



LANE WORKFORCE PARTNERSHIP BOARD MEETING

Thursday, September 24, 2026 | 3:00pm – 5:00pm

AGENDA

1. **CALL TO ORDER** / *Solomon Harris* 3:00pm
2. **PUBLIC COMMENT:** *In accordance with Lane Workforce Partnership's Public Comment Policy, speakers will be taken in the order in which they sign up and will be limited to three minutes per public comment.*
3. **CONSENT CALENDAR** / *Action*
 - *Minutes of the May 28, 2026, Board Meeting* Pages 1 - 3
4. **TREASURER'S REPORT** / *Information* 3:05pm – 3:10pm
Jeff Graham, Treasurer Page 4
5. **YEAR-END PERFORMANCE REPORT** / *Information* 3:10pm – 3:35pm
Ryan Kounovsky, Lane Workforce Partnership Pages 5 - 16
6. **BOARD MEMBER UPDATES** / *Information* 3:35pm – 4:05pm
7. **BOARD COMMITTEES** / *Information* 4:05pm – 4:20pm
Ashley Espinoza, Jesse Quinn, Ryan Kounovsky, Lane Workforce Partnership
8. **CHAIR'S REPORT** / *Information* 4:25pm – 4:30pm
Solomon Harris, Chair Page 17
 - Summary of LWP Board/Executive Board/Lane Council Action Items / *Information*
(Minutes for Full Board, Executive Board, and Lane Workforce Council meetings are available on the LWP website)
9. **EXECUTIVE DIRECTOR'S REPORT** / *Information* 4:30pm – 4:45pm
Ashley Espinoza, Lane Workforce Partnership
10. **BOARD COMMITTEE UPDATES** / *Information* 4:45pm – 4:55pm
 - John Stapleton, Chair, Community Engagement Committee
11. **OTHER BUSINESS** 4:55pm – 5:00pm
12. **ADJOURNMENT** 5:00pm

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LANE WORKFORCE BOARD MEETING

Thursday, May 28, 2026

3:00 p.m. – 5:00 p.m.

MINUTES

In Attendance:	Jennifer Adams, Julie Davidson, Billy Dover, Jeff Graham, Bettina Hannigan, Solomon Harris, Dave Heavirland, Laura Luther, Lynn McDonald, Bailey McEuen, Jeff McGillivray, Chelsea Miller, Stan Pickett, Matt Sayre, John Stapleton, Tandy Sturgeon, Shelley Tinkham, Charlene Vermilyea
Absent:	Courtney Griesel, Phil Hohnstein, Shondra Holliday, Steve Yamamori
Board Staff:	Ashley Espinoza, Anne Nestell, Tiffany Cink, Stephanie Lovell, Jesse Quinn, Ryan Kounovsky
Others:	Josh Hall, Colonel Paul M. Dyer, Sergeant Major Cecil Owens, Niquisha Washington, Willis Fuller, Ohnmar Khine Min, Matt Nelson, Anna Bedenbaugh

ACTION TAKEN

Motion	Moved By	Second	Result
Approve Full Board Meeting Minutes (February 26, 2026)	Jeff Graham	Julie Davidson	Unanimous
The Lane Workforce Partnership Board of Directors appoints Laura Luther as Board Secretary for a one-year term, beginning July 1, 2026, and ending June 30, 2027.	Julie Davidson	Stan Pickett	Unanimous

I. CALL TO ORDER

Chair Solomon Harris called the meeting to order.

II. PUBLIC COMMENT

No public comments were received.

III. CONSENT CALENDAR

Jeff Graham moved to approve the February 26, 2026, Board Meeting Minutes. Julie Davidson seconded, and the motion carried unanimously.

IV. PRESENTATION: U of O INSTITUTE FOR POLICY, RESEARCH AND ENGAGEMENT ON BEHAVIORAL HEALTH CAREER PATHWAYS

Presenters: Willis Fuller, Ohnmar Khine Min, Matt Nelson, Anna Bedenbaugh

University of Oregon students presented research on behavioral health workforce shortages in Lane County, highlighting barriers to workforce entry, career advancement, and retention. Key challenges identified included fragmented credentialing pathways, supervision and licensure bottlenecks, and financial pressures contributing to turnover. Recommendations included developing a centralized behavioral health workforce information hub, exploring a behavioral health workforce coordinator position, expanding local training opportunities, improving workforce data collection, and advocating for state-level investments in reimbursement rates, loan repayment programs, and “earn while you learn” workforce models.

V. PRESENTATION: OREGON NATIONAL GUARD

Presenters: Colonel Paul M. Dyer and Sergeant Major Cecil Owens

The presenters provided an overview of its mission, workforce development efforts, and community partnerships. Representatives emphasized the importance of supporting service members through prevention-focused services, including behavioral health, financial wellness, and employment opportunities, noting that health service members contribute to stronger communities.

They also shared information about hiring initiatives designed to connect employers with National Guard and Reserve members and encouraged organizations to demonstrate support through the State of Support program.

VI. BOARD MEMBER UPDATES

Board members provided updates from their respective organizations and sectors. No action was taken.

VII. BOARD OFFICER RECOMMENDATION

Billy Dover, current Board Secretary, will step down from the Lane Workforce Partnership Board of Directors effective June 30, 2026. This creates a vacancy in the Secretary position for the term July 1, 2026, through June 30, 2027.

Julie Davidson moved to approve that the Lane Workforce Partnership Board of Directors appoint Laura Luther as Board Secretary for a one-year term, beginning July 1, 2026, and ending June 30, 2027. Stan Pickett seconded, and the motion carried unanimously.

VIII. LWP COMMUNICATION STRATEGY

Jesse Quinn provided an overview of LWP’s communications strategy, including key communication tools and resources such as the website, social media platforms, newsletter, etc. The presentation highlighted progress toward strategic communication goals, growth in social media followers and engagement, earned media coverage, statewide benchmarking efforts, and the role of the Community Engagement Committee in supporting outreach, public awareness, branding, event planning, and coalition-building activities.

IX. TREASURER'S REPORT

Jeff Graham reported that, through the third quarter of the program year (July 1 – June 30), approximately 75% of available funds had been invested in core workforce activities. With one quarter remaining, expenditures are on track to fully utilize available funding by year-end. The accompanying pie chart was noted as illustrating how funds have been invested across program activities. No questions were asked.

X. CHAIR'S REPORT

Board Chair Solomon Harris recognized and thanked four board members who will be concluding their service effective June 30, 2026: Billy Dover (3 years of service), Jennifer Adams (12 years of service), Phil Hohnstein (13 years of service), and Shondra Holliday (22 years of service).

The Board will welcome three new members effective July 1, 2026: Chris Johnson of Emerald Broadband, Kimberly Casey of Robert Half, and Terry Vance of Ox Concrete.

XI. EXECUTIVE DIRECTOR'S REPORT

Ashley Espinoza provided updates on workforce development activities and partnerships, including the Oregon Employment & Training Association (OETA) Rendezvous, the Continuous Improvement Committee established through Senate Bill 623, ongoing Oregon Employability Skills initiatives in partnership with Team Oregon Build and the Oregon Workforce Talent and Development Board, participation in the Lane Community Health Council grant review process, and attendance at the National Association of Workforce Development Professionals (NAWDP) Conference and Board Meeting.

XII. BOARD COMMITTEE UPDATES:

Workforce Services Operations Committee: No updates to report.

Community Engagement Committee: The Community Engagement Committee will meet tomorrow, Friday, May 29, from 2:00pm – 3:00pm via Zoom. All are welcome to join.

XIII. OTHER BUSINESS

No other business was noted.

XIV. ADJOURNMENT

There being no further business, the meeting was adjourned by Chair Solomon Harris.

Lane Workforce Partnership
Statement of Revenues and Expenditures - Treasurer's Report
From 7/1/2025 Through 6/30/2026

	Annual Budget (Mod #2)	Year-to-Date Actuals June 30, 2026	Budget Remaining	% of Budget Not Received/Spent
Revenues				
2025-2026 Funds	\$5,923,263	\$4,468,012	\$1,455,251	25%
Total Revenues	\$5,923,263	\$4,468,012	\$1,455,251	
Expenditures				
Personnel Services	\$1,154,346	\$1,132,927	\$21,419	2%
Materials & Services	\$325,938	\$317,038	\$8,900	3%
Community Investments	\$3,475,005	\$3,017,940	\$457,065	13%
Total Expenditures	\$4,955,289	\$4,467,904	\$487,385	10%
Reserve for Future and Contingency	\$967,974			

Of Note:

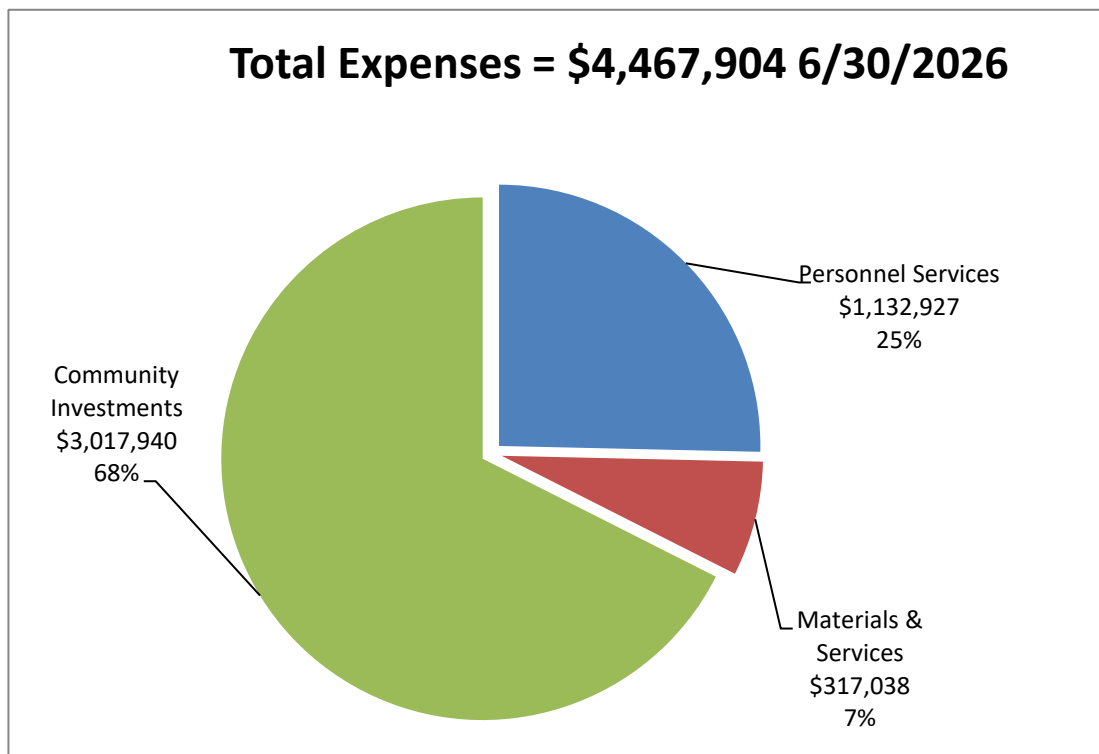
Budget Modification #2 was adopted on 02/19/2026

Budgeted Reserve for Future Expenditures includes operating funds for:

WIOA (Workforce Innovation and Opportunity Act) July-September 2026

State of Oregon General Funds July 2026 to June 2027

Statewide Apprenticeship Creation Funds through June 2028



LANE COUNTY WORKFORCE SYSTEM

YEAR-END PERFORMANCE REPORT



July 1, 2025 -
June 30, 2026



LANE WORKFORCE
PARTNERSHIP

www.laneworkforce.org
info@laneworkforce.org

CONNECTING PEOPLE, BUSINESS, AND OPPORTUNITY



Vision

To meet the workforce needs of employers and individuals through partnerships and innovation.



Mission

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

Role

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

Core values

This year reinforced something we know well: strong workforce systems are built through relationships, shared responsibility, and the ability to adapt while staying focused on what matters.

A significant part of our work this year was transitioning and onboarding new service providers. We approached that responsibility intentionally, setting clear expectations, building strong relationships, and connecting new providers to the broader workforce network, while maintaining valued partnerships with those who previously served in these roles.

Ashley Espinoza

Executive Director, Lane Workforce Partnership

I'm grateful to our providers, partners, board members, and team for navigating change with professionalism, collaboration, and a shared commitment to the people and businesses we serve.

As a workforce board, our role is to connect people, partners, resources, and opportunity, and to bridge the places where organizations and systems do not perfectly align. That work allows us to strengthen the workforce system as a whole and create greater impact than any one organization could achieve alone.

We remain focused on value: responsible stewardship of public resources, measurable outcomes for people and employers, and stronger system capacity through coordination, partnership, and leverage.

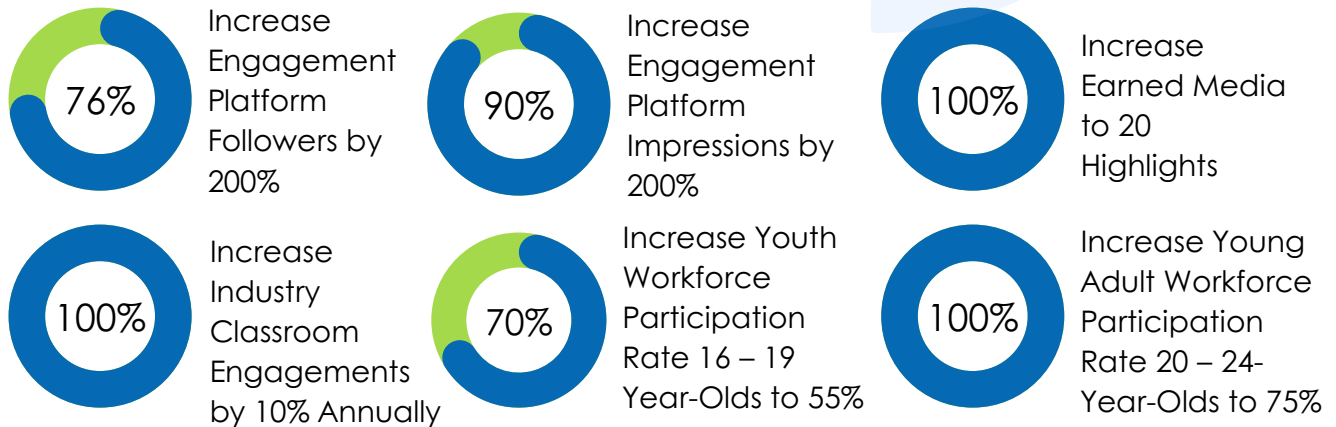
In any resource environment, our responsibility is the same: make the resources entrusted to us matter.

2024-2028 Strategic Plan Update

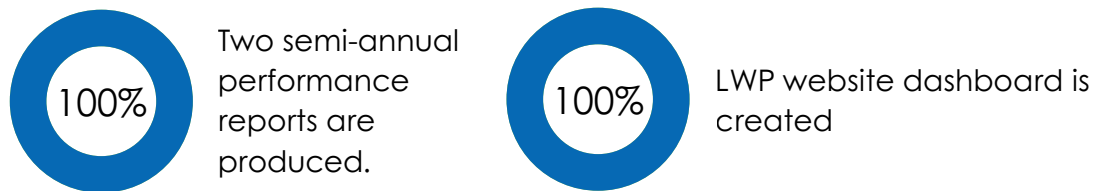
Together, our goals and commitments ensure our work responds to community needs while driving measurable impact across Lane County.

Percentages reflect progress toward the 2024 – 2028 Strategic Plan target.

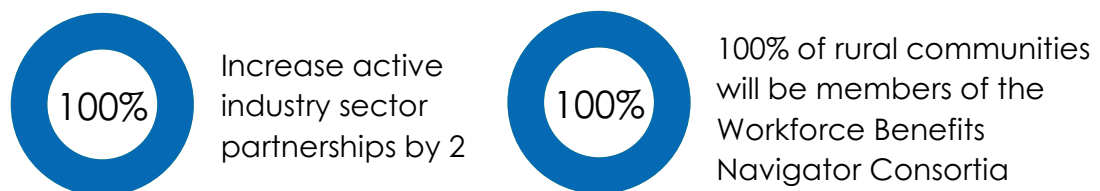
Goal #1: Increase Awareness and Use of the WorkSource System



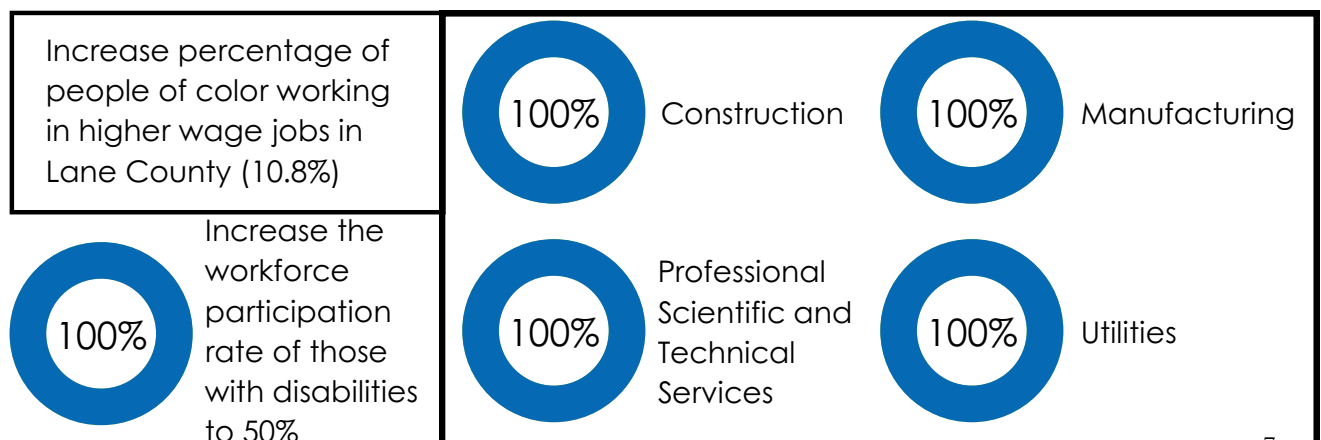
Goal #2: Embrace Transparency & Accountability



Goal #3: Create Strategic Alignment Among Partners

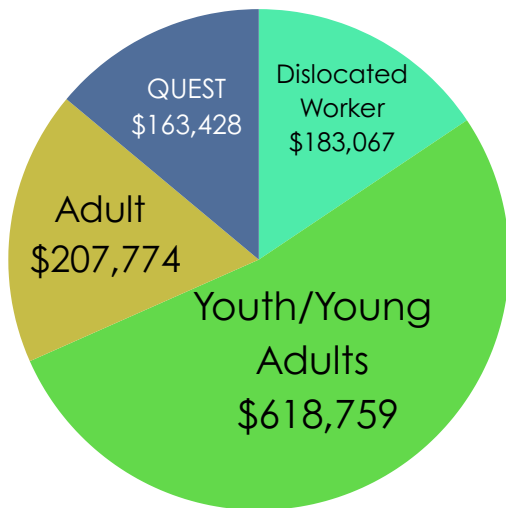


Goal #4: Advance Prosperity Through an Inclusive Workforce



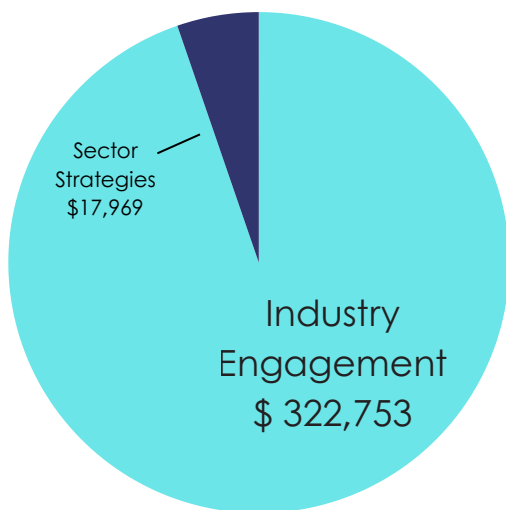
2025-2026 Strategic Investments

Total Program Funds Invested: \$3,017,939



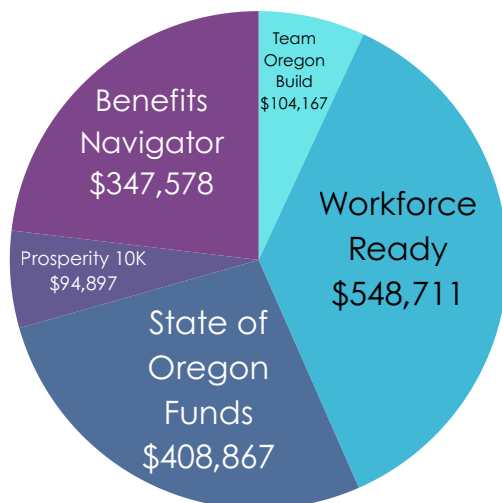
Workforce Innovation and Opportunity Act Funds \$1,172,998

Lane Workforce Partnership invests Workforce Innovation and Opportunity Act funds to provide career and training services. These resources support youth, adults, and businesses by aligning job training with employer needs. Grant Associates, Inc. delivers Adult and Dislocated Worker services, and Looking Glass delivers youth services.



Industry Engagement and Sector Strategy Funds \$340,722

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



Other Funded Programs \$1,504,219

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

Other Funded Projects

Workforce Ready **\$548,711**

State of Oregon Future Ready Oregon Investments

Workforce Ready investments support communities with job training, career pathways, reentry services, and student support. Programs include Prosperity 10,000, and partnerships with NAACP, Opportunity Oregon, and Bushnell University, all expanding equitable access to education, careers, and workforce success.

State of Oregon Funds **\$408,867**

State of Oregon General Fund Investments

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

Workforce Benefits Navigator **\$347,578**

American Rescue Plan Act Funding

The Lane County Navigator Consortia, led by Collaborative EDO, launched Bridge Lane to strengthen community connections and expand access to workforce resources. Between 2024 and 2026, the Consortia hosted nine rural community events across Lane County, bringing partners together to share resources. Total Workforce Benefits Navigator funding was \$1,000,000.

QUEST (Quality Jobs, Equity, Strategy, and Training) **\$163,428**

National Dislocated Worker Grant

QUEST invested in healthcare career pathways through occupational training, employment assistance, and supportive services. The grant served 60 participants, with 55 entering healthcare training, 30 earning credentials, and 21 obtaining employment. The work also strengthened connections between workforce services, education, and healthcare employers.

Future Ready Oregon - Prosperity 10,000 **\$94,897**

State of Oregon General Fund Investments and ARPA Funding

Prosperity 10,000 was a statewide workforce initiative funded by the State of Oregon and American Rescue Plan Act that concluded in 2026. LWP received \$2.85 million to expand training, career pathways, and workforce capacity, supporting CDL and healthcare training, sector strategies, and services for underserved communities. The investment also strengthened partnerships across workforce, education, and industry that will continue beyond the grant.

Sector Strategies

Sector strategies bring businesses, education, workforce, economic development, and community partners together around the needs of key Lane County industries. Employers identify shared workforce challenges and help set priorities, while partners bring the resources and expertise needed to turn those priorities into action. Lane Workforce Partnership and Collaborative Economic Development Oregon support these partnerships by connecting industry needs with training, career pathways, education, and workforce resources that strengthen both businesses and the people who power them.



BIOSCIENCE

Engagements: 29
Workforce: 1,298
Businesses: 163
Total Payroll: \$124M



CHILDCARE

Engagements: 3
Workforce: 1,706
Businesses: 117
Total Payroll: \$37M



CONSTRUCTION

Engagements: 72
Workforce: 8,174
Businesses: 1,101
Total Payroll: \$601M



CREATIVES

Engagements: 9
Workforce: 3,456
Businesses: 576
Total Payroll: \$211M



FOOD AND BEVERAGE

Engagements: 11
Workforce: 4,075
Businesses: 164
Total Payroll: \$249M



HEALTHCARE

Engagements: 127
Workforce: 24,386
Businesses: 1,143
Total Payroll: \$1.92B



HOSPITALITY

Engagements: 72
Workforce: 18,981
Businesses: 1,262
Total Payroll: \$514M



TECHNOLOGY

Engagements: 48
Workforce: 3,500
Businesses: 625
Total Payroll: \$391M



TRANSPORTATION

Engagements: 58
Workforce: 3,239
Businesses: 183
Total Payroll: \$190M



WOOD PRODUCTS

Engagements: 9
Workforce: 6,112
Businesses: 207
Total Payroll: \$452M

Industry Engagement

Industry engagement keeps the workforce system connected to the businesses and industries that drive Lane County's economy. Through direct business engagement, classroom connections, career tours, community events, and sector partnerships, employers help shape workforce solutions while opening new pathways for people to explore careers and connect with opportunity.

157 Business Engagements

Across six activated sectors, businesses connected directly with workforce partners to identify needs, strengthen partnerships, and shape workforce solutions.

81 Classroom Engagements

CareerReady Lane connected industry directly with classrooms 81 times this year, nearly tripling last year's 28 engagements.

19 Entrepreneur Convenings

Through quarterly PubTalks, monthly Startup Coffee Meetups, two EmpowerPitch cohorts, and a WSO entrepreneur workshop.

220+ Industry Luncheon Guests

Business and community leaders came together around a shared focus: putting industry leadership at the center of regional success.



Construction: Building Career Awareness

More than 40 employers and partners came together around a shared challenge: helping young people discover careers in the skilled trades. Employer-led events connected students directly with businesses and career opportunities, while a new shared training list is helping align classroom instruction with the skills employers need.

Healthcare: Expanding Career Pathways

More than 40 healthcare, education, workforce, and community leaders came together to tackle shared challenges, including clinical placement capacity and provider retention. The partnership created new opportunities for students to experience healthcare careers firsthand while employers committed to expanding observation and internship opportunities.



Career Tours: Seeing the Work Up Close

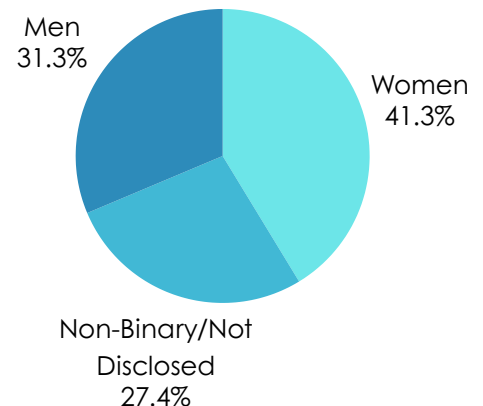
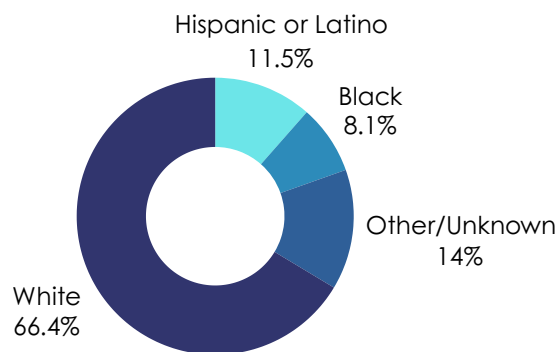
Three career tours brought more than 100 students from local colleges and universities inside healthcare, bioscience, and technology workplaces. Students met directly with employers, explored different career paths, and experienced the work firsthand, helping turn careers they may have only heard about into possibilities they could actually see.



WIOA Adult and Dislocated Worker

WIOA Adult and Dislocated Worker programs help people prepare for, find, and succeed in employment. Services include career guidance, job search support, occupational training, work-based learning, and other resources that help people build skills and move toward their employment goals.

WIOA Adult and DW Measures	Adult			Dislocated Worker		
	Goal	Actual	% Goal	Goal	Actual	% Goal
Employment Rate Q2	80.8%	54.70%	67.7%	76.6%	47.50%	62.0%
Employment Rate Q4	77.7%	46.30%	59.6%	74.5%	55.80%	74.9%
Median Earnings Q2	\$9,700	\$10,400	107.2%	\$9,700	\$8,397	86.6%
Credential Attainment Rate	88.2%	62.50%	70.9%	85.0%	87.50%	102.9%
Measurable Skill Gain	51.7%	55.20%	106.8%	39.6%	64.70%	163.4%



Total Enrolled Participants: **201**

Total Investment: **\$1,021,855**

Gained Employment: **89**

Average Wage: **\$24.88**

Economic Impact: **\$4,605,786**

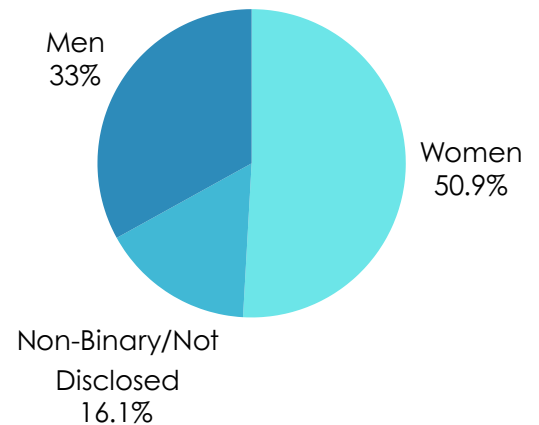
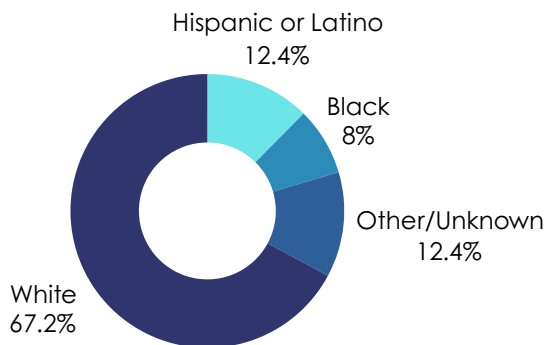
Impact = Employed x Av Wage x Yearly Hours



WIOA Youth

WIOA Youth services help young people build the skills, experience, and connections needed for their next step. Through education, career exploration, training, work experiences, and supportive services, young people can explore career pathways and build a stronger foundation for employment and long-term success.

WIOA Youth Measures	Goal	Actual	Percent of Goal
Employment Rate Q2	70.0%	68.50%	97.9%
Employment Rate Q4	73.0%	59.60%	81.6%
Median Earnings Q2	\$5,700	\$5,866	102.9%
Credential Attainment Rate	61.9%	63.60%	102.7%
Measurable Skill Gain	41.0%	46.80%	114.1%



Total Enrolled Participants: **118**

Total Investment: **\$618,759**

Gained Employment: **35**

Average Wage: **\$16.32**

Economic Impact: \$1,188,096

Impact = Employed x Av Wage x Yearly Hours

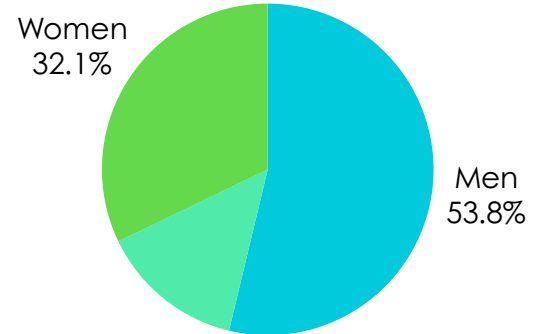


Systemwide Impact

Who Was Served

Lane County's workforce system serves thousands of people each year through a network of workforce, education, and community partners. Together, these services reach people with different backgrounds, experiences, and needs across our community.

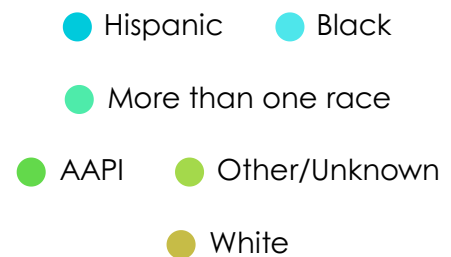
Total Served
19,907



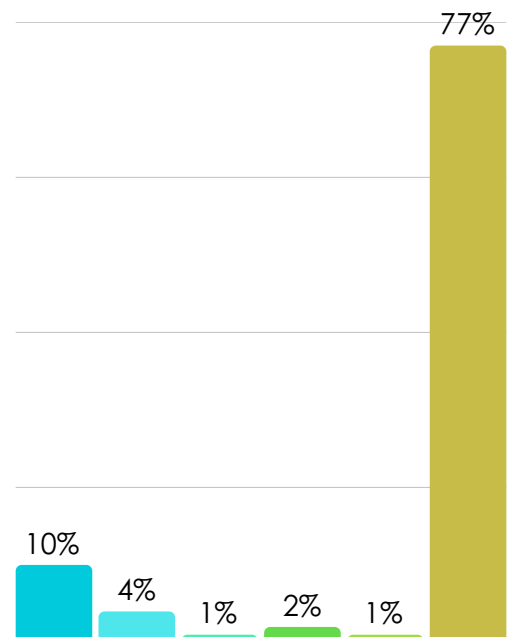
System performance partners include:

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

Non-Binary/Not Disclosed
14.1%



Other Demographics	Total
Over 55	3,917
Rural Served	432
Veterans	899
Formerly Incarcerated	1,439
With a disability	4,095
Low-income	7,192



Systemwide Impact

How Customers Were Served

Workforce services are designed to help people overcome barriers, build skills, and connect to employment. Across the system, partners invest in training, supportive services, and employment assistance that help customers take their next step while strengthening Lane County's workforce and economy.

That support looks different for every customer. For some, it means occupational training or work experience. For others, it may mean help addressing barriers that stand between them and employment. Together, these services help turn workforce resources into real opportunities for people.

\$419.35M

**Economic
Value**



8,292

**Gained
Employment
Through
Workforce
Services**

\$24.14

**Average
Wages of
Program
Participants
at Exit**

Occupational Training



467

**In
Training**

\$1.01M

**Training
Investments**

Support Services



2,274

**Receiving
Support**

\$1.81M

**Support
Investments**

Impact = Employed x Av Wage x Yearly Hours



CONTACT US



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1401 Willamette St, Eugene 97401

LET'S BUILD WHAT'S NEXT

A strong workforce system is built through partnership. Thank you to the businesses, educators, community organizations, workforce professionals, and customers who make this work possible. Together, we are connecting people, resources, and opportunity – and making the resources entrusted to our workforce system matter.



Lane Workforce Board, Executive Board, and Workforce Council
Action Item Summary
Program Year 2026/2027 (July 2026 – June 2027)

<u>Action Summary:</u>	<u>Motion</u>	<u>Seconded</u>	<u>Status</u>
<u>September 17, 2026: Executive Board Meeting</u>			
Approve Executive Board Meeting Minutes, May 21, 2026	John Stapleton	Heather Buch	Approved
Approve Lane Workforce Council Meeting Minutes, May 21, 2026	Kori Rodley	Dana Merryday	Approved