



# Lane Workforce Partnership Workforce System Year-End Performance Report

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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



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**Introduction:**

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

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

WorkSource Oregon Lane is the primary location in which Lane Workforce Partnership invests federal funds to deliver employment services to adults and dislocated workers. Lane Workforce Partnership has distributed \$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:

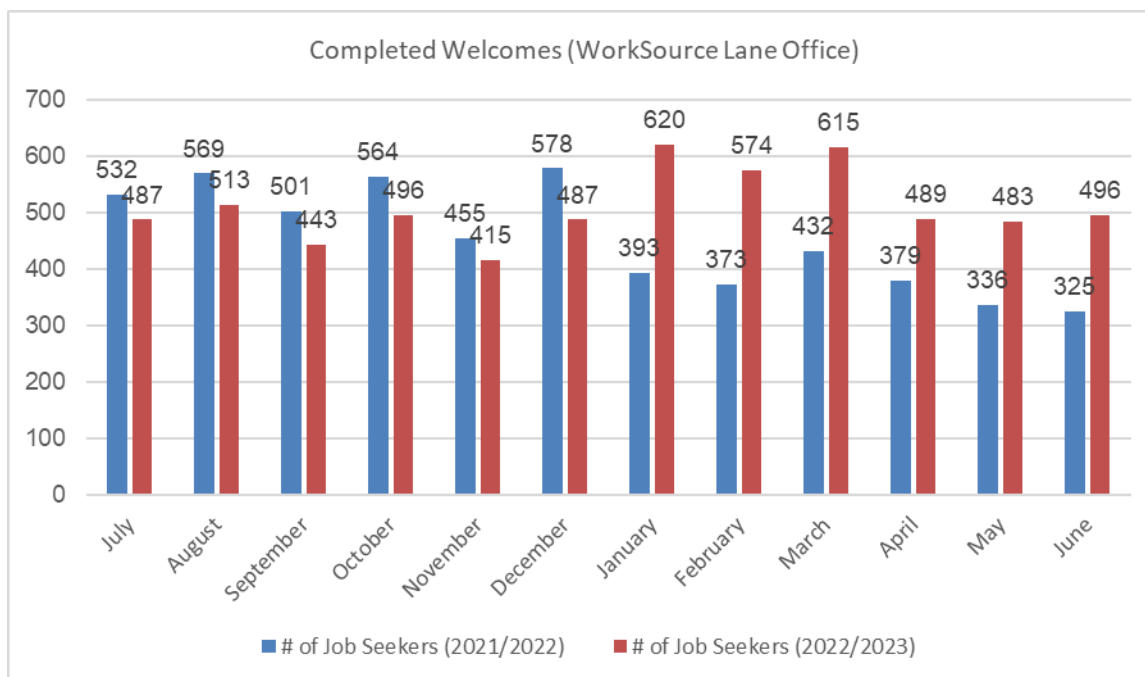
1. Analyze worker self-sufficiency data driven by systemic challenges (e.g., housing, childcare, legislative policy).
2. Be the community voice for individual workers seeking self-sufficiency employment.
3. Broker relationships to create solutions to address identified systemic challenges.
4. Build capacity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

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#### 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 –<br>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**

| <b>Training/Service Provider</b>             | <b>Training Program or Service</b>  | <b>Number of Businesses Participating</b> | <b>Number of Individuals Participating</b> |
|--|---|---|--|
| <b>Industry Wide Training Projects</b>       |   |   |  |
| 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   |
| <b>Total</b>                                 |   | <b>105</b>                                | <b>188</b>                                 |
| <b>Customized Training Programs</b>          |   |   |  |
| 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   |
| <b>Total</b>                                 |   | <b>6</b>                                  | <b>84</b>                                  |
| <b>Career and Training Services Programs</b> |   |   |  |
| 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  |
| <b>Total</b>                                 |   | <b>19</b>                                 | <b>377</b>                                 |
| <b>Total All Projects</b>                    |   | <b>130</b>                                | <b>649</b>                                 |

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

| <b>Applicant Name</b>            | <b>Amount Spent</b> |
|----------------------------------|---------------------|
| 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**

| <b>Applicant Name</b>                     | <b>Amount Spent</b> |
|---|---------------------|
| 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**

| <b>Applicant Name</b>                | <b>Amount Spent</b> |
|--------------------------------------|---------------------|
| 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         |

|               | <b>Amount Spent</b>   |
|---------------|-----------------------|
| <b>TOTALS</b> | <b>\$1,109,104.94</b> |



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

| <b>Applicant Name</b>   | <b>Contracted</b> | <b>Amount Spent</b> |
|-------------------------|-------------------|---------------------|
| 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.

| <b>Year to Date Goal</b> | <b>Year to Date Actual</b> | <b>Year One Goal</b> | <b>Year Two Goal</b> | <b>Total Contract Goal</b> |
|--------------------------|----------------------------|----------------------|----------------------|----------------------------|
| 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.

| <b>Applicant Name</b> | <b>Awarded</b> | <b>Amount Spent</b> |
|-----------------------|----------------|---------------------|
| 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**

| <b>Doula Training Total Contract Enrollment Goal</b> | <b>Planned Performance through 6/30/23</b> | <b>Actual Performance through 6/30/23</b> |
|--|--|---|
| 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<br>Truck Driving: 3<br>Information: 3<br>Manufacturing: 3<br>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<br>Information: 1<br>Manufacturing: 23<br>Construction & Aggregate: 5<br>Transportation: 15<br>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<br>Health Care: 4<br>Construction & Aggregate: 1<br>Manufacturing: 1<br>Welding: 0<br>Other: 1 (Food & Beverage) |
| Wages of Work Experience placements at \$13.50+                | All placements were above \$15/hr.<br>Average: \$17.79/hr.  |
| % of training completers placed in training related employment | 67% of completers obtained training related employment.<br>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<br>Health Care: 0<br>Construction & Aggregate: 0<br>Manufacturing: 2<br>Welding: 0<br>Tech: 1<br>Other: 2 |
| Wages of OJT placements at/above \$15.00 | 100% were at or above \$15.00/hr.<br>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)

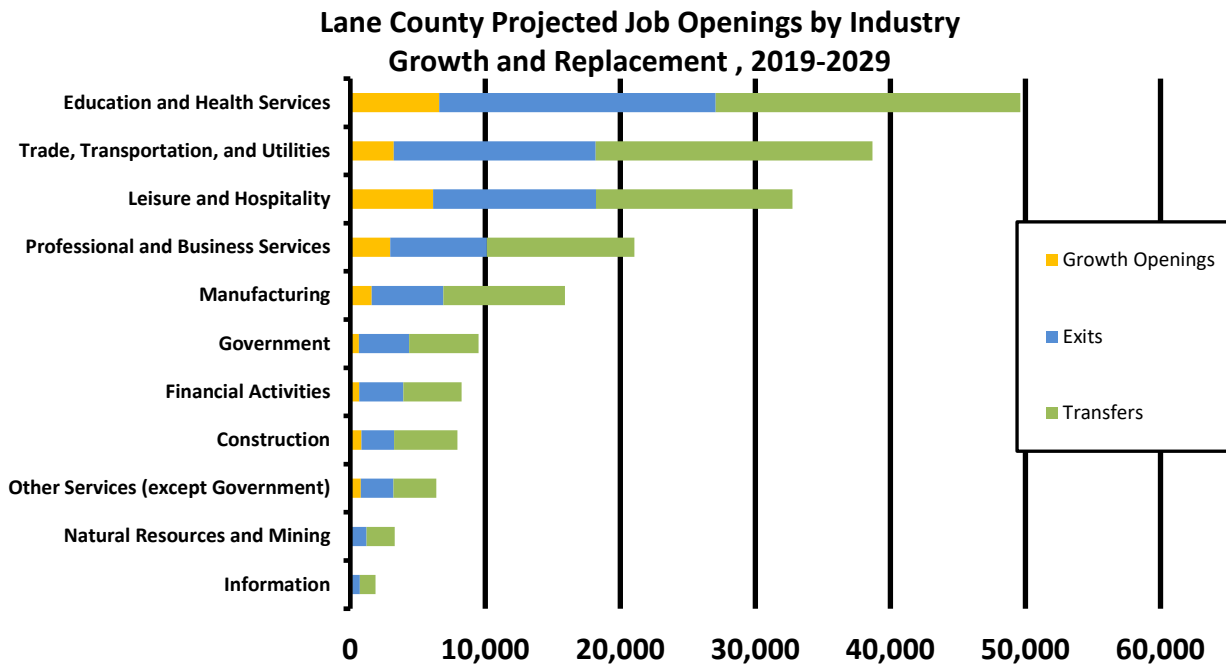
Each of the above service agreements were completed and closed as of September 2022. In addition to the above, Lane County Health & Human Services provided eligible participants with career and training services through WorkSource Lane. Lane County Health & Human Services continues to provide these services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

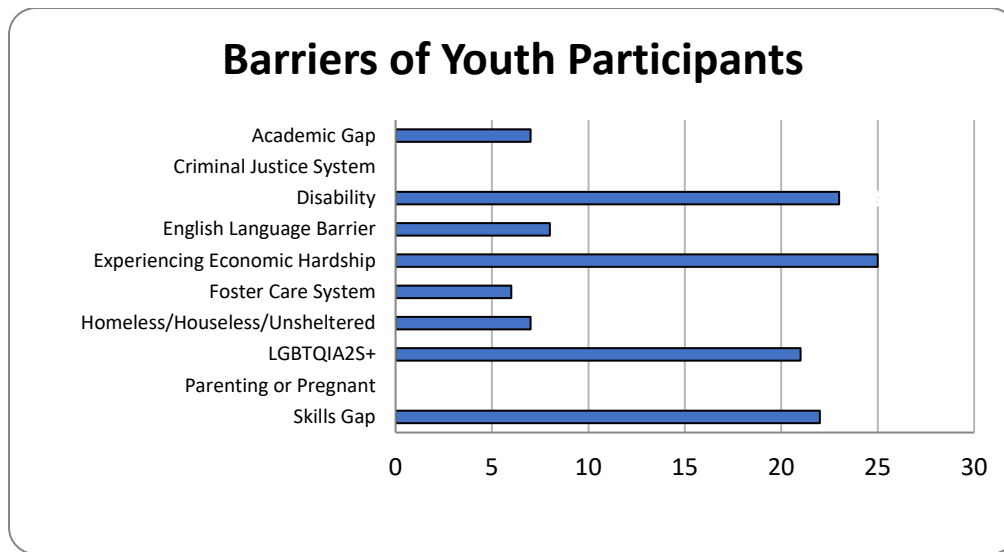
The focus of the Oregon Youth Employment Program is to serve youth and young adults ages 14 – 24 through work-based learning opportunities including paid internships, pre-apprenticeship training, occupational skills training, and other workforce services in three high wage/high demand sectors: construction, 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<br>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<br>(29%)     | 12<br>(29%)   | 3<br>(7%)     | 22<br>(54%)    | 3<br>(7%)     | 6<br>(15%)    |
| 2021/2022   | 12<br>(38%)     | 8<br>(25%)    | 3<br>(9%)     | 15<br>(47%)    | 4<br>(12%)    | 7<br>(22%)    |
| 2022/2023   | 13/46<br>(28%)  | 5/46<br>(11%) | 1/46<br>(2%)* | 28/46<br>(61%) | 8/46<br>(17%) | 7/46<br>(15%) |

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

| <b>CATEGORIES</b>                                       | <b>PERCENTAGE</b> |
|---|-------------------|
| <b>SEX</b>  |                   |
| Female  | 53.0%             |
| Male  | 43.1%             |
| Not Disclosed   | 3.9%              |
| <b>RACE</b>   |                   |
| 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%               |
| <b>ETHNICITY</b>  |                   |
| Not Hispanic/Latino a/x                                 | 67.3%             |
| Not Disclosed   | 16.7%             |
| Hispanic or Latino a/x                                  | 16.0%             |
| <b>DISABILITY</b>                                       |                   |
| Not Disabled  | 43.8%             |
| Disability  | 40.9%             |
| Not Disclosed   | 15.3%             |
| <b>SCHOOL STATUS</b>                                    |                   |
| Out of School   | 76.9%             |
| In-School   | 23.1%             |
| <b>HIGHEST EDUCATION LEVEL COMPLETED</b>                |                   |
| 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%               |
| <b>BASIC SKILLS STATUS</b>                              |                   |
| Deficient in Basic Literacy Skills                      | 84.7%             |
| Not Deficient   | 15.3%             |
| <b>EMPLOYMENT STATUS</b>                                |                   |
| Not Employed  | 87.2%             |
| Employed  | 12.8%             |
| <b>INCOME</b>   |                   |
| Low Income  | 94.3%             |
| Not Low Income  | 5.7%              |
| <b>AGE AT PARTICIPATION</b>                             |                   |
| 18+   | 60.5%             |
| 17 and below  | 39.5%             |

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

| <b>CATEGORIES</b>                                       | <b>PERCENTAGE</b> |
|---|-------------------|
| <b>SEX</b>  |                   |
| Female  | 52.6%             |
| Male  | 45.8%             |
| Not Disclosed   | 1.6%              |
| <b>RACE</b>   |                   |
| 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%              |
| <b>ETHNICITY</b>  |                   |
| Not Hispanic/Latino a/x                                 | 78.4%             |
| Hispanic or Latino a/x                                  | 14.8%             |
| Not Disclosed   | 6.8%              |
| <b>VETERAN STATUS</b>                                   |                   |
| Never Served  | 96.3%             |
| Veteran   | 3.7%              |
| <b>UNEMPLOYMENT INSURANCE</b>                           |                   |
| Not a Claimant or Exhaustee                             | 69.5%             |
| Claimant  | 25.8%             |
| Exhaustee   | 4.7%              |
| <b>HIGHEST EDUCATION LEVEL COMPLETED</b>                |                   |
| 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%              |
| <b>EMPLOYMENT STATUS</b>                                |                   |
| Not Employed  | 63.7%             |
| Employed  | 36.3%             |
| <b>INCOME</b>   |                   |
| Not Low Income  | 58.9%             |
| Low Income  | 41.1%             |
| <b>AGE AT PARTICIPATION</b>                             |                   |
| 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<br>(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         |
| <b>TOTAL</b>  | <b>\$101,480</b> |

### 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                       |
| <b>TOTAL</b>                    | <b>810</b>              |

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

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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.