



LANE WORKFORCE
P A R T N E R S H I P

Workforce Innovation and Opportunity Act
Local Plan
Lane County

Submitted by
Lane Workforce Partnership

July 1, 2024 – June 30, 2028

Table of Contents

Strategic Portion	Section	Page
Section 1: Vision and Leadership	Strategic Vision and Goals	3
	High Performing Board	8
Section 2: Data and Analysis	Economic and Workforce Analysis	11
	Priority Populations and Communities	18
Section 3: Alignment and Improvement	Strategic Partnerships and Alignment	20
	Continuous Improvement	32
Operational Portion	Section	Page
Section 4: Services and Activities	Available Workforce Development Activities	37
	WorkSource Oregon	46
	Physical and Programmatic Accessibility	49
Section 5: Compliance	Local Board	51
	Required Elements	52

Strategic Portion

Section 1: Vision and Leadership

It is expected that Section 1 responses will be greatly influenced by the members of the local workforce development board and other community stakeholders. Further, it is expected that there will be strong alignment with the current WTDB Strategic Plan and Joint Priority Setting.

Please answer the questions in Section 1 in eight (8) pages or less. Provide a response for all items identified. Reports and/or expanded analysis can be included as links and/or attachments.

Strategic Vision and Goals

1.1 20 CFR 679.560(a)(5): Strategic Vision and Goals

- A. Provide the local board's strategic vision and goals for its local workforce system;
- B. Describe how the local board's strategic vision and goals:
 - Support economic growth and economic self-sufficiency (as defined) in the local area;
 - Prepare an educated and skilled workforce for work or to attain employment including youth and individuals with barriers to employment in the local area; and
 - Provide performance accountability in the local area including WIOA primary indicators of performance.

1.1 A.

Lane Workforce Partnership's mission is to *"Meet the workforce needs of employers and individuals through partnerships and innovation."* Our vision for the region is *"Lane County will have a trained workforce and individuals will have the knowledge and skills for career success."*

Lane Workforce Development Board's 2024 – 2028 Strategic Plan, approved on 2/22/24, goals are:

- 1) Increase awareness and use of the workforce system.
- 2) Embrace accountability to workers and business through a culture of transparency.
- 3) Create strategic alignment and innovative collaboration among public & private partners and businesses.
- 4) Advance equitable prosperity through an inclusive workforce, overcoming barriers to workforce participation.

1.1 B.

Why these goals are important to Lane County:

Goal 1 - Increase awareness and use of the workforce system: Increased awareness and participation optimize use of the system and its partners effectiveness as a crucial resource for responsive and positive outcomes in education, employment, and economic advancement.

Goal 2 - Embrace accountability to workers and business through a culture of transparency: Fostering a culture of transparency and continuous improvement promotes confidence, drives organizational capacity, and advances an environment that values learning and excellence, resulting in meaningful and sustainable results.

Goal 3 - Create strategic alignment and innovative collaboration among public and private partners and businesses: Harnessing collective strength and available resources better meets pragmatic workforce needs and is a strategic enabler to address complex challenges, expose new opportunities, enhance efficiency, and create lasting impacts.

Goal 4 - Advance equitable prosperity through an inclusive workforce, overcoming barriers to workforce participation: Prioritizing workforce equity unlocks opportunities and reveals diverse talents, educating an innovative, dynamic workforce for long lasting sustenance for individuals, businesses, and community.

As evidenced throughout Lane Workforce Partnership's Local Plan, the Local Board's Strategic Plan goals and objectives are designed to support the economic growth and self-sufficiency of Lane County residents. This will be accomplished by increasing access to all communities to support the development of a prepared, educated, and skilled workforce. The goals are designed to remove access barriers, increase alignment of the public workforce service delivery system, support employment in good jobs that pay family sustaining wages, and continuously improve the impact of our investments in Lane County. The Local Workforce Development Board strives to be a high-performing local area and is dedicated to performance accountability and transparency.

The board, local leaders, and community members believe that the goals and strategies identified in the strategic plan will assist our local area in achieving the negotiated federal performance measures. The local goals were designed in alignment with the challenges described by community partners. The alignment, and the continued commitment to work collaboratively, has demonstrated positive impacts and benefits to all populations served. Lane Workforce Partnership (LWP) has consistently demonstrated exceptional federal performance achievement through proper contract management, program design, and collaborative service delivery. In times when challenges are faced in meeting negotiated performance on one of the core measures, LWP develops and deploys a plan of action for improvement.

WIOA is designed to help jobseekers access employment, education, training, and support services to succeed in the labor market and to match employers with the skilled workers they need to compete in the global economy. Lane Workforce Partnership focuses on operational goals centered on skill development and employment, aiming to prepare individuals for competitive opportunities in high-demand occupations within Lane County.

Business services staff continuously work with the business community to remain aware of evolving needs. In 2019, the Regional Business Services Team was formed to leverage this collective knowledge, reduce duplication in business services, and increase efficiency. These efforts are designed to help all partners reach the core accountability measures as set forth in WIOA.

WorkSource Oregon Lane is the hub for all workforce activities (both businesses and jobseekers), which provides a more cohesive approach to economic stability in Lane County. It is understood that to grow economic stability, there needs to be an inclusive, collective approach with common goals and co-reporting of data. This allows agencies to accomplish our collective and individual goals. As demonstrated in the co-enrollment efforts at the WorkSource center, when everyone works together, performance measures are met and exceeded.

1.2 WTDB 2023-2024 Strategic Plan Alignment (Oregon Requirement)

Describe how the local board's vision and goals align with and/or supports the vision, mission, and imperatives of the Oregon Workforce and Talent Development Board (WTDB):

The WTDB approved their [2023-2024 Strategic Plan](#) in March 2023.

Vision

Equitable Prosperity for All Oregonians

Mission

Advance Oregon through education, training, jobs and careers by empowering people and employers.

Imperatives

- An inclusive workforce system that advances equitable prosperity.
- Clear understanding of and improved use and impact of the workforce system.
- The WTDB is embraced by the Governor as an accountable convener, empowered facilitator, and informed advisor.
- Strategic and close alignment between education, economic development, and workforce development, including public and private partners.

1.2

A safe, healthy, and thriving economy is important to the leaders in Lane County. The Lane Workforce Partnership strategic plan aligns with this overarching vision. To that end, each of the goals identified by LWP aim to support the Oregon Workforce and Talent Development Board's (WTDB) vision and mission. WTDB's vision, "Equitable Prosperity for All Oregonians" is supported by each of LWP's goals.

Lane Workforce Partnership convened stakeholders across Lane County to inform the development of their 2024 – 2028 Strategic Plan with the goal of identifying items that are working well in our communities as well as workforce challenges in each region. Focus group sessions were held in three rural communities and two urban communities. The Workforce Board then used the information provided by the community to identify the pressing challenges in our region, which informed the Board's priority focus areas for the coming years.

As evidenced below, there is close alignment between the WTDB's imperatives and LWP's Goals and Objectives for the 2024 – 2028 period.

WTDB Imperative 1:

"An inclusive workforce system that advances equitable prosperity" mirrors LWP Goal to "Advance equitable prosperity through an inclusive workforce, overcoming barriers to workforce participation."

In Lane County, despite the growing diversity of the workforce, significant barriers to equal employment and wage disparities exist by race and ethnicity. Non-Hispanic white workers make up larger than average parts of the workforce in the top eight (8) industries that pay the highest average monthly wages, while workers of color are more represented in four (4) of the six (6) lowest paid industries in Lane County (data from the U.S. Census Bureau's Quarterly Workforce Indicators). Those residing in rural communities experience the most difficulties

in accessing services as well as jobs that pay well and therefore make up a larger percentage of the overall population living at or below the federal poverty level.

To address these pressing challenges, LWP's objectives are to:

- 1) Increase diverse access and participation in all public workforce systems through targeted inclusivity initiatives and
- 2) Operationalize and influence the utilization of the equity lens on 100% of LWP investments.

WTDB Imperatives 2 and 4:

"Clear understanding of and improved use and impact of the workforce system" and "Strategic and close alignment between education, economic development, and workforce development, including public and private partners" align with LWP goals to "Increase awareness and use of the workforce system" and "Create strategic alignment and innovative collaboration among public & private partners and business."

The challenges we face, which lead to these two priority focus areas, are a result of critical workforce development legislation that has not been reauthorized by Congress, specifically the Trade Act and the Workforce Innovation and Opportunity Act programs; antiquated wage and hour regulations that create barriers to flexible workplace scheduling that would meet the needs of employees as well as the business needs of employers; and age restrictions which place barriers to training and employment of youth and young adults. Couple these regulatory challenges with the fact that the Workforce Service Delivery System and all it has to offer to the community is not well known amongst both businesses and job seekers.

LWP's objectives to accomplish these goals are to:

Increase awareness and use of the workforce system objectives:

- 1) Create awareness of workforce system services
- 2) Simplify navigation of the workforce system; reducing barriers to access and use
- 3) Create more robust youth career pathway pipeline awareness across all sectors

Create strategic alignment and innovative collaboration among public & private partners and businesses objectives:

- 1) Influence the regulatory environment to align with the 21st century workforce.
- 2) Adopt a list of essential employability skills (EES), define the skill, and determine how attainment is measured.
- 3) Incorporate the Voice of Business in the workforce development conversation.

LWP's goal to "Embrace accountability to workers and business through a culture of transparency" creates alignment across each of the WTDB's imperatives, as well as supporting a transparent workforce system in Lane County.

In listening sessions at the local level, as well as clearly hearing what Oregon's legislators are asking of the system, it is apparent there is a perception that the workforce service delivery system does not meet

expectations. Performance accountability and transparency need to be communicated clearly and broadly. The workforce service delivery system should communicate its collective stories, highlighting the high quality of work and the positive impact on the communities it serves.

To address this, the objectives for LWP's goal "Embrace accountability to workers and business through a culture of transparency" are:

- 1) Transform the WorkSource Oregon service delivery to fit expected future needs of job seekers and employers to adjust to trends and technological changes.
- 2) Prepare for data alignment for shared state/local performance score cards.

1.3 Joint Priority Setting (Oregon Requirement)

Describe how the local board's goals, strategies, programs, and projects align with and will contribute to achieving the priorities established in September 2023 through Joint Priority Setting:

- Concretely improve the connection between employers and the workforce system consistent with economic development priorities.
- Concretely deepen the integration of K-12 education in the entire workforce system.
- Improve workforce system impact by investing new and existing targeted resources that support work-based learning.
- Advance equity by identifying and closing the largest gaps in participant access to education, training, and job placement services.
- Complete necessary steps to align data in the WSO System to result in shared state and local performance reports/scorecards.

1.3

Lane Workforce Partnership's operations align with each of WTDB joint priorities established in September 2023 as follows:

Concretely improving the connection between employers and the workforce system consistent with economic development priorities is accomplished through the robust Industry Sector Partnerships in Lane County. LWP launched the first industry sector partnership in 2015 in response to the needs of the tech industry. The collaborative achievements of this partnership were so successful that LWP has since replicated the model for seven additional Industry Sector Partnerships and is poised to launch two more.

Concretely deepen the integration of K-12 education in the entire workforce system: As demonstrated in the section on youth workforce services below, LWP has meaningful connections to K-12 education. LWP's flagship project, "Constructing a Brighter Future" connects K-12 Career Technical Education (CTE) with social solutions addressing homelessness in Lane County. (additional information below)

Improve workforce system impact by investing in new and existing targeted resources that support work-based learning: For years, LWP has benefited from highly successful On-the-Job Training and Youth/Young Adult Work Experience programs. In partnership with businesses across the county, these work-based learning opportunities have supported hundreds of adults and youth in learning skills and gaining employment. This past year, LWP expanded work-based learning through the launch of Customized Training Solutions for Businesses. Under

Customized Training Solutions for Businesses, LWP encourages public/private partnerships that support training of marginalized populations while at work coupled with social supports that provide stability outside of the workplace.

Advance equity by identifying and closing the largest gaps in participant access to education, training, and job placement services: Implemented in 2017, LWP's equity lens is based on the notion that everyone has the opportunity to obtain quality, living wage employment or be placed in employment-related training regardless of their national origin, race, gender, sexual orientation, disability, first language, or other distinguishing characteristics. Different approaches to delivery of workforce services may be necessary in order for each customer to achieve success in training or employment.

Complete necessary steps to align data in the WSO System to result in shared state and local performance reports/scorecards: LWP publishes performance reports semiannually, providing updates at both the mid-point and year-end. These reports are inclusive of data from all partners providing services in the WorkSource Oregon Lane service delivery system. While the data is robust, LWP is seeking ways in which it can be more meaningful and aligned to state-wide performance scorecards.

High Performing Board

1.4 20 CFR 679.560(b)(17): High Performing Board

Describe the local board's goals, strategies, programs, and projects as they apply to becoming or remaining a high performing board consistent with the two resources below:

1. In [Building a High-Performing State Workforce Board: A Framework and Strategies for States](#), the National Governor's Association describes a high-performing state workforce board as one that provides leadership to the entire education and workforce system to create sustainable change including three key roles:
 - a. Communicate the Vision for the workforce system;
 - b. Model and manage Strategic Partnerships that achieve the vision; and
 - c. Use data and accountability systems to Keep the System Accountable to the vision.These are not exclusive to state workforce boards.
2. In [A Call to Action for Workforce Development Boards](#), the United States Department of Labor outlines four strategic roles that all high-performing boards will play:
 - a. Strategist: Understanding trends, setting the collective vision.
 - b. Convener: Bring partners together, align services and vision.
 - c. Manager: Design and manage customer-centered service delivery.
 - d. Optimizer: Use data to drive decisions, continuous improvement.

1.4

Lane Workforce Partnership is highly engaged in decisions impacting workforce development in the region. The board members participate in a variety of activities that guide the direction for which they intend staff to proceed. The full board invests time in working together on the goals and strategies of the strategic plan. It is the board's vision that decisions are driven by data and are relevant to the current economic conditions in Lane County. The board intends to drive the success of Lane Workforce Partnership and its funded service providers through strategic investments to build the skills needed by industries that are economic drivers in the local area.

In May 2023, Lane Workforce Partnership hired the Center for Workforce Excellence International (CWEI) to conduct training on the strategic functions of a high-performing board. All current Workforce Board members were scheduled to attend the training. The training elements covered:

- Workforce Development Board Member Composition
- Election of Board Chair/Officers
- Maintaining Standing Committees
- Local Plan Development
- Workforce Research and Regional Labor Market Analysis
- Convene, Broker, and Leverage Partnerships
- Employer Engagement
- Career Pathways Development
- Proven and Promising Practices
- Technology (accessibility and effectiveness)
- Program Oversight (investment and programmatic outcomes)
- Negotiations of Local Performance Accountability Measures
- Selection of Operators & Providers
- Coordination with Education Providers
- Budget & Administration
- Accessibility for Individuals with Disabilities

As a result of the training, the Workforce Development Board formed two standing committees:

- Workforce Services Operations Committee
- Community Engagement Committee

As demonstrated by their actions, Lane Workforce Development Board member's engagement exemplifies the characteristics of a high-performing workforce board:

- As strategists, the Lane Workforce Development Board:
 - Works with Industry Sector Partnerships to identify industry trends and make informed decisions about investments.
 - Collects, reviews, analyzes, and makes public information on the performance of the workforce service delivery system in Lane County through semi-annual reports.
- As a convener, the Lane Workforce Development Board staff:
 - Convenes the Local Leadership Team, whose members include each of the mandatory WIOA partner programs.
 - Conducts the Community Collaborative monthly meeting. Lane County Community Collaborative membership includes over 50 partners from education, economic development, businesses, industry sector strategists, workforce development, and community-based organizations.
 - Works with the One-Stop Operator to facilitate the Regional Business Services Team monthly meeting.
 - Works with the Board's Business Services provider to convene the Industry Sector Strategist's Lead meetings.
 - Convenes two committees of the Workforce Board whose members include board members and community stakeholders.
 - Held multiple community focus group meetings in the development of the 2024 – 2028 Strategic Plan.
- As the manager of the local workforce service delivery system, the newly formed Workforce Services

Operations Committee will oversee the implementation of the WorkSource Oregon Standards in Lane's WorkSource Centers as well as a system of continuous process improvement.

- As evidenced by the Workforce Board's reports, the local board is data driven and focused on continuous improvement. The board's focus of optimization of the local system is operationalized through the review and analysis of:
 - Mid-Year Workforce System Performance Report
 - Year-End Workforce System Performance Report
 - State of the Workforce Report: Every two years, LWP prepares a comprehensive "State of the Workforce" report. Produced in English and Spanish, this report provides current labor market information specific to economic trends in Lane County. Current labor market intelligence is provided by a regional economist. An analysis and report on LWP-funded employment and training programs is presented in the report. The report is used by LWP to make decisions regarding the efficiency of current investments and where the board is getting a return on those investments, which drive decisions regarding future investments.

Key Definition

Self-Sufficiency: This refers to the [The Self-Sufficiency Standard for Oregon](#) (current version). This measure is aspirational for Oregon and describes the income required by families of different sizes and compositions in each Oregon county to meet their basic needs without relying on public or private assistance. The Self-Sufficiency Standard is a measure of income adequacy that is based on the costs of basic needs for working families: housing, child care, food, health care, transportation, and miscellaneous items, as well as the cost of taxes and the impact of tax credits. This varies by family type.

Section 2: Data and Analysis

It is expected that Section 2 include both data and relevant analysis for each local area. Further, it is expected that Questions 2.1 – 2.3 will be a collaborative effort between the local workforce development board and the Oregon Employment Department’s regional economist and workforce analyst stationed in each local area.

Please answer the questions in Section 2 in eight (8) pages or less. Provide a response for all items identified. Please limit the inclusion of tables and charts to those that are critical to your analysis. Reports and/or expanded analysis can be included as links and/or attachments.

Economic and Workforce Analysis

2.1 20 CFR 679.560(a)(1)(i): Economic Analysis – Part 1 Overall
Provide an analysis of the economic conditions in the local area.

2.1

The economy in Lane County has diversified over the past three decades from one that was largely dependent upon a single industry sector to one that has diversified to a balance of several sectors. Lane County now boasts multiple high-tech, forward thinking, environmentally conscious, and diverse sectors. These sectors include wood products, specialty food and beverage manufacturing, the tech sector, and regional health care. These industries are growing and forecasted to add jobs in the coming years. The region also expects state and federal government agencies (including the University of Oregon) to continue providing stability.

In early 2020, Lane County’s economy was in the midst of the longest expansion in recent history, adding 23,600 jobs (growth of 17 percent) from September 2010 through February 2020.

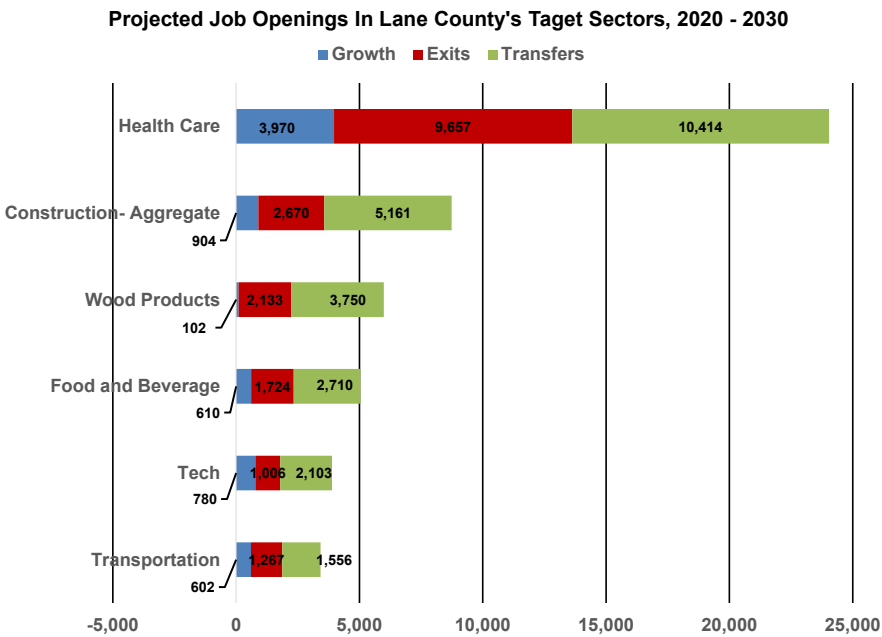
The growth ended abruptly in March 2020, when the COVID-19 pandemic reached Oregon. Due to people staying home and restrictions on activities with close contact to avoid spreading the virus, economic activity slowed significantly. In Lane County, small job losses experienced in March became major job losses in April. Between February and April, Lane County lost about 26,100 jobs — a drop of 16 percent — while the unemployment rate increased from a record low of 3.5 percent to a record high of 14.0 percent.

All major sectors lost jobs due to the COVID-19 pandemic. The first and most restrictive measures were placed on restaurants and bars, severely impacting the leisure and hospitality industry. The sector lost 8,900 jobs, or slightly more than half of all jobs in the industry. Other service industries, including personal services like hair stylists and gyms, dropped about 20 percent. Health care and social services dropped 10 percent, largely from closures of doctor’s and dentist’s offices. The goods producing industries of construction and durable goods manufacturing were least affected by COVID-19 restrictions, losing about 5 percent each. Food and beverage stores actually increased employment, adding about 2 percent as additional staff for grocery pick-up services needed to be hired.

Since the depth of the COVID-19 recession in April of 2020, Lane County has experienced rapid employment growth. Seasonally adjusted data show Lane County had regained 23,100 jobs by January 2023, or about 89% of the jobs lost during the recession. Since January 2023, however, job growth has slowed. Estimates show that between February and September of 2023, employment varied month to month between 162,000 and 163,000

payroll jobs.

All industry sectors added jobs after the COVID-19 recession. Many have surpassed their prerecession levels. As of February 2023, not seasonally adjusted data show these include financial activities (600), manufacturing (500) and construction (400). However, many industries have yet to reach their pre-pandemic peak including health care and social assistance (-1,600), professional and business services (-900) and local education (-900), which includes the University of Oregon.



Like national trends, employment growth combined with a high level of retirements has caused a tight labor market. Lane County's unemployment rate has dropped back down to near record lows. As of September 2023, the seasonally adjusted unemployment rate is at 3.7%.

Since the 1970s, Lane County has experienced a widening wage gap with the U.S. and the rest of Oregon. By 2022, annual average wages in Lane County were 19% lower than the rest of the state. An industry mix made up of lower-paying industries compared to the Portland area explains some of the wage gap between Lane County and the rest of the state. The University of Oregon provides a ready supply of new graduates to fill entry-level professional positions, which contributes to keeping wages low for those occupations due to high competition. Additionally, quality of life factors can cause workers to accept a lower wage to continue living in a desirable area. In Lane County, such factors include less congestion than major metropolitan areas and proximity to outdoor recreation.

Housing costs are lower in Lane County than other areas of Oregon and the west coast, but lower wages make affordability an issue. It is estimated that in 2022, it would take 6.7 years of median income to purchase a home in Lane County compared to 5.8 in the Portland area and 4.7 in the United States.

2.2 20 CFR 679.560(a)(1)(i): Economic Analysis – Part 2 In-Demand Industries

Describe existing and emerging in-demand industry sectors and occupations in the local area.

2.2

In Lane County, spearheaded by Lane Workforce Partnership (LWP), we have strong industry partnerships built within our business community. These industry partners work in alignment to help the workforce system build a strong workforce based on labor market needs. In Lane County, the identified industry sectors are Bioscience, Construction-Aggregate, Creatives, Food and Beverage, Technology, Transportation, and Wood Products. LWP is

committed to working with business, industry, and community partners to solve workforce challenges and other competitive needs. These target industries not only have average to above average wages for Lane County, but they have a large number of forecasted openings as well. Roughly 36 percent of Lane County's high-wage, high-demand jobs in 2020 were in targeted sectors, the largest being health care, construction, and technology. These jobs include software developers and other computer occupations, registered nurses, medical assistants, carpenters, electricians, and heavy truck drivers.

The industries adding the most jobs between the depth of the pandemic recession in April 2020 and April 2023 are also some of the largest. Leisure and hospitality, one of the hardest hit during the COVID-19 recession, added 8,300 jobs. Other industries adding a large number of jobs since the recession include professional and business services (1,600), manufacturing (1,400), health care and social assistance (1,200) and local education (1,100).

Going forward, projections from the Oregon Employment Department for the 2021 - 2031 period show that Lane County employment is expected to grow 12%. The industry adding the most jobs is leisure and hospitality (4,800, 32%) mostly due to recovery from the pandemic recession. Second is health care and social assistance (4,600, 17%) due to an aging and growing population. Trade, transportation, and utilities is a large industry sector that is projected to grow by 2,500 jobs (9%) due to a recovery from the COVID-19 recession in retail trade and demand for transportation services as more people shop online and need products delivered.

In addition to growth openings, all industries provide opportunity through replacement openings. Replacement openings are created in two ways. First, through exits when someone leaves the labor force, largely due to retirement. And secondly, through transfers, when someone stays in the labor force and shifts to a different occupation, often through advancement. Some slow growing industries such as wood products have an older workforce and provide opportunity through replacement openings.

In general, in-demand occupations are related to growing industries. Vacancy data from the Oregon Employment Department shows that in 2022, many of the most in-demand occupations are in health care and restaurants including personal care aides, nursing assistants, registered nurses, cooks, and food preparation workers. Construction workers, like laborers and carpenters, are well represented. Truck drivers are needed across industries and have high level of vacancies.

The 2021 – 2031 projections show that, at the detailed occupational level, the occupations with the most openings largely have lower educational requirements and lower pay. Fast food workers, home health and personal care aids, educational instruction and library workers, registered nurses, and servers are the five occupations with the most job openings. Out of the top 15 occupations adding the most job openings, registered nurses, general and operations managers, and software developers are the exception as high demand occupations with relatively high wages.

2.3 20 CFR 679.560(a)(1)(ii): Employment Needs of Employers

Describe employment needs of employers in the local area in existing and emerging in-demand industry sectors occupations described in 2.1.B.

2.3

Help Wanted Online (HWOL) data provided by Lightcast for January through September 2023 showed more than 33,000 unique postings. While not every job is posted online, this data represents many of the largest occupations in our area with constant needs, which offer vastly different wages at different training levels.

Registered nurses were the most advertised occupation, with retail sales workers and their supervisors, customer service representatives and wholesale and manufacturing sales representatives completing the top 5. Jobs with high volume of advertisements online tended to fit into one of two categories: leisure and hospitality roles that are struggling to replace workers lost in the pandemic recession, or skilled roles in high-growth industries such as construction or healthcare.

Evidence from the Oregon Employment Department's quarterly Job Vacancy Survey also suggests a similar finding with roles such as personal care aides and construction laborers showing large numbers of vacancies throughout the year.

Ten-year job projections (2021-2031) show broad demand for most occupation types. The occupations with the most openings – accounting for growth in a field as well as openings due to replacements such as retirement – tend to show entry-level occupations in the largest industries, especially those with high turnover such as food prep and retail. However, certain specialized but broad-based occupations such as general managers, heavy truck drivers, and registered nurses make the list as well.

The occupations that are growing the fastest in the 10-year time horizon tend towards specialized and emerging careers. Nurse practitioners and physician assistants in the medical field and information security analysts in a variety of fields are examples. The other category of fastest-growing jobs are occupations that were severely impacted by COVID control measures, such as cooks and counter workers.

More specific workforce needs emerge in work within targeted sectors.

Wood product manufacturing, food and beverage, and construction-aggregate require workers who know how to operate specialized machinery and equipment within each field, but also generally skilled workers such as welders, industrial mechanics, forklift operators and shipping and receiving clerks. Many of the most difficult to fill positions for these industry groupings are for general labor, such as construction laborers, manufacturing sales representatives, truck drivers, and material movers, which may need short range specific training. There are also several hard to fill specialized roles, such as carpenters, plumbers, and HVAC installers.

Because of the recent growth trends, and the size of the industry, health care has a tremendous number of roles that are difficult to fill. Personal care aides and nursing assistants are the two positions with the highest number of difficult to fill vacancies in Lane County, which represents the broad base of a growing industry. Specific medical roles requiring longer training, such as RNs, licensed practical nurses, and massage therapists also had many vacancies.

Some overlap exists with the bioscience industry and the previous two categories, such as general maintenance and manufacturing workers. As a locally emerging industry, specialized occupations with in-demand skills are likely to grow rapidly, including life science, health information, forensic science, and biological technicians.

Technology and creative workers in the Lane County economy represent regional strengths in smaller economic subsectors or spread throughout all industries. Data scientists, operation research analysts, information security analysts and software developers are all high-growth occupations that require new skills and training. Creative careers such as web developers, several varieties of drafters, landscape architects, interior designers, and art directors are all projected to have above average growth in the next ten years.

2.4 20 CFR 679.560(a)(2): Knowledge and Skill Requirements

- A. Provide an analysis of the knowledge and skills needed to meet the employment needs of the employers in the local area; and
- B. Describe specific knowledge and skill requirements needed to meet the employment needs of the employers in in-demand industry sectors and occupations.

2.4 A.

According to Lightcast data, common skills sought by employers in online ads include a number of soft skills and job readiness competencies. Communications, customer service, management, sales, and orientation to details were the top 5 most requested skills.

The most requested specialized skills were merchandising, nursing, auditing, accounting, and marketing. Aside from a valid driver's license, the top requested qualifications were Basic Life Support Certification, Registered Nurse (RN), CPR Certification, Food Handler's Card, and First Aid Certification.

Several basic skills are tied to the largest occupations, such as RNs. However, basic soft skills are in demand across the workforce, and several years of tight labor markets make it more important for job seekers to make the best use of basic skills to obtain employment and meet the needs of employers.

High-wage and high-demand occupations are available across all education levels in Lane County. For many occupations that have typical entry level education at the associate degree level or less, career-specific training or higher educational attainment can be an advantage in the labor market. Specific details for Lane County high-wage, high-demand careers are available at [this link](#).

2.4 B.

Focusing on high-wage and high-demand careers that require entry level education of an associate degree or less, the most demanded general skills and aptitudes fall into three categories: mechanical and construction skills; healthcare customer service; and financial, business, and executive functions.

Mechanical and construction skills, represented by occupations such as heavy truck drivers and carpenters, require the ability to use tools and skill sets to solve problems in a variety of challenging environments. Familiarity with construction tools, building skills, automotive operation, and a general willingness to learn new things and operate independently are in-demand skills for entry into these occupations, although most employers expect to train workers on the job given entry-level requirements are met.

Healthcare, and specifically customer interaction within medicine, is a highly demanded skill within the local labor force. Medical assistants and substance abuse counselors, two examples of large and rapidly expanding occupations, demand workers with medical competence and training but also interpersonal communication skills to help patients feel comfortable with their treatment options.

Business and financial functions, typified by bookkeeping clerks and wholesale sales representatives, are employed across all industries. All major industries are projected to grow in Lane County over the long term, and businesses of all types will continue to require workers with the financial skills to maintain and expand their

markets. The areas of greatest demand will be for aligning mathematical and business skills to the communication and teamwork skills needed to maintain a thriving establishment.

Many of the industry-specific occupations are outlined in the above section. It is difficult to generalize across the diverse range of skill sets required for these jobs, because knowledge of industry specific processes and techniques will vary. However certain competencies such as workflow and project management, general mathematics, problem solving, self-motivation, verbal communication, and teamwork are widely demanded across many occupations. Training programs that emphasize these skills are likely to have more success in connecting jobseekers to successful long-term employment, since these baseline skills are more difficult to train on the job.

2.5 20 CFR 679.560(a)(3): Workforce Analysis

- A. Provide an analysis of the local workforce, including current labor force employment and unemployment data;
- B. Provide information on local labor market trends; and
- C. Describe the educational and skill levels of the local workforce including individuals with barriers to employment.

2.5 A.

Labor force employment recovered from a pandemic low of 149,314 to an all-time high of 176,310 in April 2022. It has since dropped back to 170,930, which is lower than pre-pandemic levels. At the statewide level, self-employment grew during the pandemic and helped labor force employment grow. It has since dropped off and may be a reason for the downward trend in Lane County.

From a recent peak of 14.7% in April 2020 at the depths of the COVID recession, the unemployment rate has dropped rapidly. Pent up demand from the economy reopening and federal stimulus dollars helped increase employment growth. On the supply side, an increase in retirements has limited supply, creating a tight labor market. As of September 2023, the unemployment rate is near record lows at 3.7%. The record low rate for Lane County is 3.5% recorded in December 2019.

The labor force participation rate (LFPR) in Lane County recovered slightly from a low of 55.9% in 2020 to 56.4% in 2022, about the same as the 56.5% recorded in 2019 before the pandemic. In Lane County, the high proportion of population in the 16 to 24 years range due to the University of Oregon causes the LFPR to be historically lower than the statewide rate, which was 62.8 in 2022.

2.5 B.

An aging population and retirements in the Baby Boom generation are one reason for lower labor force participation and unemployment rates. The population aged 60 years and over grew from 17% to 31% between 2000 and 2022. As the population has aged the labor force participation rate has dropped from 66.5% in 2000 to 56.4% in 2022.

As Lane County's labor force has become older it is also becoming more diverse. While the number of total workers grew by 11%, or 12,700 workers, from 2000 to 2023, the rate of change in most races and ethnicities far surpassed that pace. In fact, the number of workers who are Hispanic, Latino, Black, or African American in Lane County more than doubled in just over two decades. Asian and Pacific Islander workers, as well as workers of

two or more races, also grew their representation rapidly, by between 50 and 75 percent. Although they remain the largest group of workers in Lane County, there are nearly 3,000 fewer non-Hispanic White workers than in the year 2000. This represents the relatively older age of the non-Hispanic white population, as well as the increasing diversity of the total residential population from which our workers are drawn.

2.5 C

Lane County educational attainment is around the same as the nation for the general population. While Lane has a slightly smaller portion of the population that did not graduate high school, it also has slightly fewer people with a bachelors' degree or higher.

Comparing Lane wages against the nation by occupational group provides some insight into where the area has concentrated pools of worker skills and where it lacks them, although this correlation is not necessarily predictive. According to the 2022 [metro area occupational wage estimates](#) released by the Bureau of Labor Statistics, Lane pays a wage premium relative to the nation in careers in health care and natural resources, while professional services, legal, management, and financial careers tend to have a lower average wage.

Because hiring needs – particularly due to replacement, which make up more than 80% of projected job needs – are widespread across industries and occupations, there is demand for workers and training in careers where Lane specializes, as well as where it does not.

Individuals with barriers to employment follow many of the national trends when it comes to local workforce participation, although there are some exceptions. Expanding access to the labor force and career advancement among these populations is a key consideration for workforce expansion and shared prosperity.

Individuals with disabilities in Lane County ([table](#)) have a higher workforce participation rate than the national average. Even though their employment rate and overall participation is lower than it is for Lane County residents without a disability, the local population with a disability has higher educational attainment than the national population with a disability. Despite higher participation, though, this population faces key economic headwinds. In Lane County, people with a disability earn less than their counterparts without a disability (64% of earnings relative to 67% in the U.S.), and people with or without a disability are more likely to live below the federal poverty line, with a greater portion of those with a disability falling in that category.

In addition to the growing diversity of the labor force, and increased importance of creating more equal opportunities for those facing barriers to employment, there is also substantial geographic variation in work opportunity and access across the county. Most of the rural areas, especially those further removed from the Eugene-Springfield economic core, tend to have higher levels of unemployment and fewer high-wage job opportunities.

Priority Populations and Communities

2.6 Priority Populations and Communities (Oregon Requirement)
<p>A. Based on the Economic and Workforce Analysis, the local area’s demographic data, and the local board’s understanding of local underserved populations and communities, identify and describe the populations and communities that will be prioritized for services in the local area.</p> <p>B. Based on this analysis, describe the local investment strategy toward Priority Populations.</p>

2.6 A.

There are three broad categories of disparity that can be targeted by Workforce Development Board programs: rural area support, overcoming demographic inequities, and bridging gaps for those facing special barriers to employment.

Rural areas of Lane face overlapping challenges in workforce development. Lower wage work tends to be available at rural establishments. In addition, rural households, especially those distant from urban areas, tend to have higher unemployment and less access to the types of jobs that cluster in cities, such as health care or professional services.

There are dozens of different axes of demographic inequality when it comes to employment and wages, which are not issues that are unique to Lane County. Several of the major categories are race, ethnicity, age, and sex.

Despite the growing diversity of the workforce, significant barriers to equal employment and wage disparities exist by race and ethnicity. Non-Hispanic white workers make up larger than average parts of the workforce in the top 8 industries that pay the highest average monthly wages, while workers of color are more represented in 4 of the 6 lowest paid industries in Lane County (data from the U.S. Census Bureau’s Quarterly Workforce Indicators).

Age plays a role in access to employment, and changing population structures make addressing different aged workers even more critical. Young workers tend to have higher unemployment in general, especially during recessions, and due to structural factors have pursued fewer job opportunities than previous generations. At the same time, the population past traditional retirement age is growing rapidly and many older workers are extending employment later in life than decades ago. Both are underutilized populations in the workforce across the spectrum of community needs.

With regards to sex, women tend to be underrepresented in certain industries, and especially in certain occupations. Despite slow gains by women in areas like manufacturing and construction, skilled trades and apprenticeable occupations are still dominated by men. Even in industries that have more female than male workers, such as finance and health care, women’s representation in higher-wage or executive occupations tends to decline. While these issues are not unique to Lane County, the Workforce Development Board plays a critical role in creating greater gender equity when it comes to training, education, and access to workforce institutions.

Finally, the workforce development system needs to focus on populations and groups facing special barriers to employment. The justice-involved population, for example, is a group which nationally and historically has faced substantial barriers to employment, although little data is available on local trends. Individuals with disabilities are more likely to be unemployed, not in the labor force, or earning less than the federal poverty level. The foreign-born population is less likely to have educational credentials that are recognized in the U.S., which hampers their ability to connect fully to their labor force potential.

These illustrative examples show how structuring workforce training programs that meet participant needs can both drive economic prosperity and fulfill businesses' need for workers at a time of great labor demand.

2.6 B.

Local investments focus on strategies designed to connect people to work-based learning opportunities while also receiving needed social support. The Workforce Development Board has shifted from investing primarily in Individual Training Accounts (ITAs) to primarily paid Work Experience, Paid Transitional Employment, On-the-Job Training, and Customized Training Solutions. These strategies connect individuals with the workforce, where training is facilitated by partnering businesses, fostering stability through the investments these businesses make in their employees.

Lane Workforce Partnership promotes the development of public/private partnerships between businesses and community-based organizations. These partnerships are instrumental in providing workforce training combined with social supports to our most marginalized community members.

Key Definition

In-Demand: WIOA section 3(23) defines “in-demand industry sector or occupation” as,

- an industry sector that has a substantial current or potential impact (including through jobs that lead to economic self-sufficiency and opportunities for advancement) on the State, regional, or local economy, as appropriate, and that contributes to the growth or stability of other supporting businesses, or the growth of other industry sectors; or
- an occupation that currently has or is projected to have a number of positions (including positions that lead to economic self-sufficiency and opportunities for advancement) in an industry sector so as to have a significant impact on the State, regional, or local economy, as appropriate.
- The determination of whether an industry sector or occupation is in-demand under this paragraph shall be made by the State board or local board, as appropriate, using State and regional business and labor market projections, including the use of labor market information.

Section 3: Alignment and Improvement

It is expected that Section 3 responses will be based on strategic discussions with the local board, partners in the local area, and business and industry leaders. Further, it is expected that there will be strong alignment with the Economic and Workforce Analysis and Priority Populations and Communities in Section 2.

Please answer the questions in Section 3 in twelve (12) pages or less. Provide a response for all items identified. Reports and/or expanded analysis can be included as links and/or attachments.

Strategic Partnerships and Alignment

3.1 20 CFR 679.560(b)(1)(i): Local Area Programs and Partners

Identify the programs, partners, and providers that are included in the local area's workforce development system. Include both organizations that provide WorkSource Oregon Programs (as defined) and Other Workforce Programs (as defined).

3.1

WorkSource Oregon Lane Local Leadership Team and Partners Providing Services:

- Oregon Employment Department (OED)
 - Employment Services
 - Veterans Services
- Easter Seals of Oregon
- Department of Human Services (DHS)
 - Self-Sufficiency Programs
 - Vocational Rehabilitation (VR)
- Oregon Commission for the Blind
- Lane Community College (LCC)
- Oregon Extension Manufacturing Partnership (OMEP) (One-Stop Operator)
- Lane County Health & Human Services (LCH&HS)

Youth Services Partners

- Connected Lane County (CLC)
- Lane County Education Services District (ESD)

Business Services

- Collaborative Economic Development Oregon (CEDO)

Lane County Community Collaborative – includes over 50 partners from education, economic development, businesses, industry sector strategists, workforce development, and community-based organizations.

3.2 20 CFR 679.560(a)(6): Local Area Program Alignment Strategies

Considering the analysis in Section 2, describe the local board's strategy to align the WorkSource Oregon and Other Workforce Programs and resources identified in 3.1 to achieve the strategic vision and goals of the local board.

3.2

The Lane County workforce service providers have operated as an integrated workforce service delivery system for many years. The system is led by Lane's Local Leadership Team whose members include LWP, DHS, OED, LCC, Lane County H&HS, Easter Seals, and OMEP. The Local Leadership Team ensures the alignment of workforce programs as well as providing oversight in the implementation of the WIOA requirements and the WorkSource Oregon Standards.

As a high-performing Workforce Board, LWP collects and publishes program outcome data provided by system partners twice per year. The report (Semi-Annual and Year-End Program) is a compilation of program outcomes and information on services provided throughout Lane's Workforce Service Delivery System and is inclusive of all partner programs.

3.3 20 CFR 679.560(b)(1)(iii) and (b)(9): Coordination with Education

Building off the response in 3.2, describe how the local board will coordinate relevant secondary and postsecondary education programs and activities in the local area including, but not limited to, Essential Employability Skills (as defined) and Career and Technical Education (CTE) [Programs of Study](#) to coordinate strategies, enhance services, and avoid duplication of services.

3.3

LWP staff participate on various boards and committees to connect workforce activities with secondary and post-secondary education programs.

- Lane Workforce Development Board members include:
 - Title II staff from Lane Community College
 - Lane Educational Service District
- LWP Executive Director is an elected member of the Bethel School District Board.

LWP has a very small staff but by working with other partners and board members to produce common messaging and goals, the reach locally and statewide has grown exponentially. Through convening of interested parties around education, working on common goals, and having a voice on numerous boards and committees, the alignment and economic stability message is reaffirmed throughout Lane County. Board members are called to action which allows staff to capitalize on their individual efforts to support and further the goals of the board and the community at large.

The following chart shows just some of the boards and committees in which the staff participate, but the list grows considerably when you include board members and partner agencies.

Secondary School Projects	K-12 & Post-Secondary Projects
Reginal Advisory Committees	Lane Community College/Lane ESD Advisory Committee
Connected Lane County Board of Directors	Multiple industry sector partnerships including: Transportation; Health Care, Food & Beverage Manufacturing; Construction/Aggregate; Technology, Creatives, Childcare
Springfield Chamber of Commerce Work Ready Education Committee	Associated General Contractors Workforce Development Board
Bethel School District Board of Directors	

Lane Workforce Partnership is dedicated to empowering the next generation through contract administration and funding of the comprehensive Workforce Innovation & Opportunity Act (WIOA) programs that equip youth and young adults, aged 14 to 24, with essential skills and experiences. The LWP WIOA Youth Provider is **Connected Lane County** (CLC). CLC's mission is *"to equip Lane County youth with the tools to help them gain confidence in their abilities to see value in their decisions. We break down barriers, build bridges and create strategic partnerships to connect youth with education and employment pathways to transform their future potential."*

CLC initiatives are designed to support youth through a range of offerings, including work-readiness training, valuable work experiences, and other career pathway opportunities. They cultivate a strong foundation with a focus to prepare them for successful high school graduation, facilitate their transition to post-secondary education, and ultimately guide them towards a career.

As the Local Workforce Development Board for Lane County, LWP has been a consistent partner to convene, facilitate, and invest in proven strategies to better align industry and education to prepare youth and adults for future employment and increase their access to work activities. Examples of how LWP staff are involved with Lane County engagements include industry-education youth board and committee work memberships, providing industry connections for local sectors to showcase workforce activities and events with secondary and post-secondary education programs, and development/coordination of local work-based learning opportunities.

In partnership with local educators, community-based organizations, and industry, **LWP supports numerous youth career connected activities, events, and work-based learning opportunities.** Below are samples of each:

2022-23 YOUTH CAREER CONNECTED ACTIVITIES:

- **Lane Pre-Apprenticeship Construction Technology (PACT)**

In the school year 2022-23, LANE PACT began its second year. This is a registered, BOLI-approved youth apprenticeship program model that is used to prepare high school students to be qualified/competitive applicants for a registered apprenticeship or begin employment in the skilled trades.

- **2023 Summer Educator Externships**

In partnership with Associated General Contractors (AGC), a week-long series of construction externships were offered to Lane County High School Counselors. These externships offer firsthand onsite industry exposure to local happenings, and in turn, this information is communicated to students.

- **2023 Lane County Youth Trades Academy (YTA)**

YTA offers Lane County students 8 weeks of training and hands on experience in four trades – rotation among electrical, plumbing, carpentry, and sheet metal/HVAC. A total of 23 high school juniors and seniors participated in this experience.

2022-23 YOUTH CAREER CONNECTED EVENTS:

- Industry partners participated in multiple in-school presentations to Lane County High School and Middle School Students.
- CLC coordinates job shadows, hands on learning opportunities, work experience, and industry tours within a wide range of local sectors.
- Lane Community College Hands on Career Day.
- Manufacturing Career Day.
- CLC hosted a Middle School Trades & Health Expo.
- Lane County Sand and Gravel Tour.
- Career tours in partnership with the University of Oregon for Tech and Bioscience Industries.

2022-23 YOUTH CAREER CONNECTED WORK-BASED OPPORTUNITY:

- **Constructing a Brighter Future**

A total of 15 Lane County Schools and approximately 200 students have been building 16 one room shelters and 23 sheds. The shelters serve as transitional housing for local residents who are currently experiencing homelessness. The sheds are for three Lane County St. Vincent de Paul housing sites. These construction projects not only benefit the local community but create an initiative that introduces young people to the multiple career pathways in high demand/high wage construction trades employment.

3.4 20 CFR 679.560(b)(12): Coordination with Adult Education and Literacy

Describe how the local board will coordinate WIOA Title I workforce investment activities with adult education and literacy activities under WIOA Title II. Include how the local board will carry out the review of local applications submitted under Title II consistent with 20 CFR 679.370(n).

3.4

The local Title II provider is a local workforce development board member and participated in the local workforce strategic planning session. In addition to activities described above that cross both secondary and post-secondary education, both agencies will work closely together to make sure that the plans are aligned, and that collaboration continues to ensure that Title II activities are represented and aligned with Title I services within the workforce system.

3.5 Leverage Strategies (Oregon Requirement)

- A. Identify the sources of current leveraged funds outside of WIOA Title I funding and state general funds to support the workforce development system in the local area.
- B. Describe how this leveraged funding will impact the local system.
- C. Describe the local board's strategies for acquiring additional/future leveraged funds.

3.5 A.

LWP consistently seeks out opportunities for competitive grants from federal agencies as well as state and local opportunities. Current leveraged funding sources include:

- Good Jobs Challenge Grant – Department of Commerce EDA Grant awarded to SOWIB. LWP partnered with SOWIB to support the transportation and logistics industry need for Commercial Truck Drivers.
- Critical Sector Jobs Quality Grant – awarded to LWP from the Department of Labor to support the establishment of a Hospitality Industry Sector Partnership along the entire coast of Oregon.

3.5 B

LWP prioritizes supporting industry through Industry Sector Partnerships. A strong partnership in an industry sector is led and supported by businesses, with the local workforce board playing a role in its initiation.

Leveraged funding: The Good Jobs Challenge Grant has enabled LWP to re-launch the Transportation and Logistics Industry. Funding has also focused on training over 100 commercial truck drivers in Lane County. As a result of these investments, the industry is working together to address the critical workforce shortage and creating strategies to train for the myriad types of skills needed. For example, the local truck driving school provides training on the basic skills needed to pass the department of motor vehicles licensing exam and the businesses provide the finishing training (driving oil tankers, construction vehicles, or log trucks).

The Critical Sector Jobs Quality Grant will provide the resources needed to launch the Hospitality Industry Sector Partnership for the coastal communities of Oregon. Leveraged funds from this project, implemented in partnership with two other Workforce Boards, will be used to survey those who work in the industry and inform career pathway skills development into good jobs in the hospitality industry.

3.5 C.

Funding for LWP program priorities creates a challenge, as opportunities to solicit funding are highly competitive and not always aligned with local goals. Local strategies include conducting research for available local, state, and federal grants that typically fund workforce development initiatives. LWP is also seeking avenues by which we are able to diversify our funding sources. This is critical given the significant year-over-year cuts to the WIOA funds allocated to the local area.

3.6 Next Generation Sector Strategies (Oregon Requirement)

- A. Identify and describe each industry in the local area where a next generation sector partnership (as defined) is currently active. Include in the description, the rationale for each active next generation sector partnership, recent outcomes, and how it will align with industry consortia where appropriate.
- B. Identify and describe each industry in the local area where there will be an attempt to convene a new sector partnership within the timeframe of the local plan. Include in the description, the rationale for each new next generation sector partnership and how it will align with industry consortia where appropriate.
- C. Identify and describe the strategy for any additional targeted sectors in the local area where the next generation sector model is not being used.

3.6 A.

All industry sector partnerships launched in Lane County are launched under the Next Generation Sector Partnership model. Presently, seven sector partnerships have launched and are thriving in Lane County. There are three sectors that are in the planning phase.

Sector Name	Next Gen Step (Planning, Implementing, Sustaining)
Bioscience	Planning
Childcare	Sustaining
Construction-Aggregate	Sustaining
Creatives	Sustaining
Food and Beverage	Sustaining
Healthcare	Planning
Leisure & Hospitality	Planning
Tech	Sustaining
Transportation	Sustaining
Wood Products	Sustaining

Technology Industry Sector Partnership:

Since 2015, we have focused on the Tech sector in Lane County, which comprises around 616 firms across various industries such as software publishing, data processing services, and electronic manufacturing. By 2021, these enterprises employed 3,693 individuals and contributed to an impressive total payroll exceeding \$312M. Notably, the average annual wage in the local tech industry stands at \$84,534, surpassing the Lane County all-industry average of \$52,596.

Projections show a 22% employment growth rate for local tech companies between 2020 and 2030, compared to a 15% growth rate for all industries combined. Additionally, an anticipated demand for 3,757 replacements will result in a total of 3,889 job openings.

Recognizing the industry's need for skilled workers, the workforce development and education community have acknowledged the importance of collaborative efforts to strengthen the local talent pipeline. Furthermore,

workforce development, education, and economic development entities recognize that supporting this vital industry presents an opportunity to boost the local economy and cultivate high-wage jobs in the area.

Current Initiatives Include:

- Talent Retention: Experience Oregon Tech
- Tech Community Building
- Advocacy
- Events included the Big Mix, Hack for a Cause, and TAD Talks.

Food and Beverage Industry Sector Partnership:

Since 2017, we have focused on the thriving Food and Beverage Manufacturing sector. With over 163 companies in this sector, the collective workforce comprises 4,027 individuals, contributing over \$211M in wages to the local economy. Looking ahead, this sector is anticipated to experience growth, adding 610 new jobs by 2030, representing a 16% expansion rate – exceeding the average growth rate of 15% across all industries.

Over the next decade, an estimated 4,434 replacement openings are expected, resulting in a total of 5,044 job openings. In 2021, the average annual wage in the Food and Beverage Sector in Lane County was \$52,500, slightly below the overall average of \$52,596 across all industries. Notably, the educational requirements for positions within the Food and Beverage Sector are relatively modest, with the majority of occupations only requiring a high school diploma or less. However, employers in this industry frequently face challenges in recruiting and retaining workers, despite the low educational barriers.

Current Initiatives Include:

- Product and Value Promotion
- Knowledge and Resource Share
- Collaborative Development Projects
- Events including Quarterly Food Business Unpacked, Eugene Food Startup Weekend, and Hiring/Job Fairs
- Growing People LEAN Training

Construction-Aggregate Industry Sector Partnership:

Since 2016, we have focused on the Construction-Aggregate sector, comprising approximately 1,186 companies. In 2021, these companies employed 8,212 individuals and contributed \$488M to the total payroll. While the construction-aggregate industry is projected to grow at a slightly slower pace than the overall economy, with an expected 11% increase between 2020 and 2030, it still anticipates creating 904 new jobs. This growth rate is comparatively lower than the 15% expected across all industries during the same period.

Over the next decade, there will be 7,831 replacement openings, resulting in a total of 8,736 available positions. By the end of this forecasted period, employment levels in the sector are expected to reach pre-recession highs, which peaked at 8,380 in 2007. Notably, the annual average wages in the construction-aggregate field are higher than the overall average for all industries, standing at \$59,429 in 2021, compared to \$52,596. It is worth mentioning that despite the higher wages, most entry-level positions in construction-aggregate only require a high school diploma or less, making it a promising opportunity for individuals seeking well-paying jobs with lower educational levels.

Current Initiatives Include:

- Industry Engagement and Collaboration
- Youth connection in partnership with Connected Lane County and Elevate Lane County
- Youth awareness – CTE support and expansion
- Promote Trade Opportunities- Skilled to Work KEZI 9 News Initiative
- Events like Manufacturing Day, Construction Utility Career Day, Sand and Gravel Tours, High School Presentations, and Hiring/Job Fairs

Wood Products Industry Sector Partnership:

We have focused on the Wood Products sector in Lane County since 2018. Initially centered on advanced wood products manufacturing, our perspective evolved through extensive discussions with industry leaders, leading us to broaden our scope. Our definition now encompasses a diverse range of activities, including logging and forestry companies, as well as manufacturers of wood-based products like paper and furniture.

This sector comprises approximately 219 companies, collectively employing 6,037 workers as of 2021, and generating a total payroll exceeding \$399M. With an average annual wage of \$66,067, the Wood Products industry surpasses the overall average of \$52,596 for all industries. Its historical significance in Lane County's economy spans generations, and today, through the implementation of innovative technologies, it continues to hold economic importance.

Looking ahead, forecasts indicate a growth rate of 2% for the Wood Products sector between 2020 and 2030, resulting in the creation of 102 new jobs over the specified period. However, it is crucial to recognize the impending replacement needs within the industry, predominantly driven by retirements. These replacements are anticipated to account for 5,883 replacement openings out of a total of 7,985 job openings over the course of the next 10 years. Such dynamics highlight the significance of strategic planning and investment to ensure the continued success and sustainability of the Wood Products sector in Lane County.

Current Initiatives Include:

- Industry Education; advanced technology, safe work environment, and job diversification
- Community Pride and Awareness
- Youth Education in Partnership with Forest Today and Forever
- Advocacy for Policy and Licensing Alignment
- Events Including Manufacturing Day, Oregon Logging Conference, and Hiring/Job Fairs

Creatives Industry Sector Partnership:

In 2019, we initiated an innovative collaboration with Lane Arts Council and ArtCity, launching a dedicated effort focused on the dynamic and diverse Creative Sector. Drawing inspiration from successful industry sector initiatives in Technology, Food and Beverage Manufacturing, Wood Products, and Construction-Aggregate, this initiative acknowledged the substantial contributions of the creative sector to our community.

Encompassing a wide array of industries such as apparel production, art, publishing, performing arts, museums, and historical sites, the creative sector faced significant challenges during the COVID-19 pandemic but is showing gradual signs of recovery. Notably, the performing arts sector is showing promising signs of rebounding from the losses incurred.

As of 2021, the creative sector comprises 565 establishments, employing 4,027 individuals who contribute over \$171M in wages to our area. With an average wage of \$52,842, slightly above the Lane County all-industry average of \$52,596, the creative sector plays a vital role in fostering thriving town centers and supporting the growth of local commerce.

Employers today actively seek creative thinkers capable of envisioning beyond conventional boundaries, offering innovative solutions to address diverse problems in our community and the world. Creativity consistently ranks among the top skills sought by employers, as highlighted by the World Economic Forum in 2020. Our county is home to thousands of artist entrepreneurs and hundreds of businesses that rely on the visionary ideas and skills of creatives to achieve their business goals.

Creativity serves as the seed of innovation, propelling the growth of high-wage and high-demand industries dependent on the imaginative thinking of artists. Various fields, including design, branding, media, city planning, manufacturing, and architecture, rely on artists' expertise, knowledge, and innovative perspectives to shape remarkable solutions for business and community challenges.

Current Initiatives Include:

- Build a community and network of artists across creative disciplines
- Raise up the perception and value of local arts in our community
- Improve income and opportunities for local artists
- Promote professional development for local artists and stronger arts businesses
- Collect data on the arts sector
- Events include Artist Feedback Sessions, Arts Media Campaign

Transportation and Logistics Industry Sector Partnership:

Established in 2021, the Transportation Industry Sector Partnership encompasses crucial sectors such as truck transportation, transit and ground passenger transportation, warehousing and storage, along with their associated activities. Within these industries, there are a total of 187 firms contributing to an annual average employment of 2,957, with a combined payroll amounting to \$151M in 2021.

Forecasts from the Oregon Employment Department indicate robust growth for the sector, with expectations of adding 602 new jobs, representing a 21% growth rate from 2020 to 2030. This growth surpasses the overall industry average of 15% during the same period.

Furthermore, the trade, transportation and utilities sectors as a whole are poised for expansion. Projections suggest a growth of 3,200 jobs (11%), primarily driven by the post-COVID recovery in retail trade and the increasing demand for transportation services. The shift towards online shopping and the subsequent need for efficient product deliveries have contributed to this growth trajectory.

Current Initiatives Include:

- Regional CDL training through the Economic Development Association grant.
- Future Ready Oregon Prosperity 10K Grant was awarded to four Lane County transportation/aggregate companies to provide CDL training.
- Promotion of new CDL training facility in Lane County.
- Researching opportunities to provide CDL training to businesses in rural Lane County.
- Ongoing new driver recruitment sessions are scheduled at WorkSource Lane.

- Industry Champion – Tyree Oil

Childcare Industry Sector Partnership:

Childcare is an essential foundation that enables the smooth functioning of all other aspects of work. The significance of having access to high-quality and affordable childcare cannot be overstated, as it has been proven to enhance employee productivity, attendance, and retention. Unfortunately, Lane County is currently facing a childcare crisis, labeled as a “childcare desert,” with only 1 childcare slot available for every 4 children aged 0 – 5 years. For infants and toddlers, there is just 1 slot for every 7 in our community. These figures, derived from pre-pandemic data, have likely worsened over the past few years.

To compound this issue, the average monthly cost of full-time childcare locally stands at \$866 per child representing a staggering 21% of the average median household income for families with children under 6 in Lane County. For families living at or below the federal poverty level, childcare expenses consume 52% of their household income. While families bear the burden of these costs, childcare providers are struggling to cover operational expenses, often offering relatively low wages with limited or no benefits.

Recognizing the gravity of this situation, the Childcare Sector Strategist position was made possible through funding by the United Way of Lane County, in collaboration with Quality Care Connections at Lane Community College, Lane Workforce Partnership, the Early Childhood Hub of Lane County, Eugene Area Chamber of Commerce, Onward Eugene, and other key stakeholders.

Key strategic goals for the Childcare Sector in Lane County:

- Support existing childcare providers by addressing workforce recruitment and retention challenges.
- Increase awareness of the importance of quality early childhood care and education, the role of Childcare Resource and Referral agencies (CCR&Rs), and career opportunities in the childcare sector.
- Build childcare capacity by supporting quality local childcare providers in scaling existing programs and helping those interested in starting a childcare business to build sustainable businesses.
- Increase the cultural responsiveness of childcare by focusing on BIPOC providers, culturally specific organizations, and linguistically specific/diverse providers & organizations.
- Strengthen employers’ understanding of childcare benefits and support employer-based childcare strategies.
- Advocate for public policy and investments that support childcare providers and families.

3.6 B

Planned Industry Sector Partnerships during the 2024 – 2028 period include:

BioScience Industry Sector Partnership: In partnership with the Oregon Bioscience Association, the goal will be to grow the bioscience sector in Lane County by fostering an increase in both jobs and businesses. The objective is to enhance the visibility of Lane County’s resources beyond the region and actively recruit businesses that align well with the region’s strengths.

Healthcare Industry Sector Partnership: In response to a crucial shortage of trained workers, the imperative to diversify the workforce, and a shortage of healthcare training providers in Lane County, the partnerships aim to create collaborative work-based training solutions that effectively support workforce development.

Leisure and Hospitality Industry Sector Partnership: In partnership with two workforce boards whose regions include the coastal communities of Oregon, Lane Workforce Partnership is leading the launch of the Hospitality Industry Sector Partnership. This sector stands as a key economic driver in Oregon, featuring a robust yet often misunderstood career pathway.

Also under consideration is a Semi-Conductor Industry Sector Partnership: Lane County is working with Stratacache, a semi-conductor chip manufacturing company planning to locate in Eugene. This presents a unique opportunity to establish an Industry Sector Partnership dedicated to the semi-conductor industry and its supply chain.

3.6 C.

The Next Generation Sector Partnership model serves as our guiding framework, shaping the approach to our efforts by coordinating and facilitating industry-led convenings with the support of community partners. This approach is designed to enhance our regional economy and link individuals to self-sufficient wage jobs. LWP actively endorses the use of the Next Generation Sector Partnership model, and consequently, there are no plans for the establishment of partnerships outside of this model.

3.7 20 CFR 679.560(b)(3)(i): Employer Engagement in Workforce Development

Describe the strategies and services (as defined) that will be used in the local area to facilitate engagement of employers in workforce development programs, including small employers and employers in in-demand industry sectors and occupations.

3.7

WorkSource Oregon Lane facilitates a very active Regional Business Services team, extending its support to businesses of all sizes within Lane County. Business Services encompass a range of offerings including posting job listings, customized recruitments, rapid response services, and tailored training solutions to address businesses' workforce development needs. Utilizing the facilities, businesses access workforce solutions such as job listings, talent pool job referrals, and a robust on-the-job training program.

The Regional Business Services team, convened by the One-Stop-Operator, is strategically structured to enhance efficiency, and minimize duplication in business services. Comprising business service staff from partner agencies across Lane County, the team collaborates to better serve the diverse needs of the local business community.

Lane County's On-the-Job Training (OJT) program operates as a business-driven initiative, with active participation from over two dozen businesses in the region. Staff consistently engage with new businesses, with a particular focus on priority industry sectors, to encourage and support their involvement in the program.

Recognizing the potential for increased impact, LWP has contracted with Collaborative Economic Development Oregon (CEDO) to act as the arm of the Workforce Development Boards' business services efforts. CEDO's involvement aims to enhance outreach into the business community, raising awareness of available services and programs. Additionally, CEDO takes the lead in LWP Industry Sector Partnership initiatives and provides support by convening sector leads.

3.8 20 CFR 679.560(b)(3)(ii): Meeting the Needs of Businesses

Describe the strategies and services that will be used in the local area to support a workforce development system that meets the needs of businesses.

3.8

Lane Workforce Partnership contracts with Collaborative Economic Development Oregon (CEDO) to serve as the backbone for business services. CEDO plays a crucial role in supporting LWP's Industry Sector Partnerships, developing layoff aversion strategies, coordinating services, and aiding the team delivering direct business services.

LWP's One-Stop Operator oversees the convening and coordination of services provided by the Regional Business Services Team. This team includes business services staff from all partners within the WorkSource Oregon Service Delivery System.

Direct Business Services is a shared responsibility among partners, with a majority of services delivered by Oregon Employment Department's Business and Employment Specialists, working in collaboration with Employment Specialists from Lane County Health & Human Services (WIOA Title 1 Service Provider).

3.9 20 CFR 679.560(b)(3)(iii) and (b)(4): Coordination with Economic Development

Describe the strategies and services that will be used in the local area to better coordinate workforce development programs and economic development including the promotion of entrepreneurial skills training and microenterprise services.

3.9

In Lane County, partners work together to support new businesses seeking to locate in the region. The strategy to align economic and workforce development is a collaborative effort with:

- Lane Workforce Partnership
 - Collaborative Economic Development Oregon
- Lane County Community and Economic Development
- City of Eugene – Economic Development
- Business Oregon

3.10 20 CFR 679.560(b)(3)(iv): Linkages to Unemployment Insurance

Describe the strategies and services that will be used in the local area to strengthen linkages between WorkSource Oregon (as defined) and unemployment insurance programs.

3.10

Oregon Employment Department's Business and Employment Specialists at WorkSource Oregon Lane facilitate the connection to unemployment insurance programs. These staff members offer support to residents navigating unemployment insurance, providing answers to questions, and assisting customers who require access to a computer or phone for accessing the unemployment services office.

Continuous Improvement

3.11 20 CFR 679.560(b)(2)(i): Expand Access to Services

Describe how the local board will work with entities in WorkSource Oregon (as defined) to expand access to employment, training, education, and supportive services for eligible individuals, particularly those with barriers to employment.

3.11

Workforce Benefits Navigator Consortia:

In addressing the challenge of ensuring equitable access to services in the region, Lane Workforce Partnership intends to develop a Lane County Navigator Consortia beginning in PY 23/24. This approach mirrors the successful model of our Industry Sector Partnerships. Our philosophy is centered on learning from and honoring the existing expertise within Lane County's communities, steering away from the conventional approach of using one or two Navigators in a community.

Instead, LWP plans to work collaboratively with Community Based Organizations (CBOs), providing funding to

support the development of Navigators. This initiative aims to leverage the expertise of current Navigators and partner staff offering Navigation-type services. By tapping into existing resources and supporting capacity building within CBOs, we aim to establish a sustainable network of Navigators in Lane County.

This strategy supports the formation of the Navigator Consortia comprised of CBOs specializing in serving various targeted population groups in Lane County. The focus is on engaging individuals in the community who already provide support and possess knowledge about the specific needs of their community(s). The development of the Navigator Consortia will also serve as a catalyst for building and strengthening relationships, reaching out to Tribal Communities, unengaged rural communities, and targeted population groups currently not engaged in workforce services.

Navigators, embedded within communities, play a crucial role in identifying solutions to challenges unique to each community, both geographically and population specific. Similar to Industry Sector Partnerships addressing common problems collectively, Navigators are uniquely positioned to help resolve community challenges. This approach will allow the Workforce Service Delivery System to wrap our services around targeted communities, rather than expecting the community to come to the service. This approach will also provide a mechanism for the workforce service delivery system partners to integrate with the communities in Lane County.

STEP Program:

In 2017, workforce partners recognized the need to increase our collective efforts in supporting individuals receiving SNAP benefits. The team identified that many of those on SNAP were not only living in poverty, but were also homeless, unstably housed, individuals with disabilities, and people with low to no skills, making it challenging for them to connect with meaningful employment. In response, the team worked collectively to have a concerted impact on meeting the needs of these diverse population groups.

Lane County officially named this collaborative initiative the Self-Sufficiency Training and Employment Program (STEP), setting a model for the state of Oregon to follow. The STEP partners offer similar services with specific areas of expertise, such as housing or vocational training. In Lane County, this collaborative partnership includes:

- Oregon Employment Department
- Lane County Health and Human Services
- Food for Lane County
- Goodwill Industries
- Lane Community College

3.12 20 CFR 679.560(b)(2)(ii): Career Pathways

Describe how the local board will work with entities in WorkSource Oregon (as defined) to facilitate development of career pathways.

3.12

WIOA places a strong emphasis on career pathways. For participants benefitting from scholarship training services, LWP expects the achievement of industry recognized credentials that are both stackable and portable by the completion of the training program. Scholarship training shall only be approved for occupations in which there is demand in Lane County.

In the case of the OJT program, the training focus aligns with industries prioritized by the Lane Workforce Development Board, emphasizing occupations with higher demand and growth potential.

LWP will continue to partner with Lane Community College's Career Pathways program. Both LWP and LCC share a vested interest in creating education and training programs offering multiple entry and exit points. Currently, LCC runs a successful Career Pathways program that supports our most marginalized communities in Lane County. Additionally, LCC provides successful apprenticeship training programs and continues to develop curriculum for industry recognized credentials, certificates, degrees, and non-credit training certificates. LWP will continue to convene industry partners for their active participation in the development of career pathway programs.

3.13 20 CFR 679.560(b)(2)(ii): Co-enrollment

Describe how the local board will work with entities in WorkSource Oregon (as defined) to facilitate co-enrollment in WSO programs.

3.13

All services delivered through the WorkSource Centers in Lane County will be integrated and coordinated throughout the service delivery continuum. Co-enrollment of participants will occur when it is in the best interest of the participant. The leveraging and braiding of funding sources will be optimized to prevent duplication of resources, ensure maximum efficiency, and take into account the requirements and goals of each funded program.

In Lane County, it is the practice that the alignment of partner services provides for enrollment of participants seeking self-directed services in general employment services, while the local workforce development board requires WIOA Title 1 Adult and Dislocated Worker participant enrollment at the point which triggers the provision of individual staff assisted services, primarily training services. Contractors and sub-recipients of WIOA funds through LWP shall collaborate with WorkSource partner staff to integrate services, ensuring alignment and coordination across programs. This collaboration may include co-enrollment of participants when applicable and in the best interest of the participant.

3.14 20 CFR 679.560(b)(2)(iii): Improve Access to Postsecondary Credentials

Describe how the local board will work with entities in WorkSource Oregon (as defined) to improve access to activities leading to a recognized postsecondary credential (including a credential that is an industry-recognized certificate or certification, portable, and stackable).

3.14

Access to training services through WorkSource Oregon Lane is facilitated through various methods, with priority given to a consumer choice model. Customers who are certain about their desire for training services are directed to the program that aligns with their needs, typically WIOA Title 1, but potentially other available funded programs. For those customers who are uncertain about their desire for training, guidance is provided to start their journey with job search and/or career exploration.

All customers seeking training services are required to either engage one-on-one with a Career Advisor for

career exploration or participate in the Career Exploration Workshop. This ensures that customers have the most current information about their chosen career, including the intended credentials and labor market demand in Lane County.

All funded training programs must end in an industry-recognized credential and have employment demand in Lane County. Lane Workforce Partnership encourages customers entering entry-level training to consider stackable credentials.

3.15 20 CFR 679.560(b)(5)(i): Continuous Improvement of Eligible Providers

Describe how the local board will ensure the continuous improvement of eligible providers through WorkSource Oregon (as defined) and that such providers will meet the employment needs of employers, workers, and job seekers in the local area.

3.15

WorkSource Oregon Lane operates as a co-located, integrated workforce services delivery system. The local leadership team continually receives feedback and works to refine services offered through all partners. Led by LWP and the contracted One-Stop Operator, the Local Leadership Team reviews the outcomes of services delivered by training providers for which funds have been invested as part of the Scholarship Training Program (also known as an Individual Training Account).

In cases where providers on the State of Oregon managed Eligible Training Provider List (ETPL) show negative results in terms of training completion and entered employment, LWP works with the provider on corrective actions. If poor performance persists, LWP will discontinue referrals of potential trainees to the provider and may submit a request to the state to delist the provider's program.

For the OJT program, the decision to enter into an OJT should also take into consideration the track record of the businesses who have previously undertaken OJTs. WorkSource Oregon Lane staff must not enter into an OJT Training Plan with a business who has previously exhibited a "pattern of failing" to provide OJT participants with continued long-term employment with wages, benefits, and working conditions that are equal to those provided to regular employees who have worked a similar length of time and are doing the same type of work. Only businesses with a history of successful training and retention of OJT employees shall be used as repeat OJT training sights.

3.16 20 CFR 679.560(b)(20): Intake and Case Management

Describe any recent innovations, promising practices, or efforts to increase and streamline access to programs and services at WSO centers particularly as it relates to case management.

3.16

The past year, LWP has placed a heavy emphasis on supporting holistic case management through Public/Private partnerships. These collaborations involve community-based organizations serving specific populations and engaging with the business community. This approach allows for the coordination of training, employment, and social support, leading to increased employment rates and improved stabilization.

Key Definitions

WorkSource Oregon (WSO) Programs: The WTDB approved a [WorkSource Oregon Definition](#) dated May 24, 2023 on June 9, 2023. For the purposes of local planning, WorkSource Oregon refers to the “WorkSource Oregon Primary Programs and Resources” included in the definition.

Other Workforce Programs: These represent the entire workforce system in addition to “WorkSource Oregon Primary Programs and Resources.” For the purposes of local planning, these include “Additional WorkSource Oregon Programs and Resources” identified in the [WorkSource Oregon Definition](#) dated May 24, 2023 that are a part of WIOA and also programs such as K-12 and postsecondary education, workforce-related/supporting community-based organizations, labor and apprenticeship, and allied partners.

Essential Employability Skills: They go by many names, such as soft skills, interpersonal skills, essential skills, social skills, 21st century skills, and applied skills. They are the collection of skills necessary to succeed in the workplace that can be learned in academic settings and are enhanced through simulated and actual workplace experience. They are sometimes referred to as behaviors and traits but can be learned and refined through modeling and practice. They include, but are not limited to, adaptability, critical thinking, communication, empathy, open-mindedness, problem-solving, teamwork, and work ethic. The number of EES and the individual importance of each cannot be disconnected from industry and occupation.

Next Generation Sector Partnership: [Next Generation Sector Partnerships](#) are partnerships of businesses, from the same industry and in a shared labor market region, who work with education, workforce development, economic development, and community organizations to address the workforce and other competitiveness needs of the targeted industry. Next Gen Sector Partnerships are Industry-Driven, Community-Supported, and Sustainable over time. Next Gen Sector Partnerships are active all over the country.

Employer Services Strategies: May include the implementation of incumbent worker training programs, on-the-job training programs, work-based learning programs, apprenticeship models, customized training programs, or utilization of effective business intermediaries and other business services and strategies in the local area.

Operational Portion

Section 4: Services and Activities

Please answer the questions in Section 4 in twelve (12) pages or less. Provide a response for all items identified. Reports and/or expanded analysis can be included as attachments.

Available Workforce Development Activities

4.1 20 CFR 679.560(a)(4): Workforce Development Activities – Part 1 Adults (Includes both WIOA Adults and Dislocated Workers)

- A. Provide an analysis of workforce development activities for adults in the local area including education and training and including individuals with barriers to employment;
- B. Describe specific strengths and weaknesses of these adult workforce development activities in the local area to address the education and skill needs of the workforce and the employment needs of employers;
- C. Describe the capacity to provide these adult workforce development activities in the local area to address the education and skill needs of the workforce and the employment needs of employers;
- D. Identify successful models and best practices in the local area for adult workforce development activities.

4.1 A

Through a strong partnership with the Oregon Employment Department (OED), and our local WIOA service delivery partners, we have developed a comprehensive range of services for both businesses and jobseekers. These programs, available at the WorkSource Center, are accessible to the general population and specifically designed to address the needs of targeted populations, including veterans, homeless individuals, SNAP recipients, older workers, and young adults. The array of services includes workshops for job search skills, assistance in developing job search tools, access to training services, career exploration and navigation, and individualized career advising.

The trained staff at WorkSource Oregon Lane stay current with industry and job search trends to provide reliable and timely assistance to customers. LWP works closely with public and private training entities that serve our county to make sure appropriate skills training, as identified by industry, is available in the community. LWP assists new training providers with the Eligible Training Provider List (ETPL) application when needed, which ensures that participants in need of WIOA supported training have access to all available training options.

Through LWP investment in training at WorkSource Lane, we provide a very robust On-the-Job Training (OJT) program. The OJT program provides jobseekers with an opportunity to become employed and learn new skills while earning a paycheck. For employers, the OJT program provides a reimbursement of up to \$5,000 per trainee to off-set the extraordinary costs associated with providing the training.

Training funds allocated by LWP for scholarships (Individual Training Account), On-the-Job Training, and Customized Training Solutions for Businesses are strategically directed towards industries with the highest employment demand and career pathways to higher-wage jobs in Lane County. As a result, a majority of training funds are used to educate participants in the healthcare, transportation, and construction industries.

In response to the workforce needs of the construction/aggregate industry, LWP plans to continue its work, in partnership with Lane County Education Service District's Career and Technical Education programs, on the Constructing a Brighter Future project. Constructing a Brighter Future teaches youth skilled trades through the construction of tiny homes which are used to house those who are houseless in Lane County. This project was launched from the BOLI approved Lane PACT program, which is a pre-apprenticeship training program for the construction industry. In just a few years it has expanded from constructing sheds to help victims who lost everything during the devastating wildfires in Oregon, to providing a social solution by providing transitional housing for those most in need.

LWP recognizes that addressing all the workforce needs in Lane County requires collaboration with other agencies dedicated to serving marginalized populations and tackling pressing community issues. By investing funds in existing agencies and convening target groups, LWP has a substantial impact, bringing workforce issues to the forefront with community leaders and leveraging funds with assurances and oversight. The motto of LWP, "we do not have to reinvent workgroups to address issues – instead we need to partner with agencies, businesses, and community leaders to propel us forward," emphasizes the power of collaboration in solving workforce challenges.

4.1 B

The number one strength of LWP's adult and dislocated worker workforce development services lies in the strong partnerships throughout Lane County. Through these collaborative efforts, LWP effectively braids and leverages resources to better serve the community. As an example, customers have been supported in receiving training and supportive service funds through Adult WIOA, STEP (SNAP 50/50), and the DHS JOBS program.

A primary challenge faced in Lane County is the shortage of training providers. While Lane County is home to the University of Oregon and a comprehensive community college, there is a general lack of educational options for short-term certificate training that is designed to quickly provide someone with the skills needed to obtain an industry recognized credential and secure employment.

4.1 C

The available capacity to meet the demand for services is limited. Geographically, Lane County is roughly the size of the State of Connecticut, and it can take more than two hours to drive from an inland community to the coastal borders of the region. The County is rather isolated geographically speaking, with two "metropolitan" cities located centrally, surrounded by farmland, timberland, and small rural communities. The term "metropolitan" is used loosely in this context as the entire population of the county is only 380,000. In order to meet the needs of the total population, staff are challenged with spanning services across the metro and rural communities. The challenges related to the size of the county are compounded with the lack of broadband access in the rural communities. If internet access is available, it is often too expensive for rural residents, who have a higher percentage of the population living at or below the Federal poverty level. With the limited resources, staff are required to commute to rural communities for the provision of in-person services, when virtual services are not an option for those in need.

In addition to staffing resource limitations, funding for training services is often exhausted early in the program year. LWP prioritizes training investments, with a majority of training funds being allocated to scholarships (Individual Training Accounts) and On-the-Job Training. LWP also uses a small amount of available funding to support the needs of the business community through Customized Training Solutions for Businesses.

4.1 D

Through LWP's Customized Training Solutions for Businesses, we have created highly successful models of public/private partnerships. These collaborations offer mutual benefits for both the business community and Lane County's most marginalized residents. Businesses provide skill-specific training aligned with their workforce development needs, partnering with community-based organizations that provide targeted services, primarily focusing on social supports and other supportive services. This holistic approach ensures that individuals undergoing training not only gain valuable skills but are employed from day one. The supportive relationship established between the employers and the employees contributes to a higher business retention rate. Moreover, employees receive assistance with housing, transportation, childcare, and other relevant services, enabling them to concentrate on their work and continuous learning.

4.2 20 CFR 679.560(b)(8): Workforce Development Activities – Part 2 Youth (Includes WIOA Youth)

- A. Provide an analysis of workforce development activities for youth in the local area including education and training and including individuals with barriers to employment;
- B. Describe specific strengths and weaknesses of these youth workforce development activities in the local area to address the education and skill needs of the workforce and the employment needs of employers;
- C. Describe the capacity to provide these youth workforce development activities in the local area to address the education and skill needs of the workforce and the employment needs of employers;
- D. Identify successful models and best practices in the local area for youth workforce development activities.

4.2 A

Lane Workforce Partnership (LWP) is dedicated to empowering the next generation through contract administration and funding of the comprehensive Workforce Innovation & Opportunity Act (WIOA) programs that equip youth and young adults, aged 14 to 24, with essential skills and experiences. The LWP WIOA Youth Provider is **Connected Lane County (CLC)**. CLC's mission is *"to equip Lane County youth with the tools to help them gain confidence in their abilities to see value in their decisions. We break down barriers, build bridges and create strategic partnerships to connect youth with education and employment pathways to transform their future potential."*

CLC initiatives are designed to support youth through a range of offerings, including work-readiness training, valuable work experiences, and other career pathway opportunities. CLC cultivates a strong foundation with a focus to prepare youth for successful high school graduation, facilitate their transition to post-secondary education, and ultimately guide them towards a career.

As the Local Workforce Development Board for Lane County, LWP has been a consistent partner to convene, facilitate, and invest in proven strategies to better align industry and education to prepare youth for future employment and increase their access to work activities. Examples of how LWP staff are involved with Lane County engagements include providing industry connections for local sectors to showcase workforce activities and events with secondary and post-secondary education programs and development/coordination of local work-based learning opportunities.

The following chart identifies some of the education focused boards and committees in which LWP staff participates. This list grows considerably when you include board members and partner agencies.

K-12	K-12 & Post Secondary
Career Technical Education Consortium – CTEC	Lane Community College/Lane ESD Regional Advisory Committee Member
Springfield Chamber of Commerce Work Ready Education Committee	Multiple industry sector partnerships including Construction, Transportation, Healthcare, Food & Beverage, Technology, Creatives, and Childcare
Elevate Lane County Advisory Committee	Associated General Contractors Workforce Development Board

In partnership with local educators, community-based organizations, and industry, **LWP supports numerous youth career connected activities, events, and work-based learning opportunities.** Below are samples of each:

2022-23 YOUTH CAREER CONNECTED ACTIVITIES:

- **Lane Pre-Apprenticeship Construction Technology (PACT)**
In school year 2022-23, LANE PACT began its second year. This is a registered, BOLI-approved youth apprenticeship program model that is used to prepare high school students to be qualified/competitive applicants for a registered apprenticeship or begin employment in the skilled trades.
- **2023 Summer Educator Externships**
In partnership with Associated General Contractors (AGC), a week-long series of construction externships were offered to Lane County High School Counselors. These externships provide onsite industry exposure of what is happening locally and in turn communicate this information to students.
- **2023 Lane County Youth Trades Academy (YTA)**
YTA offers Lane County students 8 weeks of training and hands on experience in four trades – rotation among electrical, plumbing, carpentry, and sheet metal/HVAC. A total of 23 high school juniors and seniors participated in this experience.

2022-23 YOUTH CAREER CONNECTED EVENTS:

- Industry partners participated in multiple in-school presentations to Lane County High School and Middle School Students.
- CLC coordinates job shadows, hands on learning opportunities, work experience, and industry tours within a wide range of local sectors.
- Lane Community College Hands on Career Day.
- Manufacturing Career Day.
- CLC hosted a Middle School Trades & Health Expo.
- Lane County Sand and Gravel Tour

2022-23 YOUTH CAREER CONNECTED WORK-BASED OPPORTUNITY:

- **Constructing a Brighter Future**

A total of 15 Lane County School Districts and approximately 200 students have been building 16 one room shelters and 23 sheds. The shelters serve as transitional housing for local residents who are currently experiencing homelessness. The sheds are for three Lane County St Vincent de Paul housing sites. These construction projects not only benefit the local community but creates an initiative that introduces young people to the multiple career pathways in high demand/high wage construction trades employment opportunities.

4.2 B

The number one strength of LWP's youth programs lies in the strong collaboration of partners. Programs, such as Constructing a Brighter Future would not be possible without the collective efforts of LWP, Lane ESD, Connected Lane County, private businesses, and community-based organizations. The project combines work-based learning in construction skills for youth participating in CTE programs with social supports designed to provide housing for the un-housed in Lane County.

In Lane County, we are also strengthened by the innovation of our youth Service Provider, Connected Lane County. Connected Lane County has worked to expand youth services from a downtown Eugene location, Spark on 7th, to Spark at Booth-Kelly located in Springfield, Oregon. Spark on 7th and Spark at Booth-Kelly provide a variety of programs that support our most vulnerable youth and young adults. These range from work ready skills, job search assistance, to hard skills training, and paid work experience. Connected Lane County's programs, which are only partially funded by WIOA Youth funds, touch the lives of hundreds of youth and young adults each year.

4.2 C

As with LWP's adult programs, lack of funding creates a significant challenge to meeting the needs of those served in our youth programs. As mentioned above, the size of the county creates a need to expand youth services into rural regions. Funding and staffing constraints prevent us from being able to do this in a meaningful way. During this past program year, LWP provided funding to Connected Lane County for the purchase of a van that is used to transport youth/young adults to work related activities and work experiences.

4.2 D

Connected Lane County's programs of Elevate, Navigate, and Exelerator (spelled correctly per the program name) combined with Spark create a promising learning environment for the youth of Lane County.

Elevate is the longest-standing program and provides career-connected learning opportunities for youth and professional development opportunities for educators.

Navigate offers individualized work readiness and school re-engagement support services for youth facing significant barriers to employment and education.

Excelerators are designed to prepare young people for work through accelerated education, training, and hands-on skills application in growing career fields. Each Excelerator focuses on a different high-demand field, including training, certifications, and relevant skills-building to prepare young people for careers. Excelerators are focused in Manufacturing Technology, healthcare, and technology.

Spark is CLC's most innovative program that connects community, education, and industry by providing youth with a safe place to learn, innovate, and create. Spark on 7th and Spark at Booth-Kelly provide a valuable asset in Lane County, which include gender neutral facilities, laundry machines, and drop-in hours.

4.3 20 CFR 679.560(b)(6): Employment and Training Activities

Considering the response in 4.1, provide a specific description and assessment of the type and availability of adult and dislocated worker employment and training activities in the local area.

4.3

Through a strong partnership with the Oregon Employment Department (OED), and our local WIOA service delivery partners, we have built a range of services for both businesses and jobseekers at WorkSource Oregon Lane. These services encompass diverse offerings such as workshops, personalized one-on-one coaching, and comprehensive training services.

Workshop topics include:

- Career Exploration
- Job search skills
- Resume Development
- How to Apply for Scholarships and Financial Aide
- Basic Computer Skills
- Essential Employability Skills (Bridges to Success Workshops)

Training services include:

- Scholarship for Occupational Skills Training
- On-the-job Training
- Customized Training Solutions

One-on-one coaching services cover:

- Assistance with developing job search tools
- Development of Individual Employment Plans
- Career exploration and navigation
- Individual career advising

Supportive Services that may be provided as needed include (but may not be limited to):

- Transportation Assistance
- Work tools and clothing
- Childcare Assistance
- Technology needed for training and/or job search activities

4.4 20 CFR 679.560(b)(18): Training Services

- | |
|--|
| <ul style="list-style-type: none">A. Describe how training services outlined in 20 CFR 682 will be provided through the use of individual training accounts. If contracts for training services are used describe how they will be coordinated with the use of individual training accounts under 20 CFR 682; andB. Describe how the local board will ensure informed customer choice in the selection of training programs regardless of how training services are to be provided. |
|--|

4.4 A

In Lane County, the term scholarship is interchangeable with Individual Training Account (ITA). LWP follows the WIOA regulations for ITAs in the administration of its scholarship training program. Each year, LWP sets individual limits on the amount of funding awarded for each scholarship. The scholarship training fund limit is currently set at \$5,000. Training must be expected to end in one year or less from the date of the award. For participants engaged in multiple year training programs, only the final year of training may be funded by program funds.

WorkSource Oregon Lane uses a competitive process for the application and award of scholarships. The scholarship packet gives staff the opportunity to assess the job and training readiness of the customer along with the labor market outlook in the area. In addition, staff utilize the National Career Readiness Certificate (NCRC) to assess the educational level of the customer for success in a training program.

Training is focused on occupations in which the labor market data demonstrates demand or those that are in the local area targeted sectors. Furthermore, the staff assesses the financial need along with the likelihood of successful completion of the training program. WorkSource Lane staff work to align the customer's preferred training facility with their training plan and financial resources to ensure successful completion and job placement.

LWP policy requires WorkSource Lane staff to follow the priority of service provisions when determining scholarship awards. Scholarship applications are scored, and all those meeting requirements are placed in order of priority. Award decisions are then made based on funding availability. When there is not enough funding to award all applications that meet requirements, only those applicants that meet priority are funded. In addition, they are funded in the order in which the priority population is set out in the WIOA regulations, as follows:

Order of Priority: Priority must be provided in the following order:

1. First to veterans and eligible spouses who are also included in the groups given statutory priority for WIOA Adult formula funding. This means that veterans and eligible spouses who are also recipients of public assistance, other low-income individuals, or individuals who are basic skills deficient receive first priority for services with WIOA Adult formula funds for individualized career services and training services.
2. Second, to non-covered persons (that is, individuals who are not veterans or eligible spouses) who are included in the groups given priority for WIOA adult formula funds.
3. Third, to veterans and eligible spouses who are not included in WIOA's priority groups.
4. Fourth, priority populations established by the Governor and/or Local WDB.
5. Last, to non-covered persons outside the groups given priority under WIOA.

4.4 B

LWP does not enter into contractual training agreements with local training providers. All training is provided via the scholarship (Individual Training Account) process, on-the- job training with the local business community, or

customized training solutions with the local business community.

To ensure maximum customer choice, WorkSource Oregon Lane staff work with each customer to create an individual employment plan. Staff explain the available training options as well as the financial resources available to support the individual in the pursuit of a new career. Staff guide the customer in accessing the State of Oregon managed Eligible Training Provider List (ETPL) to ensure customers are aware of all available training options located physically in Lane County, easily accessible from a neighboring county, or available through virtual on-line training.

4.5 20 CFR 679.560(b)(7): Coordination with Rapid Response Activities

Describe how the local board will coordinate workforce investment activities carried out in the local area with statewide rapid response activities.

4.5

Lane Workforce Partnership follows, and requires its Service Providers to follow, the State of Oregon's Rapid Response Policy. Service Providers are also required to follow Lane Workforce Partnership's Rapid Response policy, which closely aligns with the State of Oregon policy as well as the WIOA regulations.

The local workforce board acts as a conduit for businesses that find themselves in need of rapid response services. LWP works with its business services provider, Collaborative Economic Development Oregon, to expand awareness of rapid response services within the business community. This outreach includes awareness of services related to layoff aversion strategies designed to help a business that is struggling and at risk of conducting layoffs.

Our relationships within the business community, as well as our industry sector partnerships, are used to identify and gather information for early warning of a potential layoff. LWP also follows economic conditions caused by events such as natural disasters, to mobilize layoff aversion and rapid response services to the impacted business and their workers.

LWP's Adult/DW WIOA Title I service provider is contracted to provide rapid response services to local businesses and their impacted workers when layoffs do occur. Rapid response is a service delivered to Lane County businesses that have provided notification of a layoff or closure. Services vary depending on the type of layoff, the number of individuals affected, and the time made available to deliver services.

LWP requires its service provider to document all local rapid response services into the State of Oregon's ORRATS for tracking purposes.

LWP prioritizes the need for rapid response services by allocating resources to staff dedicated to monitoring economic conditions, potential layoff events, and the provision of services when an event occurs. If it is determined that a layoff can be averted through the training or skills upgrade of a business's workforce, LWP will work with the businesses to determine the best training method to accomplish this. If funding is available, LWP will offer work-based training, such as OJT or customized training in an effort to avert the layoff. LWP measures its success of these programs through the number of employees trained and retained by the businesses.

The following describes the sequence of pre-layoff/rapid response activities that may be provided:

1. Initial notification of layoff or closure: The pre-layoff process begins when the DW unit local or state

liaison receives a formal WARN notice or similar information through informal channels (e.g., a phone call or newspaper article). State and local DW staff will make contact and share information of layoff/closure via phone or email with state or local partners. The provision of services may also be initiated when dislocated workers enter the WorkSource center and report to staff that they have lost their job due to being laid off.

2. Initial on-site meeting with company representative and worker representative: Staff shall complete the investigation and be onsite with the company, where practical. In the event of a layoff in which there are union represented workers, the Union representative or labor liaison must be included in all initial outreach and on-site meetings with the employer.
3. Transition team: If time allows and staff are notified prior to the layoff or closure, a transition team is established to assist in the delivery of re-employment/transitional services. The transition team is comprised of:
 - a. Oregon Employment Department's Unemployment Insurance representative(s)
 - b. Oregon Health Marketplace representative(s)
 - c. WIOA Rapid Response Coordinator
 - d. WorkSource Oregon Lane Business Services representative
 - e. Union representative and/or labor liaison (if applicable)
 - f. Trade Act representative (if applicable).
4. Employee survey: A survey of the workers is conducted to obtain their direct input concerning the types of services they would like to see made available.
5. Employee information session: Ideally, members of the local DW and/or the state DW unit coordinate these sessions at the worksite. However, in instances when the layoff has occurred prior to the Rapid Response team being notified or times when the business is not able to accommodate on-site sessions, the sessions are held at the WorkSource Center.
6. Pre-layoff services planning: Information gathered from employees, company management, and the union (if applicable) will determine the plan for services to affected workers.
7. Employer feedback: Follow up.

4.6 20 CFR 679.560(b)(10): Coordination with Supportive Services

Describe how the local board will coordinate WIOA Title I workforce investment activities in the local area with the provision of transportation and other appropriate supportive services.

4.6

In Lane County, supportive services are the use of funds to pay for services that are necessary to enable an individual to participate in activities authorized under the Workforce Innovation and Opportunity Act (WIOA) and special grant funds issued by Lane Workforce Partnership. Supportive services may only be provided to eligible individuals who have completed documentation in the I-Trac MIS System and are specifically enrolled in Individualized Career or Training services. There must be documentation in the participant file in Lane Workforce Partnership's electronic document management system, eBridge, that supports the participant's eligibility and enrollment as well as documentation that they are unable to obtain support services through their own means or through other programs which provide such services. Supportive Services are only allowable

when they are necessary to enable eligible individuals to participate or remain in authorized training or job search services.

Supportive Services payments are only to be made in accordance with the Lane Workforce Partnership's Supportive Services Policy. The requirements for Supportive Services are as follows:

- The service is necessary for the participant to successfully complete training and/or career services, which includes job search assistance.
- Supportive services are capped at, and may not exceed, \$1,500 per person. This cap is inclusive of all supportive services and funds combined.

WorkSource Oregon

4.7 WorkSource Oregon/One-Stop Delivery System (Oregon Requirement)

List all WorkSource Oregon (WSO) Centers in the local area and provide for each site the:

- Location (City);
- WSO Center Type (Comprehensive, Affiliate, Partner Site/Specialized);
- List of Partners Represented; and
- Means of Service Availability by each Partner (physically present, direct linkage through technology, or referral only).

Each Center must be consistent with the One-Stop Center definitions and requirements contained in the [One-Stop Certification Policy](#) (including [Attachment A - WSO Centers and Other Sites – Requirements Matrix](#), [Attachment B - One-Stop Center Certification Minimum Requirements](#), [Attachment C - Certification Documentation Requirements](#), and [Attachment D - References](#).) and the [Memorandum of Understanding and Cost Sharing Policy](#) (and attachments).

4.7

WorkSource Oregon Lane, located in Eugene, is the region's only comprehensive center. Partners represented in the center include:

Physically Present:

- WIOA Title I – Adult and Dislocated Workers Services, provided by Lane County Health & Human Services under contract with Lane Workforce Partnership
- WIOA Title III – Wagner Peyser – Oregon Employment Department's Workforce Services
- Easter Seals of Oregon – CSEP Title V Program
- Oregon Employment Department's Veterans Programs

Direct Linkage and Referral:

- WIOA Title II – Lane Community College
- Department of Human Services
 - Self-Sufficiency Programs

- Vocational Rehabilitation Programs

Affiliate Centers - All partners listed below have a physical presence in the affiliate center. All affiliate centers have electronic linkage and/or a referral connection to the comprehensive center and all partner services.

WorkSource Oregon McKenzie Center – located in Eugene

- Partners in the center include:
 - DHS Self-Sufficiency Program
 - DHS Vocational Rehabilitation Program

WorkSource Oregon Cottage Grove – located in Cottage Grove

- Partners in the center include:
 - DHS Self-Sufficiency Program
 - DHS Vocational Rehabilitation Program

WorkSource Oregon Florence Center – located in Florence

- Partners in the center include:
 - Oregon Employment Department- Workforce Services
 - WIOA Title I Adult and Dislocated Worker Services

WorkSource Oregon Springfield – located in Springfield

- Partners in the center include:
 - DHS Self-Sufficiency Program
 - DHS Vocational Rehabilitation Program

4.8 One-Stop Operator Procurement (Oregon Requirement)

- Identify the One-Stop Operator.
- Describe the procedures and timelines for future procurement of a One-Stop Operator consistent with the [One-Stop Operator Procurement Policy](#) (including [Attachment A - Process for Local Workforce Development Boards as One-Stop Operator](#)).

4.8 A.

The current One-Stop Operator is the Oregon Manufacturing Extension Partnership (OMEP).

4.8 B.

The One-Stop Operator is selected through a procurement process. The current procurement is for a four-year period which began during program year 2021/2022. The next procurement is scheduled to be conducted in the Spring of 2025 for a four-year period to begin on July 1, 2025, for Program Year 2025/2026.

4.9 One-Stop Center Certification (Oregon Requirement)

Identify the established procedures for ongoing certification of one-stop centers consistent with [One-Stop Certification Policy](#) (including [Attachment A - WSO Centers and Other Sites – Requirements Matrix](#), [Attachment B - One-Stop Center Certification Minimum Requirements](#), [Attachment C - Certification Documentation Requirements](#), and [Attachment D - References](#).

4.9

Lane Workforce Partnership follows the State of Oregon guidance and policy for certification of the One-Stop Centers. The most recent certification of the centers was completed during the summer of 2023, which certified the comprehensive and affiliate centers listed above.

In Lane County, the LWP Director of Workforce Programs and the One-Stop Operator are tasked with completing the certification of the centers. The process includes a physical site visit to each of the centers, interviews with center management, and a determination of the types of services available physically, virtually, or through a referral.

4.10 WorkSource Oregon Operational Standards (Oregon Requirement)

- A. Do all Comprehensive and Affiliate WSO Centers in the local area provide services that meet or exceed the [WorkSource Oregon Operational Standards](#) effective June 9, 2023?
- B. If not, please describe the strategies to bring WSO Centers into compliance.

4.10 A.

☒ Yes

4.10 B.

N/A

4.11 20 CFR 679.560(b)(11): Improving Service Delivery

Describe plans, assurances, and strategies for maximizing coordination, improving service delivery, and avoiding duplication of Wagner-Peyser Act (29 U.S.C. 49 et seq.) services and other services provided through WorkSource Oregon (as defined).

4.11

The Local Leadership Team works collaboratively on the alignment of workforce services in Lane County. As a component of WorkSource Oregon Standards implementation, the LLT is consistently working toward continuous process improvement. This includes a review of customer flow, direct participant service delivery, gaps in services, and partner responsibilities as well as trending needs of the local area.

Physical and Programmatic Accessibility

4.12 20 CFR 679.560(b)(5)(iii): Accessibility

- A. Describe how entities within WorkSource Oregon (as defined), including one-stop operators and one-stop partners, will comply with 29 CFR, Part 38, if applicable, and applicable provisions of the Americans with Disabilities Act of 1990 (42 U.S.C. 12101 et seq.) regarding the physical accessibility of facilities, programs and services, technology, and materials for individuals with disabilities.
- B. Describe how entities within WorkSource Oregon (as defined), including one-stop operators and one-stop partners, will comply with 29 CFR, Part 38, if applicable, and applicable provisions of the Americans with Disabilities Act of 1990 (42 U.S.C. 12101 et seq.) regarding the programmatic accessibility of facilities, programs and services, technology, and materials for individuals with disabilities.
- C. Considering the response in A. and B., describe how entities with WorkSource Oregon (as defined) provide staff training and support for addressing the needs of individuals with disabilities.

4.12 A.

WorkSource Lane's Oregon Employment Department's Area Manager conducts an ADA review of the building for physical accessibility. The Local Leadership Team partners (Oregon Commission for the Blind and Oregon Department of Human Services/Vocational Rehabilitation) support programmatic accessibility.

4.12 B.

LWP and the OED Area Manager regularly evaluate the accessibility of the facilities, equipment, technology, and materials, including workshop materials, to ensure that they are viewed through the board-adopted equity and inclusion lens and are accessible to all population groups.

4.12 C.

The Department of Vocational Rehabilitation staff support staff in the provision of services in WorkSource Lane. Training sessions are provided as needed on topics related to meeting the needs of individuals with disabilities. Staff are trained in the use of adaptive technology and access to language lines. Staff are also required to attend Trauma Informed Care training.

4.13 20 CFR 679.560(b)(5)(ii): Virtual/Remote Access

Describe how the local board will facilitate access to services provided through WorkSource Oregon (as defined), including in remote areas, through the use of technology and other means.

4.13

LWP certified the DHS offices in Cottage Grove and Springfield as an affiliate WorkSource Center in 2017, thus enabling residents of rural communities to access WorkSource services and attend job search workshops. OED staff is stationed at the affiliate WorkSource Center in Florence and WIOA Title I staff provide services in Florence at least once per week, which includes the expansion of On-the-Job Training services in the rural community.

WorkSource Oregon Lane staff assist rural areas by offering more services virtually, which includes career services, career exploration, development of job search tools, and workshops that are provided state-wide by OED. These services are available from any location across the county in which the customer can access the internet.

All WIOA Title I staff are equipped with technology that allows them to provide services from any location to any location via the internet. Staff have “hot spots” that enable them to access the internet in areas of the county that remain internet deserts. Staff are using platforms, such as GoToMeeting, to meet with customers virtually. Staff will continue to use virtual services to enable the workforce system to expand services to rural Lane County.

One constraint in Lane County is the lack of awareness and access to services for rural communities and some special population groups. Our solution to this is the development of the Benefits Navigator Consortia, which will be tasked with building awareness and the creation of a referral system.

Section 5: Compliance

Please answer the questions in Section 5 in ten (10) pages or less. Most responses should be staff-driven as each are focused on the organization's compliance with federal or state requirements. Provide a response for all items identified. Required documents can be included as attachments.

Local Board

5.1 20 CFR 679.320: Local Board Membership

(TEGL 27-14, cited in Policy, is no longer active)

Complete the Local Board Membership Roster form provided (same as Attachment C - Local Board Membership Roster Template) consistent with [Oregon WTDB Policy Local Board Membership Criteria](#) (including [Attachment A - Local Board Membership Requirements](#), [Attachment B - LWDB Membership Calculator \(Excel\)](#), [Attachment C - Local Board Membership Roster \(template\) \(updated 11/1/2021\)](#), and [Attachment D - References](#)). Submit the Local Board Membership Roster form as an attachment.

5.2 20 CFR 679.320: Local Board Membership Policy

(TEGL 27-14, cited in Policy, is no longer active)

Submit as an attachment the local board policy and process for nomination and appointment of board members compliant with [Oregon WTDB Policy Local Board Membership Criteria](#) (including [Attachment A - Local Board Membership Requirements](#), [Attachment B - LWDB Membership Calculator \(Excel\)](#), [Attachment C - Local Board Membership Roster \(template\) \(updated 11/1/2021\)](#), and [Attachment D - References](#)).

5.3 20 CFR 679.310(a): Local Board Certification

Complete Local Workforce Development Board Certification Request form provided (available in October 2023 through Basecamp) consistent with [WIOA Title I Policy Appointment and Certification of Local Workforce Development Boards](#) (including [Attachment A - LWDB Certification Request Letter Template](#), [Attachment B - LWDB Board Certification Process](#), and [Attachment C - References](#)). Submit the Local Workforce Development Board Certification Request form as an attachment.

5.4 Equal Opportunity Officer (Oregon Requirement)

Provide the name, organization, and contact information of the designated equal opportunity officer for WIOA within the local area.

5.4

Cindy Perry, Director of Workforce Programs. Lane Workforce Partnership. 1401 Willamette St., Second Floor, Eugene, OR 97401. 541-255-8116 / cindy@laneworkforce.org

5.5 Local Board Documents (Oregon Requirement)

Provide completed copies of the following local board approval forms as an attachment:

- Statement of Concurrence
- Partner Statement of Agreement
- Assurances

WIOA compliant versions of these documents are available in October 2023 through Basecamp.

Required Elements

5.6 20 CFR 679.560(b)(14): Responsible Entity for Grant Fund Disbursement

Identify the entity responsible for the disbursement of grant funds described in 20 CFR 679.420, as determined by the chief elected official or the Governor under the same section (20 CFR 679.420).

5.6

Lane Workforce Partnership has been designated by the local Chief Elected Official as the fiscal agent for Lane County.

5.7 20 CFR 679.560(b)(15): Competitive Process for Subgrants

- A. Describe how the local board remains a neutral broker of adult, dislocated worker, and youth services consistent with [Oregon Executive Order 13-08](#) by describing the competitive process that will be used to award subgrants and contracts for WIOA Title I activities.
- B. Submit an organization chart as an attachment that depicts a clear separation of duties between the board and service provision.
- C. Provide the current names of contracted organizations and the duration of each contract for WIOA Title I Adult, Dislocated Worker, and Youth services.

5.7 A.

LWP uses a competitive procurement process to select its service providers and One-Stop Operator. The service provider's procurements are for a five-year period and the One-Stop Operator Procurement is for a four-year period. Contracts are written for a one-year period with the option to extend the agreements for four additional one-year periods (three additional one-year periods for the One-Stop Operator) based on meeting performance outcomes, monitoring results, available funding, and legislative developments.

5.7 B.

See attached organizational charts.

5.7 C.

Lane Workforce Partnership is in contract with Connected Lane County for the provision of Youth formula funded program services until June 30, 2025. LWP plans to release a request for proposal in the spring of 2025 for youth formula funded services for contracts that begin July 1, 2025.

Lane Workforce Partnership is in contract with Lane County Health and Human Services for the delivery of WIOA adult and dislocated worker formula funded program services until June 30, 2026. LWP is currently planning to release a request for proposals for adult/DW formula funded services in the spring of 2026 for contracts that begin July 1, 2026.

Lane Workforce Partnership is in contract with the Oregon Manufacturing Extension Partnership (OMEP) for the provision of One-Stop Operator services until June 30, 2025. LWP is preparing to release a request for proposals for the One-Stop Operator in the spring of 2025 for contracts that begin July 1, 2025.

5.8 20 CFR 679.560(b)(12): WIOA Title II Application Review

Describe how the local board will carry out the review of local applications submitted under Title II consistent with 20 CFR 679.370(n)(1).

5.8

The local Title II provider is on the local workforce board and participated in the local workforce strategic planning session. In addition to those activities described above that cross both secondary and post-secondary education, both agencies will work closely together to make sure that the plans are aligned, and that collaboration continues to ensure that Title II activities are represented and aligned with Title I services within the workforce system.

5.9 20 CFR 679.560(b)(13): Local Cooperative Agreements

Submit as an attachment executed cooperative agreements which define how all local service providers, including additional providers, will carry out the requirements for integration of and access to the entire set of services available in WorkSource Oregon (as defined) to enhance the provision of services to individuals with disabilities and other individuals, such as cross training of staff, technical assistance, use and sharing of information, cooperative efforts with employers, and other efforts at cooperation, collaboration, and coordination consistent with 20 CFR 679.370(n)(3).

See attached: Memorandum of Understanding between required partners.

5.10 20 CFR 679.560(b)(5)(iv): Memorandum of Understanding and Infrastructure Funding Agreement

Describe the roles and resource contributions of the WorkSource Oregon partners by providing as an attachment the current Memorandum of Understanding and Infrastructure Funding Agreement for the local area.

5.11 20 CFR 679.560(b)(16): Negotiated Performance

Provide as an attachment, the local levels of performance negotiated with the Governor and chief elected official consistent with 20 CFR 677.205-230, to be used to measure the performance of the local area and to be used by the local board for measuring the performance of the local fiscal agent (where appropriate), eligible providers under WIOA Title I subtitle B, and the WorkSource Oregon delivery system in the local area.

5.12 20 CFR 679.560(b)(21): Priority of Service

Describe the direction given by the Governor ([WTDB Priority of Service Policy](#)) and the local board to the one-stop operator to ensure priority for adult career and training services will be given to recipients of public assistance, other low-income individuals, and individuals who are basic skills deficient consistent with WIOA sec. 134(c)(3)(E) and 20 CFR 680.600.

5.12

Lane Workforce Partnership's Priority of Service Policy, found [here](#) aligns with WIOA regulations and state policy to ensure priority of service requirements are met.

5.13 20 CFR 679.560(b)(19): Public Comment Period

Describe the process used by the local board, consistent with 20 CFR 679.550(b), to provide a 30-day public comment period prior to submission of the plan, including an opportunity to have input into the development of the local plan, particularly for representatives of businesses, education, and labor organizations.

5.13

Lane Workforce Partnership conducted five community focus group meetings to solicit community input for the development of the Board's 2024 – 2028 Strategic Plan. These meetings, attended by diverse community stakeholders, were hosted in three rural communities (Junction City, Florence, Cottage Grove) and two metro communities (Eugene, Springfield) within Lane County.

The 2024 – 2028 Local Plan was published on Lane Workforce Partnership's website for a 30-day period beginning January 28, 2024. An announcement regarding the 30-day public comment period was posted across all of Lane Workforce Partnership's social media platforms and included in various local media outlets. No public comments were received during the 30-day public comment period.

5.14 Compliance Concerns (Oregon Requirement)

State any concerns the local board has with ensuring the compliance components listed below are in place. Copies of documents are not required at this time but may be requested during monitoring.

- Administration of funds
- Agreement between all counties and other local governments, if applicable, establishing the consortium of local elected officials
- Agreement between the Local Elected Officials and the Workforce Development Board
- Local Workforce Development Board Bylaws
- Code of Conduct
- Approved Budget
- Required policies on the following topics:
 - Financial Management including cost allocation plan, internal controls, cash management, receipts of goods, cost reimbursement, inventory and equipment, program income, travel reimbursement, audit requirements and resolution, annual report, property management, debt collection, procurement, allowable costs.
 - Program Management including equal opportunity for customers, supportive services, needs related payments, file management, eligibility, self-sufficiency criteria, individual training accounts, layoff assistance, priority of services, grievance for eligible training providers list, determination of an insufficient number of eligible training providers in the local area (if applicable), transitional jobs, stipends, training verification/refunds,
 - Risk Management including records retention and public access, public records requests, monitoring, grievance, incident, disaster recovery plan.
 - Board Policies including board appointment, board resolutions, conflict of interest.
 - Human Resources including employee classification, benefits, holidays and PTO, recruitment and selection, employee development, discipline, layoffs, terminations, and severance, drug policy, sexual harassment, equal opportunity/non-discrimination.
- Professional Services Contract for Staffing/Payroll Services, if applicable
- Contract for I-Trac Data Management System

5.14

The local board has no compliance concerns.

LOCAL WORKFORCE DEVELOPMENT BOARD MEMBERSHIP

WIOA Sec. 107(b)(2)(A) Business Representatives – Majority of the board must come from this category.			
Representatives of businesses in the local area who: <ul style="list-style-type: none"> i. Are owners of businesses, chief executives or operating officers of businesses, or other business executives or employers with optimum policymaking or hiring authority -or- ii. represent businesses, including small businesses, or organizations representing businesses, that provide employment opportunities that, at a minimum, include high-quality, work-relevant training and development in in-demand industry sectors or occupations in the local area (Must be nominated by local business organizations and business trade associations)			
<u>Business or Agency Name</u>	<u>Member Names</u>	<u>Nominated By</u>	<u>Term Expiration Date</u> If Vacant, Date to be Filled
Northwest Community Credit Union	Jennifer Adams	Eugene Chamber of Commerce	6/30/2026
Eugene Emeralds/Diamond Concessions	Allan Benavides	Latino Professionals Connect	6/30/2024
Tyree Oil	Billy Dover	Oregon Trucking Association	6/30/2026
Danone/So Delicious Dairy Free	Jeffrey Graham	Seasons to Taste/Eugene's Table	6/30/2026
Sierra Pacific Industries	Courtney Griesel	Sierra Pacific Industries	6/30/2026
Florence Chamber of Commerce	Bettina Hannigan	Florence Chamber of Commerce	6/30/2026
CEI Coatings	Solomon Harris	Eugene Chamber of Commerce	6/30/2026
Hillside Heights	Phil Hohnstein	Eugene Chamber of Commerce	6/30/2026
Lane County Medical Society	Shondra Holliday	Eugene Chamber of Commerce	6/30/2026
Delta Sand & Gravel	Stan Pickett	Eugene Chamber of Commerce	6/30/2026
PIVOT Architecture	John Stapleton	Eugene & Springfield Chambers of Commerce	6/30/2026
Lane County	Laura Vinson	Eugene Chamber of Commerce	6/30/2025

LOCAL WORKFORCE DEVELOPMENT BOARD MEMBERSHIP

WIOA Sec. 107(b)(2)(B) Representatives of the workforce within the local area – At least 20% of the total board membership must represent the categories in this section.			
<u>Membership Category</u> Name of labor organization, CBO, etc.	<u>Member's Name</u>	<u>Nominated By</u>	<u>Term Expiration Date</u> If Vacant, Date to be Filled
(i) Representatives of labor organizations (for a local area in which employees are represented by labor organizations), or (for a local area in which no employees are represented by such organizations) other representatives of employees; Minimum of one representative (Must be nominated by local labor federations or other employee representative group.)			
UA Local 290 Plumbers and Steamfitters	Jeffrey McGillivray	Central Labor Chapter	6/30/2024
(ii) Representative of labor organization or a training director, from a joint labor-management apprenticeship program, or if no such joint program exists in the area, such a representative of an apprenticeship program in the area Minimum of one representative, if such a program exists in the area			
		Not Applicable	
(iii) Representatives of community-based organizations that have demonstrated experience and expertise in addressing the employment needs of individuals with barriers to employment, including organizations that serve veterans or that provide or support competitive integrated employment for individuals with disabilities (Optional category)			
Individuals with Disabilities		Not Applicable	
Veterans			
US Department of Veterans Affairs	David Heavirland		6/30/2024
(iv) Representatives of organizations that have demonstrated experience and expertise in addressing the employment, training, or education needs of eligible youth, including representatives of organizations that serve out-of-school youth (Optional category)			
		Not Applicable	

LOCAL WORKFORCE DEVELOPMENT BOARD MEMBERSHIP

WIOA Sec. 107(b)(2)(C)			
Each local board shall include representatives of entities administering education and training activities in the local area.			
When there is more than one local area provider of adult education and literacy activities under Title II, or multiple institutions of higher education providing workforce investment activities the CLEO must solicit nominations from those providers and institutions, respectively, in appointing the required representatives.			
<u>Membership Category</u> List Business or Agency Name	<u>Names</u> Member's Name	<u>Nominated By</u> Organization Name	<u>Term Expiration Date</u> If Vacant, Date to be Filled
A representative of eligible providers administering adult education and literacy activities under title II of WIOA			
Minimum of one representative			
Lane Community College	Grant Matthews	Dr. Mary Spilde	6/30/2025
*Note: Lane Community College successfully competed and was awarded Title II funds.			
A representative of institutions of higher education providing workforce investment activities (including community colleges)			
Minimum of one representative			
Lane Community College	Grant Matthews	Dr. Mary Spilde	6/30/2025
Representatives of local educational agencies, and of community-based organizations with demonstrated experience and expertise in addressing the education or training needs of individuals with barriers to employment (Optional category)			
Lane ESD	Tony Scurto		6/30/2024
Connected Lane County	Heidi Larwick		6/30/2025
Reveille Foundation	Steve Yamamori		6/30/2026

LOCAL WORKFORCE DEVELOPMENT BOARD MEMBERSHIP

WIOA Sec. 107(b)(2)(D) Each local board shall include representatives of governmental and economic and community development entities serving the local area.			
<u>Membership Category</u> List Business or Agency Name	<u>Names</u> Member's Name	<u>Nominated By</u> Organization Name	<u>Term Expiration Date</u> If Vacant, Date to be Filled
Representatives of economic and community development entities (Minimum of one representative)		Not applicable	
Representative from the State employment service office under the Wagner-Peyser Act serving the local area (Required)		Not applicable	
Oregon Employment Department	Julie Davidson		6/30/2024
Representative of the programs carried out under title I of the Rehabilitation Act of 1973 serving the local area [other than section 112 or part C of that title] (Required)		Not applicable	
Office of Vocational Rehabilitation	Holly Powell		6/30/2025
Representatives of agencies or entities administering programs serving the local area relating to transportation, housing, and public assistance (Optional)		Not applicable	
Housing and Community Service Agency	Bailey McEuen		6/30/2026
Representatives of philanthropic organizations serving the local area (Optional)		Not applicable	
<i>Other</i>		Not applicable	

POLICY TYPE: GOVERNANCE PROCESS

POLICY TITLE: NOMINATION AND APPOINTMENT OF BOARD MEMBERS

PURPOSE

The purpose of this policy is to outline criteria and processes for Workforce Board Member appointment, and Board Member expectations in compliance with federal and state laws, regulations, policies, and guidance.

BOARD COMPOSITION AND APPOINTMENT

The Lane Workforce Council (LWC), comprised by a consortium of elected officials as established by an intergovernmental agreement, serves as the chief local elected officials (CLEO) for Lane County. The CLEO appoints the Lane Workforce Board members in accordance with the Workforce Innovation and Opportunity Act (WIOA) and the State of Oregon Workforce Programs policies to be the visionary driver of workforce development in the local area.

The Lane Workforce Board members shall have the qualifications for membership as shall be consistent with the requirements of WIOA as supplemented by any qualifications for board membership established by the governor of the State of Oregon after consultation with the Chief Elected Official. The composition and makeup of the Lane Workforce Board shall comply with federal and state regulations and directives under WIOA.

The Members of the Lane Workforce Board shall be appointed by the Lane Workforce Council, in accordance with the appointment procedures for such positions adopted by the Lane Workforce Council and consistent with the qualification and membership requirements set by WIOA and its implementing regulations.

Workforce Board members fall into three categories as defined in the WIOA: a representative of business, a representative of workforce (includes labor and community-based organizations), and a representative of education and training. Workforce Board members may be appointed as a representative of more than one entity if the individual meets all the criteria for representation, including the criteria described in the WIOA for each entity. Workforce Board members will be appointed as necessary to maintain the appropriate balance, and must work or reside in Lane counties.

The LWP Workforce Board shall appoint an Executive Board whose membership shall at all times consist of not less than FIVE (5) members. A majority of the members serving on the Executive Board of Directors shall always be Local Business Representatives from the Lane Workforce Board, as follows: The Treasurer of Lane Workforce Board; the Secretary of Lane Workforce Board; the Chair of the Lane Workforce Board; the Past Chair of the Lane Workforce Board; and the Chair-Elect of the Lane Workforce Board. A minority of the Directors serving on

the Executive Board of Directors of Lane Workforce Partnership shall be drawn from the Lane Workforce Council (LWC). The LWC shall choose for itself whom to appoint.

The Lane Workforce Partnership Executive Board is responsible for management and administrative work as well as directing public and private fundraising efforts for the local workforce area.

The Partnership Agreement among the LWP Workforce Board, LWP Executive Board, and the Lane Workforce Council identifies the roles and responsibilities of each board.

NOMINATION AND APPLICATION PROCESS

Prospective members must be interviewed by the Workforce Board Chair and/or the LWP Executive Director prior to submitting an application. Prospective business or labor members must be nominated from one of the following:

- Business Representatives from a local business organization or business trade association.
- Labor Representatives of a local labor federation, from which they have also been appointed.

All application materials must be submitted to the LWP Executive Director to forward onto the Lane Workforce Council. The Lane Workforce Council will appoint nominees as seats become available.

BOARD MEMBER TERMS, REMOVALS, AND VACANCIES

Workforce Board members serve renewable three-year terms from the date of appointment. Appointments shall be made for staggered three year terms. Workforce Board members who no longer hold the position or status that made them eligible local workforce board members must resign with written letter or email to the LWP Executive Director or be removed by the CLEOs immediately as a representative of that entity; (e.g., no longer work in the private sector, or no longer with an educational institution, etc.). Additionally, Workforce Board members must be removed by the CLEOs if any of the following occurs:

- Documented violation of conflict of interest;
- Documented proof of fraud and/or abuse; and
- Other factors as outlined in the Lane Workforce Partnership By-Laws

Any vacancy occurring during the terms shall be filled by Lane Workforce Council in accordance with the law.

QUORUM

The Lane Workforce Partnership Workforce Board Quorum is defined as:

- (a) A simple majority (51%) of members, excluding vacancies AND (b) Of those members in attendance, no fewer than 25% are business representatives.

MEMBER EXPECTATIONS AND RELATED

Once appointed, Workforce Board members must attend at least 50% of the Board Meetings in a program year. Any Workforce Board member failing to meet this criterion will be considered to have resigned. Workforce Board members must contact the Board Chair, Executive Director or other designated staff if they are unable to attend a meeting. A written proxy may be given to the Chair to be read at the time of voting; or another person, other than a current Board member, may be sent with a letter of designation, signed by the absent Board member, stating that the person designated has a proxy to act for and in the absence of the absent Board member. The proxy must be from the same category or representation/membership as the board member. Notwithstanding the foregoing, proxies may not attend or vote in Executive Sessions of the Board.

Workforce Board members must actively use their expertise, energy, and talents to assist in meeting the Lane Workforce Board's stated mission and vision. Workforce Board members may participate in one or more ad-hoc advisory groups.



**Application for Board Membership
Lane Workforce Partnership**

APPLICANT INFORMATION

NAME: _____ DATE: _____

ORGANIZATION/COMPANY NAME: _____

YOUR TITLE: _____

OF EMPLOYEES: _____

ADDRESS: _____

WEBSITE: _____

WORK #: _____ CELL #: _____

EMAIL: _____

DOES YOUR BUSINESS OPERATE WITHIN LANE COUNTY: ☐ Yes ☐ No

BOARD REPRESENTATION (Please check which representation you are applying for):

- ☐ Business/Private Sector
- ☐ Labor (representative of labor organization)
- ☐ Labor (representative of a joint labor-management, or union affiliated, registered apprenticeship program)
- ☐ Education
- ☐ Economic Development
- ☐ Wagner Peyser
- ☐ Vocational Rehabilitation
- ☐ Community-Based Organization

Based on your chosen representation, please complete the relevant section below:

1. BUSINESS REPRESENTATIVE

I am an owner, executive, or operating officer in my business. ☐ Yes ☐ No

I have optimal decision-making or hiring authority in my business. ☐ Yes ☐ No

Industry Sector: _____

Nominated by (local business organization or business trade association):

2. LABOR REPRESENTATIVE

Representing: _____

Nominated by: _____

3. WIOA TITLE II – Adult Education & Literacy/HIGHER EDUCATION REPRESENTATIVE

Representing: _____

Nominated by: _____

4. ECONOMIC DEVELOPMENT/WAGNER PEYSER/VOC REHABILITATION REPRESENTATIVE

Representing: _____

5. COMMUNITY-BASED ORGANIZATION REPRESENTATIVE

Representing: _____

Check all that apply:

☐ The organization addresses needs of individuals with barriers to employment.

☐ The organization serves veterans or individuals with disabilities.

☐ The organization involves the training or education of youth and/or adults.

☐ The organization relates to transportation, housing, or public assistance.

☐ This is a philanthropic organization.

(Other) The organization involves: _____

What interests you about serving on the Lane Workforce Partnership Board:

Please tell us about any other boards or organizations of which you are an active member:

Application Submission

Please email this application and a resume to: anne@laneworkforce.org

Lane Workforce Partnership is an equal opportunity employer. Within 48 hours of notice, auxiliary aids and services, and alternate formats are available to individuals with limited English proficiency free of cost. Requests can be made directly to LWP or with the assistance of *TTY: Oregon Relay Services at 1-800-735-2900*.



Workforce Innovation and Opportunity Act CONFLICT OF INTEREST POLICY

The purpose of this Policy is to ensure that individuals or representatives of organizations entrusted with public funds will not personally or professionally benefit from the award or expenditure of such funds. This policy governs the activities of the Lane Workforce Partnership board members, council members, task force and committee members (together "LWP Members").

It is expected that conflicts of interest will arise, and this policy is intended to provide a framework that will allow the work of LWP to be achieved without the fact of or the appearance of impropriety.

This policy is intended to assure compliance with WIOA 2 CFR §200.112.

A. Attestations

LWP Members shall avoid conflict of interest, real or apparent, by observing the following requirements:

Each LWP Member, and any LWP Member applicant, shall sign an Attestation denoting that the Conflict-of-Interest Policy has been read, understood, and that the individual pledges to conduct him/herself in accordance with such these policies and procedures. Each LWP Member must also provide a disclosure of potential conflicts created by his or her position(s) in relationship to LWP.

B. Misuse of Information

No LWP Member shall use his or her position, or the knowledge obtained from his or her position, in such a manner that conflicts with the interest of LWP or results in personal gain to the LWP Member, or a third party that the LWP Member is employed by, has a fiduciary relationship with, or to whom the LWP Member provides services, where that information is not available to the public at large, nor divulge such information in advance of the time presented for its authorized release.

C. Conflicts of Interest

The following are deemed conflicts of interest that create a duty of the LWP Member to fully disclose such interest immediately:

1. He or she has a significant personal financial interest in a proposed transaction involving LWP.
2. He or she is employed by, or is Trustee, Director, or Officer of any individual, organization or entity that shall have a financial interest in a proposed transaction involving LWP.
3. He or she represents a third party either through personal, professional, or confidential relationship, and such party has a financial interest in a proposed transaction involving LWP.
4. No LWP Member shall solicit or accept gratuities or favors from suppliers or potential suppliers, including subcontractors.

5. No LWP Member shall participate in the selection, award, or administration of a procurement supported by funds under LWP's jurisdiction where, to the individual's knowledge, any of the following has a financial or substantial interest in any organization which may be considered for an award:
 - a. the officer, employee, agent or LWP Member;
 - b. any Member of his or her immediate family;
 - c. his or her partner, or;
 - d. a person or organization which employs, or is about to employ, any of the above.

D. Acknowledging a Conflict

In the event that a LWP Member has an interest, directly or indirectly, in a business entity that would have a direct monetary effect due to any official action taken by LWP, the LWP Member shall declare, prior to any discussion on the matter of interest, the nature and extent of the interest and shall not voluntarily discuss the proposed LWP action. The LWP Member must excuse him/herself prior to the decision-making portion of the discussion and must refrain from casting any vote on the matter in question. The decision-making process has started once a motion is made and seconded. This limitation on discussion shall not prohibit the LWP Member from providing factual information in response to direct questions concerning the matter from other LWP Members. The disclosure shall be reflected in the minutes of the meeting in which the disclosure occurred. In the case of review of proposals, the affected Member may only participate in any presentation, discussion, or response to questions regarding the proposal to the extent that competing bidders are afforded the same opportunity.

E. Violation of Conflict-of-Interest Policy

If an award of funding is made with a LWP Member violating the requirements of this procedure, the LWP Board of Directors is empowered to immediately suspend the obligation; the suspension subject to review at the next regular or special meeting of the LWP Board of Directors. The balance of the Board of Directors, excluding any LWP Member with potential conflict, will then determine what final corrective actions are necessary; actions that could include removal of a LWP Member, suspension of the obligation, termination of the obligation, or civil action to recover any monetary damages.

F. Gifts, Favors, and Gratuities

No LWP Member shall solicit or accept gratuities, favors, or anything of monetary value from contractors, potential contractors, or parties to subcontracts. This prohibition shall not apply to unsolicited trivial benefits, not to exceed a value of fifty dollars (\$50) that are incidental to personal, professional, or business contacts and that do not involve a substantial risk of undermining official impartiality.



Workforce Innovation and Opportunity Act CONFLICT OF INTEREST POLICY ATTESTATION

I do hereby attest and affirm that I have received, read, and understand the Lane Workforce Partnership (LWP) Conflict of Interest Policy and agree to be bound by it. I will promptly inform the LWP Board Chair of any material change that develops in the information contained herein.

I am a (select all that apply):

- ☐ Prospective Board Member of Lane Workforce Partnership
- ☐ Council Member of Lane Workforce Council
- ☐ Committee or Task Force Member of Lane Workforce Partnership
- ☐ I have no conflicts(s) to disclose. The below list is not exhaustive, but if any of these reasons for a conflict arise, I will immediately inform the Board Chair of a conflict of interest:
 - I represent a private sector employer that has current business/contractual dealings with LWP or one or more of the WIOA or federally funded service providers.
 - I have a family member who is employed by a current or potential WIOA or federally funded service provided or by another organization that provides services direction to LWP.
 - I represent a WIOA-funded service provider/contractor.
 - I represent a One-Stop Operator
 - I represent a One-Stop Partner

I promise and attest that I will hereby declare before a vote or discussion on the matter, the nature and extent of a conflict of interest. I will hereby voluntarily withhold from participating in any discussion pertaining to this matter and abstain from voting on the subject. I further understand that this shall not prohibit me from responding to any direct questions on the matter from other LWP Members.

Print Name: _____

Organization & Title: _____

Signature: _____

Date: _____

**LANE WORKFORCE PARTNERSHIP,
AN OREGON NON-PROFIT CORPORATION**

BY-LAWS

RECITALS:

- A. The Lane Workforce Council, the Chief Elected Official for the Lane County, Oregon, Workforce Area, by a separate agreement has designated this Corporation as the Fiscal Agent (as that term is defined under the Workforce Innovation and Opportunity Act of 2014) for the Lane County, Oregon, Workforce Area.
- B. The Lane Workforce Council, the Chief Elected Official for the Lane County, Oregon, Workforce Area, by separate agreement has designated the Lane Workforce Board, a subcommittee of this Corporation, as the Local Workforce Board (as that term is defined under the Workforce Innovation and Opportunity Act of 2014) for the Lane County, Oregon, Workforce Area.
- C. As a matter of administrative convenience, the Lane Workforce Board has been established as a Subcommittee of this Corporation.

ARTICLE I

Name and Corporate Status

- 1.1 This Corporation shall be known as **Lane Workforce Partnership** (hereinafter referred to as “Corporation” and/or “LWP” as context requires) and/or any assumed business name(s) that the Board of Directors may at anytime adopt.
- 1.2 As provided by its Articles of Incorporation, this Corporation shall be a public benefit Corporation, as defined by Oregon law, without members.

ARTICLE II

Purpose and Jurisdiction

The purpose of this Corporation is to work in concert with the business community and public agencies to promote job opportunities for unemployed individuals and individuals who need further training to maintain or advance their current job position, who meet the eligibility criteria for such assistance as set forth in the Federal Job Training and Partnership Act of 1982, the Federal Workforce Investment Act of 1998, and the Federal Workforce Opportunity and Innovation Act of 2014 (hereinafter in these By-Laws, the WIOA) and its implementing federal and state regulations. Specifically, this Corporation, is charged with planning, oversight and administrative responsibility for local job-training programs, including but not limited to those funded under the Federal Job Training and Partnership Act of 1982, the Federal Workforce

Investment Act of 1998, and the WIOA. The authority for this Corporation is based on the Federal Job Training and Partnership Act of 1982, the Federal Workforce Investment Act of 1998, and WIOA, its Articles of Incorporation, these By-Laws, the Amended Intergovernmental Agreement of 2015 by and between Lane County and the Cities of Cottage Grove, Eugene, Florence, Junction City, and Springfield, (hereinafter in these By-Laws, the 2015 IGA), and the 2015 Agreement between the Corporation, the Lane Workforce Council, and the Lane Workforce Board (hereinafter in these ByLaws, the Board/CEO Agreement).

ARTICLE III

Board of Directors

- 3.1 The Corporation shall be governed by a Board of Directors whose membership shall at all times consist of not less than FIVE (5) members. A majority of the Directors serving on the Board of Directors of this Corporation shall always be Local Business Representatives from the Lane Workforce Board, as follows: the Treasurer of the Corporation; the Secretary of the Corporation; the Chair of the Lane Workforce Board; the Past Chair of the Lane Workforce Board; and the Chair Elect of the Lane Workforce Board. A minority of the Directors serving on the Board of Directors of this Corporation shall be drawn from the Lane Workforce Council (hereinafter "LWC"). The LWC shall choose for itself whom to appoint.
- 3.2 Attendance. Members have the responsibility of contacting the Chair or Executive Director if they are unable to attend a meeting. If a Board member fails, for any reason, to attend in person at least fifty percent (50%) of the Board meetings in any calendar year during that Board member's term of office, such Board member shall be considered to have resigned from the Board, and the appointing authority for that Board member's position shall be asked to appoint, and shall appoint, a replacement Board member.
- 3.3 Proxy. If a Board member is unable to attend a meeting and wishes to send a proxy, that proxy must be from the same category of representation/membership as the board member. A written proxy may be given to the Chair to be read at the time of voting; or another person, other than a current Board member, may be sent with a letter of designation, signed by the absent Board member, stating that the person designated has a proxy to act for and in the absence of the absent Board member. Notwithstanding the foregoing, proxies may not attend or vote in Executive Sessions of the Board.
- 3.4 Director Conflicts of Interest.
- 3.4.1. A conflict of interest transaction is a transaction with the Corporation in which a Director of the Corporation has a direct or indirect interest. Except as set forth in Article 3.5.3, below, a conflict of interest transaction including any contract or transaction between the Corporation and any other individual, business, or entity in which a Director of this Corporation is interested in, or is a Director, officer or employee of, shall not be voidable or the basis for imposing liability on the Director if the transaction:

3.4.1.1 is fair to this Corporation at the time it was entered into; AND

3.4.1.2 was approved in advance by a vote of the of Directors of the Corporation where the material facts of the transaction and the Director's interest were disclosed or known to the Board of Directors; AND

3.4.1.3 was approved by the Attorney General of the State of Oregon or a Circuit Court of the State of Oregon in an action in which the Attorney General is joined as a party; AND

3.4.1.4 does not violate any provision of WIOA, nor the State and Federal regulations thereunder; AND

3.4.1.5 does not violate any of the provisions of the Internal Revenue Code (or Treasury regulations) regarding prohibited transactions governing tax-exempt nonprofit corporations.

3.4.1.6 For purpose of the vote required to approve a conflict of interest transaction, any such conflict of interest transaction is authorized, approved, or ratified if it receives the affirmative vote of a majority of the Directors on the Board of Directors who have no direct or indirect interest in the transaction.

3.4.2 For conflict of interest purposes, a Director of the Corporation has an indirect interest in a transaction if:

3.4.2.1 another entity in which the Director has a material interest or in which the Director is a general partner is a party to the transaction; or

3.4.2.2 another entity in which the Director is a director, officer or trustee is a party to the transaction.

3.4.3. The Corporation shall not make or guaranty a loan to or for any Director.

3.5 General Standards for Director Conduct.

3.5.1. A Director shall discharge his or her duties as a Director, including the Director's duties as a member of any committee:

3.5.1.1 in good faith;

3.5.1.2 with the care an ordinarily prudent person in a like position would exercise under similar circumstances; and

3.5.1.3 in a manner the Director reasonably believes to be in the best interest of the Corporation.

3.5.2 In discharging the duties of a Director, a Director is entitled to rely on information, opinions, reports or statements, including financial statements and other financial data, if prepared or presented by:

3.5.2.1 one or more officers or employees of the Corporation whom the Director reasonably believes to be reliable and competent in the matters presented;

3.5.2.2 legal counsel, public accountants, or other persons as to matters the Director reasonably believes are within the person's professional or expert competence;

3.5.2.3 a committee of the Board of which the Director is not a member, as to matters within its jurisdiction, if the Director reasonably believes the committee merits confidence.

3.5.3 A Director is not acting in good faith if the Director has knowledge concerning the matter in question that makes reliance otherwise permitted by Article 3.5.2, above, unwarranted.

3.5.4 A Director shall not be deemed to be a trustee with respect to the Corporation or with respect to any property held or administered by the Corporation, including without limit, property that may be subject to restrictions imposed by the donor or transferor of such property.

3.5.5 The civil liability of Directors of the Corporation for the performance or nonperformance of his or her duties shall be as set forth in WIOA, Oregon law and the Articles of Incorporation.

3.6 Removal and Resignation.

3.6.1 Board members will be removed by Chief Elected Officials (CEOs) if any of the following occurs: (a) Documented violation of conflict of interest; (b) Failure to meet Local Workforce Development Board member representation requirements defined in WIOA Section 107(b)(2); (c) Documented proof of fraud and/or abuse; (d) Attendance as required under these Bylaws.

3.6.2 Every effort shall be made to resolve any dispute which may arise among the Parties through informal negotiation. If such negotiation cannot produce satisfactory resolution within 30 calendar days of the dispute being raised, then the matter shall be submitted to mediation. If the Parties are not able to mutually resolve their dispute through mediation, they agree to resolve it through binding arbitration as provided by the rules of the American Arbitration Association.

3.6.3 A Board member may resign at any time upon written notice to the Executive Director. Unless the notice of resignation specifies a later effective date, the resignation will be effective when received. The Governing Board shall be informed of vacancies.

ARTICLE IV
Board Meetings and Voting; Board Committees

- 4.1 Public Meeting. All meetings of the Board or its committees are public meetings and shall be open to the public and held in conformance with the Oregon Open Meetings Law, and shall be conducted in accordance with Roberts Rules of Order, as far as is reasonable and practical.
- 4.2 Time and Place. The Board shall meet at such times and places as may be designated by the Chair, provided that at least one Board meeting shall be held in each calendar quarter.
- 4.3 Who May Call A Meeting. The Chair, the Executive Director, or a majority of the Board by written request to the Chair, may call a meeting of the Board.
- 4.4 Vote. Each member of the Board shall have one (1) vote. Decisions shall be made at meetings where there is a quorum. A quorum shall be defined as: (a) A simple majority (51%) of members, excluding vacancies AND (b) Of those members in attendance, no fewer than 25% are business representatives.
- 4.5 Annual Meeting. Unless designated otherwise in the call of a meeting, the Board meeting for the month of May shall be considered to be the annual meeting of the Board. All other Board meetings shall be considered special meetings. All Board meetings shall be preceded by at least five (5) days written notice to each Director of the date, time, and place of the meeting; but unless required otherwise by the provisions of WIOA or the Oregon Nonprofit Corporations Act, the notice of any meeting need not describe the purposes for which the meeting is to be held.
- 4.6 Minutes. Minutes shall be taken of all Board meetings and shall be available to the public in the administrative offices of the Board. A copy of the minutes shall be provided to the Board in a timely manner and shall be approved by the Board before they become official minutes of the Corporation.
- 4.7 Board Committees: The Corporation's Board of Directors may have both standing and ad hoc committees organized and functioning as follows:
- 4.7.1 Establishment. Except for the Lane Workforce Board, and any other committees required by law, standing committees shall be proposed by the Chair and established by a majority vote of all current Board members. Ad hoc committees may be established as deemed necessary by the Chair. Except as otherwise required by law, the Chair shall appoint both the members of, and the Chairs of, both standing and ad hoc committees.

4.7.2 The Lane Workforce Board. The LWB members shall have the qualifications for membership as shall be consistent with the requirements of WIOA as supplemented by any qualifications for board membership established by the governor of the State of Oregon after consultation with the Chief Elected Official. The composition and makeup of the LWB shall comply with federal and state regulations and directives under WIOA.

4.7.3 Appointment of Lane Workforce Board Members. The Members of the LWB shall be appointed by the LWC, in accordance with the appointment procedures for such positions adopted by the LWC and consistent with the qualification and membership requirements set by WIOA and its implementing regulations. Appointments shall be made for staggered three year terms. Any vacancy occurring during the terms shall be filled by LWC in accordance with law.

4.7.4 Operation. All meetings of the LWB shall conform with Oregon law, including – but not limited to -- Oregon Public Meetings Law (ORS 192.610 et seq); and, shall be conducted in accordance with Roberts Rules of Order, as far as is reasonable and practical.

4.7.5 Committee Quorum and Voting. Each member of a committee (including the LWB) shall have one (1) vote. Decisions shall be made at meetings where there is a quorum. A quorum shall consist of a majority of the committee. However, all committee decisions must be made by the affirmative vote of a majority of the then appointed and serving members of the committee, not simply a majority of the committee members whose presence constitutes a quorum.

4.7.6 Any Board member who is not a regular committee member, of any standing or ad hoc committee, may attend any committee meeting as a non-voting observer. There shall be no voting by proxy at any committee meeting, whether standing or ad hoc.

ARTICLE V

Corporation Officers

5.1 Officers: The Corporation shall have a Chair, Chair-Elect, Secretary, Treasurer, Executive Director, and Past-Chair, all of whom shall be elected by a majority vote of the LWB except for the Executive Director who shall be separately selected and appointed by the Board of the Corporation.

5.1.1. Chair. The Chair of the Corporation shall always be one of the private business representative members of the LWB. The Chair of the LWP shall serve as the Chair of LWB. The Chair of LWP shall preside at meetings the directors of LWP, serve as the chief spokesperson and signatory for LWP, and have such other specific responsibilities as may be from time to time given to the Chair by the Board of Directors of LWP.

5.1.2. Chair-Elect. The Chair-Elect shall fulfill the functions of the Chair in the Chair's absence and perform such other functions as shall be assigned to them by the Board.

The Chair-Elect of the LWP shall serve as the Chair-Elect of LWB. The Chair-Elect shall automatically become Chair, without further vote, in the event the Chair is unable or unwilling, for any reason, to continue his or her elected term of service to its conclusion. The Chair-Elect shall also become the Chair when the term of service of the Chair, that the Chair-Elect is elected to succeed, ends.

5.1.3. Secretary. The Secretary shall be responsible for the preparation of the minutes of all Board meetings, shall sign such minutes once they have been approved by the Board and shall authenticate records of the Corporation.

5.1.4. Treasurer. The Treasurer shall perform such functions as shall be assigned to the Treasurer by the Board. The offices of Secretary and Treasurer may be combined in one individual.

5.1.5. Executive Director. The Board of Directors shall hire and employ an Executive Director to run the day-to-day operations of the Corporation. The Executive Director shall be an Officer of the Corporation and shall not be a member of the Board. The Executive Director shall have responsibility for the selection and supervision of staff, general management and operation of the Corporation, and act for the Corporation in accordance with State and Federal Law, and within the Corporation's budget.

5.2 Term. Unless specified otherwise by written employment contract or at the time of his or her election as an officer of the Corporation, all officers of the Corporation shall serve a term of office that is the longer of one year, July 1, through June 30, or until their successors are elected.

5.3 Standard of Conduct for Officers:

5.3.1 An officer shall discharge his or her duties as an officer, including the officer's duties as a member of any committee:

5.3.1.1 in good faith;

5.3.1.2 with the care an ordinarily prudent person in a like position would exercise under similar circumstances; and

5.3.1.3 in a manner the officer reasonably believes to be in the best interest of the Corporation.

5.3.2 In discharging the duties of an officer, an officer is entitled to rely on information, opinions, reports or statements, including financial statements and other financial data, if prepared or presented by:

5.3.2.1 one or more officers or employees of the Corporation whom the officer reasonably believes to be reliable and competent in the matters presented;

5.3.2.2 legal counsel, public accountants, or other persons as to matters the officer reasonably believes are within the persons professional or expert competence;

5.3.2.3 a committee of the Board of which the officer is not a member, as to matters within its jurisdiction, if the officer reasonably believes the committee merits confidence.

5.3.3 An officer is not acting in good faith if the officer has knowledge concerning the matter in question that makes reliance otherwise permitted by Article 5.3.2, above, unwarranted.

5.3.4 The civil liability of officers for the performance or nonperformance of his or her duties shall be as set forth in WIOA, Oregon law, and the Articles of Incorporation.

ARTICLE VI

Directors and Officers Indemnification and Advancement of Litigation Expenses

- 6.1 In accordance with the standards set out in ORS 65.391 and ORS 65.394, as they currently exist or may subsequently be amended, the Corporation shall indemnify a Director of the Corporation who is made a party to any proceeding of a legal nature because the individual is or was a Director, against liability and reasonable expenses actually incurred by the Director in connection with that proceeding. In addition, the Corporation may pay for (or reimburse) the reasonable expenses incurred by a Director who is a party to a proceeding because the individual is or was a Director, in advance of the final disposition of that proceeding, in accordance with ORS 65.397 as it currently exists or is subsequently amended. The Corporation's decision as to whether or not to indemnify a Director pursuant to the authority of ORS 65.391 shall be made in accordance with the requirements of ORS 65.404 as the same currently exists or is subsequently amended.
- 6.2 The Corporation shall indemnify an officer of the Corporation pursuant to ORS 65.407 as presently worded or subsequently amended, to the same extent that it would indemnify a Director pursuant to such statute. In addition, an officer of the Corporation is entitled to apply for court ordered indemnification under ORS 65.401, as currently worded or subsequently amended, to the same extent as a Director would be entitled to application pursuant to such statute. In addition, if and to the extent the Board of Directors chooses to do so, in its sole discretion, the Corporation may pay for or reimburse the reasonable expenses of an individual who is a party to a proceeding because the individual is or was an officer of the Corporation if such individual also complies with the requirements of ORS 65.397 as currently worded or subsequently amended.

- 6.3 The Corporation may purchase and maintain insurance on behalf of any individual as respects his or her service as a Director or officer of the Corporation in accordance with ORS 65.411 as currently worded or subsequently amended.

ARTICLE VII

By-Law Enactment and Amendment

- 7.1 The Corporation's initial By-Laws became effective upon their approval by the initial Board of Directors of the Corporation.
- 7.2 Once adopted, the Corporation's By-Laws may be amended only in accordance with the following process and procedure:
- 7.2.1 For any proposed amendment of the By-Laws, or the Articles of Incorporation, written notice of the language of the proposed amendments shall be mailed to the offices of the legal counsel of the Member Governments of the LWC not less than thirty (30) days prior to the Corporation Board meeting at which the amendments are proposed for adoption. The Corporation shall also not amend its By-Laws or its Articles in a manner that is inconsistent with either the LWC/LWP/LWB Agreement or the Amended Intergovernmental Agreement of LWC.
- 7.2.2 The notice for any Board meeting at which By-Law or Articles of Incorporation amendments are proposed for adoption shall include reference to the fact that By-Law or Article amendments are to be voted on at that meeting; and a summary or a copy of the proposed amendment(s) shall accompany the meeting notice.
- 7.2.3 A vote of two-thirds (2/3) of the then appointed and serving members of the Board, will be sufficient to amend the corporation's By-Laws or Articles in accordance with the proposed amendment(s).

Revised By-Laws approved by Lane Workforce Partnership Board of Directors
Date Approved: May 27, 2021



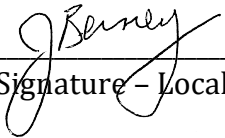
LOCAL WORKFORCE DEVELOPMENT BOARD CERTIFICATION REQUEST

I certify that I am authorized to request certification of the Lane Workforce Partnership as the Local Workforce Development Board for Lane County.

This certification is for the Workforce Innovation and Opportunity Act period ending June 30, 2023.

This request includes documentation demonstrating the Local Workforce Development Board Membership composition.

Submitted on behalf of the Local Elected Official(s) for this Local Workforce Development Area.



(Signature – Local Elected Official)

7/8/2021

(Date)

Joe Berney, Lane County Commissioner
(Printed Name and Title)



LOCAL WORKFORCE DEVELOPMENT BOARD CERTIFICATION REQUEST

I certify that I am authorized to request certification of the Lane Workforce Partnership as the Local Workforce Development Board for Lane County. This certification is for the Workforce Innovation and Opportunity Act period ending June 30, 2025.

This request includes documentation demonstrating the Local Workforce Development Board Membership composition.

Submitted on behalf of the Local Elected Officials for this Local Workforce Development Area.

A handwritten signature in cursive script, reading "Heather Buch".

(Signature – Local Elected Official)

May 31, 2023

(Date)

Heather Buch, Lane County Commissioner
(Printed Name and Title)

Signature Page

**Workforce Innovation and Opportunity Act (WIOA)
Title I Statement of Concurrence for the
Local Workforce Development Area known as**

Statement of Concurrence

We, the undersigned, do hereby approve and submit this Local Plan for the Workforce Innovation and Opportunity Act Title I Youth, Adult, and Dislocated Worker Programs.

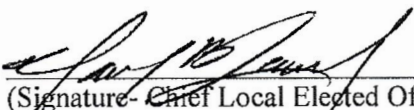
Lane Workforce Partnership will be the sub recipient under this Plan.

Lane Workforce Partnership will be the Administrative Entity under this Plan.

The length of this Plan will be July 1, 2024, through June 30, 2028.

We assure that all activities entered into by the sub recipient and/or administrative entity with funds provided under this Plan will be subject to the attached assurances and confined to the described activities.

**Submitted on behalf of the Local Workforce Development Board and Chief Elected
Officials for this Local Workforce Development Area: Lane County.**


(Signature- Chief Local Elected Official)

7 MARCH 2024
(Date)

David Loveall, Lane County Commissioner
(Name and Title)


(Signature- Workforce Development Board Chair)

3-7-2024
(Date)

Shondra Holliday, Board Chair
(Name and Title)

Signature Page

Workforce Innovation and Opportunity Act (WIOA) Title I Partners' Statement of Agreement for the Local Workforce Development Area known as

Partners' Statement of Agreement

We, the undersigned, do hereby approve and submit this local plan representing the following programs and partners:

- | | |
|--|--|
| <ul style="list-style-type: none"> • WIOA Title I • WIOA Title II (Adult Education and Family Literacy Act) • Oregon Employment Department <ul style="list-style-type: none"> - WIOA Title III (Wagner-Peyser) - Migrant and Seasonal Farmworkers - Unemployment Insurance - Veterans - Trade Adjustment Assistance • Community Colleges | <ul style="list-style-type: none"> • Economic Development Organization(s) • Carl Perkins (Post-secondary) • Department of Human Services <ul style="list-style-type: none"> ➤ Temporary Assistance for Needy Families ➤ Supplemental Nutrition Assistance Program - Employment and Training • WIOA Title IV (Vocational Rehabilitation) • Job Corps • Please list additional partners (Community-Based Organizations, Faith-Based Entities, etc.) |
|--|--|

The length of this Plan will be July 1, 2024, through June 30, 2028.

We agree with the contents of this plan.

Submitted on behalf of the partners for this Local Workforce Development Area.

(Signature) (Date)

David Loveall, Lane County Commissioner
(Name and Title)

(Signature) (Date)

Sheila Wegener, DHS District Manager
(Name and Title)

(Signature) (Date)

Ashley Espinoza, Executive Director
(Name and Title)

(Signature) (Date)

Holly Powell, Branch Manager OVR
(Name and Title)

(Signature) (Date)

Donna Lewelling, Oregon State ABS Director
(Name and Title)

(Signature) (Date)

Kristen Rantz, Easter Seals Oregon
(Name and Title)

(Signature) (Date)

James Pfarrer, OED Workforce Operations Director
(Name and Title)

WIOA TITLE I

ASSURANCES AND DISCLOSURE OF LOBBYING ACTIVITIES

FEDERAL GRANT ASSURANCES

Each Grantee should carefully read and review the Workforce Innovation and Opportunity Act (WIOA) Statute and Regulations related to this Assurances form. For purposes of this Grant Contract, “Contract” shall mean “Grant Contract” and “Contractor” shall mean “Grantee.”

The Contractor identified below, through its duly authorized representative, hereby assures and certifies that throughout the period of the grant /contract award and at all times while this Contract is in effect, it will comply with (as they may be amended from time to time), all applicable federal, state and local laws, regulations, ordinances, executive orders, administrative rules and directives, including without limitation: Title I of the Workforce Innovation and Opportunity Act of 2014 (PL 113-128 29 USC Sec 3101 et seq) and corresponding WIOA Regulations, OMB 2 CFR Part 200 - Super Circular; A-87 and A-133; all regulations and administrative rules established pursuant to the foregoing, all applicable Oregon Revised Statutes; and all applicable Oregon Administrative Rules.

Without limitation, Contractor assures and certifies that it:

1. Has the legal authority to apply for and receive funds, including federal and state funds, under the grants and programs covered by this Contract, and the institutional, managerial and financial capability (including funds sufficient to pay the non-federal share of project costs) to ensure proper planning, management and completion of the projects, grants and programs covered by this Contract.
2. Will, with respect to Federal funds received by Contractor under this Contract, comply with the cost principles determined in accordance with the provisions of OMB 2 CFR Part 200 - Super Circular Circular; A-87, “Cost Principles for State, Local and Indian Tribal Governments,” or A-21, “Cost Principles for Educational Institutions” or A-122, “Cost Principles for Non-Profit Organizations” as applicable based on the status/type of the entity receiving the Contract, and the cost related provisions of the corresponding regulations found in 29 CFR Part 97, 29 CFR Part 95 or 48 CFR Part 31.
3. Will maintain and permit the Higher Education Coordinating Commission, the office of Community Colleges and Workforce Development, the Oregon Secretary of State’s Audit Division, the Oregon Department of Justice, the Federal Department of Labor, Employment and Training Administration through any authorized representative, access to and the right to examine and audit all records, books, papers or documents related to the awards or programs, to satisfy audit and program evaluation purposes and for all other lawful purposes; will establish a proper accounting system in accordance with generally accepted accounting

standards and directives of the Federal awarding agencies; and will cause to be performed the required financial and compliance audits in accordance with the Single Audit Act Amendments of 1996 and OMB Circular No. A-133, "Audits of States, Local Governments, and Non-Profit Organizations."

4. Will not permit any person or entity to receive grant or program funds if the person or entity is listed on the non-procurement portion of the General Service Administration's list of parties excluded from federal procurement or non-procurement programs in accordance with Executive Order No. 12,549 and Executive Order No. 12,689 of the President of the United States.

5. Will comply with the following:

A. This certification is a material representation of fact upon which reliance was placed when this transaction was made or entered into. Submission of this certification is a prerequisite for making or entering into this transaction imposed by 31 USC section 1352. Any person who fails to file the required certification shall be subject to a civil penalty of not less than \$10,000 and not more than \$100,000 for each such failure.

B. The lobbying provisions of 34 CFR Part 82.

Contractor certifies, by signing this agreement to the best of his or her knowledge and belief, that no Federal appropriated funds have been paid or will be paid, by or on behalf of the undersigned, to any person for influencing or attempting to influence an officer or employee of any Federal agency, a Member of Congress, an officer or employee of Congress or an employee of a Member of Congress in connection with the awarding of any Federal contract, the making of any Federal grant, the making of any Federal loan, the entering into of any cooperative agreement, and the extension, continuation, renewal, amendment or modification of any Federal contract, grant, loan, or cooperative agreement.

If any funds other than Federal appropriated funds have been paid or will be paid to any person for influencing or attempting to influence an officer or employee of any Federal agency, a Member of Congress, an officer or employee of Congress or an employee of a Member of Congress in connection with this Contract, the undersigned shall complete and submit Standard Form-LLL, "Disclosure Form to Report Lobbying", in accordance with its instructions.

C. Contractor shall require certification of the foregoing from all recipients of grant or program funds by including it in and requiring that it be included in all contracts pursuant to which grant or program funds are paid.

6. Will establish safeguards to prohibit employees from using their positions for a purpose that constitutes or presents the appearance of personal or organizational conflict of interest, or personal gain.

7. Will initiate and complete the work within the applicable time frame after receipt of approval of the awarding Agency.

8. Will comply with all federal, state and local laws, regulations, executive orders, ordinances, administrative rules and directives relating to nondiscrimination. These include but are not limited to: (a) Title VI of the Civil Rights Act of 1964 (P.L. 88-352) which prohibits discrimination on the basis of race, color or national origin; (b) Title IX of the

Education Amendments of 1972, as amended (20 U.S.C. §§1681-1683, and 1685-1686), which prohibits discrimination on the basis of sex; (c) Section 504 of the Rehabilitation Act of 1973, as amended (29 U.S.C. §794), which prohibits discrimination on the basis of handicaps; (d) the Age Discrimination Act of 1975, as amended (42 U.S.C. §§6101-6107), which prohibits discrimination on the basis of age; (e) The Americans with Disabilities Act of 1990 (42 U.S.C. §§12131 et seq.), which protects qualified persons with disabilities from discrimination in employment opportunities and imposes requirements for construction, remodeling, maintenance and operation of structures and facilities; (f) Implementation of the Nondiscrimination and Equal Opportunity Provisions of the Workforce Innovation and Opportunity Act of 2014 (29 CFR Part 37 and Section 188); (g) ORS Chapter 659, as amended; (h) current and or revised Methods of Administration of the State of Oregon; (i) any other nondiscrimination provisions in the specific statute(s) under which application for federal assistance is being made; and, (j) the requirements of any other nondiscrimination laws, regulations, executive orders or ordinances which may apply to the Applicant, Contractor, award, or programs.

9. Will comply, as applicable, with the provisions of the Hatch Act (5 U.S.C. §§1501-1508 and 7324-7326) which limit the political activities of employees whose principal employment activities are funded in whole or in part with federal funds, unless exempt by the Hatch Act exclusion for individuals employed by an educational or research institution, establishment, agency, or system which is supported in whole or in part by a state or political subdivision thereof, or by a recognized religious, philanthropic, or cultural organization, as provided in 5 U.S.C. §1501(4) (B).

10. Will comply, as applicable, with the provisions of the Davis-Bacon Act (40 U.S.C. §§276a to 276a-7), the Copeland Act (40 U.S.C. §276c and 18 U.S.C. §874), and the Contract Work Hours and Safety Standards Act (40 U.S.C. §§327-333), regarding labor standards for federally-assisted construction sub agreements.

11. Will comply with the applicable requirements of the federal Health Insurance Portability and Accountability Act of 1996 (HIPPA) (42 U.S.C. §§1320d et seq.) and the implementing regulations, 45 CFR 160, which relate to health information privacy and security and the transmission of such information

12. Will comply with the following additional requirements in accordance with WIOA:

- A. All proposals, evaluations, periodic program plans, and reports relating to each program will be available for public inspection.
- B. No grant funds will be used for the acquisition of real property or for construction unless specifically permitted by the authorizing statute or implementing regulations for the program.
- C. No grant funds will be used in violation of the prohibitions against use of such funds for religious worship, instruction, or proselytization.
- D. Contractor will cooperate in any evaluation of the program by the Secretary of the United States Department of Labor.
- E. Contractor will use fiscal control and accounting procedures that ensure proper disbursement of and accounting for federal funds.
- F. Contractor will obligate funds in accordance with the timing and other requirements of 29 CFR Part 97.21 or 29 CFR 95.22.

- G. Contractor will furnish reports that the Agency requests or that may reasonably be necessary for the Agency to carry out its responsibilities under the program, and will furnish all annual and other reports required by applicable laws and regulations.
- H. Contractor will keep records that fully show: (1) the amount of funds; (2) how the funds are used; (3) the total cost of the project; (4) the share of that cost provided from other sources; and (5) other records to facilitate an effective audit.
- I. Contractor will keep records to show its compliance with program requirements.
- J. Records will be retained for three years after completion of the projects and work covered by this Contract and access will be provided as deemed necessary by the Higher Education Coordinating Commission, the office of Community Colleges and Workforce Development, and/or the United States Department of Labor. If any litigation, claim, or audit is started before the expiration of the 3-year period, the records must be retained until all litigation, claims, or audit finding involving the records have been resolved and final action taken.
- K. Contractor will comply with the protection of the rights and privacy of parents and students in accordance with the Family Educational Rights and Privacy Act of 1974, (20 U.S.C. §1232g).
- L. None of the funds will be used to acquire equipment (including computer software) in any instance in which such acquisition results in a direct financial benefit to any organization representing the interests of the purchasing entity or its employees or any affiliate of such an organization.

14. Will comply with all applicable requirements of all of the foregoing and all other federal, state and local laws, regulations, ordinances, executive orders, administrative rules and directives applicable to the grants, awards, programs and work covered by this Contract

15. Debarment, suspension, ineligibility and voluntary exclusion – lower tier covered transactions: As required by Executive Order 12549, Debarment and Suspension, and implemented at 15 CFR Part 26, Section 26.510, Participants Responsibilities, for prospective participants in lower tier covered transactions (except subcontracts for goods or services under the \$25,000 small purchase threshold, unless the subtier recipient will have a critical influence on or substantive control over the award), as defined at 15 CFR Part 26, Sections 26.105 and 26.110:

- A. The prospective lower tier participant certifies, by submission of these assurances, that neither it nor its principals is presently debarred, suspended, proposed for debarment, declared ineligible, or voluntarily excluded from participation in this transaction by any Federal department or agency.
- B. Where the prospective lower tier participant is unable to certify to any of the statements in this certification, such prospective participants shall attach an explanation to this proposal.

16. The Contractor also agrees by signing this Contract that he or she shall require that the language of these assurances be included in all sub agreements, which exceed \$100,000 and that all such sub recipients shall certify and disclose accordingly.

Board Structure

LANE WORKFORCE COUNCIL

Serves as the Chief Elected Official for Lane County, Oregon

4 Members: Lane County, Cities of Eugene, Springfield, Cottage Grove, and Florence

LOCAL WORKFORCE BOARD

Serves as the designated Local Board for Lane County, Oregon

25 Members (majority of board members are business representatives)

LANE WORKFORCE PARTNERSHIP EXECUTIVE BOARD

Comprised of LWP Board Officers and Lane Workforce Council Members

9 Members: 5 Board Officers and 4 Lane Workforce Council Members



Lane Workforce Partnership Board

Serves as the designated Local Board for Lane County, Oregon

Board Composition: 51% Business; 20% Labor and Community Based Organizations; Representatives of Education and Training Entities; and Government, Economic, and Community Development Entities

Board Member Term: 3 years

Responsibilities include:

- Convening businesses and community stakeholders to increase awareness of, and developing strategies to address local workforce challenges;
- Overseeing the operation of a customer driven workforce delivery system in Lane County;
- Directing the implementation of comprehensive strategies for services to youth with special emphasis on the linkage between business and education and the development of academic and workforce readiness skills;
- Promoting business involvement in the workforce system and assisting businesses in meeting their recruitment and employee retention needs;
- Coordinating workforce activities with economic development and educational organizations in Lane County communities;
- Participating in partnership with the Lane Workforce Council in the development, approval, and submission to the Governor of the comprehensive 4-year local strategic plan;
- Electing Board Officers.

Lane Workforce Partnership Executive Board

Comprised of the Five (5) Board Officers and Four (4) Lane Workforce Council Members

Board Officers serve 2 year terms

Responsibilities include:

- Directing public and private fundraising efforts for the local workforce area;
- Approving the annual budget;
- Participating in the selection of one-stop operators and other service providers;
- Participating as a partner of the Lane Workforce Board in carrying out local program oversight;
- Participating in conjunction with the Lane Workforce Board in the negotiation of local performance measures;
- Supervision/oversight of the Lane Workforce Partnership Executive Director.

Lane Workforce Council

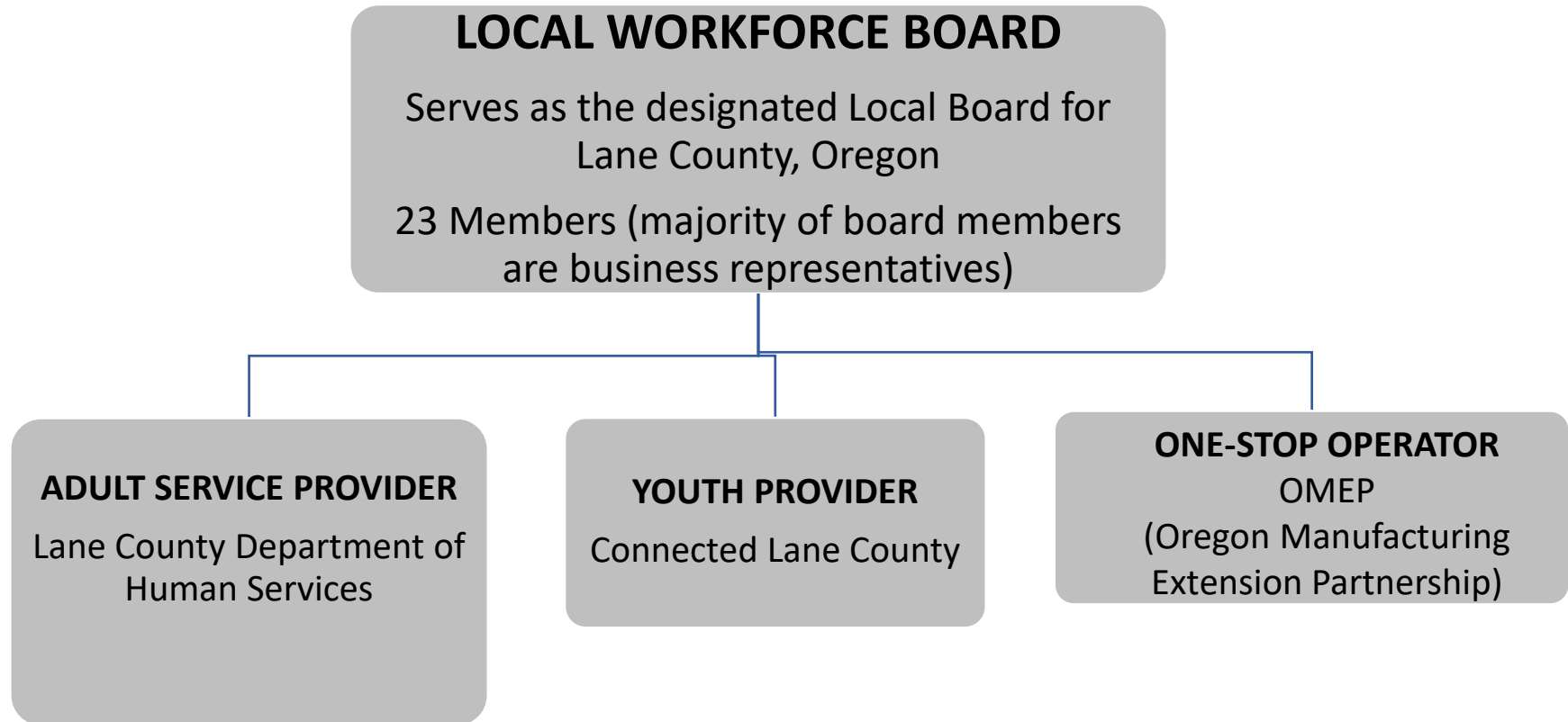
Serves as the Chief Elected Official for Lane County, Oregon

Comprised of elected officials from the Lane County Board of Commissioners and the cities of Eugene, Springfield, Cottage Grove, and Florence

In addition to participation on the Lane Workforce Partnership Executive Board, responsibilities include:

- Appointing members of the Lane Workforce Board;
- Serving as the Grant Recipient for funds allocated to the local area;
- Annual Local Board Certification Process.

Service Providers



MEMORANDUM OF UNDERSTANDING
between
LANE WORKFORCE PARTNERSHIP BOARD
LANE WORKFORCE COUNCIL
and
WORKSOURCE LANE PARTNERS

5.9: MOU

5.10 Attachment A: MOU

1. Background

Congress enacted The Workforce Innovation and Opportunity Act (WIOA) to strengthen our country's workforce development system by aligning its employment, training, and education programs. This alignment of program services will combine with a metrics-based assessment of performance to improve our workforce development system. WIOA prioritizes a forward-looking one-stop system that provides integrated employment, training, and education programs responsive to the employment needs of the system's customers: job seekers, employees, and businesses. This focus will result in a one-stop system that will lead to economic growth for the individuals, States, and nation.

Oregon has previously taken steps to integrate and streamline its workforce services, but WIOA requires further integration between agencies and programs. The parties to this memorandum of understanding (MOU) will come together to develop a partnership for workforce services delivery that fosters cooperation, collaboration, communication and accessibility. This MOU sets forth the framework for local-level collaboration in pursuit of attaining the goals and meeting the requirements set forth by WIOA.

2. Purposes

The purposes of this Memorandum of Understanding MOU are to:

Enhance the cooperative working relationship among partners

- Define the roles and responsibilities of Lane Workforce Partnership and signing parties as it relates to the operation and continued development of the WorkSource Lane system.
- Coordinate resources to prevent duplication;
- Ensure a one-stop system that creates a seamless customer experience;
- Ensure the effective and efficient delivery of workforce services;
- Establish joint processes and procedures that will enable partners to align and integrate programs and activities throughout Lane Workforce System;
- Coordinate to implement WorkSource Oregon Standards.

The parties agree to work collaboratively to carry out the provisions of this MOU and advance the

quality and effectiveness of the WorkSource Lane system. In addition, the parties agree to:

- Participate in continuous partnership building.
- Participate in continuous improvement activities.
- Adherence to common data collection and reporting needs.
- Make available to customers through the WorkSource Lane system the services that are applicable to partners' programs.
- Participate in the operation of the WorkSource Lane system consistent with the terms of the MOU, the local workforce plan and requirements of applicable law.
- Participate in staff capacity-building and development, including but not limited to cross-training between partner staff.
- Develop, offer and deliver quality business services that assist targeted industry sectors in overcoming the challenges of recruiting, retaining and developing talent for the regional economy.

3. Vision and Goals

Lane County's one-stop delivery system WorkSource Lane is a locally-driven system that provides the programs and services to achieve the goals set forth in the Lane County Strategic Plan:

- **Goal I:** Prepare workers for self-sufficiency employment in a new and changing economy.
- **Goal II:** Connect individuals to education, skill-building & employment opportunities in occupations most impacted (aging workforce, technology impacts).
- **Goal III:** Prepare our youth for future employment.
- **Goal IV:** Catalyze the community around diversity, equity and inclusion (DEI) to expand workforce leadership & participation opportunities for all.
- **Goal V:** Align strategic partnerships to expand our collective capacity to address systemic workforce challenges. [housing, childcare, legislative policies]

These goals will be accomplished by providing all customers in Lane County a high-quality one-stop system with the full range of services available in their communities.

4. Term

This MOU commences on July 1, 2023, and concludes June 30, 2027. The Parties may agree to amend this MOU at any time before its designated renewal date. In addition, the MOU may be amended based on guidance from the State of Oregon.

5. Termination

- The parties understand that implementation of the one-stop system is dependent on everyone's good faith effort to work together to improve services to the community. The parties also agree that this is a project where different ways of working together and providing services are being tried.
- If it becomes necessary for one or more party to cease being a party to this MOU, said party shall notify the other parties and Lane Workforce Partnership and the Oregon Workforce Investment Board OWIB in writing, ninety (90) days in advance of that intention.
- A party's termination in whole or in part of its participation in this MOU will not affect its duties and obligations under any applicable federal or state law, including but not limited to WIOA.
- A party's termination in whole or in part of its participation in this MOU will be effective only as to that entity.
- If a party terminates in whole or in part its participation in this MOU, this MOU will remain in full force and effect as to all other parties.

6. Parties

The following entities are parties to this MOU:

Organization	Representation
Lane Workforce Council	Chief Elected Officials
Lane Workforce Partnership	Local Workforce Development Board, Title I Adult, Dislocated Worker and Youth Services, Second Chance Reentry Program
Higher Education Coordinating Commission	Title II Adult Education and Literacy
Oregon Employment Department	Title III Wagner Peyser, Migrant Seasonal Farmworkers, Trade Adjustment Act, Disabled Veterans, Unemployment Compensation
Oregon Department of Human Services Self Sufficiency	Temporary Assistance to Needy Families (TANF), Supplemental Nutrition Assistance Program (SNAP) Employment and Training Programs.
Oregon Department of Human Services, Office of Vocational Rehabilitation	Title IV Vocational Rehabilitation
Easter Seals Oregon	Title V of the Older Americans Act

7. One-Stop System Description

All partners have agreed that the Lane Workforce System is made up of one Comprehensive center and four affiliate centers that will supplement and enhance customer access to workforce services in Lane County.

WorkSource Oakmont

2510 Oakmont Way
Eugene, Or 97401

WorkSource Florence

3180 Hwy 101 N
Florence, OR 97439

WorkSource McKenzie

2885 Chad Dr.
Eugene, OR 97408

WorkSource Springfield

101 30th Street
Springfield, OR 97478

WorkSource Cottage Grove

305 Coop Court
Cottage Grove, OR 97424

8. Responsibilities of the Parties

- The parties agree to participate in joint planning and modification of activities to result in:
 - Continuous partnership building;
 - Continuous planning responsive to State and federal requirements;
 - Timely response to specific local economic conditions including business needs; and
 - Adherence to common data collection and reporting needs.
- Make available to customers through the one-stop delivery system the services that are applicable to the partner's programs;
- Participate in the operation of the one-stop system consistent with the terms of this MOU and requirements of applicable law;
- Participate in staff capacity-building and development, including but not limited to cross-training between partner staff and awareness of specific programs.
- Participate in the WorkSource Oregon Standards assessment and comply with the WSO One Stop Centers Standards and One Stop certification process where applicable as required by WIOA section 121(g); and
- Develop, offer and deliver quality business services that assist all industry with an emphasis on Lane Co. targeted industry sectors in overcoming the challenges of recruiting, retaining and developing talent for the regional economy.

9. Methods of Customer Referral

The partners agree to develop a referral process to aid in the integration and alignment of services within the Lane WorkSource System. The referral process must help create a more seamless customer experience by providing convenience of services to individuals and businesses. This process also provides for a continuum of services and follow-up to ensure WorkSource Lane's

customer needs have been met.

- Ensure that intake and referral processes are customer-centered and provided by staff trained in customer service.
- Ensure that general information regarding one-stop center programs, services, activities and resources shall be made available to all customers as appropriate.
- Ensure that all partners will provide a direct link /access to partner program with meaningful information of partner service through cross training, co-location or through real-time technology.
- All customer facing staff will receive cross training of partner programs and have the knowledge and ability to perform seamless referrals between partner programs striving to be a warm hand off process between programs.

10. Increased and Maximized Access

The Partners agree that meeting WIOA's mandate for increased access to the Region's workforce services—particularly for individuals with barriers to employment—must be a priority as we work together to deliver workforce services. This necessarily includes outreach to individuals with barriers to employment, a group that includes members of the following populations:

- Displaced homemakers
- Low-income individuals and families
- Individuals age 55 and older
- Returning citizens (ex-offenders)
- Homeless individuals
- Youth who are in or have aged out of the foster care system
- English language learners, a group that is also often referred to as individuals with Limited English Proficiency (LEP)
- Individuals who have low levels of literacy
- Individuals facing substantial cultural barriers
- Eligible migrant and seasonal farmworkers
- Single parents, including single pregnant women
- Long-term unemployed individuals
- TANF Individuals within two years of exhausting lifetime eligibility under part A of title IV of the Social Security Act
- Individuals with disabilities that need assistance with employment
- Veterans and Veterans Spouses
- Disabled Veterans

To achieve the priority of increased access for individuals needing assistance with employment barriers, the parties will:

- Leverage the expert knowledge of its membership and collaborate to maximize access to workforce services;

- Conduct outreach to stakeholders and other organizations within the Region; and
- Actively reach out to underserved populations in Lane County.

11. Common Performance Measures

The Partners will collaborate to achieve common performance indicators outlined in the State of Oregon Unified State Plan and any modifications made thereto. This collaboration includes strategizing on approaches to attain these measures and providing data to the statewide PRISM program.

12. Branding

All Career Services offered in the WorkSource System will display the brand WorkSource Oregon Lane for common branding purposes and comply with the state branding guide.

13. Service Design

The Partners will work together to achieve an integrated partnership that seamlessly aligns the services provided by Partner programs. The Partners will collaborate to develop and implement operational policies, procedures and proven and promising practices that reflect an integrated service delivery system of performance, communication, and case management, and use technology to achieve integration and expanded service offerings.

14. Alignment of Services

The Partners will collaborate to develop policies, procedures and proven and promising practices to facilitate the organization and integration of workforce services by function (rather than by program) when permitted by a program's authorizing statute and as appropriate. This will include coordinating staff communication, capacity building, and training efforts. Functional alignment includes having One-Stop Center staff that perform similar tasks serve on relevant functional teams (e.g. Skills Development Team, Business Services Team). Service integration will focus on serving all customers seamlessly (including individuals with barriers to employment).

15. Career Services

Each partner is responsible for their provision of services associated with each One-Stop system site. The levels of service begin with a set of Basic Career Services available to the universal population. Further assessments may necessitate the need for more Individualized Career Services or Training Services. These services are based upon Lane County needs.

Each partner and funding source for Individual Career Services may have specific eligibility requirements before services are to be offered to the customer. Each funding stream that does not allow for Basic Career Services to be provided to a universal population will have an orientation/information session available at each WorkSource center for customers who are interested or are being referred to a specific program.

16. Employer Services

WIOA requires that Local One-Stop Systems provide workforce services that meet the labor-market needs of employers. To meet this requirement, the Partners will collaborate to achieve an integrated approach to business services delivery. This will include the implementation of employer-focused outreach and initiatives:

- **Employer-Focused Outreach.**

The Partners will participate in the Integrated Business Services Team that includes local staff from each core partner agency to:

- a. Facilitate engagement of businesses in workforce services programs;
- b. Offer and deliver quality business services that assist all businesses with emphasis given to Lane County targeted industry sectors in overcoming the challenges of recruiting, training, retaining, and developing talent for the regional economy;
- c. Identify and develop a clear understanding of industry skill needs, strategies for assisting businesses and coordinating business services activities across programs;
- d. Incorporate an integrated and aligned business services strategy among partners to present a unified voice for WorkSource Lane in its communications with the business community; and
- e. Engage employers to develop sector partnerships that are responsive to labor-market trends.

17. Integrated Management System

WIOA emphasizes technology as a critical tool in making possible all aspects of information

exchange including data collection, and reporting. Oregon Workforce Development, Oregon Vocational Rehabilitation Services, and Oregon Department of Education, Adult Education and Literacy, has developed a common reporting system PRISM. To support the use of these tools, the One-Stop Partner agrees to:

- The principles of common reporting and shared information through electronic mechanisms including shared technology for performance reporting;
- Commit to share information to the greatest extent allowable under their governing legislation and confidentiality requirements; and
- Develop a process for sharing information that coordinates services and leverage funding to meet the employment needs of an individual job seeker/customer.

18. Local Workforce System Reporting

All partner organizations agree to report on workforce system data that is aligned with the local workforce board's strategic plan. Data will be submitted mid-year and year -end to the Lane Workforce Partnership. Lane Workforce Partnership will compile a comprehensive workforce system report twice a year for the LWP Workforce Development Board. It is understood that some partner programs may not have complete data for the mid-year reporting period. However, it is agreed that all data that is available will be submitted to LWP. Examples of workforce system data include:

- Demographic breakdown of participants (gender, age, race) by program
- Total number served by program through the WorkSource Oregon Lane system
- Customer engagement in WorkSource Oregon Lane Basic Career Services by program.
- Total number served in skill development and training activities by program.
- Customer feedback on WorkSource Lane services.
- Total number of targeted sector businesses engaged by each program.
- Any outcome data specific to a program that would highlight services to common workforce system customers. (i.e. Title II Measurable Skill Gain)

19. Legal Obligations

The parties propose to coordinate and perform the activities and services described herein within the scope of legislative requirements governing the parties' respective programs, services, activities, and entities. Nothing in this MOU supersedes any provision of WIOA or any other state or federal statutes or regulations. The parties agree to amend this MOU in response to changes in applicable state and federal law in order to ensure compliance with applicable state and federal law.

20. Equal Opportunity

The parties agree to obey all applicable state and federal nondiscrimination laws. The parties shall not unlawfully discriminate against any customer, applicant for employment, or employee of a party to this MOU or other entity. The parties shall adhere to the policies, procedures, and guidance

issued by the State of Oregon Workforce Development Board and state-level partner agencies regarding equal opportunity, nondiscrimination, and increased accessibility. Nothing in this Section shall be construed as limiting the parties' agreement to increase and maximize access for individuals with barriers to employment under Section 11 of this MOU.

21. Confidentiality

The parties agree to comply with provisions of WIOA, the Wagner-Peyser Act, the Rehabilitation Act of 1973, and the Adult Education and Literacy Act, and any other applicable requirement of state or federal law to assure that customer information shall be shared solely for the purpose of enrollment, referral, or provision of services. When required under applicable state or federal law, a release of information will be obtained from the customer before sharing confidential protected information. In carrying out their respective responsibilities, each party shall respect and abide by the confidentiality policies, procedures, and guidance of the other parties.

22. Amendment

This MOU may be amended at any time upon mutual agreement of the parties. Any amendment to this MOU must be consistent with federal, state or local laws, regulations, rules, plans, or policies. Any amendment of this MOU must involve the process outlined in this section.

A party may request to amend this MOU during its term. A party seeking an amendment must submit a written request to each party. The request must include:

- The requesting Partner's name;
- The reason(s) for the amendment request;
- Each section of this MOU that will require revision;
- The desired date for the amendment to take effect; and
- The signature of an authorized representative of the requesting Partner.

After receipt of an amendment request, the parties must attempt to reach consensus on amending this MOU. If the parties reach unanimous agreement to amend this MOU, this MOU may be amended. Each party must execute the amended MOU via an authorized representative for the amended MOU to take effect. If a party objects to the requested amendment to this MOU and consensus on amending this MOU cannot be reached, the requesting party may utilize the Dispute Resolution process outlined in Section 14 to seek amendment of this MOU.

23. No Indemnification and Liability

By executing this MOU each partner agrees to work together to deliver WorkSource Lane's one-stop services for employers, employees, and those seeking employment. However, the parties are not legally "partners" to the extent that term encompasses joint and several liabilities under Oregon law. Each partner under this MOU is responsible for its own employees, representatives, agents, and subcontractors.

24. Infrastructure Sharing Agreement

All partners commit to negotiating a reasonable Infrastructure and Cost Sharing Agreement in good faith and in an open transparent environment, to be in place by July 1, 2017 in accordance with TEGL 16-17.

MASTER
MEMORANDUM OF UNDERSTANDING

Signature Page

WorkSource Oregon Lane
Agreement 7/1/2023 – 6/30/2027

By signing this Memorandum of Understanding, all partners have reviewed the MOU and find it accurately reflects a general understanding of their involvement in WorkSource Oregon Lane One-Stop System.

Lane Workforce Council

Title I Adult, Dislocated Worker, Youth
Second Chance Reentry Program

Heather Buch

Heather Buch (Aug 1, 2023 11:46 PDT)

08/01/23

Heather Buch, Lane Co. Commissioner

Date

Lane Workforce Partnership

Title I Adult, Dislocated Worker, Youth,
Second Chance Reentry Program

Ashley Espinoza, Executive Director

Date

Higher Education Coordinating Commission

Title II Adult Education and Literacy

Donna Lewelling, Oregon State ABS Director

Date

Oregon Employment Department

Title III Wagner-Peyser, Veterans Services,
Trade Adjustment Act, Unemployment
Compensation

James Pfarrer, OED Workforce Operations Director

Date

MASTER
MEMORANDUM OF UNDERSTANDING

Signature Page

WorkSource Oregon Lane
Agreement 7/1/2023 – 6/30/2027

By signing this Memorandum of Understanding, all partners have reviewed the MOU and find it accurately reflects a general understanding of their involvement in WorkSource Oregon Lane One-Stop System.

Lane Workforce Council

Title I Adult, Dislocated Worker, Youth
Second Chance Reentry Program

Heather Buch, Lane Co. Commissioner

Date

Lane Workforce Partnership

Title I Adult, Dislocated Worker, Youth,
Second Chance Reentry Program

Ashley Espinoza
Ashley Espinoza, Executive Director

8.9.2023

Date

Higher Education Coordinating Commission

Title II Adult Education and Literacy

Donna Lewelling, Oregon State ABS Director

Date

Oregon Employment Department

Title III Wagner-Peyser, Veterans Services,
Trade Adjustment Act, Unemployment
Compensation

James Pfarrer, OED Workforce Operations Director

Date

MASTER
MEMORANDUM OF UNDERSTANDING

Signature Page

WorkSource Oregon Lane
Agreement 7/1/2023 – 6/30/2027

By signing this Memorandum of Understanding, all partners have reviewed the MOU and find it accurately reflects a general understanding of their involvement in WorkSource Oregon Lane One-Stop System.

Lane Workforce Council

Title I Adult, Dislocated Worker, Youth
Second Chance Reentry Program

Heather Buch, Lane Co. Commissioner

Date

Lane Workforce Partnership

Title 1 Adult, Dislocated Worker, Youth,
Second Chance Reentry Program

Ashley Espinoza, Executive Director

Date

Higher Education Coordinating Commission

Title II Adult Education and Literacy



8-21-23

Donna Lewelling, Oregon State ABS Director

Date

Oregon Employment Department

Title III Wagner-Peyser, Veterans Services,
Trade Adjustment Act, Unemployment
Compensation

James Pfarrer, OED Workforce Operations Director

Date

MASTER
MEMORANDUM OF UNDERSTANDING
Signature Page

WorkSource Oregon Lane
Agreement 7/1/2023 – 6/30/2027

By signing this Memorandum of Understanding, all partners have reviewed the MOU and find it accurately reflects a general understanding of their involvement in WorkSource Oregon Lane One-Stop System.

Lane Workforce Council

Title I Adult, Dislocated Worker, Youth
Second Chance Reentry Program

Heather Buch, Lane Co. Commissioner

Date

Lane Workforce Partnership

Title 1 Adult, Dislocated Worker, Youth,
Second Chance Reentry Program

Ashley Espinoza, Executive Director

Date

Higher Education Coordinating Commission

Title II Adult Education and Literacy

Donna Lewelling, Oregon State ABS Director

Date

Oregon Employment Department

Title III Wagner-Peyser, Veterans Services,
Trade Adjustment Act, Unemployment
Compensation


James PFARRER (Jul 28, 2023 09:01 PDT)

James Pfarrer, OED Workforce Operations Director

Date

Oregon Department of Human Services

TANF/SNAP Employment Programs

Sheila Wegener

8/9/2023

Sheila Wegener, DHS District Manager

Date

Oregon Vocational Rehabilitation

Title IV Vocational Rehabilitation

Holly Powell, Branch Manager OVR

Date

Easter Seals Oregon

Title V Older American Act

Kristen Rantz, Easter Seals Oregon

Date

Oregon Department of Human Services

TANF/SNAP Employment Programs

Sheila Wegener, DHS District Manager

Date

Oregon Vocational Rehabilitation

Title IV Vocational Rehabilitation


Holly Powell, Branch Manager OVR

07/31/2023

Date

Easter Seals Oregon

Title V Older American Act

Kristen Rantz, Easter Seals Oregon

Date

Oregon Department of Human Services

TANF/SNAP Employment Programs

Sheila Wegener, DHS District Manager

Date

Oregon Vocational Rehabilitation

Title IV Vocational Rehabilitation

Holly Powell, Branch Manager OVR

Date

Easter Seals Oregon

Title V Older American Act


Kristen Rantz, Easter Seals Oregon

08/03/2023
Date



Memorandum

To: WorkSource Lane Infrastructure Funding Agreement Partners

From: Tiffany Cink, Lane Workforce Partnership, Chief Operating Officer *TC*

Date: 04/27/2022

Re: INFRASTRUCTURE AND ADDITIONAL SHARED COST FUNDING AGREEMENT (IFA) 2021-2022

Purpose: Due to the COVID-19 pandemic, the WorkSource Oregon office in Lane County was closed to the public or available by appointment only during most of the 2021-2022 fiscal year.

Conditions: The IFA for WorkSource Lane includes lease costs paid to the Oregon Employment Department by co-located and non co-located partners. For the co-located partners: Lane Workforce Partnership, Easter Seals, Vocational Rehabilitation, Lane County Health and Human Services and Job Corps all of the leases are active through June 30, 2022. For the non co-located partners: Oregon Commission for the Blind and Lane Community College the leases ended on June 30, 2021 and weren't re-negotiated due to the office closure.

Result: For the 2021-2022 fiscal year, the requirements included in the 2020-2021 IFA continue for all co-located partners. An amended IFA for WorkSource Lane will be negotiated for the 2022-2023 fiscal year upon finalization of lease agreements by the Oregon Employment Department.

Program Years 2022/2023 & 2023/2024**Lane Workforce Partnership WIOA Title 1 Program Performance Targets**

WIOA Adult	PY 2022 Target	PY 2023 Target
Employment Rate 2 nd Quarter after Exit	73.4%	73.4%
Employment Rate 4 th Quarter after Exit	69.8%	69.8%
Median Earnings 2 Quarter after Exit	\$7,160	\$7,160
Credential Attainment Rate	89.2%	89.2%
Measurable Skills Gain	83.8%	83.8%

WIOA Dislocated Worker	PY 2022 Target	PY 2023 Target
Employment Rate 2 nd Quarter after Exit	74.4%	74.4%
Employment Rate 4 th Quarter after Exit	71.6%	71.6%
Median Earnings 2 Quarter after Exit	\$7,461	\$7,461
Credential Attainment Rate	90.9%	90.9%
Measurable Skills Gain	89.7%	89.7%

WIOA Youth	PY 2022 Target	PY 2023 Target
Employment Rate 2 nd Quarter after Exit	73.3%	73.3%
Employment Rate 4 th Quarter after Exit	78.6%	78.6%
Median Earnings 2 Quarter after Exit	\$4,604	\$4,604
Credential Attainment Rate	66.9%	66.9%
Measurable Skills Gain	48.3%	48.3%



Lane Workforce Partnership Workforce System Year-End Performance Report

July 1, 2022 – June 30, 2023

System performance partners include:

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



Table of Contents

Introduction	Page 1
Goal 1: <i>Prepare workers for self-sufficiency employment in a new and changing economy.</i>	Pages 2 - 7
• Personalized Services for Job Seekers in Targeted industries	Page 3
• Performance Outcomes for WIOA Programs	Page 3 - 4
• Business Engagement Services	Page 4
• Fund Development	Pages 4 – 7
Goal 2: <i>Connect Individuals to education, skill-building, and employment opportunities in occupations most impacted.</i>	Pages 8 – 11
• Training Investments	Pages 8 - 10
• Special Projects	Pages 10 - 11
• Research Impact of Aging/Retiring Workforce	Page 11
Goal 3: <i>Prepare our youth for future employment.</i>	Pages 11 – 15
• Connect Industry Workforce Needs to Education	Pages 12 – 13
• WIOA Youth/Young Adult Paid Work Experience	Page 14
• Oregon Youth Employment Program	Page 14 - 15
Goal 4: <i>Catalyze the community around diversity equity and inclusion (DEI) to expand workforce leadership and participation opportunities for all.</i>	Pages 15 – 20
• Increase Service Utilization Among Targeted Populations	Pages 16 - 19
• Vocational Rehabilitation Services Workforce Metrics	Page 20
Goal 5: <i>Align strategic partnerships to expand our collective capacity to address systemic workforce challenges.</i>	Pages 20 – 23
• Community Engagement and Industry Sector Partnerships	Pages 20 – 21
• Industry Engagements	Pages 21 – 22
• Engage Relevant Agencies and Programs	Pages 23

Introduction:

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

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

WorkSource Oregon Lane is the primary location in which Lane Workforce Partnership invests federal funds to deliver employment services to adults and dislocated workers. Lane Workforce Partnership has distributed \$1,596,953.02 to Lane County Health and Human Services for the period of July 1, 2022, through June 30, 2023, for program services throughout Lane County.

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

- Department of Human Services
 - Self-sufficiency Programs
 - Vocational Rehabilitation Services
- Lane Community College
- Oregon Employment Department
- Easter Seals of Oregon

LWP contracts with Connected Lane County to serve at-risk youth and young adults in Lane County. The primary focus of this investment is to create or expand programs that will increase the graduation rates, connect youth to higher education opportunities, and expand work experience opportunities. LWP invested \$903,431.75 in federal funds targeted to serve at-risk youth. Connected Lane County expanded their service locations this year with the opening of Spark at Booth Kelly in Springfield.

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, 2022 – June 30, 2023

This report serves as documentation of the effectiveness of workforce development services, and the implementation of the Local Strategic Plan. Elements from this report will be updated semi-annually and posted on the Lane Workforce Partnership's website.

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

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

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

Program Year 2022/2023 Goals and Progress Measures

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

Strategies:

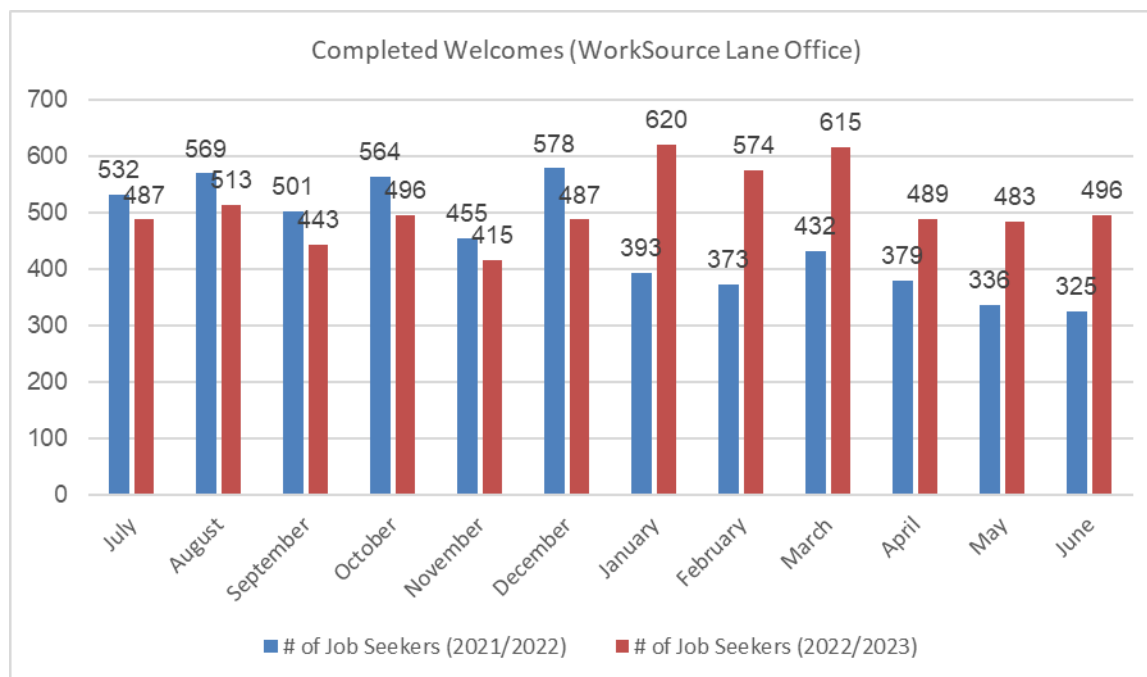
1. Analyze worker self-sufficiency data driven by systemic challenges (e.g., housing, childcare, legislative policy).
2. Be the community voice for individual workers seeking self-sufficiency employment.
3. Broker relationships to create solutions to address identified systemic challenges.
4. Build capacity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

Progress Measures:

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

WorkSource Lane Personalized Services for Job Seekers in Targeted Industries

The first step toward receiving services at the WorkSource Center is to have a “Welcome” Conversation with staff. During the welcome conversation, customers are informed of the services available to them. From July 2022 to June 2023, 6,046 new customers came into the Center seeking services. This number increased by 1,568 customers compared to the prior 2021/2022 year’s total.



Performance Outcomes for WIOA Programs

WIOA Youth Performance

Measure	Program Year 2022		
WIOA Youth	Goal	Actual Q4	Percent of Goal
Employment Rate Q2	73.3%	65.3%	89.1%
Employment Rate Q4	78.6%	67.4%	85.8%
Median Earnings Q2	\$4,604	\$5,654	122.8%
Credential Attainment Rate	66.9%	55.9%	83.6%
Measurable Skill Gain	48.3%	39.3%	81.4%

WIOA Adult Performance

Measure	Program Year 2022		
WIOA Adult	Goal	Actual Q4	Percent of Goal
Employment Rate Q2	73.4%	77.3%	105.3%
Employment Rate Q4	69.8%	76.2%	109.2%
Median Earnings Q2	\$7,160	\$9,507	132.8%
Credential Attainment Rate	89.2%	87.2%	97.8%
Measurable Skill Gain	83.8%	46.5%	55.5%

WIOA Dislocated Worker Performance

Measure	Program Year 2022		
WIOA Dislocated Worker	Goal	Actual Q4	Percent of Goal
Employment Rate Q2	74.4%	73.4%	98.7%
Employment Rate Q4	71.6%	70.9%	99.0%
Median Earnings Q2	\$7,461	\$9,636	129.2%
Credential Attainment Rate	90.9%	80.8%	88.9%
Measurable Skill Gain	89.7%	35.7%	39.8%

Business Engagement Services

- WorkSource Lane Staff Assisted Hires from Job Postings – resulted in **111** hires
- WorkSource Lane Business Engagement Events – **42** events with **179** participating businesses
- Number of Businesses Participating in OJT and Work Experience – **59**

Fund Development

PY 2022/2023 Fund Development

July 1, 2022 – June 30, 2023				
Lane County ARPA	Lane County	July 2022	\$500,000	Not Selected
RISE Grant	Dept. of Ag.	April 2023	\$599,000	Pending
Future Ready/Work Ready – Broadband	HECC/Oregon	June 22, 2023	\$963,241	Pending
Future Ready/Work Ready – CT	HECC/Oregon	June 22, 2023	\$993,050	Pending

Prosperity 10K Year 1 Impacts
July 1, 2022 – June 30, 2023

Training/Service Provider	Training Program or Service	Number of Businesses Participating	Number of Individuals Participating
Industry Wide Training Projects			
Onward Eugene	RISE Bootcamp	26	39
OMEP	SMART Training	6	39
Lane ESD	Teacher Bootcamp	17	21
Springfield Chamber	Essential Skills Train the Trainer	24	40
TAO	Organizational Wellbeing and Transforming Organizations through HR and Upskilling Women	27	35
Season to Taste	Growing People Program	5	14
Total		105	188
Customized Training Programs			
Babb Construction	Heavy Equipment Operators	1	12
Pearl Buck Center	Job Coaches	3	30
Gheen Irrigation	Robotic Welding	1	10
Lanz Cabinets/CCS	Manufacturing	1	32
Total		6	84
Career and Training Services Programs			
Health & Human Services	On-the-Job Training	19	44
Health & Human Services	Scholarship Training	N/A	28
Health & Human Services	Career Services	N/A	94
Health & Human Services	STEP Program	N/A	211
Total		19	377
Total All Projects		130	649

**Industry-Wide Training Future Ready Oregon/Prosperity 10K Expenditures
Spent through June 30, 2023**

Applicant Name	Amount Spent
Lane ESD	\$41,150.00
OMEP	\$50,000.00
Onward Eugene	\$32,791.19
Springfield Chamber	\$44,686.00
Season to Taste (Eugene's Table)	\$30,000.00
TAO	\$50,000.00

**Customized Training Future Ready Oregon/Prosperity 10K Amount
Spent through June 30, 2023**

Applicant Name	Amount Spent
Babb/Delta Construction	\$72,750.38
RiverBend Materials	-
Pearl Buck Center	\$53,760.00
Catholic Community Services/Lanz Cabinets	\$51,109.65
Gheen Irrigation Works	\$22,450.00
Trip N Transport	\$5,053.00
Tyree Oil	\$41,023.00

Additional Future Ready/Prosperity 10K Amount Spent through June 30, 2023

Applicant Name	Amount Spent
Training and OJT's (WorkSource Lane)	\$305,353.39
Youth Transportation and Spark Lab	\$150,000.00
SNAP/STEP Customer Support Services	\$123,268.73
Dell Hubs (WorkSource Lane)	\$35,709.60

	Amount Spent
TOTALS	\$1,109,104.94

Driving Prosperity
Awarded \$896,873

Applicant Name	Contracted	Amount Spent
Lane County	\$130,000.00	\$128,138.16
Babb/Delta Construction	\$65,000.00	\$30,470.01
Wildish	\$26,000.00	\$25,460.00
Tyree Oil	\$22,000.00	\$22,000.00
Spring Creek	\$15,564.00	\$15,564.00

Driving Prosperity
October 2022 – June 2023

Lane Workforce Partnership partnered with the Southern Oregon Workforce Investment Board on a Good Jobs Challenge grant through the Department of Commerce. The project, Driving Prosperity, will train 100 commercial truck drivers in Lane County over a two-year period.

Year to Date Goal	Year to Date Actual	Year One Goal	Year Two Goal	Total Contract Goal
50	38	50	50	100

Oregon Health Authority HOWTO Program

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

Applicant Name	Awarded	Amount Spent
Nurturely	\$910,776.00	\$188,264.33

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

Nurturely Performance through June 30, 2023

Doula Training Total Contract Enrollment Goal	Planned Performance through 6/30/23	Actual Performance through 6/30/23
45	10	8

Note: Nurturely is planning two cohorts for Program Year 2023/2024, which will result in enrollments being at or above target by the end of year two of this project.

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

Strategies:

1. Invest in training programs, including on-the-job training, apprenticeship and customized training focused on replacement opportunities for youth/young adults in jobs most impacted by retirement and other types of projected worker shortages.
2. Analyze the impact of AI/technology on worker displacement.
 - a. See notes related to this strategy addressed in Goal 5 (page 16)
3. Invest in career pathway models.

Progress Measures:

- Training investments (All Partners' Programs)

Training Investments (All Partners' Programs)

**WorkSource Lane Workforce Innovation and Opportunity Act Scholarship Award
July 1, 2022 – June 30, 2023**

Measure	Goal	Number/Percent Achieved
# of training scholarships awarded	30	31/103% of goal (15 adult/16 DW)
# of training scholarships awarded by industry		Health Care: 16 Truck Driving: 3 Information: 3 Manufacturing: 3 Other: 6
# of individuals completing training	22.5 (75% of 30)	20/89% of goal
# and % of training completers placed in training related employment	None indicated	13/65%

**WorkSource Lane On-the-Job Training Program (OJT)
July 1, 2022 – June 30, 2023**

Measure	Goal	Number Served
# of OJT placements	56	63/112% of goal (36 Adult/27 DW)
# of businesses with OJT		18
# OJT placements with new businesses		36 placements with 10 new businesses
# of OJT placements by target industry		Health Care: 13 Information: 1 Manufacturing: 23 Construction & Aggregate: 5 Transportation: 15 Other: 6
# of OJT placements \$15.00/hr. - \$16.99/hr.		\$15.00 - \$16.99: 9
\$17.00/hr. - \$19.99/hr.		\$17.00 - \$19.99: 35
\$20.00/hr. or more		\$20+: 19

Adult Work Experience (Work Ex) Program

Work Ex Tuition

Outcome	Number Achieved
# of trainings funded	7 trainings funded
	7 trainings started
	2 Healthcare/5 Truck Driving
# of individuals completing training	5 (sixth individual will complete in August 2023)
# of training completers placed in training related employment	4
Employment Confirmation (At Exit)	12

Work Ex Internship (Work Experience)

Outcome	Number Achieved
# of participants in Work Experience training	9 new individuals started work experience
	9 individuals completed work experience
	0 still in progress
Target Industry	Truck Driver/Transportation: 2 Health Care: 4 Construction & Aggregate: 1 Manufacturing: 1 Welding: 0 Other: 1 (Food & Beverage)
Wages of Work Experience placements at \$13.50+	All placements were above \$15/hr. Average: \$17.79/hr.
% of training completers placed in training related employment	67% of completers obtained training related employment. Average wage: \$20.12/hr.

Work Ex On-The-Job Training (OJT)

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

Workforce Partner Investments July 1, 2022 – June 30, 2023

Department of Human Services – JOBS Program

Measure	Total
# of JOBS Plus placements	12
# of businesses participating in JOBS Plus	8
# of work experience placements	17
# of businesses participating in work experience	11
# of Vocational Training Completions	57
# of Vocational Training Completers Placed in Employment	38
Average Wage at Employment for Vocational Training Participants	\$19.52/hr.

Lane Community College – Title II

Measure	Total
# of individuals achieving an increase in skill gains in reading	121
# of individuals achieving an increase in skill gains in math	61
# of individuals earning a GED	49
# of individuals achieving an increase in skill gains in listening	31
# of individuals achieving an increase in skill gains in speaking	39

Special Projects

Fire Dislocated Worker Grant (DWG) – The State of Oregon was awarded a DWG from DOL in response to the devastating wildfires during the summer and early fall of 2020. The purpose of the funds is to assist the impacted communities in Lane County with fire restoration, recovery, and cleanup efforts.

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

- McKenzie Community Development Corporation (Humanitarian Workers)
- Love First (Humanitarian Workers)
- Northwest 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)

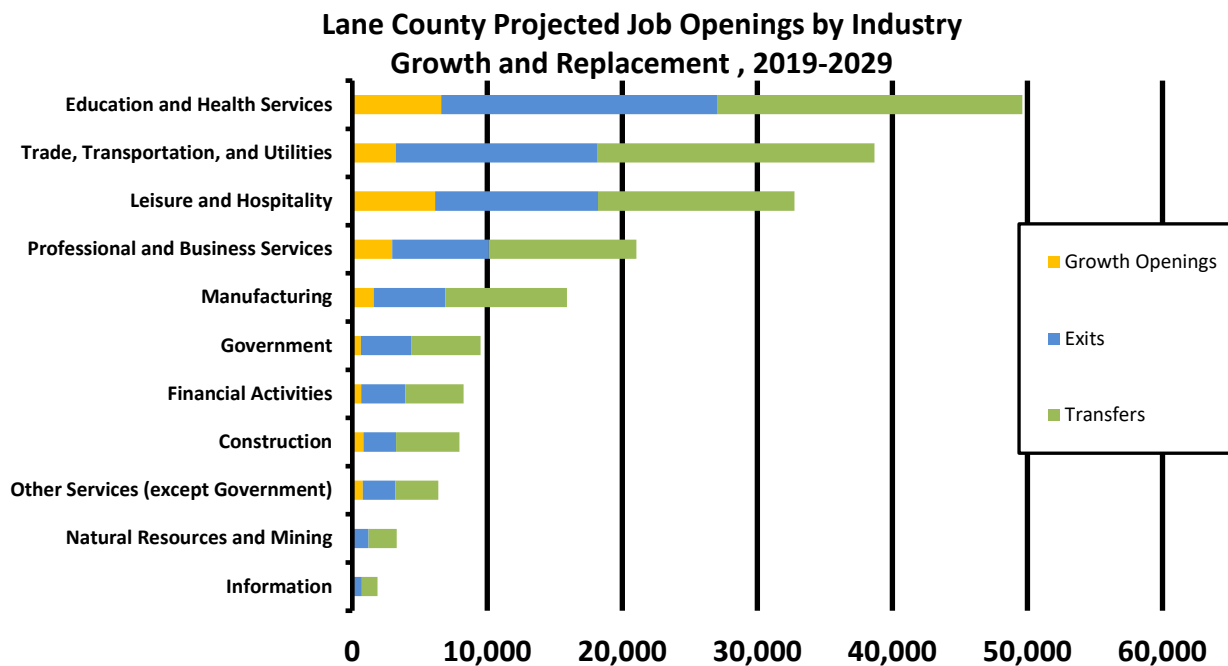
Each of the above service agreements were completed and closed as of September 2022. In addition to the above, Lane County Health & Human Services provided eligible participants with career and training services through WorkSource Lane. Lane County Health & Human Services continues to provide these services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

DWG Performance to Date

Enrollment Goal	Actual Enrollment to Date
200	205

Research Impact of Aging/Retiring Workforce

In partnership with Oregon Employment Department's economist, Lane Workforce Partnership staff published the 2022 State of the Workforce Report for Lane County. This report outlines the impact of the aging workforce in Lane County as well as the industries that are expected to have a large number of replacement job openings. Replacement openings are often a result of retirements.



Goal 3: Prepare our youth for future employment.

Strategies:

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

Progress Measures:

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

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

Measure	Number Served
# of Lane County students participating in industry tours	426
# of participating industry sectors in tours	3 Manufacturing x 6 companies; Natural Resources x 3 companies; Tech x 6 companies
# of Lane County schools participating in industry tours	22
# of Lane County students participating in DevNW Financial Foundation courses	169
# of Lane County students participating in the 2022/2023 Middle School Career Expo	462
# of Lane County schools that participated in the 2022/2023 Middle School Career Expo	12
# of Lane County businesses represented at Career Expo	28
# of Lane County students participating in the Hiring Fair	250
# of Lane County schools that participated in the Hiring Fair	25
# of Lane County businesses represented at the Hiring Fair	35
# of students participating in job shadows	154
# of students participating in a mentorship with industry	9
# of high school teachers participating in an externship	6
Industry sectors participating in externships	4*
# of high school students participating in an internship	63
Industry sectors participating in internships	14**
# of high school students participating in a micro internship	7
Industry sectors participating in micro internships	2***

*Culinary; Tech; Manufacturing; Construction

**Manufacturing; Tech; Healthcare; Education; Natural Resources; Arts; Marketing; Business; Automotive; Construction; Law; Government; Early Childhood Education; Social Services

***Manufacturing and Tech

Additional Information

Measure	Number Served
School Presentations:	
• # of presentations: 8	
• # of students: 735	
• # of high schools: 7	
• # of middle schools: 0	
• # of industry representatives: 25	
# of Lane County schools participating in codeORcreate (student tech hackathon)	12
# of Lane County students participating in codeORcreate	36
# of participating industry reps in codeORcreate	12
# of Lane County schools participating in marketingJAM	10
# of Lane County students participating in marketingJAM	32
# of participating industry reps in marketingJAM	11
# of Lane County youth participating in MFG Tech Excelerator	11
# of Lane County industry reps participating in MFG Tech Excelerator	6
# of Lane County youth participating in Youth Support Specialist Training	23
# of Lane County youth participating in Wonder Wednesday Life Skill Building Workshops	220
# of WIOA Youth/Young Adults served	281

Testimonial

Jack has been in the WIOA/Navigate program less than a year and has really enjoyed the events in which he has participated. Jack had this to say about DevNW and the WIOA Job Shadow: “Both of the experiences were very insightful on things I didn’t know about and wanted to know about. The homeowner’s class was very interesting. I learned things I never would have thought of when considering buying a home of my own and the job shadow at the radio station was very cool, learning about all the jobs and inner workings of a radio station.” – Connected Lane County

Through events that the WIOA/Navigate program has been able to put on, DJ has blossomed from a very shy youth into someone who feels more confident and asks questions. They have started engaging more actively and advocating for themselves and have found their experience in the program to be “helpful in finding jobs, building resumes and cover letters, and very clearly the staff cares about the wellbeing of the youth and wants to see them succeed.” – Connected Lane County

WIOA Youth/Young Adult Paid Work Experience Opportunities

Measure	July 1, 2022 - June 30, 2023
# of WIOA youth/young adult participating in a work experience	101
# of youth/young adult who completed an internship and achieved positive evaluations	12

Testimonial

Ocean entered the program with a strong desire to secure employment near her remote rural residence, which she shared with her grandmother. Faced with limited options and lacking transportation, she encountered challenges in her job search. The WIOA/Navigate program connected her with a nearby farm, where she embarked on a work-based learning experience focused on honing her equine and animal husbandry skills. Ocean fell in love with the work, re-engaged with school, and joined the FFA program. She had this to say about her experience: "It was helpful and encouraging and gave me more experience around equine care and helped me be more confident in what I'm doing." – Connected Lane County

Fred has found immense value in the work experience opportunities he has been fortunate to engage in. These experiences have allowed him to explore options he had not previously considered, and he appreciates the opportunity to acquire new knowledge. He said his favorite part is "getting to learn about the local workplaces and opportunities in a fun and ideal environment." – Connected Lane County

Oregon Youth Employment Program

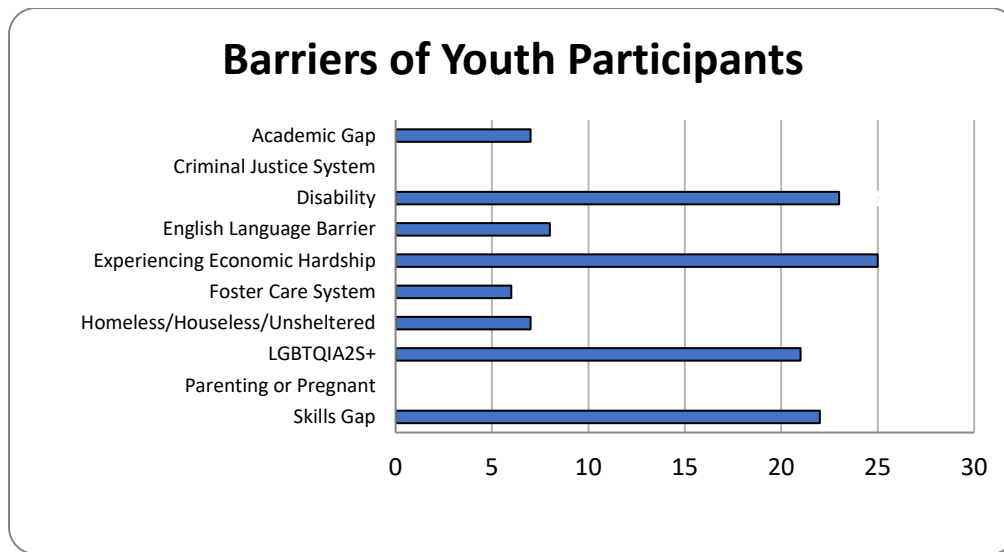
Lane Workforce Partnership was awarded \$767,914.00 from the Higher Education Coordinating Commission (HEC) for the Oregon Youth Employment Program (OYEP) for Program Year 2022/2023.

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

OYEP Performance July 2022 – June 30, 2023

Enrollment Goal	Enrollment through June 30, 2023
82	82

Youth Served in OYEP were the most marginalized in our community. The following chart demonstrates the barriers of those who participated in the program:



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

Strategies:

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

Progress Measures:

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

Every two years, LWP releases a State of the Workforce Report. This report provides readers with information about the current state of Lane County's economy. The theme of the 2022 State of the Workforce Report is about the people currently in the workforce – who they are and how our businesses can tap into their talents.

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

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

- [Lane Workforce Partnership Policies](#)

Increase Service Utilization Among Targeted Populations

Targeted Outreach Activities

The Equity and Inclusion Task Team set a priority around increasing outreach activities to under-represented populations for services available at WorkSource Lane, specifically WIOA training scholarship opportunities. Staff created and implemented the outreach plan.

Scholarship Application Completed (July 2022 – June 2023)						
	Minority Groups	50+	Veterans	Women	Disabilities	Offenders
2020/2021	12 (29%)	12 (29%)	3 (7%)	22 (54%)	3 (7%)	6 (15%)
2021/2022	12 (38%)	8 (25%)	3 (9%)	15 (47%)	4 (12%)	7 (22%)
2022/2023	13/46 (28%)	5/46 (11%)	1/46 (2%)*	28/46 (61%)	8/46 (17%)	7/46 (15%)

Scholarship Application Awarded (July 2022 – June 2023)						
	Minority Groups	50+	Veterans	Women	Disabilities	Offenders
2020/2021	9 (28%)	11 (34%)	3 (9%)	15 (47%)	1 (3%)	4 (13%)
2021/2022	14 (31%)	13 (29%)	3 (6%)	26 (59%)	5 (11%)	7 (15%)
2022/2023	9/33 (27%)	1/33 (3%)	0/33 (0%)*	23/33 (70%)	4/33 (12%)	5/33 (15%)

*The overall program served a total of 26 Veterans in 2022/2023 for a total of 6% served. Of those, 67% received training services. This number was obtained from WorkEx, Driving Prosperity, and OJT to demonstrate that while no Veterans received a WIOA scholarship, efforts were made to provide training through other methods. This could be done with all demographics to provide a larger picture of the overall training services being provided to these groups.

Demographics of Populations Served through WorkSource Lane: Eugene and Florence July 2022 – June 2023

Measure	Number Served	%
# of disabled individuals served	1,240	13.3%
# of minority populations served (e.g., Hispanic, Native American, Asian, Pacific Islander, African American)	2,216	23.7%
# of individuals 45 – 54	1,819	19.5%
# of individuals 55+ served	1,583	17.0%
# of Veterans served	693	7.4%
# of Veterans placed in employment – Targeted Sectors	2	.0002%
# of disabled Veterans placed in employment – Targeted Sectors	2	.0002%

**Demographics of Populations Served through Lane Community College (LCC) – Title II
July 2022 – June 2023**

Measure	Number Served	%
# and % of disabled individuals served	121*	8.6%
# and % of minority populations served	585	60%
# and % of individuals ages 50+ served	166	11.6%
# and % of ex-offenders served	121	8.6%
# of Veterans served	5	>1%

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

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

Measure	Number Served
# of homeless	83
# of long-term unemployment	77
# of single parents	121
# of displaced homemakers	19

WIOA Youth/Young Adult Program (June 2023)
Current Enrolled Participants: 281

CATEGORIES	PERCENTAGE
SEX	
Female	53.0%
Male	43.1%
Not Disclosed	3.9%
RACE	
White	74.0%
More than one race	12.5%
Not Disclosed	6.8%
American Indian or Alaskan Native	3.2%
Black/African American	2.5%
Asian	.7%
Native Hawaiian or Other Pacific Islander	.4%
ETHNICITY	
Not Hispanic/Latino a/x	67.3%
Not Disclosed	16.7%
Hispanic or Latino a/x	16.0%
DISABILITY	
Not Disabled	43.8%
Disability	40.9%
Not Disclosed	15.3%
SCHOOL STATUS	
Out of School	76.9%
In-School	23.1%
HIGHEST EDUCATION LEVEL COMPLETED	
Did not complete HS Diploma/GED/Equivalent	58.4%
High School Diploma	35.2%
GED	6.1%
Completed one or more years of post-Secondary education	.3%
BASIC SKILLS STATUS	
Deficient in Basic Literacy Skills	84.7%
Not Deficient	15.3%
EMPLOYMENT STATUS	
Not Employed	87.2%
Employed	12.8%
INCOME	
Low Income	94.3%
Not Low Income	5.7%
AGE AT PARTICIPATION	
18+	60.5%
17 and below	39.5%

WIOA Adult/Dislocated Worker Program (June 2023)
Current Enrolled Participants: 190

CATEGORIES	PERCENTAGE
SEX	
Female	52.6%
Male	45.8%
Not Disclosed	1.6%
RACE	
White	76.7%
Not Disclosed	10.5%
Black/African American	5.8%
More than one race	3.7%
Asian	1.1%
American Indian or Alaskan Native	1.1%
Native Hawaiian or Other Pacific Islander	1.1%
ETHNICITY	
Not Hispanic/Latino a/x	78.4%
Hispanic or Latino a/x	14.8%
Not Disclosed	6.8%
VETERAN STATUS	
Never Served	96.3%
Veteran	3.7%
UNEMPLOYMENT INSURANCE	
Not a Claimant or Exhaustee	69.5%
Claimant	25.8%
Exhaustee	4.7%
HIGHEST EDUCATION LEVEL COMPLETED	
Did not complete HS Diploma/GED/Equivalent	4.7%
GED	2.7%
High School Degree	37.9%
Post-secondary technical/vocational certificate	5.8%
Completed one or more years of post-Secondary education	12.1%
Associate degree	15.3%
Bachelor's degree of equivalent	16.8%
Education beyond Bachelor's degree	4.7%
EMPLOYMENT STATUS	
Not Employed	63.7%
Employed	36.3%
INCOME	
Not Low Income	58.9%
Low Income	41.1%
AGE AT PARTICIPATION	
18 – 25	15.8%
26 – 40	32.1%
41 – 55	31.6%
56+	20.5%

Vocational Rehabilitation Services Workforce Metrics

Measure	Number Served
Total number served 7/1/22 – 6/30/23	1,554*
Total number with Employment Outcome	245**

*Eugene: 865/Springfield: 689

**Eugene: 152/Springfield: 93

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

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

Strategies:

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

Progress Measures:

- Annual investments specific to each industry sector

Community Engagement and Industry Sector Partnerships

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

Sector Name	Next Gen Step (Planning, Implementing, Sustaining)
Technology	Sustaining
Bioscience	Implementing
Food and Beverage	Sustaining
Childcare	Implementing
Transportation	Implementing
Construction-Aggregate	Sustaining
Creatives	Planning
Wood Products	Planning

Targeted Sector investments of \$101,480 were made from July 1, 2022 – June 30, 2023. The following projects would not have been possible without collaboration from community partners:

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

Targeted Sectors	Funds Expended
Food & Beverage (Connected Lane County – Accelerator to Culinary Program)	\$30,000
ALL (Eugene Chamber Unhoused Workforce Project)	\$25,000
ALL (TAO – Leading with Cultural Intelligence)	\$ 9,500
Creative (Arts & Business Alliance)	\$ 8,000
ALL (State of the Workforce – Printing and Translation)	\$ 6,987
ALL (CEDO – Data Collection – Entrepreneurs and Women’s Innovation Network)	\$ 5,000
Transportation (Aisling Trucking Academy – Gravel for Parking Lot)	\$ 5,000
ALL (Next Gen 101 Workshop Registrations)	\$ 3,918
ALL (Springfield Chamber Work Ready Initiative)	\$ 2,500
ALL (Centro Latino - Sponsorship)	\$ 2,000
ALL (Latino Professional OCF-YP Summit/Leadership Eugene-Springfield)	\$ 1,975
ALL (Eugene Chamber – Celebration of Business)	\$ 1,600
TOTAL	\$101,480

Industry Engagements

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

In April 2023, the subject matter experts at Onward Eugene, Matt Sayre, Nicole Desch and Caitlin Vargas established a new entity: Collaborative Economic Development Oregon (Collaborative EDO). Collaborative EDO, a 501(c)3 nonprofit organization, is dedicated to “Lead(ing) inclusive regional economic development initiatives and programs primarily in Lane County through targeted business recruitment, entrepreneurial support, workforce development, business expansion, regional marketing, strategic innovative projects and the formation of effective public/private partnerships.”

Based on this commitment and the team of subject matter experts, LWP contracted with Collaborative Economic Development Oregon until June 30, 2023 for the same Business Services that were in the previous Onward Eugene Business Services Contract.

Under this partnership, Collaborative EDO actively engages with key industries vital to the local economy, implementing proven programs and initiatives to accelerate the growth of high wage jobs. The organization collaborates closely with community stakeholders, both in existing and new targeted industry sector initiatives.

Key strategic goals for this partnership:

- Identify and support sector strategists and leads;
- Activate cross-sector collaboration opportunities;
- Host an Annual State of the Industry Summit;
- Establish measurements of success;
- Dive into new practices and strategies that have not been launched or developed;
- Be a catalyst for systemic change and elevating the importance of embedding DEI practices in our workforce system.

This investment in Sector Strategies strengthens Lane County's workforce and economic development efforts significantly, with a focus on talent development, high wage job creation, business competitiveness, and industry-specific training that meet the demands of the region's growth industries.

The below table highlights the combined number of Industry Engagements from July 1, 2022 through June 30, 2023:

Targeted Sectors	# of Businesses Engaged
Technology	261
Bioscience	210
Food and Beverage Manufacturing	107
Childcare	101
Transportation	57
Construction-Aggregate	35
Creatives	35
Wood Products	4
TOTAL	810

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

Engage Relevant Agencies and Programs

LWP, as the Local Workforce Development Board, has a long history of working with business leaders to advance and strengthen workforce development in our community.

- The [Lane County Community Collaborative](#) is a group of economic and workforce development stakeholders from across Lane County that come together with the goal to better align efforts and resources to effectively meet the needs of our communities and have a positive ripple effect across our region. These monthly meetings are designed to foster rich conversation, relationship building, and collaboration.
- The [Lane County Latino a/x Leaders Work Group](#) convened for the first time in June of 2020, in partnership with The Oregon Community Foundation, OCF's Latino Partnership Program, Palo Alto Software, and Lane Workforce Partnership. Each gathering brings together Latino a/x leaders from across the county that work in a variety of sectors and have an assortment of influence. Meetings are structured to inspire and facilitate personal connections and help mobilize community-driven solutions. This initiative is co-facilitated by Dr. José Meléndez, Assistant Professor of Planning for Engaging Diverse Communities at the University of Oregon's School of Planning, Public Policy, and Management. Lane Workforce Partnership is providing additional support for a Latino Professional Leadership Institute.
- The [Institute for Networked Communities \(INC\)](#) has launched the Next Generation Sector Partnerships initiative, which has been closely working with our region for several years to develop and curate best practices and tools for sector partnerships across the county. As a result of this involvement, Lane Workforce Partnership is sponsoring registrations for Next Generation Sector Partnerships 101 Workshop.