

FUTURE READY OREGON ANNUAL REPORT: Report from Year Three (ORS 660.415)



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PREFACE

Future Ready Oregon (Senate Bill 1545, 2022) is a \$200 million investment in Oregon workforce development that aims to address employer needs and increase Oregonians' access to well-paying careers. To reduce longstanding disparities in education and the economy, Future Ready Oregon emphasizes opportunities for ten Priority Populations: communities of color, women, low-income communities, rural and frontier communities, Veterans, persons with disabilities, incarcerated and formerly incarcerated individuals, members of Oregon's nine federally recognized Tribes, individuals who disproportionately experience discrimination in employment on the basis of age, and individuals who identify as members of the LGBTQ+ community. In addition, it focuses on sectors with high workforce needs that offer career pathways to economic stability: healthcare, manufacturing, technology, and construction. There are eight programs within Future Ready Oregon that build on existing program successes and foster innovation to serve marginalized communities better and create systemic change. The programs are administered by the Oregon Higher Education Coordinating Commission (HECC), the Oregon Bureau of Labor and Industries, and the Youth Development Oregon division of the Oregon Department of Education in connection with the Workforce Talent Development Board, the Oregon Employment Department, and numerous local organizations. It draws on state and federal funds that must be expended by December 31, 2026.

The legislation requires the HECC to submit a report on the investment's progress to the Governor and Legislature each year. This third annual report satisfies this requirement and details the progress of each of the eight programs to date; describes the participants served, the services they accessed, and their initial employment outcomes; and makes recommendations for the coming year.

The report is prepared by staff in the HECC's Office of Research and Data in coordination with the entities listed above. As the single state entity responsible for ensuring pathways to postsecondary success for Oregonians, the HECC sets state policy and funding strategies, administers numerous programs and over \$2 billion of funding annually, and convenes partners working across the public and private postsecondary education and training to achieve state goals. More information about the HECC can be found at www.oregon.gov/highered. Questions about the HECC should be directed to info.hecc@state.or.us, and questions about this report should be directed to the Director of the Office of Research and Data, Amy Cox, at amy.cox@state.or.us.

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EXECUTIVE SUMMARY

INTRODUCTION

In 2022, emerging from the COVID-19 pandemic and its related economic crisis, Oregon was continuing to deal with longstanding inequities in the economy and education, and labor shortages stemming from long-term declines in labor force participation. Many communities hit hardest by the pandemic were also facing the largest employment barriers, many businesses were struggling to find enough workers, and this need was projected to increase. In response to these issues, the Oregon Legislative Assembly passed [Senate Bill \(SB\) 1545](#), which Governor Kate Brown signed into law in March 2022. Known as Future Ready Oregon, SB 1545 (2022) invests \$200 million in new workforce development, focusing on the healthcare, manufacturing, and technology sectors, that both builds on existing workforce system infrastructure and implements new approaches and programs. Its aims are twofold: to increase economic prosperity in the state and to expand equity in the Oregon workforce system. The legislation requires the HECC to prepare and submit a report assessing the performance and outcomes of the Future Ready Oregon investment to the Governor and Legislature each year (Section 12 of SB 1545, 2022; Oregon Revised Statutes, ORS, 660.364). This report documents the progress made by Future Ready Oregon overall, the progress made in each of the eight programs to date, and state-level economic and educational trends.

Expanding economic prosperity in the state is a multi-layered aim. It involves raising individual worker incomes, addressing the labor needs of employers and industries, and making the state more competitive with an expanded and more diverse workforce. Like the nation, Oregon has had historically low labor force participation since the Great Recession in 2008 and parallel low unemployment. The combination of low labor force participation and low unemployment points to the potential for significant growth in Oregon's workforce. However, as low unemployment has not been sufficient to draw individuals into the labor force, different approaches to engaging and upskilling workers are necessary. By investing in workforce system innovations and expansion, Future Ready Oregon aims to engage new workers in the labor force and improve career paths for both new and existing workers.

Increasing equity in Oregon's workforce system is key to this innovation in workforce development and expansion of the labor force. The legislation prioritizes ten specific groups of Oregonians in Future Ready Oregon's requirements. These ten Priority Populations have been marginalized in the paid labor force and in education and training programs. The Priority Populations are communities of color, women, low-income communities, rural and frontier communities, Veterans, persons with disabilities, incarcerated and formerly incarcerated individuals, members of Oregon's nine federally recognized Tribes, and individuals who disproportionately experience discrimination in employment on the basis of age.

Future Ready Oregon's \$200 million investment is funded through two limited-duration sources of funding: Oregon General Funds from the 2021-23 biennium and federal American Rescue Plan Act (ARPA) funds. It is comprised of eight programs that emphasize different components of Oregon's

workforce development system but are designed as a coordinated and multi-layered investment in equitable economic prosperity. These programs are administered by the Higher Education Coordinating Commission (HECC), the Bureau of Labor and Industries (BOLI), and Youth Development Oregon (YDO)¹, in coordination with the Workforce Talent Development Board, local workforce development boards, community colleges and public universities, and community-based organizations.

FUTURE READY OREGON PROGRAMS

Prosperity 10,000. This program allocates \$35 million to Oregon’s nine local workforce development boards to fund grants to workforce service providers and community-based organizations (CBOs). These grants are designed to increase capacity and provide direct workforce development to Oregonians through services such as career coaching; education and training; paid internships, scholarships, on-the-job training, and other work experience; and comprehensive support services, including childcare, housing, transportation, and technology.

Career Pathways. This \$14.9 million investment provides grants to Oregon’s community colleges to broaden Career Pathways programs in innovative ways. Career Pathways link intentional student support with education and training toward stackable credentials and employment that advance over time to higher levels in a specific occupation or industry sector. The growing demand for student support services, with special attention given to Priority Populations, is a key focus of the investment.

Registered Apprenticeship. This program allocates \$20 million to BOLI to fund grants to develop and implement healthcare and manufacturing apprenticeships and to develop pre-apprenticeship training programs in healthcare, manufacturing, and construction. Apprenticeships provide paid work experience accompanied by classroom instruction to earn an apprentice credential in a designated field. Pre-apprenticeships provide opportunities for participants to move forward in their career with experiences such as simulated labs, field trips, and guest speakers.

Youth Programs. This investment allocates \$10.5 million to the YDO to fund community-based initiatives that support youth who are disengaged from educational and employment opportunities. The program aims to expand workforce readiness and reengagement services such as outreach efforts, academic remediation, support for diploma and GED completion, mentoring and coaching, career exploration, and paid work experiences.

Credit for Prior Learning. This program allocates \$10 million to the HECC to fund grants to community colleges and public universities for developing and improving their methods of awarding and reporting Credit for Prior Learning. Credit for Prior Learning is the means by which

¹ SB 1545 (2022) refers to the Oregon Department of Education for the administration of Youth Programs. The Oregon Department of Education is the administrative home to Youth Development Oregon, which administers the Future Ready Youth Programs.

colleges and universities award credit for education and training gained outside of a traditional institution, such as work and life experiences and military training, or in educational institutions in another country.

Workforce Ready Grants. This investment allocates \$95 million to the HECC to award grants for new and innovative education and training programs in the healthcare, manufacturing, and technology industry sectors, in collaboration with the Industry Consortia and other Future Ready Oregon partners. The program includes both capacity-building and direct service to Oregonians.

Industry Consortia. This program allocates \$1 million to the HECC to establish statewide Industry Consortia in the healthcare, manufacturing, and technology sectors. Each Consortium brings together industry, labor, education and training providers, and community-based organizations to identify workforce needs and high-value credentials in each sector, develop effective recruitment and retention strategies, expand access and opportunities education and training, and foster collaboration and coordination among related partners in each industry sector.

Workforce Benefits Navigators. This investment allocates \$10 million to the HECC to work with local workforce development boards to incorporate Workforce Benefits Navigators at WorkSource Oregon one-stop centers and CBOs throughout the state. Workforce Benefits Navigators are a single point of contact connecting individuals to available resources, support services, and education and training opportunities related to the workforce.

Of these programs, Prosperity 10,000, Career Pathways, Youth Programs, Registered Apprenticeships, and Credit for Prior Learning build on existing activities and infrastructure. Industry Consortia, Workforce Ready Grants, and Workforce Benefits Navigators create new activities and infrastructure. All are intended to expand and innovate workforce development in Oregon to better serve Priority Populations.

REPORTING REQUIREMENTS

SB 1545 (2022) includes a list of reporting requirements to assess the impact of the Future Ready Oregon investments (Section 12 of the bill, ORS 660.415). These reporting requirements fall into three broad categories, within which there are multiple specific requirements and analyses:

- A) Program-level information about the allocation of funds and the work of the program, including specifics about participants served and services provided, for each of the eight Future Ready Oregon programs;
- B) State-level information about the labor force, economic trends and projections, and educational trends and projections, compared with Future Ready Oregon participants, to assess program contributions to the economy and education; and
- C) Recommendations for future workforce development investments.

Data and Methods

SB 1545 (2022) reporting requirements draw on new data collected about and for Future Ready Oregon, the participants served, and the workforce development services offered. It also draws on existing data about postsecondary students, the state's labor force, and the state's educational landscape, as well as data from other state and federal entities and from program materials.

Participant and service data include participants' characteristics related to their identity with Priority Populations as well as identifying information that enables participant data to be matched with other data sources to track employment and education outcomes. Grantees are required to ask participants to report whether they identify with each of the ten Priority Populations and to track the workforce development and support services utilized by participants. Participants are not required to answer the data questions, as there are no eligibility requirements for participating in Future Ready Oregon-funded programs. To maximize the data received, minimize the burden on grantees and participants, and make the best use of data equity principles, the HECC Office of Research and Data provides trauma-informed data collection trainings and materials.

Employment outcome data come from Unemployment Insurance records submitted by employers to the Oregon Employment Department (OED) and include information on jobs held by participants, including quarterly wages and quarterly hours worked. Employment outcomes (job placement, hours and industry employed, and wages earned) are derived by matching Future Ready Oregon participants' social security numbers (SSNs) with their own Unemployment Insurance wage record. SSNs are thus vital to obtaining employment and wage outcomes. One of the most frequently missing data elements is SSN. The HECC has SSNs for 63 percent of participants overall, though this rate varies widely by program. The lack of SSNs poses a significant barrier to obtaining and fully evaluating the employment outcomes of Future Ready Oregon programs.

Data on program development and progress come from quarterly performance reports submitted by grantees, meeting notes, minutes, presentations, impact statements from grant administrators, close-out reports, and narratives about individual participant experiences shared by grantees and local workforce development boards. Additional data come on educational outcomes, labor force and the economy, and Oregon populations come from federal and state government sources detailed in the report.

To examine the progress and impacts of the eight programs and of Future Ready Oregon as a whole, we asked the following questions of the quantitative and qualitative results:

- How closely does the program adhere to requirements, as laid out in the legislation and by the administering agency?
- To what extent and how does the program serve Priority Populations?
- What types of workforce development services and support services does the program provide, especially to Priority Populations?
- To what extent are participants completing the workforce training and education? Are these completion rates equitable across the Priority Populations?

- What successes resulted from these investments and what challenges emerged?
- How is the program improving economic prosperity for participants, for businesses, and for the state, and how is it creating sustainable change in the workforce system to continue these economic improvements?
- How is the program improving equity for participants, businesses, and the state, and how is it creating sustainable change in the workforce system to continue these improvements in equity?

FINDINGS

Overall Findings

As of June 30, 2024, the program has served 14,251 unique participants—a 51 percent increase from the previous year, despite temporary gaps in some program funding rounds. Future Ready Oregon participants reflect a diverse cross-section of Oregon's population, with notable representation of Priority Populations. Sixteen percent of participants identified as two or more races, 15 percent as Latino/a/x/Hispanic, and 7 percent as Black/African American—rates significantly higher than their representation in the state's labor force or the population as a whole. Only 47 percent identified as White, compared to 71 percent of Oregon's overall labor force. Gender representation is balanced, with 49 percent women, 49 percent men, and 2 percent non-binary participants. The age distribution of participants skews younger, with 40 percent of participants aged 24 and under, 33 percent between 25-39, and 26 percent aged 40 and older. Geographically, 54 percent of participants came from urban areas, with a notable 35 percent from rural regions—a slightly higher proportion than the state's typical rural workforce representation.

Future Ready Oregon services are comprised of 18 different service classifications grouped under workforce development or support services. Career coaching and workforce development training were the most frequently accessed services, with high completion rates of 96 percent and 81 percent respectively. Participants enrolled in an average of 3.2 services each, totaling over 45,000 services provided. Support services played a crucial role, with tuition and fees assistance being the most common support service. Future Ready Oregon has collectively invested over \$5.2 million in tuition support, with a median of \$1,208 per participant. Other support services like childcare, food, and residential assistance were less frequently utilized despite strong anecdotal evidence of need, suggesting potential areas for program refinement.

Initial employment outcomes are positive. Sixty-five percent of participants who were not employed when they began services were employed afterward. Moreover, participants saw a median quarterly wage increase of \$720.61 and a rise in median hourly wages from \$17.95 to \$20.97. Almost half of participants (46 percent) were employed in either healthcare or manufacturing industries after their Future Ready Oregon participation, rates that are higher than among workers overall.

However, these findings are not without limitations. SSN reporting, which is necessary to determine employment outcomes, varied widely across programs and limits the share of participants for whom we can track economic outcomes. This variability means the findings about employment outcomes may not fully represent all participants.

Program-Specific Findings

In examining the activities, outcomes, and participants served, the analysis found that all programs are reaching Priority Populations, accomplishing high service-completion rates, and associated with employment and wage gain. Moreover, priorities of Future Ready Oregon around equity, engagement, and focus industry sectors are also widespread. Some results do raise questions about the use of support services and data limitations. Overall, the program-specific results are positive.

Prosperity 10,000. Prosperity 10,000 is the only one of Future Ready Oregon's eight programs with specific quantitative objectives, including the number of participants served, percentage of participants who are women, service-completion rate, job placement rate, and wage rate. Prosperity 10,000 is well on its way to meeting these objectives. Prosperity 10,000 has served 5,731 participants in just over two years, or over half of its participant goal in the first half of the funding period. With 45 percent of the participants identifying as women (among those who reported a gender), it is close to its objective of 50 percent women. Nearly all participants identify with one or more Priority Populations (93 percent). Prosperity 10,000 participants' overall service-completion rate, 97 percent, is well beyond its goal of 80 percent. Only one service, paid work experience, has a lower completion rate (72 percent). Initial employment outcomes show that 69 percent of Prosperity 10,000 participants who were not employed before services were employed after their participation, and the goal is 75 percent. These same outcomes show participants' total quarterly wages and their hourly wages grew after services. Their median hourly wages rose from \$18.51 per hour to \$21.50 per hour, and 75 percent of participants made at least \$17.88 per hour. This meets the goal of at least 75 percent of participants earning \$17 or more per hour. Finally, these employment outcomes are generalizable, as Prosperity 10,000 grantees have been able to collect social security numbers (SSNs) at high rates.

Career Pathways. With funding only through June 2023, the Career Pathways program has served 3,860 participants through June 2024; 91 percent of these participants identify with one or more Priority Populations (in addition to low-income and among those who reported data). All students receive intensive support services of some form, as this is integral to the Career Pathways program. Each community college determines what constitutes as an intensive support service for their college but largely did not report this in their data submission about students and services. About one in six of these participants (16 percent) have earned a certificate or degree by June 2024, and initial employment outcomes are promising. Two-thirds of participants who were not employed prior to Career Pathways were employed after their services, and both total quarterly and hourly wages rose. Their median hourly wage rose from \$16.88 to \$20.47. These results are relatively generalizable to all Career Pathways participants. Though Career Pathways programs did not collect SSNs from students, we were able to gather most SSNs from other community college data.

Registered Apprenticeships. Initial implementation of the Registered Apprenticeships program had to accommodate the lengthy registration processes for new apprenticeships. This limited the number of participants in the first year, but by June 2024, the program had served 1,235 participants. The vast majority of these participants identify with one or more Priority Population, 89 percent among those who reported data. The overall service-completion rate was 86 percent, and completion rates for most services were 80 to 90 percent. Initial employment outcomes of Apprenticeship participants look strong: nearly two-thirds of participants who reported SSNs and were not employed before their training were employed afterward (62 percent), and both total quarterly and hourly wages rose significantly. Median hourly wages rose from \$17.60 to \$22.16. These results are cautiously generalizable to all Apprenticeship participants as they are based on the half of participants who reported SSNs.

Youth Programs. Through June 2024, Youth Programs had served 2,534 participants, 93 percent of whom are from one or more Priority Population (excluding low-income and among those who reported data). The program's overall service-completion rate was 88 percent, with most services having high completion rates. Areas to focus on the coming year include on-the-job training, workforce development training, and career coaching, which all had lower completion rates, and support services, which had relatively low use. Early employment outcomes are promising but not generalizable, due to missing SSNs for 83 percent of participants. Among the participants who did report SSNs, half of those who were not employed before services were employed afterward, and both total quarterly wages and hourly wages rose. Median hourly wages rose from \$15.44 to \$17.41 after services.

Credit for Prior Learning. The Credit for Prior Learning program funded grants through June 2023. During this time, most of the funded institutions successfully developed assessment criteria and improved their Credit for Prior Learning offerings, with 84 percent investing in faculty and staff training. Nearly all grantees implemented marketing efforts to raise awareness among Priority Populations. However, while the number of students earning Credit for Prior Learning has generally increased over the past few years, there was a slight decline in the number of students awarded credit for prior learning from 2022-23 to 2023-24 among institutions who received the grant and those institutions that did not. At community colleges, challenges with data consistency and reporting persist, which hinders meaningful analysis of the program's impact, though the colleges continued to meet to resolve these challenges into 2024.

Workforce Ready Grants. In its first two rounds of grants, the Workforce Ready Grants program has served 1,539 participants, nearly all of whom are members of a Priority Population (excluding low-income and among those who reported data), 90 percent. The program's overall service-completion rate was 87 percent, with most services having completion rates over 80 percent. About one in four participants drew on support services, and grantees report that childcare, housing, and transportation remain highly needed by many participants. The program awarded its third and final round of grants in November 2024 based on the Industry Consortia's recommendations for awarding grants. Initial employment outcomes are not generalizable, as grantees didn't submit SSNs

for most participants. From the relatively small number of participants with SSNs, we found that about one-third (32 percent) of those without jobs prior to services were employed after services, and median hourly wages rose from \$18.93 to \$20.95.

Industry Consortia. The Consortia are well underway and building the collaborative partnerships to achieve their goals. They have created structured processes to strengthen teamwork and to make decisions based on consensus. Each Consortium came to consensus on funding priorities for the last round of Workforce Ready Grants. Their resulting recommendations prioritized labor shortages, upskilling opportunities, workforce equity, recruitment strategies, and expanded career pathways. Each consortia is also working toward increasing employer engagement to better align education and training programs and equitable recruitment strategies with workforce development needs.

Workforce Benefits Navigators. Oregon's nine local workforce development boards received \$1M each to pilot the Workforce Benefits Navigators program in their respective regions. All boards have successfully hired either navigators or coordinators for their Workforce Benefits Navigators programs. While each board's program shares the same overarching purpose and goals, the strategies the boards employed to implement the Workforce Benefits Navigators programs vary based on regional needs. For example, East Cascade Works focused on implementing a technology solution that provides navigation services across its rural and frontier areas, whereas Lane Workforce Partnership convened the Lane County Navigator Consortium to establish a network of navigators from community-based organizations and WorkSource Oregon staff. As of June 30, 2024, no local workforce development board had reported direct service to Oregonians. Participant data will be included in the next annual report.

State Economic and Educational Trends

In addition to the results within each program, the findings reported here show that participants in Future Ready Oregon are more diverse than Oregon's labor force as a whole. State-level labor force data can be disaggregated by race/ethnicity, gender, age, and geography, revealing that there are higher shares of people of color, women, young people, and those in rural and frontier areas among Future Ready Oregon participants than in the labor force as a whole (excluding Youth Programs, per the statute). This continues a trend seen in the first year of participant data (as described in the second annual report). While representation is only the first step toward a larger and more diverse labor force, it is an essential first step. The greater representation of Priority Populations among Future Ready Oregon participants, combined with the positive employment outcomes of participants overall, further indicates that the programs' efforts to reach Priority Populations are well placed and that the investment overall is having a positive impact. We note, however, that the opposite is the case for older Oregonians; they are underrepresented among Future Ready Oregon participants compared to the labor force as a whole. Given that Oregon's population is projected to grow the most among older adults, engaging these workers is necessary for the economy as well as for the fact that they are a Priority Population.

The state-level findings also indicate that the need for more workers in Oregon continues. Part of the impetus for Future Ready Oregon was the state's historically low labor force participation rate and unemployment rate, combined with employment projections that predicted the need for more workers. Future Ready Oregon participants had high representation in healthcare and social service industries (33 percent) and manufacturing industries (13 percent).

IMPLICATIONS AND RECOMMENDATIONS

Implications

Collectively, these findings point back to the questions posed at the outset of this report: Does Future Ready Oregon lead to greater economic prosperity? Does Future Ready Oregon lead to greater equity?

One goal of Future Ready Oregon is to lead individuals and communities, businesses and industries, and the state as a whole to greater economic prosperity. It aims to do this by drawing new workers into the labor force; equipping new and returning workers with education, training, and workforce skills to allow career growth; facilitating new postsecondary credentials, and improving pathways to in-demand fields that have career growth. Much of the evidence from the first three years of Future Ready Oregon indicates that the investment is making these impacts, though many steps of the process are not yet completed, and the potential magnitude of its impact is not yet clear.

Nevertheless, in this third year, nearly 15,000 Oregonians have utilized workforce development and support services through Future Ready Oregon, and most programs with direct service are still underway. About two-thirds of participants who were not employed before they engaged in these services became employed after participation. Relatively high proportions of participants employed in two of the program's focus industry sectors, healthcare and manufacturing. Future Ready Oregon participants who were employed prior to their training/services have experienced rising earnings after the training/services, and the initial credential data shows that some participants are already earning new postsecondary credentials. Though all of this evidence is indirect, it suggests Future Ready Oregon programs are successfully reaching Oregonians who are out of work, helping them find employment better paying jobs, and supporting businesses in healthcare and manufacturing that are facing labor shortages. Incomplete employment outcomes for all participants because of limited SSN data is an important caveat to these interpretations.

Another goal for Future Ready Oregon is to create greater equity in the workforce system and the labor force as a whole. The evidence here is less complete than those for economic impacts, but the evidence that is available is consistent. Among the participants who reported their identity, 92 percent are from one or more of the Priority Populations named in the legislation, in addition to low-income communities, from which virtually all respondents come. Service completion rates are consistently high across Priority Populations and programs, with all groups having overall completion rates of 90 percent or higher. Median hourly wages increased for every Priority

Population after participating in the program, and median total quarterly wages rose for nearly all Priority Populations as well. These results indicate that the work of grantees and administering agencies to reach communities and to provide equitable services and trainings has been successful. Representation, completion, and outcomes are all consistent across groups. To the extent that these activities have been new or different, or implemented differently, suggests the focus on equity within the workforce development system is improving equitable access and outcomes.

In addition to these positive findings, there are some that are concerning or less clear. First, older Oregonians are underrepresented among Future Ready Oregon participants, compared both to the population in general and to the labor force. Not only is this an issue of equity, as older workers are more likely than middle-aged adults to face age discrimination, but it is also an issue of economic prosperity for businesses and the state, as Oregon's population is growing most at older ages. Second, employment outcomes may change with more complete data, especially for Latino/a/x/Hispanic and younger participants, who were less represented among those with employment outcome data.

These findings do not provide the whole picture of Future Ready Oregon, as it is still underway. Existing programs continue to serve participants and build career pathways, and new ones are just getting underway. Participants who have completed services will continue to move forward in their jobs, and investments in capacity-building will continue to attract new participants. However, even though new findings will emerge in the coming years, the findings here point consistently to greater economic prosperity and greater equity than if Future Ready Oregon had not been underway.

Recommendations

These findings and implications lead to four recommendations for the coming years of Future Ready Oregon and for future investments in workforce development.

Continue Community Engagement

Future Ready Oregon programs have committed to building partnerships across the state to ensure that workforce development opportunities are culturally responsive and relevant, especially for the ten Priority Populations identified in the legislation. From the beginning of implementation into this third year, administering agencies and grantees have followed this priority with specific outreach to new communities and partners. The impact of these efforts is evident in the high participation and completion rates across Priority Populations. Each program has built partnerships with organizations serving Oregonians most likely to benefit from workforce development, while also actively engaging with Priority Population communities to discover effective strategies for better service delivery. This collaborative approach ensures that workforce services are comprehensive and tailored to meet local needs, resulting in high participation and completion rates among Priority Populations, highlighting the positive outcomes of these partnerships.

Recommendation 1: Future workforce investments, particularly those aimed at advancing equity, should intentionally engage specific underserved communities. Current investments should continue this approach.

Reach Oregonians Ages 40 and Older

Participation in Future Ready Oregon programs leans heavily toward younger individuals, with 40 percent of participants aged 24 and younger, 33 percent aged 25-39, and only 26 percent aged 40 or older. This trend is evident across all participant-serving programs. Adults over 40 are not only more likely to face age discrimination than younger adults (and have protections in place),² they also are less likely to be employed and are underrepresented among participants when compared to the labor force, signaling the potential to increase the labor force by outreaching to older Oregonians to bring them into the labor force. With population projections indicating substantial growth in the number of individuals aged 35 to 49 and 65 and older by 2030, older workers are poised to play a critical role in addressing labor gaps. To address these disparities, Future Ready Oregon programs should enhance their outreach strategies to engage and support Oregonians aged 40 and older, ensuring that they have equitable access to the programs designed to increase and strengthen the workforce.

Recommendation 2: Future Ready Oregon should increase engagement and outreach to Oregonians ages 40 and older.

Improve Data Collection

The method used to determine if Future Ready Oregon increases the economic prosperity of Oregonians of individuals, businesses and the state is by tracking the employment outcomes of its participants. This includes their job placement rates, hours worked, quarterly earnings, and employment industry. However, we will not know if Future Ready Oregon is having this impact without participants' social security numbers. Social security numbers connect Future Ready Oregon data to job placement, wages, and employment industry.

Future Ready Oregon grantees are required to ask participants for their social security numbers and demographic information, though participants are not required to provide their information. HECC's Office of Research and Data provide ongoing support for data collection and submission, and many, though not all, all grantees connect to these supports. Currently, social security number

² The Age Discrimination in Employment Act (ADEA, 1967) is a federal law that prevents employment discrimination against people who are ages 40 and older.

reporting varies significantly across the programs, from 88 percent to 17 percent. The limited reporting and the inconsistency across programs reduce the accuracy of employment results and the amount we know about the program's impacts. Ongoing challenges with data reporting persist in some other areas as well, including grantees' reporting of the career field or field of study in their training programs and complete reporting of Credit for Prior Learning data. These challenges hamper the ability to draw meaningful conclusions about program effectiveness.

Recommendation 3: Future Ready Oregon grantees need to enhance their data collection practices, particularly in the areas of training and participants' social security numbers, to effectively track program impacts.

Engage Oregonians Outside of the Labor Force

The labor force is composed of two groups: those who are currently employed and those who are currently seeking work (i.e., unemployed). As traditionally measured, those who are not employed and not looking for work are out of the labor force. For Future Ready Oregon to realize its goal of labor force expansion, workforce development must reach both those who are in the labor force (employed or currently looking for work) and those who are not in the labor force (not currently looking for work). Those currently outside of the labor force include those who would welcome employment and the path to self-sufficiency it can provide but who face barriers such as disability, lack of childcare, no employment history, discrimination, or poor treatment at prior jobs, and more.

To date, Future Ready Oregon programs have successfully reached members of Priority Populations at higher rates than their presence in the labor force, but we do not know whether these participants were outside of the labor force (low reporting of social security numbers prevents determining this). Most of these groups also have relatively high unemployment, and it is possible that Future Ready Oregon has primarily reached those who were already actively seeking employment. Reaching Oregonians who are outside of the labor force is necessary to counteract the long-term declines in labor force participation that are part of the program's impetus. Because the program is half-way through its execution timeframe, we draw attention to this issue now to allow time for programs to strengthen their engagement with those outside of the labor force to increase the number of workers in Oregon.

Recommendation 4: Future Ready Oregon should ensure engagement and outreach is directed at individuals currently outside the labor force, not just those who are unemployed.

CONCLUSION

Taken together, this year's findings about Future Ready Oregon show positive outcomes and trends. They suggest that Future Ready Oregon is on track toward making the contributions to individual Oregonians and to the state's economy that it is intended to make. The program's emphasis on building partnerships with communities and addressing their specific needs has led to participation and completion of workforce training by Priority Populations across the program. Participants are beginning to earn postsecondary credentials, finding employment—many in the program's focus industries, and experiencing rising wages. Though there are areas for improvement in the coming year, these promising results underscore the effectiveness of Future Ready Oregon's approach and are positive indicators of Future Ready Oregon's impact. Finally, the results also confirm that the state will continue to have a high need for workers for many years beyond the timeline of this investment. We will continue to track the impacts of Future Ready Oregon and the likely need for future workforce investments in the years to come.

ACKNOWLEDGEMENTS

This report would not have been possible without the input and support of many partners, and we want to express our gratitude to them. In particular, we thank staff at the Bureau of Labor and Industries, Youth Development Oregon (Oregon Department of Education), Oregon Local Workforce Development Boards, the Oregon Employment Department, staff at Oregon's community colleges and public universities, HECC Future Ready Oregon staff, HECC Office of Workforce Investments staff, HECC Community College and Workforce Development staff, and HECC Information Technology staff. We also express our appreciation for the hard work of the many Future Ready Oregon grantees, community-based organizations, and other partners who are working diligently to include all Oregonians in the benefits of postsecondary education and training. Most especially, we wish to thank the Oregonians participating in Future Ready Oregon programs whose hard work inspires us all.

ABBREVIATIONS

ACA	Affordable Care Act
AP	Advanced Placement
ARPA	American Rescue Plan Act
ATD	Apprenticeship and Training Division
BOLI	Oregon Bureau of Labor and Industries
CBO	Community-Based Organizations
CCWD	Office of Community College and Workforce Development
CP	Career Pathways
CPL	Credit for Prior Learning
CNA	Certified Nursing Assistant
CTE	Career and Technical Education
CWP	Clackamas Workforce Partnership
ECW	East Cascades Works
EOWB	Eastern Oregon Workforce Board
FTE	Full Time Equivalent (in this report, refers to employment)
GF	General Funds of Biennium State Budget
HECC	Oregon Higher Education Coordinating Commission
LGBTQ+	Lesbian, Gay, Bisexual, Transgender, Queer, and Others
LPN	Licensed Practical Nurse
LWP	Lane Workforce Partnership
MA	Medical Assistant
NOW	Northwest Oregon Works
ODE	Oregon Department of Education
OED	Oregon Employment Department
OHSU	Oregon Health Sciences University
OLDC	Oregon Longitude Data Collaborative
ORS	Oregon Revised Statute
OSATC	Oregon State Apprenticeship and Training Council
OSU	Oregon State University
OWP	Oregon Workforce Partnership
P10K	Prosperity 10,000
RN	Registered Nurse
RFA	Request for Applications
RFP	Request for Proposals
RWP	Rogue Workforce Partnership
SB	Senate Bill
SNAP	Supplemental Nutrition Assistance Program
SOWIB	Southwestern Oregon Workforce Investment Board
SSN	Social Security Number
STEP	Supplemental Nutrition Assistance Program Training and Employment Program
TAC	HECC Technical Advisory Committee
UI	Unemployment Insurance

UO	University of Oregon
WBN	Workforce Benefits Navigator
WRG	Workforce Ready Grants
WSI	Worksystems, Inc
WTDB	Oregon Workforce and Talent Development Board
WWP	Willamette Workforce Partnership
YDO	Youth Development Oregon

CHAPTER 1: INTRODUCTION

BACKGROUND

In 2022, emerging from the COVID-19 pandemic and its related economic crisis, Oregon was faced with longstanding inequities in the economy and education, and labor shortages stemming from long-term declines in labor force participation. Many communities hit hardest by the pandemic were also facing the largest employment barriers, many businesses were struggling to find enough workers, and this need was projected to increase. In response to these issues, the Oregon Legislative Assembly passed Senate Bill (SB) 1545, which Governor Kate Brown signed into law in March 2022. Known as Future Ready Oregon, SB 1545 (2022) invests \$200 million in new workforce development, particularly in the healthcare, manufacturing, and technology sectors, that both builds on existing workforce system infrastructure and implements new approaches and programs. Its aims are twofold: to increase economic prosperity in the state and to expand equity in the Oregon workforce system.

Expanding economic prosperity in the state is multi-layered. It involves raising individual worker incomes, addressing the labor needs of employers and industries, and making the state more competitive with an expanded and more diverse workforce. Like the nation, Oregon has had historically low labor force participation since the Great Recession in 2008 and parallel low unemployment. The combination of low labor force participation and low unemployment indicates the potential for significant growth in Oregon's workforce. However, as low unemployment has not been sufficient to draw individuals into the labor force, different approaches to engaging and upskilling workers are necessary. By investing in workforce system innovation and expansion, Future Ready Oregon aims to engage new workers in the labor force and improve career paths for both new and existing workers.

Increasing equity in Oregon's workforce system is key to this expansion of the labor force and innovation in the workforce system. The legislation prioritizes ten specific populations of Oregonians in Future Ready Oregon's requirements. These ten Priority Populations have been marginalized in the paid labor force and in education and training programs. Future Ready Oregon aims to build new processes and infrastructure that engages these underserved communities in the short and long term. The Priority Populations are: communities of color, women, low-income communities, rural and frontier communities, Veterans, persons with disabilities, incarcerated and formerly incarcerated individuals, members of Oregon's nine federally recognized Tribes, and individuals who disproportionately experience discrimination in employment on the basis of age.

Future Ready Oregon's \$200 million investment is funded through two limited-duration sources of funding: Oregon General Funds from the 2021-23 biennium and federal American Rescue Plan Act (ARPA) funds. It is comprised of eight programs that emphasize different components of Oregon's workforce development system but are designed as a coordinated and multi-layered investment in equitable economic prosperity. These programs are administered by the Higher Education Coordinating Commission (HECC), the Bureau of Labor and Industries (BOLI), and Youth

Development Oregon (YDO)³, in coordination with the Workforce Talent Development Board, local workforce development boards, community colleges and public universities, and community-based organizations.

The legislation requires the HECC to prepare and submit a report assessing the performance and outcomes of the Future Ready Oregon investment to the Governor and Legislature each year (Section 12 of SB 1545, 2022; Oregon Revised Statutes, ORS, 660.364). This report satisfies the reporting requirement and is the third such annual report. It documents the progress made by Future Ready Oregon overall, the progress made in each of the eight programs to date, and state-level economic and educational trends. Progress is measured in terms of program implementation, the number of participants served, services provided, and employment outcomes of those participants. The report also includes conclusions and recommendations drawn from these results.

FUTURE READY OREGON PROGRAMS

Future Ready Oregon encompasses a suite of eight workforce training programs. The investment package combines state and federal funds to extend programming from its initiation in spring 2022 through June 30, 2026. Table 1.1 lists the programs, administering agencies, total funding, and funding sources.

³ SB 1545 (2022) refers to the Oregon Department of Education for the administration of Youth Programs. The Oregon Department of Education is the administrative home to Youth Development Oregon, which administers the Future Ready Youth Programs.

Table 1.1. Future Ready Oregon Programs, Statute, Administering Agencies, and Funding.

Investment Category	Agency	General funds	ARPA funds	Total funds
Prosperity 10,000 SB 1545, 2022, Section 3	HECC	\$17,100,000	\$20,000,000	\$37,100,000
Community College Career Pathways SB 1545, 2022, Section 4	HECC	\$14,900,000		\$14,900,000
Registered Apprenticeships SB 1545, 2022, Section 6	BOLI	\$18,900,000	\$1,100,000	\$20,000,000
Youth Programs SB 1545, 2022, Section 7	YDO	\$3,500,000	\$7,000,000	\$10,500,000
Credit for Prior Learning SB 1545, 2022, Section 8	HECC	\$10,000,000		\$10,000,000
Workforce Ready Grants SB 1545, 2022, Section 9	HECC	\$10,000,000	\$85,000,000	\$95,000,000
Industry Consortia SB 1545, 2022, Section 10	HECC	\$1,000,000		\$1,000,000
Benefits Navigators SB 1545, 2022, Section 11	HECC		\$10,000,000	\$10,000,000

Source: Senate Bill 1545 (2022).

While all programs include methods to expand and innovate workforce development in Oregon, each has particular emphasis and methods. Two focus exclusively on building infrastructure, while six also serve participants directly. We describe the programs briefly below.

Prosperity 10,000 (Prosperity 10,000). This program allocates \$35 million to Oregon’s nine local workforce development boards to fund grants to workforce service providers and community-based organizations (CBOs). These grants are designed to increase capacity and provide direct workforce development to Oregonians through services such as career coaching; education and training; paid internships, scholarships, on-the-job training, and other work experience; and comprehensive support services, including childcare, housing, transportation, and technology.

Career Pathways (CP). This \$14.9 million investment provides grants to Oregon’s community colleges to broaden Career Pathways programs in innovative ways. Career Pathways link intentional student support with education and training toward stackable credentials and employment that advance over time to higher levels in a specific occupation or industry sector. The growing demand for student support services, with special attention given to Priority Populations, is a key focus of the investment.

Registered Apprenticeship. This program allocates \$20 million to BOLI to fund grants to develop and implement healthcare and manufacturing apprenticeships and to develop pre-

apprenticeship training programs in healthcare, manufacturing, and construction. Apprenticeships provide paid work experience accompanied by classroom instruction to earn an apprentice credential in a designated field. Pre-apprenticeships provide opportunities for participants to move forward in their career with experiences such as simulated labs, field trips, and guest speakers.

Youth Programs. This investment allocates \$10.5 million to the YDO to fund community-based initiatives that support youth who are disengaged from educational and employment opportunities. The program aims to expand workforce readiness and reengagement services such as outreach efforts, academic remediation, support for diploma and GED completion, mentoring and coaching, career exploration, and paid work experiences.

Credit for Prior Learning. This program allocates \$10 million to the HECC to fund grants to community colleges and public universities for developing and improving their methods of awarding and reporting Credit for Prior Learning. Credit for Prior Learning is the means by which colleges and universities award credit for education and training gained outside of a traditional institution, such as work and life experiences and military training, or in educational institutions in another country.

Workforce Ready Grants (WRG). This investment allocates \$95 million to the HECC to award grants for new and innovative education and training programs in the healthcare, manufacturing, and technology industry sectors, in collaboration with the Industry Consortia and other Future Ready Oregon partners. The program includes both capacity-building and direct service to Oregonians.

Industry Consortia. This program allocates \$1 million to the HECC to establish statewide Industry Consortia in the healthcare, manufacturing, and technology sectors. Each Consortium brings together industry, labor, education and training providers, and community-based organizations to identify workforce needs and high-value credentials in each sector, develop effective recruitment and retention strategies, expand access and opportunities education and training, and foster collaboration and coordination among related partners in each industry sector.

Workforce Benefits Navigators (WBN). This investment allocates \$10 million to the HECC to work with local workforce development boards to incorporate Workforce Benefits Navigators at WorkSource Oregon one-stop centers and CBOs throughout the state. Workforce Benefits Navigators are a single point of contact connecting individuals to available resources, support services, and education and training opportunities related to the workforce.

Figure 1.1 summarizes these programs. Those shown in green build on existing activities and infrastructure, and those in blue create new activities and infrastructure. All are intended to expand and innovate workforce development in Oregon. Those in darker green and blue are administered by the HECC, and those in lighter green are administered by YDO and BOLI.

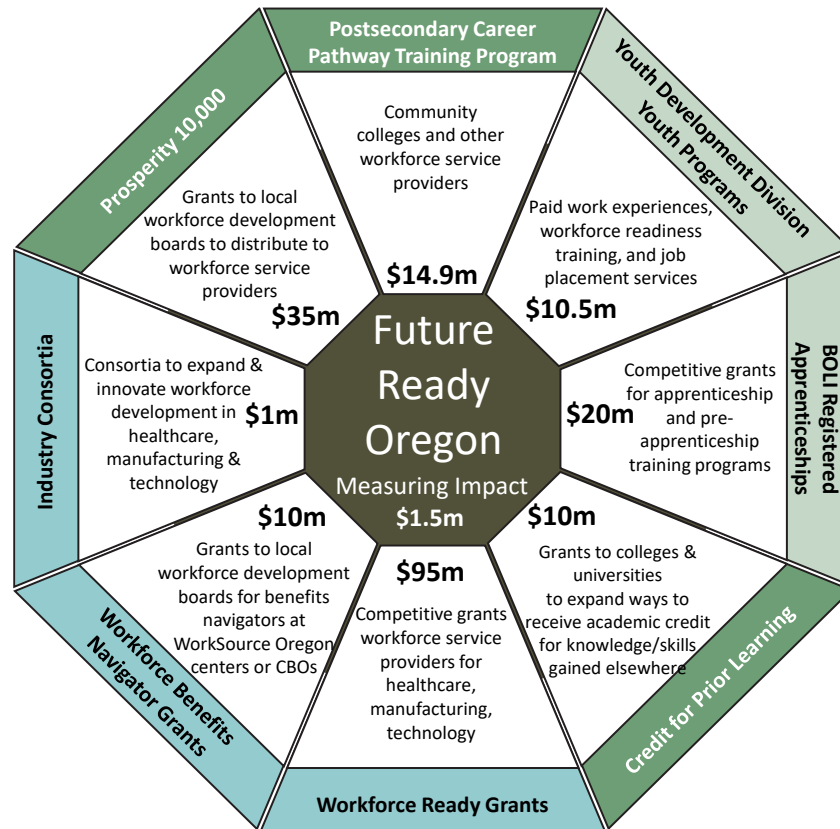


Figure 1.1. Future Ready Oregon's Eight Component Programs

Source: HECC representation of Future Ready Oregon investments from SB 1545 (2022).

PRIOR LITERATURE

Brief Review of Comprehensive Workforce Development Programs Outside Oregon

Future Ready Oregon is one of a few comprehensive workforce development programs to advance equity and improve economic outcomes for all Oregonians. Several notable workforce development programs across the country have demonstrated significant success after rigorous evaluation (e.g., randomized control trials) in helping low-income and disadvantaged workers advance their careers. Per Scholas, a nonprofit IT training program in the Bronx, New York, exemplifies this approach by increasing IT training completion and credential attainment by over 46 percent, while simultaneously boosting average annual earnings by \$6,000 (a 20 percent increase)⁴. Similarly, Year Up which has program locations across the country has shown remarkable outcomes for young adults. By providing six months of training followed by a six-month internship

⁴ <https://mdrc.org/work/publications/long-term-effects-sectoral-advancement-strategy>

in IT and financial operations, they have increased employment in target sectors by 32 percent and average quarterly earnings by 53 percent⁵.

Project QUEST in San Antonio represents another compelling example of sectoral workforce development. Focused on healthcare, information technology, and manufacturing, the program has helped over 7,000 people complete training primarily conducted through local community colleges. A long-term study revealed that participants' earnings grew from an average of \$11,722 to \$33,644, effectively moving program graduates from poverty to middle-class status. Notably, participants over 34 and those with children experienced the most significant benefits⁶. Another program, the Health Professions Opportunity Grants program further underscores the importance of program design, highlighting that longer-term trainings leading to higher-skill healthcare jobs consistently produce better employment and wage outcomes compared to short-term, low-wage training programs⁷.

These programs share critical characteristics that contribute to their success: close collaboration with employers, comprehensive support services, and a focus on industry-recognized credentials. Support services such as case management, career coaching, and practical support (including transportation and childcare assistance) are crucial in helping participants complete training and secure gainful employment. Research by Harvard University economists has validated the effectiveness of this approach, demonstrating that sectoral training programs can effectively reduce employment barriers, particularly for women and people of color.⁸ The Future Ready Oregon program shares similar components with the programs in 32 states that are developing policies to support local sectoral training partnerships. These programs represent a promising strategy for workforce development and economic mobility.

Future Ready Oregon Annual Reports' Previous Findings

This report is the third annual Future Ready Oregon report. Two previous annual reports described the progress and preliminary outcomes of Future Ready Oregon to date. The first annual report summarized the progress to implementing Future Ready Oregon in its first seven months. It reported on implementation for the programs using general funds that had to be expended within

⁵ Katz, L. F., Roth, J., Hendra, R., & Schaberg, K. (2020). Why Do Sectoral Employment Programs Work? Lessons from Workadvance. National Bureau of Economic Research. SSRN Electronic Journal. <https://doi.org/10.2139/ssrn.3753158>.

⁶ Roder, A., & Elliott, M. (2020). Nine Year Education Gains: Project QUEST's Impact on Student Success. Economic Mobility Corporation. <https://economicmobilitycorp.org/wp-content/uploads/2020/06/Nine-Year-Education-Gains.pdf>.

⁷ U.S. Department of Health & Human Services. (2018). Health Profession Opportunity Grants (HPOG) Impact Study. Office of Planning, Research, and Evaluation, an Office of the Administration for Children & Families. <https://www.acf.hhs.gov/opre/project/health-profession-opportunity-grants-hpog-impact-study-2011-2018>.

⁸ Katz, L. F., Roth, J., Hendra, R., & Schaberg, K. (2020). Why Do Sectoral Employment Programs Work? Lessons from Workadvance. National Bureau of Economic Research. SSRN Electronic Journal. <https://doi.org/10.2139/ssrn.3753158>.

13 months. These programs faced substantial challenges imposed by the tight implementation timeframe but nevertheless were aligned with the legislation's emphasis on equity, innovation, and community engagement. Six were focused on both capacity building and direct service to participants, and they successfully released requests for applications and awarded grants, combined existing approaches with innovation, and conducted engagement with new communities. This community engagement translated to an increased volume and stronger grant applications, new partnerships, and continued improvement in the implementation. Nevertheless, federally recognized Tribes were underrepresented among grant applicants and awardees in the first year, as were women, some rural areas, and LGBTQ+ communities. The first seven months saw these programs expand capacity and begin to serve Oregonians while program partners improved processes for their future rounds of grant funding. The seventh program (Industry Consortia) focused on systems alignment and change and began its implementation by contracting for a needs assessment in the relevant industry sectors. Finally, baseline labor force data reinforced the need for higher labor force participation and more postsecondary credentials, especially in the healthcare, manufacturing, and technology industry sectors.

The second annual report found strong progress made toward the goals of Future Ready Oregon. Nearly 10,000 Oregonians had been served by Future Ready Oregon programs in the first 13 months of the investment, and nearly all participants who reported data were from one of the Priority Populations and nearly two-thirds identified with more than one Priority Population. This was outside of low-income communities, from which virtually all participants came. Most participants engaged in multiple services, and the overall service-completion rate was 97 percent, with rates almost always over 90 percent across programs and Priority Populations. Programs offered career coaching, early career skills, workforce development training, and general career exploration, as well as workforce training specific to an occupation or industry.

Programs and grantees also built infrastructure and expanded capacity to serve many more participants, especially those from Priority Populations. Program administrators and grantees partnered to align programs and learn from each other, and they began ongoing efforts to reach Priority Populations better. Industry Consortia were fully underway and began to tackle how to expand equitable education and training in the healthcare, manufacturing, and technology industry sectors.

The report found that Future Ready Oregon participants were more diverse than Oregon's paid labor force in terms of race/ethnicity, geography, younger ages, and gender. This finding is the required first step to a larger and more diverse labor force. The report also found that labor force projections by industry and occupation continue to see need for more labor—as well as high-paying occupations—in the healthcare, manufacturing, and technology industry sectors.

ANNUAL REPORT

SB 1545 (2022) includes a list of reporting requirements to assess the impact of the Future Ready Oregon investments (Section 12 of the bill, ORS 660.415). These reporting requirements fall into three broad categories:

- D) Program-level information about the allocation of funds and the work of the program, including specifics about participants served and services provided, for each of the eight Future Ready Oregon programs;
- E) State-level information about the labor force, economic trends and projections, and educational trends and projections, compared with Future Ready Oregon participants, to assess program contributions to the economy and education; and
- F) Recommendations for future workforce development investments.

Within these three broad areas, there are multiple reporting requirements and analyses. Table 1.2 lays out the statutory requirements for each area, including which of the eight programs are involved. Appendix A lists these, along with the data elements and reporting timeline.

Table 1.2. Future Ready Oregon reporting requirements, ORS 660.415.

Level	Reporting Requirement	Programs
Program	Performance	All
	Expenditure outcomes	All
	A description of any new or expanded workforce programs	All
	Reach to Priority Populations: The number of individuals from Priority Populations who have registered for a workforce program	All
	Completion Rates: The number of individuals from Priority Populations who have completed a workforce program	All
	Support Services: The types and amounts of any supports and services provided to individuals from Priority Populations	All
	Employment Outcomes: <ul style="list-style-type: none"> - Job placement rates for individuals who participated in an established program - Wages and salary earnings for individuals who participated in an established program - Health and retirement benefits provided for individuals who participated in an established program 	All
State	Baseline Estimates: <ul style="list-style-type: none"> - Statewide labor force participation rates - Long-term employment projections for healthcare and manufacturing - Progress made toward achieving statewide educational attainment goals - Projections related to educational attainment needs 	N/A
	Statewide Labor Force Contributions: <ul style="list-style-type: none"> - The percentage of individuals who participated in an established program as compared to the share of the statewide labor force, disaggregated by race, gender, and geographical area - The percentage of individuals who participated in an established program and who received a postsecondary certificate, credential, or degree as compared to the statewide educational attainment goals, disaggregated by race, gender, and geographical area - The job placement rates of individuals who participated in an established program compared to long-term employment projections for healthcare and manufacturing, disaggregated by race, gender, and geographical area 	All except Youth Programs
Future investments	Recommendations for future workforce investments	All

DATA AND METHODS

Data Sources

SB 1545 (2022) reporting requirements draw on new data collected about and for Future Ready Oregon, the participants served, and the workforce development services offered. It also draws on existing data about postsecondary students, the state’s labor force, and the state’s educational landscape, as well as data from other state and federal entities and from program materials. We describe each of these below.

Participant and Service Data. Data about Future Ready Oregon participants and services are essential for assessing the extent to which Future Ready Oregon programs reach Priority Populations and for tracking program impacts on economic well-being—both of participants and of the industries where they work. All grantees that directly serve participants are required to submit participant and service data. This includes grantees in Prosperity 10,000, Postsecondary Career Pathways, Registered Apprenticeships, Youth Programs, Workforce Ready Grants, and Workforce Benefits Navigators.

Grantees collect participant and service data according to standardized definitions and specifications provided by the HECC Office of Research and Data and submit the data quarterly to the HECC as part of the grant agreement. The data include participants' characteristics related to their identity with Priority Populations as well as identifying information that enables participant data to be matched with other data sources (e.g., employment data for employment outcomes). Grantees are required to ask participants to report whether they identify with each of the ten Priority Populations and to track the workforce development and support services utilized by participants. Some grantees also collect participants' work experience opportunities and the credentials each participant receives. Participants are not required to answer the data questions, as there are no eligibility requirements for participating in Future Ready Oregon-funded programs. To maximize the data received, minimize the burden on grantees and participants, and make the best use of data equity principles, the HECC Office of Research and Data provides trauma-informed data collection trainings and materials. These materials can be found in Appendix B. The HECC supplements these materials with other training and support materials as well as with weekly office hours to help grantees trouble-shoot data collection and submission problems for six weeks prior to every reporting deadline.

Grantees categorize the workforce development services they provide into the following service types: workforce development training, general career exploration, paid work experience, career coaching, on-the-job training, early career skills, paid work experience, job placement services, and recruitment and engagement services. They also categorize the support services they provide, using the following types: subsidies, stipends, or services related to transportation, childcare, residential assistance, food, tools, supplies, uniforms, technology, and other supplies related to employment.

Employment Outcome Data. Employment outcome data come from Unemployment Insurance records submitted by employers to the Oregon Employment Department (OED). These records are matched to Future Ready Oregon participant data via social security numbers. Unemployment Insurance data contain information on jobs held by participants, including quarterly wages and quarterly hours worked. These employment records cover nearly all employment in Oregon, private and public.⁹

⁹ Detailed information about what workers the UI wage data include and exclude can be found at the Oregon Employment Department, <https://www.qualityinfo.org/-/data-sources-and-limitations-for-qcew#:~:text=Data%20presented%20in%20this%20report,and%20Columbia%20Rivers%20are%20covered.>

Educational Outcome Data. This year’s report begins to track educational credentials of some Future Ready Oregon participants. Beginning with participants in the community college Career Pathways programs, we track credentials earned at the colleges by students in these programs. The data used to track these credentials are part of regular student, course, and credential data submitted by the community colleges to the HECC outside of Future Ready Oregon. Credential data are also collected directly from grantees for credential-granting activities that may occur outside of community college Career Pathways programs.

State Labor Force Data. Data on the Oregon’s labor force participation, unemployment rates, and the size and composition of Oregon’s labor force come from the U.S. Bureau of Labor Statistics and U.S. Census Bureau. This includes labor force participation rates and unemployment rates disaggregated by age, race, gender, and geography. Geographic disaggregation uses the designation of urban, rural and frontier regions from the OHSU Office of Rural Health, using ZIP code. Employment projections for industries and occupations and occupational wage data come from OED.

Oregon Population Data. Oregon population data come from the U.S. Census Bureau (for race/ethnicity, gender, and age), Oregon Legislative Commission on Indian Services (for membership in federally recognized tribes), Oregon Department of Veterans Affairs (for Veterans), U.S. Centers for Disease Control and Prevention (for disability), the OHSU Office of Rural Health (for geographic areas), and the Oregon Department of Education (for youth population by race/ethnicity, gender, disability).

Program Data. We gathered data on program development and progress from multiple sources: quarterly performance reports submitted by grantees, meeting notes, minutes, presentations, impact statements from grant administrators, close-out reports, and narratives about individual participant experiences shared by grantees and local workforce development boards. We used these data to evaluate how programs were progressing in ways that aligned with grant agreements, Future Ready Oregon and program goals, SB 1545 (2022), and sustainable changes in Oregon’s workforce system that would strengthen economic prosperity and equity.

Methods

We use these data sources to derive the measures required in the legislation (Table 1.2) and to examine the progress and impacts of the eight Future Ready Oregon programs and of Future Ready Oregon as a whole. To address the reporting requirements above, we created several definitions and measures from the participant and services data and the Unemployment Insurance wage data.

Priority Population. We measure each Priority Population as shown in Table 1.3. below.

Table 1.3. Priority Population Definitions.

Priority Population	Measure
Communities of color	Self-reported racial/ethnic identity, using groups defined at the federal level and allowing multiple responses: Asian American/Asian, Black/African American, Latino/a/x/Hispanic, Native American/Alaska Native, Native Hawaiian/Pacific Islander, and White. Names reflect most commonly used names by student groups at Oregon postsecondary institutions.
Women	Self-reported gender identity, using these groups: women, men, non-binary.
Low-income communities	Self-reported income and self-reported household size.
Rural and frontier communities	Uses frontier, rural, and urban designations of Oregon Health and Science University Office of Rural Health, using participant ZIP code.
Veterans	Self-reported Veteran status of having served on active duty in the armed forces and who was discharged or released from such service under conditions other than dishonorable.
Persons with disabilities	Self-reported identity related to living with a disability
Incarcerated, formerly incarcerated individuals	Self-reported as currently or previously having been incarcerated
Members of Federally Recognized Tribes	Self-reported membership in one of the following: Burns Paiute Tribe; Confederated Tribes of Coos, Lower Umpqua, and Siuslaw Indians; Confederated Tribes of the Grand Ronde; Confederated Tribes of Siletz; Confederated Tribes of the Umatilla Indian Reservation; Confederated Tribes of Warm Springs; Coquille Indian Tribe; Cow Creek Band of Umpqua Tribe of Indians; The Klamath Tribes
Individuals at risk of age discrimination in employment	Younger ages, 16 through 24, and older ages, 40 and older. Based on self-reported birthdate.
LGBTQ+	Self-reported identity as member of the LGBTQ+ community

For results that are disaggregated by Priority Population, we excluded nonresponses or missing responses. We report the level of nonresponse for each program but exclude those missing values from the percentages of Priority Populations reported. Our approach to evaluation is to report data in ways that avoid disadvantaging grantees or programs that experienced higher nonresponse rates because of the communities they serve. This is in alignment with data equity and trauma-informed data collection principles as well as sensitivity to the concerns of participants who may be reluctant to disclose particular identities, especially in communities where there may be greater consequences for doing so.

Services and service completion. Participants can often access multiple services or trainings within a program. We show both the average number of services/trainings that each participant engages in and the average number of participants who engage in each service/ training. Thus, individual participants are included in the counts of each activity in which they participated. We do not report the extent to which participants access the same service more than one time within the same grant program. Services range in content and duration, and participants may or may not complete them. We define the service-completion rate as the percentage of services/trainings that participants complete, on average, among the services/trainings that participants accessed. If a participant engaged in the same service/training more than one time, we include each participation and whether or not they completed. For example, if a participant engaged in career coaching

services twice and completed only one of the two services, that participant would be counted twice in the services/trainings accessed and once in the services/trainings completed. Participants who were still participating in services/trainings after the period covered in this report were excluded from these rates.

Employment outcomes. Employment outcomes include participants' job placement rates, full-time employment, and wages earned. Job placement rates are measured for participants who were unemployed in the quarter before and at the start of their Future Ready Oregon program participation and is defined as the percentage of these participants employed in the quarter after their participation in Future Ready Oregon.

Full-time employment. Full-time employment can be defined in different ways for different purposes. In Oregon, full-time is considered 40 hours per week, except in industries or occupations where most employers use a different practice (Oregon Administrative Rule 471-030-0022). Because we do not have data on these different practices, we also use a federal threshold of 30 hours per week or 130 hours per month for full-time employment.¹⁰ We translate these into quarterly measures to accommodate Unemployment Insurance employment data, which come in quarterly increments. Thus, full-time employment in this report includes both the percentage of all employed participants who worked 520 or more hours in the quarter (i.e., an average of at least 40 hours per week) and the percentage who worked 390 or more hours in the quarter (i.e., an average of at least 30 hours per week). Finally, we also include a full-time equivalent definition of employees to illustrate how close participants are to working full time. This measure shows the fraction of full-time employment that participants, on average, are working.

Wages earned. Wage data also come from Unemployment Insurance data in quarterly increments. We report both the total median quarterly wages participants earned and an estimate of participants' median hourly wages. Consistent with measures of income, we use median (not mean) to avoid an over- or under-estimation of wages resulting from one or two participants with unusually high or low wages. Total quarterly wages come directly from the Unemployment Insurance wage data. The median hourly wage estimate comes from dividing total quarterly wages by total quarterly hours. While this estimate is appropriate to use to discuss the employment outcomes for participants as a group, in reality individual participants may earn more than this hourly wage for some hours of the quarter and less than this hourly wage for other hours of a quarter.

Industry employed. The industry in which participants are employed also comes directly from the Unemployment Insurance data. For participants employed in more than one industry, results show their employment in each industry.

¹⁰ The Affordable Care Act defines full-time employment as 30 hours per week not for the purposes of disability but for the purposes of counting the number of full-time employees at an organization. Employers with at least 50 full-time employees under this definition must offer health insurance to a certain percentage of their employees. See healthcare.gov for more information.

All employment outcomes presented in this report come from matching Future Ready Oregon participants' social security numbers (SSNs) with their own Unemployment Insurance wage record. SSNs are vital to obtaining employment and wage outcomes, as the match rate for participants who did not report an SSN is minimal. Future Ready Oregon grantees are required to request information from participants, and the HECC Office of Research and Data provides training to use trauma-informed protocols for this collection. Participants are not required to provide any data to participate in any program. One of the most frequently missing data elements is SSN. We have SSNs for 63 percent of participants overall, though this rate varies widely by program. Prosperity 10,000 has had the greatest success collecting SSNs, with SSNs for nearly 88 percent of their participants. Registered Apprenticeships reported SSN for 49 percent of their participants; Workforce Ready Grants reported for 38 percent, and Youth Programs reported for 17 percent. Career Pathways did not report any SSNs for participants, but we were able to use other community college data to include SSNs for 68 percent of their participants. The lack of SSNs poses a significant barrier to obtaining and fully evaluating the employment outcomes of Future Ready Oregon programs.

Overall progress and impact. To examine the progress and impacts of the eight programs and of Future Ready Oregon as a whole, we asked the following questions of the quantitative and qualitative results:

- How closely does the program adhere to requirements, as laid out in the legislation and by the administering agency?
- To what extent and how does the program serve Priority Populations?
- What types of workforce development services and support services does the program provide, especially to Priority Populations?
- To what extent are participants completing the workforce training and education? Are these completion rates equitable across the Priority Populations?
- What successes resulted from these investments and what challenges emerged?
- How is the program improving economic prosperity for participants, for businesses, and for the state, and how is it creating sustainable change in the workforce system to continue these economic improvements?
- How is the program improving equity for participants, businesses, and the state, and how is it creating sustainable change in the workforce system to continue these improvements in equity?

Together, these sources of data, required measures, and overarching questions yield multiple findings from the third year of the Future Ready Oregon investment.

CONCLUSION

The remainder of this report is organized as follows. Chapter Two describes participants, services, and participant outcomes for Future Ready Oregon as a whole, combining all programs with direct

service to participants. Chapter Three reports on each of the eight programs, including their activities and progress toward their goals to date, their participants, services, and participant outcomes. Chapter Four describes state-level economic and educational goals and trends and the contributions that Future Ready Oregon is making toward them. Chapter Five draws the findings together, discusses their implications, and makes recommendations.

CHAPTER 2: FUTURE READY OREGON PARTICIPATION AND OUTCOMES

OVERALL GOALS

Future Ready Oregon, established by Senate Bill 1545 in 2022, is a strategic \$200 million workforce development investment package designed to equitably expand labor force participation, address employer needs, and increase access to well-paying careers. Funded through a combination of state and federal resources with an expenditure deadline of December 31, 2026, the program encompasses eight programs to expand and create innovative workforce training. The initiative focuses on reducing systemic economic barriers by prioritizing ten Priority Populations: communities of color, women, low-income communities, rural and frontier regions, Veterans, persons with disabilities, incarcerated and formerly incarcerated individuals, members of Oregon's nine federally recognized Tribes, individuals experiencing employment discrimination based on age, and LGBTQ+ community members.

Strategically, Future Ready Oregon aims to enhance the state's economic competitiveness by diversifying the labor force and removing participation barriers. It concentrates on sectors with high workforce need that offer career pathways to economic stability, specifically healthcare, manufacturing, technology, and, for one program, construction. By building on existing program successes and fostering innovative approaches, Future Ready Oregon seeks to create meaningful opportunities for underserved communities while simultaneously supporting Oregon's broader economic and educational goals. This chapter reports on progress the investment as a whole has made toward these goals, not distinguishing the progress of the eight individual programs. It describes the participants served, the trainings/services they received, and their initial employment outcomes.

IMPLEMENTATION

Future Ready Oregon comprises eight distinct programs, each launched on its own timeline, resulting in a staggered implementation schedule from May 2022 through November 2024. Initially, efforts focused on capacity building using General Funds from the 2021-23 biennium. Participant-serving activities intensified significantly at the end of the first year, primarily funded by the American Rescue Plan Act (ARPA). This variation in implementation timelines means that the programs are at different stages of development, and the reported results reflect this diversity. As of June 2024, the period of participant data covered in this report, five programs had actively served participants (Prosperity 10,000, Career Pathways, Registered Apprenticeships, Youth Programs, and Workforce Ready Grants).¹¹ A sixth program (Workforce Benefits Navigators) program started serving and reporting participants after June 30, 2024, and will be included in next year's report.

¹¹ The Credit for Prior Learning program was a capacity building program; therefore, we do not have participant data as we do for

By December 31, 2024, three of the eight programs will have closed out all grants and fully dispersed the Future Ready Oregon funding allocated to them. Career Pathways and Credit for Prior Learning concluded their funding in June 2023, while Registered Apprenticeship funding is expected to be fully expended by December 2024 when the last of those grants end. Some activities in some programs will continue beyond the grant period but they are not required to submit data post award, with the exception of Career Pathways who will continue to report. Many Credit for Prior Learning grantees continue to meet to resolve technical and data challenges. The Industry Consortia continue to meet to focus on strategies for strengthening workforce development in the healthcare, manufacturing, and technology sectors and have long-term plans to do so. Members are volunteer and supported by agency staff. By June 2023, all General Funds were allocated or, in one case, reauthorized (Registered Apprenticeships). By November 2024, the entire \$200 million investment in Future Ready Oregon were fully obligated.

PARTICIPANTS

The results below reflect Future Ready Oregon participants from March 2022 through June 2024. They were served by grantees funded through Prosperity 10,000, Career Pathways, Registered Apprenticeships, Youth Programs, and Workforce Ready Grants. For more information on each of these and the other three Future Ready Oregon programs, please refer to Chapter 3.

As of June 30, 2024, Future Ready Oregon had collectively served 14,251 unique participants. This is an increase of 4,810 participants, or 51 percent increase from the first year. The increase occurred despite both the Youth Program and Workforce Ready Grant programs not serving any participants while they closed out their first round of funding and began their second round of funding. Future Ready Oregon is on track to serve more participants in the coming year as well. While the Registered Apprenticeship program and Youth Programs will be closing out the remainder of their grants over the coming year, the Prosperity 10,000, Workforce Ready Grant, and Workforce Benefits Navigator programs will continue to serve participants. The Workforce Benefits Navigator program began serving participants in summer 2024 (after the period covered in this report), and the Workforce Ready Grant program awarded their final and largest round of funding (\$42M distributed across 62 projects) that will begin to serve participants in 2025.

Table 2.01 below shows the number and percentage of participants who self-identified with the Priority Populations. Individuals from Priority Populations are a focus area for funded projects, not a requirement, and individuals are not required to self-identify to participate in programming. As such, not all participants have chosen to self-identify their Priority Population characteristics. The values in Table 2.01 below represent those participants who did report these characteristics. The percentage of participants who did not report ranges across Priority Populations, from four percent, for those missing on all racial/ethnic groups, to 33 percent for participants' LGBTQ+ identification. The average amount of missing data across all groups is 18 percent. While this

the other participant-serving programs. Data regarding the Credit for Prior Learning program is not included in this chapter but is included in Chapter 3.

proportion is notable, the data presented in Table 2.01 below are still generalizable to all Future Ready Oregon participants.

Table 2.01. Number of Participants with Missing/Unreported Demographic Data.

Priority Population	Participant Count of Missing Data	Percent Participant Missing Data
Race/Ethnicity	580	4%
Gender	1,993	14%
Age	131	1%
Geography	1,322	9%
Persons Incarcerated or Formerly Incarcerated	4,475	31%
Federally Recognized Tribal Member	3,676	26%
Veteran	1,595	11%
Person with a Disability	3,580	25%
Person Identifies with LGBTQ+ Community	4,668	33%

Note: Percentages are rounded to one decimal place.

The majority of participants served by Future Ready Oregon identified as a member of at least one of the Priority Populations (92 percent). This is above and beyond low-income communities, from which all or nearly all participants come.¹² Moreover, 62 percent of all participants identified with two or more of the remaining nine Priority Populations. Among participants who reported a racial/ethnic identity, about half (47 percent) identified as White, 16 percent as two or more races, 15 percent as Latino/a/x/Hispanic, seven percent as Black/African American, three percent as Asian/American/Asian, three percent as Native American/Alaska Native, and one percent as Native Hawaiian/Pacific Islander. Comparisons with Oregon's labor force underscore the racial diversity of Future Ready Oregon participants. While 71 percent of Oregon's labor force, ages 16 and older, identifies as White, only about half of Future Ready Oregon participants do. Similarly, individuals identifying as Multi-racial and as Black/African American and, to a lesser extent, those who identify as Native American/Alaska Native or as Native Hawaiian/Pacific Islander are represented at notably higher rates among Future Ready Oregon participants than in the broader labor force (comprised of 12 percent Multi-racial, 2 percent Black/African American, one percent Native American/Alaska Native, and less than one percent Native Hawaiian/Pacific Islander). (See Appendix C for labor force data by race, gender, age, and geography.) These groups also have notably greater representation among Future Ready Oregon participants than in the population in general (see Appendix D).

¹² Analysis of the self-reported household income and household size data, combined with participants' wage outcomes, indicates that virtually all participants have low incomes. Reporting results for the remaining Priority Populations allows for a better understanding of how well Future Ready Oregon is reaching the ten Priority Populations.

Future Ready Oregon participants are just as likely to self-identify as a woman as they are as a man. This figure is consistent with Oregon's labor force. A relatively small proportion of participants identified as a federally recognized Tribal member (3 percent) or as a Veteran (3 percent); indicating Priority Populations that may require more focus by future programming. However, over 11 percent of participants self-identified as having a disability which is particularly larger than the 8 percent of Oregon's labor force which self-identifies as having a disability. The composition of participation age trends toward younger individuals as 40 percent are ages 24 and younger, followed by 33 percent who are ages 25-39, and finally by the 26 percent of participants ages 40 or older. Finally, participants from Rural regions of Oregon are represented to a greater extent in Future Ready Oregon (35 percent) than they are in the broader Oregon labor force (30 percent). This difference is likely from the relatively smaller proportion of participants from Urban regions (54 percent) compared to Oregon's labor force (68 percent).

Taken together, these findings indicate that Future Ready Oregon is achieving its equity-based goals of focusing workforce development efforts on individuals from historically underserved populations. (See Table 2.02.)

Table 2.02. Future Ready Oregon Participant by Priority Population.

Priority Population	Number Served	Percent
By Race		
Asian American/Asian	453	3%
Black/African American	1,005	8%
Latino/a/x /Hispanic	2,163	16%
Native American/Alaska Native	478	4%
Native Hawaiian/Pacific Islander	96	1%
Two or More Races	2,210	17%
White	6,735	51%
By Gender		
Female	5,971	49%
Male	5,987	49%
Non-Binary	300	2%
By Age		
Ages 24 and Younger	5,678	40%
Ages 25-39	4,689	33%
Ages 40 and Older	3,753	26%
By Geography		
Frontier	329	3%
Rural	4,979	38%
Urban	7,627	54%
Persons Incarcerated or Formerly Incarcerated	1,665	12%
Federally Recognized Tribal Member	401	3%
Veteran	384	3%
Person with a Disability	1,534	11%
Person Identifies with LGBTQ+ Community	911	6%

Note: Percentages are rounded to one decimal place.

SERVICES

Future Ready Oregon categorizes services offered to participants into two broad groups, workforce development and support services. These are each further specified into eight or ten. Table 2.03 below shows these groups and classifications, the number of participants who received a particular service and the total number of times a service was provided. For workforce development services, the table also shows the completion rate for each service. There is not a restriction on the number of services Future Ready Oregon participants may receive. Indeed, the 14,251 total participants have received over 45,000 total services which equates to an average 3.2 services received per participant.

By a significant margin, the most commonly provided services were career coaching and workforce development training. Approximately 31 percent and 29 percent of participants, respectively, received these services during this period. The next most commonly received services were early career skills (14 percent of participants), general career exploration (13 percent of participants), on-the-job training (3 percent of participants), and unpaid work experience (1 percent of participants).

Workforce training services also range widely in type. For example, the two most common services—career coaching and workforce development training vary widely in duration. Career coaching can be relatively brief, while workforce development trainings can last months or even years (e.g., apprenticeship). This is reflected in the average number of times participants received the services. Participants received career coaching three times, on average, compared to one time for workforce development trainings, on average.

Table 2.03, below, also shows the completion rate for each type of service. These range from 35 percent of participants completing to 98 percent of participants completing. Services with very high completion rates include career coaching, early career skills, general career exploration, recruitment and engagement services, and the miscellaneous “other” category. All of these had completion rates of 94 percent or higher. On-the-job training, job placement services, workforce development training, and paid work experience also had high completion rates of 77 percent to 89 percent. Unpaid work experience had a much lower completion rate of 35 percent. Although fewer participants received this service (and rates can be more volatile when based on smaller numbers), the low rate suggests that service providers should examine unpaid work experience in the coming year.

Table 2.03. Services Provided to Participants and Completion Rates.

Service Type	Number of Unique Participants	Percent of Unique Participants	Number of Services Received	Services Completion Rate
Workforce Development Services				
Career Coaching	4,488	31%	13842	96%
Workforce Development Training	4,148	29%	4,708	81%
General Career Exploration	1,817	13%	4,495	97%
Job Placement Services	748	5%	851	88%
Early Career Skills	2,059	14%	2,452	98%
On-The-Job Training	389	3%	489	89%
Paid Work Experience	1,164	8%	1,315	77%
Unpaid Work Experience	146	1%	151	35%
Recruitment and Engagement Services	394	3%	576	94%
Other	1,644	12%	3,281	94%
Support Services				
Tuition and Fees Assistance	1,651	12%	2,940	
Childcare	25	0%	29	
Food Assistance	285	2%	316	
Residential Assistance	319	2%	530	
Stipend	599	4%	810	
Tools, Supplies, Equipment, Uniform, Technology	736	5%	955	
Transportation	885	6%	1,638	
Other	1,428	10%	1,855	

Note: Percentages are rounded to one decimal place.

A key focus of Future Ready Oregon is workforce development geared to meet employers' needs and fill labor shortages, especially toward healthcare, manufacturing, technology, and, in the case of apprenticeships, construction. Therefore, grantees are asked to submit information about the field that their training is related to, if any. However, grantees have generally not reported their training services as connected to specific career fields. In fact, only 17 percent of all workforce training and development services have a reported industry/education focus. Whether this is because training is general or because grantees have not reported all of their areas of focus is not clear. Unfortunately, this low reporting rate makes analyzing the data untenable. As recommended in the [second annual Future Ready Oregon report](#), programs should continue to expand workforce training and development services related to the healthcare, manufacturing, and technology industry sectors.

In addition to workforce development services, Future Ready Oregon participants can access a range of support services to remove barriers from participating in education and training, such as

paying for tuition and fees, childcare, food, or housing. Approximately 28 percent of all participants received some form of support service. These services are also very flexible in how they may support participants. Future Ready Oregon programs report providing over 9,000 unique instances of support services have been reported by Future Ready Oregon grantees, and those who received support services typically received them two to three times. The most commonly received support service was tuition and fees assistance, received by 12 percent of all participants. The next most common support services were transportation (six percent of participants) and tools, supplies, equipment, uniform, technology (five percent of participants). Participants also received stipends, residential assistance, food assistance, childcare, as well as a variety of other supports grouped into a miscellaneous “other” category. In general, the number of participants receiving support services was much lower than qualitative reports indicated was needed. Whether this is because qualitative reports overestimated the need or because participants needed greater access to these services is not clear. However, this discrepancy is an issue for grantees and grant administrators to examine.

The support services typically ranged from \$50 to \$1,208 per participant. The total funding spent on support services was \$7.5M, with the majority of this funding, 70 percent, devoted to tuition and fees support, \$5.2M. Tuition and fees were the most costly support service both because it was the most common and because the cost of tuition and fees is higher than other supports, with participants receiving a median \$1,208 for tuition and fees. In contrast, supports for transportation, food assistance, childcare, and tools, supplies, equipment, uniform, technology were lower-cost, ranging from typically \$50 to \$200 per participant. The relatively low cost per participant again raises the question of whether few Future Ready Oregon participants need these support services or whether programs have not been designed to provide them. (See Appendix E, Table E.1 for types of support services by Priority Population.)

Table 2.04. Support Services Provided and Associated Costs.

Service Type	Number of Unique Participants	Percent of Unique Participants	Number of Services Received	Sum of Dollars Spent on Participants	Median Dollars Spent on Participants
Tuition and Fees Assistance	1,651	12%	2,940	\$5,235,063	\$1,208
Childcare	25	0%	29	\$15,757	\$182
Food Assistance	285	2%	316	\$34,319	\$100
Residential Assistance	319	2%	530	\$560,950	\$650
Stipend	599	4%	810	\$567,027	\$1,000
Tools, Supplies, Equipment, Uniform, Technology	736	5%	955	\$243,265	\$200
Transportation	885	6%	1,638	\$237,046	\$50
Other	1,428	10%	1,855	\$610,374	\$180

EMPLOYMENT OUTCOMES

One of the primary goals for Future Ready Oregon is to equitably increase economic prosperity of Oregonians, and tracking the employment outcomes of participants is central to examining progress toward this goal. The primary employment outcomes for Future Ready Oregon participants include job placement rates, hours worked, and quarterly earnings. We also report the industries in which participants find jobs to track impacts for healthcare, manufacturing, and technology sectors.

Employment outcomes rely on social security numbers to match Future Ready Oregon participants with employment data. The data used to analyze these outcomes come from the Oregon Employment Department (OED), which maintains data on the vast majority of employed Oregonians via Unemployment Insurance reporting that is required of employers. The match rate for participants for whom social security number information is not available is minimal, and therefore collecting participant social security numbers is vital to obtaining employment and wage outcomes.

As noted in Chapter One, Future Ready Oregon grantees are required to ask participants to disclose their social security number and whether they identify with each Priority Population, and the HECC provides trauma-informed protocols to support this work.¹³ However, participants are

¹³ Future Ready Oregon encourages the use of trauma-informed data collection practices in addition to other strategies/protocols/tools, such as data collection tools to promote the collection of sensitive participant data (for example, SSNs). The HECC has also developed a secure online portal for the purposes of data collection and storage.

not required to provide data to participate in any program. Table 2.05 below shows the social security number reporting rate for each Future Ready Program and in total. Programs report social security numbers for 63 percent of participants overall, though this rate varies widely by program, from 88 percent to 17 percent. This wide variation means that the employment results reported here represent some programs more than others, and results for all Future Ready Oregon participants may be different. Additional information by specific Future Ready Oregon program can be found in their respective sections of Chapter 3 of this report.

Table 2.05. Future Ready Oregon Participants with Reported Social Security Numbers.

Future Ready Program	Participants with SSN	Percent of Participants with SSN
Prosperity 10,000	4,893	88%
Career Pathways*	2,548	68%
Registered Apprenticeships	577	49%
Workforce Ready Grants	550	38%
Youth Programs	400	17%
All Programs	8,964	63%

*Career Pathways grantees do not report SSN for their participants. However, other community college data allow us to identify SSN for 68 percent of Career Pathways students.

Additionally, simply because the social security number of a participant has been reported does not guarantee that employment data is available for them. Participants may not have employment data available for a number of reasons, including that they have not been employed for the last four years (the period of employment data we examined) or may not have employment data that has been reported to OED. Table 2.06 below shows the number of participants for whom employment data are available by program and for Future Ready Oregon overall. While the percentage of participants with employment data available varies widely and is directly related to social security number availability, employment data is available for 57 percent of Future Ready Oregon participants overall.

Table 2.06. Future Ready Oregon Participants with Employment Data Available.

Future Ready Program	Participants with Employment Data	Percent of Participants with Employment Data
Prosperity 10,000	4,543	81%
Career Pathways	2,232	59%
Registered Apprenticeships	503	43%
Youth Programs	356	16%
Workforce Ready Grants	495	34%
All Programs	8,129	57%

Note: Percentages are rounded to nearest whole place.

The lack of social security numbers poses a significant barrier to obtaining and fully evaluating the employment outcomes of Future Ready Oregon programs. Under these circumstances, it is important to understand any differences between the individuals for whom employment information is available and those for whom it is not available. This differentiation helps us understand the extent to which employment results may apply to participants overall. The variation by program in how many participants have employment data has already shown that outcomes are heavily representative of programs with higher SSN reporting. We can also examine whether this is the case by Priority Population. Table 2.07 shows the composition, by Priority Population of those with employment data and of those without employment data. If the composition of these two groups is similar, then the results about employment outcomes are likely generalizable to those without SSNs reported.

Table 2.07. Participant Demographics by Employment Data Availability.

Priority Population	Number of Participants Employment Data	Percent Participants with Employment Data	Number of Participants with <u>No</u> Employment Data	Percent of Participant with <u>No</u> Employment Data
By Race				
Asian American/Asian	266	3%	187	3%
Black/African American	656	8%	349	6%
Latino/a/x/Hispanic	959	12%	1,204	20%
Native American/Alaska Native	245	3%	233	4%
Native Hawaiian/Pacific Islander	54	1%	42	1%
Two or More Races	1,351	17%	859	14%
White	4,166	51%	2,569	42%
By Gender				
Female	3,385	42%	2,586	42%
Male	3,244	40%	2,743	45%
Non-Binary	92	1%	208	3%
By Age				
Ages 24 and Younger	2,189	27%	3,489	57%
Ages 25-39	3,337	41%	1,352	22%
Ages 40 and Older	2,601	32%	1,152	19%
By Geography				
Frontier	234	3%	95	2%
Rural	2,792	34%	2,191	36%
Urban	4,351	54%	3,266	53%
Persons Incarcerated or Formerly Incarcerated	1,018	13%	640	10%
Federally Recognized Tribal Member	183	2%	206	3%
Veteran	280	3%	96	2%
Person with a Disability	834	10%	665	11%
Person Identifies with LGBTQ+ Community	450	6%	441	7%

Note: Percentages are rounded to nearest whole place.

Fortunately, those with employment data and those without employment data are similar. In terms of race/ethnicity, only those identifying as Latino/a/x/Hispanic or as White have different shares with and without employment data. Participants who identify as Latino/a/x/Hispanic are underrepresented among those with employment data and overrepresented among those without employment data, and the opposite is true for participants identifying as White. This indicates that the employment outcome results presented below may not fully generalize to all

Latino/a/x/Hispanic individuals and may be biased by the increased representation of White individuals.

By gender, women are represented at identical rates between participants with and without employment data available, but there may be a relative underrepresentation of men in the employment data. Federally recognized Tribal members, Veterans, people with disabilities, people who identify with the LGBTQ+ community, geographical regions, and persons incarcerated or formerly incarcerated are represented at nearly the same rates between participants with and without employment data available. However, there are significant differences in age groups between participants with and without employment data available. For example, participants ages 24 and younger are very underrepresented in the group of participants with employment data available (27 percent compared to 57 percent of those without employment data). This difference is likely due to Youth Programs having a low SSN reporting rate. The low youth representation among those with employee outcomes indicates that the employment outcomes results presented below are unlikely to generalize to participants ages 24 or younger and subsequently the majority of Youth Program participants. Conversely, participants ages 25-39 (41 percent compared to 22 percent) and 40 and older (31 percent compared to 19 percent) are overrepresented in the group of participants with employment data available, which may bias the employment outcome results towards these groups.

The majority of participant demographics align between participants with employment data available and those without employment data available. Employment outcome results presented in the rest of this chapter are likely to generalize to other Future Ready Oregon participants, significant caution must be exercised when generalizing results by age and to Latino/a/x/o/Hispanic groups. Additionally, the bulk of individuals for whom employment data are available were participants in the Prosperity 10,000 program, which means results are less likely to be generalizable for participants from other programs. (See Appendix E, Tables E.2 and E.3 for employment outcomes by Priority Population.)

Job Placement

Employment outcomes are in part assessed via job placement rates. For this report, job placement is defined as the rate with which participants who were not employed in the quarter before and at the start of their Future Ready Oregon participation but were employed after their participation.

Due to the nature of Future Ready Oregon and the definition of job placement, not all participants are among those for whom we track job placement because they were already employed in some capacity. Table 2.08 below shows how many participants were in the job placement group and how many became employed. Across all Future Ready Oregon programs, 2,095 participants were not employed before and at the start of their Future Ready Oregon participation. Of these participants, 65 percent were employed after their Future Ready Oregon participation.

Table 2.08. Future Ready Oregon Participants Job Placement.

Participants Who Might Become Employed	Participants Who Became Employed	Percent of Participants who Became Employed
2,095	1,368	65%

Note: Percentages are rounded to nearest whole place.

Hours Worked

The wages earned by participants over a quarter are significantly influenced by the number of hours worked in a quarter. Unemployment Insurance data include hours worked over an entire quarter (versus on a weekly or monthly basis). This means it is not possible to determine if participants worked all of their reported hours over the course of a few weeks or spread out evenly over an entire quarter. Table 2.09 below shows the number of Future Ready Oregon participants who worked full-time for the quarter under both Oregon rules (40 hours per week) and federal rules (30 hours per week).¹⁴ For the purposes of this table, we assume the reported hours worked in a quarter occurred over the duration of the entire quarter rather than any sort of subset of the quarter. While this assumption is necessary for standardization and analysis, it will inherently introduce some bias into these results. Primarily, the number of participants working full-time are likely to be underestimated due to this assumption and caution should be used in interpreting these results.

Table 2.09. Future Ready Oregon Participant FTE Classification.

Participants Working Full Time under OR Rules	Percent of Participants Working Full Time under OR Rules	Participants Working Full Time under Federal Rules	Percent of Participants Working Full Time under Federal Rules
937	12%	2,793	34%

Table 2.10 below shows hours worked in a different way. It shows the proportion of full-time employment that participants had. If participants work full-time, the full-time equivalent (FTE) rate would be 1.0. Future Ready Oregon participants' FTE was .67 (or 20 hours) using the federal definition of 30 hours per week and .5 (or 20 hours) using the Oregon definition of 40 hours per week. Participants' FTE was generally the same before and after their Future Ready Oregon training/service. However, there was a significant reduction in hours worked while participants were receiving services under Future Ready Oregon. This finding aligns with the fact that many

¹⁴ In Oregon, full-time is considered 40 hours per week, except in industries or occupations where most employers use a different practice (Oregon Administrative Rule 471-030-0022). Because we do not have data on these different practices, we also use a federal threshold of 30 hours per week or 130 hours per month for full-time employment.¹⁴ The federal Affordable Care Act defines full-time employment as 30 hours per week not for the purposes of disability but for the purposes of counting the number of full-time employees at an organization. Employers with at least 50 full-time employees under this definition must offer health insurance to a certain percentage of their employees. See healthcare.gov for more information.

Future Ready Oregon services require a time investment and therefore participants may be unable to work as many hours as they could before participating. This finding also highlights the importance and need for support services which can be used to better support participants during their education and training when they may be working fewer hours than they typically work.

Table 2.10. Future Ready Oregon Participant FTE by Service Status.

Service Status	Median ACA FTE	Median OR FTE
Before service employment	0.67	0.50
During service employment	0.49	0.37
After service employment	0.66	0.50

Wages

Participants’ earnings are the primary indicator of Future Ready Oregon’s goal of rising economic prosperity. Employment data allow two measures of earnings: total quarterly wages and hourly wages. Total quarterly wages are earnings from all jobs in a given quarter. Total wages in a quarter can increase or decrease from earlier quarters because the number of hours worked changes, the wages per hour change, or both. Hourly wage is a calculated measure, determined by dividing the total quarterly hours worked by the total quarterly wages earned. We show the median value of both measures to reduce the effect of unusually high or low values in the data; the median is less susceptible than the mean to the influence of outliers. Table 2.11 shows Future Ready Oregon participants’ median total quarterly wages and median hourly wages for the quarters before they received services, the time during their service (at minimum a single quarter), and the quarters after their services.

Future Ready Oregon participants for whom employment data are available experienced an average increase of \$720.61 in their median quarterly wages from before to after they received services. Participants also saw an average increase of \$3.02 in their median hourly wage from before their participation to after it. The increase in total quarterly wages represents a 15 percent increase in wages, and the increase in hourly wage represents a 17 percent increase. The increase in median total quarterly wages is likely due to increases in hourly wages rather than simple increases in time worked, as the median FTE of participants did not change significantly during this period. This is also supported by the fact that median total quarterly wages decreased for participants during their Future Ready Oregon service in conjunction with their FTE, even though their median hourly wage was still increasing during their services. This increase in participants’ wages after Future Ready Oregon services is a positive indicator of Future Ready Oregon’s economic impacts.

Table 2.11. Future Ready Oregon Participant Wages by Service Status.

Service Status	Median Total Quarterly Wages	Median Hourly Wage
Before service employment	\$4,681.71	\$17.95
During service employment	\$3,862.58	\$19.35
After service employment	\$5,402.32	\$20.97
Change from before to after service	\$720.61	\$3.02

This initial set of Future Ready Oregon employment outcomes are positive and consistent, but they do carry some limitations. First, employment outcomes are not fully available for all Future Ready Oregon programs because of the limited availability of SSNs to match with Unemployment Insurance data. This means that the results presented here do not represent all participants and that the results are more likely to be biased toward some programs and some characteristics because the data are incomplete. Second, the results presented here are early; program outcomes, such as those outlined in Senate Bill 1545, typically take years for full assessment. Ongoing assessment for multiple years is important because of the amount of time it takes for participants to obtain jobs and advance in their careers. As a result, it also takes a similarly significant amount of time to generate and assess employment data for these participants. Third, Future Ready Oregon represents an investment in postsecondary education and training, and new postsecondary credentials can take months and years to complete. Finally, Future Ready Oregon itself is not yet complete and, in the case of the latest round of Workforce Ready Grants and the Workforce Benefits Navigator program, is only beginning to serve participants. Given the early period of Future Ready Oregon and the availability of wage and employment information, robust interpretation of the outcomes presented here is premature.

Employment Industries

A central component to Future Ready Oregon is preparing Oregon’s workforce for high-demand and high-wage jobs with an emphasis on healthcare, manufacturing, and technology industry sectors. These sectors offer significant job growth opportunities, self-sufficient earning potential, and opportunities for economic mobility across Oregon. Table 2.12 below shows the different industries that Future Ready Oregon participants have been employed in since their program participation.

After Future Ready Oregon services, the largest number of participants were employed in the Healthcare and Social Assistance industry (33 percent). Thirteen percent of participants were employed in the manufacturing industry, and nine percent were employed in construction. The number of participants working in technology are difficult to determine; they are either in the Information industry (1 percent) or are included in other industry sectors. The share of Future Ready Oregon participants working in healthcare and manufacturing was notably higher than workers in the labor force overall. While one-third of Future Ready Oregon participants were working in healthcare, only 13 percent of Oregon workers in general work in healthcare. Similarly, 13 percent of participants were employed in manufacturing, compared to nine percent of workers

overall. These results underscore Future Ready Oregon’s intentional focus on the healthcare and manufacturing industries and indicates the program has made progress in empowering Oregonians to find employment in them. The percentage of participants in construction is lower than in the labor force overall, but construction is a focus industry only in the Registered Apprentice program, which is a small share of the participants in these outcomes. Other industries in which participants were commonly employed after services include Administrative and Support and Waste Management Remediation Services (22 percent), Accommodation and Food Services (16 percent), and Retail Trade (16 percent).

Table 2.12. Future Ready Oregon Participant Employment Industries.

Industry	Post-Service Participant Count	Post-Service Participant Percent
Health Care and Social Assistance	2,101	33%
Administrative and Support and Waste Management Remediation Services	1,370	22%
Accommodation and Food Services	1,008	16%
Retail Trade	983	16%
Manufacturing	821	13%
Construction	557	9%
Transportation and Warehousing	595	9%
Educational Services	444	7%
Other Services	456	7%
Public Administration	325	5%
Wholesale Trade	300	5%
Professional, Scientific, and Technical Services	225	4%
Agriculture, Forestry, Fishing and Hunting	192	3%
Arts, Entertainment, and Recreation	162	3%
Real Estate Rental and Leasing	98	2%
Finance and Insurance	89	1%
Information	56	1%
Management of Companies and Enterprises	9	0%
Mining	17	0%
Utilities	19	0%
Other	45	1%

Note: Percentages are rounded to nearest whole place. Percentages will not sum to 100% as participants may have employment in more than one industry following their Future Ready Oregon participation.

CONCLUSION

The Future Ready Oregon initiative represents a significant statewide effort to expand workforce development and economic opportunity, particularly for underserved populations. As of June 30,

2024, the program has served 14,251 unique participants—a 34 percent increase from the previous year, despite temporary gaps in some program funding rounds.

Future Ready Oregon participants reflect a diverse cross-section of Oregon's population. The program has notable representation of Priority Populations. Sixteen percent of participants identified as two or more races, 15 percent as Latino/a/x/Hispanic, and 7 percent as Black/African American—rates significantly higher than their representation in the state's labor force or the population as a whole. Only 47 percent identified as White, compared to 71 percent of Oregon's overall labor force. Gender representation is balanced, with 49 percent women, 49 percent men, and 2 percent non-binary participants. The age distribution of participants skews younger, with 40 percent of participants aged 24 and under, 33 percent between 25-39, and 26 percent aged 40 and older. Geographically, 54 percent of participants came from urban areas, with a notable 35 percent from rural regions—a slightly higher proportion than the state's typical rural workforce representation.

Future Ready Oregon services are comprised of 18 different service classifications grouped under workforce development or support services. Career coaching and workforce development training were the most frequently accessed services, with high completion rates of 96 percent and 81 percent respectively. Participants enrolled in an average of 3.2 services each, totaling over 45,000 services provided. Support services played a crucial role, with tuition and fees assistance being the most common service. Future Ready Oregon has collectively invested over \$5.2 million in tuition support, with a median of \$1,208 per participant. Other support services like childcare, food, and residential assistance were less frequently utilized despite strong anecdotal evidence of need, suggesting potential areas for program refinement.

Initial employment outcomes are positive. Sixty-five percent of participants who were not employed when they began services were employed afterward. Moreover, participants saw a median quarterly wage increase of \$720.61 and a 17 percent rise in median hourly earnings. Almost half of participants (46 percent) were employed in either healthcare or manufacturing industries after their Future Ready Oregon participation, rates that are higher than among workers overall.

However, this report is not without limitations. SSN reporting, which is necessary to determine employment outcomes, varied widely across programs and limits the share of participants for whom we can track economic outcomes. This variability means the findings about employment outcomes may not fully represent all participants, particularly younger individuals, Latino/a/x/Hispanic participants, and certain programs.

The results shown here suggest Future Ready Oregon is taking significant steps in its legislative mandate to provide equitable workforce development in Oregon, particularly for populations that have been traditionally underserved by existing economic opportunity structures. However, robust long-term assessment will require continued tracking as participants complete their educational and training pathways.

CHAPTER 3: PROGRAM REVIEW

INTRODUCTION

Future Ready Oregon is committed to developing an equitable workforce that aligns with employer needs by developing a more skilled and more diverse labor force within a four-year period. This chapter discusses the distribution of investments, the efforts to serve Oregonians, the participants served, the methods of service delivery, and the preliminary outcomes of this investment within each of its eight component programs.

Future Ready Oregon's eight programs include five that build on existing infrastructure and activities and three that create new activities and infrastructure. All are tasked with developing innovative programs that engage Oregonians in new and more equitable ways. The Oregon Higher Education Coordinating Commission (HECC) administers six of these programs: Prosperity 10,000, Postsecondary Career Pathways, Credit for Prior Learning, Workforce Ready Grants, Industry Consortia, and Workforce Benefits Navigators. The Bureau of Labor and Industries (BOLI) administers the Registered Apprenticeship program and Youth Development Oregon (YDO)¹⁵ administers the Youth Programs. These agencies work collaboratively with the Oregon Employment Department, the Oregon Department of Human Services, the Workforce Talent Development Board (WTDB), local workforce development boards, community colleges, public universities, and community-based organizations (CBOs).

The main goal of these programs is to foster equitable inclusion in Oregon's workforce while addressing employer demands and expanding the labor force, with particular focus on the healthcare, manufacturing, and technology industry sectors. The legislation emphasizes the importance of supporting ten specific populations that face systemic barriers to accessing postsecondary education, training, and employment opportunities. Future Ready Oregon's Priority Populations include:

- Communities of Color
- Women
- Individuals with low incomes
- Residents of rural and frontier communities
- Veterans
- Individuals with disabilities
- People currently or previously incarcerated
- Members of Oregon's nine federally recognized Tribes
- Individuals at risk of age discrimination
- Members of the LGBTQ+ community

¹⁵ SB 1545 (2022) refers to the Oregon Department of Education, in which YDO is administratively housed.

In this chapter, we analyze progress made in each of the eight Future Ready Oregon programs. All programs, except for the Industry Consortia, distribute grant funds to various organizations; each program's grantees are listed in Appendix F. For the grant-making programs that serve participants directly, we provide participation data for Priority Populations, service enrollment and completion statistics, and employment outcomes. The participant data covers participants served through June 30, 2024. For the two programs that do not serve participants directly, we review program activities and alignment with the legislation. For additional context, please refer to Chapter 1 for further information about Future Ready Oregon and our methodology for data collection, gathering, and analysis.

PROSPERITY 10,000

Prosperity 10,000 was the first Future Ready Oregon program funded under [Senate Bill 1545 \(2022\)](#). The Higher Education Coordinating Commission (HECC) received appropriated funds to distribute to Oregon's nine local workforce development boards, which administer the Prosperity 10,000 program. The HECC employed the same funding formula for Prosperity 10,000 as it uses for allocating funds under Title I of the federal Workforce Innovation and Opportunity Act of 2014 (WIOA).¹⁶

Designated as investments to help Oregonians advance their careers and achieve self-sufficiency,¹⁷ Prosperity 10,000 requires local workforce development boards to collaborate with nonprofit community-based organizations (CBOs), educational institutions, labor organizations, and other workforce service providers to provide and/or strengthen workforce development. This coordination aims to expand regional partnerships and enhance the provision of workforce development services and support.

As outlined in the [second Future Ready Oregon annual report](#), local workforce development boards connected with businesses in targeted sectors to identify training needs and ensure a skilled workforce. All nine boards collaborated with elected officials, employers, CBOs, economic development organizations, and public agencies to offer workforce development opportunities, particularly for Priority Populations.¹⁸ Prosperity 10,000 aims to improve Oregon's public workforce system by assisting job seekers in navigating available programs, expanding access to community-based career counseling and support, and providing pathways to earn industry-recognized certificates and credentials through work-based learning experiences.

Prosperity 10,000 is funded with \$15 million from the State General Fund and \$20 million from the federal American Rescue Plan Act (ARPA). The State General Fund dollars had to be spent by June 30, 2023. The second round of funding, consisting of \$20 million in ARPA funds, was distributed in the summer of 2023.

¹⁶ [U.S. Department of Labor, WIOA.](#)

¹⁷ The Self-Sufficiency Standard defines the amount of income necessary to meet basic needs (including taxes) without public subsidies (e.g., public housing, food stamps, Medicaid, or childcare) and without private/informal assistance (e.g., free babysitting by a relative or friend, food provided by churches or local food banks, or shared housing). The family types for which a Standard is calculated range from one adult with no children, to one adult with one infant, one adult with one preschooler, and so forth, up to two-adult families with three teenagers.
<https://depts.washington.edu/selfsuff/standard.html#:~:text=The%20Self%2DSufficiency%20Standard%20defines,b y%20churches%20or%20local%20food>

¹⁸ Priority Populations include communities of color; women; low-income communities; rural and frontier communities; Veterans; persons with disabilities; incarcerated and formerly incarcerated individuals; members of Oregon's nine federally recognized Indian tribes; individuals who disproportionately experience discrimination in employment based on age; and Individuals who identify as members of the LGBTQ+ community.

Table 3.1.1. Prosperity 10,000 Distribution of Funding by Local Workforce Board and Funding Source.

Local Workforce Development Board	General Fund	ARPA
Northwest Oregon Works	\$859,010	\$1,022,406
Worksystems Inc.	\$4,687,810	\$5,579,504
Clackamas Workforce Partnership	\$1,229,939	\$1,463,892
Willamette Workforce Partnership	\$1,915,896	\$2,280,330
Lane Workforce Partnership	\$1,220,358	\$1,452,490
Southwestern Oregon Workforce Investment Board	\$1,084,351	\$1,209,612
Rogue Workforce Partnership	\$1,285,541	\$1,530,071
East Cascades Works	\$1,584,366	\$1,885,737
Eastern Oregon Workforce Board	\$926,063	\$1,102,214

Combined, both funding rounds aim to achieve the following eight objectives outlined in the legislation:

- Participants
 - Enroll at least 10,000 participants in the program.
 - Ensure that services are accessible to individuals from Priority Populations.
 - Increase access for Priority Populations to available services and benefits through workforce programs.
 - Achieve a minimum of 50 percent female participation in the program.
- Services
 - Ensure that at least 80 percent of participants successfully complete the program.
 - Enhance the public workforce system by providing navigation assistance for workforce development programs, expanding access to community-based career counseling, and offering opportunities to earn industry-recognized certificates and credentials through work-based learning experiences.
- Employment Outcomes
 - Ensure that at least 75 percent of participants obtain employment.
 - Ensure that at least 75 percent of participants earn at least \$17 per hour.

Participants

As of June 30, 2024, the Prosperity 10,000 initiative has served 5,731 participants, reaching 57 percent of its objective to assist 10,000 individuals. As funds must be expended by December 2026, this puts the local workforce development boards well on track to meet the Prosperity 10,000 goal of serving 10,000 participants. Most of the Oregonians served by Prosperity 10,000-funded programs identified with one or more of the Priority Population characteristics (93 percent, in addition to low-income communities, which they all represent). With gender as an exception, Prosperity 10,000 programs serve a high proportion of Priority Populations.

Among participants who reported a racial/ethnic identity, about half (54 percent) identified as White, 18 percent as two or more races, 11 percent as Black/African American, ten percent as Latino/a/x/Hispanic, four percent as Asian/American/Asian, two percent as Native American/Alaska Native, and one percent as Native Hawaiian/Pacific Islander. Comparisons with Oregon's labor force underscore the racial diversity of Prosperity 10,000 participants. While 71 percent of Oregon's labor force, ages 16 and older, identifies as White, only about half of Prosperity 10,000 participants do. Similarly, individuals identifying as multi-racial and as Black/African American and, to a lesser extent, those who identify as Native American/Alaska Native or as Native Hawaiian/Pacific Islander are represented at significantly higher rates than in the broader labor force (2 percent of Black/African American and 12 percent of two or more races) and than the population in general. Conversely, in addition to those who identify as White, those who identify as Asian American/Asian or as Latino/a/x/Hispanic are underrepresented among Prosperity 10,000 participants, compared to the labor force and the population in general. (See Chapter 4.) We note that not all participants reported a racial/ethnic identity; those who did not report comprise 32 percent of Prosperity 10,000 participants and are not included in the above counts.

Notably, 20 percent of participants identified as currently or formerly incarcerated. Specific projects funded under Prosperity 10,000 such as Clackamas Workforce Partnership's expungement clinics were tailored to serve this community by providing information and resources for Deferred Action for Childhood Arrivals, eviction expungement, name and gender marker changes, and criminal expungement. These efforts highlight Prosperity 10,000's efforts to serve Priority Populations, which are often underrepresented in traditional workforce initiatives.

Gender representation remains a key focus area for the program. Women make up only 45 percent of the total participant population, excluding participants who did not report their gender. This gender composition has shown little change since last year, despite Prosperity 10,000 serving approximately 2,000 additional individuals. Achieving the program's goal of 50 percent female participation will require intentional effort, especially since women are less likely to be in the labor force than their male counterparts. (See Chapter 4.)

Table 3.1.2. Number and Percent of Population Served by Prosperity 10,000 Funded Services and Programs, March 2022 through June 2024.

Priority Population	Number Served	Percent
By Race		
Asian American/Asian	234	4%
Black/African American	602	11%
Latino/a/x/Hispanic	518	10%
Native American/Alaska Native	130	2%
Native Hawaiian/Pacific Islander	31	1%
Two or More Races	980	18%
White	2903	54%
By Gender		
Female	1,806	45%
Male	2,118	53%
Non-Binary	51	1%
By Age		
Ages 24 and Younger	1,172	21%
Ages 25-39	2,337	41%
Ages 40 and Older	2,208	39%
By Geography		
Frontier	198	3%
Rural	2,109	37%
Urban	3,343	58%
Persons Incarcerated or Formerly Incarcerated	1,143	20%
Federally Recognized Tribal Member	74	1%
Veteran	161	3%
Person with a Disability	566	10%
Person Identifies with LGBTQIA+ Community	235	4%

Services

Prosperity 10,000 provided an average of five services to each participant, reflecting the program’s robust support structure. Career coaching emerged as the most widely received service, with 61 percent of participants receiving this service. Workforce development training followed, with 40 percent of participants receiving this service. Other services, such as on-the-job training (four percent) and job placement (one percent), were less frequently utilized. Table 3.1.3 below details the kinds of services received, the number of participants receiving services, the number of times each kind of service was received (recipients can receive the same kind of service multiple times), and the service-completion rates.

Prosperity 10,000 service-completion rates are remarkably high, with an average of 97 percent across all services. Among individual services, paid work experience had the lowest completion rate at 72 percent. These results indicate that Prosperity 10,000 is still well on track to meet their goal of having at least 80 percent of participants successfully complete the services they enroll in.

Table 3.1.3. Prosperity 10,000 Service Utilization and Completion, March 2022 through June 2024.

Service Type	Number of Unique Participants	Percent of Unique Participants	Number of Services Received	Services Completion Rate
Workforce Development Services				
Career Coaching	3,456	61%	12,544	98%
Workforce Development Training	2,261	40%	2405	89%
General Career Exploration	1,210	21%	3,814	100%
Job Placement Services	34	1%	105	100%
Early Career Skills	636	11%	861	97%
On-The-Job Training	251	4%	343	95%
Paid Work Experience	428	8%	519	72%
Recruitment and Engagement Services	31	1%	78	100%
Other	1,365	24%	2,897	98%
Support Services				
Tuition and Fees Assistance	1,110	20%	2,147	
Childcare	9	0%	9	
Residential Assistance	270	5%	473	
Stipend	272	5%	389	
Tools, Supplies, Equipment, Uniform, Technology	396	7%	538	
Transportation	626	11%	1,247	
Other	1,052	19%	1,398	

Prosperity 10,000 also provided more than two thousand support services to their participants. The most common is tuition and fees assistance services. Approximately 20 percent of Prosperity 10,000 participants received a median amount of \$1,807 in tuition and fees assistance totaling over \$4.5 million in total awards. The next most provided support service consists of services which did not fit into any other available category. The bulk of these services were related to participants

accessing some form of online WorkSource Oregon¹⁹ support tool. These services were provided to 19 percent of participants. Other significant supports included transportation services (11 percent of participants) and assistance with tools, supplies, equipment, uniforms, and technology (7 percent). In contrast, childcare services were the least utilized, with less than 1 percent of participants accessing this support. Table 3.1.4 shows the kinds of support services, the number of participants receiving support services, and the cost of the services. (For information on support services by Priority Population, see Appendix G, Table G.1.)

Table 3.1.4. Prosperity 10,000 Participants Use Support Services, March 2022 through June 2024.

Support Service Type	Number of Unique Participants	Percent of Unique Participants	Number of Services Received	Sum of Dollars Spent on Participants	Median Dollars Spent on Participants
Tuition and Fees Assistance	1,110	20%	2,147	\$4,611,390	\$1,807
Childcare	9	0%	9	\$11,909	\$609
Residential Assistance	270	5%	473	\$483,799	\$600
Stipend	272	5%	389	\$437,500	\$1,250
Tools, Supplies, Equipment, Uniform, Technology	396	7%	538	\$145,443	\$235
Transportation	626	11%	1,247	\$185,393	\$50
Other	1,052	19%	1,398	\$561,119	\$227

Note: Percentages are rounded to nearest whole place.

Oregon’s local workforce development boards, as part of their Prosperity 10,000 work, partnered with WorkSource Oregon to enhance the public workforce system. WorkSource Oregon provides participants with assistance to navigate workforce development programs, expanded access to community-based career counseling, and offer opportunities to earn industry-recognized certificates and credentials through work-based learning experiences. The local workforce development boards collaborated with the Oregon Department of Human Services to expand access to the SNAP Training and Employment Program, or STEP (SNAP is the federal Supplemental Nutrition Assistance Program). STEP provides additional employment and education and training opportunities for eligible persons receiving SNAP benefits. The boards partnered with their local ODHS office to make them aware of the Prosperity 10,000 workforce training opportunities,

¹⁹ WorkSource Oregon is a statewide partnership with the Oregon Employment Department and state, local, and nonprofit agencies. We provide a variety of employment and training services to job seekers and employers in Oregon. WorkSource Oregon helps people find jobs and helps businesses find talent.

obtain funding match opportunities, and leverage resources for qualifying clients. Some providers worked closely with local ODHS offices to identify eligible participants, while others focused on specific programmatic efforts and do not enroll individuals through the STEP program.

The local workforce development boards underscore the importance of relationships and partnerships in workforce development programs. Since the inception of Prosperity 10,000, they reached out to many different organizations and people to build relationships and partnerships that would enhance the cultural relevancy and types of workforce programs and equity for those who participate. The boards used these partnerships to drive innovation, address community-specific and sector-specific needs, and promote equity and access. The following list provides highlights for how the local workforce development boards use these strategic partnerships:

- **Access and Support:** Provide access to housing, transportation, childcare, and career coaching, which are crucial for low-income and underrepresented communities in securing employment and training opportunities.
- **Collaborative Relationships:** Highlights the collaboration between Oregon Employment Department, Oregon's Federally Recognized Tribes, and other organizations to provide culturally appropriate training tailored to the needs of participants' communities and their careers.
- **Innovation and Leveraging Resources:** Strong partnerships stimulate innovation and make resources stretch further, allowing organizations to maximize their impact.
- **Business Engagement:** Partnerships with businesses help tailor training programs to meet specific workforce needs, ensuring that individuals acquire relevant skills.
- **Community Engagement:** Engagement with the Latino community showcases successful partnerships in non-credit and credit programs with local industries like agriculture, health care, and manufacturing.
- **Support for Equity and Opportunity:** Enable participants to complete training programs by supporting organizations and entrepreneurs. One of these efforts in Medford includes ensuring equitable access to resources and opportunities, fostering a supportive community for success.

Employment Outcomes

The employment outcomes for participants of Future Ready Oregon includes job placement rates, hours worked, and quarterly earnings. These outcomes parallel the employment goals of Prosperity 10,000: ensuring 75 percent of participants are placed into employment and 75 percent of participants are earning at least \$17.00 per hour after their participation. The data used to analyze these outcomes are obtained from the Oregon Employment Department (OED), which maintains data on the vast majority of employed Oregonians via Unemployment Insurance reporting that is required of employers. Prosperity 10,000 participants are matched with OED employment and earnings data by their social security number. Approximately 88 percent (N = 4,893) of Prosperity

10,000 participants reported their social security number.²⁰ Additionally, having a participants' social security number does not guarantee that employment data will be available, and employment data is available for 81 percent (N = 4,543) of Prosperity 10,000 participants. While the results presented below are not available for every participant, they are representative of all Prosperity 10,000 participants. (For information on employment outcomes by Priority Population, see Appendix G, Tables G.2 and G.3.)

Job Placement

A critical metric in assess Prosperity 10,000's effectiveness is how well the program is able to connect participants with employment opportunities. For this report, job placement is defined as the rate with which participants who were not employed in the quarter before and at the start of their Prosperity 10,000 participation were employed after their participation.

Some participants were already employed before or at the start of their program participation and are not included in this measure. Only 1,095 of the 4,543 participants for which employment data are available were not employed at the start of participation. Of those, 760 (69 percent) were employed after participation. While this is a relatively high proportion of participants who have been successful in finding employment post-participation, it is still lower than Prosperity 10,000's goal of 75 percent of participants being employed after participation.

Table 3.1.5. Prosperity 10,000 Participant Job Placement.

Participants Not Employed Before Services	Participants Employed After Services	Percent Employed
1,095	760	69%

Note: Percentages are rounded to nearest whole place.

Hours Worked

The wages earned by participants in a given quarter are significantly affected by the number of hours worked in that quarter. For Prosperity 10,000 participants for whom employment data are available, the majority of participants are working less than full-time according to both Oregon and the Affordable Care Act (ACA) rules. See Table 3.1.6 below for a breakdown of the number and percent of Prosperity 10,000 participants' full-time employment (FTE) status. Additionally, the results indicate that Prosperity 10,000 participants did not change their working FTE much from pre-to-post service. Although there is a meaningful reduction in FTE during the quarter in which participants were receiving services.

²⁰ Also as noted previously, we also draw on OED's ability to match individuals with name and birthdate when social security number is not available. Few individuals are matched this way, but those who are matched are included in the employment outcomes reported here.

Table 3.1.6. Prosperity 10,000 Participant FTE Classification.

Participants Working Full Time under OR Rules	Percent of Participants Working Full Time under OR Rules	Participants Working Full Time under ACA Rules	Percent of Participants Working Full Time under ACA Rules
625	14%	1,668	37%

Note: Percentages are rounded to nearest whole place.

Table 3.1.7. Prosperity 10,000 Participant FTE by Service Status.

Service Status	Median OR FTE	Median ACA FTE
Before service employment	0.54	0.73
During service employment	0.34	0.46
After service employment	0.5	0.67
Change from before to after service	-0.04	-0.06

Wages

The total wages earned in a quarter can increase or decrease compared to earlier quarters because of changes in the number of hours worked, changes in hourly wage, or a combination of both. Table 3.1.8 below shows Prosperity 10,000 participants' median total quarterly wages for the quarters before they received services, the time during their service(s) which is at minimum a single quarter, and the quarters after their services. Dollars per hour is calculated by dividing the total quarterly hours worked by the total quarterly wages earned. On average, participants experienced a \$497 increase in quarterly wages earned from pre-to-post participation. Additionally, participants saw an average increase of almost \$3.00 in their median hourly wage from pre-to-post participation. Considering that Prosperity 10,000 participants did not see a meaningful change in their FTE pre-service to post-service, this increase in median quarterly wages is likely due to participants obtaining better paying employment and not simply increasing the number of hours worked. Finally, Prosperity 10,000 is currently meeting their goal of ensuring participants earn at least \$17 per hour after participation. Currently, the 25th percentile of hourly wage is \$17.88, meaning 75 percent of all Prosperity 10,000 participants are earning at least \$17.88 per hour.

Table 3.1.8. Prosperity 10,000 Participant Wages by Service Status.

Service Status	Median Total Quarterly Wages	Median Hourly Wage
Before service employment	\$5,243	\$18.51
During service employment	\$3,757	\$19.70
After service employment	\$5,740	\$21.50
Change from before to after service	\$497	\$2.99

Conclusion

As of June 30, 2024, the Prosperity 10,000 program had successfully enrolled 5,731 participants, with 93 percent of participants served identifying with one or more Priority Population, among those who reported their identities. The program has effectively served a high proportion of these populations, although it falls slightly short of achieving its goal of at least 50 percent female participation, as women currently represent 45 percent of those who reported their gender. The low female participation rate may be a challenge because women are generally less likely to engage in the labor force compared to men, necessitating focused efforts to improve access to services to women. Despite this, Prosperity 10,000 boasts high service-completion rates, averaging 97 percent across all services, although the paid work experience component has a lower completion rate of 72 percent. Overall, the program remains on track to meet its benchmarks, including the goals of ensuring at least 80 percent of participants complete their enrolled services. With regard to employment outcomes, Prosperity 10,000 has been collecting participant social security numbers at an exemplary rate, enabling these results to be generalizable to all participants. While the program is not quite meeting their goal of placing 75 percent of participants into employment, participants are still seeing meaningful gains in quarterly wages. Prosperity 10,000 is also currently succeeding in its goal to ensure that 75 percent of participants are earning at least \$17.00 per hour after participation. Ultimately, Prosperity 10,000 has been making strides in continuing to implement an equitable workforce development infrastructure in Oregon.

CAREER PATHWAYS

Career Pathways are programs that link community college education and training with intentional student support to enable individuals to secure stackable credentials specific to an occupation or industry sector. Both the student support and the sequential credentials facilitate student transition from high school to community college, from pre-college courses to for-credit postsecondary programs, and from community college to university or employment. Career Pathways use an integrated approach to student success based on intentionally designed and structured educational experiences, which guide students from their point of entry to the attainment of high-quality postsecondary credentials and careers based on nationally recognized evidence-based practices.

Twenty years ago, five Oregon community colleges started Career Pathways programming. By 2007, all 17 community colleges offered Career Pathways programs. Based on HECC's analysis of student outcomes, Career Pathways have improved over time and now provide evidence that the Career Pathway model is associated with increased credential completion as well as gainful employment.²¹ Over time, the goals of Career Pathways are to increase the number of Oregonians with postsecondary credentials, increase the number who obtain careers with value, support access and equity in program participation and outcomes, and help achieve both of Oregon's educational attainment goals: 40-40-20 and adult attainment.²²

Four essential features help operationalize Career Pathways programs; the following is quoted from the official definition of Career Pathways in Oregon:

- “Well-connected education, training, support services, and credentials which have been carefully developed through key relationships with faculty, industry, career and technical education (CTE), apprenticeships, workforce development and education partners. These relationships help align local priorities and/or labor market need with Career Pathways programming.
- Multiple entry points that improve equity and access for diverse populations, including individuals with barriers to education.
- Multiple exit points at progressively higher levels of education and training that align with subsequent entry points and lead to gainful employment.
- Stackable credentials that prepare students for additional industry-recognized credentials, occupational licenses, or credentials with labor market value.”²³

Community colleges determine which students are Career Pathways students, as they define what services are included in intentional student support and which courses are part of their Career Pathways program. A student is considered a Career Pathways student if:

²¹ <https://www.oregon.gov/highered/institutions-programs/ccwd/Pages/career-pathways.aspx>

²² <https://www.oregon.gov/highered/strategy-research/pages/state-goals.aspx>

²³ <https://docs.google.com/document/d/1JUYHwP71FPd02B5osFwNTs4cNNVgAuPkcbpX9hgEbs8/edit>

1. The student receives intentional student support within the academic year and
2. The student is enrolled in a career technical education (CTE) course that is part of one of the designated pathways beyond the course drop date, which is generally enrollment past the fourth week of the quarter.

The HECC's Office of Community College and Workforce Development (CCWD) managed the Future Ready Oregon investment in Postsecondary Career Pathways. In early 2022, CCWD awarded grants to community colleges using a funding formula: a base of \$300,000, plus additional funds based on full-time equivalent students (FTE), and extra support for colleges with fewer than 5,000 FTE due to lower tuition revenue. The \$14.2 million investment covered expenses in the 2022-23 academic year only. The community colleges reported that this investment resulted in the expansion of Career Pathways programs, enhanced outreach for Priority Populations, development of curriculum for key industries, upgraded technology, and alignment of Adult Basic Education program as an entry point to career pathways.

The 2022-23 Future Ready Oregon investment in Career Pathways was in addition to an allocation the community colleges received in the 2021-23 biennium for Career Pathways outside of Future Ready Oregon. Therefore, the number of students enrolled in career pathways overall is greater than what is in this report, as this report is limited to the Future Ready Oregon investment in the 2022-23 academic year but includes all Career Pathways students in 2023-24 and will also include all in upcoming reports.

Participants

The Future Ready Oregon Career Pathways program has served 3,860 participants from July 2022 through June 2024, demonstrating a robust engagement across diverse demographic groups. Overall, 91 percent of participants who reported data identified with one or more Priority Population (in addition to low income).

Racial/ethnic composition showed significant variation, with White participants comprising the largest group at 56 percent of all participants, followed by Latino/a/x/Hispanic participants at 19 percent, and those identifying as Two or More Races at 16 percent. Most communities of color are more represented among the Career Pathways participants than in the population at large, with the exception of Native Hawaiian/Pacific Islanders, whose representation was similar, and Asian American/Asians, who were less represented among participants. The racial/ethnic composition of Career Pathways participants aligns closely with that of Oregon's labor force with the exception of White individuals which comprised only 51 percent of Career Pathways students but makes up 71 percent of Oregon's labor force.

Gender representation is relatively balanced, with 56 percent of participants identifying as female and 42 percent as male. This pattern is divergent from Oregon's labor force of which males comprise 53 percent, indicating the Career Pathways program has made meaningful strides in including females in their programming. The program also supported underrepresented groups,

including 5 percent Veterans, 10 percent individuals with disabilities, and 5 percent identifying with the LGBTQ+ community.

Age distribution revealed a concentration of participants in the 25-39 age range (40 percent), with substantial representation of people aged 24 and younger (33 percent) and those aged 40 and older (27 percent) groups. Geographically, participants were predominantly from urban (50 percent) and rural (46 percent) areas, with minimal representation from frontier communities.

We note that not all participants reported their status in the different Priority Populations; those who did not report comprise up to 11 percent of Career Pathways participants (depending on the Priority Population) and are not included in the above counts.

Table 3.2.1. Number and Percent of Population Served by Career Pathways Funded Services and Programs, July 2022 through June 2024.

Priority Population	Number Served	Percent
By Race		
Asian American/Asian	98	3%
Black/African American	125	4%
Latino/a/x /Hispanic	655	19%
Native American/Alaska Native	84	2%
Native Hawaiian/Pacific Islander	19	1%
Two or More Races	554	16%
White	1,923	56%
By Gender		
Female	2,084	56%
Male	1,628	43%
Non-Binary	35	1%
By Age		
Ages 24 and Younger	1,271	33%
Ages 25-39	1,545	40%
Ages 40 and Older	1,049	27%
By Geography		
Frontier	123	4%
Rural	1,313	46%
Urban	1,440	50%
Persons Incarcerated or Formerly Incarcerated	208	5%
Federally Recognized Tribal Member	61	2%
Veteran	178	5%
Person with a Disability	392	10%
Person Identifies with LGBTQ+ Community	188	5%

Credentials

Career Pathways programs are designed with credentials that range in the number of credits required so that students can earn a short-term certificate, followed by a longer-term certificate, followed by associate degrees. Career Pathways' focus on CTE pathways is demonstrated in the number of credentials earned by participants thus far. CTE associate of applied science degrees were the most common credential awarded, representing 23 percent of all credentials that participants earned. CTE Career Pathway certificates (short-term) followed with 21 percent and CTE certificates of more than 1 year but less than 2 years with 19 percent of all credentials that participants earned. Other credentials have been earned by Career Pathways participants as well, albeit in fewer quantities, such as adult high school diploma, LDC: Oregon Transfer Module, and non-credit certification which comprises the other recognized diploma, degree, certificate, and license. Additionally, there were a number of credentials colleges submitted that we could not decipher the type of credential which is recorded in the other/unknown category in the table below. The diversity of credentials reflects the program's commitment to flexible, skill-oriented educational pathways that support varied career development needs across different participant backgrounds and professional goals.

Table 3.2.2. Number and Percent of Participants and Credentials Earned by Type of Credential.

Type of Credentials	Number of Participants	Percent of Participants	Number of Unique Credentials	Percent of Unique Credentials
CTE Certificate (Less than 1 year)	84	2%	100	8%
CTE Career Pathway Certificate	222	6%	267	21%
CTE Certificate (More than 1 year, less than 2 years)	214	6%	250	19%
CTE Applied Science (AAS)	256	7%	294	23%
LDC: Associate of Arts Oregon Transfer (AAOT)	48	1%	60	5%
LDC: Associate of General Studies (AGS)	78	2%	101	8%
LDC: Associate of Science (AS)	30	1%	36	3%
Other Recognized Diploma, Degree, Certificate, License	21	1%	24	2%
Other/Unknown	29	1%	162	13%
Total Number of Participants who Earned Credentials	611	100%	839	100%

Note. Participant total will not sum to 100% as participants may have earned more than one type of credential and/or multiple of a single type of credential.

Employment Outcomes

The employment outcomes for participants of Future Ready Oregon includes job placement rates, hours worked, and quarterly earnings. The data used to analyze these outcomes are obtained from

the Oregon Employment Department (OED), which maintains data on the vast majority of employed Oregonians via Unemployment Insurance reporting that is required of employers. Career Pathways participants are matched with OED employment and earnings data by their social security number. Approximately 68 percent of Career Pathways participants have reported their social security numbers. Of these 2548 individuals, 59 percent (N = 2232) of them have corresponding employment data available from OED for which the following results will be based. While it would be ideal to have social security numbers for all participants, they have been reported for nearly three quarters of all Career Pathways participants which mean the employment outcomes presented here should be fairly generalizable to the entire population of Career Pathways students, but caution should still be used in making generalizations. (For information on employment outcomes by Priority Population, see Appendix H, Tables H.1 and H.2.)

Job Placement

A key metric in assessing the program’s effectiveness in connecting participants with employment opportunities is job placement. For this report, job placement is defined as the rate with which participants who were not employed in the quarter before and at the start of their Career Pathways participation were employed after their participation.

Some Career Pathway participants were already employed when they enrolled in the program and therefore are not part of this measure. Indeed, only 669 of the 2,232 participants for which employment data are available were not employed at the start of the program. Of those 669 participants, 447 (67 percent) successfully obtained employment after participating in a Career Pathways program. This result is a promising indicator of the Career Pathways program’s capability to enhance the economic prosperity of its participants – especially since the majority of Career Pathways participants are female (56 percent) and aged 25-40 (40 percent).

Table 3.2.3. Career Pathways Participant Job Placement.

Participants Not Employed Before Services	Participants Employed After Services	Percent Employed
669	447	67%

Note: Percentages are rounded to nearest whole place.

Hours Worked

The number of hours worked by a participant in a given quarter has a significant impact on the wages that are subsequently earned. For Career Pathways participants for whom employment data are available, the data reveal that 66 percent of them are working less than full-time under both the Oregon and Affordable Care Act²⁴ (ACA) rules. See Table 3.2.4 below for a summary of the number and percentage of Career Pathways participants’ full-time employment (FTE) status. Also

²⁴ <https://www.irs.gov/affordable-care-act/employers/identifying-full-time-employees>

important to note, the FTE of participants did not change meaningfully from pre-service to post-service. This indicates that Career Pathways participants were generally working the same number of hours before and after their involvement in the program. However, there is an apparent reduction in hours working during the quarters in which individuals were participating in programming – likely due to the nature of Career Pathways which involves a significant time investment on behalf of the participant.

Table 3.2.4. Career Pathways Participant FTE Classification.

Participants Working Full Time under OR Rules	Percent of Participants Working Full Time under OR Rules	Participants Working Full Time under ACA Rules	Percent of Participants Working Full Time under ACA Rules
209	9%	756	34%

Note: Percentages are rounded to nearest whole place.

Table 3.2.5. Career Pathways Participant FTE by Service Status.

Service Status	Median OR FTE	Median ACA FTE
Before service employment	0.49	0.65
During service employment	0.43	0.58
After service employment	0.51	0.68
Change from before to after service	0.03	0.02

Wages

The total wages earned in a quarter can change compared to earlier quarters for several reasons including a change in the number of hours worked, changes in dollars earned per hour, or a combination of these. Table 3.2.6 below shows Career Pathways participants’ median total quarterly wages for the quarters before they received services, the time during their services which is at a minimum a single quarter, and the quarters after their services. Dollars per hour is a measure calculated by dividing the total quarterly wages earned by the total quarterly hours worked. Career Pathways participants experienced an increase of over \$1,000 in their median quarterly wage earnings after their involvement in the program. Participants also saw an increase of \$3.59 in their median hourly wage after participation. Considering that Career Pathways participants did not see a meaningful change in their FTE from before enrollment to after enrollment in Career Pathways, this increase in median quarterly wages is likely due to participants obtaining better paying employment and not simply increasing the number of hours worked.

Table 3.2.6. Career Pathways Participant Wages by Service Status.

Service Status	Median Quarterly Wage	Median Hourly Wage
Before service employment	\$4,262.08	\$16.88
During service employment	\$4,215.61	\$18.78
After service employment	\$5,342.54	\$20.47
Change from before to after service	\$1,080.46	\$3.59

While these initial employment outcomes are a promising indicator of the effectiveness of the Career Pathways program, they should be interpreted with caution as employment data is only available for roughly two thirds of all Career Pathways participants and therefore may not be generalizable to the other third of participants.

Conclusion

The Career Pathways program provides focused workforce development support at Oregon's Community Colleges, supporting a diverse population of students in their obtainment of a range of educational credentials that align with participant needs and Oregon's workforce development goals. By serving a broad spectrum of individuals across various ages, backgrounds, and professional goals, the program contributes to skill development and educational advancement for Oregonians. The early employment outcomes provided here are promising. Career Pathways participants have experienced a significant increase in median quarterly wages and median dollars per hour earned despite a lack of increase in the median FTE worked from pre-to-post service.

REGISTERED APPRENTICESHIP

The Oregon Bureau of Labor and Industries (BOLI) Apprenticeship and Training Division (ATD) received \$18.9 million in funding from Future Ready Oregon legislation (SB 1545, 2022) to manage the Registered Apprenticeship Program. BOLI administered four rounds of grant making from May 2022 through December 2023. The goal of the funding was to accelerate the development and implementation of healthcare and manufacturing apprenticeships while also supporting pre-apprenticeship training in these fields and construction. Eligible organizations for this grant funding included community-based organizations, labor organizations, local workforce development boards, and community colleges, which can be involved in creating these apprenticeship programs.

Grant activities allowed under Future Ready Oregon legislation encompass multiple areas, including employer engagement in healthcare and manufacturing, recruitment, tuition assistance for participants, and covering costs for tools, uniforms, supplies, and technology. Additionally, grants can also be used to develop curricula for new apprenticeship programs. Emphasizing equity in access to apprenticeships, the program sought to increase participation among women and individuals from communities of color, supporting broader inclusion in these pre-apprenticeship and registered apprenticeship training programs.

Oversight for all Registered Apprenticeship programs, including those funded with Future Ready Oregon dollars, rests with the Oregon State Apprenticeship and Training Council (OSATC), which is responsible for approving new apprenticeship programs. The approval process is detailed and can take nine to twelve months, requiring thorough documentation and preparation. This timeframe provides the planning capacity for apprenticeship programs to have the rigor required and achieve the intended employment outcomes based on the process to become registered. Because of this timeline we would expect few participants to have enrolled in a Future Ready Oregon registered apprenticeship grant programs in the first year because it takes a long time to get the program registered.

Since the Future Ready Oregon legislation was adopted, ATD facilitated four rounds of Future Ready Oregon grantmaking, awarding 54 grants.²⁵ The legislation limited the types of apprenticeships funded by Future Ready Oregon to three specific industries: healthcare, manufacturing, and construction. More than half of the grants (30 grants, 56 percent) were in construction, 14 were in manufacturing (26 percent), and ten were in healthcare (18 percent). Fourteen of the grants (26 percent) provided the resources to develop new apprenticeship programs—so these grants do not directly serve Oregonians but will into the future. Among the forty grants that provide services to Oregonians, 29 grants (54 percent) offered pre-apprenticeships and eleven grants served apprentices in registered apprenticeships (20 percent).

²⁵ For more information about the four rounds of grant making, see Future Ready Oregon, 2023 Year Two Report, Section 2D.

Most of the 54 grants were initially contracted as one-year grants but a third of the grants were extended between four months to one year because some grantees were not able to meet their deliverables for a variety of reasons. The most common reasons for the extensions included grantees who were newer to developing apprenticeship programs did not account for the administrative processes required to become registered, shortages of equipment and supplies due to the COVID-19 impact on production, and the need to update workplans due to increased employee turnover post-pandemic. All of the grants issued in the first three rounds of grantmaking ended no later June 30, 2024. The five grants awarded in the fourth-round end on December 31, 2024.

Participants

The Registered Apprenticeship program has experienced a significant increase in participation since the second annual Future Ready Oregon report, rising from 316 to 1,235 individuals, nearly quadrupling the number of participants served in the last year. This increase in participation is likely due to timing. Registering an apprenticeship program with ATD requires a significant amount of time and effort and where early efforts were focused, which means program implementation and participation is likely to be minimal until later in the timeframe. After enough time has passed for apprenticeship programs to become registered with ATD, program participation can increase, as demonstrated in the significant increase of participants in only a year.

Most participants, accounting for 52 percent, self-identified as White, while the next largest groups included Latino/a/x/Hispanic participants at 18 percent and those identifying with two or more races at 16 percent. Other racial and ethnic groups, such as Black/African American (5 percent), Asian American/Asian (2 percent) and Native Hawaiian/Pacific Islander (1 percent), were less frequently represented. This pattern of ethnicities is similar to Oregon's labor force with the exception of Latino/a/x/Hispanic (15 percent) and individuals who self-identified as two or more races (12 percent), which were represented to a greater extent in Registered Apprenticeships participation. Table 3.3.1 details the numbers and percentages of participants by Priority Population.

When examining gender, male participants constituted the majority at 64 percent, followed by female participants at 32 percent and non-binary individuals at 4 percent. Compared to Oregon's labor force, which is comprised of 53 percent males, Registered Apprenticeship served a proportionally greater number of males. The program predominantly served younger individuals, with 57 percent of participants aged 24 or younger, while those aged 40 and older made up just 13 percent. Geographically, most participants hailed from urban areas (59 percent), while 36 percent lived in rural regions, and only 1 percent were from frontier communities.

These findings highlight both the diversity and concentration of participants within Priority Population demographic and geographic segments, though representation of some groups remains limited. Overall, 89 percent of participants identified with one or more Priority Population (in addition to low income), among those who reported characteristics. As in other programs, not all

participants reported their status in the Priority Populations; those who did not report comprise up to 15 percent of participants (depending on the characteristic) and are not included in the above counts.

Table 3.3.1. Number and Percent of Population Served by Registered Apprenticeship Funded Services and Programs, August 2022 through June 2024.

Priority Population	Number Served	Percent
By Race		
Asian American/Asian	27	2%
Black/African American	55	4%
Latino/a/x /Hispanic	220	18%
Native American/Alaska Native	67	5%
Native Hawaiian/Pacific Islander	14	1%
Two or More Races	201	16%
White	636	51%
By Gender		
Female	398	32%
Male	784	63%
Non-Binary	49	4%
By Age		
Ages 24 and Younger	708	57%
Ages 25-39	360	29%
Ages 40 and Older	166	13%
By Geography		
Frontier	10	1%
Rural	439	36%
Urban	729	59%
Persons Incarcerated or Formerly Incarcerated	123	10%
Federally Recognized Tribal Member	55	4%
Veteran	21	2%
Person with a Disability	121	10%
Person Identifies with LGBTQ+ Community	109	9%

Services

The Registered Apprenticeship program focused heavily on workforce development training, with this service being provided to 89 percent of participants. This is not surprising, as apprenticeships are focused on specific occupations. Some grantees also offered career coaching (35 percent) and general career exploration services (26 percent), reflecting the program's emphasis on preparing participants for long-term career success. Despite the range of services, completion rates varied.

Paid work experience had one of the highest completion rates at 88 percent, while career coaching and workforce development training saw completion rates of 79 percent and 82 percent, respectively. Notably, on-the-job training had the lowest completion rate, with only 30 percent of participants successfully completing this service. This may be an artifact of small numbers and that it is still early in the Future Ready Oregon programming, or it may be signaling potential challenges in this area. Either way, we will continue to monitor the completion rates of on-the-job-training. Across all services, Registered Apprenticeship participants had a service-completion rate of 86 percent.

Table 3.3.2. Registered Apprenticeship Service Utilization and Completion, August 2022 – June 2024

Service Type	Number of Unique Participants	Percent of Unique Participants	Number of Services Received	Services Completion Rate
Workforce Development Services				
Career Coaching	347	35%	367	79%
Workforce Development Training	886	89%	990	82%
General Career Exploration	255	26%	262	81%
Job Placement Services	172	17%	181	74%
Early Career Skills	63	6%	63	98%
On-The-Job Training	82	8%	90	30%
Paid Work Experience	179	18%	181	88%
Recruitment and Engagement Services	175	18%	175	92%
Other	2	0%	2	100%
Support Services				
Tuition and Fees Assistance	188	19%	250	
Childcare	3	0%	3	
Food Assistance	73	7%	83	
Residential Assistance	12	1%	14	
Stipend	207	21%	221	
Tools, Supplies, Equipment, Uniform, Technology	94	9%	113	
Transportation	108	11%	128	
Other	210	21%	222	

Registered Apprenticeships provided relatively few support services. The most commonly provided services were stipends, which supported 21 percent of participants, and tuition and fees assistance,

which helped 19 percent. Conversely, childcare and residential assistance were provided to only a small number of participants. Financially, tuition and fees assistance represented the largest expenditure, with over \$57,000 spent, equating to a median of \$500 per participant. Additionally, approximately \$41,000 was allocated for tools, supplies, equipment, uniforms, and technology, benefiting participants with a median of \$375 each. Overall, 44 percent of Registered Apprenticeship participants used one of the support services. (For information on support services by Priority Population, see Appendix I, Table I.1.)

Table 3.3.3. Registered Apprenticeships Participants Use Support Services, August 2022 – June 2024.

Support Service Type	Number of Unique Participants	Percent of Unique Participants	Number of Services Received	Sum of Dollars Spent on Participants	Median Dollars Spent on Participants
Tuition and Fees Assistance	188	19%	250	\$57,032	\$500
Childcare	*	*	*	\$1,658	\$829
Food Assistance	73	7%	83	\$6,587	\$33
Residential Assistance	12	1%	14	\$13,503	\$722
Stipend	207	21%	221	\$25,521	\$800
Tools, Supplies, Equipment, Uniform, Technology	94	9%	113	\$41,079	\$375
Transportation	108	11%	128	\$23,435	\$100
Other	210	21%	222	\$17,257	\$200

Note: Percentages are rounded to nearest whole place.

*Data less than 10.

Employment Outcomes

As noted previously, Future Ready Oregon participants' employment outcomes include job placement, hours worked, and quarterly earnings. These employment data are provided by the Oregon Employment Department (OED), which has wage and employment data reported for the majority of employment in Oregon. These data are required of employers for Unemployment Insurance reporting. The HECC utilizes these data by matching participants with OED employment and earnings data via participant social security number.²⁶ Nearly half (49 percent) of all Registered Apprenticeship participants reported their social security number. Of these 577 participants, 503 of them had employment data available from OED. This is representative of 43

²⁶ Also as noted previously, we also draw on OED's ability to match individuals with name and birthdate when social security number is not available. Few individuals are matched this way, but those who are matched are included in the employment outcomes reported here.

percent of all Registered Apprenticeship participants. This lack of social security number availability imposes significant limitations on any conclusions that can be drawn from the employment outcomes of Registered Apprenticeship participants. (For information on employment outcomes by Priority Population, see Appendix I, Tables I.2 and I.3.)

Job Placement

For this report, job placement is defined as the rate at which individuals who were not employed in the quarter before and at the start of their Registered Apprenticeship program participation and were employed after their participation. Job placement is an important metric in assessing the effectiveness of a workforce development program such as Registered Apprenticeships.

Of the participants who were not employed the quarter before and at the start of their program participation (N = 113), 62 percent (N = 70) were employed following their participation. While this job placement rate is relatively high, the discrete number of participants in this job placement group is low. This means that it would only take a handful of participants to dramatically shift this job placement metric. Registered Apprenticeship programs typically take a period of months to complete. When this is coupled with the reality of the length of time it can take to formerly register an apprenticeship program, it follows that relatively few Registered Apprenticeship program participants would be in this group and even fewer would have the opportunity to complete their registered apprenticeship program and find employment in the short amount of time since Registered Apprenticeship’s implementation.

Table 3.3.4. Registered Apprenticeship Participant Job Placement.

Participants Not Employed Before Services	Participants Employed After Services	Percent Employed
113	70	62%

Note: Percentages are rounded to nearest whole place.

Hours Worked

Quarterly hours worked by participants of the Registered Apprenticeship program are generally a significant contributor to the total wages earned by participants in a given quarter and are therefore important to consider. Similar to other Future Ready Oregon programs, the majority of participants with employment data work part-time, with 65 percent working less than full-time (according to both Oregon and Affordable Care Act²⁷ (ACA) rules). In line with Registered Apprenticeships program structure and goals, participants generally decreased their hours worked while completing an apprenticeship program and subsequently increased the median full-time employment (FTE) worked after completing their program (see Table 3.3.5). This notable increase in median FTE

²⁷ <https://www.irs.gov/affordable-care-act/employers/identifying-full-time-employees>

suggests that the Registered Apprenticeship program helps participants expand their working hours and, therefore, their potential wages.

Table 3.3.5. Registered Apprenticeship Participant FTE Classification.

Participants Working Full Time under OR Rules	Percent of Participants Working Full Time under OR Rules	Participants Working Full Time under ACA Rules	Percent of Participants Working Full Time under ACA Rules
48	10%	178	35%

Note: Percentages are rounded to nearest whole place.

Table 3.3.6. Registered Apprenticeship Participant FTE by Service Status.

Service Status	Median OR FTE	Median ACA FTE
Before service employment	0.48	0.64
During service employment	0.41	0.55
After service employment	0.55	0.74
Change from before to after service	0.07	0.1

Wages

The total wages earned in a quarter by participants may increase or decrease from previous quarters due to changes in the number of hours worked, changes in the wages earned per hour, or both.

Table 3.3.7 below shows the median quarterly wages for Registered Apprenticeship participants received pre-service, peri-service (during service), and post-service. Hourly wage is calculated using the employment data provided by OED by dividing the total quarterly hours worked by the total quarterly wages earned. Registered Apprenticeship program participants have experienced an increase of over \$1,700 in their median quarterly wages earned from pre-service to post-service. This substantial increase in median quarterly wages earned is likely to be at least partially influenced by the increase in FTE as noted above as increases in FTE are generally associated with increased wages. In line with this increase in median quarterly wages, participants earn typically over \$4.50 more per hour for their median hourly wage after participation as well. This notable increase in median hourly wage is a testament to the registered apprenticeship program process and value of the credentials earned.

Table 3.3.7. Registered Apprenticeship Participant Wages by Service Status.

Service Status	Median Quarterly Wage	Median Hourly Wage
Before service employment	\$4,353.88	\$17.60
During service employment	\$4,462.38	\$20.02
After service employment	\$6,110.24	\$22.16
Change from before to after service	\$1,756.36	\$4.56

Although these initial employment outcomes are favorable, it is important to understand the limitations of the data that have been used to illustrate these outcomes. The lack of social security numbers for the majority of participants makes these findings imperfect in that they may not be representative of all Registered Apprenticeship participants – especially given the relatively low number of participants in the Registered Apprenticeship program.

Conclusion

The Registered Apprenticeship Program represents a significant investment in Oregon's workforce development, particularly in construction, healthcare, and manufacturing sectors. While the program faced initial implementation challenges—including lengthy registration processes—it has shown remarkable growth, nearly quadrupling participation from 316 to 1,235 individuals in just one year. The program has made strides in reaching diverse communities, with notable participation from Latino/a/x/Hispanic individuals and those identifying with two or more races at levels exceeding their representation in Oregon's general workforce. Though workforce development training and career coaching formed the backbone of services offered, the relatively limited provision of supports like childcare and residential assistance suggests areas for potential program enhancement.

The initial employment outcomes for this program appear promising as the majority of eligible participants have been successfully placed into employment, participants are increasing their working hours after participation, and experiencing a significant increase in median quarterly wages earned and median dollars per hour. However, the absence of participant social security numbers means that these results may not be generalizable to all Registered Apprenticeship participants. As the program continues to mature, it holds promise for creating meaningful career pathways for Oregonians, particularly younger workers and those in urban and rural communities who might otherwise face barriers to entering these industries of focus.

YOUTH PROGRAMS

Youth Development Oregon (YDO), administers the \$10.5 million Future Ready Oregon Youth Programs, an initiative aimed at expanding workforce readiness and reengagement services for disconnected youth who are out of school and/or out of work.²⁸ This investment enhances YDO's existing programs by funding initiatives such as outreach, academic reengagement, high school diploma and GED completion, mentoring and coaching, career exploration, essential employability skill development, paid work experiences, job placement and coaching, and industry-recognized credentialing. YDO has a history of programming closely aligned with the goals of the Future Ready Oregon Youth Programs, with existing grant programs that support community-based workforce readiness for disconnected youth ages 14-24. Leveraging this infrastructure, the initiative advances innovation, and measurable outcomes in the short term, building on established grantmaking practices.

As described in the [first two Future Ready Oregon reports](#), YDO held two rounds of requests for applications. The Future Ready Oregon Youth Programs allocated \$3.5 million in General Funds (to be spent by June 30, 2023) and \$7 million in federal American Recovery Plan Act (ARPA) funds (to be spent by June 30, 2025, a year earlier than other ARPA-funded programs). YDO conducted extensive outreach to Tribal Nations, local governments, educational institutions, and community organizations to engage priority youth populations. The first funding round received 51 eligible applications, representing all Priority Populations except Veterans and older individuals. YDO awarded grants up to \$150,000 to 26 organizations and provided feedback to non-recipients to strengthen future applications.

The second round of Youth Programs funding, supported by ARPA funds for the 2023-25 biennium, incorporated process improvements to enhance accessibility and impact. Before releasing the request for applications (RFA) for these grants, YDO engaged workforce development providers and priority youth populations to identify challenges, aligned the Future Ready Oregon RFA process with other grants for consistency, and streamlined application support. Issued in March 2023 and closed in May 2023, the RFA capped awards at \$250,000 to maximize regional and Priority Population reach. Of 56 qualified applications requesting \$13.1 million, YDO awarded \$6.7 million to 29 organizations (52 percent of all applications), fully allocating available funds. Using the Regional Solutions Map, grants were awarded in the ten regions from which YDO received applications.

The Future Ready Oregon legislation requires HECC to include in its annual report the number of people from Priority Populations who have registered for and completed a youth workforce program; a description of any new or expanded paid work experiences or workforce readiness training or job placement services created as a result of Future Ready Oregon grants awarded from

²⁸ SB 1545 (2022) allocates these funds to the Oregon Department of Education, which is the administrative home to YDO. In practice, YDO is the administrator of Future Ready Oregon Youth Programs.

both rounds of funding. The legislation also requires HECC to report job placement rates for youth or young adults from Priority Populations who have completed a youth workforce program.

Participants

To date, Youth Programs have provided services to 2,534 participants across the state and reached many Priority Populations. Communities of color comprise 52 percent of all participants who reported a racial/ethnic identity, and men and women each represent 47 percent of the participants who reported a gender identity. Sixteen percent of participants identify as persons with disabilities, and 13 percent identified as members of the LGBTQ+ community. In keeping with the program's core mission, the vast majority of participants (95 percent) were aged 24 or younger. While 62 percent of participants came from urban areas and 38 percent from rural areas, it is worth noting that the program has not yet reached individuals in frontier regions. (See Table 3.4.1 below).

When comparing Youth Programs participants' characteristics with Oregon's overall labor force, we find strong alignment in many areas, though several notable differences emerge. While White individuals make up 73 percent of Oregon's labor force, they represent only 45 percent of Youth Programs participants, indicating greater racial diversity within the program. The program has served relatively larger percentages of Latino/a/x/Hispanic (20 percent versus 15 percent) Black/African American (seven percent versus two percent), and Native American/Alaska Native (six percent versus three percent) individuals compared to their representation in Oregon's workforce. However, Oregon's overall labor force is much older than Youth Programs participants, and the racial/ethnic composition of Oregon varies by age. Compared to the 2023 Oregon high school graduating class (i.e., those who were freshmen in 2020 and age 17 or 18 in 2023), Black/African American, Native American/Alaska Native, and Multi-racial youth are more represented among Youth Programs participants (seven percent versus two percent, six percent versus one percent, and 16 percent versus 7 percent, respectively). Asian American/Asian, Latino/a/x, and White youth are less represented among Youth Programs participants than among the high school graduating class (two percent versus four percent, 20 percent versus 25 percent, and 48 percent versus 60 percent, respectively), and Native Hawaiian/Pacific Islander are about equally represented across the two groups.²⁹

The program has also achieved stronger representation among individuals with disabilities compared to the state's labor force composition (16 percent versus 8 percent), and this representation is also on par with the 2023 high school graduating class (15 percent). Finally, youth Programs participants also have quite strong representation from rural areas, compared to the state's labor force composition (38 percent versus 29 percent). We note that not all Youth Programs participants reported their identities in the different Priority Populations; those who did

²⁹ The racial/ethnic composition of the 2023 high school graduating class comes from the Cohort Graduation Rate 2022-23 Media File from the Oregon Department of Education, <https://www.oregon.gov/ode/reports-and-data/students/Pages/Cohort-Graduation-Rate.aspx>.

not report total up to 13 percent of Youth Programs participants (depending on the characteristic) and are not included in the above counts.

Table 3.4.1. Number and Percent of Population Served by Youth Programs Funded Services and Programs, August 2022 through June 2024.

Priority Population	Number Served	Percent
By Race		
Asian American/Asian	48	2%
Black/African American	158	7%
Latino/a/x /Hispanic	439	20%
Native American/Alaska Native	122	6%
Native Hawaiian/Pacific Islander	23	1%
Two or More Races	356	16%
White	1,058	48%
By Gender		
Female	1,056	47%
Male	1,060	47%
Non-Binary	141	6%
By Age		
Ages 24 and Younger	2,226	95%
Ages 25-39	108	5%
Ages 40 and Older	*	--
By Geography		
Frontier	0	0%
Rural	890	38%
Urban	1,434	62%
Persons Incarcerated or Formerly Incarcerated	163	7%
Federally Recognized Tribal Member	127	5%
Veteran	*	--
Person with a Disability	374	16%
Person Identifies with LGBTQIA+ Community	306	13%

Services

In examining the distribution of services provided, early career skills training emerges as the program's primary focus, with more than half of all participants (56 percent) receiving this service to enhance their essential employability skills. By contrast, provision of general career exploration and on-the-job training services have been offered at lower rates, reaching only four percent and two percent of participants respectively. Completion rates across these types of services show significant variation. The most completed services include early career skills training, which achieved a 98 percent completion rate, followed closely by recruitment and engagement services

and job placement services, both with 97 percent completion rates. However, some services have faced challenges; workforce development training and on-the-job training services had low completion rates.

Table 3.4.2. Youth Programs Service Utilization and Completion, August 2022 – June 2024.

Service Type	Number of Unique Participants	Percent of Unique Participants	Number of Services Received	Services Completion Rate
Workforce Development Services				
Career Coaching	272	13%	381	46%
Workforce Development Training	353	17%	401	27%
General Career Exploration	75	4%	92	70%
Job Placement Services	273	13%	292	97%
Early Career Skills	1,173	56%	1,302	98%
On-The-Job Training	47	2%	47	0%
Paid Work Experience	297	14%	333	75%
Recruitment and Engagement Services	136	6%	270	97%
Unpaid Work Experience	95	5%	100	33%
Other	148	7%	234	60%
Support Services				
Tuition and Fees Assistance	45	2%	126	
Childcare	13	1%	17	
Food Assistance	89	4%	94	
Residential Assistance	11	1%	15	
Stipend	71	3%	123	
Tools, Supplies, Equipment, Uniform, Technology	92	4%	125	
Transportation	13	1%	18	
Other	46	2%	61	

Analysis of support services reveals inconsistent results and, potentially, limited use of support services in the Youth Programs. YDO reported that grantees' expenditure reports included significant levels of support services, but grantees reported providing these services to only two percent of youth participants in the service data available here. Among the various types of assistance offered as shown in the services data, food assistance and tools/supplies support have

reached the most participants, each serving four percent of program participants with median assistance amounts of \$82 and \$90 respectively per instance of support. Residential assistance has had the lowest reach, supporting just 11 participants, or one percent of total participants. In terms of financial allocation, tools, supplies, equipment, uniform, and technology assistance represents the largest investment at \$25,522, followed by tuition and fees assistance at \$15,550. The smallest financial allocation was for childcare services, with total spending of only \$2,190, which may reflect a low number of participants who are parents. (For information on support services by Priority Population, see Appendix J, Table J.1.)

Table 3.4.3. Youth Programs Participants Use Support Services, August 2022 – June 2024.

Support Service Type	Number of Unique Participants	Percent of Unique Participants	Number of Services Received	Sum of Dollars Spent on Participants	Median Dollars Spent on Participants
Tuition and Fees Assistance	45	2%	126	\$15,550	\$100
Childcare	13	1%	17	\$2,190	\$50
Food Assistance	89	4%	94	\$4,800	\$82
Residential Assistance	11	1%	15	\$13,150	\$825
Stipend	71	3%	123	\$12,552	\$50
Tools, Supplies, Equipment, Uniform, Technology	92	4%	125	\$25,522	\$90
Transportation	13	1%	18	\$2,252	\$39
Other	46	2%	61	\$4,069	\$59

Note: Percentages are rounded to nearest whole place

Employment Outcomes

As noted previously, Future Ready Oregon participants’ employment outcomes include job placement, hours worked, and quarterly earnings. These employment data come from the Oregon Employment Department (OED), which has wage and salary data reported for the vast majority of Oregon employment, as required of employers for Unemployment Insurance reporting. We match participants with OED employment and earnings data with social security number.³⁰ Only

³⁰ Also as noted previously, we also draw on OED’s ability to match individuals with name and birthdate when social security number is not available. Few individuals are matched this way, but those who are matched are included in the employment outcomes reported here.

seventeen percent of Youth Programs participants (N=400) reported their social security number, resulting in significant limitations about any conclusions made about the employment outcomes of Youth Program participants. (For information on employment outcomes by Priority Population, see Appendix J, Tables J.2 and J.3.)

Job Placement

Job placement serves as a key metric for assessing the program's effectiveness in connecting young Oregonians with employment opportunities. For this report, job placement is defined as the rate at which individuals who were not employed in the quarter before and at the start of their Future Ready Oregon Youth Program participation were employed after their participation in Youth Programs.

Of the participants who were not employed before and at the start of their program participation, 52 percent of those with a matched social security number were employed following their involvement with Youth Programs (Table 3.4.4). 400 participants provided their social security number; 356 of these matched available employment data, and 105 of these were in the group for potential job placement.

Table 3.4.4. Youth Programs Participant Job Placement.

Participants Not Employed Before Services	Participants Employed After Services	Percent Employment
105	55	52%

Hours Worked

The number of hours worked by participants is a significant contributor to the wages earned in a quarter and therefore important to consider. The data reveals that most Youth Program participants, with social security number, work part-time, with 88 percent working less than full-time (using both Oregon and Affordable Care Act (ACA) rules). (See Table 3.4.5 below.) However, a closer examination reveals a promising trend: participants' full-time equivalent (FTE) status generally increased from before the service to after the service (Table 3.4.6). This increase suggests that the program helps participants expand their working hours and economic engagement, while also preserving the time that many youth need to devote to their education.

Table 3.4.5. Youth Programs Participant FTE Classification.

Participants Working Full Time under OR Rules	Percent of Participants Working Full Time under OR Rules	Participants Working Full Time under ACA Rules	Percent of Participants Working Full Time under ACA Rules
15	4%	43	12%

Table 3.4.6. Youth Programs Participant FTE by Service Status.

Service Status	Median OR FTE	Median ACA FTE
Before service employment	0.22	0.29
During service employment	0.21	0.28
After service employment	0.26	0.35
Change before to after service	0.04	0.06

Wages

Total wages in a quarter can increase or decrease from earlier quarters because the number of hours worked changes, the wages per hour change, or both. Table 3.4.7 shows Youth Program participants' median total quarterly wages for the quarter before they received Future Ready Oregon services, the quarter during their services, and the quarter after their services. Dollars per hour is a calculated measure, by dividing the total quarterly hours worked by total quarterly wages earned. Youth Program participants saw an average (using the median) quarterly wage increase of \$539.80 after participation. Participants have also experienced median hourly wage increase of almost \$2.00 per hour, on average, after participation in Youth Programs. These wage increases may be related to the increase in FTE shown above, given that an increase in FTE can be associated with increased wages.

Table 3.4.7. Youth Programs Participant Wages by Service Status.

Service Status	Median Total Quarterly Wages	Median Hourly Wage
Before service employment	\$1,740.20	\$15.44
During service employment	\$1,977.70	\$16.78
After service employment	\$2,280.00	\$17.41
Change from before to after service	\$539.80	\$1.97

While these findings are promising, acknowledging the data's limitations is crucial. The lack of social security numbers for most participants makes these findings incomplete. The current results, while valuable, may not fully represent all Youth Program participants.

Conclusion

In summary, the Future Ready Oregon Youth Programs served 2,534 young people across the state by June 30, 2024, reflecting a commitment to equity, inclusivity, and workforce readiness. The program's diverse participant base includes higher-than-average representation of underserved groups, such as Black/African American, Multi-racial, and Native American/Alaska Native individuals, persons with disabilities, and rural residents, compared to Oregon's overall labor force and compared to the 2023 high school graduating class. Early career skills training, recruitment and engagement services, and job placement services emerged as the program's strongest components, achieving high participation and completion rates. This supports the mission of YDO to support

the development of youth, of which workforce readiness is one element of their necessary growth to maturity and well-rounded independence. Services such as on-the-job training, credentialing and support services show lower use, as documented in the data, due in part to the lower level of work-readiness of many youth who were served. Low levels of support services reported contrast with narrative accounts to YDO, making it difficult to track program progress accurately. Employment outcomes are promising, with half of unemployed participants with available data finding employment after participation, and increases in hours worked and in wages after participation. However, the lack of social security numbers for most participants means we do not know if these employment outcomes are generalizable to all Youth Program participants. Further, as many of the participants are still completing high school credentials, increases in hours and wages are secondary to educational attainment. As the program continues in its final year, reaching frontier regions and ensuring participants have support services as needed, will help ensure all young Oregonians can access the workforce training resources needed to succeed.

CREDIT FOR PRIOR LEARNING

Credit for Prior Learning is the means by which students earn college and university credit for knowledge acquired outside traditional educational institutions or at educational institutions in other countries. Credit for Prior Learning in Oregon is defined by [ORS 350.110](#) as "knowledge and skills gained through work and life experience, military training, and formal or informal education and training from institutions of higher education in the United States and abroad."

In 2022, the Future Ready Oregon legislation ([SB 1545](#)) allocated \$10 million to the Higher Education Coordinating Commission (HECC) to manage the Future Ready Oregon Credit for Prior Learning grant program. The goal of this program is to increase the number of students, especially those from Priority Populations,³¹ who benefit from Credit for Prior Learning and to boost the number of credits awarded.

Section 8 of the legislation states:

"The Higher Education Coordinating Commission shall establish a grant program to award grants to community colleges and universities that work toward increasing opportunities for students from Priority Populations to receive academic credit for prior experience or skills gained outside of traditional higher education institutions. Such academic credit should count toward a certificate or credential that provides a pathway to employment or career advancement. In administering this grant program, the commission shall consult with employers and industry consortia to develop uniform standards for certifying whether a student's technical competencies, qualifications, knowledge, or skills are sufficient to earn a certificate or credential recognized by a targeted industry sector."

Prior to Future Ready Oregon, Oregon legislators enacted House Bill 4059 in 2012 (ORS 350.110), directing the HECC to collaborate with public universities and community colleges to increase the awarding of Credit for Prior Learning that supports postsecondary credentials. The bill aimed to expand both the variety and quantity of high-quality academic credits awarded as Credit for Prior Learning, establish clear policies and methods for awarding these credits, improve program implementation, enhance expertise in Credit for Prior Learning among institutions, develop articulation agreements as needed, and define and track measures of progress.

The results of that statute have been mixed, with Credit for Prior Learning awards increasing at some institutions, not at others, and unclear at still others. Many institutions face resource constraints that hinder their ability to meet these mandates. For example, few community colleges

³¹ Priority Populations include communities of color, women, low-income communities, rural and frontier communities, Veterans, persons with disabilities, incarcerated and formerly incarcerated individuals, members of Oregon's nine federally recognized Indian Tribes, individuals who disproportionately experience discrimination in employment based on age, and individuals who identify as members of the LGBTQ+ community.

have been able to comply with the data requirements necessary to track progress, primarily due to unclear awarding procedures and insufficient technical resources.

Credit for Prior Learning gained renewed attention after the adoption of Oregon's Adult Attainment Goal in 2018. One of the strategies to help adults earn postsecondary credentials is to create opportunities for them to receive college credit for learning they had already received. The Adult Learning Advisory Committee specifically recommended funding for the Credit for Prior Learning initiative as one of eight suggestions to improve educational attainment among Oregonians aged 25 and older.

To support the goal of increasing postsecondary credentials among Oregonians, the Future Ready Oregon legislation provided one-time funds to enhance Credit for Prior Learning processes and expand opportunities within the state's public postsecondary educational institutions. These funds could be used by institutions to develop assessment criteria for awarding credit, train staff on these standards, and engage in outreach efforts focusing on Priority Populations.

The HECC's Office of Community Colleges and Workforce Development (CCWD) administers the Future Ready Oregon Credit for Prior Learning Program. The program is meant for Oregon's public universities and community colleges and aims to increase their capacity for students to earn Credit for Prior Learning, expand the kind of Credit for Prior Learning options available, and raise the number of students awarded Credit for Prior Learning, especially those from Priority Populations.

In June 2022, the HECC issued a competitive Request for Applications (RFA) for the \$10 million Future Ready Oregon Credit for Prior Learning grant program. Fourteen of Oregon's 17 community colleges and five of the eight public universities applied for funding, and all received awards. By September 2022, the HECC allocated the entire grant amount and finalized contracts with the 19 institutions by early October. Each funded institution implemented strategies to enhance and expand Credit for Prior Learning opportunities. These activities included developing assessment criteria, training staff, and conducting outreach and recruitment efforts aimed at Priority Populations. The strategies were designed to increase the credits awarded for prior learning and to reduce barriers to obtaining Credit for Prior Learning credit. However, the funds had to be fully utilized by June 30, 2023, which posed challenges in establishing new Credit for Prior Learning options and conducting outreach effectively. For more details on the awarding process and grant activities, refer to the Future Ready Oregon 2022 Year One report and the 2023 Year Two report.³²

Most funded institutions reviewed their current practices and identified best practices for Credit for Prior Learning. All but two of the 19 institutions (89 percent) developed assessment criteria for multiple courses, and 15 of the institutions (79 percent) improved the consistency of their Credit for Prior Learning systems. Furthermore, 16 of the institutions (84 percent) invested in training

³² <https://www.oregon.gov/highered/about/pages/future-ready-impacts-outcomes.aspx>

materials and sessions for faculty and staff, and five (26 percent) provided Credit for Prior Learning training for external partners, such as employers.

To raise awareness among Priority Populations, nearly all grantees implemented recruitment and outreach strategies. Seventeen (89 percent) created marketing materials, some translated content into other languages, and 13 (68 percent) updated their websites. While 16 institutions (84 percent) conducted outreach activities to Priority Populations, the short timeline limited their ability to develop and implement comprehensive strategies. Additional information on grant activities can be found in the Future Ready Oregon 2022 Year One report and the 2023 Year Two report.³³

Many funded institutions prioritized expanding Credit for Prior Learning opportunities and training staff before focusing on recruitment and outreach efforts. All 19 participating institutions successfully expanded the types of Credit for Prior Learning offered. For more information about the awarding process and grant activities, please refer to the Future Ready Oregon 2022 Year One report and the 2023 Year Two report.

Program Impact

Did these investment strategies lead to an increase in Credit for Prior Learning awards? To answer this question, we compare the trends in the annual number of students participating over the past twelve years and number of Credit for Prior Learning earned. While this may seem like a straightforward inquiry, it is important to note that only one year has passed since the initial investment. Additionally, there hasn't been sufficient time to determine if the rise in Credit for Prior Learning offerings has resulted in an increase in credentials awarded. We anticipate reporting on credentials in next year's analysis.

Public Universities

The five public universities in Oregon that were awarded the Future Ready Oregon Credit for Prior Learning grants are Eastern Oregon University, Oregon Institute of Technology, Portland State University, Southern Oregon University, and Western Oregon University. Oregon Health and Sciences University, Oregon State University, and University of Oregon did not apply for Future Ready Oregon Credit for Prior Learning funds.³⁴

The significant majority of students who earn Credit for Prior Learning are undergraduates. Very few graduate students earn Credit for Prior Learning toward their graduate program. See Table 3.5.1.

³³ <https://www.oregon.gov/highered/about/pages/future-ready-impacts-outcomes.aspx>

³⁴ Oregon Health and Sciences University is not included in these results, as the HECC does not receive data that allows this assessment.

Table 3.5.1. Percent of Undergraduates Students Among Those who Earned Credit for Prior Learning at Oregon’s Public Universities.

	2018-19	2019-20	2020-21	2021-22	2022-23	2023-24
Did Not Receive Future Ready Oregon Credit for Prior Learning Investment	92%	94%	96%	98%	99%	99%
Received Future Ready Oregon Credit for Prior Learning Investment	98%	99%	99%	100%	100%	100%
Total for All	95%	96%	97%	99%	99%	99%

Over the past twelve years, the number of students earning Credit for Prior Learning at Oregon’s public universities has gradually increased since the original Credit for Prior Learning legislation was adopted in 2012. The number of students earning Credit for Prior Learning at the universities that received Future Ready Oregon Credit for Prior Learning funds declined by two percent from 2022-23 to 2023-24. See Figure 3.1 and 3.2 below. Oregon State University and University of Oregon—who were eligible but did not apply—increased by the number of students who earned Credit for Prior Learning by four percent. (Refer to Appendix K, Tables K.1 and K.2 for detailed statistics on students earning Credit for Prior Learning by university.)

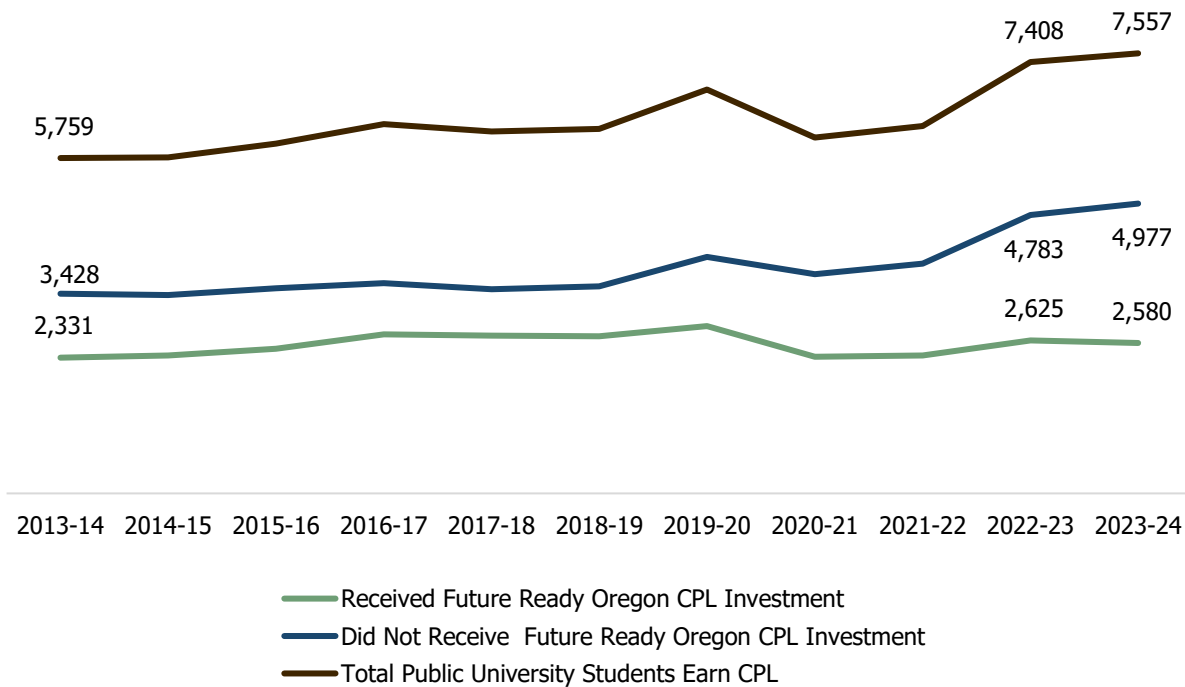


Figure 3.1. Number of Students who Earned Credit for Prior Learning in Oregon’s Public Universities.

These trends may have more to do with broader changes in enrollment than with Credit for Prior Learning. Since 2012-13, overall enrollment rose at the institutions without Credit for Prior Learning grants. The number of admitted graduate and undergraduate students at those institutions rose by 20 percent. In contrast, overall enrollment has fallen since 2012 at the institutions with the Future Ready Oregon Credit for Prior Learning grants, by 32 percent.

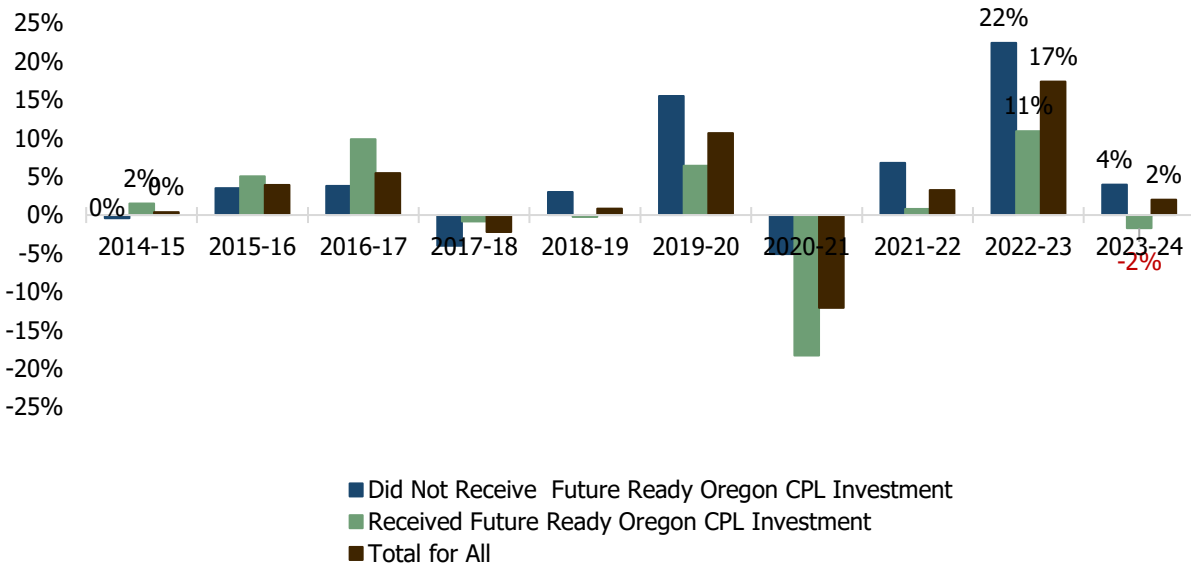


Figure 3.2. Annual Percent Change from Previous Year in Number of Public University Students Earning Credit for Prior Learning by Future Ready Oregon Investment.

The annual trends in the number of credits earned through Credit for Prior Learning mirror the trends observed in the number of students earning Credit for Prior Learning. Between the 2022-23 and 2023-24 academic years, universities that received Future Ready Oregon Credit for Prior Learning grant funding saw a 23 percent decrease in the number of Credit for Prior Learning credits awarded. In contrast, institutions that did not access these grant funds experienced a four percent increase in Credit for Prior Learning credits awarded during the same period. Even when we controlled for changes in overall enrollment, those institutions that received Credit for Prior Learning grant funding still saw a slight decrease between 2022-23 and 2023-24 in average credits earned per student (from 3.9 to 3.7), and those that did not receive Credit for Prior Learning grant funding still saw a slight increase in average credits per student (from 4.9 to 5.0). Overall, the total change in Credit for Prior Learning credits earned across all institutions from 2022-23 to 2023-24 was a five percent decline.

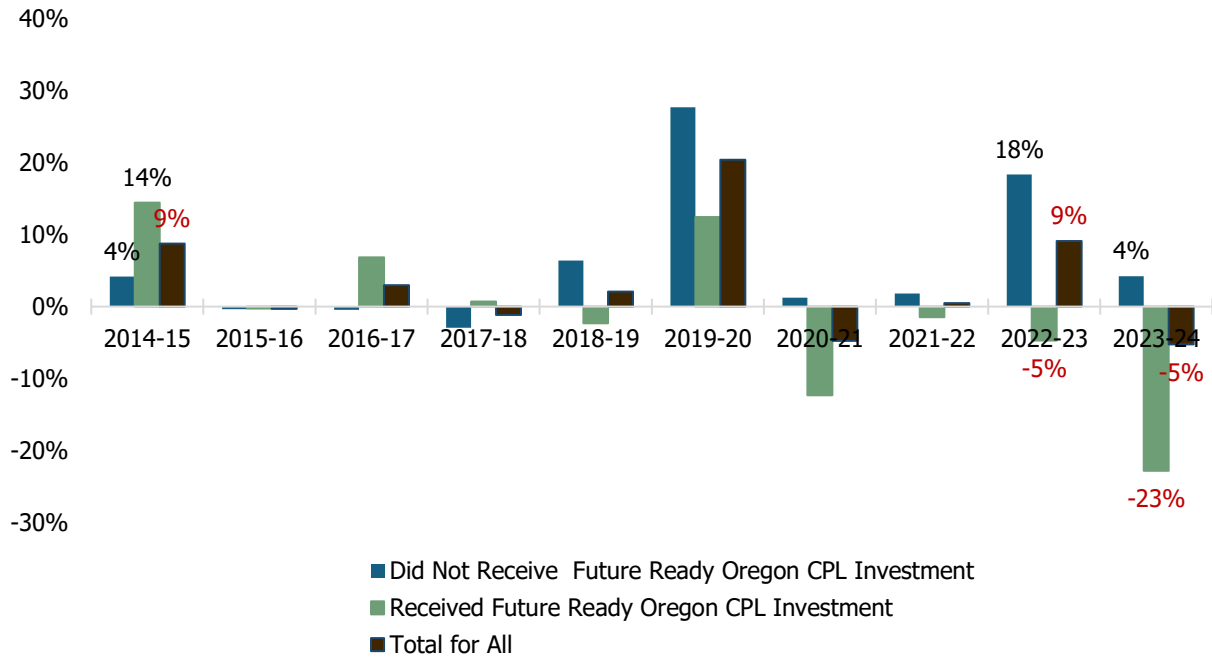


Figure 3.3. Annual Percent Change from Previous Year in Number of Credit for Prior Learning Credits Earned in Public Universities by Future Ready Oregon Investment.

Postsecondary institutions have various ways to award Credit for Prior Learning. The institutions that received Future Ready Oregon Credit for Prior Learning grant funding have more varied ways to awarding Credit for Prior Learning. In contrast, a sizeable majority of students (four out of five) who earn Credit for Prior Learning from the institutions without grant funding primarily earn it through Advanced Placement (AP) tests. As previously mentioned, many of Oregon’s public universities that received grant funding explored different strategies for offering Credit for Prior Learning. However, the methods used to award Credit for Prior Learning did not change significantly from the 2022-23 to the 2023-24 academic year for either the group that received grant funding or the group that did not receive grant funding.

In contrast, the universities that received grants use a more varied approach to awarding Credit for Prior Learning. Among the universities who received Credit for Prior Learning grants, almost 80 percent of credits awarded for Credit for Prior Learning in each of the six years, were awarded by advanced placement (23 percent in 2023-24), other advanced credit (51 percent in 2023-24), exam offered by the university (8 percent in 2023-24), and college-level examination program (5 percent).

Table 3.5.2. Percent of Public University Credits Awarded by Type of Credit for Prior Learning.

Strategies to Award Credit for Prior Learning	2018-19	2019-20	2020-21	2021-22	2022-23	2023-24
Received Future Ready Oregon Credit for Prior Learning Investment						
Other Advanced Credit	38%	37%	41%	48%	49%	51%
Advanced Placement	32%	29%	26%	20%	22%	23%
Exam offered by the university	10%	8%	9%	10%	9%	8%
College Level Examination Program enables students to earn college credit for introductory-level courses by achieving satisfactory scores on subject-specific tests	5%	5%	6%	6%	5%	5%
Military Experience	3%	11%	6%	5%	4%	4%
Noncollegiate Instruction	5%	4%	5%	4%	6%	4%
American Council on Education Credits offers recommendations for awarding CPL that are used by the universities	1%	1%	1%	1%	2%	2%
Experience used to award CPL	5%	4%	4%	4%	3%	2%
Credit earned based on pre-admitted Learning	1%	1%	1%	1%	1%	1%
CPL from Unaccredited Schools	0%	0%	0%	0%	0%	0%
International Baccalaureate Program credits used to award CPL	0%	0%	0%	0%	0%	0%
Did Not Receive Future Ready Oregon Credit for Prior Learning Investment						
Advanced Placement	84%	85%	83%	82%	84%	85%
Credit earned based on Pre-Admitted Learning	7%	7%	9%	10%	9%	8%
American Council on Education Credits offers recommendations for awarding CPL that are used by the universities	5%	4%	5%	5%	4%	4%
College Level Examination Program enables students to earn college credit for introductory-level courses by achieving satisfactory scores on subject-specific tests	2%	3%	2%	2%	2%	2%
Military Experience	2%	2%	1%	1%	1%	1%
Exam offered by the university	0%	0%	0%	0%	0%	0%

The Future Ready Oregon legislation and program leaders emphasize the importance of prioritizing specific populations of Oregonians who are underserved by workforce development opportunities. In the context of the Credit for Prior Learning program, there is an expectation of increases in the number and proportion of participants from communities of color, as well as individuals from rural and frontier regions, women, and both younger and older students. Although a primary goal of Credit for Prior Learning is to increase access for older adults seeking credentials, an overall inclusive approach is encouraged.

Since the 2018-19 academic year, the proportion of students earning Credit for Prior Learning who identify as men has risen by two percentage points. Additionally, there have been significant increases in the proportion of Latino/a/x students earning Credit for Prior Learning credit, while

the proportion of White students earning Credit for Prior Learning credit has decreased. The proportions of students from other racial/ethnic communities have remained stable over the past six years. It is interesting to note that while the Adult Educational Attainment report recommended expanding Credit for Prior Learning to increase access to higher education among older/nontraditional students, the significant majority of those who earn Credit for Prior Learning are ages 24 and younger: approximately nine in ten students who have earned Credit for Prior Learning in the last six years are ages 16 to 24 and two percent are ages 40 and older (See Table 3.5.3.)

Table 3.5.3. Composition of Students Earning Credit for Prior Learning in Oregon’s Public Universities.

	2018-19	2019-20	2020-21	2021-22	2022-23	2023-24
By Gender						
Women	56%	55%	55%	56%	55%	55%
Men	44%	45%	45%	44%	45%	45%
Non-Binary	0%	0%	0%	0%	0%	0%
By Income Status						
Low Income (Pell Recipient)	34%	33%	33%	33%	33%	*
Not Low Income (Did Not Receive a Pell Grant)	66%	67%	67%	67%	67%	*
By Race						
Asian/Asian American	8%	7%	9%	8%	8%	8%
Black/African American	1%	1%	1%	1%	2%	1%
Latinx/o/a	16%	16%	17%	19%	18%	16%
Native American/Alaskan Native	1%	1%	1%	1%	1%	0%
Native Hawaiian/Pacific Islander	0%	0%	0%	0%	0%	0%
Two or More Races	8%	7%	8%	9%	9%	8%
White	66%	67%	63%	62%	62%	66%
By Geography						
Frontier	1%	1%	0%	0%	0%	1%
Rural	27%	26%	27%	26%	25%	26%
Urban	72%	74%	73%	74%	75%	73%
By Age						
16 to 24	88%	87%	88%	89%	91%	90%
25-39	9%	11%	10%	9%	8%	8%
40 and Older	2%	2%	2%	2%	2%	2%

*Data not available at the time of the report.

Community Colleges

Fourteen of Oregon’s 17 community colleges applied for and received the Future Ready Oregon Credit for Prior Learning grant. However, data on Credit for Prior Learning from these colleges remains limited, with only ten colleges submitting data. Among the reporting colleges, some have

missing data for certain years, likely due to inaccurate coding or inadequate data entry systems rather than a lack of earned Credit for Prior Learning credits. While the number of students awarded Credit for Prior Learning and the total Credit for Prior Learning credits earned are consistent within individual colleges, there is significant inconsistency across institutions. Table 3.5.3 shows the data submission across the colleges. Of the fourteen community colleges that received the Future Ready Oregon Credit for Prior Learning grant, four have not submitted any data, and another four have submitted information to a very limited extent. Additionally, two of the three community colleges that did not receive the grant have also not submitted any Credit for Prior Learning data.³⁵

Table 3.5.4. Oregon’ Community Colleges by Future Ready Oregon Credit for Prior Learning Grant Recipient and Data Submission

Community College	Submitted Credit for Prior Learning Data
Received Future Ready Oregon Credit for Prior Learning Investment	
Blue Mountain Community College	Yes
Central Oregon Community College	Yes
Chemeketa Community College	Yes—Limited
Clackamas Community College	Yes
Clatsop Community College	No
Columbia Gorge Community College	Yes—Limited
Klamath Community College	Yes
Lane Community College	No
Linn-Benton Community College	Yes—Limited
Oregon Coast Community College	No
Portland Community College	Yes
Southwestern Oregon Community College	Yes
Tillamook Bay Community College	No
Umpqua Community College	Yes—Limited
Did Not Receive Future Ready Oregon Credit for Prior Learning Investment	
Mt. Hood Community College	No
Rogue Community College	Yes
Treasure Valley Community College	No

As noted previously and in the Future Ready Oregon Year Two Annual Report, technical, programmatic, and resource limitations have hindered many colleges from submitting Credit for Prior Learning data. Since that report, HECC convened a technical workgroup of college and HECC staff to address these challenges and identify ways to work through the problems, the Credit for Prior Learning Advisory Committee’s Community College Data and Reporting Workgroup.

³⁵ While some progress has been made since then, ongoing challenges are being addressed by the Credit for Prior Learning Advisory Committee’s Community College Data Workgroup.

Missing and limited data can have significant impact on results. Accurate comparisons between institutions that received the grant and those that did not apply/receive the grant are not possible. Therefore, Credit for Prior Learning data from community colleges should be viewed as indicators rather than complete counts of students earning Credit for Prior Learning credits or the total Credit for Prior Learning credits awarded.

Among the community colleges that report Credit for Prior Learning data, the number of students reported to have earned Credit for Prior Learning decreased by nine students, representing a two percent decline from the 2022-23 academic year to the 2023-24 academic year (see Figures 3.4 and 3.5). Notably, there was a spike in the number of Credit for Prior Learning earners reported in 2017-18; however, this increase was primarily due to Portland Community College—the largest community college in Oregon—beginning to report its data that year. (Refer to Appendix K, Tables K.3 and K.4 for detailed statistics on students earning Credit for Prior Learning by community college.)

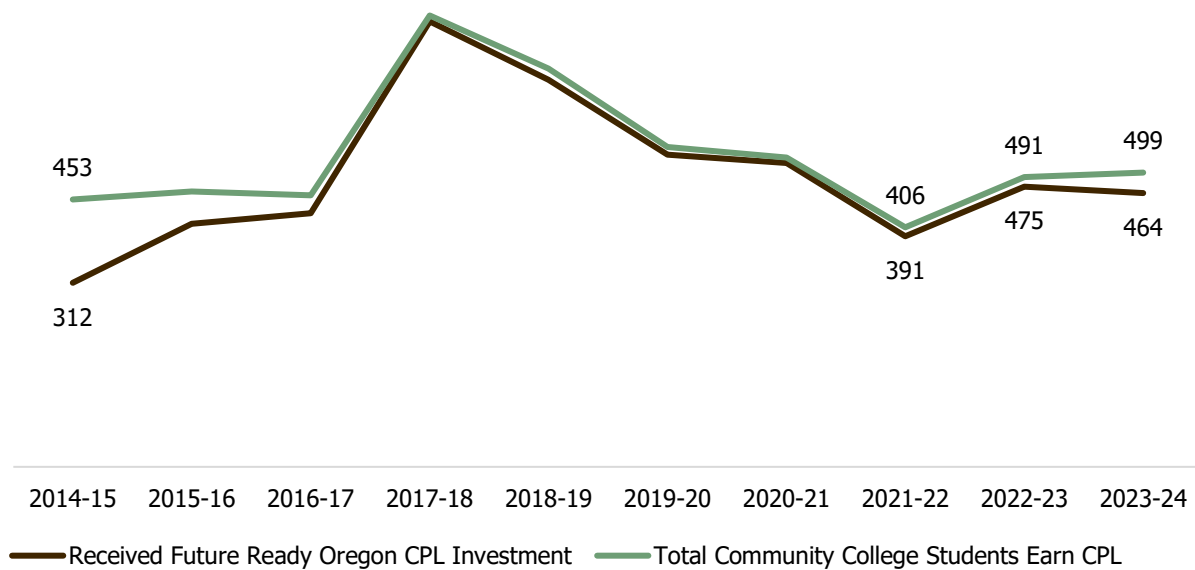


Figure 3.4. Number of Students who Earned Credit for Prior Learning in Oregon’s Community Colleges.

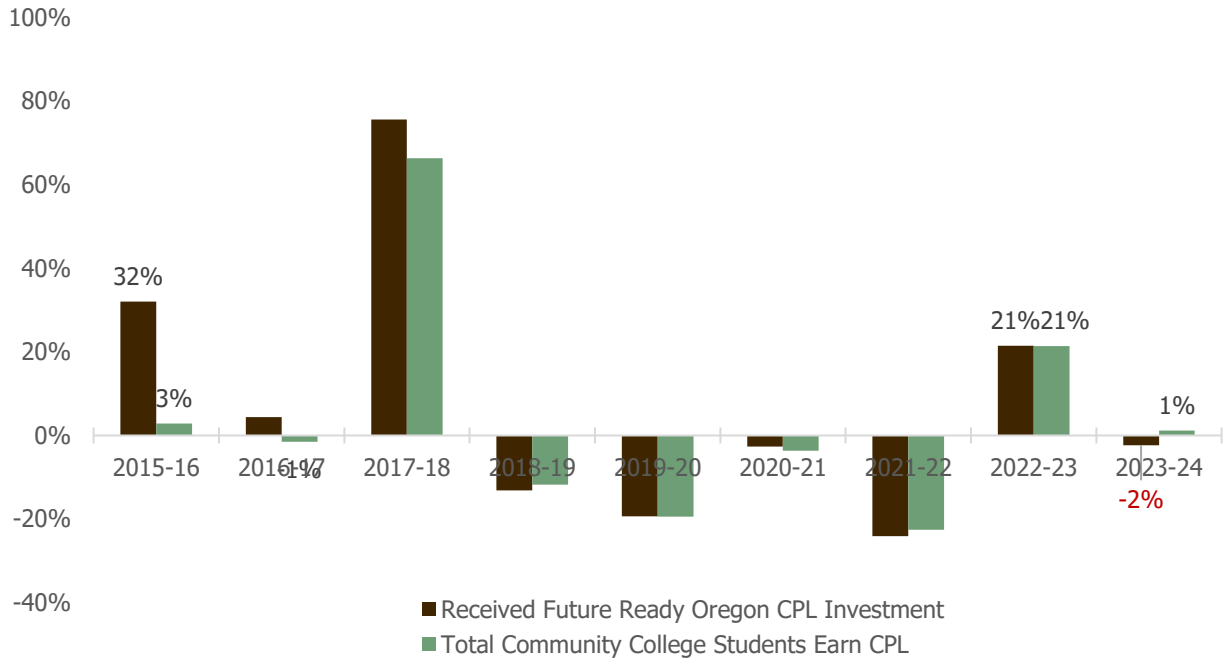


Figure 3.5. Annual Percent Change from Previous Year in Number of Community College Students Earning Credit for Prior Learning by Future Ready Oregon Investment.

The number of Credit for Prior Learning credits awarded increased significantly in the 2022-23 academic year, coinciding with the allocation of grant funding. However, this rise in awarded Credit for Prior Learning credits is largely attributed to three institutions: Clackamas Community College, Portland Community College, and Rogue Community College, with the latter not being a recipient of the Credit for Prior Learning grant.

Overall, the number of Credit for Prior Learning credits awarded and the number of community college students earning Credit for Prior Learning have remained relatively stable over the past two years. Colleges have reported anecdotally that the actual figures may be higher and indicate ongoing challenges with data reporting.

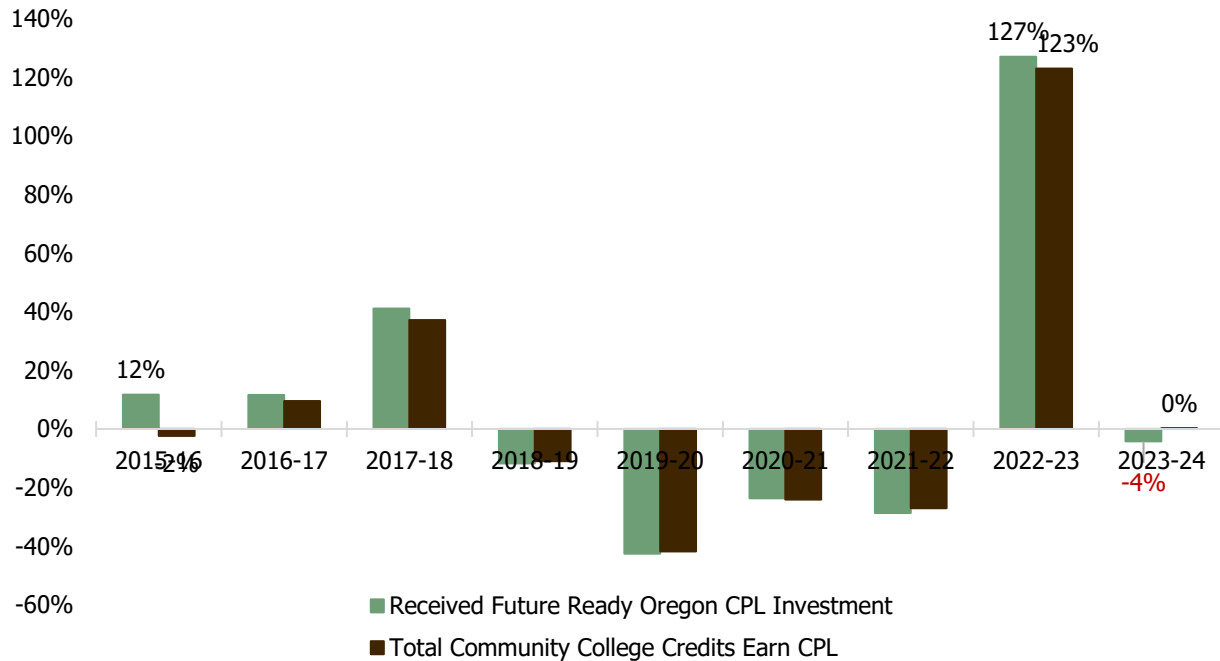


Figure 3.6. Annual Percent Change from Previous Year in Number of Credit for Prior Learning Credits Earned in Community Colleges by Future Ready Oregon Investment.

The methods for awarding Credit for Prior Learning at community colleges that submitted data and received the Future Ready Oregon grant have not changed significantly in the last year. However, there was a notable decrease in the number of Credit for Prior Learning credits awarded through Advanced Placement exams in the 2022-23 academic year. Conversely, there was a significant increase in the "Other" category for Credit for Prior Learning, which includes credits granted for various prior learning experiences. Until community colleges are able to improve the consistency of their reporting, it remains unclear whether this change is due to a shift in practices or the result of difficulties in Credit for Prior Learning data reporting.

Table 3.5.5. Percent of Credit for Prior Learning Credits Awarded by Type Among Institutions that Received Future Ready Oregon Credit for Prior Learning Grant.

Type of Credit for Prior Learning	2018-19	2019-20	2020-21	2021-22	2022-23	2023-24
Challenge Exam: Credit granted for courses passed thru challenge exam	3%	3%	3%	5%	2%	2%
Advanced Placement (AP) Exam	33%	19%	37%	33%	17%	30%
International Baccalaureate (IB) exam	3%	1%	4%	3%	4%	6%
Military: Credit granted for military experience or ACE transcripts	49%	61%	43%	46%	46%	37%
Other: Credit granted for other prior learning experiences	12%	15%	13%	12%	20%	19%
Portfolio: Credit granted for portfolio evaluation	0%	0%	0%	1%	10%	8%

The Future Ready Oregon Credit for Prior Learning grants prioritize specific populations of Oregonians who are underserved by workforce development opportunities. As a result, we anticipate increases in the number and proportion of participants from communities of color, residents of rural and frontier areas, women, and both younger and older students, with a particular focus on improving access for older adults seeking credentials.

Since the 2018-19 academic year, the proportion of students earning Credit for Prior Learning identifying as women has increased, with notable gains observed starting in the 2022-23 academic year. Additionally, there has been a significant rise in the proportion of Latino/a/x students earning Credit for Prior Learning credit, while the proportion of White students earning Credit for Prior Learning credits has decreased, particularly between the 2021-22 and 2022-23 academic years. The students earning Credit for Prior Learning are more likely to be younger, especially under 40, and live in urban areas. However, from 2021-22 to 2022-23 and later, there are growing proportions of Credit for Prior Learning students who are forty and older (20% in 2023-24) and live in rural areas (49 percent in 2022-23 and 33 percent in 2023-24). (See Table 3.5.6.)

Table 3.5.6. Composition of Students who Earn Credit for Prior Learning, by Gender, Income Status, Race, Geography, and Age.

	2018-19	2019-20	2020-21	2021-22	2022-23	2023-24
By Gender						
Woman	46%	44%	49%	50%	55%	55%
Man	54%	56%	51%	50%	45%	45%
Non-Binary	0%	0%	0%	0%	0%	0%
By Income Status						
Low Income (Pell Recipient)	28%	25%	22%	23%	25%	24%
Not Low Income (Did Not Receive a Pell Grant)	72%	75%	78%	77%	75%	76%
By Race						
Asian/Asian American	4%	5%	7%	5%	6%	7%
Black/African American	2%	2%	1%	2%	0%	2%
Latinx/o/a	14%	15%	15%	19%	24%	24%
Native American/Alaskan Native	1%	1%	0%	1%	2%	0%
Native Hawaiian/Pacific Islander	0%	1%	1%	1%	1%	0%
Two or More Races	8%	7%	8%	9%	5%	5%
White	70%	70%	68%	65%	62%	62%
By Geography						
Frontier	1%	0%	0%	0%	1%	1%
Rural	31%	35%	28%	27%	49%	33%
Urban	68%	65%	72%	73%	50%	66%
By Age						
16 to 24	46%	46%	51%	51%	45%	42%
25-39	42%	38%	42%	35%	43%	38%
40 and Older	12%	16%	7%	14%	12%	20%

Conclusion

The Future Ready Oregon legislation directed the one-time investment of \$10 million toward increasing opportunities to earn Credit for Prior Learning with the ultimate goal of increasing the number of postsecondary credentials earned among Oregonians. With these funds, institutions reported they successfully developed assessment criteria and improved the consistency of their Credit for Prior Learning systems, with 84 percent investing in training for faculty and staff. Additionally, nearly all grantees reported taking steps to raise awareness among Priority Populations through marketing and outreach efforts, despite challenges posed by a short implementation timeline. While all participating institutions expanded their Credit for Prior Learning offerings, it remains to be seen whether these changes have resulted in more students benefiting from Credit for Prior Learning opportunities. Continued focus on thorough data collection and evaluation will be essential for assessing the true impact of these initiatives and ensuring that a greater number of Oregonians can access and benefit from postsecondary credentials in the future.

Over the past twelve years, the number of students earning Credit for Prior Learning at Oregon's public universities has generally increased since the enactment of the original Credit for Prior Learning legislation in 2012. However, there has been a decline in Credit for Prior Learning earners and in Credit for Prior Learning credits awarded at the grant-receiving universities, contrasting with an increase at the universities that did not receive grant funding. Methods for awarding Credit for Prior Learning have remained mostly unchanged at the public universities, with many students at the non-grant universities primarily earning credits through Advanced Placement tests, while grant-receiving schools utilize more varied strategies. Since the 2018-19 academic year, the composition of Credit for Prior Learning earners at Oregon's public universities has largely stayed stable, especially by age. Comparing Credit for Prior Learning earners by age with the public university population, ten percent of Credit for Prior Learning earners are ages 25 and older whereas in the same timeframe, 32 percent of all public university students are ages 25 and older. Over the past six years, the proportion of students of color by race has remained stable, accounting for about one-third of the students who earn Credit for Prior Learning.

While fourteen of Oregon's seventeen community colleges successfully applied for and received the Future Ready Oregon Credit for Prior Learning grant, data remain limited and inconsistent. Among these colleges, some did not submit any data, and others provided only minimal information, hindering the ability to draw meaningful conclusions. Data from some institutions indicate a slight decline in the number of students earning Credit for Prior Learning from the 2022-23 to the 2023-24 academic years, despite a temporary spike in awarded credits during the initial grant allocation. The ongoing challenges with data reporting underscore the need for improved consistency and accuracy, as emphasized by the creation of the Credit for Prior Learning Advisory Committee's Community College Data Workgroup. The Future Ready Oregon grants aim to enhance access for underserved populations, with some progress in increasing participation among women and Latino/a/x students. Continued efforts are necessary to understand the full impact of these initiatives and ensure that more Oregonians benefit from Credit for Prior Learning opportunities.

Ultimately, the Credit for Prior Learning programs in all postsecondary institutions are intended to increase access to postsecondary education and the number of credentials earned by those who attend college and university. Additional time and data are needed to determine if these goals have been met, and we will continue to track Credit for Prior Learning progress in upcoming Future Ready Oregon annual reports.

WORKFORCE READY GRANTS

The largest investment of the Future Ready Oregon programs is the \$95 million designated for the Higher Education Coordinating Commission (HECC) to manage the Workforce Ready Grants (WRG) program. This amount consists of \$10 million from state General Funds and \$85 million from federal American Rescue Plan Act (ARPA) funds. The purpose of this grant-making investment is to develop new and innovative education and training programs in the healthcare, manufacturing, and technology sectors. The grant program aims to provide direct workforce development benefits to individuals—especially Oregonians from Priority Populations,³⁶ which include stipends and funding for education, training, and support services.

HECC Future Ready Oregon staff administer the Workforce Ready Grants Program in collaboration with the Workforce and Talent Development Board (WTDB), Future Ready Oregon's Industry Consortia, and Oregon's nine local workforce development boards. As the fund administrator and in accordance with the Future Ready Oregon legislation, HECC sets the criteria and standards for awarding the Workforce Ready Grants to workforce service providers and community-based organizations (CBOs). WRG grantees are required to prioritize equitable participation from individuals in Priority Populations as specified in the legislation. The funds can be utilized for various purposes outlined in the statute (SB 1545, 2002, Section 9, a-e), which include:

- Providing paid work experience, including stipends and wages;
- Offering tuition and fee assistance for workforce programs;
- Delivering support services;
- Developing culturally and linguistically specific career pathways for earning recognized certificates or credentials in targeted industry sectors; and
- Funding organizational investments, which may include, but are not limited to:
 - Hiring new staff;
 - Creating organizational development strategies;
 - Purchasing equipment, technology, or other training-related supplies;
 - Covering administrative expenses;
 - Engaging in any other activities deemed necessary in grant proposals to execute the workforce programs outlined in this section.

HECC completed three rounds of grant-making for the Workforce Ready Grants since the Future Ready Oregon legislation was adopted in 2022. The first round focused on capacity building, both within individual organizations and with regard to attracting new workforce development partners dedicated to providing workforce development opportunities for Priority Populations, especially

³⁶ Priority Populations include communities of color; women; low-income communities; rural and frontier communities; Veterans; persons with disabilities; incarcerated and formerly incarcerated individuals; members of Oregon's nine federally recognized Native American Tribes; individuals who disproportionately experience discrimination in employment based on age; and individuals who identify as members of the LGBTQ+ community.

those opportunities that supported healthcare, manufacturing, and technology. The second-round grant-making concentrated on projects that offered direct workforce development services to Oregonians for these three sectors. The third-round funded projects also offered direct workforce development services specific to the three sectors and were informed by the healthcare, manufacturing, and technology industry consortia's recommendations for strategies to develop the workforce in each sector.

Round One

Available in 2022, the first round of WRG grants allocated about \$10M in state General Funds to expand both the partners that comprise Oregon's workforce system and their organizational capacity to provide workforce services. The primary emphasis was on improving access to workforce development opportunities for individuals who remain underserved in the areas of healthcare, manufacturing, and technology. Some of the initial grants did not directly serve Oregonians but instead established programs and partnerships designed to expand workforce development providers and opportunities in the future. All grants in the first round concluded on June 30, 2023. (See the [brief descriptions of WRG Round One projects](#). See the [first two Future Ready Oregon annual reports](#) for more information about Round One application and awarding processes.)

Round Two

The second round of funding shifted its focus more toward providing direct service to Oregonians, particularly those from Priority Populations. Round One grantees were encouraged to apply, but no priority was given in the second round to grantees from the first round. The funding was available beginning in 2023, investing approximately \$35M in federal American Rescue Plan Act (ARPA) funds to advance innovative workforce education and training programs. The Round Two application and award process used lessons learned from the first-round process including extending the length of time the application period was open, offering materials in multiple languages, and having technical assistance providers who supported applicants throughout the process. The HECC received 165 applications and awarded 30 grants. Grantees must expend all the funds by June 30, 2026.

HECC issued notices of award in September 2023 and executed the grant contracts in early 2024, representing a shorter timeframe between award notice and contract execution compared to Round One due to implemented process improvements. HECC Future Ready Oregon staff dedicated several months to ensure that insurance and background check requirements were clearly outlined and communicated to applicants from the outset, as well as to accurately incorporate federal ARPA reporting requirements into the Request for Applications (RFA). (For more detailed information about the first two rounds of Future Ready Oregon, please see the [Future Ready Oregon, 2023 Year Two Report](#).)

Despite the shortened timeline between award notification and the signing of contracts and disbursement of funds, Round Two grantees encountered a delay of approximately two months

from when they expected to sign contracts due to administrative processing of the contracts, e.g., Department of Justice review and Department of Administrative Services review since Round Two was funded with federal ARPA dollars. This worked for most grantees, but a few grantees had to push back some of the activities in their timeline due to the delays; examples of delayed activities include purchasing equipment, hiring project leads, and delaying the workforce education or training opportunity by a quarter. Grantees were allowed to backdate funding to July 1, 2023. Nevertheless, Round Two grantees report a positive impact from the grant funding in the first year.

Round Two grantees frequently express their appreciation for the WRG administrators' consistent communication and proactive problem-solving approach, which fosters connections among organizations that have encountered and addressed similar challenges. The administrators have organized community of practice meetings that allow grantees to share successful program implementation strategies and address the difficulties they face. These gatherings have facilitated partnerships among HECC, workforce service providers, and community-based and culturally specific organizations. Throughout the first year, these community of practice events have provided grantees with the opportunity to collaborate, identify effective strategies, and explore solutions together.

Another positive impact of the grant funding—for both direct-service Round One grantees and Round Two grantees—has been the flexibility of the funding. Grantees consistently express appreciation for the flexibility in funding. They note the people they are trying to reach with workforce development services require support services, especially childcare, transportation, and housing, in order to participate. Having these funds available to provide the support services necessary has been key to reaching Oregonians, especially those who are currently unemployed. Despite meeting participants' needs, two education grantees did identify that monetary support services complicate the process of applying for financial aid and can reduce aid packages for participants who enroll through a WRG.

A few grantees expressed challenges in recruiting people to completely fill the training cohorts even with the ability to provide support services. Many Round Two grantees connected with local communities and organizations to provide outreach to Oregonians who may benefit from the programs funded by WRG. Some engaged in job fairs and reached out to organizations to raise awareness of the available opportunities. A couple of grantees with manufacturing-related grants shared that with recent layoff announcements from large employers in the community with a focus on manufacturing/semiconductors, it's hard to encourage participants to enter fields where they question longevity. This experience is consistent with the loss of manufacturing jobs in the last couple of years as shown in Chapter 4, Figure 4.3. However, the projected number of manufacturing jobs, both high-demand and high-wage, is still expected to increase over the next decade.

A couple of grantees with technology grants are building a future workforce, training participants for jobs that are projected to grow but where not many exist now. One such grant program trains drone operators. Another grant is preparing youth for high-tech careers, including the use of

artificial intelligence as it has emerged as an important tool. (See [brief description of Round Two WRG grants](#).)

Round Three

This third round of funding awarded the remaining, approximately \$42M, in federal American Rescue Plan Act (ARPA) funds for workforce priorities in healthcare, manufacturing, and technology. These were informed by the Healthcare, Manufacturing, and Technology Industry Consortia. The focus of these funds is to support sector-specific education and training projects that connect learners and workers to well-paying jobs and meaningful careers in healthcare, manufacturing, and technology. The grant projects will actively serve participants over the course of the project period (July 1, 2024 – June 30, 2026). All three industry consortia convened funding workgroups to identify how the Round Three investment should be spent. The workgroups developed recommendations for priorities to be included in RFAs based on their work since the consortia were convened, feedback from employers in healthcare, manufacturing and technology, and research and data available about these three industries.

The Healthcare Funding Workgroup recommended that the HECC conduct two RFAs, dividing the available \$18 million for healthcare grantmaking equally between general healthcare pathways and nursing career pathways.

1. **Flexible to Meet Regionally Identified Workforce Needs:** The consortium suggested promoting innovation and fostering regional partnerships to address locally identified workforce needs. Proposals should focus on initiatives related to recruitment, education, training, or retention that align with regional healthcare workforce demands. The consortium advised prioritizing proposals that provide culturally specific and responsive education and training programs—including support services for Priority Populations—and those with clearly defined plans for sustainable impact.
2. **Nursing Career Pathways:** The consortium proposed a separate RFA dedicated to Nursing Career Pathways to tackle nursing shortages throughout the state. This recommendation includes expanding education and training, job placement, retention, and career advancement opportunities within the nursing career pathway, covering credentials such as Certified Nursing Assistant 1 (CNA1), Certified Nursing Assistant 2 (CNA2), Medical Assistant (MA), Licensed Practical Nurse (LPN), and Registered Nurse (RN). The consortium recommended prioritizing applications that addressed barriers to expanding nursing programs, as identified in the [Oregon Longitudinal Data Collaborative Postsecondary Healthcare Education Shortage](#) study and the [Nursing Shortage Summary Findings and Recommendations](#).

The Healthcare Consortium also suggested that proposals concentrate on upskilling healthcare-adjacent positions, such as personal care assistants and homecare workers, into nursing career pathways. They recommended prioritizing project proposals that include the following elements: a well-defined sustainability plan, support services, investment in artificial intelligence or virtual lab

equipment, maximizing the number of regions affected, and culturally specific and responsive education and training for Priority Populations.

The Manufacturing Industry Consortium workgroup proposed a single RFA with a \$12 million budget concentrating on two key areas. The first focus area emphasized the need for intentional outreach, career awareness, and exploration aimed at Priority Populations, including K-12 students. The consortium recommended prioritizing programs that enhance awareness of career opportunities and available resources while ensuring inclusivity through culturally responsive materials. For the second focus area, the manufacturing consortium advised prioritizing applications that expand earn-and-learn opportunities, integrating industry-recognized credentials and employability skills alongside support services. Emphasis was placed on engaging small and medium manufacturers, as well as those located in rural areas, in training and upskilling initiatives that align with regional needs.

The Manufacturing Consortium recommended prioritizing incentives to encourage industry participation in delivering education and training programs for both focus areas and allowing one organization to submit multiple applications addressing either or both areas. They emphasized the importance of creating seamless career-connected learning pathways for students transitioning from high school to careers or postsecondary education and training. Additionally, the consortium suggested that HECC permit applicants to choose one or both focus areas in a single application and to submit multiple applications addressing either or both areas.

The Technology Industry Consortium Funding Workgroup suggested that the HECC conduct an RFA for \$10 million, divided into two tracks: a career advancement track aimed at upskilling and reskilling workers in transferable tech skills, and a recruitment track intended to expand education and training in technology skills. The consortium advised that HECC prioritize proposals featuring strong employer partnerships, clear sustainability plans, culturally specific programs, and support services. The workgroup recommended that HECC not restrict the RFA to the tech industry sector or high-tech employment. However, applications focusing on the high-tech workforce needs of particular industry sectors, such as healthcare, should not face penalties. Proposals that develop new pathways to access technology skills, education, and training should be given priority; these pathways may include career exploration and awareness programs targeting Priority Populations.

The HECC accepted the Consortia recommendations and developed the RFAs consistent with the recommendations. In total the three RFAs were run simultaneously, one for healthcare (with two parts), one for manufacturing, and one for technology. RFAs were released in May 2024 and closed on July 31, 2024. Technical assistance (TA) was provided to those interested in applying.

The HECC contracted with TA providers to provide no-cost coaching and guidance to applicants and prospective applicants of Round Three WRG RFAs. The TA providers were experienced grant writers and nonprofit professionals that helped applicants determine whether they were eligible to apply, whether the RFA aligned with the mission and the communities that applicants serve, and if they could meet the project requirements. The TA providers also supported applicants navigating

the application submission portal as well as accessing translation services for applicants whose primary language was not English. The technical assistance providers were available following award notices to provide feedback to all applicants, including those who were not selected for funding.

The HECC implemented a rigorous review and decision-making process, centering equity, innovation, and partnerships. HECC convened a team of reviewers, including HECC employees, external partners, and some industry consortia members to evaluate applications based on established criteria. HECC staff then reviewed the top scoring applications to ensure alignment of the grants with the workforce priorities recommended by the Industry Consortia. The HECC received 184 grant applications for consideration requesting more than \$185 million, and funded 62 for the three RFAs, awarding a total of \$42 million. HECC reported that, unfortunately, many strong applications were not funded.

A total of sixteen projects, amounting to approximately \$10.8 million, will enhance healthcare career pathways, linking participants to regionally identified high-demand occupations in areas such as community health, behavioral health, surgical technology, phlebotomy, and dentistry. In addition, ten projects totaling around \$8.5 million will promote nursing career pathways across the state, encompassing various credential pathways.

Nineteen projects were awarded a total of approximately \$12.6 million to enhance outreach, career exploration initiatives, and earn-and-learn training opportunities for manufacturing occupations. These projects aim to equip participants with a diverse range of skills that can be applied across Oregon's varied manufacturing sector, spanning from the food and beverage industry to forestry and welding.

Seventeen projects received a total of approximately \$10.1 million for education and training aimed at developing transferable technology skills, exploring high-tech career options, and offering upskilling and retraining programs for adult learners, including dislocated and incumbent workers. These projects will prepare participants for a variety of high-tech positions.

In total, all of the WRG grant funding (\$90 million and 134 grants) has been allocated to organizations that are working on innovative models of workforce development in healthcare, manufacturing, and technology. As the grantees from Round Two continue and grantees from Round Three begin to implement the workforce development services and programs, the WRG grant administrators are continuing to convene communities of practice to make sure that lessons learned from these innovative investments are shared with the industry consortia and inform policy.

Table 3.6.1. Number of Workforce Ready Grants Awarded.

	Round One		Round Two		Round Three		Total	
	Number of Grants	Amount	Number of Grants	Amount	Number of Grants	Amount	Number of Grants	Amount
Healthcare	13	\$3.5M	12	\$15.2M	26	\$19.3M	51	\$38M
Manufacturing	7	\$1.6M	9	\$9.5M	19	\$12.6M	35	\$24M
Technology	1	\$110K	3	\$3.5M	17	\$10.1M	21	\$14M
Multiple	21	\$4.8M	6	\$9.6M	0	--	27	\$14M
Total	42	\$10M	30	\$37.8M	62	\$42M	134	\$90M

All funding allocated for WRG, which includes both state General Funds and ARPA funds, are to be obligated by the end of 2024 and fully spent by June 30, 2026. However, the administration of the Workforce Ready Grants will extend until December 2026, focusing on identifying promising practices, replicable and scalable strategies, and fostering new partnerships. A crucial approach to promoting an equitable workforce ecosystem will involve HECC’s sector-specific Industry Consortia, established by SB 1545 (2022) as permanent advisory groups for HECC and WTDB. These consortia will continue to provide insights and recommendations for strategic policy and funding learned from all WRG grant projects to address gaps and opportunities in Oregon’s workforce needs in healthcare, manufacturing, and high-tech sectors, especially strategies that result in a more diverse and equitable workforce.

Participants

Over the past year, the WRG programs have achieved significant growth, nearly doubling their participant numbers from 868 to 1,539 with the focus shifting from more capacity building in the Round One grants to direct service in the Round Two grants. Among the participants, most communities of color are represented at higher rates than in the labor force and in the population as a whole. Participants who identified as Black/African American, Native American/Alaska Native, and Latino/a/x/Hispanic have especially high representation among WRG participants who reported a race/ethnicity. Only those who identified as Native Hawaiian/Pacific Islander, two or more races, or White have lower representation among WRG participants than in the labor force or population as a whole. (See Table 3.6.2 below).

More than half of WRG participants identify as women, among those who report their gender. This also is higher representation than in the labor force or population as a whole. WRG participants are of many ages as well. Individuals aged 24 or younger making up the largest group at 37 percent, while those aged 40 and older comprised 29 percent, among those who reported their age. Geographically, those residing in urban areas (72 percent) are somewhat more represented than in the labor force or the population as a whole, while those from rural and frontier communities are slightly less represented. Finally, we note that many participants (between seven and 16 percent, depending on the characteristic) did not answer questions about their status in the Priority Populations.

Table 3.6.2. Number and Percent of Workforce Ready Grant Participants by Demographics, July 2022 through June 2024.

Priority Population	Number Served	Percent
By Race/Ethnicity		
Asian American/Asian	69	5%
Black/African American	95	7%
Latino/a/x /Hispanic	423	32%
Native American/Alaska Native	96	7%
Native Hawaiian/Pacific Islander	*	0%
Two or More Races	188	14%
White	424	33%
By Gender		
Women	765	54%
Men	616	43%
Non-Binary	41	3%
By Age		
Ages 24 and Younger	526	37%
Ages 25-39	491	34%
Ages 40 and Older	423	29%
By Geography		
Frontier	*	0%
Rural	368	27%
Urban	970	72%
Persons Incarcerated or Formerly Incarcerated	78	5%
Federally Recognized Tribal Member	99	6%
Veteran	26	2%
Person with a Disability	132	9%
Person Identifies with LGBTQ+ Community	108	7%

Note: Percentages are rounded to one decimal place.

Services

Workforce Ready Grant programs prioritized providing workforce development training and career coaching services, which were provided to 36 percent and 22 percent of all participants, respectively. In contrast, on-the-job training was rarely offered, with only 1 percent of participants receiving this service. Completion rates for services were remarkably high, with an overall completion rate of 87 percent and specific services, such as early career skills and general career exploration, nearing a 100 percent successful completion rate. On average, each participant received 2.1 services. (See Table 3.6.3 below.)

Table 3.6.3. Workforce Ready Grant Service Utilization and Completion, July 2022 through June 2024.

Service Type	Number of Unique Participants	Percent of Unique Participants	Number of Services Received	Services Completion Rate
Workforce Development Services				
Career Coaching	398	22%	448	90%
Workforce Development Training	640	36%	847	87%
General Career Exploration	255	14%	283	99%
Job Placement Services	269	15%	273	81%
Early Career Skills	139	8%	173	99%
On-The-Job Training	*	<1%	*	11%
Paid Work Experience	266	15%	282	81%
Recruitment and Engagement Services	52	3%	53	77%
Other	107	6%	126	77%
Support Services				
Tuition and Fees Assistance	287	16%	395	
Food Assistance	101	6%	117	
Residential Assistance	26	1%	28	
Stipend	49	3%	77	
Tools, Supplies, Equipment, Uniform, Technology	132	7%	157	
Transportation	138	8%	245	
Other	120	7%	174	
Unpaid Work Experience	51	3%	51	

Note: Percentages are rounded to one decimal place.

In addition to workforce development services, approximately 20 percent of participants benefited from support services. Tuition and fees assistance was the most commonly provided support, supporting 16 percent of participants with a median \$511, amounting to nearly \$550,000 in total. Conversely, residential assistance, though the least accessed service (1 percent of participants), required the highest median support at \$2,043 per participant, suggesting housing assistance is resource-intensive and thus less widely distributed. Food assistance, provided to 6 percent of participants, represented the smallest expenditure, with a median of \$165 per recipient and a total of \$21,699 spent. (For information on support services by Priority Population, see Appendix L, Table L.1.)

Table 3.6.4. Workforce Ready Grant Participants Use Support Services, July 2022 to June 2024.

Support Service Type	Number of Unique Participants	Percent of Unique Participants	Number of Services Received	Sum of Dollars Spent on Participants	Median Dollars Spent on Participants
Tuition and Fees Assistance	287	16%	395	\$546,013	\$511
Food Assistance	101	6%	117	\$21,699	\$165
Residential Assistance	26	1%	28	\$50,498	\$2,043
Stipend	49	3%	77	\$91,454	\$1,000
Tools, Supplies, Equipment, Uniform, Technology	132	7%	157	\$26,822	\$102
Transportation	138	8%	245	\$25,966	\$45
Other	120	7%	174	\$27,929	\$112

Note: Percentages are rounded to nearest whole place.

Employment Outcomes

The employment outcomes for participants of Future Ready Oregon includes job placement rates, hours worked, and quarterly earnings. The data used to analyze these outcomes are obtained from the Oregon Employment Department (OED), which maintains data on the vast majority of employed Oregonians via Unemployment Insurance reporting that is required of employers. Workforce Ready Grant participants are matched with OED employment and earnings data by their social security number.³⁷ Approximately 38 percent (N = 550) of Workforce Ready Grant participants reported their social security number. Additionally, having a participants' social security number does not guarantee that employment data will be available. Indeed, we were only able to obtain employment data for 34 percent (N = 495) of Workforce Ready Grant participants. This relatively low proportion of participants reporting their social security numbers imposes significant limitations on the conclusions that can be drawn from the employment outcomes data for Workforce Ready Grant participants as the majority of participants are missing employment data. Therefore, this subset of participants for which employment data are available may not be representative of all Workforce Ready Grant participants. (For information on employment outcomes by Priority Population, see Appendix L, Tables L.2 and L.3.)

³⁷ Also as noted previously, we also draw on OED's ability to match individuals with name and birthdate when social security number is not available. Few individuals are matched this way, but those who are matched are included in the employment outcomes reported here.

Job Placement

A key metric in assessing the program’s effectiveness in connecting participants with employment opportunities is job placement. For this report, job placement is defined as the rate with which participants who were not employed in the quarter before and at the start of their Workforce Ready Grant participation successfully obtained employment after their participation.

Some Workforce Ready Grants participants were employed at the start of their participation and not in this group. Only 113 of the 495 participants for whom employment data were available were not employed at the start. Of those 113 participants, only 36 were employed after their services. In other words, 32 percent of Workforce Ready Grant participants were able to find employment after their involvement in the program. While this may seem like a comparatively small proportion of participants, it is important to note the small number of participants represented in these metrics. This small number means that even a few more participants getting placed into employment could significantly increase the percentage of participants employed after services.

Table 3.6.5. Workforce Ready Grant Participant Job Placement.

Participants Not Employed Before Services	Participants Employed After Services	Percent Employed
113	36	32%

Note: Percentages are rounded to nearest whole place.

Hours Worked

The wages earned by participants in a given quarter are meaningfully influenced by the number of hours worked in said quarter. For Workforce Ready Grant participants for whom employment data were available, the data show that the majority of participants are working less than full-time (using both Oregon and Affordable Care Act (ACA) rules). See Table 3.6.6 below for a breakdown of the number and percent of Workforce Ready Grant participants full-time employment (FTE) status. It should be noted that the median number of hours worked by Workforce Ready Grant participants generally decreased from pre-service to post-service.

Table 3.6.6. Workforce Ready Grant Participant FTE Classification.

Participants Working Full Time under OR Rules	Percent of Participants Working Full Time under OR Rules	Participants Working Full Time under ACA Rules	Percent of Participants Working Full Time under ACA Rules
40	8%	148	30%

Note: Percentages are rounded to nearest whole place.

Table 3.6.7. Workforce Ready Grant Participant FTE by Service Status.

Service Status	Median OR FTE	Median ACA FTE
Before service employment	0.58	0.78
During service employment	0.46	0.62
After service employment	0.48	0.64
Change from before to after service	-0.1	-0.14

Wages

Total wages in a quarter can increase or decrease from earlier quarters because the number of hours worked changes, the wages per hour change, or both. Table 3.6.8 below shows Workforce Ready Grant participants' median total quarterly wages for the quarters before they received services, the time during their service which is at minimum a single quarter, and the quarters after their services. Dollars per hour is a measure calculated by dividing the total quarterly hours worked by the total quarterly wages earned. On average, participants saw a \$527.32 decrease in median quarterly wages earned from before enrolling in the service(s) to after they completed the service. However, participants experienced a median hourly wage increase of over \$2.00 from pre-service to post-service. When placing these findings into the context of the decrease in participant FTE pre-service to post-service, it is likely that the decrease in the median quarterly wage earnings is due to a decrease in hours worked as participant median hourly wage increased after completing the service.

Table 3.6.8. Workforce Ready Grant Participant Wages by Service Status.

Service Status	Median Quarterly Wage	Median Hourly Wage
Before service employment	\$5,652.00	\$18.93
During service employment	\$4,937.74	\$21.66
After service employment	\$5,124.68	\$20.95
Change from before to after service	-\$527.32	\$2.02

While these findings are promising, there are several limitations that should be acknowledged. The lack of social security numbers for most participants makes these findings incomplete. Additionally, early Workforce Ready Grants were focused on capacity building and partnership development rather than directly serving participants. Workforce development training and education require months and sometimes years to complete. Taken together, these limitations suggest that participants who have achieved these education and credential outcomes are unlikely to be represented in these results and that these results, while valuable, may not represent all Workforce Ready Grant participants.

Conclusion

By fall 2024, the WRG initiative had allocated all of its funding in the third round of grants, using RFA recommendations from the Industry Consortia. It expanded workforce partnerships in the

healthcare, manufacturing, and technology sectors by creating a statewide network for sharing resources and best practices. Grantees reported appreciation for the responsiveness of the grant administrators and the opportunities they created to collaborate, strategize, and share promising practices with fellow grantees. Finally, it served 1,539 participants through its first two funding rounds with significant representation of Priority Populations, especially among communities of color and women. Rural and frontier communities had less representation but were both represented.

WRG grantees share that participants face significant challenges due to limited access to essential services, highlighting pressing needs for food assistance, housing, and transportation support to be able to participate in workforce development and employment opportunities. One in five WRG participants received support service(s), especially tuition and fees for participating in the program, food assistance, and residential assistance. However, while grantees note the flexibility of the funding for support services, they maintain these barriers continue to impact enrollment and retention rates.

While it is early and difficult to fully evaluate Workforce Ready Grant employment outcomes due to the length of time that has passed since program implementation (including that the final round of funding has only recently been disbursed) and lack of participant social security numbers, the early outcomes provided here are promising. Participants of Workforce Ready Grant programs have experienced a significant increase in median hourly wages. Ultimately, the WRG program is developing Oregon's healthcare, manufacturing, and technology workforce in ways that support ongoing and equitable success in educational and career pathways.

INDUSTRY CONSORTIA

Established by the Higher Education Coordinating Commission (HECC), in consultation with the Oregon Workforce and Talent Development Board (WTDB), the Industry Consortia are intended to strengthen collaboration among employers, labor organizations, education providers, and community partners. Consortia members work together to identify and address gaps and opportunities in Oregon's workforce, addressing employer needs, ensuring equitable opportunities—especially for Priority Populations³⁸—and working to boost Oregon's economic competitiveness in the industry sectors of healthcare, manufacturing, and technology. They provide policy and funding recommendations to the Commission and WTDB³⁹. The Industry Consortia operate through a shared leadership model, leveraging the HECC's role as a convener of education and training partners.

Progress Towards Fulfilling SB 1545 and HB 3306

The industry consortia were in initial stages in 2022 and fully stood up in 2023, as described in the 2022 and 2023 Future Ready Oregon annual reports. This timeline means that a fuller assessment of their work to date is possible in this year's annual report. As described in the first two [Future Ready Oregon annual reports](#), Senate Bill (SB) 1545 (2022) identified five purposes for the Industry Consortia. House Bill (HB) 3306 (2023) added a sixth purpose. The Industry Consortia's purposes as identified by the legislation are excerpted below (A-E below is from [SB 1545 \(2022\)](#), Section 10, 2b and F below is from [HB 3306 \(2023\)](#), Section 5, 2b):

- A. Establish **strategic partnerships to align workforce development activities** that aim to increase participation in workforce programs by individuals from Priority Populations;
- B. Develop **structured processes to address mutual goals and promote consensus in decision making**;
- C. Identify **industry-specific workforce needs** in this state, including the need for high-value credentials, to inform the development and implementation of culturally and linguistically diverse workforce education and training curricula;
- D. Develop targeted **recruitment strategies to increase equitable participation** by individuals from Priority Populations in statewide workforce programs;
- E. **Promote workforce development programs** and activities in the targeted industry sectors; and
- F. **Establish wage rate standards**, varied by locality, for each skilled occupation within each of the sectors.

³⁸ Priority Populations include communities of color, women, low-income communities, rural and frontier communities, Veterans, persons with disabilities, incarcerated and formerly incarcerated individuals, members of Oregon's nine federally recognized Indian Tribes, individuals who disproportionately experience discrimination in employment based on age, and individuals who identify as members of the LGBTQ+ community.

³⁹ Oregon's Workforce and Talent Development Board is a cross-system governance board that serves as the advisory board to the Governor on workforce matters, including developing a strategic plan for Oregon's Workforce Development System.

To this end, we describe the progress the consortia have made toward fulfilling their purposes by addressing these questions that mirror the statute:

1. To what extent have the consortia established **strategic partnerships to align workforce development activities** that aim to increase participation in workforce programs by individuals from Priority Populations?
2. What structured process have the consortia developed to **address mutual goals and promote consensus-based decision-making**?
3. Have the consortia identified **industry-specific workforce needs in Oregon**? What are these needs as articulated by the consortia?
4. How have the consortia **promoted workforce development programs** and activities in the targeted industry sectors?
5. What **recruitment strategies will increase equitable participation** by individuals from Priority Populations in statewide workforce programs?
6. What progress have the consortia made in **establishing wage standards for occupations** in the healthcare, technology, and manufacturing?

Establishing Strategic Partnerships to Align Workforce Development

The Industry Consortia have each established strategic partnerships to align workforce development activities by complying with legislatively required membership guidelines and by collaborating with the WTDB. Per SB 1545 (2022), Section 10 legislation, establishing strategic partnerships includes composition of the industry consortia and their leadership teams, and the industry consortia's relationship with the HECC and WTDB.

Consortia Membership

Senate Bill 1545 mandates that each consortium include one or more members of the following entities:

- Oregon Workforce and Talent Development Board
- Office of the Governor: Racial Justice Council
- Employers
- Industry associations
- Labor organizations
- Local workforce development boards
- Economic developers

Consortia comply with these legislatively mandated membership guidelines. The membership composition of the Industry Consortia is one of the ways that strategic partnerships are formed to align workforce development activities. In addition, each consortium is led by an executive leadership team. These leadership teams differ by each consortium but generally include leaders

from business, education, labor, and community organizations. The leadership teams for each Consortium meet monthly while the full membership meets quarterly.

Collaboration with the WTDB

Another way Industry Consortia use structured partnership to facilitate aligning workforce development is through engagement with the WTDB. The WTDB “is the overall advisory board to the Governor on workforce matters, including developing a strategic plan for Oregon’s workforce development system.”⁴⁰ WTDB members include leaders representing Oregon businesses, labor, local workforce development boards, community-based organizations, the Oregon Legislature, local government, and state agencies.⁴¹ Industry Consortia are advisory to the WTDB, as well as to the HECC.

In this advisory capacity, Industry Consortia:

- Leverage HECC’s and WTDB’s roles as **convenors** of education and training partners;
- Serve as a **connector** between education, industry, labor, and community representatives, including those representatives who comprise the WTDB;
- Build and maintain **relationships** between partners, which include the WTDB; and
- **Inform** HECC and WTDB strategies to meet workforce needs.

At the February 2024 executive committee of the WTDB and the full WTDB meeting in March 2024, HECC’s Future Ready Oregon Industry Consortia strategists facilitated discussions to identify how the Industry Consortia could best work with WTDB. Both discussions culminated in the following strategies for ongoing collaboration between the Industry Consortia and WTDB:

- Maintain open lines of communication;
- Identify future opportunities to convene partners across the workforce system (including representatives from K-12 and postsecondary education, labor, local workforce development boards, economic developers, and the Governor’s Racial Justice Council) to address workforce development gaps and opportunities, particularly those that have not yet been identified through collaborative partnerships; and
- Prioritize and elevate recommendations to the WTDB that pertain to all three consortia, especially recommendations for greater diversity and equity in Oregon’s labor force.

The WTDB emphasized the importance of learning more from the Industry Consortia regarding employer needs and the diversity of the workforce across the healthcare, manufacturing, and technology sectors.

⁴⁰ Oregon Higher Education Coordinating Committee. (n.d.). Workforce & Talent Development Board | About the Board. Oregon Workforce & Talent Development Board.

<https://www.oregon.gov/workforceboard/about/Pages/About-Us-Home.aspx>

⁴¹ Some members of the WTDB are also members of one of the Industry Consortia.

Structured Process to Address Mutual Goals

In 2024, each consortium updated its charter to: 1) highlight the HECC's role in the consortium, and 2) emphasize the consortium's focus on leveraging partnerships for sector-specific workforce development strategies.⁴² The changes clarify each consortium's structured functions, and include these updates:

- Members and their alternates can attend meetings, but only voting members can vote on action items, removing the option for alternates to vote except when representing the voting member.
- Group agreements on engagement were added, and the decision-making process requires consensus with a quorum (simple majority) be present in person or virtually.
- Timeline and deliverables were revised to align with consortium agreements, focusing on assessing workforce needs, identifying educational resources, and recommending policies to address gaps. Establishing success measures is another deliverable added to the charter to ensure accountability.
- The consortium's advisory role to the WTDB is specified, ensuring alignment with legislative requirements through HECC staff's coordination with WTDB and the Governor's Office for the Future Ready Oregon initiative.

Sector-Specific Workforce Needs in Oregon

In 2024, the Industry Consortia fulfilled one of their objectives by conducting sector-specific employer focus groups across the state led by Jensen Strategies.⁴³ Industry Consortia have identified employer feedback as a crucial to their work of addressing workforce gaps and opportunities. The objective of receiving employer feedback is to identify sector-specific essential employability skills, understand employer-education partnerships, and determine equitable strategies for diversifying the workforce.

The aim of the focus groups was twofold: 1) understand employer needs and opportunities across the three industry sectors, and 2) inform the structure and feedback mechanisms for ongoing industry and employer engagement. Topics explored during the focus groups included skill standards, career pathways, and upskilling strategies, especially for smaller businesses. Each focus group identified sector-specific needs: The healthcare focus group emphasized workforce demand planning, retention (particularly of diverse talent), and strategies for addressing systemic barriers. The manufacturing focus group sought broader industry engagement, with a focus on regional needs, education pathways, and alignment on workforce challenges. The technology focus group aimed to integrate diverse industry feedback to guide its strategic priorities through 2027. Jensen

⁴² For more information on census building and decision making, see section 2H of the [Future Ready Oregon Year 2 Report](#).

⁴³ The HECC allocated funding from the industry consortia budget to conduct employer focus groups.

Strategies presented preliminary findings at the consortia’s fourth-quarter public meetings. Jensen Strategies’ report on the focus group findings is forthcoming.

Promoting Sector-specific Workforce Development Programs

As noted in the 2023 report, each of the consortia were developing recommendations for the third and final round of Workforce Ready Grants. In early 2024, the consortia completed these recommendations for funding strategies to guide the Requests for Applications (RFAs) for the Workforce Ready Grants. Each consortium convened a funding workgroup to advance recommendations for the remaining American Rescue Plan Act (ARPA) funds designated for the sector-focused funding opportunities in healthcare, technology, and manufacturing. The recommendation parameters included:

- Number of RFAs and funding amounts for each, if more than one
- Focus of the RFAs (for example, an occupation- or skill-specific focus)
- Application content (for example, a list of each applicant’s partners)

Each workgroup developed guiding principles for their discussions and recommendations. They used economic and education information to inform their discussions and resulting recommendations, such as high-demand occupations that are difficult to fill and key priorities identified in the full Consortium meetings.

Industry consortia were charged with issuing recommendations to the HECC and HECC administered the RFAs for the Workforce Ready Grants, Round Three based on those recommendations.

Summary: Healthcare Funding Workgroup Recommendations

The Healthcare Funding Workgroup recommended the HECC run two RFAs, splitting the available \$18 million for healthcare grantmaking equally between general healthcare pathways and nursing career pathways.

Flexible to Meet Regionally Identified Workforce Needs (\$9 million available, RFA #1): The consortium recommended encouraging innovation and regional partnerships to address workforce needs identified locally. Proposals were to cover efforts aimed at recruitment, education, training, or retention initiatives aligned with regional healthcare workforce demands. The consortium recommended prioritizing proposals that offered culturally specific, responsive education and training programs—including support services for Priority Populations, and projects with clear plans for sustainable impact.

Nursing Career Pathways (\$9 million available, RFA #2): The consortium recommended another RFA focused on Nursing Career Pathways to help address nursing shortages across the state. The recommendation included expanding education and training, job placement, retention, and career advancement for the broad nursing career pathway, with credentials including Certified Nursing Assistant 1 (CNA1), Certified Nursing Assistant 2 (CNA2), Medical Assistant (MA), Licensed

Practical Nurses (LPN), and Registered Nurses (RN). The consortium recommended prioritizing applications that addressed barriers to expanding nursing programs, as identified in the [Oregon Longitudinal Data Collaborative Postsecondary Healthcare Education Shortage](#) study and the [Nursing Shortage Summary Findings and Recommendations](#).

The consortium also recommended that proposals focus on upskilling healthcare-adjacent occupations, such as personal care assistants and homecare workers, into nursing career pathways. The consortium recommended that project proposals that should be prioritized include the following elements: a clear sustainability plan, support services, investment in artificial intelligence or virtual lab equipment, maximizing the number of regions impacted, and culturally specific and responsive education and training for Priority Populations.

Summary: Manufacturing Funding Workgroup Recommendations

The Manufacturing Industry Consortium workgroup recommended a single RFA with a \$12 million budget focused on two areas. The recommendation included one of the focus areas to emphasize intentional outreach, career awareness, and exploration targeting Priority Populations, including K-12 students. The consortium recommended prioritizing programs that raise awareness of career opportunities and resources while ensuring inclusivity through culturally responsive materials. For the second focus area, the consortium recommended prioritizing applications that expand earn-and-learn opportunities, integrate industry-recognized credentials and employability skills with support services. Emphasis was on involving small and medium manufacturers, as well as those in rural areas, in training and upskilling initiatives aligned with regional needs.

The consortium recommended prioritizing incentives for industry participation in the delivery of education and training programs for both focus areas. The recommendation included focus on creating seamless career-connected learning pathways for students transitioning from high school to careers or postsecondary education and training. The Consortium recommended that HECC allow applicants to select one or both focus areas in a single application, as well as to submit multiple applications addressing one or both of these focus areas.

Summary: Technology Funding Workgroup Recommendations

The Technology Industry Consortium Funding Workgroup recommended the HECC run an RFA for \$10 million with two tracks: a career advancement track for upskilling and reskilling workers in transferable tech skills and a recruitment track for expanding education and training for technology skills. The consortium recommended HECC to prioritize proposals with strong employer partnerships, clear sustainability plans, culturally specific programs, and support services.

The workgroup recommended that HECC not focus the RFA on a specific tech industry sector or high-tech employment. However, applications that are focused on a particular industry sector's high-tech workforce need, such as healthcare, should not be penalized. Proposals that create new pathways to access technology skills, education, and training should be prioritized; such pathways include career exploration and awareness programs for Priority Populations.

The HECC accepted the consortia's recommendations and offered three RFAs: one for healthcare where applicants could choose between two options which one to apply for, one for manufacturing where applicants could choose to respond to one or both, and one for technology where applicants could choose to respond to one or both. The RFAs were released on May 31, 2024, and closed on July 31, 2024. For more information, refer to the previous section, Workforce Ready Grants.

Developing Recruitment Strategies to Increase Equitable Participation

Beginning with their launch in spring 2023, Industry Consortia quarterly public meetings consistently include robust discussions about making workforce development opportunities more equitable for Priority Populations. These discussions are guided by the application of HECC's equity lens in discussions and decision-making, as described in the previous annual report. The consortia's commitment to developing recruitment strategies to increase equitable participation in the three sectors' workforce is also woven into each charter, the focus group discussions with employers, and their recommendations for the third and final round of Workforce Ready Grant RFAs. See previous sections.

Establishing Wage Rate Standards

During the 2023 Legislative Session, Oregon passed [House Bill 3306 \(2023\)](#), which adds an additional purpose to the Industry Consortia; establishing wage rate standards varied by locality for each skilled occupation within healthcare, technology, and manufacturing. The consortia are required to recalculate wage rate standards every two years based on economic and employment data provided by the Oregon Employment Department. The legislation states that if such data are unavailable, the consortia must use other relevant data sources identified by the HECC. Additionally, the consortia must submit a report to the Commission detailing the methodology used for recalculating the wage rate standards and the effective date of the new standards. The background work started in late 2023 and progress toward establishing wage rate standards will be included in the next year's Future Ready Oregon report.

Conclusion

The Industry Consortia are fulfilling their legislative purpose within the early stages of implementation. They updated their charters to better articulate their scope, work, and processes. Each consortium achieved their first goal of recommending key funding priorities for the last round of Workforce Ready Grants, administered by HECC. The recommendations target labor shortages, upskilling opportunities, workforce equity, recruitment strategies, and expanded career pathways.

A major focus of the Industry Consortia has been to support HECC in building stronger connections between education and training programs and the workforce demands in these key industries. The consortia developed structured processes to encourage collaboration, consensus-based decision-making, and employer engagement as noted in revisions in their charter and meeting notes with the WTDB. Employer feedback from the focus groups will guide the consortia's

recommendations in preparing workers for workforce needs, aligning with educational programs, and developing equitable recruitment strategies and workforce development programs. Additionally, the consortia were introduced to the requirements of House Bill 3306, enacted in 2023, and began initial discussions on setting occupation-specific wage standards. These discussions are the first step in creating a framework for regular wage updates in skilled occupations.

WORKFORCE BENEFITS NAVIGATORS

The Future Ready Oregon legislation ([SB 1545, 2022](#)) allocates \$10 million⁴⁴ to create and manage a program for Workforce Benefits Navigators (WBN) across the state. This program is administered by the HECC, working in collaboration with the Workforce and Talent Development Board (WTDB). Only Oregon's nine local workforce development boards are eligible to receive these funds. The WBN program is carried out by the nine local workforce development boards in partnership with comprehensive one-stop centers and community-based organizations (CBOs) in each local workforce development board's region. The funding, sourced from the American Rescue Plan Act (ARPA), must be utilized by June 30, 2026.

The WBN program aims to enhance access to existing workforce benefits and services, particularly for individuals from Priority Populations.⁴⁵ A WBN is defined in the legislation as an employee at a comprehensive one-stop center or CBO. WBNs will help connect Oregonians, especially Oregonians from Priority Populations, to relevant workforce programs and the support services necessary for securing self-sufficient employment and benefits.⁴⁶ Per the legislation, navigators are required to have extensive knowledge of workforce programs and available resources. To serve Oregonians equitably, they must be culturally and linguistically responsive, understand the experiences of individuals from Priority Populations, and be trained in trauma-informed practices.

Implementation Review

The legislation mandates the HECC to create criteria and standards for local workforce development boards to apply for grants under the WBN program. HECC appointed a grant administrator in January 2023 and convened a technical advisory committee consisting of representatives from the local workforce development boards, state agencies, and community-based organizations (CBOs). The technical advisory committee was tasked with providing recommendations on the program's practices and the grant solicitation process, informed by HECC's Equity Lens.

⁴⁴ Nine million dollars was allocated to the local workforce boards and \$1 million was retained by HECC for administrative costs.

⁴⁵ Priority Populations include communities of color; women; low-income communities; rural and frontier communities; Veterans; persons with disabilities; incarcerated and formerly incarcerated individuals; members of Oregon's nine federally recognized Indian tribes; individuals who disproportionately experience discrimination in employment based on age; and Individuals who identify as members of the LGBTQ+ community.

⁴⁶ The Self-Sufficiency Standard defines the amount of income necessary to meet basic needs (including taxes) without public subsidies (e.g., public housing, food stamps, Medicaid, or childcare) and without private/informal assistance (e.g., free babysitting by a relative or friend, food provided by churches or local food banks, or shared housing). The family types for which a Standard is calculated range from one adult with no children, to one adult with one infant, one adult with one preschooler, and so forth, up to two-adult families with three teenagers.

<https://depts.washington.edu/selfsuff/standard.html#:~:text=The%20Self%2DSufficiency%20Standard%20defines,by%20churches%20or%20local%20food>

Throughout their deliberations from April to June 2023, the technical advisory committee identified the strengths and challenges of implementing WBNs in different regions of Oregon, emphasizing the need for a sustainable model beyond the initial funding. Key recommendations emerged, focusing on identifying benefits and services with clear eligibility criteria across the state, as well as leveraging technology to enhance access, particularly for rural communities. They advised that proposals should include elements such as cultural competency training, sustainability plans,⁴⁷ and working with partners who are known and trusted by people from Priority Populations as well as non-English speakers.

In determining the award distribution methodology, the technical advisory committee assessed various options to ensure equitable funding while considering the diverse needs of local boards. Ultimately, HECC staff opted for an equal distribution model, granting \$1 million to each board that submitted a letter of intent (LOI). This approach aimed at ensuring all communities—particularly Tribal members and residents in rural areas—have the ability to access navigation services. The LOI process offered flexibility in proposal development, allowing local boards to tailor their applications based on pre-determined funding amounts.

By the end of September 2023, all nine local workforce development boards submitted their LOIs, leading to the awarding of funds in November 2023. Each board’s WBN plans, as laid out in their LOIs, included hiring navigators, collaborating with local partners, and creating supportive technology. (For more information on the initial implementation of the WBN program overall, see [Future Ready Oregon, 2023, Year Two report](#).)

Each of the nine local workforce development boards included a subaward of \$10,000 to Oregon Workforce Partnerships, a conglomeration of all nine local workforce development boards, in their LOI. The purpose of the funding was to purchase and implement Engage by Cell, a mobile engagement solution aimed at assisting both benefit navigators and Oregonians seeking employment and workforce development services. Engage by Cell is expected to provide accessible information about the workforce development resources available throughout Oregon, offering a more comprehensive and personalized way for residents to connect with these services. The tool allows individuals to access information virtually, anytime, and anywhere, which is particularly beneficial for rural populations and those facing transportation challenges. Key features of Engage by Cell include real-time updates, interactive communication, and the capacity to generate analytics about its usage. OWP plans to launch Engage by Cell by the end of 2024.

⁴⁷ Sustainability plans included expanding and strengthening the ways in which people can access information about workforce development services and other social support services. Because the WBN is a one-time allocation, the local workforce development boards wanted to emphasize the importance of increasing accessibility by having multiple ways to access services, such as technology referral solutions, person connections—such as benefits navigators, outreach events, job fairs, etc. The boards are interested in what access points work well.

Implementation

The grant agreements between the HECC and each local workforce development board were finalized in early 2024. While all project plans encompassed similar components, the implementation varied significantly across programs due to the unique needs of each region served by the local boards. Work began on the initiatives as soon as the grant agreements were signed. As of June 30, 2024, the implementation efforts for all nine WBN pilot projects were still in the early stages. Therefore, this year's report does not include the number of Oregonians who were served by WBNs. This section is comprised of brief descriptions of each local workforce development board's WBN program and progress through June 30, 2024.

Clackamas Workforce Partnership

Clackamas Workforce Partnership (CWP) hired an Equitable Program Manager and is developing a county-wide referral network that connects workforce service providers, WorkSource Oregon (WSO) offices, and CBOs offering support services. The board conducted public engagement and outreach activities while also compiling communities of practice that included various individuals acting as benefits navigators by June 2024. CWP's WBN program is integrated into their ongoing initiatives, such as the Workforce Partner Network, Local Leadership Team, People and Systems Advisory Groups, and the Quality Jobs Initiative. CWP's plan included adopting a technology platform to further their reach (as opposed to a person who serves as a workforce benefits navigator), but the board faced challenges in obtaining this. As a result, it is now actively engaging with the Oregon Department of Human Services to find solutions.

East Cascade Works

East Cascade Works' (ECW) plan to offer WBN in the region leverages technology solutions within the region's WSO offices. ECW awarded contracts in each of its three subregions for this initiative, allowing for projects to be tailored to the specific needs of each area, and individuals have already been hired to support this work. ECW also collaborated with established community partners to prioritize regional outreach and engagement. For example, they identified Inside Out Network (ION) as a potential for an app-based regional resource aimed at helping adults transition from incarceration to access community-based resources that is already in use in their region.

Eastern Oregon Workforce Board

The Eastern Oregon Workforce Board (EOWB) employed several strategies to enhance service delivery in rural and frontier areas. EOWB's purchased a vehicle to serve as a mobile WSO workstation, enabling them to reach underserved populations. EOWB is developing a technology-based referral network to facilitate better access for individuals between various partners and WSO offices. They are also planning a remote workstation pilot in Burns, which is the most isolated WSO location in that region. After the departure of a previous employee who coordinated this work, EOWB has been able to successfully hire a new coordinator. Additionally, they have collaborated with partners to gather data on community needs to inform the services effectively.

Lane Workforce Partnership

The Lane Workforce Partnership (LWP) is taking a different approach to piloting the WBN project in that region, convening a consortium to establish a network of in-community navigators—largely from CBOs—and WSO partner staff to create a county-wide referral system and develop regional solutions. They developed the Lane County Navigator Consortium in partnership with the Collaborative Economic Development. The early members of the consortium expressed enthusiasm about the project and named their outreach events "Bridge Lane." The first event took place in Oakridge in July 2024, focusing on a very rural community with high poverty levels, making it an ideal location for initial outreach. By the end of June 2024, LWP had nearly 50 navigators and organizations providing navigation services have joined the consortium. The consortium continues to collect and assess needs-related data to better identify gaps and needs within each region.

Northwest Oregon Works

Northwest Oregon Works (NOW) took several steps toward implementing the WBN program in that region in 2024. The board hired a project coordinator and deepened partnerships with CBOs to connect WSO services. NOW purchased a vehicle for mobile outreach and worked to establish a community presence through local events and job fairs to raise awareness of workforce programs. Specifically, NOW has collaborated with two CBOs to connect with Latinx/o/a populations, one of which has offered an identified need, financial literacy support. However, challenges arose in onboarding smaller CBOs due to their financial limitations in acquiring the necessary liability insurance required by the state, which has delayed the process.

Rogue Workforce Partnership

Rogue Workforce Partnership (RWP) hired a project coordinator and established a referral network between WSO and CBOs that serve Priority Populations. The board's outreach efforts have focused on youth, adults, and business service providers to create culturally sensitive, inclusive, and accessible materials. They provided high school students with career exploration opportunities, including workshops, employer interactions, and immediate job applications. RWP reported that the RWP WBN pilot project has notably increased access to workforce programs for Future Ready Oregon's Priority Populations by fostering partnerships with local organizations, such as the Housing Authority of Jackson County and local GED® programs, while also providing targeted support for Ukrainian refugees and other community members through tailored engagement events and personalized navigation services.

Southwest Oregon Workforce Investment Board

The Southwest Oregon Workforce Investment Board (SOWIB) hired two WBNs to work directly with individuals and coordinate programs in their respective counties. SOWIB's plan also includes deploying technology solutions, such as kiosks, at community sites including libraries and community centers, with the first kiosk already installed at the Coquille Public Library. However, SOWIB encountered challenges in the second quarter which included delays in the delivery and

installation of some of these kiosks along with the necessary technology setup. Despite these setbacks, SOWIB maintained ongoing engagement with community partners, including tribal organizations and libraries, to confirm installation sites and collaborate with local partners.

WorkSystems, Inc.

In summer of 2024, WorkSystems, Inc. (WSI) hired two full-time WBNs—one for each of the following locations: SE Works was selected to deliver WBN services in Multnomah County, while Portland Community College serves Washington County. Both organizations were selected to leverage their extensive experience in workforce development and community engagement. The WBNs are expected to collaborate with WSO staff and partners to connect individuals with workforce opportunities, specifically focusing on employment in targeted industry sectors. The WBN are expected to enhance outreach and provide career coaching.

Willamette Workforce Partnership

Willamette Workforce Partnership's (WWP) WBN pilot program includes hiring career coaches in CBOs to serve as WBNs within CBOs. WWP is developing a digital resource hub to facilitate connections and engagement among career coaches and the regional workforce system and will host interactive workshops aimed at individuals seeking support and resources. WWP has successfully launched LUCAS, their SharePoint platform, and has sub-awarded funds to Chemeketa Community College and EasterSeals for hiring Community Career Coaches. Partnerships with the Department of Human Services (DHS) and the Oregon Health Authority (OHA) played a significant role in the program's launch, establishing a referral network that provides support services to individuals.

In addition to the work occurring at each of the local nine workforce development boards to implement the WBN program and serve participants, the Future Ready Oregon team held three WBN community of practices events. These events offered the nine boards a dedicated time to share project updates, collectively problem solve issues that may have emerged, and ask questions of each other's projects. The events were held quarterly and were attended by those who coordinate these projects and the benefits navigator hired. These community of practice events will continue into 2025.

Conclusion

The various workforce development partnerships in Oregon are all working to enhance Oregonians' connection to workforce services and outreach within their respective regions. Common strategies include hiring project coordinators or WBNs to coordinate and connect individuals with workforce service providers and CBOs that serve Priority Populations. Many of the boards, such as CWP, RWP, and WWP, emphasized the importance of developing referral networks and partnerships with local CBOs to create more inclusive and accessible outreach programs. They also established community presence through local events, workshops, and digital resources to support job seekers and increase awareness of workforce programs.

Although the boards' plans are similar in their goals and their collaborative approaches, the strategies employed by each board differ in the actions they took to meet these goals and the communities they are serving. For instance, ECW focuses on leveraging technology for outreach and support specifically for adults transitioning from incarceration, while NOW has identified the Latino/a/x population as a focus area and aims to provide financial literacy support. Other boards have used technology solutions. The WWP developed a digital resource hub for career coaches, which provides a centralized platform for engagement. SOWIB and WSI have used kiosks and partnerships with educational institutions to enhance service delivery. Overall, the boards all share the goal of improving access to workforce services and have begun implementing tailored strategies that reflect the diverse needs and challenges within their respective communities.

CONCLUSION

This chapter reviews progress made in the last year in each of the eight Future Ready Oregon programs. In examining the activities, outcomes, and participants served (if any), the analysis found that programs are universally reaching Priority Populations, accomplishing high service-completion rates, and resulting in substantial employment and wage gain. Moreover, priorities of Future Ready Oregon around equity, engagement, and focus industry sectors are also widespread. Some results do raise questions about the use of support services and data limitations. Overall, the program-specific results described here are positive.

Each program under the Future Ready Oregon initiative emphasized serving individuals from Priority Populations, with a commitment to improving access and outcomes for underserved communities. More than 90 percent of participants in every program identified as belonging to one or more Priority Populations (in addition to low-income), illustrating their focus on inclusivity. Programs described the intentional way they engaged with communities to reach Priority Populations. For example, the Youth Programs used focused outreach initiatives to engage young people from diverse backgrounds, including those from communities of color, rural areas, and individuals with disabilities. By prioritizing these populations, the programs aimed to address inequities in workforce participation and create pathways to opportunity.

Related to this, all Future Ready Oregon programs operated with a consistent commitment to promote equity and inclusivity within the workforce. Programs aimed to create environments where underrepresented groups, especially people who identify with one or more Priority Populations, felt supported and empowered. For example, the Registered Apprenticeship Program made significant strides in reaching diverse communities, with notable participation from Latino/a/x/Hispanic individuals and those identifying with multiple races. Additionally, participants who identified as Black/African American, Native American/Alaska Native, and Latino/a/x/Hispanic had especially high representation in Workforce Ready Grants. This focus on equity fosters a more inclusive workforce in Oregon.

Future Ready Oregon programs primarily serve younger participants, with 40 percent of individuals being 24 years and younger, 33 percent are ages 25 to 39, and only 26 percent are 40 and older, as shown in Chapter 2. This pattern is reflected in the programs, such as WRG where 71 percent of participants are younger than 40 and 29 percent are 40 and older. Registered Apprenticeships also tend to focus on younger individuals, with just 13 percent of their participants are aged 40 and older. These lower rates of participation among older Oregonians indicate that this demographic may not be fully accessing the training and employment opportunities offered. To bridge this gap, Future Ready Oregon should strengthen its outreach efforts to engage Oregonians ages 40 and above.

Programs report substantial use of some support services, especially tuition and fees support. However, findings are inconsistent around the need for support services. Grantees from Prosperity 10,000, Registered Apprenticeships, Youth Programs, and Workforce Ready Grants consistently

report that participants in these programs face barriers such as limited access to childcare, housing, and transportation and many have a pressing need for support services. They assert that one of the primary benefits of Future Ready Oregon is the ability to pay for these support services. However, grantees did not report providing these services often. Relatively few participants received supports for childcare, housing, food assistance, housing allowances, and transportation. As noted by grantees, these barriers lower enrollment and retention rates, as individuals struggle to balance work, education, and personal responsibilities without adequate support. Addressing these challenges will be essential for maximizing participation and ensuring that all individuals can access and complete the workforce development opportunities they need to succeed.

Programs that directly serve Oregonians reported strong participation and high service-completion rates. The Prosperity 10,000 initiative boasts an impressive 97 percent average service-completion rate across various workforce development programs, and other programs all had service-completion rates of 86 percent or higher. These high completion rates not only indicate participant engagement but also suggest that the programs are successfully meeting the needs of those they serve.

Participants' employment outcomes are still early, but initial results are positive. Job placement rates for those who were not employed when they began their participation were above 50 percent in most programs. Results show consistently positive impacts on participants' wages. Hourly wages in the quarter after services rose between 11 percent and 26 percent across the programs, compared to before services. In addition, initial results show that participants who are employed have high representation in healthcare and manufacturing industries. These outcomes demonstrate the programs' efficacy in enhancing participants' earning potential.

Despite progress, ongoing issues with data reporting and collection are evident in some programs, limiting the ability to generalize findings. Many community colleges continue to meet to problem-solve how to submit complete data on credit for prior learning, impeding the ability to draw meaningful conclusions about program effectiveness. Additionally, many participants are missing social security numbers in the data, especially in Youth Programs (83 percent missing), Workforce Ready Grants (62 percent missing), and Registered Apprenticeships (51 percent missing). Without social security numbers, we cannot see employment outcomes. Finally, many grantees do not report the field of their career-specific trainings. Such inconsistencies hinder evaluation efforts.

The Future Ready Oregon initiative underscores the importance of building partnerships with community-based organizations and employers to enhance service delivery, and recruitment efforts. In one way or another, all programs built partnerships with organizations who serve Oregonians most likely to benefit from workforce development. They also conducted outreach to Priority Population communities to find effective strategies to better serve them. For example, the local workforce development boards engaged with their communities before serving participants to make sure the launch of their WBN program was successful. Many local workforce development boards, such as the Clackamas Workforce Partnership and Rogue Workforce Partnership, emphasized developing referral networks with local CBOs to expand access to services. Meanwhile,

Workforce Systems, Inc. partnered with educational institutions to provide additional resources and support for participants. This collaborative approach ensured that workforce services are comprehensive and tailored to meet local needs.

Programs under Future Ready Oregon are committed to ongoing evaluation and adaptation of their strategies to better meet participant needs and respond to changing workforce demands. For example, the Industry Consortia started discussions about establishing occupation-specific wage standards, showcasing an adaptive approach that responds to feedback from employers and participants. Additionally, programs like Prosperity 10,000 continued to gather participant social security numbers to collect more reliable data for evaluating employment outcomes. By emphasizing continuous improvement, these initiatives aimed to refine their methodologies and strengthen the overall workforce development infrastructure in Oregon.

Collectively, the different programs under Future Ready Oregon worked synergistically to tackle systemic barriers and promote equitable access to workforce opportunities across the state. Each program, while distinct in its focus and implementation strategies, adhered to a common mission of fostering equity and enhancing the employability of Oregonians. By placing a strong emphasis on collaboration among diverse communities of people, state agencies, local workforce development boards, community-based organizations, and educational institutions, these programs are equipped to address the unique needs of their respective communities effectively.

CHAPTER FOUR: STATEWIDE LABOR FORCE AND EDUCATIONAL ATTAINMENT

The Future Ready Oregon legislation (Senate Bill 1545, 2022) requires an annual report that includes statewide labor force participation rates, employment projections in focus industries, projections of postsecondary educational attainment needs, and progress toward state education goals. Where possible, the legislation requires these projections to be disaggregated by Priority Population to measure the progress of Future Ready Oregon grant-funded programs toward making Oregon’s workforce more equitable. In this section, these economic and educational attainment trends are presented. While too little time has passed to expect a substantial impact of Future Ready Oregon on statewide measures, we do compare participation in workforce development trainings related to the focus industries—healthcare, manufacturing, and technology— as well as the credentials earned as a result of participation in Future Ready Oregon programming. All data presented in this section exclude Youth Programs per Senate Bill 1545 (2022), section 12.3.b. Appendix A details the legislation’s required report metrics, their source of data, their inclusion status for the annual reports, and the time period that the data must cover for the measures included.

OREGON’S ECONOMIC CONTEXT

Future Ready Oregon aims to increase labor force participation rates amongst Priority Populations. The legislation identified data that must be included in the annual report including trends in labor force participation, as well as comparisons between participation in Future Ready Oregon programs and participation in the labor force. This section presents the labor force participation rates overall and disaggregated by race/ethnicity, geography, age, and gender.⁴⁸

Labor force participation rates are calculated based on the civilian, noninstitutional⁴⁹ population ages 16 and older and represent the proportion of this population that is either employed or looking for work.⁵⁰ In Oregon, the labor force participation rate has generally declined over the past two decades. Though it has largely recovered from the pandemic-related economic crisis,

⁴⁸ Future Ready Oregon identifies additional Priority Populations beyond communities of color, rural/frontier communities, age, and women. These include low-income communities, Veterans, individuals with disabilities, those who are incarcerated or formerly incarcerated, members of Oregon’s nine federally recognized tribes, and individuals identifying as part of the LGBTQ+ community. However, labor force participation data is only accessible by age, race/ethnicity, gender, and geographic areas, limiting the ability to make comparisons for these other Priority Populations.

⁴⁹ The US Bureau of Labor Statistics classifies the population who are institutionalized as people ages 16 or older who are active-duty military; inmates of institutions—including prisons, jails, juvenile detention centers, and mental hospitals; and people in residential care facilities such as skilled nursing homes.

⁵⁰ This includes wage and salary workers, self-employment, independent contractors (e.g., gig workers), and unpaid work totaling at least 15 hours per work in a family business or farm (Bureau of Labor Statistics, <https://www.bls.gov/cps/definitions.htm>).

participation remains lower than it was prior to the Great Recession of 2008.^{51,52} The labor force participation trend in Oregon is consistent with national trends.⁵³ See Figure 4.1. Since Future Ready Oregon began in 2022, Oregon’s labor force participation rate has risen only slightly, from 62.3 percent to 63.0 percent.

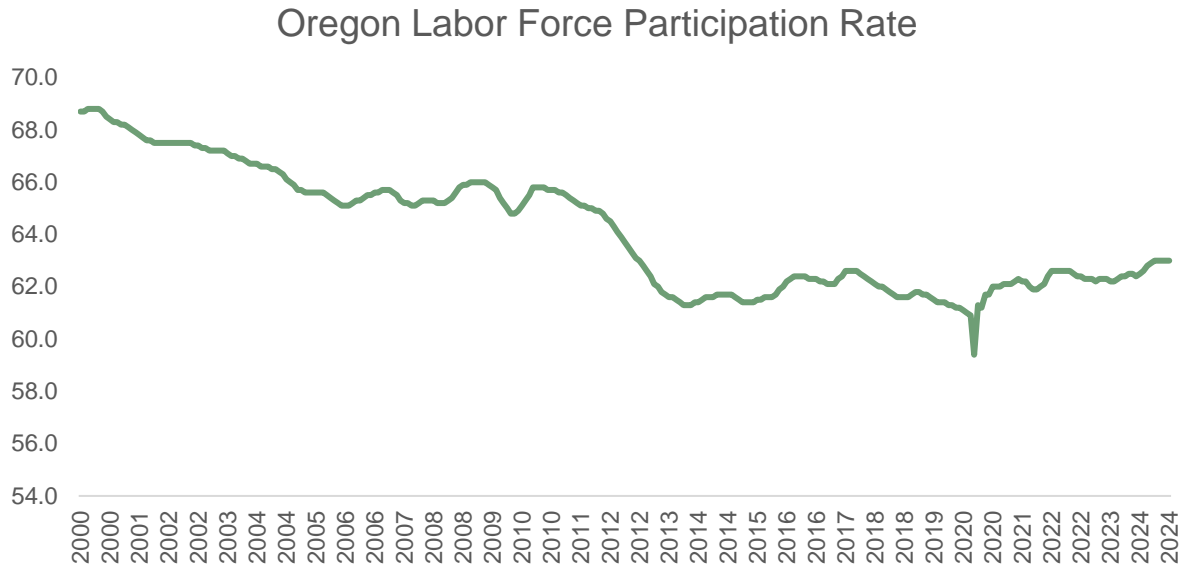


Figure 4.1. Oregon’s labor participation rate among noninstitutionalized persons ages 16 and older.⁵⁴

Labor force participation rates can be followed for various groups of Oregonians by disaggregating economic data by race/ethnicity, geography, age, and gender. If the Future Ready Oregon participation rates by Priority Populations increase at a faster pace than the overall rates, it suggests that Future Ready Oregon may be incrementally progressing toward achieving its employment and equity objectives. However, the results of these economic impacts are still developing. Establishing training programs, allowing participants to complete them, and helping them secure and maintain jobs requires time, only some of which has passed.

⁵¹ <https://www.federalreservehistory.org/essays/great-recession-of-200709#:~:text=December%202007%E2%80%93June%202009,longest%20since%20World%20War%20II.&text=The%20Great%20Recession%20began%20in,recession%20since%20World%20War%20II.>

⁵² <https://www.history.com/topics/21st-century/recession>

⁵³ [Morrissette, T. \(2022\).](#)

⁵⁴ Bureau of Labor Statistics. (2022). <https://fred.stlouisfed.org/series/LBSSA41>.

Labor Force Participation by Race/Ethnicity

Oregonians of color generally participate in the labor force at higher rates than White people and the population as a whole; yet, in most cases, Oregonians of color also have the highest unemployment rates.⁵⁵ The unemployment rate is the proportion of the population that is currently not employed and looking for work. The unemployment rate is thus a subset of the labor force participation rate (which is the proportion of the population that is employed or looking for work). We include both in Table 4.01 below.

People who identify as Black/African American are significantly more likely to participate in the labor force: 67 percent of Black/African Americans participate in the labor force compared to 62 percent of Oregon's total civilian noninstitutional population ages 16 and older. Black/African American Oregonians (6.4 percent unemployment) in 2023 were also more likely to be unemployed than people who identify as any other race. Asian American/Asian Oregonians had a high rate of labor participation (69 percent) and a low unemployment rate (2.4 percent) in 2023. The racial/ethnic disparities in unemployment, excluding Asian American/Asian people, are consistent with the significant barriers faced by people of color seeking employment.^{56,57,58,59}

Since Future Ready Oregon began in 2022, there has been little change in the labor force participation rates of most racial/ethnic groups. The rates for Asian American/Asian and Black/African American Oregonians both fell, by one and four percentage points, respectively, and the rates of other groups remained the same. However, based on the trends of labor participation rates for Black/African Americans, we believe 2022 may be an anomaly. We will continue to track the declines to determine whether they are anomalies or signify a real trend. (See Appendix D for trends of labor force participation rates.)

⁵⁵ U.S. Census Bureau (2020a).

⁵⁶ Within this general context, we should also note the specific legacy of racism in the state of Oregon. The state sits on expropriated tribal land, and for decades the state had laws prohibiting Blacks/African Americans from moving to the state to live. Further analysis of this history is beyond the scope of this report.

⁵⁷ <https://www.portlandoregon.gov/civic/article/516558>

⁵⁸ <https://www.opb.org/article/2022/03/14/rise-of-klan-white-nationalism-hate-racism-oregon/>

⁵⁹ <https://www.oregon.gov/deiconference/Documents/Oregon%20Historical%20Society%20-%20Race%20in%20Oregon%20History.pdf>

Table 4.01. Oregon’s population, labor force participation rate, and unemployment rate, by race/ethnicity, 2023.

Race/Ethnicity	Civilian Non-Institutional Population	Labor Force Participation Rate*	Unemployment Rate
Total	3,506,067	63%	4.1%
Asian American/Asian	167,318	69%	2.4%
Black/African American	69,697	67%	6.4%
Latino/a/x/ Hispanic	453,991	73%	4.5%
Native American/Alaska Native	36,900	67%	4.9%
Native Hawaiian/Pacific Islander†	--	--	--
Two or More Races	392,236	68%	4.8%
Some other race	162,163	72%	4.4%
White	2,577,339	60%	4.1%

Source: U.S. Census, Year 2023,

<https://data.census.gov/table/ACSST1Y2023.S2301?t=Employment+and+Labor+Force+Status&g=040XX00US41>.

*The labor force participation rate is a three-year rolling average. Averaging the latest three years stabilizes the fluctuations in labor force participation, especially after impact of the COVID-19 pandemic.

† Numbers too small to estimate.

Table 4.02 illustrates the shares of Oregon’s labor force and of Future Ready Oregon participants by racial/ethnic group. All communities of color, except for Asian American/Asian individuals, have a higher representation among Future Ready Oregon participants than in the overall labor force. People of color—except for those who identify as Asian American/Asian—tend to be more active in the labor force and face higher unemployment rates than White individuals. All communities of color, except for Asian American/Asian individuals, have a higher representation among Future Ready Oregon participants than in the overall labor force. This comparison may suggest that Future Ready Oregon programming is successfully reaching communities of color and facilitating pathways to increased educational attainment, sustainable jobs, and greater economic security, as intended. At the same time, it may also be that the program is primarily serving communities already engaged in workforce development initiatives, as many of these groups tend to participate in the labor force at higher rates and face higher unemployment rates compared to White individuals.

Table 4.02. Composition of Oregon’s labor force and Future Ready Oregon participants by race/ethnicity.

Race/Ethnicity	Labor Force Participation Composition*	Future Ready Oregon Participation Composition**
Asian American/Asian	5%	3%
Black/African American	2%	7%
Latino/a/x/Hispanic	14%	15%
Native American/Alaska Native	1%	3%
Native Hawaiian/Pacific Islander	--	1%
Two or More Races	12%	16%
White	71%	48%
Some other race / unknown	6%	7%

*Three-year rolling average and included “unknown” in the U.S. Census category of some other race (2021-2023).

**Does not include Youth Programs, per SB 1545 (2022), section 12.3.b.

Labor Force Participation by Geography

Table 4.03 presents labor force participation and unemployment rates for Oregonians in frontier, rural, and urban regions. These rates are derived from the U.S. Census Bureau at the ZIP-code level and aggregated into classifications based on the ZIP code list from Oregon Health and Science University’s Office of Rural Health. Labor force participation is greater among Oregonians in more populated areas compared to those in less populated areas, while unemployment rates generally lower in urban settings. (See Appendix D for trends of labor force participation rates.) The most recent labor force data by geography are for 2022, the same year that Future Ready Oregon began. Therefore, we cannot assess change in these rates at this time.⁶⁰

⁶⁰ The geography data are only available through 2022 whereas the race/ethnicity, age, and gender data are for 2023. Additionally, the US Census updated their labor force participation and other economic data tables by ZIP codes to include ages 16 and older.

Table 4.03. Oregon’s population and labor force data by geography, 2022

Geography	Civilian Non-Institutional Population	Labor Force Participation Rate*	Unemployment Rate
Frontier	77,465	52%	5.7%
Rural	1,170,304	56%	5.8%
Urban	2,261,025	66%	5.3%

Source: U.S. Census, Year 2022,

<https://data.census.gov/table/ACSST1Y2023.S2301?t=Employment+and+Labor+Force+Status&g=040XX00US41>.

*The labor force participation is a three-year rolling average to stabilize the fluctuations in labor force participation, especially after impact of the COVID-19 pandemic.

NOTE: The geography data are only available through 2022 whereas the race/ethnicity, age, and gender data are for 2023. Additionally, the US Census updated their labor force participation and other economic data tables by ZIP codes to include ages 16 and older. In previous reports, we used the US Census data for these same economic indicators by ZIP code a much narrower age span (ages 20 to 64) of the civilian non-institutionalized population. The US Census replaced all the historical economic data by ZIP code for the civilian non-institutionalized population ages 16 and older and the previous data with narrower age span (ages 20 to 64) of the civilian non-institutionalized population was removed.

Table 4.04 displays the percentages of labor force participants and Future Ready Oregon participants residing in frontier, rural, and urban communities. Participants' geographical areas were also determined by using their residential ZIP codes, aligning them with Oregon Health and Science University’s Office of Rural Health classification. Similar to race/ethnicity, age, and gender, significant differences exist in the geographic distribution of Future Ready Oregon participants compared to Oregon's overall labor force. A higher percentage of Future Ready Oregon participants come from rural (38 percent), and frontier communities (three percent) compared to labor force participants from those areas (30 percent and two percent, respectively). Conversely, Oregonians in urban areas represent a larger share of labor force participants and a relatively smaller share of Future Ready Oregon participants. Generally, urban ZIP codes show higher participation rates in Future Ready Oregon programs and lower unemployment rates.

Table 4.04. Participation Rate for Labor Force and Future Ready Oregon Services by Geography.

Geography	Labor Force Participation Composition*	Future Ready Oregon Participation Composition**
Frontier	2%	3%
Rural	30%	38%
Urban	68%	59%

*Three-year rolling average (2020-2022).

**Does not include Youth Programs, per SB 1545 (2022), section 12.3.b.

Labor Force Participation by Age

A primary reason Oregon’s labor force participation rate has fallen over the last two decades is because fewer Oregonians ages 16 to 24 are entering the workforce than before 2000.⁶¹ This is possibly due to the labor market demand for increased postsecondary education and/or expanded access to secondary and postsecondary education. Additionally, Oregon’s population is aging and the large Baby Boom generation has been reaching retirement age, thereby decreasing the number of people in the labor force.⁶² Table 4.05 presents labor force and population data by age group for 2023, showing the lower labor force participation rates and higher unemployment rates of youth through age 24.⁶³ These rates have changed little since 2022 when Future Ready Oregon began, moving up or down less than a percentage point in each group. (See Appendix D for trends of labor force participation rates.)

Table 4.05. Oregon’s population, labor force participation rate, and unemployment rate, by age group.

Age Group	Civilian Non-Institutional Population Size	Labor Force Participation Rate*	Unemployment Rate
Total (ages 16 and older)	3,506,067	63%	4.1%
16 to 19 years	202,035	43%	14.8%
20 to 24 years	253,357	78%	7.1%
25 to 34 years	591,892	84%	4.0%
35 to 44 years	600,748	83%	3.3%
45 to 54 years	522,968	82%	3.1%
55 to 64 years	507,193	64%	2.7%
65 years +	827,874	17%	3.0%

*U.S. Census, Year 2021-2023. The labor force participation is a three-year rolling average to stabilize the fluctuations in labor force participation, especially after impact of the COVID-19 pandemic.

Table 4.06 shows the percentage of Oregon’s labor force and the percentage of Future Ready Oregon participants in each age group. Future Ready Oregon programs served higher proportions of young people among their participants than the proportion of young people who comprise the labor force. Whereas only 13 percent of the labor force is age 16 to 24, 33 percent of Future Ready Oregon participants were age 16 to 24. Moreover, these results exclude participation in Youth Programs (per section 12.3(b) of the legislation) and include only grantees in the Prosperity 10,000, Career Pathways, Registered Apprenticeship, and Workforce Ready Grants programs. It is too early to tell the extent to which the higher participation of youth in workforce training will translate to gainful and sustainable employment, but the results here show that Future Ready Oregon

⁶¹ Oregon Office of Economic Analysis (2021).

⁶² <https://www.investors.com/etfs-and-funds/retirement/retirement-planning-reckoning-arrives-as-baby-boomer-generation-hits-peak-65/#:~:text=That's%20about%204.4%20million%20in,the%20so%2Dcalled%20Silent%20Generation.>

⁶³ Bureau of Labor Statistics (2022).

programming is leading to the essential first step to increasing labor force participation among youth.

Table 4.06. Composition of Oregon’s Labor Force and Future Ready Oregon Participation by Age.

Age Group	Labor Force Participation Composition*	Future Ready Oregon Participation Composition**
16 to 19 years	4%	10%
20 to 24 years	9%	19%
25 to 34 years	23%	26%
35 to 44 years	23%	22%
45 to 54 years	20%	13%
55 to 64 years	15%	6%
65 years +	6%	2%

*U.S. Census, Year 2021-2023. The labor force participation is a three-year rolling average to stabilize the fluctuations in labor force participation.

**Does not include Youth Programs, per SB 1545 (2022), section 12.3.b.

Oregonians ages 55 to 64 participate in the labor force at significantly lower rates and have lower unemployment rates than those ages 20 to 54. This age group accounts for 15 percent of the overall labor force but only about six percent of Future Ready Oregon participants. Similarly, while individuals ages 44 to 55 have higher participation rates and lower unemployment; they represent just 13 percent of Future Ready Oregon participants compared to their 20 percent share of the overall labor force. Given that Future Ready Oregon aims to expand the labor force and enhance access for those facing employment barriers such as age discrimination, the low representation of participants ages 45 to 54 and 55 to 64 raises concerns about Future Ready Oregon programming reaching older Oregonians. It remains unclear whether the lower labor force participation rates among those 55 and older result from intentional choices, such as early retirement or increased wealth, or from other factors such as disability or discrimination.

Based on population projection data from the Oregon Employment Department (OED),⁶⁴ the number of people ages 35 to 49 and 65 and older have increased the most since 2013 and are expected to grow substantially by 2030. In the next decade, the OED forecasts that 10 percent of job openings will result from new positions or business expansions. For each new job, employers will encounter an additional nine openings requiring newly trained workers to replace those who leave the labor force or switch occupations. Notably, 60 percent of these positions will necessitate

⁶⁴ 2022 and 2023 data: Oregon Employment Department, Office of Economic Analysis. (2024, February). State of Oregon: Economic Analysis – Demographic forecast. Oregon Office of Economic Analysis. <https://www.oregon.gov/das/OEA/Pages/forecastdemographic.aspx>.

education beyond high school. Therefore, older workers will play a crucial role in bridging these labor gaps within Oregon's workforce through 2030. (See Figure 4.2.)

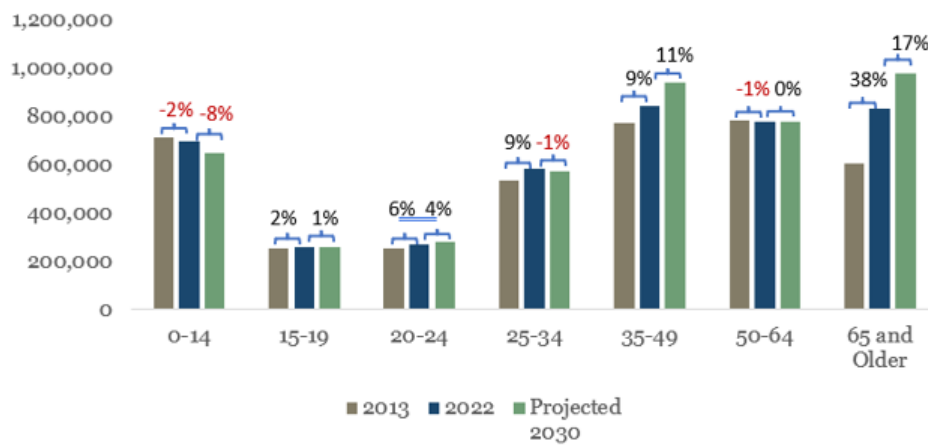


Figure 4.2. Oregon Population by Age Groups, 2013, 2022, and Projected 2030.⁶⁵

Labor Force Participation by Gender

Table 4.07 displays labor force participation and unemployment rates by gender among Oregonians 20 through 64.⁶⁶ Men tend to have higher participation rates in the labor force but also face greater unemployment rates compared to women. These disparities are likely influenced by traditional family caregiving roles and the general scarcity of affordable childcare options which take individuals out of the labor force.^{67,68,69} Future Ready Oregon grantees and grant administrators

⁶⁵ 2013 data: Portland State University. Population research Center. (2014). 2013 Annual Population Report Tables (April 15, 2014). Oregon Population Estimates and Reports. <https://pdxscholar.library.pdx.edu/populationreports/25/>.

2022 and 2023 data: Oregon Employment Department, Office of Economic Analysis. (2024, February). State of Oregon: Economic Analysis – Demographic forecast. Oregon Office of Economic Analysis. <https://www.oregon.gov/das/OEA/Pages/forecastdemographic.aspx>.

⁶⁶ The labor force participation rates and unemployment rates by gender are only available for civilian non-institutional population by the US Census for people ages 20-64.

⁶⁷ However, this general similarity hides a within-group disparity that can also be (partially) attributed to social norms around family. While women have a slightly lower unemployment rate on average, the more voluntary (non)participation of married women shrouds the higher unemployment rate experienced by women who maintain families (i.e., single moms). That is, married women with their spouse present potentially have more choice with respect to employment, while women who maintain families as the sole earner have less. The result is that women who maintain families are more likely to participate in the labor force, but must also confront barriers to employment, and as a result they are unemployed at nearly three times the rate of their married counterparts (8.4% & 2.9%, respectively).

⁶⁸ Oregon Office of Economic Analysis (2021).

⁶⁹ <https://www.americanprogress.org/article/fact-sheet-the-state-of-women-in-the-labor-market-in-2023/#:~:text=A%20massive%20gender%20gap%20exists,on%20their%20employment%20in%202022.>

both identify the need for childcare to support participation in workforce development opportunities and employment, especially for women. These rates have changed less than a percentage since Future Ready Oregon began in 2022. (See Appendix D for trends of labor force participation rates.)

Table 4.07. Oregon’s Population and Labor Force Data by Binary Gender, Ages 20 to 64, 2022.

	Civilian Non-Institutional Population	Labor Force Participation Rate*	Unemployment Rate
Total	2,476,158	79%	3.7%
Men	1,250,355	82%	4.3%
Women	1,225,803	75%	3.2%

Source: U.S. Census, Year 2023, Labor Force Participation rate uses a three-year rolling average.

*The labor force participation is a three-year rolling average to stabilize the fluctuations in labor force participation, especially after impact of the COVID-19 pandemic.

As shown in Table 4.08, men accounted for slightly more than half of labor force participants; Future Ready Oregon participants were just as likely to be men as women. The percentage of participants who identify as women is slightly greater than their percentage in the labor force, indicating a trend toward greater economic opportunities for women.

Table 4.08. Composition of Oregon’s labor force and Future Ready Oregon participation by Gender.

	Labor Force Participation Composition*,**	Future Ready Oregon Participation Composition*,**,***
Men	53%	49%
Women	47%	49%
Non-Binary	N/A	2%

*Three-year rolling average (2021-2023).

**Ages 20-64 included only

***Does not include Youth Programs, per SB 1545 (2022), section 12.3.b., and excludes unknown.

Overall, Priority Populations for which results are available have higher representation in Future Ready Oregon programs than in the labor force as a whole. While participating in workforce training services alone is not sufficient to enable economic prosperity, the diversity of the people who participated in the Future Ready Oregon programs is both a necessary first step and an intended outcome indicative of improving Oregon’s workforce to be more equitable. The results here show consistently higher representation of underserved communities in Future Ready Oregon programs compared to their representation in the labor force, with the exception of older Oregonians. This finding suggests the outreach and innovation strategies implemented by many

Future Ready Oregon grantees, collectively, may be making a measurable difference in reshaping Oregon’s workforce development system to be more equitable.

Communities of color, rural and frontier communities, youth, and women all had higher representation in Future Ready Oregon programs than they had in the labor force, and some had much higher representation. At the same time, Future Ready Oregon workforce development programs are less likely to serve older Oregonians than older Oregonians participate in the labor force. This is an important point as the population is projected to grow mostly among older Oregonians. In the next decade, Oregon’s reliance on an older workforce will increase due to the aging population in Oregon and most open positions will require postsecondary education or training. For these reasons, Future Ready Oregon program administrators—as well as partners in the workforce systems—may want to be more deliberate in the outreach and service to older Oregonians, especially those ages 45 and older.

EMPLOYMENT PROJECTIONS

When the Future Ready Oregon legislation passed, it included a focus on certain industries that had high labor demand at the beginning of the decade (2020), continued high projected growth, and opportunities for education and training pathways that carry relatively high earning potential.⁷⁰ The legislation points specifically to the healthcare, manufacturing, and technology sectors. It also included construction in the Future Ready Oregon Registered Apprenticeship program. This section presents historical and projected data from 2013 through 2032 regarding employment in healthcare, manufacturing, and technology, in response to the legislation. The data measure position vacancies, annual employment trends, and salaries as well as long-term industry and occupational projections within these industry sectors. The data illuminate a continued need for additional workers in these areas.

OED reports that in 2023, the healthcare, manufacturing, technology and construction industries continue to have a high demand for workers, have positions that are difficult to fill and are high paying, and have a high proportion of vacant positions that require postsecondary education. These results come from an OED survey of private employers from all industries with open and vacant positions. More than one in three vacant positions (37 percent) in 2023 were in the healthcare and social assistance, manufacturing, and information (technology) industries. The information industry had the second highest average hourly wage (\$36.63) of all industries, healthcare and social

⁷⁰ Daugherty, L., P. R. Bahr, P. Nguyen, J. May-Trifiletti, R. Columbus, J. Kushner, “Stackable Credential Pipelines and Equity for Low-Income Individuals,” 2023. RAND: Santa Monica, California.

Daugherty, L. and D. M. Anderson, “Stackable Credential Pipelines in Ohio: Evidence on Programs and Earnings Outcomes,” 2021. RAND: Santa Monica, California.

Di, X. and M. Trimble, “What About Certificates? Evidence on the Labor Market Returns to Nondegree Community College Awards in Two States,” *Educational Evaluation and Policy Analysis*. 38(2): June 2016.

assistance had the fifth highest average hourly wage (\$27.32), and manufacturing had the tenth highest average hourly wage (\$22.87) for vacant positions in Oregon in 2023. Healthcare and social assistance reported the most vacancies of any industry. More than half of the vacancies require postsecondary education and 62% of all vacant positions in 2023 were difficult to fill.

Table 4.09. 2023 Survey Results Regarding Open Vacancies, 2023.

Industry	Vacancies	Difficult to Fill	Require Education Beyond High School	Average Hourly Wage
Healthcare and Social Assistance	19,499	62%	58%	\$27.32
Leisure and Hospitality	8,131	62%	6%	\$17.00
Management, Administrative, and Waste Services	7,567	59%	30%	\$23.95
Retail Trade	6,378	50%	13%	\$19.99
Manufacturing	6,338	69%	20%	\$22.87
Construction	5,845	73%	41%	\$29.70
Profession, Scientific, and Technical Services	5,324	46%	85%	\$36.21
Other Services	3,650	73%	55%	\$25.96
Wholesale Trade	2,726	46%	36%	\$22.22
Financial Activities	2,047	50%	35%	\$23.61
Natural Resources and Mining	1,736	72%	15%	\$19.90
Transportation, Warehousing, and Utilities	1,643	81%	50%	\$24.22
Information	1,219	41%	49%	\$34.63
Private Educational Services	691	38%	74%	\$30.03

Source: Oregon Economic Department: <https://www.qualityinfo.org/data>

In 2023, the average annual pay of Oregonians was \$68,283.⁷¹ Average wages in healthcare, manufacturing, technology (referred to as “Information” in Figure 4.2), and construction industries significantly exceeded this average. In addition to higher wages, the healthcare and social assistance sector saw the largest job growth of any industry from 2022 to 2023 and continued this trend from 2023 to 2024. Conversely, the information industry, which includes technology-focused organizations, experienced a slight increase in jobs from 2022 to 2023, followed by a small decline from 2023 to 2024. Meanwhile, the number of manufacturing jobs decreased in both years. This decline in manufacturing highlights a greater volatility in year-to-year changes, as opposed to

⁷¹ [https://sos.oregon.gov/blue-book/Pages/facts/economy-wages.aspx#:~:text=Although%20Oregon's%20minimum%20wage%20is,less%20than%20\\$30%20per%20hour.&text=Help%20us%20improve!](https://sos.oregon.gov/blue-book/Pages/facts/economy-wages.aspx#:~:text=Although%20Oregon's%20minimum%20wage%20is,less%20than%20$30%20per%20hour.&text=Help%20us%20improve!)

examining trends over a ten-year period, which tends to smooth out fluctuations. We turn to this next.

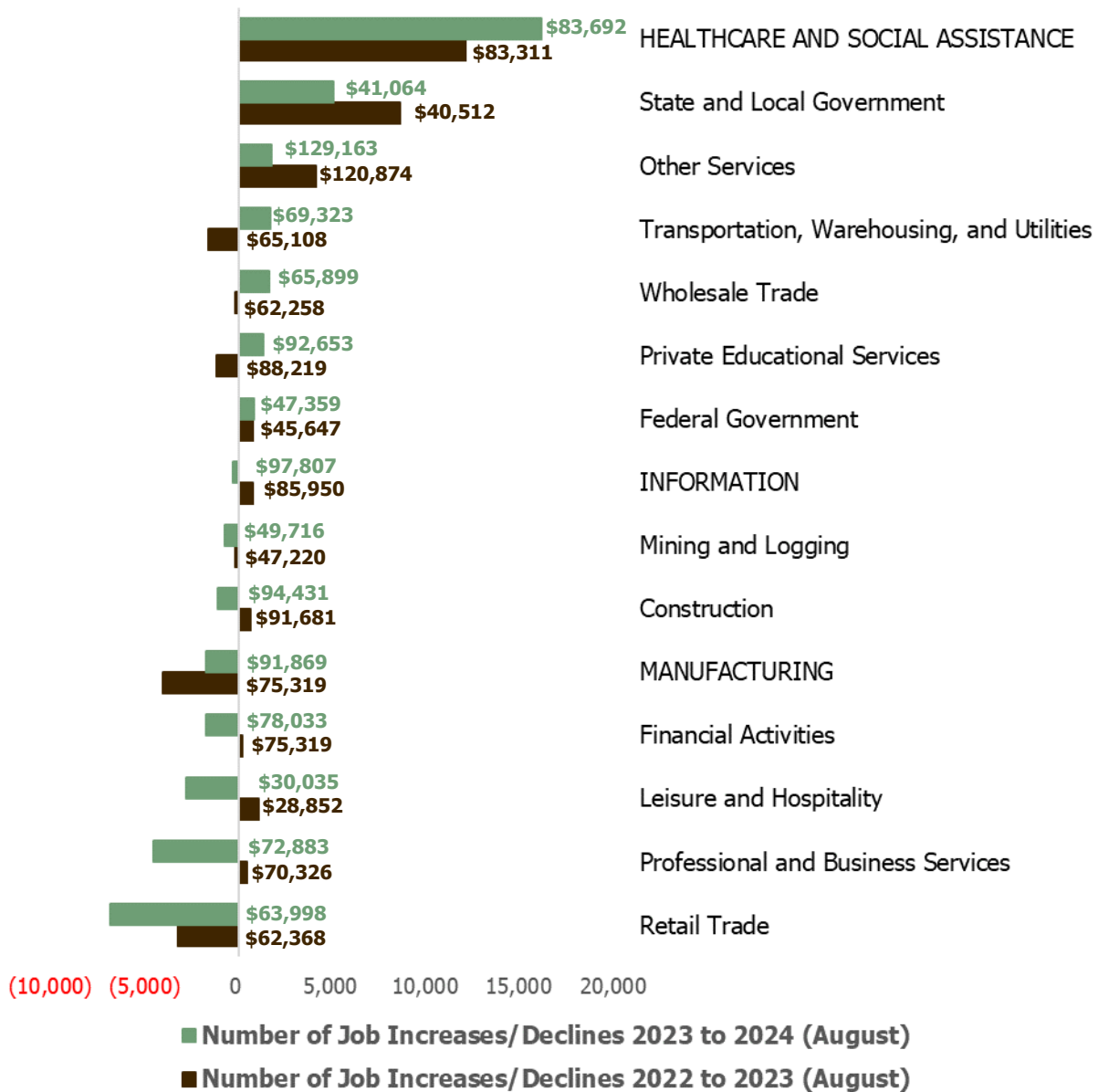


Figure 4.3. Snapshot of the Number of Oregon Increase/Decline and Average Pay by Industry, August 2022 to August 2023 and August 2023 to August 2024.

While analyzing changes in total jobs and vacancies through one-year snapshots show the most recent number of openings (Figure 4.3), long-term projections for job changes over the next decade are also helpful to avoid yearly fluctuations and to account for the time to educate and train the workforce in occupations that require postsecondary education and training. The latest industry forecasts from the OED predict continued positive growth across all sectors except in the federal government, as illustrated in Figure 4.4 below. The information sector is expected to experience the

highest growth rate, and the greatest increase in the number of jobs is expected in the private healthcare and social assistance industry. Additionally, manufacturing jobs are projected to grow by seven percent over the next decade, adding more than 14,000 positions. Figure 4.4 below shows both the projected growth rate (the percentage increase in jobs from 2022 to 2032) and the expected number of new jobs for each industry.

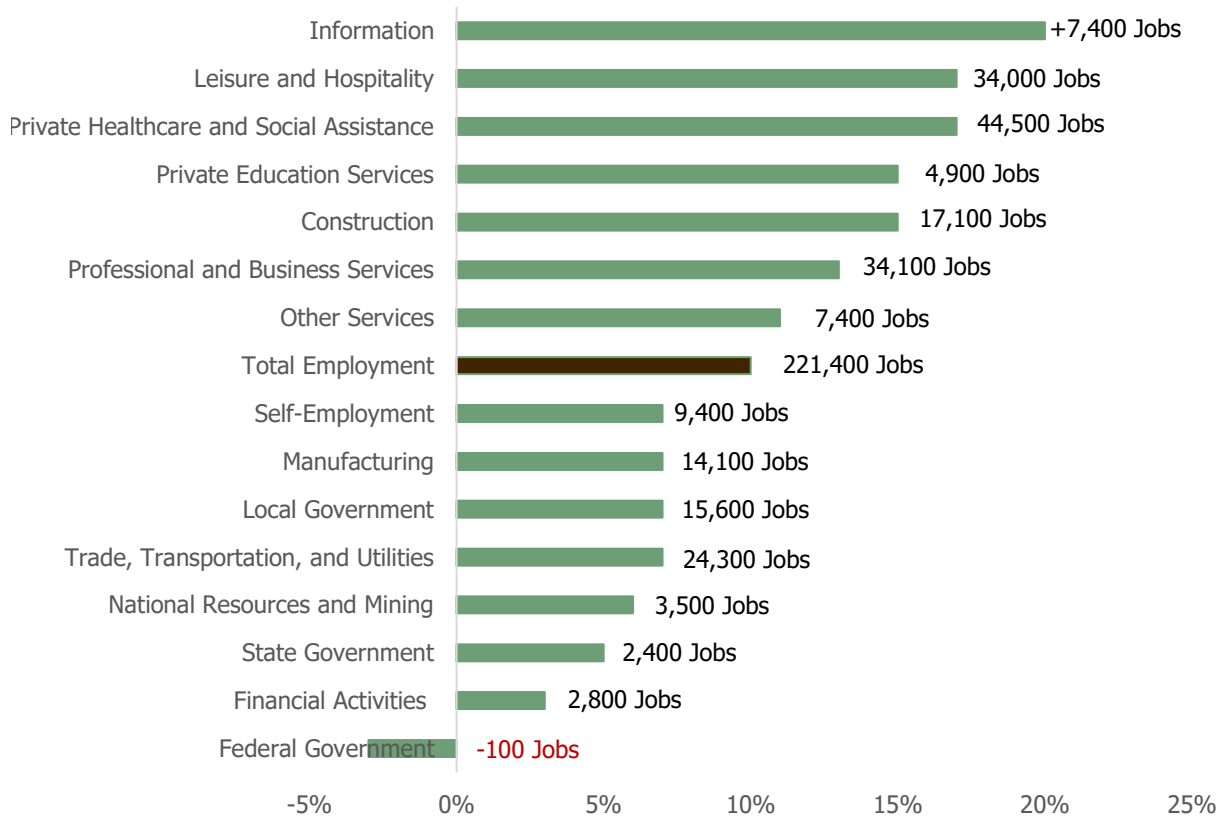


Figure 4.4. Projected Job Growth Rate and Number of Jobs in Oregon by Industry, 2022 – 2032.

Source: Oregon Employment Department, 2023, www.qualityinfo.org

High-Demand and High-Wage Occupations

Future Ready Oregon focuses on three industries—healthcare, manufacturing, and technology—due to the high-wage, high-demand, and high-skill occupations in these industries. For this reason, it is important to look at the projected number of jobs, current salaries, and educational preparation needed for these industry sectors. High-wage occupations are identified as occupations that have a higher median wage than all industries in a state. High-demand occupations are determined to be high-demand if the occupation has a higher number of total new and replacement positions than the median number of total new and replacement openings in the state. Occupations are determined to be high-skill occupations when the minimum educational requirement is postsecondary training or education and/or to be competitive in the applicant pool postsecondary training or education are required.

Projections of high-demand, high-wage occupations by industry shows considerable projected growth by 2032, especially for healthcare, manufacturing, and technology. The top two healthcare occupations that are high-demand and high-wage are 1) registered nurses and 2) substance abuse, behavioral disorder, and mental health counselors. By 2032, the healthcare industry should expect almost 30,000 registered nurse positions to be new or replacement positions and almost 10,000 new or replacement substance abuse, behavioral disorder, and mental health counselor positions by 2032. It is important to mention that these two occupations have been prioritized by the Healthcare Industry Consortium, which recommended that one of the third round of Workforce Ready Grants (2024) include a Request for Applications focused on nursing. In addition, beginning in 2024, the Higher Education Coordinating Commission and the Healthcare Consortium are partnering with the Governor's Office to assess behavioral health educational pathways to increase the number of behavioral health counselors in Oregon.

Table 4.10. Healthcare and Social Assistance High-Demand, High Wage Occupations.

Healthcare Occupation Title	Jobs 2022	Projected Jobs, 2032	Percent Change	New and Replacement Jobs	2023 Median Annual Wage	Typical Entry-Level Education/ Degree	Competitive Education
Registered Nurses	42,719	47,675	11.6%	29,258	\$110,781	Bachelor	Bachelor's
Substance Abuse, Behavioral Disorder, & Mental Health Counselors	7,487	9,541	27.4%	9,046	\$59,779	Bachelor	Bachelor's
Dental Assistants	5,646	6,330	12.1%	8,883	\$52,374	Postsecondary training	Postsecondary training
Massage Therapists	2,282	2,800	22.7%	3,909	\$80,579	Postsecondary training	Postsecondary training
Licensed Practical & Licensed Vocational Nurses	3,540	3,986	12.6%	3,293	\$67,475	Postsecondary training	Postsecondary training
Dental Hygienists	3,885	4,378	12.7%	3,169	\$101,982	Associate	Bachelor's
Clinical Laboratory Technologists & Technicians	3,353	3,651	8.9%	2,522	\$78,208	Bachelor	Bachelor's
Nurse Practitioners	2,244	3,424	52.6%	2,435	\$137,301	Master	Master's
Pharmacists	4,240	4,757	12.2%	2,178	\$146,806	Doctoral or professional	Doctoral or professional
Medical Equipment Preparers	1,384	1,538	11.1%	2,096	\$49,837	Postsecondary training	Postsecondary training
Physical Therapists	3,106	3,847	23.9%	2,080	\$101,816	Doctoral or professional	Doctoral or professional
Medical Records Specialists	2,436	2,790	14.5%	2,079	\$52,624	Postsecondary training	Postsecondary training
Healthcare Social Workers	1,984	2,261	14.0%	2,061	\$81,182	Bachelor	Master's
Mental Health & Substance Abuse Social Workers	2,103	2,436	15.8%	1,900	\$51,667	Master	Master's
Physicians, All Other	4,845	5,277	8.9%	1,769	>\$239,200	Doctoral or professional	Doctoral or professional
Health Technologists & Technicians, All Other	2,192	2,417	10.3%	1,753	\$53,706	Postsecondary training	Postsecondary training
Speech-Language Pathologists	1,959	2,492	27.2%	1,708	\$104,042	Master	Doctoral or professional

Healthcare Occupation Title	Jobs 2022	Projected Jobs, 2032	Percent Change	New and Replacement Jobs	2023 Median Annual Wage	Typical Entry-Level Education/ Degree	Competitive Education
Physical Therapist Assistants	836	1,155	38.2%	1,669	\$62,712	Associate	Associate's
Radiologic Technologists & Technicians	2,546	2,812	10.4%	1,659	\$86,070	Associate	Bachelor's
Physician Assistants	1,419	1,934	36.3%	1,341	\$137,758	Master	Master's
Veterinarians	1,898	2,485	30.9%	1,301	\$104,686	Doctoral or professional	Doctoral or professional
Community Health Workers	996	1,188	19.3%	1,267	\$55,141	Postsecondary training	Postsecondary training
Surgical Technologists	1,474	1,650	11.9%	1,102	\$67,891	Postsecondary training	Associate's
Respiratory Therapists	1,470	1,750	19.0%	1,073	\$85,946	Associate	Bachelor's
Occupational Therapists	1,258	1,451	15.3%	927	\$104,770	Master	Doctoral or professional
Psychiatric Technicians	885	1,015	14.7%	902	\$51,626	Postsecondary training	Associate's
Diagnostic Medical Sonographers	1,067	1,284	20.3%	812	\$104,666	Associate	Bachelor's
Acupuncturists	1,007	1,122	11.4%	757	\$71,989	Master	Doctoral or professional
Cardiovascular Technologists & Technicians	1,002	1,102	10.0%	738	\$94,765	Associate	Associate's
Health Information Technologists & Medical Registrars	852	1,017	19.4%	728	\$75,109	Associate	Associate's

Source: Oregon Employment Department, 2023, www.qualityinfo.org

The Oregon Employment Department (OED) characterizes several manufacturing occupations as high-demand and high-wage. OED projects that, through 2032, there will be 43,071 new and replacement positions in these high-demand, high-wage manufacturing roles. Notably, 54 percent of these projected positions are concentrated in the top four manufacturing occupations: 1) first-line supervisors of production and operating workers, 2) semiconductor processing technicians, 3) welders, cutters, solderers, and brazers, and 4) machinists. The typical entry-level educational requirement for these occupations is a high school diploma or equivalent, although postsecondary education is preferred to enhance competitiveness in the applicant pool.⁷² While most high-demand, high-wage occupational groups are expected to see an increase in new and replacement positions, two groups—structural metal fabricators and fitters, as well as paper goods machine setters, operators, and tenders—are anticipated to experience a decline in the number of available positions by 2032. See Table 4.11.

⁷² Source: Oregon Employment Department, 2023, www.qualityinfo.org

Table 4.11. Manufacturing High-demand, High-Wage Occupations.

Manufacturing Occupation Title	Jobs 2022	Projected Jobs, 2032	Percent Change	New and Replacement Jobs	2023 Median Annual Wage	Typical Entry-Level Education / Degree	Competitive Education
First-Line Supervisors of Production and Operating Workers	7,368	8,024	8.9%	7,773	\$62,754	High school diploma or equivalent	Bachelor's
Semiconductor Processing Technicians	5,109	5,467	7.0%	6,024	\$51,126	High school diploma or equivalent	Associate's
Welders, Cutters, Solderers, and Brazers	4,627	5,332	15.2%	5,513	\$51,251	High school diploma or equivalent	Postsecondary training
Machinists	3,242	3,673	13.3%	3,777	\$53,602	High school diploma or equivalent	Postsecondary training
Industrial Engineers	4,150	5,052	21.7%	3,417	\$103,501	Bachelor's	Master's
Electrical and Electronic Engineering Technologists and Technicians	2,782	2,949	6.0%	2,909	\$65,978	Associate's	Associate's
Mechanical Engineers	3,314	4,015	21.2%	2,689	\$102,877	Bachelor's	Master's
Industrial Engineering Technologists and Technicians	2,427	2,621	8.0%	2,459	\$63,565	Associate's	Associate's
Structural Metal Fabricators and Fitters	1,754	1,655	-5.6%	1,651	\$52,645	High school diploma or equivalent	Postsecondary training
Grinding, Lapping, Polishing, and Buffing Machine Tool Setters, Operators, and Tenders, Metal and Plastic	1,204	1,352	12.3%	1,488	\$53,206	High school diploma or equivalent	High school diploma or equivalent
Paper Goods Machine Setters, Operators, and Tenders	1,278	1,157	-9.5%	1,250	\$51,542	High school diploma or equivalent	High school diploma or equivalent
Engineering Technologists and Technicians, Except Drafters, All Other	1,156	1,283	11.0%	1,221	\$64,792	Associate's	Associate's

Manufacturing Occupation Title	Jobs 2022	Projected Jobs, 2032	Percent Change	New and Replacement Jobs	2023 Median Annual Wage	Typical Entry-Level Education/ Degree	Competitive Education
Water and Wastewater Treatment Plant and System Operators	1,064	1,100	3.4%	1,044	\$63,398	Postsecondary training	Postsecondary training
Computer Numerically Controlled Tool Programmers	775	1,004	29.5%	1,032	\$69,347	Postsecondary training	Postsecondary training
Jewelers and Precious Stone and Metal Workers	587	608	3.6%	824	51126	Postsecondary training	Postsecondary training

Source: Oregon Employment Department, 2023, www.qualityinfo.org

Among the twelve high-demand, high-wage occupations in technology, seven offer a median annual wage exceeding \$100,000. The highest projected number of new and replacement jobs is for software developers, who will account for just over half of the 364,422 new or replacement positions by 2032 in high-demand, high-wage technology occupations. Typically, three out of four of these technology roles require a bachelor's degree for entry-level positions. Compared to high-demand, high-wage occupations in healthcare and manufacturing, there is not much variation in the educational requirements for those entering the technology field or seeking a competitive advantage in education. However, it is important to note that the number of new and replacement jobs for computer programmers is expected to decline by 2032.

Table 4.12. Technology High-Demand, High-Wage Occupations.

Technology Occupation Title	Jobs 2022	Projected Jobs, 2032	Percent Change	New and Replacement Jobs	2023 Median Annual Wage	Typical Entry-Level Education/Degree	Competitive Education
Software Developers	20,630	26,851	30.2%	18,787	\$125,882	Bachelor	Bachelor
Computer and Information Systems Managers	8,152	9,949	22.0%	7,572	\$143,104	Bachelor	Bachelor
Computer User Support Specialists	9,384	10,341	10.2%	7,428	\$59,446	Postsecondary training	Bachelor
Computer Systems Analysts	7,538	8,623	14.4%	5,793	\$110,822	Bachelor	Bachelor
Network and Computer Systems Administrators	5,910	6,434	8.9%	3,933	\$100,922	Bachelor	Bachelor
Software Quality Assurance Analysts and Testers	2,447	3,048	24.6%	2,274	\$84,594	Bachelor	Bachelor
Computer Occupations, All Other	2,803	3,185	13.6%	2,233	\$74,131	High school diploma or equivalent	High school diploma or equivalent
Computer Network Support Specialists	2,348	2,686	14.4%	1,989	\$68,245	Postsecondary training	Bachelor
Web Developers	1,728	2,126	23.0%	1,582	\$59,654	Bachelor	Bachelor
Information Security Analysts	1,385	1,901	37.3%	1,478	\$124,613	Bachelor	Bachelor
Computer Network Architects	1,865	2,022	8.4%	1,175	\$120,307	Bachelor	Bachelor
Computer Programmers	1,834	1,727	-5.8%	965	\$106,142	Bachelor	Bachelor

Source: Oregon Employment Department, 2023, www.qualityinfo.org

To enhance Oregon's workforce in the healthcare, manufacturing, technology, and construction sectors, many Future Ready Oregon grantees, excluding Youth Programs, are offering or developing workforce development training opportunities in these fields, even though only Workforce Ready Grants and Registered Apprenticeships programs were required to focus on these industries. Almost half (49 percent) of participants in workforce development training specific to an occupation or industry were enrolled in programs that prepared them for jobs in healthcare, manufacturing, and technology, as shown in the first five rows of Table 4.13. Almost one in four Future Ready Oregon participants enrolled in healthcare education and training programs; 21 percent of participants were enrolled in manufacturing-related programs; four percent of participants were enrolled in technology-related programs between March 2022 through June 2024. In addition, 13 percent were enrolled in construction-related training programs. (See Appendix M for specific industry training programs offered by Future Ready Oregon grantees.)

Table 4.13. Classification of Instruction Programs in Industry-specific Training Programs by Number of Participants Served between March 2022 and June 2024.

Category of Instructional Program (CIP)	Number of Participants	Percent of Participants
Health-Related Knowledge and Health Professions & Related Clinical Sciences	1,834	23%
Mechanic & Repair Technologies/Technicians and Precision Production,	1,130	14%
Engineering and Engineering Technologies/Technicians	517	7%
Computer, Information Sciences, and Support Services	256	3%
Technology Education/Industrial Art	89	1%
Construction	1,059	13%
Agriculture, Agriculture Operations, and Related Sciences	118	1%
Business, Management, Marketing, And Related Support Services	474	6%
Education	276	4%
Family And Consumer Sciences/Human Sciences	236	3%
High School/Secondary Diplomas and Certificates	197	3%
Interpersonal and Social Skills	86	1%
Personal and Culinary Services	120	2%
Physical Science	66	1%
Public Administration & Social Service Professions	214	3%
Security and Protective Services	89	1%
Transportation and Materials Moving	780	10%
Visual And Performing Arts	48	1%
All Other CIPs	282	4%
Total Number of Participants Who Took Topic-Based Workforce Development Education, Unduplicated by Six-Digit CIP Code	7,871	100%

Does not include Youth Programs, per SB 1545 (2022), section 12.3.b.

As Future Ready Oregon focuses on high-demand, high-wage industries such as healthcare, manufacturing, technology, and construction, it attempts to provide opportunities to develop the necessary skills in the participants to meet the evolving needs of Oregon’s economy. By prioritizing sectors projected for significant growth through 2032, the grant-funded programs aim to fill a substantial number of anticipated job openings, with notable wage differences where many positions exceed the state's average annual pay, particularly in healthcare and technology.

While a significant number of Oregonians have participated in Future Ready Oregon grant-funded programs, challenges for these participants, especially those from Priority Populations, remain. These challenges include the need for postsecondary education to be competitive in the job market.

Adapting training programs as needed to meet the demands of specific occupations—especially those requiring postsecondary education—will be crucial for fill employment positions within these industries. As industries evolve and the number of certain roles, like computer programmers, decline, a proactive approach to workforce development will ensure that Oregon remains competitive and capable of addressing the significant employment needs of its high-demand sectors.

OREGON'S EDUCATIONAL ATTAINMENT

OED estimates that one-third of all job openings in the next decade will require some postsecondary education and/or training and 60 percent of all job openings will require education beyond high school to be competitive in the applicant pool. For jobs earning above-average wages, 93 percent recommend education and training beyond high school to be competitive.⁷³ Given the strong link between education/training and earning potential, one of the objectives of Future Ready Oregon has been to enhance the number of credentials obtained by participants and, more broadly, to improve the educational attainment of Oregonians. While it is still early to evaluate the impact of Future Ready Oregon on the state's educational goals, we provide baseline data on educational attainment below.

Oregon has adopted two educational attainment goals.⁷⁴ The first, known as the 40-40-20 initiative—adopted in 2017, supports youth and aims for 40 percent of high school graduating classes, beginning with the class of 2025, to earn a bachelor's degree or more, 40 percent to obtain a two-year or short-term certificate, and 20 percent to receive a high school diploma or equivalent. Figure 4.5 below illustrates the attainment levels for 2022, the most recent year for which data are available. In 2023, 56% of Oregonians ages 25 to 34 earned a postsecondary award, falling short of the 80% goal.

⁷³ Calculations made by HECC staff from OED data, Occupational Projections, 2021-2031 and Payton, Jason. 2022. "2022 Oregon Wage Data," both at <https://www.qualityinfo.org/data>.

⁷⁴ <https://www.oregon.gov/highered/strategy-research/pages/state-goals.aspx>

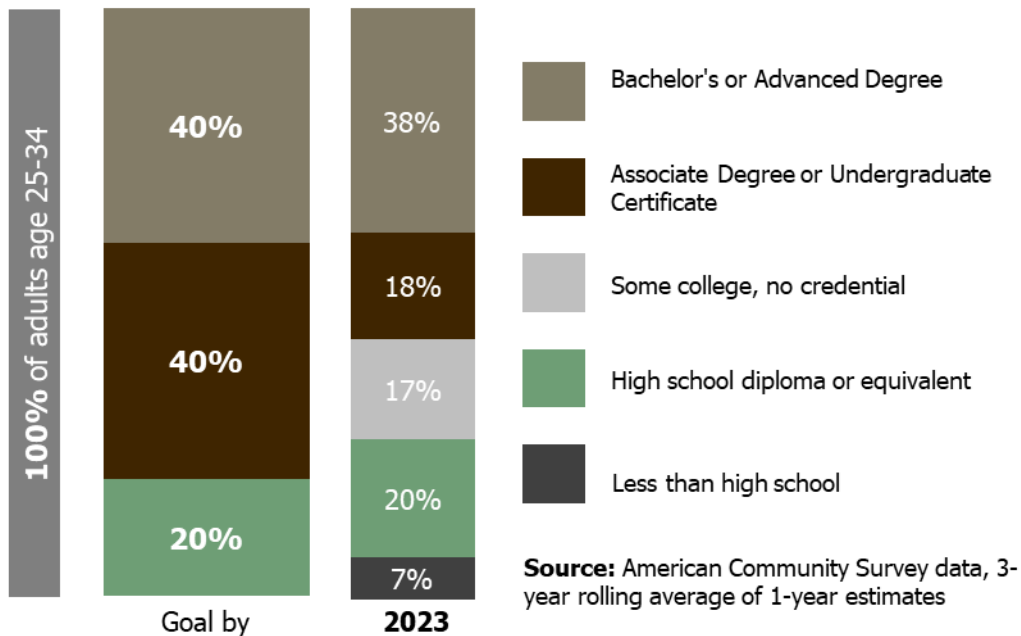


Figure 4.5. Oregon Educational Attainment among People Ages 25 to 34.

Source: U.S. Census, American Community Survey, Table S2301

Oregon's second educational attainment goal, adopted in 2018, focuses on increasing educational achievement among residents ages 25 and older. Known as the “adult attainment goal,” it aims for at least 300,000 adults in this age group to earn a new postsecondary degree or certificate by 2030. Over the past decade, about 20,000 postsecondary students have earned postsecondary credentials annually. The goal of 300,000—or 30,000 annually—was established in relation to projected labor force needs. At the same time the goal was adopted, enrollment and completions declined, mostly attributed to the COVID-19 pandemic. Oregon has made only limited progress toward the adult attainment goal over the past three years, as illustrated in Figure 4.6.



Figure 4.6. Number of Credentials Earned and Needed among People Ages 25 and Older, 2020 – 2030.

Source: HECC analysis of student data from public universities, community colleges, private career schools, and private -granting institutions licensed by the state, combined with aggregate totals reported by private -granting institutions exempt from state licensing requirements.

Future Ready Oregon is supporting Oregon’s two educational attainment goals. By June 2024, 17 percent (2,434) of Future Ready Oregon’s participants from four programs—Career Pathways, Prosperity 10,000, Registered Apprenticeships, and Workforce Ready Grants—earned credentials as an outcome of their workforce development education and training. Overall, compared to Oregon’s population and labor force, the composition of participants in these programs who earned a credential are more likely to be a person of color, a person residing in a rural or frontier area, a young person, and/or male than Oregon’s population and labor force.

As seen in the Table 4.06, a smaller proportion of Future Ready Oregon participants are ages 45 and older. This trend indicates that while the Future Ready Oregon efforts are helping Oregonians access the necessary postsecondary education and training, there is potential to increase access and engagement of older Oregonians to benefit from the programs’ offerings.

Table 4.14. Future Ready Oregon Participants and Credentials Earned.

Priority Population	Number of Participants	Percent of Participants who Earned Credential(s)
By Race		
Asian American/Asian	92	4%
Black/African American	159	7%
Latino/a/x /Hispanic	358	15%
Native American/Alaska Native	81	3%
Native Hawaiian/Pacific Islander	20	1%
Two or More Races	403	17%
White	1,205	50%
By Gender		
Female	910	37%
Male	999	41%
Non-Binary	43	2%
By Age		
16 to 19 years	197	8%
20 to 24 years	560	23%
25 to 34 years	701	29%
35 to 44 years	546	22%
45 to 54 years	287	12%
55 to 64 years	110	5%
65 years +	20	1%
By Geography		
Frontier	84	3%
Rural	811	33%
Urban	1,329	55%
Persons Incarcerated or Formerly Incarcerated	222	9%
Federally Recognized Tribal Member	74	3%
Veteran	74	3%
Person with a Disability	213	9%
Person Identifies with LGBTQ+ Community	149	6%

Data excludes Youth Programs.

Among those who earned credentials, the most common type of credential awarded was an occupational skills certificate. The second most common credential earned was an occupational skills license (509 participants). Among the more traditional credentials earned by Future Ready Oregon participants, 42% earned a certificate, 16% earned an associate degree, and less than one percent earned a bachelor's degree or higher.

Table 4.15. Number of Credentials Earned by Future Ready Oregon Participants by Type of Credential.

Type of Credentials	Number of Participants	Percent of Participants
HS Diploma or GED/Equivalent	26	1%
Occupational Skills License	509	16%
Occupational Skills Certificate, Credential	801	26%
Technical/Occupational Skill Certificate	269	9%
Occupational Certification	327	10%
CTE Certificate (Less than 1 year)	83	3%
CTE Career Pathway Certificate	222	7%
CTE Certificate (More than 1 year, less than 2 years)	215	7%
CTE Applied Science (AAS)	256	8%
AA, AS, or Lower Division Collegiate Degree	238	8%
Other Recognized Diploma, Degree, Certificate, License	118	4%
BA or BS Diploma/Degree	10	0%
Post Graduate Degree	14	0%
Other/Unknown	40	1%
Total Number of Participants who Earned Credentials	2,434	17%

Data Note: Unduplicated by credential type

Since three of the eight Future Ready Oregon programs⁷⁵ focus on specific industries—healthcare, manufacturing, technology, and to a lesser extent construction—it is important to identify the subject area of the instructional programs where participants earned credentials. The most common instructional programs in which Future Ready Oregon participants earned credentials were healthcare and health-related programs (27 percent), transportation and material related programs (22 percent), construction trades (20 percent), manufacturing—including engineering (11 percent), and technology (3 percent).

⁷⁵ The programs are Registered Apprenticeships, Workforce Ready Grants, and Industry Consortia.

Table 4.16. Participants who Earned Credential by Classification of Instructional Program.

Classification of Instructional Programs (CIP)	Number of Participants	Percent of Participants Earning Credentials
Healthcare Professions and Related Clinical Sciences and Health-Related Knowledge and Skills	667	27%
Transportation And Materials Moving	545	22%
Construction Trades	499	20%
Precision Production and Mechanic and Repair Technologies/Technicians	229	9%
Computer And Information Sciences and Support Services and Technology Education/Industrial Arts	79	3%
Business, Management, Marketing, And Related Support Services	69	3%
Personal And Culinary Services	54	2%
Engineering and Engineering Technologies/Technicians	49	2%
Family And Consumer Sciences/Human Sciences	47	2%
Education	32	1%
Agriculture, Agriculture Operations, and Related Sciences	30	1%
High School/Secondary Diplomas and Certificates	15	1%
All Other Instructional Programs	78	3%
Instructional Program Not Reported	116	5%
Total Number of Participants who Earned Credentials	2,434	17%

Data Note: Unduplicated by CIP

Future Ready Oregon is making strides in supporting the state’s educational attainment goals, with one in six participants (17 percent) earning credentials through its training and education programs. However, the data reveal a lower representation of older participants overall, suggesting an opportunity to enhance participation of older Oregonians. The most awarded credentials, such as occupational certifications and licenses, reflect a strong focus on practical skills that meet labor market demands. Moreover, instructional programs in health-related fields, transportation, construction, manufacturing, and technology account for most credentials earned, aligning with the key industries identified by Future Ready Oregon. Overall, the early results indicate that the program is on track to strengthen Oregon’s workforce and foster greater economic opportunities for its residents.

CONCLUSION

At a state level, Future Ready Oregon is designed to support Oregon’s economy and educational goals by expanding and diversifying labor force participation and educational attainment. This

chapter examines statewide economic and educational measures for the state, Priority Populations, and focus industries to assess the extent to which Future Ready Oregon programming is meeting this aim.

The results show that Oregon's labor force participation remains historically low, especially among youth under 25, individuals aged 55 and older, and residents of rural and frontier communities. However, initial participation data indicate that youth, communities of color, women, and residents of rural and frontier areas are represented more in Future Ready Oregon programs than in the labor force. While participation is merely the first step, it is crucial for achieving the economic and equity objectives of Future Ready Oregon. At the same time, the lower participation rates among older Oregonians signal a need for specific outreach to ensure that this group can also benefit from Future Ready Oregon's training and employment opportunities.

Looking ahead, the ongoing demand for skilled workers in healthcare, manufacturing, technology, and construction underscores the importance of enhancing educational attainment and training pathways. Employment data reveal that a significant proportion of job openings will require postsecondary education, aligning with Future Ready Oregon's goals to equip Oregonians with the necessary credentials. With nearly one in four participants earning credentials, there is a clear connection between participation and skill/credential attainment. As Oregon's workforce continues to evolve, Future Ready Oregon programs should remain vigilant in its efforts to support diverse populations and adapt to the changing labor landscape, ensuring that all Oregonians are prepared to thrive in high-demand sectors. This commitment to inclusivity and equitable access to education and training will be essential in building a robust workforce for the future.

Oregon's demand for an expanded and diverse labor force is likely to persist. The higher representation of underserved groups among Future Ready Oregon participants compared to the overall labor force, in combination with the fact that more than 15,000 Oregonians have been served by the programs, indicate that these initiatives are progressing toward addressing these critical needs.

While these findings are positive and largely consistent, they are not necessarily strong. Many represent only initial steps, and state-level metrics such as labor force participation have changed little since the program began. These limited impacts are to be expected because of two reasons: 1) the program is still relatively new and 2) state-level measures typically change gradually and marginally. It takes time to develop and refine programs, enroll participants, and move into and advance in new careers, all of which need to occur before labor force participation rates change. Future Ready Oregon's suite of programs have rolled out in phases, and not all programs and funding have completed all of these workforce development stages. In addition, the state's population and labor force are large enough that even significant investments and additions have only marginal impacts on state totals and rates. For example, the state's paid labor force in 2023 was comprised of 2.1 million people ages 16 and older. It would take an increase of more than 210,000 people (twice the population of Bend) to expand the size of the labor force by 10 percent. Similarly, it would take almost 22,000 people entering the labor force, without any changes to the number of people in Oregon, to shift the overall labor force participation rate by one percent.

Finally, most of the positive results shown here provide only indirect evidence that Future Ready Oregon's aim of strengthening the state's economic and educational goals is on track. This also is to be expected, as state-level measures result from a wide range of factors, only some of which are related to Future Ready Oregon. However, consistent increases in both statewide measures and participant outcomes over a period of years will provide strong indirect evidence that the Future Ready Oregon investment has made a positive impact on the state's economy of. Similarly, if statewide measures do not improve over several years and Future Ready Oregon participants' employment outcomes are minimal as well, the indirect evidence would suggest a lack of state-level impact. These will be key metrics that we continue to track in the coming years.

CHAPTER 5: IMPLICATIONS, RECOMMENDATIONS, AND CONCLUSION

In line with the legislative requirements, this report has presented information about Future Ready Oregon as a whole, each of the eight programs comprising it, and the economic and educational landscape of Oregon that it is aimed to improve. In this chapter, we summarize these findings and make recommendations about future investments.

FUTURE READY OREGON OVERALL

The Future Ready Oregon initiative is a comprehensive statewide program aimed at enhancing workforce development and economic opportunities, particularly for underserved populations. By June 30, 2024, the initiative has successfully served 14,251 unique participants, marking a 34 percent increase from the prior year despite temporary funding gaps. This diverse group includes significant representation from Priority Populations. Among communities of color, 16 percent identified as two or more races, 15 percent as Latino/a/x/Hispanic, and 7 percent as Black/African American, all much greater proportions than these groups' presence in Oregon's overall labor force. The program also demonstrates gender balance and a younger age distribution, with 40 percent of participants aged 24 and under. Geographically, 54 percent come from urban areas, while 35 percent hail from rural regions, indicating an effective reach across different communities.

Future Ready Oregon offers a range of services that fit into 18 different classifications, focusing on both workforce development and support services. Career coaching and workforce training were the most utilized services, achieving high completion rates of 96 percent and 81 percent, respectively. Participants accessed an average of 3.2 services each, summing to over 45,000 total services provided to participants.

Initial employment outcomes are promising, with 65 percent of previously unemployed participants securing employment after participating in Future Ready Oregon services, along with an increase of \$720.61 in median total quarterly wages. Participants also had high representation in healthcare and manufacturing employment. However, challenges remain, particularly concerning social security number reporting, which hampers the ability to track comprehensive employment outcomes for all participants. Overall, the Future Ready Oregon initiative shows significant progress towards equitable workforce development in Oregon, but ongoing assessment and tracking will be critical as participants continue to progress in their educational and training journeys.

PROGRAMS

Prosperity 10,000. Prosperity 10,000 is administered by the HECC and the local workforce development boards. It is one of five programs that build on existing structures to develop new partnerships, capacity, and practices to reach Priority Populations. It is the only one of Future Ready

Oregon's eight programs with specific goals, including the number of participants served, percentage of participants who are women, service-completion rate, job placement rate, and wage rate.

Prosperity 10,000 is well on its way to meeting these goals. Prosperity 10,000 has served 5,731 participants in just over two years, or over half of its participant goal in the first half of the funding period. With 45 percent of the participants identifying as women (among those who reported a gender), it is below the goal of serving 50 percent women. Nearly all participants identify with one or more Priority Population (93 percent). Prosperity 10,000 participants' overall service-completion rate, 97 percent, is well beyond its goal of 80 percent. Only one service, paid work experience, has a lower completion rate (72 percent). Initial employment outcomes show that Prosperity 10,000 participants who were not employed before services have a job placement rate of 69 percent, and the goal is 75 percent. These same outcomes show participants' total quarterly wages and their hourly wages grew after services. Their median hourly wages rose to \$21.50 per hour, and 75 percent of participants made at least \$17.88 per hour. This meets the goal of at least 75 percent of participants earning \$17 or more per hour. Finally, these employment outcomes are generalizable, as Prosperity 10,000 grantees have been able to collect social security numbers (SSNs) at high rates.

Career Pathways. The Career Pathways program funded by Future Ready Oregon also builds on existing frameworks while facilitating capacity building to serve more Oregonians, especially those from Priority Populations. With funding only through June 2023, the program has served 3,860 participants through June 2024; 91 percent of these participants identify with one or more Priority Populations (in addition to low-income and among those who reported data). All students receive intensive support services of some form, as this is integral to the Career Pathways program. Each community college determines what constitutes as an intensive support service for their college, but did not report this in their data submission about students and services. About one in six of these participants (16 percent) have earned a certificate or degree by June 2024, and initial employment outcomes are promising. Two-thirds of participants who were not employed prior to Career Pathways were employed after their services, and both total quarterly and hourly wages rose. Their median hourly wage rose from \$16.88 to \$20.47. These results are relatively generalizable to all Career Pathways participants. Though Career Pathways programs were not able to collect SSNs from most students, we were able to gather most SSNs from other community college data.

Registered Apprenticeships. Like Prosperity 10,000 and Career Pathways, the Registered Apprenticeship Program administered by the Bureau of Labor and Industries (BOLI) builds on existing processes and infrastructure to expand these earn-and-learn career training opportunities to a larger and diverse set of Oregonians as well as fill labor shortages in healthcare, manufacturing, and construction. Initial implementation had to accommodate the lengthy registration processes for new apprenticeships. This limited the number of participants in the first year, but by June 2024, the program had served 1,235 participants. The vast majority of these participants identify with one or more Priority Population, 89 percent among those who reported data. The overall service-completion rate was 86 percent, and completion rates for most services were 80 to 90 percent. Initial employment outcomes of Apprenticeship participants look strong: nearly two-thirds of participants who reported SSNs and were not employed before their training were employed afterward (62

percent), and both total quarterly and hourly wages rose significantly. Median hourly wages rose from \$17.60 to \$22.16. These results are cautiously generalizable to all Apprenticeship participants as they are based on the half of participants who reported SSNs.

Youth Programs. The Future Ready Oregon Youth Programs administered by Youth Development Oregon also build on and expand existing processes and infrastructure to extend re-engagement and workforce development services to youth across the state. Through June 2024, the program has served 2,534 participants, 93 percent of whom are from one or more Priority Population (excluding low-income and among those who reported data). The program's overall service-completion rate was 88 percent, with most services having high completion rates. Areas to focus on the coming year include on-the-job training, workforce development training, and career coaching, which all had lower completion rates, and support services, which had relatively low use. Early employment outcomes are promising but not generalizable, due to grantees' not being able to collect SSNs from most participants. Among the participants who did report SSNs, half of those who were not employed before services were employed afterward, and both total quarterly wages and hourly wages rose. Median hourly wages rose from \$15.44 to \$17.41 after services.

Credit for Prior Learning. The Credit for Prior Learning program, administered by the HECC, aimed to increase options for Credit for Prior Learning in Oregon's public universities and community colleges. The ultimate goal of the Credit for Prior Learning program was to increase credential attainment, especially for students from Priority Populations by expanding existing Credit for Prior Learning and designing new ways to earn Credit for Prior Learning. Five of the eight public universities and 14 of the 17 community colleges in Oregon applied and were awarded Future Ready Oregon funds to expand Credit for Prior Learning offerings. Most of the funded institutions successfully developed assessment criteria and improved their Credit for Prior Learning offerings, with 84 percent investing in faculty and staff training. Nearly all grantees implemented marketing efforts to raise awareness among Priority Populations. However, while the number of students earning Credit for Prior Learning has generally increased over the past few years, there has been a decline at grant-receiving universities, contrasting with increases at non-grant universities. Challenges with data consistency and reporting persist at community colleges, hindering meaningful analysis of the program's impact. We will continue to track Credit for Prior Learning progress in the upcoming Future Ready Oregon reports.

Workforce Ready Grants. The Workforce Ready Grant program is the largest of Future Ready Oregon's eight programs and funds workforce development grants to build capacity and provide innovative workforce development services to Oregonians in the healthcare, manufacturing, and technology sectors. This focus on new and innovative practices has resulted in a statewide network for sharing resources, best practices, and problem-solving among grantees and closer cooperation across industry partners. In its first two rounds of grants, the program has served 1,539 participants, nearly all of whom are members of a Priority Population (excluding low-income and among those who reported data), 90 percent. The program's overall service-completion rate was 87 percent, with most services having completion rates over 80 percent. About one in four participants drew on

support services, and grantees report that childcare, housing, and transportation remain highly needed by many participants. The program awarded its third and final round of grants in November 2024 based on the Industry Consortia's recommended criteria for awarding grants. Initial employment outcomes are not generalizable, as grantees didn't submit SSNs for most participants. From the relatively small number of participants with SSNs, we found that about one-third (32 percent) of those without jobs prior to services were employed after services, and median hourly wages rose from \$18.93 to \$20.95.

Industry Consortia. Like the Workforce Ready Grant program, the Industry Consortia are designed as a new program with shared leadership to advance innovative approaches to Oregon's workforce system in healthcare, manufacturing, and technology industry sectors. It aims to forge new partnerships and shared activities among industry leaders, employers, education and training, labor, and community-based organizations. The Consortia are tasked with identifying workforce needs and high-value credentials, developing effective recruitment and retention strategies, and expanding access and opportunities education and training in each sector. The Consortia are well underway and building the collaborative partnerships to achieve these goals. They have created structured processes to strengthen teamwork and shared leadership as well as to make decisions based on consensus. Each Consortium came to consensus on funding priorities for the last round of Workforce Ready Grants. Their resulting recommendations prioritized labor shortages, upskilling opportunities, workforce equity, recruitment strategies, and expanded career pathways. Each is also working toward improving communication channels with employers to align education programs, equitable recruitment strategies, workforce development programs with employer needs for labor.

Workforce Benefits Navigators. Oregon's nine local workforce development boards received \$1M each to pilot the Workforce Benefits Navigators program in their respective regions. All boards have successfully hired either navigators or coordinators for their Workforce Benefits Navigators programs. While each board's program shares the same overarching purpose and goals, the strategies the boards employed to implement the Workforce Benefits Navigators programs vary based on regional needs. For example, East Cascade Works focused on implementing a technology solution that provides navigation services across its rural and frontier areas, whereas Lane Workforce Partnership convened the Lane County Navigator Consortium to establish a network of navigators from community-based organizations and WorkSource Oregon staff. As of June 30, 2024, no local workforce development board had reported direct service to Oregonians. Participant data will be included in the next annual report.

Taken together, the findings here indicate that the Future Ready Oregon programs are making consistent contributions to a more equitable system of workforce development in Oregon for each program individually and collectively. They have reached a diverse group of nearly 15,000 Oregonians and served them in ways that enable the vast majority to complete the services/trainings and to find employment and rising earnings. Qualitative reports do indicate that greater use of support services would enable more Oregonians to participate and complete services, while most programs have fewer than 20 percent of participants accessing these support services. Finally, some caution should be used

in generalizing the employment outcomes found here, as these results are still early in the course of the programs and for some programs, are based on a small subset of participants.

ECONOMIC AND EDUCATIONAL LANDSCAPE

In addition to the results within each program, the findings reported here show that participants in Future Ready Oregon are more diverse than Oregon's labor force as a whole. State-level labor force data can be disaggregated by race/ethnicity, gender, age, and geography, revealing that there are higher shares of people of color, women, young people, and those in rural and frontier areas among Future Ready Oregon participants than in the labor force as a whole (excluding Youth Programs, per the statute). This continues a trend seen in the first year of participant data (as described in the [second annual report](#)). While representation is only the first step toward a larger and more diverse labor force, it is an essential first step. The greater representation of Priority Populations among Future Ready Oregon participants, combined with the positive employment outcomes of participants overall, further indicates that the programs' efforts to reach Priority Populations are well placed and that the investment overall is having a positive impact. We note, however, that the opposite is the case for older Oregonians; they are underrepresented among Future Ready Oregon participants compared to the labor force as a whole. Given that Oregon's population is projected to grow the most among older adults, engaging these workers is necessary for the economy as well as for the fact that they are a Priority Population.

The state-level findings also indicate that the need for more workers in Oregon continues. Part of the impetus for Future Ready Oregon was the state's historically low labor force participation rate and unemployment rate, combined with employment projections that predicted the need for more workers. These trends continue through the most recently available data for the labor force as a whole and within the healthcare, manufacturing, and technology sectors. Future Ready Oregon participants had high representation in healthcare and social service industries (33 percent) and manufacturing industries (13 percent).

IMPLICATIONS

Collectively, these findings point back to the questions posed at the outset of this report: Does Future Ready Oregon lead to greater economic prosperity? Does Future Ready Oregon lead to greater equity?

Does Future Ready Oregon lead to greater economic prosperity?

One goal of Future Ready Oregon is to lead individuals and communities, businesses and industries, and the state as a whole to greater economic prosperity. It aims to do this by drawing new workers into the labor force; equipping new and returning workers with education, training, and workforce

skills to allow career growth; facilitating new postsecondary credentials, and improving pathways to in-demand fields that have career growth. Much of the evidence from the first three years of Future Ready Oregon indicates that the investment is making these impacts, though many steps of the process are not yet completed, and the potential magnitude of its impact is not yet clear.

Nevertheless, in this third year, nearly 15,000 Oregonians have utilized workforce development and support services through Future Ready Oregon, and most programs with direct service are still underway. About two-thirds of participants who were not employed before they engaged in these services became employed after participation. Though this evidence is indirect, it suggests Future Ready Oregon programs are successfully reaching Oregonians who are out of work and helping them find employment. A lack of complete SSN data prevents assessing the extent to which it might be leading to labor force expansion. For businesses and industries, results show relatively high proportions of participants employed in two of the program's focus industry sectors, healthcare and manufacturing. Though early, this suggests support for businesses facing labor shortages. Finally, Future Ready Oregon participants who were employed prior to their training/services have experienced rising earnings after the training/services, and the initial credential data shows that some participants are already earning new postsecondary credentials. Together, this suggests that the investment is indeed helping existing workers move into better paying jobs and perhaps into new careers.

Does Future Ready Oregon lead to greater equity?

Another goal for Future Ready Oregon is to create greater equity in the workforce system and the labor force as a whole. The evidence here is less complete than those for economic impacts, but the evidence that is available is consistent. Among the participants who reported their identity, 92 percent are from one or more of the Priority Populations named in the legislation. This result is in addition to low-income communities, because the services and trainings provided and the participants' earnings indicate that virtually all respondents represent this group. Thus, even without counting low-income communities, nearly all participants are from one or more of the underserved communities that Future Ready Oregon seeks to include in Oregon's workforce system.

In addition to the identities of participants, service-completion rates are consistently high across Priority Populations and programs, with all groups having overall completion rates of 90 percent or higher. This indicates that the work that grantees and administering agencies have done to reach communities and to provide equitable services and trainings are being successfully completed by participants.

Median hourly wages increased after participating in the program for every Priority Population, indicating overall positive outcomes from program participation. For total quarterly wages, nearly all Priority Populations saw increases as well in their median wages after participating in one of the Future Ready Oregon-funded programs, where employment data was available. While median total quarterly wages decreased for three groups—Pacific Islanders/Native Hawaiians, people with disabilities, and Veterans—this was likely due to their small sample size. Despite this, median hourly

wages increased for every Priority Population, indicating overall positive outcomes from program participation. (See Appendix E.)

In addition to these positive findings, there are some caveats. First, older Oregonians are underrepresented among Future Ready Oregon participants, compared both to the population in general and to the labor force. Not only is this an issue of equity, as older workers are more likely than middle-aged adults to face age discrimination, but it is also an issue of economic prosperity for businesses and the state. Oregon's population is growing most at older ages, and engaging these workers in the labor force is a key part of strengthening the state's economy. Second, employment outcomes results may change with more complete data, especially for Latino/a/x/Hispanic and younger participants, who were less represented among those with employment outcome data.

These findings do not provide the whole picture of Future Ready Oregon, as it is still growing and evolving. Existing programs continue to serve participants and build career pathways, and new ones are just getting underway. Participants who have completed services will continue to move forward in their jobs, and investments in capacity-building will continue to attract new participants. Even though new findings will emerge in the coming years, the findings here point consistently to greater economic prosperity and greater equity than if Future Ready Oregon had not been underway.

RECOMMENDATIONS

These findings and implications lead us to four recommendations for the coming years of Future Ready Oregon and for future investments in workforce development.

Continue Community Engagement

Future Ready Oregon programs have committed to building partnerships across the state to ensure that workforce development opportunities are culturally responsive and relevant, especially for the ten Priority Populations identified in the legislation. These partnerships were established during the legislative drafting process with contributions from the Governor's Office, the Governor's Racial Justice Council, community-based organizations (CBOs), employers, labor groups, and postsecondary educational institutions.

From the beginning of implementation into this third year, administering agencies and grantees have followed this priority with specific outreach to new communities and partners. Following the initial funding rounds in 2022, which included Prosperity 10,000, Registered Apprenticeships, Youth Programs, and Workforce Ready Grants, grant administrators identified Priority Populations that were underrepresented in the first funding cycle. Once these populations were recognized, program administrators reached out to the affected communities. For example, in 2024, the local workforce development boards reached out to CBOs that primarily serve one or more Priority Populations to improve the cultural relevancy and make connecting with a navigator more accessible as they were developing the Workforce Benefit Navigator program.

The impact of these efforts is evident in the high participation and completion rates across Priority Populations, as documented in all three Future Ready Oregon annual reports. More than nine in ten (92 percent) Future Ready Oregon participants are from one or more Priority Populations in addition to low income, and participants identifying with one or more Priority Population have a 94 percent completion rate for the workforce development programs. Each program has built partnerships with organizations serving Oregonians most likely to benefit from workforce development, while also actively engaging with Priority Population communities to discover effective strategies for better service delivery. This collaborative approach ensures that workforce services are comprehensive and tailored to meet local needs, resulting in high participation and completion rates among Priority Populations, highlighting the positive outcomes of these partnerships.

Recommendation 1: Future workforce investments, particularly those aimed at advancing equity, should intentionally engage specific underserved communities. Current investments should continue this approach.

Reach Oregonians Ages 40 and Older

Participation in Future Ready Oregon programs leans heavily toward younger individuals, with 40 percent of participants aged 24 and younger, 33 percent aged 25-39, and only 26 percent aged 40 or older. This trend is evident across all participant-serving programs. The lower participation rates among those over 40 suggest that this age group does not fully benefit from Future Ready Oregon's training and employment opportunities. To address this disparity, Future Ready Oregon programs should enhance their outreach strategies to engage and support Oregonians aged 40 and older, ensuring that they have equitable access to the programs designed to strengthen the workforce.

Adults over 40 are not only more likely to face age discrimination than younger adults, they also are less likely to be employed. Oregonians aged 55 to 64 participate in the labor force at significantly lower rates than those aged 20 to 54. They make up 15 percent of the labor force but account for only six percent of Future Ready Oregon participants. Similarly, individuals aged 44 to 55 comprise 20 percent of the labor force, yet they represent just 13 percent of Future Ready Oregon participants. This discrepancy raises concerns about whether Future Ready Oregon effectively reaches older Oregonians, particularly given the program's goal to expand access for individuals facing employment barriers, including age discrimination and disability. With population projections indicating substantial growth in the number of individuals aged 35 to 49 and 65 and older by 2030, older workers are poised to play a critical role in addressing labor gaps. Expanding outreach and support for older Oregonians will be essential in leveraging their contributions to Oregon's workforce.

Recommendation 2: Future Ready Oregon should increase engagement and outreach to Oregonians ages 40 and older.

Improve Data Collection

The way to determine if Future Ready Oregon increases the economic prosperity of Oregonians of individuals, businesses and the state is by following the employment outcomes of its participants. This includes their job placement rates, hours worked, quarterly earnings, and employment industry. However, we will not know if Future Ready Oregon is having this impact without participants' social security numbers. Social security numbers connect Future Ready Oregon data to job placement, wages, and employment industry. When social security numbers are unavailable, the match rate to these employment data is minimal.

Future Ready Oregon grantees are required to ask participants for their social security numbers and demographic information, though participants are not required to provide their information. HECC's Office of Research and Data provides ongoing support in the form of training materials, office hours, and individual appointments to facilitate data collection and submission, and many, though not all, all grantees connect to these supports. Currently, social security number reporting varies significantly across the programs, from 88 percent to 17 percent. The limited reporting and the inconsistency across programs reduce the accuracy of employment results and the amount we know about the program's impacts.

Ongoing challenges with data reporting persist in some other areas as well. Grantees reported career field or field of study for only 17 percent of their workforce development trainings. While some of these training services were undoubtedly general (e.g., general career exploration services), we do not know if only 17 percent are actually focused on particular fields or if grantees have not reported those fields. In addition, many community colleges struggle to submit complete Credit for Prior Learning data, hampering the ability to draw meaningful conclusions about program effectiveness. One positive result of the Future Ready Oregon Credit for Prior Learning program is that colleges and HECC staff continue to meet to resolve these difficulties, even after the grant is complete.

Recommendation 3: Future Ready Oregon grantees need to enhance their data collection practices, particularly in the areas of training and the collection of participants' social security numbers, to effectively track program impacts.

Engage Oregonians Outside of the Labor Force

The labor force is composed of two groups: those who are currently employed and those who are currently seeking work (i.e., unemployed). As traditionally measured, those who are not employed and not looking for work are out of the labor force. For Future Ready Oregon to realize its goal of labor force expansion, workforce development must reach both those who are in the labor force (employed or currently looking for work) and those who are not in the labor force (not currently looking for work). Those currently outside of the labor force include those who would welcome employment and the path to self-sufficiency it can provide but who face barriers such as disability, lack of childcare, no employment history, discrimination, or poor treatment at prior jobs, and more.

To date, Future Ready Oregon programs have successfully reached members of Priority Populations at higher rates than their presence in the labor force, which is an essential first indicator of labor force expansion. However, most of these groups also have relatively high unemployment, and it is possible that Future Ready Oregon has primarily reached those who were already actively seeking employment. Reaching those who are unemployed (i.e., actively looking) is one part of Future Ready Oregon's goals and success to this point. Reaching Oregonians who are outside of the labor force is also necessary to counteract the long-term declines in labor force participation that are part of the program's impetus.

We do not know the extent to which Future Ready Oregon programming has reached Oregonians outside of the labor force thus far; low reporting of social security numbers prevents determining this. However, because the program is half-way through its time period, we draw attention to this issue now to allow time for programs to strengthen their engagement with those outside of the labor force. In the first two years of Future Ready Oregon, many programs adjusted strategies to reach specific populations that had not had high participation, as noted above. Here too, we recommend special attention be focused on Oregonians outside of the labor force to ensure that participation. By reaching out to those currently outside of the labor force, Future Ready Oregon can increase the number of workers in Oregon.

Recommendation 4: Future Ready Oregon should ensure engagement and outreach is directed at individuals currently outside the labor force, not just those who are unemployed.

CONCLUSION

Taken together, this year's findings about Future Ready Oregon show positive outcomes and trends. They suggest that Future Ready Oregon is on track toward making the contributions to individual Oregonians and to the state's economy that it is intended to make. The program's emphasis on building partnerships with communities and addressing their specific needs has led to participation and completion of workforce training across the program's ten Priority Populations. Participants are beginning to earn postsecondary credentials, finding employment—many in the program's focus

industries, and experiencing rising wages. Though there are areas for improvement in the coming year, these promising results underscore the effectiveness of Future Ready Oregon's approach and are positive indicators of Future Ready Oregon's impact. Finally, the results also confirm that the state will continue to have a high need for workers for many years beyond the timeline of this investment. We will continue to track the impacts of Future Ready Oregon and the likely need for future workforce investments in the years to come.

APPENDIX A. REPORTING REQUIREMENTS OF SENATE BILL 1545 (2002)

This Appendix details the measures required to be included in the Future Ready Oregon annual report per ORS 660.364. For each required element, Table A.1 below lists the source of data, the inclusion status for this year’s report, and, for measures included, the time covered. Data come from a variety of sources for these measures, including state and federal agencies, educational institutions, Future Ready Oregon grantees, and others. For all of these sources, cleaning and analyzing data takes several months, and new data collections extend this time further as processes are put in place. For this reason, available data often lag months or years between collection and reporting. All measures for which data are available at the time of the report’s writing are included each year.

Table A.1. Future Ready Oregon Reporting Requirements.

Statute	Measure	Report Inclusion	Data Source	Time Period Covered
12.(1)(a)(A) 12.(1)(b)(A)	Number of individuals from priority populations registering for programs	All reports beginning with Year Two report	<ul style="list-style-type: none"> • Future Ready participant data • Future Ready service data 	Spring 2022 to Quarter 2 of report year
12.(1)(a)(A) 12.(1)(b)(A)	Number of individuals from priority populations completing programs	All reports beginning with Year Two report	<ul style="list-style-type: none"> • Future Ready participant data • Future Ready service data 	Spring 2022 to Quarter 2 of report year
12.(1)(a)(B) 12.(1)(b)(B)	Job placement rates of participants	All reports beginning with Year Three report	<ul style="list-style-type: none"> • Future Ready participant data • Community college, public university, private career school student data • OED Unemployment Insurance (UI) wage data 	2020 through Quarter 2 of report year
12.(1)(a)(B)	Wages and salary earnings	All reports beginning with Year Three report	<ul style="list-style-type: none"> • Future Ready participant data • Community college, public university, private career school student data • OED UI wage data 	2020 through Quarter 2 of report year
12.(1)(a)(B)	Health and retirement benefits provided for participants	All reports beginning with Year Four report	<ul style="list-style-type: none"> • Future Ready participant data • Survey of former participants 	To be determined
12.(1)(a)(C) 12.(1)(b)(C)	Description of new or expanded workforce programs, incl. for youth paid work experiences	All reports as needed	<ul style="list-style-type: none"> • Program documents • Interviews with HECC staff • Surveys of grantees 	Varies by program
12.(1)(a)(D)	Types and amounts of supports and services	All reports as needed	<ul style="list-style-type: none"> • Program documents • Interviews with HECC staff • Surveys of grantees 	Varies by program
12.(3)(a)	Statewide labor force participation rates, overall and by race, age, gender and geographical area	All reports	<ul style="list-style-type: none"> • OED • U.S. Census Bureau • OHSU geography classification 	2022 to Quarter 2 of report year

Statute	Measure	Report Inclusion	Data Source	Time Period Covered
12.(3)(a)(A)	Long-term employment projections for health care and manufacturing	All reports	<ul style="list-style-type: none"> OED UI wage data 	10-year projections
12.(3)(a)(B)	Progress made toward statewide educational attainment goals	All reports	<ul style="list-style-type: none"> Community college, public university, private career school student data Aggregate totals from private, exempt institutions 	1.5 year lag from report year
12.(3)(a)(C)	Projections related to postsecondary educational attainment needs	All reports	<ul style="list-style-type: none"> OED employment projections OED occupational wage data 	10-year projections
12.(3)(b)(A) 12.(3)(b)(B)	The percentage of participants, compared to share of statewide labor force, by race, gender	All reports beginning with Year Two report	<ul style="list-style-type: none"> OED UI wage data U.S. Census Bureau OHSU geography classification Future Ready participant data 	Spring 2022 through Quarter 2 of report year
12.(3)(b)(C)	The percentage of participants who received a postsecondary credential, compared to share of statewide labor force, by race, age, gender and geographical area	All reports beginning with Year Three report	<ul style="list-style-type: none"> Future Ready participant data Community college, public university, private career school student data National Student Clearinghouse data OED UI wage data U.S. Census Bureau OHSU geography classification 	Spring 2022 through Quarter 2 of report year
12.(3)(b)(D)	The percentage of participants who received a postsecondary credential, compared to statewide education goals, by race, age, gender and geographical area	All reports beginning with Year Three report	<ul style="list-style-type: none"> Future Ready participant data Community college, public university, private career school student data National Student Clearinghouse data 	Spring 2022 through Quarter 2 of report year
12.(3)(b)(E)	Job placement rates of participants, compared to long-term employment projections for health care and manufacturing, by race, age, gender, geography	All reports beginning with Year Three report	<ul style="list-style-type: none"> Future Ready participant data Community college, public university, private career school student data OED UI wage data OHSU geography classification 	2020 through Quarter 2 of report year

APPENDIX B. TRAUMA-INFORMED DATA COLLECTION MATERIALS



Future Ready Oregon Trauma Informed Data Collection

March 23, 2023

Why Collect Participant-Level Data Regarding Future Ready Oregon Programs?

Simply put: We collect participant-level data for Future Ready Oregon programs to evaluate the impact of the \$200 million investment. The purpose of the participant-level data collection is to answer two intertwined questions, representing the goals of Future Ready Oregon:

- 1) Does Future Ready Oregon lead to greater economic security for individuals, communities, businesses, industries, and Oregon overall?
- 2) Does Future Ready Oregon improve equity, especially for priority populations,⁷⁶ across workforce training, employment, industries, and career advancement?

The outcomes that will be measured annually provide insight into the progress of achieving the goals. These results will culminate into recommendations for future investments that lead to equitable outcomes and reduced labor shortages. The outcomes include the following:

- Changes employment, earnings, and possessing retirement and health benefits of individuals across priority populations
- Changes in labor shortages in high-demand industries and extent to which changes occur equitably
- Changes in meeting Oregon's education goals and extent of which changes occur equitably
- Identifying the programs and mix of programs that equitably yield gainful employment and equitably address industry shortages

⁷⁶ Future Ready Oregon priority populations include People of Color, women, people with systemically nondominant gender identities and sexual orientation, Veterans, member of Oregon's nine federally recognized Native American tribes, people living in rural or frontier communities, people experiencing disabilities, people with low-incomes, people who are currently or recently incarcerated.

Basic Tenets of Trauma-Informed Data Collection⁷⁷:

- Trauma takes many forms. Trauma can be a one-time incident like an assault or serious accident, a chronic situation like domestic violence or war, or can result from generations of discrimination and maltreatment of a specific culture or people.
- Compassion and empathy is key to trauma-informed data collection. Be sure to listen and respond to the questions and concerns of the participants responding to the questions. Be prepared to engage with people of different backgrounds in an empathetic, non-judgmental way.
- Provide participants with the ability to control how they respond to the questions since trauma often includes loss of control for a person.
- Transparency is crucial for trauma informed data collection. Make it clear what types of questions you will ask in the introduction, why we ask the questions, and what we will do with the information collected.
- Consider environmental, political, and interviewer factors that may remind participants of aspects of their trauma.

Guidelines for answers to questions from Future Ready Oregon participants⁷⁸

- Use common sense.
- If a person does not want to answer any of these questions, move on. (Answering the priority populations questions is not an eligibility criterion.)
- Everyone has bias, both unconscious and conscious bias. Please be mindful of those biases to make sure you communicate with each participant equitably and supportively.

What not to say:

- You are asked these questions because the government says I have to.
- This will help us hire staff to better meet your needs.

What to say:

- Your answers will help us make sure everyone receives access to workforce development opportunities as well as make sure the strategies and programs help bridge you and people like you to gainful employment with health and retirement benefits.

⁷⁷ Johnson, Nora. Amherst H. Wilder Foundation. “Trauma-Informed Evaluation: Tip Sheet for Collecting Information.” October 2016. [Trauma-Informed Evaluation \(wilder.org\)](https://www.wilder.org).

⁷⁸ Information is adapted from the Oregon Department of Social and Health Services, Oregon Health Authority; Equity and Inclusion Division. Race, Ethnicity, Language, and Disability (REALD) Implementation. March 23, 2023. <https://www.oregon.gov/oha/EI/Pages/REALD.aspx>.

- We ask everyone about their race, ethnicity, Veteran status, gender identity, sexual orientation, Tribal membership, where they live, disability status, current or history of incarceration, and age. Your information will be used for reporting and research purposes only. Your name, date of birth or other personal information are not used for reporting and research but are needed to identify unique individuals. (Individuals can enroll in more than one Future Ready Oregon program or service.) Your responses will not impact your services or ability to receive benefits in any way. We ask these questions to evaluate and make sure everyone who needs workforce development opportunities can access and benefit from these opportunities.

Responses to Potential Participants' Questions⁷⁹

- **Respondent:** Why are you asking me all these questions?

These questions were designed to help us identify and address avoidable differences in access to and benefit from workforce development services. We collect the same information from everyone. You always have the choice to decline to answer each question by selecting "Prefer not to answer."

- **Respondent:** How should I answer this question?

I can't tell you how to answer the question. You should answer however you are most comfortable answering or however you identify. If you are uncomfortable answering the question, you may decline to answer.

- **Respondent:** It's none of your business.

I understand why you might feel that way. I am required to ask each individual to complete the form. You do have opportunity to answer or decline to answer each individual question. It is important that we have the opportunity to hear from you.

- **Respondent:** Will my answers to these questions affect my ability to get services?

Absolutely not! Your responses will not negatively impact your services or ability to receive benefits in any way. They can only help you.

- **Respondent:** Are you trying to find out if I'm a U.S. citizen?

No. Definitely not! Also, you should know that confidentiality of what you say is protected by law. We do not share this information with anyone.

- **Respondent:** I was born in X (e.g., Nigeria), but I've really lived here all my life. What should I say?

That is up to you. You write in any term you want or select the answer that you identify with.

- **Respondent:** I'm American.

You can write American in the response list for the race and ethnicity question.

- **Respondent:** Can't you tell by looking at me?

We find it is better to let people tell us. We don't want to assume anything about how people identify or how they want to describe themselves. If you don't identify with any of the choices, you can choose

⁷⁹ Questions and responses are taken from the Oregon Department of Social and Health Services, Oregon Health Authority; Equity and Inclusion Division. Race, Ethnicity, Language, and Disability (REALD) Implementation. March 23, 2023. <https://www.oregon.gov/oha/EI/Pages/REALD.aspx>.

“Prefer not to answer.”

- **Respondent:** Why do you care? We’re all human beings.

Thank you, I understand that you feel that way. There is a lot of evidence that people are treated differently based on race or ethnicity. Your responses will help us make sure everyone is treated fairly. (Pause to allow the individual to respond.)

- **Respondent:** I’m human.

Yes, I can understand your feelings. Did you want to choose one of the existing categories, write a different response or “Prefer not to answer.” As a reminder, for the race categories, you are welcome to choose multiple categories as well.

- **Respondent:** Why do you care?

We want to make sure everyone is treated fairly. So, we use this information to check and make sure that everyone has access to workforce development opportunities. If we find a problem, we fix it.

- **Respondent:** Who looks at this information?

This information will be used for reporting and research purposes only. Your name, date of birth or other personal information are not used for reporting and research. It will not impact your services or ability to receive benefits in any way.

- **Respondent:** Will this keep me from participating in the workforce development opportunity?

No. Knowing this information helps evaluators determine whether all people, especially people from priority populations, are able to access and benefit from the Future Ready Oregon programs. (The priority populations include people of color, women, people with systemically nondominant gender identities and sexual orientation, Veterans, member of Oregon’s nine federally recognized Native American tribes, people living in rural or frontier communities, people experiencing disabilities, people with low-incomes, people who are currently or recently incarcerated.)



Future Ready Oregon

Intake Form Questions: Instructions & Examples

Updated: April 19, 2023

Document Purpose and Description

The instructions and examples in this document are intended to assist Grantees for Future Ready Oregon Workforce Ready Grants in developing a questionnaire for program participants. Program participant data is required as part of the quarterly report for Workforce Ready Grants for those Grantees who have participants. For information or questions about data collection or reporting contact Shanda Haluapo [shanda.haluapo@hecc.oregon.gov].

Although all questions must be asked of a program participant, they are not required to answer any of the questions asked in the questionnaire, excluding their name. If they do not wish to answer it should be coded as “Prefer Not to Answer.” For data submission purposes Name and Date of Birth are fields that must be completed.

Introduction Statement (for participant questionnaire)

This [insert name of program/service] is funded by Future Ready Oregon, an investment made for you by Oregon’s legislature in 2022. The purpose of Future Ready Oregon is to ensure all people have access to and benefit from the workforce development opportunities. You may find some of the questions asked on this form to be personal or seem irrelevant to the program. These personal characteristics or experience questions help to make sure all Oregonians are benefiting from the workforce development opportunities.

If you come across a question that you do not want to answer, please choose “Prefer Not to Answer.”

The information you provide will be used for reporting and research purposes only, including statewide employment outcomes. These questions were designed to help us identify and address avoidable differences in access to and benefit from workforce development services. We ask the same information from everyone. You always have the choice to decline to answer each question by selecting “Prefer not to answer.” The data will be transmitted from the program provider to the Oregon Higher Educational Coordinating Commission through a secure portal that requires multifactor authentication. The data is then encrypted and stored by the Oregon Higher Education Coordinating Commission. The only people who have access to the data are those employed by the Higher Education Coordinating Commission who have been authorized to store and analyze the information.

Data Collected Example Questions

1 Names are used in combination with date of birth to help identify if Oregonians are being served by more than one Future Ready Oregon program. This information is used to determine if a mix of workforce development services are more effective overall and for communities of people.

Please write your Legal Name (First Name, Middle Initial(s), Last Name) on the line below:

(First)

(Middle)

(Last)

2 Social security numbers will be used to identify if Oregonians are being served by more than one Future Ready Oregon program. This information is used to determine if a mix of workforce development services are more effective overall and for different communities of people.

What is your social security number?

3 Date of birth serves two purposes.

What is your date of birth?

- Age identifies individuals from

one of the priority populations: Individuals who disproportionately experience discrimination in employment based on age.

Month Day Year

- Used in combination with name, the date of birth helps identify if Oregonians are being served by more than one Future Ready Oregon program. This is used to determine if a mix of workforce development services are more effective overall and for communities of people.

4 **Addresses** will be used to follow-up with participants about employment outcomes, industries, and other expected outcomes of Future Ready Oregon workforce development programs. In addition, an address is used to make sure people from regions throughout Oregon

What is your address?

Street Address

City

State

Zip Code

<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>
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are able to access and benefit from the Future Ready Oregon programs. Knowing this information helps evaluators determine whether people living in rural and frontier areas are able to access and benefit from the Future Ready Oregon programs.

5 Email addresses are used to follow-up with participants about employment outcomes, industries, and other expected outcomes of Future Ready Oregon workforce development programs. What is your email address? _____

6 Phone numbers are used to follow-up with participants about employment outcomes, industries, and other expected outcomes of Future Ready Oregon workforce development programs. What is your phone number? _____

7 **Gender** helps evaluators determine whether all genders are able to access and benefit from the Future Ready Oregon programs.

Whats is your gender identity (select one)?

- Female
- Male
- Transgender Female
- Transgender Male
- Gender Variant/Non-Conforming
- Not Listed: _____
- Prefer not to answer

8 **Sexual orientation** is used because people with nondominant sexual orientation is a priority population of Future Ready Oregon. Knowing this information helps evaluators determine whether people with systemically nondominant sexual orientations are able to access and benefit from the Future Ready Oregon programs.

What is your sexual orientation (select one)?

- Asexual
- Bisexual
- Gay/Lesbian
- Heterosexual/Straight
- Pansexual
- Queer
- A sexual orientation not listed here: _____
- Prefer not to answer

9 **Race** is used because People of Color are a priority population of Future Ready Oregon. Knowing this information helps evaluators determine whether all races are able to access and benefit from the

Please select your race(s) and ethnicity(ies). Select all that apply:

- Asian or Asian American
- Black or African American
- Hispanic, Latina, Latino, or Latinx
- Native American or Alaskan Native
- Native Hawaiian or Other Pacific Islander
- White

Future Ready Oregon programs.

- Not Listed: _____
- Prefer not to answer

10 Native American tribal membership is used because members of Oregon's nine federally recognized Native American tribes are a priority population of Future Ready Oregon. Knowing this information helps evaluators determine whether members of Oregon's nine federally recognized Native American tribes are able to access and benefit from the Future Ready Oregon programs.

Are you a member of one of Oregon's nine federally recognized Native American tribes? If so, please select the Tribe:

- Yes, please identify which Tribe in the responses below:
 - Burns Paiute Tribe
 - Confederated Tribes of Coos, Lower Umpqua and Siuslaw
 - Coquille Indian Tribe
 - Cow Creek Band of Umpqua Tribe of Indians
 - Confederated Tribes of The Grand Ronde
 - Klamath Tribes
 - Confederated Tribes of Siletz Indians
 - Confederated Tribes of the Umatilla Indian Reservation
 - Confederated Tribes of Warm Springs Reservation
 - A different Federally Recognized Tribe
 - A different Oregon based tribe, not federally recognized
 - Tribes outside of Oregon not federally recognized
 - Prefer not to answer
- No

11 Physical or mental impairment is used because people with disabilities are a priority population of Future Ready Oregon. Knowing this information helps evaluators determine whether people with a disability are able to access and benefit

Do you have a physical or mental impairment which substantially limits one or more major life activities?

- Yes
- No
- Prefer not to answer

from the Future Ready Oregon programs.

- 12 Military service** is used because Veterans are a priority population of Future Ready Oregon. Knowing this information helps evaluators determine whether Veterans are able to access and benefit from the Future Ready Oregon programs.
- Have you served in the active military, naval, or air service and discharged or released under conditions other than dishonorable?
- Yes
 - No
 - Prefer not to answer

- 13 Annual household income** is used because people with low-incomes are a priority population of Future Ready Oregon. Knowing this information helps evaluators determine whether people with low-incomes are able to access and benefit from the Future Ready Oregon programs.
- What is your annual household or family income? (If you don't know your annual household income, please estimate it as best you can.)
- \$ _____

- 14 Family members** in a household is used because this information coupled with your annual
- Including yourself, how many family members live in your home?
- _____

household income are used to determine whether people are low-income or not. People with low-incomes are a priority population of Future Ready Oregon. Knowing this information helps evaluators determine whether people with low-incomes are able to access and benefit from the Future Ready Oregon programs.

15 Detained or confined individuals in a prison, jail, or detention center are used because currently and recently incarcerated people are a priority population of Future Ready Oregon. Knowing this information helps evaluators determine whether people currently or recently incarcerated people are able to access and benefit from the Future Ready Oregon programs.

Are you currently or have been detained or confined in a prison, jail, or detention center due to accused criminal activity?

- Yes
- No
- Prefer not to answer

16 Current employment is used

Are you currently employed?

to measure any employment change after participating in the Future Ready Oregon program, as employment is one of the goals of Future Ready Oregon programs.

- Yes
- No
- Prefer not to answer

17 Educational attainment is used to measure any change after participating in the Future Ready Oregon program, as training and educating more people is one of the goals of Future Ready Oregon programs.

What is the highest level of education you completed?

- No H.S. Diploma or Equivalent
- High School Diploma or GED
- Some College or Postsecondary Training
- Postsecondary Certificate
- Associates Degree
- Bachelor’s Degree or Higher
- Unknown

Answer Codes

Question	Answer (Code)
<p>7. Please select the gender identity you most identify with (select one):</p>	<ul style="list-style-type: none"> <input type="radio"/> Female (code=F) <input type="radio"/> Male (code=M) <input type="radio"/> Transgender Female (code=X) <input type="radio"/> Transgender Male (code=X) <input type="radio"/> Gender Variant/Non-Conforming (code=X) <input type="radio"/> Not Listed: _____ (code=X) <input type="radio"/> Prefer not to answer (code=U)

<p>8. How do you identify your sexual orientation (select one):</p>	<ul style="list-style-type: none"> ○ Asexual (Code as Y) ○ Bisexual (Code as Y) ○ Gay/Lesbian (Code as Y) ○ Heterosexual/Straight (Code as N) ○ Pansexual (Code as Y) ○ Queer (Code as Y) ○ A sexual orientation not listed here: _____ (Code as Y) ○ Prefer not to answer (Code as U)
<p>9. Please select your race and ethnicity (ies). Select all that apply:</p>	<ul style="list-style-type: none"> ○ Asian or Asian American (Code=Y in related column) ○ Black or African American (Code=Y in related column) ○ Hispanic, Latina, Latino, or Latinx (Code=Y in related column) ○ Native American or Alaskan Native (Code=Y in related column) ○ Native Hawaiian or Other Pacific Islander (Code=Y in related column) ○ White (Code=Y in related column) ○ Not Listed: _____ ○ Prefer not to answer (If this is selected, use the code “U” in all race categories.)
<p>10. Are you a member of one of Oregon’s nine federally recognized Native American tribes:</p>	<ul style="list-style-type: none"> ○ Yes, please identify which Tribe in the responses below (Tribal Membership=Y): (put one of the following codes in the Tribal Code) <ul style="list-style-type: none"> ○ Burns Paiute Tribe (code=144) ○ Confederated Tribes of Coos, Lower Umpqua and Siuslaw (code=152)

	<ul style="list-style-type: none"> ○ Coquille Indian Tribe (code=155) ○ Cow Creek Band of Umpqua Tribe of Indians (code=153) ○ Confederated Tribes of The Grand Ronde (code=141) ○ Klamath Tribes (code=140) ○ Confederated Tribes of Siletz Indians (code=142) ○ Confederated Tribes of the Umatilla Indian Reservation (code=143) ○ Confederated Tribes of Warm Springs Reservation (code=145) ○ A different Federally Recognized Tribe (code=200) ○ A different Oregon based tribe, not federally recognized (code=201) ○ Tribes outside of Oregon not federally recognized (code=202) ○ Prefer not to answer (code=203) ○ No (Tribal Membership=N)
<p>17. What is the highest level of education you completed:</p>	<ul style="list-style-type: none"> ○ No H.S. Diploma or Equivalent (Code =1) ○ High School Diploma or GED (Code=2) ○ Some College or Postsecondary Training (Code=3) ○ Postsecondary Certificate (Code=4) ○ Associates Degree (Code=5) ○ Bachelor's Degree or Higher (Code=6) ○ Unknown (Code=7)

APPENDIX C: OREGON POPULATION BY PRIORITY POPULATION

Table C.1. Representation of Priority Populations in Oregon Population, 2022.

Priority Population	Number	Percent
By Race/Ethnicity¹		
Asian American/Asian	210,022	5.0%
Black/African American	86,653	2.0%
Latino/a/x /Hispanic	609,534	14.4%
Native American/Alaska Native	42,964	1.1%
Native Hawaiian/Pacific Islander	13,113	0.4%
Two or More Races	151,345	3.6%
White	3,118,334	73.5%
By Gender¹		
Female	2,118,486	50%
Male	2,121,651	50%
Non-Binary	N/A	N/A
By Age¹		
Ages 16 to 24	460,462	13%
Ages 25-39	895,308	26%
Ages 40 and Older	2,139,560	61%
By Geography²		
Frontier	96,950	2%
Rural	1,332,260	31%
Urban	2,866,511	67%
Persons Incarcerated or Formerly Incarcerated	N/A	N/A
Federally Recognized Tribal Member ³	24,000 (unverified)	0.6%
Veteran ⁴	232,700	7.4% of adults
Person with a Disability ⁵	982,335	28% of adults
Adults who Identifies with LGBTQ+ Community ⁶	253,300	7.8%

¹ U.S. Census Bureau for race/ethnicity, gender, age, American Community Survey; <https://data.census.gov/table/ACSDP1Y2022.DP05?q=sex%20population%20in%20oregon%20in%202022> Table DP05.

² OHSU Office of Rural Health for geography (2023); [https://www.ohsu.edu/oregon-office-of-rural-health/about-rural-and-frontier-data#:~:text=Using%202023%20Claritas%20data%2C%2031,\(2%2C866%2C511\)%20in%20urban%20areas.](https://www.ohsu.edu/oregon-office-of-rural-health/about-rural-and-frontier-data#:~:text=Using%202023%20Claritas%20data%2C%2031,(2%2C866%2C511)%20in%20urban%20areas.)

³ Oregon Legislative Commission on Indian Services for federal tribal membership (unverified).

⁴ Oregon Department of Veterans Affairs for veterans (unverified).

⁵ U.S. Centers for Disease Control and Prevention for disability, (2024) <https://www.cdc.gov/ncbddd/disabilityandhealth/impacts/oregon.html>

⁶ Flores, A. R., & Conron, K. J. (2023, December). Adult LGBT Population in the United States. Williams Institute. <https://williamsinstitute.law.ucla.edu/publications/adult-lgbt-pop-us/>

APPENDIX D: OREGON CIVILIAN NON-INSTITUTIONALIZED POPULATION LABOR FORCE PARTICIPATION

Table D.1. Oregon Civilian Non-Institutionalized Population Labor Force Participation Trends by Demographic.

	2018	2019	2020	2021	2022	2023
Overall Labor Force Participation Rate (ages 20-64)		78%	78%	77%	79%	80%
Overall Labor Force Participation Rate (ages 16 and older)		63%	63%	62%	62%	63%
By Race (ages 16 and up) LFPR						
Asian alone		67%	65%	66%	70%	71%
Black or African American alone		65%	66%	64%	71%	67%
Hispanic or Latino origin (of any race)		73%	73%	72%	73%	74%
Native American and Alaska Native alone		63%	60%	68%	67%	66%
Native Hawaiian and Other Pacific Islander alone		*	0.748	*	*	*
Two or more races		67%	69%	67%	68%	70%
Some other race alone		75%	73%	72%	72%	72%
White alone		62%	62%	60%	60%	60%
By Sex (ages 20--64) LFPR						
Male		82%	82%	81%	82%	83%
Female		75%	74%	74%	76%	76%
By Geography Type LFPR*						
Frontier	52%	52%	52%	52%	52%	
Rural	55%	55%	56%	56%	56%	
Urban	66%	66%	66%	66%	66%	
By Age Percent of Labor Force						
16 to 19 years		40%	40%	42%	44%	43%
20 to 24 years		78%	78%	76%	80%	80%
25 to 34 years		83%	83%	83%	85%	84%
35 to 44 years		83%	83%	83%	83%	84%
45 to 54 years		83%	81%	81%	82%	83%
55 to 64 years		64%	63%	63%	64%	64%
65 years +		17%	17%	16%	17%	17%

Source: U.S. Census, Table S2301;

<https://data.census.gov/table/ACSST1Y2023.S2301?t=Employment+and+Labor+Force+Status&g=040XX00US41>.

*Data from U.S. Census, Table DP03;

[https://data.census.gov/table/ACSDP5Y2022.DP03?t=Employment%20and%20Labor%20Force%20Status&g=040XX00US41\\$8600000](https://data.census.gov/table/ACSDP5Y2022.DP03?t=Employment%20and%20Labor%20Force%20Status&g=040XX00US41$8600000).

Table D.2. Oregon Civilian Non-Institutionalized Population Three Year Rolling Average of Labor Force Participation Trends.

	2021	2022	2023
Overall Labor Force Participation Rate (ages 20-64)	78%	78%	79%
Overall Labor Force Participation Rate (ages 16 and older)	62%	62%	62%
By Race (ages 16 and up) LFPR			
American Indian and Alaska Native alone	64%	65%	67%
Asian alone	66%	67%	69%
Black or African American alone	65%	67%	67%
Hispanic or Latino origin (of any race)	73%	73%	73%
Native Hawaiian and Other Pacific Islander alone	75%	75%	--
Two or more races	67%	68%	68%
Some other race alone	73%	72%	72%
White alone	61%	61%	60%
By Sex (ages 20--64)			
Male	82%	82%	82%
Female	74%	74%	75%
By Geography Type (ages 16 and older)*			
Frontier	52%	52%	
Rural	56%	56%	
Urban	66%	66%	
By Age			
16 to 19 years	41%	42%	43%
20 to 24 years	77%	78%	78%
25 to 34 years	83%	84%	84%
35 to 44 years	83%	83%	83%
45 to 54 years	82%	81%	82%
55 to 64 years	63%	63%	64%
65 years +	17%	17%	17%

Source: U.S. Census, Table S2301;

<https://data.census.gov/table/ACSST1Y2023.S2301?t=Employment+and+Labor+Force+Status&g=040XX00US41>.

*Data from U.S. Census, Table DP03;

[https://data.census.gov/table/ACSDP5Y2022.DP03?t=Employment%20and%20Labor%20Force%20Status&g=040XX00US41\\$8600000](https://data.census.gov/table/ACSDP5Y2022.DP03?t=Employment%20and%20Labor%20Force%20Status&g=040XX00US41$8600000).

APPENDIX E: FUTURE READY OREGON SUPPORT SERVICES AND EMPLOYMENT OUTCOMES BY PRIORITY POPULATION

Table E.1. Future Ready Oregon Support Services Received by Priority Population.

Demographic	Support Service	Number of Unique Participants	Percent of Unique Participants	Number of Services Received	Sum of Dollars Spent on Participants	Median Dollars Spent on Participants
By Race						
Asian American/Asian	Tuition and Fees Assistance	63	0%	103	\$149,080	\$800
Asian American/Asian	Food Assistance	*	*	*	*	*
Asian American/Asian	Other	26	0%	35	\$13,055	\$170
Asian American/Asian	Residential Assistance	*	*	*	*	*
Asian American/Asian	Stipend	49	0%	63	\$59,462	\$1,000
Asian American/Asian	Tools, Supplies, Equipment, Uniform, Technology	30	0%	37	\$11,211	\$346
Asian American/Asian	Transportation	21	0%	44	\$2,437	\$50
Black/African American	Tuition and Fees Assistance	128	1%	203	\$387,058	\$1,636
Black/African American	Childcare	*	*	*	*	*
Black/African American	Food Assistance	16	0%	16	\$481	\$34
Black/African American	Other	104	1%	130	\$16,126	\$134
Black/African American	Residential Assistance	40	0%	66	\$47,110	\$200
Black/African American	Stipend	82	1%	124	\$105,015	\$1,250

Demographic	Support Service	Number of Unique Participants	Percent of Unique Participants	Number of Services Received	Sum of Dollars Spent on Participants	Median Dollars Spent on Participants
Black/African American	Tools, Supplies, Equipment, Uniform, Technology	43	0%	50	\$16,375	\$346
Black/African American	Transportation	107	1%	205	\$14,840	\$45
Latino/a/x /Hispanic	Tuition and Fees Assistance	207	1%	345	\$473,277	\$712
Latino/a/x /Hispanic	Childcare	*	*	*	*	*
Latino/a/x /Hispanic	Food Assistance	65	0%	67	\$3,735	\$33
Latino/a/x /Hispanic	Other	159	1%	216	\$24,798	\$62
Latino/a/x /Hispanic	Residential Assistance	26	0%	35	\$36,195	\$540
Latino/a/x /Hispanic	Stipend	78	1%	82	\$31,515	\$1,000
Latino/a/x /Hispanic	Tools, Supplies, Equipment, Uniform, Technology	117	1%	136	\$42,048	\$248
Latino/a/x /Hispanic	Transportation	98	1%	142	\$16,305	\$50
Native American/Alaska Native	Tuition and Fees Assistance	38	0%	60	\$194,861	\$3,000
Native American/Alaska Native	Food Assistance	*	*	*	*	*
Native American/Alaska Native	Other	37	0%	50	\$8,900	\$126
Native American/Alaska Native	Residential Assistance	11	0%	16	\$11,195	\$675
Native American/Alaska Native	Stipend	53	0%	96	\$79,561	\$1,000

Demographic	Support Service	Number of Unique Participants	Percent of Unique Participants	Number of Services Received	Sum of Dollars Spent on Participants	Median Dollars Spent on Participants
Native American/Alaska Native	Tools, Supplies, Equipment, Uniform, Technology	*	*	*	*	*
Native American/Alaska Native	Transportation	39	0%	74	\$4,881	\$50
Native Hawaiian/Pacific Islander	Tuition and Fees Assistance	10	0%	19	\$26,559	\$860
Native Hawaiian/Pacific Islander	Food Assistance	*	*	*	*	*
Native Hawaiian/Pacific Islander	Other	*	*	*	*	*
Native Hawaiian/Pacific Islander	Residential Assistance	*	*	*	*	*
Native Hawaiian/Pacific Islander	Stipend	*	*	*	*	*
Native Hawaiian/Pacific Islander	Tools, Supplies, Equipment, Uniform, Technology	*	*	*	*	*
Native Hawaiian/Pacific Islander	Transportation	*	*	*	*	*
Two or More Races	Tuition and Fees Assistance	281	2%	545	\$823,382	\$750
Two or More Races	Childcare	*	*	*	*	*
Two or More Races	Food Assistance	63	0%	72	\$9,508	\$165
Two or More Races	Other	236	2%	325	\$99,367	\$144
Two or More Races	Residential Assistance	52	0%	78	\$82,828	\$403
Two or More Races	Stipend	93	1%	126	\$79,530	\$1,000

Demographic	Support Service	Number of Unique Participants	Percent of Unique Participants	Number of Services Received	Sum of Dollars Spent on Participants	Median Dollars Spent on Participants
Two or More Races	Tools, Supplies, Equipment, Uniform, Technology	144	1%	180	\$40,822	\$165
Two or More Races	Transportation	147	1%	235	\$46,898	\$50
White	Tuition and Fees Assistance	836	6%	1529	\$2,918,672	\$1,500
White	Childcare	*	*	*	*	*
White	Food Assistance	118	1%	137	\$19,376	\$100
White	Other	755	5%	971	\$408,347	\$220
White	Residential Assistance	161	1%	288	\$312,235	\$640
White	Stipend	206	1%	266	\$189,734	\$1,250
White	Tools, Supplies, Equipment, Uniform, Technology	348	2%	478	\$116,440	\$200
White	Transportation	412	3%	818	\$144,605	\$50
By Gender						
Female	Tuition and Fees Assistance	543	4%	1003	\$1,715,461	\$1,345
Female	Childcare	13	0%	16	\$8,361	\$300
Female	Food Assistance	54	0%	62	\$7,323	\$150
Female	Other	531	4%	756	\$177,629	\$150
Female	Residential Assistance	122	1%	200	\$223,803	\$612
Female	Stipend	195	1%	259	\$165,685	\$1,000

Demographic	Support Service	Number of Unique Participants	Percent of Unique Participants	Number of Services Received	Sum of Dollars Spent on Participants	Median Dollars Spent on Participants
Female	Tools, Supplies, Equipment, Uniform, Technology	223	2%	306	\$77,060	\$184
Female	Transportation	345	2%	629	\$98,579	\$50
Male	Tuition and Fees Assistance	726	5%	1322	\$2,061,093	\$554
Male	Childcare	*	*	*	*	*
Male	Food Assistance	202	1%	220	\$24,984	\$82
Male	Other	674	5%	800	\$205,570	\$153
Male	Residential Assistance	132	1%	210	\$239,317	\$799
Male	Stipend	312	2%	408	\$272,532	\$1,100
Male	Tools, Supplies, Equipment, Uniform, Technology	361	3%	439	\$113,085	\$210
Male	Transportation	377	3%	697	\$97,407	\$50
Non-Binary	Tuition and Fees Assistance	23	0%	31	\$59,422	\$511
Non-Binary	Childcare	*	*	*	*	*
Non-Binary	Food Assistance	23	0%	27	\$1,750	\$130
Non-Binary	Other	25	0%	31	\$7,039	\$145
Non-Binary	Residential Assistance	*	*	*	*	*
Non-Binary	Stipend	26	0%	31	\$10,360	\$100

Demographic	Support Service	Number of Unique Participants	Percent of Unique Participants	Number of Services Received	Sum of Dollars Spent on Participants	Median Dollars Spent on Participants
Non-Binary	Tools, Supplies, Equipment, Uniform, Technology	22	0%	33	\$4,810	\$84
Non-Binary	Transportation	16	0%	21	\$3,677	\$50
By Age						
Ages 24 and Younger	Tuition and Fees Assistance	415	3%	804	\$1,249,103	\$554
Ages 24 and Younger	Childcare	*	*	*	*	*
Ages 24 and Younger	Food Assistance	224	2%	248	\$20,389	\$82
Ages 24 and Younger	Other	400	3%	499	\$252,233	\$158
Ages 24 and Younger	Residential Assistance	50	0%	83	\$110,076	\$800
Ages 24 and Younger	Stipend	224	2%	287	\$63,360	\$100
Ages 24 and Younger	Tools, Supplies, Equipment, Uniform, Technology	304	2%	365	\$85,092	\$200
Ages 24 and Younger	Transportation	259	2%	388	\$46,508	\$50
Ages 25-39	Tuition and Fees Assistance	691	5%	1214	\$2,417,735	\$1,583
Ages 25-39	Childcare	13	0%	13	\$7,786	\$410
Ages 25-39	Food Assistance	44	0%	47	\$8,684	\$165
Ages 25-39	Other	530	4%	716	\$201,893	\$181
Ages 25-39	Residential Assistance	124	1%	213	\$235,520	\$600
Ages 25-39	Stipend	243	2%	324	\$294,206	\$1,250

Demographic	Support Service	Number of Unique Participants	Percent of Unique Participants	Number of Services Received	Sum of Dollars Spent on Participants	Median Dollars Spent on Participants
Ages 25-39	Tools, Supplies, Equipment, Uniform, Technology	247	2%	334	\$91,542	\$210
Ages 25-39	Transportation	310	2%	587	\$102,759	\$50
Ages 40 and Older	Tuition and Fees Assistance	534	4%	909	\$1,536,013	\$1,144
Ages 40 and Older	Childcare	*	*	*	*	*
Ages 40 and Older	Food Assistance	17	0%	21	\$5,246	\$165
Ages 40 and Older	Other	492	3%	633	\$156,247	\$183
Ages 40 and Older	Residential Assistance	138	1%	227	\$198,782	\$599
Ages 40 and Older	Stipend	127	1%	194	\$207,961	\$1,250
Ages 40 and Older	Tools, Supplies, Equipment, Uniform, Technology	185	1%	256	\$66,631	\$213
Ages 40 and Older	Transportation	316	2%	663	\$87,780	\$48
By Geography						
Frontier	Tuition and Fees Assistance	89	1%	217	\$338,604	\$800
Frontier	Other	50	0%	86	\$112,642	\$935
Frontier	Residential Assistance	*	*	*	*	*
Frontier	Tools, Supplies, Equipment, Uniform, Technology	*	*	*	*	*
Frontier	Transportation	20	0%	32	\$2,538	\$84

Demographic	Support Service	Number of Unique Participants	Percent of Unique Participants	Number of Services Received	Sum of Dollars Spent on Participants	Median Dollars Spent on Participants
Rural	Tuition and Fees Assistance	609	4%	1244	\$2,693,951	\$1,739
Rural	Childcare	*	*	*	*	*
Rural	Food Assistance	76	1%	82	\$8,777	\$100
Rural	Other	447	3%	592	\$253,064	\$190
Rural	Residential Assistance	135	1%	237	\$324,640	\$800
Rural	Stipend	106	1%	155	\$82,982	\$500
Rural	Tools, Supplies, Equipment, Uniform, Technology	234	2%	286	\$62,136	\$180
Rural	Transportation	351	2%	718	\$145,288	\$40
Urban	Tuition and Fees Assistance	892	6%	1376	\$2,085,115	\$720
Urban	Childcare	20	0%	23	\$10,172	\$80
Urban	Food Assistance	204	1%	224	\$23,652	\$82
Urban	Other	888	6%	1102	\$229,533	\$130
Urban	Residential Assistance	163	1%	271	\$204,022	\$500
Urban	Stipend	478	3%	639	\$459,568	\$1,250
Urban	Tools, Supplies, Equipment, Uniform, Technology	475	3%	630	\$175,489	\$250
Urban	Transportation	495	3%	833	\$72,464	\$50
Persons Incarcerated or Formerly Incarcerated	Tuition and Fees Assistance	163	1%	268	\$461,369	\$1,100

Demographic	Support Service	Number of Unique Participants	Percent of Unique Participants	Number of Services Received	Sum of Dollars Spent on Participants	Median Dollars Spent on Participants
Persons Incarcerated or Formerly Incarcerated	Childcare	*	*	*	*	*
Persons Incarcerated or Formerly Incarcerated	Food Assistance	18	0%	22	\$7,836	\$200
Persons Incarcerated or Formerly Incarcerated	Other	547	4%	611	\$45,449	\$126
Persons Incarcerated or Formerly Incarcerated	Residential Assistance	68	0%	115	\$113,044	\$525
Persons Incarcerated or Formerly Incarcerated	Stipend	63	0%	85	\$85,218	\$1,100
Persons Incarcerated or Formerly Incarcerated	Tools, Supplies, Equipment, Uniform, Technology	56	0%	68	\$15,201	\$178
Persons Incarcerated or Formerly Incarcerated	Transportation	137	1%	240	\$63,397	\$50
Federally Recognized Tribal Member	Tuition and Fees Assistance	38	0%	62	\$197,451	\$2,988
Federally Recognized Tribal Member	Food Assistance	*	*	*	*	*
Federally Recognized Tribal Member	Other	19	0%	21	\$12,993	\$126
Federally Recognized Tribal Member	Residential Assistance	*	*	*	*	*
Federally Recognized Tribal Member	Stipend	51	0%	92	\$75,921	\$1,000
Federally Recognized Tribal Member	Tools, Supplies, Equipment, Uniform, Technology	*	*	*	*	*
Federally Recognized Tribal Member	Transportation	39	0%	65	\$5,004	\$50

Demographic	Support Service	Number of Unique Participants	Percent of Unique Participants	Number of Services Received	Sum of Dollars Spent on Participants	Median Dollars Spent on Participants
Person with a Disability	Tuition and Fees Assistance	48	0%	85	\$145,998	\$1,294
Person with a Disability	Food Assistance	*	*	*	*	*
Person with a Disability	Other	24	0%	28	\$26,121	\$380
Person with a Disability	Residential Assistance	13	0%	17	\$25,006	\$1,252
Person with a Disability	Stipend	*	*	*	*	*
Person with a Disability	Tools, Supplies, Equipment, Uniform, Technology	17	0%	21	\$4,027	\$200
Person with a Disability	Transportation	17	0%	30	\$7,735	\$50
Veteran	Tuition and Fees Assistance	138	1%	231	\$352,070	\$1,000
Veteran	Childcare	*	*	*	*	*
Veteran	Food Assistance	48	0%	54	\$7,267	\$140
Veteran	Other	128	1%	158	\$80,875	\$165
Veteran	Residential Assistance	52	0%	83	\$87,318	\$600
Veteran	Stipend	76	1%	112	\$77,510	\$650
Veteran	Tools, Supplies, Equipment, Uniform, Technology	93	1%	137	\$27,556	\$154
Veteran	Transportation	136	1%	251	\$61,449	\$50
Person Identifies with LGBTQ+ Community	Tuition and Fees Assistance	90	1%	149	\$293,305	\$1,062

Demographic	Support Service	Number of Unique Participants	Percent of Unique Participants	Number of Services Received	Sum of Dollars Spent on Participants	Median Dollars Spent on Participants
Person Identifies with LGBTQ+ Community	Childcare	*	*	*	*	*
Person Identifies with LGBTQ+ Community	Food Assistance	40	0%	52	\$5,097	\$140
Person Identifies with LGBTQ+ Community	Other	86	1%	119	\$42,594	\$163
Person Identifies with LGBTQ+ Community	Residential Assistance	19	0%	34	\$30,551	\$725
Person Identifies with LGBTQ+ Community	Stipend	81	1%	105	\$46,860	\$500
Person Identifies with LGBTQ+ Community	Tools, Supplies, Equipment, Uniform, Technology	72	1%	115	\$20,396	\$121
Person Identifies with LGBTQ+ Community	Transportation	56	0%	81	\$23,981	\$80

Note: Percentages are rounded to one decimal place. * = Value is less than 10 and suppressed.

Table E.2. Future Ready Oregon Job Placement by Priority Population.

Demographic	Participants with SSN	Percent of Participants with SSN	Participants with Employment Data	Percent of Participants with Employment Data	Participants Not Employed Before Services	Participants Employed After Services	Percent Employment
By Race							
Asian American/Asian	305	67%	266	59%	68	49	72%
Black/African American	731	73%	656	65%	197	127	64%
Latino/a/x /Hispanic	1,045	48%	959	44%	193	131	68%
Native American/Alaska Native	267	56%	245	51%	68	34	50%
Native Hawaiian/Pacific Islander	*	*	*	*	*	*	*
Two or More Races	1,464	66%	1,351	61%	313	204	65%
White	4,611	68%	4,166	62%	1,125	748	66%
By Gender							
Female	3,745	63%	3,385	57%	888	581	65%
Male	3,589	60%	3,244	54%	863	549	64%
Non-Binary	108	36%	92	31%	24	11	46%
By Age							
Ages 24 and Younger	2,366	42%	2,189	39%	510	344	67%
Ages 25-39	3,631	77%	3,337	71%	816	518	63%
Ages 40 and Older	2,967	79%	2,601	69%	768	506	66%
By Geography							
Frontier	267	81%	234	71%	60	40	67%
Rural	3,011	60%	2,792	56%	616	409	66%
Urban	4,786	63%	4,351	57%	1,179	767	65%
Persons Incarcerated or Formerly Incarcerated	1,197	72%	1,019	61%	359	250	70%
Federally Recognized Tribal Member	204	51%	184	46%	57	35	61%
Person with a Disability	319	84%	283	74%	87	53	61%

Demographic	Participants with SSN	Percent of Participants with SSN	Participants with Employment Data	Percent of Participants with Employment Data	Participants Not Employed Before Services	Participants Employed After Services	Percent Employment
Veteran	969	63%	841	55%	287	174	61%
Person Identifies with LGBTQ+ Community	508	56%	452	50%	123	59	48%

Note: Percentages are rounded to one decimal place.

* = Value is less than 10 and suppressed.

Table E.3. Future Ready Oregon Median Wages by Priority Population.

Demographic	Employment Status	Median Quarterly Wage	Median Hourly Wage
By Race			
Asian American/Asian	Before service employment	\$5,091.16	\$19.00
Asian American/Asian	During service employment	\$4,866.75	\$20.39
Asian American/Asian	After service employment	\$5,217.10	\$22.52
Black/African American	Before service employment	\$3,010.90	\$17.77
Black/African American	During service employment	\$2,695.04	\$19.00
Black/African American	After service employment	\$3,957.72	\$20.37
Latino/a/x /Hispanic	Before service employment	\$4,440.02	\$17.16
Latino/a/x /Hispanic	During service employment	\$4,762.54	\$18.88
Latino/a/x /Hispanic	After service employment	\$6,798.03	\$21.49
Native American/Alaska Native	Before service employment	\$3,666.89	\$16.95
Native American/Alaska Native	During service employment	\$3,610.53	\$18.51
Native American/Alaska Native	After service employment	\$4,391.92	\$19.00
Native Hawaiian/Pacific Islander	Before service employment	\$5,358.75	\$17.02
Native Hawaiian/Pacific Islander	During service employment	\$4,236.21	\$20.56
Native Hawaiian/Pacific Islander	After service employment	\$5,097.06	\$23.08
Two or More Races	Before service employment	\$4,515.26	\$17.87
Two or More Races	During service employment	\$3,804.00	\$19.45
Two or More Races	After service employment	\$5,226.74	\$20.55
White	Before service employment	\$5,097.00	\$18.04
White	During service employment	\$3,884.36	\$19.33
White	After service employment	\$5,585.79	\$21.07
By Gender			
Female	Before service employment	\$4,406.96	\$17.57
Female	During service employment	\$3,787.16	\$19.13
Female	After service employment	\$5,216.42	\$20.94
Male	Before service employment	\$5,157.19	\$18.28

Demographic	Employment Status	Median Quarterly Wage	Median Hourly Wage
Male	During service employment	\$4,008.33	\$19.61
Male	After service employment	\$5,716.05	\$21.03
Non-Binary	Before service employment	\$2,822.41	\$16.93
Non-Binary	During service employment	\$3,215.14	\$18.51
Non-Binary	After service employment	\$3,405.84	\$18.62
By Age			
Ages 24 and Younger	Before service employment	\$2,562.41	\$15.36
Ages 24 and Younger	During service employment	\$2,833.61	\$17.28
Ages 24 and Younger	After service employment	\$3,709.76	\$18.76
Ages 25-39	Before service employment	\$5,425.83	\$18.67
Ages 25-39	During service employment	\$4,361.58	\$20.35
Ages 25-39	After service employment	\$5,958.04	\$22.19
Ages 40 and Older	Before service employment	\$6,549.48	\$19.55
Ages 40 and Older	During service employment	\$4,409.19	\$20.52
Ages 40 and Older	After service employment	\$6,640.73	\$21.58
By Geography			
Frontier	Before service employment	\$4,385.52	\$15.91
Frontier	During service employment	\$3,688.50	\$16.28
Frontier	After service employment	\$5,143.59	\$19.16
Rural	Before service employment	\$4,858.50	\$17.39
Rural	During service employment	\$3,999.52	\$18.62
Rural	After service employment	\$5,590.44	\$20.23
Urban	Before service employment	\$4,592.64	\$18.17
Urban	During service employment	\$3,763.55	\$19.94
Urban	After service employment	\$5,307.29	\$21.49
Persons Incarcerated or Formerly Incarcerated	Before service employment	\$4,159.97	\$17.87
Persons Incarcerated or Formerly Incarcerated	During service employment	\$3,278.60	\$19.14
Persons Incarcerated or Formerly Incarcerated	After service employment	\$5,338.40	\$20.78

Demographic	Employment Status	Median Quarterly Wage	Median Hourly Wage
Federally Recognized Tribal Member	Before service employment	\$4,671.24	\$17.08
Federally Recognized Tribal Member	During service employment	\$4,435.20	\$19.24
Federally Recognized Tribal Member	After service employment	\$6,612.50	\$19.15
Person with a Disability	Before service employment	\$6,780.48	\$19.95
Person with a Disability	During service employment	\$4,519.37	\$20.37
Person with a Disability	After service employment	\$5,498.54	\$21.26
Veteran	Before service employment	\$3,673.88	\$17.67
Veteran	During service employment	\$2,725.78	\$18.60
Veteran	After service employment	\$3,515.26	\$20.00
Person Identifies with LGBTQ+ Community	Before service employment	\$3,725.26	\$17.04
Person Identifies with LGBTQ+ Community	During service employment	\$3,155.04	\$18.98
Person Identifies with LGBTQ+ Community	After service employment	\$3,789.21	\$19.75

APPENDIX F: FUTURE READY OREGON GRANTEES AND FUNDING SOURCES

Table F.1. Future Ready Oregon Grantees and Funding Sources.

Organization	P10K	CP	Registered Apprenticeship (BOLI)	Youth Programs (YDO)	CPL	WBN	WRG	Grant source	Grant source	Grant source	Grant source	Grant source
Adelante Mujeres							X	WRG Round Three				
Advocates for Life Skills and Opportunities							X	WRG, Round One				
Affiliated Tribes of NW Indians			X					Registered Apprenticeship Program Round Two				
Afghan Support Network							X	WRG, Round Three				
Alternative Youth Activities	X							P10K - Southwestern Oregon Workforce Investment Board				
AntFarm, Inc.	X						X	P10K - Clackamas Workforce Partnerships	WRG, Rounds One and Three			
Apprenti							X	WRG, Round Three				
Babb Construction Co.	X							P10K - Lane Workforce Partnership				
Baker Technical Institute			X	X			X	Registered Apprenticeship Program Round Two	WRG, Round One	Youth Programs, Round Two		
Bay Area Enterprises							X	WRG, Round One				
Blue Mountain Community College		X			X		X	CP	CPL	WRG, Round Three		
Boys & Girls Club of Albany							X	WRG, Round Two				
Boys & Girls Club of Corvallis				X				Youth Programs Round One	Youth Programs Round Two			
Bushnell University							X	WRG Round Three				

Organization	P10K	CP	Registered Apprenticeship (BOLI)	Youth Programs (YDO)	CPL	WBN	WRG	Grant source	Grant source	Grant source	Grant source	Grant source
Cascadia Health, Inc.							x	WRG Round Three				
Catholic Community Services/Lanz Cabinets	x							P10K - Lane Workforce Partnership				
Central City Concern	x							P10K - Worksystems, Inc.				
Central Oregon Community College		x	x		x		x	CP	CPL	WRG	Registered Apprenticeship Program Round Three	
Central Oregon Intergovernmental Council	x						x	P10K – East Cascades Works	WRG, Round One & Three			
Centro Cultural de Washington County				x			x	Youth Programs Round One	WRG	Youth Programs, Round Two	WRG, Rounds Two & Three	
Chemeketa Community College	x	x	x	x	x		x	P10K - Willamette Workforce Partnership	CP	Registered Apprenticeship Program Round One & Three	CPL	WRG, Rounds One, Two & Three & Youth Programs, Round Two
Children and Family Community Connections	x							P10K - Clackamas Workforce Partnerships				
City of Hillsboro							x	WRG, Round One and Three				
City of Portland, Portland Fire & Rescue							x	WRG				
Clackamas Community College		x			x		x	CP	CPL	WRG, Round Three		
Clackamas Community College's Workforce Development Dept	x		x					P10K - Clackamas Workforce Partnerships				

Organization	P10K	CP	Registered Apprenticeship (BOLI)	Youth Programs (YDO)	CPL	WBN	WRG	Grant source	Grant source	Grant source	Grant source	Grant source
Clackamas Workforce Partnership	X		X			X	X	Registered Apprenticeship Program Round Three	WRG, Round Three	P10K	WBN	
Clatsop Community College		X			X			CP	CPL			
College Dreams, Inc.				X				Youth Programs Round One	Youth Programs Round Two			
Columbia Gorge Community College	X	X			X			P10K – East Cascades Works	CP	CPL		
Columbia Health Services							X	WRG, Round Three				
Columbia Helicopters			X					Registered Apprenticeship Program Round Two				
Community Services Consortium				X				Youth Programs Round One				
Confederated Tribes of the Umatilla Indian Reservation			X				X	Registered Apprenticeship Program Round Two	WRG, Round Two			
Connected Lane County				X			X	Youth Programs Round Two	WRG, Round Two			
Consejo Hispano							X	WRG, Round Three				
Crater Lake Joint Apprenticeship and Training Trust Fund			X					Registered Apprenticeship Program Round Three				
Daisy C.H.A.I.N.							X	WRG	WRG, Round Two			
Diversability Inc.							X	WRG, Round One				
Douglas Education Service District				X				Youth Programs Round One	Youth Programs Round Two			

Organization	P10K	CP	Registered Apprenticeship (BOLI)	Youth Programs (YDO)	CPL	WBN	WRG	Grant source	Grant source	Grant source	Grant source	Grant source
Eagle Ridge High School			X					Registered Apprenticeship Program Round Two				
East Cascades Works	X					X		P10K	WBN			
Eastern Oregon University					X		X	CPL	WRG, Round Three			
Eastern Oregon Workforce Board	X			X		X		Youth Programs Round One	P10K	WBN		
EncodeXP							X	WRG, Rounds One & Two				
ENDVR			X					Registered Apprenticeship Program Round One				
EnGen Technologies	X							P10K - Clackamas Workforce Partnerships				
Eugene-Springfield NAACP Unit #1119							X	WRG, Round One				
Eugene Family YMCA				X				Youth Programs Round Two				
Evocation			X					Registered Apprenticeship Program Round Three				
Familias en Accion							X	WRG, Rounds Two & Three				
A Family for Every Child				X				Youth Programs, Round Two				
Family YMCA of Marion and Polk Counties				X				Youth Programs Round One	Youth Programs Round Two			
Foundation for California Community Colleges	X							P10K - WorkSystems, Inc.				

Organization	P10K	CP	Registered Apprenticeship (BOLI)	Youth Programs (YDO)	CPL	WBN	WRG	Grant source	Grant source	Grant source	Grant source	Grant source
Gheen Irrigation Works	X							P10K - Lane Workforce Partnership				
Golden Rule ReEntry							X	WRG, Rounds One, Two & Three				
Green Muse, LLC			X					Registered Apprenticeship Program Round Two				
Hacienda CDC							X	WRG, Rounds One & Two				
Heart of Oregon Corps			X					Registered Apprenticeship Program Round Three				
Hillsboro School District			X					Registered Apprenticeship Program Round Three				
HIV Alliance							X	WRG, Round Three				
HomePlate Youth Services				X				Youth Programs Round One				
Hood River County Prevention Dept				X				Youth Programs Round One	Youth Programs Round One			
Horizon Project Inc.							X	WRG, Round One				
Immigrant Refugee Community Organization*	X						X	P10K - Clackamas Workforce Partnerships	P10K - WorkSystems, Inc.	WRG, Rounds One and Three		
Impact NW			X				X	Registered Apprenticeship Program Round Two	Youth Programs Round Two	WRG, Round Two		
Instruction Construction			X					Registered Apprenticeship Program Round Two				
Interface Network	X							P10K - Willamette Workforce				

Organization	P10K	CP	Registered Apprenticeship (BOLI)	Youth Programs (YDO)	CPL	WBN	WRG	Grant source	Grant source	Grant source	Grant source	Grant source
								Partnership				
Isaac's Room				X				Youth Programs Round One	Youth Programs Round Two			
iUrban Teen							X	WRG, Round Three				
Journalistic Learning Initiative			X					Registered Apprenticeship Program Round Two				
Klamath Community College	X	X	X		X		X	P10K – East Cascades Works	CP	Registered Apprenticeship Program Round One	CPL	WRG, Rounds One & Two
Klamath County School District			X					Registered Apprenticeship Program Round Three				
Klamath County School District (Mazama High School)							X	WRG, Round Three				
Klamath Union High School							X	WRG, Round Three				
Klamath Works				X			X	Youth Programs Round One	WRG, Round One	Youth Programs Round Two		
Knife River Training Center	X							P10K - Willamette Workforce Partnership				
Koontz Machine and Welding			X					Registered Apprenticeship Program Round Two				
La Clinica Del Valle Family Health Care Center, Inc.							X	WRG, Round Three				
Lane Community College		X			X			CP	CPL			
Lane Education Service District	X		X				X	P10K - Lane Workforce Partnership	Registered Apprenticeship	Registered Apprenticeship	WRG, Round Three	

Organization	P10K	CP	Registered Apprenticeship (BOLI)	Youth Programs (YDO)	CPL	WBN	WRG	Grant source	Grant source	Grant source	Grant source	Grant source
									Program Round Two	Program Round Three		
Lane Workforce Partnership	X					X	X	WRG, Round Two	P10K	WBN		
Latino Built			X					Registered Apprenticeship Program Round One	Registered Apprenticeship Program Round Three			
Latino Network	X						X	P10K - WorkSystems, Inc.	WRG, Round One			
Linn Benton Community College		X			X			CP	CPL			
Looking Glass Community Services				X				Youth Programs Round One	Youth Programs Round Two			
McMinnville Economic Development Partnership				X				Youth Programs Round One				
McMinnville School District	X							P10K - Willamette Workforce Partnership				
Mercy Flights				X			X	WRG, Rounds One & Two	Youth Programs Round Two			
Mid-Willamette Valley Communication Action							X	WRG, Round One & Three				
Morant McLeod	X							P10K - Clackamas Workforce Partnerships				
Mt. Hood Community College	X	X					X	P10K - WorkSystems, Inc.	CP	WRG, Rounds One & Two		
Nahalem Bay Health Center and Pharmacy							X	WRG, Round Three				
Native American Youth and Family Center				X				Youth Programs Round One				

Organization	P10K	CP	Registered Apprenticeship (BOLI)	Youth Programs (YDO)	CPL	WBN	WRG	Grant source	Grant source	Grant source	Grant source	Grant source
Native American Rehabilitation Association of the Northwest, Inc.				X				Youth Programs Round Two				
Nestucca Valley School District							X	WRG, Round Two				
New Avenues for Youth	X							P10K - WorkSystems, Inc.				
Nonprofit Technology Enterprise Network							X	WRG, Round Three				
Northeast Oregon Area Health Education Center			X					Registered Apprenticeship Round Three				
Northeast Oregon Network							X	WRG, Round Three				
Northwest College of Construction			X					Registered Apprenticeship Program Round Two				
Northwest Portland Area Indian Health Board				X			X	Youth Programs Round One	WRG, Round Two			
Northwest Oregon Works	X					X	X	WRG, Round Three	P10K	WBN		
Northwest Youth Corps				X				Youth Programs Round One				
OnTrack Rogue Valley			X					Registered Apprenticeship Program Round Two				
Onward Eugene	X							P10K - Lane Workforce Partnership				
Oregon Bioscience Association			X	X			X	Registered Apprenticeship Program Round Two	Youth Programs Round Two	WRG, Round Two		
Oregon Center for Nursing							X	WRG, Round One				
Oregon Coast Community College		X			X			CP	CPL			

Organization	P10K	CP	Registered Apprenticeship (BOLI)	Youth Programs (YDO)	CPL	WBN	WRG	Grant source	Grant source	Grant source	Grant source	Grant source
Oregon Department of Corrections			X					Registered Apprenticeship Program Round One				
Oregon Health & Science University							X	WRG, Round Three				
Oregon Institute of Technology					X		X	CPL	WRG, Round Three			
Oregon Manufacturing Extension Partnership	X							P10K - Lane Workforce Partnership	P10K - Clackamas Workforce Partnerships			
Oregon Northwest Workforce Investment Board			X					Youth Programs Round Two				
Oregon Solar Energy Education Fund							X	WRG, Round Two				
Oregon State University							X	WRG, Round One and Three				
Oregon Tradeswomen			X					Registered Apprenticeship Program Round Two				
Oregon TRIO Association							X	WRG, Round Three				
Oregon Workforce Partnership							X	WRG, Rounds One & Two				
Our Just Future (formerly known as Human Solutions)	X							P10K - WorkSystems, Inc.				
Outside In				X				Youth Programs Round Two				
Pacific Northwest Ironworkers			X					Registered Apprenticeship Program Round One	Registered Apprenticeship Program Round Three			

Organization	P10K	CP	Registered Apprenticeship (BOLI)	Youth Programs (YDO)	CPL	WBN	WRG	Grant source	Grant source	Grant source	Grant source	Grant source
Pacific NW Ironworkers Apprenticeship 29			X					Registered Apprenticeship Program Round Two				
Pacific University							X	WRG, Round Three				
Pearl Buck Center	X							P10K - Lane Workforce Partnership				
PODER Oregon's Latino Leadership Network							X	WRG, Round One				
Portland Community College	X	X	X		X		X	P10K - WorkSystems, Inc.	CP	CPL	WRG, Rounds One, Two & Three	Registered Apprenticeship Program Round Three
Portland Opportunities Industrialization Center	X		Registered Apprenticeship Program Round Three	X			X	P10K - WorkSystems, Inc.	Youth Programs Round One	WRG, Round One	Youth Programs Round Two	Registered Apprenticeship Program Round Three
Portland Opportunities Industrialization Center and Rosemary Anderson High School							X	WRG, Round Three				
Portland State University					X		X	CPL	WRG, Rounds One & Three			
Portland Youth Builders			X	X				Registered Apprenticeship Program Round One	Youth Programs Round One			
Project Youth+							X	WRG, Rounds Three				
Project 48 Inc				X				Youth Programs Round One	Youth Programs Round Two			

Organization	P10K	CP	Registered Apprenticeship (BOLI)	Youth Programs (YDO)	CPL	WBN	WRG	Grant source	Grant source	Grant source	Grant source	Grant source
Providence Health & Services – Oregon							X	WRG, Round Three				
RISE Partnership			X				X	Registered Apprenticeship Program Round Two	WRG, Rounds One & Three			
RiverBend Materials	X							P10K - Lane Workforce Partnership				
Rockwood Community Development Corporation, East County Community Health							X	WRG, Round One				
Rogue Community College		X	X				X	CP	Registered Apprenticeship Program Round One	WRG, Round One, Two & Three		
Ross Ragland Theatre							X	WRG, Round Three				
Rogue Workforce Partnership	X					X		P10K	WBN			
Salem for Refugees	X							P10K - Willamette Workforce Partnership				
Santiam Hospital and Clinics			X					Registered Apprenticeship Program Round Three				
SE Works	X			X					Youth Programs Round One	Youth Programs Round Two		
Season to Taste/Eugene’s Table	X							P10K - Lane Workforce Partnership				
Sheridan School District 48J							X	WRG, Round Three				
Silver Falls School District				X				Youth Programs Round One				

Organization	P10K	CP	Registered Apprenticeship (BOLI)	Youth Programs (YDO)	CPL	WBN	WRG	Grant source	Grant source	Grant source	Grant source	Grant source
South Coast Business Corporation	X						X	P10K - Southwestern Oregon Workforce Investment Board	WRG, Round One			
Southern Oregon University					X			CPL				
Southwestern Oregon Community College		X	X		X			CP	Registered Apprenticeship Program Round One	CPL		
Southwestern Oregon Workforce Investment Board	X					X		P10K	WBN			
Springfield Chamber of Commerce	X							P10K - Lane Workforce Partnership				
Staff Systems	X							P10K - Lane Workforce Partnership				
Technology Association of Oregon	X							P10K - Lane Workforce Partnership	P10K - Clackamas Workforce Partnerships			
The Contingent							X	WRG, Round One				
Tillamook Bay Community College		X			X			CP	CPL			
Tillamook County Family YMCA Independent Living Program				X				Youth Programs Round One	Youth Programs Round Two			
Treasure Valley Community College		X		X			X	CP	Youth Programs Round Two	WRG, Round Two		
Trip N Transport	X							P10K - Lane Workforce Partnership				
Tualatin Hills Park & Recreation District				X				Youth Programs Round One				

Organization	P10K	CP	Registered Apprenticeship (BOLI)	Youth Programs (YDO)	CPL	WBN	WRG	Grant source	Grant source	Grant source	Grant source	Grant source
Tyree Oil	X							P10K - Lane Workforce Partnership				
Umpqua Community College		X			X		X	CP	CPL	WRG, Round Two & Three		
Unidos Bridging Community							X	WRG, Round Three				
United We Heal			X				X	Registered Apprenticeship Program Round One	WRG, Rounds One & Two	Registered Apprenticeship, Round Three		
University of Oregon Phil and Penny Knight Campus for Accelerating Scientific Impact							X	WRG, Round Two				
University of Oregon							X	WRG, Round Three				
The Urban League of Portland, Inc.			X					Registered Apprenticeship, Round Three	Registered Apprenticeship, Round Three			
Virginia Garcia Memorial Health Center							X	WRG, Rounds One, Two & Three				
Vision Action Network							X	WRG, Round One				
Warm Springs Community Action Team				X			X	Youth Programs Round One	WRG, Rounds One, Two & Three	Youth Programs Round Two		
West Linn Wilsonville School District			X					Registered Apprenticeship, Round Three				
West Linn Wilsonville School District 3Jt							X	WRG, Round Three				
Western Oregon University					X		X	CPL	WRG, Round Three			
Willamette Education Service District							X	WRG, Round One & Three				

Organization	P10K	CP	Registered Apprenticeship (BOLI)	Youth Programs (YDO)	CPL	WBN	WRG	Grant source	Grant source	Grant source	Grant source	Grant source
Willamette Health Council							X	WRG, Round Two				
Willamina School District	X							P10K - Willamette Workforce Partnership				
Willamette Workforce Partnership	X					X		P10K	WBN			
Working Theory Farm				X				Youth Programs Round One	Youth Programs Round Two			
Workforce Investment Council of Clackamas County				X				Youth Programs Round Two				
WorkSource Portland Metro	X							P10K - WorkSystems, Inc.				
WorkSource Rogue Valley	X							P10K – East Cascades Works				
Worksystems, Inc.	X					X	X	WRG, Round Two & Three	P10K	WBN		
Young Mens Christian Association of Columbia Willamette				X				Youth Programs Round Two				
Youth 71five Ministries			X	X				Registered Apprenticeship Program Round One	Youth Programs Round One			

APPENDIX G: P10K SUPPORT SERVICES AND EMPLOYMENT OUTCOMES BY PRIORITY POPULATION

Table G.1. P10K Support Services Received by Priority Population.

Demographic	Support Service	Number of Unique Participants	Percent of Unique Participants	Number of Services Received	Sum of Dollars Spent on Participants	Median Dollars Spent on Participants
Asian American/Asian	Tuition and Fees Assistance	44	1%	59	\$126,719	\$1,800
Asian American/Asian	Other	17	0%	22	\$11,513	\$485
Asian American/Asian	Residential Assistance	*	*	*	*	*
Asian American/Asian	Stipend	45	1%	59	\$58,750	\$1,125
Asian American/Asian	Tools, Supplies, Equipment, Uniform, Technology	21	0%	25	\$8,493	\$346
Asian American/Asian	Transportation	13	0%	28	\$1,190	\$50
Black/African American	Tuition and Fees Assistance	107	2%	174	\$372,854	\$1,749
Black/African American	Food Assistance	*	*	*	*	*
Black/African American	Other	74	1%	97	\$15,185	\$150
Black/African American	Residential Assistance	40	1%	66	\$47,110	\$200
Black/African American	Stipend	57	1%	86	\$103,750	\$1,250
Black/African American	Tools, Supplies, Equipment, Uniform, Technology	27	0%	30	\$11,348	\$387
Black/African American	Transportation	81	1%	156	\$8,350	\$50
Latino/a/x /Hispanic	Tuition and Fees Assistance	85	1%	172	\$369,014	\$1,985

Demographic	Support Service	Number of Unique Participants	Percent of Unique Participants	Number of Services Received	Sum of Dollars Spent on Participants	Median Dollars Spent on Participants
Latino/a/x /Hispanic	Other	70	1%	93	\$16,226	\$150
Latino/a/x /Hispanic	Residential Assistance	15	0%	21	\$20,430	\$570
Latino/a/x /Hispanic	Stipend	13	0%	14	\$14,500	\$1,000
Latino/a/x /Hispanic	Tools, Supplies, Equipment, Uniform, Technology	42	1%	47	\$17,102	\$340
Latino/a/x /Hispanic	Transportation	46	1%	76	\$8,671	\$50
Native American/Alaska Native	Tuition and Fees Assistance	16	0%	27	\$99,375	\$2,875
Native American/Alaska Native	Other	28	0%	41	\$8,366	\$162
Native American/Alaska Native	Residential Assistance	11	0%	16	\$11,195	\$675
Native American/Alaska Native	Stipend	*	*	*	*	*
Native American/Alaska Native	Tools, Supplies, Equipment, Uniform, Technology	*	*	*	*	*
Native American/Alaska Native	Transportation	15	0%	31	\$2,451	\$50
Native Hawaiian/Pacific Islander	Tuition and Fees Assistance	*	*	*	*	*
Native Hawaiian/Pacific Islander	Other	*	*	*	*	*

Demographic	Support Service	Number of Unique Participants	Percent of Unique Participants	Number of Services Received	Sum of Dollars Spent on Participants	Median Dollars Spent on Participants
Native Hawaiian/Pacific Islander	Residential Assistance	*	*	*	*	*
Native Hawaiian/Pacific Islander	Stipend	*	*	*	*	*
Native Hawaiian/Pacific Islander	Tools, Supplies, Equipment, Uniform, Technology	*	*	*	*	*
Native Hawaiian/Pacific Islander	Transportation	*	*	*	*	*
Two or More Races	Tuition and Fees Assistance	183	3%	376	\$729,199	\$1,362
Two or More Races	Childcare	*	*	*	*	*
Two or More Races	Food Assistance	*	*	*	*	*
Two or More Races	Other	138	2%	202	\$82,821	\$229
Two or More Races	Residential Assistance	43	1%	67	\$73,556	\$397
Two or More Races	Stipend	51	1%	71	\$75,450	\$1,250
Two or More Races	Tools, Supplies, Equipment, Uniform, Technology	59	1%	79	\$22,179	\$248
Two or More Races	Transportation	106	2%	180	\$35,713	\$50
White	Tuition and Fees Assistance	565	10%	1,125	\$2,490,267	\$1,947
White	Childcare	*	*	*	*	*
White	Food Assistance	*	*	*	*	*
White	Other	606	11%	776	\$370,032	\$280

Demographic	Support Service	Number of Unique Participants	Percent of Unique Participants	Number of Services Received	Sum of Dollars Spent on Participants	Median Dollars Spent on Participants
White	Residential Assistance	130	2%	251	\$267,185	\$600
White	Stipend	101	2%	148	\$167,128	\$1,250
White	Tools, Supplies, Equipment, Uniform, Technology	195	3%	286	\$71,589	\$205
White	Transportation	287	5%	584	\$104,799	\$50
Female	Tuition and Fees Assistance	335	6%	692	\$1,356,774	\$1,755
Female	Childcare	*	*	*	*	*
Female	Food Assistance	*	*	*	*	*
Female	Other	402	7%	537	\$137,294	\$184
Female	Residential Assistance	95	2%	170	\$196,287	\$600
Female	Stipend	86	2%	110	\$114,578	\$1,000
Female	Tools, Supplies, Equipment, Uniform, Technology	132	2%	187	\$51,262	\$220
Female	Transportation	227	4%	421	\$58,393	\$50
Male	Tuition and Fees Assistance	382	7%	776	\$1,677,304	\$1,709
Male	Childcare	*	*	*	*	*
Male	Food Assistance	*	*	*	*	*
Male	Other	428	7%	535	\$184,397	\$223
Male	Residential Assistance	108	2%	180	\$194,222	\$675

Demographic	Support Service	Number of Unique Participants	Percent of Unique Participants	Number of Services Received	Sum of Dollars Spent on Participants	Median Dollars Spent on Participants
Male	Stipend	126	2%	179	\$200,250	\$1,250
Male	Tools, Supplies, Equipment, Uniform, Technology	119	2%	151	\$42,331	\$252
Male	Transportation	227	4%	451	\$71,579	\$50
Non-Binary	Tuition and Fees Assistance	*	*	*	*	*
Non-Binary	Other	*	*	*	*	*
Non-Binary	Residential Assistance	*	*	*	*	*
Non-Binary	Stipend	*	*	*	*	*
Non-Binary	Tools, Supplies, Equipment, Uniform, Technology	*	*	*	*	*
Ages 24 and Younger	Tuition and Fees Assistance	194	3%	426	\$944,919	\$2,000
Ages 24 and Younger	Food Assistance	*	*	*	*	*
Ages 24 and Younger	Other	174	3%	247	\$220,592	\$317
Ages 24 and Younger	Residential Assistance	29	1%	56	\$82,821	\$800
Ages 24 and Younger	Stipend	34	1%	39	\$34,328	\$1,000
Ages 24 and Younger	Tools, Supplies, Equipment, Uniform, Technology	73	1%	87	\$21,040	\$200
Ages 24 and Younger	Transportation	95	2%	185	\$16,598	\$40
Ages 25-39	Tuition and Fees Assistance	480	8%	910	\$2,124,731	\$2,000

Demographic	Support Service	Number of Unique Participants	Percent of Unique Participants	Number of Services Received	Sum of Dollars Spent on Participants	Median Dollars Spent on Participants
Ages 25-39	Childcare	*	*	*	*	*
Ages 25-39	Other	405	7%	530	\$174,094	\$220
Ages 25-39	Residential Assistance	107	2%	192	\$207,847	\$600
Ages 25-39	Stipend	153	3%	217	\$238,250	\$1,250
Ages 25-39	Tools, Supplies, Equipment, Uniform, Technology	153	3%	209	\$61,248	\$258
Ages 25-39	Transportation	237	4%	432	\$79,023	\$50
Ages 40 and Older	Tuition and Fees Assistance	386	7%	698	\$1,349,319	\$1,504
Ages 40 and Older	Childcare	*	*	*	*	*
Ages 40 and Older	Food Assistance	*	*	*	*	*
Ages 40 and Older	Other	445	8%	559	\$148,909	\$200
Ages 40 and Older	Residential Assistance	122	2%	210	\$178,883	\$540
Ages 40 and Older	Stipend	91	2%	139	\$167,000	\$1,250
Ages 40 and Older	Tools, Supplies, Equipment, Uniform, Technology	151	3%	215	\$58,167	\$250
Ages 40 and Older	Transportation	268	5%	545	\$71,600	\$50
Frontier	Tuition and Fees Assistance	83	1%	210	\$328,104	\$850
Frontier	Other	50	1%	86	\$112,642	\$935
Frontier	Residential Assistance	*	*	*	*	*

Demographic	Support Service	Number of Unique Participants	Percent of Unique Participants	Number of Services Received	Sum of Dollars Spent on Participants	Median Dollars Spent on Participants
Frontier	Tools, Supplies, Equipment, Uniform, Technology	*	*	*	*	*
Frontier	Transportation	20	0%	32	\$2,538	\$84
Rural	Tuition and Fees Assistance	460	8%	1,019	\$2,369,147	\$2,000
Rural	Other	387	7%	519	\$237,459	\$200
Rural	Residential Assistance	122	2%	223	\$312,778	\$800
Rural	Stipend	*	*	*	*	*
Rural	Tools, Supplies, Equipment, Uniform, Technology	123	2%	147	\$29,950	\$165
Rural	Transportation	261	5%	561	\$124,222	\$40
Urban	Tuition and Fees Assistance	511	9%	792	\$1,701,976	\$1,800
Urban	Childcare	*	*	*	*	*
Urban	Food Assistance	*	*	*	*	*
Urban	Other	563	10%	707	\$192,302	\$228
Urban	Residential Assistance	133	2%	231	\$156,386	\$377
Urban	Stipend	263	5%	379	\$428,078	\$1,250
Urban	Tools, Supplies, Equipment, Uniform, Technology	242	4%	350	\$108,694	\$340
Urban	Transportation	317	6%	566	\$40,260	\$50

Demographic	Support Service	Number of Unique Participants	Percent of Unique Participants	Number of Services Received	Sum of Dollars Spent on Participants	Median Dollars Spent on Participants
Persons Incarcerated or Formerly Incarcerated	Tuition and Fees Assistance	94	2%	182	\$384,998	\$1,593
Persons Incarcerated or Formerly Incarcerated	Food Assistance	*	*	*	*	*
Persons Incarcerated or Formerly Incarcerated	Other	499	9%	560	\$44,554	\$167
Persons Incarcerated or Formerly Incarcerated	Residential Assistance	58	1%	105	\$94,403	\$494
Persons Incarcerated or Formerly Incarcerated	Stipend	15	0%	23	\$30,750	\$1,250
Persons Incarcerated or Formerly Incarcerated	Tools, Supplies, Equipment, Uniform, Technology	43	1%	53	\$12,276	\$230
Persons Incarcerated or Formerly Incarcerated	Transportation	102	2%	198	\$59,049	\$50
Federally Recognized Tribal Member	Tuition and Fees Assistance	12	0%	26	\$97,567	\$1,642
Federally Recognized Tribal Member	Other	12	0%	14	\$12,368	\$154
Federally Recognized Tribal Member	Residential Assistance	*	*	*	*	*
Federally Recognized Tribal Member	Tools, Supplies, Equipment, Uniform, Technology	*	*	*	*	*
Federally Recognized Tribal Member	Transportation	10	0%	15	\$1,749	\$50
Person with a Disability	Tuition and Fees	33	1%	64	\$122,255	\$1,626

Demographic	Support Service	Number of Unique Participants	Percent of Unique Participants	Number of Services Received	Sum of Dollars Spent on Participants	Median Dollars Spent on Participants
	Assistance					
Person with a Disability	Other	21	0%	25	\$25,842	\$500
Person with a Disability	Residential Assistance	10	0%	14	\$20,922	\$1,238
Person with a Disability	Stipend	*	*	*	*	*
Person with a Disability	Tools, Supplies, Equipment, Uniform, Technology	*	*	*	*	*
Person with a Disability	Transportation	14	0%	24	\$7,400	\$50
Veteran	Tuition and Fees Assistance	80	1%	148	\$263,692	\$1,500
Veteran	Childcare	*	*	*	*	*
Veteran	Food Assistance	*	*	*	*	*
Veteran	Other	90	2%	114	\$70,548	\$230
Veteran	Residential Assistance	39	1%	69	\$64,817	\$416
Veteran	Stipend	24	0%	42	\$49,250	\$1,250
Veteran	Tools, Supplies, Equipment, Uniform, Technology	37	1%	59	\$16,115	\$279
Veteran	Transportation	78	1%	148	\$45,025	\$50
Person Identifies with LGBTQ+ Community	Tuition and Fees Assistance	37	1%	76	\$171,125	\$1,593
Person Identifies with LGBTQ+ Community	Food Assistance	*	*	*	*	*

Demographic	Support Service	Number of Unique Participants	Percent of Unique Participants	Number of Services Received	Sum of Dollars Spent on Participants	Median Dollars Spent on Participants
Person Identifies with LGBTQ+ Community	Other	37	1%	61	\$30,691	\$274
Person Identifies with LGBTQ+ Community	Residential Assistance	*	*	*	*	*
Person Identifies with LGBTQ+ Community	Stipend	19	0%	30	\$37,250	\$1,250
Person Identifies with LGBTQ+ Community	Tools, Supplies, Equipment, Uniform, Technology	22	0%	34	\$9,294	\$346
Person Identifies with LGBTQ+ Community	Transportation	16	0%	28	\$13,304	\$50

Note: Percentages are rounded to one decimal place. * = Value is less than 10 and suppressed.

Table G.2. P10K Job Placement by Priority Population.

Demographic	Participants with SSN	Percent of Participants with SSN	Participants with Employment Data	Percent of Participants with Employment Data	Participants Not Employed Before Services	Participants Employed After Services	Percent Employment
By Race							
Asian American/Asian	208	91%	180	79%	47	35	74%
Black/African American	542	92%	499	84%	145	103	71%
Latino/a/x /Hispanic	401	82%	385	79%	71	52	73%
Native American/Alaska Native	110	88%	102	82%	25	16	64%
Native Hawaiian/Pacific Islander	*	*	*	*	*	*	*
Two or More Races	846	89%	805	84%	179	120	67%
White	2,511	88%	2,313	81%	567	395	70%
By Gender							
Female	1,538	87%	1,434	81%	343	234	68%
Male	1,847	88%	1,714	82%	443	302	68%
Non-Binary	*	*	*	*	*	*	*
By Age							
Ages 24 and Younger	907	81%	858	76%	172	128	74%
Ages 25-39	2,043	90%	1,912	84%	429	281	66%
Ages 40 and Older	1,945	90%	1,773	82%	494	351	71%
By Geography							
Frontier	187	96%	168	87%	36	19	53%
Rural	1,741	85%	1,639	80%	328	221	67%

Demographic	Participants with SSN	Percent of Participants with SSN	Participants with Employment Data	Percent of Participants with Employment Data	Participants Not Employed Before Services	Participants Employed After Services	Percent Employment
Urban	2,913	89%	2,697	83%	719	513	71%
Persons Incarcerated or Formerly Incarcerated	888	78%	800	71%	255	203	80%
Federally Recognized Tribal Member	64	91%	59	84%	15	13	87%
Person with a Disability	154	97%	144	91%	36	25	69%
Veteran	521	94%	463	83%	148	100	68%
Person Identifies with LGBTQ+ Community	205	91%	185	82%	42	22	52%

Note: Percentages are rounded to one decimal place. * = Values are less than 10 and suppressed.

Table G.3. P10K Median Wages by Priority Population

Demographic	Employment Status	Median Quarterly Wage	Median Hourly Wage
By Race			
Asian American/Asian	Before service employment	\$5,158.14	\$19.30
Asian American/Asian	During service employment	\$4,805.50	\$20.77
Asian American/Asian	After service employment	\$5,533.56	\$23.10
Black/African American	Before service employment	\$3,285.03	\$18.15
Black/African American	During service employment	\$3,130.18	\$19.90
Black/African American	After service employment	\$4,308.59	\$21.19
Latino/a/x /Hispanic	Before service employment	\$6,856.28	\$20.96
Latino/a/x /Hispanic	During service employment	\$4,671.59	\$21.21
Latino/a/x /Hispanic	After service employment	\$7,000.08	\$26.11
Native American/Alaska Native	Before service employment	\$3,944.00	\$17.07
Native American/Alaska Native	During service employment	\$3,473.16	\$17.72
Native American/Alaska Native	After service employment	\$4,344.89	\$18.51
Native Hawaiian/Pacific Islander	Before service employment	\$6,232.74	\$17.49
Native Hawaiian/Pacific Islander	During service employment	\$6,956.68	\$20.92
Native Hawaiian/Pacific Islander	After service employment	\$8,302.90	\$22.54
Two or More Races	Before service employment	\$4,777.50	\$18.17
Two or More Races	During service employment	\$3,683.96	\$19.33
Two or More Races	After service employment	\$5,140.88	\$20.69
White	Before service employment	\$5,960.14	\$18.75
White	During service employment	\$3,800.00	\$19.62
White	After service employment	\$6,398.08	\$21.81
By Gender			
Female	Before service employment	\$4,786.85	\$18.10
Female	During service employment	\$3,641.90	\$19.47
Female	After service employment	\$5,437.88	\$21.50
Male	Before service employment	\$5,939.89	\$19.00

Demographic	Employment Status	Median Quarterly Wage	Median Hourly Wage
Male	During service employment	\$3,865.70	\$20.00
Male	After service employment	\$6,124.60	\$21.60
Non-Binary	Before service employment	\$3,524.74	\$17.25
Non-Binary	During service employment	\$3,351.39	\$16.96
Non-Binary	After service employment	\$2,930.52	\$16.75
By Age			
Ages 24 and Younger	Before service employment	\$2,659.21	\$15.90
Ages 24 and Younger	During service employment	\$2,890.39	\$17.53
Ages 24 and Younger	After service employment	\$4,158.03	\$19.61
Ages 25-39	Before service employment	\$5,423.49	\$18.66
Ages 25-39	During service employment	\$4,225.30	\$20.20
Ages 25-39	After service employment	\$6,018.74	\$22.48
Ages 40 and Older	Before service employment	\$6,550.48	\$19.70
Ages 40 and Older	During service employment	\$3,750.46	\$20.11
Ages 40 and Older	After service employment	\$6,226.51	\$21.33
By Geography			
Frontier	Before service employment	\$4,675.15	\$16.34
Frontier	During service employment	\$4,312.00	\$16.84
Frontier	After service employment	\$5,234.74	\$19.85
Rural	Before service employment	\$5,792.96	\$18.31
Rural	During service employment	\$3,993.92	\$19.05
Rural	After service employment	\$6,231.11	\$21.13
Urban	Before service employment	\$4,939.90	\$18.73
Urban	During service employment	\$3,518.37	\$20.00

Demographic	Employment Status	Median Quarterly Wage	Median Hourly Wage
Urban	After service employment	\$5,482.52	\$21.79
Persons Incarcerated or Formerly Incarcerated	Before service employment	\$4,888.96	\$18.07
Persons Incarcerated or Formerly Incarcerated	During service employment	\$3,160.48	\$19.09
Persons Incarcerated or Formerly Incarcerated	After service employment	\$5,640.00	\$20.83
Federally Recognized Tribal Member	Before service employment	\$4,931.25	\$16.30
Federally Recognized Tribal Member	During service employment	\$3,841.00	\$17.68
Federally Recognized Tribal Member	After service employment	\$4,399.48	\$18.30
Person with a Disability	Before service employment	\$8,152.22	\$21.18
Person with a Disability	During service employment	\$3,754.66	\$20.02
Person with a Disability	After service employment	\$5,602.50	\$20.94
Veteran	Before service employment	\$3,753.25	\$17.69
Veteran	During service employment	\$2,294.97	\$18.34
Veteran	After service employment	\$3,708.21	\$20.24
Person Identifies with LGBTQ+ Community	Before service employment	\$4,490.98	\$17.48
Person Identifies with LGBTQ+ Community	During service employment	\$3,007.47	\$18.42
Person Identifies with LGBTQ+ Community	After service employment	\$4,352.70	\$19.50

APPENDIX H: CAREER PATHWAYS EMPLOYMENT OUTCOMES BY PRIORITY POPULATION

Table H.1. Career Pathways Job Placement by Priority Population.

Demographic	Participants with SSN	Percent of Participants with SSN	Participants with Employment Data	Percent of Participants with Employment Data	Participants Not Employed Before Services	Participants Employed After Services	Percent Employment
By Race							
Asian American/Asian	58	61%	48	51%	11	10	91%
Black/African American	79	66%	65	55%	25	14	56%
Latino/a/x /Hispanic	383	60%	334	52%	77	51	66%
Native American/Alaska Native	*	*	*	*	*	*	*
Native Hawaiian/Pacific Islander	*	*	*	*	*	*	*
Two or More Races	386	71%	336	62%	90	59	66%
White	1,390	74%	1,228	65%	395	272	69%
By Gender							
Female	1,495	73%	1,324	65%	391	265	68%
Male	1,009	64%	869	55%	262	174	66%
Non-Binary	*	*	*	*	*	*	*
By Age							
Ages 24 and Younger	711	57%	658	52%	168	119	71%
Ages 25-39	1,086	73%	972	65%	286	200	70%
Ages 40 and Older	753	74%	602	59%	215	128	60%

Demographic	Participants with SSN	Percent of Participants with SSN	Participants with Employment Data	Percent of Participants with Employment Data	Participants Not Employed Before Services	Participants Employed After Services	Percent Employment
By Geography							
Frontier	78	65%	65	54%	24	21	88%
Rural	845	66%	757	59%	204	140	69%
Urban	917	66%	809	58%	246	159	65%
Persons Incarcerated or Formerly Incarcerated	129	66%	95	49%	55	33	60%
Federally Recognized Tribal Member	*	*	*	*	*	*	*
Person with a Disability	131	77%	104	61%	43	26	60%
Veteran	283	73%	231	60%	93	52	56%
Person Identifies with LGBTQ+ Community	114	62%	98	53%	40	21	52%

Note: Percentages are rounded to one decimal place. * = Values are less than 10 and suppressed.

Table H.2. Career Pathways Median Wages by Priority Population.

Demographic	Employment Status	Median Quarterly Wage	Median Hourly Wage
By Race			
Asian American/Asian	Before service employment	\$3,620.93	\$16.90
Asian American/Asian	During service employment	\$3,831.48	\$18.25
Asian American/Asian	After service employment	\$3,693.68	\$20.28
Black/African American	Before service employment	\$2,956.30	\$16.31
Black/African American	During service employment	\$2,249.20	\$18.85
Black/African American	After service employment	\$3,859.98	\$18.28
Latino/a/x /Hispanic	Before service employment	\$5,685.83	\$17.64
Latino/a/x /Hispanic	During service employment	\$6,076.00	\$19.00
Latino/a/x /Hispanic	After service employment	\$7,776.80	\$21.40
Native American/Alaska Native	Before service employment	\$2,895.61	\$16.67
Native American/Alaska Native	During service employment	\$4,884.11	\$18.49
Native American/Alaska Native	After service employment	\$5,218.08	\$20.24
Native Hawaiian/Pacific Islander	Before service employment	\$7,256.16	\$19.47
Native Hawaiian/Pacific Islander	During service employment	\$4,152.18	\$20.65
Native Hawaiian/Pacific Islander	After service employment	\$4,854.49	\$22.95
Two or More Races	Before service employment	\$3,646.50	\$16.25
Two or More Races	During service employment	\$4,237.19	\$18.73
Two or More Races	After service employment	\$5,397.33	\$20.00
White	Before service employment	\$4,245.72	\$16.89
White	During service employment	\$3,899.94	\$18.75
White	After service employment	\$4,951.13	\$20.43
By Gender			
Female	Before service employment	\$4,113.76	\$16.82
Female	During service employment	\$4,101.56	\$18.81
Female	After service employment	\$5,335.99	\$20.73
Male	Before service employment	\$4,639.21	\$16.97

Demographic	Employment Status	Median Quarterly Wage	Median Hourly Wage
Male	During service employment	\$4,352.00	\$18.75
Male	After service employment	\$5,351.96	\$20.00
By Age			
Ages 24 and Younger	Before service employment	\$2,607.60	\$14.75
Ages 24 and Younger	During service employment	\$2,857.84	\$16.65
Ages 24 and Younger	After service employment	\$4,250.25	\$18.74
Ages 25-39	Before service employment	\$5,068.51	\$17.96
Ages 25-39	During service employment	\$4,404.88	\$19.77
Ages 25-39	After service employment	\$5,642.26	\$21.67
Ages 40 and Older	Before service employment	\$6,023.13	\$18.81
Ages 40 and Older	During service employment	\$6,021.85	\$20.78
Ages 40 and Older	After service employment	\$6,720.00	\$21.43
By Geography			
Frontier	Before service employment	\$3,599.20	\$14.52
Frontier	During service employment	\$2,511.50	\$15.67
Frontier	After service employment	\$4,951.13	\$18.51
Rural	Before service employment	\$3,963.78	\$16.31
Rural	During service employment	\$4,183.56	\$18.02
Rural	After service employment	\$5,218.88	\$19.96
Urban	Before service employment	\$4,652.77	\$17.42
Urban	During service employment	\$4,334.60	\$19.55
Urban	After service employment	\$5,524.87	\$21.37
Persons Incarcerated or Formerly Incarcerated	Before service employment	\$2,105.72	\$15.05
Persons Incarcerated or Formerly Incarcerated	During service employment	\$3,240.60	\$18.00
Persons Incarcerated or Formerly Incarcerated	After service employment	\$2,917.20	\$18.90
Federally Recognized Tribal Member	Before service employment	\$3,067.65	\$17.24
Federally Recognized Tribal Member	During service employment	\$4,336.25	\$18.40

Demographic	Employment Status	Median Quarterly Wage	Median Hourly Wage
Federally Recognized Tribal Member	After service employment	\$7,551.63	\$19.89
Person with a Disability	Before service employment	\$4,657.76	\$17.88
Person with a Disability	During service employment	\$5,399.50	\$20.36
Person with a Disability	After service employment	\$5,306.58	\$21.46
Veteran	Before service employment	\$3,266.91	\$17.95
Veteran	During service employment	\$2,990.92	\$18.86
Veteran	After service employment	\$2,868.00	\$18.74
Person Identifies with LGBTQ+ Community	Before service employment	\$3,416.67	\$17.95
Person Identifies with LGBTQ+ Community	During service employment	\$3,029.90	\$17.95
Person Identifies with LGBTQ+ Community	After service employment	\$3,360.16	\$19.37

APPENDIX I: REGISTERED APPRENTICESHIPS SUPPORT SERVICES AND EMPLOYMENT OUTCOMES BY PRIORITY POPULATION

Table I.1. Registered Apprenticeships Support Services Received by Priority Population.

Demographic	Support Service	Number of Unique Participants	Percent of Unique Participants	Number of Services Received	Sum of Dollars Spent on Participants	Median Dollars Spent on Participants
Asian American/Asian	Tuition and Fees Assistance	*	*	*	*	*
Asian American/Asian	Food Assistance	*	*	*	*	*
Asian American/Asian	Other	*	*	*	*	*
Asian American/Asian	Stipend	*	*	*	*	*
Asian American/Asian	Tools, Supplies, Equipment, Uniform, Technology	*	*	*	*	*
Asian American/Asian	Transportation	*	*	*	*	*
Black/African American	Tuition and Fees Assistance	15	1%	21	\$4,873	\$162
Black/African American	Food Assistance	*	*	*	*	*
Black/African American	Other	25	2%	25	\$461	\$101
Black/African American	Stipend	17	1%	17	\$0	NA
Black/African American	Tools, Supplies, Equipment, Uniform, Technology	*	*	*	*	*
Black/African American	Transportation	*	*	*	*	*
Latino/a/x /Hispanic	Tuition and Fees Assistance	62	5%	91	\$21,454	\$100

Demographic	Support Service	Number of Unique Participants	Percent of Unique Participants	Number of Services Received	Sum of Dollars Spent on Participants	Median Dollars Spent on Participants
Latino/a/x /Hispanic	Food Assistance	54	4%	56	\$2,730	\$33
Latino/a/x /Hispanic	Other	57	5%	59	\$488	\$59
Latino/a/x /Hispanic	Residential Assistance	*	*	*	*	*
Latino/a/x /Hispanic	Stipend	54	4%	54	\$0	NA
Latino/a/x /Hispanic	Tools, Supplies, Equipment, Uniform, Technology	52	4%	54	\$19,564	\$375
Latino/a/x /Hispanic	Transportation	32	3%	32	\$4,259	\$100
Native American/Alaska Native	Tuition and Fees Assistance	*	*	*	*	*
Native American/Alaska Native	Food Assistance	*	*	*	*	*
Native American/Alaska Native	Other	*	*	*	*	*
Native American/Alaska Native	Stipend	36	3%	49	\$25,371	\$800
Native American/Alaska Native	Tools, Supplies, Equipment, Uniform, Technology	*	*	*	*	*
Native American/Alaska Native	Transportation	14	1%	14	\$1,188	\$91
Native Hawaiian/Pacific Islander	Tuition and Fees Assistance	*	*	*	*	*

Demographic	Support Service	Number of Unique Participants	Percent of Unique Participants	Number of Services Received	Sum of Dollars Spent on Participants	Median Dollars Spent on Participants
Native Hawaiian/Pacific Islander	Food Assistance	*	*	*	*	*
Native Hawaiian/Pacific Islander	Other	*	*	*	*	*
Native Hawaiian/Pacific Islander	Stipend	*	*	*	*	*
Native Hawaiian/Pacific Islander	Tools, Supplies, Equipment, Uniform, Technology	*	*	*	*	*
Native Hawaiian/Pacific Islander	Transportation	*	*	*	*	*
Two or More Races	Tuition and Fees Assistance	57	5%	109	\$27,734	\$125
Two or More Races	Food Assistance	43	3%	44	\$6,064	\$165
Two or More Races	Other	64	5%	66	\$4,533	\$112
Two or More Races	Residential Assistance	*	*	*	*	*
Two or More Races	Stipend	27	2%	27	\$0	\$0
Two or More Races	Tools, Supplies, Equipment, Uniform, Technology	48	4%	54	\$8,571	\$102
Two or More Races	Transportation	10	1%	12	\$2,156	\$100
White	Tuition and Fees Assistance	144	12%	224	\$47,308	\$138
White	Childcare	*	*	*	*	*
White	Food Assistance	79	6%	86	\$8,739	\$82
White	Other	95	8%	103	\$16,847	\$112

Demographic	Support Service	Number of Unique Participants	Percent of Unique Participants	Number of Services Received	Sum of Dollars Spent on Participants	Median Dollars Spent on Participants
White	Residential Assistance	*	*	*	*	*
White	Stipend	64	5%	65	\$150	\$0
White	Tools, Supplies, Equipment, Uniform, Technology	84	7%	97	\$30,218	\$210
White	Transportation	46	4%	63	\$13,873	\$100
Female	Tuition and Fees Assistance	81	7%	130	\$29,866	\$150
Female	Childcare	*	*	*	*	*
Female	Food Assistance	31	3%	35	\$4,238	\$82
Female	Other	57	5%	65	\$9,761	\$112
Female	Residential Assistance	*	*	*	*	*
Female	Stipend	63	5%	68	\$10,289	\$800
Female	Tools, Supplies, Equipment, Uniform, Technology	39	3%	46	\$14,445	\$200
Female	Transportation	35	3%	42	\$11,913	\$150
Male	Tuition and Fees Assistance	206	17%	339	\$76,580	\$125
Male	Food Assistance	160	13%	167	\$14,483	\$82
Male	Other	197	16%	201	\$12,611	\$112
Male	Residential Assistance	*	*	*	*	*
Male	Stipend	140	11%	149	\$15,232	\$171

Demographic	Support Service	Number of Unique Participants	Percent of Unique Participants	Number of Services Received	Sum of Dollars Spent on Participants	Median Dollars Spent on Participants
Male	Tools, Supplies, Equipment, Uniform, Technology	158	13%	173	\$48,576	\$210
Male	Transportation	73	6%	86	\$10,366	\$100
Non-Binary	Tuition and Fees Assistance	*	*	*	*	*
Non-Binary	Food Assistance	*	*	*	*	*
Non-Binary	Other	10	1%	10	\$782	\$200
Non-Binary	Residential Assistance	*	*	*	*	*
Non-Binary	Stipend	*	*	*	*	*
Non-Binary	Tools, Supplies, Equipment, Uniform, Technology	*	*	*	*	*
Non-Binary	Transportation	*	*	*	*	*
Ages 24 and Younger	Tuition and Fees Assistance	134	11%	247	\$51,302	\$125
Ages 24 and Younger	Food Assistance	146	12%	154	\$12,275	\$82
Ages 24 and Younger	Other	164	13%	168	\$10,655	\$64
Ages 24 and Younger	Stipend	120	10%	126	\$11,806	\$800
Ages 24 and Younger	Tools, Supplies, Equipment, Uniform, Technology	144	12%	157	\$46,378	\$321
Ages 24 and Younger	Transportation	66	5%	76	\$7,920	\$100
Ages 25-39	Tuition and Fees	89	7%	132	\$31,729	\$430

Demographic	Support Service	Number of Unique Participants	Percent of Unique Participants	Number of Services Received	Sum of Dollars Spent on Participants	Median Dollars Spent on Participants
	Assistance					
Ages 25-39	Childcare	*	*	*	*	*
Ages 25-39	Food Assistance	33	3%	36	\$4,684	\$165
Ages 25-39	Other	78	6%	82	\$9,971	\$112
Ages 25-39	Residential Assistance	*	*	*	*	*
Ages 25-39	Stipend	63	5%	69	\$13,249	\$525
Ages 25-39	Tools, Supplies, Equipment, Uniform, Technology	42	3%	49	\$14,658	\$200
Ages 25-39	Transportation	30	2%	38	\$9,294	\$100
Ages 40 and Older	Tuition and Fees Assistance	74	6%	105	\$26,551	\$550
Ages 40 and Older	Childcare	*	*	*	*	*
Ages 40 and Older	Food Assistance	14	1%	14	\$1,896	\$165
Ages 40 and Older	Other	23	2%	27	\$2,528	\$112
Ages 40 and Older	Residential Assistance	*	*	*	*	*
Ages 40 and Older	Stipend	24	2%	26	\$466	\$80
Ages 40 and Older	Tools, Supplies, Equipment, Uniform, Technology	14	1%	16	\$2,685	\$102
Ages 40 and Older	Transportation	14	1%	16	\$6,401	\$298
Rural	Tuition and Fees Assistance	86	7%	127	\$33,658	\$142
Rural	Childcare	*	*	*	*	*

Demographic	Support Service	Number of Unique Participants	Percent of Unique Participants	Number of Services Received	Sum of Dollars Spent on Participants	Median Dollars Spent on Participants
Rural	Food Assistance	58	5%	61	\$6,309	\$100
Rural	Other	36	3%	44	\$10,286	\$112
Rural	Residential Assistance	*	*	*	*	*
Rural	Stipend	51	4%	65	\$24,421	\$250
Rural	Tools, Supplies, Equipment, Uniform, Technology	69	6%	84	\$23,313	\$210
Rural	Transportation	45	4%	54	\$11,758	\$100
Urban	Tuition and Fees Assistance	208	17%	353	\$73,870	\$125
Urban	Childcare	*	*	*	*	*
Urban	Food Assistance	134	11%	142	\$12,513	\$82
Urban	Other	229	19%	233	\$12,867	\$112
Urban	Residential Assistance	*	*	*	*	*
Urban	Stipend	156	13%	156	\$1,100	\$0
Urban	Tools, Supplies, Equipment, Uniform, Technology	129	10%	135	\$39,704	\$375
Urban	Transportation	61	5%	69	\$10,757	\$100
Persons Incarcerated or Formerly Incarcerated	Tuition and Fees Assistance	47	4%	56	\$6,870	\$125
Persons Incarcerated or Formerly Incarcerated	Food Assistance	*	*	*	*	*

Demographic	Support Service	Number of Unique Participants	Percent of Unique Participants	Number of Services Received	Sum of Dollars Spent on Participants	Median Dollars Spent on Participants
Persons Incarcerated or Formerly Incarcerated	Other	29	2%	29	\$186	\$30
Persons Incarcerated or Formerly Incarcerated	Stipend	28	2%	35	\$15,223	\$800
Persons Incarcerated or Formerly Incarcerated	Tools, Supplies, Equipment, Uniform, Technology	*	*	*	*	*
Persons Incarcerated or Formerly Incarcerated	Transportation	14	1%	14	\$1,099	\$50
Federally Recognized Tribal Member	Tuition and Fees Assistance	*	*	*	*	*
Federally Recognized Tribal Member	Food Assistance	*	*	*	*	*
Federally Recognized Tribal Member	Other	*	*	*	*	*
Federally Recognized Tribal Member	Stipend	36	3%	49	\$25,371	\$800
Federally Recognized Tribal Member	Tools, Supplies, Equipment, Uniform, Technology	*	*	*	*	*
Federally Recognized Tribal Member	Transportation	15	1%	15	\$1,278	\$90
Person with a Disability	Tuition and Fees Assistance	*	*	*	*	*
Person with a Disability	Food Assistance	*	*	*	*	*
Person with a Disability	Other	*	*	*	*	*

Demographic	Support Service	Number of Unique Participants	Percent of Unique Participants	Number of Services Received	Sum of Dollars Spent on Participants	Median Dollars Spent on Participants
Person with a Disability	Tools, Supplies, Equipment, Uniform, Technology	*	*	*	*	*
Person with a Disability	Transportation	*	*	*	*	*
Veteran	Tuition and Fees Assistance	27	2%	40	\$8,967	\$239
Veteran	Childcare	*	*	*	*	*
Veteran	Food Assistance	*	*	*	*	*
Veteran	Other	15	1%	15	\$1,582	\$200
Veteran	Residential Assistance	*	*	*	*	*
Veteran	Stipend	12	1%	16	\$8,408	\$800
Veteran	Tools, Supplies, Equipment, Uniform, Technology	*	*	*	*	*
Veteran	Transportation	*	*	*	*	*
Person Identifies with LGBTQ+ Community	Tuition and Fees Assistance	14	1%	17	\$2,619	\$89
Person Identifies with LGBTQ+ Community	Food Assistance	*	*	*	*	*
Person Identifies with LGBTQ+ Community	Other	32	3%	34	\$6,788	\$200
Person Identifies with LGBTQ+ Community	Residential Assistance	*	*	*	*	*
Person Identifies with LGBTQ+ Community	Stipend	36	3%	38	\$4,916	\$800

Demographic	Support Service	Number of Unique Participants	Percent of Unique Participants	Number of Services Received	Sum of Dollars Spent on Participants	Median Dollars Spent on Participants
Person Identifies with LGBTQ+ Community	Tools, Supplies, Equipment, Uniform, Technology	*	*	*	*	*
Person Identifies with LGBTQ+ Community	Transportation	*	*	*	*	*

Note: Percentages are rounded to one decimal place. * = Value is less than 10 and suppressed.

Table I.2. Registered Apprenticeships Job Placement by Priority Population.

Demographic	Participants with SSN	Percent of Participants with SSN	Participants with Employment Data	Percent of Participants with Employment Data	Participants Not Employed Before Services	Participants Employed After Services	Percent Employment
By Race							
Asian American/Asian	*	*	*	*	*	*	*
Black/African American	*	*	*	*	*	*	*
Latino/a/x /Hispanic	108	52%	100	48%	15	12	80%
Native American/Alaska Native	*	*	*	*	*	*	*
Native Hawaiian/Pacific Islander	*	*	*	*	*	*	*
Two or More Races	106	55%	96	50%	17	11	65%
White	285	47%	246	41%	63	38	60%
By Gender							
Female	253	65%	217	56%	54	38	70%
Male	296	40%	261	36%	56	29	52%
Non-Binary	*	*	*	*	*	*	*
By Age							
Ages 24 and Younger	247	37%	226	34%	46	33	72%
Ages 25-39	233	67%	204	59%	45	20	44%
Ages 40 and Older	99	63%	73	46%	22	17	77%
By Geography							
Frontier	*	*	*	*	*	*	*
Rural	155	36%	144	33%	35	21	60%

Demographic	Participants with SSN	Percent of Participants with SSN	Participants with Employment Data	Percent of Participants with Employment Data	Participants Not Employed Before Services	Participants Employed After Services	Percent Employment
Urban	382	57%	326	49%	67	40	60%
Persons Incarcerated or Formerly Incarcerated	93	79%	46	39%	23	10	43%
Federally Recognized Tribal Member	*	*	*	*	*	*	*
Person with a Disability	*	*	*	*	*	*	*
Veteran	*	*	*	*	*	*	*
Person Identifies with LGBTQ+ Community	*	*	*	*	*	*	*

Note: Percentages are rounded to one decimal place. * = Values are less than 10 and suppressed.

Table I.3. Registered Apprenticeships Median Wages by Priority Population.

Demographic	Employment Status	Median Quarterly Wage	Median Hourly Wage
By Race			
Asian American/Asian	Before service employment	\$3,652.76	\$15.99
Asian American/Asian	During service employment	\$6,553.96	\$21.07
Asian American/Asian	After service employment	\$5,345.08	\$23.55
Black/African American	Before service employment	\$2,905.33	\$16.70
Black/African American	During service employment	\$2,576.19	\$18.64
Black/African American	After service employment	\$4,118.22	\$19.93
Latino/a/x /Hispanic	Before service employment	\$3,854.62	\$17.17
Latino/a/x /Hispanic	During service employment	\$5,033.62	\$19.55
Latino/a/x /Hispanic	After service employment	\$5,874.44	\$23.34
Native American/Alaska Native	Before service employment	\$2,591.08	\$16.64
Native American/Alaska Native	During service employment	\$2,979.00	\$20.00
Native American/Alaska Native	After service employment	\$2,916.20	\$18.77
Native Hawaiian/Pacific Islander	Before service employment	\$3,860.80	\$16.34
Native Hawaiian/Pacific Islander	During service employment	\$3,264.85	\$20.47
Native Hawaiian/Pacific Islander	After service employment	\$4,352.86	\$24.88
Two or More Races	Before service employment	\$4,941.06	\$18.13
Two or More Races	During service employment	\$5,056.27	\$19.97
Two or More Races	After service employment	\$6,341.68	\$22.00
White	Before service employment	\$4,831.77	\$17.88
White	During service employment	\$4,749.12	\$20.42
White	After service employment	\$7,113.02	\$22.00
By Gender			
Female	Before service employment	\$4,444.44	\$17.77
Female	During service employment	\$4,579.39	\$19.75
Female	After service employment	\$6,604.53	\$22.17

Demographic	Employment Status	Median Quarterly Wage	Median Hourly Wage
Male	Before service employment	\$4,351.79	\$17.36
Male	During service employment	\$4,466.75	\$20.10
Male	After service employment	\$5,652.50	\$22.16
Non-Binary	Before service employment	\$3,958.20	\$18.36
Non-Binary	During service employment	\$4,027.05	\$20.73
Non-Binary	After service employment	\$5,080.36	\$22.31
By Age			
Ages 24 and Younger	Before service employment	\$2,961.44	\$15.91
Ages 24 and Younger	During service employment	\$3,866.83	\$18.70
Ages 24 and Younger	After service employment	\$4,446.56	\$20.55
Ages 25-39	Before service employment	\$6,099.17	\$19.20
Ages 25-39	During service employment	\$4,323.34	\$21.34
Ages 25-39	After service employment	\$7,083.96	\$23.44
Ages 40 and Older	Before service employment	\$6,599.52	\$18.20
Ages 40 and Older	During service employment	\$8,722.32	\$21.51
Ages 40 and Older	After service employment	\$9,718.45	\$23.64
By Geography			
Frontier	Before service employment	\$1,090.12	\$14.06
Frontier	During service employment	\$645.00	\$11.94
Frontier	After service employment	\$6,863.00	\$16.49
Rural	Before service employment	\$4,596.64	\$17.39
Rural	During service employment	\$4,351.88	\$19.82
Rural	After service employment	\$7,940.26	\$21.25
Urban	Before service employment	\$4,280.35	\$17.68
Urban	During service employment	\$4,531.69	\$20.19
Urban	After service employment	\$5,669.52	\$22.47
Persons Incarcerated or Formerly Incarcerated	Before service employment	\$3,935.41	\$17.25

Demographic	Employment Status	Median Quarterly Wage	Median Hourly Wage
Persons Incarcerated or Formerly Incarcerated	During service employment	\$5,982.72	\$20.85
Persons Incarcerated or Formerly Incarcerated	After service employment	\$9,414.50	\$23.14
Federally Recognized Tribal Member	Before service employment	\$3,194.23	\$16.71
Federally Recognized Tribal Member	During service employment	\$5,206.18	\$21.27
Federally Recognized Tribal Member	After service employment	\$8,025.82	\$20.24
Person with a Disability	Before service employment	\$5,565.03	\$18.47
Person with a Disability	During service employment	\$1,913.24	\$23.55
Person with a Disability	After service employment	\$5,520.42	\$21.85
Veteran	Before service employment	\$4,941.06	\$19.04
Veteran	During service employment	\$5,260.97	\$22.32
Veteran	After service employment	\$9,329.10	\$24.20
Person Identifies with LGBTQ+ Community	Before service employment	\$3,721.60	\$17.34
Person Identifies with LGBTQ+ Community	During service employment	\$4,027.05	\$20.36
Person Identifies with LGBTQ+ Community	After service employment	\$5,903.67	\$21.80

APPENDIX J: YOUTH PROGRAMS SUPPORT SERVICES AND EMPLOYMENT OUTCOMES BY PRIORITY POPULATION

Table J.1. Youth Programs Support Services Received by Priority Population.

Demographic	Support Service	Number of Unique Participants	Percent of Unique Participants	Number of Services Received	Sum of Dollars Spent on Participants	Median Dollars Spent on Participants
Asian American/Asian	Other	*	*	*	*	*
Asian American/Asian	Stipend	*	*	*	*	*
Asian American/Asian	Transportation	*	*	*	*	*
Black/African American	Childcare	*	*	*	*	*
Black/African American	Food Assistance	*	*	*	*	*
Black/African American	Other	*	*	*	*	*
Black/African American	Stipend	*	*	*	*	*
Black/African American	Tools, Supplies, Equipment, Uniform, Technology	*	*	*	*	*
Black/African American	Transportation	*	*	*	*	*
Latino/a/x /Hispanic	Tuition and Fees Assistance	*	*	*	*	*
Latino/a/x /Hispanic	Childcare	*	*	*	*	*
Latino/a/x /Hispanic	Food Assistance	*	*	*	*	*
Latino/a/x /Hispanic	Other	*	*	*	*	*
Latino/a/x /Hispanic	Residential Assistance	*	*	*	*	*
Latino/a/x /Hispanic	Stipend	*	*	*	*	*

Demographic	Support Service	Number of Unique Participants	Percent of Unique Participants	Number of Services Received	Sum of Dollars Spent on Participants	Median Dollars Spent on Participants
Latino/a/x /Hispanic	Tools, Supplies, Equipment, Uniform, Technology	*	*	*	*	*
Latino/a/x /Hispanic	Transportation	*	*	*	*	*
Native American/Alaska Native	Transportation	*	*	*	*	*
Native Hawaiian/Pacific Islander	Food Assistance	*	*	*	*	*
Native Hawaiian/Pacific Islander	Stipend	*	*	*	*	*
Native Hawaiian/Pacific Islander	Tools, Supplies, Equipment, Uniform, Technology	*	*	*	*	*
Two or More Races	Tuition and Fees Assistance	*	*	*	*	*
Two or More Races	Childcare	*	*	*	*	*
Two or More Races	Food Assistance	10	0%	10	\$118	\$59
Two or More Races	Other	*	*	*	*	*
Two or More Races	Residential Assistance	*	*	*	*	*
Two or More Races	Stipend	13	1%	26	\$1,920	\$50
Two or More Races	Tools, Supplies, Equipment, Uniform, Technology	*	*	*	*	*
Two or More Races	Transportation	12	0%	13	\$3,846	\$480
White	Tuition and Fees Assistance	*	*	*	*	*

Demographic	Support Service	Number of Unique Participants	Percent of Unique Participants	Number of Services Received	Sum of Dollars Spent on Participants	Median Dollars Spent on Participants
White	Childcare	*	*	*	*	*
White	Food Assistance	13	1%	19	\$486	\$28
White	Other	*	*	*	*	*
White	Residential Assistance	*	*	*	*	*
White	Stipend	29	1%	41	\$6,457	\$100
White	Tools, Supplies, Equipment, Uniform, Technology	19	1%	26	\$4,032	\$146
White	Transportation	21	1%	36	\$5,560	\$50
Female	Tuition and Fees Assistance	*	*	*	*	*
Female	Childcare	*	*	*	*	*
Female	Food Assistance	14	1%	14	\$213	\$30
Female	Other	11	0%	16	\$2,440	\$36
Female	Residential Assistance	*	*	*	*	*
Female	Stipend	34	1%	54	\$8,104	\$50
Female	Tools, Supplies, Equipment, Uniform, Technology	15	1%	22	\$3,201	\$87
Female	Transportation	28	1%	31	\$8,531	\$150
Male	Tuition and Fees Assistance	*	*	*	*	*
Male	Childcare	*	*	*	*	*

Demographic	Support Service	Number of Unique Participants	Percent of Unique Participants	Number of Services Received	Sum of Dollars Spent on Participants	Median Dollars Spent on Participants
Male	Food Assistance	16	1%	19	\$325	\$19
Male	Other	*	*	*	*	*
Male	Residential Assistance	*	*	*	*	*
Male	Stipend	24	1%	45	\$5,338	\$50
Male	Tools, Supplies, Equipment, Uniform, Technology	24	1%	36	\$6,263	\$143
Male	Transportation	18	1%	31	\$5,003	\$50
Non-Binary	Tuition and Fees Assistance	*	*	*	*	*
Non-Binary	Childcare	*	*	*	*	*
Non-Binary	Food Assistance	14	1%	17	\$103	\$27
Non-Binary	Other	*	*	*	*	*
Non-Binary	Residential Assistance	*	*	*	*	*
Non-Binary	Stipend	12	0%	16	\$1,560	\$50
Non-Binary	Tools, Supplies, Equipment, Uniform, Technology	13	1%	24	\$3,162	\$87
Non-Binary	Transportation	*	*	*	*	*
Ages 24 and Younger	Tuition and Fees Assistance	*	*	*	*	*
Ages 24 and Younger	Childcare	*	*	*	*	*
Ages 24 and Younger	Food Assistance	44	2%	50	\$642	\$26

Demographic	Support Service	Number of Unique Participants	Percent of Unique Participants	Number of Services Received	Sum of Dollars Spent on Participants	Median Dollars Spent on Participants
Ages 24 and Younger	Other	27	1%	44	\$5,921	\$50
Ages 24 and Younger	Residential Assistance	15	1%	21	\$16,290	\$825
Ages 24 and Younger	Stipend	66	3%	118	\$15,162	\$50
Ages 24 and Younger	Tools, Supplies, Equipment, Uniform, Technology	43	2%	64	\$9,726	\$143
Ages 24 and Younger	Transportation	53	2%	74	\$15,148	\$75
Ages 25-39	Childcare	*	*	*	*	*
Ages 25-39	Food Assistance	*	*	*	*	*
Ages 25-39	Stipend	*	*	*	*	*
Ages 25-39	Tools, Supplies, Equipment, Uniform, Technology	*	*	*	*	*
Rural	Tuition and Fees Assistance	*	*	*	*	*
Rural	Childcare	*	*	*	*	*
Rural	Food Assistance	*	*	*	*	*
Rural	Other	*	*	*	*	*
Rural	Residential Assistance	*	*	*	*	*
Rural	Stipend	32	1%	41	\$7,632	\$107
Rural	Tools, Supplies, Equipment, Uniform, Technology	12	0%	14	\$1,535	\$60

Demographic	Support Service	Number of Unique Participants	Percent of Unique Participants	Number of Services Received	Sum of Dollars Spent on Participants	Median Dollars Spent on Participants
Rural	Transportation	10	0%	14	\$2,223	\$62
Urban	Tuition and Fees Assistance	*	*	*	*	*
Urban	Childcare	12	0%	15	\$1,721	\$49
Urban	Food Assistance	39	2%	45	\$163	\$18
Urban	Other	22	1%	38	\$5,186	\$50
Urban	Residential Assistance	*	*	*	*	*
Urban	Stipend	41	2%	84	\$7,970	\$50
Urban	Tools, Supplies, Equipment, Uniform, Technology	38	1%	63	\$10,908	\$143
Urban	Transportation	41	2%	58	\$12,824	\$150
Persons Incarcerated or Formerly Incarcerated	Tuition and Fees Assistance	*	*	*	*	*
Persons Incarcerated or Formerly Incarcerated	Childcare	*	*	*	*	*
Persons Incarcerated or Formerly Incarcerated	Food Assistance	*	*	*	*	*
Persons Incarcerated or Formerly Incarcerated	Other	*	*	*	*	*
Persons Incarcerated or Formerly Incarcerated	Residential Assistance	*	*	*	*	*

Demographic	Support Service	Number of Unique Participants	Percent of Unique Participants	Number of Services Received	Sum of Dollars Spent on Participants	Median Dollars Spent on Participants
Persons Incarcerated or Formerly Incarcerated	Stipend	*	*	*	*	*
Persons Incarcerated or Formerly Incarcerated	Tools, Supplies, Equipment, Uniform, Technology	*	*	*	*	*
Persons Incarcerated or Formerly Incarcerated	Transportation	*	*	*	*	*
Federally Recognized Tribal Member	Tuition and Fees Assistance	*	*	*	*	*
Federally Recognized Tribal Member	Food Assistance	*	*	*	*	*
Federally Recognized Tribal Member	Transportation	*	*	*	*	*
Person with a Disability	Tools, Supplies, Equipment, Uniform, Technology	*	*	*	*	*
Veteran	Tuition and Fees Assistance	*	*	*	*	*
Veteran	Childcare	*	*	*	*	*
Veteran	Food Assistance	22	1%	25	\$334	\$29
Veteran	Other	*	*	*	*	*
Veteran	Residential Assistance	*	*	*	*	*
Veteran	Stipend	34	1%	46	\$7,277	\$100
Veteran	Tools, Supplies, Equipment, Uniform, Technology	29	1%	46	\$5,776	\$75

Demographic	Support Service	Number of Unique Participants	Percent of Unique Participants	Number of Services Received	Sum of Dollars Spent on Participants	Median Dollars Spent on Participants
Veteran	Transportation	24	1%	39	\$8,870	\$75
Person Identifies with LGBTQ+ Community	Tuition and Fees Assistance	*	*	*	*	*
Person Identifies with LGBTQ+ Community	Childcare	*	*	*	*	*
Person Identifies with LGBTQ+ Community	Food Assistance	21	1%	27	\$252	\$26
Person Identifies with LGBTQ+ Community	Other	*	*	*	*	*
Person Identifies with LGBTQ+ Community	Residential Assistance	*	*	*	*	*
Person Identifies with LGBTQ+ Community	Stipend	23	1%	33	\$3,164	\$75
Person Identifies with LGBTQ+ Community	Tools, Supplies, Equipment, Uniform, Technology	21	1%	42	\$5,218	\$84
Person Identifies with LGBTQ+ Community	Transportation	17	1%	24	\$5,314	\$106

Note: Percentages are rounded to one decimal place. * = Value is less than 10 and suppressed.

Table J.2. Youth Programs Job Placement by Priority Population.

Demographic	Participants with SSN	Percent of Participants with SSN	Participants with Employment Data	Percent of Participants with Employment Data	Participants Not Employed Before Services	Participants Employed After Services	Percent Employment
By Race							
Asian American/Asian	*	*	*	*	*	*	*
Black/African American	*	*	*	*	*	*	*
Latino/a/x /Hispanic	*	*	*	*	*	*	*
Native American/Alaska Native	*	*	*	*	*	*	*
Native Hawaiian/Pacific Islander	*	*	*	*	*	*	*
Two or More Races	*	*	*	*	*	*	*
White	190	18%	162	16%	53	34	64%
By Gender							
Female	174	17%	152	15%	38	22	58%
Male	190	19%	171	17%	54	30	56%
Non-Binary	*	*	*	*	*	*	*
By Age							
Ages 24 and Younger	354	16%	316	15%	97	50	52%
Ages 25-39	*	*	*	*	*	*	*
Ages 40 and Older	*	*	*	*	*	*	*
By Geography							
Rural	101	11%	92	10%	19	13	68%
Urban	293	21%	258	19%	84	41	49%

Demographic	Participants with SSN	Percent of Participants with SSN	Participants with Employment Data	Percent of Participants with Employment Data	Participants Not Employed Before Services	Participants Employed After Services	Percent Employment
Persons Incarcerated or Formerly Incarcerated	*	*	*	*	*	*	*
Federally Recognized Tribal Member	*	*	*	*	*	*	*
Person with a Disability	*	*	*	*	*	*	*
Veteran	56	16%	48	13%	17	10	59%
Person Identifies with LGBTQ+ Community	*	*	*	*	*	*	*

Note: Percentages are rounded to one decimal place. * = Values are less than 10 and suppressed.

Table J.3. Youth Programs Median Wages by Priority Population

Demographic	Employment Status	Median Quarterly Wage	Median Hourly Wage
By Race			
Asian American/Asian	Before service employment	\$3,040.65	\$15.53
Asian American/Asian	During service employment	\$2,383.62	\$17.46
Asian American/Asian	After service employment	\$3,035.99	\$19.47
Black/African American	Before service employment	\$1,346.00	\$16.40
Black/African American	During service employment	\$1,472.05	\$17.00
Black/African American	After service employment	\$1,738.30	\$18.49
Latino/a/x /Hispanic	Before service employment	\$2,260.88	\$15.74
Latino/a/x /Hispanic	During service employment	\$2,100.59	\$17.00
Latino/a/x /Hispanic	After service employment	\$3,184.32	\$19.14
Native American/Alaska Native	Before service employment	\$1,901.82	\$15.00
Native American/Alaska Native	During service employment	\$880.65	\$15.92
Native American/Alaska Native	After service employment	\$1,287.75	\$15.53
Native Hawaiian/Pacific Islander	Before service employment	\$5,621.42	\$16.66
Native Hawaiian/Pacific Islander	During service employment	\$7,200.13	\$18.32
Native Hawaiian/Pacific Islander	After service employment	\$4,434.79	\$18.51
Two or More Races	Before service employment	\$1,671.92	\$15.74
Two or More Races	During service employment	\$1,506.91	\$18.36
Two or More Races	After service employment	\$2,289.06	\$18.00
White	Before service employment	\$1,506.87	\$14.77
White	During service employment	\$1,892.13	\$16.27
White	After service employment	\$2,388.60	\$16.46
By Gender			
Female	Before service employment	\$1,848.37	\$15.00
Female	During service employment	\$2,212.38	\$17.01
Female	After service employment	\$2,345.52	\$17.41
Male	Before service employment	\$1,722.37	\$16.05
Male	During service employment	\$1,763.61	\$16.60

Demographic	Employment Status	Median Quarterly Wage	Median Hourly Wage
Male	After service employment	\$2,188.89	\$17.11
Non-Binary	Before service employment	\$1,189.90	\$15.11
Non-Binary	During service employment	\$2,159.71	\$16.31
Non-Binary	After service employment	\$2,078.85	\$18.49
By Age			
Ages 24 and Younger	Before service employment	\$1,693.03	\$15.28
Ages 24 and Younger	During service employment	\$1,931.20	\$16.66
Ages 24 and Younger	After service employment	\$2,059.54	\$17.00
Ages 25-39	Before service employment	\$1,978.86	\$16.34
Ages 25-39	During service employment	\$2,210.57	\$17.74
Ages 25-39	After service employment	\$3,960.00	\$18.52
Ages 40 and Older	During service employment	\$944.78	\$15.68
Ages 40 and Older	After service employment	\$2,654.25	\$15.00
By Geography			
Rural	Before service employment	\$1,877.26	\$14.23
Rural	During service employment	\$1,931.20	\$16.09
Rural	After service employment	\$2,143.56	\$16.34
Urban	Before service employment	\$1,670.68	\$15.88
Urban	During service employment	\$2,011.83	\$17.00
Urban	After service employment	\$2,356.86	\$17.80
Persons Incarcerated or Formerly Incarcerated	Before service employment	\$1,492.51	\$16.46
Persons Incarcerated or Formerly Incarcerated	During service employment	\$2,396.96	\$17.92
Persons Incarcerated or Formerly Incarcerated	After service employment	\$1,829.32	\$19.16
Federally Recognized Tribal Member	Before service employment	\$2,723.34	\$14.96
Federally Recognized Tribal Member	During service employment	\$1,519.48	\$16.89
Federally Recognized Tribal Member	After service employment	\$1,331.80	\$16.74
Person with a Disability	Before service employment	\$2,934.98	\$16.47
Person with a Disability	During service employment	\$268.85	\$16.00

Demographic	Employment Status	Median Quarterly Wage	Median Hourly Wage
Person with a Disability	After service employment	\$480.00	\$16.94
Veteran	Before service employment	\$1,707.90	\$15.35
Veteran	During service employment	\$2,283.70	\$16.87
Veteran	After service employment	\$2,191.73	\$16.94
Person Identifies with LGBTQ+ Community	Before service employment	\$1,472.03	\$15.23
Person Identifies with LGBTQ+ Community	During service employment	\$1,763.00	\$17.46
Person Identifies with LGBTQ+ Community	After service employment	\$1,446.56	\$17.13

APPENDIX K: NUMBER OF CREDIT FOR PRIOR LEARNING STUDENTS AND CREDITS

Table K.1. Number of Students who Earned Credit for Prior Learning at Oregon’s Public Universities.

	2013- 14	2014- 15	2015- 16	2016- 17	2017- 18	2018- 19	2019- 20	2020- 21	2021- 22	2022- 23	2023- 24
Received CPL Investment											
Eastern Oregon University	101	86	124	138	133	139	104	108	121	161	101
Oregon Institute of Technology	290	323	468	294	295	269	253	240	196	202	290
Portland State University	663	703	704	768	813	985	671	599	652	598	663
Southern Oregon University	1,111	1,173	1,213	1,277	1,268	1,293	1,152	1,295	1,493	1,490	1,111
Western Oregon University	201	199	221	230	191	187	168	125	163	129	201
Did Not Receive CPL Investment											
University of Oregon	1,974	1,767	1,909	1,833	1,746	1,814	2,251	1,972	2,116	2,479	2,428
Oregon State University	1,454	1,639	1,616	1,777	1,760	1,743	1,810	1,791	1,828	2,304	2,549

Table K.2. Number of Credits Awarded as CPL at Oregon's Public Universities.

	2013- 14	2014- 15	2015- 16	2016- 17	2017- 18	2018- 19	2019- 20	2020- 21	2021- 22	2022- 23	2023- 24
Received CPL Investment											
Eastern Oregon University	1,987	2,425	1,940	2,820	3,260	3,014	3,061	3,104	3,058	3,259	3,368
Oregon Institute of Technology	11,499	17,545	17,774	18,946	16,029	15,976	14,115	12,977	13,377	8,810	8,730
Portland State University	8,629	9,902	10,262	10,619	11,268	11,638	19,039	13,560	11,435	11,938	10,323
Southern Oregon University	19,791	18,303	18,229	18,530	20,375	18,663	20,595	20,071	21,731	22,333	13,521
Western Oregon University	2,797	2,986	2,827	3,600	3,958	4,332	3,479	3,135	2,464	3,260	2,338
Did Not Receive CPL Investment											
University of Oregon	32,153	29,781	30,282	27,612	26,494	28,258	41,625	40,302	40,617	46,690	46,017
Oregon State University	23,230	27,904	27,202	29,614	29,046	30,833	33,825	36,098	37,187	45,401	49,949

Table K.3. Number of Students who Earned CPL at Oregon’s Community Colleges

	2014-15	2015-16	2016-17	2017-18	2018-19	2019-20	2020-21	2021-22	2022-23	2023-24
Received CPL Investment										
Blue Mountain Community College			67	12	22	19				
Central Oregon Community College	13	*	10	*	*		*	*	*	*
Chemeketa Community College	*	*	*	*	*	*	*	*	*	
Clackamas Community College	241	322	316	292	252	176	149	113	190	200
Columbia Gorge Community College				*						
Klamath Community College									64	43
Linn Benton Community College								*		
Portland Community College				372	302	253	302	219	157	171
Southwestern Oregon Community College	50	83	32	67	74	75	62	46	60	48
Umpqua Community College				*		*		*	*	
Did Not Receive CPL Investment										
Rogue Community College	142	55	30	10	19	15	9	15	18	35

*Number less than 10.

Table K.4. Number of Credits Awarded as CPL at Oregon’s Community Colleges.

	2014-15	2015-16	2016-17	2017-18	2018-19	2019-20	2020-21	2021-22	2022-23	2023-24
Received CPL Investment										
Blue Mountain Community College			602	126	240	153				
Central Oregon Community College	13	*	15	*	*		*	*	*	*
Chemeketa Community College	56	20	24	40	20	*	*	*	*	
Clackamas Community College	6,364	7,093	7,579	7,096	5,892	3,766	2,857	2,127	4,839	4,134
Columbia Gorge Community College				*						
Klamath Community College									977	576
Linn Benton Community College								18		
Portland Community College				3,984	3,639	1,363	1,275	848	1,175	2,123
Southwestern Oregon Community College	314	419	190	610	678	722	458	271	437	301
Umpqua Community College				*		*		*	*	
Did Not Receive CPL Investment										
Rogue Community College	142	55	30	10	19	15	*	15	18	35

*Number less than 10.

APPENDIX L: WORKFORCE READY GRANTS SUPPORT SERVICES AND EMPLOYMENT OUTCOMES BY PRIORITY POPULATION

Table L.1. Workforce Ready Grants Support Services Received by Priority Population.

Demographic	Support Service	Number of Unique Participants	Percent of Unique Participants	Number of Services Received	Sum of Dollars Spent on Participants	Median Dollars Spent on Participants
Asian American/Asian	Tuition and Fees Assistance	11	1%	21	\$9,956	\$511
Asian American/Asian	Other	*	*	*	*	*
Asian American/Asian	Stipend	*	*	*	*	*
Asian American/Asian	Tools, Supplies, Equipment, Uniform, Technology	*	*	*	*	*
Asian American/Asian	Transportation	*	*	*	*	*
Black/African American	Tuition and Fees Assistance	*	*	*	*	*
Black/African American	Tools, Supplies, Equipment, Uniform, Technology	*	*	*	*	*
Black/African American	Transportation	12	1%	33	\$1,385	\$45
Latino/a/x /Hispanic	Tuition and Fees Assistance	50	3%	60	\$62,533	\$822
Latino/a/x /Hispanic	Food Assistance	*	*	*	*	*
Latino/a/x /Hispanic	Other	27	2%	57	\$6,960	\$35
Latino/a/x /Hispanic	Residential Assistance	*	*	*	*	*
Latino/a/x /Hispanic	Stipend	*	*	*	*	*
Latino/a/x /Hispanic	Tools, Supplies, Equipment, Uniform, Technology	*	*	*	*	*

Demographic	Support Service	Number of Unique Participants	Percent of Unique Participants	Number of Services Received	Sum of Dollars Spent on Participants	Median Dollars Spent on Participants
Latino/a/x /Hispanic	Transportation	*	*	*	*	*
Native American/Alaska Native	Tuition and Fees Assistance	15	1%	23	\$91,869	\$4,600
Native American/Alaska Native	Stipend	14	1%	42	\$48,690	\$1,000
Native American/Alaska Native	Tools, Supplies, Equipment, Uniform, Technology	*	*	*	*	*
Native American/Alaska Native	Transportation	*	*	*	*	*
Native Hawaiian/Pacific Islander	Tuition and Fees Assistance	*	*	*	*	*
Native Hawaiian/Pacific Islander	Tools, Supplies, Equipment, Uniform, Technology	*	*	*	*	*
Two or More Races	Tuition and Fees Assistance	27	2%	32	\$35,074	\$1,000
Two or More Races	Food Assistance	*	*	*	*	*
Two or More Races	Other	15	1%	27	\$6,928	\$38
Two or More Races	Stipend	*	*	*	*	*
Two or More Races	Tools, Supplies, Equipment, Uniform, Technology	24	2%	26	\$7,284	\$400
Two or More Races	Transportation	14	1%	19	\$2,318	\$45
White	Tuition and Fees Assistance	96	6%	112	\$244,873	\$511

Demographic	Support Service	Number of Unique Participants	Percent of Unique Participants	Number of Services Received	Sum of Dollars Spent on Participants	Median Dollars Spent on Participants
White	Food Assistance	24	2%	29	\$9,719	\$200
White	Other	29	2%	39	\$6,170	\$129
White	Residential Assistance	*	*	*	*	*
White	Stipend	12	1%	12	\$16,000	\$1,000
White	Tools, Supplies, Equipment, Uniform, Technology	41	3%	55	\$8,310	\$92
White	Transportation	40	3%	79	\$5,204	\$25
Female	Tuition and Fees Assistance	93	6%	104	\$208,026	\$1,000
Female	Food Assistance	*	*	*	*	*
Female	Other	41	3%	86	\$12,682	\$38
Female	Residential Assistance	*	*	*	*	*
Female	Stipend	12	1%	27	\$32,715	\$1,000
Female	Tools, Supplies, Equipment, Uniform, Technology	25	2%	36	\$6,068	\$121
Female	Transportation	31	2%	70	\$2,921	\$35
Male	Tuition and Fees Assistance	113	7%	155	\$223,415	\$511
Male	Food Assistance	23	1%	29	\$9,654	\$200
Male	Other	27	2%	33	\$3,916	\$129
Male	Residential Assistance	14	1%	15	\$31,587	\$2,000

Demographic	Support Service	Number of Unique Participants	Percent of Unique Participants	Number of Services Received	Sum of Dollars Spent on Participants	Median Dollars Spent on Participants
Male	Stipend	22	1%	35	\$51,712	\$1,000
Male	Tools, Supplies, Equipment, Uniform, Technology	53	3%	65	\$13,535	\$170
Male	Transportation	52	3%	111	\$7,547	\$45
Non-Binary	Tuition and Fees Assistance	10	1%	12	\$53,045	\$1,538
Non-Binary	Food Assistance	*	*	*	*	*
Non-Binary	Other	*	*	*	*	*
Non-Binary	Stipend	*	*	*	*	*
Non-Binary	Tools, Supplies, Equipment, Uniform, Technology	*	*	*	*	*
Non-Binary	Transportation	*	*	*	*	*
Ages 24 and Younger	Tuition and Fees Assistance	64	4%	81	\$184,184	\$511
Ages 24 and Younger	Food Assistance	30	2%	38	\$6,779	\$172
Ages 24 and Younger	Other	25	2%	27	\$13,004	\$139
Ages 24 and Younger	Residential Assistance	*	*	*	*	*
Ages 24 and Younger	Stipend	*	*	*	*	*
Ages 24 and Younger	Tools, Supplies, Equipment, Uniform, Technology	39	3%	48	\$6,769	\$92
Ages 24 and Younger	Transportation	38	2%	42	\$4,643	\$45
Ages 25-39	Tuition and Fees	101	7%	122	\$161,700	\$511

Demographic	Support Service	Number of Unique Participants	Percent of Unique Participants	Number of Services Received	Sum of Dollars Spent on Participants	Median Dollars Spent on Participants
	Assistance					
Ages 25-39	Food Assistance	*	*	*	*	*
Ages 25-39	Other	34	2%	67	\$5,726	\$38
Ages 25-39	Residential Assistance	*	*	*	*	*
Ages 25-39	Stipend	19	1%	30	\$42,167	\$1,000
Ages 25-39	Tools, Supplies, Equipment, Uniform, Technology	34	2%	46	\$10,741	\$200
Ages 25-39	Transportation	30	2%	73	\$3,488	\$25
Ages 40 and Older	Tuition and Fees Assistance	57	4%	74	\$123,224	\$1,000
Ages 40 and Older	Food Assistance	*	*	*	*	*
Ages 40 and Older	Other	14	1%	31	\$1,667	\$38
Ages 40 and Older	Residential Assistance	*	*	*	*	*
Ages 40 and Older	Stipend	12	1%	29	\$40,495	\$1,000
Ages 40 and Older	Tools, Supplies, Equipment, Uniform, Technology	15	1%	17	\$4,488	\$400
Ages 40 and Older	Transportation	23	1%	74	\$3,199	\$35
Frontier	Tuition and Fees Assistance	*	*	*	*	*
Rural	Tuition and Fees Assistance	40	3%	54	\$221,160	\$2,845
Rural	Food Assistance	*	*	*	*	*

Demographic	Support Service	Number of Unique Participants	Percent of Unique Participants	Number of Services Received	Sum of Dollars Spent on Participants	Median Dollars Spent on Participants
Rural	Other	12	1%	16	\$2,876	\$169
Rural	Residential Assistance	*	*	*	*	*
Rural	Stipend	16	1%	42	\$45,930	\$1,000
Rural	Tools, Supplies, Equipment, Uniform, Technology	21	1%	29	\$5,211	\$125
Rural	Transportation	26	2%	70	\$4,240	\$30
Urban	Tuition and Fees Assistance	152	10%	190	\$259,561	\$511
Urban	Food Assistance	28	2%	33	\$10,543	\$172
Urban	Other	61	4%	109	\$17,521	\$38
Urban	Residential Assistance	12	1%	13	\$28,362	\$2,000
Urban	Stipend	18	1%	20	\$22,420	\$650
Urban	Tools, Supplies, Equipment, Uniform, Technology	63	4%	78	\$15,566	\$135
Urban	Transportation	65	4%	119	\$7,090	\$45
Persons Incarcerated or Formerly Incarcerated	Tuition and Fees Assistance	15	1%	22	\$67,747	\$2,750
Persons Incarcerated or Formerly Incarcerated	Food Assistance	*	*	*	*	*
Persons Incarcerated or Formerly Incarcerated	Other	10	1%	11	\$424	\$0

Demographic	Support Service	Number of Unique Participants	Percent of Unique Participants	Number of Services Received	Sum of Dollars Spent on Participants	Median Dollars Spent on Participants
Persons Incarcerated or Formerly Incarcerated	Residential Assistance	*	*	*	*	*
Persons Incarcerated or Formerly Incarcerated	Stipend	16	1%	23	\$38,145	\$1,000
Persons Incarcerated or Formerly Incarcerated	Tools, Supplies, Equipment, Uniform, Technology	*	*	*	*	*
Persons Incarcerated or Formerly Incarcerated	Transportation	15	1%	19	\$2,375	\$50
Federally Recognized Tribal Member	Tuition and Fees Assistance	18	1%	27	\$98,635	\$4,600
Federally Recognized Tribal Member	Stipend	15	1%	43	\$50,550	\$1,000
Federally Recognized Tribal Member	Tools, Supplies, Equipment, Uniform, Technology	*	*	*	*	*
Federally Recognized Tribal Member	Transportation	10	1%	30	\$1,317	\$50
Person with a Disability	Tuition and Fees Assistance	*	*	*	*	*
Person with a Disability	Food Assistance	*	*	*	*	*
Person with a Disability	Other	*	*	*	*	*
Person with a Disability	Residential Assistance	*	*	*	*	*
Person with a Disability	Stipend	*	*	*	*	*
Person with a Disability	Tools, Supplies, Equipment, Uniform, Technology	*	*	*	*	*

Demographic	Support Service	Number of Unique Participants	Percent of Unique Participants	Number of Services Received	Sum of Dollars Spent on Participants	Median Dollars Spent on Participants
Person with a Disability	Transportation	*	*	*	*	*
Veteran	Tuition and Fees Assistance	19	1%	22	\$45,086	\$1,000
Veteran	Food Assistance	18	1%	20	\$5,519	\$209
Veteran	Other	10	1%	12	\$4,643	\$137
Veteran	Residential Assistance	*	*	*	*	*
Veteran	Stipend	*	*	*	*	*
Veteran	Tools, Supplies, Equipment, Uniform, Technology	19	1%	21	\$3,724	\$92
Veteran	Transportation	22	1%	42	\$2,927	\$35
Person Identifies with LGBTQ+ Community	Tuition and Fees Assistance	35	2%	47	\$110,133	\$511
Person Identifies with LGBTQ+ Community	Food Assistance	16	1%	18	\$3,698	\$209
Person Identifies with LGBTQ+ Community	Other	*	*	*	*	*
Person Identifies with LGBTQ+ Community	Residential Assistance	*	*	*	*	*
Person Identifies with LGBTQ+ Community	Stipend	*	*	*	*	*
Person Identifies with LGBTQ+ Community	Tools, Supplies, Equipment, Uniform, Technology	25	2%	31	\$5,051	\$92
Person Identifies with LGBTQ+ Community	Transportation	17	1%	20	\$1,439	\$36

Note: Percentages are rounded to one decimal place. * = Value is less than 10 and suppressed.

Table L.2. Workforce Ready Grants Job Placement by Priority Population.

Demographic	Participants with SSN	Percent of Participants with SSN	Participants with Employment Data	Percent of Participants with Employment Data	Participants Not Employed Before Services	Participants Employed After Services	Percent Employment
By Race							
Asian American/Asian	*	*	*	*	*	*	*
Black/African American	*	*	*	*	*	*	*
Native American/Alaska Native	*	*	*	*	*	*	*
Native Hawaiian/Pacific Islander	*	*	*	*	*	*	*
Latino/a/x /Hispanic	101	25%	89	22%	22	12	55%
Two or More Races	*	*	*	*	*	*	*
White	*	*	*	*	*	*	*
By Gender							
Female	289	39%	258	35%	62	22	35%
Male	251	45%	229	41%	48	14	29%
Non-Binary	*	*	*	*	*	*	*
By Age							
Ages 24 and Younger	151	32%	131	28%	27	14	52%
Ages 25-39	227	49%	210	45%	48	12	25%
Ages 40 and Older	172	42%	152	37%	37	10	27%
By Geography							
Frontier	*	*	*	*	*	*	*
Rural	173	52%	160	48%	30	14	47%

Demographic	Participants with SSN	Percent of Participants with SSN	Participants with Employment Data	Percent of Participants with Employment Data	Participants Not Employed Before Services	Participants Employed After Services	Percent Employment
Urban	285	31%	261	29%	63	14	22%
Persons Incarcerated or Formerly Incarcerated	*	*	*	*	*	*	*
Federally Recognized Tribal Member	*	*	*	*	*	*	*
Person with a Disability	*	*	*	*	*	*	*
Veteran	*	*	*	*	*	*	*
Person Identifies with LGBTQ+ Community	*	*	*	*	*	*	*

Note: Percentages are rounded to one decimal place. * = Values are less than 10 and suppressed.

Table L.3. Workforce Ready Grants Median Wages by Priority Population

Demographic	Employment Status	Median Quarterly Wage	Median Hourly Wage
By Race			
Asian American/Asian	Before service employment	\$11,399.28	\$26.40
Asian American/Asian	During service employment	\$18,082.51	\$36.42
Asian American/Asian	After service employment	\$13,849.69	\$34.41
Black/African American	Before service employment	\$3,281.29	\$16.67
Black/African American	During service employment	\$2,398.67	\$17.44
Black/African American	After service employment	\$2,134.80	\$18.00
Latino/a/x /Hispanic	Before service employment	\$4,491.82	\$16.54
Latino/a/x /Hispanic	During service employment	\$3,510.76	\$17.36
Latino/a/x /Hispanic	After service employment	\$3,580.71	\$19.01
Native American/Alaska Native	Before service employment	\$5,932.42	\$18.00
Native American/Alaska Native	During service employment	\$5,668.22	\$20.62
Native American/Alaska Native	After service employment	\$9,704.55	\$21.82
Native Hawaiian/Pacific Islander	Before service employment	\$6,118.28	\$14.88
Native Hawaiian/Pacific Islander	During service employment	\$2,264.26	\$17.39
Native Hawaiian/Pacific Islander	After service employment	\$2,875.69	\$19.40
Two or More Races	Before service employment	\$5,891.10	\$19.42
Two or More Races	During service employment	\$4,538.51	\$21.78
Two or More Races	After service employment	\$5,996.82	\$21.29
White	Before service employment	\$5,919.62	\$19.61
White	During service employment	\$6,393.36	\$24.88
White	After service employment	\$6,136.94	\$23.63
By Gender			
Female	Before service employment	\$5,158.32	\$18.00
Female	During service employment	\$4,104.63	\$19.89
Female	After service employment	\$3,500.46	\$19.99
Male	Before service employment	\$6,709.20	\$20.24
Male	During service employment	\$7,376.37	\$24.97

Demographic	Employment Status	Median Quarterly Wage	Median Hourly Wage
Male	After service employment	\$9,354.31	\$25.48
Non-Binary	Before service employment	\$1,538.96	\$13.32
Non-Binary	During service employment	\$5,466.18	\$31.35
Non-Binary	After service employment	\$7,788.72	\$40.15
By Age			
Ages 24 and Younger	Before service employment	\$3,008.40	\$15.25
Ages 24 and Younger	During service employment	\$2,876.13	\$17.00
Ages 24 and Younger	After service employment	\$2,326.80	\$17.12
Ages 25-39	Before service employment	\$6,988.10	\$21.35
Ages 25-39	During service employment	\$7,332.72	\$25.96
Ages 25-39	After service employment	\$9,695.45	\$26.59
Ages 40 and Older	Before service employment	\$8,278.74	\$20.51
Ages 40 and Older	During service employment	\$7,572.49	\$24.08
Ages 40 and Older	After service employment	\$9,937.75	\$23.97
By Geography			
Rural	Before service employment	\$4,725.50	\$17.55
Rural	During service employment	\$3,887.82	\$18.56
Rural	After service employment	\$3,208.12	\$18.01
Urban	Before service employment	\$6,193.38	\$19.63
Urban	During service employment	\$5,684.68	\$23.14
Urban	After service employment	\$6,182.64	\$22.40
Persons Incarcerated or Formerly Incarcerated	Before service employment	\$3,433.00	\$19.69
Persons Incarcerated or Formerly Incarcerated	During service employment	\$3,738.12	\$24.49
Persons Incarcerated or Formerly Incarcerated	After service employment	\$4,975.12	\$27.21
Federally Recognized Tribal Member	Before service employment	\$6,117.94	\$18.73
Federally Recognized Tribal Member	During service employment	\$5,668.22	\$20.62
Federally Recognized Tribal Member	After service employment	\$9,750.00	\$22.00
Person with a Disability	Before service employment	\$10,841.78	\$25.60
Person with a Disability	During service employment	\$18,486.28	\$40.45

Demographic	Employment Status	Median Quarterly Wage	Median Hourly Wage
Person with a Disability	After service employment	\$20,250.46	\$47.65
Veteran	Before service employment	\$5,873.25	\$17.99
Veteran	During service employment	\$5,029.50	\$20.60
Veteran	After service employment	\$3,866.79	\$20.99
Person Identifies with LGBTQ+ Community	Before service employment	\$5,072.05	\$18.02
Person Identifies with LGBTQ+ Community	During service employment	\$5,469.53	\$20.06
Person Identifies with LGBTQ+ Community	After service employment	\$3,940.76	\$20.00

APPENDIX M: PARTICIPANTS BY TYPE OF WORKFORCE DEVELOPMENT EDUCATION AND CREDENTIALS EARNED

Table M.1. Number of Participants Who Took Topic-Based Workforce Development Education.

Classification of Instructional Program (CIP) Title	Number of Participants
Health-Related Knowledge and Health Professions & Related Clinical Sciences	1,834
Health-Related Knowledge and Skills.	58
Allied Health and Medical Assisting Services, Other.	*
Anesthesiologist Assistant.	*
Clinical/Medical Laboratory Assistant.	42
Clinical/Medical Laboratory Technician.	*
Dental Assisting/Assistant.	54
Dental Hygiene/Hygienist.	*
Emergency Medical Technology/Technician (EMT Paramedic).	98
Health And Medical Administrative Services, Other.	*
Health Information/Medical Records Technology/Technician.	26
Health Professions and Related Clinical Sciences.	865
Licensed Practical/Vocational Nurse Training (LPN, LVN, CERT., DIPL, AAS)	13
Massage Therapy/Therapeutic Massage.	23
Medical Administrative/Executive Assistant and Medical Secretary.	27
Medical Insurance Coding Specialist/Coder.	16
Medical Insurance Specialist/Medical Biller.	*
Medical Radiologic Technology/Science - Radiation Therapist.	*
Medical/Clinical Assistant.	109
Nurse/Nursing Assistant/Aide and Patient Care Assistant.	59
Nursing/Registered Nurse (RN, ASN, BSN, MSN).	243
Occupational Therapist Assistant.	15
Pharmacy Technician/Assistant.	10
Phlebotomy/Phlebotomist.	14
Physical Therapist Assistant.	*
Radiologic Technology/Science - Radiographer.	43
Substance Abuse/Addiction Counseling.	70
Surgical Technology/Technologist.	10

Classification of Instructional Program (CIP) Title		Number of Participants
Mechanic & Repair Technologies/Technicians and Precision Production,		1,130
	Airframe Mechanics and Aircraft Maintenance Technology/Technician.	10
	Autobody/Collision and Repair Technology/Technician.	15
	Automobile/Automotive Mechanics Technology/Technician.	126
	Diesel Mechanics Technology/Technician.	47
	Heating, Air Conditioning, Ventilation and Refrigeration Maintenance Technology/Technician (HAC, HACR, HVAC, HVACR).	25
	Industrial Mechanics and Maintenance Technology.	112
	Mechanic And Repair Technologies/Technicians.	164
	Machine Shop Technology/Assistant.	*
	Machine Tool Technology/Machinist.	15
	Precision Production.	153
	Welding Technology/Welder.	448
Engineering and Engineering Technologies/Technicians		517
	Civil Engineering, General.	*
	Computer Hardware Engineering.	*
	Computer Software Engineering.	*
	Electrical, Electronics and Communications Engineering.	*
	Engineering Mechanics.	*
	Engineering, Other.	*
	Engineering.	24
	CAD/CADD Drafting and/or Design Technology/Technician.	10
	Civil Engineering Technology/Technician.	*
	Computer Software Technology/Technician.	*
	Construction Engineering Technology/Technician.	*
	Drafting And Design Technology/Technician, General.	12
	Electrical, Electronic and Communications Engineering Technology/Technician.	41
	Engineering Technologies/Technicians.	352
	Engineering Technology, General.	20
	Industrial Technology/Technician.	*
	Manufacturing Technology/Technician.	13
	Mechanical Drafting and Mechanical Drafting CAD/CADD.	*
	Metallurgical Technology/Technician.	*
	Quality Control and Safety Technologies/Technicians, Other.	*

Classification of Instructional Program (CIP) Title		Number of Participants
	Water Quality and Wastewater Treatment Management and Recycling Technology/Technician.	10
Computer, Information Sciences, and Support Services		256
	Computer And Information Sciences and Support Services.	158
	Computer And Information Sciences, General.	43
	Computer And Information Systems Security.	*
	Computer Programming, Specific Applications.	10
	Computer Programming/Programmer, General.	*
	Computer Science.	10
	Computer Systems Networking and Telecommunications.	*
	System Administration/Administrator.	*
	System, Networking, And Lan/Wan Management/Manager.	*
	Web Page, Digital/Multimedia and Information Resources Design.	*
	Web/Multimedia Management and Webmaster.	*
Technology Education/Industrial Art		89
Agriculture, Agriculture Operations, and Related Sciences		118
Business, Management, Marketing, And Related Support Services		474
Construction		1,059
Education		276
Family And Consumer Sciences/Human Sciences		236
High School/Secondary Diplomas and Certificates		197
Interpersonal and Social Skills		86
Personal and Culinary Services		120
Physical Science		66
Public Administration & Social Service Professions		214
Security and Protective Services		89
Transportation and Materials Moving		780
Visual And Performing Arts		48
All Other CIPs		282
Total Number of Participants Who Took Topic-Based Workforce Development Education, Unduplicated by Six-Digit CIP Code		7,871

*Numbers are 10 or fewer

Table M.2. Number of Credentials Earned by Category of Instructional Program and Type of Credential.

Category of Instructional Programs	Number of Participants
Agriculture, Agriculture Operations, and Related Sciences	30
AA or AS Diploma/Degree	*
Occupational Certification or Certificate	*
Unknown	26
Computer And Information Sciences and Support Services and Technology Education/Industrial Arts	95
AA or AS Diploma/Degree	*
Occupational Certification or Certificate	46
Occupational Skills License	*
Other Recognized Diploma, Degree, Certificate, License	33
Unknown	13
Personal and Culinary Services	63
Occupational Certification or Certificate	*
Occupational Skills License	*
Other Recognized Diploma, Degree, Certificate, License	13
Unknown	36
Education	34
BA or BS Diploma/Degree	*
HS Diploma	*
Occupational Certification or Certificate	*
Other Recognized Diploma, Degree, Certificate, License	*
Post Graduate Degree	*
Unknown	24
Engineering and Engineering Technologies/Technicians	50
AA or AS Diploma/Degree	*
Occupational Certification or Certificate	*
Unknown	27
Family and Consumer Sciences/Human Sciences	49
Occupational Skills Certificate, Credential	*
Unknown	48
Construction Trades	540
High School Diploma, GED/Equivalent	*
Occupational Certification or Certificate	490
Occupational Skills License	*
Other Recognized Diploma, Degree, Certificate, License	24
Unknown	21
Precision Production and Mechanic and Repair Technologies/Technicians	241
AA or AS Diploma/Degree	*
Occupational Certification or Certificate	98
Occupational Skills License	14

Category of Instructional Programs	Number of Participants
Other Recognized Diploma, Degree, Certificate, License	19
Post Graduate Degree	*
Unknown	106
Transportation and Materials Moving	692
Occupational Certification or Certificate	339
Occupational Skills License	328
Other Recognized Diploma, Degree, Certificate, License	16
Unknown	*
Health Professions and Related Clinical Sciences and Health-Related Knowledge and Skills	728
AA or AS Diploma/Degree	63
BA or BS Diploma/Degree	*
Unknown	197
Occupational Certification or Certificate	318
Occupational Skills License	130
Other Recognized Diploma, Degree, Certificate, License	*
Post Graduate Degree	11
Business, Management, Marketing, and Related Support Services	71
AA or AS Diploma/Degree	*
Unknown	50
Occupational Certification or Certificate	17
Occupational Skills License	*
Other Recognized Diploma, Degree, Certificate, License	*
High School/Secondary Diplomas and Certificates	15
Instructional Program Not Report	118
AA or AS Diploma/Degree	*
GED/Equivalent	*
Occupational Certification or Certificate	74
Occupational Skills License	22
Other Recognized Diploma, Degree, Certificate, License	15
Post Graduate Degree	*
All Other Instructional Programs	73
AA or AS Diploma/Degree	*
BA or BS Diploma/Degree	*
Occupational Certification or Certificate	14
Occupational Skills License	*
Other Recognized Diploma, Degree, Certificate, License	*
Unknown	49

