2018 Annual Report
Clackamas Workforce Partnership

Clackamas County thrives with a skilled workforce that creates sustained economic prosperity for existing and new businesses.
It is essential to the continued development and growth of Clackamas County that we remain steadfast in our commitment to developing a diverse and dynamic workforce that will meet the needs of future employers.

When we as a community value the work of ALL people, we model the importance that everyone is essential to our community’s prosperity.

- Tina Irvine, CWP Board Chair
Express Employment Professionals Owner, Manager
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.

Our region has a unique opportunity to make significant headway to increase the supply of qualified workers for local industry partners.

As Clackamas Workforce Partnership (CWP) heads into the final two years of a comprehensive 4 year strategic plan, our organization will reinforce its own effort to continue to provide workforce development for Clackamas County.
GOAL #2: JOB SEEKER

Job seekers are trained and/or placed in occupations with opportunities for advancement.

GOAL #3: EMERGING WORKER

Emerging workers are aware of career pathways and are work ready.

GOAL #4: RESOURCE DEVELOPMENT

Clackamas County has resources to support workforce development.
factual & figures

2018 CWP INVESTMENTS
91% of CWP funds went toward program costs

DIRECT TO SERVICE PROVIDERS
$2.9m directly to programs that support adult and dislocated workers, job seekers, youth, and business customers

2017 - 2018 [FY] INVESTMENT
$3.8m CWP invested to help bring jobs and people together
Clackamas Workforce Partnership is dedicated to our County having the resources we need to build a thriving economy. A key component of this effort is CWP working actively to increase and diversify our organization’s sources of funding. In Program Year 2017, CWP launched a new fundraising and resource development initiative. Goals include increasing investments and/or donations by our board members, the business community, and other stakeholders.

During PY2017 Manufacturing Day, 5 businesses donated a total of $2,000. Additionally, we actively increased our applications for funding from private foundations and public sources both independently and in partnership with other organizations with over half being successfully funded.

**OUR GOAL IS LOFTY, YET SIMPLE:**
Invest in workforce so the community’s economy meets everyone’s needs.
our team

Bridget Dazey
Executive Director
(our fearless leader)

CWP Staff

Amanda Amato
Executive Assistant / Communications Coordinator

Brent Balog
Community Liaison / Outreach Coordinator

Amy Black
Program Manager

Jan Filgas
Program Manager

Bryan Fuentez
Program Manager

Amy Oakley
Business Services Manager

Deb Zang
Fiscal Director

Vision: Clackamas County thrives with a skilled workforce that creates sustained economic prosperity for existing & new business
our culture

**CULTURE @ CWP**

- **core values - culture - perks & benefits**
  We are driven to perform & achieve our goals.

- **Continued investment in the community.**

- **Professional. Dedicated. Strengths-Based.**

- **Our team is focused on building an inclusive system that promotes workforce innovation**

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“Collaboration is encouraged. Innovation is celebrated. Responsiveness is the key to our success.”

@clackamasworkforce

www.clackamasworkforce.org/about/culturedeck
our year in review

3.73% Clackamas County
average unemployment rate for PY 2017 - 2018

THE BEST OF THE BEST
SECTOR INDUSTRY HIGHLIGHTS

Construction finally returned to pre-recession levels in 2017. It also added the largest number of jobs among all broad industries (+5,100) and grew most rapidly.

- 8.3%

Healthcare and social assistance added the second largest number of jobs in 2017. Healthcare historically sees solid gains every year, even during recessions, as the metro area’s population grows and ages.

- +4,700

Manufacturing was essentially flat, adding only 300 jobs, giving the sector its slowest gains since the recession. Despite a weak year, the metro area manufacturing sector is just 3,500 jobs shy of pre-recession employment levels.

- $3.1 billion

With 26,500 jobs and a payroll of $3.1 billion, the Software/IT industry accounts for 2.3% of the greater Portland region’s private-sector employment and 4.7 percent of payroll.
POPULATION CHANGE AND MOBILITY IN CLACKAMAS COUNTY

Clackamas County's population reached 413,000 in 2017 with over 83.6% of the county's population growth attributed to net migration. (2010-2017 increases)

IN 2017 PORTLAND METRO AREA

ECONOMIC EXPANSION

BY 2.4%

(+27,800 new jobs)

$11,000

There is a wage gap of $11,000 between the median earnings of male and female full-time workers in the Portland metro area.

That's 11% higher than the national average placing Portland as the metro area with the 16th largest wage gap out of the top 50 largest metro areas by population.
CWP SERVES
ADULT AND DISLOCATED WORKERS

71.3%  
Employment Rate (Q4)  
Adult Workers

$7,463.60  
Median Wages (3 months)

72.1%  
Employment Rate (Q4)  
Dislocated Worker

$7,739.70  
Median Wages (3 months)
642 worked with a Career Coach to develop an individual employment plan

PY 2017, 6,577 participants enrolled in the WorkSource Clackamas system

283 attended training classes

81% of those in training attained a credential or degree

“I appreciate the opportunity to attend the job search workshops through WorkSource Clackamas. The workshops have helped with my self-confidence as well as my job search efforts.”

-Reboot Northwest training participant
the future workforce

337 Youth Served PY 2017

- 62 Justice System Involved
- 55 Single Parents / Pregnant
- 228 Ages 16 - 18
- 82 Hispanic / Latino
- 52 Homeless / Runaway
- 273 Low Income
- 276 English Language Learners (ELL), Low Literacy, Cultural Barriers
- 35 Individuals with Disabilities
- 24 American Indian / Alaskan Native
"I was trying to do everything on my own, my own resume, on the computer to find work and it just didn't work out for me. They [DHS and Jobs Plus] showed me how to do resumes, I went to an interview class, learned some computer skills. Everyone was really supportive, they were behind me and in my corner showing me what I needed to do and always being there for me. I got a great job at U-Haul, I've been there for a year now, everything is going well and I owe it all to DHS and Jobs Plus."

- John, Youth Participant
COMMUNITY OUTREACH

Strengthening the workforce through intentional, responsive community engagement.

TRANSPORTATION

CWP works with TriMet’s Transit Equity Advisory Committee (TEAC) to improve public transportation in Clackamas County, including service expansion into rural communities, increased frequency of highly used routes, and longer hours of operation. CWP has worked closely with TriMet to make transit more accessible to the county’s low-income residents, by collaborating with partner organizations to serve as enrollment sites for TriMet’s Low Income Fare Assistance Program.

CAREERSNW.ORG

The Columbia-Willamette Workforce Collaborative (CWWC) worked to develop outreach materials to increase our reach to underrepresented youth and adults in our community, getting them better connected to career opportunities in our targeted sectors. Launched in the fall of 2017, www.CareersNW.org provides access to a more diverse population and increases our engagement with the community.

WORKFORCE PARTNER NETWORK

Workforce Partner Network is CWP’s monthly social event for workforce development and social service organizations to share resources, highlight new programs or initiatives, and better connect to the broader community.

MANUFACTURING DAY

Always celebrated on the first Friday in October, Manufacturing Day is a national holiday designed to expand knowledge of manufacturing’s value in the U.S. economy and help foster high school aged students interest in manufacturing careers. This year, CWP partnered with Clackamas Community College, 11 area manufacturers, and 9 local high school and/or youth programs which included almost 500 students to celebrate in Clackamas County.
GORES CONSTRUCTION
Summer Internship Program

Six students from Oregon City High School and Canby High School joined Gores Construction Inc for the internship program.

Gores appointed Project Managers Kevin Hutton & Ron Brusche, and Supervisors Jeff Foster, JP McFall and Brady Fischman to teach, mentor, and guide day-to-day learning and work from the students.

“The students were on time for the start of work at 7:30am each day... a trait the Managers and Supervisors greatly appreciated, and they were impressed with the students work ethics and willingness to work hard.”

- Gores Construction Leadership

The students worked full-time from July to September in a paid internship. During the first week they attended orientation, safety, and window install training.

During week two, the students were placed at one of Gores’ large jobsites in Tualatin. The job included new siding, windows & doors. On 37 apartment buildings students were able to work on dry rot repair crews to remove damaged siding and framing and replace them with new materials.

The students assisted with installing windows and waterproofing the openings. As the internship ended they were working on punch list items for finished buildings, had installed blocking and trim work, and completed caulking and painting. Additionally, they were able to help prep for a walk through with the management company executives and made sure the areas were safe for the residents.

This project was made possible by partnering with:

- Oregon City High School
- Canby High School
- BOLI
- Oregon Department of Education
- Lowe’s Home Improvement
- Gores Construction Inc.
- Clackamas Workforce Partnership
Serving Business

Clackamas Workforce Partnership makes critical investments in workforce training and education so businesses can be competitive and prosperous.

Throughout the year, CWP supported the business community through increased engagement and strengthened Sector Partnerships. Locally, CWP continued to work with community partners in economic development, area Chambers, education and training, and WorkSource Oregon to enhance a coordinated approach to engage the business community.

As part of a continuous improvement and business outreach strategy CWP regularly convened the following meetings with partners to support local employers and better respond to industry needs:

- Clackamas Coordinated Business Services
- Clackamas Sector Partnership
- Business Goal Advisory Group
- Clackamas Healthcare Team
- Clackamas Manufacturing Team

Regionally, CWP continued work with the Columbia-Willamette Workforce Collaborative (CWWC), a partnership between CWP and the two local workforce boards representing the Portland-Vancouver Metro area. The CWWC delivers a unified approach to serve industry, support economic development, and guide public workforce investments in the region. These regional efforts focused on the targeted sectors of Manufacturing, Healthcare, Tech, and Construction and under the guidance of local companies CWWC continues to work to address the targeted industries workforce challenges.
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 2017, Clackamas Workforce Partnership continued to facilitate and promote the Clackamas Coordinated Business Services. CCBS is a network of local partners who serve employers by helping them navigate and access workforce related resources available in Clackamas County.

By coordinating services and outreach on behalf of businesses, partners across agencies can be responsive in meeting employer needs. The workforce related resources available through CCBS partners include recruitment, hiring & training, professional development, layoff prevention, worksite accessibility and accommodations, outplacement services, labor market information, and more.

Launch of the new Labor Market Reports for Construction & Healthcare

Find current labor market reports and more at www.clackamasworkforce.org/reports
Clackamas Workforce Partnership’s Equity Council is an advisory body comprised of community members invested in the development and growth of Clackamas County’s local workforce system.

The Council’s makeup reflects the broad array of diverse communities and experiences present in the county, with current membership including representatives from social service agencies, higher education, early childhood education, public transportation, and current and former job-seekers.

Our goal is to promote a more diverse, equitable, inclusive, and accessible workforce that meets the needs of all community members.

The Council works to identify service vacuums in the county and barriers in current work-readiness services and helps to develop solutions through the creation and implementation of equity toolkits.

Equity Mission
To create a more diverse, equitable, and inclusive workforce system through evaluation, education, and advocacy on behalf of the job-seekers and residents of Clackamas County.

Equity Vision
Every person benefits from fulfilling employment, living wage, and a thriving business community.
CWP EQUITY COUNCIL: Guiding Principles on equity and diversity in Clackamas County.
More information and resources available at www.clackamasworkforce.org/equity
OUR BOARD ‘17-’18

Board Chair
Tina Irvine
Express Employment Professionals

Vice Chair
David Green
Citizens Bank

Secretary / Treasurer
Alex Crooks
Crooks & Company

2017 - 2018 Board Members:
Jessica Amaya {DHS Self-Sufficiency}
Selene Andreasen {Willamette View}
Bryse Bishoff {DW Fritz}
Kurt Davis {Timber Lake Job Corps}
Larry Didway {Oregon City School District}
Ron Elrod {Bridgetown Natural Foods}
Gordon Harvey {General Sheet Metal}
Joe Harris {Local 16 Sheet Metal Workers}
Julie Hugo {Blount International}
Doug Franklin {DHS Vocational Rehabilitation}
Kim Freeman {Oregon Employment Department}
Eric Johnston {Todos Juntos}
Peter Lund {SuperGenius Studios}
Dan Parker {Marks Metal Technology}
David Plotkin {Clackamas Community College}
Bridget Quinn {NECA-IBEW Electrical Training}
Commissioner Martha Schrader
{Clackamas County Board of Commissioners; Ex-Officio}
Jed Scheuermann {IAPMO}
Rich Swift {Clackamas County Health & Human Services}
John Southgate {Clackamas County Business & Economic Development}
Eryn Bryam {Labor’s Community Service Agency}
Our annual report is a way for us to look to the past to help inform our future.

I’m excited about the launch of Clackamas Coordinated Business Services, our renewed partnership with the Columbia-Willamette Workforce Collaborative, and being recognized for the second year in a row as 2nd Best (Small) Nonprofit to work for in Oregon. Our people, businesses and communities deserve a bright future, full of potential and opportunity.

Partnership - it’s our name and what we do. When we work together, there is nothing we can’t accomplish.

- Bridget Dazey, Executive Director