

LANE WORKFORCE PARTNERSHIP BOARD OF DIRECTORS
Thursday, September 22, 2022
3:00 p.m. to 5:00 p.m.

Meeting being held via the Zoom platform

Zoom: <https://us02web.zoom.us/j/86462916144>

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 May 26, 2022 Board Meeting*
- IV. YOUTH PRESENTATION
Heidi Larwick, Connected Lane County
- V. LWP YEAR-END PERFORMANCE REPORT / *Information* Pages 8 - 43
YEAR-AT-A-GLANCE REPORT / SERVICE PROVIDER TRAINING
Cindy Perry, Lane Workforce Partnership

VI. CHAIR'S REPORT

Pages 44 - 47

Jennifer Adams

- Summary of LWP Board/Executive Board/Lane Council Action Items /*Information* (meeting minutes for all board and council meetings are available [here](#))
- Executive Director Review Process/*Information*

VII. EXECUTIVE DIRECTOR'S REPORT

Pages 48 - 50

Ashley Espinoza

- LWP Organizational Chart/*Information*
- WIOA Youth Services Provider Transition/*Information*
- LWP Business Services designee Onward Eugene ([Press Release here](#))/*Information*
- Board Member Survey/*Information*
- Highlights/Updates: Programs, Projects, Events, Opportunities/*Information*




VIII. OTHER BUSINESS

IX. ADJOURNMENT

PRIMARY ROLE OF THE BOARD

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

LANE COUNTY WORKFORCE SYSTEMS EQUITY LENS

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

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LANE WORKFORCE BOARD MEETING

Thursday, May 26, 2022

3:00PM – 5:00PM

MINUTES

-
- In Attendance:** Jennifer Adams, Allan Benavides, Kianna Cabuco (Proxy for Shondra Holliday), Julie Davidson, Bettina Hannigan, David Heavirland, Phillip Hohnstein, Katie Jeremiah, Joshua McClaughry, Bailey McEuen, Jeff McGillivray, Grant Matthews, Stan Pickett, Tony Scurto, Margaret Theisen, Laura Vinson
- Absent:** Travis Brooke, Sabrina Cunliffe, Fiona Gledhill, Solomon Harris, Shaun Hyland, Scott Littlejohn, Celeste Marshall, Sarah Means, Stephen Parac, Teri White
- Board Staff:** Ashley Espinoza, Anne Nestell, Tiffany Cink, Cindy Perry, Lyle Lang, Stephanie Lovell
- Others:** Brian Rooney, Holly Powell, Deanna Strachan-Wilson, Jennifer Purcell
-

Action Summary	Motion	Seconded	Status
Approved Full Board meeting minutes February 24, 2022	Margaret Theisen	Tony Scurto	Unanimous Approval

I. CALL TO ORDER

Jennifer Adams called the meeting to order.

II. PUBLIC COMMENT

There was no public comment.

III. PRESENTATION: LANE COUNTY’S CURRENT EMPLOYMENT SITUATION AND FORECAST

Brian Rooney, the Regional Economist for Lane County and Douglas County presented on the current employment situation and forecast.

Definition of unemployment rate: The unemployment rate = number of unemployed/the total labor force. Total labor force = number of unemployed + number of employed. To be counted as unemployed, an individual must be age 16 or older, not on active duty in the military, not in an institution, AND:

- not employed;
- available for work;
- making specific efforts to find employment within the last four weeks.

Lane County is approaching pre-pandemic employment levels. Lane County lost 26,600 jobs (16%) between February and April of 2020. It had gained back 21,400 (80%) of what was lost by April

2022. Statewide, Oregon lost 14% between February and April 2020. It had gained back 88% of what was lost by April 2022. Lane County's April 2022 unemployment rate stood at 4%, down from 6.3% in April 2021 and a high of 14% in April 2020. Oregon's statewide unemployment rate was 3.7% in April 2022 and the US unemployment rate was 3.6% in April 2022. Lane County reached a record low unemployment rate of 3.6% in November 2019.

What is fueling record levels of job vacancies?

- The economy got much more stimulus much faster during the pandemic than during the Great Recession.
- Higher household incomes and savings fuel more demand for goods and services and the jobs needed to make/provide and provide them.
- Less in-migration (a major source of Oregon's labor force growth).
- Record quits
- Retirements

Labor Shortage:

- Employers reported a record number of vacancies in the fall of 2021. Lane County employers have been trying to fill at least 10,975 job openings in recent months.
- Lane County workers collecting unemployment benefits dropped rapidly in late 2020.
- There were also 3,300 people in Lane County whose PUA benefits ended too. As the program drew to a close, four out of five of these workers were self-employed.
- Statewide, the labor force participation rate is above pre-pandemic levels.
- More workers should slowly enter the labor force as:
 - Schools reopen and child care shortages are addressed.
 - Sickness from COVID abates.
 - Concern for getting or spreading COVID lessens.
 - Households run out of savings.
 - In-migration increases as pandemic abates.

Forecast:

- Lane County jobs are projected to increase 15% by 2030 (Leisure and hospitality adds the most jobs due to recovery from the COVID recession).
- Oregon statewide is expected to increase 16% by 2030.
- Other areas expected at fastest rate are Central Oregon (18%), Portland area (17%) and Northwest Oregon (16%).
- All industry sectors provide opportunity through replacement openings.

IV. CONSENT CALENDAR

Margaret Theisen made a motion to approve the February 24, 2022 Board Meeting Minutes. Tony Scurto seconded and the motion was unanimously approved.

V. LWP PROJECTS

Cindy Perry, LWP's Director of Workforce Programs provided an overview of projects that LWP staff are working on on behalf of the board. The projects relate to the goals that were set in the 2020 – 2024 Local Strategic Plan. There are five goals in the plan but a lot of the work that is done centers around three goals:

- 1) Prepare workers for self-sufficiency employment in a new and changing economy;
- 2) Connect individuals to education, skill-building and employment opportunity in occupations most impacted;
- 3) Prepare our Youth for Future Employment.

We do consider business to be our primary customer – without supporting businesses, we have no place for our job seekers to go. Primary Partners:

- Industry Sector Partnership; Strategists and Champions;
- Community Collaborative Members;
- County, City, and State Economic Development Partners and Stakeholders.

Projects and Community Impacts:

- Support goals of established Industry Sector Partnerships (Technology, Food & Beverage, Construction/Aggregate, Creatives)
- Support Business Growth: On-the-Job and Customized Training Projects
- Support Arcimoto's planned workforce expansion (Arcimoto would like to almost double their workforce and add a second shift).

The way in which we have been trying to secure funding to support business growth in Lane County includes the following:

- State of Oregon Innovation Funds:
 - Arcimoto Expansion Project: \$200,000 (Not Awarded)
 - Department of Commerce: Good Jobs Challenge Grant – Sector Partnership Projects - \$18,908,084 (Pending)
 - Associated General Contractors: Construction/Aggregate Sector Partnership support - \$10,000 (Awarded)
- State of Oregon Funds: Future Ready Funding – Prosperity 10,000. Projects TBD - \$1,220,358 (Awarded)

Good Jobs Challenge Grant Projects:

- Occupational skills mapping within and across industry sectors
- Support workforce training goals:
 - Transportation Sector – CDL
 - Construction/Aggregate Sector – Heavy Equipment Operators
 - Healthcare Sector – Medical Assistants
 - Food and Beverage Sector – Growing People Program
- Re-start and support expansion of Wood Products Industry Sector Partnership
- Creation of Industry Sector Partnerships for Transportation, Healthcare, Bio-Science
- Entrepreneurial Training and Support

We do a lot of work that is very specific to youth and young adults (up to the age of 24). We primarily partner with Connected Lane County on our youth programs. There are several projects that we have planned out:

- Lane YouthBuild
 - Dedicated career pathway training
 - Construction/Manufacturing Tech
 - Support CTE/Tiny Homes Construction Projects
- Oregon Youth Employment Programs
 - Expansion of WIOA Youth Programs
 - Work Experience
 - Manufacturing Tech Training
- Young Adult Employment Center
 - Dedicated youth employment center
 - Expansion of SparkLab into Springfield
- Expansion of Young Adult Training Programs

Our youth programs are primarily funded by WIOA dollars. Proposed Funding:

- DOL YouthBuild: \$1,349,289 (Not Awarded)
- State of Oregon, Oregon Youth Employment Program: \$577,914 (Awarded)

Oakridge Industrial Park

Oakridge is in need and the City of Oakridge has done a lot to help their own community. The partners in the project are: LWP, SWFC (Southern Willamette Forest Collaborative), City of Oakridge, RAIN Oregon, Lane County, Lane ESD, and Oakridge School District.

Planned Project:

- Expand utilization of the Oakridge Industrial Park
- Create a Biomass Utilization Campus
- Create a space for small business development
- Create a Rural Innovation Center

Through this project we are trying to accomplish:

- Reduce the poverty rate in Oakridge (official rate is currently over 50%)
- Provide space for job creation
- Industrial hub for forestry product development
- CTE training for emerging young adult workforce
- Job Training for Residents
- Support Entrepreneurs & business development

Oakridge Industrial Park Funding:

- City of Oakridge: Infrastructure, facility
- Oakridge School District: CTE Program Development
- RAIN Oregon: Entrepreneur in Community
- RISE (Rural Innovation Strategies Economy) Grant: Proposed request for \$1,697,713 (Pending)

An exciting investment that we were able to do through the creative sector is the Viking Textile Maker Hub. Primary Partners: Discard Upcycle and Viking Sewing, Vacuum Spa and Stove

Offerings:

- Classroom space for textile craftsmanship and industrial sewing;
- Alterations, piece, and gig work;
- A textile makerspace

Funding the Maker Hub:

- Seed funding provided by Lane Workforce Partnership
- Program Year 2020 – 2021 funding provided by Lane County, Business Oregon, and Oregon Cascades West Council of Governments

Due to time constraints, Ms. Perry noted that at the next meeting, we will cover our project with Nurturely, LWP's COVID funding response, and the response to the Lane County Holiday Farm fire.

VI. FUTURE READY OREGON

Jennifer Purcell, Governor Brown's Workforce Policy Advisor joined the meeting to talk about Future Ready Oregon implementation.

Future Ready Oregon is a comprehensive \$200 million package of investments to advance an equitable workforce system by supporting people with the education, training, and resources they need to get into good-paying jobs.

Summary of Investments

Leveraging Success:

- Prosperity 10,000: \$35M (Local Workforce Boards)
- Career Pathways: \$14.9M (Community Colleges)
- Scaling-up Registered Apprenticeship: \$20M (BOLI)
- Youth Reengagement through Work Readiness: \$10.5M (YDD – Youth Development Division)
- Supporting Credit for Prior Learning: \$10M (will be grants administered by HECC (Higher Education Coordinating Commission) through universities and community colleges)

Encouraging Innovation:

- Workforce Ready Grants: \$95M (HECC)
- Workforce Benefits Navigators: \$10M (HECC)
- Statewide Industry Consortia: \$1M (HECC)

Measuring Impact:

- Assessment, Accountability and Continuous Improvement: \$1.5M

Principles for Implementation:

- Decisions are grounding in racial justice and centered on serving priority populations
- Leverage existing successes as well as doing things differently
- Focus on employer and job-seeker needs
- Require meaningful and inclusive collaboration
- Assessment, accountability, and continuous improvement

Ms. Purcell mentioned that Governor Brown recently met with the Executive Directors from the nine Oregon workforce boards and she is so impressed with the work that is happening. Governor Brown also had the opportunity to tour Spark on 7th (formerly Spark Lab) and had really great things to say about that visit.

VII. CHAIR'S REPORT – Jennifer Adams

- Board Action Items
 - Ms. Adams reviewed board action items and highlighted that at the April 2022 Executive Board meeting, the Executive Board approved changing Ms. Espinoza's title from Interim Director to Executive Director. Ms. Espinoza's new contract is effective April 2022 – June 2023. A formal review will occur in September 2022.
 - At the May Executive Board meeting, the general operating budget for Program Year 2022 – 2023 was adopted.
 - It was also noted that Celeste Marshall will be leaving the board at the end of June 2022 due to work commitments. As Ms. Marshall was the Chair-Elect, all current board officers will be moving up one position. Starting July 1, 2022, Shondra Holliday will serve as Chair-Elect and Solomon Harris will serve as Treasurer. The Secretary position will remain vacant until filled. If any business member on the board is interested in the Secretary position, please reach out to Ms. Espinoza.

VIII. EXECUTIVE DIRECTOR'S REPORT – Ashley Espinoza

This is the first time that we have been able to get together since all of the changes have taken place. Ms. Espinoza shared the updated LWP Staff Organizational Chart and explained changes that have been made to date. Changes include job titles being updated to more accurately reflect the work that each team member is doing and the creation of a new position, Community Engagement Director. We identified this position as filling a gap when Ms. Espinoza stepped away from the Sector Strategy Director. Jennifer Carrion has accepted the Community Engagement Director position and will start on June 6, 2022.

LWP Team Roles and Responsibilities:

- Procurement
- Monitoring
- Program Management and Coordination
- Policies and Procedures: Development, Integration, and Advocacy (Federal, State, Local)
- Community and Stakeholder Engagement, Education, and Activation
- Data Analysis
- Fiscal Management and Support
- Local Workforce System Reporting

The LWP Team has attended a few national conferences since the beginning of the year. In March, the entire team attended the National Association of Job Training Assistance conference in San Francisco.

In April, Ms. Espinoza, Ms. Adams, and Ms. Perry attended the National Association of Workforce Board conference in Washington DC, and most recently Ms. Espinoza and Anne Nestell attended the National Association of Workforce Development Professionals in Las Vegas. These conference experiences center us in reminding us the critical role we play in our communities in changing people's lives.

Ms. Espinoza noted that she would like the opportunity to meet 1:1 with all board members to hear from you and get your perspectives on workforce issues. Please feel free to reach out to her.

IX. OTHER BUSINESS

No other business was noted.

X. ADJOURNMENT

Ms. Adams adjourned the meeting.



Lane Workforce Partnership Workforce System Year-End Performance Report

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%
Total Responses:	32

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%
Total Responses:	2

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

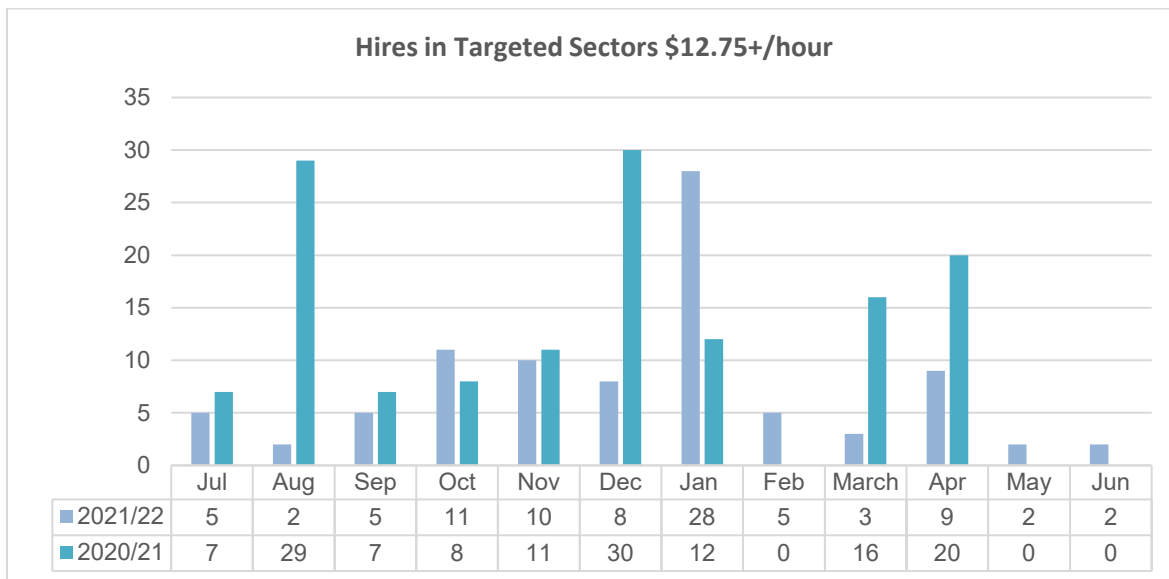
Program	Goal	Final PY 20	% of Goal
Adult	71.4%	71.0%	99%
DW	71.4%	68.1%	95%
DWG	-	81.3%	-
Youth	63.5%	80%	125%

**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 \$999 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

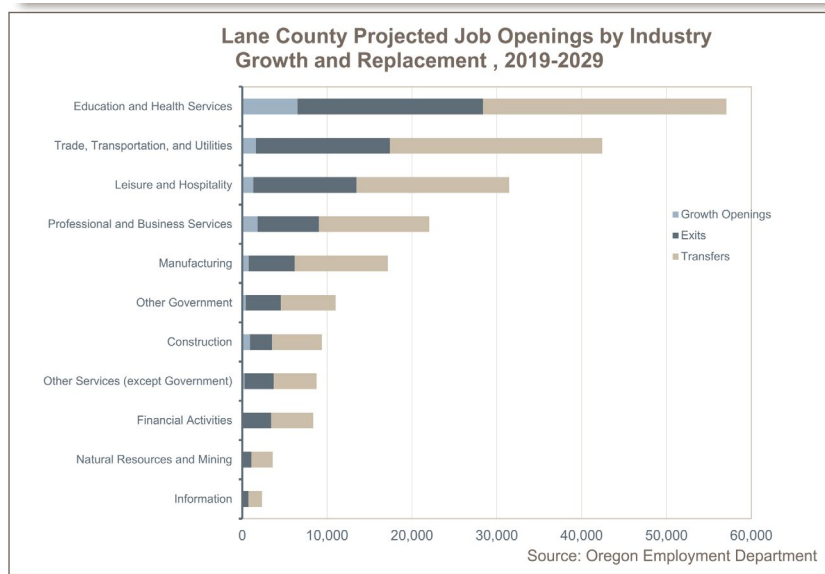
Performance to Date:

Enrollment Goal	Enrollment Target 1 st 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%)

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%)

DISABILITY

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

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%)

ADDITIONAL CHARACTERISTICS

(not all possible characteristics listed)

- *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
- 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
TOTAL	\$138,024

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

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, VTHM 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

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 Exitters (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 Language 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	173	\$7,402	2	\$9,764	124	\$9,568	299	\$8,229
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%	4	0.0%	3	0.0%	93 150	62.0%	93 157	59.2%
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 Exitters (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 Language 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	153	\$7,423	2	\$9,764	58	\$9,859	213	\$8,156
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%	3	0.0%	1	0.0%	53 89	59.6%	53 93	57.0%
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 Exitors (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 Language 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	18	\$10,084			21	\$10,007	39	\$10,007
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%	3	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 Exitters (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 Language 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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ROLE OF THE BOARD

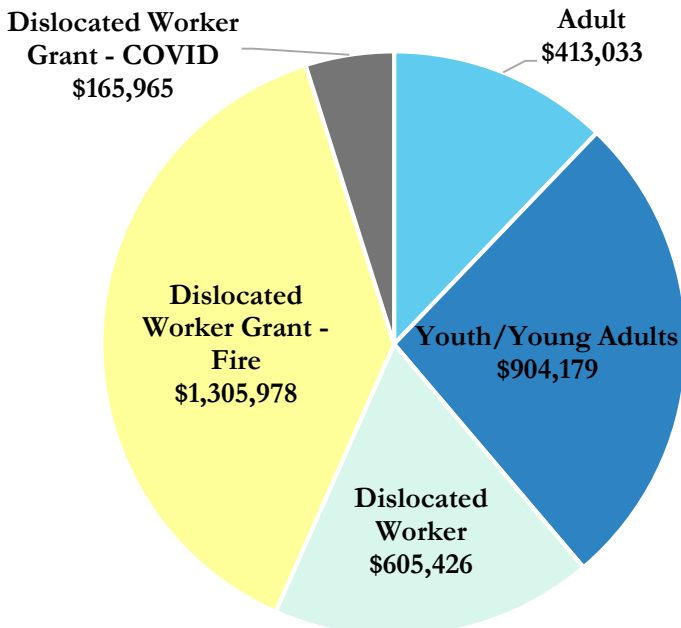
- **Convener:** Bringing together business, labor, education, and economic development to focus on workforce issues and promote strategic alignment.
- **Workforce Analyst:** Developing, disseminating, and assisting with the analysis of current labor market and economic information and trends in industry sectors.
- **Broker:** Bringing together community stakeholders to solve common problems; aligning systems and strategies; forging new relationships between business and education.
- **Community Voice:** Articulating the issues for the needs of a skilled workforce. Demonstrating and speaking to the effectiveness of training programs.
- **Capacity Builder/Investor:** Enhancing the region’s ability to meet the workforce needs of local employers through the utilization of federal and state funds.

OUR GOALS

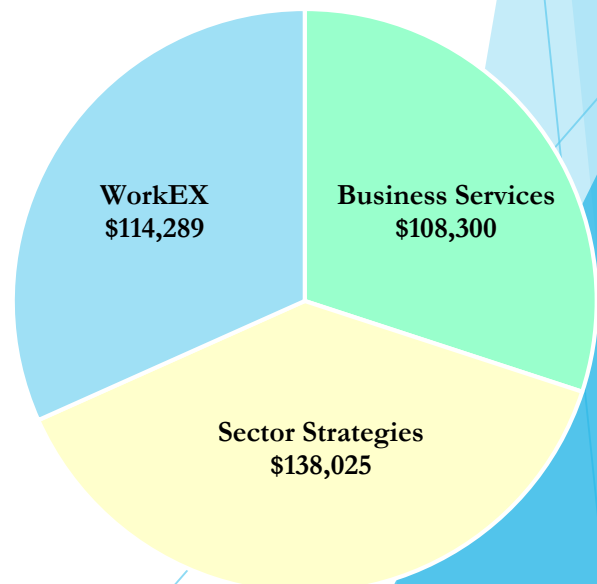
- Prepare workers for self-sufficiency employment in a new and changing economy.
- Connect individuals to education, skill-building, & employment opportunities in occupations most impacted.
- Prepare our youth for future employment.
- Catalyze the community around diversity, equity and inclusion (DEI)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

INVESTMENTS

Workforce Innovation and Opportunity Act Funds
\$3,394,581



Business Services and Layoff Aversion Funds
\$360,614



Workforce Innovation and Opportunity Act Funds - \$3,394,581

Adult and Dislocated Worker

Individuals Served at WorkSource Lane

- 7,105 received personalized services to support their job search
- 58 completed On-The-Job Training
- 44 were awarded training scholarships
- 88 job seekers placed in targeted industries

Employer Engagement at WorkSource Lane

- 100% of employers were very satisfied with the individuals they hired through services at WorkSource Lane
- 880 positions posted on iMatchSkills in targeted sectors
- 8 new businesses utilized the OJT program

Dislocated Worker Grant - Fire

- 126 people were provided Career Services
- 29 people were employed in humanitarian or fire restoration and cleanup work

Dislocated Worker Grant - COVID

- 148 people were provided Career Services
- 5 people were employed in humanitarian work

Youth/Young Adults

- 233 youth served
- 43 participated in a work experience
- 8 completed an internship with occupational skill gains and achieved positive evaluations
- 29 participated in Financial Foundation courses

Business Services and Sector Strategies - \$360,614

Sector Strategies - \$138,025

- Discard Upcycling (Creatives) - \$76,800
- Bohemia Food Hub (Food & Beverage) - \$25,000
- Season to Taste (Food & Beverage) - \$15,000
- Technology Association of Oregon - \$10,200
- Open for Business (Chamber Publication) - \$4,600
- Luna Jimenez Centering Relationships - \$4,225
- Leading with Cultural Intelligence (TAO) - \$2,200

WorkEX – State of Oregon General Fund Work Experience - \$114,289

- 21 Received On-the-Job Training Opportunities
- 14 Received Training Scholarships
- 8 Received Adult Work Experience Opportunities

Business Services - \$108,300

- Working with Onward Eugene connecting the workforce with industry opportunities, activating the entrepreneurial ecosystem, and developing a strategy to bring Lane County businesses effective layoff aversion services includes On-the-Job Training (OJT).
- Expansion of business services to 575 businesses resulting in 19 OJTs.

**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>September 15, 2022 Executive Board Meeting</u>			
Approved Executive Board Meeting Minutes, May 19, 2022	Shondra Holliday	Joe Berney	Unanimous Approval
Approved Lane Council Meeting Minutes, June 16, 2022	Mike Clark	Joe Berney	Unanimous Approval
Adopted the General Operating Budget Modification #1 PY 2022/2023 as presented	Mike Clark	Greg Ervin	Unanimous Approval

**LANE WORKFORCE BOARD, EXECUTIVE BOARD
and COUNCIL ACTION ITEM SUMMARY
PROGRAM YEAR 2021/2022 (July 2021 – June 2022)**

<u>Action Summary:</u>	<u>Motion</u>	<u>Seconded</u>	<u>Status</u>
<u>September 10, 2021 Lane Council Meeting</u>			
Appointed Teri White to the LWP Board of Directors for a three-year term beginning September 1, 2021	Mike Clark	Damien Pitts	Unanimous Approval
Approved Lane Council Meeting Minutes, May 20, 2021	Mike Clark	Damien Pitts	Unanimous Approval
<u>September 23, 2021 Full Board Meeting</u>			
Approved Full Board Meeting Minutes May 27, 2021	Margaret Theisen	Julie Davidson	Unanimous Approval
<u>November 18, 2021, Executive Board Meeting</u>			
Appointed Ashley Espinoza as Interim Executive Director with full authority of the Executive Director position beginning January 1, 2022.	Mike Clark	Celeste Marshall	Unanimous Approval
Provided Kristina Payne the authority to negotiate a salary and contract on behalf of the board for Ms. Espinoza for the position of Interim Executive Director.	Shondra Holliday	Damien Pitts	Unanimous Approval
Provided Tiffany Cink, LWP Director of Finance, the authority to negotiate a contract with Ms. Payne for mentoring Ms. Espinoza January 1 – June 30, 2022 with the board having the opportunity to review said contract after it has been negotiated.	Mike Clark	Joe Berney	Unanimous Approval
<u>January 20, 2022 Executive Board Meeting</u>			
Approved Executive Board Meeting Minutes, November 18, 2021	Joe Berney	Shondra Holliday	Unanimous Approval

**LANE WORKFORCE BOARD, EXECUTIVE BOARD
and COUNCIL ACTION ITEM SUMMARY
PROGRAM YEAR 2021/2022 (July 2021 – June 2022)**

<u>Action Summary:</u>	<u>Motion</u>	<u>Seconded</u>	<u>Status</u>
<u>February 17, 2022 Executive Board Meeting</u>			
Approved Executive Board Meeting Minutes, January 20, 2022	Shondra Holliday	Greg Ervin	Unanimous Approval
Adopted the General Operating Budget Modification #1 PY 2021/2022 as presented	Joe Berney	Greg Ervin	Unanimous Approval
<u>February 24, 2022 Full Board Meeting</u>			
Approved Full Board Meeting Minutes, September 23, 2021	Margaret Theisen	Shondra Holliday	Unanimous Approval
<u>April 21, 2022 Executive Board Meeting</u>			
Approved Executive Board Meeting Minutes, February 17, 2022	Damien Pitts	Mike Clark	Unanimous Approval
Changed the title for Ashley Espinoza from Interim Executive Director to Executive Director with a new contract April 2022 – June 2023. The wage will remain the same as in the Interim Executive Director contract. In addition, a formal review will take place in September 2022.	Joe Berney	Mike Clark	Unanimous Approval
<u>May 19, 2022 Executive Board Meeting</u>			
Approved Executive Board Meeting Minutes, April 21, 2022	Mike Clark	Greg Ervin	Unanimous Approval
Adopted the General Operating Operating Budget PY 2022 – 2023 as presented	Greg Ervin	Mike Clark	Unanimous Approval

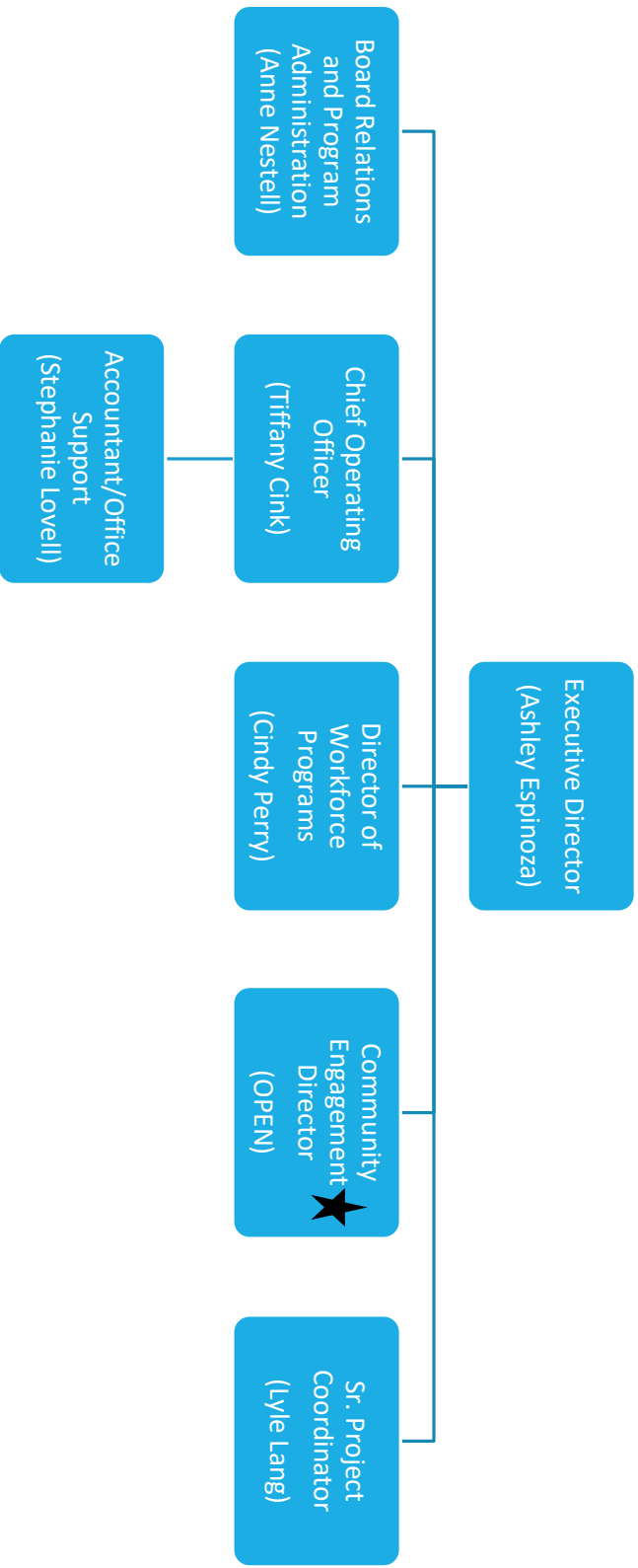
**LANE WORKFORCE BOARD, EXECUTIVE BOARD
and COUNCIL ACTION ITEM SUMMARY
PROGRAM YEAR 2021/2022 (July 2021 – June 2022)**

<u>Action Summary:</u>	<u>Motion</u>	<u>Seconded</u>	<u>Status</u>
<u>May 26, 2022 Full Board Meeting</u>			
Approved Full Board Meeting Minutes, February 24, 2022	Margaret Theisen	Tony Scurto	Unanimous Approval
<u>June 16, 2022 Lane Council Meeting</u>			
Re-appointed Sabrina Cunliffe, Grant Matthews, and Laura Vinson to an additional three-year term on the LWP Board beginning July 1, 2022	Greg Ervin	Mike Clark	Unanimous Approval
Appointed Heidi Larwick and Miles Pendleton to the LWP Board of Directors for a three-year term beginning July 1, 2022	Mike Clark	Damien Pitts	Unanimous Approval



LANE WORKFORCE PARTNERSHIP

ORGANIZATIONAL CHART



FOR IMMEDIATE RELEASE: 8/4/2022

CONTACT: Ashley Espinoza, Executive Director
Lane Workforce Partnership
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Email: Info@laneworkforce.org

**Lane Workforce Partnership Awards Funds
Onward Eugene named Lane Workforce Partnership's Business Service Provider**

Eugene, Oregon: Lane Workforce Partnership (LWP) designates Onward Eugene as a provider for Lane Workforce Partnership's Business Services.

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 growth initiatives.

"We're excited to build on the success of our partnership, with the capacity to connect more people in Lane County with high wage employment opportunities and employers with innovative ways to find skilled talent," said Matt Sayre, Managing Director at Onward Eugene. "The national labor shortage has helped create conditions that, if we do it right, will help us make economic prosperity more inclusive.

"At the heart of Sector Strategy are business led partnerships, activating public and private networks to meet our regions collective goals and potential. Success will come from a collaborative effort between many partners including Worksource Lane's Business Services Team and Lane County's Workforce Services WIOA program," said Ashley Espinoza, Executive Director of Lane Workforce Partnership.

This investment in Sector Strategy 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.

About Lane Workforce Partnership

Lane Workforce Partnership, the designated local Workforce Investment Board for Lane County, Oregon, funds and delivers programs that empower job seekers to meet the current and future workforce needs of employers in Lane County. Programs and services are delivered through a network of local partners including employers, labor groups, government, community colleges, high schools, community-based organizations, and economic development. Lane Workforce Partnership is one of nine workforce boards statewide. Visit our site at www.laneworkforce.org.

About Onward Eugene

Onward Eugene is a 501(c)3 nonprofit that unites regional partners in realizing our region's shared potential for inclusive prosperity. Bringing together support for startup companies, business expansion and regional marketing initiatives; Onward Eugene is a force multiplier in the creation of regional economic resilience. To learn more about Onward visit their website at www.onwardeugene.org.



Lane Workforce Partnership Board Member Survey September 2022

- 1) Do you remain as committed today to Lane Workforce Partnership's mission as when you first joined the board? Why or why not?
- 2) Do you understand your role as an LWP Board Member?
- 3) Are you able to regularly attend the board meetings, and do you find them productive and informative? Why or why not?
- 4) Do you feel valued as a board member and that you have contributed meaningfully (e.g. time, talent, etc.) to LWP? If not, what more do you think you could do?
- 5) How might we improve board engagement?
- 6) Do you know others who might be interested in serving on the Board of Directors because of their interest in the mission?
- 7) What is one thing that the Board of Directors should consider improving on to better serve the mission and vision of LWP?
- 8) What is one particular activity that LWP should consider implementing or discussing as an idea to serve its community better?
- 9) Please list any professional, volunteer work, or other associations of which you are a member.
- 10) Any additional comments.