



Rogue Workforce Partnership



Serving Jackson & Josephine Counties
Preparing Workers for Today's Jobs & Tomorrow's Careers

About Us

The Rogue Workforce Partnership is a private/public partnership led by business leaders. We are a 501(c)3 non-profit organization designated under federal and state statute as the Workforce Investment Board for Jackson & Josephine Counties. We are leaders from business, economic development, education, workforce and community-based organizations working across complex institutional boundaries to align resources, catalyze system change and create innovative workforce solutions. Our mission is to help foster the region's economic vitality by growing the skills and talent of workers, so that businesses and residents can prosper in the global economy.

The Job Council provides staff support to the RWP, operates the WorkSource Oregon One-Stop Centers in partnership with the Oregon Employment Department, and provides direct services to job/career seekers.

Our Purpose

The Rogue Workforce Partnership exists to address the region's workforce issues. We see workforce issues as the gaps or fault lines that occur naturally when the complex systems of business and economics, educational institutions, and family/social systems intersect. Our strategic plan is our action plan for addressing these workforce issues. It is a living document that adapts to our changing circumstances, opportunities and learning. It creates a framework and theory of change for our "strategic doing" work together.

Our Promise to Southern Oregon

- A more highly-skilled workforce built through partnership.
- Align education, training & job placement efforts to meet the unique needs of local businesses & citizens.
- Create a demand-driven, skills-based & integrated workforce delivery system focused on skills & talent development.
- Accountability for results driven by the needs of business and the economy.
- Strategic investments to increase Southern Oregon's economic competitiveness.
- Evaluation & continuous improvement built upon what works

Two Primary Customers

Our focus is on two primary customers:

- **Businesses** - who seek the best possible candidates for job openings
- **Job Seekers/Working Learners** - which includes the:
 - **"Emerging"** workforce – young adults entering the job market from high school or post-secondary training/education.
 - **"Transitional"** workforce - those transitioning to employment from unemployment, dislocation, public assistance or other life changes.
 - **Current** workforce - employed workers who need to keep expanding their skills; including training to keep pace with workplace/technological advances, and training for career advancement.

Building upon our region's capacities and partnerships, we work to create an even stronger bridge between these two customers. We want to build skills, build the workforce and help companies to grow.

Jim Fong | Owner
Express Employment Professionals
RWP Chair

Lyndell Smothers | Director of Human Resources
Fire Mountain Gems & Beads
RWP Vice-Chair

Peter Angstadt | President
Rogue Community College

Wes Brain | Labor Representative
Service Employees International Union

Chris Cahill | Technical Director
Hunter Communications

Susan Channer | Employment & Training Coordinator
Organization of the Forgotten American

Mike Donnelly | Materials & Facility Manager
Carestream Health Inc.

Greg Edwards | Chief People Officer
ASANTE Health Systems

Jim Fong | Executive Director
The Job Council

Ron Fox | Executive Director
Southern Oregon Regional Economic Development, Inc.

James Pfarrer | Area Manager
Oregon Employment Department

Tanya Haakinson | Human Resource & Safety Manager
Sierra Pine, Medite Division

Mary Holbrook | Director
Junior Achievement

Fred Holloway | Principal
Holloway Human Resources

Pete Karpa | District Manager
Oregon Vocational Rehabilitation Services

Brent Kell | Executive Director
Valley Immediate Care

Michael Kidwell | Supervisor
U.S. Department of Veterans Affairs
Southern Oregon Rehabilitation Center & Clinics

Jim Klein | Provost
Southern Oregon University

Michael Klem | Labor Representative
Electricians Local 659

Tolga Latif | President & CEO
Linx Technology

Clairine Lizana | Training Director
Crater Lake Electrical Joint Apprenticeship Training Center

Phil Long | Superintendent
Medford 549C School District

Doug Mares | District Manager
Oregon Department of Human Services

Scott Perry | Superintendent
Southern Oregon Education Service District

Michelle Robison | Senior Human Resource Generalist
Erickson Air-Crane Incorporated

Suz Montemayor | Human Resource Director
Motorcycle U.S.A./ Motorcycle Superstore

Tamara Nordin | Vice President, Human Resources
Pacific Retirement Services

Betty Welden | Director Workforce Development
Southern Oregon Goodwill Industries

Jim Fong Jobs Comm
SS 6.3.13

Our Strategies

Our region's strategies are integrated with three overarching statewide strategies for action:

1. **Industry Sector Strategies** - key industries fuel the region's economy. Sector strategies are business-led partnerships with education, workforce and economic development partners to jointly solve the workforce challenges of our region's key industries: Healthcare, Advanced Manufacturing & E-commerce/Information Technology.
2. **Work Ready Communities** - assures that workers have the foundational skills necessary to support local businesses by teaching, assessing and documenting those skills. We are starting the process to document the foundational skills of workers using the **National Career Readiness Certificate (NCRC)** and other tools.
3. **System Innovation** - We are bridging the gap between K-12 education, higher education, workforce preparation and business needs, focusing on:
 - **WorkSource Oregon One-Stop/System Partners**- through centers in Medford and Grants Pass, we provide one-stop services to help job/career seekers connect to opportunities. We're working to strengthen partnerships and streamline services between The Job Council, Oregon Employment Department, Department of Human Services Vocational Rehabilitation, Southern Oregon Goodwill Industries, Easter Seals, Bureau of Labor & Industries, Rogue Community College, Southern Oregon University, Oregon Institute of Technology, K-12 school districts and other partners.
 - **Career/Work Readiness Preparation** - our goal is to create the best possible pool of skilled and talented workers, so business have access to the human resources they need to succeed. In addition to the NCRC, and links to more PowerUp Academy trainings, partners want to expand upon RCC's Institutional Learning Objectives - a common set of behaviors that more holistically define student success, such as: persistence, self-monitoring, critical thinking, transfer of knowledge and a wider application of communication skills.
 - **Career Pathways** - working with businesses, RCC, SOU, OIT and other training providers, we are mapping pathways and opportunities in skills/career growth for workers and companies, and seeking to create more earn and learn pathways.
 - **Youth Success** - creating a seamless connection between high school, post-secondary training/

education and work skills by:

- Convening an annual Careers in Gear event for area high schools students. More than a career fair, this event has many business volunteers who, in addition to table-top industry displays, conduct workshops in job preparation, critical thinking skills and emotional intelligence, and mentor small cohorts of students in career exploration throughout the day.
 - Working to have more high school students graduate with at least 9 post-secondary credits hours, launching them into the skills gains they need to be successful workers for our industries.
 - Increasing *Experiential Learning* opportunities so more students will have hands-on, real world experience, develop work ethics, and can apply academics and their innate critical thinking abilities to solve real world problems.
- **R U Ready Media Campaign**
We co-sponsor the "Are You Ready" media campaign with KOB-TV, Jackson County Commission on Children & Families & other business partners. The goal is to increase school readiness and graduation rates, and encourage students to pursue post-secondary education and skills training after high school.



Our additional region-specific strategy is:

4. **PowerUp Academy** - a direct response to the needs of businesses for more responsive, relevant and readily available skills training for employed workers. Launched in January 2009, the Academy offers one-day and half-day trainings on topics that are in high-demand across multiple industries. Trainings provide tremendous cost efficiencies and immediate return on investment for participating businesses. Topics adapt to meet changing business needs, and have included: MS-Excel/Access/Project, Crystal Reports, Forklift Safety, First-Aid/CPR, Automated Process Controls, Ergonomics, Metallurgy, Lean, Karrass Negotiation, Finance, Emotional Intelligence, Leadership and Supervision.

More than 2,250 employees from 370 companies have had 5,250 training experiences to date with very high customer satisfaction rating. Businesses report significant skills enhancements, productivity gains and company benefit from the trainings. For more information go to: <http://sopowerup.com/>

For information on Region 8's local strategic plan see: <http://www.jobcouncil.org/Page.asp?NavID=447>

For information on Oregon's statewide strategies see: <http://www.worksourceoregon.org/strategic-plan-2012-2022>

SOUTHERN OREGON UNIVERSITY



• 9068 Enrolled | 21 Degree Programs

Adult Credit Classes non-degree
 75 classes; 1090 students; 1090 credit hrs

Adult Non-Credit classes, Workshops & Conferences:
 365 classes/events; 7472 students; 9156 Continuing education units

Early College Credits HS students:
 238 Classes; 2938 students; 11,709 credit hrs

Youth Non-Credit classes & Programs:
 64 classes/programs; 937 students; 2,532 continuing education

ROGUE COMMUNITY COLLEGE



• Associate Degree & Credit Transfer Courses: 9151 Unduplicated | 40,092 Registrations

• Career Technical Education Courses (CTE): 7,742 Unduplicated | 20,037 Registrations

• Developmental Education: 5570 | 15563 Registrations

• Workforce Training Courses: 4,103 Unduplicated | 6,816 Registrations

• Community Ed Courses: 1,932 Unduplicated | 2,890 Registrations

• Other Courses: 1,042 Unduplicated | 2,220 Registrations
 (includes workshops or special classes for specific populations)

• Adult Basic Education: 1137 Enrolled

• English as Second Language : 330 Enrolled

• Small Business Development Center (SBDC): 1000 Unduplicated | 1,772 Registrations

Total Headcount: 19,616*

Total Course Registrations: 84,954*

*Includes 2,409 2+2 Students; 4782 Registrations

• 96 Got Jobs
 • 219 Retained Jobs

STATE OF OREGON • BUREAU OF LABOR & INDUSTRY

• 195 Active Apprentices | 60 Completed Apprenticeships

POWER UP ACADEMY • ROGUE WORKFORCE PARTNERSHIP

• 1003 Training Experiences | • 123 Businesses served | • 56 Training Workshops

• Employees improved skills & career paths
 • Business improved productivity & success

ONE-STOP CENTERS: OREGON EMPLOYMENT DEPARTMENT & THE JOB COUNCIL



17,118 Completed Initial Skills Review (Basic Skills Test in Math, Reading)

48,340 Job Seekers came in for services at 3 One-Stop Centers

- Grants Pass – TJC & OED
- Medford – TJC
- Medford – OED

• Reading: 1885 or 18% scored below level 3

• Math: 2368 or 36% scored below level 3

• WIA-1B Total Served: 18,611

- 5181 Received WIA-IB Intensive & Training Services
- 2925 Received Employment Related Workshops & Got Job/Career Coaching
- 793 Received Computer Training
- 34 Enrolled in Adult Basic Education (@ RCC)
- 352 Received Occupational Skills Training (@ RCC, Abdill, ITTR, etc.)
- 90 Placed in On-the-Job Training/Internship / Work Experience

HOPE 94 Healthcare Training / 45 Attained CNA / 61 attained employment

WIA-Youth Program

- 121 Received WIA Youth services
- 57 Attained GED / 25 Attained HS diploma

DHS Contracts 655 served in JOBS Program / 3594 OFFSET Food Stamps
 512 Community WE placements includes 46 Clerical/HealthCare Internships
 71 JOBS Plus placements

All received Job Search Assistance

- Resource Room Services
- Labor Market Information
- Resume & Interview Prep
- Job Referrals

• 13,030 Got Jobs

STATE OF OREGON • DEPARTMENT OF HUMAN SERVICES



Total Served 8324

OFFSET (Food Stamp Employment) • 5952 Received Training | 43,374 Received Food Stamps

TANF / JOBS Program (Welfare to Work)

- 805 Received Job Training | 5,215 Received TANF Grants

Vocational Rehabilitation Services • 553 Applicants w/ 489 eligible for services
 Total Served - 1085 • 298 Service plans written – 174 began employment

Seniors & Persons w/ Disabilities (RVCOG)

Oregon Commission For The Blind • 38 legally blind Served
 6 in higher education / 14 in non-college training 4 Employment outcomes

• 496 Got Jobs
 • Avg. Wage: \$9.88 hr

SOUTHERN OREGON GOODWILL INDUSTRIES

• 582 Served in Training | Across all services | Total Served: 1989

• (276 Got Jobs – incl. in DHS count)
 • Avg. Wage: \$9.77 hr

U.S. DEPARTMENT OF VETERANS AFFAIRS - SORCC

Total Served all programs (including non-employment): 18,066 unique veterans in FY 2010

• OEF/OIF Program – 2321 Veterans in catchment area with 1039 unique veterans seen FY 10

• 118 Got Jobs
 • 80 Retained Employment

EASTER SEALS

• 75 Veterans Served in training (DOL Grant) | Total Served All : 156

ORGANIZATION OF FORGOTTEN AMERICANS

• 22 Served (2011)

• 16 Received Diploma/Certification
 • 19 Retained Employment

JUNIOR ACHIEVEMENT

• 4,500 Served in K-12 38% of Students were in Middle or High School

• Students completed 5-8 week program