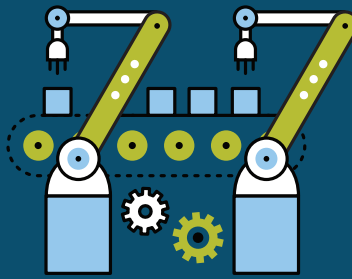


# A CALL TO ACTION



Building a Talent Pipeline for  
**Advanced Manufacturing**  
in the **Rogue Valley**

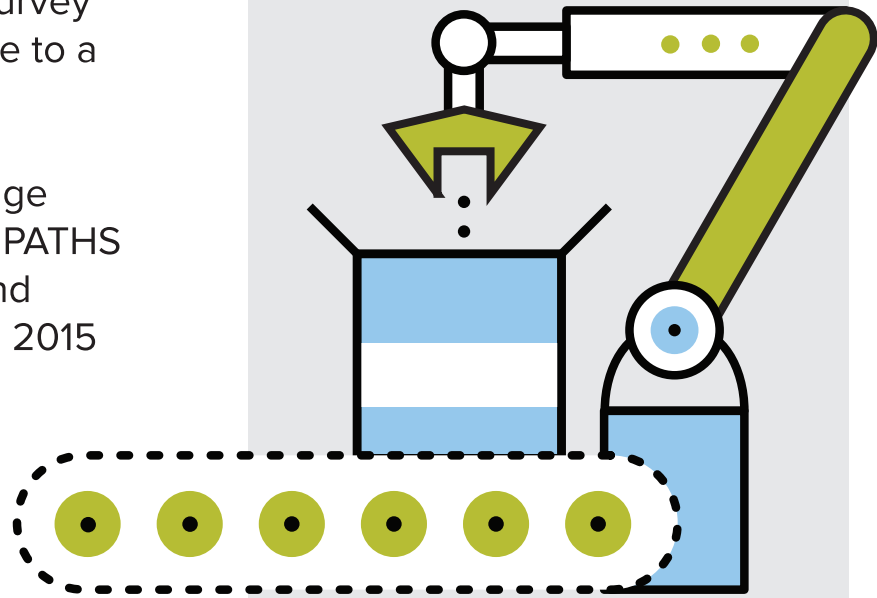
The manufacturing sector in Rogue Valley is a critical keystone of our region's economy. Over 400 companies employ 10,500 workers, with a payroll of over \$450 M annually! Workers enjoy good jobs - from entry-level production workers to engineers - with an average wage of \$43,379, almost 30% higher than the average median wage for the region.

The **manufacturing businesses that fuel our regional economy cannot be sustained and grow without enough people to do the work.** From 2014 to 2024 the Oregon Employment Department projects the region will need more than 3,300 workers to support potential new jobs and openings from older workers retiring. A recent survey reveals 1,000+ jobs available NOW, due to a shortage of skilled workers.

Manufacturers are rising to the challenge and taking the lead to BUILD CAREER PATHS – between businesses and schools, and between students and careers. In July, 2015 the Rogue Advanced Manufacturing Partnership - or RAMP - was launched.



RAMP is a regional partnership of business, education and economic development to support the growth and competitiveness of the region's 400+ advanced manufacturing companies. Working together, manufacturers can speak with one voice to outline current and projected technical and "soft skill" needs to our education and economic development partners.



**RAMP believes the region's manufacturers stand ready to support a "partnership for change" but we need your help. To find out more about RAMP and how your company can become involved in building the talent pipeline, Dana Shumate at [danas@rogueworkforce.org](mailto:danas@rogueworkforce.org) or 541-842-2620.**

# ACTION PLAN

⋯ Pending    ◯ In-Progress    ✓ Complete

## GOAL 1

Expand the talent pipeline through increased skill-building opportunities, education & workforce readiness for current workers

- A ◯ **Endorse industry essential skills expectations** through providing interviews to individuals who earn a regionally recognized soft-skills report card.
  - A1 ✓ **Programmable Logic Controller Training: February 12-15, 2018**
  - A2 ◯ **Develop Mechatronics training** for incumbent workers to increase their skill level and productivity on the job.
  - A3 ◯ **Integrate the Certified Production Technician (CPT) program and certification** into short-term training to ensure workers have the foundational safety and quality skills for entry-level jobs.
- B ◯ **Increase business competitiveness** by offering just-in-time incumbent worker trainings.

## GOAL 2

Workforce Development for emerging workers who are still completing their education

- A ◯ **Provide information to develop school and college curriculum and programming** to align knowledge and skills taught with employer needs
  - A1 ✓ **Career Highlights at Timber Products and CareStream Health May 2, 2018**
  - A2 ✓ **Teachers Externships at Croman Corporation, Timber Products, Amy's Kitchen 7/31-8/3/17**
  - A3 ◯ **Increase work-based learning opportunities** like career highlight events, job shadows, internships, summer job opportunities and pre-apprenticeships.
  - A4 ◯ **Support project based learning in the Rogue Valley** by expanding teacher externship opportunities at manufacturing companies.
- B ◯ **Advocate to expand manufacturing offerings** and to help build strong CTE programs regionally.
- C ◯ **Incorporate plant tours** into the short-term training so students better understand the working environment.
- D ⋯ **Provide short-term, non-traditional (e.g., boot camp) training options** for returning veterans, women, unemployed, under-employed and out-of-school youth populations to increase the number of work-ready applicants for high-demand jobs.
- E ◯ **Development of an employability skills rubric** to identify expectations and competencies needed to perform effectively on the job.



## GOAL 3

Increase awareness of manufacturing careers in the Rogue Valley

- A ◯ **Endorse industry employability skills rubric** by providing support and feedback to students and teachers during any and all RAMP/school experiences.
- B ⋯ **Launch an outreach campaign** that targets all available pools of workers to inform them of short-term training and immediate job opportunities in manufacturing
- C ◯ **Increase awareness among students, parents, teachers and administrators about career opportunities in manufacturing.**
  - C1 ✓ **Manufacturing Careers in the Rogue Valley video completed June 2016**
  - C2 ✓ **Knowledge & Skills Transfer Program video completed March 2018**
  - C3 ✓ **Careers in Gear February 2018**

## RAMP Leadership Companies

Diode Laser Concepts  
Rogue Valley Microdevices  
Carestream Health, Inc.

Medford Fabrication  
Linde Group  
Linx Technology

Timber Products Company  
Quantum Innovations