals to choose from. We need to be very clear on how an employer becomes an employer of choice. Several in the room noted that job seekers are not only interested in wages (although that's still very important) but that they also care about work/life balance, flexibility of schedules, etc. Ms. Espinoza noted that it is important to look at the populations we have put to the side to help with the shortages.

VI. COMMUNITY ENGAGEMENT

Jesse Quinn introduced himself as the new Community Engagement Director for Lane Workforce Partnership. Mr. Quinn comes to LWP via United Way where he served as the Director of Annual Giving working with business leaders across the community and over 216 partners. Prior to serving at United Way, Mr. Quinn was the Development Manager for HIV Alliance.

What is a Community Engagement Director? Summary of Key Responsibilities:

- Develop an organization-wide outreach strategy for LWP (what can we do to elevate our profile, etc.)
- Increase awareness, collaboration, and help achieve greater advocacy;
- Deploy marketing and promotional campaigns;
- Empower job seekers to meet the current and future workforce needs.

VII. EXECUTIVE DIRECTOR'S REPORT

Ms. Espinoza thanked everyone for their support during the transition of her stepping into the Interim Executive Director position and then to the Executive Director position.

Ms. Espinoza shared the most recent LWP organizational chart. Along with Mr. Quinn coming on board, Ryan Kounovsky has accepted the position of Workforce Project Manager. Mr. Kounovsky was previously the Chief of Staff for Representative Reardon who was instrumental in the Future Ready Oregon Bill. Mr. Kounovsky's first day will be Monday, January 9th.

LWP in partnership with the Southern Oregon Workforce Investment Board (SOWIB) and the Rogue Workforce Partnership was awarded a Driving Prosperity Good Jobs Challenge Grant through the EDA. The \$3.4M grant award is for:

- Funding to recruit and train 325 truck drivers over 3 years (100 truck drivers for Lane County);
- Targeted recruitment, wrap around support and industry awareness;
- Purchase of shared assets including a mobile CDL simulator.

The LWP Team attended the Working Together 2022 Conference in Bend, Oregon this past November. The conference was sold out with 420 people attending. It was great to be with peers from across the state as well as those board members who attended.

Ms. Espinoza reviewed the Future Ready Oregon/Prosperity 10K awards that were recently given out by LWP. The Customized Training RFA focused on empowering businesses to be their own training provider due to the lack of training providers in our region while the Industry-Wide Training RFA focused on recruitment and retention of the workforce. A total of \$1,270,086 was awarded to 16 businesses/organizations. This funding needs to be spent by June 2023. There is a second allocation of funding coming from ARPA with contracts needing to be in place by 2024 with spending completed by 2026.

Ms. Espinoza noted that she serves on several boards and committees around strategic planning and systems innovation. This has allowed her to be a cohesive voice at the table that can start to connect the dots for people.

We have engaged the Center for Workforce Excellence International (CWEI), an arm of Prince George Maryland's Workforce Board (nationally recognized) to work with us on board and staff development and engagement. The work will focus on:

- Ensuring that LWP staff and board know and understand the basic elements and principles of operative an effective local workforce system;
- Ensuring that LWP staff and board know the basic elements and principles of building and operating an effective local workforce development board;
- In partnership with LWP, developing the steps the organization can implement to increase the capacity of the organization's staff, board, and local workforce system.

Upcoming Events:

- Oregon Legislators Coffee Meet-up (December 16). We invited the Oregon House of Representatives and Senators for our region to meet with us, learn about the work of and learn how we can partner more effectively together.
- Manufacturing Apprenticeship meeting with BOLI (December 16)
- Workforce Systems Executive Team (WSET) Retreat being hosted in Eugene on January 9th & 10th
- LWP is sponsoring a table at the 69th Annual Celebration of Business Event (January 24th). If you are interested in attending, please let us know.

VIII. OTHER BUSINESS

No other business was noted.

IX. ADJOURNMENT

Ms. Holliday adjourned the meeting.



Lane Workforce Partnership Workforce System Mid-Year Performance Report

July 1, 2022 – December 31, 2022

System performance partners include:

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



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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 Oregon 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 has distributed \$660,298.63 to Lane County Health and Human Services for the period of July 1, 2022 through December 31, 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
- Easter Seals of Oregon

LWP contracts with Connected Lane County to serve at-risk youth and young adults in Lane County. The primary focus of this investment 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 \$465,508.05 in federal funds targeted to serve at-risk youth.

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.

**Mid-Year Performance Report
July 1, 2022 – December 31, 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 will be updated semi-annually and posted on the Lane Workforce Partnership’s website.

Note: The following strategies related to Goals 2 and 5 are a continuous work in progress that require ongoing research:

- Goal 2 (Strategy 2): Analyze the impact of AI/technology on worker displacement.
- Goal 5 (Strategy 2): Analyze impacts of technology on industry employment and on workforce training.
- Goal 5 (Strategy 4): Analyze, gather, and disseminate projected data about job evolution/changes/growth.

The constantly changing landscape of technology in the workforce warrants constant and in-depth review. The 2022 State of the Workforce Report addresses the labor market in Lane County with an analysis of projected changes and growth in Lane County’s industries. The report also focuses on the people who are in the workforce. With the evolution of artificial intelligence and its impact to the workforce, what we are seeing is that workers continue to be in high demand. Increased automation and the use of robotics seems to have enhanced many jobs rather than eliminate them. The integration of artificial intelligence and human interaction is one companies seem to embrace as they continue to evolve their product lines.

Program Year 2022/2023 Goals and Progress Measures

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

Strategies:

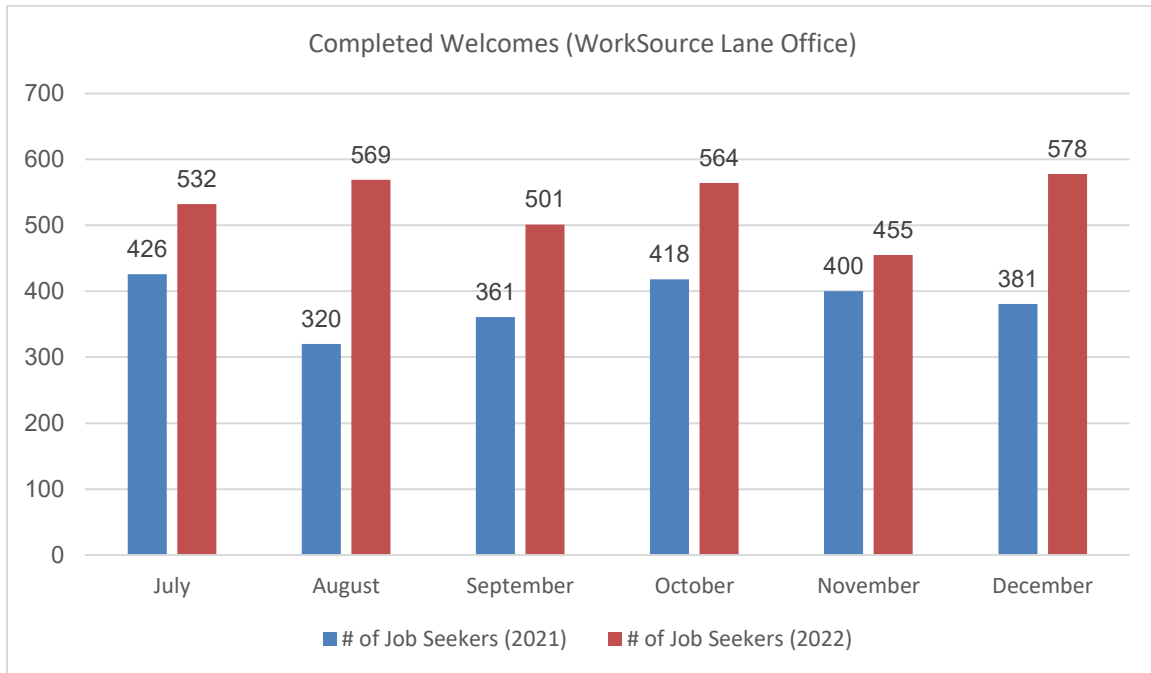
1. Analyze worker self-sufficiency data driven by systemic challenges (e.g., housing, child care, legislative policy).
2. Be the community voice for individual workers seeking self-sufficiency employment.
3. Broker relationships to create solutions to address identified systemic challenges.
4. Build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

Progress Measures:

- Performance Outcomes for WIOA Youth, Adult, and Dislocated Worker programs
- Fund development
- Analysis of Lane County’s economy as published in the 2022 State of the Workforce Report

WorkSource Lane Personalized Services for Job Seekers in Targeted Industries

The first step toward receiving services at the WorkSource Center is to have a “Welcome” Conversation with staff. During the welcome conversation, customers are informed of the services available to them. From July 2021 to December 2021, 2,306 new customers came into the Center seeking services. This number increased by 893 customers from July 2022 to December 2022.



Performance Outcomes for WIOA Programs

WIOA Youth Performance*

Measure	Program Year 2022		
	Goal	Actual Q1	Percent of Goal
WIOA Youth			
Employment Rate Q2	73.3%	75%	102%
Employment Rate Q4	78.6%	68%	86.5%
Median Earnings Q2	\$4,604	\$4,605	100%
Credential Attainment Rate	66.9%	46.4%	69%
Measurable Skill Gain	48.3%	36%	74.5%

*Most current performance available is reported through September 30, 2022

WIOA Adult Performance*

Measure	Program Year 2022			
	WIOA Adult	Goal	Actual Q1	Percent of Goal
Employment Rate Q2		73.4%	75.9%	103%
Employment Rate Q4		69.8%	69.6%	100%
Median Earnings Q2		\$7,160	\$8,812	123%
Credential Attainment Rate		89.2%	80.6%	90%
Measurable Skill Gain		83.8%	71.8%	85.6%

WIOA Dislocated Worker Performance*

Measure	Program Year 2022			
	WIOA Dislocated Worker	Goal	Actual Q1	Percent of Goal
Employment Rate Q2		74.4%	70.3%	94.4%
Employment Rate Q4		71.6%	68.4%	95.5%
Median Earnings Q2		\$7,461	\$8,796	117.9%
Credential Attainment Rate		90.9%	77.3%	85%
Measurable Skill Gain		89.7%	71.4%	79.5%

*Most current performance is reported through September 30, 2022

Business Engagement Services

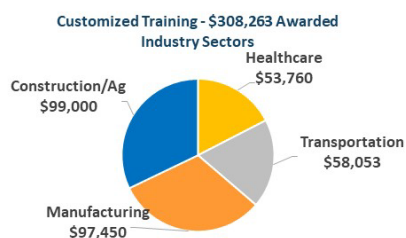
- Onward Eugene’s Business Outreach – **128** new businesses engaged
- WorkSource Lane Staff Assisted Hires from Job Postings – resulted in **93** hires
- WorkSource Lane Business Engagement Events – **10** events with **28** participating businesses
- Number of Businesses Participating in OJT and Work Experience – **49**

Fund Development

PY 2022/2023 Fund Development

Lane Workforce Partnership did not submit any proposals for the period of July 1, 2022 – December 31, 2022. LWP has received direct allocations of funds from Future Ready Oregon/Prosperity 10,000 and as a partner in Southern Oregon Workforce Investment Board’s (SOWIB) EDA Good Jobs Challenge Grant.

Lane Workforce Partnership Future Ready Oregon/Prosperity 10K Award Summary \$1,279,736.60 Awarded to 16 Businesses/Organizations



Customized Training Awards

Applicant Name	Industry Sector	Name of Training	Amount Funded	# of Trainees
Babb/Delta Construction	Construction/Ag	Heavy Equipment/Concrete	\$75,000	10
RiverBend Materials	Construction/Ag	CDL	\$24,000	12
Pearl Buck Center	Healthcare	Job Coach Training	\$53,760	38
Catholic Community Services/Lanz Cabinets	Manufacturing	Cabinet Manufacturing	\$75,000	56
Gheen Irrigation Works	Manufacturing	Robotic Welding	\$22,450	10
Trip N Transport	Transportation	CDL	\$5,053	1
Tyree Oil	Transportation	CDL	\$53,000	4

Industry-Wide Training Awards

Applicant Name	Industry Sector	Name of Training	Amount Funded	# of Trainees
Lane ESD	Construction	Constructing a Brighter Future	\$41,150	19
OMEPA	Cross Sectors	Smart Talent	\$50,000	8 Employers
Onward	Cross Sectors	RISE Leadership Training	\$49,928	40
Springfield Chamber	Cross Sectors	Essential Skills Trainer Training	\$44,686	40 Employers
Season to Taste (Eugene’s Table)	Food and Beverage	Growing People Program	\$30,000	24
TAO	Technology	Organizational Well Being	\$50,000	TBD

Additional \$705,709.60 Future Ready Oregon/Prosperity 10K Awards:

- Training and OJT’s - WorkSource Oregon Lane (\$395,000)
- Youth Transportation and Spark Lab Springfield (\$150,000)
- SNAP/STEP Customer Support Services (\$125,000)
- Dell Hubs – WorkSource Oregon Lane (\$35,709.60)



**Customized Training Future Ready Oregon/Prosperity 10K Amount
Spent through December 31, 2022**

Applicant Name	Amount Funded	Amount Spent
Babb/Delta Construction	\$75,000.00	-
RiverBend Materials	\$24,000.00	-
Pearl Buck Center	\$53,760.00	\$10,190.00
Catholic Community Services/Lanz Cabinets	\$75,000.00	\$11,453.90
Gheen Irrigation Works	\$22,450.00	\$7,815.00
Trip N Transport	\$5,053.00	\$5,053.00
Tyree Oil	\$53,000.00	\$21,641.00

**Industry-Wide Training Future Ready Oregon/Prosperity 10K Amount
Spent through December 31, 2022**

Applicant Name	Amount Funded	Amount Spent
Lane ESD	\$41,150.00	\$41,150.00
OMEPE	\$50,000.00	\$12,400.00
Onward Eugene	\$49,928.00	\$8,374.53
Springfield Chamber	\$44,686.00	\$2,690.13
Season to Taste (Eugene's Table)	\$30,000.00	-
TAO	\$50,000.00	\$25,000.00

Additional Future Ready/Prosperity 10K Amount Spent through December 31, 2022

Applicant Name	Amount Funded	Amount Spent
Training and OJT's (WorkSource Lane)	\$395,000.00	\$82,195.17
Youth Transportation and Spark Lab	\$150,000.00	\$150,000.00
SNAP/STEP Customer Support Services	\$125,000.00	\$72,784.12
Dell Hubs (WorkSource Lane)	\$35,709.60	\$35,709.60

	Amount Funded	Amount Spent
TOTALS	\$1,279,736.60	\$481,678.01

**Driving Prosperity
Awarded \$896,873**

Applicant Name	Contracted	Amount Spent
Lane County	\$130,000.00	\$46,063.84
Spring Creek	\$15,564.00	\$10,780.00
Babb/Delta Construction	\$65,000.00	\$0
RiverBend Materials	\$21,600.00	\$0

**Driving Prosperity
October 2022 – December 2022**

Year to Date Goal	Year to Date Actual	Year One Goal	Year Two Goal	Total Contract Goal
11	12	50	50	100

Oregon Health Authority HOWTO Program

Lane Workforce Partnership partnered with Nurturely and received funding from Oregon Health Authority HOWTO program. The goal of this project is to promote perinatal health equity through the certification, inclusion, and sustainability of Black, Brown, Indigenous, and Spanish-Speaking doulas in the Lane County workforce. Our project will increase racial and cultural inclusion in the current healthcare systems, by bolstering the diversity of the Doula workforce through Doula Training, Doula Transition, Doula Sustainability, and Doula Support.

Applicant Name	Awarded	Amount Spent
Nurturely	\$880,776.00	\$94,035.34

The grant period is July 1, 2022 through June 30, 2025.

Nurturely Performance through December 31, 2022

Doula Training Total Contract Enrollment Goal	Planned Performance through 12/31/22	Actual Performance through 12/31/22
45	7	5

Note: Enrollment continued into January 2023 for the first training cohort, resulting in nine (9) enrollments in the first cohort.

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.
 - a. See notes related to this strategy addressed in Goal 5 (page 16)
3. Invest in career pathway models.

Progress Measures:

- Training investments (All Partners’ Programs)

Training Investments (All Partners’ Programs)

**WorkSource Lane Workforce Innovation and Opportunity Act Scholarship Award
July 1, 2022 – December 31, 2022**

Measure	Goal	Number/Percent Achieved
# of training scholarships awarded	30	28 / 93% of goal
# of training scholarships awarded by industry		Health Care: 16 Truck Driving: 2 Information: 2 Manufacturing: 1 Other: 7
# of individuals completing training	22	2 / 9% of goal*
# and % of training completers placed in training related employment	None indicated	2

*Most scholarship recipients are scheduled to complete training in June of 2023. Most truck driving applicants which are shorter-term trainings, were funded by the Driving Prosperity Grant and not reflected here.

WorkSource Lane On-the-Job Training Program (OJT)
July 1, 2022 – December 31, 2022

Measure	Number Served
# of OJT placements	31 (21 Adult/10 DW)
# of businesses with OJT	14
# OJT placements with new businesses	10 placements with 5 new businesses
# of OJT placements by target industry	Health Care: 5 Information: 1 Manufacturing: 9 Construction & Aggregate: 4 Transportation: 8 Other: 4
# of OJT placements \$15.00/hr. - \$16.99/hr.	\$15.00 - \$16.99: 5
\$17.00/hr. - \$19.99/hr.	\$17.00 - \$19.99: 17
\$20.00/hr. or more	\$20+: 9

Adult Work Experience (Work Ex) Program

Work Ex Tuition

Outcome	Number Achieved
# of trainings funded	5 trainings funded 5 / 5 trainings started 2 Healthcare/3 Truck Driving
# of individuals completing training	2/5
# of training completers placed in training related employment	2
Employment Confirmation	0

Work Ex Internship (Work Experience)

Outcome	Number Achieved
# of participants in Work Experience training	7 / 9 new individuals started work experience 3 / 7 individuals completed work experience 5 still in progress
Target Industry	Truck Driver/Transportation: 1 Health Care: 4 Construction & Aggregate: 0 Manufacturing: 2 Welding: 0 Other: 0
Wages of Work Experience placements at \$13.50+	All placements were above \$15/hr. Average: \$17.43/hr.
% of training completers placed in training related employment	33.4% Average wage: \$15.50/hr.

Work Ex On-The-Job Training (OJT)

Outcome	Number Achieved
# of participants in Work Ex OJT	8 participants started 8 participants ended WorkEx OJT 9 / 11 (82%) completed training*
Target Industry	Truck Driver/Transportation:3 Health Care: 0 Construction & Aggregate: 0 Manufacturing: 2 Welding: 0 Tech: 1 Other: 2
Wages of OJT placements at/above \$15.00	100% were at or above \$15.00/hr. Average: \$21.60/hr.

*this includes carry-ins completing training in this time period.

Workforce Partner Investments July 1, 2022 – December 31, 2022

Department of Human Services – JOBS Program

Measure	Total
# of JOBS Plus placements	8
# of businesses participating in JOBS Plus	6
# of work experience placements	9
# of businesses participating in work experience	7

Lane Community College – Title II

Measure	Total
# of individuals achieving an increase in skill gains in reading	21
# of individuals achieving an increase in skill gains in math	15
# of individuals earning a GED	22

Special Projects

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 released an application for community stakeholders to request funds which they were able to use to employ humanitarian workers or work crews whose sole purpose was 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)
- Suulutaq Construction (Fire Restoration and Clean-up)
- Cascade Relief (Both Humanitarian Workers and Fire Restoration and Clean-up)

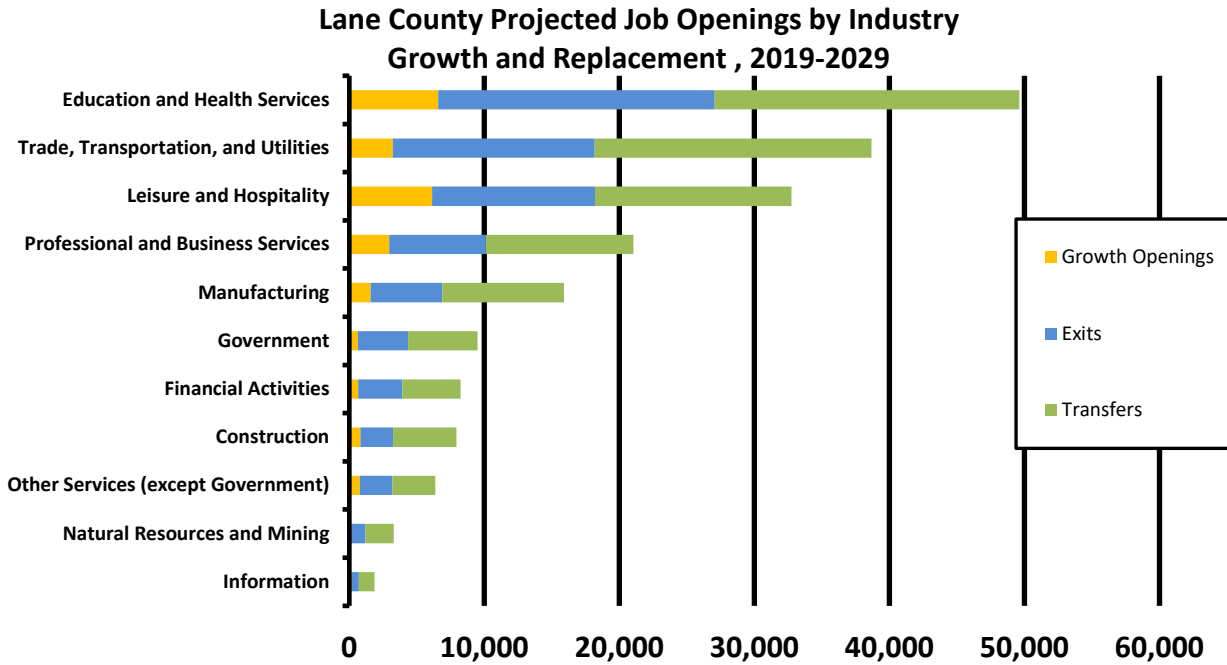
Each of the above service agreements were completed and closed as of September 2022. In addition to the above, Lane County Health & Human Services provided eligible participants with career and training services through WorkSource Lane. Lane County Health & Human Services continues to provide these services to actively engaged customers.

DWG Performance to Date

Enrollment Goal	Actual Enrollment to Date
200	167

Research Impact of Aging/Retiring Workforce

In partnership with Oregon Employment Department’s economist, Lane Workforce Partnership staff published the 2022 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.



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	152
# of participating industry sectors in tours	1 (Manufacturing x 6 Companies)
# of Lane County schools participating in industry tours	15
# of Lane County students participating in DevNW Financial Foundation courses	107
# of Lane County students participating in the 2022/2023 Middle School Career Expo	462
# of Lane County schools that participated in the 2022/2023 Middle School Career Expo	12
# of Lane County businesses represented at Career Expo	28
# of students participating in job shadows	85
# of students participating in a mentorship with industry	9
# of high school teachers participating in an externship	10
Industry sectors participating in externships	8*
# of high school students participating in an internship	51
Industry sectors participating in internships	11**
# of high school students participating in a micro internship	7
Industry sectors participating in micro internships	2***

*Tech; Robotics; Manufacturing; Culinary; Marketing; Healthcare; Media Arts; Construction

**Finance/Marketing; Automotive/Transportation; Tech; Manufacturing; Construction; Natural Resources/Forestry; Early Childhood Education; Healthcare; Arts; Law/Government; Culinary

***Manufacturing and Tech

School Presentations

of presentations: 5

of students: 682

of high schools: 5

of middle schools: 0

of industry representatives: 15

Additional Information

Measure	Number Served
# of Lane County schools participating in codeORcreate (student tech hackathon)	12
# of Lane County students participating in codeORcreate	36
# of participating industry reps in codeORcreate	12
# of WIOA Youth/Young Adults served	212

Testimonial

Kylah joined Navigate during the spring of 2022. During her time in the program, Kylah has completed the DEVNW Youth Financial Foundations class and participated in the IDA Matched Savings Program. She also utilized Navigate support with getting the Oregon Health Plan and finding healthcare providers, as well as getting textbooks, work clothes, and vital documents. She also attended a Phlebotomy class in July and received certification from the State of Oregon. Kylah participated in Wonder Week and appreciated the help with her resume, cover letter, and job applications. This winter, Kylah is attending Lane Community College part-time and working with her Resource Navigator on financial aid, academic advising, and receiving accommodations from the Center for Accessible Resources. Kylah says: "I really enjoyed hearing from the DevNW speaker in person during Wonder Week and receiving one on one support with my goals. Navigate is changing people's lives!" – Connected Lane County

WIOA Youth/Young Adult Paid Work Experience Opportunities

Measure	July 1, 2022 - December 31, 2022
# of WIOA youth/young adult participating in a work experience	89
# of youth/young adult who complete an internship with occupational skill gains and achieve positive evaluations	1*

* There are seven internships that are still in progress.

Testimonial

Brenden is wrapping up an internship in the Technology Department at Bethel School District. He primarily supported educators and staff throughout the district, troubleshooting any and all issues both in person and remotely. He also spearheaded a project to deploy new laptops to those teachers in need, setting them up and answering staff questions. Brenden really benefited from the calm environment created by his supervisor and was able to greatly improve his socialization skills. In opening up with coworkers, he was also able to learn more about various career paths in tech that interest him and moving forward he will be focusing on a career in coding. When asked if he had anything else to say about his experience, he had just one last thing to say..."I loved it!" – Connected Lane County

Oregon Youth Employment Program

Lane Workforce Partnership was awarded \$577,914 from the Higher Education Coordinating Commission (HEC) for the Oregon Youth Employment Program (OYEP) for Program Year 2022/2023.

The focus of the Oregon Youth Employment Program is to serve youth and young adults ages 14 – 24 through work-based learning opportunities including paid internships, pre-apprenticeship training, occupational skills training, and other workforce services in three high wage/high demand sectors: construction, manufacturing, and technology. LWP entered into a Service Agreement with Connected Lane County for Program Year 2022/2023.

OYEP Performance July 2022 – December 2022

Enrollment Goal	Actual Enrollment to Date
60	53

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 receive 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 theme of the 2022 State of the Workforce Report is about the people currently in the workforce – who are they and how can our businesses tap into their talents.

- [2022 State of the Workforce Report \(English\)](#)
- [2022 State of the Workforce Report \(Spanish\)](#)

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 (July – December)						
	Minority Groups	50+	Veterans	Women	Disabilities	Offenders
2020/2021	9 (21%)	9 (21%)	4 (9%)	28 (65%)	5 (12%)	8 (19%)
2021/2022	17 (40%)	13 (30%)	2 (5%)	26 (60%)	4 (9%)	5 (12%)
2022/2023	9/39 (23%)	5/39 (13%)	1/39 (3%)	23/39 (59%)	8/39 (21%)	5/39 (13%)

Scholarship Application Awarded (July – December)						
	Minority Groups	50+	Veterans	Women	Disabilities	Offenders
2020/2021	9 (36%)	9 (36%)	3 (12%)	12 (48%)	2 (8%)	1 (4%)
2021/2022	17 (40%)	12 (29%)	2 (5%)	25 (60%)	4 (10%)	5 (12%)
2022/2023	5/25 (20%)	1/25 (4%)	0/25 (0%)	17/25 (68%)	4/25 (16%)	3/25 (12%)

Demographics of Populations Served through WorkSource Lane: Eugene and Florence

Measure	Number Served	%
# of disabled individuals served	656	14.3%
# of minority populations served (e.g., Hispanic, Native American, Asian, Pacific Islander, African American)	1,087	23.8%
# of individuals 45 – 54	937	20.5%
# of individuals 55+ served	839	18.3%
# of Veterans served	292	6.4%
# of Veterans placed in employment	5	.05%
# of disabled Veterans placed in employment	5	.05%

Demographics of Populations Served through Lane Community College (LCC) – Title II

Measure	Number Served	%
# and % of disabled individuals served	81*	8.4%
# and % of minority populations served	585	60%
# and % of individuals ages 50+ served	112	11.6%
# and % of ex-offenders served	72	7.4%
# of Veterans served	5	>1%

*Number of disabled students is based on information self-reported during the intake process and includes physical, learning, and other disabilities.

Other notable LCC information Program Year 2022 – 2023 (July 2022 – December 2022)

- Homeless: 58
- Long Term Unemployment: 59
- Single Parents: 77
- Displaced Homemakers: 12

WIOA Youth/Young Adult Program (January 2023)
Current Enrolled Participants: 245

CATEGORIES	PERCENTAGE
SEX	
Female	55%
Male	41%
Not Disclosed	4%
RACE	
White	73%
More than one race	14%
Not Disclosed	7%
Black/African American	2%
American Indian or Alaskan Native	2%
Native Hawaiian or Other Pacific Islander	1%
Asian	1%
ETHNICITY	
Not Hispanic/Latino a/x	68%
Hispanic or Latino a/x	16%
Not Disclosed	16%
DISABILITY	
Disability	43%
Not Disabled	42%
Not Disclosed	15%
SCHOOL STATUS	
Out of School	77%
In-School	23%
HIGHEST EDUCATION LEVEL COMPLETED	
Did not complete HS Diploma/GED/Equivalent	57%
High School Diploma	35%
GED	7%
Completed one or more years of Post-Secondary education	1%
BASIC SKILLS STATUS	
Deficient in Basic Literacy Skills	85%
Not Deficient	15%
EMPLOYMENT STATUS	
Not Employed	87%
Employed	13%
INCOME	
Low Income	95%
Not Low Income	5%
AGE AT PARTICIPATION	
18+	60%
17 and below	40%

WIOA Adult/Dislocated Worker Program (January 2023)
Current Enrolled Participants: 210

CATEGORIES	PERCENTAGE
SEX	
Female	56%
Male	43%
Not Disclosed	1%
RACE	
White	78%
Not Disclosed	10%
Black/African American	5%
More than one race	3%
Asian	2%
American Indian or Alaskan Native	1%
Native Hawaiian or Other Pacific Islander	1%
ETHNICITY	
Not Hispanic/Latino a/x	84%
Hispanic or Latino a/x	13%
Not Disclosed	3%
VETERAN STATUS	
Never Served	95%
Veteran	5%
UNEMPLOYMENT INSURANCE	
Not a Claimant or Exhaustee	74%
Claimant	21%
Exhaustee	5%
HIGHEST EDUCATION LEVEL COMPLETED	
High School Diploma	35%
Associates Degree	17%
Bachelor's Degree or equivalent	13%
Completed one or more years of Post-Secondary education	11%
GED	9%
Did not complete HS Diploma/GED/Equivalent	6%
Post-secondary technical/vocational certificate	5%
Education beyond Bachelor's Degree	4%
EMPLOYMENT STATUS	
Not Employed	65%
Employed	35%
INCOME	
Low Income	52%
Not Low Income	48%
AGE AT PARTICIPATION	
18 – 25	18%
26 – 40	36%
41 – 55	26%
56+	20%

Vocational Rehabilitation Services Workforce Metrics

Measure	Number Served
Total number served 7/1/21 – 6/30/22	1,190*
Total number entering IPE	599**
Total number with Employment Outcome	116***

*Eugene: 620/Springfield: 570

**Eugene: 319/Springfield: 280

***Eugene: 70/Springfield: 46

“**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.

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

Community Engagement and Industry Sector Partnerships

Lane Workforce Partnership continues to focus on sector strategies, investing funds in talent development, job creation, and business competitiveness in targeted sectors such as Technology, Food and Beverage Manufacturing, Wood Products, Construction-Aggregate, Transportation, Creatives, and the recently launched Child Care Sector.

The Targeted Sector investments of \$57,000 made from July 1 – December 31, 2022 show the impact of our collective capacity. The following projects would not have been possible without collaboration from community partners:

- Lane County Latino a/x Leaders Workgroup received an Oregon Community Foundation (OCF) grant awarded through Lane Workforce Partnership.
- Eugene Chamber of Commerce Unhoused Workforce Project is a Chamber-led collaboration with Lane Community Health Council.
- The Springfield Chamber Work Ready Initiative is an on-going partnership with City of Springfield and Chambers Construction.
- Leading with Cultural Intelligence cohorts were provided in partnership with the Technology Association of Oregon and the Lane County Human Resources Association (LCHRA).

Targeted Sectors	Funds Expended
Creative (Arts & Business Alliance)	\$8,000
ALL (Latino Professional OCF-YP Summit/Leadership Eugene-Springfield)	\$1,975
ALL (State of the Workforce – Printing and Translation)	\$6,987
ALL (Eugene Chamber Unhoused Workforce Project)	\$25,000
ALL (Springfield Chamber Work Ready Initiative)	\$2,500
ALL (Next Gen 101 Workshop Registrations)	\$3,538
ALL (TAO -Leading with Cultural Intelligence)	\$9,000
TOTAL	\$57,000

Industry Engagements

In August 2022, [Onward Eugene](#) was named Lane Workforce Partnership’s business service provider. Through this expanded partnership, Onward Eugene will engage regional industries essential to our local economy, in proven programs and initiatives that will accelerate high wage job growth. Onward Eugene will provide Sector Strategy leadership and support to community stakeholders in existing and new targeted industry sector initiatives.

Key strategic goals for this partnership:

- Identify and support sector strategists and leads;
- Activate cross-sector collaboration opportunities;
- Establish measurements of success;
- Dive into new practices and strategies that haven’t been launched or developed;
- Be a catalyst for systemic change and elevating the importance of embedding DEI practices in our workforce system.

This investment in Sector Strategies will strengthen Lane County’s workforce and economic development efforts: talent development, high wage job creation, business competitiveness, and industry specific training that meet the needs of our region’s growth industries.

The table below represents the number of Industry Engagements led by Onward Eugene for the date range of July 1, 2022 – December 31, 2022.

Targeted Sectors	# of Industry Engagements
Technology	160
Food and Beverage Manufacturing	91
Construction-Aggregate	12
Wood Products	2
Transportation	55
Creatives	35
Child care	56
TOTAL	411

Learn more about Lane Workforce Partnership's *Lane County Sector Strategy Teams* by visiting our [website](#). There, you can learn about ongoing efforts to connect industry partners, regional collaborations, and the Next Generation Sector Partnership model. Stay in the loop with the latest updates, events, and job openings, by following Lane Workforce Partnership on [LinkedIn](#), [Twitter](#), [Facebook](#), and [Instagram](#). By following on social media, you can join the conversation, share opportunities, and support the mission of meeting workforce needs of employers and individuals through partnerships and innovation.

Engage Relevant Agencies and Programs

LWP, as the Local Workforce Development Board has a long history of working with business leaders and 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. 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. Lane Workforce Partnership is providing additional support for a Latino Professional Leadership Institute.
- The [Institute for Networked Communities \(INC\)](#) has launched the Next Generation Sector Partnerships initiative, which has been closely working with our region for several years to

develop and curate best practices and tools for sector partnerships across the county. As a result of this involvement, Lane Workforce Partnership is sponsoring registrations for Next Generation Sector Partnerships 101 Workshop.

**LANE WORKFORCE BOARD, EXECUTIVE BOARD
and COUNCIL ACTION ITEM SUMMARY
PROGRAM YEAR 2022/2023 (July 2022 – June 2023)**

<u>Action Summary:</u>	<u>Motion</u>	<u>Seconded</u>	<u>Status</u>
<u>January 19, 2023 Executive Board Meeting</u>			
Approved Executive Board Meeting Minutes, September 15, 2022 and October 22, 2022	Mike Clark	Shondra Holliday	Approved
<u>December 8, 2022 Full Board Meeting</u>			
Approved Full Board Meeting Minutes, September 22, 2022	Margaret Theisen	Julie Davidson	Approved
<u>September 22, 2022 Full Board Meeting</u>			
Approved Full Board Meeting Minutes, May 26, 2022	Margaret Theisen	Julie Davidson	Approved
<u>September 15, 2022 Executive Board Meeting</u>			
Approved Executive Board Meeting Minutes, May 19, 2022	Shondra Holliday	Joe Berney	Approved
Approved Lane Council Meeting Minutes, June 16, 2022	Mike Clark	Joe Berney	Approved
Adopted the General Operating Budget Modification #1 PY 2022/2023 as presented	Mike Clark	Greg Ervin	Approved

Executive Director's Report

February 23, 2023

- We have been busy onboarding new staff and Council members. Ryan Kounovsky, our new Workforce Program Manager has caught on quickly. His experience and skills are going to be an ongoing value-add to our team. Ryan is leading the Lane County Driving Prosperity program, funded by the EDA Good Jobs Challenge, in partnership with SOWIB and Rogue Workforce Partnership. Our region is on track to meet and exceed our goal of 125 CDL drivers, and we are delighted with the innovative partnerships forming in our business community, helping build the training capacity, by empowering and supporting in-house training solutions. We still have more work to do in providing viable solutions for our rural partners and communities and will continue to work closely with stakeholders to establish a pathway for training. We have two new Lane Workforce Council members: Lane County Commissioner Heather Buch and Springfield City Councilor Michelle Webber.
- Several board terms are coming up in June 2023. We are happy and excited about the continued partnership with those that have confirmed their interest in continuing to serve on the board and for those coming off, we thank you for your partnership, contributions, and service. Lane Workforce Partnership has four open positions and we are currently accepting applications. To learn more about this opportunity, please go to our website linked [here](#).
- Lane Workforce Partnership is acknowledged as a state and national leader in public/private partnerships and collective impact. Our [Community Collaborative](#) group is getting a lot of attention lately, as communities across the country are needing to solve big social challenges with limitations to resources like time, money, capacity, and skill. The group has come a long way from 4 or 5 people around a candy dish to a Lane County economic and workforce development asset. Attached are the notes from a past meeting to give you an idea of the information exchanged. Community Engagement Director, Jesse Quinn has inherited the group and is doing a great job of coordinating and ensuring to facilitate an engaging, relevant, and responsive space.
- LWP leadership, staff, and board members continue to be key partners in statewide and local efforts to help support and co-create a more accessible, effective, and recognized public workforce system. Some of these committees/subcommittees are:
 - The Workforce Systems Executive Team (WSET)
 - State, WTDB & Local: Strategic Plan alignment committee
 - Oregon Workforce System; Continuous Improvement Committee
 - HECC (Higher Education Coordinating Commission): Curriculum Alignment Subcommittee
 - Oregon and Lane County Rapid Response Activities Groups
- Constructing a Brighter Future has been a community win! Lyle Lang, Sr. Program Manager and many other key partners have developed a well-designed and managed program. 15 of the 16 Lane County school districts are involved and our community is proud of the multi-tiered community benefit. To learn more about Constructing and Brighter Future, and all its media coverage, check out our website link, [here](#).

- The last few meetings we have shared our work with the nationally recognized and award-winning workforce board from Maryland, Employ Prince George’s and their consulting arm [Center for Workforce Excellence International](#) (CWEI). LWP staff, board members, and partner interviews are happening now. If you hear from them, we would really appreciate your participation. The CWEI team is traveling to Oregon for our May board meeting, and you will begin to receive information about board events and engagement opportunities during their visit.

About Employ Prince George’s: Employ Prince George’s serves as the principal workforce development entity for Prince George’s County (Maryland) with a mission to improve the local economy by creating a demand-driven workforce systems with workforce development programs that deliver qualified workers to businesses, improves the productivity of businesses, and provides job seekers with opportunities for careers in high demand/high growth industries. CWEI, led by [Walter Simmons](#) is committed to building stronger, more efficient workforce development systems across communities in the United States and Internationally. LWP has entered into a contract with CWEI. The project and collaboration goals are to improve the knowledge of our staff, the effectiveness of the organization and our board, and the impact of the Lane County Workforce System.

- Oregon & Lane County Public Workforce System Research & Analysis
 - Local Workforce Development Area Assessment
 - Research, Analysis, Assessment/Presentation/ Training Outline
 - Staff training
 - Board training
- As mentioned at our last board meeting, we held a joint meeting with BOLI’s Apprenticeship and Training Division where information was shared about the last round of funding through Future Ready Oregon to create and expand pre-apprenticeship and apprenticeship programs. Proposals were submitted by: Oregon Workforce Partnership, Lane ESD, and Onward Eugene (Childcare Sector Partnership). Award decisions are happening at the next Oregon State Apprenticeship Training Council meeting on March 16, 2023.

Events

March 8th: Lane Workforce Partnership Adult and Youth Service Provider Training

March 10th: Lane Community College, [Career Pathways Open House](#)

March 16th: Lane Workforce Partnership Executive Board Meeting

March 16th: Oregon State Apprenticeship and Training Council Quarterly Meeting

March 23rd: National [Juntos](#) convening, Oregon State University

March 25th-March 29th: [National Association of Workforce Boards Conference](#), Washington DC

May 8th-May 11th: [National Association of Workforce Development Professionals Conference](#), New Orleans



Lane County Community Collaborative

Meeting Recap – January 11, 2023
10:30am- 12:00pm

Present: Jesse Quinn, Mitra Gruwell, Donovan LeMay, Dani Thompson, Chantelle Meyer, Russ Pierson, Skye Ten Eyck, Lyle Lang, Fernando Rivas, Ashley Espinoza, Iris Bicksler, Andy Vobora, Jessalyn Ballerano, Joseph Land, Cindy Perry, James Cleavenger, Vahana Horn, Allison Camp, Holly Mar-Conte

Presentation: [Nurturely](#) (Maria Paz Aguirre and Jessalyn Ballerano)

Nurturely, a non-profit organization located in Eugene, believes that wellness for infants and caregivers is a right, not a privilege. The programs aim to tackle the root causes of inequities in pregnancy, postpartum, and infant health:

- Systemic racism in perinatal care
- Disproportionate climate impacts
- Perinatal workforce development barriers

Inequities are addressed at three levels:

- Care: the physical and emotional care received in pregnancy and postpartum
- Culture: beliefs, behaviors, and structures that shape perinatal journeys
- Climate: atmospheric conditions that shape perinatal trajectories

This is accomplished through:

- Prevention-focused education for perinatal professionals
- Community-based research that advances policies for parents
- Grassroots engagement to empower advocacy

Nurturely is very excited about the [Birthworker Business Hub](#) initiative in partnership with Lane Workforce Partnership. The hub provides:

- 6-week doula intensive training + 6 months mentorship/support
- Entrepreneurial and finance training

A doula is a non-medical care provider who supports pregnant and birthing families in the prenatal period, during birth and labor, and also postpartum. The Birthworker Hub is aimed at individuals who want to take on the doula roll as well as birthwork (roles adjacent to the doula role, i.e. childbirth education, lactation support and counseling, etc.). Nurturely will prioritize lived experience from groups experiencing birth inequities (Black, Indigenous, multicultural, rural). The first cohort of 10 people reflects that prioritization. The only program requirements are:

- Prioritize equity, reproductive justice, cultural humility;

- Equity application/interview, screening with multiple team members, ongoing mentoring/training

There are three main pathways that doulas can pursue for sustainable employment:

- Independent self-employed doula
- Bill Medicaid as THW-Certified Doula
- Employment in Agency/Health care setting

Nurturely is really hoping the majority of participants in the cohort will want to become traditional health care workers. Nurturely provides all the state traditional health workers requirements and helps them to get contracted with CCO's (such as PacificSource) so that they can come out on the other side really confident and equipped to work with families.

If you know of someone who would be interested in this program or want to connect your organization to this work, you can reach out to: info@nuturely.org. Jessalyn is also happy to meet 1:1 with anyone (jessalyn@nuturely.org).

Ashley believes that the work Nurturely is doing will be a beacon for the community in demonstrating how we can show up in the community.

REPORT OUTS:

[Lane Workforce Partnership \(Ashley Espinoza/Cindy Perry\):](#)

- Hired Ryan Kounovsky as the Workforce Project Manager. Ryan most recently served as the Chief of Staff to Representative Reardon who was instrumental in the Future Ready Oregon/Prosperity 10,000 legislation.
- Ashley is participating in several strategic planning sessions around system alignments with our mandatory partners.
- Encourage everyone to follow LWP on social media channels. If there is anything you would like promoted, please send to Jesse and he'll get it up on the LWP channels.
- 2022 State of the Workforce Report is now available in both [English](#) and [Spanish](#).
- Putting a focus on transportation in our area and looking at how we can get more creative in training for CDL drivers.
- Working with Onward on strengthening businesses – strategies around that along with looking at creating a “playbook”. All leads into layoff aversion and rapid response work.

[Onward Eugene \(Nicole Desch/Skye Ten Eyck/Holly Mar-Conte\):](#)

Nicole:

- [Rise](#) Leadership Boot camp starts tomorrow. Scholarships are available.
- Onward Career tour happening on January 27th. Tour is focused on the banking and finance industry. Students from U of O, LCC, and Bushnell will visit three sites.

Skye:

- Onward Eugene needs your help getting the word out to entrepreneurs across Lane County. Now accepting applications for the EUG Launchpad Accelerator program that begins on January 25th. EUG Launchpad covers customer validation, marketing, pitching investors, product development, prototyping and business model development while receiving 1:1 mentorship with high-quality local mentors. Hybrid program with classes on Wednesday evenings from 5:30pm – 7:30pm for 12 weeks. Curriculum comes from MIT, Stanford, and YCombinator. Email Caitlin for more information (caitlinv@onwardeugene.org) or visit [here](#).
- Just started producing an Onward Eugene newsletter. Can sign up [here](#) for the monthly updates.

Holly:

- In the Onward newsletter going out, there will be information on child care sector strategy. Two things to take note of:
 - starting a steering committee with a focus on providers and families – there will definitely be roles for community stakeholders and institutions across the county that have a stake in childcare
 - launching an employer survey – intended to get a baseline of what benefits employers offered in 2022 with regard to childcare and what they are doing for 2023.
- Will be releasing an RFP for a media campaign in partnership with the statewide network of childcare resources and referral agencies. The media campaign has a few priorities:
 - continue to convey the importance of early learning and childcare
 - highlight the role that childcare resources and referral agencies play
 - highlight opportunities within the childcare field
- Facilities is one of the top issues when talking with providers about scaling up or starting programs. We're bringing this issue up with employers, property owners, businesses, etc. that if there's space available, we'd love to have a conversation.
- We also want to keep our eye on how we can support existing childcare as well.

Lane Community College (Russ Pierson):

- Enrollment is up for winter term which we're excited about.
- LCC has filled the Vice President of Academic Affairs position – Dr. Shelly Tinkham will be starting next week. With the VP role filled, Grant Matthews will transition back to his role as Associate Vice President of CTE and Workforce Development and Russ will transition back to Dean of the LCC Florence Center.
- LCC Florence Center: construction is almost complete – starting to move into the new building. Still the same footprint as the previous building but with re-imagined the spaces, things will be much more flexible and useful going forward. There will be a public grand opening in the next month or two as well as a reception for our partners in April. Let Russ know if you want to receive an invitation.
- On the main campus this Friday, there will be a large community engagement event sponsored by Lane ESD. All 16 school districts will be represented. Will be talking about how to connect students to local businesses. Ashley Espinoza and Henry Fields will be presenting as well.

OED – WorkSource Lane Business Team (Donovan LeMay):

- We have a partnership with Google Cloud – we’re the first government/public organization in the country to team up with them. We’re offering job seekers training to become a cloud engineer. If you know any programmers who are interested in getting upskilled and becoming a cloud engineer, send them Donovan’s way (Donovan.G.LeMay@employ.oregon.gov).
- We will also be planning a statewide google career fair – details to come.
- Susie moved onto ODOT and Donovan has taken over the LinkedIn Recruiter License. If you’re meeting with businesses or having trouble hiring, Donovan has this tool available.
- WorkSource is hosting a CDL information session for job seekers on January 23rd, 9:00am – 10:00am.
- Hosting TSA job fair for positions at the Eugene Airport on January 25th and 26th.
- Hosting Lane County on January 26th for a workshop on “successful applications with Lane County”.
- Next community job fair will take place at Venue 252 on February 15th.
- Siuslaw High School is hosting a job fair for their students on March 17th.

Viking Textile Maker Hub (Mitra Gruwell):

- Getting ready to move our non-profit facility to a new location – from Viking Sewing to Wildling Collaborative Arts (250 Taylor Street). Space will have shared classrooms, a boutique, and studios for working artisans/businesses. This new space will allow for more cross pollination and excitement.
- Internally and programmatically: in the process of breaking down the Industrial Sewing Training Course that was 48 hours into individual machine trainings.

City of Florence (Chantelle Meyer):

- This is her 3rd week in the position – a lot of that has been training, re-introducing herself in her new role (previously worked for Siuslaw News), etc. If you’re in Florence, please stop by or schedule a meeting.

Lane Small Business Development Center (Fernando Rivas):

- [Business Plan Accelerator](#) class coming up – this is a five (5) session course and there are still openings available. Feel free to contact Fernando with any questions, rivasf@lanecc.edu.

Travel Lane County (Andy Vobora):

- Met with Ashley and Lupe (Oregon Restaurant and Lodging Association) to talk sector strategy and the need for a hospitality and leisure sector – these will be ongoing conversations.
- Losing our Destination and Development Manager (Jeff Malik) – does a lot of work with our rural Chambers of Commerce. We’re evaluating if we have the funding to replace that position.
- Travel Lane County is excited to be the sponsor of the 2023 Arts and Business Alliance of Eugene Arts Guide. The arts sectors generate tens of millions of dollars in economic returns annually and we’re excited to see our arts community slowly coming back from COVID. You can find the guide [here](#).

PacificSource Health Plans (Iris Bicksler):

- Working with Nurturely to support the participants in the cohort.
- Also working with Lane ESD, Connected Lane County, Trillium, and others on a youth peer support specialist training. Lane ESD recently applied to the state to have the youth peer training be recognized Career Technical Education credits. Any youth who attends a training can use that time towards their high school graduation. The hope is that we can develop young people in receiving this training to then go out into the world after graduation to enter into behavioral health fields.
- Last year PacificSource spent over \$100k in scholarships to attend a variety of traditional health worker trainings. In 2023, we're looking to increase the funding for the trainings – details to come.

Springfield Chamber of Commerce (Dani Thompson):

- New program (Train the Trainer) being developed thanks to funding from LWP. This will be a 3 ½ day training in April for employers. We have been hearing that there is a need to train essential skills to managers and then for the managers to train those below them. We have a survey available and would love to have this group fill it out. You can find the survey [here](#).

City of Springfield (Allison Camp/Vahana Horn):

- New to this group so today is just a listening experience for us. We are somewhat new to workforce development and the resources that are offered so exposure to your work over time will be beneficial for us. Allison is the new City of Springfield Economic Development and Communications Manager.

Technology Association of Oregon (Sally Bell):

- Join us for an open Legislative Session Preview event with our tech lobbyists to find out about priorities for the 2023 Legislative Session, Friday, Jan 20th 12p-1pm: <https://cvent.me/aLqMaP>
- TAO Member News:
 - There are many companies doing layoffs and freezes and some are definitely still hiring:
 - Elm Street/IDX broker is hiring: [various roles](#)
 - Palo Alto Software hiring: [Software Customer Advocate](#)
 - Announcing AHM Brands and Hunter Communications new [partnership](#)
- TAO is launching 4 workshops series with the Prosperity 10,000 funding, the promotion and full marketing will start the week of Jan 23rd. Trainings will be offered for women, managers and leaders, entrepreneurs and tech jobseekers--stay tuned for registration and dates:
 - Strategic Planning for People Operations
 - Entrepreneurial Operating System for startups and entrepreneurs (EOS)
 - Career Tech Lab for jobseekers
 - Women and Leadership in tech and tech-enabled roles
- Reach out anytime to talk about tech sector opportunities for collaboration: Sally Bell, sally.bell@techoregon.org

Next Community Collaborative Meeting will be February 8, 2023, 10:30am – Noon. Onward Eugene will be presenting to the group.