



Lane Workforce Partnership Workforce System Year-End Performance Report

July 1, 2016 – June 30, 2017

System performance partners include:

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



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

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

WorkSource Lane is the primary system that Lane Workforce Partnership invests federal funds to deliver employment services to adults and dislocated workers. Lane Workforce Partnership Board has distributed \$1,864,950 to Lane County Health and Human Services for the period of July 1, 2016 through June 30, 2017 for program services at WorkSource Lane.

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

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

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

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

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

Lane Workforce Partnership Goals & Strategic Objectives

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

Strategies:

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

Progress Measures:

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

Goal 2: Prepare our youth for future employment.

Strategies:

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

Progress Measures:

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

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

Strategies:

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

Progress Measures:

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

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

Strategies (revised 2/28/17):

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

Progress Measures:

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

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

Strategies:

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

Progress Measures:

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

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

Year-End Performance Report

July 1, 2016 – June 30, 2017

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

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

Strategies:

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

Progress Measures:

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

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

- In partnership with Oregon Employment Department's economist, staff published the 2016 State of the Workforce Report for Lane County. This report outlines industry and occupational projections.

Continue to Implement Sector Strategies

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

- To date, the LSCCT has launched the Technology Sector, the Food and Beverage Sector, and the Construction/Aggregate Sector. The next sector will be Advanced Manufacturing with a focus on Wood Products.
- As a result from feedback from the food and beverage industry, LWP and Oregon Employment department sponsored a BOLI seminar on September 21, 2016. The seminar covered employment law topics including: Oregon sick leave, Oregon minimum wage update, USDOL overtime changes, paycheck transparency, social medial laws, OFLA health insurance requirements, and Senate Bill 1587. This seminar was free and available only to food and beverage manufacturers. There were 25 employers in attendance.
- On October 19, 2016, LWP partnered with the Technology Association of Oregon, City of Springfield, City of Eugene, and Lane County to host Talent Match – Tech Edition. This hiring fair was in response to the closure of the Springfield Veritas site. This event

brought over 200 job seekers face-to-face with local tech companies who had immediate job openings.

- The Lane County Sector Strategy Team held a Team Event on November 3, 2016 at the Ford Alumni Center in Eugene to highlight the notable achievements made by the LCSST in both the Tech and the Food and Beverage Sector. Speakers included Heidi Larwick, Connected Lane County; Kari Westlund, Travel Lane County; Matt Sayre, Technology Association of Oregon; and Lynne Fessenden, Willamette Farm and Food Coalition. Over 100 elected officials and business and community leaders were in attendance.
- Through our local sector strategies work, the Food and Beverage Collaborative has supported the launch of a new brand, *Willamette Valley Grown and Crafted – Where good taste reigns*. Lane Workforce Partnership supported these efforts by contributing \$12,000 toward the launch of the new brand. This regional food brand will increase the visibility of locally grown and value-added products for Lane County consumers and generate awareness of the quality and diversity of the Willamette Valley food and beverage products.
- In February, 2017 Kristina Payne presented at the Next Generation Sector Partnership Conference in Phoenix, Arizona. Staff members Sue Thompson and Jessica McCormick also attended the conference.
- On behalf of the Lane County Sector Strategy Team, Lane Workforce Partnership posted an RFP for a Food and Beverage Sector Coordinator to lead the work of the Food and Beverage Sector. This position was jointly funded by Lane Workforce Partnership, the City of Eugene, EWEB, the Eugene Area Chamber of Commerce, Lane Community College, and Lane County. Micah Elconin was selected through the RFP process and began his work as the Food and Beverage Sector Coordinator on July 1, 2017.
- On June 6 and 7, 2017, Lindsey Woolsey from the Woolsey Group met with members of the Lane County Sector Strategy Team to identify next steps for the LCSST now that multiple sectors have been launched. On June 6, community partners met in subgroups of Government, Economic Development, and Education. This provided an opportunity for those who have not attended and sector partnership training to learn more about the process. On June 7, the entire team met to discuss next steps. The group identified clear goals for moving forward with the sector strategy work.

Identify and Share Job Skills with Current and Emerging Workforce

Entrepreneurship Training

Lane Workforce Partnership together with Lane County Economic Development, the Cities of Eugene and Springfield created the **Regional Entrepreneurial Training Fund**. In October, 2016 Lane Workforce Partnership began accepting proposals for this fund.

- **The Neighborhood Economic Development Corporation (NEDCO) was awarded \$45,000** to partner with Springfield High School to develop a new Entrepreneurship Career and Technical Education (CTE) track focused on the food and beverage industry. The program, **Youth Food Innovators**, will expand options for youth, create better

education outcomes, encourage future generations of business startup, improve workforce preparedness, and align with the economic development strategy for Lane County. The year-long curriculum will help students design, test, produce, package, market, and sell a food product. The program will be based at NEDCO's Sprout Regional Food Hub and aligned with existing CTE programs and local economic development strategies. The end result will be a replicable entrepreneurship curriculum and certification program that can then be shared with any interested school.

Youth Food Innovators 11/1/16 – 6/30/17	
# of trainees enrolled	52
# of trainees certified as a result of training	15
# of jobs retained/companies started	6
# of jobs created	12

- **RAIN Eugene was awarded \$193,360** to offer activation, training, and certificates for individuals in Lane County for activation events, pipeline programs, workshops, and marketing and outreach. The investment in entrepreneurial training through RAIN Eugene will help to increase the viability and economic stability of early start ups.

RAIN 2/1/17 – 6/30/17	
# of trainees enrolled	30
# of companies started	2
# of jobs created	4

Lane Workforce Partnership and Lane County's Community and Economic Development Department continue to partner to invest in the Regional Innovation Training Fund. In May, 2017 two businesses were awarded grants through this fund.

- **Oregon Manufacturing Extension Partnership was awarded \$55,150** to assist Lane County small businesses of 25 or fewer employees in obtaining the skills necessary to develop a Food Safety Plan to meet Food Safety Modernization Act (FSMA) compliance. The participants will receive certification in Preventive Controls Qualified Individual (PCQI) which is recognized by the Food and Drug Administration (FDA), along with Good Manufacturing Practices (GMP) and Hazard Analysis and Critical Control Points (HACCP) training.
- **Food for Lane County was awarded \$30,000** to train 12 people over the next year in the areas of: safe food handling, warehouse equipment, temperature control, safety skills, inventory, handling of food orders, inventory record keeping, and work readiness skills. Completers of the course will obtain a Food Handler's Permit, Forklift Certification, and a Lane Community College noncredit certificate in Food Warehousing Training.

Layoff Aversion Program – SHINE

Lane Workforce Partnership worked with the Oregon Department of Community Colleges to secure WIOA Layoff Aversion Funds for the SHINE (Sustainability Hub of Interchange Negotiation Experts) program. The purpose of SHINE is to help businesses transition their companies in an effort to remain relevant in the rapidly changing markets throughout the world.

SHINE 3/1/17 – 6/30/17	
# of businesses participating in Phase 1	2
# of businesses participating in Phase 2	2
# of jobs retained	3-4

Rethinking Job Search Workshops

Rethinking Job Search is a series of educational workshops based on learning objectives and integrated with cognitive behavioral techniques. The workshops are offered at WorkSource Lane to eligible job seekers. Workshops address social and emotional consequences of unemployment that often reduce a job seeker's ability to effectively look for work.

Rethinking Job Search is a series of 2 hour workshops three days a week over 4 consecutive weeks. Participants learn how to identify and tackle risky thinking, understand and manage emotions, and plan and take action in their job search.

Rethinking Job Search 7/1/16 – 6/30/17	
# of participants	68
# of customers beginning or completing courses	47

Increase Skills Through Technology

Between July 1, 2016 and June 30, 2017 Lane Workforce Partnership has worked on several initiatives to identify industry specific job skills in Lane County and identify training opportunities to communicate those skills and to help job seekers develop the skills. The following two initiatives give job seekers access to industry specific job skills and training through technology:

- Lane Workforce Partnership collaborated with WorkSystems, Inc and seven other WIB's to request and secure funds for online training through an Oregon Talent Council grant. This grant will fund Train Oregon, a learning platform where WorkSource Oregon customers can get access to hundreds of online courses for free in healthcare, manufacturing and technology. The platform launched in March, 2017 for Lane County and is offered to all interested customers in the WorkSource Center.

Train Oregon 3/1/17 – 6/30/17	
# of WorkSource+ authorizations	189
# of customers beginning or completing courses	47

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

CBT Nuggets 5/1/17 – 6/30/17	
# of customers given authorization codes	15
# of customers beginning or completing courses	1

WorkSource Lane Workforce Innovation and Opportunity Act Scholarship Award

Outcome/Measures of Success	Goal	Number/Percent Achieved
# of training scholarships awarded	48	53 / 110% of goal
# of training scholarships awarded by industry	N/A	Manufacturing: 3 Transportation: 12 Health Care: 31 Professional: 3 Administrative: 1 Educational: 1 Other: 1 Public Admin: 1
# of individuals completing training	36 / 75%	36 / 92%
# and % of training completers placed in training related employment	22 / 62%	20 / 56%

Employers Have a Qualified Applicant Pool

Business Customer Satisfaction Survey – July 1, 2016 to April 31, 2017*

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

Yes	34%
No	58%
Don't Know	8%
Total Responses:	64

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

Very Satisfied	55%
Somewhat Satisfied	36%
Somewhat Dissatisfied	5%
Very Dissatisfied	5%
Total Responses:	22

Source: Oregon Employment Department, qualityinfo.org
*Most recent data available

Entered Employment Rate

WorkSource Lane Entered Employment Rate by Target Sector

	2016 (7/1/16-12/31/16)	2016/2017 (7/1/16-3/31/17)
Entered Employment Rate*	52.5%	63.5%
Construction/Aggregate:	10.3%	10.4%
Information:	5.5%	4.8%
Manufacturing:	8.9%	9%
Health care:	18.5%	17.8%
Other	56.9%	58%

*this information is delayed by employment records being sent to the state

Goal 2: Prepare our youth for future employment.

Strategies:

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

Progress Measures:

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

Use Technology to Introduce Youth to Various Jobs

- Connected Lane County is working on a new project called Elevate Lane County. Elevate Lane County is a program designed to better coordinate school to work learning placements. It will utilize a technology platform to better communicate between schools, students, and industry partners, and assess a student's 21st century skills. Elevate Lane County will also gather data on student's skills sets, career interests, and have the capability to identify successful completion of courses or skills through a digital badging component. The goal is that Elevate Lane County will be operational fall 2017.
- Elevate Lane County will also create learning opportunities for students in the tech field through job shadows, internships and tours of local tech companies. In addition the program will add paid summer externships for Lane County Teachers and Counselors. The opportunities will be scheduled for spring and summer 2017.
- Long term goal is to facilitate a Regional Lane County Tech Advisory Board.
- September 2016, tech industry partners met with Connected Lane County, Lane Community College, Lane Education Service District, and Lane Workforce Partnership to discuss expanding the computer science programs of study in Lane County high schools. Several high schools are now working toward offering a dual credit introduction to computer science course. Lane Workforce Partnership is actively supporting the efforts to launch a software engineering and programming CTE program in the 2017-2018 school year.

Connect Industry Workforce Needs to Education

	Outcome
# of employer presentations at Lane County high schools	Construction/Aggregate – 10
# students attending industry tours	Tech Sector – 137 Sand & Gravel – 52
# of youth completing pre-apprenticeship training in sheet metal, plumbing and electrical programs	Lane Co High School – 27

Connect Industry Workforce Needs to Education

- Lane Workforce Partnership participated and helped sponsor the Construction-Utility Career Day in October 2016. Construction-Utility Career Day is a partnership with education, workforce, and industry. The event is designed to introduce high school students to the vast career opportunities within the construction and utility trades.
- Representatives from the Construction/Aggregate Sector have been visiting Lane County high schools to promote the benefits of working in the industry and paths to employment opportunities. Fifteen local construction-aggregate employers and training programs presented to approximately 320 students at 10 Lane County High Schools during the months of November 2016 – March 2017.
- Local representatives from the hospitality and tourism industry met to review the Oregon Department of Education (ODE) recommended credentials for Certified Hospitality and Tourism Management Professional. The purpose of the meeting was to get industry input on if the credential content was relevant and would be recognized in hiring. Feedback of the group was summarized and forwarded to ODE - January 2017.
- 4J CTE representatives met with a small group of construction and manufacturers for CTE program feedback for North Eugene HS. These meetings happened in January-February 2017.
- Staff continues to collaborate with the City Club of Eugene and Lane ESD to create the Lane County Economy and Employment Course for businesses and educators. The course includes tours of local employers' worksites. The educators learn about career paths available to youth. This year the course focused on the Food and Beverage Sector.
- Multiple High School/LCC Career Fairs - 2016 – 2017. LWP helped to facilitate this information to employers.
- Lane County Sand & Gravel Tour – 52 students from 9 high schools participated in this May 2017 event. Wildish Construction/S&G hosted. Participating companies were: Knife River, Delta S&G, and Eugene S&G.
- 100+ students and instructors participated in the first high school version of Experience Oregon Tech. Host companies for this event were: CBT Nuggets, IDX and RAIN Eugene.
- LWP created a monthly School to Career Summary to showcase related events for high schools and LCC.
- Twenty-seven Lane County High School students participated in the Trades Academy Pre Apprenticeship Training. Trainings were offered in sheet metal, electrical and plumbing.

Continue to Utilize the National Career Readiness Certificate (NCRC)

	2015/2016	2016/2017
# of youth earning NCRC certificate	562	752

Increase Paid Work Experience Opportunities

	2015/2016	2016/2017
# of youth participating in a work experience	109	107
# of youth who complete an internship with occupational skill gains and achieve positive evaluations	24	30
# of youth completing pre-apprenticeship program – WIOA Youth	4	0

Youth and Employer Testimonials

“Nikki demonstrates initiative and is very interested in performing her job duties to the best of her ability. She is always willing to help in any department, not just her own. She has done a great job at Solvang.”

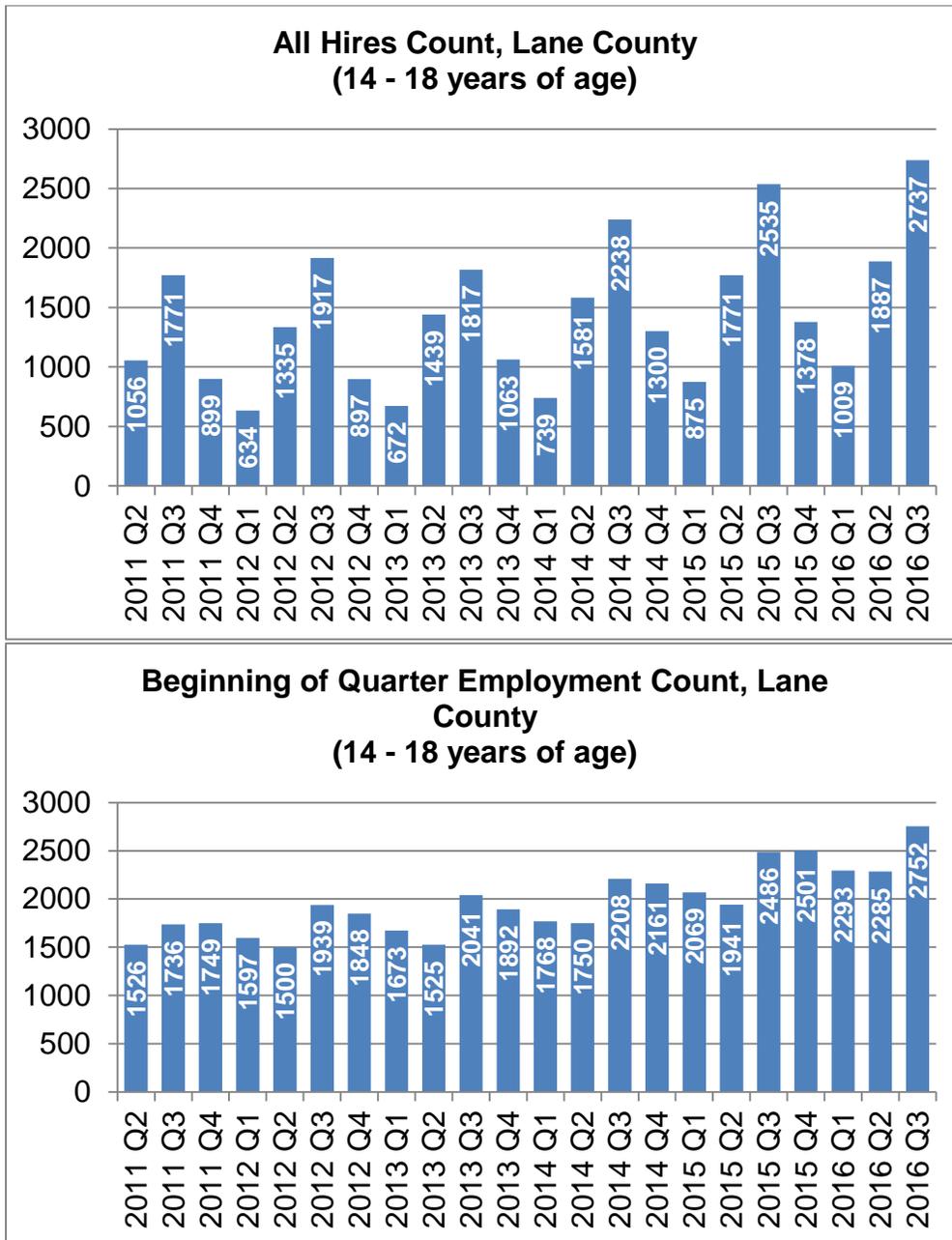
- Summer youth work experience program employer

Feedback from 2016-17 Construction-Aggregate Lane County High School Tours:

- Thank you and to the folks that presented! It’s always good for students to hear from the real world. It was inspiring for many, and will help them focus in school, as well as after. **Junction City HS**
- As one student was walking out the other day after the presentation, he said he was leaving knowing what he wants to do after high school for the first time. That is invaluable and we have you all to thank for this. **Willamette HS**

Feedback from 2017 Sand & Gravel Tour:

- I learned about some awesome career opportunities
- I learned a lot and it will help me later on like, how concrete is made, coloring process, about equipment management and the delivery time for concrete.
- I like what goes on here and I love construction
- I’ve already decided I’m going to apply for work in S&G.



Source: Oregon Employment Data, QWI Explorer application, U.S. Census Bureau, qwexplorer.ces.census.gov/exp-r/fb7c0.html

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

Strategies:

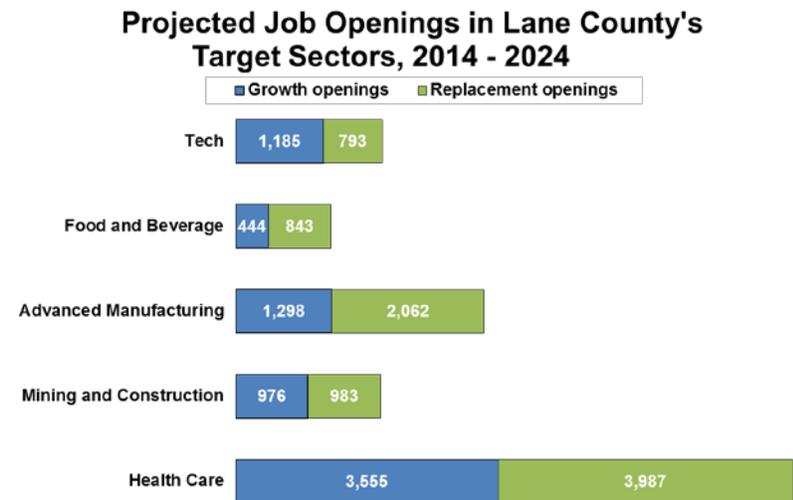
1. Research the impact of the aging/retiring workforce
2. Match appropriate succession strategies with various jobs
3. Invest in career pathway models
4. Utilize On-the-Job Training (OJT) and customized training in companies with high retirement projections

Progress Measures:

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

Research Impact of Aging/Retiring Workforce

In partnership with Oregon Employment Department’s economist, staff published the 2016 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.



Source: Oregon Employment Department

Invest in career pathway models

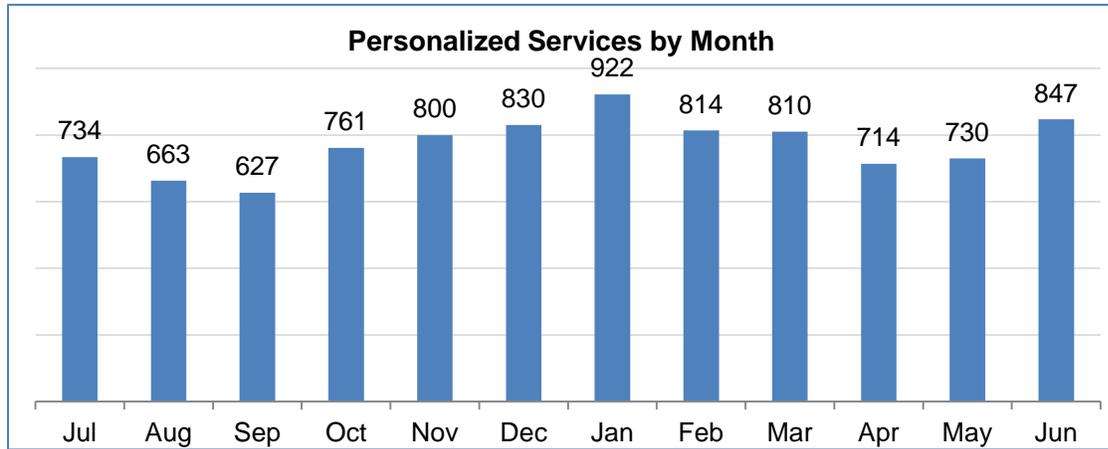
WorkSource Lane at Lane Community College Career Pathways

# of new short-term buildable career pathways or less than one year certificates developed	4
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Utilize On-the-Job Training (OJT) and customized training in companies with high retirement projections

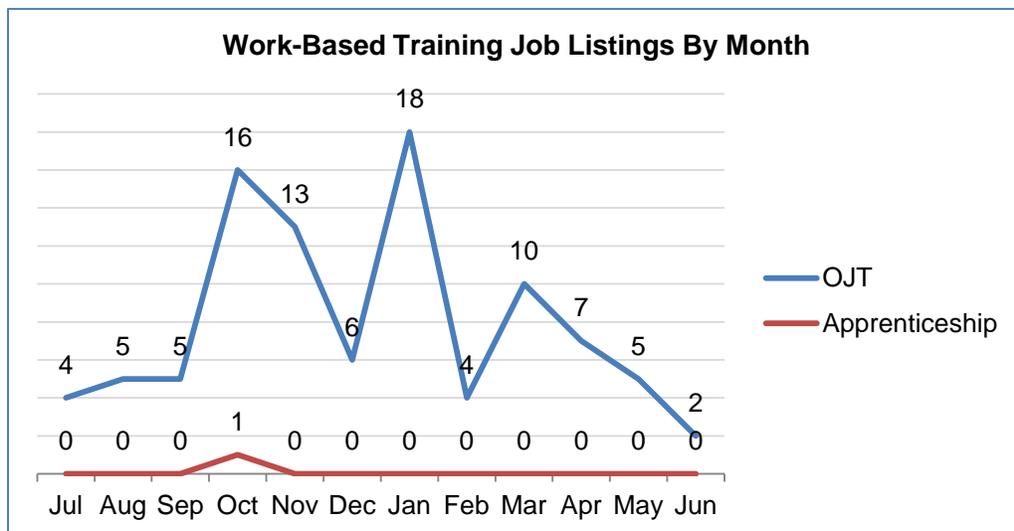
WorkSource Lane Personalized Services for Job Seekers in Targeted Industries

	Number Served
Total number of WorkSource Lane customers who received personalized services to support their job search and access to talent development and skill training opportunities.	9,322



WorkSource Lane Promoting Work-Based Training

# of iMatch Skills job listings that are OJT and apprenticeship within target industries	OJT: 95 Apprenticeship: 1
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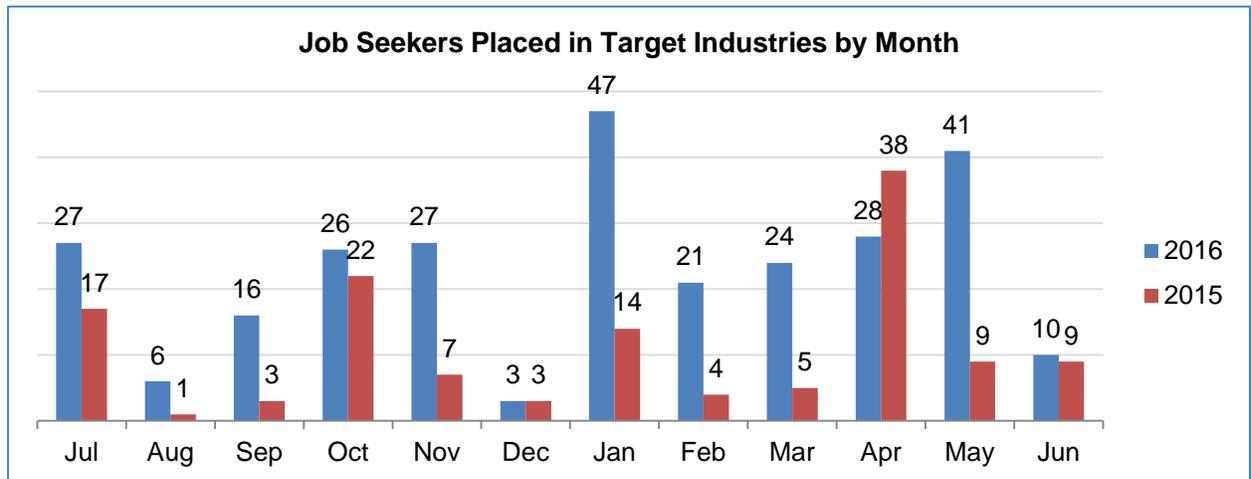


WorkSource Lane On-the-Job Training Program (OJT) & Workforce Innovation and Opportunity Act Scholarship Awards

	Number Served
# of OJT placements with new businesses	14
# of OJT placements by target industry	Health care: 31 Information: 7 Manufacturing: 73 Construction: 3
# of training scholarships awarded by target industry	Manufacturing: 3 Transportation: 12 Health care: 31 Information: 3

WorkSource Lane High Wage Recruitment Opportunities in Targeted Sectors

	Number Served
# of job listings in iMatchSkills® (wages \$12.00 and above)	Total: 16,264
	Health care: 1,285
Manufacturing (includes food and beverage):	450
Information Technology:	265
# of job seekers placed in targeted industries	338 job seekers 358 placements



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

Strategies (revised 2/28/17):

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

Progress Measures:

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

Targeted Outreach Activities

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

Scholarship Application Completed						
	Minority Groups	50+	Veterans	Women	Disabilities	Offenders
2015/2016	10 / 12%	19 / 23%	6 / 7%	44 / 54%	6 / 7%	4 / 5%
2016/2017	22 / 21%	19 / 18%	7 / 7%	69 / 65%	4 / 4%	6 / 6%

Scholarship Application Awarded						
	Minority Groups	50+	Veterans	Women	Disabilities	Offenders
2015/2016 62 total	5 / 8%	29 / 47%	4 / 6 %	36 / 58%	2 / 3%	1 / 2%
2016/2017 53 total	10 / 19%	9 / 17%	5 / 9%	34 / 64%	2 / 4%	2 / 4%

Utilize Technology to Better Serve Rural Communities

- The Equity and Inclusion Task Team has also set a priority on finding ways to better serve rural communities in Lane County through Technology. Currently, the local workforce leadership team is working on ways to identify opportunities to provide access to workforce services via video conferencing techniques.

- The goal of Train Oregon, a learning platform where WorkSource Oregon customers can get access to hundreds of online courses for free in healthcare, manufacturing and technology, is to expand access of services to job seekers in rural communities. The platform was launched in March, 2017 for Lane County and is offered to all interested customers in the WorkSource Center.
- Local tech company, CBT Nuggets, has offered customers at WorkSource Lane six months of free online training. This is valued at over \$500 and is a great benefit to customers interested in skilling up for a career in the tech industry, especially those in rural communities with transportation barriers. WorkSource Lane began offering this service to customers in March, 2017.

Increase Service Utilization Among Targeted Populations

Demographics of Populations Served through WorkSource Lane Eugene, & Florence

	Number Served
# and % of disabled individuals served	2,159
# and % of minority populations served (e.g. Hispanic, Native American, Asian, Pacific Islander, African American)	3,474
# and % of individuals 45 - 54 served	4,471
# and % of individuals 55+ served	4,142
# of Veterans served	1,775
# of Veterans placed in employment	507
# of disabled Veterans placed in employment	109

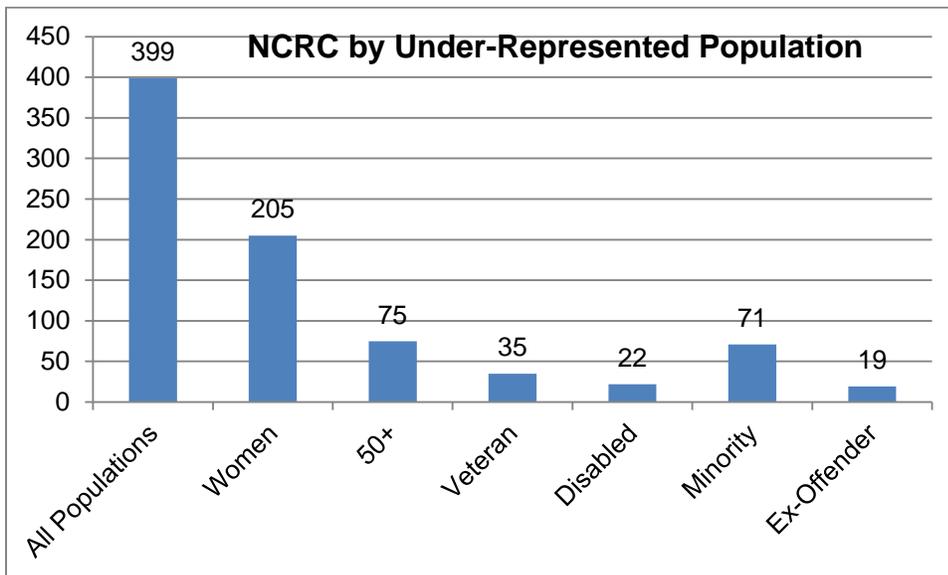
Demographics of Populations Served at WorkSource Lane at Lane Community College

	Summer		Fall		Winter		Spring	
# and % of disabled individuals served	239	4.7%	590	5%	570	6%	580	6%
# and % of minority populations served	926	25.5%	2,640	27.3%	2,373	27%	2,329	28%
# and % of individuals ages 50+	1,482	29.4%	2,025	17.3%	1,603	15.4%	1,552	15.4%
# of Veterans served	121	2.4%	221	1.9%	191	2%	187	2%

Demographics of Populations Served by Vocational Rehabilitation Services

# and % of disabled individuals served	1,938 / 100%
# and % of minority populations served	Asian: 18 / .9% African American: 34 / 1.8% Pacific Islander: 7 / .4% Native American: 30 / 1.6% Hispanic: 136 / 7.1% Two or more races: 87 / 4.6%
# and % of individuals ages 50+ served	65 / 3.4%
# of Veterans served	23 / 1.2%
# of minority and target populations placed in employment	54 / 15%

WorkSource Lane NCRC Certifications for Targeted Populations



Increase Services for Women, Veterans, and Minorities

- Lane Workforce Partnership has been working with the Technology Association of Oregon to create a Registered Apprenticeship program in technology in Lane County. Apprenti, developed by the Washington Technology Association is the only federally recognized Registered Apprenticeship program in the United States and staff is working to bring Apprenti to Lane County. The Apprenti model places a priority on placing women, veterans, and minorities in apprenticeships within the field of technology. Funded by a federal grant through the Oregon Employment Department, LWP and TAO will work to place 40 tech apprentices in Lane County over a three year period.

Increase Services for Rural Communities

- Lane Workforce Partnership awarded \$20,000 to Fertilib Thinkubator for rural entrepreneurial training in Cottage Grove. More than **100 people** attended *Getting Ideas to Market* session. **Eight people** participated in the start-up clinic. **Three companies** were referred to RAIN Eugene.
- **Focus on Florence** was launched in June, 2017 and includes leaders from Lane Workforce Partnership, Lane County, Oregon Employment Department, and City of Florence. The team plans to hold a strategic planning session that will focus on issues specific to the community of Florence as it relates to economic development and workforce.

Increase Services for Offenders

- Lane Workforce Partnership was awarded \$500,000 through the Department of Labor's LEAP-2 Grant. Funds from this grant will be used to offer specialized work readiness, basic skills development, job placement skills to individuals with criminal history as a barrier to employment, while address basic needs necessary for reenter and remain in the community.

LEAP-2 Grant Outcomes 7/1/16 – 6/30/17	
# of enrollments	24
# employed	9
# with post-employment readiness assessment gains	11

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

Strategies:

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

Progress Measures:

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

Continue Sector Strategy Work

Staff continues to convene the Lane County Sector Strategy Team (LCSST). **Please see page 5 for more details on sector strategy work.**

Engage Relevant Agencies and Programs

The following agencies are engaged in the Lane County Sector Strategy Team:

Business Oregon	Oregon Employment Department
City of Cottage Grove	RAIN Eugene
City of Eugene	Regional Solutions
City of Florence	Siuslaw Broadband
City of Springfield	Springfield Chamber of Commerce
Downtown Eugene Economic Development	Springfield School District
Eugene 4J School District	Springfield Utility Board
Eugene Chamber of Commerce	State of Oregon
EWEB	Symantec
FertiLab	Technology Association of Oregon
Hummingbird Wholesale	Travel Lane County
Lane Community College	United Way of Lane County
Lane Council of Governments	University of Oregon
Lane County	Waitrainer
Lane ESD	Wildtime Foods
Lane Workforce Partnership	Willamette Farm and Food Coalition
Madrona Group	Willamette Valley Company
NEDCO	WorkSource Oregon
Oregon Community Credit Union	

Use Data to Drive Efforts and Outcomes

- Staff has developed a draft performance metrics system for the Lane County Sector Strategy Team. This data tracking system will help the Team track outcomes for each of the goals for the sector initiatives.

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

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