



WRT Update

Employer Workforce Training Fund

December 2007

Workforce Response Team SUMMARY REPORT TOTALS By Year 2003 – 2006

Closed WRT Projects Grant Years 2003 - 2005		In Progress/Planned WRT Projects Grant Year 2006	
392	Total WRT Projects Funded from all 15 Regions	134	Total WRT In Progress Projects funded from all 15 Regions
\$8,974,975	Total Funded Amount	\$3,828,787	Total Funded Amount
\$16,421,145	Total Match Amount	\$12,805,297	Total Match Amount
19,256	Number of individuals trained	7,739	Number of individuals to be trained

Industry Clusters		Industry Clusters	
47	Projects in High Tech/Software	14	Projects in High Tech/Software
41	Projects in Wood/Paper Products	9	Projects in Wood/Paper Products
18	Projects in Agriculture/Food Processing	4	Projects in Agriculture/Food Processing
0	Projects in Apparel/Sporting Goods	1	Projects in Apparel/Sporting Goods
23	Projects in Transportation Equipment	6	Projects in Transportation Equipment
17	Projects in Creative Services	2	Projects in Creative Services
7	Projects in Recreation	0	Projects in Recreation
41	Projects in Metals	12	Projects in Metals
4	Projects in Nursery Products	0	Projects in Nursery Products
16	Projects in Professional Services	9	Projects in Professional Services
72	Projects in Biomedical Health	24	Projects in Biomedical Health
3	Projects in Financial Services	0	Projects in Financial Services
116	Projects in Other	54	Projects in Other
Company Size		Company Size	
58	0-10 Employees	18	0-10 Employees
114	11-50 Employees	37	11-50 Employees
49	51-100 Employees	20	51-100 Employees
39	101-200 Employees	19	101-200 Employees
123	Over 200 Employees	37	Over 200 Employees
Employees Trained		Employees Trained	
19,256	Number Trained	7,739	Number Trained
2,241	Number of Jobs Created	665	Number of Jobs Created
19,140	Number of Jobs Retained	7,450	Number of Jobs Retained
7,541	Number of Certificates	4,398	Number of Certificates

Employer Reported Outcomes		Employer Reported Outcomes	
307	Increase in Productivity	107	Increase in Productivity
177	Reduction in the Amount of Rework	70	Reduction in the Amount of Rework
194	Saved Operating Cost	69	Saved Operating Cost
161	Decrease in Product Cycle Time	55	Decrease in Product Cycle Time
172	Curriculum Shared or Training Replicated	59	Curriculum Shared or Training Replicated Outcome
281	Increase in Competiveness of Company	89	Increase in Competiveness of Company
80	Increase in Capital Investment Outcome	41	Increase in Capital Investment
Vendors/Training Providers		Vendors/Training Providers	
132	Community Colleges	49	Community Colleges
162	Outside Vendors	78	Outside Vendors
42	OMEPA	17	OMEPA
51	In-House	21	In-House
10	University	9	University
2	1B Provider	2	1B Provider
74	Other	4	Other
Demographics		Demographics	
50	Age 14-17	1	Age 14-17
29	Age 18	3	Age 18
244	Age 19-21	69	Age 19-21
4,016	Age 22-54	1,208	Age 22-54
558	Age 55-65	238	Age 55-65
46	Age 66+	12	Age 66+
5,728	Males	1,350	Males
2,967	Females	1,300	Females
111	Individuals with Disabilities	17	Individuals with Disabilities
766	Hispanic/Latino	103	Hispanic/Latino
140	American Indian or Alaska Native	25	American Indian or Alaska Native
371	Asian	128	Asian
110	Black or African American	16	Black or African American
113	Hawaiian Native or other Pacific Islander	45	Hawaiian Native or other Pacific Islander
6,372	White	1,640	White
64	Other Race	16	Other Race
1,886	Information not Voluntarily Reported	1,032	Information not Voluntarily Reported

December 6, 2007 WRT data



Workforce Response Team December 2007 Updates Cluster & Industry Lists

Region 1 WRT

What's Happening with the Region 1 Workforce Response Team: The Region 1 Workforce Response Team (WRT) serves Clatsop, Columbia and Tillamook counties. It has approximately \$100,000 Employer Workforce Training Funds with a minimum grant request of \$2,000.

Cradled by the Columbia River, the region is rich in natural resources and has a long history of logging, fishing and tourism related occupations. Recent plant closures, natural resource harvest

restrictions, and an increase in leisure- and hospitality-related employment have dramatically changed the economic profile of the communities.

Substantial efforts are needed to create family wage jobs in a predominately retail and tourist region. Opportunities for advancement or new employment is often limited. Employers in the region recognize that upgrading skills of the current workforce will provide far-reaching benefits.

The WRT team developed an application process for employers to submit training applications to apply for the Current Workforce Training funds: Employers submit ideas for projects; a member of the Workforce Response Team is assigned to assist the employer in developing a plan; and the Team chooses projects for funding according to state and regional priorities. Each employer that receives WRT funding is then assigned a team member who provides guidance, follow up, and performance data collection.

CLUSTERS / INDUSTRIES

- Manufacturing • Food Processing • Wood/Paper Products • Aviation • Metals • Agriculture • Fisheries/Seafood • Nursery Products • Health Care • Construction • Technology

Region 2 WRT

What's Happening with the Region 2 Workforce Response Team: The Region 2 Workforce Response Team serves Multnomah and Washington counties. Located in the northwest corner of Oregon, Region 2 is comprised of the state's largest City, Portland, and the two most populous counties, Multnomah and Washington. Together, Portland and these two counties account for one-third of the state's population. Multnomah County has the largest percentages of employment in the trade, professional and business services, and government sector. The County also has a vibrant and varied mix of manufacturing and related industries.

What's Happening with a Region 2 Workforce Response Team Project: Frank Foti, U.S. Barge CEO, estimates the need for an additional 50 employees to be hired over the next several months. According to Foti, *"US Barge appreciates the \$150k Employer Workforce Training Fund grant we received last fall (2006). We will more than match that amount with our own training dollars by the spring of 2008."* In addition to the money spent on workforce training; U.S. Barge has invested a significant amount in upgraded and new infrastructure. Facility improvements include the purchase and installation of a 1,000 ton Gantry crane and a 50,000 long ton drydock, as well as the upgrade of 150,000 square feet of fabrication bays. The company reconfigured their work bays to accommodate the majority of the fabrication process indoors, ensuring a safer and more productive environment for their workforce.



CLUSTERS / INDUSTRIES

- Bioscience • Metals Manufacturing • High Tech Manufacturing • Construction • Healthcare • Transportation/Warehousing/Logistics • Software • Creative Services • Food Processing

Region 3 WRT

What's Happening with the Region 3 Workforce Response

Team: The Region 3 Workforce Response Team serves Marion, Polk and Yamhill counties. The Region 3 team has been working very hard to develop consortia. Two local consortia, which are being supported through consortia-building grants, are the Food Processors Consortium and Mid-Willamette Metals Consortium. A third consortium being developed is the Mid-Willamette High Performance Enterprise Consortium, also focused on manufacturing. This last group is being supported by a grant through the Northwest High Performance Enterprise Consortium.

Other clusters are found in the region but are not formally

organized into local consortia including Forest/ Wood/ Paper, Health Care, Nursery Products, and the upcoming Distribution/ Warehousing. The region is currently exploring the creation of Forest/ Wood/ Paper products and Distribution/ Warehousing consortia.

What's Happening with a Region 3 Workforce Response

Team Project: "Truitt Brothers alone has trained 33 key employees in the leadership and supervisory skills. This training has been essential to the growth of our company. We have grown from approximately 250 year-round employees five years ago to approximately 700 year-round employees today." –Sue Meier, Human Resources Director, Truitt Bros., Inc.

Participants were asked how leadership training has helped them at work:

"To really think about what to say, and how to say things,...for the good of the company and the work."

"I have reinforced my knowledge and skills; I have learned from the other classmates and I feel more confident and secure in my job functions."

"This class helped me to motivate my co-workers and share with them what we talked about in class."

"I learned how to treat the workers and most importantly how to solve problems at work."

CLUSTERS / INDUSTRIES

- Food Processing • Forest/Wood/Paper • Health Care • Nursery Products • Metals

Region 4 WRT

What's Happening with the Region 4 Workforce Response

Team: The Region 4 Workforce Response Team serves Linn, Benton, and Lincoln counties. Region 4 has a significantly larger proportion of people employed in the metals industry as compared to Oregon. Companies in Region 4's metals cluster export many of their products internationally; a textbook definition of a traded sector cluster.

The metals industry in Region 4 is unique to the region, the state, and

the nation. The work of a professor at Oregon State University (and the location of a national research laboratory in Albany) contributed to the origins of this industry in the early 1940s. After the basic research was completed on making titanium metals and other non-ferrous metals, the national lab transferred the technology to the private sector in the mid 1950s for commercial manufacturing. With a solid manufacturing base, companies that could make use of this resource moved into the

area and many of their suppliers moved into the area as well, creating Region 4's metals cluster.

What's Happening with a Region 4 Workforce Response Team

Project: "The EWTF grant for Lean training was one of the most significant projects our Company has undertaken. We have embraced the Lean philosophy of continuous improvement and are committed to staying the course with these practices." –Jared Hyde, manager, SAM Medical, Newport Oregon

CLUSTERS / INDUSTRIES

- Aviation • Forest/Wood/Paper Products • Health Care • Tourism • High-Tech
- Food Processing • Nursery/Agriculture • Manufacturing (Chemicals, Computers, Machinery, Metals, Transportation, i.e. Boats, RV's,) • Warehouse Distribution

Region 5 WRT

What's Happening with the Region 5 Workforce Response Team:

Region 5 Workforce Response Team serves Lane county. For the last three years, Lane Workforce Partnership has worked to identify regional industry clusters that are economically vibrant, promise growth, wage progression/career ladder opportunities for employees, and

create a balanced competitive advantage for the region's workforce and business community. With the assistance of the Oregon Employment Department, this intensive effort has involved study and analysis of clusters using a number of criteria, including location quotient, employment concentration, average pay and total

employment. Available data is compiled, and where necessary to fill in gaps, primary research is conducted through focus groups, roundtables and local business surveys. Targeted clusters for Lane County are updated as new data becomes available.

CLUSTERS / INDUSTRIES

- Transportation RV Manufacturing • Wood Products/ Secondary Wood Products Manufacturing
- Software Publishing Distribution • Computer and Electronics Manufacturing • Healthcare

Region 6 WRT

What's Happening with the Region 6 Workforce Response Team:

The Region 6 Workforce Response Team serves Douglas county. The strategy in Douglas county centers on expanding the metals and related industries, working to attract medical equipment manufacturers and assisting wood products manufacturers in expanding and creating additional return on investment in both infrastructure and human capital outlays. There seems to be additional potential for the recreational vehicle manufacturing industry in Douglas county: the region has several transportation equipment manufacturers – and potential for more in the near future – bringing new investments in infrastructure and human capital.

What's Happening with a Region 6 Workforce Response Team Project:

"The training has allowed the employees to increase their knowledge and employability



in the medical field; these skills can be taken anywhere. The Center benefits by having employees that understand the entire picture, thus enabling them to provide the best care."
–Tammy King-Rice, Clinical Manager

"This program is both physically and mentally challenging. We are learning every day; the hands-on classes give you the foundation in knowing what to do and why you are doing it." –Amy Mecalf, Trainee (photo)

CLUSTERS / INDUSTRIES

- Manufacturing • Transportation Equipment Manufacturing

Region 7 WRT

What's Happening with the Region 7 Workforce Response Team:

The Region 7 Workforce Response Team serves Coos & Curry counties. The analysis of the regional economy reaffirmed the WRT team's understanding that declining resource-based industries, while still viable, employ fewer workers; with a growing importance on service sector jobs that cater to the retirement community and tourism – especially in the areas of health care, construction, resorts, and allied services. Infrastructure improvements are critical and recent strides in this area, along

with the strong potential for future improvements, bode well for growth in small manufacturing industries, telecommunications and energy.

What's Happening with a Region 7 Workforce Response Team Project:

Blueprinting Reading is the latest in a series of training that Freeman Marine Equipment has offered its staff. Presented in partnership with Southwestern Oregon Community College and taught by Jim Johnson, the 11 week college credit class was held at the firm's Hunter Creek facility – twice-weekly training sessions were conducted at the end of the usual workday.

Training was partially financed through a \$20,670 grant from Oregon's Employer Workforce Training Fund, awarded in December 2006. The grant enabled the Gold Beach manufacturer to offer training in: Basic Electricity, Electrical Troubleshooting & Preventive Maintenance, Programmable Logic Controllers, Out of Position Welding, and Blueprint Reading. More than 20 Freeman Marine employees have participated in various components of the training, three of which were also made available to other companies within the community.

CLUSTERS / INDUSTRIES

- Manufacturing (Wood Products, Metals, Optical, High Tech, Stone Fabrication),
- Health Care • Construction.

Region 8 WRT

What's Happening with the Region 8 Workforce Response Team:

The Region 8 Workforce Response Team serves Jackson/ Josephine counties. The Rogue Valley Workforce Development Council (RVWDC) has adopted a new strategic direction for responding to traded sector workforce needs by adopting the "Power-Up" initiative as its overall strategic plan. The RVWDC expanded the role the local Business Resource Team to include assessing the near-term workforce needs of the traded sector businesses most poised for growth. The newly named Business Services Team has recently surveyed 40 local traded sector businesses to assess the overall workforce needs of

employers that are known to economic development practitioners to be poised for growth. This data has been shared with WRT members and has been instrumental in targeting EWTF funding toward those industries. Program Year 2006 EWTF funds have been dedicated to respond to the workforce training needs determined in this assessment process.

What's Happening with a Region 8 Workforce Response Team Project:

"When our EWTF Grant was first awarded to the partners, only traces of high fidelity simulation were beginning to be seen at the Oregon Health

Sciences University School of Nursing housed on the Southern Oregon University campus. As of June 2007, after over two years of nursing and other health disciplines simulation training development and administration, the Rogue Valley can now boast of having four high fidelity simulation labs and OHSU will be developing a fifth lab within the coming year. This EWTF project has successfully spread the word about the value of simulation as an effective training method for healthcare occupations. Capital investment into simulation technology has been very rapid."
–Lois Banke, RN, EdD, Director of Education, Asante Health System

CLUSTERS / INDUSTRIES

- Manufacturing • Forest Products • Metal Fabrication • Healthcare • Viticulture

Region 9 WRT

What's Happening with the Region 9 Workforce Response

Team: The Region 9 Workforce Response Team serves Hood River, Wasco, Sherman, Gilliam and Wheeler counties. The region boasts a number of scenic attractions which include (in addition to the Columbia River and Columbia Gorge) the John Day Fossil Beds, Mt. Hood, and national forest areas. Since 1937, when Bonneville Dam was completed, much of the state's electricity and water for irrigation has been supplied by the area's

hydroelectric projects, including The Dalles and John Day dams. The top five high-wage private industries within the region are: information, professional and business services, construction, manufacturing, education and health services.

What's Happening with a Region 9 Workforce Response Team

Project: "With the Employer Workforce Training Fund grant that we received last March, we were able to send several of our key

employees to training that ultimately led all of them to achieving their industry certifications.

This grant made the opportunity possible and has already begun showing direct benefits as a result from the training received."

—Jon McDowell,
Operations Manager
Electronics Assemblers, Inc.

CLUSTERS / INDUSTRIES

- Manufacturing (Recreation Leisure Products, Metals, Value Added Agriculture and Building Products)
 - Technology • Software • Aerospace, • Alternative Energy Generation • Tourism and Leisure
 - Health Care • Agriculture and Food Processing • Forest and Wood Paper Products • Finance
 - Insurance • Real Estate Construction

Region 10 WRT

What's Happening with the Region 10 Workforce Response

Team: The Region 10 Workforce Response Team serves Crook, Deschutes and Jefferson counties. For the past decade, the Central Oregon region has focused its recruitment and expansion efforts on a select group of industries that are a good fit for the region, and the region a good fit for firms in those industries. From the various industries' perspective these targets were developed

through a detailed analysis of the workforce, geographic location, existing industry presence (critical mass) and local growth trends that would fit these sectors. From the region's perspective, the most rapidly expanding industries nationwide were selected and measured by employment growth, sales growth, and capacity utilization (plant facilities).

For 2007, the Central Oregon WRT will revise policies and

practices to ensure that more one-on-one time is spent with businesses at the application stage to ensure they understand the grant requirements and have developed a realistic project budget that will be completed within the project time frame. The WRT members agree that additional up-front work will reduce administrative work at the time of project completion.

CLUSTERS / INDUSTRIES

- Aerospace/Aviation • High Technology (includes software, hardware and biotechnology)
 - Recreational Equipment Manufacturing • Secondary Wood Products
 - Headquarter Firms • Light Industrial and Manufacturing (Plastics, printing, misc.)
 - Research and Development Firms • Renewable/Sustainable Energy

Region 11 WRT

What's Happening with the Region 11 Workforce Response

Team: The Region 11 Workforce Response Team serves Klamath and Lake counties. The region continues to have a strong dependence on wood and forest products and agricultural products including food processing. Wood products account for more than 10% of all employment – with average pay per worker at 137% of overall regional average. The health care cluster is also a very significant area in the economy.

In the regional investment plan it

was identified that renewable and sustainable energy/construction is an emerging area for investment. *“Sustainability creates an opportunity for Oregon’s rural businesses to build bridges to urban markets both regionally and across the globe,”* says Glenn Montgomery, Sustainable Development Liaison, Oregon Economic and Community Development. *“Demand is growing at a rapid pace, whether it be for renewable power, sustainability, certified food and forest products, or biofuels.”*

We need to be creative about how to capture that demand,” he added.

Sustainable development includes advances, improvements and innovation in reducing global warming emissions, renewable energy, biofuels, waste reduction and recycling, sustainable food systems and green building practices.

Regionally skill shortages have been identified across all trade occupations. Welding is one specific skill shortage that has risen to the top.

CLUSTERS / INDUSTRIES

- Wood and Forest Products
- Agricultural Products including Food Processing
- Health Care
- Renewable and Sustainable Energy
- Construction
- All Trade Occupations

Region 12 WRT

What's Happening with the Region 12 Workforce Response

Team: The Region 12 Workforce Response Team serves Morrow and Umatilla counties. Tourism and marketing efforts are emphasized by the County and communities alike. The County’s newly developed All Terrain Vehicle (ATV) Park is bringing visitors to the county and dollars to the local economies. Plans are to continue improving and expanding the ATV

park to provide excellent riding and camping opportunities while helping to boost the local economies.

The north end of the County continues to grow while the south end still feels the effect of the mill closure from several years ago. In the city of Boardman, for example, local hotels are seeing an increase in volume and retail activities are positive. The Port of Morrow leads the industrial development efforts for the entire county.

The Morrow-Umatilla Workforce Response Team believes that by focusing on Manufacturing, Transportation, Food Processing, Healthcare, Tourism and Recreation they would be investing in the industry clusters that would give the region the greatest return to the local economy. In addition, projects meeting the EWTF performance measure outcomes will be given priority.

CLUSTERS / INDUSTRIES

- Manufacturing (RV, Housing, Metals, and Plastics)
- Metals and Transportation
- Food Processing
- Healthcare
- Tourism
- Recreation

Region 13 WRT

What's Happening with the Region 13 Workforce Response

Team: The Region 13 Workforce Response Team serves Wallowa, Union and Baker counties. The WRT has identified specific businesses within the three counties and will schedule appointments with each to explain the funds and the application process. Additional marketing, to include newspaper articles, advertisements on the radio, presentations to Chambers and other workforce/

industry groups and website access, is also planned.

Union county has maintained relatively low unemployment rates concurrent with low median income, indicating that there are numerous low-paying jobs. The county government officials have launched an initiative to attract more high skilled, high wage jobs while maintaining a broad range of options for those with fewer skills and less education to participate in

the workforce.

All three counties have employers who report difficulty filling positions due to lack of trained workers or workers who don't exhibit strong work ethics. There is an ongoing demand for programs to upgrade current workers skills or training to fill gaps between the skills of the available workforce and the demands of available positions in the region.

CLUSTERS / INDUSTRIES

- Manufacturing (Food Processing, Metals, Wood Products, RV, Plastics)
- Natural Resource Businesses • Health Care • Automotive

Region 14 WRT

What's Happening with the Region 14 Workforce Response

Team: The Region 14 Workforce Response Team serves Malheur, Harney and Grant Counties. Located in Oregon's Southeast corner, Region 14 encompasses more than one-fourth of the state's territory, making it the largest (by area) of the 15 workforce regions. The population centers of the region include the Western Treasure Valley area around Ontario in Northeastern Malheur County, the adjoining cities of Burns and Hines in Harney County, and the John Day Valley area of Grant County.

Bureau of Land Management

jurisdiction in this region alone covers close to nine million acres, more than the agency oversees in the rest of Oregon and Washington combined. A minor amount of land is forested, the vast majority is rangeland. The U.S. Forest Service enters the land management picture via the Malheur, Umatilla, Ochoco, and Wallowa-Whitman National Forests. The Forest Service presides over some two million acres in this region, most in Grant County.

Unemployment rates in Southeast Oregon have been higher than state and national averages for a number of years. Several factors

contribute to this disparity: The local economy is highly seasonal, less diverse than the statewide economy, and relies to a greater degree on industries which are either in decline or, at least, are not growing to the same extent as other industries more prevalent in Oregon's metropolitan areas.

Industry within the Southeast region consists of: government, retail, service and manufacturing. The largest component of the manufacturing sector is found in the food products industry. The second largest manufacturing sector is lumber and wood products.

CLUSTERS / INDUSTRIES

- Manufacturing (Food Processing, Metals, Wood Products, RV, Plastics)
- Agricultural Industry • Natural Resource Businesses • Health Care

Region 15 WRT

What's Happening with the Region 15

Workforce Response Team: The Region 15 Workforce Response Team serves Clackamas county. The four major Clackamas County employment Clusters with global appeal that are poised for growth and build off the strengths existing within the region are:

- DEFENSE: (aerospace, medical, marine, transportation, nuclear, high tech, metals manufacturing)
- HEALTHCARE/MEDICAL: (services, manufacturing, research & development, education, high tech, nutraceuticals, well-being products)
- NATURAL RESOURCES: (ag-tourism, recreation, timber, nurseries, organic farming, specialty foods, green materials, sustainable energy, secondary wood products)
- HIGH TECH (display technology, software, electronics, fiberoptics)



DESIGNING THE HIGH PERFORMANCE ORGANIZATION

A Story of Success

"The growth occurred before we were ready. We had to respond fast! Our workforce increased by 35%. Having the grant funds became a tipping point for us to take action," states Wayne Barstow.

By matching each grant dollar with a company dollar, MMT was able to begin the journey of designing a high performance organization

What's Happening

with a Region 15 Workforce Response Team Project:

The Marks Metal Technology training team was responsible for documenting and redesigning the company's work processes. The team attended classes to enable them to improve processes, design training and deliver technical training as Master Trainers. This team is responsible for providing training and coaching for every person in the company.



MMT team photo

Every person at the table knew there had to be strong commitment to make this project work.

CLUSTERS / INDUSTRIES

- Defense • Healthcare/Biomedical • Manufacturing (Defense, Healthcare/Biomedical, High Tech)
- High Tech • Logistics/Transportation/Warehousing

All Cluster/Industry information from current 07 Regional WRT Investment Plans