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.
Workforce development has evolved from a problem focused approach, addressing issues such as low-skilled workers or the need for more employees in a particular industry, to a holistic approach considering participants’ many barriers and the overall needs of the region.
From our Executive Director

As we gaze to the past for insights and wisdom, then pivot our focus to the future, there is a great deal to be hopeful for. I am inspired every day.

The future of work is upon us. It is time to take on the "big stuff" - poverty, gender equality, justice for all. I believe these are solvable through co-creating community with those who seek to serve. There is a great deal we can learn from the people with lived experience. Can we dream big enough?

In a world where we cannot physically embrace, we must show love through action - change in policy, service delivery, policies and practice.

We cannot wait for a perfect play - ours will be the time to fail forward, tinker, test, and iterate - because the answers are still being discovered. Our partners and communities have the answers. The right combination of creativity and practice is being discovered.

Bridget Dazey
Executive Director

OUR COMMUNITIES AND REGION NEEDS SOMETHING FEW TALK ABOUT - TRUE SYSTEMS CHANGE, ALIGNMENT, AND THE DEBUREAUCRATIZATION OF PUBLIC SERVICES.

“Workforce is a fancy way to say people.”
To Our Stakeholders

2000
Population in Clackamas County was 339,297. Of those individuals, 2,233 identified as Black or African American, 8,292 identified as Asian and 16,744 identified as Hispanic or Latino.

2020
Overall, our population has grown 24.8% in the past two decades to 423,420.

Clackamas County has become more racially diverse in the past 20 years seeing significant growth in the Black (+103%), Asian (+106%) and Hispanic (+107%) populations.
In 2000, Oregon completed a Unified Plan for Workforce Investment, required by QIA, that formalized Oregon’s workforce agency partnerships to create an integrated “One-Stop” delivery system. In December 2006, the Governor endorsed the OWIB’s strategic plan “Winning the Global Market.”

**2008: WORKFORCE DEVELOPMENT IN THE ERA OF ECONOMIC CHALLENGE**

WorkSource Clackamas saw a record number of participants looking for assistance, serving 13,361 jobseekers & 886 youth participants - unemployment held steady at just over 10%

**+36% increase in budget funding doubling our services for adults & youth**

**2016: CLACKAMAS COUNTY COMPLETELY RECOVERS TO PRE-RECESSION JOB NUMBERS**

Since the end of the recession in 2010, Clackamas County added back 23,800 jobs

**+129% increase of jobs lost**

Since the early 1990’s the state workforce system has been grounded in state, local and public/private partnership & in commitment to the vision of a world-class workforce.

**2020**: As the first Local Workforce Board in the nation to implement an equity lens to guide systems, we recognize the importance of prioritizing and modeling diversity, equity and inclusion in our workplace culture, practice and policy.

**MARCH 2020 HAD RECORD LOW EMPLOYMENT LEVELS FOR THE 10TH MONTH IN A ROW IN OUR COUNTY.**

**3.5 %**

March 16, 2020 Clackamas County entered into lockdown due to the COVID-19 pandemic significantly altering our local economy.

**2000 unemployment rate for Clackamas County**

**4.4%**

**In 2016, CWP invested $197,498 in on-the-job-training with participants earning average wages of $17.20 per hour**
About Our Organization

Workforce Development attempts to enhance a region's economic stability and prosperity by focusing on people rather than businesses. Successful workforce development programs typically have a strong network of ties in a community.

**Collaborate:** CWP works together with both job seekers and businesses to help ensure local competitiveness— that the supply (job seeker) meet the demand (business/employer).

**Convene:** CWP serves as a hub that connects workforce development programs and initiatives to businesses.

**Advocate:** Our board of directors is comprised of both private and public sectors that govern and advocate for communities within the region and in partnership with the Board of Clackamas County Commissioners.

Clackamas Workforce Partnership has spent 20 years developing community based relationships in order to remain nimble and able to respond to the changes in our local economy. Traditional workforce development has been problem-focused. However, recent efforts view workforce development in a more positive light. Economic developers use workforce development as a way to increase equity among our region's diverse population. Increasing access to equal education opportunities and workforce development programs help to build pathways out of poverty and into higher wage jobs.

Over the past 20 years, 25 staff members and 5 Executive Directors have helped countless people find meaningful employment.

Clackamas County thrives with a skilled workforce that creates sustained economic prosperity.

As a leader in workforce development, our plan focuses on four core goals of Business, Job Seeker, the Emerging Worker and Resource Development. This plan is rooted in guiding principles of equity and advancement, sector strategy for the needs of the County workforce and a shared goal of workforce prosperity across Clackamas County.
Financial Highlights

WORKFORCE SOLUTIONS SERIES
In August of 2019, CWP launched the Clackamas Workforce Solutions Series in order to help find solutions to creating a workforce system in Clackamas County that is ready and available to work. Each month CWP was able to explore a variety of topics that were relevant and timely, with the goal to provide ideas, solutions and resources on each topic to better equip our partners to meet the needs of their workforce. This series was an opportunity to hear from professionals in the field on best practices frontline providers were using to help those in need.

RESOURCE DEVELOPMENT
During Program Year 2019, CWP maintained our focus on increasing and diversifying our organizations funding streams to provide innovative programs supporting workers and businesses in Clackamas County. Independently and in partnership with other organizations, we applied for and received funding from federal, state, county and city entities, as well as private foundations. Fundraising efforts also resulted in increased investment and/or donations by our board members, the business community, and other stakeholders.
THE WORKFORCE SYSTEM IS COMPLEX. IN ORDER TO ENSURE THAT JOB SEEKERS AND EMPLOYERS HAVE ACCESS TO THE RESOURCES AVAILABLE, WE NEED TO ESTABLISH EVEN MORE EFFECTIVE PARTNERSHIP TO CONTINUE TO REIMAGINE OUR SYSTEM

CWP was able to secure sponsorship from Clackamas County and a grant in support of the series through Metro.

Thanks to the support of these organizations, our Solutions Series was able to continue to provide community peers, local businesses and workforce development professionals additional resources to better support local needs.

CLACKAMAS COUNTY SOLUTIONS SERIES PROGRAMS

- Introduction to Workforce Solutions
- A Family Friendly Workforce
- Second Chance Employment
- The Future of Workforce - Hosting Student Interns
- Succession Planning
- Strengthening your Leadership Style

168 workforce professionals attended six events over seven months

Workforce Champion Sponsor ($5000): Clackamas County

Solutions Innovator Sponsor ($1400): Metro

Driving Partner Sponsor:
Wild Strawberry Florist and Clackamas ESD
Business as a Partner

EMPLOYER ENGAGEMENT AND SECTOR STRATEGIES ARE CORNERSTONES OF OUR WORK. WE BELIEVE THESE INITIATIVES ARE STRENGTHENED BY DEVELOPING RELATIONSHIPS AND PARTNERSHIPS WITH OUR BUSINESS COMMUNITY. CWP BUSINESS SERVICE MANAGERS ARE ALWAYS ON THE LOOKOUT FOR OPPORTUNITIES TO CONNECT WITH AREA BUSINESSES.

Starting in October 2019, CWP started to recruit and host the monthly Employer Spotlight.

Previously carried out by our contractor Northwest Family Services for decades, these events provided a relaxed space for job seekers and employers to meet and talk. It also created a space for employers to better connect with CWP and the Workforce System.

Due to COVID-19, this service is on hold. It is our hope to return soon providing jobseekers with virtual events in 2021.

HOWTO is a grant funded training and job search program created to expand health professional training to address current and future shortages in the healthcare workforce in rural and medically underserved areas of Clackamas County.

The program is designed to support innovative, community based training initiatives that address identified health occupation shortages and expand the diversity of the healthcare workforce.

In February 2020, CWP piloted an Inaugural Healthcare Day event in partnership with Clackamas Community College. The event provided healthcare industry exposure to 30 area youth with facilitated tours of Willamette View Assisted Living Campus and Clackamas Community College’s Health Science Department.

Partnerships with Clackamas Education Service District, Clackamas Community College, 13 area manufacturers and 10 local high schools (youth programs) provided a 2019 MFG day experience to 450 local area youth.
CHILDCARE CRISIS IN CLACKAMAS COUNTY

The lack of accessible, affordable childcare is a national crisis, and Clackamas County is no exception. Our country has long experienced a shortage of affordable childcare options: there are simply not enough program slots to accommodate local families, and the costs of available slots are often too burdensome for working parents.

13% of children age two and under in Clackamas County have access to a childcare slot.

Quality childcare services are integral to the positive development and growth of children, and the families hardest hit by this crisis are often those already facing the greatest barriers to social mobility and economic equality, including Black, Indigenous, and People of Color (BIPOC), low and middle-income families, rural residents, single parents and nontraditional families, and women. The impact of this crisis extends beyond the families directly effected to include local employers and communities.

FOR A MINIMUM WAGE EARNER IN CLACKAMAS, REGULAR CHILD-CARE FOR ONE CHILD WOULD BE 60% OF THEIR ANNUAL INCOME.

CWP, in partnership with Clackamas Education Service District, has worked with local governments and key decision makers to draw attention to this issue, and to take the first steps towards longer term solutions, including changes in policy to be more provider-friendly.

CWP and CESD have co-facilitated multiple community convenings that have brought together an array of stakeholders concerned with childcare accessibility, including childcare providers, parents and families, elected leaders, social and human service representatives, business owners, employers and PreK - Adult education. In the cities of Happy Valley and Sandy, this has led to changes in local zoning and permitting policies, to better accommodate the needs of childcare providers in their efforts to serve more families.

“The City of Sandy was so appreciative of the opportunity to participate in several forums led by the Clackamas Workforce Partnership on childcare issues. Councilor Bethany Shultz and myself participated and did a follow up meeting with providers, worked with our council on the issue, and supported a new city program to provide funding for updating facilities to accommodate new childcare facilities. Adding childcare opportunities is now a goal of our city council.”

Councilor Janet Lee
Sandy City Council

Sandy Post
November 27, 2019
Sandy Post (Pamplin Media)

Sandy, Clackamas officials, providers working to address lack of childcare
February 5, 2020
Sandy Post (Pamplin Media)
Community as a Partner:

4,275 participants enrolled in the WorkSource Clackamas System

3.3% FEBRUARY 2020 Clackamas County Unemployment Rate

$15.25 Media Wages per hour after career services

647 participants worked with a career coach

Jobseekers in Clackamas County 72% Employment Rate in Q2

Youth served by C-TEC Youth Services in PY2019 247

81 RECEIVED ALTERNATIVE EDUCATION SERVICES

61% Of those in training attained a credential or degree

C-TEC Youth Services received a grant under the Clackamas County Homeless Demonstration Project to provide workforce development services to homeless youth

26 Youth completed a GED or diploma

91 Youth are currently employed
Leydi joined the IRCO NW Promise Program in Fall 2017. NW Promise support her with tuition, textbook, exam fees & more. Leydi now works a full-time job at Providence Medical Center.

A recent participant who was referred to the Head Start Program in Canby completed the Dental Assistant Program at CCC.

The participant was accepted to the Dental Assistant program in the Fall of 2019. She successfully completed her training and passed the RHS exam.

Due to COVID-19, additional time was needed to complete her practicum. She was hired on full time and is now making $22.00/HR as a Dental Assistant.

IRCO serves immigrants, refugees, and the community at large in obtaining training, career track employment & internships in high demand industries.

"Participants work 1:1 with one of 30+ career coaches to design a customized plan that takes into account skills & life experience."

Since January 2020, the department has served 900+ individuals with career coaching, training & job placement assistance.

At the time of starting school, she was working part-time at McDonald’s making $11.25 an hour while completing her ESL program.

WORKSOURCE - CLACKAMAS -

Community as a Partner: Worksource Clackamas

Since January 2020, the department has served 900+ individuals with career coaching, training & job placement assistance.

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Since January 2020, the department has served 900+ individuals with career coaching, training & job placement assistance.

At the time of starting school, she was working part-time at McDonald’s making $11.25 an hour while completing her ESL program.
SUCCESS STORIES FOR LOCAL WORKFORCE

Brian participated in the West Linn Paper and WIOA Grant program starting in 2018. Over the past two years, this program assisted with utilities, rent and car repairs. While in school to train for new employment, this support helped to ease the financial stress going to school and not working can create on a home - and help Brian focus on getting his AAS in the Water and Environmental Technology program. Brian completed his program in 2019 and was hired by the City of Wood Village as a Public Works/Utility Operator making $20.60/HR.

Since this program, he has continued his education and received multiple additional certifications in Water and Environmental Technology. As of July 2020, Brian accepted a job offer to work for Intel’s Water Treatment Plant in Arizona as Facilities Industrial Wasterwater Technician with a starting salary of $32.40/HR with quarterly bonuses.

Congratulations Brian!

At age 29 and a single mother to a young son, Anna recently moved to Oregon seeking better opportunities and to better provide for her family. Anna had hoped to start a career with the IBEW training center by entering into the electrical trade. Anna was just one of 17 out of 70 people interviewed to be accepted into the program.

In order to be a part of the paid Apprenticeship program, Anna had to pass the aptitude test. This test consists of reading comprehension and algebra. With the help of the DHS Jobs (CAT) program, Anna was able to receive assistance to help pay for private tutoring sessions to boost both math and reading skills in a short amount of time.

Anna graduated from the pre-apprenticeship program in September 2019 and started full time as an Inside Wireman Apprentice earning $17.94/HR.

Congratulations Anna!

HOLD FOR PARTNERS INVOLVED IN THE ABOVE STORIES: WAITING FOR THE INFORMATION FROM ELENA.
Workforce during COVID-19

COVID-19 AND CWP: A FOCUS ON SERVING THE MOST VULNERABLE POPULATIONS IN CLACKAMAS COUNTY.

The economy in Clackamas suffered significant losses during the first four months of COVID-19. Rates peaked higher than those seen in the 2008 Great Recession.

<table>
<thead>
<tr>
<th>Month</th>
<th>Percentage</th>
</tr>
</thead>
<tbody>
<tr>
<td>April '20</td>
<td>14.9%</td>
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<tr>
<td>May '20</td>
<td>14.3%</td>
</tr>
<tr>
<td>June '20</td>
<td>11.6%</td>
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<tr>
<td>July '20</td>
<td>10.4%</td>
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The closure of Clackamas County in the early months of COVID-19 had a swift and negative impact on individuals, families, and businesses throughout our region. These effects will surely be felt for some time.

Families must now navigate the complexities and curveballs of online learning, employers must make tough decisions about the future of their businesses as entire industries question whether there is a need for their services in the future. Though it may be nearly imperceptible now, CWP still sees a glimmer of hope amid all this loss and upheaval.

This is our opportunity - all of us, together, as a community - to acknowledge that the ways in which our social, educational, workforce, and healthcare systems operate are not always efficient or effective in meeting people’s needs. We can see now that the cracks in our system have always been chasms.

As we move towards recovery, CWP strives to change the way our system operates and will advocate for the prioritization of people over process.

The table is set, and there is a place for everyone. All we need to do is get comfortable shuffling our chairs.
During the current COVID-19 pandemic, Clackamas has remained one of the five most impacted counties in the State of Oregon, with over 2,000 reported infections, 59 documented deaths, and high rates of business closures and worker lay-offs. During this challenging time, it was our nonprofit and community-based organizations that stepped up to help people obtain protective equipment, put food on the table, pay rent, access to internet, and get connected to employment and job-placement services.

Businesses in Clackamas County were hit hard in the first few months of the closures - many continue to struggle today. Funds served 702 affected or impending lay-off/furlough employees. Lay-Off Aversion projects averaged $3,400 and allowed these businesses and organizations to continue to operate by establishing remote work stations, shifting in business models, and creating safe work spaces for their employees.

CWP is proud we were able to provide emergency COVID-19 response funds to 15 local nonprofit and community organizations and an additional 34 local businesses during the first two months of the pandemic closures.

49 local businesses and non-profit organizations were served. A total of $82,076 was distributed to nonprofits and $90,522 to County businesses.

**CWP IS A CONVENER AND A CONNECTOR. WE BRING TOGETHER PEOPLE, ORGANIZATIONS, AND SYSTEMS THAT MAY NOT ALWAYS COLLABORATE, BECAUSE WE KNOW OUR COUNTY IS BETTER OFF WHEN PEOPLE WORK TOGETHER TO SOLVE A PROBLEM.**

SIMON FULFORD, EXECUTIVE DIRECTOR PARROT CREEK

“Thank you for making it easier to keep our doors open and providing essential services to children and families in our communities.”

MATTHEW M. METROPOLITAN PEDIATRICS

“In a time of complete uncertainty, it is grants like the one we received through CWP that allow businesses, like us, to continue operations and serve what is most important, our community.”

PATRICE AND CHRIS SNOOK SNOOK PET PRODUCTS LLC

“The funds provided to use will help us catch up with technology by updating our website for online sales and promotion of the new site. Online sale has been our lifeline at this time...we hire local residents and pay livable wages as employees tend to become part of the Snook Family, not just the business.”
THE DUAL IMPACTS OF COVID-19 WERE SHARPLY FELT IN CLACKAMAS COUNTY. AS ONE OF THE FIVE MOST-IMPACTED COUNTIES IN OREGON, AND AS THE VIRUS REACHED PANDEMIC STATUS, MANY OF THE COUNTY’S EMPLOYERS BEGAN TO LAY-OFF WORKERS AND CLOSE THEIR DOORS.

To address the high rate of Unemployment Insurance claims, WorkSource Clackamas was converted into a claims processing center, leaving few resources for county residents looking for employment and training supports. To meet this need, CWP started the Clackamas County Workforce COVID Response Line.

While some businesses and entities in the county have resumed in-person services, much remains unknown and undetermined. CWP will continue to operate the hotline and other digital platforms that better connect people to resources and information. These tools can ensure safe access to workforce supports to better serve our rural residents, public transit users, the disabled, English learners and those with limited internet access.


In a manner of days, not weeks, CWP staff managed to take a newly finalized strategic plan and translate it into an online approach to workforce development. Not without its stumbles, our team of 8 has embraced working remotely in an effort to continue to provide support to those who need it most.

Working directly with organizations like The Goodness Collaborative, we as a team were able to integrate the use of Microsoft Teams along with a weekly dashboard of calendar notifications, goals, weekly celebrations and future planning strategies.

When it mattered most, our team leaned into the crisis and continued to thrive.
2020 will certainly be in the record books as one of the most difficult and challenging years in decades.

We have witnessed the impacts of COVID-19 and the evolving economic hardships. We know that our workforce and human services systems struggled under the weight of the speed and magnitude of the downturn. We can do better.

While I urge our staff, board and community partners to think and act boldly, I also urge that we balance speed with the sustainability of what we create to meet the challenges of the future of work. Now more than ever, our commitment to Diversity-Equity-Inclusion must be inextricably woven into the fabric of our work. Our support and commitment to our wonderful staff and the staff of our public service partners tasked with rebuilding our workforce system is unshakable. The same goes for our commitment to serving the needs of our local employers and all of the citizens of our communities.

Our way forward through recovery will be long. As the old saying goes, ‘you cannot change the wind, but you can change your sails.’

WE CAN DO THIS!

- David Green, Board Chair