We live in a dynamic time. As I write this, we’re in the midst of change to our government, at every level, and dire need across every industry and community. Also, there is much to be grateful for and enthusiastic about as we wake up each day with a promise of better.

Clackamas Workforce Partnership has been exploring and creating what systems change looks like in action. This past year we brought systems change gameplay to Oregon; were awarded several grants to invest in development across our region; and learned more about the many partners and community members taking on similar “big, hairy, audacious goals”. Every system is perfectly designed for the results it gets. The systems we live in were not intended for, or built for, too many people in our community - women, disabled, black and brown, indigenous, immigrants etc.

In times like these, we should expect the unexpected. With the unexpected comes tremendous opportunities. We recognize there must be continued support for people and small business during economic uncertainty, rising costs and inflation. Recent investments across our region will change the game - from Metro’s Support Housing Services to ARPA to Future Ready Oregon and Oregon Youth Employment Program - will impact generations to come.

Our team at CWP grew almost 40% this past year. We have embraced hybrid work options and flexibility in our workday. If you asked me what I am most proud of, I would have a hard time narrowing down to the top 5 list.

A few reasons we have to celebrate...

- Expungement Clinics
- Child Care for All Task Force
- Quality Jobs Initiative
- Our continued pursuit of true systems change
- A growing board membership
- Increase in our contractors and scope of work

Business-as-usual is not worth preserving. Times like these demand we rebuild centering the human experience.

With gratitude,
Bridget Dazey, Executive Director
Program Year ‘21 Financials

CWP’s annual budget increased to $4.8m of which 71% goes out to the community through contracted support. This translates into more funding opportunities for our providers and local community-based organizations. Many of CWP’s grants are multi-year grants, thus we will be able to continue the same programs in the community next year as well.

Youth Funding 2019 - 2021

This year provided the opportunity to increase our youth services funding and expand our array of community providers, and allows us to return the level of support to pre-pandemic standards.
Deb Zang, Fiscal Director Retires from CWP

Deb Zang, Fiscal Director, announced her retirement from Clackamas Workforce Partnership in April of 2022. Deb was an integral part of Clackamas Workforce Partnership for the last decade. Her contributions will always be valued and remembered. Her hard work, commitment, and dedication are worthy of admiration.

Always a part of the CWP puzzle - her cool demeanor, willingness to listen, and sharp attention to the details in support of CWP’s mission and vision.

These days you can find Deb in her garden, along with her wife Beth and her sweet dog Painter, likely working on one of many 1000 piece puzzles that were gifted her in retirement.

Thank you Deb, for all you did for CWP.

Our Staff, a year of growth, and change.

At CWP, we are driven to lead and reach our regional goals. We value diversity and love to hear different perspectives and points of view. We like (and thrive on) a good challenge. We believe in the power of vocation. Our team is focused on creating a system that builds relationships, that promote both innovation and transparency. The contributions of our team are equally as important to those in our community. CWP values the contributions of our community - public, private and nonprofit partners are central to the work we do in Clackamas County.

In Program Year 2021-2022 the CWP staff grew by almost 40%, adding four new employees, along with a number of promotions within the organization. CWP welcomed Rukshana Chand, Laura Kropf, Jennie Madrigal and Samir Randolph to our team, perfectly timed to meet the rising demand in workforce development as our region recovers from the COVID-19 pandemic and returns to a new world of work.
Clackamas Workforce Partnership was the recipient of Department of Labor National Dislocated Worker Grant funds from the State of Oregon. The purpose of these funds was to provide disaster-relief employment to help clean up public lands after our disastrous wildfires in September of 2020. CWP contracted with Clackamas Community College’s (CCC) Workforce Development Department to provide services to participants enrolled in this grant and partnered with CCC’s Wildland Fire Forestry Department and Clackamas Fire District #1 to implement an innovative training and employment program, resulting in Crew 30!

Crew 30 was a work crew of up to 22 individuals for the April through October fire season who were recruited by CCC’s Workforce Development Department, hired temporarily by Clackamas Fire District, and trained by CCC’s Wildland Fire Forestry Department. Last season, the crew worked on clean up projects affected by the Riverside Fire on U.S. Forest Service lands and Butte Creek Road on Oregon Department of Forestry lands. The crew was responsible for the removal of damaged trees that had the potential to negatively impact the road system, preventing access and creating life hazard to the public. When wildfires broke out last season, the crew was sent out on firefighting assignments, significantly increasing their skillset in tandem with those provided through our National Dislocated Worker Grant.
24% of the crew entered into living-wage jobs ranging from $23.44 to $35.10 per hour with fire departments throughout Oregon.

This year, Crew 30 was comprised of some seasoned members from last year’s crew, along with many new participants. They started work for the season on U.S. Forest Service land at the Ripplebrook helipad. The area around the helipad and Timber Lake Job Corps site were heavily damaged in the 2020 wildfires. The new 2022 crew members have completed the necessary training to do the project work and will be ready to respond to wildfires anywhere in the U.S. and beyond.

The partnership between Clackamas Fire District #1, Clackamas Community College’s Workforce Development Department, and Clackamas Workforce Partnership continues to grow with a new firefighter apprenticeship program that will start in January 2023.

Additionally, the grant has allowed the Workforce Development Department to do four OJT placements with Enoch Precision Machining. So far, a total of 70 participants have been enrolled into the grant and 37 participants have received 85 credentials.

27% identify as female
81% are between 19-39 years old
24% identify as hispanic
22% are receiving SNAP
10% disclosed a disability
10% are veterans
44% had a high school diploma or GED but no postsecondary credentials
Launched as a pilot program in March 2022, the Clean Slate Clackamas pilot program has seen incredible success, running well over 150 expungements in the first three months of the program. Participants from as far south as Medford, to the coast, to Baker City County, have applied for and received services from our volunteers.

Our clinics work to create true systems change. SB 397, which became law in January of 2022, opened the doors for this work to begin throughout Oregon. Criminal records are a major barrier to housing, employment, educational opportunities, and overall well-being. People who have done their time and are trying to access a second chance at a full life are often hindered because of their record. In today’s local economy, employers of all sizes, from small business to large corporations, are having an extremely difficult time hiring. The Clean Slate Clackamas clinic blueprint, with the support of grant dollars from the Bob Barker Company Foundation and Prosperity 10,000 funds, is helping to provide easier access to education services, a higher quality of housing, better wages - the list goes on and on.

Clinics take place the second Monday of each month in partnership with Children Family Community Connections (CFCC). Clean Slate has established partnerships with PCC CLEAR Clinic in NE Portland, volunteer providers of attorneys, paralegals and law students, as well as from community-based organizations throughout Clackamas County.

“Thank you so much. I’m so happy. It’s a sense of relief and freedom. I’m mostly proud that I can volunteer at my children’s school. It is something I’ve never been able to do - and now I can, they are so proud.” - Dawn

Clean Slate Clackamas
Free expungement clinic in Clackamas County works to create a true second chance for those with criminal backgrounds.
This program is necessary because so many people are carrying the stigma of their record without realizing that it can be removed. After years of being told no, our expungement program is telling people yes, we can help you tear down the legal barriers that are holding them back.

Clinic participant Michael said “I want to thank you for all you do for us and I want you to know that I deeply feel and understand the impact you are having on the lives of people like me. I have strived to be better and give back to my community after having taken for so many years. What you have done is provided an opportunity for me to get the acknowledgement of the work I put into my change process.

My hope is that someday I and others like me be will able to declare not only that we have been rehabilitated but that the system acknowledges this to be true. This is the opportunity you are providing me and I thank you for that.”

Clean Slate Clackamas’ mission to address the lasting impacts of mass incarceration and criminal legal system involved, a system that disproportionality impacts our black and brown communities and other historically marginalized populations. It is our goal to reduce these barriers, and bring a much-needed access to freedoms like financial stability, higher wages, better career opportunities and a decent place to live.

Jayme, a participant from our May clinic wrote: “Thank you!! I can’t say it enough! It’s almost too good to be true. I’ll have to see the approved paperwork to allow myself to really let it sink in... maybe even a little longer.

It’s crazy to think about just how life changing this will be. It’s been such a heavy burden to carry the last ten years while trying to rebuild my life. For it to no longer be an issue, to not have to stress about it constantly, to not have to alter almost everything in my life (career path, housing, vacations, relationships, wanting to adopt or foster a child) and to get to live as the person I am today is so transcending it’s difficult to put into words.”

Current funding will carry the program through June 2023 with plans to expand to include eviction expungement, DACA renewals, gender marker and name changes and a more robust fine forgiveness program in Clackamas County.

437 applications to Clean Slate March 2022 - June 2022

207 expungement participants serve March 2022 - June 2022
Serving Youth, Ages 14-24

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

We cannot achieve this mission without supporting our county’s youth to develop the skills they need to succeed in education, training and employment. We do this through funding community-based organizations to provide services to youth ages 14-24 including:

- One-on-one assistance from a personal career advisor
- Holistic and practical planning for how to achieve goals
- Education assistance to be successful in school
- Career exploration
- Job training
- Paid work experiences and internships to gain experience and develop essential workplace skills
- Wraparound support services to assist with personal needs to ensure success

2021-2022 was an exciting year of expansion for CWP’s Youth Service Programs. During this program year, we served 155 youth ages 14-24 in Clackamas County,
Over half of youth training applicants left the program with an industry-recognized credential or diploma.

155+ 77% of youth served were engaged in education and/or employment 6 months after exiting services.

the majority of whom began the program disengaged from both education and employment. Funded by the Workforce Innovation and Opportunity Act, contractor C-TEC Youth Services (a program of the Clackamas Education Service District) provided wraparound employment and education services resulting in participants receiving GEDs, high school diplomas, recognized post-secondary occupational skills training certificates as well as finding employment.

Through new grant funding from the Oregon Department of Education’s Youth Development Division, CWP contracted with IRCO (Immigrant and Refugee Community Organization) to expand our service array and reach additional populations historically underserved in our region through our new Connect2Careers program.

Additionally, thanks to a funding measure passed by the Oregon Legislature, CWP was able to establish a new Oregon Youth Employment Program (OYEP) which will provide many more youth opportunities to participate in paid work experiences, internships, and needed skills training to prepare them for living-wage, career-path opportunities. After years of promised funding, the new influx of dollars in OYEP enabled CWP to expand the services IRCO provides to Clackamas County youth and add an additional contractor to our services portfolio. AntFarm Youth Services, based in Sandy, is now providing skills training, career development and internship opportunities to youth in their area through OYEP.
Quality Jobs Initiative

In June 2021, the Columbia Willamette Workforce Collaborative (CWWC) engaged Estolano Advisors to assist in the development of the Quality Jobs Framework. The Framework is a part of the Quality Jobs Initiative, a cross sectoral effort that seeks a regional approach to (1) define quality jobs; (2) provide guidance on standards employers can be encouraged or incentivized to adopt; (3) identify resources to help employers implement in accordance with their workplace needs; and (4) develop a roadmap of actions and implementation steps.

The Quality Jobs Standards identified in the Framework bring clarity to the conversations on job quality in the region and serve as a tool for Workforce Development Boards to further focus their program offerings to job seekers and businesses, as well as their partnerships with employers and other community-based organizations.

- A sufficient income to afford a decent standard of living.
- Safe & inclusive working conditions that offer employees dignity & respect while encouraging their workplace engagement.
- Predictable hours to minimize hardship on employees and their families.
- Comprehensive benefits that increase economic security and improve health and overall well-being.
- Accessible and transparent hiring and onboarding to ensure employers and employees are set for success.
- Training and advancement opportunities to build skills and access new roles and responsibilities.
**Clackamas Coordinated Business Services has merged with the CWP Business Goal Advisory Group**

Beginning in 2022, Clackamas Coordinated Business Services (CCBS) merged with Clackamas Workforce Partnership’s Business Goal Advisory Group.

Because of a significant overlap of goals and strategies of these two groups, this merge provides an opportunity to expand coordination amongst partners, as well as a platform to identify effective ways to track service delivery to business customers.

Currently, this group is focusing on strategies and tools for shared data tracking of business services across our organizations, implementing a customer feedback mechanism, creating a Workforce Solutions Webinar series, and identifying resources and methods to support employers incorporating Quality Jobs Standards.

**264 businesses served through CCBS collaborations & referrals**
WorkSource Clackamas

WorkSource Clackamas (WSC) and other WorkSource Oregon (WSO) Centers throughout the state had to pivot several times over the last two years, adjusting capacity and customer service operations to meet the changing needs of Oregonians impacted by the Covid-19 Pandemic.

In response to some infrastructure issues made apparent during the pandemic, there was a statewide assessment of the public workforce system early in Program year 2022, to learn what improvements might be made to better meet the needs of Oregonians – especially historically marginalized communities. Findings from this assessment are being used to develop a multi-year plan of action for workforce system modernization and related improvements. Similarly, Covid-19 forced WorkSource Oregon leadership to revisit the WorkSource Oregon Standards, a set of guidelines used by all WSO Centers across the state, to ensure a baseline of quality customer service, regardless of location. Major areas of revision include an emphasis on access to service; use of technology; and equitable and inclusive customer service. Currently, the task of revising and updating these standards is being led by the statewide One Stop Operator Continuous Improvement Team (OSO CIT), which is facilitated by an independent consultant and includes participation from each of the state’s nine workforce boards.

| Total adult/dislocated workers werved | 337 |
| New adult/dislocated workers served | 205 |
| Training and employment plans developed | 201 |
| Participants completed training | 111 |
CWP was selected to lead the group's efforts around equitable and inclusive service delivery. CWP staff and other key partners at WorkSource Clackamas created a new section for the WSO Standards focused on this area, as well as reviewed other sections of the document to ensure equity and inclusion were infused throughout all areas of service delivery. The revision process is still taking place, with a goal of finalization in the coming months.

Another big change for WSC and WSO Centers through the state included the development of a new online scheduling tool, available to customers through the WorkSource Oregon website. This allows customers to locate nearby WSO Centers and schedule in-person, phone, or virtual appointments with WSO staff, as well as view and register for WSO's virtual skills development workshops. The emphasis on tech tools also included a newly designed workshop focused on successful virtual job interviews. The need for this workshop surfaced once more when employers began relying on platforms like Zoom and Teams to conduct interviews with applicants, and remote work became more commonplace. Additionally, WSC received funds to implement a new service for eligible customers: providing free laptops and financial assistance for internet services. To date, WSC has provided over 80 Clackamas County residents enrolled in a training or employment program with free laptop computers and internet access.

Lastly, the program year ended with some big changes at WSC: Area Director Tracy Calderon retired after decades of public service with the Oregon Employment Department. Following her retirement, long-time WSC staff member Tom Previs assumed this position. Tom has provide WSC with years of leadership in several capacities, and has been instrumental in the development of several key processes and platforms that are now used by other WSO Centers statewide. Tom's tenure as Area Director begins with a renovation of the WSC facility, with updates to the building's interior and exterior. During the renovation process, WSC will continue providing customer service by phone, through digital platforms, and has established temporary modules to work with customers in-person.

In program year 2021, 2,952 people applied for services through WorkSource Oregon - Clackamas. Of those, 66% met virtually with an employment specialist and 31% met in person.
In Clackamas County, less than 15% of children under two have access to a child care slot. To eliminate the area’s child care “desert”, an additional 11,000 child care slots must be created throughout Clackamas County.

Child Care for All

Prior to the Covid-19 Pandemic, CWP recognized the need for increased child care resources in Clackamas County, which has been a longstanding child care “desert.”

The lack of affordable, available child care was only exacerbated by the closure of schools and facilities in response to the pandemic, and many previously existing providers are no longer operating or have significantly reduced their enrollment numbers. The cause of this crisis is complex and has a variety of factors, including: high cost of education and training for early learning professionals; cumbersome licensing and regulatory requirements; high overhead costs without significant profit generation; low pay, lack of benefits, and few advancement opportunities for professionals (who are primarily women, especially women of color); and the intense physical and emotional demands of the work. Together, these factors create a perfect storm, which results in constant turnover and deters people from entering the profession, which limits enrollment numbers, leaves working families with few options, and hinders the ability of parents and caregivers to return to the workforce.

CWP, in partnership with Morant McLeod, the Clackamas Education Service District and Clackamas Early Learning Hub, formed a community taskforce to address this issue and make child care accessible for all families in Clackamas County. The Child Care for All Taskforce includes participation from elected leaders, community advocates, educators, social service providers, business and industry leaders, and residents concerned with the child care crisis. The taskforce seeks to increase the availability of affordable, high-quality childcare that is reflective of the unique needs of the families and communities calling Clackamas County home.

Clackamas County Child Care for All first convened in October 2021, with the goal of developing an action plan that addresses the multiple factors contributing to the child care crisis.

Join the cause by visiting www.cc4a.cc
Future Ready Oregon

In response to the impacts of the Covid-19 Pandemic and longstanding social and economic inequities, Governor Kate Brown signed into law Future Ready Oregon, which includes Prosperity 10,000 funding. This policy supports the creation and expansion of programs and services specific to the education and employment needs of historically marginalized Oregonians, including Black, Indigenous, and People of Color (BIPOC); immigrants and refugees; low-income individuals; LGBTQ+; youth (16 – 24); and others.

These funds were allocated to the state’s nine workforce development boards, including Clackamas Workforce Partnership (CWP), which received an initial award of $1.2 million to invest in employment and training programs and related support services for Clackamas County residents.

Additional funds are available to community colleges, education service districts, community-based nonprofits, and other eligible applicants, who may apply for these dollars directly or through a contracted relationship with the workforce development board in their region.

Examples of how Future Ready Oregon dollars can be used include, but are not limited to:
- Paid education and training experiences (including wages and stipends) for eligible participants
- Support services for workforce re-entry, such as childcare, transportation, rental assistance, etc.
- Career coaching, job placement, tuition assistance, and other education/employment supports
- Development of culturally and linguistically inclusive education, training, and career pathways
- Capacity building and organizational investments for community-based providers
- Development and expansion of new and existing employment and training programs
- Development of employer and industry consortia programs
- Creation of Benefit Navigators to assist individuals in accessing and using workforce services

In coordination with Clackamas County’s Office of Equity and Inclusion, CWP is using Future Ready dollars to expand the number of culturally and community-specific service providers operating in Clackamas County.
Reports & Program Success Stories

2022 Healthcare & Construction Plan Launch

The Columbia Willamette Workforce Partnership (CWWC) has convened employers in industry-driven sector partnerships for many years alongside education, training, industry associations, workforce development, economic development and community-based organizations.

In that time, we have designed, developed, and provided oversight over Workforce Plans (3-year strategic plans) for healthcare, manufacturing, construction and tech. This year we are pleased to have launched new Workforce Plans for healthcare and construction.

We are focused on aligning and investing resources to support the workforce needs of four sectors: Advanced Manufacturing, Healthcare, Technology, and Construction. Sectors are chosen based on factors such as their economic significance to the region, current number of openings and job growth projections, average wages that support self-sufficiency, and career ladder opportunities across the skill continuum.

By examining labor market intelligence (such as the data contained in our Labor Market Reports) and vetting the information with business partners, we are able to better understand industry trends, identify current and emergent workforce needs, and develop customized solutions for each sector. This year, we have released new Labor Market Reports for Advanced Manufacturing, Healthcare, and Construction.
HOWTO is a training and job search program created to expand and strengthen the health professional workforce in Clackamas County.

MJ came to the US about 5 years ago from Cameroon and was first a participant in IRCO’s Refugee Employment Services Program. During her time in the program, her job coach saw that she had a strong desire to have a career in healthcare. At the time, her English skills were quite limited so one of IRCO’s Workforce Development programs supported her in taking ESL classes for several terms. During this time she also completed Career Mapping and decided that rather than nursing, she was more interested in Dental Assisting.

Once her English skills improved, she was connected to the HOWTO Program. Despite her struggles with the English Language, she persisted and was able to successfully complete all required prerequisites for the Dental Assistant Program (DA) at Clackamas Community College. Thanks to the HOWTO Program, her tuition for the DA Program was covered as well as license fees and educational supplies.

Her HOWTO Career Coach guided her all along the way helping her to navigate the college system in the US, as well as online learning during the pandemic. Towards the end of her training she was also assisted with resume writing so that she could apply for jobs upon completion in June. MJ successfully completed the DA program.

She is working now on retesting for the final EFDA license but does have her Radiology Health Safety Certificate which enabled her to apply for several jobs. Her coach helped her apply to two companies, and she began a position as of July 1 of this year as a Dental Assistant starting at $23/hr.

Clackamas Apprenticeship & Training Program (CAT) is a grant funded by the ODHS to provide vocational training and support services to Clackamas County residents who receive TANF benefits and have completed their GED/HS diploma. The goal is to help them return to the workforce with better employment opportunities.

The CAT program has changed the lives of many participants. When they enrolled in this program, most of them only had their GED/HS diploma and some work history making minimum wage. And when they left the program, they obtained an educational certificate, a license, and the skills required to get a better-paying job and other benefits.

“This program has opened a door for a brighter future and will play a key role in shaping me into a successful person in my career. Without the help of the CAT program, it wouldn’t have been possible for someone in my situation to go to school full time, let alone even pay for tuition.”

- Kristalynn B.
Greetings,

It’s an exciting and critical time for our workforce, and the work of CWP and our volunteers has never been more essential. Clackamas County, like the rest of the world, is experiencing a generational transition in our infrastructure, systems, and economy.

I’m so proud of the work CWP, its partners, board and staff are doing to meet this challenge. Your work is essential for a future where Clackamas County continues to be a place where people enjoy rewarding careers and communities, and companies benefit from a strong, skilled community.

Thank you for your support and participation in our shared work to ensure our community has broad, equitable access to the skills, resources, and opportunities necessary for a strong workforce.

Peter Lund, Board Chair

Executive Officers

Peter Lund, Somos, SuperGenius Studios
Board Chair

Brooke Brownlee, Portland General Electric
Board Vice Chair

David Green, Citizens Bank
Secretary, Treasurer & Former Board Chair

Program Year 2021 - 2022 Board of Directors

Tyson Arnold, Timber Lake Job Corp

Adam Freer, ex officio, Children Family Community Connections

Cindy Moore, Clackamas County Economic Development Commissioner Martha Schrader, ex officio, Clackamas County Board of County Commissioners

Manuel Contreras, AFSCME Local 350

Larlene Dunsmuir, Oregon Nurses Foundation

Aeric Estep, MacDonald Miller

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Joann Linville, ex officio, Wilsonville City Council

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Tracy Rumpca, Quanex Custom Components
David Plotkin, Clackamas Community College
Vanessa Steward, Local 16 Sheet Metal Workers
Bryce White, Sysco
Keith Wilson, Titan Freight

**Honorable Mention Board Members**

We thank you for your many years of support and are grateful to have you be a part of our mission.

Rod Cook, Clackamas County HHHS
Joseph Harris, Local 16 Sheet Metal Workers
Tina Irvine, Express Employment Professionals, Former Board Chair
Kyle Lang, Canby Area Chamber of Commerce
Ravinder Wariach, 7-11 Franchisee Owner, InfoCare, LLC
Kyndall Mason, SEIU Local 503, OPEU
Jada Rupley, Clackamas Education Service District
Jon Irvine, IAM-AW AFL-CIO