



LANE WORKFORCE PARTNERSHIP BOARD MEETING

Thursday, September 28, 2023

3:00pm – 5:00pm

Meeting being held in-person and via the Zoom platform.

In-Person: 2510 Oakmont Way, Eugene (WorkSource Lane)
(2nd Floor, Willamette Conference Room)

Zoom Meeting

<https://us02web.zoom.us/j/84456961692>

Meeting ID: 844 5696 1692

AGENDA

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

- | | | |
|-------|---|----------------------------------|
| I. | CALL TO ORDER AND 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 25, 2023, Board Meeting</i> | Pages 1 - 4
3:10pm – 3:15pm |
| IV. | BOARD OFFICER RECOMMENDATION / <i>Action</i> | Page 5
3:15pm – 3:25pm |
| V. | BOARD COMMITTEE RECOMMENDATION / <i>Action</i> | Pages 6 - 7
3:25pm – 3:45pm |
| VI. | LWP YEAR-END PERFORMANCE REPORT / <i>Information</i>
<i>Cindy Perry, Lane Workforce Partnership</i> | Pages 8 - 32
3:45pm – 3:55pm |
| VII. | 2024 – 2028 STRATEGIC AND LOCAL PLAN DEVELOPMENT
PROCESS / <i>Information</i>
<i>Cindy Perry, Lane Workforce Partnership</i> | Pages 33 - 35
3:55pm – 4:05pm |
| VIII. | PROGRAM YEAR 2023 BUDGET REVIEW / <i>Information</i>
<i>Tiffany Cink, Lane Workforce Partnership</i> | Pages 36 - 39
4:05pm – 4:15pm |

IX.	CHAIR’S REPORT / <i>Information</i> <i>Shondra Holliday</i>	Pages 40 - 41 4:15pm – 4:25pm
	<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) 	
X.	EXECUTIVE DIRECTOR’S REPORT / <i>Information</i> <i>Ashley Espinoza, Lane Workforce Partnership</i>	4 :25pm – 4 :35pm
XI.	BOARD MEMBER UPDATES / <i>Information</i>	4:35pm – 4:55pm
XII.	OTHER BUSINESS	4:55pm
XIII.	ADJOURNMENT	5:00pm

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LANE WORKFORCE BOARD MEETING

Thursday, May 25, 2023

3:00PM – 5:00PM

MINUTES

In Attendance:	Julie Davidson, Solomon Harris, Shondra Holliday, Heidi Larwick, Scott Littlejohn, Josh McClaughry, Bailey McEuen, Jeff McGillivray, Grant Matthews, Stan Pickett, Laura Vinson
Absent:	Jennifer Adams, Allan Benavides, Travis Brooke, Bettina Hannigan, David Heavirland, Phil Hohnstein, Josh McClaughry, Miles Pendleton, Tony Scurto Shaun Hyland, Katie Jeremiah, Sarah Means, Holly Powell, Teri White
Board Staff:	Ashley Espinoza, Anne Nestell, Tiffany Cink, Cindy Perry, Lyle Lang, Jesse Quinn, Stephanie Lovell
Others:	Michelle Webber, Dana Merryday, Amanda Wagner, Walter Simmons

I. CALL TO ORDER and INTRODUCTIONS

Shondra Holliday called the meeting to order.

II. PUBLIC COMMENT

There was no public comment.

III. CONSENT CALENDAR

The attendance did not meet the minimum requirement for a quorum to be established.

IV. CHAIR’S REPORT

Shondra Holliday provided an overview, stating that the action item summaries from LWP Board, Executive Board, and Lane Council meetings have been outlined on pages 6 to 7 within the board packet. She specifically pointed out that the General Operating Budget for Program Year 2023 – 2024, spanning from July 1, 2023, to June 30, 2024, was officially adopted during the May 18, 2023, Executive Board Meeting.

Heidi Larwick inquired about the budget’s availability to the entire board. In response, Tiffany Cink said that the budget is included in the materials for the May 18, 2023, Executive Board meeting. These materials can be accessed on LWP’s website. Additionally, Ashley Espinoza noted that further details regarding the budget will be shared during the full board meeting scheduled for September 2023.

V. EXECUTIVE DIRECTOR’S REPORT

Ms. Espinoza shared that if you have any questions concerning the content provided in the Executive Director’s report included in the packet, please reach out to her. She is available to meet one on one.

- Jennifer Adams, current LWP Board Chair and Ashley Espinoza met with all nine prospective board members vying for the five open positions. These positions consist of four representatives from the business sector and one from a community-based

organization. A recommendation resulting from these discussions will be presented to the Lane Workforce Council for their consideration during the meeting scheduled for June 15th, 2023. The newly appointed board members will serve a three-year term beginning July 1, 2023. Efforts are also underway to schedule a makeup board training session for individuals who were unable to attend today's session, and this training will encompass the incoming board members as well.

- LWP staff remains integral partners/collaborators in both statewide and local initiatives, actively contributing to the enhancement and collaborative development of a more accessible, streamlined, and recognized public workforce system.
- Ms. Espinoza holds a position on the Board of Directors for Connected Lane County, where she presently serves as co-chair of a subcommittee dedicated to refining the profile of a K-12 graduate. This subcommittee is actively engaged in assessing the extent of students' exposure and identifying areas of deficiency. Inquiries have been directed towards both community and industry partners, encompassing:
 - How can youth demonstrate their aptitude?
 - What mechanisms do employers use to access and provide evaluative input?
 - In instances where gaps or opportunities for additional growth are identified, to what extent are employers willing and capable of assisting an employee or candidate, particularly within a competitive labor landscape?
- HOPE Community Corporation and Lane Education Service District (Lane ESD) have embarked on a collaborative venture to construct cost-effective manufactured homes at the Hope factory within Lane County. This facility will be situated at the St. Vincent de Paul West Eugene site. In conjunction with the HOPE initiative, Lane ESD secured a grant from BOLI to establish a pre-apprenticeship accelerator program in the manufacturing sector.
- Ms. Espinoza encouraged board members to stay connected through LWP's social media platforms, where we share updates on the programs we champion and collaborate on, along with highlighting the impactful efforts of our partners. Additionally, relevant information can be accessed on LWP's website.

VI. CWEI CONTRACT REVIEW/NEXT STEPS

Amanda Wagner conveyed that she, along with Walter Simmons, has collaborated closely with the LWP team over the past six months. The process commenced with an in-depth study and assessment of the Oregon and Lane County Public Workforce System. Subsequently, the CWEI team initiated bi-weekly meetings with the LWP team, focusing on a comprehensive exploration of the 17 functions inherent to a workforce board. This process involved strategizing how to effectively implement these functions while concurrently conducting stakeholder interviews to strengthen the system moving forward.

Yesterday, the LWP team participated in a staff training session conducted by CWEI. This session involved a thoughtful review and discussion of the insights garnered from the interviews.

Looking ahead, CWEI hopes to continue its collaboration with LWP. The initial phase only scratched the surface of the potential avenues for advancing the workforce system. Prospective areas for consideration include the refinement of meeting formats and board engagement, the establishment of committees and task teams, optimization of system functions, integration of best practices, formulation of a national engagement strategy, and more.

CWEI's extensive network across the county has provided valuable exposure to LWP, and Ms. Espinoza has also been able to make new connections at the national level.

In response, board members expressed their gratitude to the CWEI team for their dedicated expertise and the considerable time invested in collaborating with LWP.

VII. BOARD MEMBER UPDATES

- Shondra Holliday (Lane County Medical Society): Ms. Holliday shared an exciting collaboration. Lane County Medical Society is partnering with Connected Lane County and Lane Community College (LCC) to present a training opportunity at the end of June. The training is tailored for individuals currently in entry-level roles within medical practices, as well as those wanting to venture into the medical field. Anticipated participants include approximately 30 students from Connected Lane County and 15 to 20 individuals currently employed by medical practices. The training session will be facilitated by Lane Community College.
- Laura Vinson (Lane County): Ms. Vinson shared that Lane County is hosting two interns from Connected Lane County.
- Solomon Harris (CEI Coatings): Mr. Harris mentioned that his company has collaborated with Connected Lane County to provide opportunities for job shadowing.
- Julie Davidson (Oregon Employment Department): Ms. Davidson expressed interest in connecting with Heidi Larwick regarding the possibility of hosting interns from Connected Lane County at the WorkSource Center. Ms. Davidson also shared significant information: starting July 1, 2023, the State is reintroducing work requirements for recipients of SNAP food benefits categorized as Able-Bodied Adults Without Dependents (ABAWD), encompassing individuals aged 18 to 49. This requirement involves an 80-hour work search obligation. There exist certain exceptions that enable the removal of this mandate. Failure to comply with the mandate by the obligated individual will result in a loss of benefits after a three-month period of non-participation, a condition applicable until 2025.
- Jeff McGillivray (UA Local 290 Plumbers & Steamfitters): Mr. McGillivray shared an ongoing initiative involving the recruitment for apprenticeships, which opens every three months. The current apprentice count stands at 760 statewide, with 72 apprentices situated in Lane County. Notably, Oregon Tradeswomen has been effectively delivering pre-apprenticeship training in the Portland region for more than three decades and is extending its reach to Lane County for the first time. UA Local 290 Plumbers & Steamfitters has a long-standing partnership with the Oregon Tradeswomen and will serve as the host for this program within Lane County.
- Stan Pickett (Delta Sand & Gravel): Mr. Pickett reported a positive outcome resulting from grant funding provided by LWP. Specifically, the company has successfully trained five new CDL drivers into their workforce who are now actively operating on the road. Additionally, efforts are underway to further enhance the skills of existing employees, with a focus on training in equipment operation and concrete finishing.
- Grant Matthews (Lane Community College): Mr. Matthews shared some recent milestones. A groundbreaking ceremony was held last Friday to mark the commencement of the Lane Industry & Trades Education Center (ITEC) construction. The construction phase is set to begin this summer, with the anticipated completion date slated for November 2024. The building will host an array of instructional programs and services, encompassing apprenticeship training, aviation unmanned aircraft systems, construction technology, manufacturing technology, and an interdisciplinary fabrication laboratory. In addition, LCC achieved a significant accomplishment in April, obtaining State approval for its first Bachelor's Degree in Applied Business Management. Pending accreditation agency approval, the degree program is scheduled to be offered in the fall of 2024.
- Scott Littlejohn (Littlejohn Insurance): Mr. Littlejohn shared that he is planning to onboard three new team members this fall. Additionally, Ms. Espinoza took the opportunity to acknowledge that this would be Mr. Littlejohn's final board meeting and expressed gratitude for his service.
- Bailey McEuen (Homes for Good): Ms. McEuen updated the board on her involvement on an internal committee with Homes for Good that is tasked with crafting a comprehensive

strategic plan, encompassing both a strategic and DEI equity plan. One of the primary objectives of this committee is to establish pathways toward self-sufficiency. For this year, two strategies have been identified: 1) concentrating on rural communities and 2) youth. These two areas align closely with the discussions held during today's meeting. Efforts are underway to make a more substantial impact on the development of affordable housing in rural regions, with active engagements in the Blue River community and ongoing collaboration with the Coalition of Rural Housing Developments. Concurrently, the resident services team is dedicating significant efforts to engage youth within our programs.

- Heidi Larwick (Connected Lane County): Ms. Larwick shared exciting initiatives for the upcoming months. This summer proves to be engaging, with approximately 200 youths being employed across the county. A seven-week paid internship program, scheduled to start in June, is set to offer valuable opportunities. For those interested in hosting interns, Ms. Larwick extended an invitation to get in touch. Connected Lane County is in the process of concluding their pilot manufacturing accelerator program, which functions as an unofficial yet comprehensive pre-apprenticeship. This four-month program involves two months of in-person training followed by two months of practical experience with a company. Participants receive compensation during their involvement, and the program has yielded positive outcomes. Additionally, CLC is gearing up to launch a healthcare program in late June, followed by a tech program in the fall. These offerings are set to occur on an annual basis. Another venture is the Invention Lab, catering to freshmen and sophomores. This five-week program introduces participants to manufacturing, technology, and computer science in an engaging environment. CLC is currently renovating an 11,000 square foot facility at the Booth Kelly Center in Springfield. This facility will house manufacturing, technology, and computer science activities and will also function as a drop-in workforce center for youth. In April, CLC organized a hiring fair tailored to graduating seniors - approximately 650 youth attended.

VIII. OTHER BUSINESS

No other business was noted.

IX. ADJOURNMENT

Ms. Holliday adjourned the meeting.

Lane Workforce Partnership Board Officer Recommendation

BACKGROUND

As stated in Article V, of the Lane Workforce Partnership By-Laws, “The Corporation shall have a Chair, Chair-Elect, Secretary, Treasurer, Executive Director, and Past-Chair, all of whom shall be elected by a majority vote of the LWB except for the Executive Director who shall be separately selected and appointed by the Board of the Corporation.”

DISCUSSION

For Program Year 22/23, the following individuals served as Board Officers:

- Chair: Jennifer Adams
- Chair-Elect: Shondra Holliday
- Treasurer: Solomon Harris
- Secretary: Vacant
- Past Chair: Stan Pickett

On July 1st, 2023, Jennifer Adams automatically moved into the Past Chair position and Shondra Holliday automatically moved into the Chair position.

The Lane Workforce Partnership Board of Directors received notifications on April 3rd, April 11th, August 23rd, and August 30th, in 2023, regarding the availability of the Chair-Elect, Treasurer, and Secretary positions. The deadline to be considered for these roles was September 1st, 2023.

Solomon Harris expressed interest in the Chair-Elect position, John Stapleton in the Treasurer position, and Jeff Graham and Phil Hohnstein in the Secretary position.

RECOMMENDATION

The Lane Workforce Partnership Board of Directors elect Solomon Harris, Chair-Elect; John Stapleton, Treasurer; and either Jeff Graham or Phil Hohnstein, Secretary to serve as board officers for a two-year term beginning September 28, 2023.

WORKFORCE DEVELOPMENT BOARD COMMITTEE STRUCTURE

BACKGROUND

This past year, the Board engaged in training provided by the Center for Workforce Excellence International (CWEI). One of the primary topics of the training was the strategic functions of a Workforce Board, which included the function of:

Maintaining Standing Committees: “The local board may designate and direct the activities of standing committees to provide information and to assist the local board in carrying out specific activities: (A) One-Stop Delivery System Operations, (B) Provision of services to youth, (C) Provision of services to individuals with disabilities.”

The CWEI recommended the development of standing committees that tie back to the 17 required functions of the board, local plan, and key priorities. Common standing committees of workforce boards include:

- Executive Committee
- Finance Committee
- Job Center/One-Stop System Committee
- Youth Services Committee
- Disability Access/Severe Barriers Committee
- Special Populations Committee
- Business Services Committee

The current structure of Lane Workforce Partnership includes:

- The Executive Board whose functions include the oversight of Lane Workforce Partnership’s budget as well as other responsibilities of an executive and finance committee.
- Primary Youth Service Provider, Connected Lane County, is governed by a Board of Directors.
- Designated Business Services, Collaborative Economic Development Oregon, is governed by a Board of Directors.
- One-Stop Service Delivery System, oversight provided by:
 - Local Leadership Team (Center/Core Partner Focused)
 - Executive leadership Team (Core Partners)

DISCUSSION

Staff are recommending that the board start with two committees: 1) Workforce Services Operations Committee; 2) Community Engagement Committee. The proposed functions of each committee would include:

1. Workforce Services Operations Committee
 - a. Accessible One-Stop Service Delivery System
 - b. Special Populations
 - i. Homeless/unhoused
 - ii. Individuals with Disabilities
 - iii. Returning Citizens
 - iv. Rural Communities
 - c. Talent pipeline
 - d. Career Pathways

2. Community Engagement Committee
 - a. Publicity/Public Awareness
 - b. Uniform Message/Branding
 - c. Outreach Strategies
 - d. Event Planning
 - e. Coalition Building

RECOMMENDATION

That the Workforce Development Board approve two standing committees of the Board and appoint members to each committee: 1) Workforce Services Operations Committee; 2) Community Engagement Committee.

Upon approval of the Workforce Development Board, interested board members will be appointed to each committee. A “Committee Kick-Off” meeting will be held in the fall with a full start of committee work planned for January. LWP staff to the committee shall be:

- Workforce Services Operations Committee – Ryan Kounovsky
- Community Engagement Committee – Jesse Quinn



Lane Workforce Partnership Workforce System Year-End Performance Report

July 1, 2022 – June 30, 2023

System performance partners include:

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



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Introduction:

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

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

WorkSource Oregon Lane is the primary location in which Lane Workforce Partnership invests federal funds to deliver employment services to adults and dislocated workers. Lane Workforce Partnership has distributed \$1,596,953.02 to Lane County Health and Human Services for the period of July 1, 2022, through June 30, 2023, for program services throughout Lane County.

In addition to the funds invested by Lane Workforce Partnership, the following partners invest funds and resources each year through a committed partnership to create a strong workforce system for Lane County:

- Department of Human Services
 - Self-sufficiency Programs
 - Vocational Rehabilitation Services
- Lane Community College
- Oregon Employment Department
- Easter Seals of Oregon

LWP contracts with Connected Lane County to serve at-risk youth and young adults in Lane County. The primary focus of this investment is to create or expand programs that will increase the graduation rates, connect youth to higher education opportunities, and expand work experience opportunities. LWP invested \$903,431.75 in federal funds targeted to serve at-risk youth. Connected Lane County expanded their service locations this year with the opening of Spark at Booth Kelly in Springfield.

During the development of the [2020-2024 local strategic plan](#), specific goals and strategic objectives were developed to align the work of the LWP with the work of Oregon Workforce and Talent Development Board within the context of Lane County's local economic and workforce environment.

Year-End Performance Report July 1, 2022 – June 30, 2023

This report serves as documentation of the effectiveness of workforce development services, and the implementation of the Local Strategic Plan. Elements from this report will be updated semi-annually and posted on the Lane Workforce Partnership's website.

Note: The following strategies related to Goals 2 and 5 are a continuous work in progress that require ongoing research:

- Goal 2 (Strategy 2): Analyze the impact of AI/technology on worker displacement.
- Goal 5 (Strategy 2): Analyze impacts of technology on industry employment and on workforce training.
- Goal 5 (Strategy 4): Analyze, gather, and disseminate projected data about job evolution/changes/growth.

The constantly changing landscape of technology in the workforce warrants constant and in-depth review. The 2022 State of the Workforce Report addresses the labor market in Lane County with an analysis of projected changes and growth in Lane County's industries. The report also focuses on the people who are in the workforce. With the evolution of artificial intelligence and its impact on the workforce, what we are seeing is that workers continue to be in high demand. Increased automation and the use of robotics seems to have enhanced many jobs rather than eliminated them. The integration of artificial intelligence and human interaction is one companies seem to embrace as they continue to evolve their product lines.

Program Year 2022/2023 Goals and Progress Measures

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

Strategies:

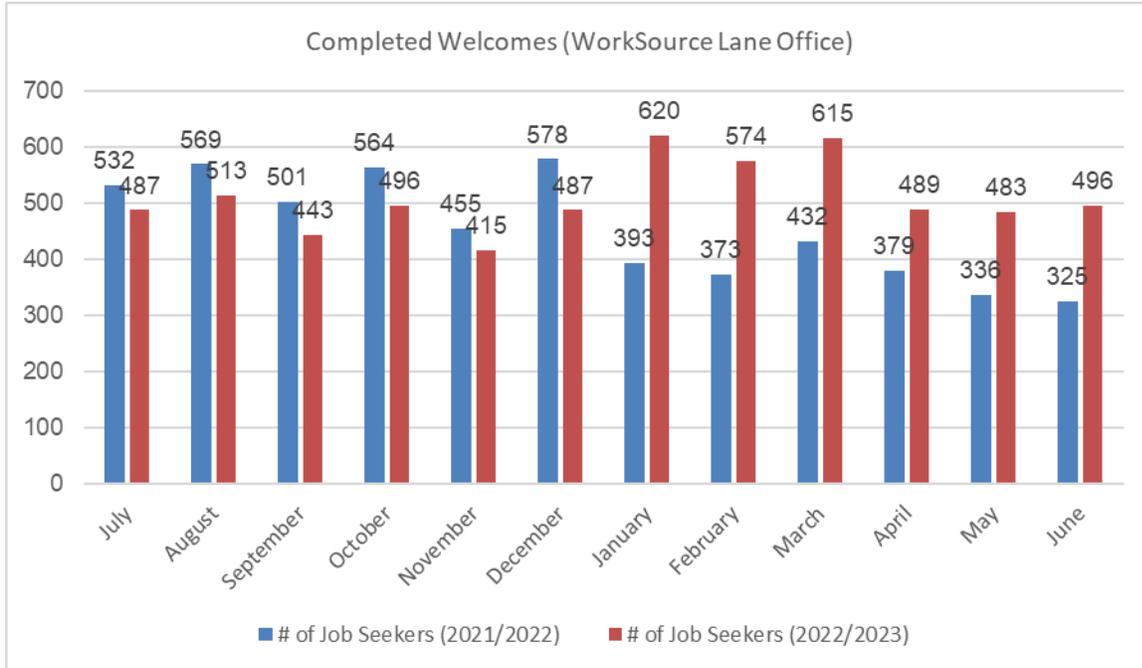
1. Analyze worker self-sufficiency data driven by systemic challenges (e.g., housing, childcare, legislative policy).
2. Be the community voice for individual workers seeking self-sufficiency employment.
3. Broker relationships to create solutions to address identified systemic challenges.
4. Build capacity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

Progress Measures:

- Performance Outcomes for WIOA Youth, Adult, and Dislocated Worker programs
- Fund development
- Analysis of Lane County's economy as published in the [2022 State of the Workforce Report](#)

WorkSource Lane Personalized Services for Job Seekers in Targeted Industries

The first step toward receiving services at the WorkSource Center is to have a “Welcome” Conversation with staff. During the welcome conversation, customers are informed of the services available to them. From July 2022 to June 2023, 6,046 new customers came into the Center seeking services. This number increased by 1,568 customers compared to the prior 2021/2022 year’s total.



Performance Outcomes for WIOA Programs

WIOA Youth Performance

Measure	Program Year 2022		
	Goal	Actual Q4	Percent of Goal
WIOA Youth			
Employment Rate Q2	73.3%	65.3%	89.1%
Employment Rate Q4	78.6%	67.4%	85.8%
Median Earnings Q2	\$4,604	\$5,654	122.8%
Credential Attainment Rate	66.9%	55.9%	83.6%
Measurable Skill Gain	48.3%	39.3%	81.4%

WIOA Adult Performance

Measure	Program Year 2022		
	Goal	Actual Q4	Percent of Goal
WIOA Adult			
Employment Rate Q2	73.4%	77.3%	105.3%
Employment Rate Q4	69.8%	76.2%	109.2%
Median Earnings Q2	\$7,160	\$9,507	132.8%
Credential Attainment Rate	89.2%	87.2%	97.8%
Measurable Skill Gain	83.8%	46.5%	55.5%

WIOA Dislocated Worker Performance

Measure	Program Year 2022		
	WIOA Dislocated Worker	Goal	Actual Q4
Employment Rate Q2	74.4%	73.4%	98.7%
Employment Rate Q4	71.6%	70.9%	99.0%
Median Earnings Q2	\$7,461	\$9,636	129.2%
Credential Attainment Rate	90.9%	80.8%	88.9%
Measurable Skill Gain	89.7%	35.7%	39.8%

Business Engagement Services

- WorkSource Lane Staff Assisted Hires from Job Postings – resulted in **111** hires
- WorkSource Lane Business Engagement Events – **42** events with **179** participating businesses
- Number of Businesses Participating in OJT and Work Experience – **59**

Fund Development

PY 2022/2023 Fund Development

July 1, 2022 – June 30, 2023				
Lane County ARPA	Lane County	July 2022	\$500,000	Not Selected
RISE Grant	Dept. of Ag.	April 2023	\$599,000	Pending
Future Ready/Work Ready – Broadband	HECC/Oregon	June 22, 2023	\$963,241	Pending
Future Ready/Work Ready – CT	HECC/Oregon	June 22, 2023	\$993,050	Pending

Prosperity 10K Year 1 Impacts
July 1, 2022 – June 30, 2023

Training/Service Provider	Training Program or Service	Number of Businesses Participating	Number of Individuals Participating
Industry Wide Training Projects			
Onward Eugene	RISE Bootcamp	26	39
OMEP	SMART Training	6	39
Lane ESD	Teacher Bootcamp	17	21
Springfield Chamber	Essential Skills Train the Trainer	24	40
TAO	Organizational Wellbeing and Transforming Organizations through HR and Upskilling Women	27	35
Season to Taste	Growing People Program	5	14
Total		105	188
Customized Training Programs			
Babb Construction	Heavy Equipment Operators	1	12
Pearl Buck Center	Job Coaches	3	30
Gheen Irrigation	Robotic Welding	1	10
Lanz Cabinets/CCS	Manufacturing	1	32
Total		6	84
Career and Training Services Programs			
Health & Human Services	On-the-Job Training	19	44
Health & Human Services	Scholarship Training	N/A	28
Health & Human Services	Career Services	N/A	94
Health & Human Services	STEP Program	N/A	211
Total		19	377
Total All Projects			
		130	649

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

Applicant Name	Amount Spent
Lane ESD	\$41,150.00
OMEF	\$50,000.00
Onward Eugene	\$32,791.19
Springfield Chamber	\$44,686.00
Season to Taste (Eugene's Table)	\$30,000.00
TAO	\$50,000.00

**Customized Training Future Ready Oregon/Prosperity 10K Amount
Spent through June 30, 2023**

Applicant Name	Amount Spent
Babb/Delta Construction	\$72,750.38
RiverBend Materials	-
Pearl Buck Center	\$53,760.00
Catholic Community Services/Lanz Cabinets	\$51,109.65
Gheen Irrigation Works	\$22,450.00
Trip N Transport	\$5,053.00
Tyree Oil	\$41,023.00

Additional Future Ready/Prosperity 10K Amount Spent through June 30, 2023

Applicant Name	Amount Spent
Training and OJT's (WorkSource Lane)	\$305,353.39
Youth Transportation and Spark Lab	\$150,000.00
SNAP/STEP Customer Support Services	\$123,268.73
Dell Hubs (WorkSource Lane)	\$35,709.60

	Amount Spent
TOTALS	\$1,109,104.94

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

Applicant Name	Contracted	Amount Spent
Lane County	\$130,000.00	\$128,138.16
Babb/Delta Construction	\$65,000.00	\$30,470.01
Wildish	\$26,000.00	\$25,460.00
Tyree Oil	\$22,000.00	\$22,000.00
Spring Creek	\$15,564.00	\$15,564.00

**Driving Prosperity
October 2022 – June 2023**

Lane Workforce Partnership partnered with the Southern Oregon Workforce Investment Board on a Good Jobs Challenge grant through the Department of Commerce. The project, Driving Prosperity, will train 100 commercial truck drivers in Lane County over a two-year period.

Year to Date Goal	Year to Date Actual	Year One Goal	Year Two Goal	Total Contract Goal
50	38	50	50	100

Oregon Health Authority HOWTO Program

Lane Workforce Partnership partnered with Nurturely and received funding from Oregon Health Authority HOWTO program. The goal of this project is to promote perinatal health equity through the certification, inclusion, and sustainability of Black, Brown, Indigenous, and Spanish-Speaking doulas in the Lane County workforce. Our project will increase racial and cultural inclusion in the current healthcare systems, by bolstering the diversity of the Doula workforce through Doula Training, Doula Transition, Doula Sustainability, and Doula Support.

Applicant Name	Awarded	Amount Spent
Nurturely	\$910,776.00	\$188,264.33

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

Nurturely Performance through June 30, 2023

Doula Training Total Contract Enrollment Goal	Planned Performance through 6/30/23	Actual Performance through 6/30/23
45	10	8

Note: Nurturely is planning two cohorts for Program Year 2023/2024, which will result in enrollments being at or above target by the end of year two of this project.

Goal 2: Connect individuals to education, skill-building, and employment opportunities in occupations most impacted.

Strategies:

1. Invest in training programs, including on-the-job training, apprenticeship and customized training focused on replacement opportunities for youth/young adults in jobs most impacted by retirement and other types of projected worker shortages.
2. Analyze the impact of AI/technology on worker displacement.
 - a. See notes related to this strategy addressed in Goal 5 (page 16)
3. Invest in career pathway models.

Progress Measures:

- Training investments (All Partners' Programs)

Training Investments (All Partners' Programs)

**WorkSource Lane Workforce Innovation and Opportunity Act Scholarship Award
July 1, 2022 – June 30, 2023**

Measure	Goal	Number/Percent Achieved
# of training scholarships awarded	30	31/103% of goal (15 adult/16 DW)
# of training scholarships awarded by industry		Health Care: 16 Truck Driving: 3 Information: 3 Manufacturing: 3 Other: 6
# of individuals completing training	22.5 (75% of 30)	20/89% of goal
# and % of training completers placed in training related employment	None indicated	13/65%

**WorkSource Lane On-the-Job Training Program (OJT)
July 1, 2022 – June 30, 2023**

Measure	Goal	Number Served
# of OJT placements	56	63/112% of goal (36 Adult/27 DW)
# of businesses with OJT		18
# OJT placements with new businesses		36 placements with 10 new businesses
# of OJT placements by target industry		Health Care: 13 Information: 1 Manufacturing: 23 Construction & Aggregate: 5 Transportation: 15 Other: 6
# of OJT placements \$15.00/hr. - \$16.99/hr.		\$15.00 - \$16.99: 9
\$17.00/hr. - \$19.99/hr.		\$17.00 - \$19.99: 35
\$20.00/hr. or more		\$20+: 19

Adult Work Experience (Work Ex) Program

Work Ex Tuition

Outcome	Number Achieved
# of trainings funded	7 trainings funded 7 trainings started 2 Healthcare/5 Truck Driving
# of individuals completing training	5 (sixth individual will complete in August 2023)
# of training completers placed in training related employment	4
Employment Confirmation (At Exit)	12

Work Ex Internship (Work Experience)

Outcome	Number Achieved
# of participants in Work Experience training	9 new individuals started work experience 9 individuals completed work experience 0 still in progress
Target Industry	Truck Driver/Transportation: 2 Health Care: 4 Construction & Aggregate: 1 Manufacturing: 1 Welding: 0 Other: 1 (Food & Beverage)
Wages of Work Experience placements at \$13.50+	All placements were above \$15/hr. Average: \$17.79/hr.
% of training completers placed in training related employment	67% of completers obtained training related employment. Average wage: \$20.12/hr.

Work Ex On-The-Job Training (OJT)

Outcome	Number Achieved
# of participants in Work Ex OJT	8 participants started 11 participants ended WorkEx OJT 9 completed training
Target Industry	Truck Driver/Transportation:3 Health Care: 0 Construction & Aggregate: 0 Manufacturing: 2 Welding: 0 Tech: 1 Other: 2
Wages of OJT placements at/above \$15.00	100% were at or above \$15.00/hr. Average: \$21.60/hr.

Workforce Partner Investments July 1, 2022 – June 30, 2023

Department of Human Services – JOBS Program

Measure	Total
# of JOBS Plus placements	12
# of businesses participating in JOBS Plus	8
# of work experience placements	17
# of businesses participating in work experience	11
# of Vocational Training Completions	57
# of Vocational Training Completers Placed in Employment	38
Average Wage at Employment for Vocational Training Participants	\$19.52/hr.

Lane Community College – Title II

Measure	Total
# of individuals achieving an increase in skill gains in reading	121
# of individuals achieving an increase in skill gains in math	61
# of individuals earning a GED	49
# of individuals achieving an increase in skill gains in listening	31
# of individuals achieving an increase in skill gains in speaking	39

Special Projects

Fire Dislocated Worker Grant (DWG) – The State of Oregon was awarded a DWG from DOL in response to the devastating wildfires during the summer and early fall of 2020. The purpose of the funds is to assist the impacted communities in Lane County with fire restoration, recovery, and cleanup efforts.

LWP released an application for community stakeholders to request funds which they were able to use to employ humanitarian workers or work crews whose sole purpose was to work on projects related to fire restoration, recovery, and clean-up. LWP entered into Service Agreements with:

- McKenzie Community Development Corporation (Humanitarian Workers)
- Love First (Humanitarian Workers)
- Northwest Youth Corps (Fire Restoration and Clean-up)
- Suulutaaq Construction (Fire Restoration and Clean-up)
- Cascade Relief (Both Humanitarian Workers and Fire Restoration and Clean-up)

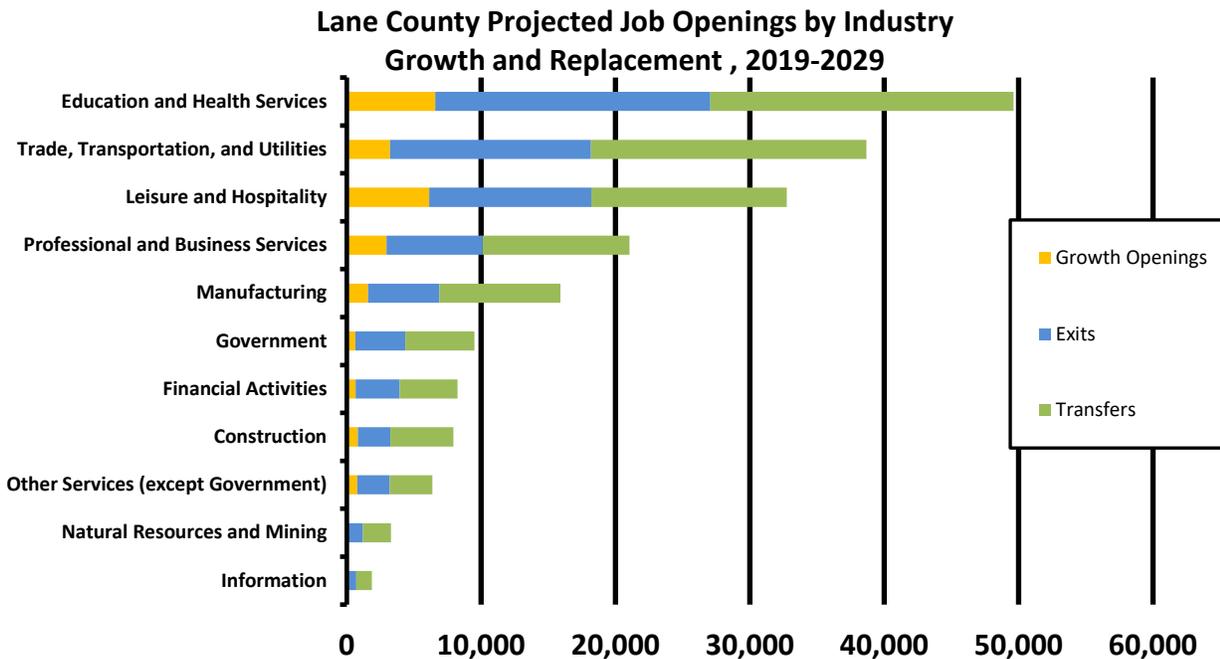
Each of the above service agreements were completed and closed as of September 2022. In addition to the above, Lane County Health & Human Services provided eligible participants with career and training services through WorkSource Lane. Lane County Health & Human Services continues to provide these services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

DWG Performance to Date

Enrollment Goal	Actual Enrollment to Date
200	205

Research Impact of Aging/Retiring Workforce

In partnership with Oregon Employment Department’s economist, Lane Workforce Partnership staff published the 2022 State of the Workforce Report for Lane County. This report outlines the impact of the aging workforce in Lane County as well as the industries that are expected to have a large number of replacement job openings. Replacement openings are often a result of retirements.



Goal 3: Prepare our youth for future employment.

Strategies:

1. Invest in proven strategies and partner with successful youth programs to better align industry and education to increase student access to work opportunities.
2. Be the community voice to improve policy makers understanding/willingness to remove apprenticeship pipeline barriers.

Progress Measures:

- Create and track outcomes for multiple Lane County industry awareness and work-based opportunities for middle/high school and community college students.
- Identify individual sector’s apprenticeship barriers and chart progress of measurable results to overcome these barriers.

Connect Industry Workforce Needs to Education – LWP partners with Elevate Lane County to coordinate industry awareness for students, teacher externships, and work-based learning opportunities.

Measure	Number Served
# of Lane County students participating in industry tours	426
# of participating industry sectors in tours	3 Manufacturing x 6 companies; Natural Resources x 3 companies; Tech x 6 companies
# of Lane County schools participating in industry tours	22
# of Lane County students participating in DevNW Financial Foundation courses	169
# of Lane County students participating in the 2022/2023 Middle School Career Expo	462
# of Lane County schools that participated in the 2022/2023 Middle School Career Expo	12
# of Lane County businesses represented at Career Expo	28
# of Lane County students participating in the Hiring Fair	250
# of Lane County schools that participated in the Hiring Fair	25
# of Lane County businesses represented at the Hiring Fair	35
# of students participating in job shadows	154
# of students participating in a mentorship with industry	9
# of high school teachers participating in an externship	6
Industry sectors participating in externships	4*
# of high school students participating in an internship	63
Industry sectors participating in internships	14**
# of high school students participating in a micro internship	7
Industry sectors participating in micro internships	2***

*Culinary; Tech; Manufacturing; Construction

**Manufacturing; Tech; Healthcare; Education; Natural Resources; Arts; Marketing; Business; Automotive; Construction; Law; Government; Early Childhood Education; Social Services

***Manufacturing and Tech

Additional Information

Measure	Number Served
School Presentations:	
• # of presentations: 8	
• # of students: 735	
• # of high schools: 7	
• # of middle schools: 0	
• # of industry representatives: 25	
# of Lane County schools participating in codeORcreate (student tech hackathon)	12
# of Lane County students participating in codeORcreate	36
# of participating industry reps in codeORcreate	12
# of Lane County schools participating in marketingJAM	10
# of Lane County students participating in marketingJAM	32
# of participating industry reps in marketingJAM	11
# of Lane County youth participating in MFG Tech Excelerator	11
# of Lane County industry reps participating in MFG Tech Excelerator	6
# of Lane County youth participating in Youth Support Specialist Training	23
# of Lane County youth participating in Wonder Wednesday Life Skill Building Workshops	220
# of WIOA Youth/Young Adults served	281

Testimonial

Jack has been in the WIOA/Navigate program less than a year and has really enjoyed the events in which he has participated. Jack had this to say about DevNW and the WIOA Job Shadow: “Both of the experiences were very insightful on things I didn’t know about and wanted to know about. The homeowner’s class was very interesting. I learned things I never would have thought of when considering buying a home of my own and the job shadow at the radio station was very cool, learning about all the jobs and inner workings of a radio station.” – Connected Lane County

Through events that the WIOA/Navigate program has been able to put on, DJ has blossomed from a very shy youth into someone who feels more confident and asks questions. They have started engaging more actively and advocating for themselves and have found their experience in the program to be “helpful in finding jobs, building resumes and cover letters, and very clearly the staff cares about the wellbeing of the youth and wants to see them succeed.” – Connected Lane County

WIOA Youth/Young Adult Paid Work Experience Opportunities

Measure	July 1, 2022 - June 30, 2023
# of WIOA youth/young adult participating in a work experience	101
# of youth/young adult who completed an internship and achieved positive evaluations	12

Testimonial

Ocean entered the program with a strong desire to secure employment near her remote rural residence, which she shared with her grandmother. Faced with limited options and lacking transportation, she encountered challenges in her job search. The WIOA/Navigate program connected her with a nearby farm, where she embarked on a work-based learning experience focused on honing her equine and animal husbandry skills. Ocean fell in love with the work, re-engaged with school, and joined the FFA program. She had this to say about her experience: “It was helpful and encouraging and gave me more experience around equine care and helped me be more confident in what I’m doing.” – Connected Lane County

Fred has found immense value in the work experience opportunities he has been fortunate to engage in. These experiences have allowed him to explore options he had not previously considered, and he appreciates the opportunity to acquire new knowledge. He said his favorite part is “getting to learn about the local workplaces and opportunities in a fun and ideal environment.” – Connected Lane County

Oregon Youth Employment Program

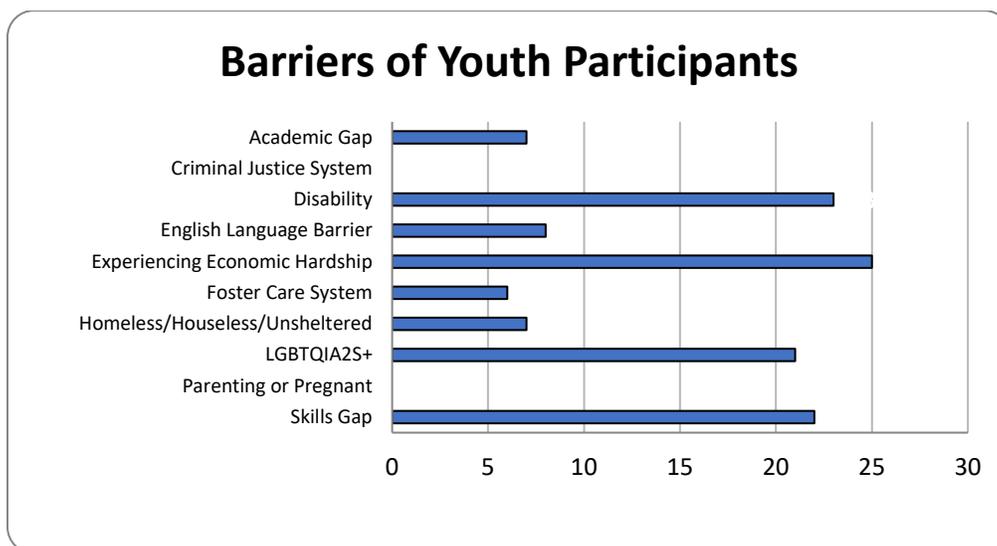
Lane Workforce Partnership was awarded \$767,914.00 from the Higher Education Coordinating Commission (HEC) for the Oregon Youth Employment Program (OYEP) for Program Year 2022/2023.

The focus of the Oregon Youth Employment Program is to serve youth and young adults ages 14 – 24 through work-based learning opportunities including paid internships, pre-apprenticeship training, occupational skills training, and other workforce services in three high wage/high demand sectors: construction, manufacturing, and technology. LWP entered into a Service Agreement with Connected Lane County for Program Year 2022/2023.

OYEP Performance July 2022 – June 30, 2023

Enrollment Goal	Enrollment through June 30, 2023
82	82

Youth Served in OYEP were the most marginalized in our community. The following chart demonstrates the barriers of those who participated in the program:



Goal 4: Catalyze the community around diversity, equity, and inclusion (DEI) to expand workforce leadership and participation opportunities for all.

Strategies:

1. Be a catalyst for systemic change that raises DEI to the level of sector strategy.
2. Convene an advisory board as a model of DEI leadership.
3. Invest in workforce board training to understand unconscious bias and to lead by example.
4. Embed DEI in all LWP policies.

Progress Measures:

- Increase service utilization among targeted populations
- All LWP policies will contain DEI and Equity Lens language and requirements
- LWP staff and Board members receive diversity, equity, and inclusion training as well as the establishment of an advisory board

Every two years, LWP releases a State of the Workforce Report. This report provides readers with information about the current state of Lane County’s economy. The theme of the 2022 State of the Workforce Report is about the people currently in the workforce – who they are and how our businesses can tap into their talents.

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

Each year, LWP reviews and updates its policies and procedures to ensure they are current and meet the requirements of federal and state legislation. These policies are also developed to align with the goals set by the Workforce Development Board. Lane Workforce Partnership’s current policies and procedures (both in English and Spanish) can be found on our website.

- [Lane Workforce Partnership Policies](#)

Increase Service Utilization Among Targeted Populations

Targeted Outreach Activities

The Equity and Inclusion Task Team set a priority around increasing outreach activities to under-represented populations for services available at WorkSource Lane, specifically WIOA training scholarship opportunities. Staff created and implemented the outreach plan.

Scholarship Application Completed (July 2022 – June 2023)						
	Minority Groups	50+	Veterans	Women	Disabilities	Offenders
2020/2021	12 (29%)	12 (29%)	3 (7%)	22 (54%)	3 (7%)	6 (15%)
2021/2022	12 (38%)	8 (25%)	3 (9%)	15 (47%)	4 (12%)	7 (22%)
2022/2023	13/46 (28%)	5/46 (11%)	1/46 (2%)*	28/46 (61%)	8/46 (17%)	7/46 (15%)

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

*The overall program served a total of 26 Veterans in 2022/2023 for a total of 6% served. Of those, 67% received training services. This number was obtained from WorkEx, Driving Prosperity, and OJT to demonstrate that while no Veterans received a WIOA scholarship, efforts were made to provide training through other methods. This could be done with all demographics to provide a larger picture of the overall training services being provided to these groups.

Demographics of Populations Served through WorkSource Lane: Eugene and Florence July 2022 – June 2023

Measure	Number Served	%
# of disabled individuals served	1,240	13.3%
# of minority populations served (e.g., Hispanic, Native American, Asian, Pacific Islander, African American)	2,216	23.7%
# of individuals 45 – 54	1,819	19.5%
# of individuals 55+ served	1,583	17.0%
# of Veterans served	693	7.4%
# of Veterans placed in employment – Targeted Sectors	2	.0002%
# of disabled Veterans placed in employment – Targeted Sectors	2	.0002%

**Demographics of Populations Served through Lane Community College (LCC) – Title II
July 2022 – June 2023**

Measure	Number Served	%
# and % of disabled individuals served	121*	8.6%
# and % of minority populations served	585	60%
# and % of individuals ages 50+ served	166	11.6%
# and % of ex-offenders served	121	8.6%
# of Veterans served	5	>1%

*Number of disabled students is based on information self-reported during the intake process and includes physical, learning, and other disabilities.

Other notable LCC information Program Year 2022 – 2023 (July 2022 – June 2023)

Measure	Number Served
# of homeless	83
# of long-term unemployment	77
# of single parents	121
# of displaced homemakers	19

WIOA Youth/Young Adult Program (June 2023)
Current Enrolled Participants: 281

CATEGORIES	PERCENTAGE
SEX	
Female	53.0%
Male	43.1%
Not Disclosed	3.9%
RACE	
White	74.0%
More than one race	12.5%
Not Disclosed	6.8%
American Indian or Alaskan Native	3.2%
Black/African American	2.5%
Asian	.7%
Native Hawaiian or Other Pacific Islander	.4%
ETHNICITY	
Not Hispanic/Latino a/x	67.3%
Not Disclosed	16.7%
Hispanic or Latino a/x	16.0%
DISABILITY	
Not Disabled	43.8%
Disability	40.9%
Not Disclosed	15.3%
SCHOOL STATUS	
Out of School	76.9%
In-School	23.1%
HIGHEST EDUCATION LEVEL COMPLETED	
Did not complete HS Diploma/GED/Equivalent	58.4%
High School Diploma	35.2%
GED	6.1%
Completed one or more years of post-Secondary education	.3%
BASIC SKILLS STATUS	
Deficient in Basic Literacy Skills	84.7%
Not Deficient	15.3%
EMPLOYMENT STATUS	
Not Employed	87.2%
Employed	12.8%
INCOME	
Low Income	94.3%
Not Low Income	5.7%
AGE AT PARTICIPATION	
18+	60.5%
17 and below	39.5%

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

CATEGORIES	PERCENTAGE
SEX	
Female	52.6%
Male	45.8%
Not Disclosed	1.6%
RACE	
White	76.7%
Not Disclosed	10.5%
Black/African American	5.8%
More than one race	3.7%
Asian	1.1%
American Indian or Alaskan Native	1.1%
Native Hawaiian or Other Pacific Islander	1.1%
ETHNICITY	
Not Hispanic/Latino a/x	78.4%
Hispanic or Latino a/x	14.8%
Not Disclosed	6.8%
VETERAN STATUS	
Never Served	96.3%
Veteran	3.7%
UNEMPLOYMENT INSURANCE	
Not a Claimant or Exhaustee	69.5%
Claimant	25.8%
Exhaustee	4.7%
HIGHEST EDUCATION LEVEL COMPLETED	
Did not complete HS Diploma/GED/Equivalent	4.7%
GED	2.7%
High School Degree	37.9%
Post-secondary technical/vocational certificate	5.8%
Completed one or more years of post-Secondary education	12.1%
Associate degree	15.3%
Bachelor's degree of equivalent	16.8%
Education beyond Bachelor's degree	4.7%
EMPLOYMENT STATUS	
Not Employed	63.7%
Employed	36.3%
INCOME	
Not Low Income	58.9%
Low Income	41.1%
AGE AT PARTICIPATION	
18 – 25	15.8%
26 – 40	32.1%
41 – 55	31.6%
56+	20.5%

Vocational Rehabilitation Services Workforce Metrics

Measure	Number Served
Total number served 7/1/22 – 6/30/23	1,554*
Total number with Employment Outcome	245**

*Eugene: 865/Springfield: 689

**Eugene: 152/Springfield: 93

“**Employment Outcome**” means that the person with a disability has obtained a job, all accommodations are in place, the job is going well, and the individual has maintained that employment for a minimum of 90 days and the job is not expected to end in the foreseeable future.

Goal 5: Align strategic partnerships to expand our collective capacity to address systemic workforce challenges.

Strategies:

1. Continue to invest in sector strategy work.
2. Analyze impacts of technology on industry employment and on workforce training.
3. Identify and share job skills with current and emerging workforce.
4. Analyze, gather, and disseminate projected data about job evolution/changes/growth.
5. Be the voice to create understanding of self-sufficient wages in our community.

Progress Measures:

- Annual investments specific to each industry sector

Community Engagement and Industry Sector Partnerships

Lane Workforce Partnership continues to focus on sector strategies, investing funds in talent development, job creation, and business competitiveness in targeted sectors such as Technology, Food and Beverage Manufacturing, Wood Products, Construction-Aggregate, Transportation, Creatives, Child Care, and the recently launched Bioscience Sector.

Sector Name	Next Gen Step (Planning, Implementing, Sustaining)
Technology	Sustaining
Bioscience	Implementing
Food and Beverage	Sustaining
Childcare	Implementing
Transportation	Implementing
Construction-Aggregate	Sustaining
Creatives	Planning
Wood Products	Planning

Targeted Sector investments of \$101,480 were made from July 1, 2022 – June 30, 2023. The following projects would not have been possible without collaboration from community partners:

- Lane County Latino a/x Leaders Workgroup received an Oregon Community Foundation (OCF) grant awarded through Lane Workforce Partnership.
- Eugene Chamber of Commerce Unhoused Workforce Project is a Chamber-led collaboration with Lane Community Health Council.
- The Springfield Chamber Work Ready Initiative is an on-going partnership with the City of Springfield and Chambers Construction.
- Leading with Cultural Intelligence cohorts were provided in partnership with the Technology Association of Oregon and the Lane County Human Resources Association (LCHRA).

Targeted Sectors	Funds Expended
Food & Beverage (Connected Lane County – Accelerator to Culinary Program)	\$30,000
ALL (Eugene Chamber Unhoused Workforce Project)	\$25,000
ALL (TAO – Leading with Cultural Intelligence)	\$ 9,500
Creative (Arts & Business Alliance)	\$ 8,000
ALL (State of the Workforce – Printing and Translation)	\$ 6,987
ALL (CEDO – Data Collection – Entrepreneurs and Women’s Innovation Network)	\$ 5,000
Transportation (Aisling Trucking Academy – Gravel for Parking Lot)	\$ 5,000
ALL (Next Gen 101 Workshop Registrations)	\$ 3,918
ALL (Springfield Chamber Work Ready Initiative)	\$ 2,500
ALL (Centro Latino - Sponsorship)	\$ 2,000
ALL (Latino Professional OCF-YP Summit/Leadership Eugene-Springfield)	\$ 1,975
ALL (Eugene Chamber – Celebration of Business)	\$ 1,600
TOTAL	\$101,480

Industry Engagements

In August 2022, Onward Eugene was named Lane Workforce Partnership’s business service provider. Through this expanded partnership, Onward Eugene engaged regional industries essential in our local economy, in proven programs and initiatives that accelerated high wage job growth. Onward Eugene provided Sector Strategy leadership and support to community stakeholders in existing and new targeted industry sector initiatives.

In April 2023, the subject matter experts at Onward Eugene, Matt Sayre, Nicole Desch and Caitlin Vargas established a new entity: Collaborative Economic Development Oregon (Collaborative EDO). Collaborative EDO, a 501(c)3 nonprofit organization, is dedicated to “Lead(ing) inclusive regional economic development initiatives and programs primarily in Lane County through targeted business recruitment, entrepreneurial support, workforce development, business expansion, regional marketing, strategic innovative projects and the formation of effective public/private partnerships.”

Based on this commitment and the team of subject matter experts, LWP contracted with Collaborative Economic Development Oregon until June 30, 2023 for the same Business Services that were in the previous Onward Eugene Business Services Contract.

Under this partnership, Collaborative EDO actively engages with key industries vital to the local economy, implementing proven programs and initiatives to accelerate the growth of high wage jobs. The organization collaborates closely with community stakeholders, both in existing and new targeted industry sector initiatives.

Key strategic goals for this partnership:

- Identify and support sector strategists and leads;
- Activate cross-sector collaboration opportunities;
- Host an Annual State of the Industry Summit;
- Establish measurements of success;
- Dive into new practices and strategies that have not been launched or developed;
- Be a catalyst for systemic change and elevating the importance of embedding DEI practices in our workforce system.

This investment in Sector Strategies strengthens Lane County’s workforce and economic development efforts significantly, with a focus on talent development, high wage job creation, business competitiveness, and industry-specific training that meet the demands of the region’s growth industries.

The below table highlights the combined number of Industry Engagements from July 1, 2022 through June 30, 2023:

Targeted Sectors	# of Businesses Engaged
Technology	261
Bioscience	210
Food and Beverage Manufacturing	107
Childcare	101
Transportation	57
Construction-Aggregate	35
Creatives	35
Wood Products	4
TOTAL	810

Learn more about Lane Workforce Partnership's *Lane County Sector Strategy Team* by visiting our [website](#). There, you can learn about ongoing efforts to connect industry partners, regional collaborations, and the Next Generation Sector Partnership model. Stay in the loop with the latest updates, events, and career opportunities, by following Lane Workforce Partnership on [LinkedIn](#), [Twitter](#), [Facebook](#), and [Instagram](#) or by subscribing to our monthly [newsletter](#). By connecting to Lane Workforce Partnership, you can join the conversation, learn about new career opportunities, and support the mission of meeting workforce needs of employers and individuals through partnerships and innovation.

Engage Relevant Agencies and Programs

LWP, as the Local Workforce Development Board, has a long history of working with business leaders to advance and strengthen workforce development in our community.

- The [Lane County Community Collaborative](#) is a group of economic and workforce development stakeholders from across Lane County that come together with the goal to better align efforts and resources to effectively meet the needs of our communities and have a positive ripple effect across our region. These monthly meetings are designed to foster rich conversation, relationship building, and collaboration.
- The [Lane County Latino a/x Leaders Work Group](#) convened for the first time in June of 2020, in partnership with The Oregon Community Foundation, OCF's Latino Partnership Program, Palo Alto Software, and Lane Workforce Partnership. Each gathering brings together Latino a/x leaders from across the county that work in a variety of sectors and have an assortment of influence. Meetings are structured to inspire and facilitate personal connections and help mobilize community-driven solutions. This initiative is co-facilitated by Dr. José Meléndez, Assistant Professor of Planning for Engaging Diverse Communities at the University of Oregon's School of Planning, Public Policy, and Management. Lane Workforce Partnership is providing additional support for a Latino Professional Leadership Institute.
- The [Institute for Networked Communities \(INC\)](#) has launched the Next Generation Sector Partnerships initiative, which has been closely working with our region for several years to develop and curate best practices and tools for sector partnerships across the county. As a result of this involvement, Lane Workforce Partnership is sponsoring registrations for Next Generation Sector Partnerships 101 Workshop.

Workforce Development Board Strategic Plan And Workforce Development Boards Local Five-Year Plan

Informational Item:

This item is to inform the Workforce Development Board and Lane Executive Board of the process by which the Board’s Strategic Plan and Local Plan will be updated for Program Year 2024 – 2028.

Background:

The Workforce Innovation and Opportunity Act (WIOA) requires states and local boards to develop and update a local plan once every four years (known as the Local Plan). In Oregon, all Boards are on the same schedule, which requires updating the Local Plan for implementation in Program Year 2024. Simultaneously, in Lane County, the Workforce Development Board creates a Strategic Plan which guides the work of Lane Workforce Partnership (LWP) over the four-year period.

Process and Timeline:

Lane Workforce Partnership will begin the development process in September 2023 with the convening of focus groups in each region of the county. The Final Local Plan is due to the State Workforce and Talent Development Board on March 18, 2024. Implementation shall begin on July 1, 2024. The timeline for the development of both plans is as follows:

Activity/Task	Timeline
Focus Group Sessions	9/15/23 – 10/30/23
Strategic & Local Plan Document Developed	9/8/23 – 1/2/24
30-Day Public Comment Period	2/1/24 – 3/2/24
Finalize Local Plan	3/2/24 – 3/17/24
Local Plan Due Date (Submit to WTDB)	3/18/24
Workforce Talent Development Board Evaluation Period	3/18/24 – 6/7/24
Workforce Talent Development Board Approval	6/14/24 (meeting date)
Governor’s Review and Approval Period	6/26/24 – 6/28/24
Local Board Notices Sent Out	7/1/24 – 7/12/24

Focus Group Sessions are planned to include:

- Two Metro Area Sessions
- One Rural (Cottage Grove) Session
- One Rural (Florence) Session
- One Metro/Rural (Springfield) Session
- One Rural (Junction City) Session

All Board members, local elected officials, businesses, community members & stakeholders, workforce service delivery partners, and economic development partners will be invited to attend the session of their choice.

Workforce Development Board Responsibility:

A committee of the Workforce Development Board will be convened to participate in the process. Functions of the Workforce Development Board members throughout the development of both the Strategic Plan and the Local Five-Year plan shall include:

- Oversight of the process;
- Review and Approval of the draft documents;
- Ensure compliance with regulations;
- Ensure the voice of community is incorporated into the plans; and
- Development of metrics by which LWP staff and the Board members are held accountable to deliverables within the final plans.

Lane Workforce Partnership staff leadership is assigned to Cindy Perry, Director of Workforce Programs.



Vision

Lane County will have a trained workforce & individuals will have the knowledge & skills for career success.

Mission

Meet the workforce needs of employers & individuals through partnerships & innovation.

LWP Role

Catalyzer, Convener, Analyzer, Broker, Community Voice, Capacity Builder/Investor

STRATEGIC PLAN 2020-2024

LWP Goals

Strategies

Support Industry & Workers in a Constantly Changing Economy

1

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

2

Connect individuals to education, skill-building & employment opportunities in occupations most impacted.
[aging workforce, technology impacts]

3

Prepare our youth for future employment.

- Analyze worker self-sufficiency data driven by systemic challenges [e.g., housing, childcare, legislative policy].
- Be the community voice for individual workers seeking self-sufficiency employment.
- Broker relationships to create solutions to address identified systemic challenges.
- Build capacity to support innovative solutions by seeking incremental funds for investment.

- Invest in training programs, including on-the-job training, apprenticeship & customized training focused on replacement opportunities for youth/young adults in jobs most impacted by retirement & other types of projected worker shortages.
- Analyze the impact of AI/technology on worker displacement.
- Invest in career pathway models.

- Invest in proven strategies & partner with successful youth programs (e.g. Connected Lane County, Chamber Work Ready initiatives, High School CTE programs) to better align industry & education to increase student access to work opportunities.
- Be the community voice to improve policy makers understanding/willingness to remove apprenticeship pipeline barriers.

Move the Dial on Systemic Challenges

4

Catalyze the community around diversity, equity and inclusion (DEI) to expand workforce leadership & participation opportunities for all.

5

Align strategic partnerships to expand our collective capacity to address systemic workforce challenges.
[housing, childcare, legislative policies]

- Be a catalyst for systemic change that raises DEI to the level of sector strategy.
- Convene an advisory board as a model of DEI leadership.
 - Research & evaluate DEI "state of workforce."
 - Gather & disseminate learning.
- Invest in workforce board training to understand unconscious bias & to lead by example.
- Embed DEI in all LWP policies.

- Continue to invest in sector strategy work.
- Analyze impacts of technology on industry employment & on workforce training.
- Identify & share job skills with current & emerging workforce.
- Analyze, gather & disseminate projected data about job evolution/changes/growth.
- Be the voice to create understanding of self-sufficient wages in our community.



2023-2024 BUDGET SUMMARY

BACKGROUND

The Lane Workforce Partnership 2023-2024 Original Budget was adopted at the May 18, 2023, Executive Committee Meeting and our first Budget Modification is being prepared for presentation at the October 19, 2023, meeting.

DISCUSSION

For our Original Budget, both Revenue and Expenses decreased. The majority of the decrease was due to the one-year State of Oregon Future Ready Oregon Prosperity 10,000 funding. During 2022-2023, we invested over \$1.2 Million in a variety of workforce services and projects across Lane County. (see the Impacts Chart on page 58 of our Year-End Performance Report).

The following Expense Categories are included in the Adopted Budget:

- Personnel Services represent 20% of annual expenses and include nine positions (8.2 FTE) with annual budgeted costs including benefits of \$1,164,503.
- Materials and Supplies are \$335,447, 6% of annual expenses. The amounts include those non-personnel costs associated with the office and personnel at 1401 Willamette Street and the costs associated with the Lane Workforce Partnership Board of Directors.
- Community Investments are the amounts directly attributed to the provision of workforce services to the population of Lane County. LWP has budgeted 74% of total expenses in the pursuit of a trained workforce of individuals with the knowledge and skills needed for career success.

For Budget Modification #1, we are expecting increases in the following Revenue:

- \$399,950 – New Award for Statewide Dislocated Worker Quality Jobs, Equity, Strategy and Training (QUEST) Grant
- \$477,700 – Actual Carry forward and final award amount for Future Ready Oregon federal American Rescue Plan Act (ARPA) funds
- ??? – Final Award for State of Oregon Youth Employment Program (OYEP) has not been announced

For Budget Modification #1, our Community Investments will increase based on the final Revenue award amounts and we will restore funds to our Reserve for Future Expenditures.

See attached Final Adopted Original 2023-2024 Budget for line item details.

Lane Workforce Partnership

1401 Willamette Street, Second Floor
Eugene, Oregon 97401

Revenue

Title	2022-2023 Adopted Mod #1	2023-2024 Adopted Original	Difference
Workforce Innovation and Opportunity Act (WIOA) Funds			
WIOA Adults	\$ 1,026,132	\$ 774,707	\$ (251,425)
WIOA Youth	\$ 1,052,559	\$ 854,608	\$ (197,952)
WIOA Dislocated Worker	\$ 711,484	\$ 731,320	\$ 19,836
WIOA RR/Layoff Aversion	\$ -	\$ 75,000	\$ 75,000
WIOA DWG Fire Restoration and Recovery	\$ 498,644	\$ -	\$ (498,644)
WIOA Administration	\$ 304,238	\$ 256,340	\$ (47,899)
Subtotal	\$ 3,593,057	\$ 2,691,974	\$ (901,083)
Other:			
General Fund Work Experience	\$ 221,420	\$ 368,808	\$ 147,388
Industry Engagement	\$ 108,458	\$ 168,000	\$ 59,542
Workforce Strategies	\$ 73,330	\$ 160,000	\$ 86,670
CTE Revitalization (Lane ESD & Lane County)	\$ 195,000	\$ 60,000	\$ (135,000)
Oregon Youth Employment Program	\$ 577,914	\$ 577,914	\$ -
Good Jobs - Driving Prosperity (SOWIB)	\$ 896,873	\$ 535,809	\$ (361,064)
Oregon Health Authority - HOWTO Grant	\$ 999,956	\$ 793,108	\$ (206,848)
Prosperity 10,000 Future Ready Oregon:			
State of Oregon General Funds	\$ 1,220,359	\$ -	\$ (1,220,359)
Federal ARPA	\$ 1,427,320	\$ 1,165,320	\$ (262,000)
Federal ARPA - Navigators	\$ 713,660	\$ 713,660	\$ -
Subtotal:	\$ 6,434,290	\$ 4,542,619	\$ (1,891,671)
Revenue Total:			
	\$ 10,027,347	\$ 7,234,593	\$ (2,792,753)
Contingency Reserves:			
Non-Federal Contingency Reserve:	\$ 107,000	\$ 107,000	\$ -
Total All Sources:	\$ 10,134,347	\$ 7,341,593	\$ (2,792,753)

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	\$ 774,707	\$ 201,937	\$ 41,092	\$ 396,190	\$ 135,488
WIOA Youth	\$ 854,608	\$ 120,860	\$ 28,800	\$ 556,817	\$ 148,131
WIOA Dislocated Worker	\$ 731,320	\$ 188,868	\$ 38,708	\$ 401,967	\$ 101,778
WIOA RR/Layoff Aversion	\$ 75,000	\$ -	\$ -	\$ 75,000	\$ -
WIOA Administration	\$ 256,340	\$ 148,232	\$ 70,426	\$ 3,000	\$ 34,682
Subtotal	\$ 2,691,974	\$ 659,897	\$ 179,025	\$ 1,432,974	\$ 420,079
Other:					
General Fund Work Experience	\$ 368,808	\$ 28,102	\$ 6,955	\$ 295,353	\$ 38,398
Industry Engagement	\$ 168,000	\$ -	\$ -	\$ 85,000	\$ 83,000
Competitiveness Strategies	\$ 160,000	\$ 60,075	\$ 22,660	\$ -	\$ 77,265
CTE Revitalization (Lane ESD & Lane County)	\$ 60,000	\$ 51,426	\$ 9,382	\$ -	\$ (809)
Oregon Youth Employment Program	\$ 577,914	\$ 53,909	\$ 13,119	\$ 450,000	\$ 60,885
Good Jobs - Driving Prosperity (SOWIB)	\$ 535,809	\$ 98,623	\$ 52,738	\$ 380,000	\$ 4,448
Oregon Health Authority - HOWTO Grant	\$ 793,108	\$ 24,910	\$ 4,910	\$ 680,000	\$ 83,288
Prosperity 10,000 Future Ready Oregon:					
Federal ARPA	\$ 1,165,320	\$ 118,960	\$ 29,822	\$ 756,243	\$ 260,296
Federal ARPA - Navigators	\$ 713,660	\$ 68,601	\$ 16,835	\$ 300,000	\$ 328,225
Subtotal:	\$ 4,542,619	\$ 504,606	\$ 156,422	\$ 2,946,595	\$ 934,996
Total:	\$ 7,234,593	\$ 1,164,503	\$ 335,447	\$ 4,379,569	\$ 1,355,074
Contingency Reserves:					
Non-Federal Contingency Reserve:	\$ 107,000				\$ 107,000
Total All Sources:	\$ 7,341,593	\$ 1,164,503	\$ 335,447	\$ 4,379,569	\$ 1,462,074

Lane Workforce Partnership

1401 Willamette Street, Second Floor

Eugene, Oregon 97401

	2022-2023 Adopted Mod #1	2023-2024 Adopted Original	Difference
Line Item			
Personnel Services			
Staff Salaries/Taxes/Fringe-All	\$ 1,000,254	\$ 1,164,503	
TOTAL Personnel FTE = 8.2	1,000,254	1,164,503	164,249
Materials & Supplies			
Subscriptions	600	600	-
Legal Notices	1,000	1,000	-
Taxes, Audits and Legal Services	31,250	30,000	(1,250)
Telephone Services	7,200	7,920	720
Purchased Insurance	26,000	27,000	1,000
Real Estate and Parking	35,964	35,622	(342)
Copier Charges	2,188	2,280	92
Data Warehousing and Storage	3,700	3,700	-
General Office Expenses	20,000	20,000	-
Memberships	14,550	20,325	5,775
Printing	500	500	-
Program Information and Outreach	22,500	40,500	18,000
Postage	250	1,000	750
Computer Equipment and Supplies	50,000	60,000	10,000
Business Meetings and Travel Expenses	25,000	25,000	-
Board Expenses	25,000	25,000	-
Professional Development - Staff	35,000	35,000	-
Capital Outlays	-	-	-
TOTAL M&S	300,702	335,447	34,745
Community Investments			
One Stop Operations	40,372	42,209	1,837
ITRAC Subscription	44,900	37,360	(7,540)
Subcontracts - Adult/DW	1,392,384	615,000	(777,384)
Subcontracts - State of OR GF Work Exp	159,932	290,000	130,068
Subcontracts - Youth	918,000	550,000	(368,000)
Subcontracts - OYEP	485,722	450,000	(35,722)
Subcontracts - CEDO	250,000	250,000	-
Subcontracts - Good Jobs - Driving Prosperity	750,000	380,000	(370,000)
Subcontracts - HOWTO - Nurturely	318,592	680,000	361,408
Other Industry Engagement (Sectors)	108,458	35,000	(73,458)
Subcontracts - Prosperity 10,000	1,279,821	1,050,000	(229,821)
	-	-	-
TOTAL Direct Program Services:	5,748,181	4,379,569	(1,368,612)
Total Current Expenses	7,049,137	5,879,519	(1,169,618)
Reserved For Future Expenditure:	2,978,210	1,355,074	(1,623,136)
Non-Federal Contingency Reserve:	107,000	107,000	-
Match to Revenue Total:	10,134,347	7,341,593	(2,792,753)

**LANE WORKFORCE BOARD, EXECUTIVE BOARD, AND COUNCIL
ACTION ITEM SUMMARY, PROGRAM YEAR 2022/2023
(JULY 2022 - JUNE 2023)**

<u>Recommendation:</u>	<u>Motion</u>	<u>Seconded</u>	<u>Status</u>
<u>June 15, 2023, Lane Council Meeting</u>			
Re-appoint Jennifer Adams, Bettina Hannigan, Solomon Harris, Phil Hohnstein, Shondra Holliday, Bailey McEuen, Sarah Means, and Stan Pickett to the Lane Workforce Partnership Board of Directors for an additional three-year term beginning July 1, 2023.	Michelle Webber	Dana Merryday	Approved
Appoint Billy Dover, Jeff Graham, Courtney Griesel, John Stapleton, and Steve Yamamori to the Lane Workforce Partnership Board of Directors for a three-year term beginning July 1, 2023.	Michelle Webber	Dana Merryday	Approved
<u>May 18, 2023, Executive Board Meeting</u>			
Approve Executive Board Meeting Minutes, April 20, 2023	Michelle Webber	Dana Merryday	Approved
Adopt the General Operating PY 2023 – 2024 Budget as presented	Solomon Harris	Michelle Webber	Approved
<u>April 20, 2023, Executive Board Meeting</u>			
Approve Executive Board Meeting Minutes, March 16, 2023	Heather Buch	Michelle Webber	Approved
<u>March 16, 2023, Executive Board Meeting</u>			
Approve Executive Board Meeting Minutes, January 19, 2023	Mike Clark	Michelle Webber	Approved
<u>February 23, 2023, Full Board Meeting</u>			
Approve Full Board Meeting Minutes, December 8, 2022	Shondra Holliday	Tony Scurto	Approved
<u>January 19, 2023, Executive Board Meeting</u>			
Approve Executive Board Meeting Minutes, September 15, 2022 and October 22, 2022	Mike Clark	Shondra Holliday	Approved

**LANE WORKFORCE BOARD, EXECUTIVE BOARD, AND COUNCIL
ACTION ITEM SUMMARY, PROGRAM YEAR 2022/2023
(JULY 2022 - JUNE 2023)**

December 8, 2022, Full Board Meeting

Approve Full Board Meeting Minutes, September 22, 2022	Margaret Theisen	Julie Davidson	Approved
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September 22, 2022, Full Board Meeting

Approve Full Board Meeting Minutes, May 26, 2022	Margaret Theisen	Julie Davidson	Approved
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September 15, 2022, Executive Board Meeting

Approve Executive Board Meeting Minutes, May 19, 2022	Shondra Holliday	Joe Berney	Approved
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Approve Lane Council Meeting Minutes, June 16, 2022	Mike Clark	Joe Berney	Approved
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Adopt the General Operating Budget Modification #1 PY 2022/2023 as presented	Mike Clark	Greg Ervin	Approved
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