Convenes public and private partners together, to support the local workforce and meet the employment needs of businesses in Clackamas County.
Serving as a hub that connects workforce development programs to businesses, Clackamas Workforce Partnership provides oversight for a comprehensive system in Clackamas County. WorkSource Clackamas delivers individualized services developed in response to local industry needs.

Advocates for both the jobseeker and the business community, Clackamas Workforce Partnership helps to ensure local competitiveness and strives to ensure the supply (people) meets the demand (business/employers) throughout the region.

Clackamas Workforce Partnership is a leader in local workforce development. We focus on solutions for both current and future needs of our business community.

We bring together a wide array of partners to create workforce solutions that work for the Clackamas area and greater region.

Partners within Clackamas County and Metro are working to tackle issues that face our working people and to create a dynamic community and better place to do business.
Our History

As we reflect on our past program year, we see partners working in new ways to identify and cultivate opportunities to meet a range of individual needs. From connecting to jobs with supportive environments and mentoring practices to reinforcing the need to balance work, school, and family care responsibilities - public systems are re-thinking how we use industry partnerships and associations to forge better connections. Our collective leverage makes WorkSource the ideal incubator for investment and innovation.

For over 19 years, our organization has created several comprehensive strategic plans, each providing direction for our region’s economic stability. As we approach our 20th year in service, we are embarking on a new strategic planning process, one that builds on and leverages two decades of collaboration within Clackamas County and the broader metro area. It is our goal to be a champion for community-driven solutions that connect people with meaningful careers.
At CWP, it is our mission 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 vision for workforce development is that Clackamas County thrives with a skilled workforce that creates sustained economic prosperity for existing and new businesses.
Goals and Metrics

Business

- Businesses have the skilled workers they need when they need them.
- 80% of employers satisfied with hire through WorkSource
- 225 businesses are receiving a service through WorkSource
- 262 businesses engaged with CWP Sector work

Job Seeker

- Job seekers are trained and/or placed in occupations with opportunities for advancement.
- 70.8% employment rate (Q4)
- $8,058 in median wages

Youth

- Emerging workers are aware of career pathways and are work ready.
- 13 partnerships established between CWP or provider and Clackamas County middle school/high school/parents related to career pathways
- 65 business partnerships facilitated by CWP or provider

Resources

- Clackamas County has resources to support workforce development.
- 18 current funding streams
- 64% acceptance rate on letters of support, memorandums of understanding and grant applications
Company Culture

We are driven to perform and achieve our goals. Our team is focused on building an inclusive system that promotes workforce innovation. Professional. Dedicated. Strength-Based.

Our small staff of experienced workforce professionals strive to create pathways out of poverty. It is our goal to be responsive to the workforce needs for our entire region.

Innovative

Family first.
Prioritize well-being.
Team building.

Strategic

Civic leaders. Public servants.
Inspiring each other.

Inclusive

Respect for the work. Trust in each other. Community focused.
Animal and family visit friendly.

Creative

Challenge the norms and perceptions. Constant growth and evolution.
ICC-Northwest: Earn and Learn

As our economy continues to shift and change, we all work hard to adapt along with it. In this case, collaboration and co-investment came from CWP, Clackamas Community College’s Workforce Development Department, Clackamas Community College’s TechHire grant and WorkSource Clackamas. These organizations worked closely with ICC-NW to create and fund a “earn and learn” training program for 11 new hires.

Participants are working fulltime for ICC NW during this training, earning $16 per hour. Upon completion of the training, 11 participants will have earned a MIG and TIG Welding Certificate, an ASME Tank Building Certification and a Clackamas Community College Employment Skills Certification.

<table>
<thead>
<tr>
<th>32 applications</th>
<th>5 months paid training</th>
</tr>
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<tbody>
<tr>
<td>Training included: Welding, blueprint reading, equipment, advanced welding and industry techniques</td>
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WorkSource Clackamas

In 2018, WorkSource Clackamas center and facilities remodel was completed! Updates and upgrades to computers, classrooms and infrastructure were provided to better serve our job seekers and trainees.

- Redesigned workshop spaces.
-Streamlined computer banks for career seekers.
- Implemented new safety and customer service standards.
Community
As a Partner

Why invest in workforce development?

Clackamas Workforce Partnership is dedicated to developing a skilled workforce that meets the needs of businesses and strengthens the local economy of Clackamas County. We recognize that achieving this goal is contingent upon CWP actively increasing and diversifying our organization’s sources of funding. Funding for workforce directly impacts the following:

+6,029 participants were enrolled in the WorkSource Clackamas system.

+450 participants worked with a Career Coach to develop an individual employment plan.

+391 of those attended training.

55% of those in training attained a credential or degree.
The Continuous Improvement Team is an advisory group comprised of members from the various co-located partners providing services at WorkSource Clackamas. The goal of this team is to identify ways to improve services to jobseekers through product creation and process enhancement.

CI Team members work together to assess staff needs and analyze customer feedback to determine areas of focus for each program year. In 2018, the CI Team created a “roadmap” for Exploratory Services, which guides staff through the process of orienting new customers; an updated Glossary of Key Terms, so new staff can more quickly understand worksystem lingo; and a Success Story Template, to better share the impacts we make within the community.

In 2019 (program year 2018), CWP significantly increased our fundraising and resource development efforts. Our goals included: increasing investment and/or donations by our board members, the business community, and other stakeholders; increasing the number of grant proposals/requests for funding submitted both independently and in partnership with other community organizations; and increase the percentage of those applications that were accepted to be funded.

Resources by the Numbers

2/3 of our board members gave support to our agency.

15 proposals submitted and in partnership.

73% of proposals were funded.
In PY 2018 over 170 youth from the Clackamas area were served by C-TEC Youth Services, 125 of them were ages 14-18. C-TEC has maintained strategic relationships with area partners from the Department of Human Services, Juvenile Justice and area school districts. These relationships provide access to youth that are often at risk of dropping out of school or in need of being reengaged with the education or workforce system.

170 Youth Served PY2018

125 Youth participants were between the ages of 14 - 18 years old

61.5% Youth that were either in Employment or Education or Training (Q4)

65 Local businesses partnered with CWP and C-TEC Youth Services to provide Clackamas area youth and young adult career related learning opportunities to help identify their passion and set career goals.

107 Received alternative education services

75 Received support services to provide access to education, work-based training and jobs
For the 5th year in a row, CWP facilitated Manufacturing Day activities throughout Clackamas County. Always celebrated on the 1st Friday in October, Manufacturing Day is a nationally recognized event designed to expand knowledge of manufacturing’s value in the US economy and to help foster high school aged students’ interest in manufacturing careers. This year, CWP partnered with Clackamas Community College, 11 area manufacturers, and nine local high school and/or youth programs which included over 500 students.

MFG Day events included tours of local manufacturing facilities aimed to educate students on a variety of skills necessary to work in manufacturing including the newly completed 40,000 square foot Industrial Technology Center (ITC) at CCC which houses the college’s Manufacturing and Industrial Science programs.

Clackamas Coordinated Business Services (CCBS)

Launched in PY 2017, CWP continues to facilitate and promote Clackamas Coordinated Business Services (CCBS). A network of local partners, CCBS serves employers by helping them navigate and access workforce related resources available in Clackamas County.

The workforce related resources available through CCBS partners include recruitment, training, professional development, layoff prevention, worksite accessibility and accommodations, outplacement services, labor market information and more.
Community outreach is an opportunity for CWP staff and service providers to learn about and share information throughout the county and region. In addition to general networking and updates, each event enables us to provide more in-depth information specifically targeted to our priority populations. This year CWP participated in over 30 events throughout the County.

Workforce Partner Network

Each month, CWP convenes the Workforce Partner Network (WPN). This is an opportunity for volunteers and service providers in education, social services, and community-based organizations to network and learn more about resources and opportunities in Clackamas County.

Reliably, each WPN meeting results in one or more new connections being made - all to the benefit of jobseekers and community members in the county!

- Developed 11 new partnerships
- Participated in 8 community advisory groups

New Partnerships - PABA

“The CWP team has provided an invaluable partnership to help innovate, plan and implement the PDX Trans Works Project – a project that envisions a world where transgender & nonbinary people are empowered to build the careers and businesses of their dreams…”

- Rhodes Perry
PDX Trans Works Project Founder
PABA Board Officer
Through funding from Meyer Memorial Trust, CWP was able to convene the Workforce Equity and Inclusion Council (WEIC), an advisory group tasked with guiding CWP’s internal equity practices and evaluating customer-facing services. WEIC members include current and former WorkSource customers, WorkSource staff, and Clackamas County residents. Currently, WEIC includes service providers like WorkSource Clackamas, Clackamas County Public Health, Clackamas Community College, Portland Community College, Trade Act, Oregon City Public Library, Clackamas Service Center, Clackamas Education Service District, and Planned Parenthood of Columbia Willamette.

White Allyship in Close-Knit Communities
“I met someone who had a similar identity to me (light skinned person of color) and was able to discuss with them about the complexities of that identity and how isolating it can feel, and how we can get caught in a place where we need to be allies in our light-skinned privilege. It made me feel less alone and more empowered to do this work.”

Who are the Deserving Poor?
“I enjoyed people sharing their personal stories of poverty and how they now work with those who are experiencing it as well; the facilitator was thoughtful in approach and in developing group agreements”

PDX Throught a Latix Lens:
“Thank you for the quantity and quality of work CWP is doing for Clackamas County; the recent presentation on impostor syndrome and code switching was A M A Z I N G and so necessary.”
CWP Board

Tina Irvine, Express Employment Professionals
Board Chair

David Green, Citizen Bank
Board Vice Chair

Alex Crooks, Crooks and Company
Board Secretary / Treasurer

Private Sector
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Public Sector
Jessica Amaya-Hoffman • DHS Self Sufficiency | Doug Franklin • DHS Vocational Rehabilitation Services | Commissioner Martha Schrader, ex-officio • Clackamas County Board of County Commissioners | Cindy Moore • Clackamas County Business and Economic Development | Rich Swift • Clackamas County Health, Housing and Human Services

Education Sector
Larry Didway • Oregon City School District | David Plotkin • Clackamas Community College

Nonprofit/Labor Sector
Eryn Byram • Labor’s Community Service Agency, Inc. | Kurt Davis • Timberlake Job Corps | Joe Harris • Local 16 Sheet Metal Workers | Eric Johnston • Todos Juntos | Scott Zadow • IBEW Local 48
Dear CWP Board Members,

As I look back at 2019, it was a steadfastly successful year for CWP, workforce development and our board. Those of us who serve are unwavering in our commitment to workforce development in our region and work tirelessly to help this organization build an inclusive system. Thank you all for your service!

As we move forward to a new program year, we have celebrated many successes, learned from our failures, and persevered over obstacles. I’d like to recognize the tireless efforts of our CWP staff. Bridget and her team of 7 are driving transformational change throughout our region for local businesses, job seekers, youth, sector partnerships and equity.

Of course, Partner Organizations have been critical to serving our community, including Clackamas County Children, Family, Community Connections, Timberlake Job Corps, Easterseals, the LEAP program and Reboot NW. Workforce Development, along with our local economy, is thriving because of these leveraged partnerships.

I look forward to both the challenges and opportunities ahead for CWP in 2020 and beyond.

David Green, Board Chair
Citizens Bank

Empowering jobseekers and local workforce programs