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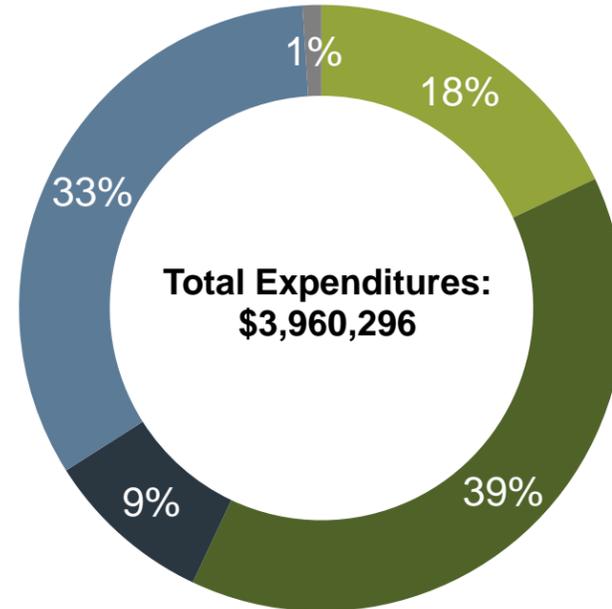
Mike Wells, The Cedars Companies



2014 Annual Report

2013-2014 Investments

During the 2013-2014 fiscal year, the Workforce Investment Council invested nearly \$4 million in Clackamas County. Although federal WIA formula funding was cut by 7%, successful competitive federal grants and increased state support allowed expenditures for the year to remain constant, with a slight increase of 3% from the past year. Program costs made up more than 90% of expenditures, with 83% of total expenditures passed directly to service providers.



■ Youth Participants ■ Adult Participants
■ Admin/Board ■ Grants
■ Other

Did You Know?

During Program Year 2013 in Clackamas County:

- » **37,000 people living below poverty**, equaling **9.7%** of the county's population.
- » The annual average unemployment rate **6.2%**, or **12,380 people**
- » An additional **17,000 people estimated to be underemployed or discouraged**
- » There was **63% unemployment rate among youth** (16-21 years of age)
- » **4,330 youth** (16-21 years of age) eligible to receive Workforce Investment Act (WIA) services
- » The county's public high schools **on-time graduation rate of 80%**

The Workforce Investment Council of Clackamas County is responsible for bringing public and private partners together to meet the workforce needs of employers. Together we represent a collective voice for our region.

Our mission is to develop a highly skilled workforce that creates sustained economic prosperity in Clackamas County.

A Message from the Executive Director

Dear Friends,

We are thrilled to be sharing the terrific work we've done in partnership with the community and our Board during the past program year. Reviewing the past program year, we gain insight on accomplishments and opportunities. We also welcome 2015 and the possibilities this year will afford us.

In spite of Clackamas County not reaching our prerecession employment rates, we were fortunate to serve over 10,000 jobseekers through the WorkSource system, helping the majority of enrollees find employment. At an average wage of over \$14 an hour, these citizens have earned more than \$24 million in the six months after placement. We have continued to contribute to greater delivery and access to important programs for jobseekers and businesses alike. This has included individual assistance, workshops, and short occupational training and on-the-job training programs, all of which lead to in demand careers and help meet business needs.

Upon successfully obtaining the Career Technical Education Revitalization Grant, the Clackamas Educational Services District has been able to launch a terrific project. The grant helped enhance the coordination and quality of high school manufacturing programs in Clackamas County by expanding the pipeline to the industry and engaging area businesses in the conversation. Strengthening this connection between education and employment helps fill a vital role in sustaining the workforce for manufacturers in Clackamas County and the Greater Portland region.

We are excited about new projects and partnerships on the horizon. There are many changes to local workforce we anticipate, but with the strong support and partnerships, we will have another successful year. Please visit our new and improved website (www.wicco.org) and join us on Facebook and LinkedIn to stay up to date with events and programs.

Whether serving or leading, we are dedicated to be a part of important change. It's our mission and our privilege.

– Bridget Dazey

Overview of Outcomes

Jobseekers Served:

- » **Over 10,000** adult jobseekers served
- » **50% of jobseekers** found employment, **80%** retained jobs earning an average annual wage of **\$29,000**
- » **341** people were received a National Career Readiness Certificate (NCRC)

- » **126 people** entered employment through On-the-Job Training Programs

Youth Served:

- » **Nearly 550** youth ages 14-21 served by the Clackamas Technical Education Consortium
- » **48 GEDs** earned prior to January 1, 2014
- » **26 C-TEC sponsored trainings**
- » **750 youth** participated in the Clackamas Youth Career Expo – nearly double PY2012 attendance

Businesses Served:

- » **Over 50 businesses** received direct services
- » **23 employers** signed a Letter of Support for the National Career Readiness Certificate
- » A total of **\$350,881** was reimbursed to **35 businesses** as part of the On-the-Job Training Program
- » **9 businesses** received services from the Rapid Response Team



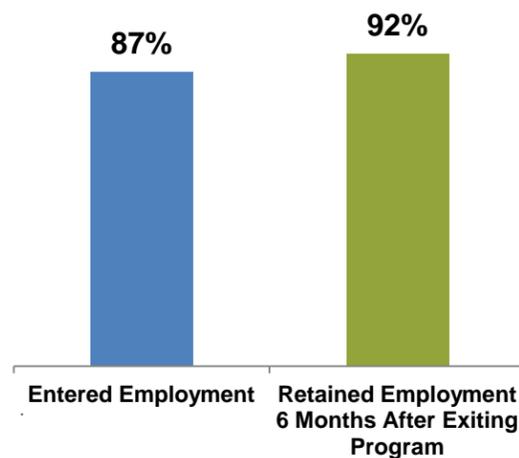
Serving Jobseekers

The Workforce Investment Council funds key community agencies that provide employment and training solutions for jobseekers and laid off workers. Below are outcomes of some of the programs funded by the Workforce Investment Council.

Adult + Dislocated Workers Services

In PY 2013 there were 10,046 total enrollments through WorkSource Clackamas and the Annex. The majority of enrollees were not employed and were between the ages of 22 and 49. Of the over 10,000 adults and dislocated workers served in PY 2013, over 35% accessed job search and career advancement workshops offered through WorkSource Clackamas and the Annex. 10% received staff assisted services including one-on-one coaching, resume assistance, and job search assistance. 5% received in-depth individual employment plan development with a Workforce Advisor. Over 30% of those participants moved on to short term pre-vocational or occupational skills training, work experiences and on-the-job-trainings (OJTs) with over 86% entering employment. The average hourly wage for participants who completed occupational skills training was over \$15.25.

Occupational Skills Training Participants



Youth Services

Approximately 550 youth ages 14 – 21 were served by the Workforce Investment Council's youth service provider, Clackamas Technical Education Consortium (C-TEC), through a year round program and the summer youth academy in PY 2013. 60% of the youth were in school and 40% were out of school.

62 youth participated in work readiness training during the summer youth academy in PY 2013. 11 participated in work experience placements, with 4 youth hired on for permanent positions.

18 teenagers completed a unique five-month, 80-hour culinary training program through C-TEC youth services partnership with Providence Health & Services, Oregon's largest employer.

26 C-TEC Sponsored Trainings Resulted In...



360 training certificates



80 college credits for the trainings



Serving Businesses

The Workforce Investment Council makes critical investments in workforce training and education so that businesses can be competitive and prosperous. Our workforce initiatives and programs are employment and training solutions that save businesses time, money and energy in finding and retaining a highly skilled workforce.

In PY 2013, over 50 businesses received direct services through WICCO investments and partners. This included over \$350,000 that were reimbursed to employers as part of the On-the-Job Training Program – providing employment to 126 workers at 35 businesses.

The Rapid Response Team worked with nine businesses - providing early intervention services. This provided services to over 390 workers, including National Career Readiness Certification, resume assistance, and job search assistance.

Success Stories

Certified Production Technician (CPT): Eduardo came to Clackamas Community College in 2008 after losing his job as a baker while living in California. Here he engaged in ESL classes and earned his GED.

Due to his work hours being cut and an inconsistent work schedule, he returned to school at Clackamas Community College to obtain his Associate's Degree in manufacturing. During his pursuit of his AAS, he was able to secure a position as a lab assistant in the Manufacturing Department at CCC and work his way into a part-time staff by Clackamas Community College.

But Eduardo was still searching for that "real" full-time job that he could move forward with and start a new career. In the summer of 2014, the opportunity to supplement his degree and experience arose. The WICCO funded Certified Production Technician (CPT) Certificate afforded Eduardo the qualifications needed to fill an entry-level position in a manufacturing company.

It turned out that the CPT, as well as the great reputation he built at the college along with the relationships he had cultivated all came together to make him a value that Clackamas Community College did not want to let get away!! In fall 2014, Eduardo was hired as a full-time classified employee as a Manufacturing Lab Tech where he assists

faculty staff with lab set up and teaching.

The CPT, through the Manufacturing Skills Standards Council (MSSC), key work activities for standards, training, & assessments are the following: safety; quality practices & measurement; manufacturing processes and production; and maintenance awareness.

Adult Job Seeker: Erin entered the Workforce Investment Council's female ex-offender grant, Solutions to Work, in February 2014. She came to the program with a DUI and Assault charges as well as a monitoring device. Erin's conviction was publicized and she felt it would keep her from obtaining any employment of any kind for years. She attended the program's one week "Empowerment Series" and was regularly attending the program's weekly Job Club, gaining confidence and job search skills. The program helped her with her transportation costs while she was looking for work as well as a work outfit and shoes. In April 2014 she went through several interviews, both by phone and in front of a panel, at a well known sporting attire designer and manufacturer in Portland, Oregon. Erin was offered employment as a Reports Analyst for \$21.00 per hour. She has proved that she could turn her life around and has made a successful transition back into the world of employment!

Partners

Career Technical & Education Consortium
Youth Services Program

Clackamas Community College

Clackamas County Community Corrections

Clackamas County Economic Development

Clackamas Education Service District

Community Solutions for Clackamas County

Easter Seals Oregon

Housing Authority of Clackamas County

Immigrant + Refugee Community Organization

Jobs Corps

Office of Vocational Rehabilitation Services

Oregon Department of Human Services

Oregon Employment Department

Oregon Manufacturing Extension Partnership

Southwest Washington Workforce Development Council

WorkSource Clackamas County

WorkSystems, Inc.