WORKING TOGETHER FOR A BETTER CLACKAMAS
“Nothing we do is more important than hiring and developing people. At the end of the day, you bet on people not on strategies.”

Lawrence Bossidy
Former COO, General Electric
To say the last year was tumultuous is an understatement – especially for the residents of Clackamas County.

We, like the rest of the world, had to contend with a deadly pandemic, but also the devastation of wildfires, ice storms, heat waves, and other elements of the climate crisis; political and social unrest; the spread of misinformation; foreign and domestic assaults on our democratic government and elections system; and an insurrection at the US Capitol. We watched friends and families fall ill – some of them never to recover. We saw businesses close, and people lose their homes. We forfeited precious time with loved ones, to help keep our communities healthy and safe. And yet, despite the chaos and uncertainty, we endured. We gained new perspectives on who and what is “essential” to the functioning of our society, of our schools, our hospitals, our grocery stores. While some people had to adapt to new health and safety standards in their workplace, others had to adjust to working from home, often in shared space with others.

This was certainly true for CWP – it is fortunate we had the ability to quickly transition to remote work, and the flexibility to accommodate the different needs of our staff team and their families. Many in our community did not have this luxury. Work has always been about more than a paycheck and benefits. Every occupation and every worker are an important thread in the fabric of our community. Everyone should have the opportunity for a job that respects their safety, time, and energy, meets their needs, and provides a sense of purpose. Each day, Clackamas Workforce Partnership strives to make this a reality for the residents of our community. While our work looked different over the last year, we stood ready to respond to the needs of our county, including:

Job Seeker and Employer Supports: CWP and our local workforce system partners were able to provide Rapid Response and Layoff Aversion funds to several Clackamas County businesses and nonprofits, preventing further closures, lay-offs, and safety risks in our community. To better serve job seekers, employment and training services transitioned to digital and phone platforms, allowing individuals to receive career coaching services, attend skills development workshops, and engage with employers in a safe and effective manner.

Advocacy for Working Families: Before and throughout the pandemic, CWP has convened key stakeholders from the public and private sectors to help develop solutions to our county and state’s childcare crisis. This includes multiple work groups, like the Clackamas Community Prosperity Collaborative; special events such as the No Small Matter documentary screening; endorsement of the Children’s Safety Levy; and efforts to support new and existing childcare providers and the childcare industry.

Innovation and Alignment: The workforce system is the place where all other systems intersect: education, childcare, economic development, family stability, housing, public health, and more. The issues impacting Oregonians cannot be solved by changing a handful of policies or agencies; we must work holistically across systems and institutions to provide an aligned approach to problem-solving. Throughout the pandemic, CWP worked to facilitate these conversations on a local and state-level, including Reimagine Oregon: Systems that Work. With the passage of the COVID Recovery and Workforce Modernization Act of 2021 (SB 623), CWP hopes to see structural changes to our public workforce system (and all the institutions encompassed within it) that allow for more innovation, deeper impact, and less waste, leading to a modern, nimble workforce system that is user-friendly, removes socio-economic barriers, provides equitable outcomes, and meets the needs of all Oregonians.
Too much time, money, and human potential has been wasted by policies and practices that no longer work for most people (if they ever did). If we truly desire a dynamic, modern workforce and a vibrant local economy, we must have the tough conversations about what does and doesn’t work for people, and why. Then, we must act on what we learn – continuously. There is no quick fix, no single solution, no one-time action that will solve all the problems for everyone.

No individual, no family unit, no single community acts alone – we are interdependent, an ecosystem – and we must learn and work together, with each other and for each other.

CWP doesn’t have all the answers and we don’t know all the right moves...but we might have some, and you might have some, and others in our community might have the rest. As our name implies, it is this spirit of partnership that drives and informs all that we do – and there is still so much left to do. As CWP concludes one year and begins another, we look forward to what the future holds for us and for our county. There will be challenges, as there have been before -- when we stand together, nothing is insurmountable.

Bridget Dazey, Executive Director
Highlights & Lowlights

REDEFINING WORK

The pandemic forced the entire country to take a critical look at how we work. Businesses and employers from all sectors had to quickly and creatively reimagine how to do the work. With little time to plan, employers were forced to be bold and innovative. Estimates suggest that 62% of employed Americans worked at home during the crisis - compared to just 25% in previous years.

CWP believes in the power of vocation and has long promoted a workplace culture that is person-first, family-friendly, and provides authentic work-life balance. With schools closed, limited childcare options, and the need for workplace safety, CWP quickly embraced operating remotely. This alleviated some pandemic-related stressors for our team, especially those with school-aged children.

As more people become vaccinated and shared spaces reopen, new challenges will arise. What should work and the workplace look like now, in the new normal? CWP has always encouraged employers to be agile and adaptable in an ever-changing workforce - not necessarily a simple thing to do, and something our team is still trying to figure out. CWP has always tried to prioritize and accommodate the needs of our staff; while the intention was always there, not all the necessary resources or processes were available. As we adjust to work in a post-COVID world, CWP is committed to implementing policies that allow our staff and partners to continue doing transformational work, while remaining efficient and flexible, whatever comes our way.

ANNOUNCING THE LAUNCH OF OUR NEW WEBSITE

We are very excited to announce the launch of our newly designed website. After five months of hard work and dedication, we are delighted to have officially launched April 2021. We wanted to make the new website faster, easier to navigate, and with more focus on our community and partners in the workforce system.

As a convener in a complex system, it was important to us to make information regarding our thought leadership, partnerships, and trends easily accessible for our community. Check us out today at www.clackamasworkforce.org.

FOR BUSINESS
Investing in the skills of our workforce through sector partnership training

FOR PEOPLE
Resources on employment & training solutions for job seekers age 16 & up

OUR IMPACT
Attract funding to help local businesses build a skilled, competitive workforce

ABOUT CWP
Create a system that builds relationships. Encourage equity. Value community.
Labor Day Wildfires in Clackamas County

In September 2020, fires throughout Clackamas County forced thousands from their homes, scorching hundreds of structures, leaving entire towns in ruins. Hardest hit communities in Molalla and Estacada, along with Canby and Oregon City faced extreme conditions of both fire and poor air quality.

A total of 1.07 million acres burned during the 2020 season, costing the state nearly $354 million. Governor Brown announced the creation of the 2020 Community Rebuilding Fund lead by 3 of the state’s largest foundations to help pave the way for aid and rebuilding resources.

Snow & Ice Storms February 2021

The worst ice storm in 40 years knocked out power to more than 350,000 residents at its peak. Hardest hit communities of West Linn, Oregon City & Canby were among those without power for as long as 10 days. Total cost of the cleanup from both tree damage and loss of power for Clackamas County was $11 million.

Hourly workers were affected the most due to missed shifts, with workers unable to get out of their homes due to the ice and snow. To some degree, the pandemic, and working from home likely muted some of the traditional impacts natural disasters tend to create for working individuals.

One Year of COVID-19, March 2021

In March of 2020, the World Health Organization declared the COVID-19 outbreak a pandemic. Different parts of the state closed down at different times, but it has now been a year since we first realized that this pandemic was going to have a huge effect on all of our lives.

Of course there has been a huge effect on the State’s economy. It was the steepest downturn on record. Nearly 260,000 Oregonians lost their jobs in the first month alone, low-wage workers on the front lines, in the service industry especially, suffered the most.

State revenues rose despite the downturn, the vast majority of businesses weathered the storm and there are signs of a sharp increase in hiring. The hardest hit sectors, such as the retail & restaurant industry, continue to be the slowest to recover.

The question remains when will people return back to the workforce - and what is defined as the “new normal” as childcare limitations, low wages, lack of benefits, and other factors are causing many businesses to struggle to find qualified workers.

“THIS PANDEMIC HAS MAGNIFIED EVERY EXISTING INEQUITY IN OUR SOCIETY - LIKE SYSTEM RACISM, GENDER, INEQUITY, AND POVERTY ”

MELINDA GATES SEPTEMBER 2020
Our team

- **EXECUTIVE DIRECTOR**
  Bridget Dozey

- **PROGRAM MANAGER**
  Brent Balog

- **PROGRAM MANAGER - YOUTH**
  Amy Black

- **PROGRAM MANAGER - ADULT**
  Jan Filgas

- **BUSINESS SERVICES MANAGER**
  Bryan Fuentez

- **BUSINESS SERVICES MANAGER**
  Amy Oakley

- **EXECUTIVE ASSISTANT**
  Communications Coordinator
  Amanda Wall

- **FISCAL DIRECTOR**
  Deb Zang

- **COMMUNITY & EQUITY PLANNING INTERNS**
  Eboneze “Ebon” Oluchi
Financials

During Program Year 2020, CWP vigorously pursued funding to meet the intense need created in our county by the COVID pandemic, wildfires and the ice storm.

Independently and in partnership with other organizations, we received funding from federal, state, and local entities resulting in expanded services including the creation of 20 disaster relief jobs to clean up from last September’s wildfires in Clackamas County and more.

Current fundraising goals include expansion of Youth internships and work experience programs for underserved youth; expansion of services connecting homeless individuals to education and employment; and expanding training and employment opportunities for those experiencing childcare challenges.

Many businesses in Clackamas County struggled with unpredictable reduced-capacity mandates as well as significant workforce and supply shortages. CWP funds served businesses affected or impending lay-off/furlough employees.

Lay-off Aversion projects averaged $3,700 and allowed 65 businesses and organizations to continue to operate by establishing remote workstations, shifting in business models, creating safe work spaces for their employees, and wage reimbursement and rent assistance.

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WorkSource Clackamas (WSC) is the local one-stop shop for Clackamas County residents seeking training, education, and employment resources, as well as supports our business and employer community.

For decades, the consortium of partners that make-up WSC has assisted thousands of individuals with diverse needs and experiences in successfully meeting their employment goals; despite many challenges, this remained true throughout the pandemic.

| Total adult / dislocated workers served | 499 |
| New adult / dislocated workers enrolled | 283 |
| Training and employment plans developed | 250 |
Leadership and frontline staff from over 10 partner agencies developed comprehensive plans for reopening WSC in accordance with health/safety guidelines, and to transition customer services and internal communications to digital formats, to serve job-seekers and employers throughout the pandemic.

An early challenge came when all Oregon Employment Department (OED) staff were transitioned to Unemployment Insurance (UI) processors, and paused all employment and training services. Luckily, partners from Clackamas Community College (CCC), the Immigrant and Refugee Community Organization (IRCO), CTEC Youth Services (CTEC), Oregon Department of Human Services (ODHS), and Clackamas County, among others, quickly pivoted to provide job-seekers with information and services through existing resources and a collective operation of the COVID Resource Referral Hotline.

While frontline staff continued to connect individuals, families, and employers to resources, system leadership pushed forward on safe reopening processes, juggling rapidly changing guidance from multiple federal, state, and local entities. This process resulted in a state-approved reopening plan that ensured access to services for the most high-need customers through blended in-person/digital resources, while maintaining a safe and functional work environment for staff. Included in this plan were considerations for staff well-being, such as quiet spaces, flexible work options, and employee resource programs, along with training on stress management, conflict de-escalation, and trauma-informed service delivery.

Despite the difficulties, WSC remains prepared to serve individuals, employers, and communities during these uncertain times—not just as they return to work— but as they look to the future and to a world forever changed by COVID.

303 participants completed their training

276 participants entered employment at an average wage of $18.76 per hour

116 total youth served, with 36 fully enrolled in services
Grants & Programs

NW PROMISE

NW Promise is a 5-year Department of Labor grant that is slated to end December 2021.

157 participants served, exceeding the goal of 138

139 have been enrolled in training, exceeding the goal of 128

119 have completed training and received credentials, exceeding the goal of 90

107 have found employment so far

120 final goal of participants in the program entering healthcare careers

This Portland-Vancouver Metropolitan area’s collaboration was designed to diversify the healthcare industry by training and placing specific targeted populations into healthcare related occupation tracks. CWP’s contracted service provider, Immigrant Refugee Community Organization (IRCO), who with the help of NW Family Services (NWFS) and Clackamas Community College’s Workforce Development Department has not only met expectations but has exceeded expectations in 4 of 5 performance metrics.

“AG” had been in the program since early 2019. Her long-term goal was to be recertified as an RN in Oregon. She graduated from the Immigrant Nursing Credential program in December 2019. During the COVID-19 pandemic, she was unemployed and her NCLEX exam schedule was pushed out. She struggled to support her family, working part-time as a CNA. NW Promise supported her with a specialized online tutoring service to better her chances in passing her NCLEX exam. She was also supported with NCLEX exam fees and passed her test in Q3 to become recertified as a Nurse. She worked with her Career Coach to search for employment by using her resume scripter tool, RS Works, and collaborating with Marem Florest of the Regional Business Services (RBS) Team for additional support in job search and readiness. As a result, AG was offered a position at Rose Villa and is now earning $40/hour + benefits!
Since 2009, annual apprenticeship enrollments in the Portland metro area have nearly tripled, from less than 600 to 2,350 (in 2016). Despite the substantial gain, the demographic makeup of registered apprentices has seen limited change. For example, in the 2009 enrollment cohort, women represented 9% of apprenticeships, minorities 26%, and combined women and minorities 31%. Meanwhile, in 2016 these percentages were 8%, 24%, and 29%, respectively.

As a result of this study, Metro began an initiative to address the lack of women and people of color represented in the trades. Since that time Clackamas Workforce Partnership has joined the effort as a partner of the Construction Career Pathway Project and in February 2021, Clackamas County committed $50,000 to address the workforce pipeline by supporting local women and people of color in pre-apprenticeship training to prepare them to enter the high paying, career path jobs in the construction trades.

CWP contracted with IRCO to recruit, enroll, and place 8 local individuals into registered pre-apprenticeship programs. All 8 participants are women or persons of color from Clackamas County.

We are looking forward to future opportunities from the County as they look to increase the number of quality jobs for the residents of Clackamas County.

Clackamas County Construction Project (C2P2)

Wildfire National Dislocated Worker Grant (NWDG)

CWP has received Department of Labor NWDG funds for the period of October 2020 to September 2022 to train and place at least 85 dislocated workers. Twenty-one of the dislocated workers have already been trained and placed in grant funded disaster relief employment with Clackamas Fire District 1, cleaning up public lands affected by last September’s fires. This NWDG project has been an innovative and successful collaboration with Clackamas Community College’s Workforce Development Department who is delivering career services to participants, Clackamas Community College’s Wildland Fire Forestry Department who designed and delivered a customized training to the 21 clean-up crew members, and Clackamas Fire District #1 who are employing the crew members to do the work. Fire District Battalion Chief and Clackamas Community College’s Wildland Fire Forestry Department faculty are working with management from Oregon’s Department of Forestry, US Forest Service, and other organizations to identify clean-up projects in our area. Having the Fire District leading this effort has been an asset to this Wildfire NWDG disaster relief employment project.
Strategic Plan 2021-24

PEOPLE

Ensure that all people are competitive in the 21st century economy, reach their full potential and meet their employment needs.

Strategies:
Enhance awareness of services through targeted outreach strategies so that people know what is available to them and how to access it.

Coordinate with community partners to develop strategies to remove barriers and further engage marginalized communities in the workforce services.

Develop shared staff training opportunities and resource-sharing platforms that include multiple systems and agencies operating within the workforce system.

Utilize disaggregated data to drive program development and increase impactful results.
BUSINESS

Align public and industry partners to enhance workforce recruitment, retention and advancement.

**Strategies:**
Collaborate with businesses and system partners to develop industry focused workforce solutions

Facilitate collaboration between system partners to further coordinate services aimed at the business community while emphasizing equity and inclusion

Enhance awareness and utilization of the workforce system in the business community

Develop a customer satisfaction and reporting system to ensure employer’s needs are being met.

SYSTEM AWARENESS & ALIGNMENT

Create a workforce ecosystem with public–private partnerships of business, education and community-based organizations that actively invest in systems change.

**Strategies:**
Align current partners for more successful referrals, hand-offs, and co-case management

Map various systems that support success and identify gaps

Engage and integrate new partners to fill these gaps

Develop a plan for targeted usage and acquisition of funding/resources

Advocate for and successfully share the story of shared work and systems.
2021 Legislative Session

SENATE BILL 623 | COVID RECOVERY & MODERNIZATION ACT

Senate Bill 623: Helps to create a framework to ensure the public workforce system throughout Oregon is being responsive to the needs of individuals and communities most impacted by COVID-19. This framework brings the decision making & solution building as close to the community as possible - allowing local communities to respond to local economic circumstances, priorities and needs.

SENATE BILL 5528

Senate Bill 552: Increases funding for programming and operations at Oregon’s public universities and community colleges over the current levels. This bill also allocates more money to the Oregon Opportunity Grant, a state funded program for low-income students. This extra bump in funding will increase the total number of grant recipients from roughly 65,600 to about 76,600 in the upcoming biennium.

HOUSE BILL 2092

House Bill 2092: Requires 75% of available work opportunities go to individuals from communities of color, rural communities and communities that have faced generational poverty, targeting communities where long-term youth unemployment rates are a pressing issue. Of the 1500 youth stateside HB 2092 serves, the bill ensures those participants receive minimum wage for their experience and requires participants to be exposed to in-demand occupations to further their work experience.

HOUSE BILL 2820

House Bill 2820: Would have established the “Prosperity 1,000 Pilot Program” to provide career coaching, occupational training, and job placement services for at least 1,000 low income job seekers residing in areas of concentrated poverty. As an organization, CWP was disappointed this bill did not receive funding and will push for legislation of this nature in the next session.
The primary mission of Clackamas Coordinated Business Services (CCBS) is to be responsive to employer needs through coordination of our collective resources. As a partner network, CCBS helps businesses thrive by offering a suite of services including recruitment, hiring, training, support to retain and advance employees, guidance for business operations, and much more. In March of 2021, Clackamas County Business and Economic Development (a CCBS partner), reached out on behalf their client Conveyco, a manufacturer who provides material handling expertise.

They needed recruitment assistance for seven vacant positions at their local facility. Upon learning this, the CCBS partner network was leveraged to support Conveyco in finding qualified candidates.

Key partners who aided in a coordinated response were WorkSource Clackamas, Clackamas County Children Family & Community Connections, Vocational Rehabilitation, the Workforce Development Department at Clackamas Community College and Clackamas Community Corrections.

As a result of coordinating a response through CCBS, four eligible candidates were identified for referral to Conveyco.

Additionally, Jennifer Harvey, Manager of Workforce Programs at Clackamas County Children Family & Community Connections shared that their organization is “working with Clackamas Community College to develop an on-the-job training position for one of our newly hired candidates. This may provide additional wage offset for Conveyco and further develop the candidate’s skill set and employability. It underscores the value of partnership and collaboration among our system partners.”

She added, “Thank you for the referral and the opportunity to partner in serving this local business and job seekers in County programs.”
Supporting employers in their recruitment and hiring needs is as important as ever. Job fairs took on new forms including virtual and drive-thru options.

In October 2020, CWP partnered with WorkSource to host a drive-thru hiring event held in a parking lot in North Clackamas. Sixteen employers hosted booths and as many as 66 job seekers attended from their vehicle (a walk-up option was also offered). Virtual hiring events were held this spring for both the healthcare and manufacturing industries.

These events were organized for a regional audience to match employment opportunities with job seekers across the Portland Metro SW Washington area.

Coordinated and hosted by CWP and regional partners Workforce Southwest Washington, Worksystems, and WorkSource, both events attracted as many as 50 employers to host virtual booths and hundreds of job seekers attended.

Feedback from a job seeker who attended stated, “It was AWESOME!! I definitely would recommend this to so many people. It was very easy to navigate. And speaking directly with the company helped so much with asking questions and getting answers that you normally wouldn’t get until a hopeful interview.”
The lack of accessible, affordable childcare is a national crisis, and Clackamas County is no exception. Our county 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.

**CHILD CARE**

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.

Parents often remain out of the workforce because it is more cost-effective than returning to work and paying for care, leaving employers with a smaller talent pool to fill vacant positions. The childcare industry itself suffers from high turnover due to low-wages, lack of benefits, and training, certification, and licensure processes. With women comprising over 90% of childcare providers and staff, as well as the majority of parents opting out of the workforce due to childcare costs, this becomes an issue of gender equity.

CWP recognizes that to meet this need, we must elevate the childcare profession through more accessible training and certification opportunities, the creation of living-wage jobs with benefits, a clear pathway for professional advancement, and diversification of the childcare workforce. CWP is partnering with local economic development entities, including Chambers of Commerce and community colleges to strengthen and grow the childcare workforce and create greater access to talent.

CWP has worked closely with the Clackamas County Early Learning (ELH) and Clackamas Education Service District’s Childcare Resource and Referral (CCRR) to raise awareness of the growing need for accessible, affordable childcare in the county. Prior to and throughout the pandemic, CWP coordinated with the ELH and CCRR to facilitate multiple childcare convenings in the cities of Sandy, Happy Valley, Oregon City, Wilsonville, and Milwaukie. These conversations (both in-person and virtual) included elected officials, local leaders, education and childcare providers, social service agencies, business and industry representatives, economic development entities, and community members impacted by the childcare crisis.

The ELH and CCRR highlighted the barriers faced by working families, including the high cost of quality care and limited care options, along with the obstacles faced by childcare providers, who experience constant staff turnover, high operational costs, and complex licensing and regulatory requirements. CWP shared the short and long term impact the childcare crisis has on the workforce: keeping talented people out of the workforce and depriving employers of the workers they need to successfully operate and expand. This coordinated approach framed the childcare crisis as an social, educational, and economic issue, speaking to the varying priorities of different stakeholders. The partnership between CWP, ELH, and CCRR led to supportive policy changes in Happy Valley and Sandy, and financial investment in local childcare providers in Oregon City and Sandy. CWP, ELH, and CCRR are continuing to bring this issue to the forefront of local, regional, and state decision-makers, advocate for greater public investments in early education services, and improve compensation and benefits for workers in the childcare industry.
In 2020, in collaboration with The Athena Group and Clackamas County, CWP became the project manager for the Clackamas Community Prosperity Collaboratives.

This was a multi-year economic empowerment initiative that targeted three of the county’s most high need communities: Canby, Estacada, and Milwaukie. The project goal was to engage local residents in identifying and addressing their community’s most pressing socio-economic issues through the use of Human Centered Design. This trial-and-error approach to problem-solving centered the needs and goals of the end-user at the onset of the problem-solving process, to ensure all end results were responsive to the needs of the people it was meant to help. Each community had a Design Lab comprised of area residents, who worked through a four-stage problem solving process meant to create pathways out of poverty based on local need.

Estacada Design Lab

In Estacada, the Design Lab first focused on increasing access and use of technology for community members, specifically those with school-aged children in remote areas. Due to the wildfires, the Lab pivoted to meet the immediate needs of the community. A coordinated effort with new and existing emergency response groups assisted residents in accessing emergency food, clothing and shelter and recovery funds for people and businesses that had experienced loss or damage.
Milwaukie Design Lab: Affordable, quality childcare

The community, like much of the state, has long experienced a childcare crisis. Available care is costly and spots are competitive. The high demand and high cost prevented many residents from receiving care, and kept many eligible adults from participating in the workforce. This siphoned valuable talent away from local employers, and impacted families’ ability to cover the cost of food, housing, transportation, and other expenses.

COVID further impacted this issue: the stringent safety guidelines hindered childcare providers’ ability to serve large numbers of children or employ the number of staff needed to maintain adult/child ratios. The costs and complications caused many providers to permanently close their businesses, meaning even fewer options for families returning to work, post-pandemic. The Design Lab’s solution was the creation of a guidebook for local employers interested in supporting their workforce through childcare assistance. The document outlines opportunities for employers of all sizes and industries to provide childcare support that matches their financial capacity, including simple changes to workplace policies; tuition assistance; referral and resources programs; flex spending accounts; collaborative private/public partnerships; and more.

Canby Design Lab: Access to Community Resources

IDENTIFIED BARRIERS INCLUDED:

| A sense of exclusion from the broader community | Lack of knowledge about available resources |
| Distrust of institutions based on misinformation | Technology and general language barriers. |

EACH OF THESE ISSUES WAS FURTHER COMPLICATED BY THE COVID-19 PANDEMIC.

Canby’s multi-pronged solutions included on-going community needs surveys; diversity and inclusion training for government personnel; technology access/education programs and supporting increase in translation services.

The lab’s focus was on increasing access to community resources for marginalized communities, with an emphasis on Spanish-speakers and other non-native English speakers. Their work helped to identify barriers to the use of resources.
QUALITY JOB INITIATIVE

Workforce Equity is not a zero-sum game. Evaluating the job descriptions within your organization - why are we struggling to attract quality applicants? Why are we struggling to retain quality team members?

The purpose of the Columbia Willamette Workforce Collaborative (CWWC) Quality Jobs Initiative is a commitment to designing and developing a regional approach with workers, employers, job seekers, community-based organizations, economic developers and local municipalities to define, support and promote quality jobs throughout the Pacific Northwest.

WIOA REAUTHORIZATION

As we begin to recover from the pandemic, many workers may want and need access to career services to help them chart a path forward. Our workforce development system is currently under funded and poorly positioned to meet this recovery need. Investing new resources into the system is necessity. By investing in career counselors and high-quality training, we can enable all workers to pursue their long-term career goals, whether they want to return to a previous industry, advance within an industry, or change careers altogether.

Workforce Innovation Opportunity Act (WIOA) Reauthorization gives the country an opportunity to improve the Act and workforce system to be even more responsive to the future of work.

WORKSOURCE REBRAND

WorkSource Oregon is in the process of a rebranding campaign. This initiative will bring greater public awareness to WSO services, including new employment and skills development resources available through the renovated WSO website and MyWorksource jobseeker platform. These features help streamline registration processes and allow for safe use of WSO services during the pandemic.

SUPPORTIVE HOUSING

In 2020, Clackamas County voters passed the HereTogether-Metro Regional Supportive Housing Measure, which builds off previous affordable housing initiatives and provides critical funding for organizations providing homelessness prevention and recovery services. These funds will equip our county with the resources necessary to address the complex issue of homelessness and housing insecurity in our county and region through robust prevention services and critical wrap-around supports for individuals and families experiencing homelessness and housing insecurity. These funds allow for a multi-tiered approach to eliminating homelessness by addressing all of its root causes: housing, education, income, healthcare, and more.

YOUTH SERVICES IN CLACKAMAS COUNTY

Thanks to a funding measure passed by the Oregon Legislature, CWP, and other Oregon workforce boards will be expanding Youth Employment Program services in Program Year 2021 to provide many more youth ages 14-24 opportunities to participate in paid work experiences, internships, and needed skills training to prepare them for living-wage, career path opportunities. This program will also strengthen partnerships with K12 and after-school programs.

CWP will also launch our Youth Advisory Council this year - bringing the voices of youth in our community to advise our board and staff on current and future youth policies and programing.

Visit us at www.clackamasworkforce.org for further updates, grant announcements and more for 2022.
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