



**LANE WORKFORCE PARTNERSHIP EXECUTIVE BOARD MEETING**

**Thursday, October 17, 2024**

**11:30am – 1:00pm**

**Meeting being held in-person and via Zoom**

**In-Person: 1401 Willamette Street, Eugene (Eugene Chamber Building)  
(2<sup>nd</sup> Floor, LWP Conference Room)**

**Zoom Meeting**

**<https://us02web.zoom.us/j/83445029413>**

**Meeting ID: 834 4502 9413**

**AGENDA**

***Mission: To Meet the Workforce Needs of Employers and Individuals  
Through Partnerships and Innovation***

- I. CALL TO ORDER / *Shondra Holliday*
- II. PUBLIC COMMENT – *In accordance with Lane Workforce Partnership’s Public Comment Policy: Speakers will be taken in the order in which they sign up and will be limited to three minutes per public comment.*
- III. CONSENT CALENDAR
  - *Minutes of the September 19, 2024, Executive Board Meeting / Action* Pages 1 - 6
- IV. PROGRAM YEAR 2024/2025 BUDGET MOD 1 / *Action* Pages 7 - 11  
*Tiffany Cink, Lane Workforce Partnership*
- V. FINAL WIOA PERFORMANCE MEASURES PY 2024 & 2025 / *Information* Pages 12 - 15  
*Cindy Perry, Lane Workforce Partnership*
- VI. EXECUTIVE DIRECTOR’S REPORT / *Information*  
*Ashley Espinoza, Lane Workforce Partnership*
- VII. EXECUTIVE BOARD MEMBER UPDATES / *Information*
- VIII. OTHER BUSINESS
- IX. ADJOURNMENT

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**LANE WORKFORCE EXECUTIVE BOARD MEETING**

**Thursday, September 19<sup>th</sup>, 2024**

**11:30am – 1:00pm**

**MINUTES**

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**In Attendance:** Jeff Graham, Solomon Harris, Shondra Holliday, John Stapleton  
Lyndsie Leech, David Loveall, Dana Merryday, Michelle Webber  
**Absent:** Jennifer Adams  
**Staff:** Ashley Espinoza, Tiffany Cink, Anne Nestell, Stephanie Loveall, Cindy Perry

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<b>Recommendation</b>	<b>Motion</b>	<b>Seconded</b>	<b>Status</b>
Approve Executive Board Meeting Minutes, May 16, 2024	Dana Merryday	Michelle Webber	Approved
Approve Lane Council Meeting Minutes, May 16, 2024	Michelle Webber	Dana Merryday	Approved

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**I. CALL TO ORDER**

Shondra Holliday called the meeting to order.

**II. PUBLIC COMMENT**

No public comments were received.

**III. CONSENT CALENDAR**

Dana Merryday made a motion to approve the May 16, 2024, Executive Board meeting minutes. Michelle Webber seconded, and the motion was approved.

Michelle Webber made a motion to approve the May 16, 2024, Lane Council meeting minutes. Dana Merryday seconded, and the motion was approved.

**IV. WIOA SUB-RECIPIENT FINANCE MONITORING**

**Overview:** Tiffany Cink provided an overview of the annual sub-recipient fiscal and program monitoring for the 2023 – 2024 Program Year. As a pass-through entity for federal funds, LWP is required to monitor its sub-recipients and present the monitoring reports to this body. The sub-recipients for the 2023 - 2024 program year were:

1. Connected Lane County (CLC) – WIOA Youth
2. Lane County Health and Human Services (H&HS) – WIOA Adult and Dislocated Worker
3. Oregon Manufacturing Extension Partnership (OMEP) – One Stop Operator

## Details:

- Connected Lane County (CLC):
  - Provided services at two locations: Eugene and Springfield.
  - CLC has successfully met contractual enrollment goals for PY 2023 – 2024.
  - They continue to provide essential services to the youth and young adults in Lane County, excelling in helping them transition to adulthood.
  - All required policies and procedures are in place.
- Lane County Health and Human Services (H&HS):
  - Operates primarily from the WorkSource Oregon Lane office in Eugene.
  - During PY 2023 – 2024, H&HS was under a Corrective Action/Program Improvement Plan.
  - Significant improvements were observed in case management and documentation, with all elements in I-Trac being used properly according to LWP policies and guidelines.
  - H&HS utilized 97% of their contract budget, showing substantial improvement in budgeting, payment controls, receipts, and record-keeping in eBridge.
- Oregon Manufacturing Extension Partnership (OMEP):
  - Federally mandated part of the WIOA One Stop System, partnering with LWP since 2017.
  - Primarily funded through the Department of Commerce Manufacturing Extension Partnership Program.
  - Operates as the One Stop Operator for several of Oregon’s nine Local Workforce Boards.
  - OMEP’s audit, completed by Kern Thompson for the period ending June 30, 2023, showed no findings or observations, and the Schedule of Federal Awards was accurately presented.

**Discussion:** David Loveall inquired whether unspent funds carry over to the next year or if they are forfeited. Ms. Cink clarified that while funds do carry forward, LWP does not roll these funds over to the contractors as contracts conclude at the end of each program year. LWP reallocates the funds into the overall budget, and allocations are determined annually. LWP operates on a two-year revenue cycle. The only exception to this practice is if a grant reaches its end date, in which case funds cannot be transferred.

All sub-recipients have been effectively monitored, and significant improvements have been noted where required. The program and fiscal monitoring processes are functioning as intended to ensure compliance and effective use of federal funds.

## V. LWP YEAR-END PERFORMANCE REPORT

Cindy Perry presented the final LWP Year-End Performance Report for the 2020 – 2024 Local Strategic Plan. With the new 2024 – 2028 strategic plan taking effect on July 1, future performance reports will be restructured to align with the updated strategic objectives.

### Key Highlights:

- **Customer Engagement:**
  - From July 1, 2023, to June 30, 2024, 6,123 customers utilized services at the WorkSource center, representing an increase of 77 customers compared to the previous year. These individuals sought basic services such as job search assistance, workshops, and training services.
  
- **WIOA Performance Outcomes:** Performance at or above 80% of goals is considered particularly good.
  - **Youth/Young Adult Performance:**
    - Connected Lane County exceeded 90% of the goal in three of the five performance categories and achieved 80% in the remaining two categories, demonstrating exceptional performance.
  
  - **Adult Performance:**
    - Lane County Health and Human Services (H&HS) surpassed 96% of the goal in three categories and exceeded 76% in the remaining two. Notably, the Measurable Skill Gain metric improved from 50% to 76.7%, reflecting significant progress.
  
  - **Dislocated Worker Performance:**
    - H&HS achieved over 96% in three categories and above 71% in the other two categories. Efforts continue to improve the Credential Attainment Rate and Measurable Skill Gain performance.
  
- **Fund Development:**
  - An update was provided on the status of various grant proposals submitted by LWP. LWP is particularly excited about receiving the Department of Labor Critical Sector Job Quality grant, which will support the Oregon Coast Hospitality Industry Sector Partnership.
  
- **Youth Services at Connected Lane County:**
  - **Participating Youth:**
    - 263 youth/young adults served in the WIOA program.
    - 110 high school students participated in industry tours.
    - 697 youth engaged in the Career Expo.
  
  - **Employment-Related Services:**
    - 39 youth completed job shadows.
    - 32 youth participated in internships.
    - 11 youth enrolled in paid work experiences.
    - 60 youth enrolled in the Oregon Youth Employment Program (OYEP).

- **WIOA Adult Services at WorkSource Lane (HHS):**
  - **Career Services:**
    - 203 customers received Basic Career Services (career guidance, resume assistance, NCRC testing, etc.).
    - 149 customers received Individualized Career Services (career exploration/navigation, individual employment planning, etc.).
  - **Training Services:**
    - 41 individuals participated in On-the-Job Training.
    - 70 individuals enrolled in the Driving Prosperity CDL Training program.
- **Industry Sector Partnerships:**
  - Leadership for each sector partnership is provided by Collaborative EDO (CEDO) for each of the industry sector partnerships.
  - Since 2015, the program has grown from a single partnership in the Tech sector to 10 sector partnerships, now including Bioscience, Healthcare, and Leisure & Hospitality.

## VI. EXECUTIVE DIRECTOR'S REPORT

### Highlights from Ms. Espinoza's Report:

- **Year-At-A-Glance Report:** This comprehensive report summarizes LWP's accomplishments, strategic initiatives, and financial investments. It serves as a valuable resource, providing detailed insights into the scope and impact of LWP's work.
- **Oregon Workforce Partnership Retreat:** During the recent retreat, the nine local workforce board directors focused on raising awareness. As a result, OWP will be launching a podcast series, hosted by Ashley. The episodes will be 20 minutes or less, and three have already been recorded and will be released soon.
- **Upcoming Working Together Conference:** Scheduled for October 22–23, 2024, at the Riverhouse in Bend. Registration is still open. This conference offers a valuable platform for Oregon businesses, educators, public agency leaders, community-based organizations, elected officials, and workforce professionals to explore best practices, emerging workforce trends, and innovative solutions at local, state, and national levels.
- **Train the Trainer Partnership with Lane County:** This partnership will provide trauma-informed training for up to 20 participants, expected to begin in January. Lane County will have 10 participants, and LWP will include 10 participants from its contractors (Connected Lane County, Lane County Health & Human Services, Collaborative EDO).
- **Lane Community College Partnership:** A retreat was held with the Lane Community College President and department deans, along with the LWP team, to discuss work plans, budget, and future goals. Starting in January, monthly meetings will be held to improve communication and strengthen this partnership.
- **Oregon Coast Visitor's Association Conference:** LWP, in collaboration with CEDO, will be presenting at the 2024 People's Coast Summit, taking place on October 8–9 in Florence.
- **Upcoming Request for Proposals:** LWP will align the release schedule for Requests for Proposals (RFPs) for Youth/Young Adult, Adult & Dislocated Worker, and One-Stop Operator contracts. The RFPs will be issued in the spring. LWP will seek board members to participate in proposal evaluation committees.

## VII. EXECUTIVE BOARD MEMBER UPDATES

- Michelle Webber:
  - Reported a very successful block party in downtown Springfield with approximately 11,000 attendees.
  - Attended a ribbon-cutting ceremony this morning for the reopening of the remodeled Springfield Library.
  - Shared news about Springfield acquiring additional properties in the downtown area and excited for future development discussions.
  
- John Stapleton:
  - Provided an update on the school-to-youth work program, currently considering the next round of state funding. Various agencies are determining responsibility for managing the funding, with everyone in agreement on its importance. The program, primarily focused on construction pathways, has made a significant impact, especially in fire-affected areas. There are plans to expand the program to include forestry and agriculture.
  
- Lyndsie Leech:
  - Noted the city's progress with the accelerated MUPTE (Multi-Unit Property Tax Exemption) Program, highlighting its potential benefits.
  - Shared the success of Well Mama's grand opening for their new office space.
  - Mentioned that there are exciting opportunities for downtown development, including ongoing efforts to increase housing options.
  
- Jeff Graham:
  - Shared that the company's marketing team reported being the market leader in plant-based ice cream sandwiches and bars, and second in pints.
  - Mentioned ongoing union negotiations, with mediation set to begin next month.
  - There are opportunities internally for Mr. Graham to engage the local leadership team in understanding the value of workforce boards and partnerships.
  
- David Loveall:
  - Recently returned from a month-long mission trip to Africa, where he participated in building churches and houses and providing education.
  - As a developer, he is exploring the concept of an "Edutainment" amusement park in North Springfield, potentially bringing 800 jobs to the area. The park would be themed around the region's timber industry, wildlife, and local culture. A \$125,000 feasibility study is being considered.
  
- Dana Merryday
  - Recent recall of three Cottage Grove City Councilors, resulting in a loss of institutional knowledge.
  - Six of the seven City Council seats will be up for election, with Councilor Merryday's seat being the only one unaffected.
  - Highlighted the challenge of revitalizing a stagnant downtown with many vacant buildings, some for over 10 years. A vacancy program is being considered to encourage property owners to lease their buildings.
  - Announced the passage of a low-income rental housing property tax exemption.

- Discussed two potential road measures: a \$0.06 gas tax and a \$0.50 per thousand bond measure to raise capital for road improvements.
- Announced his candidacy for Mayor of Cottage Grove.
- Shared details about the next Bridge Lane event on October 30th, from 3:00 pm – 6:00 pm at the Cottage Grove Armory. The event will connect service providers, community-based organizations, educational and training resources, and employers with community members who may not otherwise have access to these resources.

- Solomon Harris: No additional updates.

#### **VIII. OTHER BUSINESS**

No additional matters were recorded.

#### **IX. ADJOURNMENT**

Solomon Harris adjourned the meeting.

**PROPOSED BUDGET MODIFICATION #1  
2024-2025**

**RECOMMENDATION**

To adopt the General Operating Budget Modification #1 as presented.

**BACKGROUND**

Lane Workforce Partnership (LWP) annually prepares Modification 1 to the Adopted Operating Budget to record actual carry-over from the previous year and to add additional revenue sources, if necessary. The discussion below and attached details represent an overall increase of \$355,719 in additional revenues.

**DISCUSSION**

**REVENUE:**

Revenue increased from \$6,561,258 by \$355,719 to \$6,916,977. Of note: Total 2024-2025 revenue is down \$2.6 Million from 2023-2024.

The change in Revenue reflects the actual amounts carried over from 2023-2024 and the addition of \$153,000 in Constructing a Brighter Future/Team Oregon Build (CBF/TOB) funding from Lane ESD.

**EXPENSE:**

Total expenses have increased from \$5,921,609 by just \$32,058 to \$5,953,667.

The Reserve for Future Expenditures increased from \$639,649 to \$963,310 with the specific details included on the Revenue and Expense Summary by Fund. Of note: The Reserve is still approximately \$82,000 short in WIOA Formula Funds.

Personnel Services are 18.5% of annual expenses. A portion of the additional Lane ESD funds for CBF/TOB supports the continuation of the Project Assistant position through December 2024.

Materials and Services are 5.6% of annual expenses.



Community Investments are the amounts directly attributed to the provision of workforce services to the population of Lane County. LWP has budgeted 75.9% of total expenses in the pursuit of a trained workforce of individuals with the knowledge and skills needed for career success. The major changes in this Budget Modification are:

- Lane County Health and Human Services (HHS) Adult Services Contract for direct participant services provided through the WorkSource Oregon Lane system decreased by (\$44,013) reflecting the actual negotiated contract.
- Connected Lane County (CLC) Youth Services Contracts for direct participant services at Spark on 7<sup>th</sup> and Spark at Booth-Kelly decreased by (\$19,985) reflecting the actual balance remaining in the 2-year State of Oregon Youth Employment Program (OYEP).
- Collaborative Economic Development Oregon (CEDO) Workforce Benefits Navigator Contract increased a net amount of \$83,952 with \$90,000 in additional funds to support the work of RAIN Catalysts.
- P10K ARPA Navigator Other – Decreased \$210,000 with \$90,000 moved to CEDO and the remaining \$120,000 held in reserve for year 3 costs.
- Nurturely, Oregon Hospitality Foundation, and the NAACP Contract increases reflect the actual balances remaining at 6/30/2024.
- Other Industry Engagement increased \$86,500 and includes the \$135,000 passed-through for CBF/TOB and a decrease of \$48,500 to the Critical Sector Jobs Sector Strategy investment.

See attached schedules for line item details.

# Lane Workforce Partnership

1401 Willamette Street, Second Floor  
Eugene, Oregon 97401

## Revenue

Title	2024-2025 Adopted Original Budget	2024-2025 Propoosed Budget Mod #1	Difference
<b>Workforce Innovation and Opportunity Act (WIOA) Funds</b>			
WIOA Adults	\$ 834,692	\$ <b>860,682</b>	\$ 25,990
WIOA Youth	\$ 1,054,888	\$ <b>1,062,302</b>	\$ 7,414
WIOA Dislocated Worker	\$ 609,643	\$ <b>640,628</b>	\$ 30,985
WIOA RR/Layoff Aversion	\$ -	\$ <b>44,469</b>	\$ 44,469
WIOA DWG QUEST	\$ 399,950	\$ <b>399,950</b>	\$ -
Critical Sectors - Hospitality (WIOA DWG)	\$ 322,743	\$ <b>352,763</b>	\$ 30,020
WIOA Administration	\$ 265,601	\$ <b>263,907</b>	\$ (1,694)
Subtotal	\$ 3,487,516	\$ <b>3,624,700</b>	\$ 137,184
<b>Other:</b>			
General Fund Work Experience	\$ 352,868	\$ <b>358,173</b>	\$ 5,305
Industry Engagement	\$ 95,000	\$ <b>103,880</b>	\$ 8,880
Workforce Strategies	\$ 84,427	\$ <b>94,862</b>	\$ 10,435
Constructing a Brighter Future/Team Oregon Build	\$ 33,000	\$ <b>184,955</b>	\$ 151,955
Oregon Youth Employment Program	\$ 346,961	\$ <b>326,208</b>	\$ (20,753)
Good Jobs - Driving Prosperity (SOWIB)	\$ -	\$ <b>16,660</b>	\$ 16,660
Oregon Health Authoity - HOWTO Grant	\$ 401,260	\$ <b>418,899</b>	\$ 17,639
<b>Prosperity 10,000 Future Ready Oregon:</b>			
Federal ARPA	\$ 624,783	\$ <b>596,109</b>	\$ (28,674)
Federal ARPA - Navigators	\$ 766,130	\$ <b>764,694</b>	\$ (1,436)
Workforce Ready - Federal ARPA - NAACP	\$ 258,404	\$ <b>318,671</b>	\$ 60,266
Oregon Workforce Partnership - Re-entry	\$ 110,909	\$ <b>109,165</b>	\$ (1,744)
Subtotal:	\$ 3,073,742	\$ 3,292,277	\$ 218,535
<b>Revenue Total:</b>			
	\$ 6,561,258	\$ 6,916,977	\$ 355,719
<b>Contingency Reserves:</b>			
Non-Federal Contingency Reserve:	\$ 107,000	\$ <b>107,000</b>	\$ -
Total All Sources:	\$ 6,668,258	\$ 7,023,977	\$ 355,719

# Lane Workforce Partnership

1401 Willamette Street, Second Floor  
Eugene, Oregon 97401

## Revenue and Expense Summary by Fund

Title	Revenue	Personnel Expenses	Materials & Supplies	Community Investments	(Net) Reserve for Future Expenditures
<i>(Revenue Less Personnel Less Materials &amp; Supplies Less Community Investments Equals Net Reserve for Future Expenditures)</i>					
<b>Workforce Innovation and Opportunity Act (WIOA) Funds</b>					
WIOA Adults	\$ 860,682	\$ 156,064	\$ 33,648	\$ 546,254	\$ 124,717
WIOA Youth	\$ 1,062,302	\$ 144,485	\$ 34,560	\$ 757,352	\$ 125,905
WIOA Dislocated Worker	\$ 640,628	\$ 150,660	\$ 32,673	\$ 374,837	\$ 82,458
WIOA RRLayoff Aversion	\$ 44,469	\$ -	\$ -	\$ 44,469	\$ -
WIOA DWG QUEST	\$ 399,950	\$ 36,727	\$ 10,743	\$ 161,043	\$ 191,437
Critical Sectors - Hospitality (WIOA DWG)	\$ 352,763	\$ 45,816	\$ 9,766	\$ 297,808	\$ (628)
WIOA Administration	\$ 263,907	\$ 147,657	\$ 77,006	\$ 3,000	\$ 36,243
<b>Subtotal</b>	<b>\$ 3,624,700</b>	<b>\$ 681,409</b>	<b>\$ 198,396</b>	<b>\$ 2,184,763</b>	<b>\$ 560,132</b>
<b>Other:</b>					
General Fund Work Experience	\$ 358,173	\$ 45,312	\$ 12,339	\$ 301,260	\$ (738)
Industry Engagement	\$ 103,880	\$ 16,454	\$ 2,968	\$ 85,000	\$ (541)
Workforce Strategies	\$ 94,862	\$ 53,965	\$ 41,334	\$ -	\$ (437)
Constructing a Brighter Future/Team Oregon Build	\$ 184,955	\$ 40,931	\$ 8,611	\$ 135,000	\$ 413
Oregon Youth Employment Program	\$ 326,208	\$ 34,509	\$ 13,323	\$ 279,115	\$ (739)
Good Jobs - Driving Prosperity (SOWIB)	\$ 16,660	\$ -	\$ -	\$ 16,660	\$ -
Oregon Health Authority - HOWTO Grant	\$ 418,899	\$ 34,839	\$ 9,535	\$ 374,469	\$ 56
<b>Prosperity 10,000 Future Ready Oregon:</b>					
Federal ARPA	\$ 596,109	\$ 67,337	\$ 17,988	\$ 503,743	\$ 7,041
Federal ARPA - Navigators	\$ 764,694	\$ 105,320	\$ 26,005	\$ 243,379	\$ 389,991
Workforce Ready - Federal ARPA - NAACP	\$ 318,671	\$ 17,297	\$ 3,529	\$ 298,126	\$ (281)
Oregon Workforce Partnership - Re-entry	\$ 109,165	\$ 3,521	\$ 1,045	\$ 96,186	\$ 8,414
<b>Subtotal:</b>	<b>\$ 3,292,277</b>	<b>\$ 419,485</b>	<b>\$ 136,676</b>	<b>\$ 2,332,939</b>	<b>\$ 403,178</b>
<b>Total:</b>	<b>\$ 6,916,977</b>	<b>\$ 1,100,894</b>	<b>\$ 335,072</b>	<b>\$ 4,517,701</b>	<b>\$ 963,310</b>
<b>Contingency Reserves:</b>					
Non-Federal Contingency Reserve:	\$ 107,000				\$ 107,000
<b>Total All Sources:</b>	<b>\$ 7,023,977</b>	<b>\$ 1,100,894</b>	<b>\$ 335,072</b>	<b>\$ 4,517,701</b>	<b>\$ 1,070,310</b>

# Lane Workforce Partnership

1401 Willamette Street, Second Floor

Eugene, Oregon 97401

	2024-2025 Adopted Original Budget	2024-2025 Proposed Budget Mod #1	Difference
Line Item			
<b>Personnel Services</b>			
Staff Salaries/Taxes/Fringe-All	\$ 1,106,119	\$ 1,100,894	
TOTAL Personnel FTE = 7.25	1,106,119	1,100,894	(5,225)
<b>Materials &amp; Supplies</b>			
Subscriptions	600	2,800	2,200
Legal Notices	500	500	-
Taxes, Audits and Legal Services	34,350	34,350	-
Telephone Services	8,040	8,520	480
Purchased Insurance	26,986	26,546	(440)
Real Estate and Parking	36,636	36,636	-
Copier Charges	1,920	1,920	-
Data Warehousing and Storage	3,700	3,700	-
General Office Expenses	20,000	30,000	10,000
Memberships	20,600	25,600	5,000
Printing	500	500	-
Program Information and Outreach	21,000	23,500	2,500
Postage	500	500	-
Computer Equipment and Supplies	60,000	60,000	-
Business Meetings	10,000	10,000	-
Board Expenses	20,000	20,000	-
Staff Travel and Professional Dev	55,000	50,000	(5,000)
Capital Outlays	-	-	-
<b>TOTAL M&amp;S</b>	<b>320,332</b>	<b>335,072</b>	<b>14,740</b>
<b>Community Investments</b>			
One Stop Operations	42,420	42,420	-
ITRAC Subscription	40,000	39,000	(1,000)
Subcontracts - Lane County HHS Adult	1,470,462	1,426,449	(44,013)
Subcontracts - Connected Lane County Youth	1,196,291	1,176,306	(19,985)
Subcontracts - Collaborative EDO	451,985	535,937	83,952
Subcontracts - P10K ARPA Navigator Other	300,000	90,000	(210,000)
Subcontracts - HOWTO - Nurturely	342,000	374,469	32,469
Subcontracts -OHF Critical Jobs Hospitality	160,000	195,308	35,308
Subcontracts - Workforce Ready - NAACP	237,500	298,126	60,626
Subcontracts - OWP Reentry - Opportunity Oregon	97,500	96,186	(1,314)
Other Industry Engagement (Sectors)	157,000	243,500	86,500
<b>TOTAL Direct Program Services:</b>	<b>4,495,158</b>	<b>4,517,701</b>	<b>22,543</b>
<b>Total Current Expenses</b>	<b>5,921,609</b>	<b>5,953,667</b>	<b>32,058</b>
Reserved For Future Expenditure:	639,649	963,310	323,660
Non-Federal Contingency Reserve:	107,000	107,000	-
Match to Revenue Total:	<b>6,668,258</b>	<b>7,023,977</b>	<b>355,719</b>



September 27, 2024

To: Ashley Espinoza  
David Loveall

This letter finalizes the agreed-upon Program Year (PY) 2024 and PY 2025 Workforce Innovation and Opportunity Act (WIOA) title I program performance targets. Following a review of Oregon’s statistical adjustment model predicted outcomes, historical actual results, data supporting the proposed performance targets, other relevant adjustment factors, and subsequent communications with local staff and their Chief Elected Officials, we are confirming the final negotiated performance targets for your local workforce development area as listed below.

### Program Years 2024 & 2025

<b>Employment 2nd Quarter After Exit</b>			
	<b>Adult Target %</b>	<b>DW Target %</b>	<b>Youth Target %</b>
<b>Lane</b>	80.8	76.6	70.0
<b>Employment 4th Quarter After Exit</b>			
	<b>Adult Target %</b>	<b>DW Target %</b>	<b>Youth Target %</b>
<b>Lane</b>	77.7	74.5	73.0
<b>Median Earnings</b>			
	<b>Adult Target</b>	<b>DW Target</b>	<b>Youth Target</b>
<b>Lane</b>	\$9,700.00	\$9,700.00	\$5,700.00
<b>Credential Attainment</b>			
	<b>Adult Target %</b>	<b>DW Target %</b>	<b>Youth Target %</b>
<b>Lane</b>	88.2	85.0	61.9
<b>Measurable Skills Gain</b>			
	<b>Adult Target %</b>	<b>DW Target %</b>	<b>Youth Target %</b>
<b>Lane</b>	51.7	39.6	41.0

Please share and file these final agreed-upon performance targets appropriately. We appreciate your participation and collaboration in the PY 2024 and PY 2025 WIOA Title I programs performance negotiations.

If you have any questions, please contact Kurt Tackman at:  
[kurt.r.tackman@hecc.oregon.gov](mailto:kurt.r.tackman@hecc.oregon.gov).

Thank you,



Kurt Tackman  
Deputy Director  
Office of Workforce Investments  
Higher Education Coordinating Commission

Email cc:

Ann Mersereau, Chair, Workforce and Talent Development Board  
Todd Nell, Director, Workforce and Talent Development Board  
Julia Steinberger, Director, Office of Workforce Investments

**Program Years 24/25 and 25/26 Negotiated Performance Goals**

<b>Measure</b>	<b>Adult</b>	<b>Dislocated Worker</b>	<b>Youth</b>
Employment Rate Q2	80.8%	76.6%	70%
Employment Rate Q4	77.7%	74.5%	73%
Credential Attainment	88.2%	85.0%	61.9%
Measurable Skill Gain	51.7%	39.6%	41%
Median Earnings Q2	\$9700.00	\$9700.00	\$5700.00

**PY 23/24 Performance Goal Comparison**

<b>Measure</b>	<b>PY 22 and 23 Goal</b>	<b>PY 24 and 25 Goal</b>	<b>Difference</b>
<b>Youth</b>			
Employment Rate Q2	73.3%	70%	-3.3%
Employment Rate Q4	78.6%	73%	-5.6%
Credential Attainment	66.9%	61.9%	-5%
Measurable Skill Gain	48.3%	41%	-7.3%
Median Earnings Q2	\$4,604	\$5,700	+\$1,096
<b>Adult</b>			
Employment Rate Q2	73.4%	80.8%	+7.45%
Employment Rate Q4	69.8%	77.7%	+7.9%
Credential Attainment	89.2%	88.2%	-1%
Measurable Skill Gain	83.8%	51.7%	-32.1%
Median Earnings Q2	\$7,160	\$9700.00	+\$2,540
<b>Dislocated Worker</b>			
Employment Rate Q2	74.4%	76.6%	+2.2%
Employment Rate Q4	71.6%	74.5%	+2.9%
Credential Attainment	90.9%	85.0%	-5.9%
Measurable Skill Gain	89.7%	39.6%	-50.1%
Median Earnings Q2	\$7,461	\$9700.00	+\$2,239

**PY 24 Goal Comparison with PY 23 Actual Final Performance**

<b>Measure</b>	<b>PY 23 Actual*</b>	<b>PY 24 Goal</b>	<b>Difference</b>
<b>Youth</b>			
Employment Rate Q2	60.3%	70%	+9.7%
Employment Rate Q4	71.4%	73%	+1.6%
Credential Attainment	58.3%	61.9%	+3.6%
Measurable Skill Gain	49.2%	41%	-8.2%
Median Earnings Q2	\$5,852	\$5,700	-\$152.00
<b>Adult</b>			
Employment Rate Q2	71.0%	80.8%	+9.8%
Employment Rate Q4	75.7%	77.7%	+2.0%
Credential Attainment	71.0%	88.2%	+17.0%
Measurable Skill Gain	64.3%	51.7%	-12.6%
Median Earnings Q2	\$9,170	\$9,700	+\$530.00
<b>Dislocated Worker</b>			
Employment Rate Q2	71.8%	76.6%	+4.8%
Employment Rate Q4	75.4%	74.5%	-.9%
Credential Attainment	65.4%	85.0%	+19.6%
Measurable Skill Gain	64.3%	39.6%	-24.7%
Earnings Q2	\$8,683	\$9,700	+\$1,017.00