



OREGON WORKFORCE
PARTNERSHIP

Oregon's Local Workforce Development Boards & the Workforce System: Innovations & Opportunities

Oregon House Higher Education & Workforce Development Committee

Thursday, February 16, 2017



Question 1

Workforce
Boards Roles &
Responsibilities





4,028,977
Oregon
Population

15.4%
poverty
rate

620,462
people



Individuals
& Families
on Food
Stamps

550,103

1 in 6 full time
workers earn less than
\$25,000
per year

*Portland-Metro Data

2 in 5 workers of color
earn less than **\$30,000**
per year



*Portland-Metro Data



8.8% increase in
median income

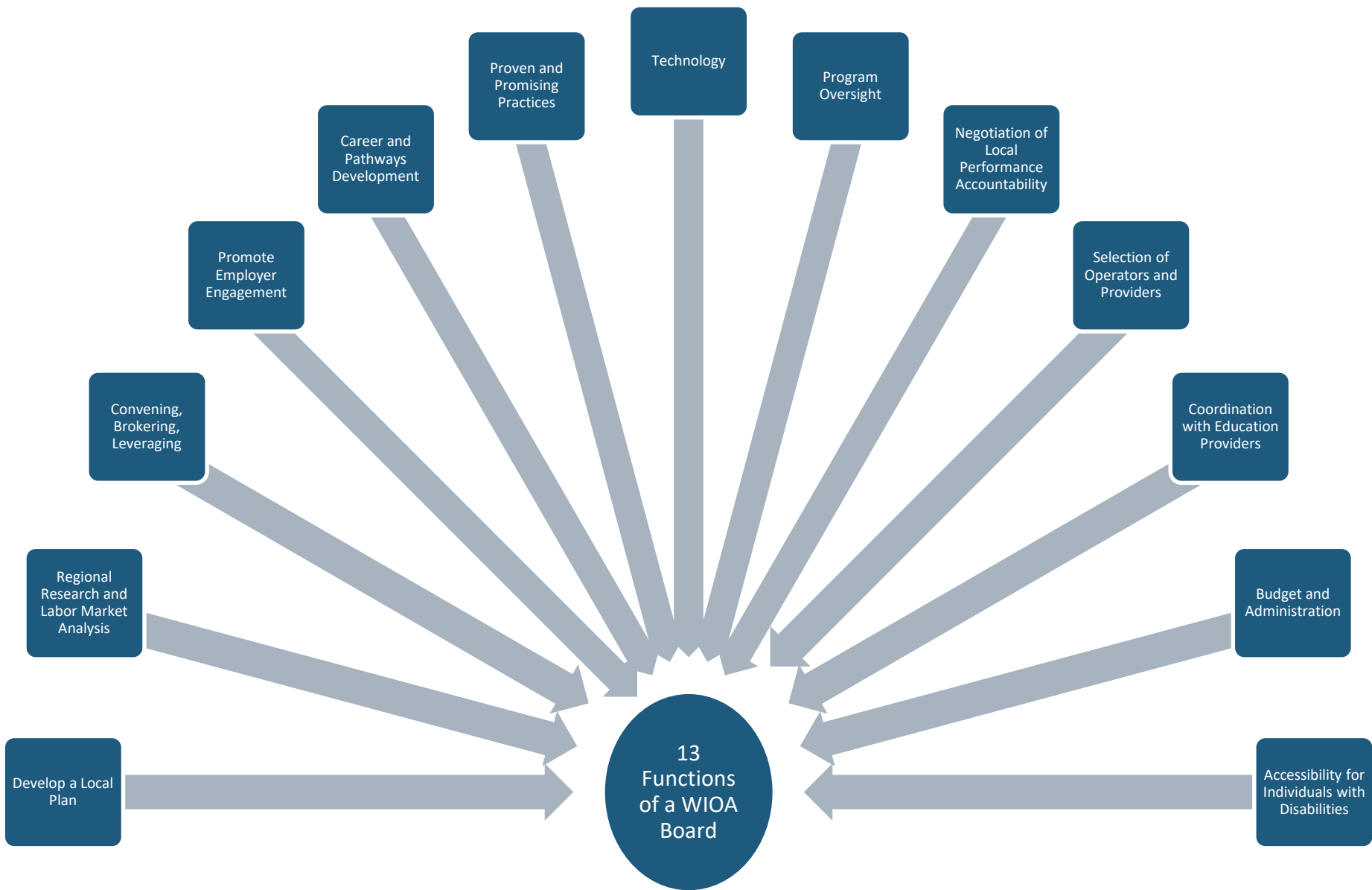


25.9% increase in
rent

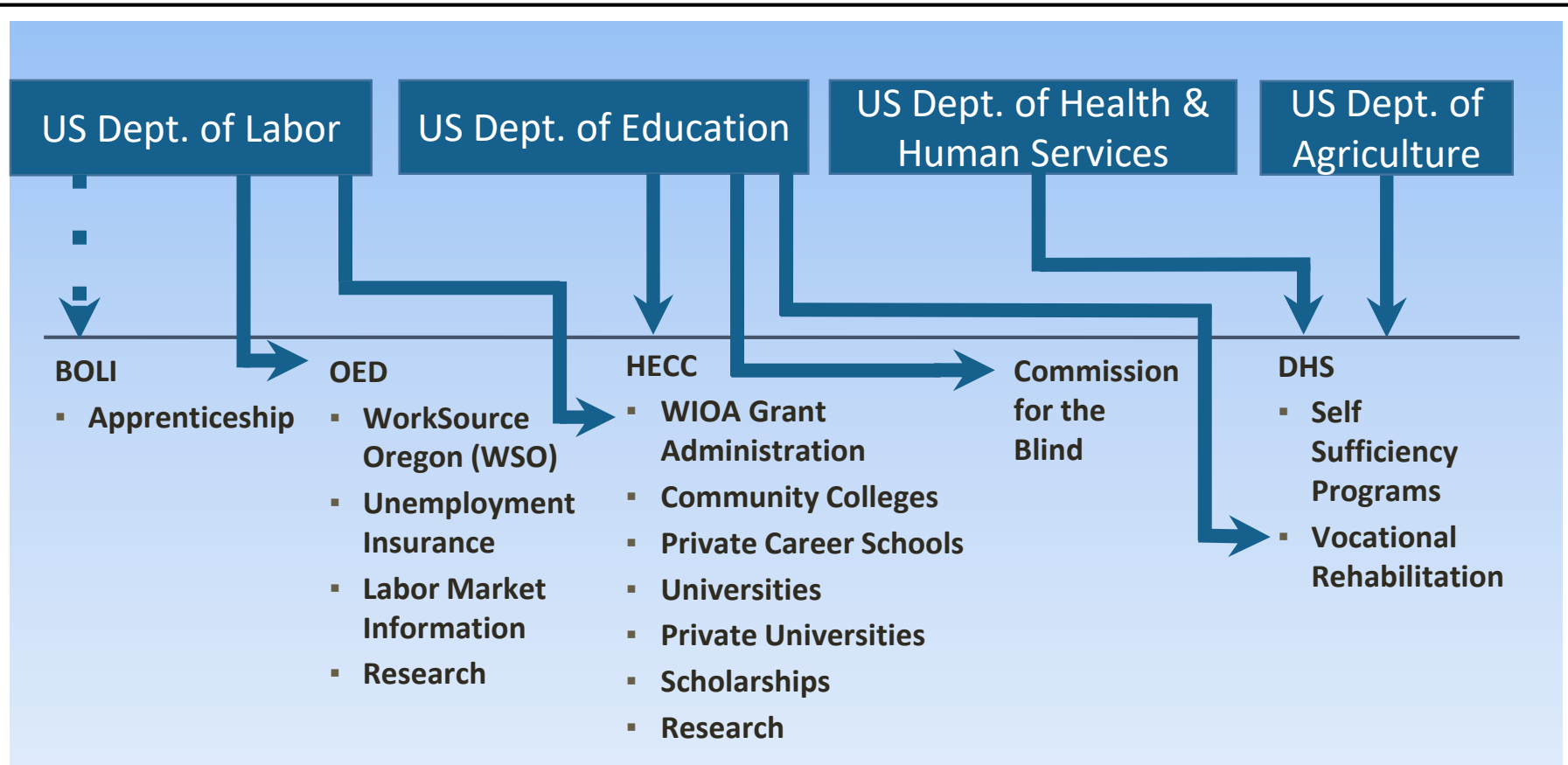
{3x the median income}







Part of the Nation's Workforce System



- WorkSource Oregon (WSO)
- Local Workforce Development Boards
- Community Based Organizations
- Community Colleges
- Economic Development

Oregon unemployment
rate is

4.6%

Unemployment by race/ethnicity:

1 in 14 White Individuals

2 in 14 People of Color

1 in 10 Latino / Hispanic

220,000

working age Oregonians with a
disability

Working age Oregonians with a disability are less likely to be employed

Employed, without disability

72%

Employed, with
disability

34%



WORKSOURCE
OREGON

Exploratory Services

To determine the customers short-term career goals

Career Services

Assessing a person's readiness to work and advance in occupations

WorkSource
Oregon
Standards

Training Services

Provided to those in need of training to obtain or retain employment

Business Services

Recruitment services that support sector strategies and target populations

**Coordinated
Case
Management**

+

**Leveraged
Resources**

+

**Participants
monitored**



~~UNEMPLOYED~~












Question 2

Our
Performance
Metrics



Entered Employment
Employment Retention
Median Earnings
Credential Attainment
Measurable Skills Gain
Effectiveness Serving Employers

Got a Job
Kept a Job
Made more Money
Finished Training
Learned new Skill
Customer Feedback



109,402

Oregonians

***Characteristics of New WSO Enrollments**

July 1, 2015 - June 30, 2016

Unemployed	52,071	48%	Ages 18-29	25,202	23%
People of Color	26,069	24%	Age 55+	21,795	20%
Less than HS Education	13,773	13%	Disabled	6,805	6%
Public Assistance	44,793	41%	Ex-Offender	8,021	7%
• SNAP Recipients	35,896	33%	Homeless	5,123	5%
• General Assistance/ SSI/SSDI	3,532	3%	Limited English Proficient	5,395	5%
• TANF	5,365	5%	Exhausted Unemployment	2,957	3%
Veterans	8,527	8%			

* Self-Attested Information = Under-reported incidences in some cases



Placement Rate

A background graphic featuring a large, faint circle containing several stylized human figures in a light blue-grey color. The figures are arranged in a loose circle, with some standing and others in motion, suggesting a group of people. The overall tone is professional and modern.

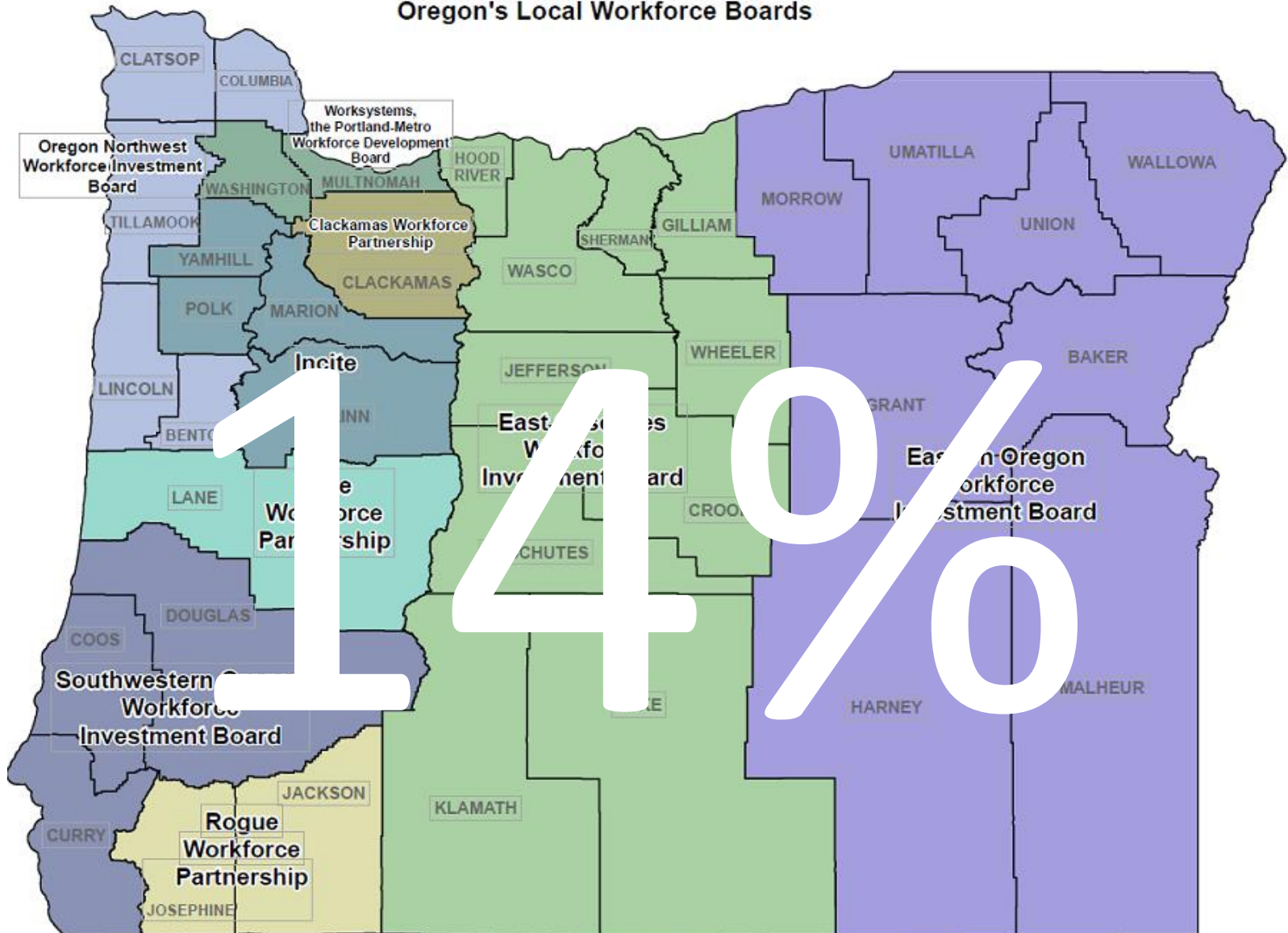
**Workers earned
\$1.1 billion**

**in the first six
months after
employment**

**85%
were still
employed nine
months later.**

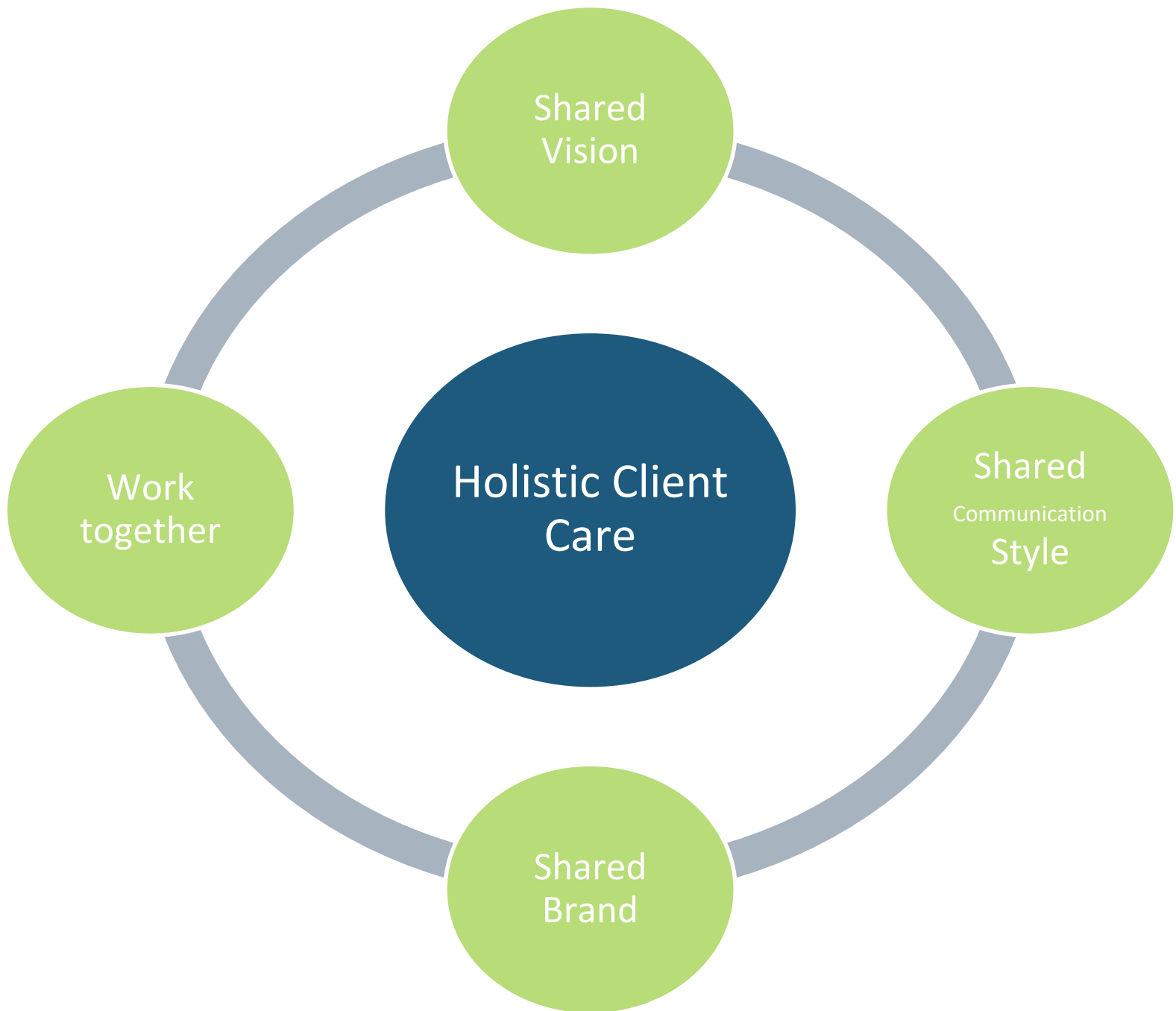
Oregon Workforce Partnership

Oregon's Local Workforce Boards



Question 3

What We
Do Well











OREGON WORKFORCE
PARTNERSHIP

Local Workforce Development Boards



Question 4

Business
Engagement
and Sector
Partnership

Local Workforce Board Composition

51% private sector

- Determine strategic direction
- Use industry knowledge to assure a pipeline of talent
- Drive economic success in local communities through partnership and collaboration
- Focus investments
- Convene and broker relationships
- Ensure systemic alignment with K-12, postsecondary, business and WorkSource



Not everything we do is a Sector Partnership...

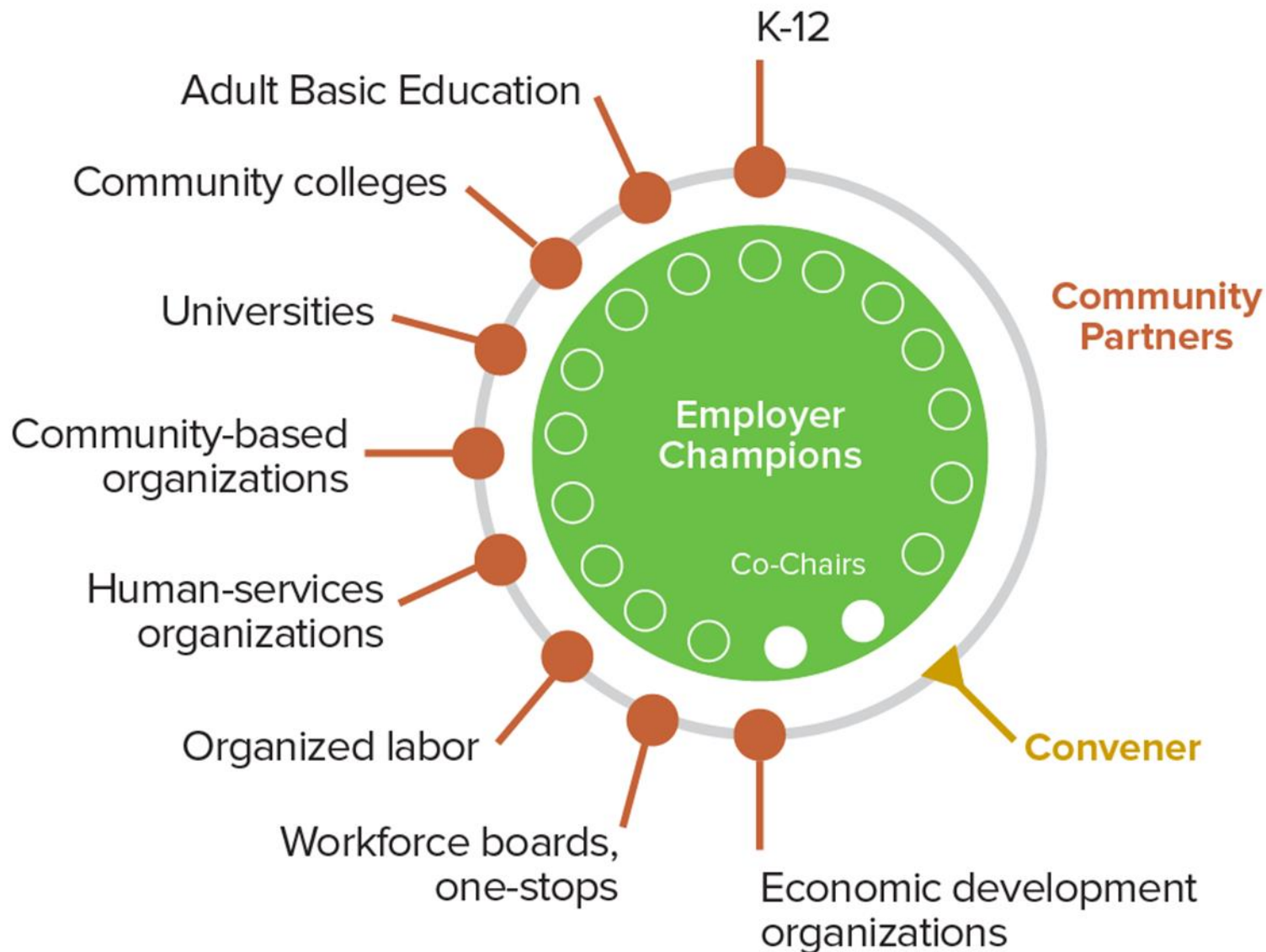


Resort Workforce Initiative

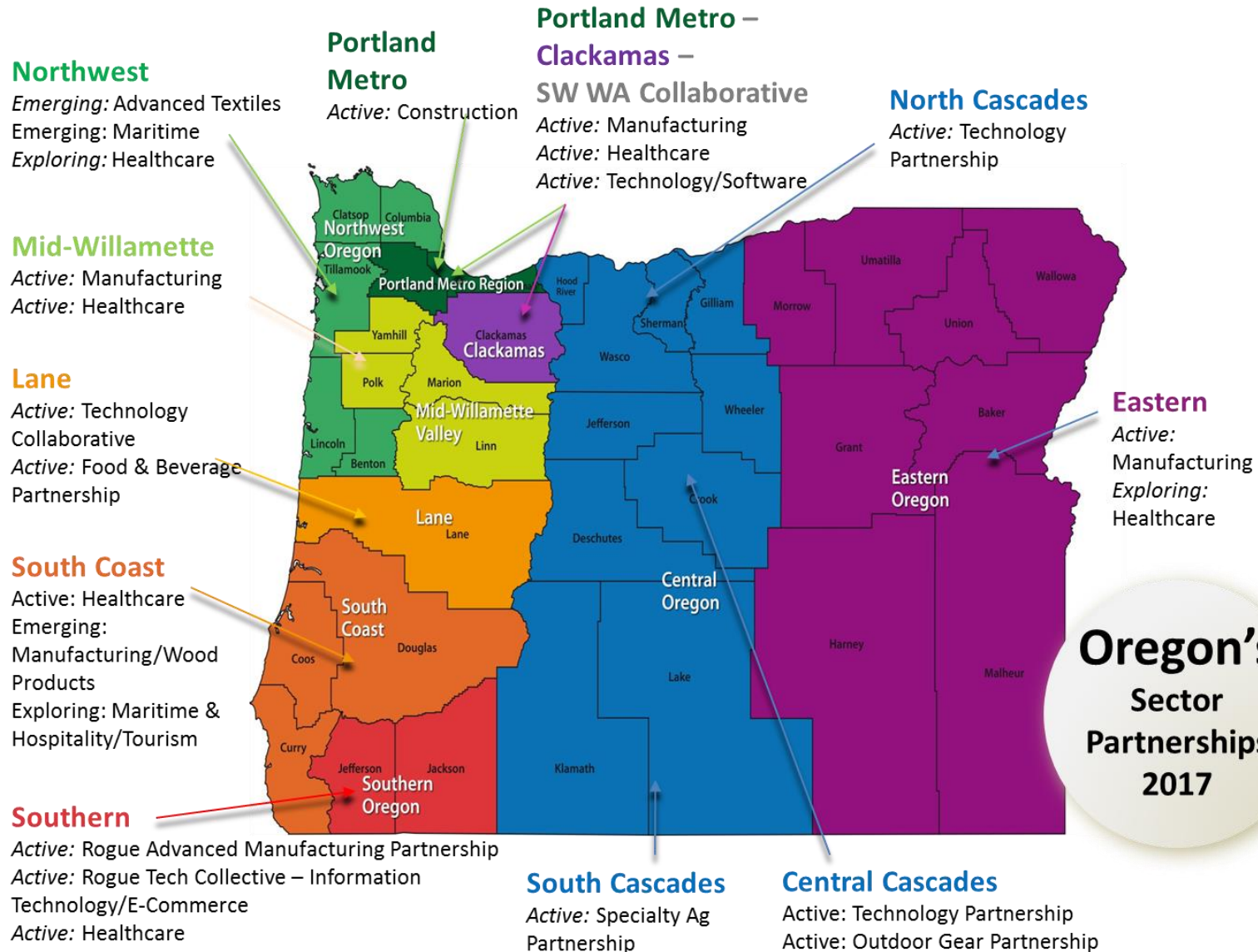


East Cascades
WORKFORCE INVESTMENT BOARD

EMPLOYER-DRIVEN, COMMUNITY-SUPPORTED SECTOR PARTNERSHIPS



Sector Partnerships across Oregon



South Cascades - Specialty Agriculture

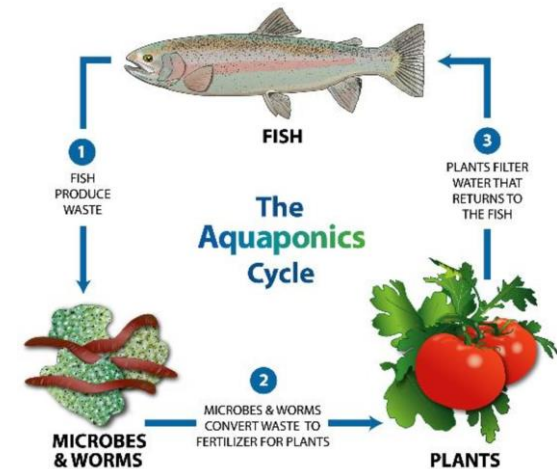
Engaged Ag businesses:

- Liskey Farms
- R&L Hay and Grain
- Ridgeway Farms
- Klamath Falls Farmers Market
- Malin Potato Coop
- Gold Dust Potato Processors
- Moxley Bros Farms
- Horsley Farms
- Flowers Farms
- Chapman Ranch Steward Ranches



Sector support team:

- Klamath Community College
- OSU – Extension
- WorkSource partners
- KCEDA
- SCOEDD
- East Cascades WIB



Central Cascades - Outdoor Gear



Hydroflask, Bend, OR

Central Cascades - Tech



East Cascades

WORKFORCE INVESTMENT BOARD



Oregon State UNIVERSITY | Cascades



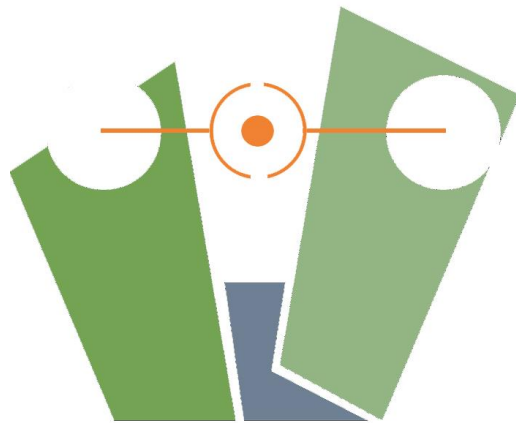
North Cascades – Manufacturing



REAL CARBON

CUSTOM CARBON FABRICATION

PROTOTYPE DESIGN AND DEVELOPMENT



GORGE TECHNOLOGY
ALLIANCE

3DMFG



WORKSOURCE



East Cascades

WORKFORCE INVESTMENT BOARD



Mid-Columbia Economic Development District

Northwest

Emerging: Advanced Textiles
Emerging: Maritime
Exploring: Healthcare

Mid-Willamette

Active: Manufacturing
Active: Healthcare

Lane

Active: Technology
Collaborative
Active: Food & Beverage
Partnership

South Coast

Active: Healthcare
Emerging:
Manufacturing/Wood
Products
Exploring: Maritime &
Hospitality/Tourism

Southern

Active: Rogue Advanced Manufacturing Partnership
Active: Rogue Tech Collective – Information
Technology/E-Commerce
Active: Healthcare

Portland Metro

Active: Construction

Portland Metro –

Clackamas –

SW WA Collaborative

Active: Manufacturing
Active: Healthcare
Active: Technology/Software

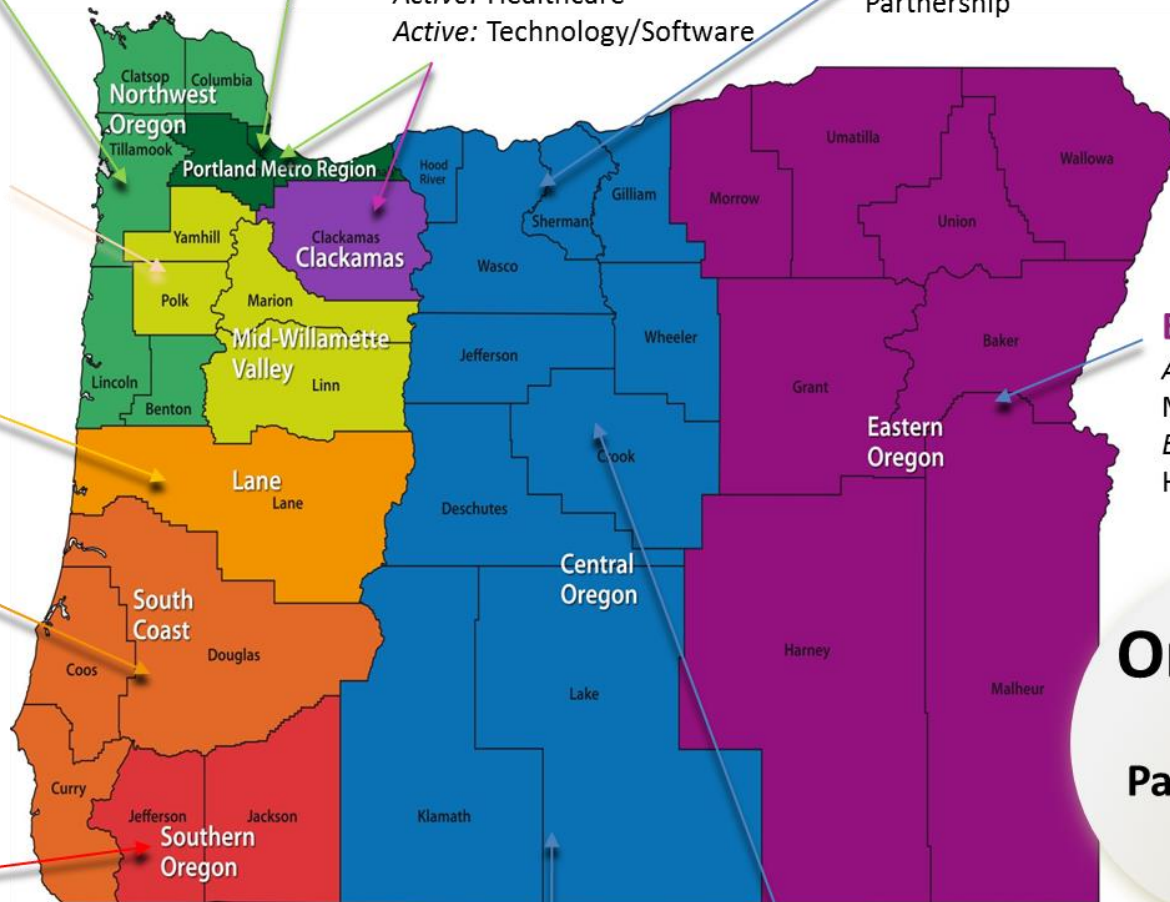
North Cascades

Active: Technology
Partnership

Eastern

Active:
Manufacturing
Exploring:
Healthcare

Oregon's Sector Partnerships 2017



South Cascades

Active: Specialty Ag
Partnership

Central Cascades

Active: Technology Partnership
Active: Outdoor Gear Partnership

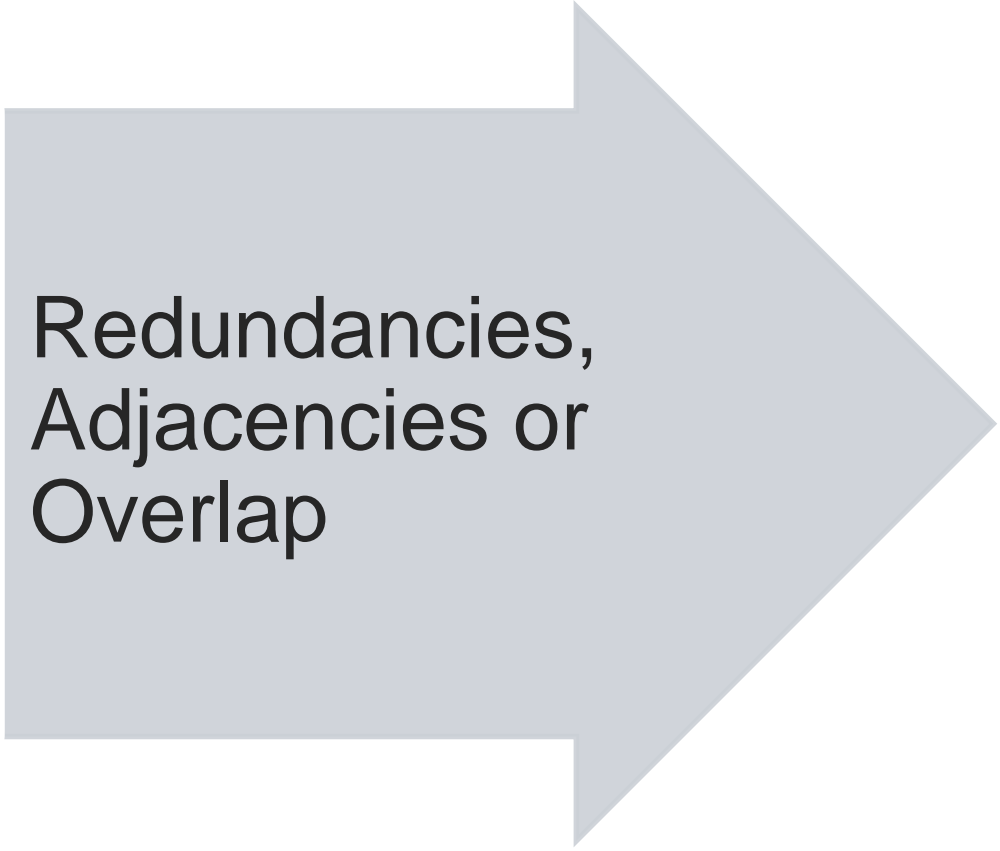
**83 Private-sector
businesses sit
on our LWBs**

**We have direct
relationships with
722 businesses in
high-growth, living-
wage occupations
and industries**



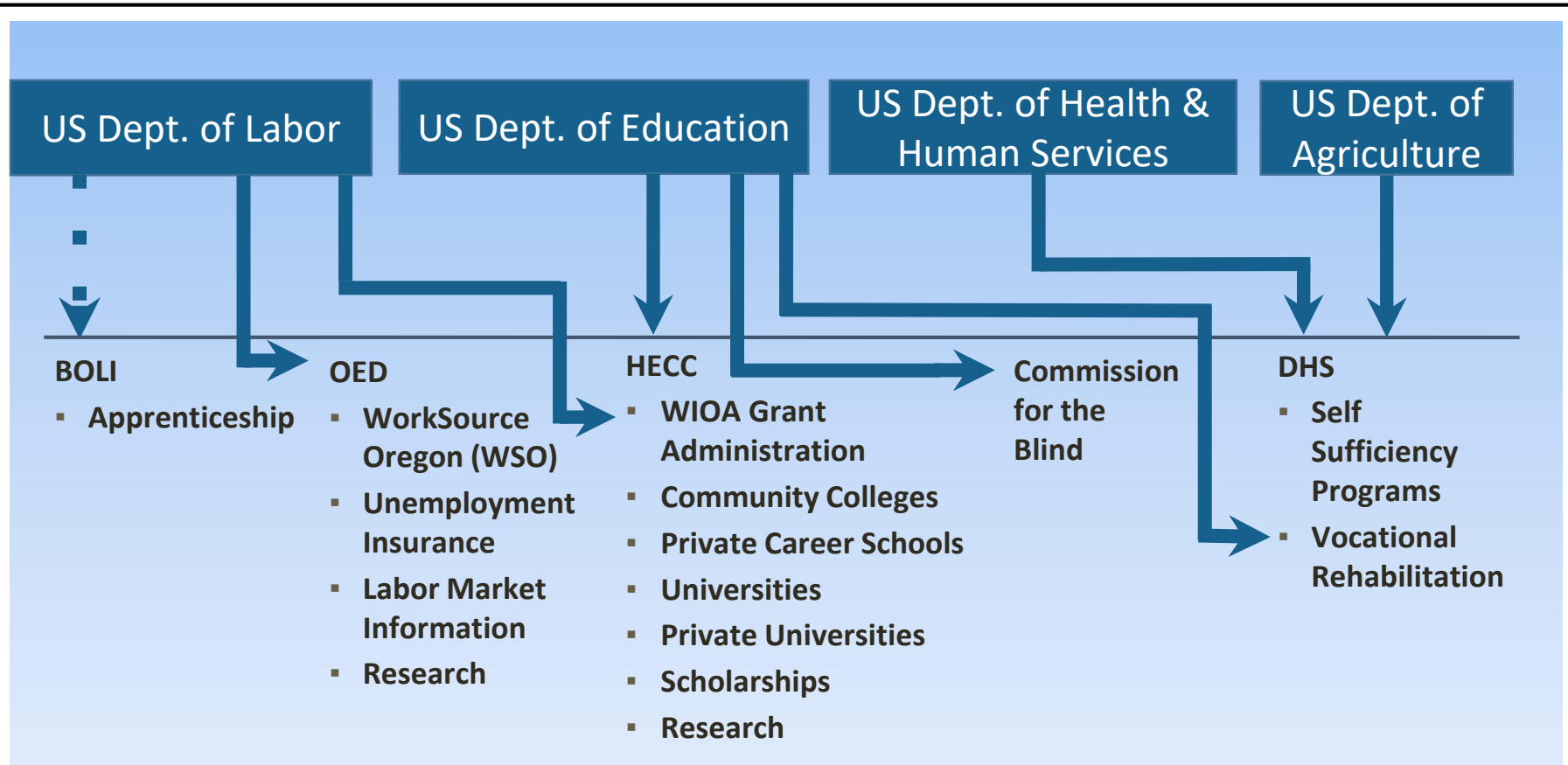
Question 5

Redundancies,
Adjacencies or
Overlap





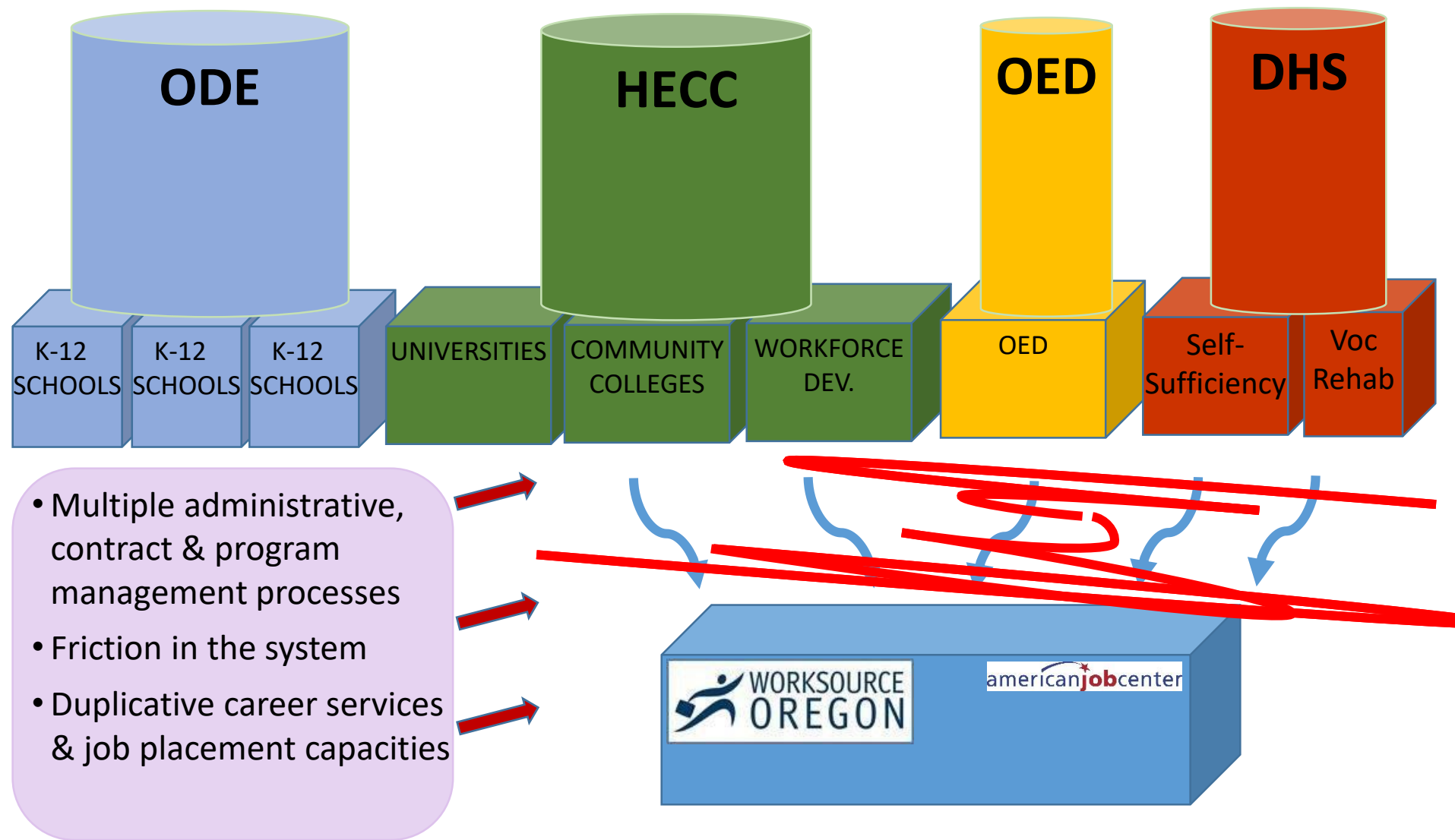
Part of the Nation's Workforce System



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Redundancies / Duplication:

Administrative Silos Get In the Way



Administrative Silos Get In the Way

Problem:

Silos of Agencies & Funding:

Create:

- Multiple administrative, contract & program management processes
- Duplicative career services & job placement capacities
- Excess friction in the system

Impedes:

- Customer-Centered Services
- Integrated Services that link to career pathways, “middle skills” jobs & sector industries
- Achieving Better Customer Outcomes

Solution:

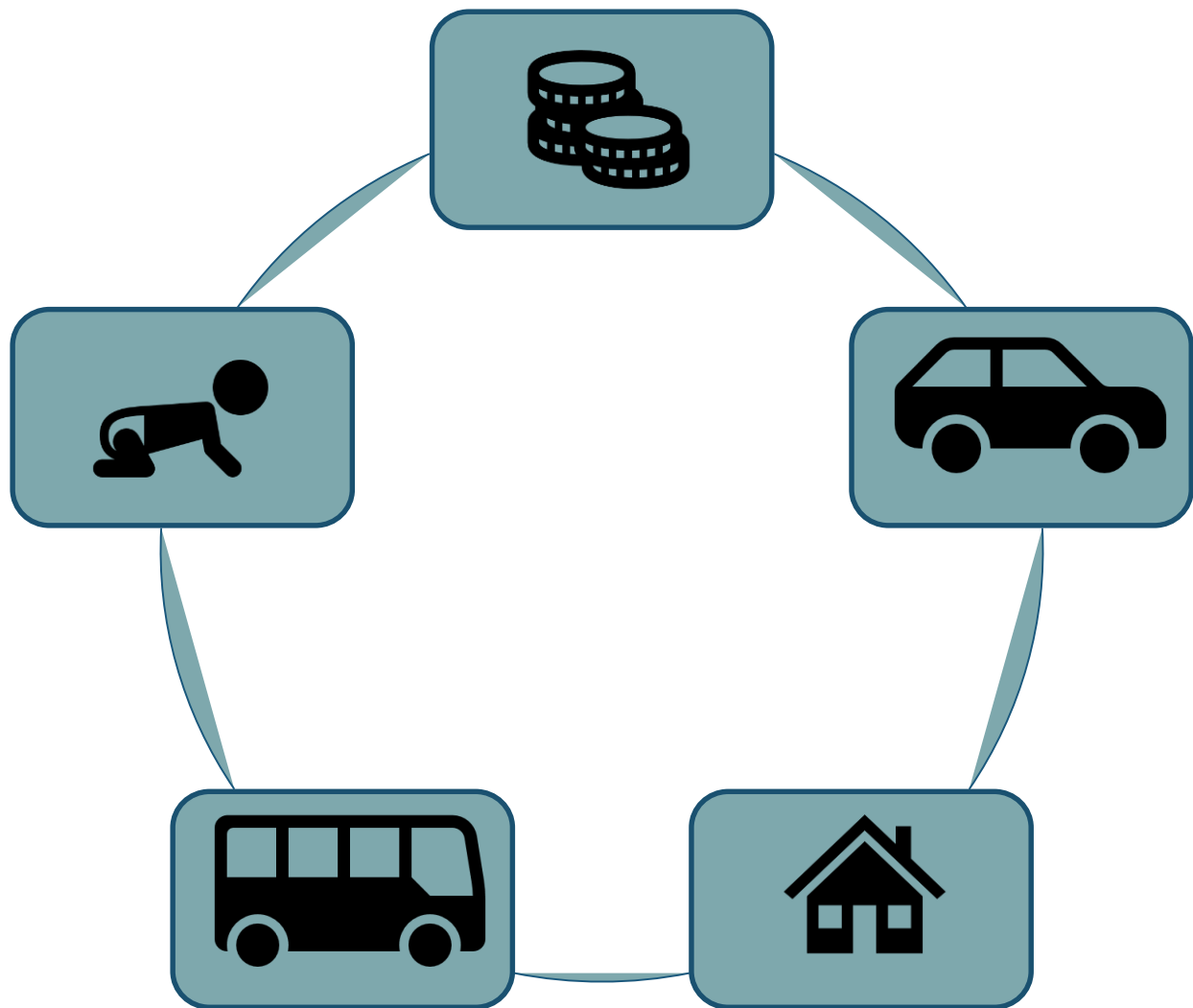
- **Restructure & Streamline**
 - Apply Michigan & Texas best practices
- **Establish governing body for workforce system in Oregon**
- **Create policy for functional supervision**
- **Develop communication channels**
- **Commitment to staff development & cross-training**
- **Eliminate barriers to joint procurement processes**
- **Remove institutional roadblocks to effective policy development**
- **Enhance LWB's Capacity to:**
 - Streamline administrative, contract & program management processes
 - Streamline & integrate services to eliminate duplication

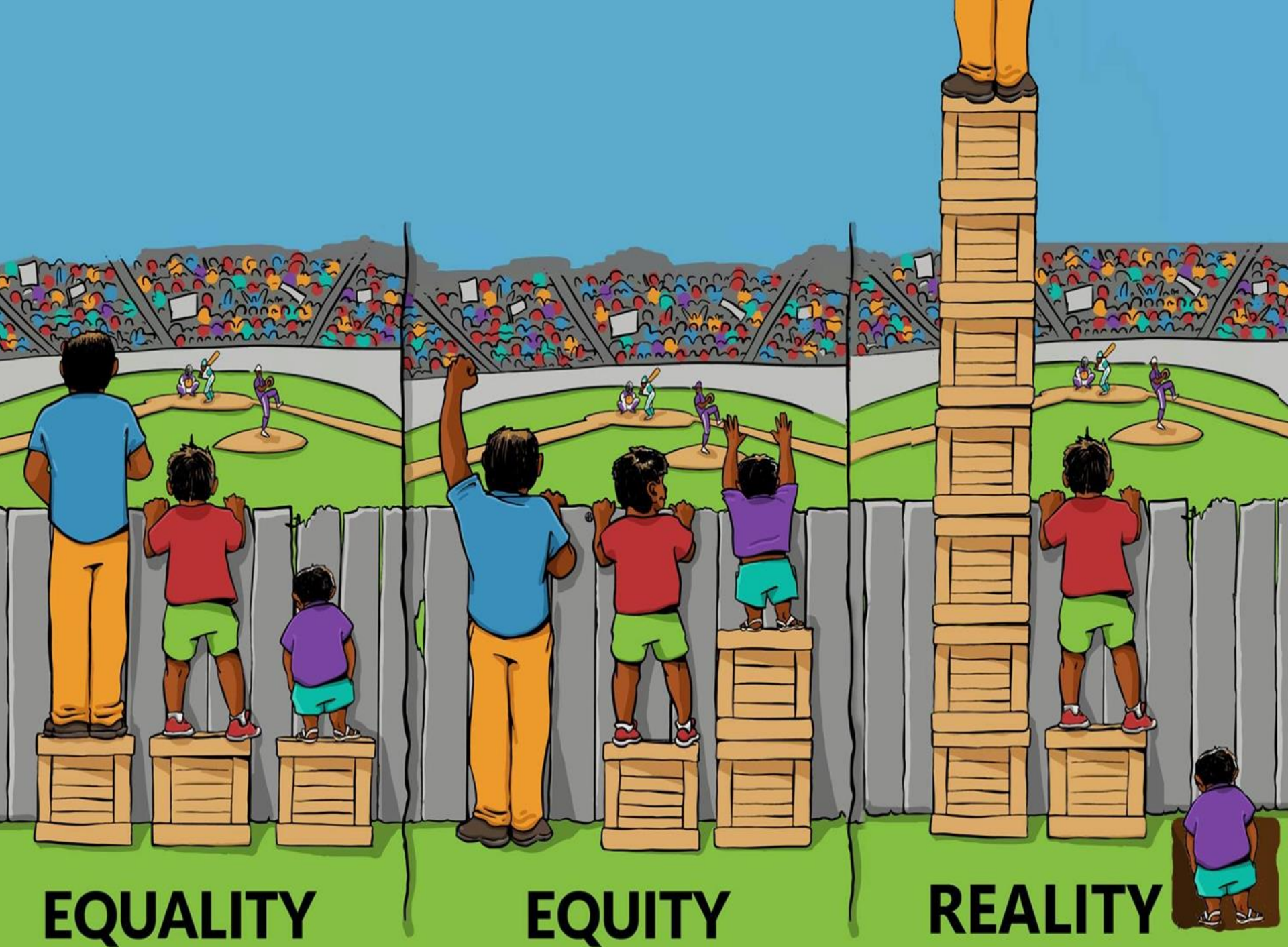
Question 6

Challenges
& Opportunities









EQUALITY

EQUITY

REALITY

~~Problems~~

Solutions



"THE SECRET OF
CHANGE IS TO FOCUS
ALL OF YOUR ENERGY,
NOT ON FIGHTING THE
OLD, BUT ON BUILDING
THE NEW."

— *SOCRATES*

Challenges:

Lack of Shared Data System



Challenges:

Lack of Shared Data System

Problem:

- **Cannot readily identify shared customers** unless they voluntarily disclose they're being served by another workforce program
 - **Results in duplication** of services, lack of coordination, and inefficiencies for customers
 - **Not knowing full impact of all our programs**
- **PRISM doesn't yet report for all core WIOA partners.**
- **Institutional processes** for technology development within state agencies **prevent us from being responsive as a system** & getting data systems modified to support our work in a timely manner

Solution:

- Finish building a **Data Warehouse** (*many pieces already in process or place*) & invest in analytic capacity to do data mining, generate longitudinal data, etc.
- Empanel & empower a new OWIB task force to recommend ways for state agencies to partner with LWB's to expedite streamlining & development of an integrated IT system for workforce

Challenges:

Lack of Work Readiness Skills & Resources for Youth



Challenges:

Lack of Work Readiness Skills & Resources for Youth

Problem:

- Many individuals lack work readiness & soft skills as adults
- Many youth ages 16-24 not attached to either school or work
- Young people in rural Oregon have less access to work

Solution:

- We need state-funded programs for summer youth employment
- Work-skills training & work experiences needs to be better integrated into K-12 curriculum

Challenges:

Lack of Training Capacity



Challenges:

Lack of Training Capacity

Problem:

- Not enough capacity in training programs that certify workers
- Can't fill key industry jobs

Solution:

- Invest in training capacity based on LWB's profiling of regional industry demand

Challenges:

Building Coordinated Career Pathways

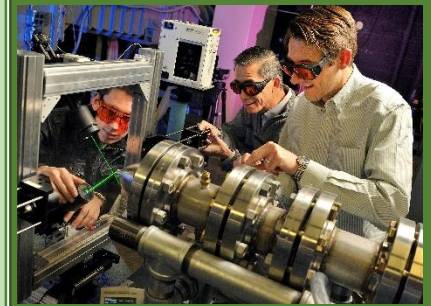
K-12



College / Post-Secondary Training



Work



Challenges:

Building Coordinated Career Pathways

Problem:

- **Not Demand-Driven**
 - *Not aligned sufficiently with sector strategy industry needs*
- **Not Well Linked/Coordinated**
 - *Lots of gaps and disconnections points*
- **Institutional Inertia to Change**
 - *It takes a lot of work to align:*
 - High School & College/Post-Secondary Curriculums
 - K-20 Education Curriculums & Industry Recognized Credentials

Solution:

Enhance Local Workforce Board Capacity to:

- Convene stakeholders
- Link Sector Strategy Industries work
- Align Industry Credentials to K-20 Curriculum to create stronger career pathways

Challenges:

Coordinating Employer Engagement



Challenges:

Coordinating Employer Engagement

Problem:

- Multiple schools & agencies knocking on employers doors
- More students & career seekers want employer connections than there are employers & slots
- Every school's STEM or CTE program is it's own silo seeking advisory members
- Employers are overwhelmed with requests & want a one-stop, streamlined system

Solution:

Enhance Local Workforce Board Capacity to:

- Convene stakeholders
- Build the Talent Pipeline & Link to Sector Industries
- Use **Oregon Connections** platform & create a one-stop, streamlined system for employer engagement

Challenges:

Core Funding for WSO Training & Workforce Boards is Threatened



Challenges:

Core Funding for WSO Training & Workforce Boards is Threatened

Problem:

As education / workforce systems alignment, & more “middle skills” training is critically needed to fuel businesses & our economy:

- Current WSO funding meets only 2% of the training need
- Proposed cuts could eliminate all federal WIOA funding for Local Workforce Boards & Training
- State funds to Local Workforce Boards could be at risk due to \$1.8B projected deficit

Solution:

- **We need additional state investment to:**
 - Maintain / increase service
 - Support Sector Work
- Funding for Training & Local Workforce Board’s work must be prioritized at the state & federal levels

So that businesses can grow & our economy can prosper

Higher
Education

K-12 System

Social
Services

Economic
Development

Business
Partners

Elected
Officials



tenki takk спасибо kam sah hamnida
дзякуй hvala dhanyavadagalu tack
gracias mési xièxie tanemirt
arigatô djere deuf dank je
dziękuję bedankt blagodaram rahmet enkosi mochchakkeram trugarez
ačiū manana diolch danke kop khun krap laafetai lava
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terima kasih misaotra welalin mercé najis tuke
asante grazie nandri 謝謝 mersi kőszőnőm
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