



ROGUE WORKFORCE PARTNERSHIP

Agenda

Rogue Workforce Partnership - Workforce Board Meeting

Thursday, June 21, 2018 • 2:00-4:30 p.m.


Rogue Valley County Club - Oaks East & West - 2660 Hillcrest Road, Medford, OR


Please join us for the post-meeting networking social at 4:30 p.m. on the patio

Video/Phone Conference access available: <https://zoom.us/j/153264994>. Select your audio preference:

1) Use telephone: 1+ (669) 900-6833; Access Code: 153-26-4994; (normal long distance charges will apply); 2) Or, use computer microphone & speakers (headset is recommended to avoid reverb)

<u>Time</u>	<u>Item</u>	<u>Action</u>	<u>Reporting</u>
2:00 p.m.	Call to Order (10m) <ul style="list-style-type: none"> Welcome & Introductions 		Jessica Gomez
2:10 p.m.	Consent Agenda (5m) - <i>Consent agenda items are voted on as a block unless a member wishes to pull an agenda item(s) out for discussion</i> <ul style="list-style-type: none"> March 15, 2018 - RWP Workforce Board Meeting Minutes April 27, 2017 - RWP Workforce Board Meeting Minutes June 15, 2017 - RWP Workforce Board Meeting Minutes September 14, 2017 – RWP Workforce Board Meeting Minutes RWP PY 16 Budget Revision Affirmation RWP PY 17 Budget Affirmation One-Stop Operator Selection Affirmation 	Action	Jessica
2:15 p.m.	RWP Strategic Roadmap Overview (10-15m) <ul style="list-style-type: none"> Strategic Planning Retreat in January- Roadmap Strategic Initiative Sponsors & Dashboard Measuring Progress 	Inform	Jessica
2:30 p.m.	State of the Labor Market Address (10-15m)	Inform	Guy Tauer
2:45 p.m.	Business Education Partnership Update (10m) <ul style="list-style-type: none"> A Celebration of Collaboration – Reflecting on the past year's successes 	Inform	John Underwood, Norm Kester, Dana Shumate
2:55 p.m.	Manufacturing Sector Update (15-20m) <ul style="list-style-type: none"> Knowledge and Skills Transfer Program Video: https://www.dropbox.com/s/rbhb3jeefyhab8l/Carestream-RWP-V07.mp4?dl=0 RAMP Action Plan & Accomplishments 	Inform	John, Jessica, Mike Donnelly

<u>Time</u>	<u>Item</u>	<u>Action</u>	<u>Reporting</u>
3:20 p.m.	Healthcare Sector Update (20-25m) <ul style="list-style-type: none"> <i>Southern Oregon Hope Grant Participant Story</i> <i>Aspire Mental Health & Wellness Business Customer & Program Participant Stories</i> 	<i>Inform</i>	Brent Kell
3:45 p.m.	Information Technology / E-Commerce Update (5-10m)	<i>Inform</i>	Scott Alexander, Trever Yarrish
3:55 p.m.	Rethinking Job Search Program Insights (5-10m) <ul style="list-style-type: none"> <i>Value-added feedback from a program participant perspective</i> 	<i>Inform</i>	Alice Clemens
4:05 p.m.	ACT Workforce Champion Award (5m)	<i>Recognition</i>	Dr. Lori Ellis
4:10 p.m.	JLC Avionics (5-10m) <ul style="list-style-type: none"> <i>A brief testimony to share about an Ashland-based business' experience with WorkSource Rogue Valley</i> 	<i>Inform</i>	Tammy Schroeder
4:20 p.m.	Careers In Gear Update (5m) <ul style="list-style-type: none"> <i>2019 Save-the-date</i> 	<i>Inform</i>	Deanna Wilson, Jen Perry
4:25 p.m.	A Toast in Recognition of the Board's Efforts and Progress Made Over the Past Year	<i>Recognition</i>	Jessica
4:30 p.m.	Adjourn <i>Please join us for the post-meeting networking social at 4:30 p.m. on the patio</i> 		Jessica

 = Documents attached or will be handed out at meeting

Auxiliary aids and services are available upon request to individuals with disabilities.

Please contact Tami Allison at 842-2518.



ROGUE WORKFORCE PARTNERSHIP

MINUTES

ROGUE WORKFORCE PARTNERSHIP WORKFORCE DEVELOPMENT BOARD

March 15, 2018

Pacific Retirement Services - Third Floor, Washington Room
1 W. Main St., Medford, OR

MEMBERS PRESENT:

Alex Campbell, Lance Corley, Mike Donnelly, Jessica Gomez, Rosemary Jernigan, Erin Foley*, Sherri Stratton, Drew Waits, Trever Yarrish

*= via phone/videoconference

QUORUM PRESENT: No

OTHERS ATTENDING:

Higher Education Coordinating Commission- Community College & Workforce Development: John Asher*

Business Oregon: Marta Tarantsey

ResCare Workforce Services: Matt Sneed

WorkSource Rogue Valley, ResCare: Tabitha Carlson, Cynthia Anderson

Department of Human Services: Melissa Wolff

Junior Achievement – Deanna Wilson

College Dreams - Jen Perry, Kurt Hildebrand

Medford School District: Michelle Cummings

CBT Nuggets: Scott Alexander

Rogue Workforce Partnership: Aurora King, Sherri Emitte*, Tami Allison, Jim Fong

CALL TO ORDER, WELCOME & INTRODUCTIONS

The Board meeting was called to order by Vice-Chair Mike Donnelly at 2:45 p.m. A round of introductions were made.

CONSENT AGENDA

The consent agenda was deferred to the next meeting due to lack of a quorum.

CAREERS IN GEAR UPDATE

Jen Perry and Deanna Wilson gave a brief update of the Careers in Gear event that took place in February.

- 1500 high school students from 13 schools
- 59 exhibitor booths
- New outdoor exhibits this year
- Packet sent out to students prior to the event
- Overwhelming response from teachers that liked engaging students in the classroom prior to the event

- May need to look for larger venue as outgrowing current space

Board members in attendance were asked to share their experience:

- Valuable event
- Find a way to prepare students more for the table talks
 - Business members could go out and talk to the students in advance
- Kids had the “whoa” experience
- Is there a cap to the number of kids attending and still be effective?
- Coordinate with Grants Pass for more business involvement

OREGON SECOND CHANCE TOUR

The workforce boards in the state have been approached by the Governor’s Re-entry Council to help lead the call-to-action for this Tour.

The Oregon Second Chance Tour is a series of workshops designed to engage Oregon employers about Second Chance Employment - the successful employment of people with criminal records

Workshops will include discussion of:

- Second Chance Employer and Employee perspectives
- Oregon communities' benefits
- Best practice "how-to's" for hiring those with a criminal record
- Connecting Second Chance candidates to jobs and careers
- Employer incentives

Workshops will highlight the work of local chambers of commerce, workforce development boards, government agencies, and other community organizations.

Local stakeholders will be encouraged to sustain second chance employment processes by engaging with our follow up planning team.

Jim indicated that there is interest from the Southern Oregon Career Networking Expo (SOCNE) to dovetail the Second Chance Tour onto their event tentatively scheduled for September 20. The workforce board agreed that this would be a valuable event.

The statewide kickoff event will take place in Salem on April 10, 2018. A local workgroup has been formed to begin the planning on how to best reach out to local employers.

ROGUE TECH TOUR

Trever Yarrish and Scott Alexander presented an update on the upcoming Rogue Tech Tour that will be held on April 13, 2018 that is focused on creating a bridge between our area and the student base at Oregon Tech to better pull from that graduating population. The idea is to get them into Southern Oregon and show them

The RWP is a private/public partnership which addresses the employment needs of Jackson and Josephine Counties

100 E. Main Street, Suite A | Medford, OR 97501 | (541) 776-5100

the exciting area and businesses. The team is also inviting students from Southern Oregon University, Rogue Community College, and Klamath Community College to get an inside look at local tech businesses where they can explore job opportunities. Board members were invited to stop by the tour at any time during the day.

MEETING WITH THE GOVERNOR - DEBRIEF & NEXT STEPS

Jim reported that he attended the meeting with the Governor when she was in town to meet with North Medford High School students to observe their Career Technical Education Programs and to highlight the importance of hands-on learning. Superintendents as well as business leaders attended the meeting. Governor Brown gave a modified State of the State Address and welcomed feedback from the group on what was and wasn't working. Governor Brown also shared her focus on "Future Ready Oregon" preparing folks for the workforce for the future. Jim and Alex will meet to share their notes and come up with a written summary from the meeting to give to Governor Brown.

Jim reported that he has also been in conversations with Scott Beveridge, Superintendent SOESD, about coinciding meetings with superintendents, college presidents as well as the workforce board once or twice a year. Legislators would also be invited to attend.

Oregon Workforce Partnership (OWP) will be holding a conference in September featuring Steve Brown, the Bald Futurist, as the keynote speaker.

Oregon Workforce Partnership has also recently met with Oregon Association of Counties (OAC).

STRATEGIC PLAN DEVELOPMENT SESSION - PART II

John Bowling referred the group to the roadmap handout in the packet that represents the work that was done in the January retreat. The goal was to create a document and align focus on what was most important for RWP. The work to do today is to drill down and put some specifics behind each of the initiatives for easier use as a scorecard. The purposes of the roadmap include:

- Becomes a scorecard that the board can use to report progress on initiatives
- Use as a reporting tool for RWP to speak to measures and report on progress
- Clarity and focus tool
- Use to communicate the focus and key initiatives to others outside of the workforce board

The group volunteered and assigned board sponsors to initiatives. These sponsors will be the point of contact and resource for staff further engaging them without creating extra work, but extra accountability.

Driver 1: Initiative 1 – *Continue Sector Strategies work (+skilled trades/apprenticeship paths) & embed needed skills into education and workforce training* – **Mike Donnelly**

Driver 1: Initiative 2 – *Assess workforce/education skills training and the gaps, barriers and potential connecting points; prioritize and consolidate efforts* – **Alex Campbell**

Driver 1: Initiative 3 – *Strengthen key partnerships and work to align policies, investments and efforts at the local, state and federal levels* – **Jessica Gomez**

Driver 2: Initiative 1 – *Expand work-based training, internships, externships, job shadows, etc. & support development of experiential learning* – **Trever Yarrish**

Driver 2: Initiative 2 – *Develop employability / soft skills supports and trainings score card, get employers to require it, and create experiential learning for students and job-seekers* – **Sherri Stratton (with Jessica)**

Driver 2 : Initiative 3 – *Identify technical skills training needs and capacities for industry sectors; create and scale collaborative solutions to meet the needs* – **Norm Kester**

Driver 3: Initiative 1 – *Expand dashboard to include all workforce and education partners* - **Rosemary Jernigan**

Driver 3: Initiative 2 – *Define success measures for key strategic initiatives of progress at system and individual levels* – **Shawn Hogan & John Underwood**

Driver 3: Initiative 3 – *Develop comprehensive performance metrics system – e.g. for each strategic driver, by sector, with longitudinal data, etc.* – **Shawn Hogan & John Underwood**

The workforce board broke into three work groups having a discussion on each driver to arrive at the first three steps that are most important to the progress of the initiative.

Driver 1: Initiative 1

- Conduct a baseline assessment

- Identify key contacts

- Circle back with business and industry partners to evaluate whether we're meeting the demand

Driver 1: Initiative 2

- ESD/BEP will map K-20 + youth-focused community provider

- Map:

 - Community and workforce organizations (DHS, VR, OED)

 - Gap Analysis

 - Prioritize (gaps & barriers)

- Select priority progs/paths

- Identify gaps/barriers – opportunity for consolidation

Driver 1: Initiative 3

- Identify who the partners are (use graphic we have to develop a list)

 - Build on higher-education and K-12 partnerships that have been articulated (CC4A)

- Focus in and build on CC4A, convene joint meeting between RWP and Superintendents (include KCC)

- Bring in economic development partners

- Bring in Elected Officials for plan rollout and how to support

Driver 2: Initiative 1

- Define goals of experiential learning

 - Outcomes (benchmarks)

 - Volume

- Are we sure these are the right activities

 - Experiential learning

- Research/collect models (BEP?)

 - Program level

 - Experience/education level

 - Funding/feasibility level

- Assess: Needs for adult population (existing programs?)

Driver 2: Initiative 2

- Assessment of what is currently in place and what is needed

 - DHS self-sufficiency scale (e.g. Norm's daughter's school – soft skills / employability scorecard)

 - New World of Work

- Identify what K-12 is doing to address soft skills early on. Communicate the ask

Questions:

- Creating definitions

- Interviewing for skills

- Adopting regional scorecards?

Driver 2: Initiative 3

- Look at industry sectors and determine what has already been done – check in with old OTC data –

 - TAO

- Identify demand (what is being done with BEP?)

- Interfacing with higher-education advisory boards

The group only completed 6 of the 9 initiatives during today's meeting.

OTHER BUSINESS

No other items were brought before the Rogue Workforce Partnership.

ADJOURN

With no further discussion, the meeting was adjourned at 5:38p.m.

Respectfully Submitted,

Tami Allison

Senior Project Manager

/tka

APPROVED:

Chair

Date



ROGUE WORKFORCE PARTNERSHIP

MINUTES

ROGUE WORKFORCE PARTNERSHIP WORKFORCE DEVELOPMENT BOARD

April 27, 2017

Pacific Retirement Services - Third Floor, Washington Room
1 W. Main St., Medford, OR

MEMBERS PRESENT:

Matt Balkwill, Scott Beveridge, Lance Corley, Mike Donnelly, Jessica Gomez, Catherine Goslin, Shawn Hogan*, Nikki Jones, Brent Kell, Cathy Kemper-Pelle, Joe Myers, Kim Oveson, Colleen Padilla, Linda Schott, John Underwood, Trever Yarrish, Drew Waits

*= *via phone/videoconference*

QUORUM PRESENT: Yes

OTHERS ATTENDING:

Jackson County Commissioner: Rick Dyer

Community College & Workforce Development: John Asher*

State of Oregon Vocational Rehabilitation – Kari Kingsolver, Daniel Wilson

ResCare Workforce Services: Matt Sneed

Southern Oregon Success - Peter Buckley

WorkSource Rogue Valley Employment Department: Tamara Schroeder, Roxanne Hurst, Ross Jesswein, Josh Morell, Bambi Bevill

WorkSource Rogue Valley ResCare: Tabitha Carlson, Devi-Ana Stone, Tina Berry, Cynthia Ragsdale

Junior Achievement – Deanna Wilson

College Dreams - Jen Perry

City of Eagle Point – Jonathan Bilden

BBSI- Joe Rossi

Rogue Workforce Partnership: Dana Shumate, Aurora King, Tami Allison, Jim Fong

1) CALL TO ORDER, WELCOME & INTRODUCTIONS

The Board meeting was called to order by Chair Jessica Gomez at 2:06 p.m. A round of introductions were made.

2) HONORING GREGG EDWARDS

Gregg was unable to attend today. This item will be deferred to a future meeting.

3) ELECT CHAIR & VICE-CHAIR

CATHY KEMPER-PELLE MOVED TO APPROVE THE ELECTION OF JESSICA GOMEZ AS CHAIR AND MICHAEL DONNELLY AS VICE CHAIR OF THE ROGUE WORKFORCE PARTNERSHIP WORKFORCE DEVELOPMENT BOARD. THE MOTION WAS SECONDED BY JOHN UNDERWOOD.

Discussion: Colleen Padilla inquired as to whether today's meeting was the annual meeting as it states in the bylaws that is when the chair and vice-chair are elected. Colleen also inquired about the process for how the "slate of nominees" that are mentioned are nominated and elected. It was Colleen's suggestion that the bylaws be revised to reflect what is currently being done.

THE MOTION PASSED WITH COLLEEN PADILLA VOTING NO.

4) CONSENT AGENDA

Colleen Padilla asked that both items a. and b. be removed from the consent agenda and acted on separately.

Approval of Minutes - December 15, 2016 Board meeting minutes. **MIKE DONNELLY MOVED TO APPROVE THE MINUTES OF THE DECEMBER 15, 2016 BOARD MEETING. THE MOTION WAS SECONDED BY NIKKI JONES AND APPROVED UNANIMOUSLY.**

Approval of RWP Program Policies - Colleen raised concern regarding the timeliness of information being received by board members in order to review prior to the meeting. Chair Jessica Gomez deferred the approval of program policies (Incentives/Stipends and Code of Conduct) to a future meeting.

The group had discussion regarding the policies and more specifically whether or not board members could sign the Code of Conduct policy acknowledgement today. It was suggested that this item be deferred to a future meeting of the Corporate Directors.

5) WORKFORCE SYSTEM

Adult/Dislocated Worker (DLW) Transfer of Funds – Twenty months of data was presented reporting the number of Adult and DLW participants being served. The Adult portion continually hovers around 200 people per month, while the DLW portion varies greatly. Even though the unemployment rate is hovering at an average of 4-5%, we still have many folks who are facing unemployment due to greater obstacles. As a result, we have consistently seen around 75% of the WIOA Adult participants qualify for DLW services, with the remaining 25% meeting Adult-only eligibility criteria. As a result, the DLW allocation has been expended more rapidly than anticipated.

John Asher, CCWD, stated that he appreciated that we are realizing that the unemployed are coming to us with a lot more barriers and that we have to look at providing services differently. John added that this it was not an uncommon request to transfer funds, and that the Federal government allows for this ability.

RWP is requesting a plan modification in the amount of \$560,000 from Adult to Dislocated Worker.

NIKKI JONES MOVED TO APPROVE THE TRANSFER OF ADULT FUNDS TO DISLOCATED WORKER IN THE AMOUNT OF \$560,000. THE MOTION WAS SECONDED BY BRENT KELL AND WAS APPROVED UNANIMOUSLY.

Memorandum of Understanding / Cost Sharing & One-Stop Operator Procurement – Jim indicated that we are working on these items that must be complete by June 30, 2017 and will bring more information back to the Board as it is available.

Dashboard – Aurora presented a Dashboard Snapshot to the group and indicated that the data is centric to WSRV and the data currently available. It is the intent for the future to be inclusive of other workforce system service providers as well to create a more comprehensive report card. Jim added that the ultimate goal is to link all of the available service output and outcome data to the OED wage data to create longitudinal views of customers and their long term success rates in jobs and career progression.

Discussion took place on how the data aligns with the six core measures in the federal law, and whether we are providing the Workforce Board with the proper information. The six core measures are lagging indicators and are available at www.qualityinfo.org. Our dashboard is looking at leading indicators. The Workforce Board needs to see both. Jessica indicated that while there is a requirement to measure those core items, there is also other data that helps us in significant alignment with our partners. “Our Board is not just WIOA, but a hub to coordinate all the other resources in the community, and we do not currently have an aligned system that will allow us to collect this other data,” Jessica stated. It was decided that this conversation will be discussed further at a future Local Leadership Team meeting, and appropriate report out and/or recommendations will be brought back the Corporate Directors and the Workforce Board.

Jessica indicated that the board will be looking at these numbers at each quarterly meeting in the hope of seeing trends. If anyone has any comments or questions, please contact Jim Fong.

6) SOUTHERN OREGON CAREER NETWORKING EXPO

Approximately 50 employers will be participating in the first Southern Oregon Career Networking Expo (SOCNE) on Saturday May 13, 2017 9 a.m. to 1 p.m. at the Jackson County Expo Olsrud Pavilion. The hope is that at least 500 customers are scheduled to attend this event. PSA’s on the radio should have started yesterday.

7) BUSINESS & EDUCATION PARTNERSHIP

This item was deferred to a future meeting.

8) LEGISLATIVE / POLICY UPDATES

This item was deferred to a future meeting.

9) RWP MEMBER ORIENTATION

The Board participated in a group orientation. An orientation packet was distributed to board members and was reviewed in the group setting.

Discussion took place regarding which board is subordinate to which, between the Corporate Directors and the Workforce Board. Jim indicated that the organizational structure is not hierarchical, and that each body has different roles and responsibilities in relationship to each other. A number of members expressed the need for greater clarification in this relationship to alleviate confusion. An additional request was for greater clarification to understand the difference between the Rogue Valley Workforce Consortium (RVWC), the Corporate Directors and the Workforce Board. Jim explained that the RVWC are the two designated County Commissioners who appoint the Workforce Board members, plus the Commissioners are also members of the Corporate Directors. Jessica suggested connecting what is in the bylaws with a visual picture, as well as one-on-one meetings with members to gain clarity. RWP staff will review and suggest any needed revision in the bylaws or our current practice to provide greater clarity in these areas.

The RWP staff is also charged with developing a budget for Workforce Board activities. RWP staff indicated that a budget would be presented at the next board meeting. We've been in a transition year and time period as we step more fully into all of the new federal requirements of WIOA. With our new bylaws just amended in December 2016, we're now getting on cycle to accomplish our annual duties. Up till now we've had the Corporate Directors review and approve this budget.

In addition, in fulfillment of its workforce systems oversight and alignment role, the Workforce Board needs to review all the public resources and "inputs" that fund our region's workforce system. "The group is charged with aligning the workforce system, but is not in direct control of all the different workforce agency or partner organization budgets," Jim stated. As we look at the workforce system's activities and results, the Workforce Board also needs to look at what investment are being made into the system

It was also suggested that we have membership terms listed on the website, as well as email addresses for members as contact information. The board members felt okay with this; however, they may give a separate email. It was decided to poll the members not here today for their input.

Current board members were asked to share about the value they see in being a member of the workforce board. In addition, new board members were asked for their thoughts and their motivation around joining the Workforce Board.

Lance Corley, Joe Myers and Drew Waits each shared their motivation for joining, and how the need to fill the talent and training pipeline is their top concern, especially with so many workers in the trades retiring and a decrease in interest and enrollment in apprenticeship programs. They want to leverage their organization's capacities to help fill this skills and talent pipeline.

10) BOARD MEMBER AFFILIATIONS REPORT OUT

This item was deferred to a future meeting.

11) SECTOR STRATEGIES | COLLEGE & CAREER FOR ALL | WORKFORCE PARTNERSHIPS

Careers in Gear Update - The 7th Annual Event took place in March 2017 and was attended by 1124 students from 16 schools. Fifty-four booths were on site as well as 38 table talk volunteers. Overall, a tremendous success. Quantum Innovations donated at \$250 cash card and John Underwood drew a student's name today who will receive that gift. Next year's event will be held on March 15, 2018.

Oregon Connections - Oregon Connections is a statewide online matching platform for businesses to post opportunities for industry tours, job shadows, internships, class presentations, etc., and for schools / WSRV to post requests for the same. Pilot rollout is taking place in Medford and Grants Pass School Districts, and operational standards are being created for schools so that students get needed classroom career readiness instruction, preparation and support, and are prepared to benefit from these Career Related Learning Experiences.

12) PROPOSED JUNE MEETING AGENDA

- Items deferred from today's agenda
- More dashboard review
- On-the-Job Training Policy Change
- Sectors Update
- Interactive Activity to Update Local Strategic Plan (planning Fiesta)
- Financials
- Bylaws and governance structure chart

The next meeting will be held on June 15, 2017. The meeting will be kept to three hours with the possibility of prep work taking place between meetings.

13) OTHER BUSINESS

No other items were brought before the Rogue Workforce Partnership.

14) ADJOURN

With no further discussion, the meeting was adjourned at 5:02 p.m.

Respectfully Submitted,

Tami Allison
Senior Project Manager
/tka

APPROVED:

Chair

Date



ROGUE WORKFORCE PARTNERSHIP

MINUTES

ROGUE WORKFORCE PARTNERSHIP

June 15, 2017

Pacific Retirement Services - Third Floor, Washington Room
1 W. Main St., Medford, OR

MEMBERS PRESENT:

Matt Balkwill, Scott Beveridge, Lance Corley, Mike Donnelly, Jessica Gomez, Shawn Hogan, Nikki Jones, Joe Myers, Colleen Padilla, Brian Shumate (*arrived for Strategic Plan discussion*), Sherri Stratton, John Underwood, Drew Waites, Trever Yarrish

QUORUM PRESENT: No

OTHERS ATTENDING:

Jackson County Commissioner: Rick Dyer

Business Oregon: Marta Tarantsey

WorkSource Rogue Valley: Andrea Anderson, Sara Beck, Andrea Burcham; Tabitha Carlson, Linda Lochard, Joe Miller, JoshMorell, Roxanne Hurst, Tamara Schroeder

Oregon Employment Department - Workforce & Economic Research: Guy Tauer, Ainoura Oussenbec

Junior Achievement: Deanna Wilson

College Dreams: Kurt Hildebrand, Jen Perry

Rogue Workforce Partnership: Tami Allison, Sherri Emitte, Jim Fong, Julie Gillis, Aurora King, Dana Shumate

1) CALL TO ORDER, WELCOME & INTRODUCTIONS

The RWP-Workforce Board meeting was called to order by Chair Jessica Gomez at 2:09 p.m. A round of introductions were made.

Jessica gave an overview of today's meeting indicating that the focus will be strategic goal planning.

2) CONSENT AGENDA

Approval of the April 27, 2017 RWP-Workforce Board meeting minutes was deferred to the next Workforce Board meeting due to the lack of a quorum. The OJT Policy update will be brought to the next RWP-Corporate Directors for action.

3) FOLLOW-UP DISCUSSION FROM APRIL 27 WORKFORCE BOARD MEETING

Bylaws & Review/Revision & Clarifying Relationship between Corporate Directors and Workforce Board

Jim referred the group to the RWP Bylaws Review document in the packet. This document addresses all of the questions or issues that were raised in the previous meeting. This document was reviewed by the RWP - Corporate Directors and the following decisions were made by them:

- Bylaws will be revised as appropriate
- Any new member additions made to the Workforce Board and the Corporate Directors during the course of the year will be noted on future agendas.
- Membership terms will be listed on the board contact list.
- Emails for Workforce Board members will not be added to the Rogue Workforce Partnership's website.
- The budget will be developed and presented for approval to the designated County Commissioners (*aka: Rogue Valley Workforce Consortium, and WIOA "Chief Elected Official"*) and the Corporate Directors, and then also brought to the Workforce Board for their affirmational approval.

A question was posed regarding: "Is there overlap between the Workforce Board and the Corporate Directors?" The Corporate Directors are comprised of 7 to 9 Business/Industry Leaders from the Workforce Board, plus the two designated County Commissioners. The Corporate Directors function as the "Executive Committee" for the Workforce Board. In cases in which timely action is needed between quarterly Workforce Board meetings, or where there is not a quorum at a Workforce Board meeting, the Corporate Directors are authorized to take action. These decisions are then brought to the Workforce Board for an affirmational vote, as needed. The Corporate Directors also guide the overall agenda-setting and preparatory work for the Workforce Board meetings.

A concern was raised regarding not all past meeting minutes being available on the RWP website to ensure that the public is apprised. Jim indicated that this is a "catch-up" item that fell to a lower priority due to other more time-sensitive priorities related to WIOA Implementation and compliance; however this will be brought up-to-date in the very near future.

In answer to another inquiry, Jim noted that the RWP's fiscal year follows the state fiscal year (July to June) and not the federal fiscal year (October to September).

In response to another question, Jim noted that our RWP legal counsel was not asked to specifically review the last by-laws revision, as this was a very minor change, and was discussed previously with counsel. Extensive legal review had been done in 2015 with the re-configuration of the entire governance structure to comply with WIOA.

Jim also shared that the charge of the Workforce Board is not just managing one small sliver of the workforce system, but to work with all the partners who are a part of the system - even though this board doesn't have direct operational or budgetary oversight of all these organizations. The RWP is responsible to ensure that the system gets aligned to meet the needs all job and career-seekers, and our region's businesses.

4) BUDGET

PY 16-17 Budget Revision Affirmation - No action taken due to the lack of quorum. Sherri Emitte, Chief Finance and Administrative Officer, reviewed the budget adjustment with the board. This item will be brought back to the next Workforce Board meeting for their affirmation.

PY 17-18 Budget Process – Sherri reviewed the PY 17-18 Budget Process with the board indicating that we received the region's federal WIOA allocation in late May which decreased by 7%, or about \$211,000. We don't yet have word about the region's State General Fund workforce allocation, but are expecting an even larger decrease in that funding. Additional challenges will also be faced this year as we enter into the new WIOA-required Cost Sharing/ Infrastructure Funding Agreements through our MOU process with our partners which will require further breakdown of our cost allocation methodology in order to assign appropriate costs to the appropriate partners. Sherri concluded by saying that we anticipate presenting the annual budget to the Corporate Directors for their approval at their July 20, 2018 meeting, and for affirmation by the Workforce Development Board at the September meeting.

5) MEMORANDUM OF UNDERSTANDING, COST SHARING & ONE-STOP OPERATOR PROCUREMENT

Jim updated the board indicating that a draft of the MOU is posted on the website and that staff are in the midst of working with WIOA required partners on the Cost Sharing/Infrastructure Funding Agreement. These items will be brought to the Corporate Directors in July and to the Workforce Board in September for review.

A Request for Proposal for the One-Stop Operator has also been sent out and publicized. This procurement is a required compliance item under WIOA. RFP responses are due by noon on June 20, 2017. Jim indicated that the Corporate Directors have authorized and directed the RWP staff to conduct the review and selection process for the One-Stop Operator. All RWP members are welcome to participate in this selection process if they choose to. Please let Jim know if you are interested.

6) SMALL GROUP DISCUSSION - STRATEGIC PLAN FIESTA

Aurora walked through the Current Strategic Plan Goals & Potential Strategies handout as well as the Dashboard Snapshot, RWP Dashboard, and Lagging Indicators documents.

Jessica spoke about today's small group discussion process and shared that the audience members are welcome to stay but wouldn't be directly participating in the strategic planning work with the Workforce Board, and were asked to keep any side conversations at a minimum during this time.

Aurora and Jessica encouraged everyone to be very candid, as well as creative with their feedback.

Please see separate document entitled Combined Feedback Information for the results of the small group discussions.

7) OTHER BUSINESS

No other business was brought before the Rogue Workforce Partnership Workforce Development Board.

8) ADJOURN

The meeting was informally adjourned by Chair Jessica Gomez at 5:05 pm.

Respectfully Submitted,

Tami Allison
Senior Project Manager
/tka

APPROVED:

Chair

Date



ROGUE WORKFORCE PARTNERSHIP

MINUTES

ROGUE WORKFORCE PARTNERSHIP

September 14, 2017

Pacific Retirement Services - Third Floor, Washington Room
1 W. Main St., Medford, OR

MEMBERS PRESENT:

Matt Balkwill, Scott Beveridge, Alex Campbell, Lance Corley, Jessica Gomez, Shawn Hogan*, Brent Kell, Cathy Kemper-Pelle, Kirk Kolb, Linda Schott, Brian Shumate, Sherri Stratton, Drew Waits, Trever Yarrish

QUORUM PRESENT: No

OTHERS ATTENDING:

CBT Nuggets: Scott Alexander

Amy's Kitchen: John Strange

Quantum Innovation: Stacie Grier

United Way: Talia Mathis

Oregon Tech: Erin Foley

AFL-CIO- Mark Warne

SORED! Kathy Trautman

College Dreams: Jen Perry

WorkSource Rogue Valley – Employment Department: Joe Spagnuolo, Josh Morell, Guy Tauer,
Ainoura Oussenbec, Ross Jesswein

WorkSource Rogue Valley – ResCare: Tabitha Carlson

Rogue Workforce Partnership: Sherri Emitte*, Jim Fong, Julie Gillis, Aurora King, Dana Shumate,
Tami Allison

1) CALL TO ORDER, WELCOME & INTRODUCTIONS

The RWP-Workforce Board meeting was called to order by Chair Jessica Gomez at 2:07 p.m. A round of introductions were made.

2) CONSENT AGENDA

Approval of the April 27, 2017 and June 15, 2017 RWP-Workforce Board meeting minutes were deferred to the next Workforce Board meeting due to the lack of a quorum.

3) COLLEGE AND CAREER FOR ALL - REGIONAL CAREER RELATED LEARNING EXPERIENCE MODEL

Dana Shumate gave a historical background for business engagement as well as sharing the proposed CRLE pyramid. Dana indicated that the group will discuss this in detail in the small breakout sessions that will take place later in today's meeting. The outcome of the breakout sessions will be taken to the superintendent's meeting in October.

Trever Yarrish read a statement submitted by John Underwood, who could not be here today, giving his full support behind the CRLE model

Small Group Breakout Sessions

See separate document titled, "College and Career for All Regional Career Related Learning Experience Model Breakout Sessions."

Small Group Report Outs

- Loves the pyramid but concerns about placement of certain activities.
- Do college visits fit at the 9th grade level?
- Loves industry tours but, they are very disruptive to businesses.
- Industry tours are already being done with educators.
- Expressed worry about offering internships due to liability issues.
- Plumbers and steamfitters are in process of collaborating with schools for their welding programs.
- Concern about children going a full four years before they get to have the experience.
- Pyramid has lots of great stuff – not sure it's what "moves the needle" – these are moments in time, but how does their daily life align with these goals?
- Makes sense to have opportunities where students can plug in.
- Meeting school districts where they are is important – personalized plans are needed.
- How can this be provided within the scope of four years?
- Inventory what is being done, share how districts are currently doing this work, use the pyramid to inform the work, and settle on a personalized opportunity for kids within a framework.
- Needs to be focused and centralized based on students' identified interests.
- What is the outcome when a student reaches the top of the pyramid?
- Industry/business focus more on the teachers than the students – shift the daily experience.
- Focus on teachers and broadening their knowledge about the "real world."

4) CAREERS IN GEAR UPDATE

Jen Perry and Stacie Grier gave an update noting that this will be the seventh year for this RWP sponsored event that connects students with the future workforce while engaging and exposing teachers as well.

The upcoming Careers in Gear event will be held on February 15, 2018 and will be targeting 9th graders this year. Paper registrations as well as flyers were distributed during the meeting. Electronic copies will be sent out soon.

It was noted that the Grants Pass Career Fair is scheduled for October 11, 2017.

5) STRATEGIC PLANNING RETREAT

The December Rogue Workforce Partnership Workforce Development Board meeting has been cancelled. A strategic planning retreat will take place, at a location to be determined, on January 19, 2017. A 'save-the-date' Outlook invitation will be sent out to the board.

Jessica addressed the group indicating that we have been struggling to have several action items approved by the entire workforce board due to the lack of a quorum. In order to allow the entire board to review the documents, we will go through the items today for discussion only, and take the items to the next Corporate Director's meeting for action. Items that require full board affirmation will be brought back to the next RWP Workforce Development Board meeting.

6) POLICY DISCUSSION & APPROVAL

Aurora reviewed the Adult/DW documentation and eligibility as well as the Youth eligibility and enrollment policies with the group. Sherri Emitte reviewed the Sub-recipient Monitoring policy. These policies will be taken to the next Corporate Director's meeting for approval and signature.

7) RWP PY 16 BUDGET REVISION AFFIRMATION & RWP PY 17 BUDGET AFFIRMATION

Both of these items will be brought back to the next full workforce board meeting for affirmation.

8) WIOA IMPLEMENTATION

One-Stop Operator Selection Affirmation

Jim reported that only one proposal- Oregon Manufacturing Extension Partnership (OMEP), was received in response to the Request for Proposals for the region's One-Stop Operator. The Corporate Directors took action to move forward with the selection process and the item will be placed on the agenda for affirmation at the next full workforce board meeting.

Aurora added that we are very excited to have the opportunity to work with OMEP to assist us in value stream mapping as well as helping us to focus in on areas where want to generate actionable data that demonstrates the effectiveness of our efforts system-wide.

Memorandum of Understanding

Jim reviewed the Memorandum of Understanding, recently submitted to the state, with the group and pointed out the required partners within the One-Stop system. The requirements for the One-Stop partners is that there is a seamless service for our common clients.

Infrastructure/Cost Sharing Agreement

Information was provided in today's packet. If anyone would like to review this in more detail, please let us know.

9) RWP DASHBOARD FROM PY 16

Aurora reviewed the dashboard with the group indicating that there has been emphasis on identifying job ready individuals who we are now coding in our data tracking system to make more effective referrals, and track cohorts of individuals.

10) OTHER BUSINESS

No other business was brought before the Rogue Workforce Partnership Workforce Development Board.

11) ADJOURN

The meeting was informally adjourned by Chair Jessica Gomez at 4:36 p.m.

Respectfully Submitted,

Tami Allison
Senior Project Manager
/tka

APPROVED:

Chair

Date



ACTION BRIEF

DATE: June 15, 2017

TO: Rogue Workforce Partnership – Workforce Development Board

FROM: Sherri Emitte, Chief Finance and Administrative Officer

SUBJECT: FY 16-17 Budget Adjustment Affirmation

BACKGROUND

Last July, the RWP Corporate Board was presented with a budget for the 2016-2017 Program Year. That budget was based upon best estimates of both revenues and expenditures at that time; but as the year has passed, we now have a better sense of what these amounts should be. This budget modification reduces both revenues and expenditures by \$330,094 from the original budget.

This budget modification was approved by the Corporate Board at its May 18, 2017 meeting, and is being presented to the Workforce Development Board for affirmation of that action.

The attached memo, dated May 11, 2017, contains the information provided to the Corporate Board at its meeting, and describes the reasons behind the various adjustments.

SUMMARY

RWP Staff would request that the Workforce Development Board affirm the budget adjustment of (\$330,094) that was approved on May 18, 2017, by the Corporate Board.



DATE: May 11, 2017

TO: RWP Corporate Board

FROM: Sherri Emitte, Chief Finance and Administrative Officer

SUBJECT: PY16 Budget Adjustment

BACKGROUND

Last July, the RWP Corporate Board was presented with a budget for the 2016-2017 Program Year. That budget was based upon best estimates of both revenues and expenditures at that time; but as the year has passed, we now have a better sense of what these amounts should be. The importance of processing this modification is that these would be the final budget amounts used for comparison in the audited financial statements. So closer numbers make for better presentation. This proposed budget modification reduces both revenues and expenditures by \$330,094.

REVENUES

WIOA Funds

In the budget approved last year, we presented the entire allocated amount within each of the funding streams, along with projecting any amounts that would be carried over into the subsequent year. Since these budgeted amounts will be used to compare with actual revenue, and actual revenue is determined by amounts actually used, we are adjusting budgeted revenues to amounts that are projected to be used in this current year.

The largest change to budgeted revenues are within the WIOA Adult and Dislocated Worker funds. The originally allocated amounts were presented, but the Workforce Board recently approved a funds transfer of \$560,000 between those two funds. These adjusted amounts anticipates the approval of that transfer.

In other WIOA-related funds, we've reduced Youth revenues by almost \$193,000 to reflect the removal of carryover. We still have the same allocation of funds, but some will be available to be carried over into the next fiscal year. The \$7,636 difference in JD NEG funds just represents an adjustment in the amount carried in to the current year.

As for the Rapid Response funds, we had originally projected a limited involvement in that program since OED was going to be administering that program. It took a little longer to implement that we had originally thought, so we incurred some additional expenses there (for which we've been reimbursed).

Also, after this year had begun, we were also notified of an additional \$15,000 that was available for WIOA transition and training purposes.

Other Income

After the current year had begun, we were also able to implement three additional contracts: Applegate Trails Association (\$30,000) and Siskiyou Uplands Trails Association (\$35,000), both of which provide trail building and maintenance experience for our clients; and from DHS and CCWD, “Summer Jobs for Foster Youth”, aka Independent Living, (\$20,104).

A rather large negative adjustment of \$191,588 is being shown for the SOHOPE program, a contract we have with Rogue Community College to provide assistance to customers wanting to pursue healthcare occupations. This was a pilot program that, by its nature, has been tweaked along the way, and the scope of RWP’s and ResCare’s involvement in this program has decreased, resulting in a decrease in revenues and accompanying expenses.

There were several funds (Back to Work Oregon, National Fish and Wildlife, REACH, Rethinking Job Search, and Sector Strategies) that were in their second year of a two-year contract, and the amount of carry-in from the previous year varied from what we had originally anticipated. Again, the original allocation hasn’t changed, but just the year in which the revenue is being recognized.

We’ve added \$2,539 for Miscellaneous Income, mainly due to some business collaboration sponsorships in some ventures; and Rental Income has decreased by over \$20,000 due to our actual reimbursable expenses being less than originally projected.

EXPENDITURES

The decreases in Personnel and Operating Expenses are minimal. Contracted services show a decrease of almost \$90,000 mainly due to the reduction in various funding streams as noted above, and the corresponding reduction in the final ResCare contract amount. And, of course, the largest expenditure decrease of over \$226,000 is due to the elimination of carryover in the budget.

SUMMARY

RWP Staff would request that the Corporate Board approve the proposed budget adjustment of (\$330,094). Staff will be happy to answer any questions you may have.

**ROGUE WORKFORCE PARTNERSHIP
BUDGET FOR YEAR ENDING JUNE 30, 2017**

	AS APPROVED JULY 2016	PROPOSED ADJUSTMENT SPRING 2017	AMENDED BUDGET 2016-17
REVENUES			
WORKFORCE INNOVATION & OPPORTUNITY ACT			
Title 1B Adult	1,169,696	(607,851)	561,845
Title 1B Dislocated Worker	888,966	303,560	1,192,526
Title 1B Youth	1,440,028	(192,887)	1,247,141
Job-Driven National Emergency Grant	220,492	(7,636)	212,856
Rapid Response	14,000	10,690	24,690
Layoff Aversion	45,287	0	45,287
Transition Grant	0	15,000	15,000
WIOA SUBTOTAL	3,778,469	(479,124)	3,299,345
OTHER INCOME			
Applegate Trails Association	0	30,000	30,000
Back to Work Oregon	300,087	137,724	437,811
Careers in Gear	16,384	1,666	18,050
Independent Living	0	20,104	20,104
Local Board Support	131,505	(1,857)	129,648
National Fish & Wildlife Foundation	19,998	20,645	40,643
REACH	333,242	83,742	416,984
Rethinking Job Search	51,604	9,619	61,223
Sector Strategies	126,359	20,060	146,419
Siskiyou Uplands Trails Association	0	35,000	35,000
SOESD (CC4A)	50,408	1,631	52,039
SOHOPE	297,837	(191,588)	106,249
Miscellaneous Income	0	2,539	2,539
Rental Income / Cost Reimbursements	355,557	(20,255)	335,302
OTHER INCOME SUBTOTAL	1,682,981	149,030	1,832,011
TOTAL REVENUES	5,461,450	(330,094)	5,131,356
EXPENDITURES			
SERVICES			
Personnel	833,012	(4,631)	828,381
Contracted Services	3,632,860	(89,874)	3,542,986
RWP Operating Expense	294,282	(3,372)	290,911
One Stop Operating Expense	474,514	(5,436)	469,078
Holdback / Carryover into following year	226,780	(226,780)	0
TOTAL EXPENDITURES	5,461,450	(330,094)	5,131,356



DATE: September 6, 2017

TO: Rogue Valley Workforce Development Board

FROM: Sherri Emitte, Chief Finance and Administrative Officer

SUBJECT: PY17 Budget Affirmation

BACKGROUND

On July 20, 2017, we presented to the RWP Corporate Board the attached budget for the 2017-2018 program year (PY17). The total annual budget amount is \$4,347,501, which is a decrease of \$783,855 from the previous year.

The attached memo, dated July 13, 2017, contains the information provided to the Corporate Board at its meeting, and shares the details of the various budget components. The Corporate Board unanimously approved this proposed budget.

As an update to the Corporate Board memo, it was mentioned in the last bullet point under “Other Income” that we were awaiting final allocations on our State General Fund grants. We had estimated at that time that we would be receiving a total of \$367,910 for the three grants. We found out this last week that we will be receiving \$353,850, or \$14,060 less than we projected. We’re relieved that at least it was close.

SUMMARY

RWP Staff would request that the Workforce Development Board affirm the PY 17 RWP Budget of \$4,347,501 that was approved on July 20, 2017, by the Corporate Board.

**ROGUE WORKFORCE PARTNERSHIP
BUDGET FOR YEAR ENDING JUNE 30, 2018**

	CURRENT YEAR 2017-18	PRIOR YEAR 2016-17	DIFFERENCE
REVENUES			
WORKFORCE INNOVATION & OPPORTUNITY ACT			
Title 1B Adult	1,130,615	561,845	568,770
Title 1B Dislocated Worker	1,276,272	1,192,526	83,746
Title 1B Youth	992,799	1,247,141	(254,342)
Job-Driven National Emergency Grant	0	212,856	(212,856)
Rapid Response	4,000	24,690	(20,690)
Layoff Aversion	0	45,287	(45,287)
Transition Grant	0	15,000	(15,000)
WIOA SUBTOTAL	3,403,685	3,299,345	104,340
OTHER INCOME			
Applegate Trails Association	0	30,000	(30,000)
Back to Work Oregon	210,950	437,811	(226,861)
Careers in Gear	20,000	18,050	1,950
Independent Living	18,000	20,104	(2,104)
Local Board Support	78,480	129,648	(51,168)
National Fish & Wildlife Foundation	3,000	40,643	(37,643)
REACH	0	416,984	(416,984)
Rethinking Job Search	72,000	61,223	10,777
Sector Strategies	78,480	146,419	(67,939)
Siskiyou Uplands Trails Association	0	35,000	(35,000)
SOESD (CC4A)	45,000	52,039	(7,039)
SOHOPE	0	106,249	(106,249)
TANF Summer Jobs Program	80,104	0	80,104
Miscellaneous Income	2,500	2,539	(39)
Rental Income / Cost Reimbursements	335,302	335,302	0
OTHER INCOME SUBTOTAL	943,816	1,832,011	(888,195)
TOTAL REVENUES	4,347,501	5,131,356	(783,855)
EXPENDITURES			
SERVICES			
Personnel	750,460	828,381	(77,921)
Contracted Workforce Services	2,438,335	3,542,986	(1,104,651)
RWP Operating Expense	334,704	290,911	43,793
One Stop Operating Expense	574,003	469,078	104,925
Holdback / Carry Out into following year	250,000	0	250,000
TOTAL EXPENDITURES	4,347,501	5,131,356	(783,855)



**ROGUE WORKFORCE
PARTNERSHIP**

August 31, 2017

Aaron Fox
Executive Director
Oregon Manufacturing Extension Partnership
7650 SW Beveland Street, Suite 170
Portland, OR 9723

Re: Contract between Rogue Workforce Partnership and OMEP

Dear Aaron,

I am pleased to inform you that the Oregon Manufacturing Extension Partnership has been selected to serve as the Rogue Valley's One-Stop Operator as required under the Workforce Innovation and Opportunity Act (WIOA) of 2014.

The Rogue Workforce Partnership - Corporate Directors (Executive Committee) approved this action at its meeting on August 30, 2017. The full RWP - Workforce Development Board will affirm and ratify this decision at a next scheduled meeting in which a quorum is present (next scheduled for September 14, 2017).

As we discussed during our last videoconference call, we will be working with you in the coming weeks to develop and finalize a contract to provide these One-Stop Operator services. This will include coming to an agreement on a specific statement of work, budget, and deliverables. The source of funding for these services will come as a part of a cost-sharing agreement of the required WIOA partners, as stipulated under regulations promulgated by the U.S. Department of Labor. This contract will be in effect for the period from July 1, 2017 through June 30, 2018. During this pilot year we will evaluate the implementation of this new contractual arrangement and make a determination for a contract extension well in advance of the June 30th end date.

We are very excited to work closely with an organization with the expertise of OMEP. We look forward to a highly productive working relationship. If you have any questions, please do not hesitate to contact me.

Sincerely,

James G. Fong
Executive Director

cc: Rogue Workforce Partnership
Commissioner Dan DeYoung, Josephine County Board of Commissioners
Commissioner Rick Dyer, Jackson County Board of Commissioners

Rogue Workforce Partnership One-Stop Operator Cover Letter

Organization: Oregon Manufacturing Extension Partnership, Inc.	Federal Tax ID Number: 93-1315027
Address: 7650 SW Beveland Street, Suite 170 Portland OR, 97223	Duns Number: 13-170-7338
Organization Contact: Michelle Fusak	
Phone: 503-406-3778	
Fax: 503-406-3779	
Email: mfusak@omep.org	
Fiscal Agent/Address: same	Contract Signer's Name: Aaron Fox
Fiscal Contact Name: Denise Masanga	Contract Signature Address: same
Phone: 503-406-3773	Phone: 503-406-3772
Fax: N/A	Fax: N/A
Email: dmasanga@omep.org	Email: afox@omep.org

DOCUMENTS:

X Cover Letter

X Proposer Information – Attachment #1

X Narrative

X Budget Attachment


SIGNATURE OF APPLICANT

8/17/2017

DATE

Michelle Fusak

TYPED NAME

ATTACHMENT # 1

PROPOSER INFORMATION

Proposer Name: OMEP

Primary Contact Person: Michelle Fusak

Title: VP of Finance and Operations

Address: 7650 SW Beveland St, Suite 170

City, State, Zip: Portland, OR, 97222

Telephone: 503-406-3778 Fax: 503-406-3779

E-mail Address: mfusak@omep.org

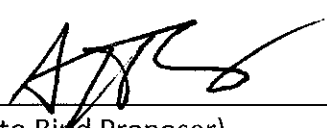
Name and title of the person(s) authorized to represent the Proposer in any negotiations and sign any Personal Services Contract that may result:

Name: Aaron Fox

Title: President

By signing this page and submitting a Proposal, the Authorized Representative certifies that the following statements are true:

1. No attempt has been made or will be made by the Proposer to induce any other person or organization to submit or not submit a Proposal.
2. Proposer does not discriminate in its employment practices with regard to race, creed, age, religious affiliation, sex, disability, sexual orientation or national origin, nor has Proposer or will Proposer discriminate against a subcontractor in the awarding of a subcontract because the subcontractor is a minority, women or emerging small business enterprise certified under ORS 200.055.
3. Information and costs included in this Proposal shall remain valid for 90 days after the Proposal due date or until a Contract is approved, whichever comes first.
4. The statements contained in this Proposal are true and complete to the best of the Proposer's knowledge and Proposer accepts as a condition of the Contract, the obligation to comply with the applicable state and federal requirements, policies, standards, and regulations. The undersigned recognizes that this is a public document and open to public inspection.
5. The Proposer, by submitting a Proposal in response to this Request for Proposals, certifies that it understands that any statement or representation contained in, or attached to, its Proposal, and any statement, representation, or application the Proposer may submit under any contract DHS may award under this Request for Proposals, that constitutes a "claim" (as defined by the Oregon False Claims Act, ORS 180.750(1)), is subject to the Oregon False Claims Act, ORS 180.750 to 180.785, and to any liabilities or penalties associated with the making of a false claim under that Act.
6. The Proposer acknowledges receipt of all addenda issued under this RFP.

Signature: 

Date: 8/17/17

(Authorized to Bind Proposer)

Rogue Workforce Partnership One-Stop Operator Proposal Narrative

Section A. Proposed Work / Demonstration of Effectiveness

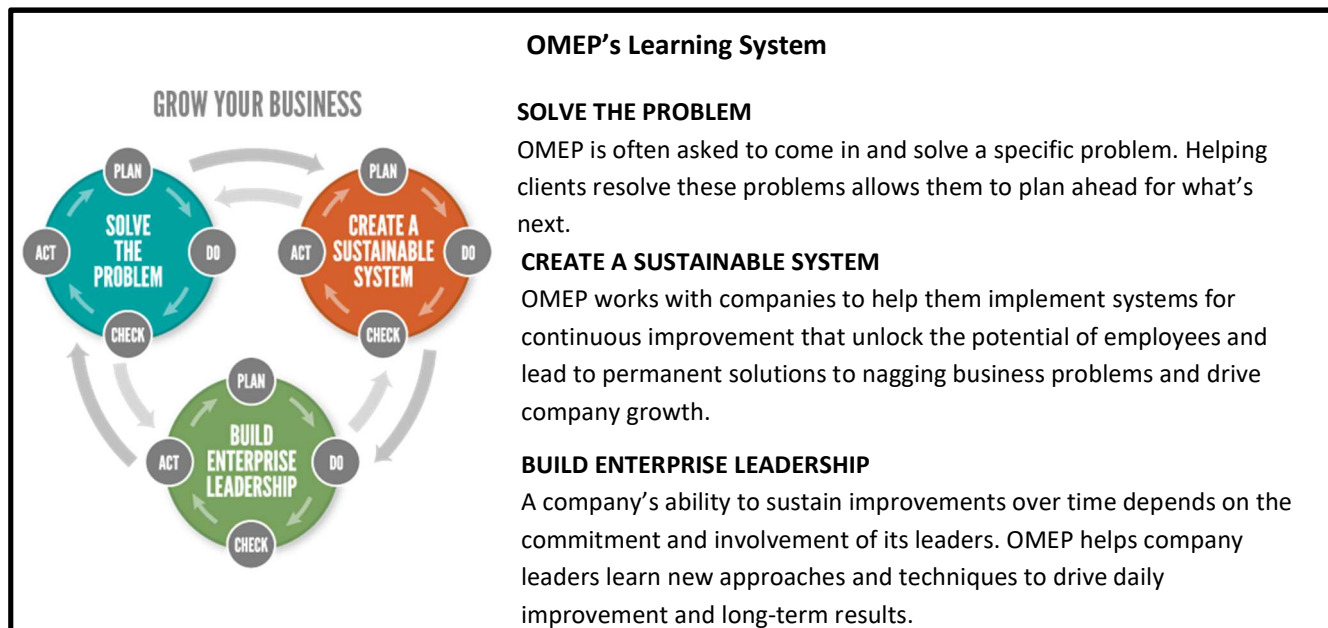
Describe the work your organization(s) would do in performing the coordination role of the One-Stop Operator.

- **How would you go about performing the duties, creating greater integration and alignment between workforce programs, and achieving results?**

OMEP relies on Lean Enterprise thinking and tools, particularly Value Stream Mapping, to help its clients develop a deeper understanding of the processes, policies, and procedures that might cause barriers to the flow of work and information. Value Stream Mapping is a powerful analysis and diagnostic tool that allows project participants to measure and see barriers to flow, areas of waste, and opportunities for the application of high performance tools. Originally developed for manufacturing, this approach is equally effective when applied to product/service and information flows.

In addition to Lean tools, OMEP has experience with customer service practices in both the public and private sectors. Wherever feasible, OMEP accomplishes its work through partnership and tight connections to workforce, economic development and industry groups interested to supporting the Oregon manufacturing sector.

Whatever the need, OMEP offers the tools, expertise, and the flexibility to engage with companies and agencies at all levels. OMEP always seeks to maximize the results for its clients and provide them with the guidance to meet or exceed the performance of their competitors or stakeholders' requirements.



Approach: OMEP will approach the One Stop Operator engagement as a continuous improvement assignment, focusing primarily on working with staff and leadership to

- Develop measurement systems that provide insight into performance on desired outcomes
- Diagnose problem areas and search for root cause
- Design approaches to accomplishing work that will help eliminate or minimize the waste and barriers to flow
- Measure the results of implementation experiments against the desired outcomes
- Build on successes and adjust activity based on experiment results

With respect to the need for certification and other compliance issues, OMEP will work with One Stop staff and leadership to develop a system of guided self-assessment and corrective action planning sufficient to satisfy regulatory requirements.

OMEP's client service routinely incorporates a significant element of organizational structure and systems analysis. Our approach to analysis begins at the system level as we attempt to understand the supplier-input-process-output-customer relationships within the system. Our ultimate goal is to work with the client to create a demand flow system where streamlined activities are linked together and subordinated to providing the customer its desired product, when it is needed, at the required quality level, and at a cost that allows for a sustaining enterprise. This activity invariably results in some organizational restructuring.

OMEP's key value is to "Solve problems thoughtfully". As Oregon's leading provider of operational excellence consulting, the application of continuous improvement (CI) principles forms the core of our service delivery. Since 2000, OMEP has worked with over 500 businesses, agencies, and governmental entities on continuous improvement projects of various shapes and sizes. While we are guided by lean enterprise principles, a core element of the OMEP Way is to "bend service around demand." OMEP works with the client to identify the barriers to its success and then seeks to apply the appropriate tools in a facilitated effort to help move the client to a higher level of performance.

While internal organizational improvements are a likely starting place for CI efforts, ultimate achievement of operational excellence always entails looking at partnerships with customers, suppliers, regulators, and other system participants to ensure that their combined efforts result in shared gain. Currently, we are engaged in several efforts to tie together the solo efforts of small food processing companies to comply with the Food Modernization and Safety Act (FSMA) in a cohort approach whereby each company can learn from their peer experiences as they move toward certification. This requires the ability to help each company understand the long term benefit of an effort that provides them the opportunity to be a teacher or alternatively, a learner.

- **Give examples of the kinds of improved results and improvements in the operation of the one-stop center and the workforce system that you anticipate could be achieved from your efforts.**

OMEP has, itself, been involved in multiple organizational efforts at accomplishing economic development and workforce development goals. Recently, OMEP staff was rewarded for its system work in implementing the Make It In Willamette Valley grant that was jointly funded by EDA, DOL, and DOC and involved the participation of SEDCOR, Incite, Mid-Willamette Valley Council of

Governments, and OMEP. OMEP sought to both provide services to client manufacturers and to contribute to the success of the collaboration by providing system CI thinking. Some specific examples of improved results and operational improvement include:

Business Oregon. OMEP has served as a continuous improvement and organizational development consultant for Business Oregon since 2010. In the course of this engagement, we have assisted various departments (primarily the Infrastructure Finance Authority) in projects focused both on the improvement of internal processes and the agency's ability to improve service to customers. Assignments that have occurred in the last three years include:

- “Customer” feedback surveys (2014-15)--OMEP built a process-focused system of timely feedback (within 6 months or less of service delivery) that also measured conformance with statutory requirements. This allowed the department to respond more frequently and effectively to the voice of the customer. The primary activity of this project occurred in Salem, OR, but the project addressed IFA activities throughout the state with various cities, counties, and special districts.
- Leadership development (2014)—Members of the Infrastructure Finance Authority worked with OMEP to understand how to blend their approach to leadership with a continuous improvement culture. The specific training course is called Tools for Conscious Leadership. This activity occurred in Salem, OR
- Problem solving and visual management (2010-present)--Throughout the entire engagement, OMEP have continued to implement the deployment visual tools to lead problem solving analyses. This activity occurred in Salem, OR
- Reorganizational analysis and restructuring (2017-present)—OMEP has been engaged to perform a variety of efforts primarily resulting from the reorganization of Business Oregon in 2016. Currently we are assisting in the blending two formerly separate organizations with overlapping responsibilities. Business Oregon and IFA have been separate for nearly 10 years and with the recent reorganization were brought back together. OMEP is helping Business Oregon to look beyond job titles, roles and responsibilities and focus on the demand for work from a more holistic, customer serving perspective. The current focus is on accurately describing demand and performance measures and on building a comprehensive cross training matrix so that the management team can correctly gage capacity of the organization, training needs and overall effectiveness of programs. This is task requires coordinating people from historically different organizations, different functional groups and different geographic regions of the state. The activity is taking place in Salem and Portland, OR.
- Value Stream Mapping and Job Task Analysis for the Export Promotion (2017)--This is a small team, focused project using VSM and waste identification theories to optimize an existing process that was largely non-value added and create departmental Key Performance Indicators that provide more opportunities for measuring and adjusting the process in the future. The activity is taking place in Salem and Portland, OR.

Section B. Organizational Experience and Leadership Expertise

Describe the following:

1) The leadership experience and expertise of your local management team in:

- (a) Coordinating service delivery of required WIOA one-stop partners / service providers in a One-Stop Center**

OMEP was selected in a competitive process to be the One-Stop Operator for the Lane Workforce Partnership, East Cascade Workforce Investment Board, Clackamas Workforce Partnership, Incite, and the Northwest Oregon Works. OMEP has a staffing plan in place to meet the needs of each of these partners and service providers. For the Rogue Workforce Partnership, OMEP proposes the following staffing plan:

Staffing: OMEP will deploy a variety of staff experts on this project. While part of the initial assessment of work will incorporate a skills and compatibility review to finalize staff assignments, it is likely that the following individuals will be assigned to the One Stop Operator project team.

Paola Castaldo, OMEP Managing Consultant. Paola will serve as OMEP’s project executive. As such, she will be responsible for engagement planning and work design, staff assignments, project evaluation and overall client relations. Paola brings more than 25 years of engineering, management, and marketing experience to OMEP in a variety of manufacturing and business environments. She has successfully helped companies re-engineer processes and bring on cultural change utilizing effective lean methodologies. Her experience spans starting up and running her own business, to producing results in large corporations. She is guided by a passion for people to succeed and flourish in business.

Since joining OMEP, Paola has provided project leadership, analysis, and implementation assistance at companies including, Premier Press, FEI Company, Business Oregon, and A.R.E. Manufacturing. Paola served as the lead on the development of OMEP’s SMART Talent program and is the practice leader for that service area. SMART Talent is a program that helps companies design and implement structured on-the-job training methods and career ladders. Paola also led a project with Business Oregon’s Office for Business Inclusion and Diversity, which successfully reduced lead times for certification of MBE/WBE/ESB businesses.

John Lamy, OMEP Medford Manufacturing Consultant. John will serve as the process improvement specialist for this project. As such, John will be responsible for leading Value Stream Mapping analyses and action plan development and implementation. John is based in Southern Oregon and has served OMEP clients in a wide range of roles – including R&D, strategy, quality, and manufacturing. John Lamy has over thirty years of experience helping large and small companies grow their businesses. John worked at Hewlett-Packard/Agilent Technologies for many years, serving as an R&D Manager, Quality Manager, and Manufacturing Engineering Manager. As a consultant in OMEP’s Medford office, John also brings value locally as he is familiar with the challenges and opportunities in this region of the state.

(b) Coordinating service providers across a one-stop delivery system.

During to last 15 years, OMEP has often operated in partnership with workforce investment boards throughout the state. Interactions with the Workforce system include utilizing Employment Workforce Training Grants provided by WIBs to provide training services in lean manufacturing and other

management tools and techniques to companies; collaborative grant delivery such as those mentioned previously with WSI, CWP and Incite; and VSM analysis and lean implementation activities in WorkSource centers in Northwest Oregon and Southwest Washington through the WIRED grant.

OMEP has the ability to deploy its 13-person statewide consulting staff to assist WorkSource in continuous improvement efforts and help ensure compliance. Since 2003, through its work with Oregon manufacturers, OMEP has led continuous improvement activities that have resulted in:

- The creation and retention of 7,700 jobs
- An increase of \$864,000,000 in new or retained sales
- Cost Savings of greater than \$98,000,000

(c) Coordinating service delivery in a multi-center area, including comprehensive and affiliate sites.

OMEP's success is dependent on its partnerships with others, including state and local governments that provide grant funding, secondary institutions such as community colleges that work within OMEP's manufacturing client base to provide required skills training, and community-based organizations that provide grant funding and, in some cases, services to company employees. One such example of the latter is the Mid-Valley Literacy Center, which provides ESL training to one of our client's employees. We have also collaborated extensively with other community-based and government agencies, including entities in the workforce development system, with multiparty grant applications and delivery.

In addition, OMEP coordinates with a variety of governmental, educational, and community non-profit agencies in its annual Manufacturing Day activities. In the Portland region, that effort entails extensive coordination among Worksystems, Inc., Portland region high schools, area manufacturers, and several community-based programs such as Impact NW.

Other types of partnerships that we have facilitated as a third party include customer-supplier relationships where extensive cooperation between and among parties is necessary to ensure effective production.

2) If applicable, describe your organization's role as a provider of services within a WorkSource Oregon other similar One-Stop Center.

Similar to the WorkSource centers, OMEP's success is dependent on mutually supportive partnerships. OMEP has a strong history of partnership with the workforce delivery system in Portland metro and Mid-Willamette regions. This is evidenced by formal programmatic and financial relationships through joint or cooperative administration and delivery of several grants similar to those mentioned previously. We have also served as a service delivery partner in those and other grants, particularly in the delivery of lean training to Incite program participants and undertaking service delivery through DOL grants to Oregon manufacturers.

OMEP has participated in several consortium projects since its inception, three of which are described below:

Metro In-Sourcing Training Initiative (MISTI): Department of Labor awarded OMEP a \$5 million H-1B grant in 2013 to support a variety of classroom training activities designed to upgrade worker skills in certain high-demand occupations. OMEP developed the grant application in collaboration with Worksystems, Inc. and, throughout the grant period worked closely with WSI, grant sub-recipient, to deploy grant resources. This grant provided OMEP the ability to work closely with WSI in the administration of funds and the delivery of grant resources. Role: Grant recipient. Project collaborator.

Make it In Willamette Valley: OMEP worked with Incite, SEDCOR, and Willamette Council of Governments to develop and deploy a series of grants through the “Make it America” program funded by Departments of Commerce and Labor, and the Economic Development Administration. Through this grant, EDA funds were deployed to gather in-depth information on the Salem region’s manufacturing industry, DOL funds were deployed to provide training opportunities for incumbent workers to upgrade their skills in lean and process improvement and DOC funds were used by OMEP to help companies implement lean projects, undertake strategy and business model analysis, and perform supply chain improvement activities. This four-agency collaboration maintained a high degree of interaction and communication throughout the grant period and all grant outcomes were reached or exceeded. Role: DOC grantee. Project collaborator.

Innovations in Advanced Metals and Materials: This “JIAC2” grant was jointly funded by DOL, DOC, DOE, and EDA. The grant objectives were to better understand supply chain relationships and bring innovative services to metals and advanced materials companies in the greater Portland region. Recipients/sub-recipients included OMEP, Columbia Region Economic Development Corporation (CREDC), Impact Washington, Greater Portland, Inc., Worksystems, Inc., Clackamas Workforce Partnership, Southwest Washington Workforce Development Commission, and a number of other economic development and non-profit organizations. The effort was coordinated by CREDC and all grant goals were met. Role: Subrecipient. Project participant.

Other consortium projects include, The DOL-funded Renew Northwest (ReNW) grant which included OMEP, WSI, SWWDC, and CWP; a DOL-funded grant to provide lean training to food processing companies which included the MEP centers from Washington, Idaho, and Nevada; and a NIST MEP-funded project that included the Oregon, Washington and Idaho MEP centers and Northwest Food Processors Association to undertake technology acceleration projects with small food processing companies.

One-Stop Operator Budget Form - Rogue

Organization Name: Oregon Manufacturing Extension Partnership (OMEP)

PERSONNEL EXPENSES				
Job Title	Annual Gross Salary	Annual Taxes & Fringe Benefits	% of FTE Charged to Contract	Total Personnel Expense
Project Consultant	113,000	39,550	15.00%	\$ 22,882.50
Managing Consultant	128,000	44,800	3.00%	\$ 5,184.00
				\$ -
TOTAL PERSONNEL EXPENSES	\$ 241,000	\$ 84,350	18%	\$ 28,066.50

OPERATING EXPENSES		
Budget Line Item	Budget Amount	Line Item Cost Calculation
Travel	\$ 2,592.00	Bi-Weekly trips to RWP, plus project manager oversight 3 visits
Materials, Services & Supplies	\$ 1,534.85	\$5,000 per FTE (historical result), training supplies
Other:		
Other:		
Other:		
Other:		
Other:		
TOTAL OPERATING EXPENSES	\$ 4,126.85	

OVERHEAD EXPENSES			
Budget Line Item	Rate(s)	Budget Amount	Line Item Cost Calculation
Indirect Rate/Admin Costs	10.00%	\$ 2,806.65	Federally approved rate is 50.1%. OMEP agrees to reduce the rate to 10% of salary and fringe for this contract
		\$ -	
TOTAL OVERHEAD EXPENSES		\$ 2,806.65	
PROPOSED BUDGET TOTAL		\$ 35,000.00	




Budget Narrative:				
Personnel: Includes funding for .15 consultant FTE to perform One-Stop Operator efficiency project. In addition, .03 Managing Consultant FTE for advisory support to project. Fringe is based on a rate of 35% which includes health insurance benefits and payroll taxes & fees.				
Operating Expenses: Travel for Consultant and Managing Consultant to meet with Rogue Workforce Partnership. Assumes two trips per month for project consultant at a distance of 25 miles each way. Managing Consultant will travel three times during project to provide senior advisory support. Also includes Supplies for training materials.				
Overhead: Budgeted at 10% of Personnel Expenses. OMEP's federally approved indirect rate is 50.1%, however, OMEP agrees to reduce to 10% for this project.				

STRATEGIC
INTENT

By the end of 2021, RWP will be nationally recognized for building community partnerships that help government, education, and industry leverage resources that create a dynamic system of access points for career opportunities, resulting in economic growth, sustainable programs, and a more highly skilled workforce.



ROGUE WORKFORCE
PARTNERSHIP





MISSION	To advance the region’s economic vitality by developing a business-responsive workforce that promotes prosperity.		
STRATEGIC DRIVERS	 <p>Align and leverage industry, government and education resources around workforce sector needs.</p>	 <p>Invest and support flexible and adaptable skills development programs.</p>	 <p>Create a clear system of monitoring and measuring efforts and impact.</p>
KEY STRATEGIC INITIATIVES	<p>Mike Donnelly</p> <p>Continue Sector Strategies work (+ skilled trades/apprenticeship paths) & embed needed skills into education & workforce training</p>	<p>Trever Yarrish</p> <p>Expand work-based training, internships, externships, job shadows, etc. & support development of experiential learning</p>	<p>Rosemary Jernigan</p> <p>Expand dashboard to include all workforce & education partners</p>
	<p>Alex Campbell</p> <p>Assess workforce/education skills training, & the gaps, barriers & potential connecting points; prioritize & consolidate efforts</p>	<p>Sherri S. (Jessica Gomez)</p> <p>Develop employability/soft skills report card, get employers to require it, and create experiential learning for students & job-seekers</p>	<p>Shawn Hogan & John Underwood</p> <p>Define success measures of progress at system and individual levels.</p>
	<p>Jessica Gomez</p> <p>Strengthen key partnerships and work to align policies, investments and efforts at the local, state and federal levels</p>	<p>Norm Kester</p> <p>Identify technical skills training needs & capacities for industry sectors; create & scale collaborative solutions to meet the needs</p>	<p>Shawn Hogan & John Underwood</p> <p>Develop comprehensive performance metrics system – e.g. for each strategic driver, by sector, with longitudinal data, etc.</p>

STRATEGIC
INTENT

By the end of 2021, RWP will be nationally recognized for building community partnerships that help government, education, and industry leverage resources that create a dynamic system of access points for career opportunities, resulting in economic growth, sustainable programs, and a more highly skilled workforce.



**ROGUE WORKFORCE
PARTNERSHIP**

MISSION	To advance the region’s economic vitality by developing a business-responsive workforce that promotes prosperity.		
STRATEGIC DRIVER	Align and leverage industry, government and education resources around workforce sector needs.		
KEY STRATEGIC INITIATIVE			
SPONSOR			
OBJECTIVE	Inventory Current Efforts  COMPLETE	Access Gaps  IN PROGRESS	Assess Barriers  PENDING
COMMENTS			
ADDITIONAL SUPPORT OR RESOURCES NEEDED			



Rogue Valley State of the Workforce

6-21-18

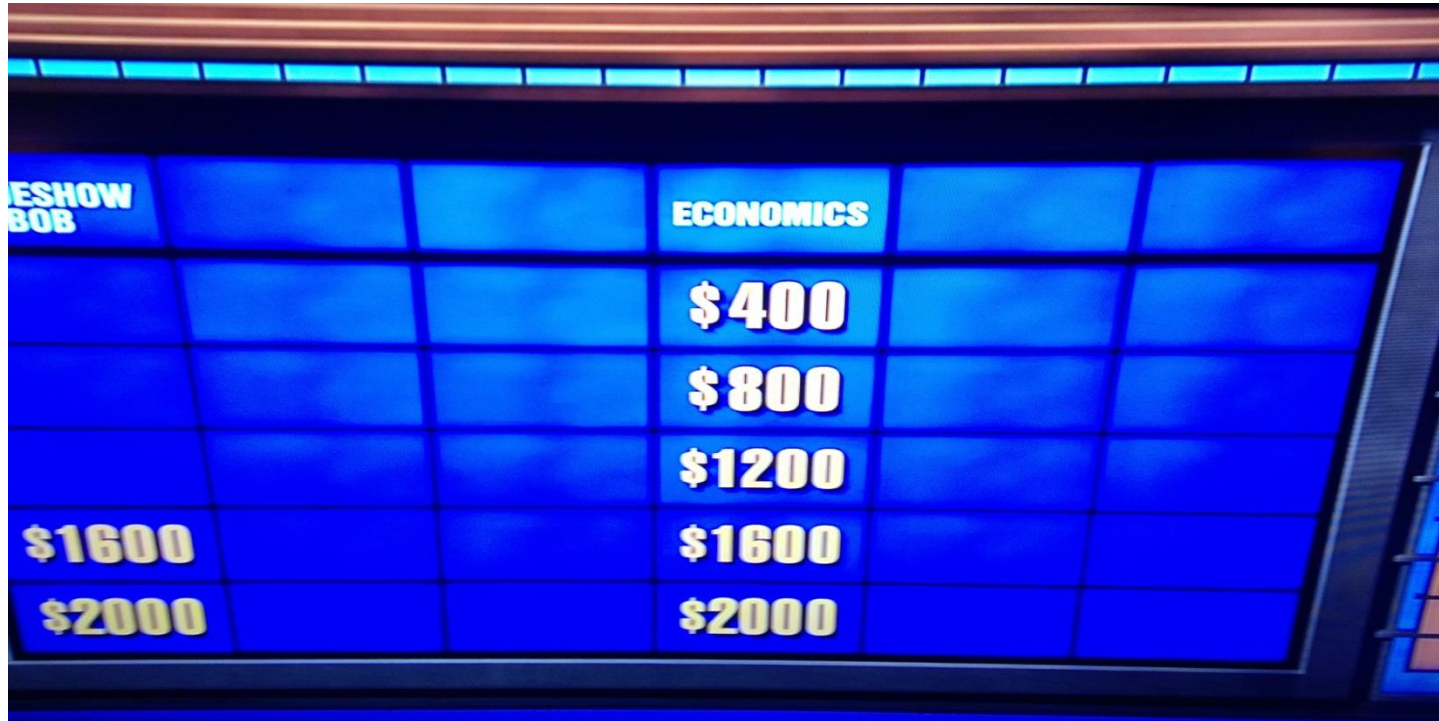


JEOPARDY!

According to this statistically
representative sample of 3 contestants,
what is everyone's least favorite Jeopardy
category?

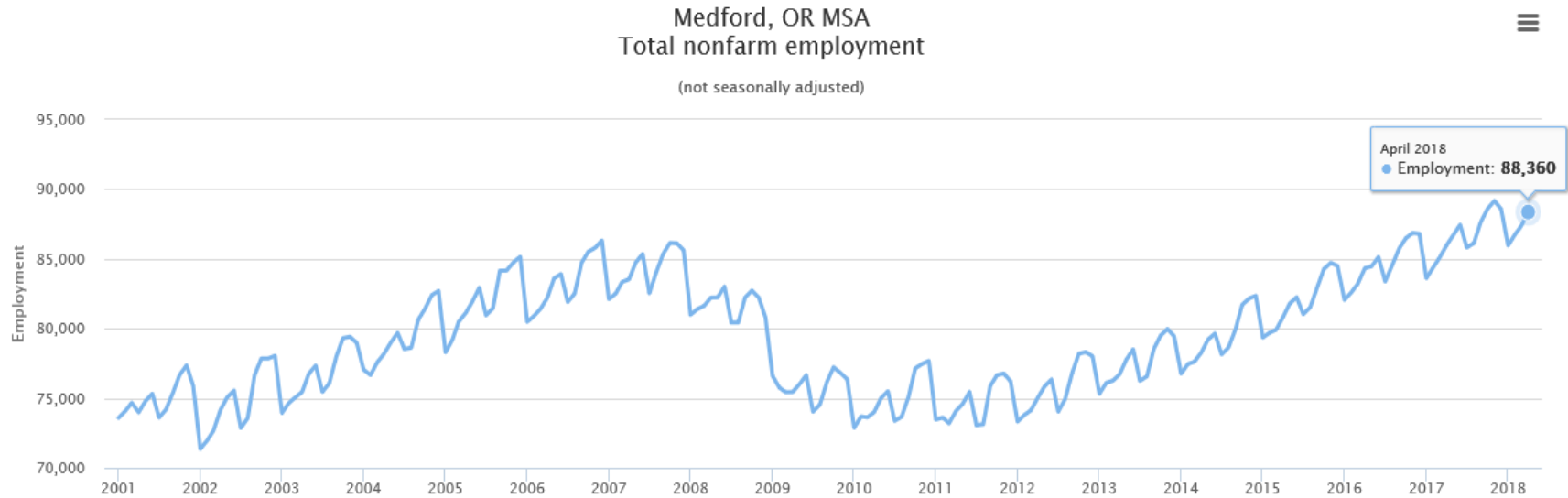


Answer: What is Economics?-



SHOW BOB			ECONOMICS		
			\$400		
			\$800		
			\$1200		
\$1600			\$1600		
\$2000			\$2000		

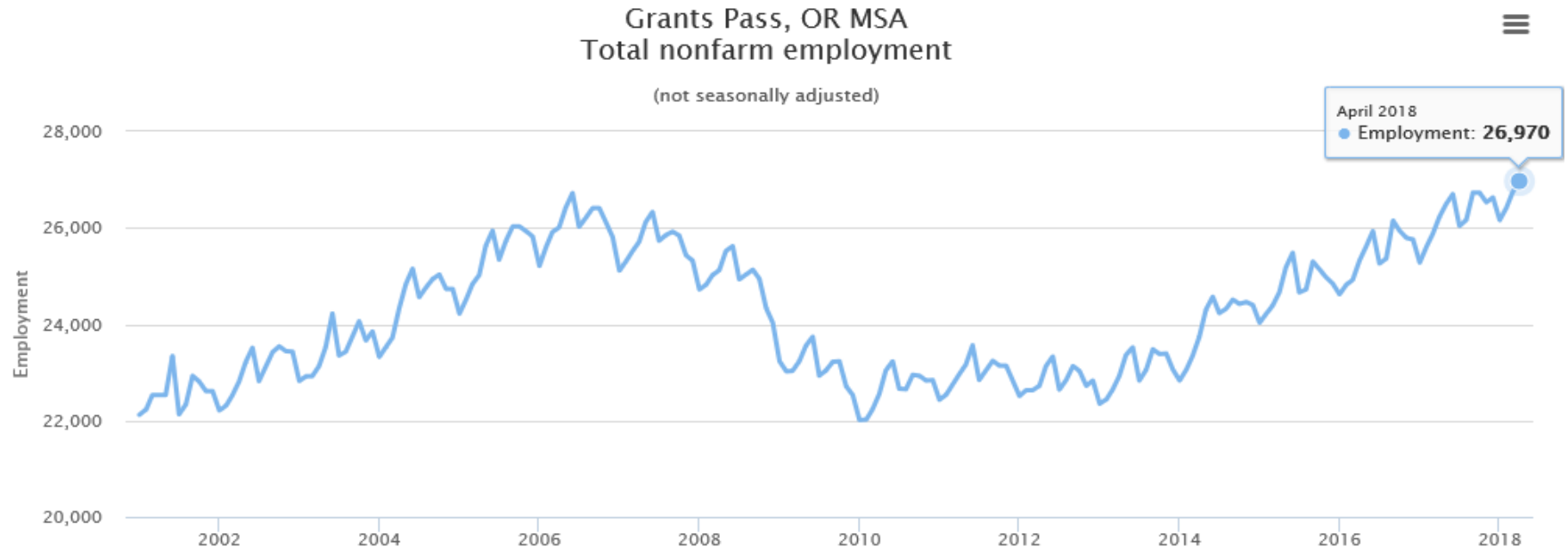
Payroll employment about
4,800 jobs above pre-
recession peak in 2007



Source: Oregon Employment Department QualityInfo.org



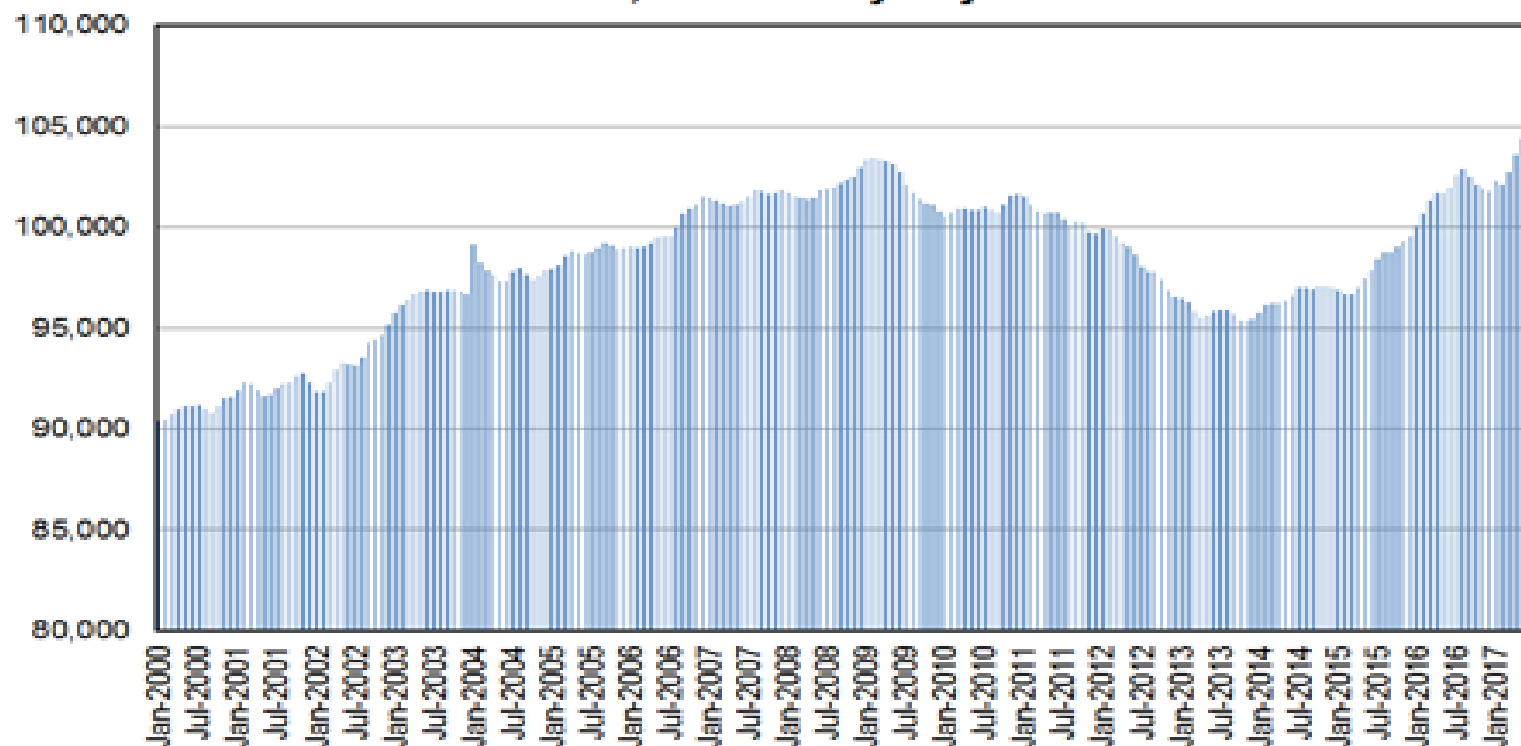
Josephine County now about 960 jobs above pre-recession peak in 2006



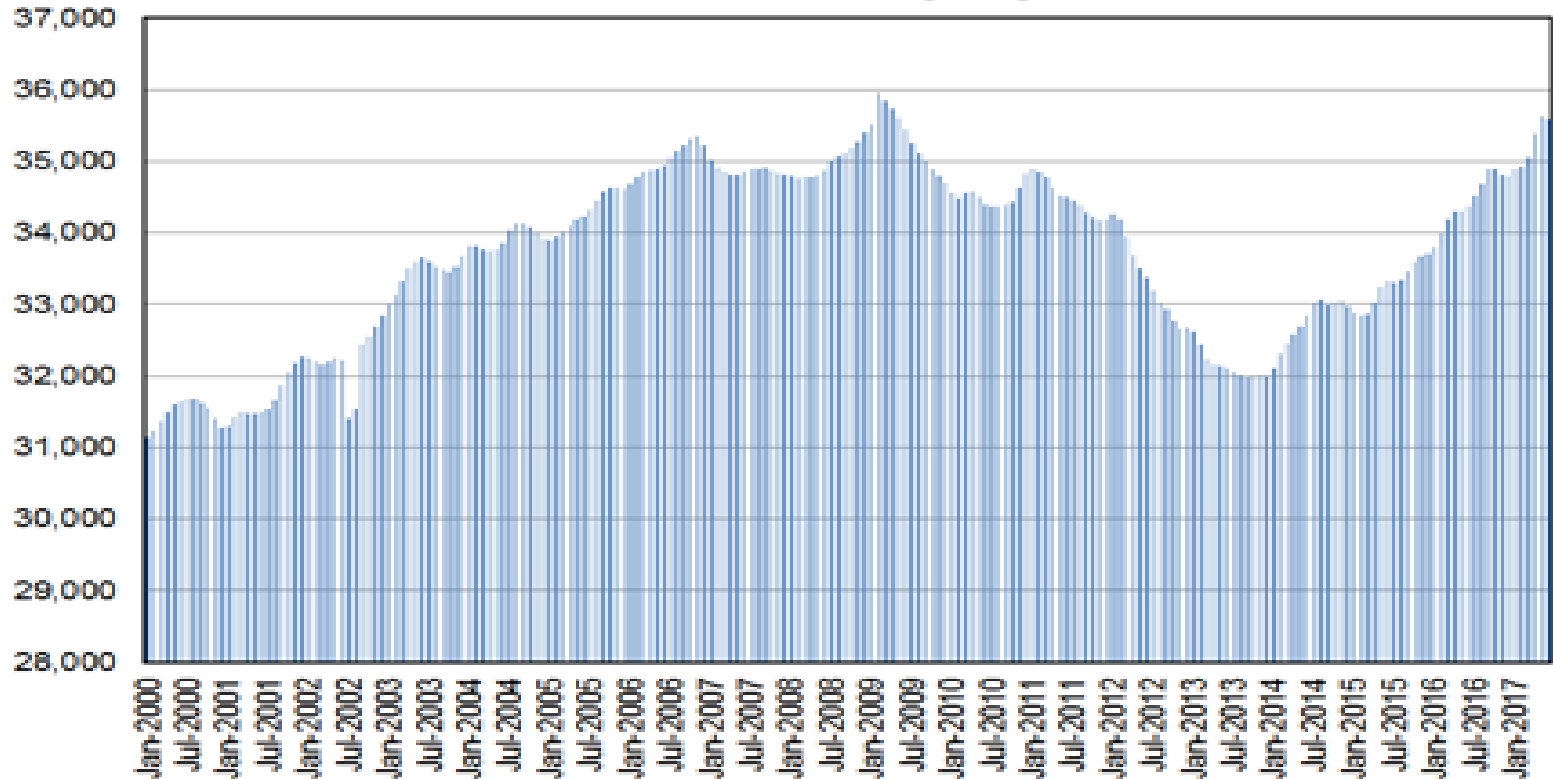
Source: Oregon Employment Department QualityInfo.org



Jackson County Civilian Labor Force 2000-2017, Seasonally Adjusted

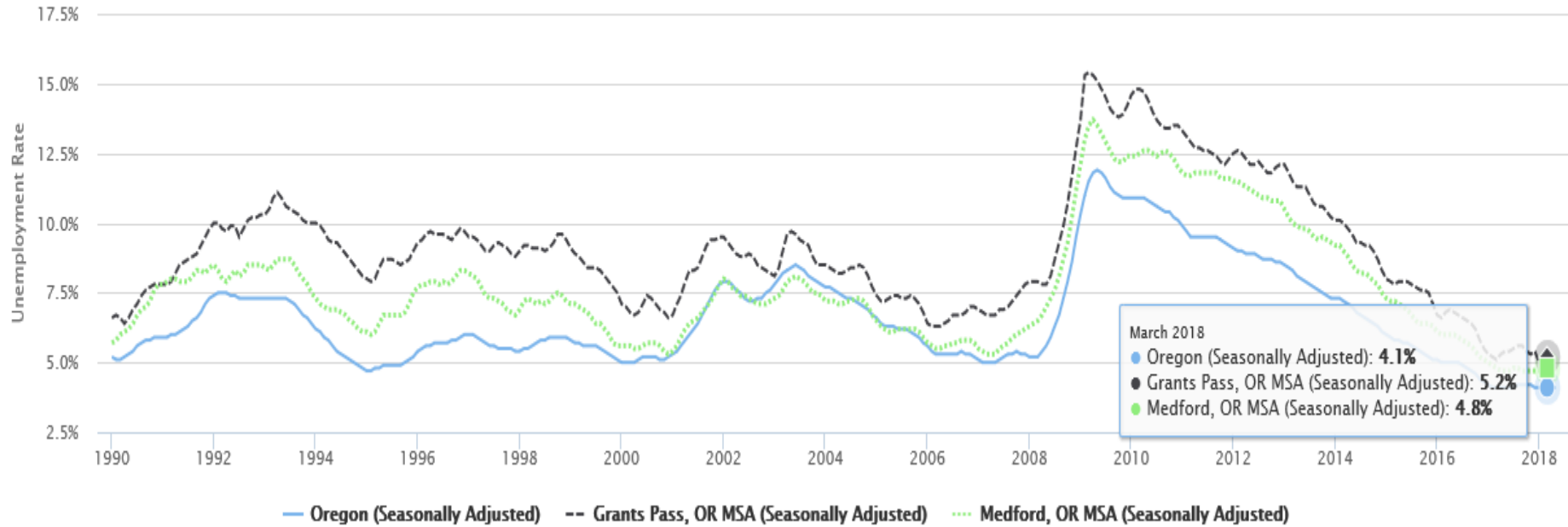


Josephine County Civilian Labor Force 2000-2017, Seasonally Adjusted



Local Area Unemployment Statistics

(Unemployment Rate)



Source: Oregon Employment Department Qualityinfo.org

Employment

Health Care and Social Assistance, Private
Jackson County
Click and drag in the plot area to zoom in.

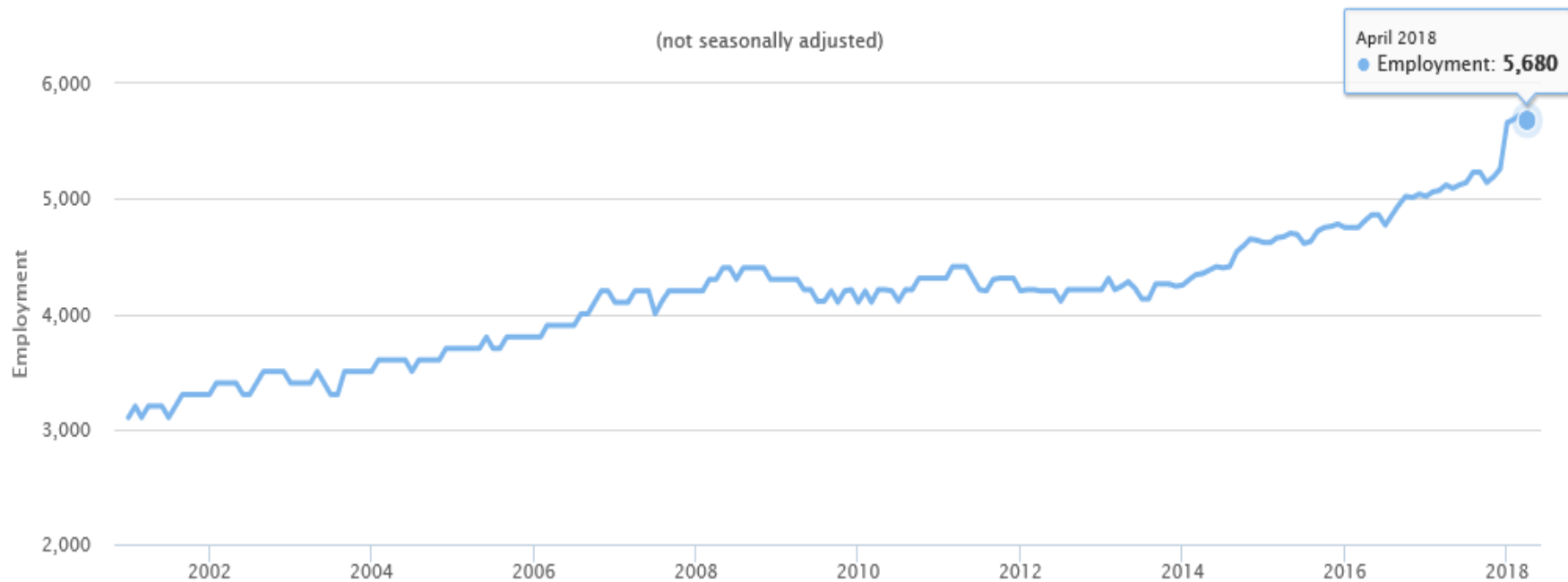


Source: Oregon Employment Department Qualityinfo.org



Grants Pass, OR MSA Education and health services

(not seasonally adjusted)



Source: Oregon Employment Department QualityInfo.org



Medford, OR MSA Manufacturing

(not seasonally adjusted)



Source: Oregon Employment Department QualityInfo.org



Grants Pass, OR MSA Manufacturing

(not seasonally adjusted)



Source: Oregon Employment Department QualityInfo.org



Rogue Valley Help Wanted Online Advertisements

(Not Seasonally Adjusted)



Source: The Conference Board Help Wanted OnLine™ (HWOL) January 2008 - May 2018



Rogue Valley Job Vacancies by Industry, 2017

Industry	Vacancies
All Industries	5,718
Leisure and hospitality	1,493
Health care and social assistance	1,027
Retail trade	569
Construction	505
Natural resources and mining	427
Administrative, management, and waste services	343
Financial activities	342
Transportation, warehousing, and utilities	301
Manufacturing	221
Information	132
Other services	120
Wholesale trade	87
Professional and technical services	77
Private educational services	74



Rogue Valley Job Vacancies by Occupation Group, 2017

Occupation Group	Vacancies
All Occupations	5,718
Food Preparation and Serving Related	1,096
Office and Administrative Support	541
Sales and Related	516
Construction and Extraction	490
Transportation and Material Moving	483
Farming, Fishing, and Forestry	451
Community and Social Service	296
Building and Grounds Cleaning and Maintenance	289
Personal Care and Service	259
Installation, Maintenance, and Repair	243
Health Care Practitioners and Technical	238
Production	215
Health Care Support	155
Business and Financial Operations	117
Management	109
Education, Training, and Library	109
Arts, Design, Entertainment, Sports, and Media	42
Computer and Mathematical	35
Protective Service	22
Architecture and Engineering	6
Legal	6

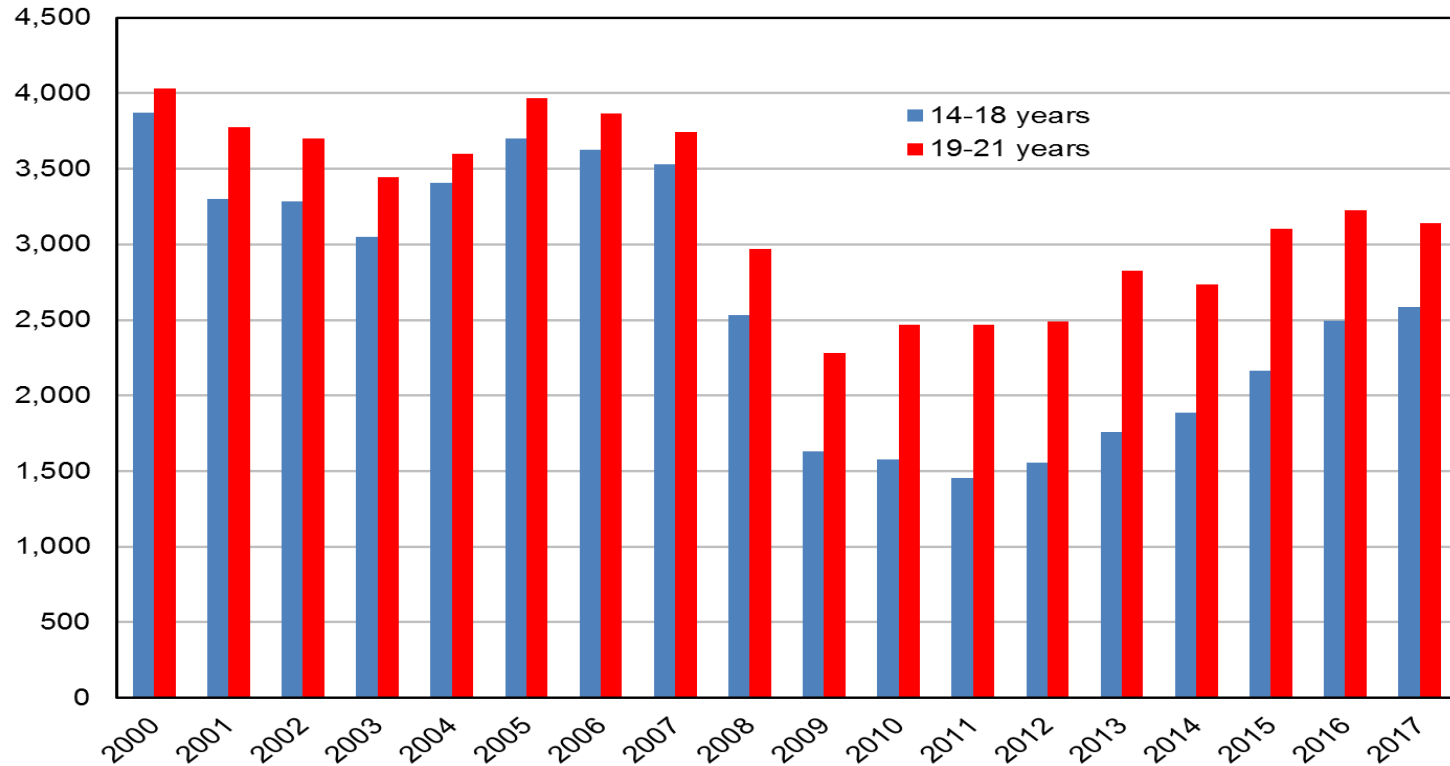


Rogue Valley Difficult-to-Fill Job Vacancies by Industry, 2017

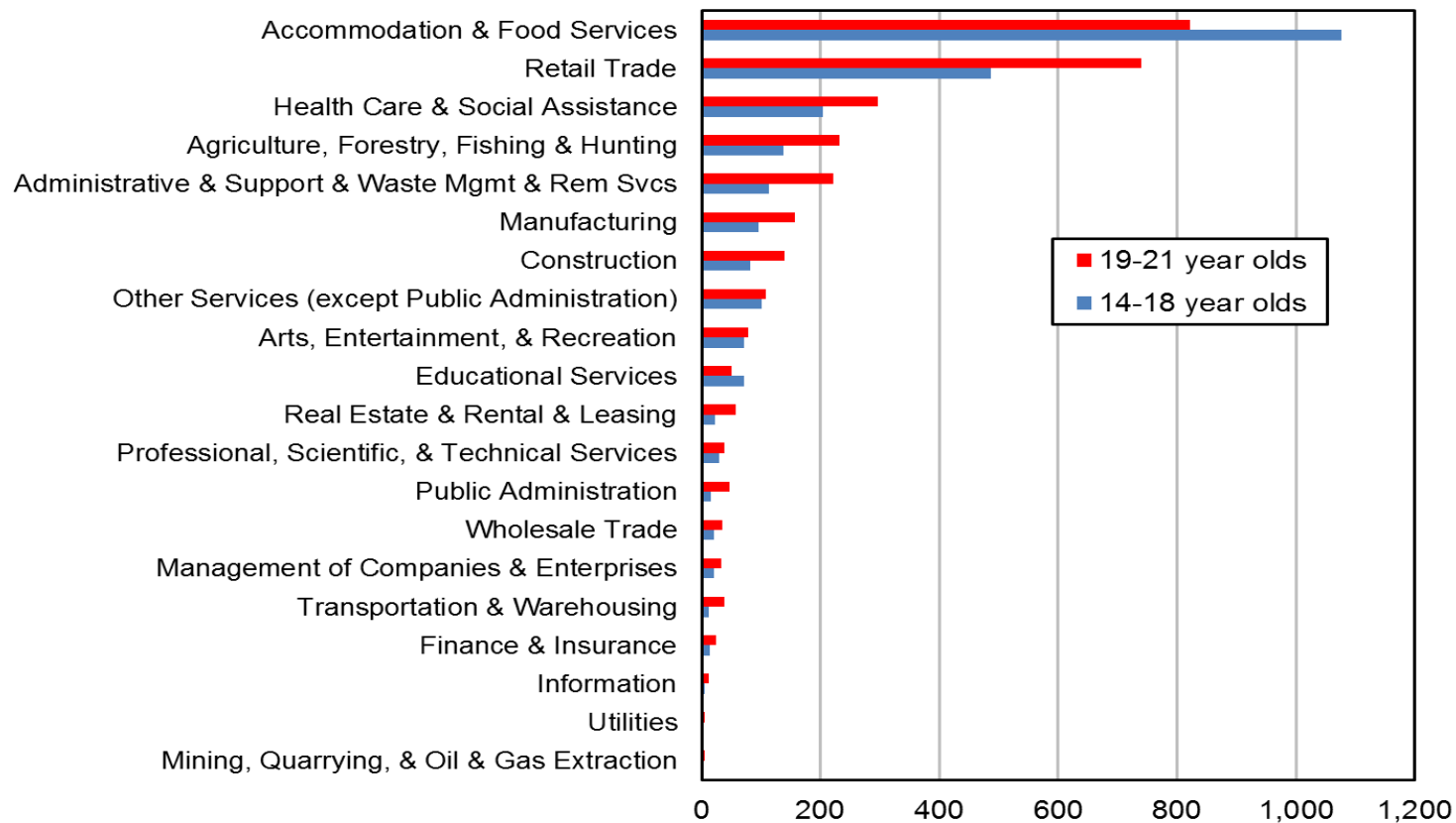
Industry	Vacancies
All Industries	3,782
Leisure and hospitality	854
Health care and social assistance	710
Construction	488
Natural resources and mining	313
Retail trade	304
Transportation, warehousing, and utilities	255
Administrative, management, and waste services	249
Manufacturing	206
Financial activities	102
Other services	90
Information	79
Wholesale trade	55
Private educational services	45
Professional and technical services	32



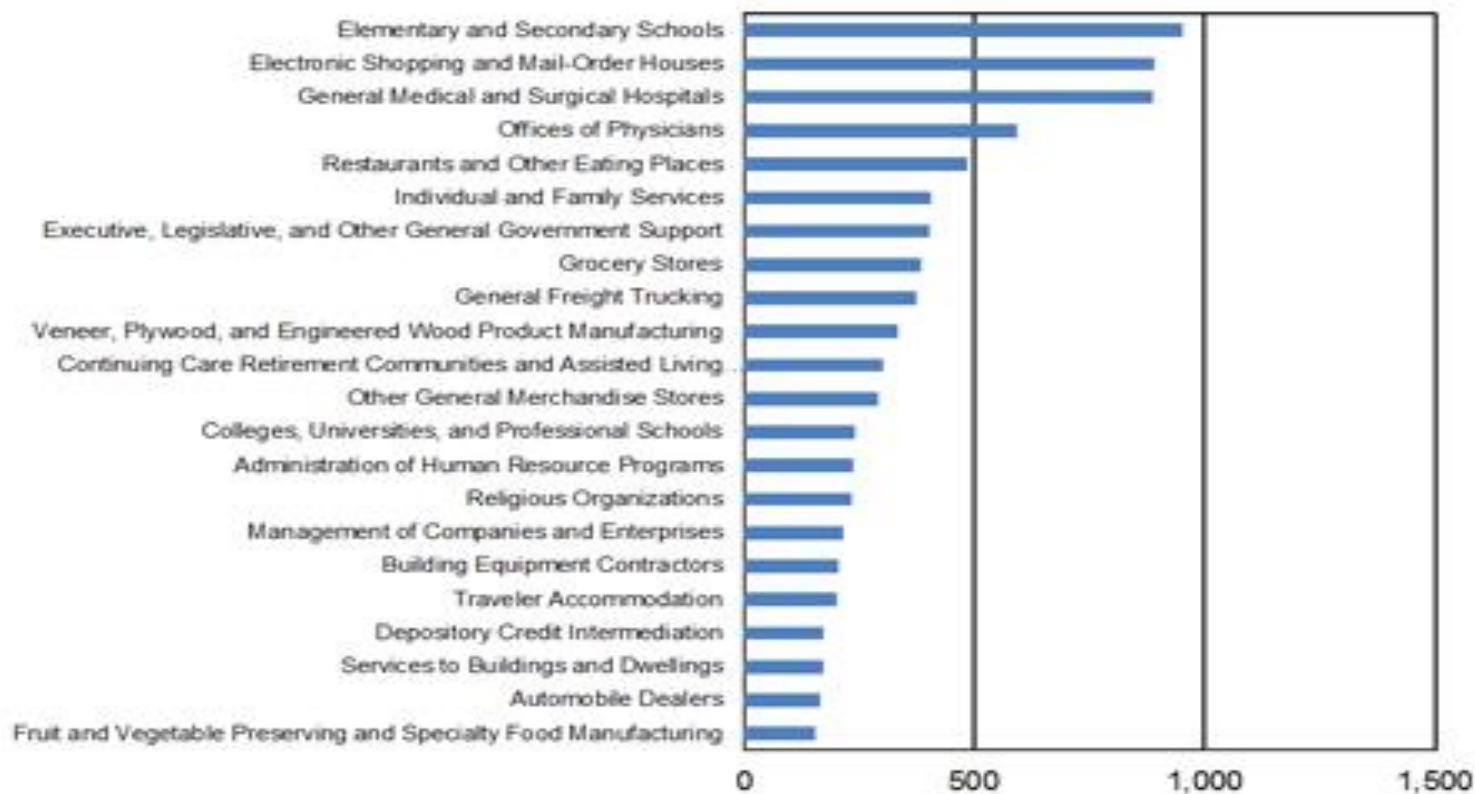
Rogue Valley Total Summer Youth Hires, 2000-2017



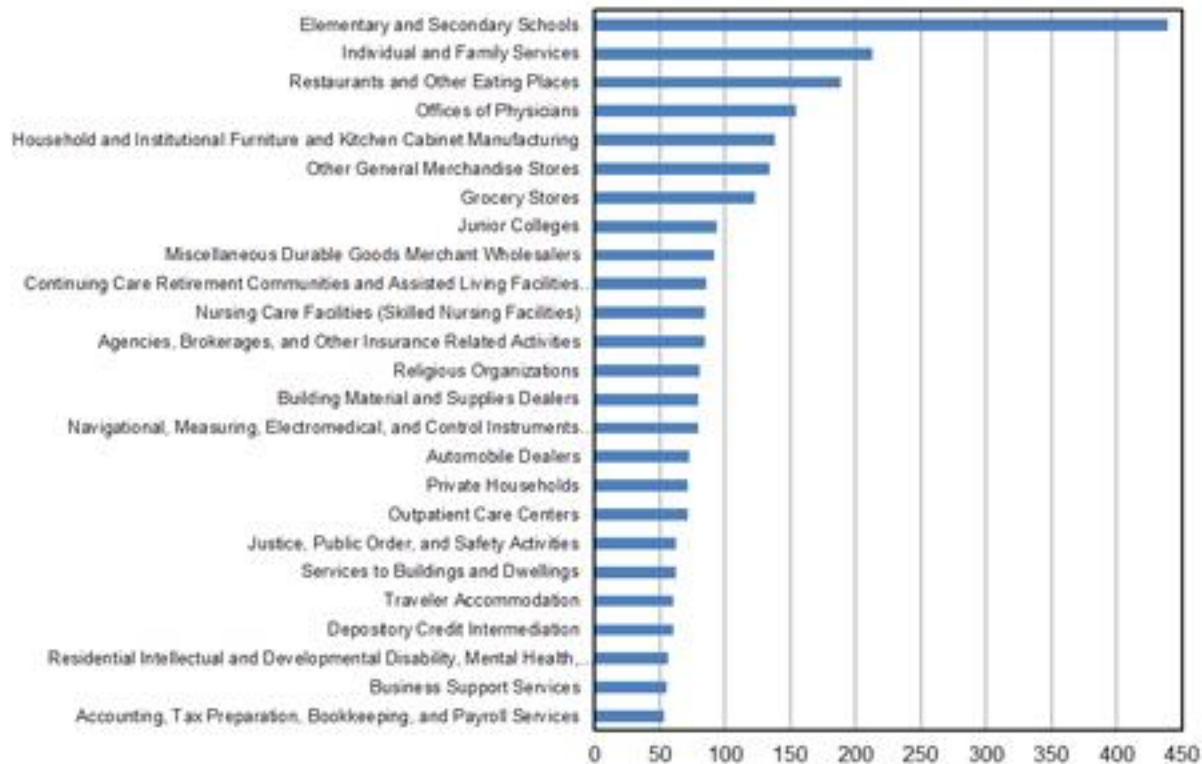
Rogue Valley Youth Summer Hires by Industry, 2017



Industry Employment for Workers Age 55-64 Jackson County, Fourth Quarter 2016



Industry Employment for Workers Age 55-64 Josephine County, Fourth Quarter 2016



Average Monthly Earnings in Rogue Valley: Fourth Quarter 2016

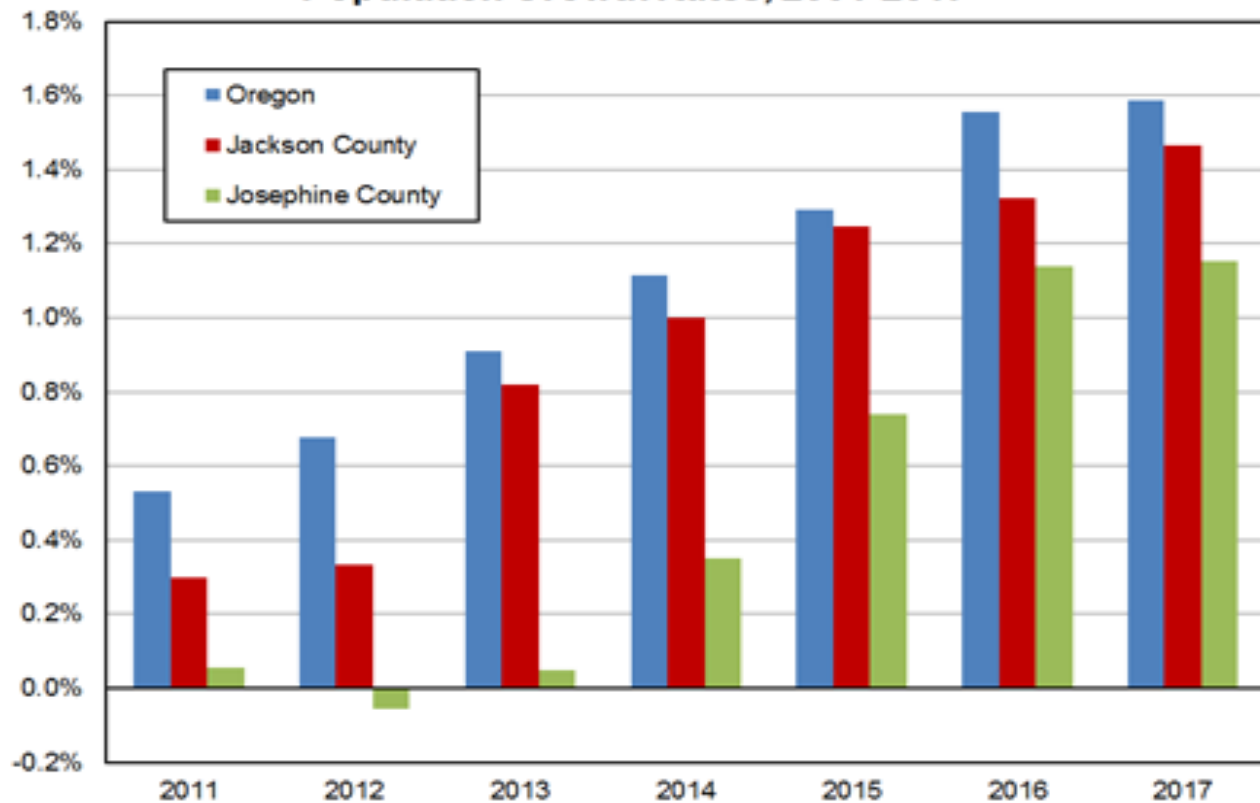
Industry	All Education Categories	Less than high school	High school or equivalent, no college	Some college or Associate degree	Bachelor's degree or advanced degree	Educational Attainment Not Available
All Sectors	\$3,517	\$2,892	\$3,274	\$3,667	\$5,189	\$1,641.00
Agriculture, Forestry, Fishing and Hunting	\$2,952	\$2,730	\$3,096	\$3,195	\$3,221	\$2,110.00
Utilities	\$7,381	\$5,625	\$6,741	\$7,282	\$9,300	\$2,781.00
Construction	\$3,808	\$3,463	\$3,881	\$4,021	\$4,555	\$2,232.00
Manufacturing	\$3,865	\$3,334	\$3,752	\$4,112	\$5,124	\$2,375.00
Wholesale Trade	\$4,771	\$3,695	\$4,196	\$4,714	\$7,346	\$2,235.00
Retail Trade	\$2,721	\$2,523	\$2,810	\$3,050	\$3,606	\$1,466.00
Transportation and Warehousing	\$3,748	\$3,512	\$3,757	\$3,890	\$4,247	\$1,896.00
Information	\$3,978	\$3,604	\$3,663	\$3,920	\$5,176	\$1,447.00
Finance and Insurance	\$5,251	\$3,678	\$4,147	\$4,880	\$7,978	\$2,039.00
Real Estate and Rental and Leasing	\$2,912	\$2,512	\$2,918	\$3,048	\$3,507	\$1,828.00
Professional, Scientific, and Technical Services	\$4,576	\$3,684	\$3,700	\$4,234	\$6,345	\$1,873.00
Management of Companies and Enterprises Administrative and Support and Waste Management and Remediation Services	\$5,457	\$3,460	\$4,114	\$5,977	\$9,039	\$2,107.00
Educational Services	\$2,754	\$2,402	\$2,719	\$2,847	\$3,788	\$1,665.00
Health Care and Social Assistance	\$4,518	\$3,300	\$3,651	\$4,263	\$7,313	\$2,102.00
Arts, Entertainment, and Recreation	\$2,286	\$2,189	\$2,413	\$2,493	\$2,842	\$932.00
Accommodation and Food Services	\$1,646	\$1,754	\$1,816	\$1,862	\$1,890	\$1,215.00
Other Services (except Public Administration)	\$2,245	\$2,214	\$2,310	\$2,349	\$2,514	\$1,425.00
Public Administration	\$4,499	\$4,146	\$4,356	\$4,614	\$4,765	\$2,791.00

Cells highlighted in red have earnings greater than \$3,517

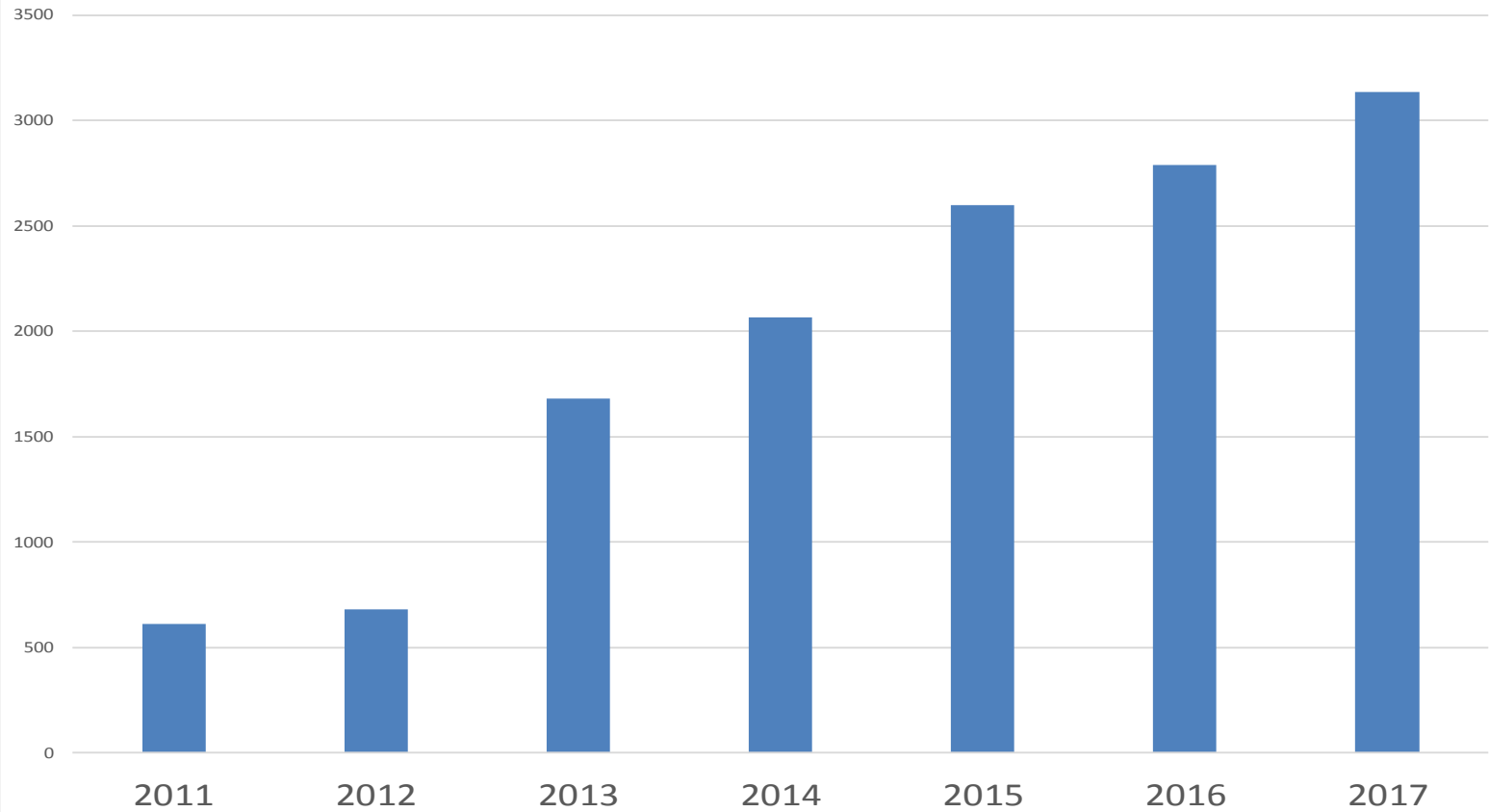
Source: Quarterly Workforce Indicators, U.S. Census Bureau



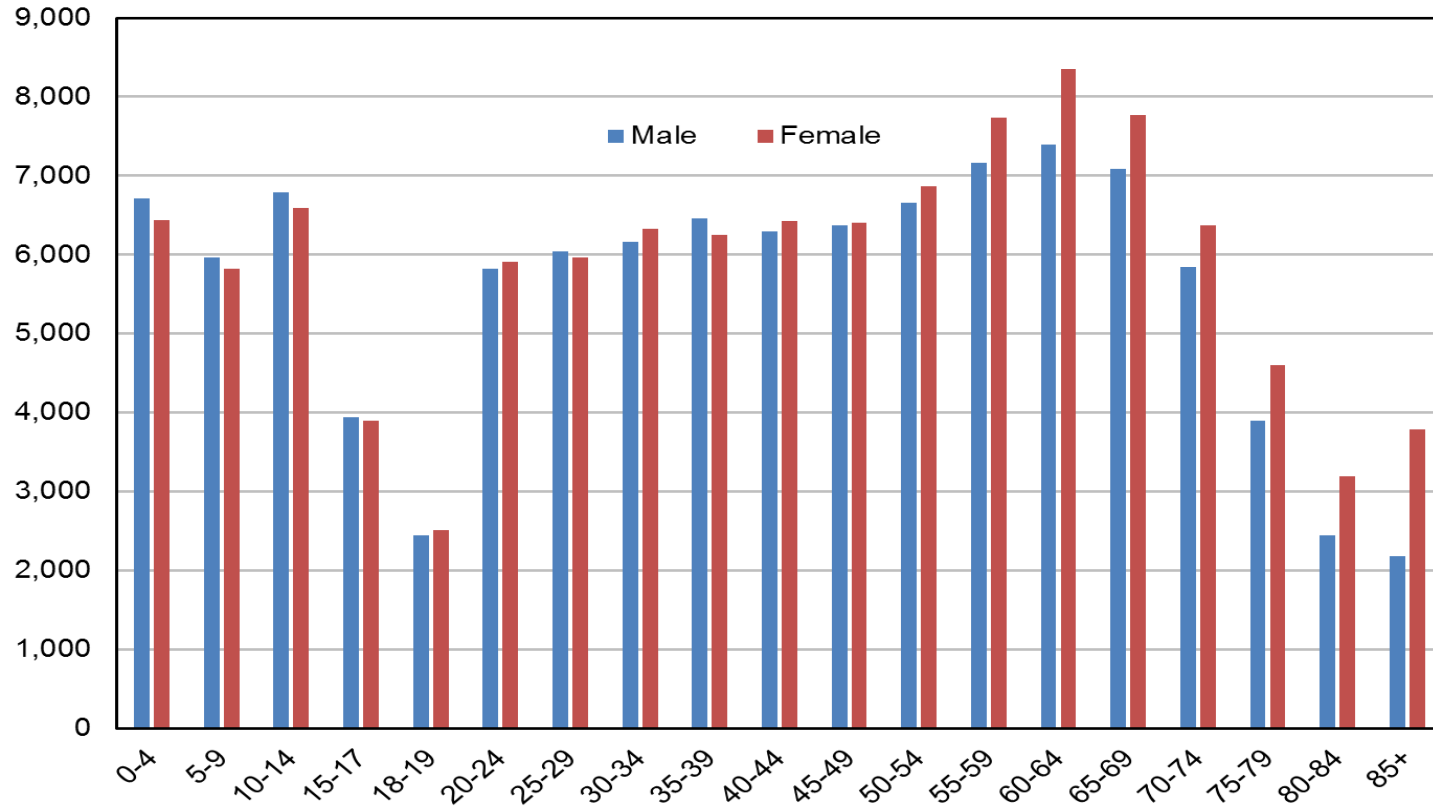
Population Growth Rates, 2001-2017



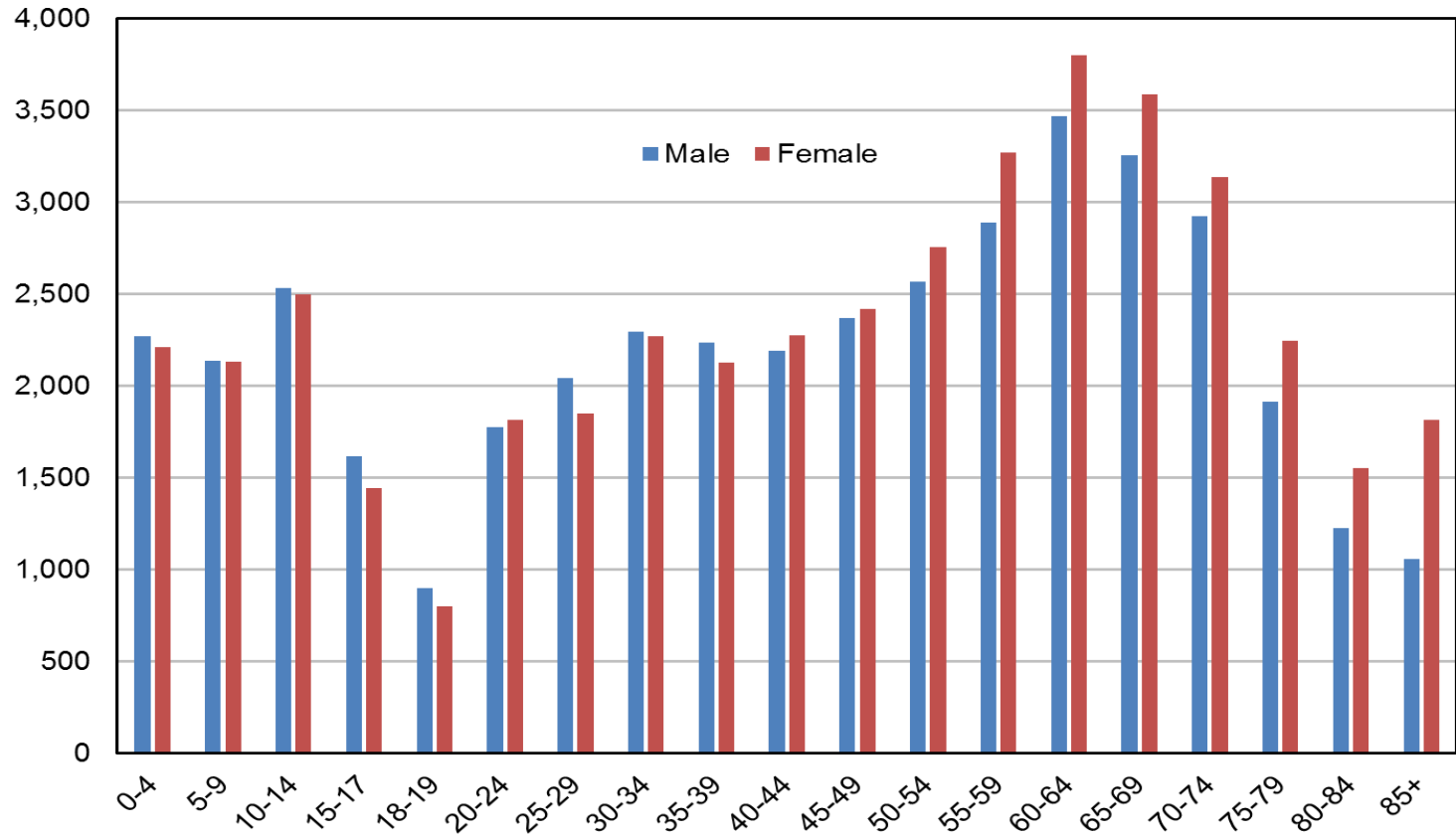
Net population Change Jackson County



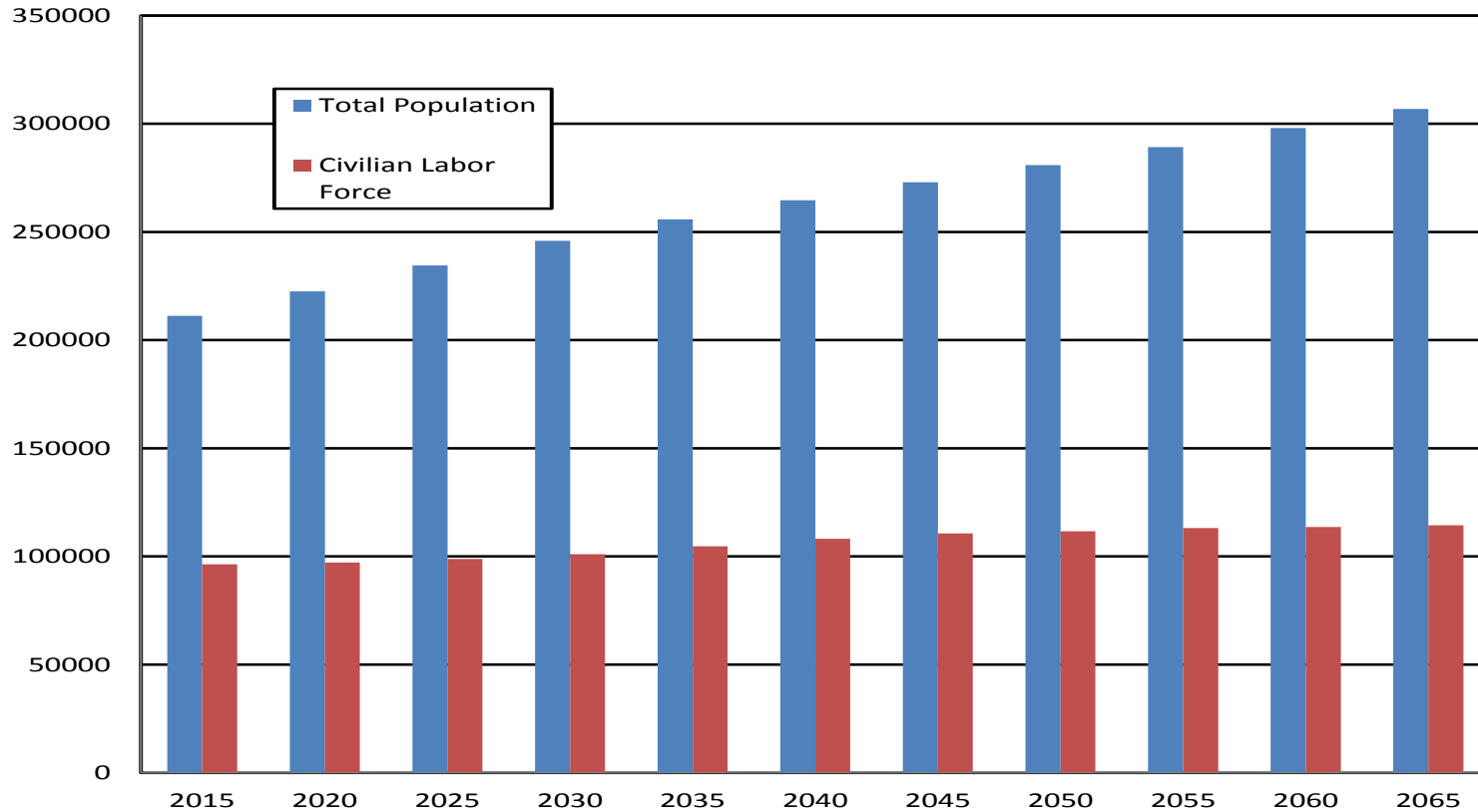
2017 Jackson County Population by Age and Sex



2017 Josephine County Population by Age and Sex



Jackson County Population and Labor Force Forecast



Oregon Employment Department
Guy.R.Tauer@oregon.gov
(541) 816-8396

To find this presentation online, go to
www.QualityInfo.org
and use the search box to look up my name

Join the conversation:
OregonEmployment.blogspot.com
Twitter @OrEmployment



Manufacturing Sector Partnership Spurs Training Development & Growth

Background on Company & White City Facility

Carestream Health is a diagnostic health imaging and information technology solutions company. They provide medical healthcare IT solutions, X-ray film, and digital X-ray products for the non-destructive testing market worldwide. They also provide product, technical, and service support, including remote equipment and software management services. In addition, they own over 600 patents in digital imaging, healthcare IT, film, and imaging chemistry.



Onex Corporation purchased Carestream in 2007. Today they serve a global customer base in over 170 countries. Carestream is headquartered in Rochester, New York, with locations around the world.

The facility in White City, Oregon employs over 350 employees, including production workers, product engineers, managers, millwrights, etc. Primary products manufactured are DryView Medical Film and Contract Manufacturing Products.

Key Results

- **Workers Hired:** 10 Total, 3 new & 7 current employees hired
Average Wage: \$ 23.51
100% completion rate
- **Skills & Certifications Gained**
 - Millwright License
 - Limited Maintenance Electrician
 - Journeyman Electrician
- **Better Career Path Opportunities**
 - Production workers with proven experience making \$10.00-13.00/hour can now step into career paths as Millwright Apprentices to make \$18.00/hour with future earning potential rising to \$27.00-50.00/hour in the
 - Current Millwrights gain Electrician certifications that boost productivity, reduce production downtime, build skills, cross-train & enhance wages

A Skills Training Quad-fecta

We've woven 4 programs / projects together to create a great set of outcomes and form the foundation of an emerging best practice our region's Advanced Manufacturing industry wants to replicate and expand to a larger scale.

1. On-the-Job Training "Rebates"

In early 2017, Site Manager Mike Tylutki handed his Maintenance & Facilities Manager Jack Magliocco a flyer about the On-the-Job Training "Rebate" program and said: "you might want to check this out." Jack did - he contacted Tammy Schroder of [WorkSource Rogue Valley](#), and found a great opportunity to skill-up his crew of 43 millwrights, maintenance and facilities staff.

Jack had a vision and a great "lean" business idea. He could use the On-the-Job Training reimbursement, or "rebate" as he called it, to cross-train and build-up the skills of the millwrights on his team, thereby leveraging their skills and capacity, reduce production downtime and wasted time/overlapping effort, and save on costs.

He signed up for 10 OJT's - 3 for new employees, and 7 for current staff who would be trained and promoted to higher level positions. Millwrights with existing certifications in mechanical were cross-trained to electrical and vice versa.

Overall, Jack was able to add over \$35,000 to his training budget, and more importantly, he kick-started a virtuous cycle with ever-increasing return on Carestream's investment of continually building-up the skills of his maintenance and facilities team. This also led to future RCC class fulfillment extending the partnership with Carestream.

2. *National Career Readiness Certificate*

Carestream also utilized the NCRC as a tool for assessing current skills, as well as diagnosing that areas that needed growth for employees they targeted for these skill-building programs. According to Jack: "the NCRC lets me know that a person has the basic skills needed to be successful in the program." For Carestream, the NCRC is the best tool that they've come across for skills validation. In fact, Carestream is in process of having several of their positions profiled for the NCRC.

3. *Industrial Maintenance + Mechanics + Electricians = Mechatronics*

When Jack first came to the Rogue Valley in 2009, he immediately saw the need to start cross-training his maintenance and facilities staff. A millwright with a mechanical certification would be sent to repair machinery and they report that it required electrical repair. Then the millwright with the electrical certification would look at the equipment and report that, in fact, it required mechanical repair. An entire day would be spent in this back and forth jostling, while the production line was down. Jack approached Rogue Community College and asked for more cross-training of these disciplines in the millwright apprenticeship programs that he regularly sent his staff through.

And, this fit in perfectly with RCC's growing interest in aligning their manufacturing related programs of study to the multidisciplinary field of Mechatronics that incorporates a combination of mechanical engineering, electronics, computer engineering, telecommunications engineering, systems engineering and control engineering. These conversations led to a technical degree with a combination of Mechanical, Electrical and Programmable logic controllers.

4. *Knowledge & Skills Transfer Program - Mentor / Mentee Training*

Carestream also was one of 3 Rogue Valley companies that participated in a pilot program to link-up highly-experienced plant maintenance mentors with inexperienced workers who were motivated to build their skills and move-up a career ladder. The Knowledge & Skills Transfer Program (KSTP), funded by an Oregon Talent Council grant, linked-up such mentors and mentees, and also provided 10 hours a week 1-on-1 coaching time, as well as coursework at RCC. The program's goal was to provide interested workers a career ladder "leg-up" and hands-on exposure and preparation so that they could be ready to successfully compete for millwright apprenticeship position.

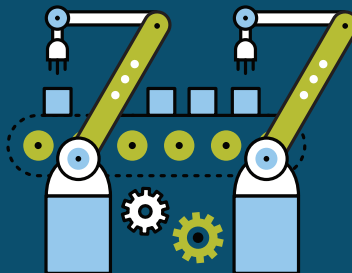


The KSTP program was the brainstorm of John Underwood, Human Resources Managers at Timber Products. Advanced manufacturing companies in the Rogue Valley and across the state and nation are faced with the big challenge of thousands of baby boomer generation workers leaving the workforce (10,000 / day nationally), walking out the door into retirement with critical knowledge and skills that companies are dependent upon. KSTP was designed to help prepare the next generation of skilled workers, and help fill this much needed talent pipeline.

Scaling-up a Sustainable Business Model for Skills Training

Our Rogue Advanced Manufacturing Partnership (RAMP) Sector Strategy partnership created the container and synergy for this private/public partnership success. Employer champions who lead the RAMP group have prioritized our region's next steps and goals to take the blueprint of what's working from the combination of these program/projects and augment them to a broader-based scale. The attached diagram was created by Carestream Facilities Manager Jack Magliocco as a way to display how all these pieces and parts weave together to mutually reinforce each other and manufacture a "magical" training program.

A CALL TO ACTION



Building a Talent Pipeline for
Advanced Manufacturing
in the **Rogue Valley**

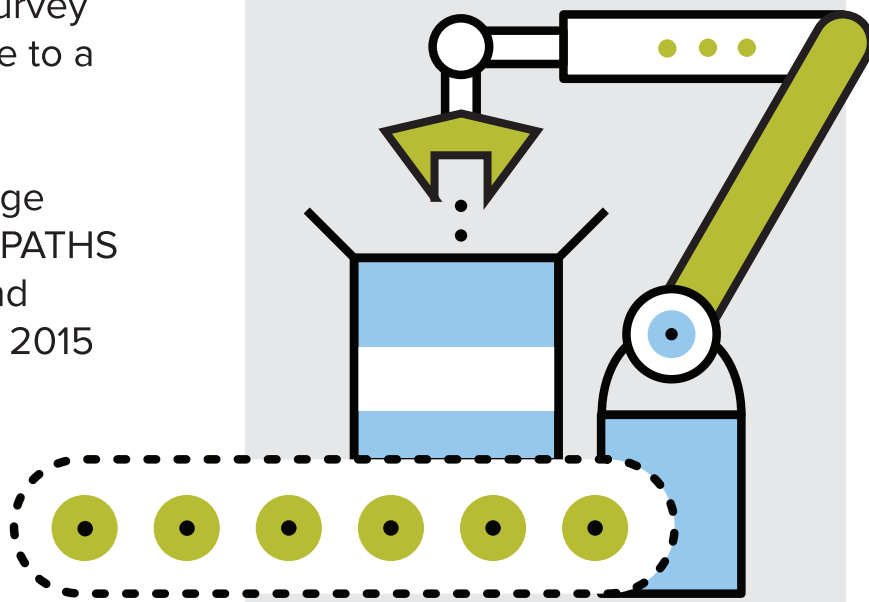
The manufacturing sector in Rogue Valley is a critical keystone of our region's economy. Over 400 companies employ 10,500 workers, with a payroll of over \$450 M annually! Workers enjoy good jobs - from entry-level production workers to engineers - with an average wage of \$43,379, almost 30% higher than the average median wage for the region.

The **manufacturing businesses that fuel our regional economy cannot be sustained and grow without enough people to do the work.** From 2014 to 2024 the Oregon Employment Department projects the region will need more than 3,300 workers to support potential new jobs and openings from older workers retiring. A recent survey reveals 1,000+ jobs available NOW, due to a shortage of skilled workers.

Manufacturers are rising to the challenge and taking the lead to BUILD CAREER PATHS – between businesses and schools, and between students and careers. In July, 2015 the Rogue Advanced Manufacturing Partnership - or RAMP - was launched.



RAMP is a regional partnership of business, education and economic development to support the growth and competitiveness of the region's 400+ advanced manufacturing companies. Working together, manufacturers can speak with one voice to outline current and projected technical and "soft skill" needs to our education and economic development partners.



RAMP believes the region's manufacturers stand ready to support a "partnership for change" but we need your help. To find out more about RAMP and how your company can become involved in building the talent pipeline, Dana Shumate at danas@rogueworkforce.org or 541-842-2620.

ACTION PLAN

⋯ Pending ● In-Progress ✓ Complete

GOAL 1

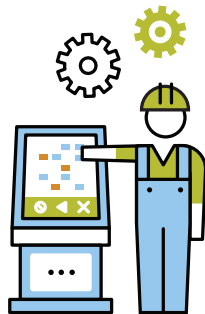
Expand the talent pipeline through increased skill-building opportunities, education & workforce readiness

- **Endorse industry essential skills expectations** through providing interviews to individuals who earn a regionally recognized soft-skills report card
- **Develop Mechatronics training** for incumbent workers to increase their skill level and productivity on the job.
- **Increase business competitiveness** by offering just-in-time incumbent worker trainings.
- **Integrate the Certified Production Technician (CPT) program and certification** into short-term training to ensure workers have the foundational safety and quality skills for entry-level jobs.
- **Incorporate plant tours** into the short-term training so students better understand the working environment.
- ⋯ **Provide short-term, non-traditional (e.g., boot camp) training options** for returning veterans, women, unemployed, under-employed and out-of-school youth populations to increase the number of work-ready applicants for high-demand jobs.
- ✓ **Programmable Logic Controller Training: February 12-15, 2018**

GOAL 2

Workforce Development for emerging workers

- **Provide information to develop school and college curriculum and programming** to align knowledge and skills taught with employer needs
- **Advocate to expand manufacturing offerings** and to help build strong CTE programs regionally.
- **Increase work-based learning opportunities** like career highlight events, job shadows, internships, summer job opportunities and pre-apprenticeships.
- **Support project based learning in the Rogue Valley** by expanding teacher externship opportunities at manufacturing companies.
- ✓ **Career Highlights at Timber Products and CareStream Health May 2, 2018**
- ✓ **Teachers Externships at Croman Corporation, Timber Products, Amy's Kitchen 7/31-8/3/17**



GOAL 3

Increase awareness of manufacturing careers in the Rogue Valley

- **Endorse industry employability skills rubric** by providing support and feedback to students and teachers during any and all RAMP/school experiences.
- ⋯ **Launch an outreach campaign** that targets all available pools of workers to inform them of short-term training and immediate job opportunities in manufacturing
- ✓ **Increase awareness among students, parents, teachers and administrators about career opportunities in manufacturing.**
- ✓ **Knowledge & Skills Transfer Program video completed March 2018**
- ✓ **Manufacturing Careers in the Rogue Valley video completed June 2016**
- ✓ **Careers in Gear February 2018**

RAMP Leadership Companies

Airscape Fans
Rogue Valley Microdevices
Carestream Health, Inc.

Diode Laser Concepts
Linde Group
Linx Technology

Medford Fabrication
Quantum Innovations
Timber Products Company

SAVE THE DATE

February 7th, 2019

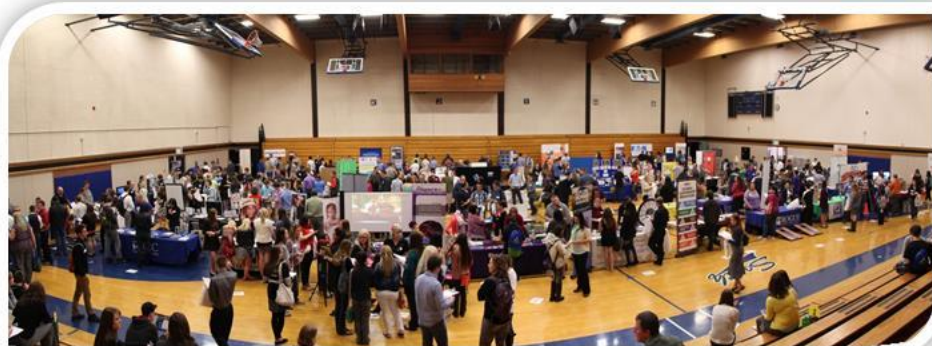
8:00AM – 4:00PM

Medford School District Education Center
(Central Medford High School Gym)



What you can do:

- ⚙️ \$100 Early Bird Registration Ends December 31st. Sign-up early to save on registration.
(Regular Booth Fee - \$125)
- ⚙️ Get face time with students
- ⚙️ Facilitate small group work-readiness talks
- ⚙️ Showcase your service/product
- ⚙️ Attract future workforce to your industry
- ⚙️ Sponsor the event
- ⚙️ Contribute door prizes
- ⚙️ Invite your industry partners to participate



9th Annual Youth Success Expo: This is a one-day expo bringing 1,500 high school students together in one place to explore the incredible variety of career options in Southern Oregon and giving them tools to encourage their pursuit of careers in our region.

For more information contact:

Deanna Wilson
Junior Achievement
541-842-3920
dwilson@ja-pdx.org



Brought to you in partnership:



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College Dreams, Inc.
"The Harder I Work, The Luckier I Get"



ROGUE WORKFORCE
PARTNERSHIP

Get involved with our local workforce efforts to grow our own, and keep them here! **Your next generation of employees await!**