Our mission is to address critical workforce, educational, and training challenges and develop a skilled workforce that meets the needs of businesses and strengthens the local economy of Clackamas County.

CREATE JOBS
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Through public-private partnerships, we attract funding to help local businesses proactively address a key challenge to their success - a skilled, competitive workforce.

As a convener and leader, we oversee the public workforce system in Clackamas County. Our work is to help our system work better on behalf of all of our customers.
This year has had its share of changes and upheavals, which makes looking ahead require analysis of what has happened so far. Our vision is bold and aggressive; we strive to direct our attention towards positive, progressive change of our workforce development system.

Clackamas Workforce Partnership intends to build on existing efforts to focus on action and be solution ready. More people and businesses will benefit when we work together, across multiple systems and sectors.

Bridget Dazey, Executive Director

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**EQUITY**

With support from the Northwest Health Foundation - Kaiser Permanente Community Fund, Clackamas Workforce Partnership has created an Equity Council of invested community stakeholders to help ensure equitable practices within our organization and programs.

This group has drafted and is currently honing an equity lens to guide CWP’s practices.

An equity lens is a tool which guides decision making processes to ensure programs have equitable impact on the community.

This is the first equity lens created to guide local workforce development practices and we are excited to be on the leading edge of ensuring equity in workforce development and our community.

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**DID YOU KNOW**

Industry employment in Clackamas County reached 159,100 in September.

The county has a diverse mix of industries (health services, professional and business services, retail trade, and manufacturing) making up 1/2 of industry employment.

In Clackamas County, the number of unemployed in the labor force fell from a high of 22,300 in June 2009 to the current level of 8,696 in September 2017.
CWP SERVES

ADULT COMMUNITIES

Serving Adult and Dislocated Workers

In program year 2016, 6,659 participants applied for services through the WorkSource Clackamas system. Of those applicants, 42% were receiving public assistance.

- 23% Were aged 55 or older
- 28% Were single parents
- 9% Did not complete HS or GED
- 8% Had criminal backgrounds
- 7% Had veteran status
- 6% Had a disability
CWP funds key community programs at WorkSource Clackamas that provide employment and training solutions for job seekers age 16 and up. This is one participant’s story.

ReBoot Northwest is a project funded by the federal government. The primary goal of ReBoot NW is to help people improve their skills, and find and keep jobs in the IT and Manufacturing Industry.

Russel worked as a Heavy Equipment Tech for the Oregon Military Department from 2003 to 2014, having taught himself a variety of networking programs.

“I knew that I was going to change careers before I was laid off, and I had already started taking classes at Clackamas Community College to that end. What I did not expect was for the lay off to come almost a year ahead of schedule. I continued my classes using Training Unemployment Insurance (TUI), but those benefits were exhausted by the time I was half way through my degree program.”

Reboot Career Coaches started conducting outreach to Clackamas Community College students in May of 2015. Russel was one of those students.

“I was scrambling to find a way to make ends meet while continuing with taking classes when I was referred to the ReBoot Program. It helped me with tuition, books and certifications. With this assistance I was able to continue with my classes and graduate on time.”

Russel is now working in the IT Department at Clackamas Community College as a Network Analyst/Help Desk Tech earning $21.00 per hour with full benefits.”

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WIOA OUTCOMES

64.1% ENTERED EMPLOYMENT

$17.87 AVERAGE HOURLY WAGES EARNED

84.75% EMPLOYMENT RETENTION

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JOB DRIVE NATIONAL EMERGENCY GRANT

A $726K investment generated over $3 million dollars a year in income for people previously without jobs; which was then taxed and reinvested in the community of Clackamas through purchases, housing, transportation and more.

Of the 159 participants served, 75% of the participants are off SNAP/TANF Benefits, earning an average wage of $14.30 per hour.
EMERGING WORKERS
...THE FUTURE WORKFORCE

LEVERAGING 375 STUDENT PARTICIPANTS

65* YOUTH PARTICIPANTS EARNED HIGH SCHOOL DIPLOMA OR A GED

54* YOUTH PARTICIPANTS THAT RECEIVED WAGE INCREASES AFTER REGISTRATION

183* YOUTH PARTICIPANTS FINDING EMPLOYMENT

* Demographics for these statics are available upon request, please visit www.clackamasworkforce.org for more information or to request specific emerging worker profile data.
Adventures in Manufacturing was funded by a grant from the Oregon Community Foundation and Clackamas Workforce Partnership. The grant was managed by Clackamas Education Service District.

39 students in 3 cohorts were served, leveraging $97,000 from schools and business partners.

Thank you to Product Manufacturing, Benchmade Knives, Enoch, OpenFab, Vigor Industries, and Warn Industries for your project support.

“‘It’s our belief that more of these kids of projects and activities are needed and we are more than willing to support them.’

- Mike Dawes, Enoch Manufacturing

Alexis: A Youth’s Story

At 17, Alexis enrolled with C-TEC Youth Services in October of 2015 and was interested in pursuing a GED. The last time she attended school regularly was 8th grade.

By June 2017, Alexis earned her GED and joined Pathways to Caregiving, a pilot program funded by Clackamas County Small Grants. Upon successful completion of the training, Alexis was recommended for employment with Willamette View.

She is now a full-time employee with Willamette View, making $15.25/hr with full benefits, plus the organization has offered to pay for her tuition to train as a Personal Care Assistant (PCA) through Clackamas Community College. She says, “My job is amazing, I love it!” Alexis’ story is a wonderful example of how multiple partners collaborating can start someone on meaningful career pathway.

Thank you to Clackamas County Juvenile Department, Clackamas Community College, C-Tech Youth Services, Clackamas County and Willamette View for your support and partnership.
CWP works together with both job seekers and businesses to help ensure local competitiveness.

SECTOR PARTNERSHIPS TO BETTER SERVE INDUSTRY

CWP continues to work collaboratively with the Workforce Development Boards in Portland Metro and SW Washington to align the supply of workers with the demands of employers.

Known as “Sector Partnerships” these collaborative efforts focus on the high-growth, high-demand industry sectors of Manufacturing, Health Care, Tech/IT, and Construction.

Sector Partnerships convene regularly with industry, higher education, government, economic development, labor, and community organizations to work toward common goals, foster stronger ties between industry and workforce training, better align resources, and create workforce solutions that meet the needs of businesses.
With a focus on cultivating a diverse, homegrown talent pipeline and inclusive work environment, this Talent Strategy Plan supports the prosperity of the region’s companies and people. This project helped to generate a common message and leverage available business services and resources. The CCBS team strives to be responsive and accountable to Clackamas County employer needs.

The Launch of New Sector Strategies

**Technology**

With a focus on cultivating a diverse, homegrown talent pipeline and inclusive work environment, this Talent Strategy Plan supports the prosperity of the region’s companies and people.

**Construction**

Data show that construction has become a high-growth industry in the Portland Metro Area. In the next ten years, more than 15,000 new jobs are expected, outpacing other industries in the region.

<table>
<thead>
<tr>
<th>Access To Talent</th>
<th>Retain and Advance Employees</th>
<th>Business Operations</th>
<th>Labor Market Information</th>
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Oregon Employment Department
- WorkSource Clackamas
- Regional Business Services
- Trade Act

Clackamas Community College
Connections with Business & Industry
- Customized Training
- Workforce Development Department
- Small Business Development Center

Department of Human Services
- Vocational Rehabilitation
- Self Sufficiency

Other Partners
- Community Solutions of Clackamas County
- Easter Seals of Oregon
- Clackamas County Business & Economic Development
- North Clackamas Chamber of Commerce
- Bureau of Labor & Industry
- Commission for the Blind

In PY 2016, Clackamas Workforce Partnership initiated ‘Clackamas Coordinated Business Services’ (CCBS) together with 14 different local workforce system partners. CCBS works to develop a coordinated approach to engage the business community, identifying, and aligning business and workforce development services.

This project helped to generate a common message and leverage available business services and resources. The CCBS team strives to be responsive and accountable to Clackamas County employer needs.

**20%**

GROWTH IN TECH AND TECH-ENABLED INDUSTRIES WITH 10,000 NEW JOBS PROJECTED BY 2026

**1/5TH**

OF THE REGION’S CONSTRUCTION WORKFORCE IS AT, OR NEARING, RETIREMENT AGE
2017 BOARD OF DIRECTORS
THANK YOU FOR YOUR SERVICE AND SUPPORT

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Express Employment Professionals

David Green, Vice Chair
Citizens Bank

Alex Crooks, Secretary/Treasurer
Crooks and Company

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Willamette View

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Local 16 Sheet Metal Workers

Julie Hugo
Blount International

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Rich Swift
Clackamas County Health, Housing and Human Services

John Southgate
Clackamas County Business and Economic Development

OUR OFFICE IN NUMBERS

7  People working as a team
17  Years of workforce achievements
75.5  Years of workforce development experience
#2  2017 Best Non Profit in Oregon