



LANE WORKFORCE PARTNERSHIP BOARD MEETING
Thursday, September 26th, 2024
3:00pm – 5:00pm

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

AGENDA

- | | | |
|-------|---|----------------------------------|
| I. | CALL TO ORDER & INTRODUCTIONS / <i>Shondra Holliday</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. | CONSENT CALENDAR / <i>Action</i> <ul style="list-style-type: none">• <i>Minutes of the May 23, 2024, Board Meeting</i> | 3:05pm
Pages 1 - 8 |
| IV. | LEGISLATIVE PRESENTATION / <i>Discussion</i>
<i>Doug Riggs and Iris Chavez, Equity Action Partners</i>
<i>Works with Oregon Workforce Partnership and all nine Local Workforce Boards</i> | 3:10pm – 3:40pm |
| V. | PY 2024 – 2025 BUDGET OVERVIEW / <i>Information</i>
<i>Tiffany Cink, Lane Workforce Partnership</i> | 3:40pm – 3:50pm
Pages 9 - 11 |
| VI. | LOCAL STRATEGIC PLAN METRICS / <i>Discussion</i>
<i>Ryan Kounovsky, Lane Workforce Partnership</i> | 3:50pm – 4:00pm
Pages 12 - 13 |
| VII. | LWP YEAR-END PERFORMANCE REPORT / <i>Information</i>
<i>Cindy Perry, Lane Workforce Partnership</i> | 4:00pm – 4:15pm
Pages 14 - 35 |
| VIII. | CHAIR’S REPORT / <i>Information</i>
<i>Shondra Holliday</i> <ul style="list-style-type: none">• 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) | 4:15pm – 4:20pm
Page 36 |
| IX. | EXECUTIVE DIRECTOR’S REPORT / <i>Information</i> | 4:20pm – 4:30pm |
| X. | BOARD COMMITTEE UPDATES / <i>Information</i> <ul style="list-style-type: none">• Julie Davidson, Chair, Workforce Services Operations Committee• John Stapleton, Chair, Community Engagement Committee | 4:30pm – 4:40pm |
| XI. | BOARD MEMBER UPDATES / <i>Information</i> | 4:40pm – 4:55pm |
| XII. | OTHER BUSINESS | 4:55pm |
| XIII. | ADJOURNMENT | 5:00pm |

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LANE WORKFORCE BOARD MEETING

Thursday, May 23, 2024

3:00PM – 5:00PM

MINUTES

In Attendance: Jennifer Adams, Julie Davidson, Billy Dover, Jeff Graham, Bettina Hannigan, Solomon Harris, David Heavirland, Shondra Holliday, Heidi Larwick, Laura Luther, Jeff McGillivray, Stan Pickett, John Stapleton,
Absent: Courtney Griesel, Phil Hohnstein, Bailey McEuen, Grant Matthews, Holly Powell, Tony Scurto, Steve Yamamori
Board Staff: Ashley Espinoza, Anne Nestell, Tiffany Cink, Cindy Perry, Jesse Quinn, Ryan Kounovsky, Stephanie Lovell, Luke McCullough
Others: Lynn McDonald, Charlene Vermilyea, Noel Woods, John Prince (Representative Fahey’s office)

Action Summary	Motion	Seconded	Status
Approved Full Board meeting minutes February 22, 2024	Stan Pickett	Julie Davidson	Unanimous Approval

I. CALL TO ORDER

Shondra Holliday called the meeting to order.

II. PUBLIC COMMENT

There was no public comment.

III. CONSENT CALENDAR

Stan Pickett made a motion to approve the February 22, 2024, Board Meeting Minutes. Julie Davidson seconded, and the motion was unanimously approved.

IV. LOCAL STRATEGIC PLAN GOALS AND MEASURES

Presenters: Cindy Perry, Jesse Quinn, and Ryan Kounovsky led the board through this agenda item.

Timeline Update:

- Final Local Strategic Plan submitted to the State on March 18, 2024.
- Feedback received on May 7, 2024, with two minor compliance requests.
- Workforce Talent Development Board meeting scheduled for June 14, 2024, to approve the plan.
- Plans submission to the Governor set for June 17 – 28, 2024.
- Approval notices to be sent to workforce boards July 1 – 12, 2024.

Strategic Priorities for 2024 – 2028:

1. Increase awareness and use of the workforce system.

Objectives:

- Create awareness of workforce system services
- Create more robust youth career pathway pipeline awareness across all sectors

Measures:

- Grow marketing communications impact.
 - Increase Engagement Platform followers by 200% (from 2,154 to over 6,400 across four platforms).
 - Increase Engagement Platform impressions by 200% (PY 23 Baseline is 128,938).
 - Increase earned media from 8 to 20 instances.
- Increase industry-classroom engagements by 10% annually, using PY 24/25 as a baseline.
- Increase youth workforce participation among 16 – 19-year-olds from 46% to 55%.
- Increase young adult workforce participation among 20 – 24-year-olds from 73.1% to 75%.

Census data categorizes 16 – 19-year-olds and 20 – 24-year-olds as separate demographics.

Discussion:

- A question was raised about the difference between an impression and a follower. An impression measures content display frequency, while a follower is a subscriber to updates.
- Heidi Larwick expressed curiosity about the accuracy of census data on youth workforce participation suggesting that the numbers might be higher in Lane County. Cindy Perry said that she will look into that.

2. Embrace accountability to workers and businesses through a culture of transparency.

Objectives:

- Transform WorkSource Oregon delivery to fit expected future needs of job seekers and employers to adjust to trends/tech changes.
- Prepare for data alignment for shared state/local performance scorecards.

Measures:

- Produce two semi-annual performance reports. The performance report will be redesigned to match our new strategic plan.
- Create an LWP website dashboard to present strategic plan baselines, targets, core measures, and progress reports.

3. Create strategic alignment and innovative collaboration among public and private partners and businesses.

Objectives:

- Influence the regulatory environment to align with the 21st century workforce.
- Require essential employability skills (EES) in all appropriate programs and services funded by LWP.
- Incorporate the voice of business in the workforce development conversation.
- Simplify navigation of the workforce system; reducing barriers to access and use.

Measures:

- Increase active industry sector partnerships from 8 to 10, including hospitality/leisure and healthcare, each with a business champion and backbone organization.
- Establish a Benefits Navigator Consortia.
- 100% of total rural communities (10 of 10) are active participants in the Benefits Navigator Consortia.

Discussion:

- Heidi Larwick highlighted the need for a sector strategy around the nonprofit sector to address underpayment and workforce retention. She emphasized the importance of creating employment pathways to attract and retain a diverse workforce.
- A question was raised about the number of rural communities. Jesse Quinn stated that LWP would review the scope of work to identify the rural communities involved and share that information with the board.
- Clarification was sought on using EES instead of Oregon Employability Skills (OES). Cindy Perry explained that we are using it as a universal term but that we intend to align OES with the work done by the Springfield Chamber of Commerce with employers.

4. Advance equitable prosperity through an inclusive workforce, overcoming barriers to participation.

Objectives:

- Increase diverse access and participation in all public workforce systems through targeted inclusivity initiatives.
- Operationalize and influence use of LWP Equity Lens.

Measures:

- Increase the number of individuals with disabilities participating in the workforce from 47% to 50%.
- Increase the percentage of people of color working in higher wage jobs in Lane County from X% to X%.

Discussion: Ryan Kounovsky led a discussion on addressing wage disparities among different demographic groups emphasizing the importance of targeted programs and training to support marginalized communities in achieving higher-paying jobs. The discussion highlighted that people of color are overrepresented in lower-paying jobs and underrepresented in higher-paying positions compared to their white counterparts.

It was noted that businesses and industries must become more inclusive and welcoming to diverse populations, as some environments may not currently be safe or supportive for people of color. Additionally, it was emphasized that marginalized individuals, who may have faced systemic disadvantages throughout their lives, need appropriate training and support to transition into higher-paying roles. This process requires time and resources to ensure they can succeed and feel comfortable in their new positions.

Next steps: LWP will forward the data and recommendations to the board for review and input on the second measure under Goal #4.

V. CHAIR'S REPORT

Shondra Holliday provided an overview, noting that the action item summaries from the LWP Board, Executive Board, and Lane Council meetings are outlined on pages 12 - 14 of the board packet.

Ms. Holliday welcomed two newly appointed board members, whose terms begin on July 1st: Charlene Vermilyea from Emergence Addiction & Behavioral Therapies and Lynn McDonald with IBEW #280 (International Brotherhood of Electrical Workers).

VI. EXECUTIVE DIRECTOR'S REPORT

Ashley Espinoza reintroduced herself to the board, sharing her personal journey of overcoming challenges to achieve success. She emphasized the importance of understanding decision-making processes and operational methods and highlighted her commitment to empowering others. She also shared the importance of recognizing challenges that may be overlooked within the current system.

Role of the local Workforce Development Board: Oregon's local Workforce Development Boards are designated by the Governor and legislature to coordinate regional workforce development resources and programs, and convene diverse local perspectives including businesses, labor, community organizations, public agencies, education, and economic development organizations to address regional workforce challenges and opportunities.

Highlights of Ms. Espinoza's Report:

- **Socialize and Promote Strategic Plan**
 - Engaging stakeholders and promoting awareness of our strategic initiatives for sustainable growth and impact.
 - Equipping board members with necessary skills, knowledge, and insights to fulfill their roles effectively.
 - Established two board committees: Workforce Services Operations and Community Engagement.
 - Conducted operational bridge planning with LWP and CEDO staff this week.
 - Scheduled a joint retreat with LCC leadership for June 17th, followed by outreach to chambers, LCOG, etc., to demonstrate alignment and collaboration with the region's training provider.
 - Benefits Navigator Consortia: Establishing a consortium of Lane County organizations that provide benefits navigation services, aiming to adopt and integrate referral technology for better service provision across the county.
- **Operationalizing Agreements**
 - Defining clear roles and responsibilities.
 - Strengthening partnerships to maximize funding efficiency and impact.
- **Responsive Service Providers**
 - Ensuring services evolve with the needs of individuals and businesses.
 - Championing systemic improvements for a more effective public workforce system.
- **Challenges**
 - Adopting a multi-faceted approach, including policy interventions, support for childcare and eldercare, mental health services, job training programs, and initiatives to improve job quality and wages.
 - Continuing to educate federal elected officials about the importance of WIOA reauthorization and the impacts of potential changes.
 - Addressing labor demands and trends, social and systemic barriers, training facilities and trainers, employer expectations, and occupational segregation.
- **Board Member Appointment Process**
 - Solicited nominations for representatives from business (1 open position), labor (2 open positions), and economic development (1 open position).
 - Prospective board member interviews conducted by Shondra Holliday, Solomon Harris, and Ashley Espinoza.
 - Lane Council met May 16th and appointed the following new board member with terms starting July 1: Charlene Vermilyea (Business Rep), Monica Bieloski Boris (Labor Rep), Lynn McDonald (Labor Rep), and Matt Sayre (Economic Development Rep). Reappointed Julie Davidson, David Heavirland and Jeff McGillivray for additional 3-year terms starting July 1.
- **Awareness Building**
 - Promoting program and event visibility to enhance brand and resource recognition.
 - Recent programs and events included: Oregon Coastal Caucus Summit, Oregon Talent summit, Oregon Association of Education Service Districts, 2024 State of Business Program (Springfield Chamber of Commerce), Travel and Industry Convening (Travel Lane County), NAACP Freedom Fund Dinner, and the BRAVA Event.

VII. BOARD COMMITTEE UPDATE

- John Stapleton, Chair, Community Engagement Committee
 - The committee's primary purpose is to advance the goals of the strategic plan. We have had one meeting so far and another is scheduled for May 31st from 2:00pm to 3:00pm via Zoom. Future meetings will be held in person and include tours across Lane County. Our focus is on promoting the workforce board to attract more partners, make more connections, and better serve our community. We aim to elevate our brand and presence and stay connected to the community. If you are interested in community engagement, please consider joining the committee.
- Julie Davidson, Chair, Workforce Services Operations Committee
 - The committee has met three times so far, initially focusing on gaining awareness. Our goal is to serve as subject matter experts on the workforce system, providing guidance and input from the board's perspective. Our next steps include reviewing RFPs for two upcoming contracts: one for the one-stop operator and another for the youth provider.

VIII. BOARD MEMBER UPDATES

- Solomon Harris (CEI Coatings):
 - Thanked everyone for the presentations and hard work.
 - Noted that hiring has significantly improved for his small business, with more candidates applying. However, he continues to face challenges with work readiness among new hires.
- Jeff Graham (Danone/So Delicious Dairy Free):
 - Implementing a \$7M capital investment in a new refrigeration project, set for installation in September/October.
 - Mentioned an internal recirculation line project aimed at reducing waste, scheduled to start in late June/early July.
 - Held a meeting earlier this week regarding an apprenticeship program for millwrights and maintenance mechanics, which we are excited about.
 - Shared that union contract negotiations are beginning tomorrow, with the current contract expiring at the end of July. He hopes to create more cohesive relationships and partnerships in the midst of this.
- Jennifer Adams (Northwest Community Credit Union):
 - Discussed the ongoing merger process and the implementation of a fully remote work strategy for all employees except retail branch staff. This is part of their talent strategy to help employees balance work and life.
 - Starting major upskilling efforts within the organization, focusing on developing both new and existing talent to prepare for future growth.
- Jeff McGillivray (UA Local 290 Plumbers & Steamfitters):
 - Reported hosting an Oregon Trades Women's Session, with a graduation ceremony happening this afternoon.
 - Mentioned that all apprenticeships are currently taking apprentices and work is good.

- Laura Luther (Lane County):
 - Announced the opening of two new clinics this summer and that Lane County will now be providing mobile crisis support services.
 - Expressed interest in connecting with individuals in the healthcare sector regarding training.

- Billy Dover (Tyree Oil):
 - Emphasized the need for the board to focus on Career and Technical Education (CTE) training. He stressed the importance of better preparing high school students for the workforce and suggested that the board has the opportunity to be a model for the state and nation.

- Stan Pickett (Delta Sand and Gravel):
 - Reported on the Sand and Gravel Tour held today at RiverBend, attended by about 40 Lane County students.
 - Announced the successful completion of CDL training by three individuals, with a second CDL school starting soon for three more students.
 - Noted the difficulty of attending multiple job fairs hosted by various high schools and suggested going back to having a single, coordinated job fair day for greater efficiency.

- Bettina Hannigan (Florence Chamber of Commerce):
 - Announced her acceptance into the US Chambers Master Class aimed at enhancing collaboration with school districts and systems for effective workforce development, which is a significant need in her area. She is excited to bring back insights to Florence.

- Heidi Larwick (Connected Lane County):
 - Reported the completion of the second cohort of their Manufacturing Exceleator program, involving 15 youth in a 10-week training and internship program. The goal is for these youth to be hired either by the company they interned with or by another company at the end of the program.
 - Hosted a hiring fair for graduating seniors, with 364 youth and 24 businesses attending. Follow-up in three months is planned to track placements/connections.
 - Announced plans to place 85 summer interns, the highest number to date, with a focus on marginalized youth or those underrepresented in higher-earning sectors. Funding is a limiting factor, as interns are paid \$17 per hour.
 - Exploring the expansion of the Exceleator program to include youth with disabilities. These are largely out of school youth who either did not graduate or who barely graduated. Anecdotal evidence suggests that about 50% of current participants have intellectual disabilities. We plan to conduct a formal study to better prepare and support these youth.
 - Planning to launch a Culinary and Hospitality Exceleator in 2025. While culinary positions may not offer the highest wages, they provide great entry-level opportunities for young people who have never held a job. This will help them learn customer service, communication skills, and how to navigate a workplace environment.

- Julie Davidson (Oregon Employment Department):
 - Launched the new online claim system, Frances. Emphasized that at the Eugene WorkSource Center, we focus on employment services while also serving unemployment customers. Significant effort has been made to provide in-person services to these individuals.
 - Discussed changes to access and processing designed to expedite claims, focusing on managing the necessary backend paperwork. The timeframe to get caught up is relatively short.
 - The Business Services Team is involved in numerous activities and events.
 - Mentioned pilot program in collaboration with the Area Manager in Baker City to allocate support service dollars for unemployed individuals aiming to help them return to work more quickly.

- Dave Heavirland (Department of Veteran Affairs):
 - Highlighted collaboration with the Oregon Employment Department to support veterans enrolled in their services.
 - Discussed partnerships with Goodwill and Easterseals through the Homeless Veterans Reintegration Program to enhance employability and job placement for veterans.
 - Mentioned programs focusing on veterans with psychosis and the role of transitional work staff that help with contracts in the community and help individuals with that next job or that next step.

- Shondra Holliday (Lane County Medical Society):
 - Shared details about the collaboration with CEDO on the Oregon Talent Concierge program, which supports the employment of spouses/partners of new hires. The goal is to connect these trailing spouses/partners with job opportunities sooner, with CEDO acting as the central hub and various sectors joining the effort. Additionally, a career center will be added to the Lane County Medical Society’s website to list available job opportunities.

Question was raised about changing the term “trailing” spouse/partner. Ms. Holliday agreed that a better term could probably be used and will discuss this with Matt Sayre.

 - Announced a new leadership project for physicians to help them develop the leadership and business skills necessary to run their own practices. This will be a cohort of about 15 physicians.

IX. OTHER BUSINESS

No other business was noted.

X. ADJOURNMENT

Ms. Holliday adjourned the meeting.

Lane Workforce Partnership

1401 Willamette Street, Second Floor
Eugene, Oregon 97401

Revenue

Title	2023-2024 Budget Mod #1	2024-2025 Proposed Original Budget	Difference
Workforce Innovation and Opportunity Act (WIOA) Funds			
WIOA Adults	\$ 804,369	\$ 834,692	\$ 30,323
WIOA Youth	\$ 819,848	\$ 1,054,888	\$ 235,040
WIOA Dislocated Worker	\$ 734,331	\$ 609,643	\$ (124,688)
WIOA RR/Layoff Aversion	\$ 90,255	\$ -	\$ (90,255)
WIOA DWG QUEST	\$ 399,950	\$ 399,950	\$ -
Critical Sectors - Hospitality (WIOA DWG)	\$ 446,786	\$ 322,743	\$ (124,043)
WIOA Administration	\$ 249,249	\$ 265,601	\$ 16,352
Subtotal	\$ 3,544,787	\$ 3,487,516	\$ (57,271)
Other:			
General Fund Work Experience	\$ 384,298	\$ 352,868	\$ (31,430)
Industry Engagement	\$ 179,985	\$ 95,000	\$ (84,985)
Workforce Strategies	\$ 165,759	\$ 84,427	\$ (81,332)
Constructing a Brighter Future/Team Oregon Build	\$ 62,380	\$ 33,000	\$ (29,380)
Oregon Youth Employment Program	\$ 939,219	\$ 346,961	\$ (592,258)
Good Jobs - Driving Prosperity (SOWIB)	\$ 585,552	\$ -	\$ (585,552)
Oregon Health Authority - HOWTO Grant	\$ 795,453	\$ 401,260	\$ (394,193)
Prosperity 10,000 Future Ready Oregon:			
Federal ARPA	\$ 1,356,681	\$ 624,783	\$ (731,898)
Federal ARPA - Navigators	\$ 1,000,000	\$ 766,130	\$ (233,870)
Workforce Ready - Federal ARPA - NAACP	\$ 500,000	\$ 258,404	\$ (241,596)
Oregon Workforce Partnership - Re-entry	\$ -	\$ 110,909	\$ 110,909
Subtotal:	\$ 5,969,327	\$ 3,073,742	\$ (2,895,585)
Revenue Total:			
	\$ 9,514,114	\$ 6,561,258	\$ (2,952,856)
Contingency Reserves:			
Non-Federal Contingency Reserve:	\$ 107,000	\$ 107,000	\$ -
Total All Sources:	\$ 9,621,114	\$ 6,668,258	\$ (2,952,856)

Lane Workforce Partnership

1401 Willamette Street, Second Floor
Eugene, Oregon 97401

Revenue and Expense Summary by Fund

Title	Revenue	Personnel Expenses	Materials & Supplies	Community Investments	(Net) Reserve for Future Expenditures
<i>(Revenue Less Personnel Less Materials & Supplies Less Community Investments Equals Net Reserve for Future Expenditures)</i>					
Workforce Innovation and Opportunity Act (WIOA) Funds					
WIOA Adults	\$ 834,692	\$ 166,184	\$ 33,349	\$ 585,663	\$ 49,497
WIOA Youth	\$ 1,054,888	\$ 164,827	\$ 36,111	\$ 754,093	\$ 99,857
WIOA Dislocated Worker	\$ 609,643	\$ 168,266	\$ 33,713	\$ 365,462	\$ 42,202
WIOA RR/Layoff Aversion	\$ -	\$ -	\$ -	\$ -	\$ -
WIOA DWG QUEST	\$ 399,950	\$ 36,960	\$ 10,162	\$ 205,000	\$ 147,828
Critical Sectors - Hospitality (WIOA DWG)	\$ 322,743	\$ 8,589	\$ 3,079	\$ 311,000	\$ 76
WIOA Administration	\$ 265,601	\$ 167,111	\$ 79,902	\$ 3,000	\$ 15,588
Subtotal	\$ 3,487,516	\$ 711,936	\$ 196,314	\$ 2,224,218	\$ 355,047
Other:					
General Fund Work Experience	\$ 352,868	\$ 35,240	\$ 9,545	\$ 296,877	\$ 11,207
Industry Engagement	\$ 95,000	\$ 8,253	\$ 1,445	\$ 85,000	\$ 302
Workforce Strategies	\$ 84,427	\$ 49,524	\$ 37,002	\$ -	\$ (2,099)
Constructing a Brighter Future/Team Oregon Build	\$ 33,000	\$ 27,024	\$ 5,831	\$ -	\$ 145
Oregon Youth Employment Program	\$ 346,961	\$ 33,136	\$ 11,878	\$ 300,000	\$ 1,947
Good Jobs - Driving Prosperity (SOWIB)	\$ -	\$ -	\$ -	\$ -	\$ -
Oregon Health Authority - HOWTO Grant	\$ 401,260	\$ 46,159	\$ 8,757	\$ 342,000	\$ 4,343
Prosperity 10,000 Future Ready Oregon:					
Federal ARPA	\$ 624,783	\$ 91,682	\$ 23,383	\$ 515,078	\$ (5,360)
Federal ARPA - Navigators	\$ 766,130	\$ 80,290	\$ 21,072	\$ 396,985	\$ 267,783
Workforce Ready - Federal ARPA - NAACP	\$ 258,404	\$ 17,343	\$ 3,403	\$ 237,500	\$ 159
Oregon Workforce Partnership - Re-entry	\$ 110,909	\$ 5,532	\$ 1,701	\$ 97,500	\$ 6,176
Subtotal:	\$ 3,073,742	\$ 394,183	\$ 124,018	\$ 2,270,940	\$ 284,603
Total:	\$ 6,561,258	\$ 1,106,119	\$ 320,332	\$ 4,495,158	\$ 639,649
Contingency Reserves:					
Non-Federal Contingency Reserve:	\$ 107,000				\$ 107,000
Total All Sources:	\$ 6,668,258	\$ 1,106,119	\$ 320,332	\$ 4,495,158	\$ 746,649

Lane Workforce Partnership

1401 Willamette Street, Second Floor

Eugene, Oregon 97401

	2023-2024 Budget Mod #1	2024-2025 Proposed Original Budget	Difference
Line Item			
Personnel Services			
Staff Salaries/Taxes/Fringe-All	\$ 1,198,854	\$ 1,106,119	
TOTAL Personnel FTE = 7.48	1,198,854	1,106,119	(92,735)
Materials & Supplies			
Subscriptions	600	600	-
Legal Notices	1,000	500	(500)
Taxes, Audits and Legal Services	30,000	34,350	4,350
Telephone Services	7,920	8,040	120
Purchased Insurance	26,350	26,986	636
Real Estate and Parking	35,622	36,636	1,014
Copier Charges	2,280	1,920	(360)
Data Warehousing and Storage	3,700	3,700	-
General Office Expenses	20,000	20,000	-
Memberships	30,325	20,600	(9,725)
Printing	500	500	-
Program Information and Outreach	53,000	21,000	(32,000)
Postage	1,000	500	(500)
Computer Equipment and Supplies	60,000	60,000	-
Business Meetings	35,000	10,000	(25,000)
Board Expenses	45,000	20,000	(25,000)
Staff Travel and Professional Dev	35,000	55,000	20,000
Capital Outlays	-	-	-
TOTAL M&S	387,297	320,332	(66,965)
Community Investments			
One Stop Operations	42,209	42,420	211
ITRAC Subscription	39,000	40,000	1,000
Subcontracts - Lane County HHS Adult	1,665,353	1,470,462	(194,891)
Subcontracts - Connected Lane County Youth	1,571,592	1,196,291	(375,301)
Subcontracts - Collaborative EDO	250,000	451,985	201,985
Subcontracts - P10K ARPA Navigator Other	160,000	300,000	140,000
Subcontracts - Driving Prosp Other	143,000	-	(143,000)
Subcontracts - HOWTO - Nurturely	697,623	342,000	(355,623)
Subcontracts -OHF Critical Jobs Hospitality	287,000	160,000	(127,000)
Subcontracts - Workforce Ready - NAACP	475,000	237,500	(237,500)
Subcontracts - OWP Reentry - Opportunity Oregon	-	97,500	97,500
Other Industry Engagement (Sectors)	35,000	157,000	122,000
TOTAL Direct Program Services:	5,365,777	4,495,158	(870,619)
Total Current Expenses	6,951,927	5,921,609	(1,030,318)
Reserved For Future Expenditure:	2,562,187	639,649	(1,922,538)
Non-Federal Contingency Reserve:	107,000	107,000	-
Match to Revenue Total:	9,621,114	6,668,258	(2,952,856)



Strategic Plan Metric Update

Goal #1 of the 2024-2028 Strategic Plan includes the following unfinished metric

- Increase the percentage of people of color working in higher wage jobs in Lane County from x% to x%

Baseline For “Higher Wage Jobs”

- Median Wages: \$4,934
- “Higher Wage” Range: \$5,066 - \$7,979

Industries with wages in “Higher Wage” Range Including Non-White Workforce Average

Industries	Non-White %	Average Wage
All NAICS	10.80%	\$4,934
Construction	8.16%	\$5,066
Mining, Quarrying, and Oil and Gas Extraction	6.67%	\$5,383
Educational Services	10.23%	\$5,416
Health Care and Social Assistance	11.33%	\$5,433
Manufacturing	9.60%	\$5,588
Professional, Scientific, and Technical Services	9.42%	\$6,235
Wholesale Trade	8.85%	\$6,324
Public Administration	9.13%	\$6,450
Information	10.57%	\$7,487
Management of Companies and Enterprises	10.29%	\$7,642
Utilities	6.93%	\$7,679
Finance and Insurance	8.43%	\$7,979



Recommended Options for Targeted Work In-Industry

Using the list above, the following targeted industries provide the greatest opportunity for pathways into high-wage occupations. This is based on educational requirements and available training programs.

Narrowed Down Industries Based on Opportunities

- Construction (223 New to get to 10.80%)
- Manufacturing (175 New to get to 10.80%)
- Professional, Scientific, and Technical Services (92 New to get to 10.80%)
- Utilities (31 New to get to 10.80%)

Recommended Update to Goal #1 of the 2024-2028 Strategic Plan:

- Increase the percentage of people of color working in higher wage jobs in Lane County from 8.53% to 10.80% in the following industries: Construction; Manufacturing; Professional, Scientific, and Technical Services; and Utilities.

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:

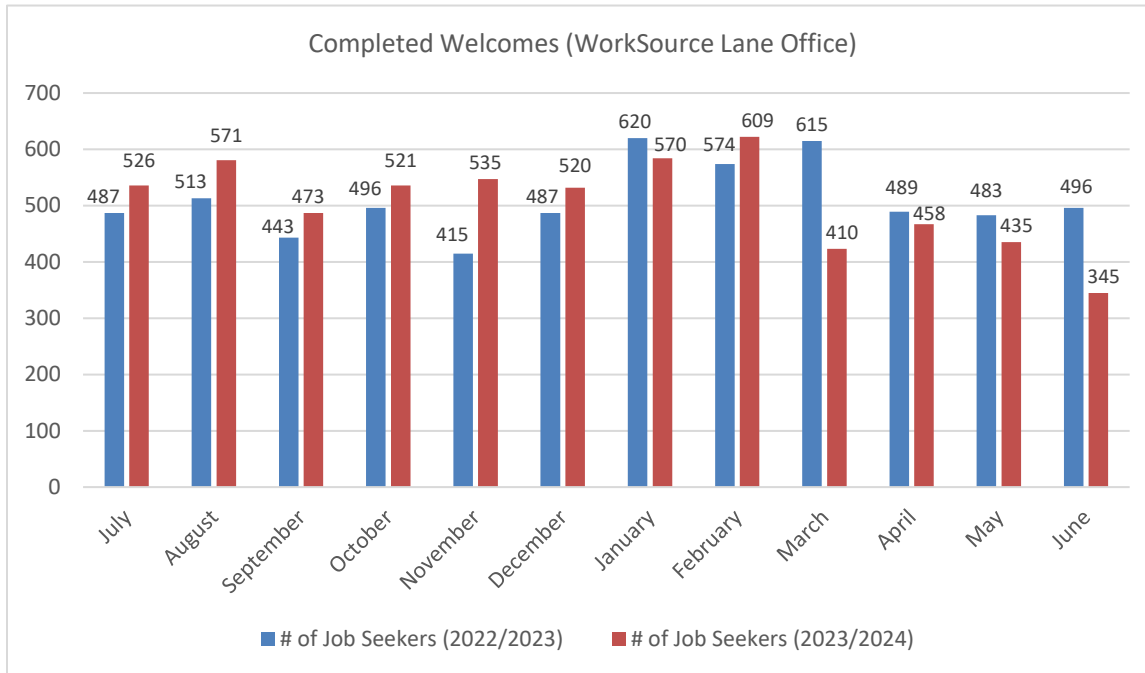
1. Analyze worker self-sufficiency data driven by systemic challenges (e.g., housing, childcare, legislative policy).
2. Be the community voice for individual workers seeking self-sufficiency employment.
3. Broker relationships to create solutions to address identified systemic challenges.
4. Build capacity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

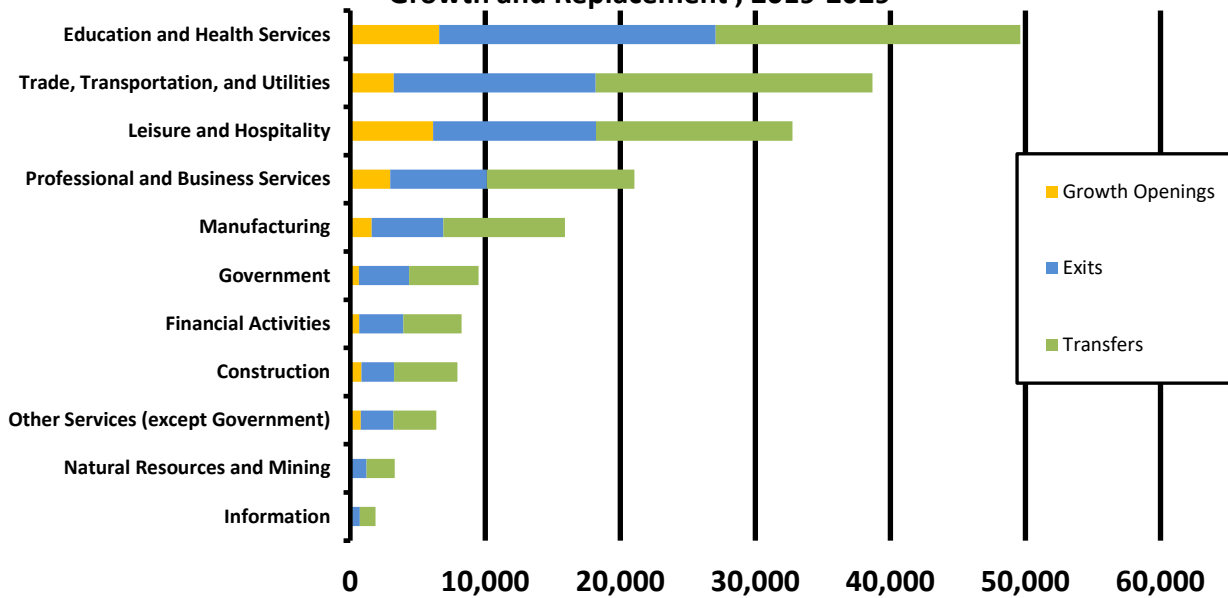
Measure	Total
# of individuals achieving an increase in skill gains in reading	153
# of individuals achieving an increase in skill gains in math	108
# of individuals earning a GED	63
# of individuals achieving an increase in skill gains in listening	125
# of individuals achieving an increase in skill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

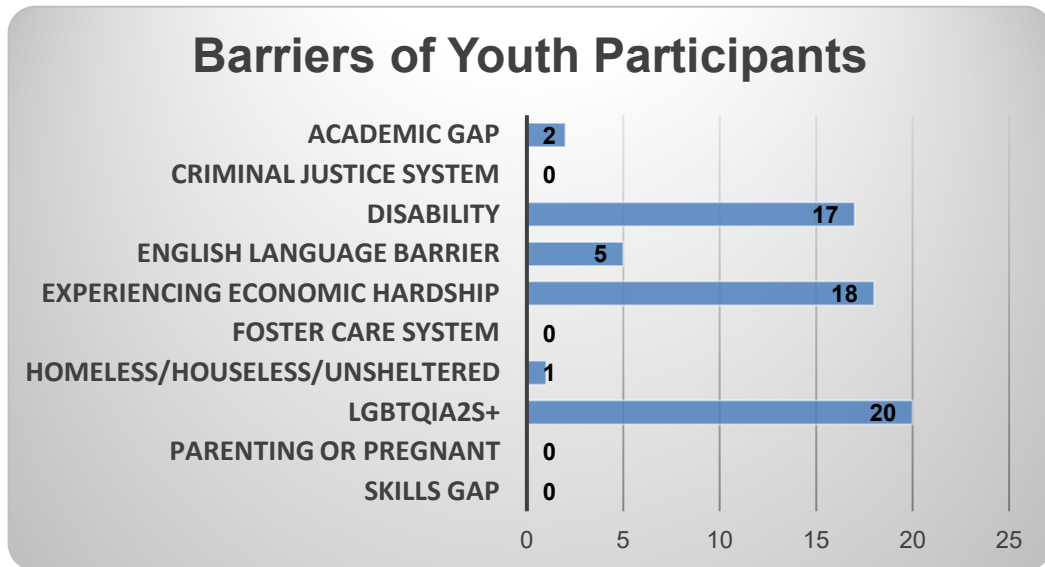
The Oregon Youth Employment Program focuses on providing youth and youth adults, ages 14 to 24, with work-based learning opportunities, including paid internships, pre-apprenticeship training, occupational skills training, and other workforce services. The program targets three high-wage, high-demand 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 COUNCIL ACTION ITEM SUMMARY
PROGRAM YEAR 2024/2025 (July 2024 – June 2025)**

<u>Action Summary:</u>	<u>Motion</u>	<u>Seconded</u>	<u>Status</u>
<u>September 19, 2024, Executive Board Meeting</u>			
Approved Executive Board Meeting Minutes, May 16, 2024	Dana Merryday	Michelle Webber	Approved
Approved Lane Council Meeting Minutes, May 16, 2024	Michelle Webber	Dana Merryday	Approved