



ROGUE WORKFORCE
PARTNERSHIP

Workforce Board Brief

Presentation for April 28, 2023

Workforce Board Meeting Agenda

Page #1

Rogue Workforce Partnership ~ Workforce Board Quarterly Meeting Agenda



April 28, 2023 · 9:00 AM to 11:00 AM In-Person Limited Seating for 6 at RWP Office (RSVP to reserve a seat), or via Zoom videoconference: <https://us02web.zoom.us/j/7286917462> Telephone: 1+ (669) 900-6833; Meeting ID: 728 691 7462 One tap mobile +16699006833,,7286917462#
Please see the PowerPoint Briefing document attached along with this agenda in the Outlook invitation to review relevant documents & background info

Time	Agenda Item	Action Guidance Etc.	Facilitator Presenter
9:00	Welcome & Introductions (5-10m) <ul style="list-style-type: none"> RWP Members Only: Introduce Yourself & Welcome New Members Audience Members: Insert your name & organization in the chat & on Zoom Meeting Protocols: Feedback / Chat / Q&A Protocol 	Introductions	Robert Begg Heather Stafford
9:10	Consent Agenda (5m) The consent agenda groups routine, procedural, informational & self-explanatory items that aren't expected to require discussion. It's approved together in one action. Items may be moved out of the consent agenda for discussion at the request of any member. <ul style="list-style-type: none"> Meeting Minutes from 2/3/2023 	Action: Approve Consent Agenda	Robert
9:15	RWP Workforce Board Chair & Vice-Chair Transition (15m)		
9:40	Budget Review (15m) <ul style="list-style-type: none"> Budget Modification Budget to Actuals 	Action	Matt Fadich
10:00	Executive Director Updates (15m)	Info Update	Heather
10:15	Regional Economic & Labor Market Report (10-15m)  See Quality Info website for additional data https://www.qualityinfo.org/rogue-valley	Info Update	Guy Tauer
	RWP Strategic Road Map ~ Updates & Coordination (30-40m) <u>Filling the Talent Pipeline (put in order of roadmap)</u> <ul style="list-style-type: none"> Sector Strategies <ul style="list-style-type: none"> Updates from Sector Chairs Reimagining WSRV 		Tyler, Sector Chairs Sherri Stratton, Stephannie Krunglevich



ROGUE WORKFORCE
PARTNERSHIP

Welcome and Introductions

- RWP Directors Only
 - Introduce Yourself
- Audience Members
 - Insert your name & organization into the chat & rename in Zoom
- Meeting Protocols
 - Feedback / Chat / Q&A Protocol

Consent Agenda

Action: Approve Consent Agenda

- Minutes February 3, 2023

The consent agenda groups routine, procedural, informational & self-explanatory items that aren't expected to require discussion. It's approved together in one action. Items may be moved out of the consent agenda for discussion at the request of any member.

MINUTES

ROGUE WORKFORCE PARTNERSHIP ~ CORPORATE DIRECTORS

January 19, 2023 ♦ Zoom Video Conference

MEMBERS PRESENT

Vice-Chair, Mike Donnelly
Norm Kester
Brent Kell
Robert Begg

MEMBERS ABSENT

Chair, Jessica Gomez
Commissioner Dave ~~Dotterer~~ – RVWC Member
Commissioner John West – RWWC Member

OTHERS PRESENT

Jeny Grupe, KDP Certified Public Accountants
Ben Cohn, KDP Certified Public Accountants
Heather Stafford, Executive Director, Rogue Workforce Partnership
Sherri Emitte, Outgoing Chief Finance and Administrative Officer, Rogue Workforce Partnership
Matt Fadich, Incoming Chief Finance and Administrative Officer, Rogue Workforce Partnership
Haylee Ulrey, Senior Operations Manager, Rogue Workforce Partnership
Greg Thweatt, Data & Program Analyst, Rogue Workforce Partnership
Tami Allison, Senior Project Manager, Rogue Workforce Partnership

Quorum Present: Yes

Heather welcomed everyone to the first meeting of 2023, and talked briefly about Jim's retirement party that was held on January 12, 2023.

Call to Order

Mike Donnelly, Vice-Chair, called the Rogue Workforce Partnership Corporate Directors meeting to order at 9:04 a.m. Introductions were done.

RWP Corporate Director Chair Transition

Heather reported that Chair, Jessica Gomez, will be opening another corporate business location in Florida and will be resigning from the Corporate Directors as well as the Workforce Board. Jessica will announce her resignation at the next Workforce Board meeting. Mike Donnelly has agreed to step in as chair for approximately 6 months, before he also resigns, in order to bring in a new chair and vice-chair.

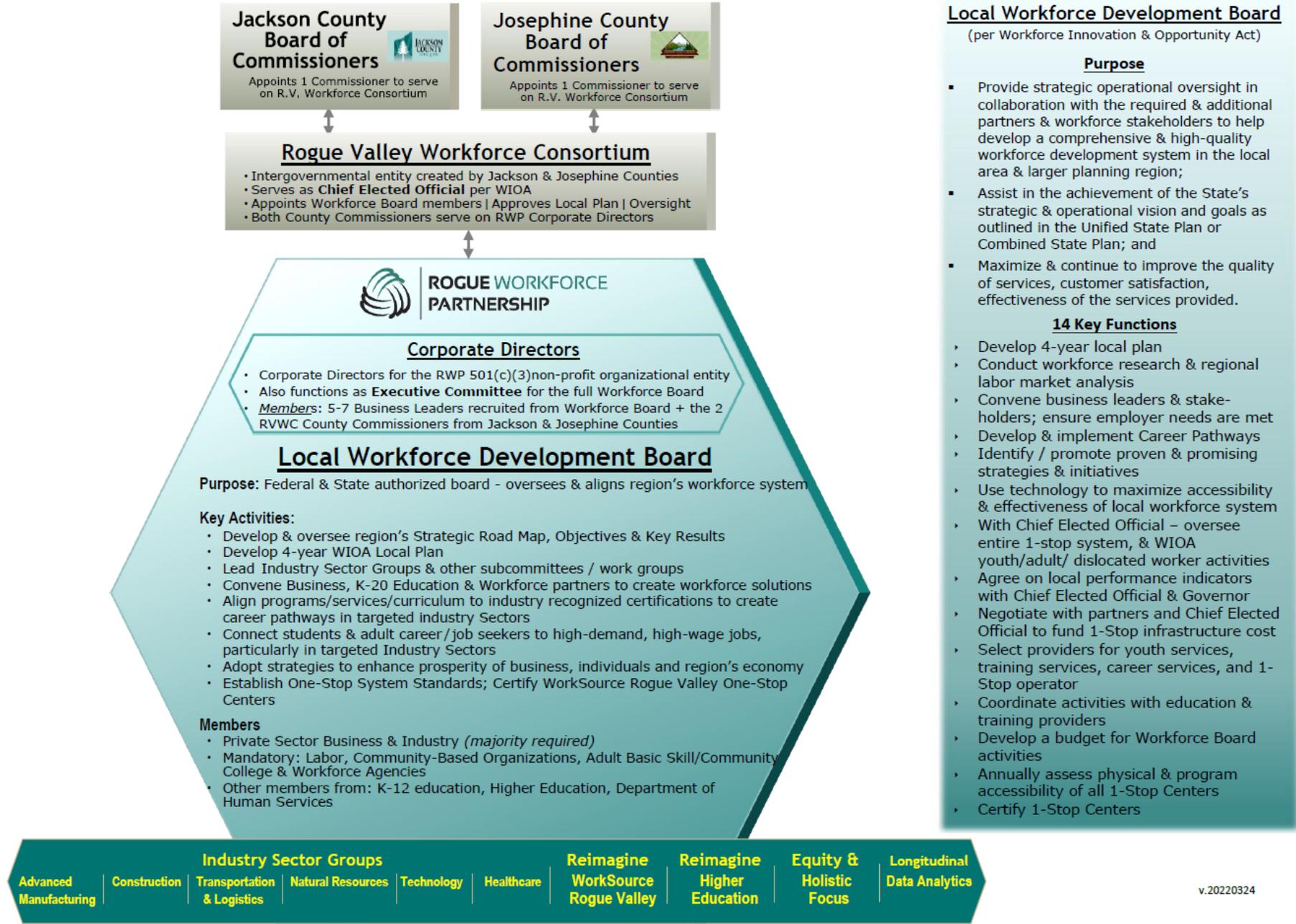
Norm Kester and Brent Kell were welcomed as new Corporate Directors. Heather will meet with them to do a deeper dive into areas of interest. Heather also plans to talk to each Corporate Director regarding the vice-chair position.

Robert Begg made the motion to accept Mike Donnelly's nomination for Corporate Director Chair. The motion was seconded by Norm Kester. No further discussion took place. The motion was passed unanimously.

RWP Governance Election of Chair & Vice-Chair

- ✦ RWP governance is structured as required under the federal Workforce Innovation & Opportunity Act
- ✦ The Chair & Vice-Chair of the RWP-Workforce Board must be the same as for the RWP-Corporate Directors
- ✦ Jessica Gomez & Mike Donnelly have agreed to serve another 12-month term as Chair & Vice-Chair
- ✦ The RWP-Corporate Directors elected Jessica & Mike to serve as their Chair & Vice-Chair
- ✦ The full RWP-Workforce Board now needs to also elect Jessica & Mike to serve as Chair & Vice-Chair of the Workforce Board for PY 22

Rogue Workforce Partnership ♦ Organization / Governance



RWP Workforce Investments & Budget

- [RWP PY 22 Budget Modification](#)
- [RWP PY 22 Budget to Actuals](#)

Per recommendation from Corporate Directors, review & approve both.

*Matt Fadich
Chief Financial and
Administrative Officer*

Budget Discussion

- Introduction
- Integrating Budget into Operations
 - Planning/Budgeting/Reviewing/Improving
- Pushed Down
- Transparent
- Road Map for review/approval



ROGUE WORKFORCE
PARTNERSHIP

Executive Director Updates

- Future Ready Oregon
 - Prosperity ~~10K~~ 7K
 - Workforce Ready Grants Round 1 & 2
 - Statewide Industry Consortia - HECC (Healthcare, Manufacturing, Technology)
- [Postsecondary Healthcare Education Shortage in Oregon](#), HECC Oregon Longitudinal Data Collaborative (OLDC) Report (March, 2023)

Workforce Board Meeting Agenda

Page #2

Time	Agenda Item	Action Guidance Etc.	Facilitator Presenter
	<ul style="list-style-type: none"> • Adult and Youth Workforce Program Overview <ul style="list-style-type: none"> • Impact Updates • Careers in Gear Update • Learning Community / Longitudinal Data Analytics <ul style="list-style-type: none"> • OED Modernization 		Sherri, Jen Perry Jen Heather
	<ul style="list-style-type: none"> • Communications & Engagement <ul style="list-style-type: none"> • Success stories 		Heather, Greg Thweatt
	<ul style="list-style-type: none"> • Equity & Holistic Focus <ul style="list-style-type: none"> • Personal Effectiveness Training • Priority Population Outreach 		Heather
10:55	Public Comment		Robert
11:00	Adjourn		Robert

ROGUE VALLEY ECONOMIC AND WORKFORCE UPDATE

ROGUE VALLEY WORKFORCE DEVELOPMENT BOARD

4-28-23



HAVE YOU BEEN ASKED TO PARTICIPATE IN A BUREAU OF LABOR STATISTICS (BLS) SURVEY? *PLEASE DO!*

BLS survey information is gathered to create data for businesses, jobseekers, workers and policy-makers about the economy including:

Employment*	Unemployment*	Occupational Wages*
Job vacancies*	Productivity	Occupational Employment*
Consumer spending patterns	Workplace injuries	Compensation
Long-term employment projections*	Employer-provided benefits	Price movements

** Collected and produced by Oregon Employment Department*

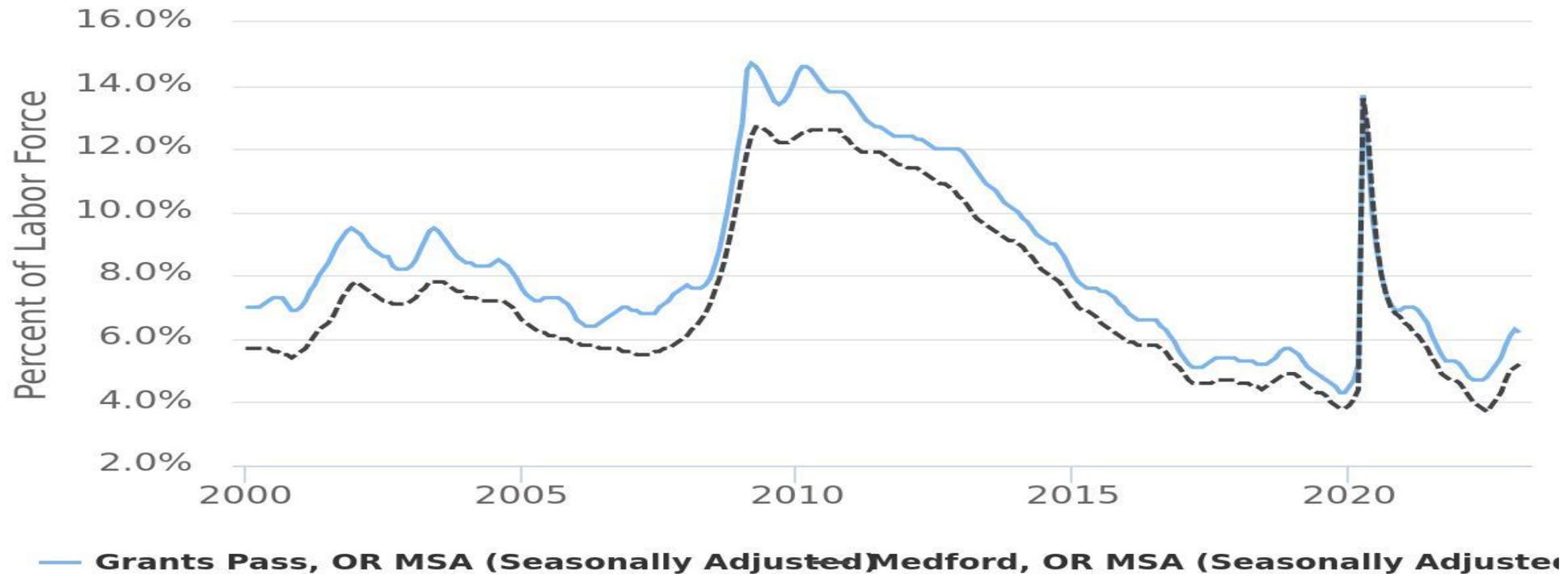
Your response is vital to ensuring accurate, complete, and unbiased data that is representative of the people and businesses in Oregon and the United States.

Your confidential responses are protected by federal and state law and strict security policies that prohibit us from releasing any information that could reveal the identity of you or your business without your consent.

Thank you for helping us track the Oregon economy!

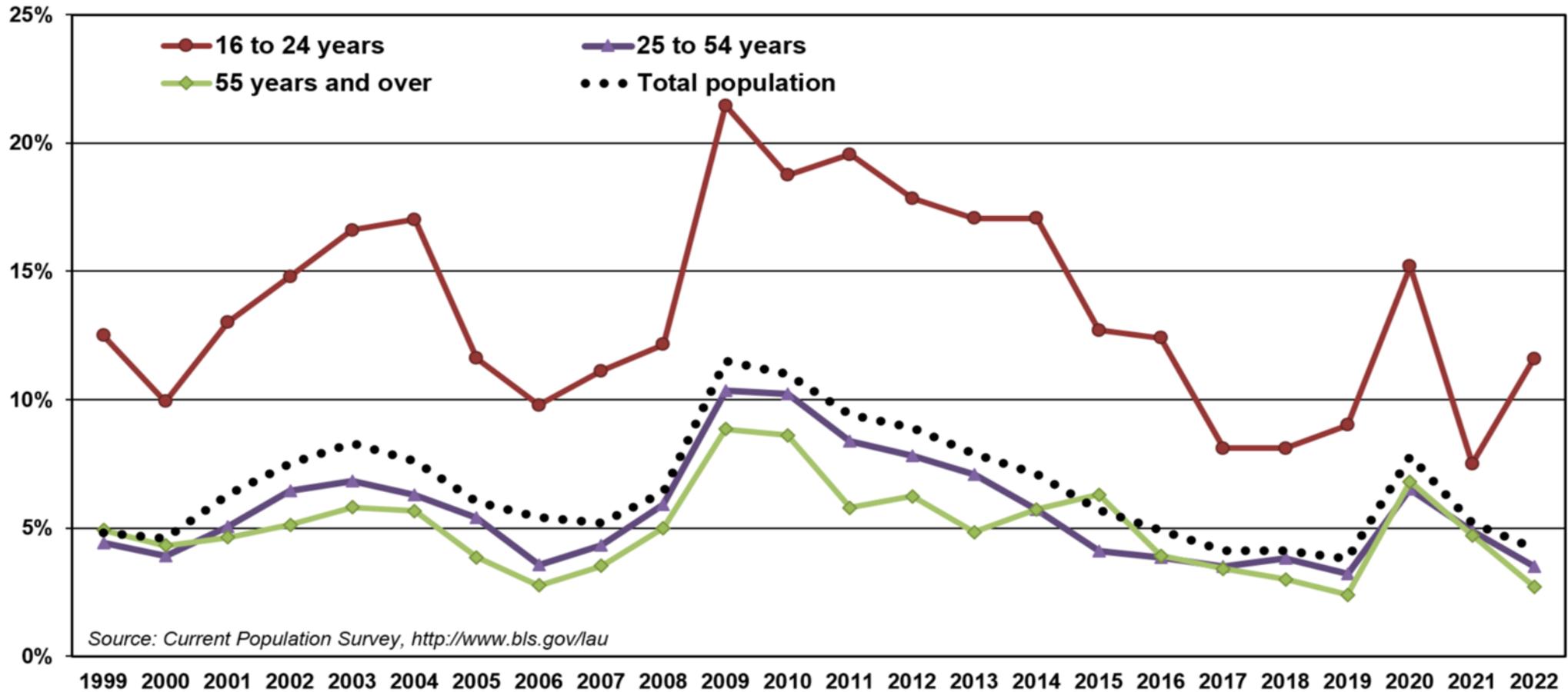
Unemployment rates are back to historically low levels in the Rogue Valley- but have climbed slightly in recent months

Unemployment Rate

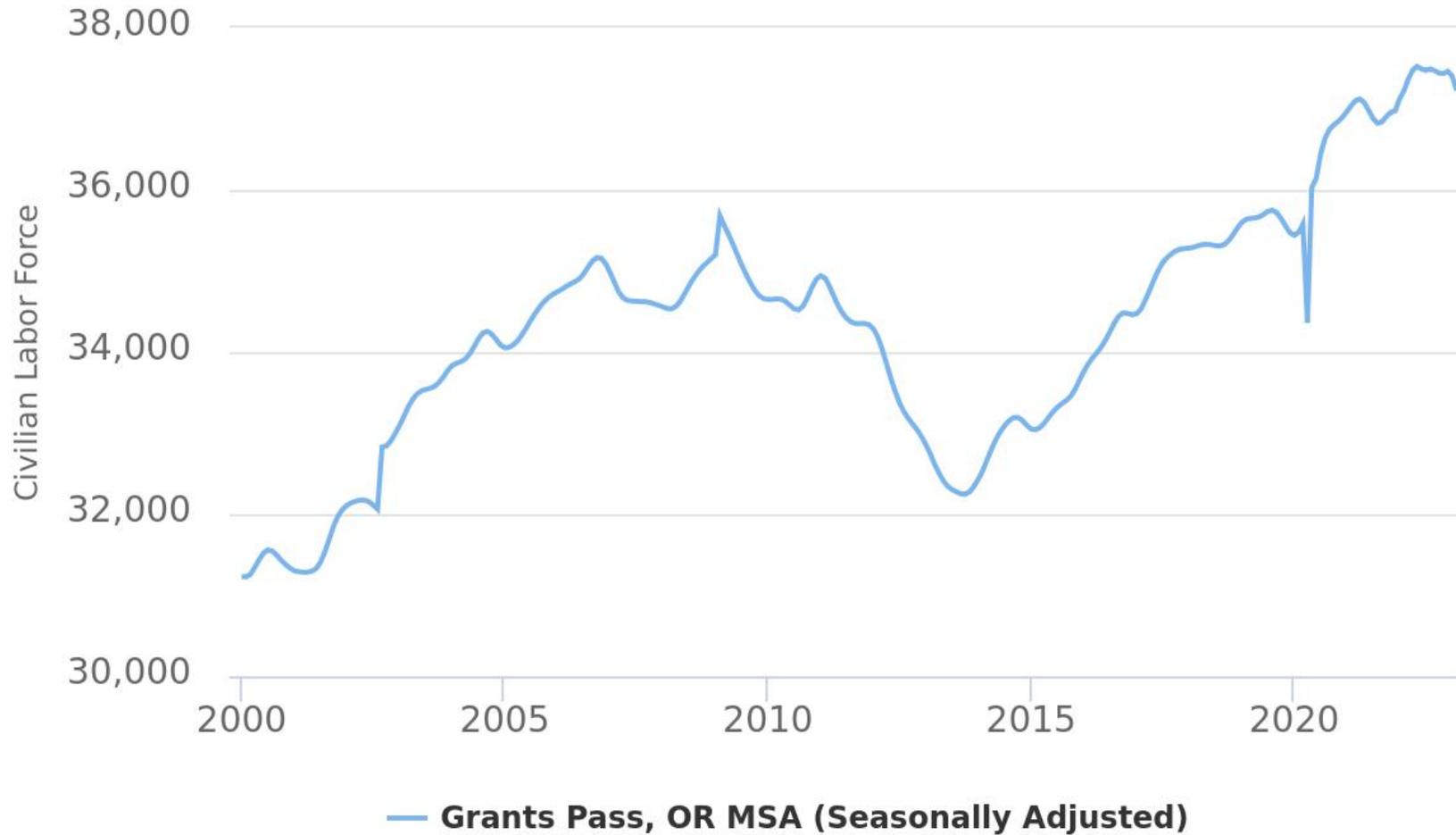


Source: Oregon Employment Department Qualityinfo.org

Average Annual Unemployment by Age Category Oregon, 1999-2022



Civilian Labor Force

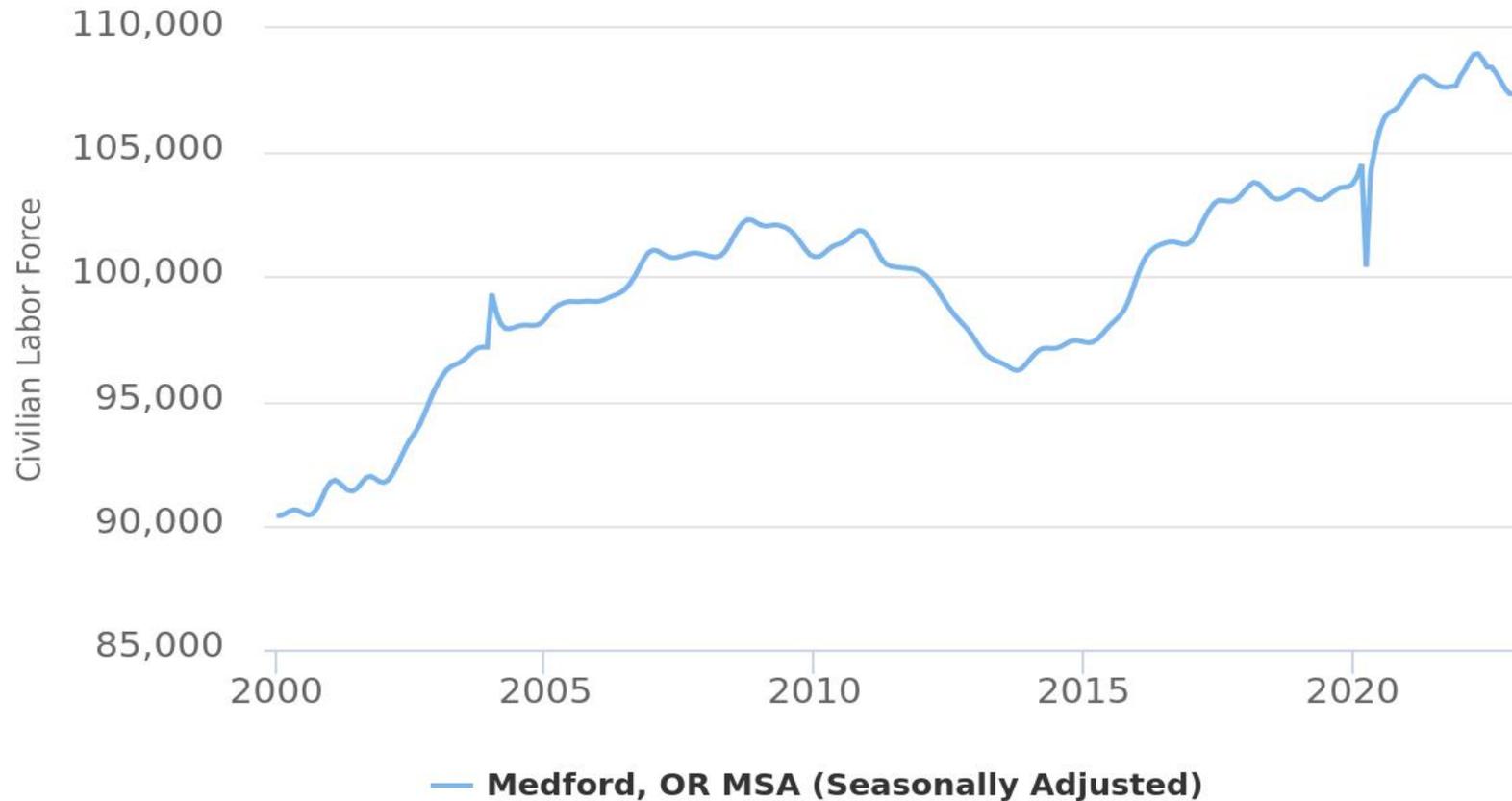


Josephine County Civilian Labor Force at 37,224- at near its peak total



Jackson County Labor Force reached new record in May 2022- down slightly to 107,210 in February 2023

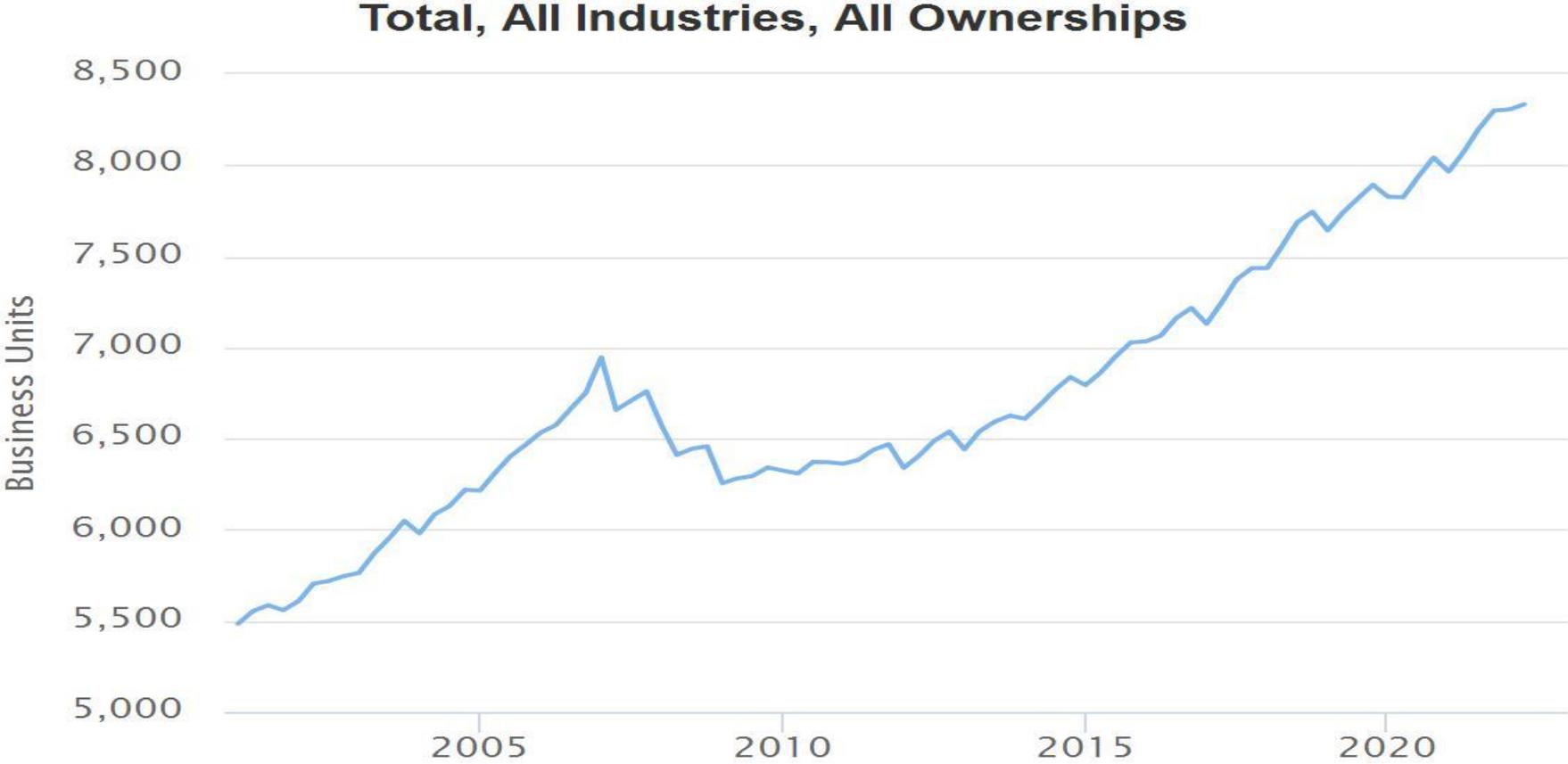
Civilian Labor Force



Source: Oregon Employment Department Qualityinfo.org



Total business units in Jackson County reached 8,449 in the 3Q 2022- up from 6,487 a decade earlier.



Source: Oregon Employment Department Qualityinfo.org



Total, All Industries, All Ownerships

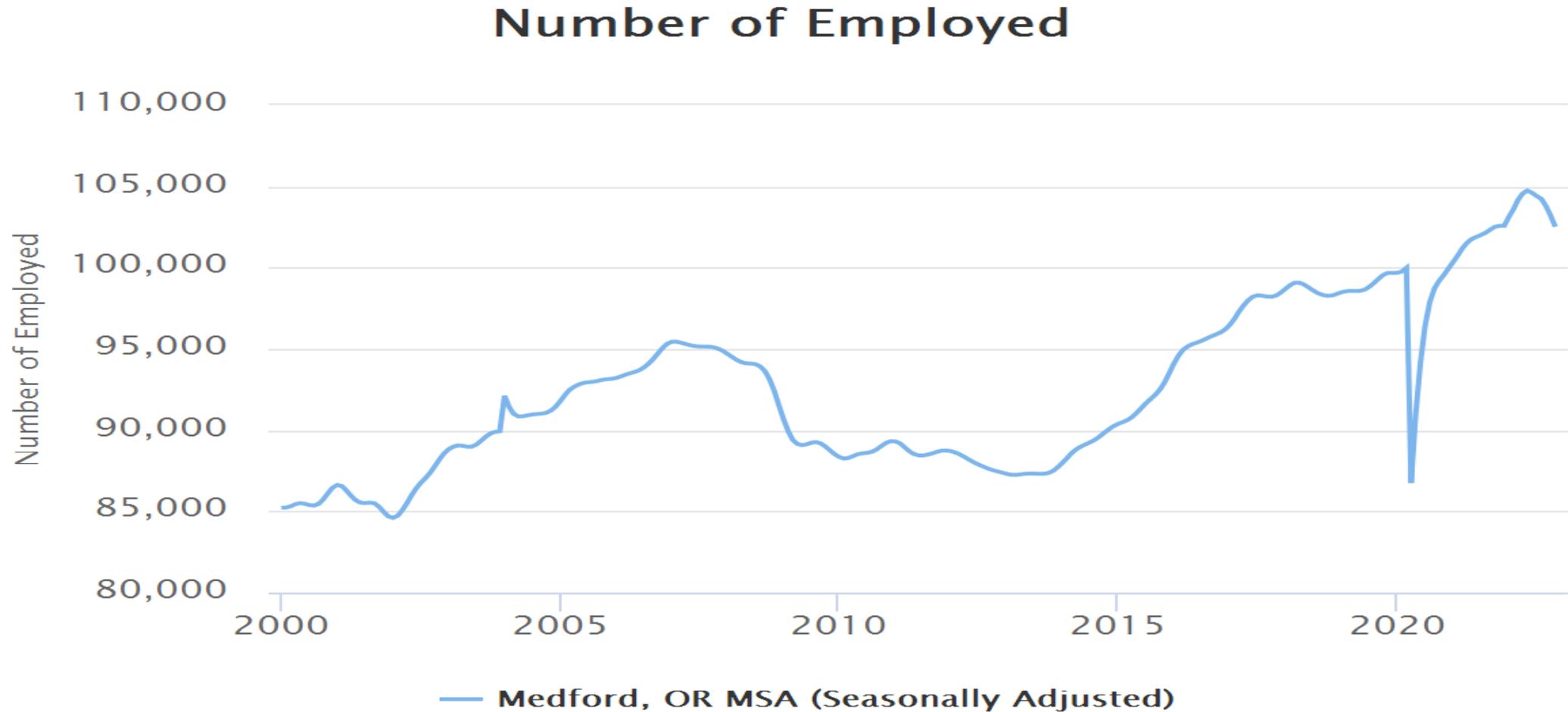


Total business units in Josephine County reached 2,835 in the 3Q 2022 - holding at record number

Source: Oregon Employment Department Qualityinfo.org



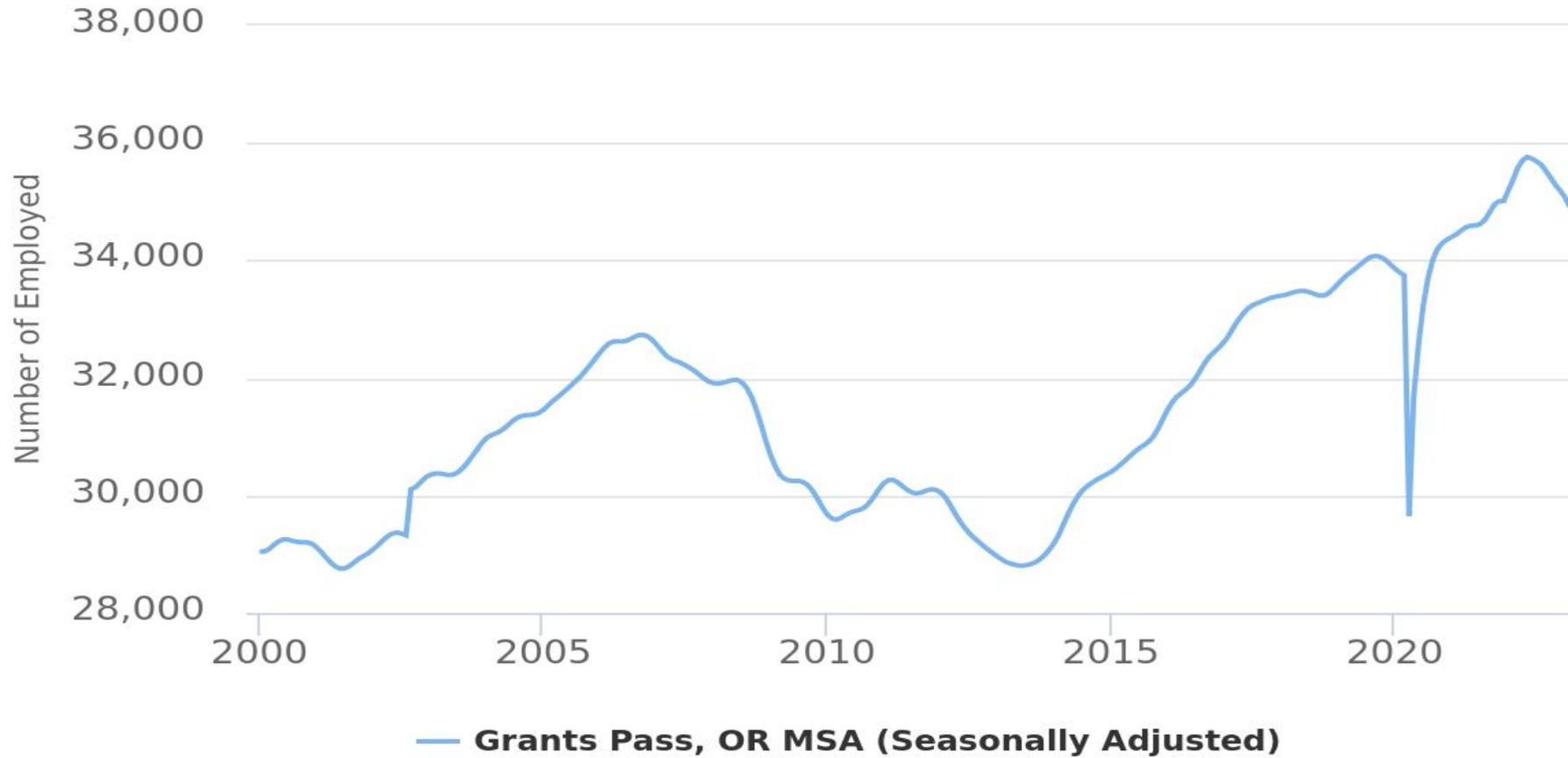
101,605 residents of Jackson County employed, about 1,600 more than before pandemic



Source: Oregon Employment Department Qualityinfo.org



Number of Employed



As of February 2023, there were 34,908 employed residents of Josephine County, about 1,200 above pre-pandemic today and down about 700 from the peak in May 2022

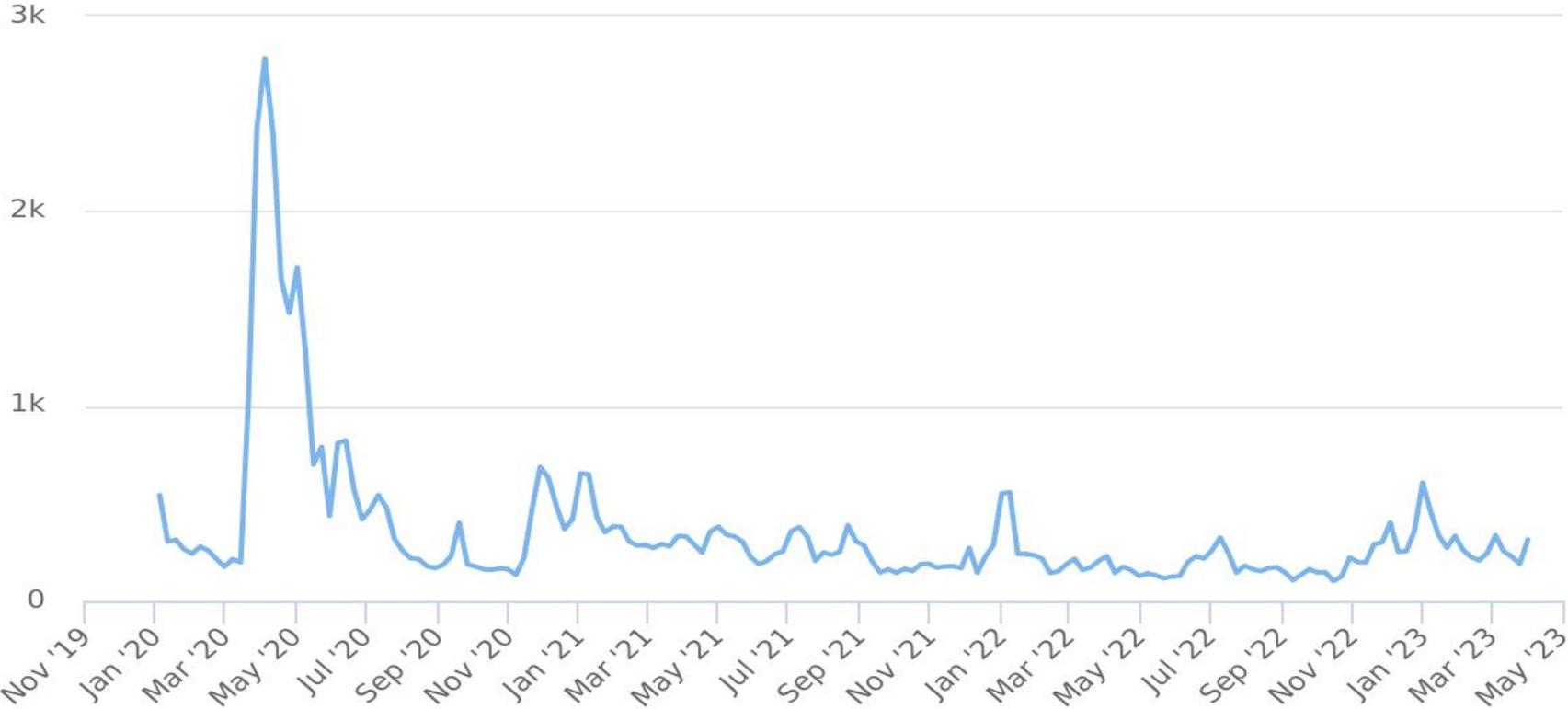
Source: Oregon Employment Department Qualityinfo.org



New initial claims for unemployment insurance have returned to pre-pandemic levels in the Rogue Valley and remain low, about 100 claims more than same week one year earlier

Oregon's Initial Claims for Unemployment Insurance, Weekly

Jackson County, Total, All Industries
by Area, by Industry



Source: U.S. Bureau of Labor Statistics, Oregon Employment Department
Support Business - Promote Employment



Oregon's Initial Claims for Unemployment Insurance, Weekly

Josephine County, Total, All Industries
by Area, by Industry

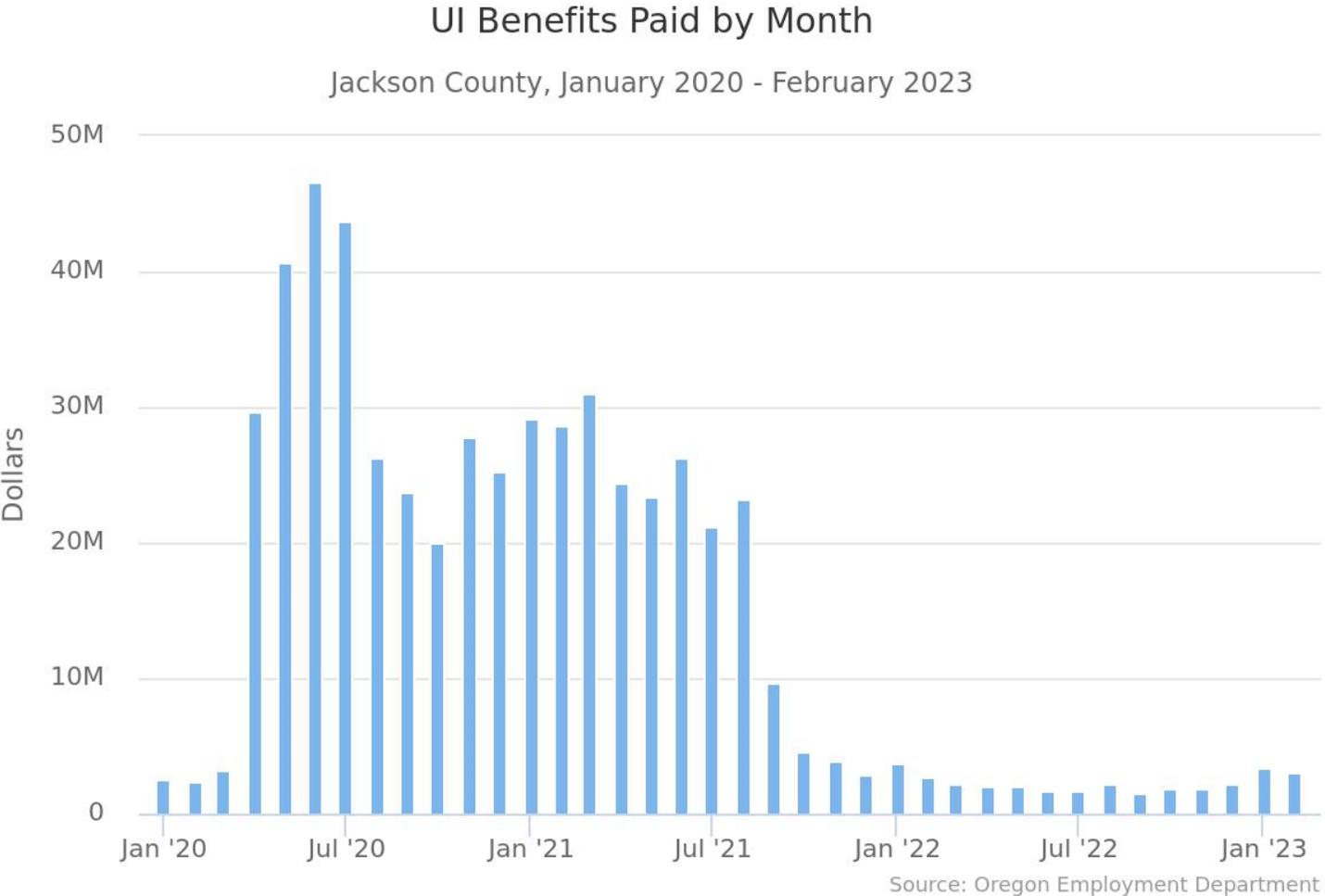


Josephine Initial unemployment insurance claims also up slightly from same week from year before

Source: U.S. Bureau of Labor Statistics, Oregon Employment Department

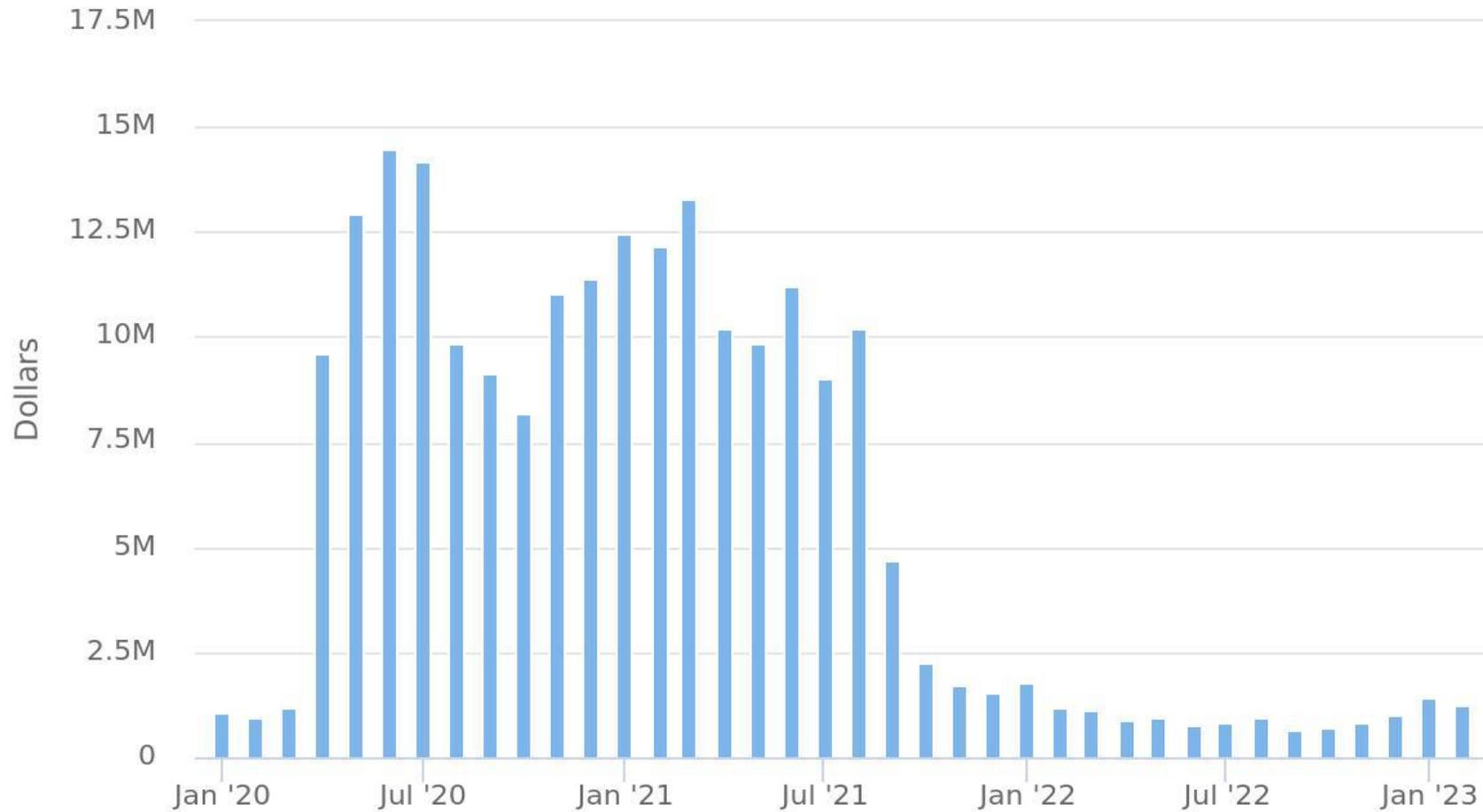


Monthly Unemployment Insurance payments are back down below pre-pandemic levels in the Rogue Valley



UI Benefits Paid by Month

Josephine County, January 2020 - February 2023

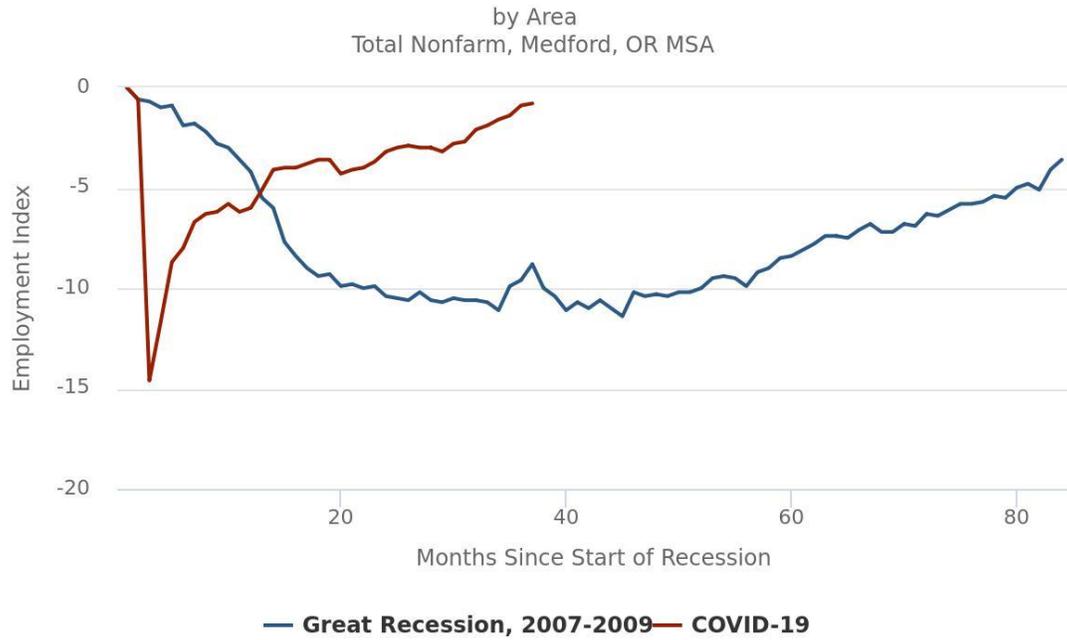


Source: Oregon Employment Department



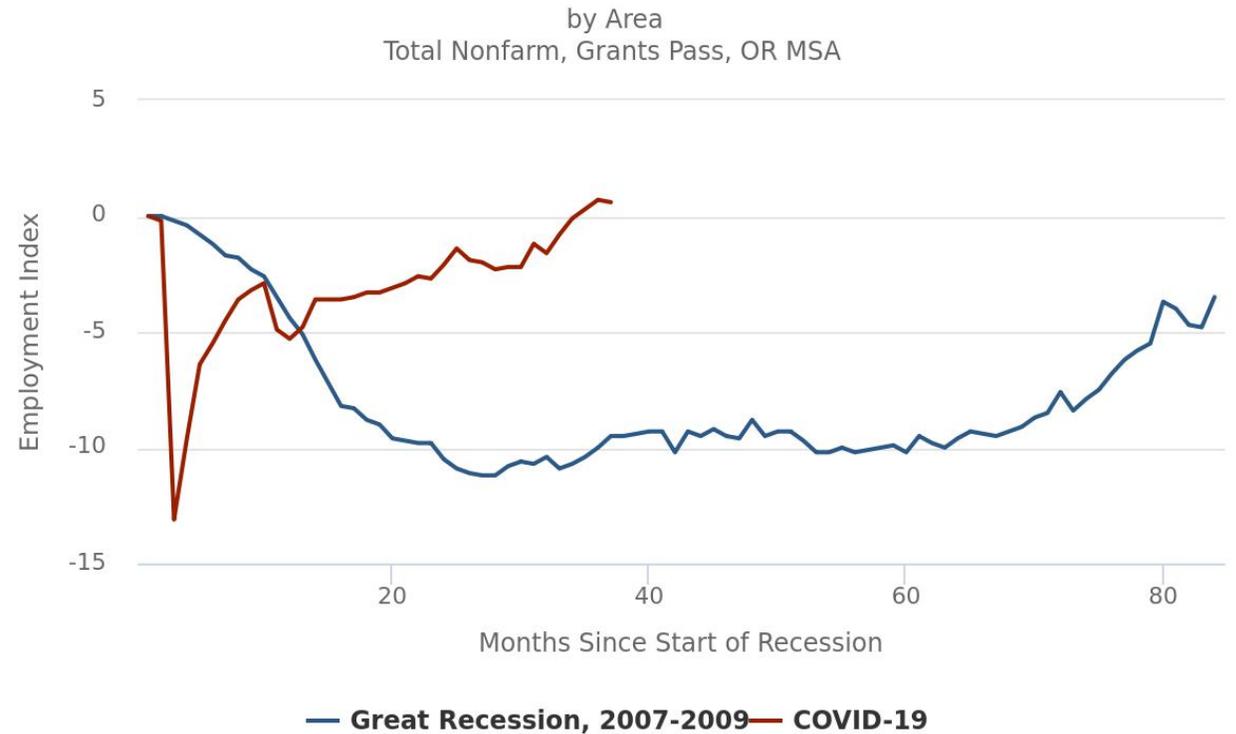
Most jobs back that were lost during the pandemic in Jackson County- Josephine County has recovered payroll job losses

COVID-19 Job Changes Compared to Great Recession Job Changes



Source: Oregon Employment Department QualityInfo.org

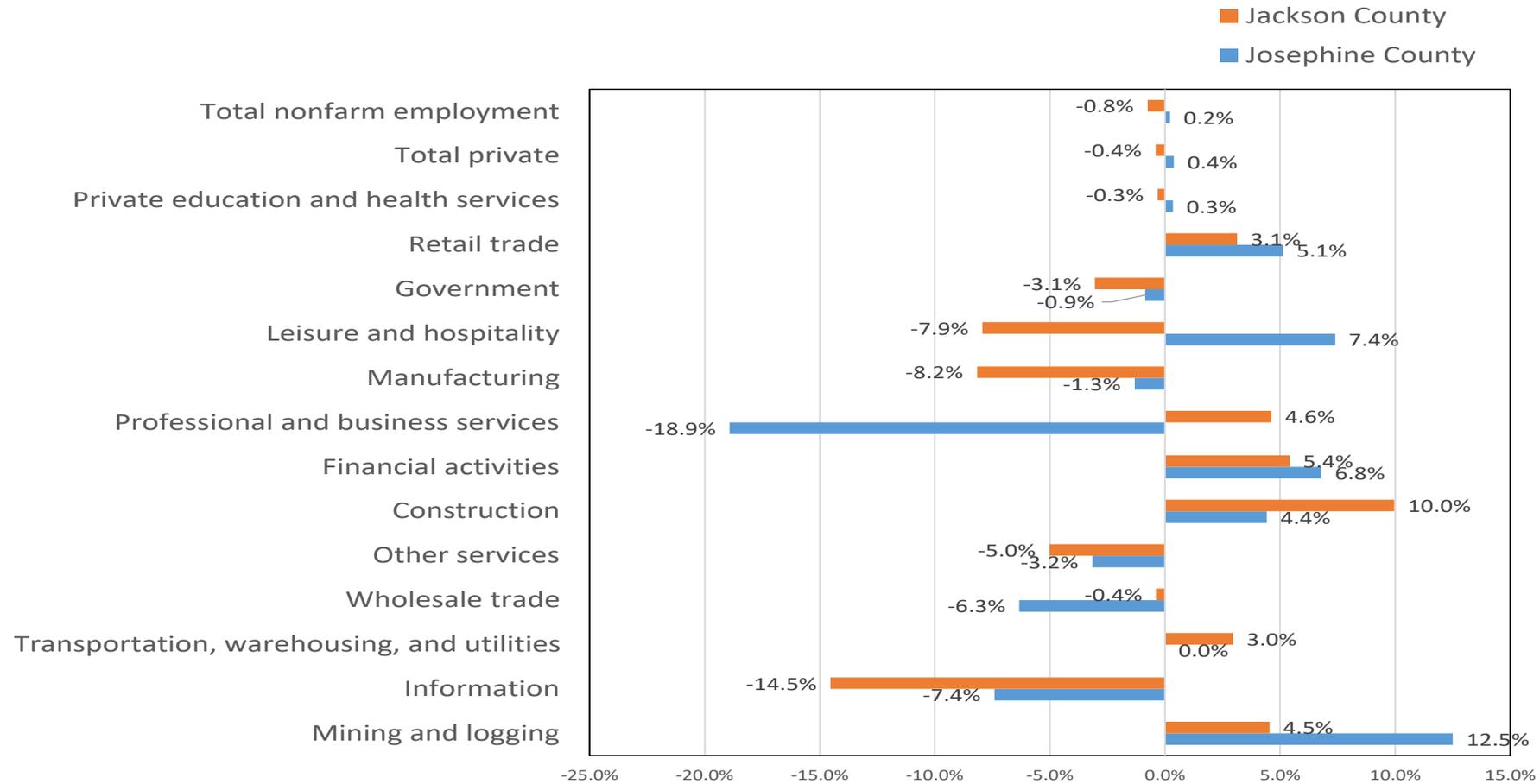
COVID-19 Job Changes Compared to Great Recession Job Changes



Source: Oregon Employment Department QualityInfo.org



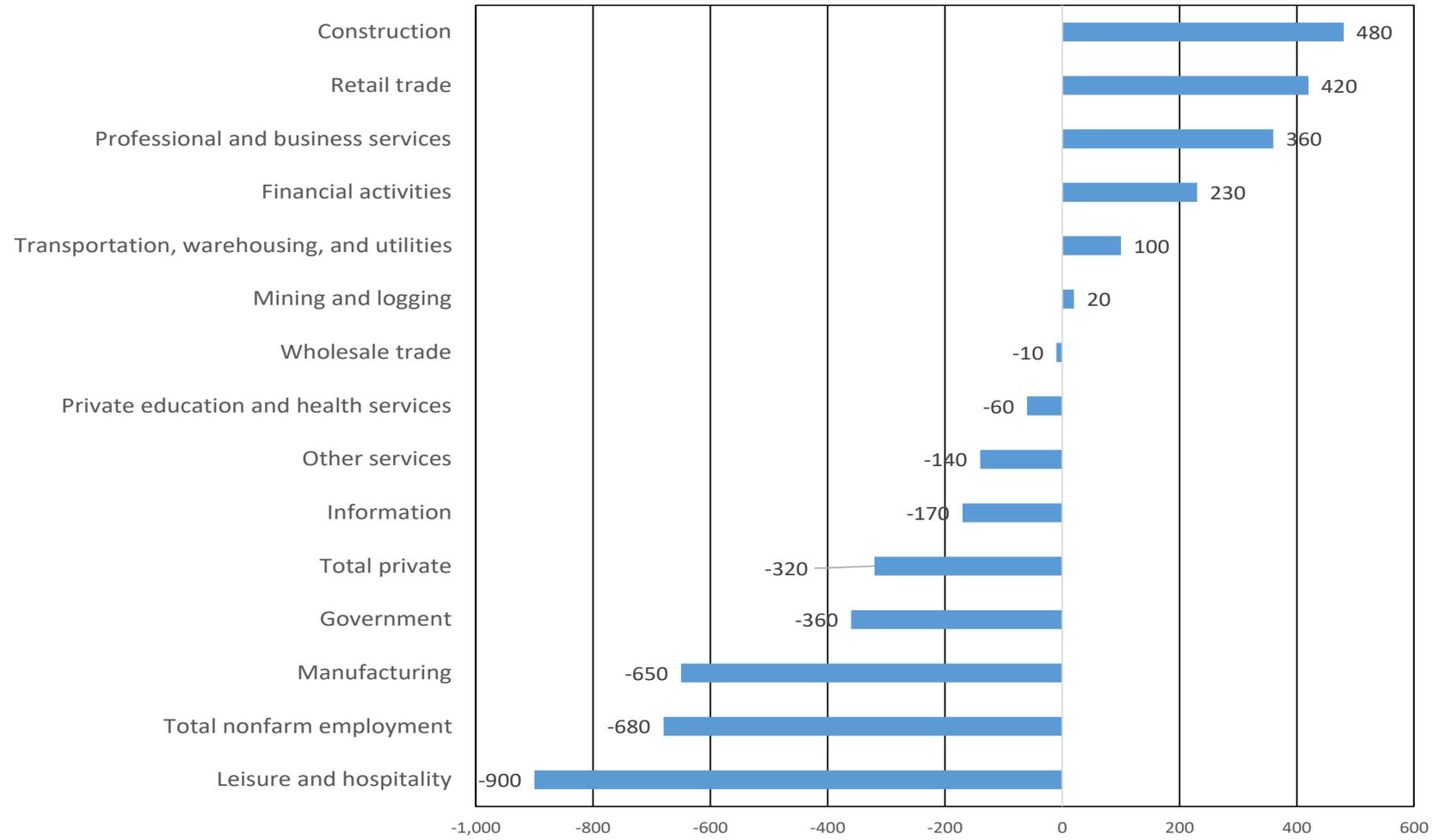
Payroll Employment Percent Change since February 2020



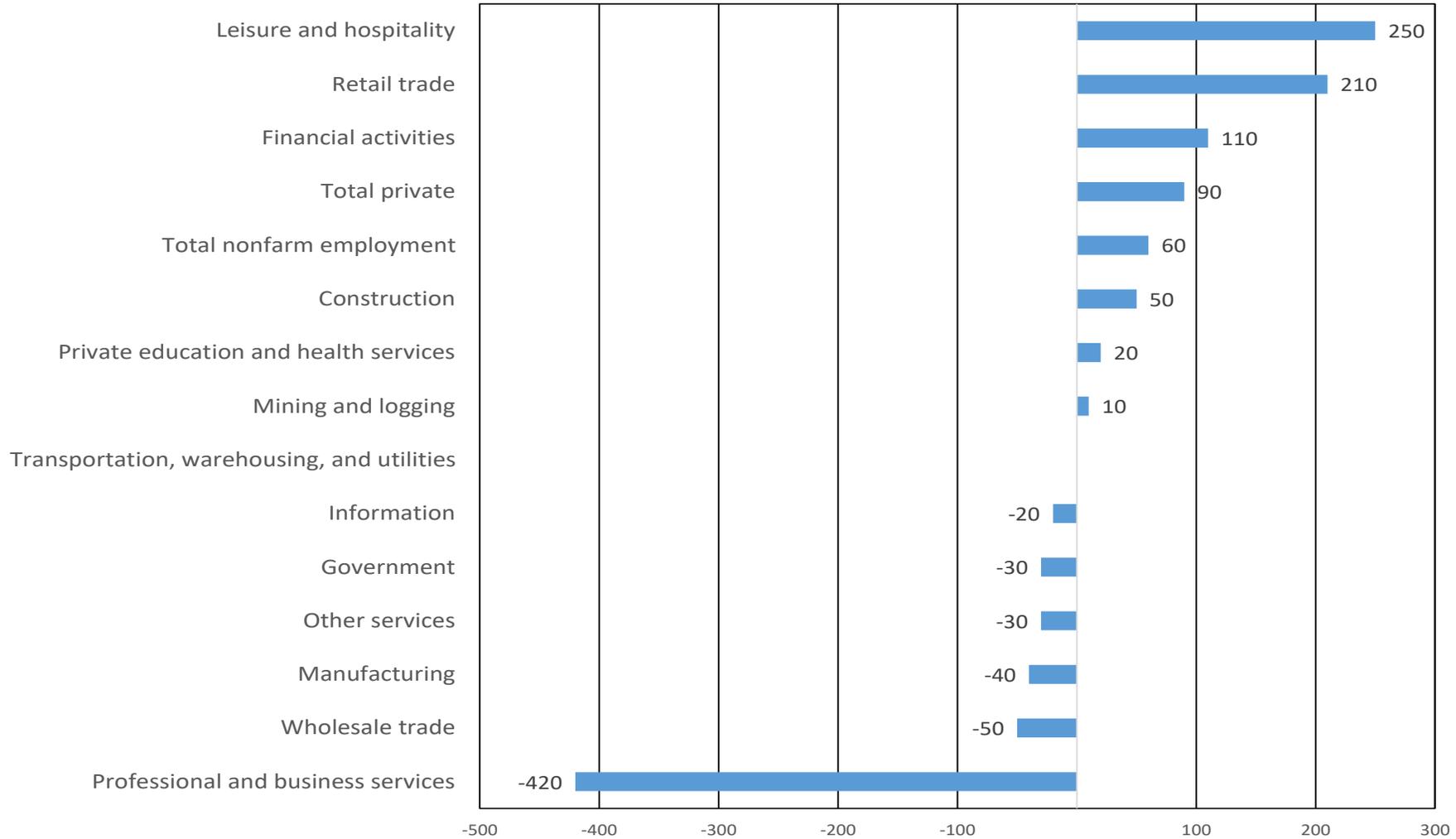
Source: Oregon Employment Department Current Employment Statistics



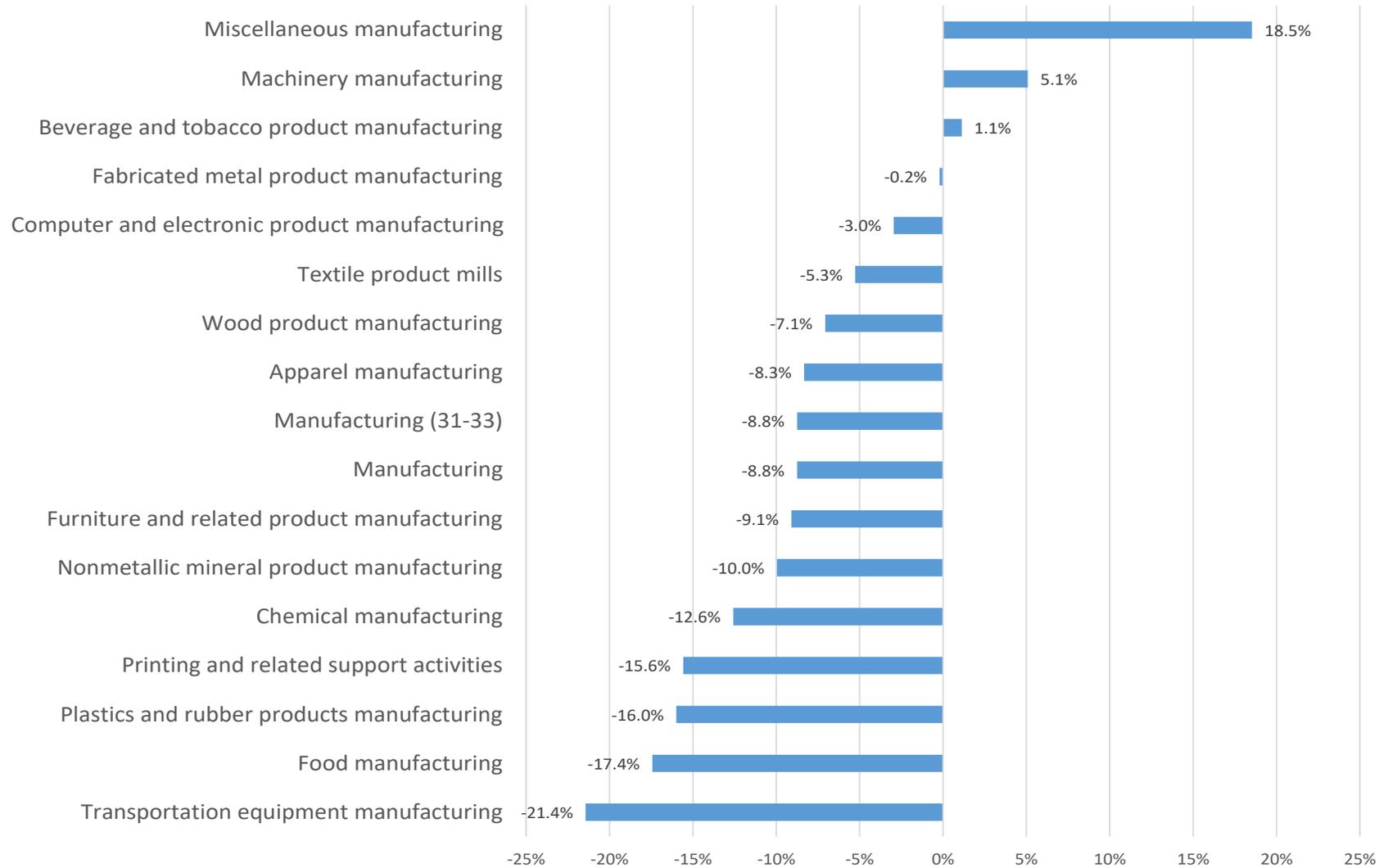
Jackson County Payroll Employment Net Change February 2020-February 2022



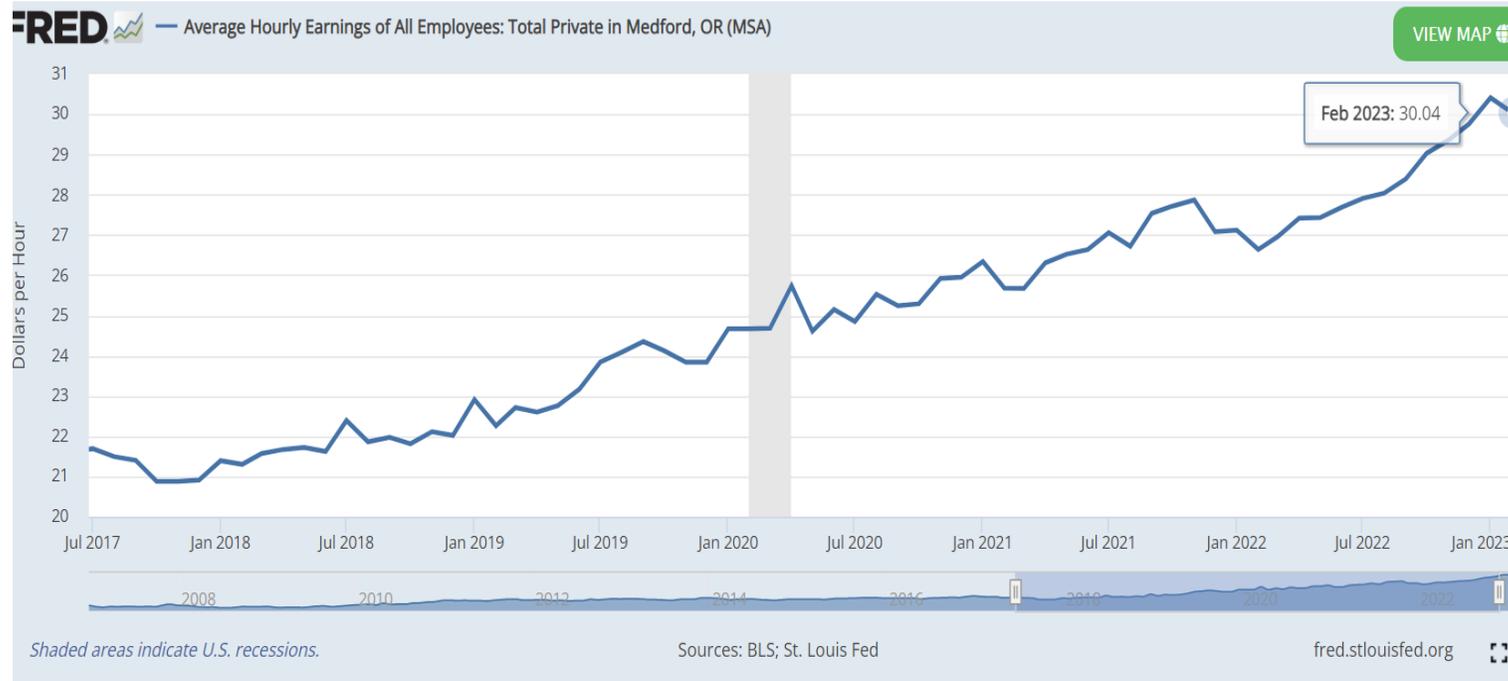
Josephine County Payroll Employment Net Change February 2020-February 2022



Jackson County manufacturing 3Q 2019- 3Q 2022

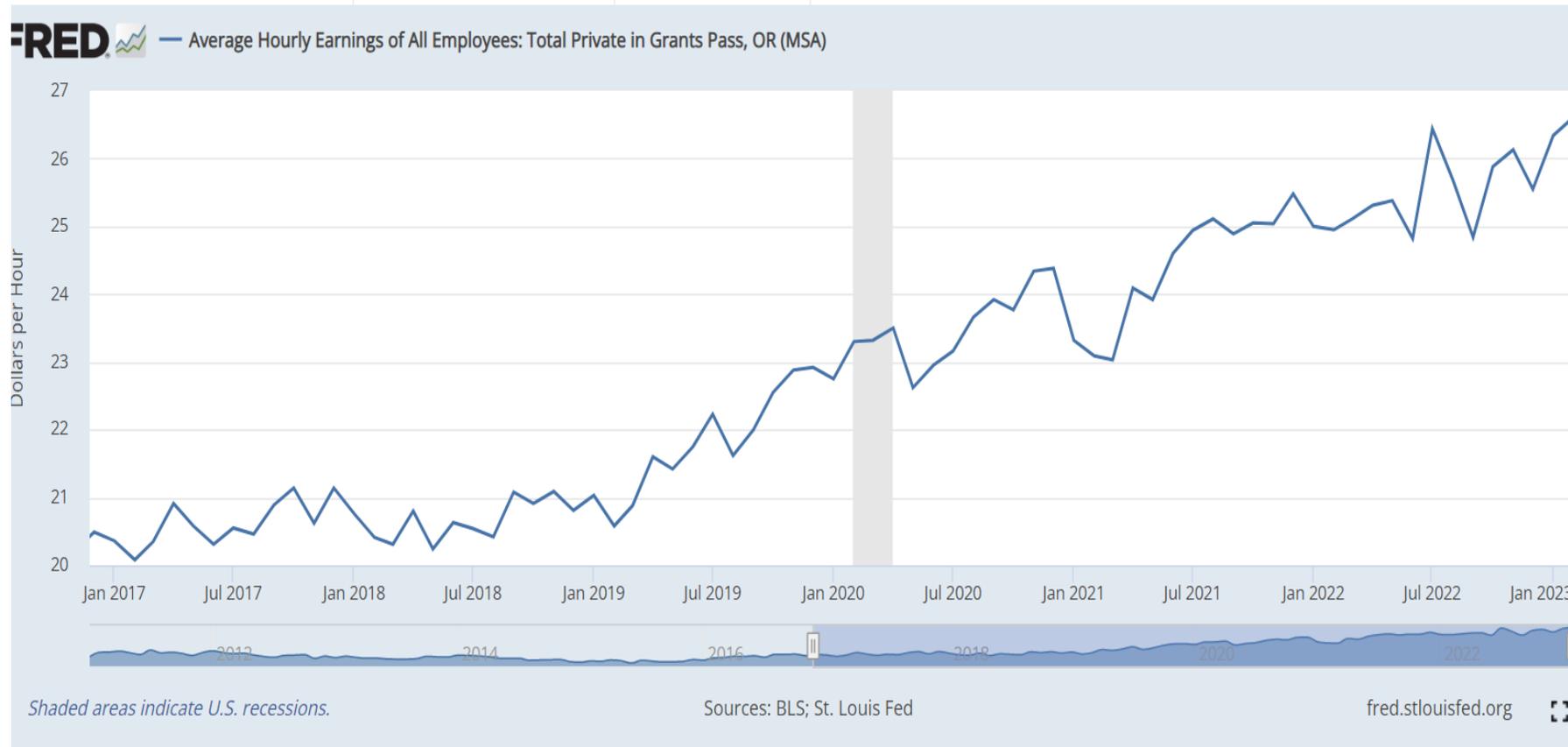


Wage rising steadily, but recent inflation cutting in to that buying power increase- wages rising faster for lower wage workers recently – AAE up 12.8%February 2022 to February 2023 to reach \$30.04



U.S. Bureau of Labor Statistics and Federal Reserve Bank of St. Louis, Average Hourly Earnings of All Employees: Total Private in Medford, OR (MSA) [SMU41327800500000003], retrieved from FRED, Federal Reserve Bank of St. Louis; <https://fred.stlouisfed.org/series/SMU41327800500000003>, January 9, 2023.



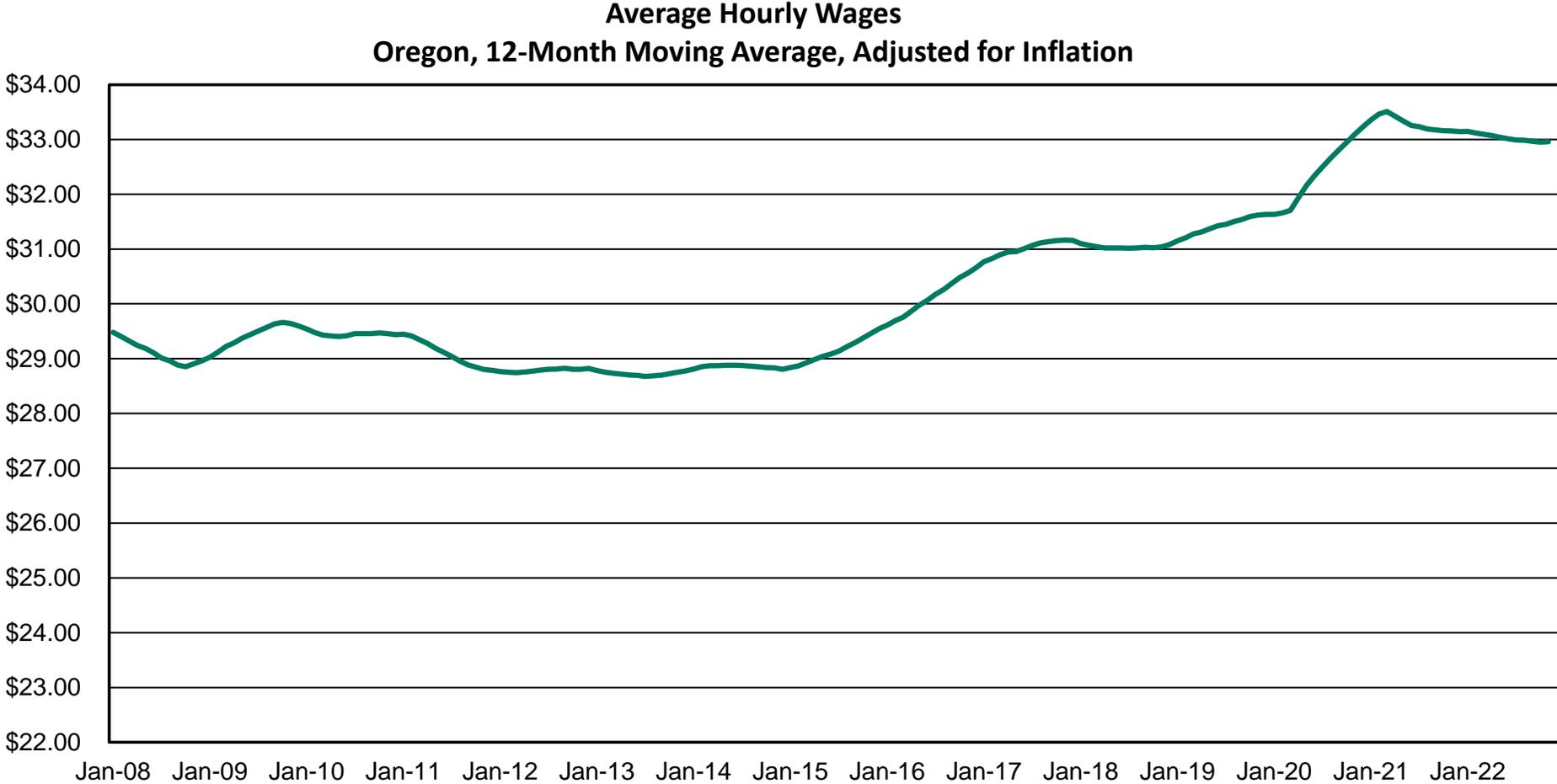


Josephine County average hourly wages rose 6.6% over the year to reach \$26.61

U.S. Bureau of Labor Statistics and Federal Reserve Bank of St. Louis, Average Hourly Earnings of All Employees: Total Private in Grants Pass, OR (MSA) [SMU41244200500000003], retrieved from FRED, Federal Reserve Bank of St. Louis; <https://fred.stlouisfed.org/series/SMU41244200500000003>, April 11, 2023.



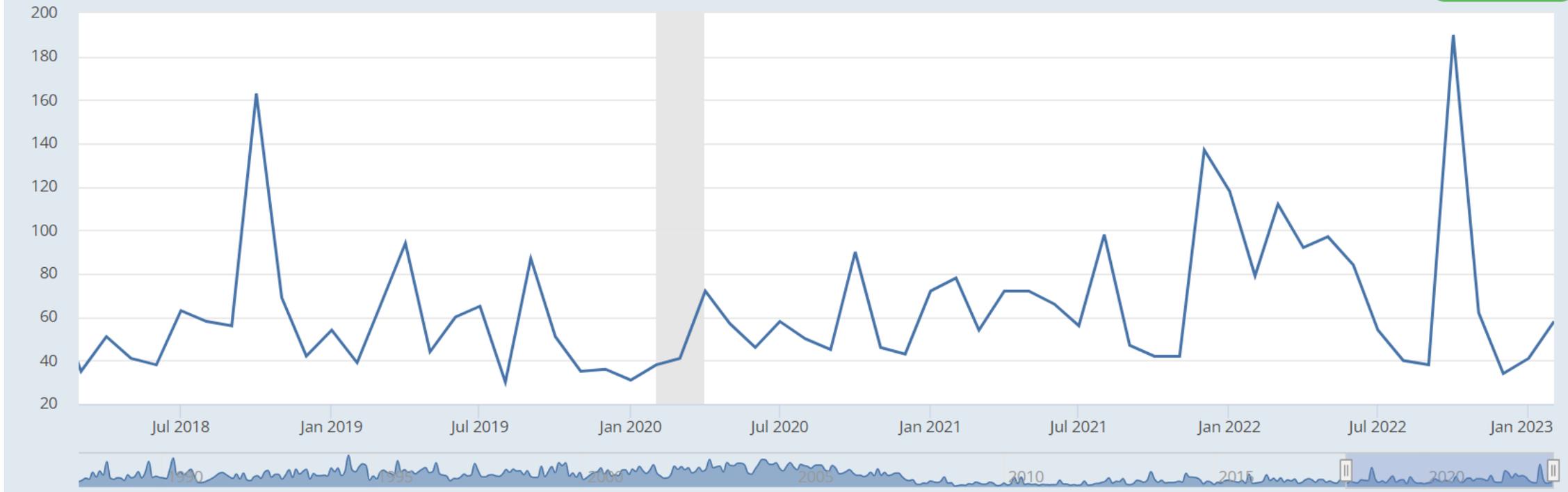
Real average wages for private nonfarm jobs have been trending down due to high inflation.



Source: Oregon Employment Department and Bureau of Labor Statistics



RED  — New Private Housing Units Authorized by Building Permits for Medford, OR (MSA) [VIEW MAP](#) 

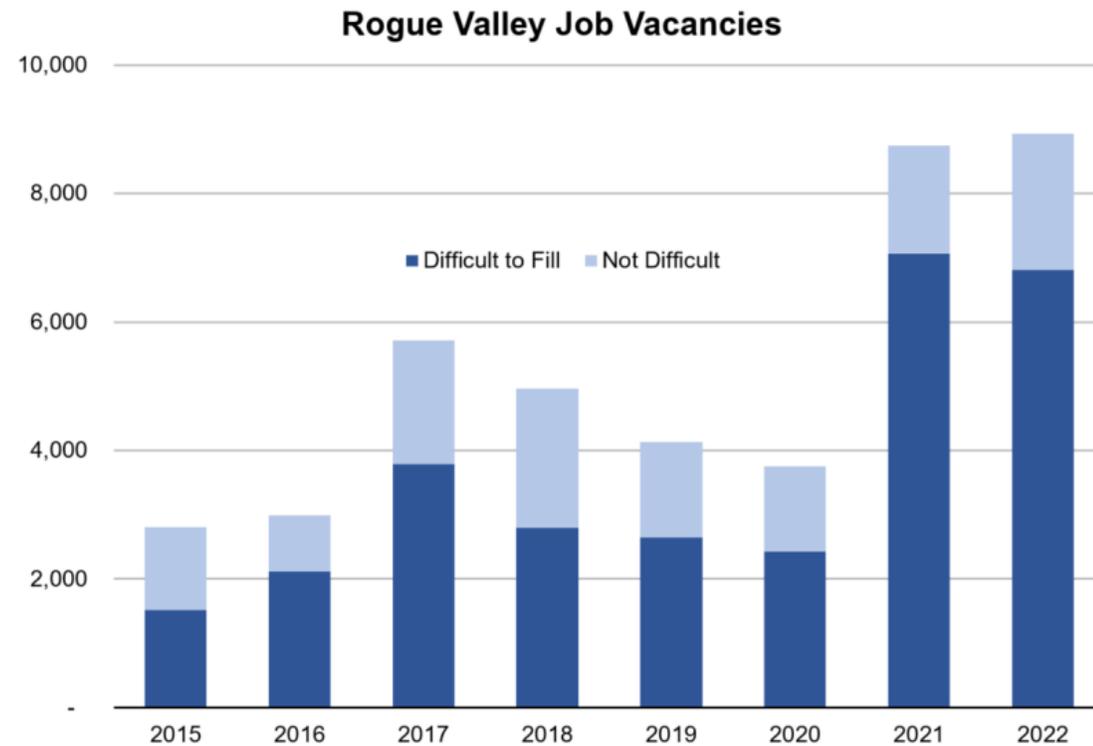


Shaded areas indicate U.S. recessions. Source: U.S. Census Bureau fred.stlouisfed.org 



Rogue Valley businesses reported 94,400 vacancies in 2022.

The number of Rogue Valley vacancies was higher in 2022 than at any time in the survey's history since 2015.



Source: Oregon Employment Department

Spring and
Employers
Summer 2022
winter

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Private health care and social assistance reported the most vacancies of any industry.

Rogue Valley Job Vacancies by Industry, 2022

Industry	Vacancies	Average Wage
All Industries	8,934	\$20.14
Health care and social assistance	1,861	\$20.79
Leisure and hospitality	1,636	\$16.42
Retail trade	1,195	\$17.44
Construction	1,043	\$23.46
Management, administrative, and waste services	859	\$25.36
Manufacturing	671	\$19.04
Transportation, warehousing, and utilities	415	\$21.35
Other services	368	\$22.06
Professional, scientific, and technical services	315	\$21.83
Financial activities	223	\$17.05
Wholesale trade	172	\$20.26
Natural resources and mining	133	\$21.56
Private educational services	37	n/a
Information	6	n/a

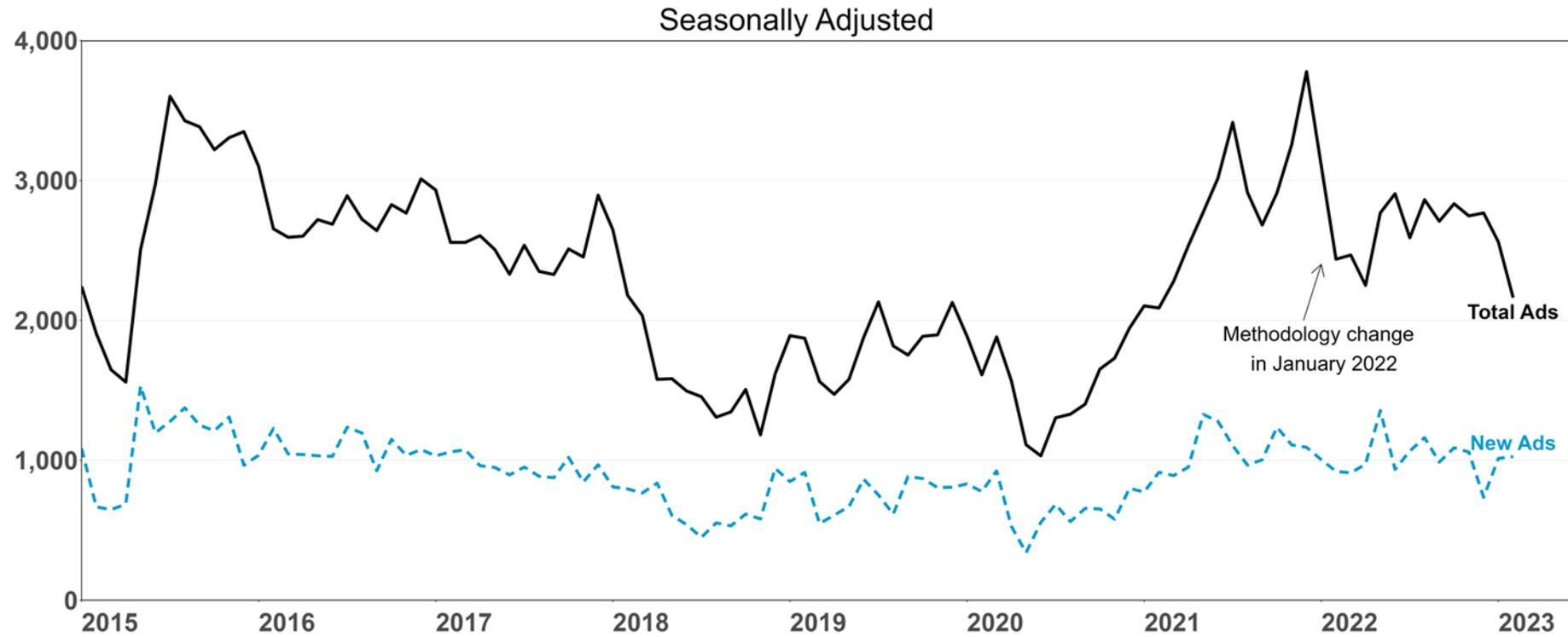
Source: Oregon Employment Department

**Top Rogue Valley Occupations
With the Highest Number of Job Vacancies, 2022**

Occupation	Vacancies
All Occupations	8,934
Retail Salespersons	702
Heavy and Tractor-Trailer Truck Drivers	335
Nursing Assistants	301
Cooks, Restaurant	293
Carpenters	261
Construction Laborers	245
Fast Food and Counter Workers	227
Personal Care Aides	225
Maids and Housekeeping Cleaners	215
Production Workers, All Other	214
Customer Service Representatives	167
Automotive Service Technicians and Mechanics	130
Receptionists and Information Clerks	130
Licensed Practical and Licensed Vocational Nurses	129
Medical Assistants	127
Cashiers	127
Maintenance and Repair Workers, General	123
Bartenders	117
Laborers and Freight, Stock, and Material Movers, Hand	116

Source: Oregon Employment Department

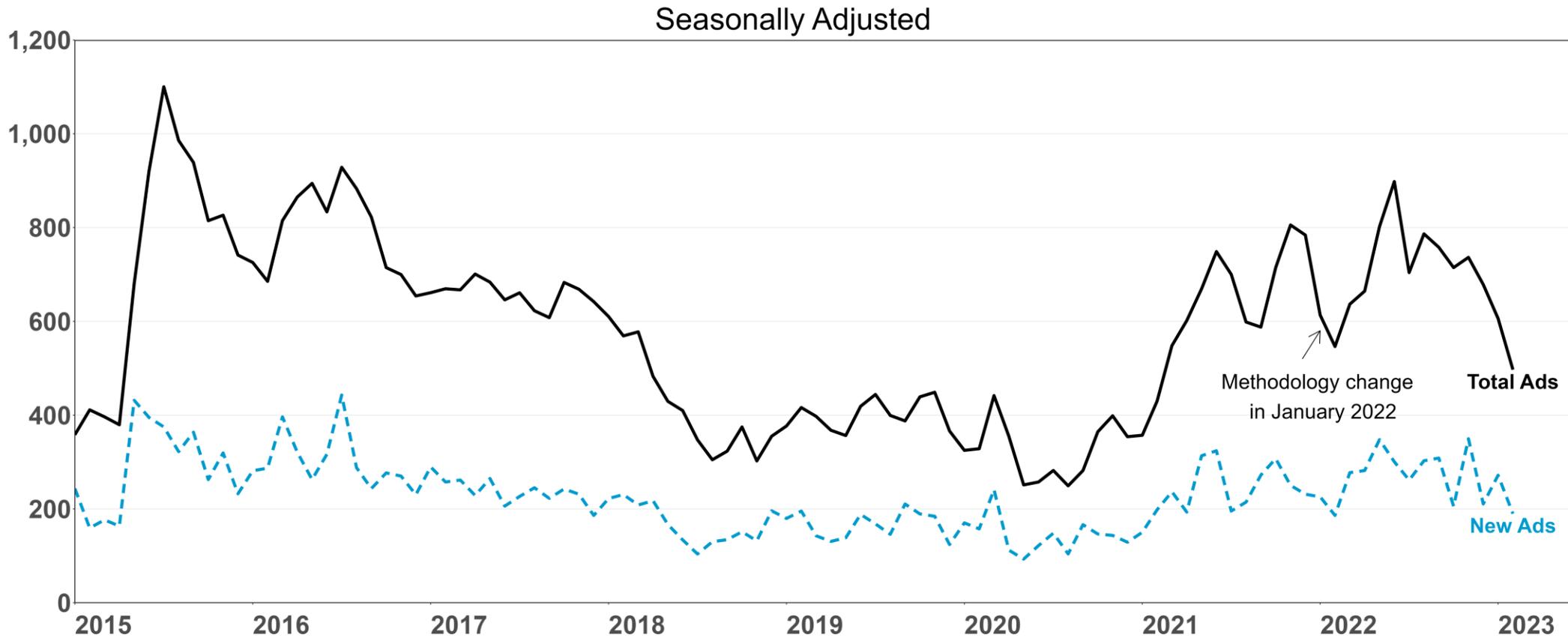
The number of online ads in the Medford metro area was 2,200 in February.
The number of new ads increased by 10 over the month.



Source: The Conference Board Help Wanted OnLine™ (HWOL)



The number of online ads in the Grants Pass metro area was 500 in February.
The number of new ads **decreased** by 80 over the month.



Source: The Conference Board Help Wanted OnLine™ (HWOL)



NOTES FROM THE FEDERAL RESERVE BANK'S *THE BEIGE BOOK*

March 8, 2023



- Labor market conditions remained solid.
- Employment continued to increase at a modest to moderate pace in most Districts despite hiring freezes by some firms and scattered reports of layoffs.
- Labor availability improved slightly, though finding workers with desired skills or experience remained challenging.
- Several Districts indicated that a lack of available childcare continued to impede labor force participation.
- While labor markets generally remained tight, a few Districts noted that firms are becoming less flexible with employees and beginning to reduce remote work options.
- Wages generally increased at a moderate pace, though some Districts noted that wage pressures had eased somewhat. Wage increases are expected to moderate further in the coming year.

EMPLOYMENT AND WAGES (WESTERN U.S.)

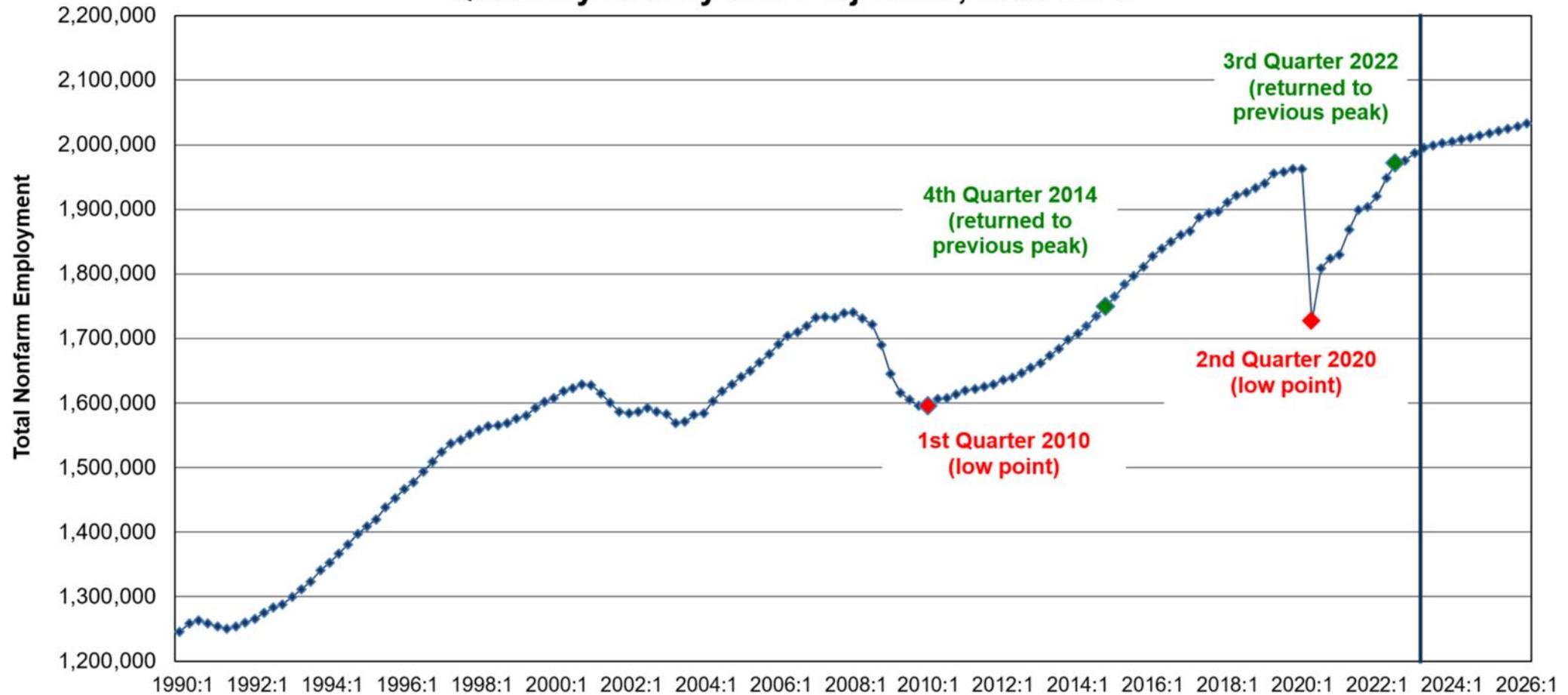
- Labor supply improved somewhat across most sectors, allowing employers to fill long-standing job vacancies.
- Firms reported higher applicant counts and lower staff turnover rates in many sectors, including finance, tourism, and agriculture. Despite improved labor availability, competition remained tight across skill levels, including for positions in food services, hospitality, construction, health care, and manufacturing.
- Contacts in health care and business services reported an increased demand for part-time positions in recent weeks.
- Many financial firms either slowed their hiring or contracted somewhat their employee head counts due to fewer real estate loan originations in an elevated interest rate environment.
- Wage growth moderated somewhat across most sectors. Strong competition for workers and elevated living costs continued to drive wages upward, but increased labor availability lessened wage pressures overall.

ECONOMIC ACTIVITY (OREGON AND REGION)

- Hiring activity grew modestly and labor supply improved somewhat.
- Wage and price growth moderated further, although overall levels remained elevated.
- Demand for retail goods was strong, and activity in the consumer and business services sectors was robust.
- Activity in residential real estate markets eased further, while commercial real estate activity was little changed.
- Communities across the Twelfth District sought more workforce development and childcare services and continued to experience price pressures due to high inflation.
- Contacts expected a weaker outlook for the economy going forward as well as increased overall uncertainty.

The Office of Economic Analysis forecasts Oregon will gain 17,600 jobs over the next year.

Oregon Nonfarm Payroll Employment Quarterly History and Projection, 1990-2026

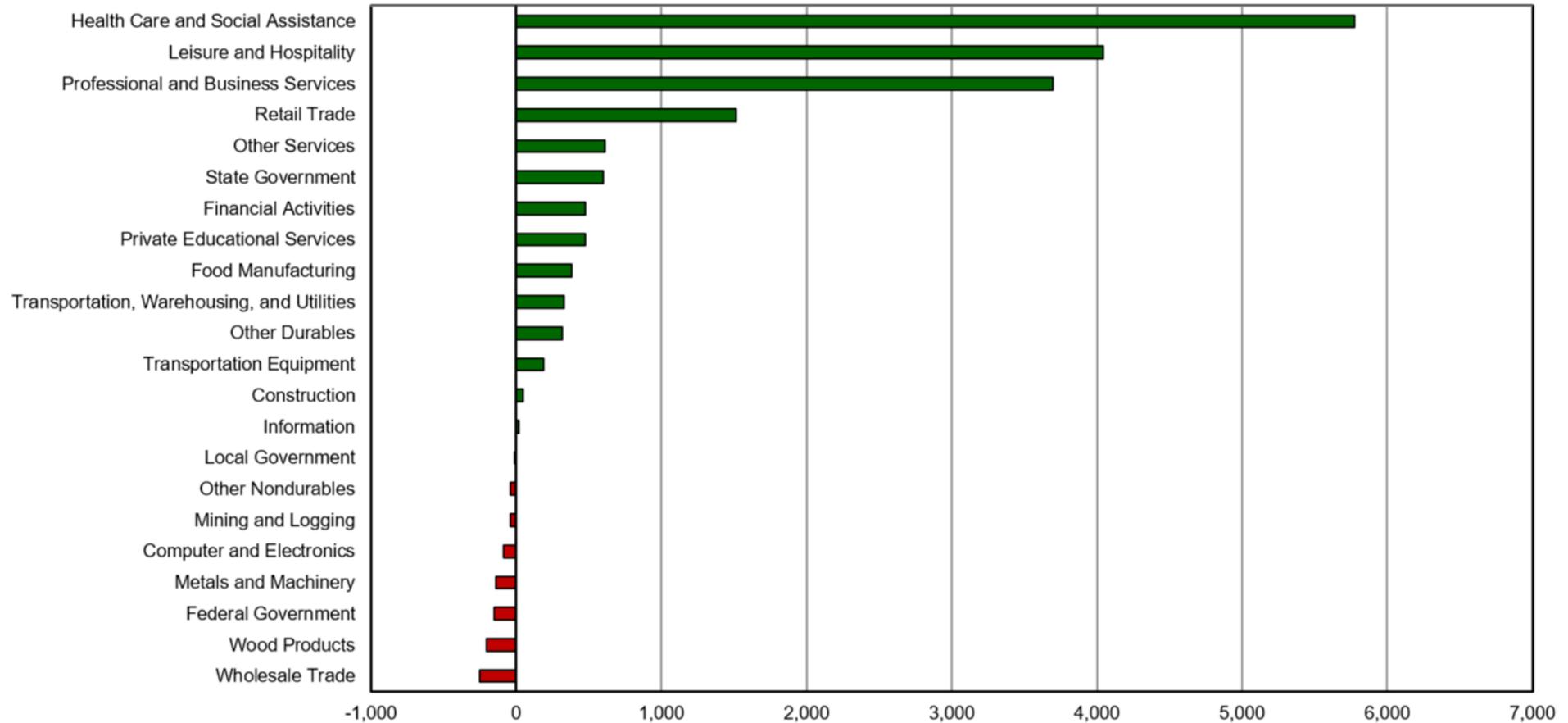


Source: Office of Economic Analysis, Department of Administrative Services, March 2023



OEA expects Oregon to gain about 17,600 jobs in the next 12 months.

Expected Job Changes by Industry Sector Over The Year (1Q2023 - 1Q2024)



Source: Oregon Employment Department analysis using Oregon Office of Economic Analysis Forecast, March 2023



GUY TAUER, REGIONAL ECONOMIST
GUY.R.TAUER@EMPLOY.OREGON.GOV

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Rogue Workforce Partnership

Filling the Talent Pipeline

Vision

A strong regional economy and prosperous community fueled by skilled workers, quality jobs and thriving businesses

Mission

Create a demand-driven system that aligns the skills of workers to the needs of employers while improving career pathway accessibility

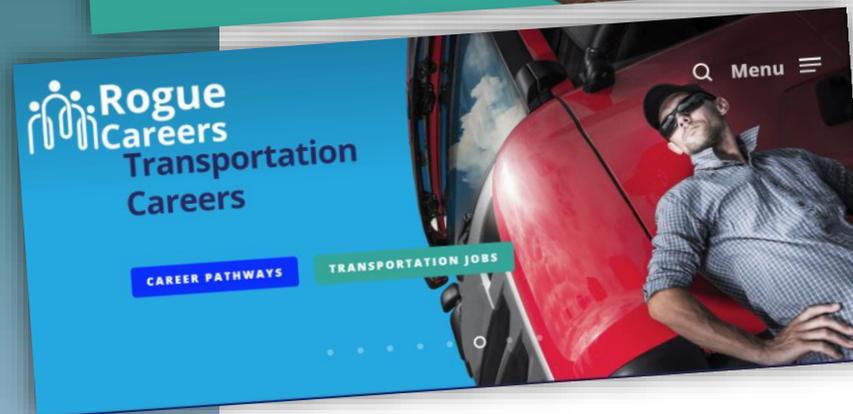
Strategic Road Map

2 overarching objectives & 5 strategies focus & guide us in our work together



Targeted Industry Sectors

- Traded Sector & Other Industries with High-Demand, High-Wage Career Pathways
- Wealth Importers & Wealth Multipliers, Generating Prosperity for All
- Tied to Regional Economic Development Priorities



Reimagine WorkSource Rogue Valley



**ROGUE WORKFORCE
PARTNERSHIP**

Strategic Road Map



**ROGUE WORKFORCE
PARTNERSHIP**



WorkSource Rogue Valley All Customers

- Numbers for PY22 are similar to PY21 (Enrollment and Trainings)
- Graph shows all Participants including non-IB who are not represented in upper chart

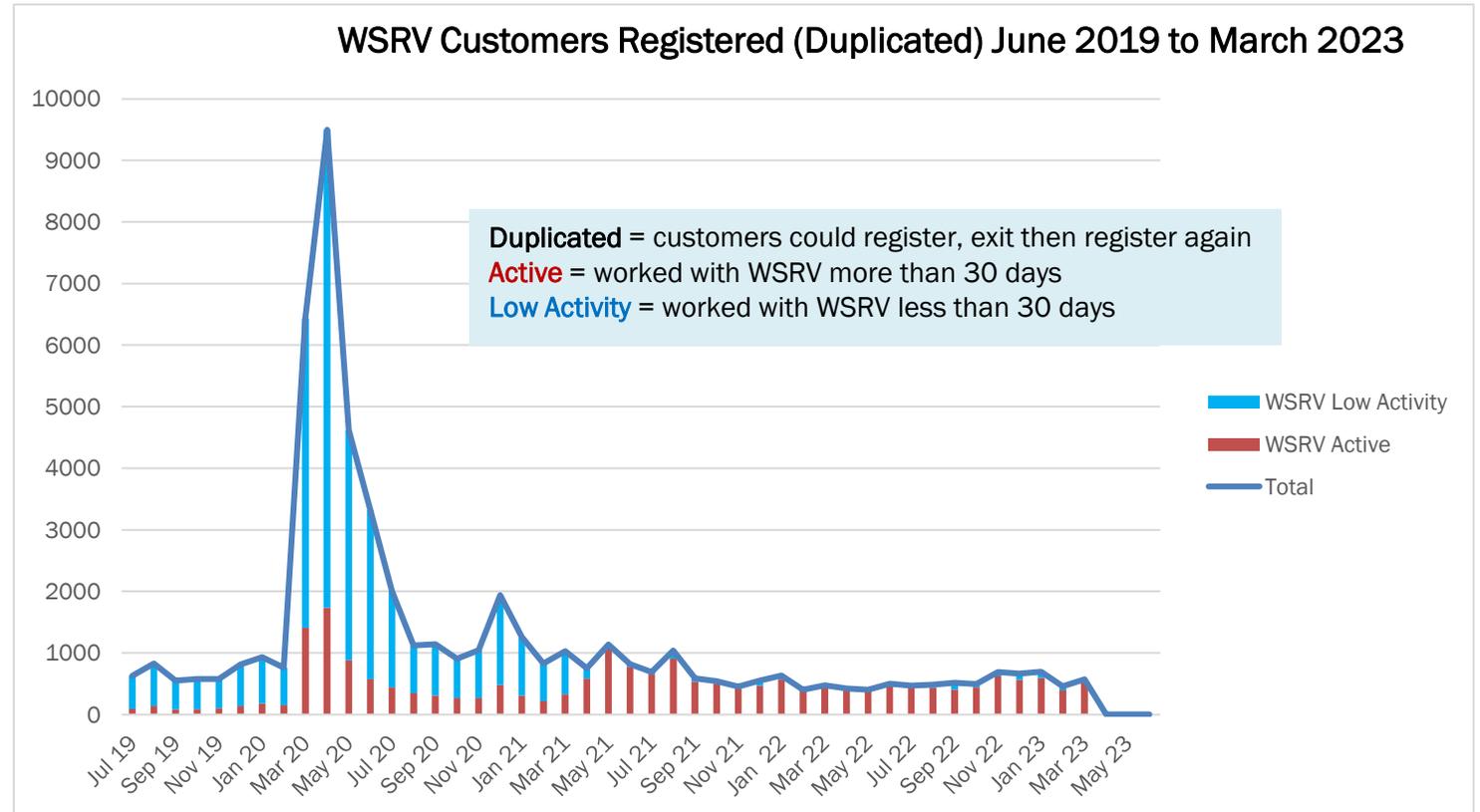
Stephannie Krunglevich
Program Manager
Rogue Workforce Partnership

Jen Perry
Program Manager
Project Youth+

Sherri Stratton
Area Manager
WorkSource Rogue Valley



Rogue Valley Job/Career-Seeking Customers				
IB (Adult/DW/Youth), STEP, WorkEx, DWG, P10K, Good Jobs, OHA, OYEP (HECC)				
	PY 2019	PY 2020	PY 2021	PY 2022
Total Customers	4436	1109	3084	2875
Trainings Started	386	242	1131	1387
Training Investments	\$ 171,693.80	\$ 246,050.71	\$ 2,717,996.47	\$1,325,495.95
Support Services	\$ 150,763.85	\$ 57,892.27	\$ 1,337,323.43	\$305,238.16



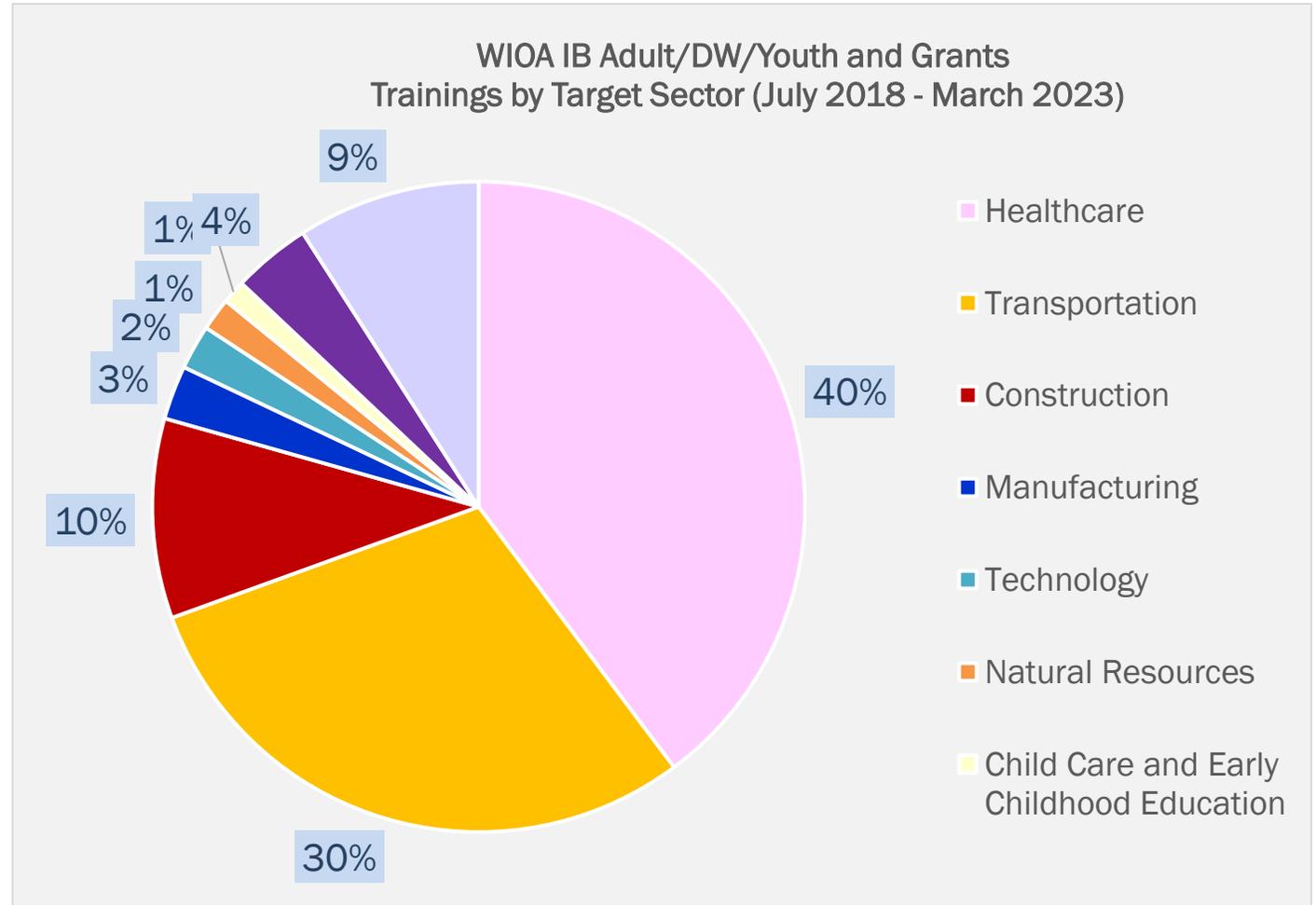
Title IB and DWG Trainings by Sector

- PY18 – PY21 = **1642**
- PY22 Q1 – Q3 = **1387**
- Majority of Trainings continue to be **Occupational Skills**:
 - **Certified Nurse Assistant** (IB, WorkEx, P10K and OHA)
 - **Commercial Drivers License** Trainings (IB, P10K, WorkEx and Good Jobs)
- Of PY22 Trainings, **23%** were **Work Based** (OJT, Internships, Work Experience)



Title IB + DWG Trainings by Target Sector

(Does not include STEP)



Held on April 27th

- High school students
- Adult Job Seekers
- Local Employer Job Fair

Jen Perry

Program Manager

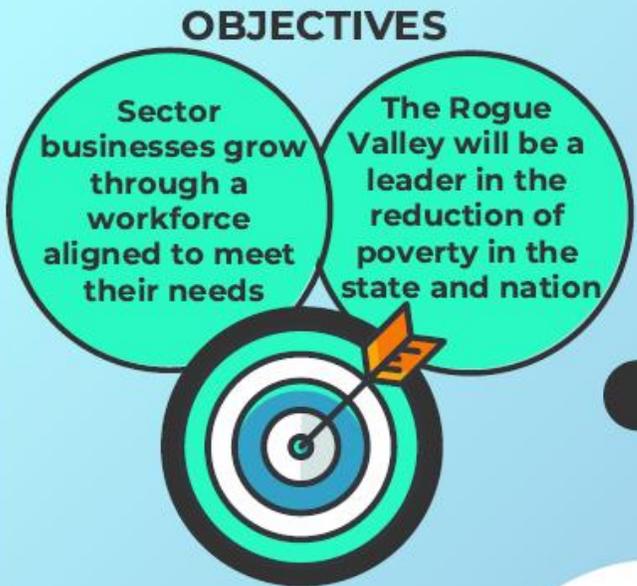
Project Youth+



Strategic Road Map



ROGUE WORKFORCE PARTNERSHIP



Targeted Industry Sectors Drive the Work

Creating a demand driven education & workforce system spearheaded by traded sector industries that fuel our regional economy with high-wage / high-demand jobs

Reimagine K-20 Education

Creating a seamless K-20 education system aligned to meet industry workforce skill demands & generate prosperity for students, workers & businesses

Reimagine WorkSource Rogue Valley

Public workforce system is aligned & integrated to meet industry workforce skills demands & generate prosperity for workers & businesses

Learning Community / Longitudinal Data Analytics

Piloting use of shared longitudinal database, customer typologies & data analytics to deeply inform our work

Equity & Holistic Focus

Strong focus on serving underprivileged populations, families of intergenerational poverty, etc. + building personal effectiveness & essential employability skills for all

Learning Community / Longitudinal Data Analytics



ROGUE WORKFORCE PARTNERSHIP

Learning Community / Longitudinal Data Analytics

Heather Stafford

Executive Director

Rogue Workforce Partnership

Rogue Valley Update

- ⊕ Still working with “Big Data” state level (ODHS and OED collaborating)
- ⊕ OED Modernization Board

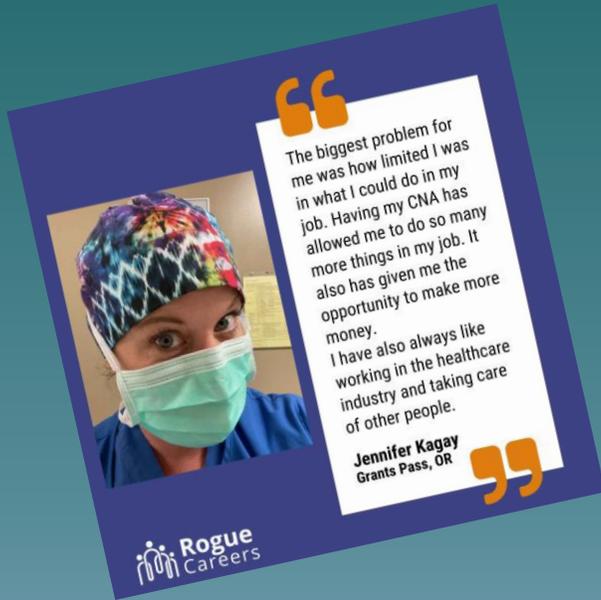
Communication & Engagement

- Connecting community with partners and employers
- Job Postings
- Calendar of Events
- Two-way communications
- Non-English-Speaking communities



Success Stories

- PY+, WSRV, SNAP/STEP, Equus, ODHS, and Empower



“The biggest problem for me was how limited I was in what I could do in my job. Having my CNA has allowed me to do so many more things in my job. It also has given me the opportunity to make more money. I have also always like working in the healthcare industry and taking care of other people.”

Jennifer Kagay
Grants Pass, OR

Rogue Careers

See more Success Stories at <https://roguecareers.org/success/>




“I have been working side jobs forever and am trying to start a **new career** ... I was most surprised about how **helpful** everyone is.”

Williman Chapman
Medford

Rogue Careers



“Wow, now I have a whole **new career**, which will help me to **support** my family. This is something I have always wanted for myself and I am happy I have now **achieved** that.”

Marieta Wood
Medford, OR

Rogue Careers



“It's restored my **hope** for a brighter economic future.”

Kevin Bushnell
Grants Pass

Rogue Careers



“I have been given an awesome **opportunity** to change my life.”

Laina Morris
Medford

Rogue Careers

Social Media & Website Analytics



- Continue to expand outreach to underrepresented communities
- High school and community partner outreach is primary focus for 2022-2023!



Communications Objective:

- Increase number of clicks to Rogue Careers
- Increase number of likes on Facebook
- Increase number of followers on Instagram
- Increase views on YouTube

Total Clicks to Rogue Careers

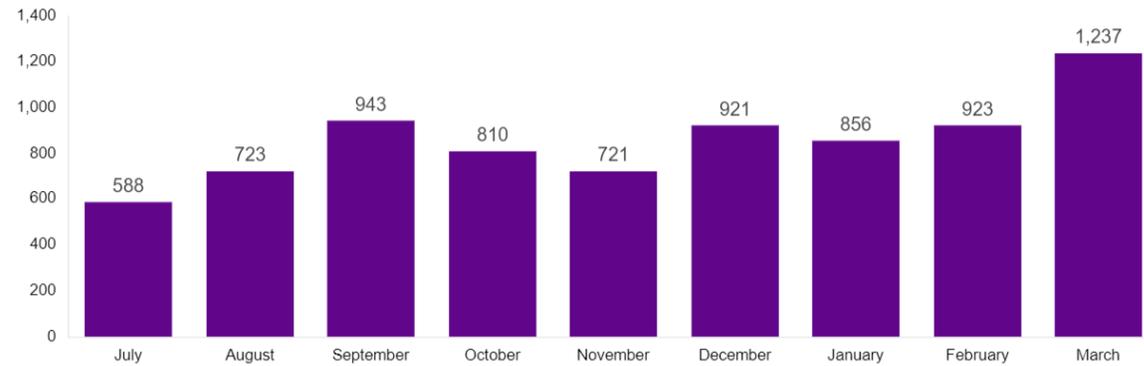
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PY 22

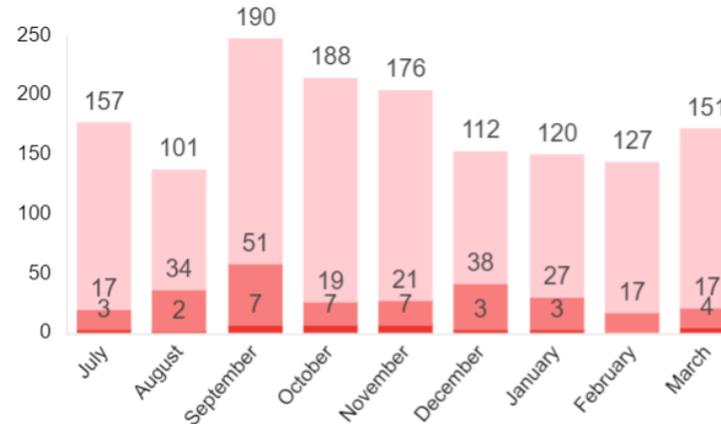
23219

PY21

Clicks to Rogue Careers by month



PY22 Rogue Careers Social Media Followers/Likes



Total Social Media Reach

56,412

PY22 Total

- Rogue Careers Facebook/Meta Likes
- Rogue Careers Instagram Followers
- Rogue Careers Youtube Views

[Communications Dashboard PY22](#)

Equity & Holistic Focus



Equity & Holistic Framework

- ✓ Essential Employability Skills
- ✓ Hispanic Workforce
- ✓ Intergenerational Poverty
- ✓ Rural Poverty
- ✓ People with Disabilities
- ✓ Ex-Offenders Reentry / 2nd Chance
- ✓ Other Populations & Communities

Our Emerging Work

Personal Effectiveness Training

- Local Leadership Team – OneStop Operator
- Oregon Employment & Training Association (OETA)
- Empower Trainings
- LaClinica – Learning Well



Equity Lens

- [HECC Equity Lens 2021](#)
- Latino/a/x Support work
- Justice Involved (Fair Chance Employment)
- Rural Poverty





**ROGUE WORKFORCE
PARTNERSHIP**

**Thank you for Your
Partnership!**

Good Jobs Challenge

- Coordinate with Community Partners
- Diverse populations
- Target Sector Specific
- Leverage Funding Streams

Stephannie

Senior Program Manager
Rogue Workforce Partnership

Target (spring 2024)
100 new CDL's



Southwestern Oregon
SOWIB
Workforce Investment Board

LANE WORKFORCE
PARTNERSHIP

ROGUE WORKFORCE
PARTNERSHIP

worksource | OREGON
Rogue Valley

\$3.5M
for: SOWIB, Lane, RWP
\$896K to RWP

July – Dec 2022

19 Trainings
\$63,976 for Scholarships
\$2,324 Support Services