
**Workforce Investment Act (WIA)
Annual Report Narrative**

OREGON

Program Year 2010



WORKSOURCE

OREGON

Contents

WorkSource Oregon.....	3
Alignment, Integration, and Innovation.....	4
Accomplishments: Serving Job Seekers, Employers, and Stakeholders.....	8
American Recovery and Reinvestment Act (ARRA)	
Employer Workforce Training Fund (EWTF)	
National Career Readiness Certificate (NCRC)	
Oregon Workforce Partnership (OWP)	
Performance.....	14
State Evaluation.....	15
Cost of workforce investment activities	
Information on participants in the workforce investment system	
Waivers.....	18

WorkSource Oregon

The state workforce development agencies and community partners have moved to a unified, simplified approach in delivering services to job seekers and employers through the implementation of the federal Workforce Investment Act.

Oregon's workforce system serves Oregon workers by:

- helping people update their workplace skills,
- launching them toward higher wages, and
- referring them to jobs or educational career paths based on new technologies or innovations.

By bringing private industry together into a partnership with public providers, state agencies and educational institutions, Oregon offers a diverse array of workforce services throughout the state. This statewide network of public and private partners and services is collectively referred to as WorkSource Oregon (WSO).

WorkSource Oregon:

- Provides businesses with skilled workers, making hiring and training as simple as possible;
- Helps job seekers find jobs through skill matching, job search assistance, skill assessments, training and support services;
- Collaboratively leverages resources to align initiatives in the education, workforce and economic development arenas;
- Provides leadership to shape the education programs and workforce services that benefit individuals, businesses, and communities in Oregon;
- Broadens public access to skills, knowledge, and career opportunities;
- Fosters innovation in instruction, delivery, and data collection and dissemination; and,
- Meets public stewardship and accountability expectations to federal, state, and local funders and partners.

“The workforce system in Oregon is made up of state agencies, Local Workforce Investment Boards with hundreds of business and labor volunteer board members, workforce and education providers, and other essential partners around the state. We are a coordinated, functioning system working to meet the needs of Oregon employers, workers and job seekers.”

– Dave Williams
NW Natural

Chair, Oregon Workforce Investment Board

Alignment, Integration, and Innovation

“Integration will enhance the use of limited and declining funding through a more efficient use of resources and an elimination of program duplication and requirements. Integration will systematically improve the coordination of Workforce Investment Act and Wagner-Peyser Act funded services to achieve improved customer outcomes and more efficient and effective customer service.”

- Compass Policy for Alignment and Integration

The state workforce development organizations and community partners have moved to a simplified, unified approach in delivering market driven services to job seekers and employers through the implementation of the federal Workforce Investment Act. At the same time, a collaborative approach to the delivery of technical assistance, training and capacity building to support state workforce development partners also is occurring among state agencies.

Broadly referred to as *integration*, these efforts focus on:

- An integrated service delivery strategy between programs and partners
- Integrating management information systems (MIS) and information technologies (IT) systems and sharing data and IT applications where possible
- Developing integrated, cross-program performance measures that go beyond the federal Common Measures and demonstrate the depth, effectiveness, and outcomes of implementing an integrated service delivery strategy

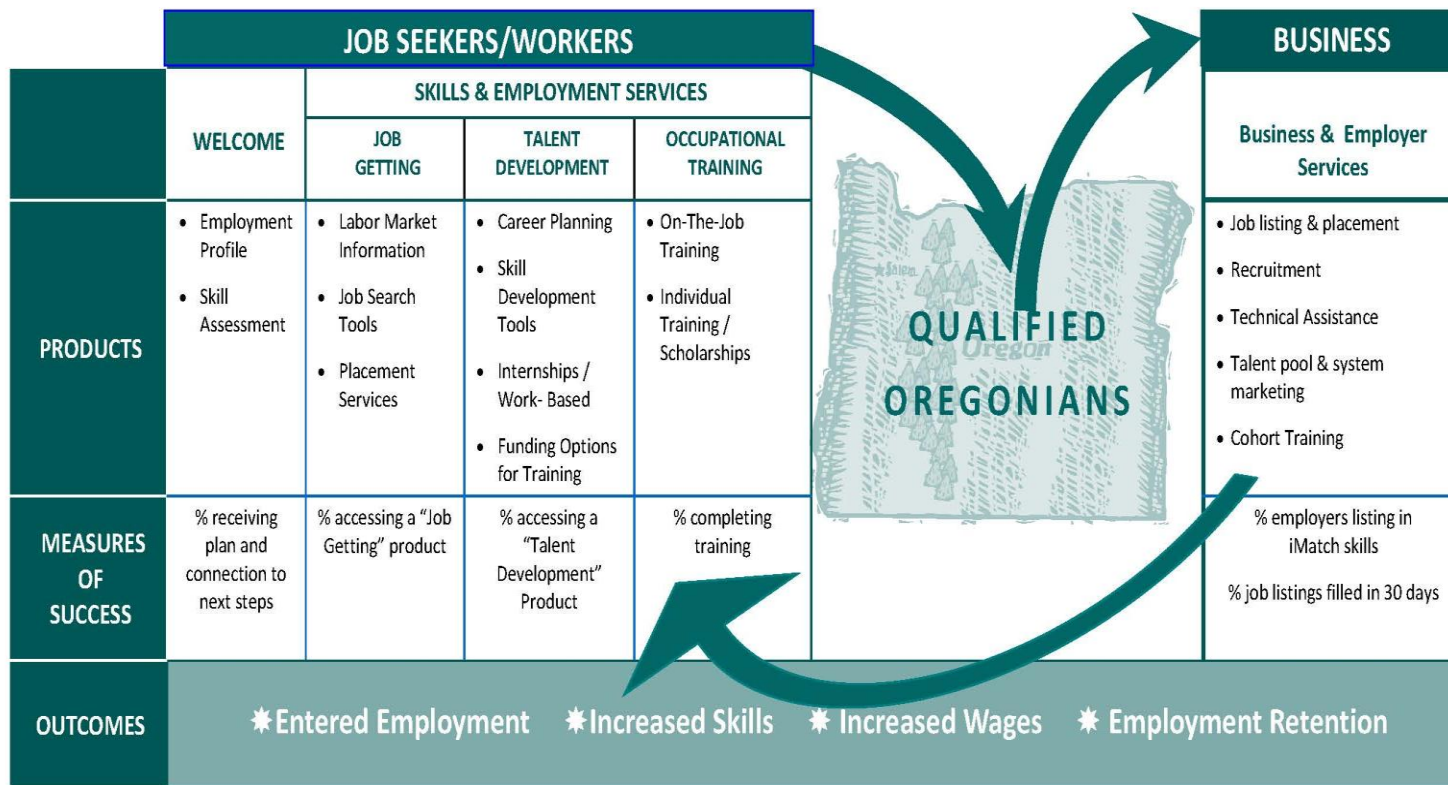
Implementing an integrated service delivery system involves the design of a new service delivery model and the creation of a data-sharing infrastructure. These efforts at system and service integration affect the major workforce partners – Local Workforce Investment Boards (LWIBs), the Oregon Employment Department (OED), and the Oregon Department of Community Colleges and Workforce Development (CCWD) – by:

- Moving beyond partnership to multi-disciplinary service integration
- Establishing integration minimums that are expected in all local areas
- Requiring that LWIBs convene the partners and are accountable for the development of an integrated service delivery system with OED and the LWIB



WORKSOURCE OREGON
 “Oregon’s Public Workforce System”

280,000 PEOPLE SERVED



Representatives from CCWD, OED, and LWIBs comprise the Integration Leadership Team. The Integration Leadership Team, informed by workgroups and other stakeholders, helps guide and align policy and procedure in the integrated service delivery environment.

In early 2010, the Integration Leadership Team created this high-level vision graphic of the relationship between WorkSource Oregon and Oregon’s job seeking and business customers. The Integration Leadership Team presented this graphic to field staff along with an implementation plan to guide Oregon’s ongoing strategic efforts and influence Oregon’s “Measures of Success.”



In order to increase the quality and efficiency of services delivered, WorkSource Oregon implemented:

- An integrated customer pool; all customers use a common registration process, creating a single customer record that is used by all programs/ funding streams;
- Integrated staffing charts where staff are assigned by function rather than funding/ program;
- A customer flow that clearly defines a service delivery process with a sequence of demand-driven, universal services that does not emphasize program eligibility and program participation;
- Locally designed employer services teams that connect local employers to the one-stop system; and
- A variety of tools to match job seekers' skills, interests and abilities with high wage, high demand jobs

Oregon's focus on skill and talent development of job seekers as well as current workers includes:

- The promotion of an electronic initial, standardized skill assessment to all customers;
- An electronic comprehensive menu of demand-driven skill enhancement products (including occupational training); and
- Matching job seekers and current workers with occupational training opportunities when appropriate/ beneficial.

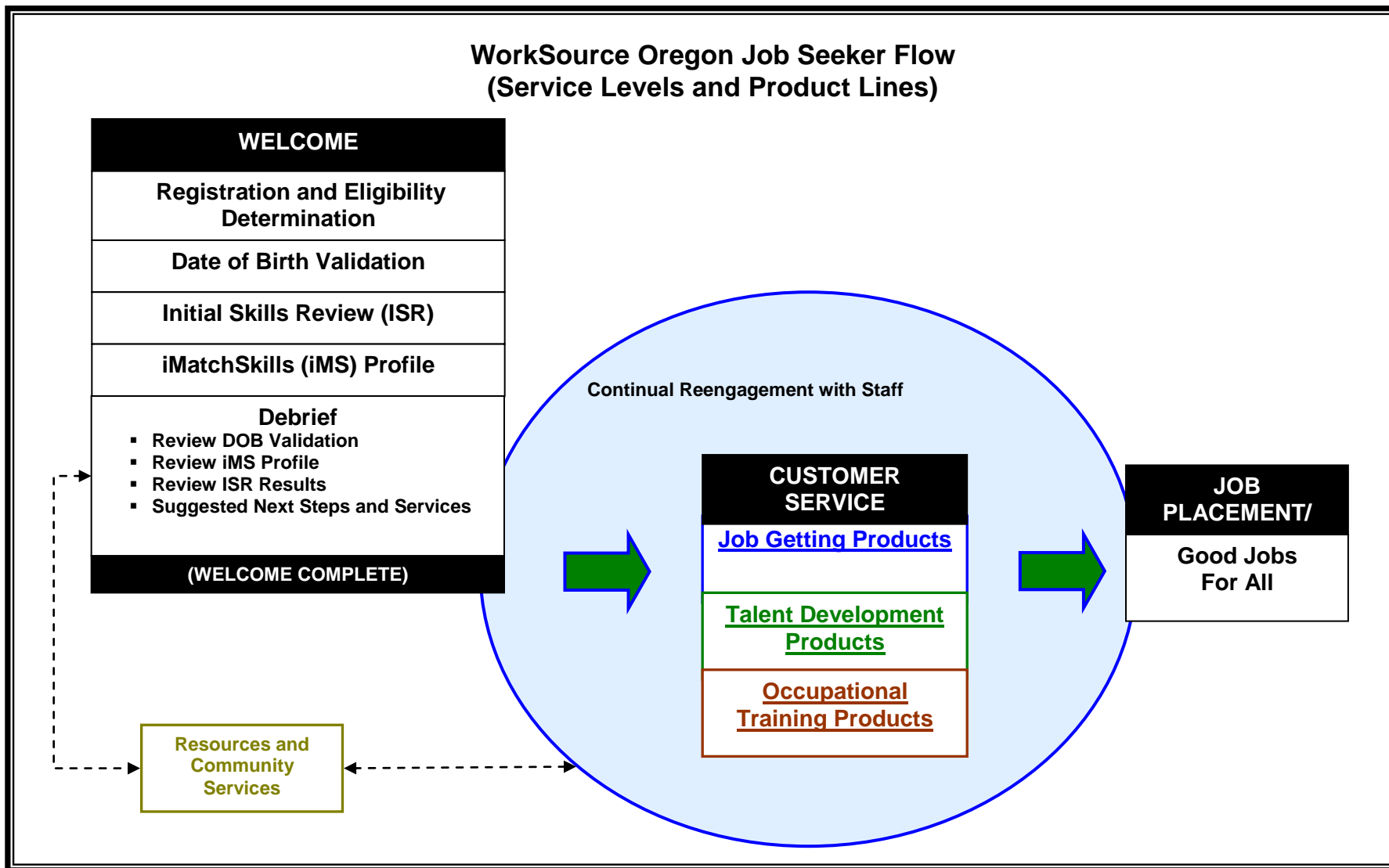
This is a substantial, ongoing endeavor, affecting state and local policies and procedures, service delivery, staff training, resource management and sharing, cross-agency alignments, and multiple, often shifting, priorities based on federal and state requirements and customer and staff needs. These integration minimums are, however, set in the context of state and local partnership realities. The partners acknowledge the delicate balance of local and state interests in the new service integration model and agree that integration efforts will:

- Increase the quality of services being delivered through WorkSource Oregon
- Focus on skill and talent development of job seekers as well as current workers
- Increase the wages, retention and advancement of Oregonians and positively impact the economic well-being of Oregon

"I believe that embedded in the challenges we face lies an unprecedented set of opportunities – but to realize those opportunities we must change...We must change ourselves and we must change our assumptions in order to change our future."

– Governor John Kitzhaber

WorkSource Oregon Job Seeker Flow (Service Levels and Product Lines)



This WorkSource Oregon Job Seeker Flow diagram is a visual representation of how the job-seeking customer “flows” through the integrated service delivery environment and access the skills and employment services he/ she needs. Ongoing workgroups are defining statewide minimums for procedures, services, and products (Job Getting, Talent Development, and Occupational Training).

Accomplishments: Serving Job Seekers, Employers, and Stakeholders

In a year fraught with ever-increasing challenges – funding and other resource reductions, a near-stagnant economy and job market, and continuing worker layoffs and business closures – WorkSource Oregon partners have managed a remarkable number of successes.

As part of the efforts to share and publicize these successes, WSO partners are using innovative communication tools including project-specific websites, dedicated YouTube channels, and other social media and electronic delivery methods. This report includes examples of some of these as part of this section; a few of WorkSource Oregon's accomplishments are summarized below, along with links to additional related reports, online videos and testimonials, and other information.

Facebook, YouTube, and Twitter

WorkSource Oregon has its own Facebook page, YouTube channel, and Twitter feed, used to announce Job Fairs, Employer Recruitments, Veterans events, new job listings and other information.

Facebook: <http://www.facebook.com/worksourceoregon?sk=wall>

YouTube channel: http://www.facebook.com/worksourceoregon?sk=app_57675755167

Twitter: http://www.facebook.com/worksourceoregon?sk=app_53267368995

American Recovery and Reinvestment Act (ARRA)

The 2010/2011 American Recovery and Reinvestment Act (ARRA) review of Oregon's seven Local Workforce Investment Areas (LWIAs) revealed several practices which obtained good results for implementing this program and which may be applicable to the Workforce Investment Act (WIA) Adult, Dislocated Worker and Youth programs. These strategies are described below:

- Several LWIAs utilized the Oregon Employment Department's (OED's) iMatchSkills® Fast Pass system to alert older youth about the ARRA Summer Youth program employment opportunities. This was an effective recruitment tool for reaching out to youth who were in need of employment during the summer months.
- Several LWIAs provided financial literacy training as a required element of the Summer Youth program. This strategy assisted youth in managing the money they received from their summer employment and should assist youth to become more fiscally sound in the future.

-
- Several LWIAs were able to coordinate credit attainments with their local high schools for the work experience the youth participated in during the summer. However, one LWIA had an exemplary arrangement with their local community college, which resulted in every youth who successfully completed a weeklong employment preparation (SMART internship) course receiving four college credits and up to an additional eight college credits for completing their work experience assignments. In addition, for those youth who needed high school credits, these college credits could be converted to high school credits.
 - LWIAs also used the addition of the ARRA funds to expand their connections and services with other human resource agencies and thereby increasing the value of both the ARRA program and the services provided by the partner agency. One LWIA developed a model for partnering with other human service systems that essentially expanded the integration model beyond WIA and OED to housing and community social services organizations that case manage customers through the WorkSource Oregon system. This model has allowed leveraging of resources that benefitted both the customers and the agencies involved.
 - Some of the LWIAs had exemplary models of the work readiness skill achievement process, which provided youth with ongoing and detailed information of how they were doing in their jobs. Supervisors were well trained in how to evaluate youth and how to convey these evaluations to youth in a positive manner that resulted in youth having a positive experience and improving their work readiness skills.
 - Several LWIAs used the additional ARRA funds to expand their on-the-job training (OJT), work experience and internship programs for adults and dislocated workers. Although these strategies are expensive, they resulted in excellent entered employment rates for unemployed job seekers. In particular, one LWIA found the adult internship program to be a strategy that they will be able to incorporate in their ongoing WIA programs, especially for adults with barriers to employment.

For more information on the highlights of Oregon's latest Recovery Act report, click [here](#).

To view the Oregon recovery website, go to: www.oregon.gov/recovery.

Report – *Summer Youth Employment Program Supports Oregon Counties – An Economic Impact Analysis* at:
http://oregonwfpartnership.org/wp-content/uploads/2010/04/ARRA_SYEP.pdf

Employer Workforce Training Fund (EWTF)

The Employer Workforce Training Fund is a public-private investment plan designed to strengthen Oregon's competitive position in the global marketplace. The EWTF is unique in the country in that it creates three distinct but complementary focus areas that:

- Provide customized workplace training to workers currently on the job but struggling to keep pace with technological change,
- Build the capacity of Oregon's workforce development system to address statewide challenges due to skilled worker shortages in targeted industries, and
- Support retention and expansion of companies critical to regional economies across the state.

All LWIAs and boards have Workforce Response Teams (WRTs) that played a vital part in implementing the EWTF implementation.

Regional Stories:

Listed as one of the Top 20 nationwide economic development groups by Site Selection Magazine (May 2003), Southern Oregon Regional Economic Development, Inc. (SOREDI) is a non-profit organization dedicated to increasing the long-term prosperity of Jackson and Josephine Counties.

SOREDI's Executive Director, Ron Fox, served as a member of the statewide design team that created the Employer Workforce Training Fund. <http://www.youtube.com/watch?v=miv77ASclQA&feature=related>

The High Desert Enterprise Consortium (HiDEC) is a community of independent manufacturing businesses representing 20 companies and more than 3,500 employees from every community in Central Oregon. HiDEC is an organization dedicated to providing access to quality training, continuing education and a creative forum for sharing ideas to assist Central Oregon enterprises in achieving world-class performance.

<http://www.youtube.com/watch?v=wIxFB068SFg&feature=related>

A strong partnership between Clackamas County's Economic Development organization and its Local Workforce Investment Board has led to the effective implementation of the Employer Workforce Training Fund to support local businesses. The fund has helped a number of local companies compete and grow, even in the recent economic downturn. It has become an invaluable resource to support business retention and expansion. Moreover, the task of working

together to implement the program has created a powerful, long-term bond between the local workforce development and economic development programs. http://www.youtube.com/watch?v=rCwU7b_u3MI&feature=related

The McMinnville Economic Development Partnership (MEDP) is a cooperative effort of the business community, city government and community leaders to help grow new business and retain existing business. Jody Christensen, the Director at MEDP has been heavily involved with workforce training efforts that increase company competitiveness, including the Employer Workforce Training Fund and the Mid-Willamette High Performance Consortium. She says, "The single most effective resource to support the retention and expansion of local businesses is the High Performance Consortium funded with Employer Workforce Training Funds by Job Growers Incorporated. I can identify at least 300 jobs retained in this community as the result of lean manufacturing. Lean has become our business retention and recruitment tool. Things happen as a result of lean that are so valuable you can benefit from them by just being here in our community." <http://www.youtube.com/watch?v=EB7JYIGmpdM&feature=related>

[Note: Due to federal cuts in both Formula and Governor's Reserve funds, Oregon will be unable to support the EWTF in PY2011.]

National Career Readiness Certificate (NCRC)

Oregon's NCRC program was officially launched in January by Governor Kitzhaber, and over 100 key public and private sector leaders. The Governor has identified the NCRC as one of his administration's key workforce development strategies. The program has evolved from a regional pilot phase in 2009-10 to its current phase of early statewide implementation in 2010-11. Currently, CCWD is partnering with the Local Workforce Investment Boards (LWIBs) who have convened local partners, including the Oregon Employment Department, community colleges, and economic development organizations, to deliver NCRC testing in each workforce region. WorkSource Oregon (WSO) centers have been designated as the primary "front door" to the NCRC for employers and job seekers.

Highlights include:

- Building initial capacity to deliver the NCRC assessments *statewide* through the Local Workforce Investment Boards in partnership with local partners.
- Awarding over 8,500 certificates by June 30, 2011.
- Securing the endorsements of key business associations and industry groups including Associated Oregon Industries, Oregon Business Association, Oregon Business Council, Oregon Business Plan, Portland Business Alliance, Energy Consortium of Oregon & SW Washington, and Manufacturing 21.

-
- Gaining support from over 250 employers for the program.
 - Extensive print and electronic media coverage statewide.
 - Development of website and promotion & training materials
 - Establishment of a statewide NCRC Implementation Committee comprised of private and public sector leaders to guide the implementation of the program.

For more information about the NCRC in Oregon, including press releases and success stories, visit:
www.OregonNCRC.org.

Additional videos are located at the Oregon NCRC YouTube channel: <http://www.youtube.com/user/TheOregonNCRC>

Oregon Workforce Partnership (OWP)

[Oregon's seven Local Workforce Investment Boards](#) (LWIBs) formed OWP as a way to create greater impact for Oregon's citizens and businesses. LWIBs are business-led private/public partnerships that invest in worker training based on community and industry needs. Locally, they convene those with the skills and knowledge to create effective solutions to the workforce needs of business. They create innovative program models and align and leverage resources for greater impact. OWP represents: 114 businesses and business associations, working in construction, manufacturing (from food processing to wood products to biotech and solar), healthcare, hospitality, staffing services and other sectors; 16 labor union representatives, non-profit organizations, locally elected officials, community colleges, school districts, educational service districts, governmental agencies, economic development organizations, tribal nations and universities.

Through OWP, these LWIBs work together to:

- Create alignment and increase worker skill development capacity across the state.
- Convene those with expertise and those who want to make a difference in order to learn from them and to work more effectively with them.
- Compile, analyze and convert data into intelligence so that all those involved in the creation of a more highly skilled workforce can make well-informed choices.

Oregon Workforce Partnership home page: <http://oregonwfpartnership.org/>

Find OWP and WorkSource Oregon success stories at: http://oregonwfpartnership.org/?page_id=6

Find interviews and testimonials from businesses that have benefitted from a relationship with OWP and WorkSource Oregon at OWP's YouTube channel: <http://www.youtube.com/user/betterskillsforOR?feature=mhee> .

Report – *Getting Oregon Back to Work – A proposal from the Governor's Workforce Transition Task Force*
<http://oregonwfpartnership.org/wp-content/uploads/2011/02/OJTNCRCProposal-final.pdf>

Additional LWIA videos

- *Lane Workforce Partnership - Putting People Back to Work*
This video touches on many aspects of workforce service provision (training scholarships, youth, services to businesses, and more) in Lane County. <http://www.youtube.com/watch?v=vOMFM6DFcx4&feature=related>
- **Project YESS**
Worksystems, Inc. is a proud sponsor of Mt. Hood Community College's Project YESS, a youth education and employment program designed to help you prepare for the GED examination, establish career goals, find a job and transition to college or advanced training opportunities. This video is from a graduating student who was excited to talk about her experience and her plans for the future.
http://www.youtube.com/watch?v=osf6kdBv2M4&feature=mfu_in_order&list=UL
- **Community Services Consortium's Weatherization Training Program in Corvallis, Oregon.**
This video in an overview of the 8-week Weatherization Tech 1 training for older youth in Linn, Benton, and Lincoln counties. <http://www.youtube.com/watch?v=LI0Y8USOj40>

Performance

CCWD has a long history of working with and supporting local efforts to meet and exceed state, federal or local performance measures. Performance measures are an integral part of CCWD's work, and are incorporated into the services provided through community colleges, the federal Workforce Investment Act (WIA) Title IB and Title II programs, and Carl Perkins Vocational and Technical Education programs.

Federal performance measures include the US Office of Management and Budget common measures that now affect WIA Title IB, WIA Title II, and Carl D. Perkins programs.

The Integration Leadership Team and various workgroups have developed a set of Statewide Integrated Service Performance Goals, for which goals will be determined and state and local area performance monitored. These goals and measures should serve the dual purpose of informing us of our system's success and identifying areas where improvement is needed. A workgroup is currently reviewing the following list, proposed by the Integration Leadership Team:

WorkSource Oregon Integrated Service Performance Goals

Welcome Complete	Percent of new customers entering an office <u>for the first time</u> who complete all steps of the Welcome process each calendar month.
Accessed a Job Getting Product	Percent of "Welcome Complete" who were referred to a Job Getting Product
Accessed a Talent Development Product	Percent of "Welcome Complete" who were referred to a Talent Development Product
Training Completers	Of the customers referred to Occupational Training, the percent who completed the training
Entered Employment (All)	Percent of all registered customers entered employment each month
Average Earning	Percent of wage increase (by eligibility group) for customers with entered employment
Employment Retention	Number of customers retained in employment for 3 months
Entered Employment by Staff Referral	Number of Staff Referred Entered Employment each month

State Evaluation

Oregon continues to evaluate the impacts of the workforce system. Initiatives include a renewed interest in further developing Oregon's long-standing system wide performance measurement system and data warehousing, continued emphasis on WIA performance analysis and improvement, increased efforts to implement the WIA common measures, and an initiative by the Oregon Workforce Investment Board to track the implementation of its strategic plan.

The state has undertaken or plans to undertake the following efforts in the area of program evaluation:

- We have begun two separate evaluations of Oregon's incumbent worker training program, the Employer Workforce Training Fund (EWTF), funded exclusively with the Governor's Reserve portion of the WIA statewide activities funds. The two efforts evaluate the program from different aspects or viewpoints. They are:
 - Employer Workforce Training Fund – A Story of System Change. This will be an informal qualitative evaluation that will “tell the story” of how the EWTF fundamentally changed the way the local boards interact with business and provide employer services. The EWTF has been very popular with the business community and with local and state economic development partners. There will be a narrative portion of the evaluation and, more interestingly, a series of videos from various business and other partners highlighting their experiences with the program.
 - Oregon has engaged the services of an economics firm to conduct a formal qualitative and quantitative evaluation of the EWTF. The evaluation will include an analysis of Oregon's incumbent worker training program relative to similar programs in other states, an analysis of strategies for implementing the program across the state, the availability of data for evaluation purposes, an analysis of cost effectiveness and return on investment, an analysis of available UI wage data regarding individual trainee outcomes, and recommendations for improving the program in the future.
 - Both of these evaluations will be completed prior to the end of the 2011 calendar year. However, it must be noted that this program, because of its reliance solely on the WIA statewide activities funds, will be unable to continue in the near future due to the loss of these funds.
- Data from our system wide performance measures continues to be available for the employment related indicators, basic skills attainment, and TANF caseload management. These system-wide performance data are available at

www.prism.state.or.us. The site includes analysis of the data. Current discussions include changing some of the definitions of the indicators to align more closely with Federal measures, and/or to better reflect the metrics in Oregon's updated strategic workforce plan, in process.

- Oregon is increasing the emphasis on developing the “next generation” data system. Efforts include connecting with a planned data warehouse for Oregon's K-20 education system, a desire for more flexible reporting on system wide data, and warehousing data for the reporting of common measures for federal compliance.
- Annual quality assurance reviews address multiple aspects of program compliance and program improvement.
- Oregon's Labor Market Information system continues to be responsive to state and local Workforce Investment Board needs, and supplies information and analysis to assist with evaluation initiatives. Recent studies have included job and industry growth analysis, industry cluster analysis, studies of the occupational needs and growth of various industries and industry groupings, prioritization of occupations for training, green jobs surveys, employer vacancy surveys, and local/regional profiles, all of which assist in the evaluation of the effectiveness of workforce programs in the state and assist in developing more targeted and effective programming.

Finally, it must be noted that although program evaluation is required, the loss of the statewide activities funds will not allow Oregon to continue to carry out any form of robust program evaluation in the future.

Cost of workforce investment activities relative to the effect of the activities on the performance of participants

The significant economic downturn in Oregon and efforts to establish a common customer pool for all WorkSource Oregon customers (WIA and W-P), combined with lengthy lags in data (such as retained employment or earnings increase) makes calculating some specific costs difficult at this point. In general, the demand for resources by adults, dislocated workers, and youth far exceed the available resources for helping people identify and improve their skills, and obtain the best possible job.

At the local level, there may not yet be a clear enough connection between accounting data and individual participant records to be able to track some cost measures for particular service or set of services. Oregon plans to address these cost issues as we move forward.

Uniform Reporting

Transforming many systems into one integrated system has been an incremental process that has resulted in challenges to reporting aggregate numbers accurately.

In our integrated service environment, tracking W-P and WIA services, including a common exit date, across systems has been challenging. Significant progress has been made in the data warehouse system and both Wagner-Peyser and WIA data has been loaded into the system for initial testing. Oregon continues to make progress in the development of a data warehouse environment that will support integrated reporting and allow for the tracking of a common exit date across workforce programs.

Although our common customer registration process enrolls customers in all of the Wagner-Peyser and WIA Adult programs for which they are eligible, both W-P and WIA services are still tracked separately, making determination of a “common” exit date, based on services received from any partner difficult for staff to calculate. In early 2010, technical specifications and initial design began on a project to automate this process.

The user interface layer of this shared system is the *WorkSource Oregon Management Information System (WOMIS)*, a multi-application customer- and staff-accessed system that will include Customer Registration, Program Eligibility Determination, iMatchSkills® (labor exchange), TAA, WIA Service Tracking, and other customer services and resources.

Implementing and enhancing WOMIS requires ongoing analysis and research, extensive Information Technology (IT) programming and coding, statewide hardware and software changes, and continuing fine-tuning, enhancements, and troubleshooting.

User groups comprised of state and local staff continue to monitor the MIS elements for consistency and needed changes. Oregon has reduced the number of regional MIS system from five to two different systems. At the state level, MIS elements are being reported uniformly, and Oregon’s goal is standardization of reporting elements at the local level as well.

Information on participants in the workforce investment system

Participant information for PY2010 is being provided in the WIA Title IB Annual Report Form (ETA 9091).

Waivers

Below are the waivers for which Oregon has received approval, with information on how the waivers have changed the activities of the state and local areas, and how activities carried out under the waivers have directly or indirectly affected state and local area performance outcomes, where known.

Waiver of the period of subsequent eligibility for eligible training providers.

Without this waiver, Oregon would not be able to maintain a robust Eligible Training Providers List (ETPL). Requiring “all students” data reporting in the WIA resulted in training providers, particularly community colleges, to refrain from putting training programs on the list. It is worth noting that a majority of the training programs on the list are offered by community colleges, often the only training provider in most regions of a largely rural state. These programs would not be on the ETPL if not for the waiver.

If the WIA gets reauthorized, Oregon expects proposed changes to provide states with more flexibility to develop systems of more utility to states’ individual situations. Oregon’s stringent consumer protection laws for education programs make the quality assurance goal of the ETPL unnecessary. In addition, the flexibility allowed through this waiver has helped Oregon develop career pathways programs that not only are nationally recognized but also provide WIA participants and other students, particularly working students, with options they would not otherwise have had.

Waiver allowing for the use of state set aside rapid response funds for the purposes allowed for statewide activities funds.

This waiver has allowed for an increase in the funds available for the Employer Workforce Training Fund, Oregon’s incumbent worker training program and demand-side capacity building program. The waiver increases the amount available for the direct training of incumbent workers and simplifies the program for participating employers. A total of 65 percent of the funds goes to local areas for incumbent worker training.

While the use of Rapid Response funds for this program has been reduced due to the need for Rapid Response activities in the down economy, the EWTF continues to train incumbent workers in demand occupations in every part of the state. We have had to further reduce the amount of Rapid Response funding in this program due to the increased restrictions DOL has put on the use of the funds. Nevertheless, since the implementation of the waiver, Oregon has trained 32,269 workers trained in 812 projects statewide, saving many jobs and making Oregon companies more competitive and able to grow or survive. In the future, the loss of WIA statewide activities funds will likely mean the end of the program.

Waiver to allow the Oregon workforce system to forego reporting of the WIA required performance measures and adopt and report the “Common Measures” for federal job training and employment programs.

The simplified performance management and reporting across systems allowed by this waiver has been instrumental in developing a fully integrated workforce system, since the service delivery system now has the same outcome measures regardless of the agency and funding source. The simplification has reduced the administrative burden, freeing up funding to allow serving more participants. The ability for the system to focus on common measures has allowed local boards to hold providers accountable to more relevant and easily understandable measures. It has also simplified the work of the line workers allowing them to serve our integrated customers more effectively.

Waiver limiting the provision of incumbent worker training to 15 percent statewide activities funds.

This waiver results in local boards being able to up to 20 percent of dislocated worker formula funding for incumbent worker training, allowing greater flexibility in meeting the needs of targeted sectors and incumbent workers. It enhances the ability of local Workforce Investment Boards to improve job retention, avoid layoffs and increase the competitiveness of sectors targeted in local areas.

The state set up policy for application locally to the state to implement this waiver. To date no local areas have applied. However, as the loss of statewide activities funds will likely end the state-level incumbent worker training program, at least some local boards are expected to apply for its use. Oregon has advised the local areas regarding the restrictions placed on the waiver by DOL and has amended policies to assure compliance.

Waiver of the prohibition of Individual Training Accounts (ITAs) for youth.

This waiver allows ITAs for youth, giving local areas the flexibility to meet the needs of individual youth.

It is difficult to quantify the effects of this waiver on local performance. Anecdotally, we have evidence of an increase in ITAs due to their application to the youth population. LWIBs are appreciative of the additional flexibility offered them through this waiver, even if they choose not to use it.



WORKSOURCE OREGON

If you have questions regarding this report's content please contact:
Kurt Tackman

Kurt.tackman@state.or.us

Oregon Department of Community Colleges and Workforce Development

<http://www.oregon.gov/CCWD/>



To conserve resources and be more environmentally friendly, this report was originally published in an electronic-only format.