



LANE WORKFORCE PARTNERSHIP BOARD MEETING
Thursday, September 25, 2025
3:00pm – 5:00pm

In-Person: WorkSource Lane (2510 Oakmont Way, Eugene)
Zoom: <https://us02web.zoom.us/j/8428428857>

AGENDA

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| I. | CALL TO ORDER and INTRODUCTIONS / <i>Solomon Harris</i> | 3:00pm |
| II. | PUBLIC COMMENT – <i>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.</i> | |
| III. | PARTNER SPOTLIGHT: Meet and Greet with Service Providers
• Grant Associates/Looking Glass/Collaborative EDO | 3:05pm – 3:45pm
Pages 1 – 5 |
| IV. | CONSENT CALENDAR / <i>Action</i>
• <i>Minutes of the May 22, 2025, Board Meeting</i> | 3:45pm
Pages 6 – 16 |
| V. | LWP YEAR-END PERFORMANCE REPORT / <i>Information</i>
<i>Cindy Perry and Ryan Kounovsky, Lane Workforce Partnership</i>
• Program Year 2024 – 2025 Year End Report
• Program Year 2023 – 2024 Year End Report (<i>for comparison purposes</i>) | 3:50pm – 4:05pm
Pages 17 – 25
Pages 26 – 48 |
| VI. | CHAIR’S REPORT / <i>Information</i>
<i>Solomon Harris</i>
• Summary of LWP Board/Executive Board/Lane Council Action Items / <i>Information</i>
Minutes for Full Board, Executive Board, and Lane Council meetings are available here | 4:05pm – 4:10pm
Page 49 |
| VII. | EXECUTIVE DIRECTOR’S REPORT / <i>Information</i>
<i>Ashley Espinoza, Lane Workforce Partnership</i> | 4:10pm – 4:25pm |
| VIII. | BOARD COMMITTEE UPDATES / <i>Information</i>
• Julie Davidson, Chair, Workforce Services Operations Committee
• John Stapleton, Chair, Community Engagement Committee | 4:25pm – 4:35pm |
| IX. | BOARD MEMBER UPDATES / <i>Information</i> | 4:35pm – 4:55pm |
| X. | OTHER BUSINESS | 4:55pm |
| XI. | ADJOURNMENT | 5:00pm |

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

Provider Profiles

Grant Associates

Grant Associates is one of the largest workforce development organizations in North America. Since opening our doors in 1997, our innovative programs and solutions have advanced the goals of the workforce, businesses and local economies in communities across the United States.

At Grant Associates, we recognize that every community's needs are unique. Working under contract with federal, state and local agencies, Grant Associates has provided human resources support to more than 50,000 companies and helped more than 1.25 million people achieve their career goals.

Jessica Erieta, Workforce Program Director

Jessica is a dedicated Program Director with extensive experience in workforce development and nonprofit leadership. She has served in key roles within the Job Corps program, including Deputy Director and Career Technical Training Manager at Tongue Point Job Corps Center. Jessica recently completed a one-year Leadership Academy for Executives, further strengthening her commitment to impactful leadership.

Her career spans various nonprofit roles in Hawaii and Oregon, driven by a deep passion for helping others and fostering community growth. Jessica holds a Master's Degree in Education, Adult Education and Training from the University of Phoenix. Now based in Eugene, Oregon, Jessica is excited to embrace her new role and continue her professional growth. Outside of work, she enjoys road trips and photography with her husband Rolland, with whom she runs a small photography business. They also spend family time with their 5-year-old son and Jessica's brother. Jessica is also a community advocate for those with Autism, as she also cares for her adult brother with Autism, and together, they like to raise awareness.

Pamela Nevin, Community Partnerships Manager

With over 20 years of experience in the social services sector, Pamela specializes in supporting underserved populations and neurodivergent individuals, working to bridge gaps in service delivery. Her passion for helping others drives her commitment to building inclusive, community-centered solutions.

Fun fact: Pamela is a shark enthusiast with a deep love for marine biology.

Codi Seitz, Workforce Project Accountant

With over 13 years of experience in private-sector bookkeeping and office management, creating an organizational structure out of chaos, Codi stepped into the role of Project Accountant with Grant Associates, supporting the Lane County initiative.

In 2016, Codi returned to school to complete her Bachelor's in Accounting at Northwest Christian University (now Bushnell University), following a rewarding chapter of raising three children - two of whom now serve in the U.S. Navy, and one who has embraced motherhood. Codi is now a proud grandmother to two granddaughters, with three bonus granddaughters, and enjoys spending time camping, kayaking, and cooking with them. Codi is passionate about using her analytical strengths - which is her "superpower" of turning life into numbers - in a capacity which contributes to meaningful work that truly helps people and positively impacts the community.

Sue Sierralupe, Case Manager

Sue comes to WorkSource with many years of experience in the medical and behavioral health field. In her free time, she is a science writer, kayaker, hiker, and gardener. Sue is a proud grandmother and a backyard chicken farmer. She also regularly volunteers her time to help the unhoused community. Her main motivation is community service, which is a strong part of her family traditions. Sue used to host a podcast and website on health and wellness.

Caitlyn Hohnstein – Case Manager

With six years of experience in the intellectual/developmental disability field of Supported Employment, Caitlyn has dedicated her professional career to advocating for inclusion, equality, and opportunity for individuals facing significant barriers to employment.

Now serving as a Case Manager for Grant Associates, she continues to champion the belief that every person deserves the chance to be seen for their strengths and abilities. She is passionate about helping others succeed and committed to breaking down systemic and social barriers that limit access to meaningful experiences and genuine human connection. She believes everyone has the right to live fully, grow freely, and pursue the opportunities they have been told are out of reach. Her passion lies in defying statistics and challenging adversity to help rewrite the narrative for individuals who may not have been given a fair chance. She is driven by the belief that with the right support and advocacy, people can rise above projected expectations and thrive.

Fun fact: Caitlyn has an undying love - and nearly an obsession - for sunflowers and all things yellow which she says brings her pure joy and brightens her world.

Bobbie Risner – Case Manager

Bobbie Risner is a dedicated professional with a rich background in public service and legal support. She began her career with the Oregon Unemployment Insurance Department and then moved into the Oregon Department of Human Services. After taking a break to grow her family, she worked in operations at an insurance brokerage before pursuing her passion for law as a legal assistant for a criminal defense attorney.

Inspired by her mother's challenges in reentering the workforce, Bobbie became an Employment Specialist at the Lane WorkSource with EasterSeals, where she helps individuals overcome barriers to employment. Currently, Bobbie serves as a Case Manager with Grant Associates WorkSource Lane and is excited to be part of the partnership. In this role, she will help individuals navigate employment barriers and achieve their career goals, while continuing her commitment to empowering others.

Fun Fact: Bobbie has a passion for listening to true crime podcasts, always intrigued by the stories and insights they offer.

Looking Glass Riverfront Job Training Program

Since 1970, Looking Glass has provided critical services to families in crisis throughout Lane County. Each year, the organization serves more than 4,100 clients struggling with addiction, homelessness, abuse, educational disadvantages, and mental health challenges. Looking Glass is the largest and most comprehensive youth-serving agency in Lane County, partnering with more than 35 local providers, government agencies, and community leaders to support youth in their transition to adulthood. Looking

Glass is accredited by the Council on Accreditation and undergoes regular, rigorous program-wide evaluations.

Cheryl Zwillinger, Program Director, Riverfront School and Career Center (she/her)

Cheryl oversees the Looking Glass Riverfront School and Career Center, bringing 40 years of experience with the organization, including 27 years in program management. She holds a Master's Degree in Counseling and is responsible for internal operations, personnel, fiscal management, and community relations. As a member of the agency's management team, Cheryl also oversees grant implementation and management, adherence to policies and procedures, and reporting requirements.

Hailey Johnston, Job Training Program Supervisor, Looking Glass (she/her)

With a passion for service, Hailey brings five years of experience in youth services, and three years of experience working as a WIOA Case Manager. She has also worked in higher education and taught courses in the community such as *Rent Well* and Youth Support Specialist Certification. Hailey earned a Bachelor of Science in Psychology from Montana State University before moving to Oregon to escape the snow. She is passionate about helping young people piece together the puzzle for success and find just the thing to lead them to happy and productive lives. She is excited to bring her knowledge of WIOA and youth services in Lane County to support a new team of WIOA Youth Case Managers.

Kat Kilbourn, College and Career Readiness Specialist (she/her)

Kat recently returned to Eugene after spending time in Massachusetts, where she earned her Master's Degree in Criminal Justice at Anna Maria College. She holds a Bachelor of Science in Psychology from the University of Oregon. Her career has focused on youth advocacy and criminal justice, and she is passionate about supporting individuals in reentry and helping them build strong, sustainable futures. Outside of work, Kat enjoys photography, reading, crocheting, swimming, and spending time with her American Bully, Murphy the Meatball. She is excited to be back in Eugene and reconnect with the community she calls home.

Maribel Avila, Bilingual College and Career Readiness Specialist

Maribel is a dedicated Bilingual Job Training Specialist at Looking Glass, where she helps youth build a brighter future through work experience, career readiness, and finding pathways to higher education or skilled trades. She strives to make sure youth have the right resources or guides to become more independent and self-sufficient. Maribel is fluent in both Spanish and English and enjoys being able to serve diverse communities and ensure equitable access to opportunities.

Prior to Looking Glass, she worked at Westmoreland as an Instructional Assistant and with UO SAIL, where she mentored youth and helped develop a transition program for 8th graders at Hamlin Middle School. At SAIL, Maribel was able to help raise the Latino youth population by about 30 percent.

Maribel comes from hardworking immigrant parents and struggled finding her way as a first-generation college student. She is extremely passionate about ensuring equal opportunities and access for Latino youth and creating a welcoming space for Latino youth to access help and guidance to ensure a brighter future.

Yazzie Chee, College and Career Readiness Specialist (he/him)

Yazzie brings more than four years of professional experience and insight supporting underrepresented youth, as well as lived experience as an unaccompanied homeless youth in Lane County. He holds a Bachelor's in Social Science with a minor in Native American & Indigenous Studies from the University of Oregon, where he was honored as *Mr. Indigenous UO*, for his advocacy and representation of Indigenous academic excellence. He also led research on the experiences of Indigenous students on campus. These lessons continue to guide his work at Looking Glass, where he helps ensure that every youth has the support and resources to succeed.

Lexi Rangel, College and Career Readiness Specialist (she/her)

Lexi holds a Bachelor's in Social work and has experience serving at-risk populations and the houseless community. As part of a student-led community engagement program, Lexi led weekly discussion forums with queer teenagers focused on discussing hardships and overcoming adversity as members of the LGBTQ+ community. Lexi enjoys traveling and has volunteered internationally in Spain, Ireland, and the Caribbean.

Collaborative Economic Development Oregon

Everyone wants greater economic prosperity, more high-wage jobs, and pathways for local people to gain the skills needed to secure those jobs. That's what Collaborative EDO is all about. Collaborative Economic Development Oregon (Collaborative EDO) is a 501(c)(3) nonprofit economic development organization modeled after one of the most successful regional EcoDev agencies in the state, EDCO out of Bend, Oregon.

Since its founding, Collaborative EDO has gained strong traction in the community through partnerships, sector convenings, and events. From rural communities to urban centers, Lane County is embracing a more inclusive model of development that ensures no one is left behind. To accomplish this vision, Collaborative EDO focuses on three strategic priorities: WELCOME, INNOVATE, and THRIVE. These pillars guide efforts to attract and retain businesses, support innovation and entrepreneurship, and strengthen workforce and community resilience.

More details about these initiatives can be found on [Collaborative EDO's website](#), where community members, partners, and businesses can learn how to work together in building a more prosperous and sustainable future for Lane County.

Matt Sayre, Executive Director

Matt serves as the Executive Director of Collaborative EDO, a regional economic development nonprofit that also serves as Lane Workforce Partnership's business engagement arm. Collaborative EDO supports industry-sector strategies that grow good jobs and works with partners to help local people access those jobs.

Matt's award-winning work has been recognized by the City of Eugene, the Lane Council of Governments, Oregon's congressional delegation, and nationally by US Ignite. He brings a data-informed, people-first lens to economic development, especially when it comes to the power of work.

Caitlin Vargas, Vice President of Community Impact & Partnerships (she/her/hers)

Caitlin is a mission-driven economic development leader and community strategist dedicated to building inclusive entrepreneurial ecosystems across Oregon. As Co-Founder and Vice President of Community Impact and Partnerships at the Collaborative EDO, she architects initiatives that connect female founders to capital, mentorship, and networks.

Her previous leadership roles at Onward Eugene and the Eugene Area Chamber of Commerce included directing Oregon's first accelerator to provide free childcare for women entrepreneurs - an innovative solution to a longstanding barrier. Earlier in her career, Caitlin held executive positions in the nonprofit sector, leading communications, fundraising, branding, and strategic planning initiatives for organizations such as the Eugene Mission and Cornerstone Community Housing.

Caitlin has served on numerous boards, including the Eugene Metro Futbol Club (President), Oregon Bio Women Executive Committee, Lane Transit Board of Directors (President), American Public Transportation Association Board, Relief Nurse Leadership Board, Bushnell University Center for Leadership and Ethics Advisory Board, the Board of Stewards at Looking Glass, and the Leadership Eugene-Springfield Steering Committee.

She earned her Master of Business Administration from Bushnell University and a Bachelor of Arts from Sonoma State University. A proud mother of four who all play competitive soccer, Caitlin spends most weekends coaching and traveling to games, embracing the same passion, teamwork, and dedication she brings to her professional work.

Nicole Matthews, Vice President of Business & Workforce Development (she/her/hers)

Nicole is the Co-Founder and Vice President of Business & Workforce Development at Collaborative EDO, where she leads efforts to strengthen regional economic vitality and develop talent pipeline. With a background in small business entrepreneurship, workforce engagement, and community development, she has held leadership roles with Downtown Eugene Economic Development (DEED) and Downtown Eugene Merchants (DEM).

Nicole holds a Bachelor of Science in Environmental Studies, Planning, Public Policy & Management, and Sociology from the University of Oregon. She is passionate about creating thriving local economies through collaboration, entrepreneurship, and workforce development.

Chelsea Irvine, Communications and Events Manager (she/her/hers)

Chelsea is the Communications and Events Manager at Collaborative EDO. She draws on her background in luxury hospitality, marketing and communications, and event production to build connections and support impactful regional events. Chelsea values storytelling and collaboration as tools to strengthen partnerships and foster economic growth.

Chelsea studied theater and communications and endeavors to bring creativity, adaptability, and a people-first approach to every project.



LANE WORKFORCE BOARD MEETING

Thursday, May 22, 2025

3:00PM – 5:00PM

MINUTES

In Attendance: Angela Miller-Pomlee (proxy for Julie Davidson), Billy Dover, Jeff Graham, Courtney Griesel, Phil Hohnstein, Shondra Holliday, Laura Luther, Lynn McDonald, Bailey McEuen, Chelsea Miller, Matt Sayre, Shelley Tinkham

Absent: Jennifer Adams, Monica Bielski Boris, Bettina Hannigan, Solomon Harris, David Heavirland, Heidi Larwick, Jeff McGillivray, Stan Pickett, John Stapleton, Charlene Vermilyea, Steve Yamamori

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

Others: Wren Ganey, Jasper Riogeist, Agustin Olivares Lucero

APPROVALS

Recommendation	Motion	Seconded	Status
Approve Full Board Meeting Minutes (February 27 th , 2025)	Courtney Griesel	Billy Dover	Unanimous Approval
Approve Board Officers to serve for a two-year term beginning July 1, 2025: Solomon Harris, Chair John Stapleton, Chair-Elect Jeff Graham, Treasurer Billy Dover, Secretary Shondra Holliday, Past Chair	Matt Sayre	Courtney Griesel	Unanimous Approval

I. CALL TO ORDER and INTRODUCTIONS

Shondra Holliday called the meeting to order.

II. PUBLIC COMMENT

No public comments were received.

III. CONSENT CALENDAR

Courtney Griesel moved to approve the February 27th, 2025, Board Meeting Minutes. Billy Dover seconded, and the motion was approved.

IV. PRESENTATION: UNLOCKING POTENTIAL – CAREER PATHWAYS FOR LANE COUNTY'S WORKFORCE MPA Capstone Project, 2025

Presenters: Wren Ganey, Jasper Riogeist, and Agustin Olivares Lucero

Ryan Kounovsky provided a brief introduction to the presentation, sharing that earlier this year, Lane Workforce Partnership (LWP) engaged the University of Oregon's Institute for Policy Research and Engagement to support a student-led research project. He explained that these Master level students were assigned projects across the community, and LWP was selected as one of the project recipients. Ryan expressed appreciation for the high-quality, detailed work the student team has produced, noting that their capacity to dive deeply into research has brought valuable insights.

Overview of the Presentation

The presenters thanked the Board for the opportunity to participate and outlined the presentation structure: an overview of the project scope, analysis of two key employment sectors (healthcare and housing), followed by recommendations and opportunities for future research.

The project focused on developing workforce strategies for Lane County's ALICE population—defined as Asset Limited, Income Constrained, and Employed. The team's work was informed by LWP's 2024 State of the Workforce Report and originally began with 12 sectors, which were narrowed to six and ultimately refined to two sectors: healthcare and housing. These sectors were chosen based on their potential for sustainable job creation and strong relevance to individuals living in or near poverty.

Research Questions and Methodology

The central research question was: *How can workforce development strategies be used to support ALICE households in accessing higher-paying, sustainable careers?* The methodology incorporated a mixed-methods approach, including career flowchart visualizations to illustrate common entry points, advancement pathways, required certifications, and wage progression. Data sources included Lane Workforce Partnership's reports, the U.S. Census, and the U.S. Bureau of Labor Statistics.

Workforce Landscape Context

The presenters established income thresholds for identifying ALICE individuals (\$47,673) and households (\$63,419). Approximately 33% of households in Lane County fall into this category, with many lacking sufficient resources to meet basic living expenses. The sectors of healthcare and social services (28%) and construction and administrative services (23%) were identified as employing a large portion of the ALICE population.

Sector Analysis – Healthcare

Healthcare is Lane County's largest employment sector, with over 21,700 workers, representing 12% of the county's total workforce. Roles analyzed included home care, emergency services, nursing, and dentistry. Average annual salaries in this sector are approximately \$72,000, with 15% projected growth over the next decade, including 3,000 new roles.

Career pathways in healthcare vary by entry requirements and cost. For example, individuals can begin as home care workers with minimal requirements and progress through certifications to roles with higher earning potential. The nursing flowchart demonstrated multiple on-ramps, including a low-cost CNA-to-LPN-to-RN pathway as a lower-risk alternative to a four-year BSN degree.

Sector Analysis – Housing

The housing sector, while smaller than healthcare, also offers strong opportunities for entry-level employment and long-term career growth. As of 2023, more than 8,000 workers were employed in construction and maintenance roles, up from 5,200 in 2011. Average annual salaries in this sector are approximately \$66,000, with 15% projected growth over the next decade. The next ten years are projected to bring approximately 1,100 new jobs and over 7,000 replacement openings.

Flowcharts illustrated pathways for skilled trades such as plumbing, electrical work, and general construction. Apprenticeship programs were identified as key entry points, though access remains a challenge due to limited availability. The team described these constraints as "bottlenecks" in the career pipeline and emphasized the importance of pre-apprenticeship activities to improve placement rates.

Comparative Findings and Observations

The analysis compared sectors based on accessibility, earning potential, and training pathways.

Sector Advantages: Career clusters such as home care and emergency health services present low barriers to entry and quick progression to roles above the ALICE income threshold. In the housing sector, the skilled trades career cluster provides high-earning potential through structured apprenticeship programs, though access to these programs remains competitive and limited.

Availability of Employment: While many entry-level roles are accessible, sustained upward mobility often depends on the availability of training, certifications, and support services. Apprenticeships, community college programs, and other educational trainings are helpful for career progression but are not accessible to all residents.

Recommendations and Future Research

Preliminary recommendations:

- Promote Awareness of Career Pathways
- Invest in Data and Evaluation
- Partner with Training and Educational Organizations

Future research should explore bottlenecks in career progression, refine wage and job availability data, and assess long-term job demand and transitions across pathways. The team noted the importance of community-wide involvement in addressing systemic barriers and called for deeper integration between workforce programs and social service supports.

V. BOARD OFFICER RECOMMENDATION

Shondra Holliday led the discussion on the proposed officer appointments beginning with the 2025 – 2026 Program Year. She provided background information and shared the Executive Board's recommendation, which included updated interest in the Secretary position.

Matt Sayre moved to approve Solomon Harris, Chair; John Stapleton, Chair-Elect; Jeff Graham, Treasurer; Billy Dover, Secretary; and Shondra Holliday, Past Chair to serve as board officers for a two-year term beginning July 1, 2025. Courtney Griesel seconded, and the motion was approved.

VI. REQUEST FOR PROPOSALS PROCUREMENTS

Cindy Perry provided an informational update regarding the recently concluded procurement process for the WIOA Adult/Dislocated Worker Program, Youth Program, and One-Stop Operator services.

- *Procurement Overview:* LWP is required by policy to conduct procurement for the WIOA Adult and Youth Programs every five years. In addition, federal WIOA legislation mandates procurement of the One-Stop Operator every four years. To better align these timelines, LWP ended the existing adult contract one year early, bringing both Adult and Youth Programs onto the same cycle.
- *WIOA Adult/Dislocated Worker Program:* Four organizations submitted proposals: Career Team, Equis, Lane County Health & Human Services, and Grant Associates. All proposals were reviewed by an Evaluation Committee comprised of board members and community subject matter experts. Grant Associates received the highest overall score. The Executive Board approved awarding the Adult Program contract to them.
- *One-Stop Operator:* Three proposals were received; however, two did not meet minimum qualifications. The third proposal—submitted by an organization bidding on all three service areas—was deemed non-responsive due to a budget based on securing all contracts, which was not allowed. As a result, the Executive Board approved a recommendation for Lane Workforce Partnership to serve as the One-Stop Operator for a one-year period, pending approval from the Governor’s Office. This temporary arrangement will provide time to strengthen service alignment and prepare for a new competitive process in the next year.
- *WIOA Youth Program:* Four proposals were submitted by Equis, Grant Associates, Looking Glass, and Connected Lane County. Looking Glass and Connected Lane County were the highest scoring in the written evaluations. The Executive Board authorized an extended evaluation period, which included site visits and oral interviews to better understand the unique strengths of each organization. Following this comprehensive review, Looking Glass was identified as the highest scoring respondent overall. The Executive Board approved awarding the Youth Program contract to Looking Glass.

VII. PROGRAM YEAR 2025 – 2026 BUDGET

Tiffany Cink provided an overview of the budget for the upcoming program year, noting that this cycle was particularly challenging due to significant reductions in projected revenue. Overall, the organization is planning a decline of just over \$2 million, primarily resulting from the conclusion of several funding sources.

- *Key Funding Reductions:*
 - The HOW-TO grant, a partnership with the Oregon Health Authority and Nurturely, has ended and is no longer included in the budget.
 - Funding through the Future Ready Oregon initiative is entering its third year, and funds previously available in year two have been expended and are not recurring.
 - Federal WIOA formula funding, which flows from the US Department of Labor to the state and then to local boards, has been reduced by 10% statewide.

- *Strategic Budget Planning:* Due to uncertainty in multiple funding streams, LWP has chosen to fully fund its planned carryforward to ensure financial stability. Funds received will be used to strengthen contracts set to begin July 1.

- *Expenditure Notes:* Tiffany noted that while initial budget planning estimated the subcontract for the WIOA Adult Program with Grant Associates at approximately \$835,000, this amount was based on the exclusion of General Fund dollars from the State of Oregon. Historically, these funds have been delayed in becoming operational, sometimes not arriving until March. However, for the upcoming year, the Higher Education Coordinating Commission has already developed work plans and is planning to release funds once the Governor’s budget is signed. As a result, General Fund dollars have been added back into the WIOA contract, bringing the total to approximately \$1,025,000.

- *Reserve Status:*
While reserve levels are lower due to reduced revenue, they remain adequate. The organization is maintaining 20% of its WIOA carryover funds and 50% of its State General Fund dollars.

VIII. BOARD BUDDIES PROGRAM

Ashley Espinoza provided an overview on the Board Buddy Program, designed to strengthen relationships between Lane Workforce Partnership board members and staff. The program aims to improve board meeting efficiency, foster stronger interpersonal connections, and enhance board member engagement and confidence.

Ashley shared that each board member has been paired with a designated staff member who will serve as their “Board Buddy.” These partnerships focus on regular engagement through informal conversations scheduled before each quarterly board meeting. Conversations are intended to provide clarification on agenda items, offer background, and answer any questions board members may have prior to formal discussions.

Ashley emphasized that staff buddies are responsible for initiating outreach prior to each board meeting and supporting the needs of their assigned board members. The idea is to create a more informed, engaged, and confident board, which will in turn support stronger governance and better decision-making. A listing of current board-staff pairings was shared.

IX. CHAIR’S REPORT

Shondra Holliday noted that action item summaries from the LWP Board, Executive Board, and Lane Council meetings are on pages 20 – 22 of the board packet.

X. EXECUTIVE DIRECTOR'S REPORT

Ashley Espinoza provided an overview of organizational activities, strategic initiatives, and legislative updates.

- **Trauma-Informed Care: Train the Trainer Program:** LWP, in partnership with Lane County and facilitated by the Trauma Healing Project, will be launching four quarterly continuing education and networking events to strengthen trauma-informed practices within the workforce system. The program supports staff well-being and will help build capacity among trainers serving youth and adults across Lane County.
- **National and State Engagement:** LWP attended the 2025 NAWDP Annual Conference in Virginia Beach, VA where Team Oregon Build was honored as the Workforce Program of the Year. Ashley mentioned that she was recently appointed to the NAWDP Board of Directors representing Region 6 (Alaska, Arizona, California, Guam, Hawaii, Idaho, Nevada, Oregon, Washington, American Samoa, Northern Mariana Islands, Palau). Her board service starts July 1st.

LWP joined workforce leaders at the Oregon Employment and Training Association (OETA) statewide conference (powered by Oregon Workforce Partnership), which focused on service alignment and peer learning. Highlights of the conference included a panel discussion focusing on the Critical Sector Grant - Hospitality Sector Partnership and Nancy Pance with Opportunity Oregon received the Workforce Champion award.

- **Strategic Goals and System Alignment:** Ashley reiterated LWP's commitment to its 2024 – 2028 strategic goals, which include:
 - Increasing awareness and use of the workforce system
 - Creating strategic alignment and fostering innovative collaboration
 - Embracing transparency and accountability
 - Advancing prosperity through an inclusive workforce
- **One-Stop Operator Update:**

LWP will serve as the One-Stop Operator for a one-year term, as previously approved by the Executive Board. This interim role allows LWP to enhance system coordination and participant navigation while preparing for a new procurement cycle next year. Through the One-Stop Operator work, we will be looking at: Initial Contact (welcoming intake process); Assessment (skills evaluation and career planning); Training (customized skill development); and Employment (job placement and retention support).
- **State of the Workforce Roadshow:**

Ashley and Henry Fields (Workforce Analyst with OED) are conducting a series of presentations to share highlights from the 2024 – 2026 State of the Workforce Report. Confirmed presentations include: Springfield Rotary, Eugene Rotary, Lane County Board of Commissioners, Southtown Rotary, LCOG Board, Lane County Human Resources Association.

- **Legislative Updates:**

- HB 3826 (CDL Training): Proposes a \$2M allocation for CDL training. Advocacy groups are urging an \$8.2M investment to expand access, particularly in rural areas and for underrepresented populations.
- HB 3011 (Childcare Workforce): Proposes \$20M to support early childhood education training programs, degrees, and on-campus childcare centers.
- HB 2972 (Reentry Services); Requests \$3M to enhance workforce preparation for adults in custody, supporting reintegration efforts and public safety.
- SB 5525 (Prosperity 10,000): A \$35M amendment to support high-demand sector training and wraparound services.
- WIOA Reauthorization: Congress is working toward reauthorization of WIOA, last updated in 2014. Yesterday, the One Big Beautiful Bill passed through Congress does contain elements of workforce including extending apprenticeships, increasing the childcare credit, expanding Pell Grants to support trade and career-ready pathways beyond traditional four-year degrees, etc. The bill now goes to the Senate.

XI. BOARD COMMITTEE UPDATES

Ryan Kounovsky provided an update for the two board committees.

Workforce Services Operations Committee: The committee spent significant time supporting the recent Request for Proposals (RFP) process—a substantial undertaking. With that work now complete, the group will reconvene to determine next steps. Upcoming priorities are expected to include a focus on the One-Stop Operator and identifying opportunities to increase board engagement in the broader workforce system.

Community Engagement Committee: The committee has been actively collaborating with Lane Education Service District (LaneESD) to strengthen career and technical education (CTE) talent pipeline efforts. This includes working with K–12 schools to schedule career-connected learning opportunities earlier and more strategically, ensuring both schools and students can fully participate. The group is making progress in aligning industry partners with classroom experiences to increase student awareness of local job opportunities and provide real-world exposure whenever possible.

XII. BOARD MEMBER UPDATES

Matt Sayre (Collaborative EDO): Appointment July 2024

- Community Collaborative & Industry Luncheon (March 20, 2025): Highlighted the success of the luncheon which brought together a geographically diverse audience – from the coast to Oakridge, Junction City, and Cottage Grove, to discuss the future of workforce and job creation. The panel emphasized the importance of connecting people to high-quality jobs, not just creating them. The event sold out for the second consecutive year.
- Bridge Lane Event: The event is being held today in Blue River, one of the most rural communities in the region. Taking place at the local K-12 school, the event is student-forward, with participation from all middle and high school students. This marks continued efforts to bring real-world learning experiences to rural areas.

- Regional Innovation Hub – Cascades West Innovation Hub Region: Lane County is part of the four county Cascades West Innovation Hub, alongside Linn, Benton, and Lincoln counties. The region is transitioning from a planning and mobilization phase into a new “scale-up” phase aimed at increasing regional capacity to support traded-sector startups. A grant application is currently in progress that involves numerous partners.
- **Bailey McEuen (Homes for Good): Appointment July 2020**
 - No updates to report.
- **Chelsea Miller (Vocational Rehabilitation): Appointment September 2024**
 - Provided update on developments within VR including changes related to service delivery and intake processes due to budget constraints. VR is preparing to enter into the Order of Selection, a federally regulated process used when resources are insufficient to serve all eligible individuals. Once enacted:
 - Clients currently in service or with an active employment plan will continue receiving support.
 - New applicants will be placed on a waitlist based on the severity of their disability-related barriers to employment.
 - Priority will be given to individuals with the most significant disabilities.
 - A statewide waitlist will be managed at the county level, with all eligible individuals still encouraged to apply for services.
 - A new centralized intake and eligibility unit launched on May 1st. This state-level unit is now responsible for processing all applications, replacing the previous branch-level approach. The model will eventually impact Lane County. Currently, VR intake appointments in the region are booked out until October. The shift to the Order of Selection is expected to improve consistency and streamline client access across.
 - The waitlist has been challenging for staff who are continuing to provide services and training under normal operations. Staff will be given at least one week’s notice prior to the Order of Selection implementation, and current clients will receive written communication outlining their assigned priority category.
 - Local Office Move: The Eugene and Springfield offices were originally scheduled to merge into a single location at 10 Shelton McMurphy Blvd. in June but has been postponed until later this year.
- **Laura Luther (Lane County): Appointment July 2019**
 - The County experienced a modest workforce reduction this year due to budget constraints.
 - A successful community event, Say Hey, was hosted at the University of Oregon last month.
 - An internship co-op fair was also held at the University of Oregon, resulting in internship placements for Indigenous students with Lane County.
 - The Equity Job Fair, hosted at WorkSource Lane this past Monday, saw strong attendance. Fourteen government agencies participated, offering current job openings. Additional resources were provided for jobseekers, including free professional headshots and a LinkedIn workshop to support career readiness.

- **Angela Miller-Pomlee proxy for Julie Davidson:**
 - Angela serves on the management team at WorkSource Lane and brings 13 years of experience with the agency.
 - She expressed her strong commitment to supporting individuals on their employment journey – helping them move from point A to point Z.

- **Jeff Graham (Danone/So Delicious): Appointment July 2023**
 - Danone is an international brand producing International Delight Creamers, Oikos Yogurts, bottled water, etc. Locally, they produce the So Delicious dairy-free frozen novelties, including ice cream bars, sandwiches, pints, and quarts for Canada.
 - Recently completed a \$7 million engineering project focused on refrigeration system upgrades. The plan is currently addressing final post-implementation adjustments to ensure the new freezers are fully optimized and operational.
 - In September, the plant will install a robotic palletizer to enhance production efficiency and address ergonomic and safety concerns. The local facility is the most manual plant of the 13 plants in North America.
 - Due to increased demand during the summer season, the plant anticipates scheduling two to four overtime production days between June and July.
 - Nationally, introduced a new line of ready-to-drink 30g Oikos protein shakes.

- **Shondra Holliday (Lane County Medical Society): Appointment November 2024**
 - Physician Wellness Program: Prioritizes physician wellness recognizing that the loss of a single physician can impact patients and the broader healthcare system. Have expanded access to counseling services by partnering with external programs. Recently, additional counselors were added to their program with services paid for by the Foundation to support mental health, prevent burnout, and reduce risks such as suicide and substance use.
 - Shondra’s role includes donor engagement and grant development to fund wellness initiatives and ensure sustainability. She also helps oversee foundation programs to ensure that physicians have access to financial resources, training, and personal development support – particularly in areas where they may lack experience or confidence, like self-care and financial literacy.

- **Shelley Tinkham (Lane Community College): Appointment July 2025**
 - New Bachelor of Science in Nursing (BSN) Program: LCC received formal approval to offer a second baccalaureate degree: a BSN. This enhances Lane’s role in addressing local healthcare workforce needs.
 - National Accreditation: All nursing programs at LCC have been awarded accreditation from the Accreditation Commission for Education in Nursing (ACEN) – a significant professional endorsement.
 - Medical Assisting Program Changes: LCC has made the decision to scale back its Medical Assisting Program following a programmatic review. The review highlighted the importance of ensuring that program credits are transferable and stackable toward higher degrees – especially bachelor’s degrees that lead to higher wages. While the program continues, it will be more strategically aligned with student pathways and workforce outcomes.

- LEAP (Lane Early Access Program): This long-standing tuition-free opportunity for high school students has now been officially branded. Beginning fall 2025, high school juniors and seniors in Lane County can take one course, tuition free, through the new LEAP program.
 - Behavioral Health Certificate Launch: Starting a pathway program with LaneESD in Behavioral Health. LCC's Board of Education recently approved a new Behavioral Health Certificate program. Though still pending final state approval, development is underway.
 - Trades Growth: LCC recently hosted a successful Trade Expo attended by 473 high school students and 88 industry representatives from 40 companies. Many of the college's trade programs now have waitlists, reflecting strong demand from students and employers alike.
- **Lynn McDonald (IBEW #280): Appointment July 2024**
 - Current Hiring Landscape: Currently, all of our apprentices are employed. The hiring environment is heavily influenced by regional construction demand. Central Oregon is experiencing a higher volume of hiring compared to the Willamette Valley, which remains somewhat slower.
 - Entry into the apprenticeship program is competitive, with only about 6 – 7% of interviewees accepted. The selection process includes an aptitude test, a comprehensive interview, and a review of relevant experience.
 - Program Bottlenecks: There is an ongoing bottleneck between the number of applicants and available apprentice positions.
 - Workforce Mobility: You are typically not going to work in your home town. Construction jobs are mobile by nature, and those who are willing to travel are more likely to maintain full-time employment and earn higher wages. Conversely, those less open to travel may experience periods of underemployment or slower progression.
- **Courtney Griesel (Sierra Pacific Industries): Appointment July 2023**
 - No updates to report.
- **Billy Dover (Ireland Trucking): Appointment July 2023**
 - Ireland Trucking currently operates three terminals in Lane County and is working to triple their capacity.
 - The company currently employs 8 drivers and aims to expand that number to 30.
 - According to data from the State of Oregon, the trucking industry will need approximately 30,000 drivers statewide over the next 10 years. In Lane County alone, the projected need is 2,500 to 3,000 drivers.
 - Exploring strategies to increase exposure to trucking careers, including reaching high school students.
- **Phil Hohnstein (Hillside Heights): Appointment December 2013**
 - Hillside has been approached by another CNA program to serve as a clinical training site.
 - New pilot mentorship programs are underway, with the Hillside Administrator mentoring the new Volare Administrator along with the Director of Nursing mentoring as well.

- Lane Community College's Nursing Program is now utilizing community sites for education, with 2–3 students per week visiting Hillside Heights for hands-on experience in long-term care.
- Of the nine CNAs who entered nursing programs, five are now working as LPNs at Hillside, and four are on track to graduate as RNs.

XIII. OTHER BUSINESS

Ashley Espinoza recognized Shondra Holliday for her twenty years of service to the Lane Workforce Partnership Board, including her leadership as Board Chair over the past two years. Ashley expressed heartfelt appreciation for Shondra's commitment, noting that her thoughtful presence, steady leadership, and engaging conversation have left a lasting impression.

XIV. ADJOURNMENT

Shondra Holliday adjourned the meeting.



LANE WORKFORCE
PARTNERSHIP

Workforce System Year-End Performance Report



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



Visit Us

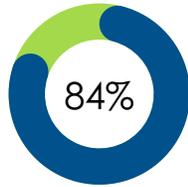
<https://laneworkforce.org>

2024-2028 Strategic Plan Update

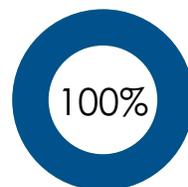
Goal #1: Increase Awareness and Use of the WorkSource System



Increase Engagement Platform Followers by 200%



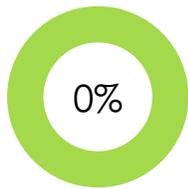
Increase Engagement Platform Impressions by 200%



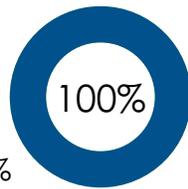
Increase Earned Media to 20 Highlights



Increase Industry-Classroom Engagements (Baseline Year)

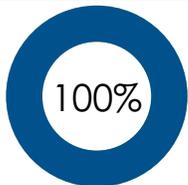


Increase Youth Workforce Participation Rate 16 – 19 Year-Olds to 55%

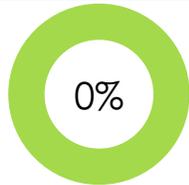


Increase Young Adult Workforce Participation Rate 20 – 24-Year-Olds to 75%

Goal #2: Embrace Transparency & Accountability



Two semi-annual performance reports are produced.

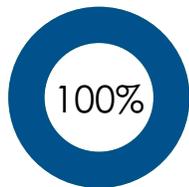


LWP website dashboard is created

Goal #3: Create Strategic Alignment Among Partners



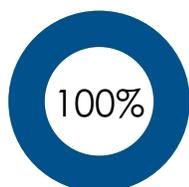
Increase active industry sector partnerships by 2



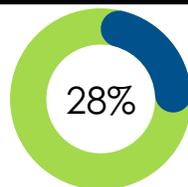
100% of rural communities will be members of the Workforce Benefits Navigator Consortia

Goal #4: Advance Prosperity Through an Inclusive Workforce

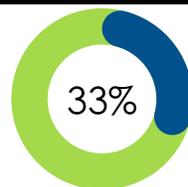
Increase percentage of people of color working in higher wage jobs in Lane County (10.8%)



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



Construction



Manufacturing



Professional Scientific and Technical Services

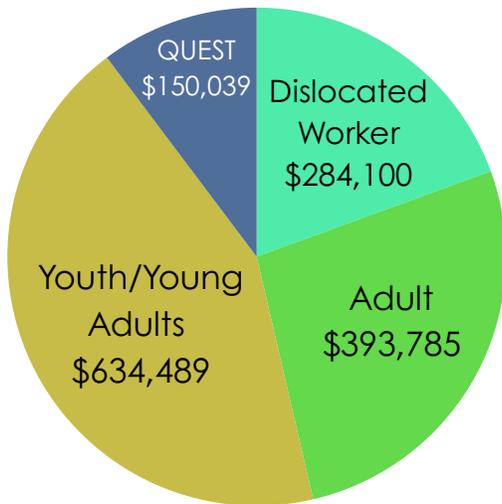


Utilities

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

2024-2025 Strategic Investments

Total Funds Invested: \$3,938,529



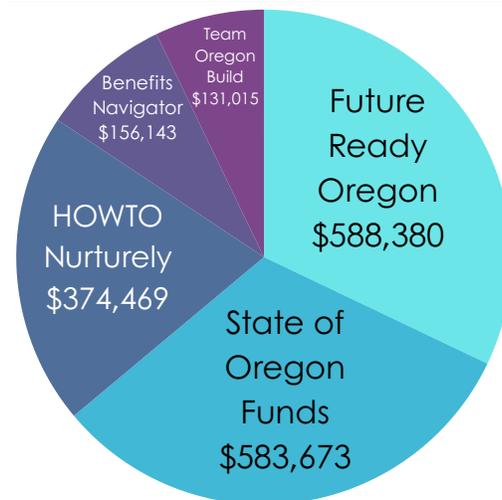
Workforce Innovation and Opportunity Act Funds \$1,462,414

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 – Nuturely \$374,469

In partnership with Nuturely, 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



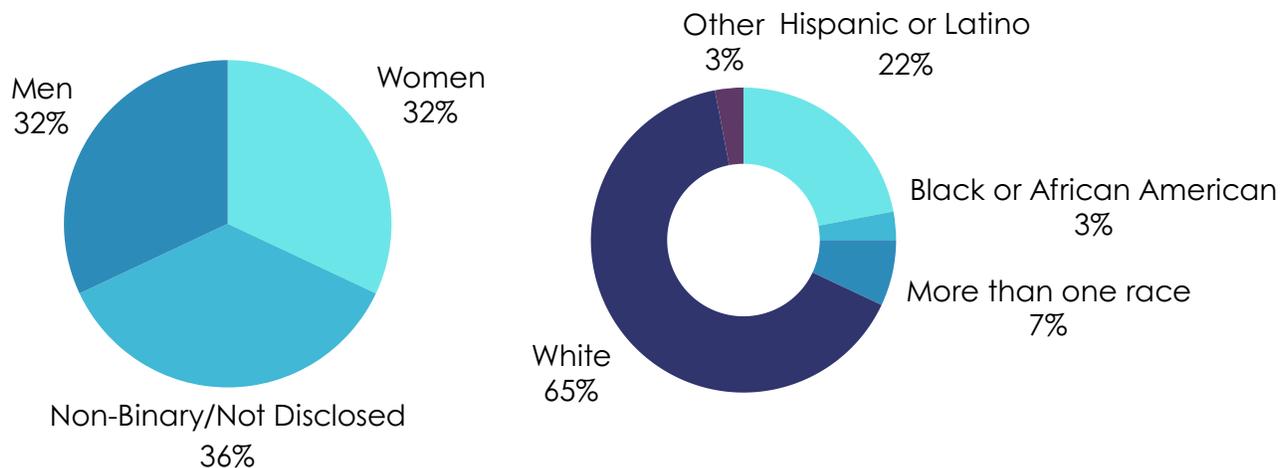
WOOD PRODUCTS

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**

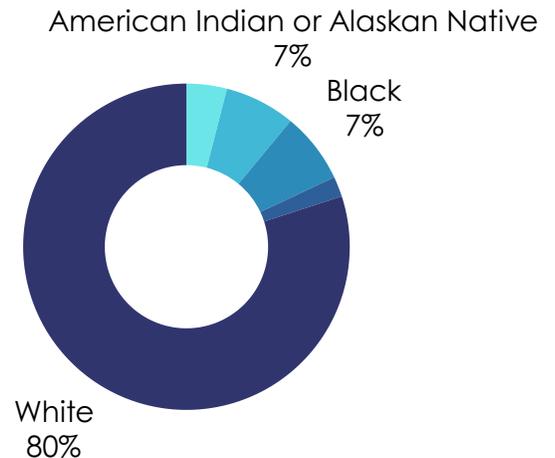
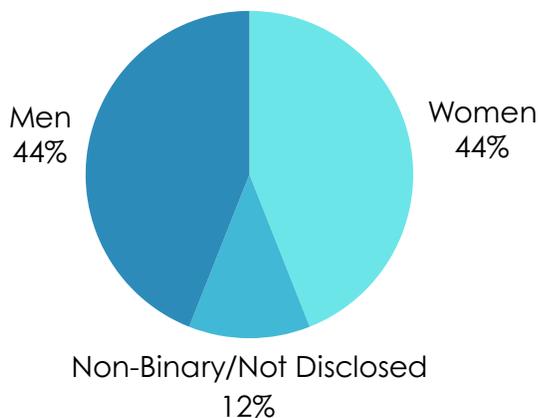
Total Economic Impact: \$3,466,736

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

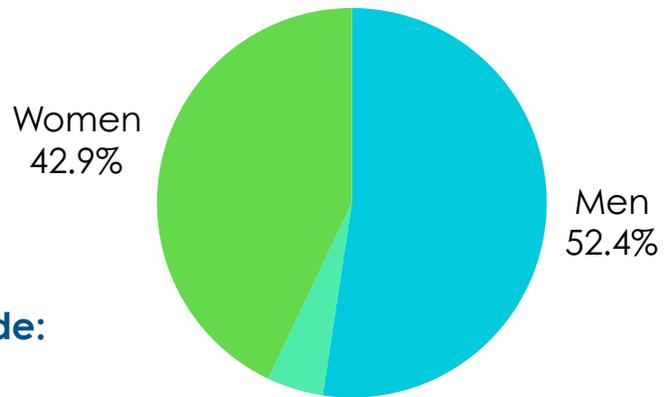
Impact = Employed x Av Wage x Yearly Hours

Systemwide Impact

Who Was Served

Total Served

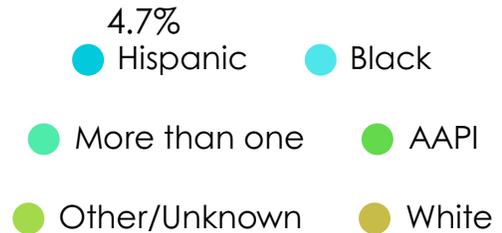
13,725



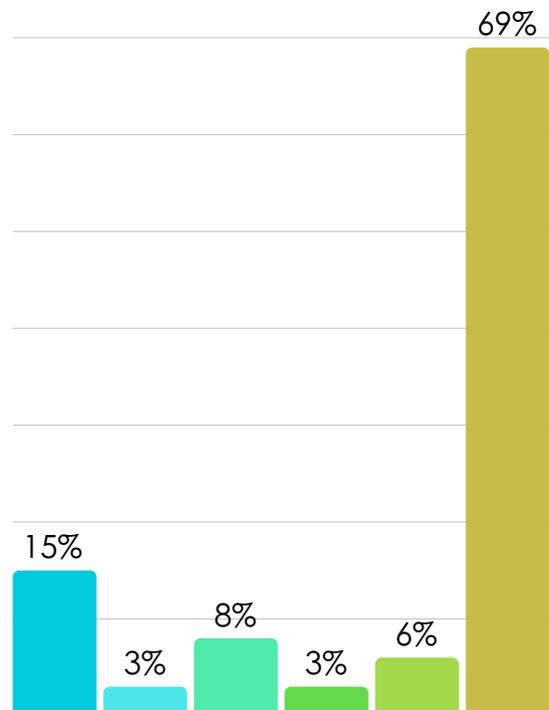
System performance partners include:

- 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

On the following pages, you will find the 2023/2024 Year-End Report. We have included it to provide context and demonstrate how our reporting format has evolved. The updated version (2024/2025) reflects our efforts to create a more streamlined, accessible, and user-friendly report for the board.

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:

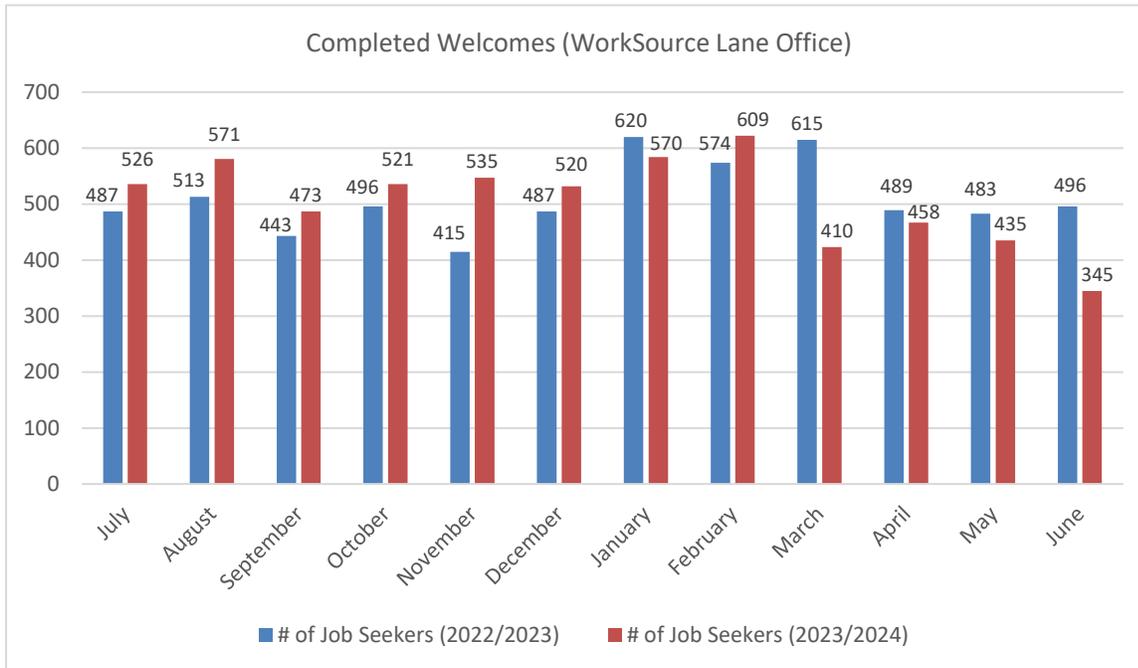
1. Analyze worker self-sufficiency data driven by systemic challenges (e.g., housing, childcare, legislative policy).
2. Be the community voice for individual workers seeking self-sufficiency employment.
3. Broker relationships to create solutions to address identified systemic challenges.
4. Build capacity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

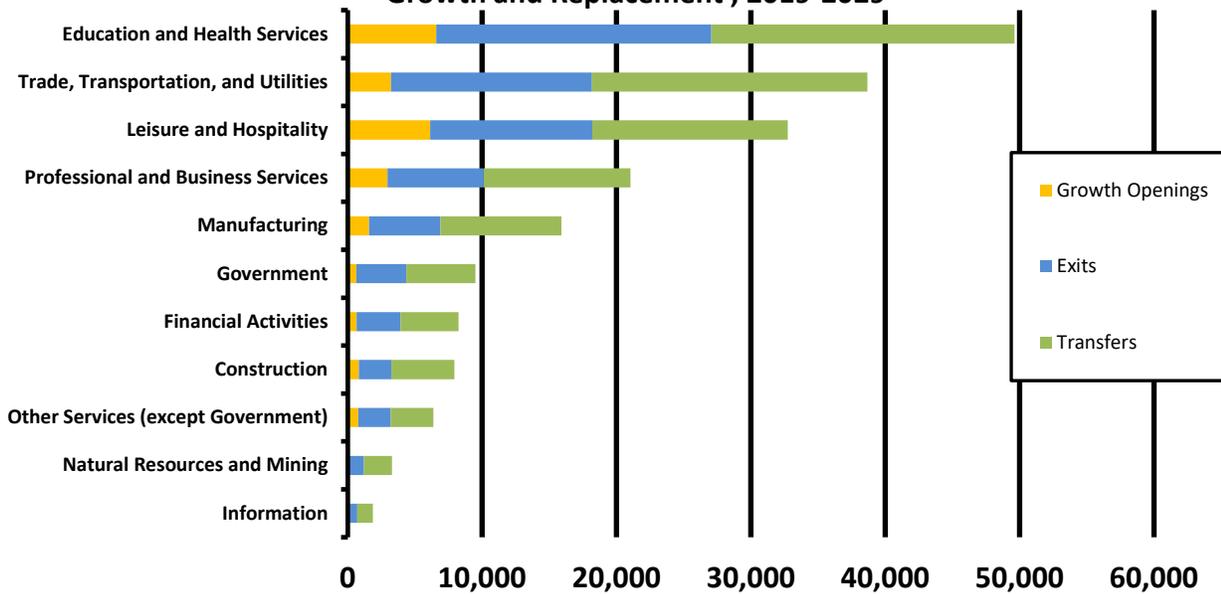
Measure	Total
# of individuals achieving an increase in skill gains in reading	153
# of individuals achieving an increase in skill gains in math	108
# of individuals earning a GED	63
# of individuals achieving an increase in skill gains in listening	125
# of individuals achieving an increase in skill 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.

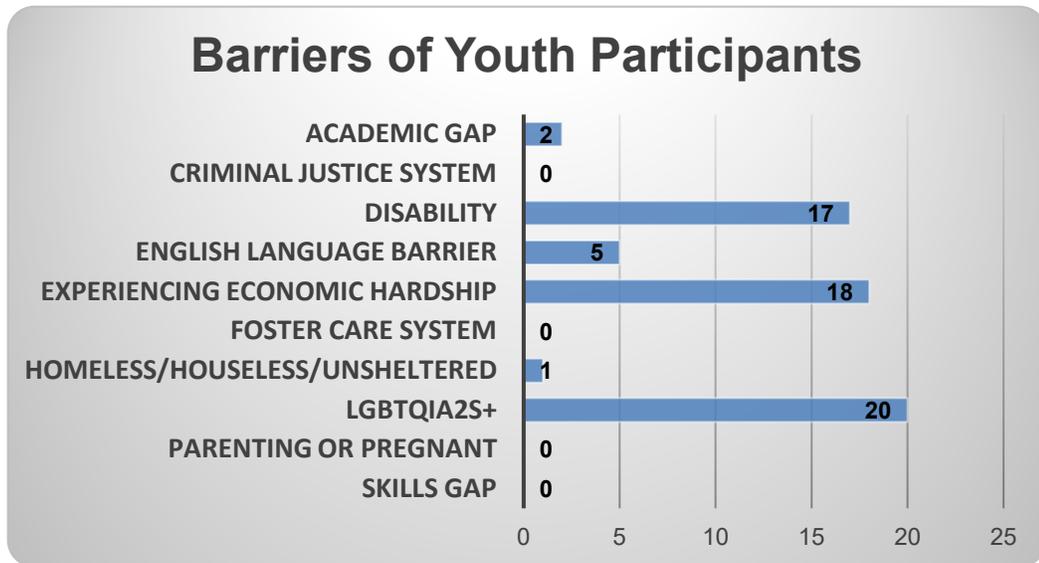
The Oregon Youth Employment Program focuses on providing youth and youth adults, ages 14 to 24, with work-based learning opportunities, including paid internships, pre-apprenticeship training, occupational skills training, and other workforce services. The program targets three high-wage, high-demand 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.

Lane Workforce Board, Executive Board, and Workforce Council

Action Item Summary

Program Year 2025/2026 (July 2025 – June 2026)

<u>Action Summary:</u>	<u>Motion</u>	<u>Seconded</u>	<u>Status</u>
<u>September 18, 2025, Executive Board Meeting</u>			
Approved Executive Board Meeting Minutes, May 15, 2025	John Stapleton	Michelle Webber	Approved Abstained: Heather Buch
Adopted General Operating PY 25/26 Budget Modification #1	Lyndsie Leech	Michelle Webber	Approved
<u>September 18, 2025, Lane Workforce Council Meeting</u>			
Approved Lane Workforce Council Meeting Minutes, May 15, 2025	Michelle Webber	Lyndsie Leech	Approved Abstained: Heather Buch
Appointed Tandy Sturgeon to the Lane Workforce Partnership Board of Directors for a three-year term beginning September 2025	Lyndsie Leech	Michelle Webber	Approved