



ROGUE WORKFORCE PARTNERSHIP

37 N. Central Ave. ♦ Medford, OR 97501
541.842.2500 ♦ rogueworkforce.org

Serving Jackson & Josephine Counties
Growing Skills • Building Careers • Boosting the Economy

March 19, 2018

Honorable Lew Frederick
Honorable Susan McLain
Joint Committee on Ways and Means
Subcommittee on Education
900 Court St. NE, S-419, H-477
Salem, OR 97301

Dear Senator Frederick, Representative McLain and Members of the Committee:

On behalf of key Rogue Valley community leaders, I am writing to inform you of the importance of fully funding HB 5024, appropriating moneys from the General Fund to the Higher Education Coordinating Commission.

The Rogue Workforce Partnership is a business-led, public-private partnership that works to strengthen the economy of the Rogue Valley by addressing the region's workforce priorities. We convene and catalyze and dynamic partnerships with key industry leaders, K-20 educators, workforce agencies, organized labor, economic development, and other key community partners. We build innovative solutions to address the workforce priorities and needs of employers, especially those in traded-sector industries that drive our region's economic vitality. Working collaboratively across complex systems and institutional boundaries, we leverage and align resources to build the skills and talents of our region's workforce. With this alignment, local businesses and career-seekers can succeed in the modern global economy.

Funding from HB 5024 is critical to our regional work as Local Workforce Boards, and the multitude of companies, job/career-seekers and education partners we work with on a daily basis. As a result of these investments, we are making bold progress our efforts to create:

- Ever-increasing alignment of education, training, and job placement efforts to meet the unique needs of local businesses and career-seekers.
- A unified workforce and education system that is demand-driven and focused on skills and talent development.
- "Up-Skill and Backfill" opportunities that provide new "earn and learn" stepping stones for career progression and meeting critical industry needs.
- Success for all Southern Oregonians, regardless of the opportunity and systemic gaps that create achievement disparities due to intergenerational and/or acute poverty, race and ethnicity / communities of color, disabilities, adverse childhood experiences or other challenges.

Jessica Gomez | Founder & CEO
Rogue Valley Microdevices & RWP Chair

Mike Donnelly | Materials Manager
Carestream, Inc. & - RWP Vice-Chair

Scott Beveridge | Superintendent
Southern Oregon Education Service District

Alex Campbell | Coordinator
Governor's Regional Solutions Team

Lance Corley | Apprenticeship Director
Crater Lake Electrical – JATC & IBEW 659

Catherine Goslin | Director Human Resources
Rogue Valley Manor

Shawn Hogan | VP Engineering
Linx Technologies

Nikki Jones | Owner
Express Employment Professionals

Brent Kell | Executive Director
Valley Immediate Care

Cathy Kemper-Pelle | President
Rogue Community College

Norm Kester | CEO
Quantum Innovations

Dr. Tom Keyser | Dean College of Engineering,
Technology, and Management
Oregon Institute of Technology

Kari Kingsolver | Area Manager
Office of Vocational Rehabilitation

Kirk Kolb | Superintendent
Grants Pass School District #7

Paul Macuga | Chief People Officer
ASANTE Health Systems

Melissa Wolff | Program Manager
Oregon Department of Human Services

Joe Myers | Vice President
Pacific Electrical Contractors

Alex Poythress | Managing Partner
REVEIL Agency

Linda Schott | President
Southern Oregon University

Brian Shumate | Superintendent
Medford School District #549C

Sherri Stratton | Senior Manager
Oregon Employment Department

John Underwood | Human Resources Manager
Timber Products

Drew Waits | Labor Representative
Plumbers & Steamfitters, UA 290

Trevar Yarrish | Co-founder & COO
Coding Zeal

Described below is a specific example of this work in Advanced Manufacturing. We also have works in progress on other multiple sectors, including Healthcare, Information Technology / E-Commerce, Transportation and Logistics, and Construction Trades.

Advanced Manufacturing – Building New Talent Pipeline Capacity

Entry Level

With support from state investments, a core group of our region’s industry leaders in Advanced Manufacturing came together to create new training and “earn and learn” capacities for incumbent, transitioning and emerging workers. Working with a national expert in industry recognized certifications, a core group of Rogue Advanced Manufacturing Partnership (*RAMP*) leaders worked together intensively to identify and aggregate skill needs across all their companies. They surveyed 50 other companies in the region as well to assess broader common needs, and then focused first on addressing the entry-level skills needs for all companies by targeting the use of the [Certified Production Technician](#) (CPT) credentials available through the Manufacturing Skills Standards Council.

After extensive work with the region’s K-12 education partners and Rogue Community College, partners just recently launched new CPT training capacities for high school students, adult workers seeking to transition their careers to better opportunities in Advanced Manufacturing, and incumbent workers needing training and certification in these entry-level skill areas of: Safety; Quality Practices and Measurement; Manufacturing Processes and Production; Maintenance Awareness; and Green Production.

Students and job/career-seekers are beginning to fill these training slots, and our next goal is to expand these opportunities by blending and braiding multiple strands of state, federal and private-sector funds to scale and sustain this new training capacity and trainee throughput. Moreover, these entry-level skills represent the most pressing and highest priority need for our region’s Advanced Manufacturing companies. Survey projections have estimated over 1000 job openings per year across the region, mostly in entry-level production and assembly positions. In addition, our labor market analysis revealed that there are over 430 manufacturers in the Rogue Valley, but that over 66% had 10 employees or less. In partnership with our regional economic development partners, we have identified and connected with only 75 of these companies. So, the work of continuing to outreach and aggregate the workforce needs of all these manufacturing companies is still very much before us.

Up-Skilling and Career Paths for Incumbent Workers

RAMP industry leaders have also put into place next tier career pathway training for incumbent workers. Working in close partnership with our Rogue Workforce Partnership staff and Rogue Community College, industry leaders prioritized the need for Mechatronics (*mechanical, electrical, electronics, robotics*) and pre-apprenticeship Millwright and Plant Electrician training for incumbent workers. As with many high-skill occupations, the pace of baby-boomer retirements is severely impacting the availability of these workers. Up-skilling current workers with proven work ethic and skills is seen as a critical piece in assembling the complete workforce skills puzzle. Streamlined non-credit on-boarding entry options and public-private co-investment opportunities have been created to allow for easy access to these Up-Skill training paths to fill this much-needed portion of the talent pipeline.

Employer Co-investments and Building the Region’s Manufacturing Talent Pool

RAMP industry leaders have also stepped-up by contributing funds to create a flexible Revolving Tuition, Support and Outreach Fund. By coupling these private-sector investments with public state and federal funds, our common goal is to leverage current training capacities, create new system and training capacity that’s in high-demand, and fill the talent pipeline with satisfied and successful career-seekers for all of the region’s

Advanced Manufacturing companies. This co-investment strategy is specifically intended to “lift all boats.” Our goal is to reach out to all of the region’s 430 Advanced Manufacturers, to keep aggregating and meeting their priority skills training needs, and create the most robust and accessible set of demand-driven career pathway training opportunities for career-seekers to traverse.

The example above is just one of multiple testimonies we can provide as to the impact and benefit that will result with the full funding of HB 5024. We are working with many more key industry partners, K-20 educators, workforce and labor partners to create the systems alignment and opportunities so needed by both private-sector employers and job/career-seekers. We would be happy to provide additional testimony to the Joint Committee on Ways and Means - Subcommittee on Education on other projects and systems innovations we have underway.

Pasted below are also the logos of many (but not all) of our partners. From industry leaders to educators, to organized labor, to workforce agency partners. We wanted to give you a visual sampling of the range of our partners. Also attached are artifacts from our work. These include:

- **Rogue Valley Sector Strategies Diagram** - *depicting the new “Stepping Stones” we’re putting in place to allow more job/careers-seekers to traverse the expanded “earn and learn” career pathways we’re creating.*
- **MSSC – Certified Production Technician** - *certification details*
- **Certified Production Technician Flyer** - *targeted to transitioning workers*
- **Mechatronics / Plant Systems Technician ~ Incumbent Worker Training Flyer** - *targeted to Advanced Manufacturing employers*
- **Link to Video Highlighting the Knowledge and Skills Transfer Program** - *a 2017 pilot program which we based our current Up-Skill and Backfill strategy. Click on <http://www.rogueworkforce.org/> and scroll down to the 1st video.*

Funding the work of Local Workforce Boards is critical. We need to continue building these kinds of skill-building capacities and alignments in order to meet the talent development needs of our most critical industries, and continue to fuel our region’s economic vitality. Local Workforce Boards play a unique role in convening, facilitating, aggregating, and aligning the many fragmented system partners from industry, education, organized labor and workforce. Full funding for HB 5024 will continue the long-term visionary investment to build this needed system alignment capacity. And it will also provide short-term returns on this investment in to form of skills being gained, immediate talent needs being met, and career and business success being generated for the benefit of all Oregonians.

If you need additional information, please do not hesitate to contact me at jgomez@roguevalleymicro.com or 541.774.1900, or contact Jim Fong, Executive Director of the Rogue Workforce Partnership, at jimf@rogueworkforce.org or 541-842-2515.

Sincerely,



Jessica Gomez
Chair, Rogue Workforce Partnership and
CEO, Rogue Valley Microdevices

Rogue Workforce Partnership - Local Workforce Board Members

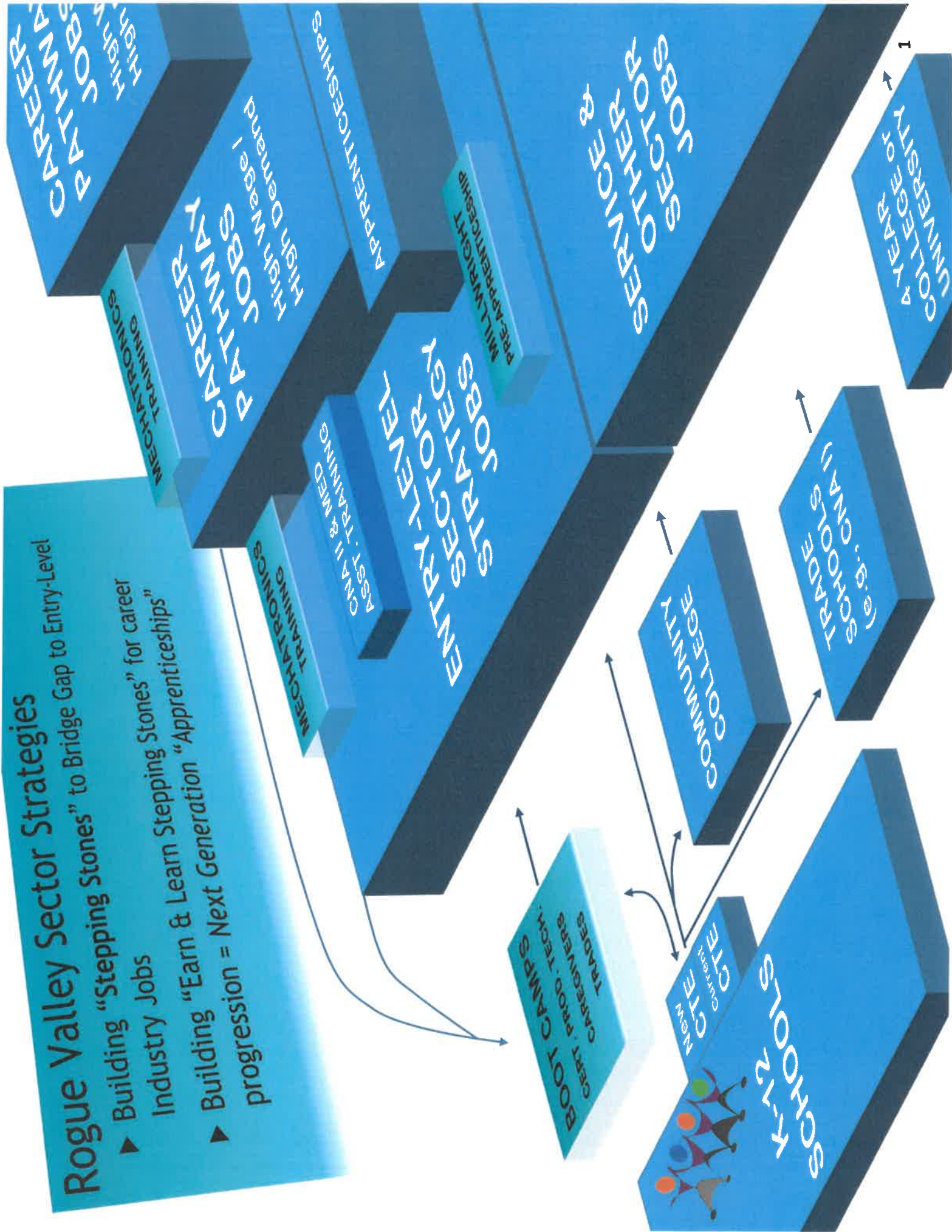


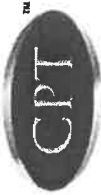
Rogue Workforce Partnership - Other Industry Sector Partners



Rogue Valley Sector Strategies

- ▶ Building “Stepping Stones” to Bridge Gap to Entry-Level Industry Jobs
- ▶ Building “Earn & Learn Stepping Stones” for career progression = Next Generation “Apprenticeships”





CERTIFIED PRODUCTION TECHNICIAN

CRITICAL PRODUCTION FUNCTIONS COVERED BY MSSC COURSES AND ASSESSMENTS:

The Manufacturing Skill Standards Council (MSSC) credentialing system leading to a CPT covers the four critical production functions, as defined by MSSC's industry-led, nationally validated skills standards, common to all sectors of manufacturing: Safety, Quality & Continuous Improvement, Manufacturing Processes & Production, and Maintenance Awareness. Each area is addressed with a separate assessment. MSSC training and assessments are organized around those four modules. An individual can earn a "Certificate" if they pass one or more assessments. However, they must pass all four assessments to earn the full "CPT" certification. MSSC strongly recommends that individuals be at the 9th grade level of math and 10th grade level of English before attempting MSSC courses and assessments. The four critical functions and their related key activities are described below:

SAFETY

1. Work in a Safe and Productive Manufacturing Workplace
2. Perform safety and environmental inspections
3. Perform emergency drills and participate in emergency teams
4. Identify unsafe conditions and take corrective action
5. Provide safety orientation for all employees
6. Train personnel to use equipment safely
7. Suggest processes and procedures that support safety of work environment
8. Fulfill safety and health requirements for maintenance, installation, and repair
9. Monitor safe equipment and operator performance
10. Utilize effective, safety-enhancing workplace practices

QUALITY PRACTICES & MEASUREMENT

1. Participate in periodic internal quality audit activities
2. Check calibration of gages and other data collection equipment
3. Suggest continuous improvements
4. Inspect materials and product/process at all stages to ensure they meet specifications
5. Document the results of quality tests
6. Communicate quality problems.
7. Take corrective actions to restore or maintain quality
8. Record process outcomes and trends
9. Identify fundamentals of blueprint reading
10. Use common measurement systems and precision measurement tools

MANUFACTURING PROCESSES & PRODUCTION

1. Identify customer needs
2. Determine resources available for the production process
3. Set up equipment for the production process
4. Set team production goals
5. Make job assignments
6. Coordinate work flow with team members and other work groups
7. Communicate production and material requirements and product specifications
8. Perform and monitor the process to make the product
9. Document product and process compliance with customer requirements
10. Prepare final product for shipping or distribution

MAINTENANCE AWARENESS

1. Perform preventive maintenance and routine repair
2. Monitor indicators to ensure correct operations
3. Perform all housekeeping to maintain production schedule
4. Recognize potential maintenance issues with basic production systems, including knowledge of when to inform maintenance personnel about problems with:
 - Electrical systems
 - Pneumatic systems
 - Hydraulic systems
 - Machine automation systems
 - Lubrication processes
 - Bearings and couplings
 - Belts and chain drives

NOTE: MSSC assesses core understanding of the key work activities and core technical knowledge and skills needed in high-performance manufacturing, as defined by MSSC Production Skill Standards. Given online, MSSC Assessments also help measure basic computer, problem-solving and analytical skills and one's ability to apply knowledge to specific situations identified in the assessments. There are no experiential or hands-on requirements for MSSC certification as it is expected that individual employers will determine those requirements based upon their own specific needs. MSSC does not require that individuals take MSSC courses prior to testing.



CREATORS WANTED!

Unleash your creativity! Learn the foundational skills needed to design, create, fabricate and problem-solve in the innovative world of Advanced Manufacturing!

FREE \$2000 VALUE TRAINING. Made available by the Rogue Advanced Manufacturing Partnership.

WHAT IS A CERTIFIED PRODUCTION TECHNICIAN (CPT)?

A nationally portable, industry-recognized certification that focuses on core-competency standards identified by industry subject matter experts.

Certifies workers have the foundation skills for high-performance, technologically advanced production jobs.

INSTANT OPPORTUNITIES:

Upon successful completion of CPT training, students will be invited to meet with manufacturing companies for a "Meet & Greet" Reception / Networking Job Fair.

- Boise Cascade
- Carestream Inc.
- Linde Group
- Linx Technologies
- Quantum Innovations
- Rogue Valley Microdevices
- Timber Products Company

HOW TO APPLY:

Only 22 spots available so register soon!

To apply, contact Andie at andrea@worksourcerogue.org

Not sure what interests you?

Try wsrv.traotify.com and find out!

ABOUT THE COURSE:

Certified Production Technician

Spring Term - April 1 - June 14, 2019

Class Times - M,T,W,TH 8 am - 12 pm

Rogue Community College, Table Rock Campus



QUESTIONS? CONTACT US AT:

541-842-2582

jilltv@rogueworkforce.org



PRE-TRADES TRAINING PROGRAM

Training Overview:

The Pre-Trades Training Program (PTP) gives current employees an opportunity to pursue a career in the skilled trades. By completing the courses outlined in this program, successful employees will have gained knowledge valuable in the trades and have a head start to the skilled trades career path.

The Pre-Trades Training consists of five (5) classes through Rogue Community College:

- *Manufacturing Processes I (MFG121)
- *Mechanical Drives (MEC135)
- *AC/DC Electrical Systems (MFG210)
- Pneumatics I (MEC125)
- Hydraulics I (MEC130)

**Core Classes*

Important Information:

- Spring Term –April 1 – June 14
- Assessment may be required before registration depending on work and prior college experience
- Authorization required

For more information about how to qualify for a Registered Apprenticeship visit **RCC Apprenticeship Programs** at: go.roguecc.edu/departments/apprenticeship and the **Bureau of Labor and Industries Apprenticeship** page at: www.oregon.gov/boli/atd/pages/index.aspx

Employee Eligibility:

- Six (6) months service with the company

Benefits:

- Completion of core classes with a 2.5 GPA or better will ensure an interview and priority consideration for current apprenticeship openings

Costs for Pre-Trades Courses:

- Employer Investment - \$900- per student for 5 classes
- \$1820 - \$2000 per student (depending on books & materials. Based on a 4 credit class, some classes are 1-3 credits).
- RAMP Subsidy = 50% off for all business. (Rogue Workforce Partnership will invoice your company)

FOR AUTHORIZATION

Contact us at:
Jill teVelde
541-842-2582

JillTV@rogueworkforce.org

Made available through the Rogue Advanced Manufacturing Partnership



Our Mission:

To coordinate a regional workforce system that supports individual prosperity and business competitiveness.

Local Elected Officials

Roy Rogers, Washington County
Commissioner
Susheela Jayapal, Multnomah County
Commissioner
Ted Wheeler, City of Portland, Mayor

Local Business

James Paulson, JMPDX, LLC, Chair
Travis Stovall, eRep, Vice-Chair
Brittini Beers-Branco, ESCO
Carl Moyer, Parr Lumber
Caryn Lilley, KGW Media Group
Deanna Palm, Hillsboro Chamber
James Posey, JLP Business Group
Jane Leo, Portland Metro Realtors Assoc.
Keith Mays, Electronic Wood Systems
Lila Leathers, Leathers Fuel
Norm Eder, Mfg. 21
Pamela Treece, Westside Economic Alliance
Sheila Holden, PacificCorp

Education

Mark Mitsui, Portland Community College
Lisa Skari, Mt Hood Community College

Economic Development

Kimberly Branam, Prosper Portland

Labor

Bob Tackett, NW Oregon Labor Council
Eryn Byram, Labor's Community Service
Aida Aranda, Oregon & So. Idaho Laborers
Employers Training Trust

Partner Organizations

Naomi Ulsted, Springdale Job Corp
Rolanda Garcia, Dept. of Human Services
Kadie Ross, Vocational Rehab
Danell Butler, Oregon Employment
Department
Joe McFerrin, Portland OIC
Biljana Jesic - Home Forward
Komi Kalavor, Housing Authority of
Washington County

1618 SW 1st Ave., Suite 450
Portland, OR 97201
www.worksystems.org

March 15, 2019

Honorable Lew Frederick
Honorable Susan McLain
Joint Committee on Ways and Means
Subcommittee on Education
900 Court St. NE, S-419, H-477
Salem, OR 97301

Dear Senator Frederick, Representative McLain and Members of the Committee:

I am writing on behalf of Worksystems, the Portland Metro Workforce Development Board, to encourage your continued support for the local workforce development resources contained in HB 5024. These State investments have had an extremely positive impact on our local workforce and economy.

Using the Industry Engagement funds we have built deep relations with several critical local industries, including manufacturing, healthcare, information technology and construction. These investments, and the support they provide, ensure local industry has a leading voice in informing local workforce development initiatives and that workers are prepared with the skills and experience they need to succeed and advance in the regional economy. Our industry partnerships have helped develop a collaborative approach to funding and addressing workforce and related challenges. This collaborative approach has encouraged innovation, increased our impact and improved results.

For example, through our industry engagement work, we learned Portland area hospitals and health systems had a dire need for more registered nurses. At the same time, the industry expressed a need for a more diverse pipeline of health care workers to provide culturally competent care to an increasingly diverse population in the Portland area.

In response, we partnered with the Oregon Nursing Association and the Immigrant and Refugee Community Organization (IRCO) to create the Immigrant Nurse Credentialing Program (INC). This innovative program is one of the few in the country helping foreign-educated nurses enter professional nursing practice through a one-year re-entry program approved by the Oregon State Board of Nursing. Funded by Industry Engagement resources, INC launched its first cohort in January of 2018 with 16 participants from nine different countries including Japan, Cuba, Ethiopia and Ukraine - each facing unique barriers to success. INC provided wrap-around support to training participants and in December of 2018, all 16 successfully graduated. This relatively short intervention quickly created a multi-lingual, diverse group of future RNs for employers desperate for diverse talent.

Locally, some State funds are used to support training costs for SNAP recipients. As non-Federal resources, these investments are eligible for 50% reimbursement under a SNAP 50/50 grant we have with the Department of Human Services. Last year, our pilot year, we generated more than \$200,000 in reimbursements. These

resources are added back into our regional WorkSource Centers to support additional programs and services. These state investments have helped mitigate the impact of cuts to Federal workforce resources and represent a sustainability strategy for the public system when paired with the matching SNAP 50/50 grant. We anticipate a significant increase in SNAP earnings over the next biennium.

Even in today's economy, unskilled regional residents continue to struggle with insufficient, stagnating wages. At the same time, employers are grappling with a shortage of skilled labor. State investments helped eliminate this divide through Work Experience (WEX) and On-the-Job Training (OJT). These resources helped incent employers to hire candidates they might have otherwise overlooked due to a criminal background, poor work history, low skills or other barriers. OJT funds are also critical for small employers who do not have resources for training. 70% of all OJT employers in our region are small businesses employing less than 20 people.

The workforce resources contained in HB 5024 are smart investments that are helping "move the needle" for employers, job seekers and workers across the state of Oregon. Your consideration and support for fully funding HB 5024 is most appreciated.

If you have any questions or want additional information regarding the use and impact of these resources in the Portland Metro Area, please contact Andrew McGough, Executive Director, at 503-478-7371 or amcgough@worksystems.org.

Best Regards,



James Paulson, Chair



**Clackamas
Workforce
Partnership**
WORKFORCE DEVELOPMENT BOARD

365 Warner Milne Rd, Suite 202
Oregon City, OR 97045
(503) 657-6644
www.clackamasworkforce.org

March 20, 2019

Senator Lew Frederick
Representative Susan McLain
Joint Committee on Ways and Means
Subcommittee on Education
900 Court St. NE, S-419, H-477
Salem, OR 97301

Dear Representative McLain, Senator Frederick and Members of the Committee:

Subject: Letter of Support for Bill 5024

I am writing in support of fully funding House Bill 5024. As the Executive Director of Clackamas Workforce Partnership, the local workforce development board serving Clackamas County, we have the unique responsibility and opportunity to address significant challenges facing our communities. One of the more noteworthy benefits of this public-private partnership is how we can successfully leverage resources throughout our region to benefit working families and local businesses. State funding is braided with federal and local investments to make for long-term strategies which support and/or eliminate skills shortages across industries; poverty and wealth equity gaps; diversifying our labor force; and inclusive systemic solutions.

Local challenges need locally created solutions. In tandem with the other workforce development boards that serve the Portland-Vancouver MSA, we have developed a Collaborative that works within identified key industry sectors to help improve the economic vitality in manufacturing, health care, technology, and construction. By developing a unified approach to serving industry, supporting economic development, and guiding public workforce training investments, we have served thousands of individuals across our region. It is our goal as workforce leaders to help those in need gain the necessary skills to compete in today's economy and enter living wage employment. Funds from HB5024 will continue to support this much needed sector training for professionals throughout our area. These funds are also critical in supporting the companies within Clackamas County with the business and improvement advice, training services and skill development that they need to increase economic competitiveness.

Supporting our community is more complex with each passing year as our region diversifies and continues to age. Because of these challenges, we regularly convene leadership from multiple organizations, agencies, schools, and businesses to continue to build a system that works for everyone. Clackamas County's footprint has extreme population differences, expanding from very rural populations to heavily populated cities. The breadth of work is not limited to workforce development. With each passing year, our focus spans beyond traditional employment and training services. Housing, transportation, food security, childcare, and education and training are at the forefront of our innovation and strategy. Our organization does all our work through a Countywide equity lens and with community members who make up our leadership teams, advisory groups, and Equity Council, working to better serve all our population needs.

Equity throughout workforce development is something we take very seriously. Resource dollars like these, along with future state funding, allows us to leverage partnerships to better meet the needs of multiple populations including individuals with disabilities and mental health issues; persons with background issues and leaving incarceration; immigrants and refugees; those more impacted by institutional biases; long-term unemployed; youth and young workers.

We need a multitude of organizations, voices, and perspectives to tackle our societal challenges. Though no one agency can do all the things, system coordination and partner convening can allow for more partner interconnections, stronger referrals, holistic customer service, and lessening the gaps our community can experience. This is what Local Workforce Development Boards are charged with and excel at across the State.

Having strong sector and industry engagement coupled with training investments can support the State of Oregon and will continue to make a huge impact on the quality of life in the future for countless Oregonians. Thank you for your consideration of these much-needed resources which have proven to help industry grow in our region.

Sincerely,

A handwritten signature in black ink that reads "Bridget Dazey". The signature is written in a cursive, flowing style.

Bridget Dazey, Executive Director
Clackamas Workforce Partnership
365 Warner Milne Road, Suite 202
Oregon City, OR 97045
bridget.dazey@clackamasworkforce.org



March 15, 2019

Honorable Lew Frederick
Honorable Susan McLain
Joint Committee on Ways and Means
Subcommittee on Education
900 Court St. NE, S-419, H-477
Salem, OR 97301

Dear Senator Frederick, Representative McLain and Members of the Committee:

I am writing to share with all of you the importance of fully funding HB 5024. As the Executive Director of Lane Workforce Partnership (LWP), the Local Workforce Board for Lane County OR, I can attest to the positive impact on industry and wages that these funds have had in our region.

As a result of the Industry Engagement Funds, LWP has been able to take a deep dive into the needs of industry, which includes skill gap analysis, education needs, community engagement needs (specifically safety issues), workforce housing needs, and transportation and childcare needs. No other entity besides workforce boards are tackling all of these issues in an effort to ensure that industry can stay and grow in our region, and that people have the skills to compete for family wage jobs. I am not saying that we solve all of the issues, but that we convene all of the necessary organizations; design strategic plans; and then execute and follow-up to ensure progress is being made on all levels.

A year ago an email was sent to Senator Roblan's office from Craig Hoagland with Hoagland properties. The email made a desperate plea for workforce and housing assistance on the Oregon Coast. The message circulated to a dozen different organizations until it was finally directed to us. As the Workforce Board, we convened the hospitality sector, along with the boards on the north and south coast. After our first meeting, we quickly realized that the priority for the Coast is a need to address the critical workforce housing shortage. Over the last several months, we have hosted workforce housing educational sessions for city managers and other stakeholders in the communities along the coast. Through this effort, we have educated the community on the housing gaps, and we have also educated the community (and ourselves) on some of the great projects that are planned and underway. Just having this knowledge helps a community. As legislators, you are all working tirelessly on these issues – and many times you have passed bills and put initiatives into motion to assist people; however, oftentimes no one ever hears (or searches to find out) about your efforts, or they just may not understand how to access the services and resources. As local Workforce Boards, we can ensure that information and resources get to all corners of our regions.

In working with the Tech sector, the Food and Beverage Manufacturing sector, and the Wood Products sector (while all very different industries) we noticed that they all had something in common...most people didn't really understand or know much about them. All of these sectors provide family wage jobs, and all of them are critical industries in our community. As a result of having Industry Engagement funds, LWP was able to organize all three sectors, create industry approved messaging, engage with city leaders, and create an information campaign for all three sectors at the Eugene Airport. Over 1.3 million



people travel through the Eugene Airport each year. Getting the message out on the vital sectors in our region is critical to the growth and stability of the industries that are providing family wage jobs in our region. All of the industries paid for the entirety of the advertising and artwork. However, none of it would have come together or have been possible without the coordination, collaboration, and communication work of the Workforce Board. We are very proud of this campaign – please see attached press release for more details.

In planning ahead, I have already engaged with local leaders of our Universities to launch new projects for the coming years. One project in particular is in regards to diversifying our community. We have diverse populations coming from all over the country to attend our local Universities, however, they are not planning to stay and work in our predominately white community. This is a huge loss of talent for our local companies. We plan to begin this conversation by first training leaders through Northwest Christian College’s Center on Leadership and Ethics (CLE). We will begin with implicit bias training for our community leaders, with hopes to expand to the University of Oregon in an effort to keep talented diverse populations in our region. This is a critical need for our region.

No other organizations outside of the Workforce Boards have the calling and skills to not only bring people together to have the conversation, but to keep people together moving towards a goal to make positive impacts for both individuals and industry.

Thank you for your consideration for fully funding HB 5024.

If you need additional information, please do not hesitate to contact me at:
Kristinap@laneworkforce.org or 541.285.6001

Thank you,

A handwritten signature in black ink, appearing to read "Kristina Payne", written over a light blue horizontal line.

Kristina Payne, Executive Director
Lane Workforce Partnership



March 18, 2019

Honorable Lew Frederick
Honorable Susan McLain
Joint Committee on Ways and Means
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900 Court St. NE, S-419, H-477
Salem, OR 97301

Dear Senator Frederick, Representative McLain and Members of the Committee:

Oregon Workforce Partnership is a statewide organization that promotes and advances Oregon's workforce system. Our members, Oregon's nine Local Workforce Development Boards (LWDBs), are the brokers and coordinators of local workforce development programs and services across the state. They convene local elected officials, public agencies, labor, education, economic development, community-based organizations, and almost 1,000 private-sector businesses to develop effective strategies that solve local and regional challenges. Included in this letter are logos from many of the businesses and organizations that comprise Oregon's nine LWDBs.

Oregon Workforce Partnership supports HB 5024. We rely on strong state leaders to support our efforts, and invest in the existing system to ensure Oregon maintains a nationally recognized public workforce development system.

Thank you for your consideration for fully funding HB 5024.

Sincerely,

A handwritten signature in black ink, appearing to read "Litvin".

Karen Litvin, Director
Oregon Workforce Partnership



THE BEST EXPERIENCE IN CONSTRUCTION





QUANTUM



SO Southern OREGON UNIVERSITY



Carestream

Oregon TECH



Linn-Benton
COMMUNITY COLLEGE



MARQUIS SPAS.



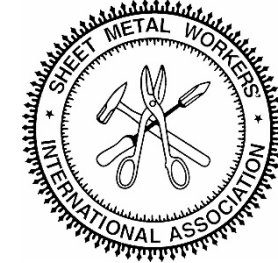
COMPOSITE APPROACH



Cascade Employers Association
Unsurpassed resources for great employers



THE DALLES AREA
CHAMBER OF COMMERCE
The Dalles...Simply Sunational.



Oregon Coast
Community Action

 **Roseburg**

 **CHI Mercy
Health**
Mercy Medical Center



BBSI



BEZETTIS
Italian Restaurant
Fine Foods

Chester's



**TREASURE VALLEY
COMMUNITY COLLEGE**



Heppner
Chamber of Commerce

 **BEHLEN**

 **Eastern Oregon Telecom**



March 19, 2019

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Subcommittee on Education
900 Court St. NE, S-419, H-477
Salem, OR 97301

Dear Senator Frederick, Representative McLain and Members of the Committee:

I am writing to share with all of you the importance of fully funding HB 5024. As the Executive Director of Northwest Oregon Works (NOW), the Local Workforce Board for Columbia, Clatsop, Tillamook, Lincoln and Benton Counties, I can attest to the positive impact on businesses, job seekers, and the community that these funds have had in our region.

Because of the Industry Engagement Funds, NOW has been able to provide training in Industrial Sewing/Advanced Textile Manufacturing in Columbia County. This training is a result of a growing number of employers in the Advanced Textile Industry in our region and across the state who have spoken out about the challenges they have in finding a qualified pipeline of skilled workers and a lack of training opportunities in this field. This project is supported 50% by NOW with Industry Engagement funds, and 50% by industry, so it is a very successful model of a public/private partnership. With these same funds, NOW has been able to provide welding training for Maritime businesses in Clatsop County, as well as Certified Nursing Training in Lincoln County.

Flexibility in funding is important and allows NOW to work closely with the K-12 system, regional Education Service District and community colleges in our five-county region on additional locally-driven projects. NOW is working closely with the Oregon Coast Community College and Clatsop Community College to respond to SB 867 to develop curriculum that will be responsive to the maritime industry workforce needs. This is a multi-region effort to include Lane, Coos, Curry and Douglas Counties.

Because of these and many other innovative initiatives that these funds make possible, we would like to thank you for your consideration for fully funding HB 5024.

If you have additional questions, please do not hesitate to contact me at heather@onwib.org or (541) 921-7311.

Thank you,

A handwritten signature in black ink that reads "Heather DeSart". The signature is written in a cursive style.

Heather DeSart
Executive Director
Northwest Oregon Works



WILLAMETTE WORKFORCE
PARTNERSHIP

March 20, 2019

Honorable Senator Lew Frederick
Honorable Representative Susan McLain
Oregon State Legislature
Joint Committee on Ways and Means
Sub-Committee on Education
900 Court Street NE, S-419 and H-477
Salem, Oregon 97301

Dear Senator Frederick, Representative McLain and Members of the Committee,

Today I am writing to urge your support of HB 5024. The funding of local workforce boards is a good investment in economic development, business development, and human development. Workforce Development Boards work with companies to identify and meet their workforce needs, identify training demands, and fund skill development for job seekers. In this time of record low unemployment, this work is as important as ever before.

Our region serves Linn, Marion, Polk and Yamhill Counties – the urban and rural mix that makes up the Mid-Willamette Valley. Recent General Fund investments have supported extensive work with the warehouse and transportation sector in our area. Given the proximity and access of I-5 in our region, which spans from Aurora to south of Albany, warehouse and distribution is a large sector with many employees and business demand. We have brought together leaders from this industry sector, identified their needs, and are working with them to solve their greatest challenges. This work includes everything from working with Chemeketa Community College to develop a warehouse worker training, a truck driver certification program to better meet industry needs, and funding truck driver training for job seekers. This work is building momentum and there is more to do to support this vital industry for our region.

We support the Higher Education Coordinating Commission budget which includes the additional \$4.1 M for workforce development. These additional resources will help us continue to build on the work already done with the transportation, warehouse and distribution sector as well as support other vital industries. For example, conversations have begun with a variety of dental providers in the region. There is a huge need for Dental Assistants. We are leading a discussion and plan for a large health care provider to create an apprenticeship program with the local community college. These conversations are in the early stages, but there is a clearly identified need, willing partners at the table, and a sense of urgency to address this workforce demand.

Another example of how we bring value to our community is around recruitment of new businesses. Ongoing conversations with Mint Valley Paper, a manufacturer considering building a



WILLAMETTE WORKFORCE
PARTNERSHIP

large plant in Dallas, Oregon, have resulted in preliminary plans for Willamette Workforce Partnership and our public workforce system partners to assist in hiring over 100 people through assessing their skills, and conducting recruitment and screenings of possible employees.

Supporting the retention and growth of established businesses is also a critical role we fill in the region. We funded a series of grants to over 23 companies to train their current workers. The training funded by these grants resulted in companies expanding their sales to include international sales, have funded skill improvement which resulted in wage increases for employees, and improved on-time delivery of a local manufacturer by 12.3% as a result of increased skill development. Additionally, in 2018 our High Performance Consortium provided training for close to 375 current workers. These trainings were in response to the demands and needs identified by member companies. All of these investments in our local economy support businesses and their employees through skill increase and economic improvement.

Over the last year Willamette Workforce Partnership hosted a series of community engagement meetings throughout the area. The themes that emerged include everything from teaching youth essential skills, to better serving the homeless. We are addressing workforce issues like these by bringing people together, creatively and innovatively serving businesses and individuals, and solving problems. As an example, we have a contract with ARCHES in Salem, a drop in day facility for people experiencing homelessness. ARCHES gives a comprehensive assessment to each of their guests. Based on the outcome of that assessment, a Navigator works more intensively with people who are able to work by connecting them to the public workforce system and providing critical supports so they can be successful.

No other organizations outside of Workforce Development Boards have the funding, position or mission to facilitate and offer this wide range of services. We not only bring people together to have the conversation, we also facilitate and fund the solutions. Our work serves and benefits industry and individuals.

Thank you for your consideration for fully funding HB 5024.

If you need additional information, please do not hesitate to contact me at kparker-llerenas@willwp.org and (503) 581-1002.

Thank you,

Kim Parker-Llerenas
Executive Director

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EXECUTIVE DIRECTOR

Norman R. Eder
info@mfg21.com
503-720-1859

Testimony by
Norman Eder
Executive Director
Manufacturing 21 Coalition

HB 5024

March 20, 2019

Honorable Lew Frederick
Honorable Susan McLain
Joint Committee on Ways and Means
Subcommittee on Education
900 Court St. NE, S-419, H-477
Salem, OR 97301

Dear Senator Frederick, Representative McLain, and Members of the
Committee:

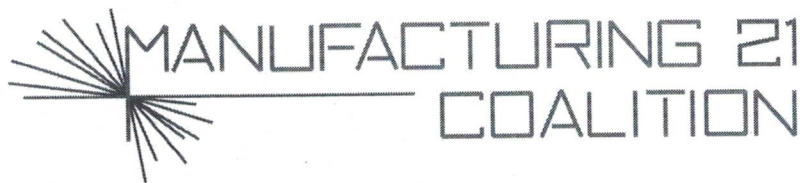
I am writing on behalf of the Manufacturing 21 Coalition in support of HB
5024.

MFG 21 was founded nearly 15 years ago to support the workforce and R&D
needs of Oregon's manufacturing enterprises. The coalition works quietly and
closely with our workforce boards, community and four year colleges, and the
non-profit sector. We do not operate programs. Instead we work closely with
those our training and education systems to ensure manufacturing employers
have the research and development and work-ready employees.

MFG 21 urges you to support HB 5024. These State investments are critical to
making sure we have effective and sustainable workforce training programs
with enough scale to make a real difference to our manufacturing economy.

These investments ensure robust engagement between our local workforce
boards and manufacturing companies. This linkage is vital to ensuring
Oregonians have the skills and experience they need to succeed in the modern
workplace.

MFG 21 worked with workforce boards in the Portland area (including SW
Washington), to create and implement a single regional workforce strategy. We
pioneered a regional manufacturing technicians training program and created
Connect2Careers, an innovative online youth job matching and training



MANUFACTURING 21 COALITION

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Emeritus

EXECUTIVE DIRECTOR

Norman R. Eder
info@mfg21.com
503-720-1859

environment. We are now working with WSI and the Beaverton School District, the state's third largest, to integrate school-based programs with public workforce resources

The workforce resources contained in HB 5024 are smart investments deserving your full support.

Thank you.

Best Regards,



Norman R. Eder
Executive Director
Manufacturing 21 Coalition



March 15, 2019

Honorable Lew Frederick
Honorable Susan McLain
Joint Committee on Ways and Means
Subcommittee on Education
900 Court St. NE, S-419, H-477
Salem, OR 97301

Dear Senator Frederick, Representative McLain and Members of the Committee:

I am writing to share with all of you the importance of fully funding HB 5024. I am the Executive Director of East Cascades Works (EC Works), the Local Workforce Board serving ten counties east of the Cascades that encompass the Columbia River Gorge, Central Oregon through the Klamath Basin. We've put these state funds to "work" for Oregon in our local area in some innovative and catalytic ways by leveraging our Federal funds to ensure state funds go further and do more. These crucial state funds are essential to customizing local solutions to workforce challenges.

As a direct result of this funding, we partnered with Gorge Tech Alliance (GTA) to work with several tech and manufacturing businesses like **Arlington TV Co-op, Trillium, Cloud Cap, i3D Manufacturing, Electronics Assemblers, Inc., Insitu, UTC Aerospace Systems, Hood Technologies, and Zephyr** in the Gorge to train dozens of employees. This training resulted in necessary certifications that several of these companies needed to remain competitive internationally as well as remain in the Boeing supply chain. We've also used these funds to make investments in the more rural counties in the Gorge area that heretofore have not necessarily benefitted from these kinds of state investments. In Gilliam County we co-invested with the county to support cultivating a homegrown talent pipeline for **Honker Tech, Arlington High School CTE Program** students to get paid internships and attend important career exploration and attachment events.

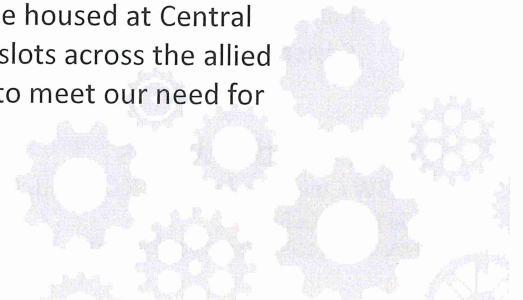
In Central Oregon these funds were put to work in support of several key high wage, high demand industries including Health Care, Tech and Construction. In Health Care we are using these funds to attract additional investment in shoring-up the talent pipeline. Central Oregon's largest employer, **St. Charles Health System** chair's a collaboration of providers including **Mosaic Medical, Pacific Source, Central Oregon Pediatric Association, Summit Medical Group** and **High Desert Orthopedics**. At their direction, we sought matching funds from the **Central Oregon Health Council** to hire an Allied Health Careers recruiter to be housed at Central Oregon Community College. The goal is to fill the ~100 unfilled class slots across the allied health programs to help increase the pipeline of certified graduates to meet our need for

EAST CASCADES WORKS

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Certified Medical Assistants, Dental Hygienists, Pharmacy Techs, etc. Another example of leverage and alignment that is made even more effective thanks so this state investment.

In Construction, we helped to align investments and local efforts to re-invigorate careers in the building trades. Our industry efforts are led by our chairperson from **R&H Construction** in partnership with **Kirby Nagelhout, Sun West Builders, Skanska, TCM, NWFS, Knife River, Bend Commercial Glass, Sun Forest Construction, Sunburst Fabrications Inc., Pence Kelly, Baxter Builders, J Helm Enterprises, C S Construction, Hayden Homes, Griffin Construction, NW Quality Roofing, Rosendin Electric, and Technology Design**. These partners are leading the local efforts to ensure young people hear at schools, at home and in the community about careers in the building trades and pathways to get there. State funds were directly invested in supporting the launch of a construction industry boot camp delivered by our partners at Central Oregon Community College.

In the Tech industry we partnered with Technology Association of Oregon to launch a first in Oregon (along with Lane County) Tech Apprenticeship program called **Apprenti**. State funds directly supported this launch along with leveraged US Dept. of Labor Apprenticeship Grant and Federal Workforce Investment and Opportunity Act funds. There are currently 13 Software Development apprentices in Bend at some stage of their apprenticeship. This is an intensive twenty-six week-long, full-time (literally 40 hours of week in class, plus ~10-20 hours of homework weekly) classroom training followed by a one year long, paid on-the-job training portion. This is innovative and requires a lot of coordination with private sector businesses, apprentice candidates and our training provider, Central Oregon Community College, but it is worthwhile, and we are learning a lot we can apply to other non-traditional apprenticeship solutions. Business partners include **Five Talent, BMS Technologies, CBT Nuggets, GL Solutions, Navis and Smartz**.

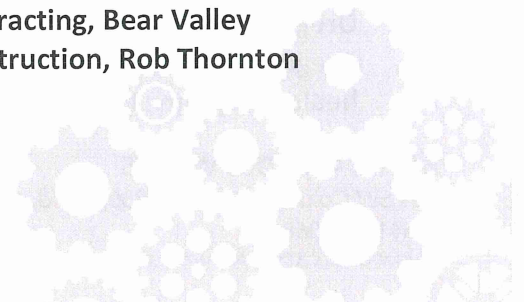
In the Klamath Basin, these funds have been put to work in the Construction Industry where we've invested in a Construction Training program offered by our partners at Klamath Community College that is based on the NCCER, a nationally recognized construction industry certification program. Not only will they deliver this program to adult job seekers, they implemented it in a high school program in Klamath Falls to prepare young people before they even leave high school for careers in the building trades. Moreover, we are working with Klamath Community College as they step into Warner Creek Correctional facility in Lake County to offer Flagger Certification training to inmates prior to release as a first step toward work readiness for these men. These funds will help us continue and expand that program to help us cultivate all possible talent in our state to ensure business has the skilled workforce they need, and Oregonians are earning wages at their maximum potential. Industry partners in the Basin include **DCI, Knife River, Bogatay Construction, Atone General Contracting, Bear Valley Construction, Head Concrete, Larson Home Builders, Philibert Construction, Rob Thornton**

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Builders, Rocky Mountain Construction, Lakeview Redi Mix, Linkville Roofing & Siding, Henris Roofing, Chris Kuehl Drywall, Kinsman Construction, Bellet Construction, Grant Plumbing and NashCraft Construction.

As you can see these funds have had significant impact in our area for both businesses and people. Local workforce boards play a critical and neutral role in convening and supporting business to drive local workforce solutions. Partnership is essential and through leverage of federal and local resources we have easily double the impact these state funds have in our community.

Thank you for your consideration for fully funding HB 5024. Do not hesitate to contact me with any questions or clarifications at heather@ecworks.org or 541-904-5070.

Sincerely,

Heather Ficht
Executive Director
East Cascades Works

