



Lane Workforce Partnership Workforce System Year-End Performance Report

July 1, 2019 – June 30, 2020

System performance partners include:

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



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

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

WorkSource Lane is the primary system that Lane Workforce Partnership invests federal funds to deliver employment services to adults and dislocated workers. Lane Workforce Partnership Board has distributed \$1,050,109.52 to Lane County Health and Human Services for the period of July 1, 2019 through June 30, 2020 for program services at WorkSource Lane.

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

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

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

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

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

Lane Workforce Partnership Goals & Strategic Objectives

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

Strategies:

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

Progress Measures:

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

Goal 2: Prepare our youth for future employment.

Strategies:

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

Progress Measures:

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

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

Strategies:

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

Progress Measures:

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

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

Strategies (revised 2/28/17):

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

Progress Measures:

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

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

Strategies:

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

Progress Measures:

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

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

Year-End Performance Report

July 1, 2019 – June 30, 2020

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

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

Strategies:

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

Progress Measures:

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

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

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

Continue to Implement Sector Strategies

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

- July 1, 2019: Season to Taste Inc. launched Eugene's Table, a Food and Beverage industry partnership. Eugene's Table unites the food and beverage manufacturing community to solidify our region as a hub for world-class companies. This partnership leads collaborative development projects, promotes local products and values, creates opportunities, and shares knowledge and resources.
- 2019 marked the 4th annual Eugene Tech Tours event. Over 800 registrants, 50 companies and community partners participated. Tech Tours Eugene is the largest event of its kind in the State!
- October 2019: The National Next Gen Advanced Sector Partnership Conference convened in Eugene bringing economic development professionals and industry leaders from all over the country to our community. Lane County's team included: Casey Roscoe (VP Marketing, Seneca), Mandy Sweger (HR, Seneca), Heidi Larwick (Director, Elevate Lane County), Cindy Perry (Programs Supervisor, WorkSource Lane), and Kellie Weese (Economic Development City of Florence). *Confirmed but unable to attend: Melissa Murphy (Business Oregon), Jimmy Swanson (Recruiter, Swanson Group), Bettina Hannagan (Executive Director, Florence Chamber of Commerce).*
- October 2019: Lane Workforce Partnership and the Oregon Bureau of Labor and Industries (BOLI) convened a statewide stakeholder group around the topic of plant electricians and

aligning policy. This group is charged with identifying barriers and opportunities, information sharing, offering recommendations to create equitable and accessible pathways, and meeting the needs of the industry.

- The “World-Class Right Here” campaign at the Eugene Airport was extended until March 1, 2020. The campaign highlighted 15 local companies from the Technology, Food and Beverage Manufacturing, and Wood Products sectors.
- The Oregon Forest Resources Institute (OFRI) sponsored the Wood Products career pathway document and it is now available. The other career pathway documents in the series are Technology, Food & Beverage Manufacturing, and Construction/Aggregate. All documents in the series have been translated into Spanish and all documents can be found on the LWP website under Sector Strategies/Lane County Sector Strategy Team.
- Industry Advisory Committee Co-Facilitated by Elevate Lane County continues to convene on a quarterly basis. The goals of this committee are to increase awareness of workforce opportunities through connections between industry and education, identify industry challenges with these efforts, promote the work of Elevate to respective sectors, review and assist in development of sector wide and sector specific workforce readiness programs/workshops, and assist in Elevate fundraising efforts. There is representation from the following sectors: Tech, Food & Beverage manufacturing, Healthcare, Manufacturing, Construction/Aggregate, and Wood Products.
- Business and Employment Specialists from the Oregon Employment Department (OED), Vocational Rehab, and Department of Human Services (DHS) have come together to create the Integrated Business Service Team at WorkSource Lane. This team will look to streamline processes, share information and resources, and find ways to better serve both employers and job seekers in our community.
- Every other month Lane Workforce Partnership convenes the Lane County Community Collaborative, a group of economic development stakeholders from 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 meetings are designed for rich conversation, relationship building and collaboration.
- Every quarter Lane County Sector Strategy updates and highlights are shared in the Eugene Chamber of Commerce Open for Business publication. 3,500 hard copies are printed and distributed in addition to social media, email, and website reach.
- Modeled after sector strategy work in Technology, and Food and Beverage Manufacturing, Lane Arts Council and ArtCity in partnership with Lane Workforce Partnership have launched a Creative Sector Strategy initiative. The Creative Sector Strategy works with artist entrepreneurs and creatives of all disciplines, including visual, performing and literary artists, to increase the economic impact, inclusivity, and quality of life in our community. The Creative Sector is currently working on the following initiatives: 1) professional development for artists, 2) increasing community awareness about the importance and impact of our sector on economic and community development, and 3) building a network of creative and diverse talent.
- Associated General Contractors (AGC) hosted a workforce luncheon for area contractors and Lane County CTE High School Teachers/LCC Construction Technology staff. Discussion focused on learning about the local construction related workforce initiatives/addressing how to best engage industry-education partnerships, identify possible gaps, barriers, and work towards ongoing next steps.
- Multiple Lane County education, workforce, and construction industry partners created a registered BOLI approved youth apprenticeship program model that will be used to prepare high

school students to be qualified/competitive applicants for a registered trades apprenticeship OR begin employment in the skilled trades. Lane PACT will pilot during school year 2019-20 at Mohawk and Springfield High Schools with projections for ongoing expansion at other Lane County High Schools.

- In partnership with The Oregon Community Foundation, Latino Partnership Program, Palo Alto Software, and Lane Workforce Partnership have formed the Lane County Latino(a/x) Leadership group. Each gathering brings together Latino(a/x) leaders in different sectors and influencers from across the county in a relaxed and engaging forum that encourages personal connections and community driven solutions. This group is co-facilitated by Dr. Jose Meléndez, Assistant Professor of Planning for Engaging Diverse Communities at the University of Oregon's School of Planning, Public Policy, and Management.
- In partnership with the City of Springfield, The Springfield Chamber of Commerce, and Community Based Networks that serve the Latino(a/x) community, a COVID-19 information webinar was held for Spanish speaking business owners. Panelists Included: The Small Business Development Center, Community Lending Works, Lane Workforce Partnership, and WorkSource Lane.
- Lane Workforce Partnership hosted a panel on: Sector Strategy Partnerships - The Role of Sector Partnerships in Activating & Sustaining Business Success at the 2020 National Nation of Makers Conference (NOMCOM). Panelists Included: Technology Association of Oregon, Eugene's Table, and The Creative Sector Strategy (Industry championed by Discard Upcycle). The conference was originally to be held in Eugene but due to COVID-19 was moved to a virtual platform.
- The Governor's Regional Solutions team launched weekly COVID-19 South Valley/Mid Coast Economic Recovery team meetings that Lane Workforce Partnership has been engaged in as active participants and voices at the table.
- Lane County and Community Lending Works, in partnership with the Cities of Coburg, Cottage Grove, Creswell, Eugene, Florence, Lowell, Springfield, and Veneta were awarded funds from Business Oregon to provide grants to Lane County businesses adversely affected by economic conditions associated with COVID-19. These were businesses that had not received federal assistance under the CARES act or any other federal programs. Lane Workforce Partnership assisted with outreach to historically underserved communities and minority owned businesses.
- Technology Association of Oregon hired Sally Bell as their new VP & Executive Director of the Southern Willamette Valley.

Identify and Share Job Skills with Current and Emerging Workforce

Lane Workforce Partnership Investments

Oregon Manufacturing Extension Partnership (OMEP) was awarded \$50,000 to conduct two cohorts of Smart Talent Training on behalf of Rosboro Western Shelter, Crew Boss PPE, JAJ Enterprises, SOHR Foods and Metal Products Co. The "Smart Talent" curriculum trains management of companies to develop structured on the job training programs that effectively acclimate new employees to the company and creates formal salary advancement incentives tied to skill expansion. OMEP was able to engage six companies and 16 management employees in the development of a company centric training program along with articulated career advancement. Direct successes from the training have resulted in Rosboro starting three new employees on their new training program. JAJ Enterprises was unable to attract applicants for job openings after completing Smart Talent so they reworked their job posting to better reflect the company culture, clearly stating the advancement opportunities, and were more

thoughtful on the true skill requirements that were needed to perform the job. After the new posting, they had an increase in qualified applicants. OMEP continues to offer the Smart Talent Curriculum in the Eugene area.

| Measure | Plan | Total |
|---|------|-------|
| # of participants enrolled in the cohort | 40 | 16 |
| # of Lane County businesses participating | 5 | 6 |
| # of participants receiving a certificate | 20 | 6 |

Layoff Aversion Program – SHINE

During the first quarter of this program year LWP applied and was awarded \$200,000 to continue to offer the SHINE (Sustainability Hub of Interchange Negotiation Experts) program for an additional two years. Lane Workforce Partnership secured these funds through WIOA Layoff Aversion funds. The purpose of SHINE is to help businesses transition their companies in an effort to remain relevant in the rapidly changing markets throughout the world. The state workforce office approved another two years of the SHINE program opening it up statewide along with recruiting other experts around the state to offer layoff aversion services to businesses. The new grant started January 1, 2020 and will run through December 31, 2022. To date, SHINE has served three new businesses with approximately 50 employees.

Develop Registered Apprenticeship in Tech – Greater Eugene Area Apprenti Program

We are in the third year of Tech Apprenticeship in Lane County. The creation of a registered Tech Apprentice and the first two years of apprenticeship training has been funded by a contract with the Oregon Employment Department, sub-award of the federal America Apprenticeship Initiative. Since the award in July 2017, we have met all the BOLI requirements to have and run a Federally Registered Apprenticeship Program. Oregon has a Tech Apprenticeship JATC that oversees all the classroom and business training that makes up a registered apprenticeship. From the conception of the tech apprenticeship program, the business on-the-job training has been the element that has been lacking. In the current job market, local tech companies are not seeing the need to hire untrained staff and grow their own talent from the ground up. In January 2020, the Greater Eugene Apprenti Affiliate suspended taking new candidates until there is a business need for apprentices locally.

Greater Eugene Area Apprenti Program 7/1/17 – 9/30/20

Overall impact of this program to date

| Measure | Goal | Cumulative Total |
|---|------|------------------|
| # of employers engaged | 400 | 631 |
| # of employers who have signed up to take an apprentice | N/A | 7 |
| # of registered apprenticeship occupations created | 7 | 7 |
| # of people taking online assessment | 240 | 988 |
| # of apprentices beginning pre-training | 40 | 8 |
| # of apprentices who have completed the program | 21 | 4 |

WorkSource Lane Workforce Innovation and Opportunity Act Scholarship Award

| Measure | Goal | Number/Percent Achieved |
|--|------|--|
| # of training scholarships awarded | 25 | 27 (108% of goal) |
| # of training scholarships awarded by industry | N/A | Health Care: 13 Truck Driving: 11 Information: 0 Manufacturing: 3 Other: 0 |
| # of individuals completing training | 18 | 16 (89%) |
| # and % of training completers placed in training related employment | 16 | 12 (75%) |

Workforce Partner Investments

Department of Human Services – JOBS Program

| Measure | Total |
|--|-------|
| # of JOBS Plus placements | 41 |
| # of businesses participating in JOBS Plus | 24 |
| # of work experience placements | 69 |
| # of businesses participating in work experience | 36 |

Lane Community College – Title II

| Measure | Total |
|--|-------|
| # of individuals achieving an increase in skill gains in reading | 134 |
| # of individuals achieving an increase in skill gains in math | 90 |
| # of individuals earning a GED | 64 |

Increase Skills Through Technology

Between July 1, 2019, and June 30, 2020, Lane Workforce Partnership worked on several initiatives to identify industry specific job skills in Lane County and identify training opportunities to communicate those skills and to help job seekers develop the skills. The following initiative gave job seekers access to industry specific job skills and training through technology:

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

CBT Nuggets 3/1/17 – 6/30/2020 **Overall impact of this program to date**

| | |
|---|----|
| # of customers given authorization codes | 59 |
| # of customers utilizing CBT Nuggets | 33 |
| # of courses customers started or completed | 27 |

Employers Have a Qualified Applicant Pool

Business Customer Satisfaction Survey – July 1, 2019 to May 31, 2020*

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

| | |
|-------------------------|-----------|
| Yes | 11 (26%) |
| No | 24 (56%) |
| Don't Know | 8 (18%) |
| Total Responses: | 43 |

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

| | |
|-------------------------|-----------|
| Very Satisfied | 7 (64%) |
| Somewhat Satisfied | 4 (36%) |
| Somewhat Dissatisfied | 0 (0%) |
| Very Dissatisfied | 0 (0%) |
| Total Responses: | 11 |

Source: Oregon Employment Department, qualityinfo.org

*June 2020 numbers are not yet available

Entered Employment Rate

WorkSource Lane Adult OJT

| Outcome/Measures of Success | Goal | Achieved |
|------------------------------------|-----------|-------------------|
| Employment Rate (7/1/19 – 6/30/20) | 11 | 19* (172%) |

*3 OJT participants show as Dislocated Worker in I-Trac but do not meet Dislocated Worker eligibility and were paid from adult funds.

WorkSource Lane Dislocated Worker OJT

| Outcome/Measures of Success | Goal | Achieved |
|------------------------------------|-----------|------------------|
| Employment Rate (7/1/19 – 6/30/20) | 33 | 23* (68%) |

*3 OJT participants show as Dislocated Worker in I-Trac but do not meet Dislocated Worker eligibility and were paid from adult funds.

Goal 2: Prepare our youth for future employment.

Strategies:

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

Progress Measures:

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

Use Technology to Introduce Youth to Various Jobs

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

Connect Industry Workforce Needs to Education

| Measure | Outcome |
|--|--|
| # of Lane County students participating in industry tours | 268 |
| # of participating industry sectors | 2 (Manufacturing & Tech) |
| # of Lane County schools participating in industry tours | 29 |
| # of Lane County students participating in the 2019 Middle School Career Expo | 1,572 |
| # of middle schools that participated in the <i>2019 Middle School Career Expo</i> | 20 |
| # of students participating in job shadows | 21 |
| # of students participating in a mentorship with industry | 9 |
| # of high school teachers participating in an externship | 12 |
| Industry sectors participating in externships | Natural Resources/Wood Products; Technology; Manufacturing; Agriculture; Construction-Aggregate; Finance |
| Educator Health Tours | 15 educators; 4 health care hosts |
| School Presentations | 505 students; 9 high schools; 1 middle school; 59 industry representatives |
| Elevate Lane County had to pivot much of their work to a virtual format for the 2 nd half of the school year. These programs included: virtual industry tours, virtual webinars with varied lessons from local professionals, and virtual financial foundation classes provided by DevNW. | |
| % of WIOA Youth who are in education or employment in the 2 nd quarter after exit | 68.83% |
| % of WIOA Youth who attain a credential within one year after exit | 42.86% |
| # of WIOA Youth served | 340 |

Youth Testimonial

"I really like my WIOA case manager. She's helped me with my resume and applying for jobs. I just enrolled in college last year and she helped me with my FAFSA, scholarships, and registering for classes. I feel like I can be successful because of all the help and support I received while in the program – I really appreciate the program!" - Natasha

Increase Paid Work Experience Opportunities

| Measure | 2018/2019 | 2019/2020 |
|--|-----------|-----------|
| # of youth participating in a work experience | 107 | 86* |
| # of youth who complete an internship with occupational skill gains and achieve positive evaluations | 60 | 33* |

*In response to the Governor of Oregon's COVID-19 Stay Home, Saves Lives Executive Order No. 20-12, WIOA youth work experiences/internships were suspended on March 31, 2020 for the remainder of the 2019/2020 program year.

Youth Testimonials

"Since the shutdown, my WIOA case manager has helped me with getting my car registration and tags as well as helping with gas cards. Thank you!" - Cassie

"Because of the services offered through the WIOA program, I have been able to start and continue to grow in the health field, get a more reliable and safer car, and learn new skills that I can utilize in the future. I am very grateful for all WIOA has helped me with. I don't know where I would be today without this program." - Adrienne

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

Strategies:

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

Progress Measures:

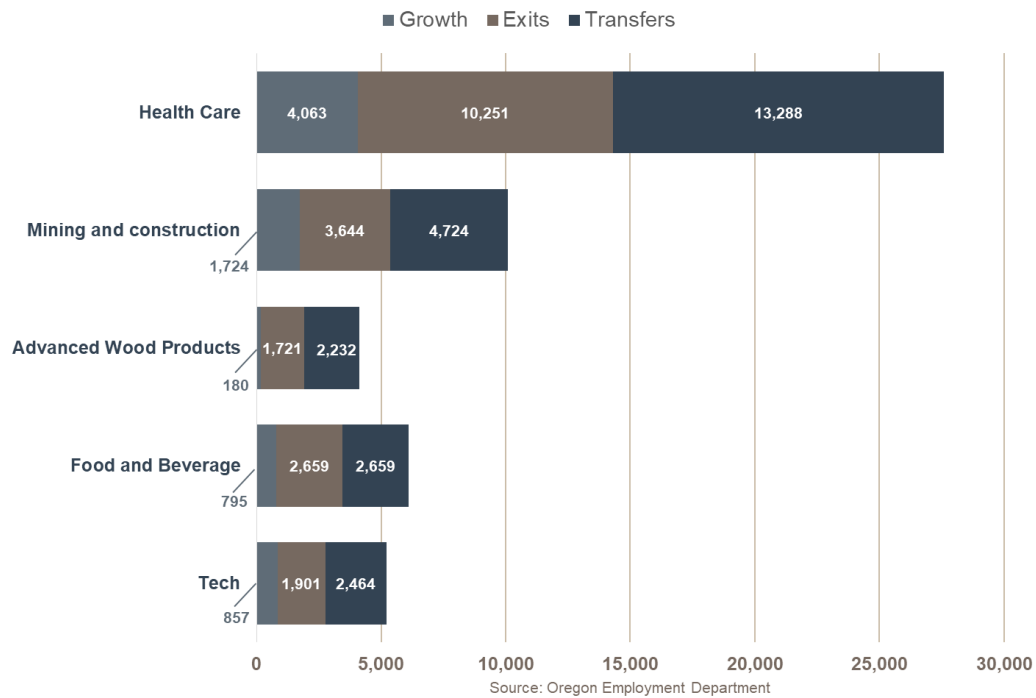
- Employers report successful attrition and job transfers
- Increased OJT placements and customized training
- State employment data indicates a decrease in replacement openings due to retirements

Research Impact of Aging/Retiring Workforce

In partnership with Oregon Employment Department's economist, Lane Workforce Partnership staff published the 2018 State of the Workforce Report for Lane County. This report outlines the impact of

the aging workforce in Lane County as well as the industries that are expected to have a large number of replacement job openings. Replacement openings are often a result of retirements.

Projected Job Openings in Lane County's Target Sectors, 2017 - 2027



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

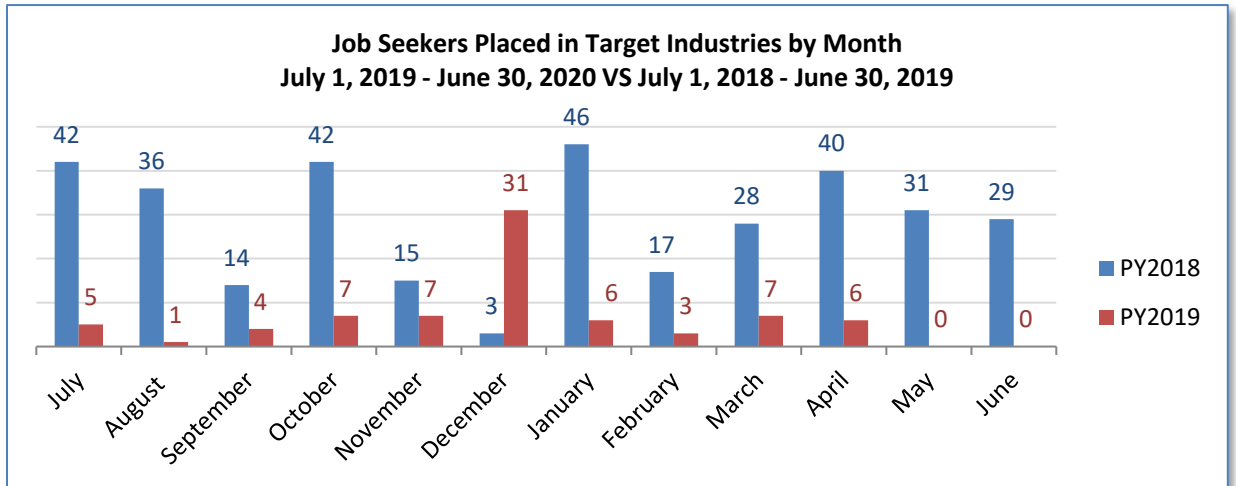
| | Number Served July 1, 2019 – June 30, 2020 |
|---|---|
| Total number of WorkSource Lane customers who received personalized services to support their job search and access to talent development and skill training opportunities. | 13,312 |

Note:

- Due to COVID-19, WSO staff were diverted to supporting UI workload which impacted availability of employment services.

WorkSource Lane High Wage Recruitment Opportunities in Targeted Sectors

| | Number Served |
|--|---|
| # of job listings in iMatchSkills® (wages \$12.00 and above) | Total: 1,771 (360 employers) |
| Health care: | 132 |
| Manufacturing (includes food and beverage): | 255 |
| Construction/Mining: | 71 |
| Information Technology: | 27 |
| # of job seekers placed in targeted industries: | 74 individuals 77 placements |



WorkSource Lane Promoting Work-Based Training

| | |
|--|--|
| # of iMatch Skills job listings that are OJT and apprenticeship within target industries | OJT: 48 Apprenticeship: 8 |
|--|--|

WorkSource Lane On-the-Job Training Program (OJT)

| Measure | Number Served |
|---|---|
| # of OJT placements | 79 |
| # of businesses with OJT | 25 |
| # of OJT placements with new businesses | 16 (220% increase from last year) |
| # of OJT placements by target industry | Health care: 15 Information: 9 Manufacturing: 25 Construction/Aggregate: 16 Other: 14 |
| # of OJT placements at \$12/hr or more, \$15/hr or more, \$17/hr or more, and \$20/hr or more | \$12: 11 \$15: 38 \$17: 17 \$20: 13 |

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

Strategies (revised 2/28/17):

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

Progress Measures:

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

Targeted Outreach Activities

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

| Scholarship Application Completed | | | | | | |
|--|------------------------|-------------|-----------------|--------------|---------------------|------------------|
| | Minority Groups | 50+ | Veterans | Women | Disabilities | Offenders |
| 2017/2018 | 15 (16%) | 13 (14%) | 6 (6%) | 52 (56%) | 6 (6%) | 6 (6%) |
| 2018/2019 | 9 (21%) | 9 (21%) | 4 (9%) | 28 (65%) | 5 (12%) | 8 (19%) |
| 2019/2020 | 10 (24%) | 7 (17%) | 2 (5%) | 20 (49%) | 2 (5%) | 7 (17%) |

| Scholarship Application Awarded | | | | | | |
|--|------------------------|------------|-----------------|--------------|---------------------|------------------|
| | Minority Groups | 50+ | Veterans | Women | Disabilities | Offenders |
| 2017/2018 | 6 58 total (10%) | 8 (14%) | 2 (3%) | 29 (50%) | 4 (7%) | 3 (5%) |
| 2018/2019 | 6 30 total (20%) | 5 (17%) | 3 (10%) | 20 (67%) | 2 (7%) | 6 (20%) |
| 2019/2020 | 5 27 total (19%) | 4 (15%) | 1 (4%) | 13 (48%) | 2 (7%) | 5 (19%) |

Utilize Technology to Better Serve Rural Communities

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

Increase Service Utilization Among Targeted Populations

Demographics of Populations Served through WorkSource Lane Eugene and Florence

| Measure | Total Served: 8,398 | |
|--|---------------------|-----|
| # of disabled individuals served | 1,118 | 13% |
| # of minority populations served (e.g. Hispanic, Native American, Asian, Pacific Islander, African American) | 2,480 | 30% |
| # of individuals 45 - 54 served | 1,547 | 18% |
| # of individuals 55+ served | 2,553 | 30% |
| # of Veterans served | 983 | 12% |
| # of Veterans placed in employment | 343 | NA |
| # of disabled Veterans placed in employment | 100 | NA |

Demographics of Populations Served through Lane Community College – Title II

| Measure | Total Served: | |
|--|---------------|-----|
| # and % of disabled individuals served | 96 | 8% |
| # and % of minority populations served | 495 | 35% |
| # and % of individuals ages 50+ served | 153 | 11% |
| # and % of ex-offenders served | 120 | 10% |
| # of Veterans served | 5 | <1% |

Vocational Rehabilitation Services Workforce Metrics

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

Vocational Rehabilitation Counselors conduct comprehensive assessments to evaluate vocational potential, including diagnostic and related services necessary to outline the nature and scope of services necessary for people with disabilities to gain and maintain employment. Vocational counseling and guidance build on the assessments and clearly identifies appropriate career goals and career paths to obtain those goals. WSO partners often assist VR Counselors with shared clients to ensure access to

these career paths and goals. VR is a core partner in the implementation of WIOA and is committed to improving access to the Workforce System for Oregonians with disabilities.

| Measure | Number Served |
|--------------------------------------|---------------|
| Total number served 7/1/19 – 6/30/20 | 2,182 |
| Total number entering IPE | 1,037 |
| Total number with Employment Outcome | 370 |

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

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

Increase Services for Women, Veterans, and Minorities

- Lane Workforce Partnership worked with the Technology Association of Oregon to create a Registered Apprenticeship program in technology in Lane County. Apprenti, developed by the Washington Technology Association is the only federally recognized Registered Apprenticeship program in the United States. The Apprenti model places a priority on placing women, veterans, and minorities in apprenticeships within the field of technology. Funded by a federal grant through the Oregon Employment Department, Lane Workforce Partnership and the Technology Association of Oregon placed 8 apprentices in IT occupations in Lane County over a three-year period.

Increase Services for Rural Communities

- Lane Workforce Partnership in collaboration with Lane County, Florence Chamber of Commerce, City of Florence, Confederated Tribes of Coos, Lower Umpqua, and Siuslaw Indians, Lane Community College (Florence), PeaceHealth, Hoagland Properties, and Driftwood Shores have launched a Hospitality Sector in Florence. The focus will be on workforce housing, hospitality training, and building community awareness.

Increase Services for Offenders

- Lane Workforce Partnership partnered with Sponsors, Inc to open a specialized WorkSource center serving a population of individuals with criminal histories. This specialized center expands on the workforce services already offered through Sponsors. Lane Workforce Partnership was able to leverage general funds from the State of Oregon to offer a Second Chance On-The-Job Training program.

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

Strategies:

1. Continue sector strategy work
2. Engage relevant agencies and programs

3. Improve alignment among community leaders to meet key outcomes as identified by industry
4. Use data to drive effort and outcomes
5. Collaborate in an effort to optimize the utilization and impact of local workforce resource

Progress Measures:

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

Continue Sector Strategy Work

Staff continues to convene the Lane County Sector Strategy Team (LCSST). See pages 5 - 7 for specific details on sector strategy work.

Engage Relevant Agencies and Programs

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

| | |
|---|--|
| <i>AHM Brands</i> | <i>Lane County</i> |
| <i>ArtsCity Eugene</i> | <i>Lane County Medical Society</i> |
| <i>American Forest Resource Council</i> | <i>Lane ESD</i> |
| <i>Bagel Sphere</i> | <i>Lane Workforce Partnership</i> |
| <i>Bitcork, Inc.</i> | <i>Latino Professionals Connect</i> |
| <i>Bureau of Labor and Industries (BOLI)</i> | <i>Madrona Group</i> |
| <i>Bushnell University</i> | <i>Mozilla Foundation</i> |
| <i>Business Oregon</i> | <i>Northwest Community Credit Union</i> |
| <i>Cascade Health Solutions</i> | <i>Office of US Senator Merkley</i> |
| <i>City of Eugene</i> | <i>Office of US Senator Wyden</i> |
| <i>City of Florence</i> | <i>Onward Eugene</i> |
| <i>City of Springfield</i> | <i>Oregon Employment Department</i> |
| <i>Connected Lane County</i> | <i>Oregon Forest and Industry Council</i> |
| <i>Delta Sand & Gravel</i> | <i>Oregon Forest Resources Institute</i> |
| <i>Department of Human Services – Vocational Rehabilitation</i> | <i>Oregon RAIN</i> |
| <i>DevNW</i> | <i>Regional Solutions</i> |
| <i>Discard Upcycle</i> | <i>Seneca</i> |
| <i>Elevate Lane County</i> | <i>Shift Bias</i> |
| <i>Emerald Broadband</i> | <i>Springfield Chamber of Commerce</i> |
| <i>Eugene 4J School District</i> | <i>Springfield School District</i> |
| <i>Eugene Chamber of Commerce</i> | <i>Springfield Utility Board</i> |
| <i>Eugene’s Table</i> | <i>Swanson Group</i> |
| <i>EWEB</i> | <i>Technology Association of Oregon</i> |
| <i>Florence Chamber of Commerce</i> | <i>Travel Lane County</i> |
| <i>Forest Today and Forever</i> | <i>UA Local 290</i> |
| <i>Hillside Heights</i> | <i>United Way of Lane County</i> |
| <i>Homes for Good</i> | <i>University of Oregon</i> |
| <i>IDX, Inc.</i> | <i>Viking Textile Makers Hub</i> |
| <i>Lane Arts Council</i> | <i>Wildtime Foods</i> |
| <i>Lane Community College</i> | <i>Willamette Farm and Food Coalition</i> |
| <i>Lane Council of Governments</i> | <i>Willamette Valley Grown and Crafted</i> |
| | <i>XS Media</i> |

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

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

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