



LANE WORKFORCE PARTNERSHIP EXECUTIVE BOARD MEETING

Thursday, September 18, 2025

11:30am – 1:00pm

Meeting being held in-person and via Zoom

In-Person: 1401 Willamette Street, Eugene (Eugene Chamber Building)
(2nd Floor, LWP Conference Room)

Zoom: <https://us02web.zoom.us/j/8428428857>

Meeting ID: 842 8428 857

AGENDA

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

- I. CALL TO ORDER and INTRODUCTIONS / *Solomon Harris*
- 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 May 15, 2025, Executive Board Meeting / Action* Pages 1 - 5
- IV. BUDGET MODIFICATION #1 / *Action* Pages 6 - 10
Tiffany Cink, Lane Workforce Partnership
- V. WIOA SUB-RECEIPIENT MONITORING / *Information* Pages 11 - 29
Tiffany Cink, Lane Workforce Partnership
- VI. WORKFORCE SYSTEM YEAR-END REPORT / *Information*
Cindy Perry, Lane Workforce Partnership
 - Program Year 2024 – 2025 Year-End Report Pages 30 - 38
 - Program 2023 – 2024 Year-End Report (*for comparison purposes*) Pages 39 - 60
- VII. EXECUTIVE DIRECTOR’S REPORT / *Information*
Ashley Espinoza, Lane Workforce Partnership
- VIII. EXECUTIVE BOARD MEMBER UPDATES / *Information*
- IX. OTHER BUSINESS
- X. ADJOURNMENT

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LANE WORKFORCE EXECUTIVE BOARD MEETING

Thursday, May 15th, 2025

11:30am – 12:45pm

MINUTES

In Attendance: John Stapleton, Shondra Holliday, Lyndsie Leech, David Loveall, Dana Merryday, Michelle Webber

Absent: Jennifer Adams, Jeff Graham, Solomon Harris

Staff: Ashley Espinoza, Tiffany Cink, Cindy Perry, Anne Nestell, Stephanie Lovell

Others: Adriana Santiago, David Ross, Cheryl Zwillinger, Marielle Hart, Desiree Marquez-Pacheco

APPROVALS

Recommendation	Motion	Seconded	Status
Approve Executive Board Meeting Minutes (April 17 th , 2025)	David Loveall	John Stapleton	Approved
Award the WIOA Youth Programs Contract to Looking Glass for a period of one year beginning July 1, 2025, with the option to extend the contract for four additional one-year periods, based on performance and the availability of funds.	David Loveall	Lyndsie Leech	Approved
Adopt the Original General Operating Budget for PY 2025 – 2026 as presented.	Lyndsie Leech	David Loveall	Approved
That the Lane Workforce Partnership Board of Directors elect the following slate of officers for a two-year term beginning July 1, 2025: Solomon Harris, Chair; John Stapleton, Chair-Elect; Jeff Graham, Treasurer and Secretary; and Shondra Holliday, Past-Chair.	David Loveall	Michelle Webber	Approved
Increase Ashley Espinoza’s annual salary by six percent effective July 1 st , 2025	Lyndsie Leech	David Loveall	Approved

I. CALL TO ORDER

Shondra Holliday called the meeting to order.

II. PUBLIC COMMENT

No public comments were received.

III. CONSENT CALENDAR

David Loveall moved to approve the April 17th, 2025, Executive Board meeting minutes. John Stapleton seconded, and the motion was approved.

IV. YOUTH RFP PROCUREMENT

Cindy Perry provided an overview of the Youth Services RFP process.

An RFP for the next cycle was issued on January 17, 2025, with \$660,000 available for Program Year 2025–2026. Proposals were due February 28, 2025. At the April 17, 2025, Executive Board meeting, the Board approved an extension of the evaluation period to include site tours and oral interviews with the two top-scoring proposers: Connected Lane County and Looking Glass.

Tours and interviews were held April 28, 2025. Final average scores were:

- Looking Glass: 86.83
- Connected Lane County: 84.5

David Loveall moved that the Lane Workforce Partnership Executive Board award the WIOA Youth Programs Contract to Looking Glass for a period of one year beginning July 1, 2025, with the option to extend the contract for four additional one-year periods, based on performance and the availability of funds. Lyndsie Leech seconded, and the motion was approved.

V. PROGRAM YEAR 2025 – 2026 BUDGET

Tiffany Cink presented the proposed 2025 – 2026 Budget:

- Revenue decreased by approximately \$2 million, due to expiring programs and a 10% reduction in state WIOA funding.
- This is the final year of the Future Ready Oregon-Prosperity 10,000, Workforce Navigator, and Workforce Ready grants, with about \$1 million remaining.
- Total expenditures decreased by about \$1.2 million.
- Reserve for Future Expenditures is projected at \$864,906, roughly 20% for WIOA funds, which aligns with organizational goals.
- Personnel Services: 24.3% of annual expenses; Materials & Supplies: 6.7%
- Community Investments: Currently 69%, expected to increase with fall budget modifications.

Lyndsie Leech moved to adopt the General Operating Budget for Program Year 2025 – 2026 as presented. David Loveall seconded, and the motion was approved.

VI. BOARD OFFICER RECOMMENDATION

Shondra Holliday noted that per the standard succession plan, she will move into the Past Chair role, and Solomon Harris will assume the role of Chair. John Stapleton has expressed interest in serving as Chair-Elect, and Jeff Graham is interested in serving as Treasurer. No volunteers came forward for the Secretary position. Jeff has agreed to serve in a dual role as both Treasurer and Secretary if needed.

David Loveall moved that the Lane Workforce Executive Board recommend that the Lane Workforce Partnership Board of Directors elect the following slate of officers for a two-year term beginning July 1, 2025: Solomon Harris, Chair, John Stapleton, Chair-Elect, Jeff Graham, Treasurer and Secretary, and Shondra Holliday, Past-Chair. Michelle Webber seconded, and the motion was approved.

VII. EXECUTIVE DIRECTOR ANNUAL EVALUATION

Per ORS 192.610, the Executive Board conducted an executive session to discuss matters of personnel and per LWP Board By-Laws, the Executive Director and all staff left the meeting during the Executive Session.

Following the Executive Session, Ms. Holliday called the regular meeting back to order.

Lyndsie Leech moved that Ashley Espinoza's annual salary be increased by six percent effective July 1st, 2025. David Loveall seconded, and the motion was approved.

The Executive Board thanked Ms. Espinoza for her work.

VIII. EXECUTIVE DIRECTOR'S REPORT

Ashley Espinoza shared recent highlights, noting both the challenges and the valuable partnerships being built. She emphasized the team's strength in strategic development and collaboration, which is positioning LWP for future funding diversification and collective impact.

Key updates included:

- **U.S. Council of Mayors:** Ashley was appointed to the U.S. Conference of Mayors Workforce Council and attended a meeting in Charlotte, NC. During that visit, Ashley toured a cutting-edge healthcare training facility showcasing simulation and assistive technology for student learning and accessibility. Ashley highlighted a successful partnership in Charlotte between a former workforce director and the City, which expanded youth employment opportunities across departments – underscoring the importance of cross-sector leadership.
- **NAWDP:** The LWP Team (minus fiscal) attended the National Association of Workforce Development Professionals Conference in Virginia Beach, where *Team Oregon Build* was named National Program of the Year. Ashley was elected to the Board of Directors for Region 6, and her term begins July 1st.
- **Oregon Employment and Training Association Conference (OETA):** LWP presented on successful collaboration under the Critical Sectors Grant. Ashley noted that Lane County continues to be recognized statewide for its strong partnerships. Nancy Pance and Opportunity Oregon received the Workforce Champion award, further highlighting regional contributions.
- **Provider Changes:** Ashley acknowledged the complex nature of transitions particularly around the WIOA Adult/DW and Youth contracts. She emphasized LWP's commitment to transparency and continued partnership whenever possible. Ashley also shared her enthusiasm for LWP's new role as One-Stop Operator following a failed procurement process. This new role provides a valuable opportunity to take inventory of the entire public workforce system and implement system-wide quality standards that LWP has long championed.
- **Strategic Goals:** Ashley reiterated LWP's strategic goals and highlighted the importance of aligning participant flow and service delivery with these goals.

John Stapleton emphasized the importance of viewing the workforce system as an interconnected set of components, like gears in a machine, rather than isolated silos. He highlighted that many clients entering workforce services lack foundational job skills, which limits the effectiveness of case management. The goal is to align partner systems, such as K-12 education, to ensure participants enter the workforce system with basic job readiness, reducing the need for late-stage interventions. John stressed that effective workforce training must begin early, especially for youth, and be integrated into existing learning environments rather than delayed until after graduation. Investing in

early, align training is more effective and less costly than trying to retroactively prepare individuals through short-term programs.

- **Trauma-Informed Care:** As part of the local plan, LWP prioritized ensuring that service providers are trained in trauma-informed practices. A recent "train-the-trainer" program has produced 20 local trainers. The *Trauma Healing Project*—a respected local organization—will provide ongoing quarterly professional development and peer support for these trainers. Ashley emphasized that trauma-informed work is not one-time training but requires sustained support. These ongoing sessions will also offer insight into provider experiences and help LWP better understand workforce system effectiveness from a human-centered perspective.
- **State of the Workforce Roadshow:** Ashley and Henry Fields, Workforce Analyst for the Oregon Employment Department, are conducting a regional “road show” to present the State of the Workforce report and raise awareness about the role and impact of the Workforce Board. Presentations have been scheduled with a wide variety of partners, including a future visit to the Lane County Human Resources Association in January 2026. These outreach efforts aim to strengthen connections and visibility across the region.

IX. EXECUTIVE BOARD MEMBER UPDATES

- **Lyndsie Leech:** Shared an update on the City of Eugene’s ongoing budget challenges. The City is preparing three budget proposals based on different revenue scenarios. The process has been contentious and uncertain, with three more budget meetings scheduled before final approval. A public hearing is set for June 23.
- **Dana Merryday:** Dana Merryday reported that the City of Cottage Grove is also experiencing budget challenges, with the second budget hearing scheduled for tonight. While not as severe as some neighboring jurisdictions, the city has already eliminated positions and is holding vacancies unfilled due to rising costs and limited revenue from fixed property tax income. Additionally, several previously awarded grants have been retracted. Dana also noted that downtown construction is creating strain on local businesses, though efforts are being made to maintain access. He commended Wildish Construction for effectively keeping businesses accessible throughout the project.
- **John Stapleton:** Provided an update on the evolution of the *Construction Pathway* program, which began as a local effort to support wildfire recovery in the McKenzie Valley. That program has since grown into *Team Oregon Build*, a statewide initiative currently active in approximately 100 high schools with over 6,000 students. Team Oregon Build has expanded into three regional teams (coastal, high desert, and eastern Oregon) and is developing regional training sites. Locally, the *Everyone Village* project in partnership with the City of Eugene is transforming into a site for both permanent housing and hands-on construction training. Students will gain experience in licensed trades like electrical, plumbing, and sheet metal, with direct pathways into ITEC and other apprenticeship programs. John noted that this model is particularly beneficial for rural school districts that lack training capacity. The regional site offers equitable access and acts as a “training site factory” for scalable skill development. The approach will next expand to manufacturing and health occupations. He thanked Lane Workforce Partnership staff for their flexibility and partnership in helping the program scale successfully and fill critical gaps for partnering agencies.
- **Michelle Webber:** Shared that the City of Springfield has completed its budget committee process. The budget will now move forward to the City Council for discussion and approval.
- **David Loveall:** Estelle Bakery, a new gluten-free bakery has opened and is fantastic – encouraged people to try it out. David reminded the group that today is National Law

Enforcement Officers Memorial Day. Encouraged people to take a moment to reach out to police officers/sheriffs they know and express appreciation for their service and sacrifice. David also shared encouraging news regarding timber revenue, noting that \$4.1 million in additional funds were announced earlier today. He will be meeting with BLM tomorrow to discuss the forest management programs. He expressed optimism about the potential to revitalize local building material production.

- **Shondra Holliday:** Lane County Medical Society is partnering with Serenity Lane to financially support physicians in need of substance use treatment through Serenity Lane's Professionals Program. The partnership will help cover intake costs for physicians who have lost employment and health coverage, aiming to support recovery, licensure reinstatement, and eventual return to practice—an outcome that benefits the broader community. Shondra also shared that her current focus on the foundation side of the organization involves fundraising and resource development to sustain wellness initiatives, including exploring non-governmental funding sources.

X. OTHER BUSINESS

No additional matters were recorded.

XI. ADJOURNMENT

Shondra Holliday adjourned the meeting.

**PROPOSED BUDGET MODIFICATION #1
2025-2026**

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 \$225,310 in additional revenues.

DISCUSSION

REVENUE:

Revenue increased from \$5,439,267 by \$225,310 to \$5,664,577.

Note: While revenue increased modestly, total 2025 – 2026 revenue is down \$1.8 million compared to final 2024 – 2025 levels.

The change reflects actual 2024 – 2025 carry-over amounts and finalized State of Oregon funding awards.

EXPENSE:

Total expenses have increased from \$4,574,361 by \$230,528 to \$4,804,889.

The Reserve for Future Expenditures decreased (\$5,219) to \$859,688 (details included on the Revenue and Expense Summary by Fund).

Personnel Services are 23% of annual expenses. The \$15,953 increase is a combination of additional funding for the CBF/TOB Project Assistant position and a small decrease in the overall cost of benefits.

Materials and Services are 7% 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 70% 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:

- Grant Associates (GA) Adult Services Contract for direct participant services provided through the WorkSource Oregon Lane system increased \$52,432 reflecting additional carry over funds available in the DWG – QUEST and Workforce Ready Bushnell programs.
- Looking Glass (LG) WIOA Youth Services \$594,000: Looking Glass was awarded the WIOA Youth Services Contract under the Request for Proposals issued in March 2025. The amount reflects the 10% decrease in WIOA Formula Funds allocated to Lane County effective July 1, 2025.
- Connected Lane County (CLC) Youth Services Contracts for direct participant services at Spark on 7th and Spark at Booth-Kelly increased by \$136,932. The amount includes the actual award from the State of Oregon for the Oregon Youth Employment Program (OYEP) for the 2025-2027 biennium and the remaining 2024-2025 WIOA Youth funds for transitioning customers to Looking Glass.
- Workforce Benefits Navigator: Increased \$72,578 and includes amounts for Collaborative Economic Development Oregon (CEDO) and Reville Foundation for the final year of the Future Ready Oregon Benefits Navigator program.
- Workforce Ready – NAACP: Decreased (\$13,695) based on funds remaining for the final year of the program.
- Workforce Ready – OWP Reentry – Opportunity Oregon: Increased \$15,584 reflecting actual carry- over for the final year of the program.

See attached schedules for line- item details.

Lane Workforce Partnership

1401 Willamette Street, Second Floor
Eugene, Oregon 97401

Revenue

Title	2025-2026 Proposed Original Budget	2025-2026 Proposed Mod #1	Difference
<u>Workforce Innovation and Opportunity Act (WIOA) Funds</u>			
WIOA Adults	\$ 834,494	\$ 818,015	\$ (16,479)
WIOA Youth	\$ 962,052	\$ 985,483	\$ 23,432
WIOA Dislocated Worker	\$ 589,109	\$ 554,102	\$ (35,007)
WIOA RR/Layoff Aversion	\$ 40,301	\$ 48,155	\$ 7,854
WIOA DWG QUEST	\$ 199,998	\$ 206,133	\$ 6,136
Critical Sectors - Hospitality (WIOA DWG)	\$ -	\$ -	\$ -
WIOA Administration	\$ 263,322	\$ 253,567	\$ (9,755)
Subtotal	\$ 2,889,275	\$ 2,865,455	\$ (23,820)
<u>Other:</u>			
General Fund Work Experience	\$ 384,298	\$ 410,430	\$ 26,132
Industry Engagement	\$ 174,985	\$ 186,884	\$ 11,899
Competitive Strategies	\$ 168,855	\$ 177,031	\$ 8,176
Constructing a Brighter Future/Team Oregon Build	\$ 10,580	\$ 30,926	\$ 20,346
Oregon Youth Employment Program	\$ 750,000	\$ 718,500	\$ (31,500)
Good Jobs - Driving Prosperity (SOWIB)	\$ -	\$ -	\$ -
Oregon Health Authority - HOWTO Grant	\$ -	\$ -	\$ -
<u>Future Ready Oregon - Prosperity 10,000 and Workforce Ready</u>			
Workforce Ready Bushnell	\$ 200,860	\$ 251,956	\$ 51,096
Prosperity 10,000	\$ 194,609	\$ 284,759	\$ 90,150
Workforce Benefits Navigator	\$ 448,005	\$ 507,437	\$ 59,432
Workforce Ready NAACP	\$ 160,000	\$ 171,305	\$ 11,305
Workforce Ready - Oregon Workforce Partnership	\$ 57,800	\$ 59,893	\$ 2,093
Subtotal:	\$ 2,549,992	\$ 2,799,122	\$ 249,130
Revenue Total:			
	\$ 5,439,267	\$ 5,664,577	\$ 225,310
<u>Contingency Reserves:</u>			
Non-Federal Contingency Reserve:	\$ 107,000	\$ 107,000	\$ -
Total All Sources:	\$ 5,546,267	\$ 5,771,577	\$ 225,310

Lane Workforce Partnership

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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 & Supplies Less Community Investments Equals Net Reserve for Future Expenditures)</i>					
Workforce Innovation and Opportunity Act (WIOA) Funds					
WIOA Adults	\$ 818,015	\$ 197,455	\$ 39,507	\$ 430,381	\$ 150,672
WIOA Youth	\$ 985,483	\$ 113,122	\$ 27,983	\$ 698,155	\$ 146,224
WIOA Dislocated Worker	\$ 554,102	\$ 164,927	\$ 33,905	\$ 269,834	\$ 85,436
WIOA RRLayoff Aversion	\$ 48,155	\$ -	\$ -	\$ 43,339	\$ 4,816
WIOA DWG QUEST	\$ 206,133	\$ 34,312	\$ 9,438	\$ 162,969	\$ (586)
Critical Sectors - Hospitality (WIOA DWG)	\$ -	\$ -	\$ -	\$ -	\$ -
WIOA Administration	\$ 253,567	\$ 140,918	\$ 74,377	\$ -	\$ 38,271
Subtotal	\$ 2,865,455	\$ 650,733	\$ 185,210	\$ 1,604,679	\$ 424,833
Other:					
General Fund Work Experience	\$ 410,430	\$ 31,254	\$ 9,225	\$ 160,673	\$ 209,278
Industry Engagement	\$ 186,884	\$ 12,062	\$ 2,077	\$ 78,500	\$ 94,244
Competitive Strategies	\$ 177,031	\$ 39,709	\$ 37,232	\$ 10,000	\$ 90,090
Constructing a Brighter Future/Team Oregon Build	\$ 30,926	\$ 26,151	\$ 4,504	\$ -	\$ 271
Oregon Youth Employment Program	\$ 718,500	\$ 59,941	\$ 16,235	\$ 599,095	\$ 43,229
Good Jobs - Driving Prosperity (SOWIB)	\$ -	\$ -	\$ -	\$ -	\$ -
Oregon Health Authority - HOWTO Grant	\$ -	\$ -	\$ -	\$ -	\$ -
Future Ready Oregon - Prosperity 10,000 and Workforce Ready					
Workforce Ready Bushnell	\$ 251,956	\$ 24,481	\$ 7,806	\$ 219,594	\$ 75
Prosperity 10,000	\$ 284,759	\$ 123,889	\$ 29,047	\$ 132,502	\$ (677)
Workforce Benefits Navigator	\$ 507,437	\$ 131,711	\$ 28,204	\$ 347,578	\$ (56)
Workforce Ready NAACP	\$ 171,305	\$ 21,435	\$ 4,717	\$ 146,305	\$ (1,152)
Workforce Ready - Oregon Workforce Partnership	\$ 59,893	\$ 6,781	\$ 1,681	\$ 51,879	\$ (448)
Subtotal:	\$ 2,799,122	\$ 477,414	\$ 140,728	\$ 1,746,125	\$ 434,855
Total:	\$ 5,664,577	\$ 1,128,147	\$ 325,938	\$ 3,350,804	\$ 859,688
Contingency Reserves:					
Non-Federal Contingency Reserve:	\$ 107,000				\$ 107,000
Total All Sources:	\$ 5,771,577	\$ 1,128,147	\$ 325,938	\$ 3,350,804	\$ 966,688

23% 7% 70% 100%

Lane Workforce Partnership

1401 Willamette Street, Second Floor

Eugene, Oregon 97401

	2025-2026 Proposed Original Budget	2025-2026 Proposed Mod #1	Difference
Line Item			
Personnel Services			
Staff Salaries/Taxes/Fringe-All	\$ 1,112,194	\$ 1,128,147	
TOTAL Personnel FTE = 7.25	1,112,194	1,128,147	15,953
Materials & Supplies			
Subscriptions	2,800	2,800	-
Legal Notices	500	500	-
Taxes, Audits and Legal Services	35,500	35,500	-
Telephone Services	8,520	8,520	-
Purchased Insurance	28,024	28,024	-
Real Estate and Parking	37,374	37,374	-
Copier Charges	1,920	1,920	-
Data Warehousing and Storage	3,700	3,700	-
General Office Expenses	25,000	25,000	-
Memberships	25,600	25,600	-
Printing	500	500	-
Program Information and Outreach	21,000	21,000	-
Postage	500	500	-
Computer Equipment and Supplies	50,000	50,000	-
Business Meetings	10,000	10,000	-
Board Expenses	15,000	15,000	-
Staff Travel and Professional Dev	40,000	60,000	20,000
Capital Outlays	-	-	-
TOTAL M&S	305,938	325,938	20,000
Community Investments			
One Stop Operations	12,420	19,664	7,244
ITRAC Subscription	40,500	35,000	(5,500)
Subcontracts - Grant Associates Adult	1,028,514	1,080,946	52,432
Subcontracts - Looking Glass WIOA Youth	660,000	594,000	(66,000)
Subcontracts - CLC OYEP/WIOA Youth	595,000	731,932	136,932
Subcontracts - CEDO - Industry Engagement	315,000	315,000	-
Subcontracts - Workforce Benefits Navigator	275,000	347,578	72,578
Subcontracts - HOWTO - Nurturely	-	-	-
Subcontracts -OHF Critical Jobs Hospitality	-	-	-
Subcontracts - Workforce Ready - NAACP	160,000	146,305	(13,695)
Subcontracts - OWP Reentry - Opportunity Oregon	36,295	51,879	15,584
Other Industry Engagement (Sectors)	33,500	28,500	(5,000)
TOTAL Direct Program Services:	3,156,229	3,350,804	194,575
Total Current Expenses	4,574,361	4,804,889	230,528
Reserved For Future Expenditure:	864,906	859,688	(5,219)
Non-Federal Contingency Reserve:	107,000	107,000	-
Match to Revenue Total:	5,546,267	5,771,577	225,310

**ANNUAL SUB-RECIPIENT FISCAL AND PROGRAM MONITORING
2024-2025**

BACKGROUND

In compliance with the State of Oregon Higher Education Coordinating Commission Monitoring, Corrective Actions, and Sanctions Policy, attached are the Subrecipient Monitoring Reports for the July 2024-June 2025 fiscal year.

DISCUSSION

2024-2025 LWP Subrecipients:

- Connected Lane County (CLC) – WIOA Youth
- Lane County Health and Human Services (HHS) – WIOA Adult and Dislocated Worker
- Oregon Manufacturing Extension Partnership (OMEP) – One Stop Operator

The attached pages include the final monitoring reports for each subrecipient.

Note: During the Spring 2025 Request for Proposal process, awards for federal WIOA funding were not made to Connected Lane County, Lane County Health and Human Services or Oregon Manufacturing Extension Partnership. However, Connected Lane County continues to operate the Oregon Youth Employment Program (OYEP), awarded competitively by the State of Oregon.

Connected Lane County (CLC)

CLC served as the WIOA Youth provider during 2024 – 2025, with two service locations:

- Spark on 7th (22 West 7th Avenue, Eugene)
- Spark at Booth-Kelly (303 S 5th Street, Suite 150, Springfield)

Contract Value: \$897,191 (WIOA Youth + Future Ready Oregon)

Monitoring: Fiscal and program desk review was completed during May 2025, with the final report issued September 9, 2025.

Expenditure Rate

2024-2025 Budget	Total Expenditures	Variance **	Percentage Expended
\$897,191	\$760,259	\$136,932	85%

** \$136,932 Variance to be spent July 2025 to September 2025

Youth Served

	In-school	Out-of-School	Work Based Learning
Goal	35	94	30
PY 24 Enrolled	5	21	
Carry-In	17	61	
Total	22	82	39
Percent of Goal	63%	87%	130%

Fiscal Monitoring:

- CLC's first single-audit (Jones & Roth, FY ending June 30, 2023) resulted in two federal findings.
- The second annual audit (FY ending June 30, 2024) included additional federal findings:
 - Significant deficiency in internal controls over financial reporting
 - Significant deficiency in compliance and immaterial non-compliance.

While the findings do not include questioned costs, they require CLC to implement stronger internal controls and financial oversight. LWP will conduct follow-up during the 2025-2026 monitoring.

The Program Monitoring included review of 31 participant files and noted the following:

Overall Observations:

It is evident that Connected Lane County provides a much-needed service to the youth/young adults of Lane County. The two centers offer dedicated space for youth to develop skills and transition into adulthood.

At the time of the monitoring, contractual enrollments goals had not been met for PY 24/25. CLC reported a waiting list for new participant enrollments, which if reduced, would result in CLC exceeding their enrollment goals.

Improvements Since PY 23 Monitoring:

Previous reconciliation issues caused by multiple versions of timecards have been resolved. CLC implemented an electronic timesheet system across all programs, significantly improving payroll record accuracy.

PY 24 Monitoring Outcomes Summary

It is evident that Connected Lane County operates exceptional programs. Staff do an excellent job in supporting youth engagement in work-based learning opportunities. Staff also do a good job in matching youth's goals to their work-based learning and their advancement in furthering their education.

Areas requiring improvement include timely and accurate data entry in iTrac records. Lane Workforce Partnership will require all staff to participate in technical assistance to support program improvement.

Lane County Health & Human Services (HHS)

WIOA Adult and Dislocated Worker Service provider operated primarily from the WorkSource Oregon Lane office at 2510 Oakmont Way.

Monitoring:

For the 2024 – 2025 program year, fiscal and program monitoring was conducted, with a final revised report issued on June 24, 2025.

Expenditure Rate

2024-2025 Budget	Total Expenditures	Variance	Percentage Expended
\$1,426,449	\$1,363,210	\$112,739	92.36%

Fiscal Monitoring

The fiscal review identified several responses that did not accurately reflect actual results. Full details are provided in the attached report.

The Program Monitoring included review of 28 participant files and noted the following:

PY 24 Monitoring Outcomes Summary:

Lane County Health and Human Services demonstrated many improvements in their management of the WIOA and other programs over the past year. While there is still some room for improvement in the use of iTrac and eBridge, the issues are substantially less compared to the PY23/24 monitoring.

OMEP: The One-Stop Operator is a federally required component of the WIOA One-Stop System. During Program Year 2024-2025, OMEP received \$28,219 to accomplish the following work:

- Facilitate and coordinate Strategic, Local and Center Leadership Teams in the local areas.
- Provide annual One-Stop Delivery System gap assessment and deliver reports with alignment and improvement recommendations.
- Development and implementation of feedback mechanisms to provide data driven decision-making.
- Facilitate and coordinate continuous improvement work and/or teams in the One-Stop centers.
- Assist Lane Workforce Partnership staff with the assessment of each comprehensive and affiliate one-stop career center in Lane County for the purposes of completing the certification process.
- Assessment and alignment of Memorandum of Understanding (MOU) to the WorkSource Oregon Operational Standards.

We reviewed the audit completed by Kern Thompson for the period ending June 30, 2024. One federal finding was identified:

- Significant Deficiency in Financial Statement Preparation

This finding did not affect the One-Stop Operator program nor OMEP's ability to manage federal funds.



YOUTH FISCAL and PROGRAM FINAL MONITORING REPORT

Connected Lane County

Program Year 2024

WIOA Youth Program Service Provider:

Jesse Nelson, Executive Director
Mary Bell, Accountant/Bookkeeper
Annie Dropek, Navigate Program Lead – WIOA
David Ross, Elevate Program Lead – OYEP

Date(s) of Report:

Date of Report: September 9, 2025 Revised

Program Year: 2024 – 2025 Desk Review: April 2025 Transactions Tested: February 2025

2024 Contract Amount:

Contract #31210: Workforce Innovation and Opportunity Act Youth (WIOA) & State of Oregon Prosperity 10K - \$897,191

Contract #31200: Oregon Youth Employment Program (OYEP) - \$845,298

Youth Fiscal Monitoring Report

2024- Desk Review – February

F-1 – Provide current Financial Policies/Procedures - Debt Collection Policy

CLC Response:

- CLC requested to use LWP’s debt collection policy and will draft a policy for internal processes in FY 25-26.

F-3 – Describe the process by which you invoice LWP and how it ensures costs are submitted on a reimbursement basis and in accordance with contract timelines?

CLC Response:

- Monthly invoices are completed by the finance department after all expenses including credit card transactions have been reconciled to ensure all transactions that occurred within the period were tagged appropriately.
- Payroll posting from processing is also reviewed prior to invoicing. Currently, direct allocations from employee timesheets post to the expense accounts by class and customer only and are classified by division through journal entries.
- All non-regular time, such as vacation and sick time, are not allocable on the timesheets to those same categories. Therefore, payroll reconciliations are done to tag time that is not directly allocable on employee timesheets due to the limitations with QBO Payroll systems.
- QBO Time allows staff to allocate time by division, class, and customer /project but does not allow staff to allocate non-regular time (sick, vacation, PTO, etc.) to divisions, classes, or customer/projects. This time is allowable under the contracts and thus is applied to the projects via a journal entry after payroll posts.
- Expense reports are then pulled and reviewed by the team leads, program managers, and executive director no later than the 15th of month following the month being invoiced for reimbursement. Once all expenses have been reviewed and approved the invoice is created using the templates provided by LWP and those invoices are entered into QBO as open receivables until the payment is received. Those invoices are sent to LWP upon final approval no later than the 20th of the month following the month being invoiced.

F-16 - Describe how costs are allocated between the WIOA In-School and WIOA Out-of-School Youth cost objectives.

CLC Response:

- CLC allocates staff wages based on actual time tracked on timesheets which are reviewed and approved by the Executive Director. Direct Staff costs for WIOA In-School and Out-of-School are based on caseloads.

F-18 - Does the program generate any program income? If yes, please provide the policy/procedure for managing program income and indicate how it is noted in the GL?

CLC Response:

- No, CLC does not generate revenue from the WIOA or OYEP programs.

** REVISED September 9, 2025**

The CAFR including an Independent Auditor’s Report had not been received by LWP at the time of this report. The final report was received August 26, 2025.

The Financial Statements and Single Audit Information Report, including the Independent Auditors’ Report, was prepared by Jones & Roth for the fiscal year ended June 30, 2024. The Schedule of Expenditures of Federal Awards is located on page 17. WIOA Youth funds are listed as “Passed through Lane Workforce Partnership,” with total expenditures of \$556,438, which align with LWP records.

Jones & Roth identified two federal findings in the audit report:

- A significant deficiency in internal controls over financial reporting, which is a repeat finding from the audit for the year ended June 30, 2023.
- A significant deficiency in internal controls over compliance, along with immaterial non-compliance related to audit timing and documentation.

Connected Lane County has developed and implemented a Corrective Action Plan to address both findings. Lane Workforce Partnership will verify compliance with the corrective actions during the 2025–2026 monitoring cycle.

Connected Lane County is a trusted and impactful partner, delivering high-quality services to the Lane County community. Their staff consistently adheres to well-established fiscal policies and procedures, reflecting strong organizational practices. We look forward to deepening our partnership with Connected Lane County as a catalyst for innovation and progress in our community.

Summary prepared by:

Stephanie Lovell
Stephanie Lovell, Accountant

09/09/2025
Date

Stephanie@laneworkforce.org

Youth Program Monitoring Program

Total Participants Included in File Review:

Total Number of Files Reviewed: Total of 31 participant files reviewed for those served during the period of July 1, 2024 – April 30, 2025. Only discrepancies related to Program Year 2024/2025 are noted in this report. Any noted discrepancies from prior Program Years will be shared with Connected Lane County in a separate document.

File review included a sample size of not less than 10% of participants enrolled in the following funds:

- WIOA Youth and State of Oregon P10K: youth actively engaged in Program Year 2024/2025 = 18 Files Reviewed
- WIOA Youth enrolled between Program Years 2017 to 2022 = 9 Files Reviewed
- Oregon Youth Employment Program = 4 Files Reviewed

See Attachment A: List of Participant Files Reviewed.

Overall Observations:

It is evident that Connected Lane County provides a much-needed service to the youth/young adults of Lane County. Having two centers dedicated to this population (Spark on 7th and Spark at Booth Kelly) provides dedicated space for youth to learn and grow as they transition into adulthood.

CLC has not yet met contractual enrollments goals for PY 24/25 as of this report. CLC reports a waiting list for new participant enrollments, which if reduced would result in CLC exceeding their enrollment goals.

Participant Enrollment Goals

Category	Projected Carry-In	Actual Carry-In	New Enrollment Goal	Actual New Enrollments to Date	Total Enrollments
Out of School Youth	80	63	33	21	84
In School Youth	19	18	18	5	23
Total Youth Served	99	81	51	26	107

Improvement Since PY 23 Monitoring:

During PY 23/24 Monitoring, it was noted that Connected Lane County had several versions of timecards, resulting in reconciliation errors between the participant's timesheets and payroll records. Connected Lane County has implemented an electronic timesheet system. The electronic system is applied across all programs. As a result, LWP notes a vast improvement in the accuracy of payroll records.

PY 24 Participant Records with Potential Questioned Cost:

There were three participant records with questioned cost that required correction, all three records have been corrected through fiscal reports or corrected documents reconciled and uploaded into eBridge.

As of the final monitoring reporting, Connected Lane County is still working on corrections to participant records that do not pose a risk of disallowed costs but are errors that need to be corrected.

PY 24 Monitoring Outcomes Summary

It is evident that Connected Lane County operates exceptional programs. Staff do an excellent job in supporting youth engagement in work-based learning opportunities. Staff also do a good job in matching youth's goals to their work-based learning and their advancement in furthering their education.

There are areas of improvement needed, primarily accurate and timely data entry in the iTrac records. Lane Workforce Partnership will require all staff to participate in technical assistance to support program improvement.

List of Participant Files Reviewed

Oregon Youth Employment Program Files:

Participant Name	iTrac ID Number
K. Patel	N/A
J. Perales	N/A
M. Tran	N/A
T. Tran	N/A

WIOA Youth/P10K Program Files:

Participant Name	iTrac ID
K. Bailey	2687453
E. Baumgardner	249048
F. Brown	2595163
D. Grider	2657184
S. Johnson	2640882
S. Kinkade	2493237
R. Mower	2569206
K. Musselwhite	2586548
K. Owens	2551980
A. Parker	2663515
S. Parker	2663500
M. Shidek	2657648
S. Cody	2639560
E. Mcgonagle-Petri	2491484
K. Talmage	2557462
E. Louthan	2579249
J. Michel	2546270
M. Longsworth	2253593

Prior Year WIOA Program Files:

Participant Name	iTrac ID Number
H. Ladd	2593244
A. Braun	2607389
A. Torres	2560174
R. Johnson	2491464

G. Lavine	2392310
R. Kamer	2412520
J. Smith	2357201
H. Resulto-Joseph	2354815
M. Longworth	2253583

Stephanie Lovell

From: Cindy Perry
Sent: Thursday, June 5, 2025 9:56 AM
To: Jesse Nelson (jnelson@connectedlane.org)
Cc: Stephanie Lovell; Tiffany Cink; Mary Bell
Subject: Final PY 24/25 Monitoring Report
Attachments: Final Monitoring Report PY 24_25.pdf

Follow Up Flag: Follow up
Flag Status: Flagged

Hi Jesse,

Attached is the Final Monitoring Report for PY 24/25 of your WIOA and OYEP contracts. This report closes out the monitoring cycle for this year. Please let me know if you have any questions.

Thanks,
Cindy

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



LANE WORKFORCE PARTNERSHIP

WorkSource Lane Fiscal and Program Monitoring – Lane County Health and Human Services (HHS) 2024-2025 Desk Review

Date: 6/24/2025 *Revised*
Contract #: 31211 and modifications Amount: \$1,426,449

Lane County HHS: Deanna Strachan-Wilson, Workforce Programs Supervisor
LWP: Stephanie Lovell, Tiffany Cink, Ryan Kounovsky

Written responses to the Lane Workforce Partnership Adult Services at WSL Fiscal Desk Monitoring Questionnaire were provided by Deanna Strachan-Wilson on April 16, 2025. The following details were noted:

Question F-9: Has there been a significant variance from the contract budget to actual? If yes, please explain:
The answer provided was “No”. However, on the February Cost Report, the expected expenditure rate would be 67% (8 of 12 months) and 9 of 16 items were under reported with the total expenses only 64% of Budget. Client On-the-Job Training was just 26% expended with \$96,000 left to be spent in 4 months. Based on this under-expenditure, LWP was required to negotiate a budget modification in order to spend the funding by June 30, 2025.

Question F-10 Describe how planned-to-actual expenditures are monitored and what occurs if there is a significant variance from plan to actual.
The answer provided described a plan that, if actually operationalized, would have prevented the under expenditure of OJT funds described above.

Question F-11 Provide a copy of the organization’s most recent financial audit report (in compliance with Circular 2 CFR 200 where applicable):
The report provided was the Lane County Annual Comprehensive Financial Report and didn’t include the required Single Audit Report Package including the Schedule of Federal Awards(SEFA) and Independent Audit Report.

- The SEFA was available for download from the Lane County website and the reporting of federal funds passed through Lane Workforce Partnership is correct

Question F-14: Provide a copy of the federally approved (negotiated) indirect rate and describe how it applies to the costs charged to the contract:
The answer provided was “LCHHS does not use the federally approved indirect rate to invoice this WIOA contract.” As required by Federal Regulations at 2 CFR 200 and detailed in Schedule E of the Contract between LCHHS and LWP, Lane County does use the federally negotiated indirect cost rate for Indirect Expenses. In the LCHHS General Ledger, the line item is 512562 Division Support/Indirect and for 2024-2025 is to be calculated based on Actual Allowable Costs multiplied by the approved rate of 13.9837%. As of the March 2025 Cost

Report, the charges recorded are more than \$12,000 over the Allowable Costs. LWP has been in communication with LCHHS Finance Staff in order to correct this.

Payroll records are tracked in the PeopleSoft Timecard System. Both employees and supervisors electronically sign off on a weekly basis.

All Staff are listed in the Guide and verified by Ryan Kounovsky, Workforce Program Manager.

No program income was generated

Total expenditures for February 2025 were detailed in the general ledger provided. The incorrect calculation of Division Support/Indirect will be corrected with the April 2025 Cost Report as detailed above.

The allocation of pooled costs for Staff and Lane County charges between the budgeted funding streams was in-line with the active enrollment of customers in I-Trac.

Based on the results of the March 2025 Request for Proposals, Lane County Health and Human Services will not be providing services for Lane Workforce Partnership after June 30, 2025. The June 30, 2025 Initial Cost Report and Final Program Reporting is due by July 22, 2025. A final Cost Report can be submitted no later than August 15, 2025. All corrections to customer files detailed below must be completed by June 22, 2025.

Summary prepared by:

Tiffany Cink

Tiffany Cink, Chief Operating Officer

tiffanyc@laneworkforce.org

Participant File Review

Lane County Health and Human Services/Human Services Division

Program Year 2024

WIOA Adult/DW or Youth Program Service Provider:

Kachina Inman, Assistant Director

Kate Budd, HSD Manager

Deanna Strachan-Wilson, Workforce Services Supervisor

Date(s) of Report:

May 13, 2025

2022 Contract Amount:

\$1,426,449

Total Participants Included in File Review:

Total Number of Files Reviewed: Total of 28 participant files reviewed for those served during the period of July 1, 2024 – March 31, 2025.

File review included participants enrolled in the following funds:

- Dislocated Worker Grant – QUEST
- State of Oregon Prosperity 10K
- State of Oregon WorkEx Grant
- WIOA Adult and Dislocated Worker

See Attachment A: List of Participant Files Reviewed.

Overall Observations:

The PY 24/25 review of participant records reveal

Better Practice Observations:

- Staff have made significant improvement in entering employment outcomes, measurable skills gains, and credential attainment.
- Staff continue to manage payment tracking systems for multiple funds effectively.
- Continued use of the OJT wage reimbursement summary provides a clear explanation of the OJT invoice amount.

Improvement Since PY 23 Monitoring:

- Staff have improved attaching case notes to payments.
- Ebridge file uploads are much better quality and contain original documentation in most cases.
- Signed grievance forms are in all application packets.
- Staff are tracking and entering payment information in a timely manner.

Concerning Observations from PY 23 Which Continue to Persist in PY 24:

- There are too many continued instances of either consistent customer engagement not occurring in a timely manner, or if it is that it is not being documented in case notes.
- Staff have done a better job of getting customer acknowledgement for receipt of goods, but there are many instances where they were not collected.

PY 24 Records Requiring Corrections:

There are several records in which items are missing documentation of receipt or are related to payments. While these do not, in general, pose a concern for questioned costs, they do need to have corrections made. All other items found during monitoring are noted below but do not require additional action.

Participant # 4349666

- Missing case notes for the last two months from 2/26 to 4/28.
 - Required action: None

Participant # 1175522

- Missing customer acknowledgement of receipt of clothes 10/28.
 - Required action: Get customer to sign acknowledgement
- Missing April bus pass receipt billed 3/28.
 - Required action: Retrieve and upload the LTD receipt into ebridge.

Participant # 4317402

- Missing all customer acknowledgement of receipts of items.
 - Required action: Get customer to sign acknowledgement
- Missing receipt for 4/1 bus pass.
 - Required action: Retrieve and upload the LTD receipt into ebridge.
- Two months after receiving the award before the case notes, 10/15 to 12/23.
 - Required action: None
- Two-month gap in case notes, 2/7 to 4/10.
 - Required action: None

Participant # 4221856

- Missing remainder of gas card issued 1/8.
 - Required action: Attempt to gather receipt or add a case note indicating attempt.

Participant # 2791844

- Two-month gap in case notes 1/17 to 3/11.
 - Required action: None

Participant # 4192134

- Check issued 2/21 for \$2,959.93 does not have a full receipt.
 - Required action: Retrieve and upload proper documentation of tuition in full.
- More than 30 days between case notes 12/31-2/7.
 - Required action: None
- Significantly more than 30 days between case notes 2/11-4/9.
 - Required action: None

Participant # 4251541

- More than 30 days between case notes, 1/28 to 3/11.
 - Required action: None

Participant # 4314600

- More than 30 days between case notes, 3/12 to 4/23.
 - Required action: None

Participant # 4242965

- Missing OJT closeout case note.
 - Required action: None

Participant # 4320854

- Receipt of items was not on the correct form.
 - Required action: None

Participant # 4192093

- All communications and case notes stop after 60 days with no final contact.
 - Required action: None

Participant # 4347303

- Case notes end abruptly on 3/5.
 - Required action: Attempt to contact or program exit.

PY 24 Monitoring Outcomes Summary:

Lane County Health and Human Services demonstrated many improvements in their management of the WIOA and other programs this past year. While there is still some room for improvement in the use of i-Trac and ebridge, the problems are substantially less than with the PY23/24 monitoring.

LWP is requesting Contractor to correct the fiscal related items listed above in **PY 24 Records Requiring Corrections** by June 15, 2025.

This will be considered the final Monitoring Report for Program Year 2024/2025.

Attachment A

List of Participant Files Reviewed

Full Name	JS ID
Avila Carrillo, Miriam	4342038
Boissier, Hannah	4349666
Cisneros, Jennifer	2558901
Douglass, Laird	1015776
Ervin, Amanda	1175522
Giraldo, Any	4299316
Karrick, Lilith	4244923
Loeb, Jesse	4317783
Lowitzer, Robert	496338
Martin, Kimberly	4129135
McGovern, Levi	3933921
Mitchell, Joseph	4317402
Morris, Pamela	4317983
Neil, Michael	4221856
Ornelas Arellano, Maria Fernanda	4229549
Passerotti, Saramaria	2791844
Perez, Raul	4314600
Pisarek, Alexandra	4192134
Ricker, Brandon	2627265
Salerni, Theresa	4347303
Salisbury, Connor	1913693
Smith, Alyona	4251541
Tagle, Lorenzo	4242965
Thomas, Caleb	3469168
Tidwell, Roger	4192093
Tucker, McKenna	4320854
White, Jody	4288614
Wiltsie, Lauren	4326103



LANE WORKFORCE
PARTNERSHIP

Workforce System Year-End Performance Report



**July 1, 2024 -
June 30, 2025**



Visit Us

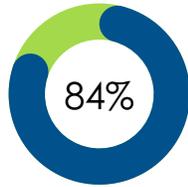
<https://laneworkforce.org>

2024-2028 Strategic Plan Update

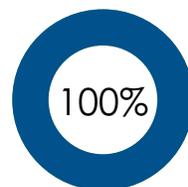
Goal #1: Increase Awareness and Use of the WorkSource System



Increase Engagement Platform Followers by 200%



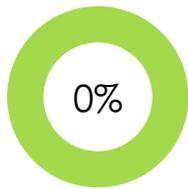
Increase Engagement Platform Impressions by 200%



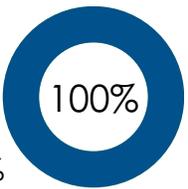
Increase Earned Media to 20 Highlights



Increase Industry-Classroom Engagements (Baseline Year)



Increase Youth Workforce Participation Rate 16 – 19 Year-Olds to 55%



Increase Young Adult Workforce Participation Rate 20 – 24-Year-Olds to 75%

Goal #2: Embrace Transparency & Accountability

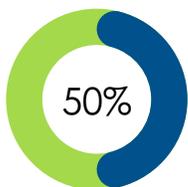


Two semi-annual performance reports are produced.

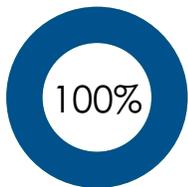


LWP website dashboard is created

Goal #3: Create Strategic Alignment Among Partners



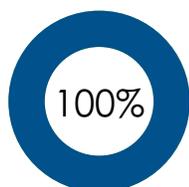
Increase active industry sector partnerships by 2



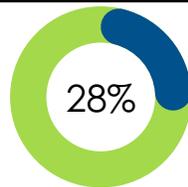
100% of rural communities will be members of the Workforce Benefits Navigator Consortia

Goal #4: Advance Prosperity Through an Inclusive Workforce

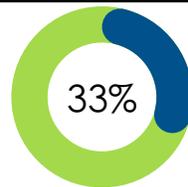
Increase percentage of people of color working in higher wage jobs in Lane County (10.8%)



Increase the workforce participation rate of those with disabilities to 50%



Construction



Manufacturing



Professional Scientific and Technical Services

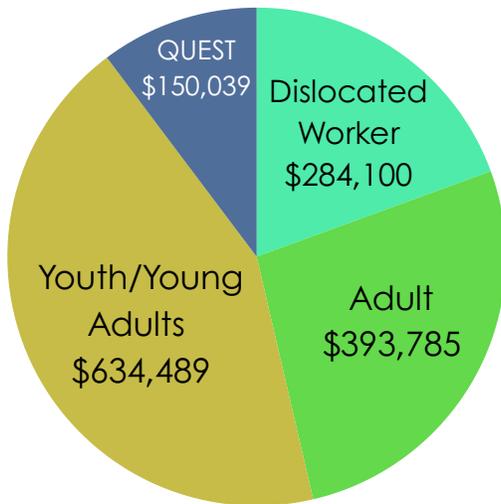


Utilities

**Note: some metrics are only calculated yearly in June*

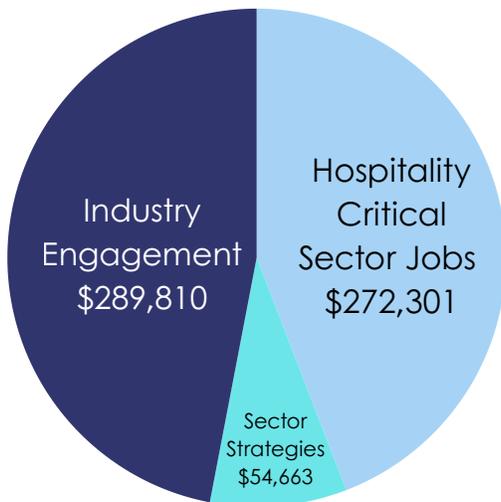
2024-2025 Strategic Investments

Total Funds Invested: \$3,938,529



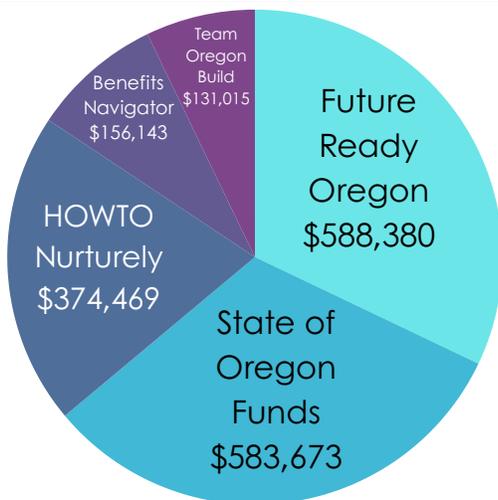
Workforce Innovation and Opportunity Act Funds \$1,462,414

Lane Workforce Partnership invests Workforce Innovation and Opportunity Act funds to provide career and training services. These resources support youth, adults, and businesses by aligning job training with employer needs. Beginning July 2025, Grant Associates will deliver adult and dislocated worker services, and Looking Glass will deliver youth services.



Industry Engagement and Sector Strategy Funds \$625,775

Lane Workforce Partnership contracts with Collaborative Economic Development Oregon to connect with industry and lead sector strategies. CEDO engages employers and partners to expand access to high-paying jobs, supporting childcare, healthcare, transportation, creative industries, and hospitality. Details on sector initiatives follow in the next section.



Other Funded Programs \$1,850,340

Special funding sources and grants expand Lane County's workforce opportunities, from reentry support and youth employment to healthcare pathways and industry partnerships. Investments through Future Ready Oregon, the Oregon Health Authority, and state and federal initiatives fund training, work experience, support services, and innovative workforce strategies. Individual program details follow in the next section.

Other Funded Projects

Future Ready Oregon \$588,380

Future Ready Oregon investments support communities with job training, career pathways, reentry services, and student support. Programs include Prosperity10K, and partnerships with NAACP, Opportunity Oregon, and Bushnell University, all expanding equitable access to education, careers, and workforce success.

State of Oregon Funds \$583,673

State of Oregon funds support WorkEx and the Oregon Youth Employment Program. WorkEx provides CDL training and on-the-job training across industries, while OYEP with Connected Lane County offers internships and skill-building in construction, manufacturing, and technology, engaging youth countywide

HOWTO – Nurturely \$374,469

In partnership with Nurturely, a three-year grant from the Oregon Health Authority's HOWTO program supported advancing perinatal health equity in Lane County including Doula Training. The grant ended on June 30, 2025, adding 45 trained Doulas to the workforce.

Hospitality Critical Sector Jobs \$272,301

With workforce partners across the coast, a U.S. Department of Labor grant is strengthening the hospitality workforce. Efforts include hiring a sector strategist, hosting engagement sessions, surveying workers, and publishing Building a Stronger Coastal Hospitality Workforce, the first coastal hospitality whitepaper.

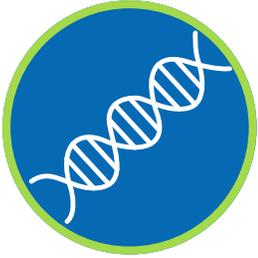
Workforce Benefits Navigator \$156,143

The Lane County Navigator Consortia, led by Collaborative EDO, launched Bridge Lane to strengthen community connections and expand access to workforce resources. Between 2024 and 2025, the Consortia hosted five rural community events across Lane County, bringing partners together to share resources.

Team Oregon Build \$131,015

Team Oregon Build, formerly Constructing a Brighter Future, is a statewide partnership connecting youth with high-demand construction careers. Supported by a \$2.6M Oregon Department of Education grant, the initiative unites schools, industry, and community to expand opportunities.

Sector Strategies



BIOSCIENCE

Engagements: 23
 Workforce: 1,473
 Businesses: 190
 Total Payroll: \$131M



CHILDCARE

Engagements: 10
 Workforce: 1,030
 Businesses: 146
 Total Payroll: \$31M



CONSTRUCTION

Engagements: 56
 Workforce: 8,188
 Businesses: 1,331
 Total Payroll: \$544M



CREATIVES

Engagements: 17
 Workforce: 3,477
 Businesses: 716
 Total Payroll: \$193M



Food and Beverage

Engagements: 36
 Workforce: 4,291
 Businesses: 188
 Total Payroll: \$239M

We use the Next Generation Sector Partnerships model to foster collaboration among private businesses and key stakeholders, including local government, education, organized labor, economic development, and community-based organizations.



HEALTHCARE

Engagements: 83
 Workforce: 21,782
 Businesses: 1,167
 Total Payroll: \$1.58B



HOSPITALITY

Engagements: 25
 Workforce: 18,410
 Businesses: 1,293
 Total Payroll: \$466M



TECHNOLOGY

Engagements: 63
 Workforce: 3,714
 Businesses: 749
 Total Payroll: \$367M



TRANSPORTATION

Engagements: 46
 Workforce: 2,548
 Businesses: 211
 Total Payroll: \$144M



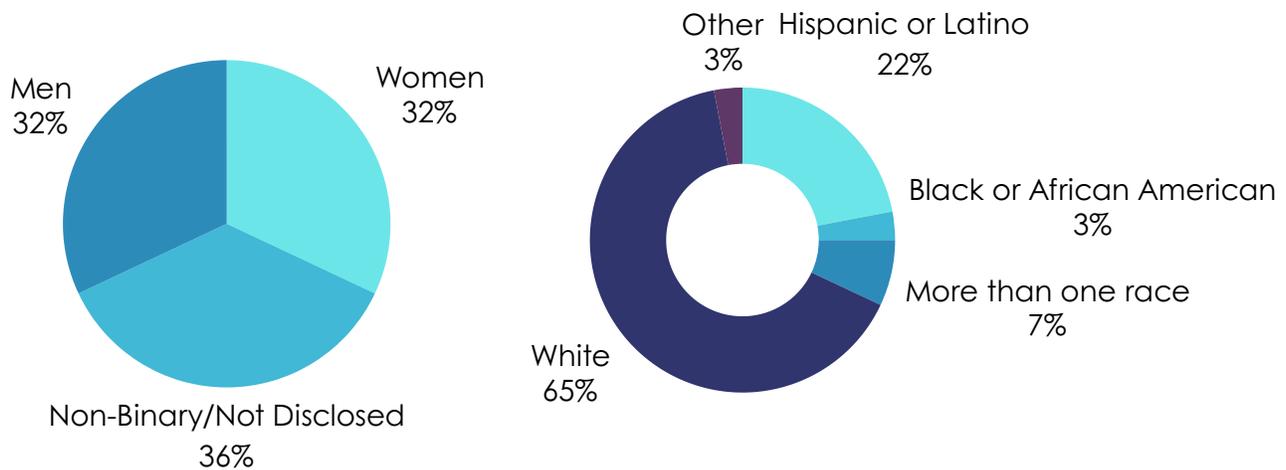
WOOD PRODUCTS

Engagements: 3
 Workforce: 5,818
 Businesses: 223
 Total Payroll: \$387M

WIOA Adult and Dislocated Worker

WIOA Adult and DW	Adult			DW		
	Goal	Actual	% Goal	Goal	Actual	% Goal
Employment Rate Q2	80.8%	75.6%	93.6%	76.6%	77.6%	101.3%
Employment Rate Q4	77.7%	73.1%	94.1%	74.5%	70.4%	94.5%
Median Earnings Q2	\$9,700	\$9,700	92.6%	\$9,700	\$8,547	88.1%
Credential Attainment Rate	88.2%	77.8%	88.2%	85.0%	68.6%	80.7%
Measurable Skill Gain	51.7%	42.9%	83.0%	39.6%	55.6%	140.4%

*Outcomes as of Q3



Total Enrolled Participants: **187**

Total Investment: **\$1,430,331**

Gained Employment: **70**

Average Wage: **\$23.81**

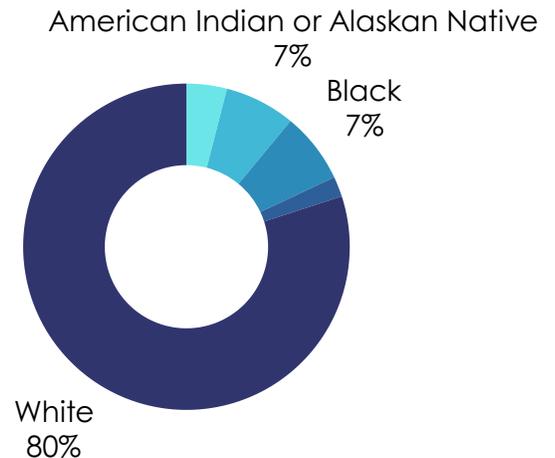
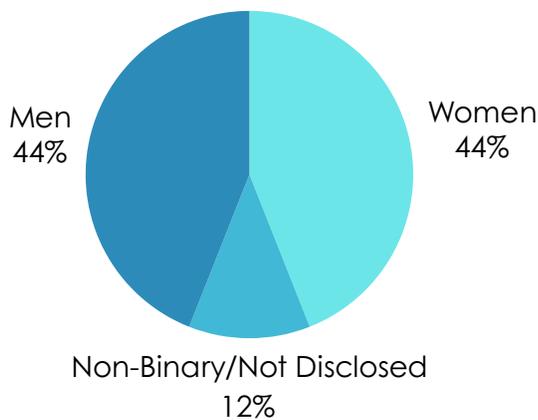
Total Economic Impact: \$3,466,736

Impact = Employed x Av Wage x Yearly Hours

WIOA Youth

WIOA Youth Measures	Goal	Actual	Percent of Goal
Employment Rate Q2	70.0%	60.2%	86.0%
Employment Rate Q4	73.0%	62.7%	85.9%
Median Earnings Q2	\$5,700	\$5,403	94.8%
Credential Attainment Rate	61.9%	51.9%	83.8%
Measurable Skill Gain	41.0%	62.1%	151.5%

*Outcomes as of Q3



Total Enrolled Participants: **97**

Total Investment: **\$1,049,669**

Gained Employment: **26**

Average Wage: **\$19.05**

Total Economic Impact: \$1,030,224

Impact = Employed x Av Wage x Yearly Hours

Systemwide Impact

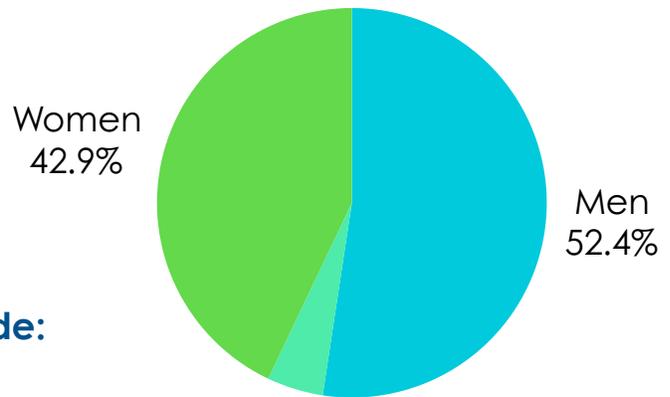
Who Was Served

Total Served

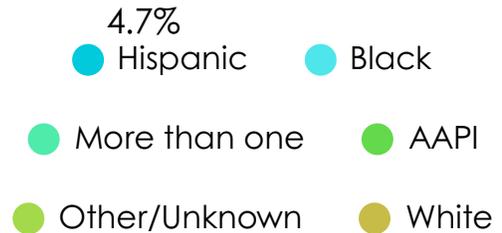
13,725

System performance partners include:

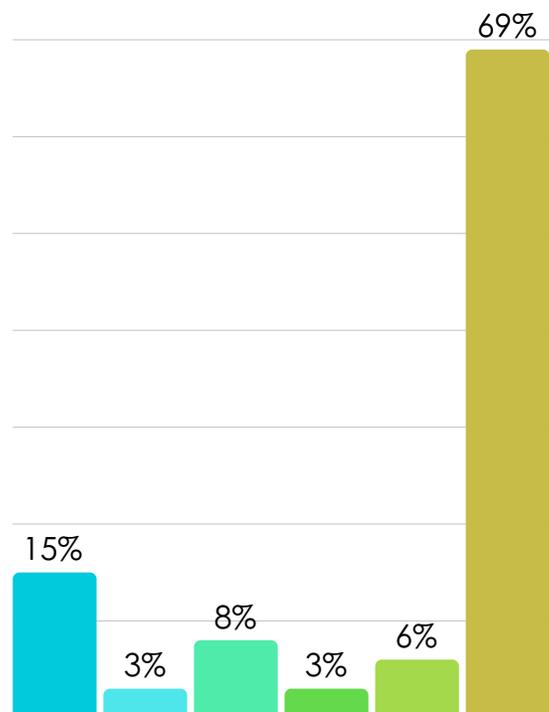
- Department of Human Services
- Lane Community College
- Lane Workforce Partnership
- Oregon Employment Department
- Vocational Rehabilitation Services



Non-Binary/Not Disclosed



Other Demographics	Total
Over 55	3,593
Rural Served	270
Veterans	603
Formerly Incarcerated	99
With a disability	1,730
Low-income	2,385



Systemwide Impact

How Customers Were Served

\$40.01M

Economic Value



898

Gained Employment Through Program Services

\$21.44

Average Wages of Program Participants at Exit

Occupational Training



317

\$833,874

Employment Training
Training Investments

Support Services



656

\$2.13M

Receiving Support
Support Investments

Impact = Employed x Av Wage x Yearly Hours

Lane Workforce Partnership Workforce System Year-End Performance Report

July 1, 2023 - June 30, 2024

System Performance Partners Include:

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



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 \$1,475,307.91 to Lane County Health and Human Services for the period of July 1, 2023, through June 30, 2024, 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 \$672,566.05 in federal funds targeted to serve at-risk youth for the period July 1, 2023 – June 30, 2024. Connected Lane County expanded their service locations with the opening of Spark at Booth-Kelly Center 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. This semi-annual report represents the final report to be produced for the 2020 – 2024 local strategic plan.

Year-End Performance Report July 1, 2023 – June 30, 2024

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.

The rapidly evolving technological landscape demands ongoing, thorough analysis. The 2022 State of the Workforce Report provided insights into Lane County's labor market, examining projected industry changes and growth. As artificial intelligence continues to evolve, its impact on the labor market is evident, with a sustained demand for workers. As artificial intelligence continues to evolve, its impact on the labor market is evident, with a sustained demand for workers. Increased automation and robotics are enhancing many roles rather than replacing them. Companies are increasingly integrating AI with human skills, driving innovation as they adapt and expand their product offerings.

Program Year 2023/2024 Goals and Progress Measures

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

Strategies:

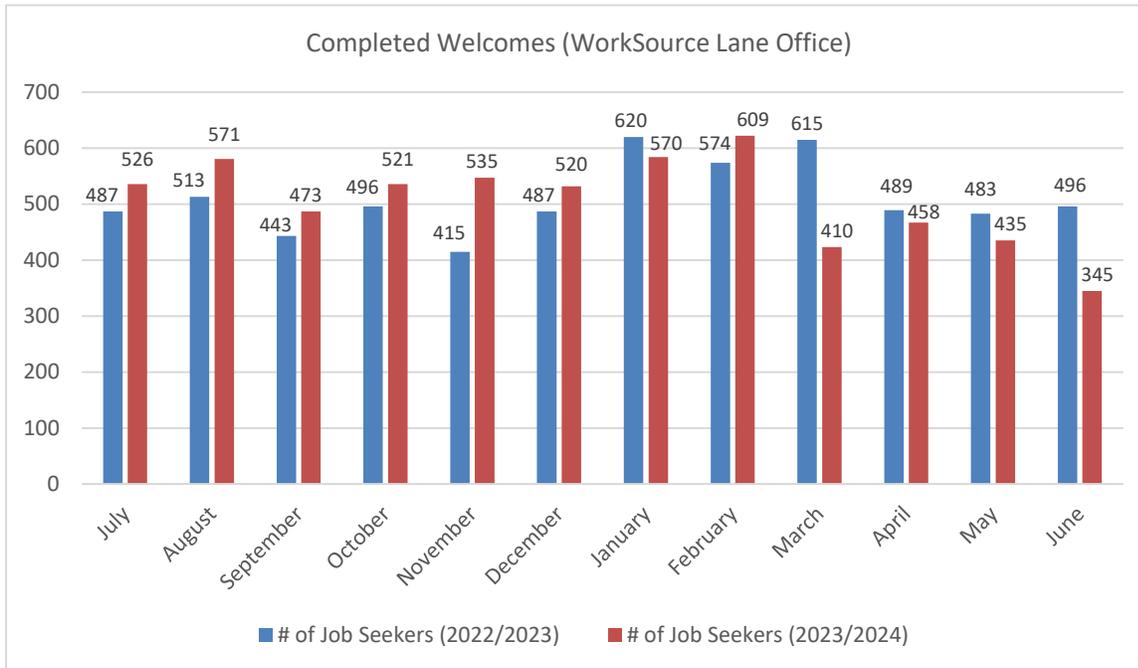
1. Analyze worker self-sufficiency data driven by systemic challenges (e.g., housing, childcare, legislative policy).
2. Be the community voice for individual workers seeking self-sufficiency employment.
3. Broker relationships to create solutions to address identified systemic challenges.
4. Build capacity 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 process of receiving services at the WorkSource Center starts with a “Welcome” conversation with staff. During this initial interaction, customers are introduced to the full range of services available to them. From July 1, 2023, to June 30, 2024, the Center welcomed 6,123 new customers, marking an increase of 77 individuals compared to the previous program year, PY 2022/2023.



Performance Outcomes for WIOA Programs

WIOA Youth Performance

Measure	Program Year 2023/2024		
	Goal	Actual Q4	Percent of Goal
WIOA Youth			
Employment Rate Q2	73.3%	60.3%	82.3%
Employment Rate Q4	78.6%	71.4%	90.8%
Median Earnings Q2	\$4,604	\$5,852	127.0%
Credential Attainment Rate	66.9%	58.3%	87.1%
Measurable Skill Gain	48.3%	49.2%	101.8%

WIOA Adult Performance

Measure	Program Year 2023/2024		
	Goal	Actual Q4	Percent of Goal
WIOA Adult			
Employment Rate Q2	73.4%	71.0%	96.7%
Employment Rate Q4	69.8%	75.1%	107.6%
Median Earnings Q2	\$7,160	\$9,170	128.0%
Credential Attainment Rate	89.2%	71.0%	79.6%
Measurable Skill Gain	83.8%	64.3%	76.7%

WIOA Dislocated Worker Performance

Measure	Program Year 2023/2024		
	WIOA Dislocated Worker	Goal	Actual Q4
Employment Rate Q2	74.4%	71.8%	96.5%
Employment Rate Q4	71.6%	74.6%	104.1%
Median Earnings Q2	\$7,461	\$8,683	116.4%
Credential Attainment Rate	90.9%	65.4%	71.9%
Measurable Skill Gain	89.7%	64.3%	71.7%

Business Engagement Services

- Assisted Hires from Job Postings: WorkSource Lane staff facilitated **265** successful hires.
- WorkSource Lane Business Engagement Events: Hosted **15** events with participation from **142** businesses.
- Businesses Involved in OJT and Work Experience Programs: **39** businesses participated.

Fund Development

PY 2023/2024 Fund Development

July 1, 2023 – June 30, 2024					
Grant Name	Grantor	Submitted	\$ Request	\$ Award	Result
H1B Visa Infrastructure	DOL	July 2023	\$1,999,999	NA	Not Selected
Critical Sector Job Quality	DOL	July 2023	\$500,000	\$446,786	Awarded
Oregon Employment Department – UI Navigator	OED	November 2023	\$539,313	NA	Not Selected
Dislocated Worker Grant – QUEST	HECC/OWI	November 2023	\$399,500	\$399,500	Awarded
Oregon Workforce Partnership – Pathway Home Re-Entry	OWP/HECC/ARPA	January 2024	\$149,997	\$149,997	Awarded
Team Oregon Build/Constructing a Brighter Future	Lane ESD/ESSER	January 2024	\$90,800	\$90,800	Awarded
Families and Workers – CEDO/Broadband	Families and Workers Foundation Group	January 2024	\$1,500,000	NA	Not Selected
HECC Strategic Innovation Grant – Growing People	HECC	January 2024	\$59,000	NA	Not Selected
HECC Strategic Innovation Grant – RAC	HECC	January 2024	\$137,500	NA	Not Selected

Letters of Support Submitted by Lane Workforce Partnership:

- **National Science Foundation (May 2024)**
 - **Applicants:** Battelle Memorial Institute, University of Oregon
 - **Objective:** Establish a National Geophysical Facility in Eugene
- **ReConnect Round 5 Proposal USDA (May 2024)**
 - **Applicant:** Pioneer Telephone Cooperative
 - **Objective:** Create jobs for rural communities in Lane County
- **Lane County CTE Resilience Network Proposal (April 2024)**
 - **Applicant:** Lane ESD
 - **Objective:** Formalize a CTE community recovery ecosystem focused on community needs, disaster/emergency housing preparedness, and recovery
- **Rural Broadband Deployment (April 2024)**
 - **Applicants:** Douglas Fast Net, Lane Council of Governments
 - **Objective:** Expand broadband access in rural areas
- **Willamette Workforce Partnership Grant Funding (March 2024)**
 - **Applicant:** Opportunity Oregon
 - **Objective:** Secure funding to expand a justice-involved program statewide
- **HECC 2023-2025 WTDB Strategic Innovation Grants (January 2024)**
 - **Applicant:** Connected Lane County
 - **Objective:** Support youth workforce development initiatives
- **SkillsFWD Application (October 2023)**
 - **Applicant:** Skybridge Skills
 - **Objective:** Establish and manage the Eugene/Springfield Food Skills Network
- **23 – 25 CTE Revitalization Grant Project Proposal (October 2023)**
 - **Applicant:** Lane ESD
 - **Objective:** Strengthen and enhance all of Lane County’s 11 approved Manufacturing Programs of Study
- **BOLI Future Ready Funds (October 2023)**
 - **Applicants:** Lane ESD and Lane Community College
 - **Objective:** Develop and launch a healthcare pre-apprenticeship certification program in partnership with LCC
- **Perkins Innovation and Modernization (PIM) Grant Project Proposal (October 2023)**
 - **Applicant:** Lane ESD
 - **Objective:** Advance career-connected learning opportunities for students across Lane County
- **EDA Distressed Area Recompete Pilot Program (September 2023)**
 - **Applicant:** Lane County Coalition
 - **Objective:** Assess community gaps and design interventions to bridge prime-age workers into high-wage jobs with sustainable career pathways

- **National Science Foundation Advanced Technology Education (NSF ATE) Consortium Grant Proposal (September 2023)**
 - **Applicant:** Lane Community College
 - **Objective:** Fund the creation, pilot, and implementation of a statewide CTE pathway for developing a clean energy workforce in Oregon
- **Cow Creek Umpqua Indian Foundation (August 2023)**
 - **Applicant:** Connected Lane County
 - **Objective:** Support youth job training at Spark Booth-Kelly
- **Office of Workforce Investment/US Dept. of Labor (August 2023)**
 - **Applicants:** OED and Oregon’s participating Workforce Development Boards
 - **Objective:** Seek selection for the Aligned Case Management Institute

Driving Prosperity
October 2022 – June 2024

Lane Workforce Partnership partnered with the Southern Oregon Workforce Investment Board on the Good Jobs Challenge grant from the Department of Commerce. Through the *Driving Prosperity* initiative, 100 commercial truck drivers in Lane County will be trained over a two-year period.

Program Goal	Program Actual	Year One Goal	Year Two Goal	Total Contract Goal
100	105	50	50	100

Driving Prosperity
Awarded \$896,873

Applicant Name	Amount Spent Year 1 October 1, 2022 – June 30, 2023	Amount Spent Year 2 July 1, 2023 – June 30, 2024
Lane County	\$128,138.16	\$288,552.69
Babb/Delta Construction	\$24,105.01	\$39,000.00
Lucan Landscape	NA	\$5,890.00
Spring Creek Gardens	\$15,564.00	NA
Siuslaw Broadband/Hyak	NA	\$19,500.00
Sierra Pacific Industries	NA	\$6,500.00
Wildish Group of Companies	\$25,460.00	\$19,500.00
Tyree Oil	\$22,000.00	\$11,470.00
Aisling Truck Academy	NA	\$23,560.00
Rogue Workforce Partnership	NA	\$23,600.00

Oregon Health Authority HOWTO Program

Lane Workforce Partnership, in collaboration with Nurturely, secured funding from the Oregon Health Authority’s HOWTO program to advance perinatal health equity in Lane County. This project focuses on certifying, including, and sustaining Black, Brown, Indigenous, and Spanish-Speaking doulas within the local workforce. By providing Doula Training, Transition, Sustainability, and Support, we will enhance racial and cultural diversity within healthcare systems, ensuring a more inclusive and equitable environment for all.

Nurturely Performance through June 30, 2024

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

Doula Training Total Contract Enrollment Goal	Planned Performance through 6/30/24	Actual Performance through 6/30/24
45	30	32

Applicant Name	Awarded	Amount Spent
Nurturely	\$910,776.00	\$536,307

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 18)
3. Invest in career pathway models.

Progress Measures:

- Training investments (All Partners' Programs)

Training Investments (All Partners' Programs)

WorkSource Lane On-the-Job Training Program (OJT) July 1, 2023 – June 30, 2024

Measure	Goal	Number Served
# of OJT placements	40	39
# of businesses with OJT		18
# OJT placements with new businesses		14
# of OJT placements by target industry		Construction/Aggregate: 5 Creatives: 1 Food/Beverage Manufacturing: 2 Healthcare: 7 Other: 3 Technology: 5 Transportation: 8 Wood Products: 8
# of OJT placements: \$17.00/hr. - \$19.99/hr.		19
\$20.00/hr. or more		20

Workforce Partner Investments July 1, 2023 – June 30, 2024

Department of Human Services – JOBS Program

Measure	Total
# of JOBS Plus placements	10
# of businesses participating in JOBS Plus	9
# of work experience placements	17
# of businesses participating in work experience	7
# of Vocational Training Completions	50
# of Vocational Training Completers Placed in Employment	33
Average Wage at Employment for Vocational Training Participants	\$23.48/hr.

Lane Community College – Title II

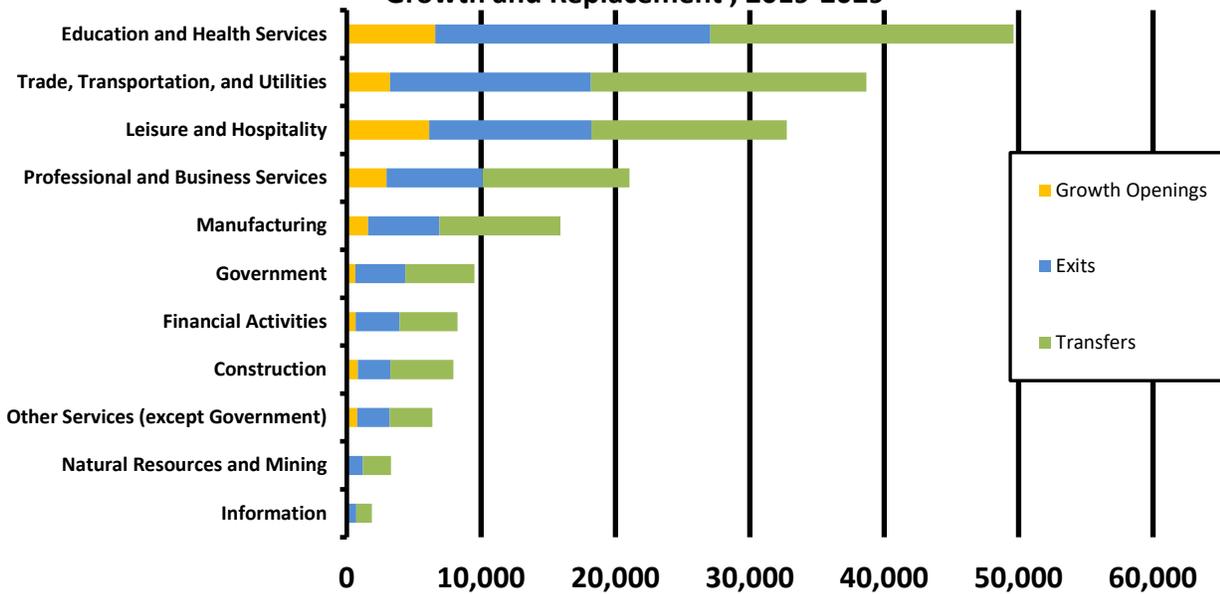
Measure	Total
# of individuals achieving an increase in skill gains in reading	153
# of individuals achieving an increase in skill gains in math	108
# of individuals earning a GED	63
# of individuals achieving an increase in skill gains in listening	125
# of individuals achieving an increase in skill gains in speaking (note: no longer given in ESL)	3

Special Projects

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 details the impacts of an aging workforce in Lane County and identifies industries likely to experience significant replacement job openings, primarily due to retirements.

Lane County Projected Job Openings by Industry Growth and Replacement , 2019-2029



Source: Oregon Employment Department

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	110
# of participating industry sectors in tours	Manufacturing x 6 companies
# of Lane County schools participating in industry tours	8
# of Lane County students participating in DevNW Financial Foundation courses	4
# of Lane County students participating in the 2023/2024 Middle School Career Expo	697
# of Lane County schools that participated in the 2023/2024 Middle School Career Expo	15
# of Lane County businesses represented at Career Expo	37
# of Lane County students participating in the Hiring Fair	134
# of Lane County schools that participated in the Hiring Fair	9
# of Lane County businesses represented at the Hiring Fair	23
# of students participating in job shadows	39
# of students participating in a mentorship with industry	9
# of high school teachers participating in an externship	0
Industry sectors participating in externships	0
# of high school students participating in an internship	16
Industry sectors participating in internships	27
# of high school students participating in a micro internship	0
Industry sectors participating in micro internships	0

Additional Information

Measure	Number Served
School Presentations:	
• # of presentations to educators: 2	
• # of educators: 45	
• # of students: 650	
• # of high schools: 8	
• # of middle schools: 0	
• # of industry representatives: 0	
# of Lane County schools participating in codeORcreate (student tech hackathon)	12
# of Lane County students participating in codeORcreate	49
# of participating industry reps in codeORcreate	7
# of Lane County schools participating in marketingJAM	6
# of Lane County students participating in marketingJAM	48
# of participating industry reps in marketingJAM	7
# of Lane County youth participating in MFG Tech Excelerator	12
# of Lane County industry reps participating in MFG Tech Excelerator	12
# of Lane County youth participating in Youth Support Specialist Training	23
# of Lane County youth participating in Wonder Wednesday Life Skill Building Workshops	49
# of WIOA Youth/Young Adults served	263

Testimonial

AB has faced significant challenges over the past six months but has demonstrated resilience and adaptability. After being evicted and experiencing homelessness, AB, with the support of his Resource Navigator, secured a spot in a transitional housing program through Looking Glass. Together, they also focused on obtaining comprehensive healthcare and pursuing long-term career goals.

AB participated in Wonder Wednesday and Winter Wonder Work in preparation for starting a work experience at St. Vincent de Paul. AB is excited about entering the retail industry and working with clothing. AB shared, “I have definitely learned some useful employee skills and how to be a better employee. The OSHA class also taught me a lot of useful information.” – Connected Lane County

KT has been enrolled in WIOA services since 2021 and has actively participated in several events that have prepared her for the workforce. Recently, she attended a Winter Wonder Week workshop, which she described as “extremely helpful and fun, especially completing the OSHA safety courses and gaining a better understanding of workplace safety and my worker’s rights.”

KT now feels prepared in handling workplace accidents and is excited about her upcoming work experience at Volunteers in Medicine. She also enjoyed using various tools at Spark on 7th, such as the laser engraver and 3D printers, and took advantage of the laundry services at Spark at Booth Kelly during drop-in hours. – Connected Lane County

WIOA Youth/Young Adult Paid Work Experience Opportunities

Measure	July 1, 2023 - June 30, 2024
# of WIOA youth/young adult participating in a work experience	32
# of youth/young adult who completed an internship and achieved positive evaluations	11

Testimonials

MM completed a Work Experience (WEX) at a local nonprofit focused on providing access to healthy food for people with varying abilities. They discovered a passion for working in a commercial kitchen while contributing to their community. Due to their success in the WEX, the site supervisor and MM agreed to extend the experience into an internship.

Upon completing the internship with increased responsibilities and hours, MM applied for a job opening at the organization, interviewed, and was offered the position. They now work as a project lead and help train new youth sent for WEX opportunities. An incredible full-circle moment. – Connected Lane County

AP recently completed a Work Experience (WEX) at a local art gallery, where they contributed to promoting art on social media and managing backend data support. The site supervisor has expressed only positive feedback and has been extremely pleased with AP's communication with their Resource Navigator. AP is now transitioning into an internship at the same gallery, where they will take on more customer-facing roles to enhance their professional communication skills. – Connected Lane County

Oregon Youth Employment Program

Lane Workforce Partnership received a \$939,219 grant from the Higher Education Coordinating Commission (HECC) to support the Oregon Youth Employment Program (OYEP) for the period from July 1, 2023, to June 30, 2025.

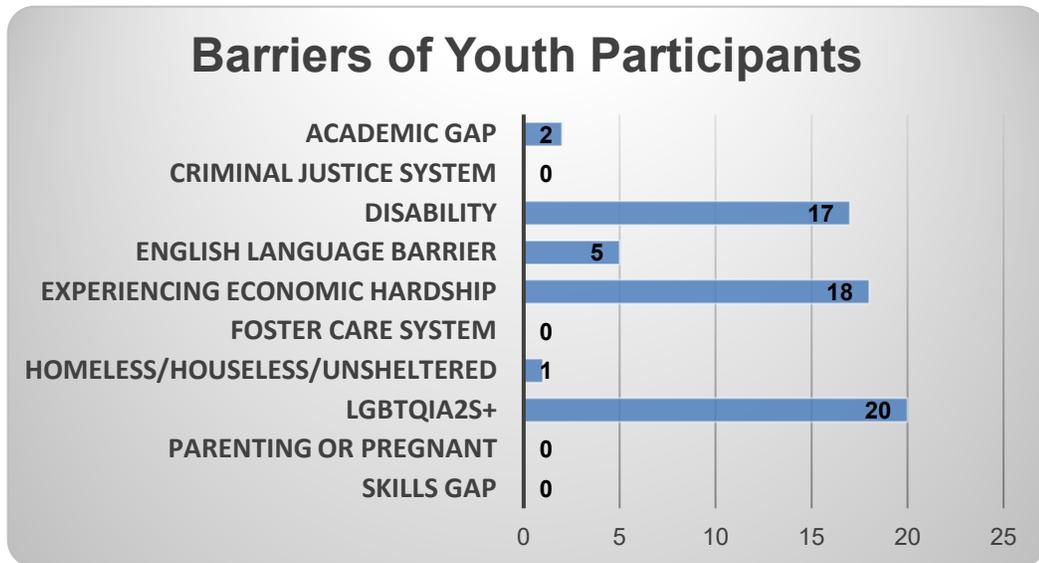
The Oregon Youth Employment Program focuses on providing youth and youth adults, ages 14 to 24, with work-based learning opportunities, including paid internships, pre-apprenticeship training, occupational skills training, and other workforce services. The program targets three high-wage, high-demand sectors: construction, manufacturing, and technology. For Program Year 2023/2024, LWP entered into a Service Agreement with Connected Lane County.

LWP invested \$566,183.07 for the period from July 1, 2023 – June 30, 2024.

OYEP Performance July 2023 – June 2024

Enrollment Goal	Enrollment through June 2024
60	60

The youth served in OYEP were among the most marginalized in our community. The following chart illustrates the barriers faced by participants 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 publishes a State of the Workforce Report, offering insights into Lane County’s economic landscape. The 2022 report focused on the people currently in the workforce – who they are and how businesses can leverage their talents.

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

LWP reviews and updates its policies and procedures annually to ensure they remain current and compliant with federal and state legislation. These policies are also aligned with the goals established by the Workforce Development Board. The most up-to-date policies and procedures, available in both English and Spanish, can be accessed on our website.

- [Lane Workforce Partnership Policies](#)

Increase Service Utilization Among Targeted Populations

Targeted Outreach Activities

The Equity and Inclusion Task Team prioritized enhancing outreach efforts to underrepresented populations for services available at WorkSource Lane, specifically WIOA training scholarship opportunities. Staff developed and implemented an outreach plan to achieve this goal.

Demographics of Populations Served through WorkSource Lane: Eugene and Florence July 1, 2023 – June 30, 2024

Measure	Number Served	%
# of disabled individuals served	1,573	14.55%
# of minority populations served (e.g., Hispanic, Native American, Asian, Pacific Islander, African American)	1,651	15.28%
# of individuals 36 – 49	3,589	33.21%
# of individuals 50+ served	2,061	19.07%
# of Veterans served	643	5.95%
# of Veterans placed in employment – Targeted Sectors	30	.28%
# of disabled Veterans placed in employment – Targeted Sectors	3	.028%

Additional Information:

- **Number of WorkSource Lane customers served (July 1, 2023 – June 30, 2024):** 10,807 individuals received personalized services to support their job search, talent development, and skill training opportunities.
- **Number of job seekers placed in targeted industries with wages \$14.20+ (July 1, 2023 – June 30, 2024):** 333 job seekers were successfully placed.
- **Number of positions and employers posted on iMatchSkills in targeted sectors (July 1, 2023 – June 30, 2024) with wages \$14.20+:** 1,069 positions were listed by 380 employers, all offering wages of \$14.20 or higher.

Demographics of Populations Served through Lane Community College (LCC) – Title II
July 2023 – June 2024
Based on the 1,502 students we served*

Measure	Number Served	%
# and % of disabled individuals served**	128	8.5%
# and % of minority populations served	410	27%
# and % of individuals ages 50+ served	166	11%
# and % of ex-offenders served	84	5.6%
# of Veterans served	1	<1%

*% based on number of students we served/assisted, not necessarily students who ended up taking classes or who count/do not count on our Federal Tables, based on qualifying factors.

**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 2023 – 2024 (July 2023 – June 2024)

Measure	Number Served
# of homeless	60
# of long-term unemployment	76
# of single parents	115
# of displaced homemakers	18

WIOA Youth/Young Adult Program (Snapshot - June 2024)
Current Enrolled Participants: 213

CATEGORIES	PERCENTAGE
SEX	
Female	59%
Male	35%
Not Disclosed	6%
RACE	
White	75%
More than one race	11%
Not Disclosed	7%
Black/African American	3%
American Indian or Alaskan Native	2%
Asian	1%
Native Hawaiian or Other Pacific Islander	1%
ETHNICITY	
Not Hispanic/Latino a/x	68%
Not Disclosed	17%
Hispanic or Latino a/x	15%
DISABILITY	
No Disability	37%
Disability	42%
Not Disclosed	21%
EDUCATION	
Out of School	79%
In-School	21%
HIGHEST EDUCATION LEVEL COMPLETED	
Did not complete HS Diploma/GED/Equivalent	49%
High School Diploma	42%
GED	8%
Completed one or more years of post-Secondary education	1%
BASIC SKILLS STATUS	
Deficient in Basic Literacy Skills	88%
Not Deficient	12%
EMPLOYMENT STATUS	
Not Employed	86%
Employed	14%
INCOME	
Low Income	98%
Not Low Income	2%
AGE AT PARTICIPATION	
18+	66%
17 and below	34%

WIOA Adult/Dislocated Worker Program (Snapshot - June 2024)
Current Enrolled Participants: 80

CATEGORIES	PERCENTAGE
SEX	
Male	51%
Female	48%
Not Disclosed	1%
RACE	
White	80%
More than one race	7%
Not Disclosed	4%
American Indian or Alaska Native	4%
Black/African American	5%
ETHNICITY	
Not Hispanic/Latino a/x	85%
Hispanic or Latino a/x	8%
Not Disclosed	7%
VETERAN STATUS	
Never Served	92%
Veteran	8%
UNEMPLOYMENT INSURANCE	
Not a Claimant or Exhaustee	57%
Claimant	38%
Exhaustee	5%
HIGHEST EDUCATION LEVEL COMPLETED	
Did not complete HS Diploma/GED/Equivalent	11%
GED	15%
High School Degree	31%
Post-secondary technical/vocational certificate	4%
Completed one or more years of post-Secondary education	10%
Associate degree	10%
Bachelor's degree of equivalent	16%
Education beyond Bachelor's degree	3%
EMPLOYMENT STATUS	
Not Employed	74%
Employed	26%
INCOME	
Not Low Income	41%
Low Income	59%
AGE AT PARTICIPATION	
18 – 21	1%
22 – 29	16%
30 - 39	21%
40 – 49	29%
50- 54	13%
55+	20%

Vocational Rehabilitation Services Workforce Metrics

Measure	Number Served
Total number served 7/1/23 – 6/30/24	1,774*
Total number with Employment Outcome	244**

*Eugene: 918/Springfield: 856

**Eugene: 118/Springfield: 126

“Employment Outcome” refers to a situation where a person with a disability has secured a job, all necessary accommodations are in place, the job performance is satisfactory, and the individual has maintained employment for at least 90 days with no anticipated end to the position 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 prioritize sector strategies by investing in talent development job creation, and enhancing business competitiveness across key industries, including Bioscience, Child care, Construction-Aggregate, Creatives, Food and Beverage, Healthcare, Leisure & Hospitality, Tech, Transportation, and Wood Products.

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

The NextGen Sector Partnership Stages are:

- Planning Stage
 - Step 1: Build your Regional Support Team
 - Step 2: Define the Scope of Industry Focus
 - Step 3: Prepare to Launch
- Implementation Stage
 - Step 4: Launch
 - Step 5: Move to Action
- Sustaining Stage
 - Step 6: Sustain and Evolve

From July 1, 2023, to June 30, 2024, \$105,240 was invested in targeted sectors. These projects were made possible through collaboration with our community partners:

- [Collaborative Economic Development Oregon \(Collaborative EDO\)](#): Provided sector strategy leadership as the Business Service provider for Lane Workforce Partnership.
- [Eugene Chamber of Commerce](#): Led the Unhoused Workforce Project, supported the Childcare Sector Strategist, and served as the fiscal agent for Eugene’s Table.
- [Onward Eugene](#): Supporting agency for the Childcare Sector Strategist.
- [The Springfield Chamber Work Ready Initiative](#): Continued partnership with the City of Springfield and Chambers Construction.

	Sector	Funds Expended
Technology Association of Oregon Membership	Technology	\$ 200
Eugene Chamber: Celebration of Business	ALL	\$ 900
Arts & Business Alliance Catalyst Club	Creatives	\$ 1,000
Springfield Chamber: Work Ready Impact Investor	ALL	\$ 2,500
Plaza Latine Leaders Cohort Sponsorship	ALL	\$ 4,052
Regional Sector Convenings and Events	Leisure & Hospitality	\$ 4,450
CEDO: Data Collection – Entrepreneurs and Women’s Innovation Network)	ALL	\$ 5,000
Growing People Cohort, February – April 2024	Food and Beverage	\$ 15,000
Regional Sector Convenings and CDL Driver Training	Transportation	\$ 17,138
Annual Sector Strategist Support	Childcare	\$ 25,000
IATSE Local 675 Rigging Training – partnership with City of Eugene, Hult Center, and Lane County	Creatives	\$ 30,000
TOTAL		\$105,240

Industry Engagements

In June 2023, Collaborative Economic Development Oregon (Collaborative EDO) began serving as the business service provider for Lane Workforce Partnership, marking the start of an expanded collaboration. In this enhanced role, Collaborative EDO actively engaged with key regional industries vital to our local economy, implementing established programs and initiatives designed to grow high-paying jobs. Collaborative EDO also led sector strategy efforts, providing essential leadership and support to community stakeholders involved in both ongoing and newly targeted industry 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 success metrics
- Dive into new practices and strategies that have not been launched or developed
- Act as a catalyst for systemic change, elevating the importance of embedding DEI practices in the workforce system

This investment in sector strategies significantly strengthens Lane County's workforce and economic development, focusing on talent development, high-wage job creation, business competitiveness, and industry-specific training aligned with the region's growth industries.

The table below highlights the combined industry engagements from July 1, 2023, through June 30, 2024:

Targeted Sectors	# of Businesses Engaged
Bioscience	45
Childcare	3
Construction-Aggregate	36
Creatives	23
Food and Beverage	72
Healthcare	27
Leisure & Hospitality	7
Tech	99
Transportation	60
Wood Products	4
TOTAL	376

Learn more about Lane Workforce Partnership's Lane County Sector Strategy Team by visiting our [website](#). Explore our ongoing efforts to connect industry partners, strengthen regional collaborations, and implement the Next Generation Sector Partnership model. Stay informed with the latest news, events, and career opportunities by following Lane Workforce Partnership on [LinkedIn](#), [Twitter](#), [Facebook](#), and [Instagram](#) or by subscribing to our monthly [newsletter](#).

Engage Relevant Agencies and Programs

As the Local Workforce Development Board, Lane Workforce Partnership has a longstanding commitment to collaborating with business leaders to advance and strengthen workforce development in our community.

- [Lane County Community Collaborative](#): This network brings together economic and workforce development stakeholders from across Lane County to better align efforts and resources to effectively meet community needs. Monthly meetings are designed to encourage meaningful conversation, strengthen relationships, and promote collaboration, creating a positive ripple effect throughout the region.
- [Lane County Latino a/x Leaders Work Group](#): Established in June of 2020, in partnership with The Oregon Community Foundation, OCF's Latino Partnership Program, Palo Alto Software, and Lane Workforce Partnership, this group unites Latino a/x leaders from various sectors across the county. These gatherings are focused on fostering personal connections and empowering community-driven solutions. 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, the initiative also supports the development of a Latino Professional Leadership Institute. In early 2024, CAPACES, in collaboration with Plaza De Nuestra Comunidad and the University of Oregon, successfully launched the first Leadership Series. Participants in this inaugural cohort, who graduated on February 17, 2024, explored the rich history of the Latine community, engaged in self-assessment and reflection, developed leadership systems, learned to navigate decision-making bodies, and refined their communication skills for diverse audiences.
- [Institute for Networked Communities \(INC\)](#): INC launched the Next Generation Sector Partnerships initiative, working closely with our region over the years to develop and share best practices and tools for sector partnerships across the county. Building on this collaboration, Lane Workforce Partnership (LWP), in conjunction with INC, Southwestern Oregon Workforce Investment Board (SOWIB), and Rogue Workforce Partnership (RWP), convened the Southwest Oregon Transportation Sector Partnership. This comprehensive strategy involved strategic planning, industry convenings, and the development of actionable steps, all focused on cultivating industry leadership. Additionally, INC is leading the launch of the newly formed Hospitality Sector Partnership, supported by LWP, Northwest Oregon Works (NOW), and SOWIB. Through an 18-month planning grant from the Department of Labor's Critical Jobs Sector initiative, INC is committed to driving industry-wide transformation through coaching, facilitation, and sustained momentum.