

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:

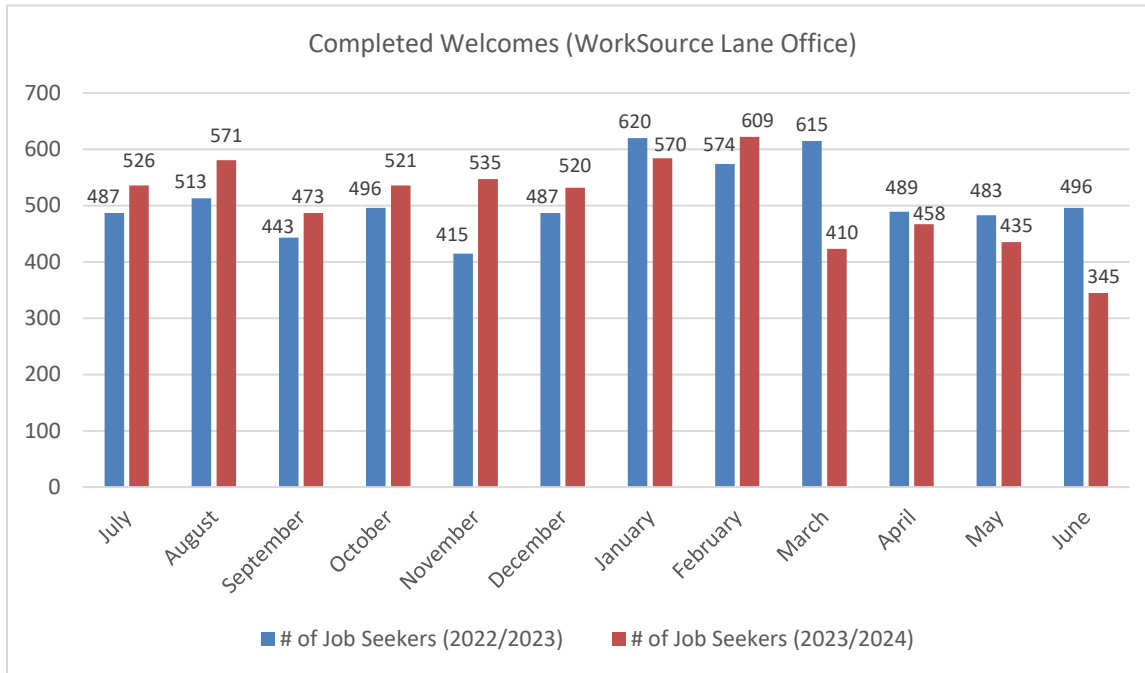
1. Analyze worker self-sufficiency data driven by systemic challenges (e.g., housing, childcare, legislative policy).
2. Be the community voice for individual workers seeking self-sufficiency employment.
3. Broker relationships to create solutions to address identified systemic challenges.
4. Build capacity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

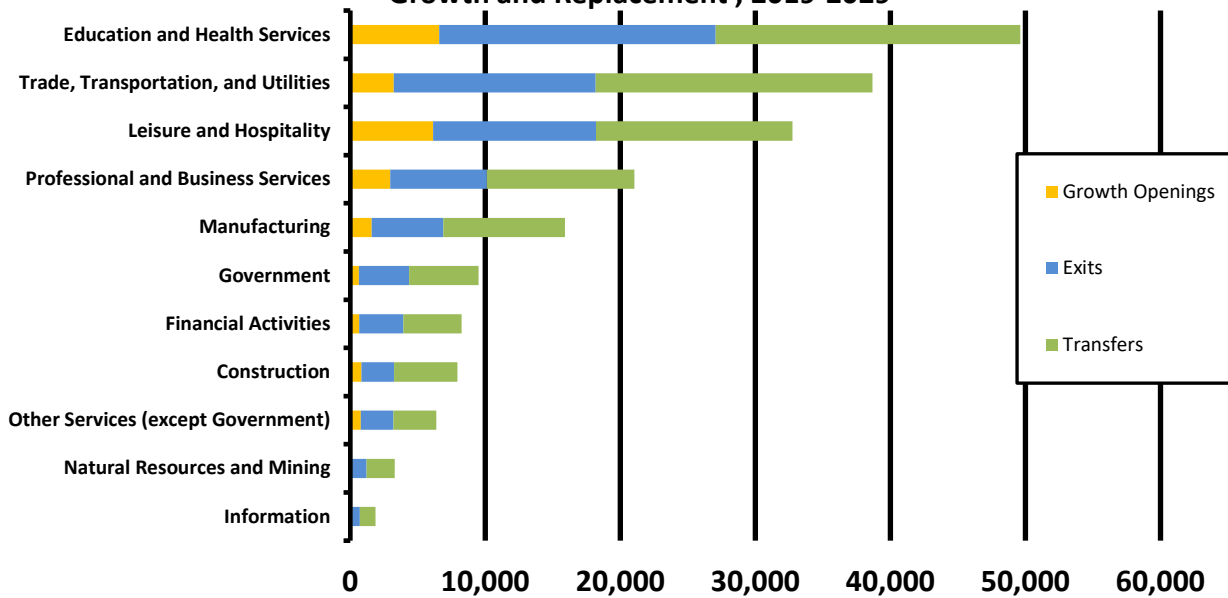
Measure	Total
# of individuals achieving an increase in skill gains in reading	153
# of individuals achieving an increase in skill gains in math	108
# of individuals earning a GED	63
# of individuals achieving an increase in skill gains in listening	125
# of individuals achieving an increase in skill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

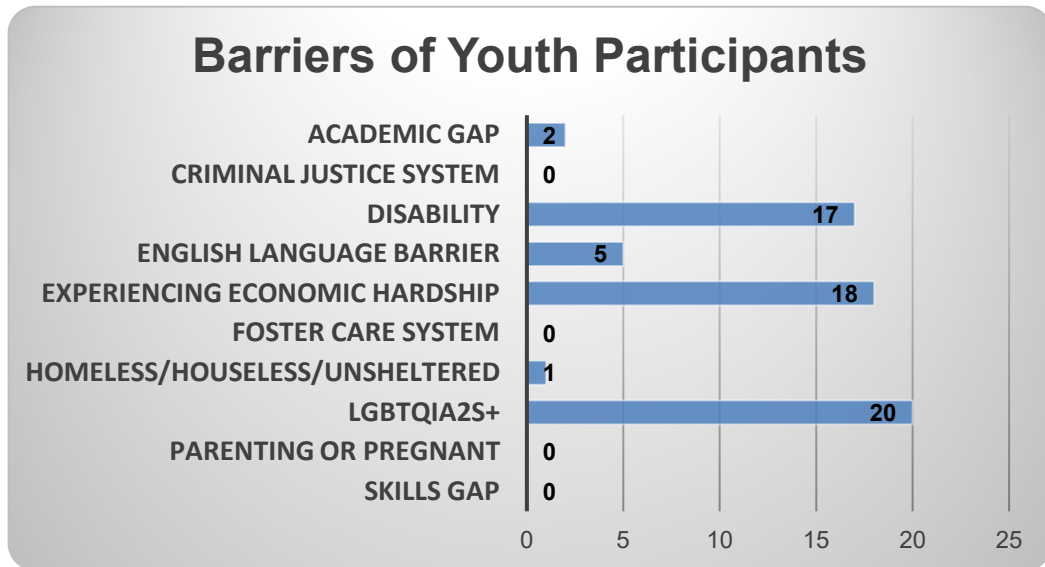
The Oregon Youth Employment Program focuses on providing youth and youth adults, ages 14 to 24, with work-based learning opportunities, including paid internships, pre-apprenticeship training, occupational skills training, and other workforce services. The program targets three high-wage, high-demand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