



Agenda



Rogue Workforce Partnership ~ Workforce Board Meeting


Thursday, January 17, 2019 • 2:00 - 5:00 p.m.

Pacific Retirement Services • 1 W. Main Street, Third Floor Washington Room, Medford OR

Video/Phone Conference access available: <https://zoom.us/j/847618192> Select your audio preference: 1) Use telephone: 1+ (669) 900-6833; Access Code: 847618192; (long distance charges apply); 2) Or, use computer microphone & speakers (headset recommended)

Time	Item	Action	Reporting
2:00	Call to Order (10m) <ul style="list-style-type: none"> Welcome, Introductions & Check-in 		Jessica Gomez
2:10	Election of Officers - Chair & Vice-Chair (2m) RWP BY-LAWS ♦ ARTICLE IV: Workforce Board and Corporation Officers A. Required Officers and Nominations - The officers of the Workforce Board shall include a Chair, who shall be a private sector business representative, and a Vice-Chair who shall also be a private sector business representative. The Workforce Board may elect other officers as deemed necessary. A single Member may perform the duties of more than one office, with the exception of the duties of Chair and the Vice-Chair, which must be performed by separate Members. The Corporation's Chair and Vice-Chair shall be the same individuals who are the Workforce Board's Chair and Vice-Chair. The Corporation may also elect other officers.	Action	Jessica, Jim Fong
	Consent Agenda (2m) <ul style="list-style-type: none"> September 20, 2018 RWP Workforce Board Minutes 	Action	Jessica
2:15	<u>Rogue Workforce Partnership</u> Budget, Strategic Investments, Dashboard & ROI (45-60m) <ul style="list-style-type: none"> Budget Development, Review & Approval Process – Past, Present & Future PY 18 Original Budget & PY 18 Budget Modification PY 18 Budget & Program Investment Overview & Dashboard PY 18 Budget & PY Budget Modification Affirmation 	↑ <i>Information & Guidance</i> ↓ Action	Jim Fong Sherri Emitte Jim, Jill teVelde Jessica
3:15	<u>Workforce One-Stop System & Education Partners</u> Aligning Strategic Investments, Dashboards & ROI (15-20 m) WIOA Required One-Stop Delivery Partners, K-12 Education, Higher Education & Other Partners (see http://www.wtb.wa.gov/Documents/2018MatrixFINAL.pdf)	<i>Information & Guidance</i>	Jim Fong
3:30	Break		
3:40	Managing Our Work & Meetings for 2019 <ul style="list-style-type: none"> Strategic Roadmap Overview - past, present & future (15-20m) <ul style="list-style-type: none"> Overseeing Budget, Investment Strategies, Results & ROI Innovations in Our Investment Strategies <ul style="list-style-type: none"> Career Pathway Stepping Stones Skills Pyramid Skill-up & Backfill Sector Strategy Action Plans Workforce & Talent Development Grants High School Industry Certifications 	↑ <i>Information & Guidance</i> ↓	Jessica Jim & RWP Champions

Time	Item	Action	Reporting
	<ul style="list-style-type: none"> ▶ Employability Skills & Personal Effectiveness Skills  <ul style="list-style-type: none"> Rubric Wings Coaching ACES/Trauma Informed Care Bridges Out of Poverty ▶ Business–Education Partnership & Career Related Learning Experiences <ul style="list-style-type: none"> Internships Demand Assets Mentoring Careers in Gear & GPHS Career Fair Career Highlight Events Externships ▶ Workforce Readiness High School Diploma ▶ Strengthening Key Partnership ▶ Create System for Monitoring & Measuring Efforts & Impact <ul style="list-style-type: none"> Learning Community Pilot Longitudinal Data & Predictive Analytics ▶ Clarifying the Role of RWP Champions 	↑ <i>Information & Guidance</i> ↓	Jim & RWP Champions
4:00	<ul style="list-style-type: none"> • Structuring RWP Meetings to Accomplish Our Work (30-45m) <ul style="list-style-type: none"> • 2019 Meeting Schedule - <i>Key Discussions & Actions</i>  • Resolving a Core Dilemma: <i>Our region’s workforce development system is complex, and overseeing it takes time & concentrated effort. But organizing & investing sufficient focused time is difficult for us to do as a large group.</i> 	<i>Decision & Action</i>	Jessica
4:50	Review Agreements & Next Steps / Check-Out (5m)		Jessica
5:00	Adjourn		Jessica

 = Documents attached or will be handed out at meeting

Auxiliary aids and services are available upon request to individuals with disabilities.
Contact Tami Allison at 842-2518.



ROGUE WORKFORCE PARTNERSHIP

MINUTES

ROGUE WORKFORCE PARTNERSHIP WORKFORCE DEVELOPMENT BOARD

September 20, 2018

Rogue Community College - Table Rock Campus - Room 100
7800 Pacific Avenue, White City, OR

MEMBERS PRESENT:

Scott Beveridge, Alex Campbell, Michael Donnelly, Jessica Gomez, Shawn Hogan, Melissa Wolff, Nikki Jones, Cathy Kemper-Pelle, Norm Kester, Kirk Kolb, Brian Shumate, Sherri Stratton, John Underwood, Trever Yarrish

**= via phone/videoconference*

QUORUM PRESENT: Yes

OTHERS ATTENDING:

Junior Achievement – Deanna Wilson

College Dreams - Jen Perry

Southern Oregon Success – Peter Buckley

Business Oregon – Marta Tarantsy

WorkSource Rogue Valley ResCare – Cynthia Anderson

Butte Falls School District – Phil Long

Quantum Innovations – Michele Laird

ProWeld – Tanna Oberlander

Rogue Workforce Partnership: Sherri Emitte, Tami Allison, Dana Shumate, Jim Fong

CALL TO ORDER, WELCOME & INTRODUCTIONS

The Board meeting was called to order by Chair, Jessica Gomez at 2:37p.m. A round of introductions were made.

CONSENT AGENDA

The following items were approved in the consent agenda:

- June 21, 2018 RWP Workforce Board Minutes

ALEX CAMPBELL MOVED TO APPROVE THE CONSENT AGENDA. THE MOTION WAS SECONDED BY CATHY KEMPER-PELLE AND APPROVED UNANIMOUSLY.

RWP BUDGET REVIEW & AFFIRMATION/APPROVAL

Sherry presented, for affirmation/approval by the Board, the PY 18 budget. Highlights were presented and Sherry opened the floor for questions.

Board members inquired as to whether the Corporate Directors went through a “deeper dive” budgeting process. Jessica responded by saying that the Corporate Directors went more in-depth into the budget information and serves in the capacity to review, approve and report to the Workforce Board to affirm. Mike added that the RWP budget is independently audited every year. Members indicated they appreciate the transparency; however, they find it difficult to affirm not knowing what is being investing in and what the deliverables are.

Jim went on to say that that the bulk of the funds we receive are federal funds that are targeted to adult/dislocated worker and youth populations, with a carve out to staff the workforce board. These funds are fairly prescriptive and have the most constraints. Feedback, suggestions, and statements from board members included the following:

- It was clarified that this is the budget summary, and not the actual budget
- Members indicated they would like to see the entire budget – send it out to the board electronically
- For consistency, list either all numbers or percentages (unsure what percentages equate to)
- Refine the process by creating a table showing the funding streams, what they are meant for, scope of services, etc.
- Have the workforce board affirm the summary
- Invite the full board to the Corporate Directors session when the budget is reviewed.
- Send out the budget electronically in advance with a summary of changes – schedule a meeting and vote at that time.
- Affirm based on the fact that any changes would be made mid-year.
- Information sent out electronically in an email, Q&A with individual workforce board members as needed, doodle poll for a vote and then do a telephone conference as a public meeting to approve.

The decision was reached to delay affirmation by the full workforce board until the December meeting. Sherry will work to create a document (full budget) that has descriptors and is a little more user friendly for the board to read and understand and will get out to the board in November for their review.

STAFFING CHANGES & OFFICE MOVE

Jim reported that RWP offices are moving tomorrow to 37 N. Central Avenue in Medford, and indicated that part of the inspiration was the savings of \$36,000 per year.

Jim informed the group that Aurora King has moved on to another position and we are in the process of bringing on some new staff – Jill teVelde and Heather Stafford. Jill will be full-time and will work with the contracts and program management. Heather will work part-time with the sector groups. We are still in conversation with another part-time person and will let you know as we get more information.

BUSINESS EDUCATION PARTNERSHIP & CRLEs

- *Update & coordination on regional partnership efforts to roll out employability skills, internships/externships, and other efforts to create Career Related Learning Experiences-*

Dana shared information related to the Business Education Partnership (BEP) and showed the CRLE pyramid that was one of the first things that BEP brought to community members.

Industry tours are being done with sophomores and that hope is that this will continue. John added that there was a very successful event earlier in the year where students toured both Timber Products and CareStream and then met back at RCC.

Career Highlights are being done with high school juniors.

Another charge of the BEP is to create internships for students. The group looked at many different models and had much discussion; however, decided to do student internships for rising high school seniors

Employability Skills was yet another focus for the BEP where a group of educators and business leaders came together and designed a rubric of 7 essential skills. The idea is to give a framework to schools where they can be asked to be more intentional when teaching these skills.

Dana commented that Three River's School District is on board with Medford high schools starting to introduce through posters and introduction to the CTE teachers. "It is very exciting seeing teachers, as well as business people, getting behind this," Dana stated. RCC is also incorporating this into their curriculum.

Norm added that the RWP RAMP group has had much conversation about this and feels that the employability skills rubric could create a "pull-based system" for employers to require the score. The group also suggested that businesses have these posters available when they attend the Careers in Gear and make sure the students are aware of it.

Nikki Jones asked if there is intent for ResCare to use this with the adult population coming through the OneStop Centers? Sherri Stratton responded "yes" and indicated that she and Dana are meeting and moving forward with a workgroup to include higher education and workforce services.

There was some discussion cautioning that we are talking about a system that is subjective and could damage someone (similar to a FICO score) if there was a grade placed on it. Dana agreed and indicated that there will not be a grade placed on the rubric and it will be left open-ended for schools at this time. We will take small steps to implement so we can see what works and what doesn't.

- *STEM / College & Career for All Conference – Grant Opportunity*

Scott Beveridge reported that there is a current opportunity where funds are available to the STEM Hub that are earmarked for a STEAM conference locally. Members indicated that having a STEM event available to families and kids makes sense as it helps the parents to understand what is available to their children. Cathy indicated that it would be great to have a complimentary event just for teachers so there is balance in what is shared.

- *Careers in Gear Promo*

Deanna reported that Careers in Gear for 2019 is live on the Junior Achievement website <https://jaorswwa.org/about-us/locations/medford-area> and employers can register. There are a few changes this year which include; splitting the sessions to make a little more room for the very large freshmen classes. There will also be an outdoor area which is an option on the booth registration. The event is taking place on February 7, 2019 and can accommodate nearly 2000 students this year. Early bird registration is open through December 31, 2018.

MEASURE 98 & OTHER INVESTMENTS, INDUSTRY SECTOR STRATEGIES & REGIONAL SYSTEMS ALIGNMENT

- Checking in on what Measure 98 investments are being made by our region's school districts? What are expected returns on investment?
- Jim indicated that it seemed like the opportune time to talk about the alignment, and ask superintendents what investments they are making. Jim showed the infographic titled "Rogue Valley CTE & Sector Strategies."

Grants Pass School District:

- addressing chronic absenteeism and have seen a 4% decrease.
- Additional mentoring for freshmen
- Equity Training
- Expanding partnership with College Dreams
- Getting more alternative education students to RCC (have already seen an increase in kids seeking higher level classes)
- Increasing the numbers of college visits
- More training for CTE teachers
- Summer STEM classes primarily with kids transitioning to high school

Medford School District:

- College and Career Readiness

- Expanding CTE – hired Pathway Development Coordinator and Online Schools Coordinator
- Drop-out prevention
- Paying college tuition for any high school student
- Expanding electrical and plumbing
- Paying for mental health providers

The discussion moved into the local bond measures that recently failed and why businesses couldn't contribute a certain amount of money per year to help fund CTE as bond measures are not creating enough traction to make it happen. Norm feels that a smaller group conversation needs to take place around this topic. Norm feels that it is an easier ask for a smaller amount over a longer period of time which would be more attractive to taxpayers. Other members of the group agreed that this is an important conversation.

Jim suggested that RWP could convene a group and asked that members contact RWP if they are interested. Cathy Kemper-Pelle indicated that she would bring this topic to the Southern Oregon Consortium of Higher Education.

- *What's our progress in aligning our Industry Sector Strategies with K-20 education and WorkSource Rogue Valley to create a coordinated regional system that helps students and adult career-seekers explore opportunities, find their passion and get started on a career path?*

Due to time constraints, this topic was not discussed.

LONGITUDINAL DATA/ PREDICTIVE ANALYTICS

- *RWP and Rogue Valley partners have an opportunity to engage in a pilot program with Oregon's Chief Education Office, Department of Human Services and Oregon Enterprise Data Analytics and use of new capacities longitudinal data, big data and predictive analytic capacities.*

Due to time constraints, this topic was not discussed.

OTHER BUSINESS

No other items were brought before the Rogue Workforce Partnership.

ADJOURN

With no further discussion, the meeting was adjourned at 4:10 p.m.

Respectfully Submitted,

Tami Allison
Senior Project Manager
/tka

APPROVED:

Chair

Date

Rogue Workforce Partnership ♦ Organization / Governance Chart

Jackson County Board of Commissioners
Appoints 1 Commissioner to serve on R.V. Workforce Consortium

Josephine County Board of Commissioners
Appoints 1 Commissioner to serve on R.V. Workforce Consortium

Rogue Valley Workforce Consortium

- Intergovernmental entity created by Jackson & Josephine Counties
- Serves as **Chief Elected Official** per WIOA
- Appoints Workforce Board members | Approves Local Plan | Oversight
- Both County Commissioners serve on RVP Corporate Directors

ROGUE WORKFORCE PARTNERSHIP

Corporate Directors

- Corporate Directors for the RWP 501(c)(3) non-profit organizational entity
- Serves as Executive Committee for the full Workforce Board
- **Members:** 5-7 Business Leaders recruited from Workforce Board + the 2 RVWC County Commissioners from Jackson & Josephine Counties

Local Workforce Development Board

Purpose: Federal & State authorized board - oversees & aligns region's workforce system

Key Activities:

- Develop & oversee region's Local Strategic Workforce Plan
- Lead Industry Sector Groups & other subcommittees / work groups
- Convene Business, K-20 Education & Workforce partners to create workforce solutions
- Align programs/services/curriculum to industry recognized certifications to create career pathways in targeted industry Sectors
- Connect students & adult career / job seekers to high-demand, high-wage jobs, particularly in targeted Industry Sectors
- Adopt strategies to enhance prosperity of business, individuals and region's economy
- Establish One-Stop System Standards; Certify WorkSource Rogue Valley One-Stop Centers

Members

- Private Sector Business & Industry (*majority required*)
- Mandatory: Labor, Community-Based Organizations, Adult Basic Skill/Community College & Workforce Agencies
- Other members from: K-12 education, Higher Education, Department of Human Services

Industry Sector Groups

Advanced Manufacturing | Information Technology / E-Commerce | Healthcare

Workforce & Higher Education System Partners Subcommittee

Adult Basic Skills/Title II | People with Disabilities | Apprenticeships | Local Leadership Team

Local Workforce Development Board (per WIOA)

Purpose:

1. Provide strategic operational oversight in collaboration with the required & additional partners & workforce stakeholders to help develop a comprehensive & high-quality workforce development system in the local area & larger planning region;
2. Assist in the achievement of the State's strategic & operational vision and goals as outlined in the Unified State Plan or Combined State Plan; and
3. Maximize & continue to improve the quality of services, customer satisfaction, effectiveness of the services provided.

14 Key Functions:

- ▶ Develop 4-year local plan
- ▶ Conduct workforce research & regional labor market analysis
- ▶ Convene business leaders & stakeholders; ensure employer needs are met
- ▶ Develop & implement Career Pathways
- ▶ Identify / promote proven & promising strategies & initiatives
- ▶ Use technology to maximize accessibility & effectiveness of local workforce system
- ▶ With Chief Elected Official – oversee entire 1-stop system, & WIOA youth/adult/dislocated worker activities
- ▶ Agree on local performance indicators with Chief Elected Official & Governor
- ▶ Negotiate with partners and Chief Elected Official to fund 1-Stop infrastructure cost
- ▶ Select providers for youth services, training services, career services, and 1-Stop operator
- ▶ Coordinate activities with education & training providers
- ▶ Develop a budget for Workforce Board activities
- ▶ Annually assess physical & program accessibility of all 1-Stop Centers
- ▶ Certify 1-Stop Centers

Business, Workforce, K-20 Education & Community Partners

Chambers of Commerce

ASHLAND
CHAMBER OF COMMERCE
Southern Oregon

Southern Oregon Business Innovators Group

- Peer-to-Peer business support:
- Mentorship
- Collaboration
- Continuous Improvement
- Improved business climate
- Community prosperity

College Dreams

- WIOA In-School Youth Services
- Other Youth Services for At-Risk Youth

soredi
to help business prosper
Regional Economic Development

Local Workforce Board
Federal & State authorized board - oversees & aligns region's workforce system

Industry Sector Groups
Advanced Manufacturing | Information Technology | E-Commerce | Healthcare

ROGUE WORKFORCE PARTNERSHIP

Oregon Department of Human Services
Self-Sufficiency Programs

- TANF - Temporary Assistance to Needy Families
- SNAP - Supplemental Nutrition Assistance Program
- ERDC - Employment Related Day Care

Vocational Rehabilitation

Business/ Education Partnership

We will collaborate as a community to create a pathway system for our future workforce that is aligned with the needs and demands of our Live Rogue Economy!

Higher Education / Post-Secondary Training

RCC Rogue Community College
KCC Klamath Community College
ACCU
PACIFIC HEALTHCARE TRAINING

WORKSOURCE ROGUE VALLEY
americanjobcenter

Exploratory Services | **Career Services** | **Training Services** | **Business Services**

1-Stop Center - Services for:
All Adults, Dislocated Workers, UI, TANF, SNAP & Out-of-School Youth

Service Providers / Partners:

- ResCare (WIOA, TANF, SNAP)
- Oregon Employment Department
- Vocational Rehabilitation
- Adult Basic Skill - Title II, ACC, SOGI
- Child Care Resource Network

DHS Contracts for Services

Southern Oregon Goodwill Industries

- K-12 School Districts**
- Ashland
 - Butte Falls
 - Grants Pass
 - Central Point
 - Eagle Point
 - Klamath Co.
 - K Falls City
 - Medford
 - Phoenix-Talen
 - Pinehurst
 - Prospect
 - SOESD
 - Rogue River
 - Three Rivers

Southern Oregon Success

Cradle-to-Career, Collective Impact Initiative & Regional Achievement Collaborative

- ACE's - Adverse Childhood Experiences
- Early Learning Youth Development
- College & Career for All

What are the functions of the Local Workforce Development Board?

§ 679.370

As provided in WIOA sec. 107(d), the Local WDB must:

- (a) **Develop and submit a 4-year local plan** for the local area, in partnership with the chief elected official and consistent with WIOA sec. 108;
- (b) If the local area is part of a planning region that includes other local areas, develop and submit a regional plan in collaboration with other local areas. If the local area is part of a planning region, the local plan must be submitted as a part of the regional plan;
- (c) **Conduct workforce research and regional labor market analysis** to include:
 - (1) Analyses and regular updates of economic conditions, needed knowledge and skills, workforce, and workforce development (including education and training) activities to include an analysis of the strengths and weaknesses (including the capacity to provide) of such services to address the identified education and skill needs of the workforce and the employment needs of employers;
 - (2) Assistance to the Governor in developing the statewide workforce and labor market information system under the Wagner-Peyser Act for the region; and
 - (3) Other research, data collection, and analysis related to the workforce needs of the regional economy as the WDB, after receiving input from a wide array of stakeholders, determines to be necessary to carry out its functions;
- (d) **Convene local workforce development system stakeholders to assist in the development of the local plan** under § 679.550 and in **identifying non-Federal expertise and resources to leverage support for workforce development activities**. Such stakeholders may assist the Local WDB and standing committees in carrying out **convening, brokering, and leveraging functions** at the direction of the Local WDB;
- (e) **Lead efforts to engage with a diverse range of employers and other entities** in the region in order to:
 - (1) **Promote business representation** (particularly representatives with optimum policy-making or hiring authority from employers whose employment opportunities reflect existing and emerging employment opportunities in the region) on the Local WDB;
 - (2) **Develop effective linkages** (including the use of intermediaries) **with employers** in the region to support employer utilization of the local workforce development system and to support local workforce investment activities;
 - (3) **Ensure that workforce investment activities meet the needs of employers and support economic growth** in the region by enhancing communication, coordination, and collaboration among employers, economic development entities, and service providers; and
 - (4) **Develop and implement proven or promising strategies for meeting the employment and skill needs of workers and employers** (such as the establishment of industry and sector partnerships), that provide the skilled workforce needed by employers in the region, and that expand employment and career advancement opportunities for workforce development system participants in in-demand industry sectors or occupations;
- (f) **With representatives of secondary and postsecondary education programs, lead efforts to develop and implement career pathways** within the local area by aligning the employment, training, education, and supportive services that are needed by adults and youth, particularly individuals with barriers to employment;
- (g) **Lead efforts in the local area to identify and promote proven and promising strategies and initiatives** for meeting the needs of employers, workers and job seekers, and identify and disseminate information on proven and promising practices carried out in other local areas for meeting such needs;
- (h) **Develop strategies for using technology to maximize the accessibility and effectiveness of the local workforce development system for employers, and workers and job seekers**, by:
 - (1) Facilitating connections among the intake and case management information systems of the one-stop partner programs to support a comprehensive workforce development system in the local area;
 - (2) Facilitating access to services provided through the one-stop delivery system involved, including access in remote areas;
 - (3) Identifying strategies for better meeting the needs of individuals with barriers to employment, including strategies that augment traditional service delivery, and increase access to services and programs of the one-stop delivery system, such as improving digital literacy skills; and

- (4) Leveraging resources and capacity within the local workforce development system, including resources and capacity for services for individuals with barriers to employment;
- (i) In partnership with the chief elected official for the local area:
- (1) **Conduct oversight of youth workforce investment activities** authorized under WIOA sec. 129(c), **adult and dislocated worker employment and training activities** under WIOA secs. 134(c) and (d), **and the entire one-stop delivery system in the local area**;
 - (2) **Ensure the appropriate use and management of the funds provided under WIOA** subtitle B for the **youth, adult, and dislocated worker activities and one-stop delivery system in the local area**; and
 - (3) **Ensure the appropriate use management, and investment of funds to maximize performance outcomes under WIOA** sec. 116;
- (j) **Negotiate and reach agreement on local performance indicators** with the chief elected official and the Governor;
- (k) **Negotiate with CEO and required partners on the methods for funding the infrastructure costs of one-stop centers** in the local area in accordance with § 678.715 of this chapter or must notify the Governor if they fail to reach agreement at the local level and will use a State infrastructure funding mechanism;
- (l) **Select** the following **providers** in the local area, and where appropriate terminate such providers in accordance with 2 CFR part 200:
- (1) Providers of **youth workforce investment activities** through competitive grants or contracts based on the recommendations of the youth standing committee (if such a committee is established); however, if the Local WDB determines there is an insufficient number of eligible training providers in a local area, the Local WDB may award contracts on a sole-source basis as per the provisions at WIOA sec. 123(b);
 - (2) Providers of **training services** consistent with the criteria and information requirements established by the Governor and WIOA sec. 122;
 - (3) Providers of **career services** through the award of contracts, if the one-stop operator does not provide such services; and
 - (4) **One-stop operators** in accordance with §§ 678.600 through 678.635 of this chapter;
- (m) In accordance with WIOA sec. 107(d)(10)(E) work with the State to **ensure there are sufficient numbers and types of providers of career services and training services** serving the local area and providing the services in a manner that maximizes consumer choice, as well as providing opportunities that lead to competitive integrated employment for individuals with disabilities;
- (n) **Coordinate activities with education and training providers** in the local area, including:
- (1) Reviewing applications to provide adult education and **literacy** activities under WIOA title II for the local area to determine whether such applications are consistent with the local plan;
 - (2) Making recommendations to the eligible agency to promote alignment with such plan; and
 - (3) Replicating and implementing **cooperative agreements** to enhance the provision of services to individuals with disabilities and other individuals, such as cross training of staff, technical assistance, use and sharing of information, cooperative efforts with employers, and other efforts at cooperation, collaboration, and coordination;
- (o) **Develop a budget for the activities of the Local WDB**, with approval of the chief elected official and consistent with the local plan and the duties of the Local WDB;
- (p) **Assess, on an annual basis, the physical and programmatic accessibility of all one-stop centers** in the local area, in accordance with WIOA sec. 188, if applicable, and applicable provisions of the Americans with Disabilities Act of 1990 (42 U.S.C. 12101*et seq.*); and
- (q) **Certification of one-stop centers** in accordance with § 678.800 of this chapter.



ROGUE WORKFORCE PARTNERSHIP

Growing Skills - Building Careers - Boosting the Economy

DATE: September 14, 2018

TO: Rogue Valley Workforce Development Board

FROM: Sherri Emitte, Chief Finance and Administrative Officer

SUBJECT: PY18 Budget Affirmation

BACKGROUND

On August 10, 2018, we presented to the RWP Corporate Board and Rogue Valley Workforce Consortium (RVWC) the attached budget for the 2018-2019 program year (PY18). The total annual budget amount is \$4,823,865, which is an increase of \$824,163 from the previous year.

The attached memo, dated July 13, 2018, contains the information provided to the Corporate Board and RVWC at their meeting, and shares the details of the various budget components. The Corporate Board and RVWC unanimously approved this proposed budget.

SUMMARY

RWP Staff would request that the Workforce Development Board affirm the PY 18 RWP Budget of \$4,823,865 that was approved on August 10, 2018, by the Corporate Board and RVWC.



ROGUE WORKFORCE PARTNERSHIP

Growing Skills - Building Careers - Boosting the Economy

DATE: July 13, 2018

TO: Rogue Valley Workforce Consortium and
Rogue Workforce Partnership Corporate Directors

FROM: Sherri Emitte, Chief Finance and Administrative Officer

SUBJECT: PY18 Budget

BACKGROUND

As it's the beginning of the new program year, it's time to present the PY18 budget. Our projected PY18 revenues and expenditures are at \$4,823,865, an increase of \$824,163 from last year. Below are explanations of the various line items in the attached budget document.

DISCUSSION

WORKFORCE INNOVATION & OPPORTUNITY ACT (WIOA)

The State and local WIOA formula allocation was almost the same as it was last year, even though it appears on the budget that we have increased quite a bit. As you may recall from our PY17 budget adjustment meeting last Spring, we modify the budget by recognizing revenue and expense on a financial statement basis, which would recognize actual income earned and eliminate the carry-out funds. The PY18 budget includes the carry-forward funds, as well as other supplemental adjustments.

Fortunately, both RWP and ResCare have been frugal with our funds this past year, so we have a good amount of carry-forward into PY18. In addition, Department of Labor allows us to transfer funds between Adult and Dislocated Worker to reflect our client population. The \$659,549 represents such a transfer. Youth funds are made available typical April 1 each year, so the additional \$165,000 shown below represents one quarter of next Spring's allocation.

The revenue summary is shown below:

WIOA Fund	PY18 Allocation	PY17 Carry-Fwd	Supplemental Funds	TOTALS
Adult	\$ 954,219	\$ 515,000	\$ (659,549)	\$ 809,670
Dislocated Worker	\$ 749,871	\$ 317,000	\$ 659,549	\$1,726,420
Youth	\$ 990,625	\$ 126,080	\$ 165,000	\$1,281,705
Total	\$2,694,715	\$ 958,080	\$ 165,000	\$3,817,795

OTHER INCOME

There are various reasons for the net increase of \$173,164 in Other Income:

- We received the Work Experience grant (from the State General Fund) late last year, so we got a late start. The amount budgeted represents the remainder of the 2-year grant.
- The Careers in Gear activity has been budgeted at just about the same levels.
- We do not have the Independent Living grant this year.
- The Competitive Strategies and Industry Engagement grants are also State General Fund grants. The amount budgeted represents the remainder of the 2-year grants.
- The Rethinking Job Search grant was a 3-year grant received in Fall 2015, and will be ending very soon. The amount shown represents the remainder of that grant.
- We budgeted the SOESD grant (for the College and Career for All Program) at the same level as last year. We don't have any solid agreement at this point, so this is more of a placeholder.
- We are once again receiving the Temporary Assistance to Needy Families (TANF) Summer Jobs grant from DHS in an amount of \$84,075. We haven't received the grant document yet, but we know that ResCare has been accruing expenses against it. So the \$70,000 is an estimate of the remaining amount.
- The US Forest Service grant and Miscellaneous Revenue are being budgeted at the same level as the previous year.
- We have budgeted an increase in facilities costs, so the increase in rental income represents the same increase.

EXPENDITURES

Personnel costs are down by \$1,479 compared to the previous year. We have a decrease in salaries since we didn't refill the vacant spot last fall; but our health insurance and other benefits have increased.

Contracted Workforce Services represent amounts to be paid to just our two sub-contractors, ResCare and College Dreams. We have budgeted an overall increase of \$116,082, which is directly attributable to the increase in available WIOA funding.

Both the RWP and One Stop Operating Expenses reflect a minimal increase at 4.6% and 1.8% respectively.

Finally, there is \$682,965 budgeted as funds to be carried forward into the following year. It is always desirable to have some "cushion" from year to year so we're not pushed into a corner by unexpected surprises.

SUMMARY

RWP Staff would request that the Rogue Valley Workforce Consortium, as well as the Rogue Workforce Partnership Corporate Directors, approve the PY18 budget in the amount of \$4,823,865.

**ROGUE WORKFORCE PARTNERSHIP
BUDGET FOR YEAR ENDING JUNE 30, 2019**

	AS MODIFIED 2017-18	PROPOSED 2018-19	DIFFERENCE
REVENUES			
WORKFORCE INNOVATION & OPPORTUNITY ACT			
Title 1B Adult	586,440	809,670	223,230
Title 1B Dislocated Worker	1,399,160	1,726,420	327,260
Title 1B Youth	1,214,978	1,281,705	66,727
Rapid Response (Rough & Ready)	5,653	0	(5,653)
Additional Assistance (Pacific Crest Transformers)	5,564	5,000	(564)
WIOA SUBTOTAL	3,211,795	3,822,795	611,000
OTHER INCOME			
Work Experience	100,000	270,956	170,956
Careers in Gear (Donations)	12,130	12,100	(30)
Careers in Gear (Endowment Fund)	7,277	7,506	229
Independent Living	16,510	0	(16,510)
Competitive Strategies	77,124	87,000	9,876
Rethinking Job Search	69,992	69,992	0
Industry Engagement	79,992	79,992	0
SOESD (CC4A)	14,686	14,686	0
TANF Summer Jobs Program	34,057	70,000	35,943
US Forest Service	5,100	5,100	0
Miscellaneous Income	1,450	1,450	0
Rental Income / Cost Reimbursements	369,589	382,288	12,699
OTHER INCOME SUBTOTAL	787,907	1,001,071	213,164
TOTAL REVENUES	3,999,702	4,823,865	824,163
EXPENDITURES			
SERVICES			
Personnel	670,216	668,737	(1,479)
Contracted Workforce Services	2,383,290	2,499,372	116,082
RWP Operating Expense	305,016	319,729	14,713
One Stop Operating Expense	641,180	653,063	11,883
Holdback / Carry Out into following year	0	682,965	682,965
TOTAL EXPENDITURES	3,999,702	4,823,865	824,163



ROGUE WORKFORCE PARTNERSHIP

Growing Skills - Building Careers - Boosting the Economy

DATE: November 29, 2018
TO: RWP Corporate Board of Directors
FROM: Sherri Emitte, Chief Finance and Administrative Officer
SUBJECT: PY18 Budget Modification

BACKGROUND

In July, the RWP Corporate Board was presented with a budget for the 2018-2019 Program Year (PY18). That budget was based upon best estimates of both revenues and expenditures at that time; but as the months have passed, we now have a better sense of what these amounts should be. We normally produce a budget modification in the spring. However, with the introduction of the new "Program / Budget Investment Overview" document, we wanted to make sure to give you the most current budget info that we had. This proposed budget modification increases both revenues and expenditures by \$311,167.

REVENUES

- **WIOA Funds**

Overall, the WIOA funds have been adjusted by an increase of \$131,048. As you are aware, the WIOA funds we receive each year have a two-year life, resulting in carry-in funds each year. When producing the budget in the spring, we try to take a conservative approach to the amount of carry-in we can expect. But at this point in the year, after the final year-end accounting has been completed, we know the exact amount of carry-in. This adjustment reflects that calculated amount.

The larger adjustment in Adult and Dislocated Worker funds just represents an adjustment in the expected transfer between those two funds. And the appearance of the High Concentration of Eligible Youth funds does not represent a new funding source. It was previously rolled into the Youth funds. But since we wanted to spell out the differences in the Overview document, we are splitting the fund out here as well.

- **Other Income**

Several of the funds in this category have been adjusted due to the final calculation of their respective carry-in amounts. Those funds are Work Experience, Competitive Strategies, Rethinking Job Search, Industry Engagement, and US Forest Service.

We have eliminated the SOESD funding source. We had thought earlier in the year that we would be applying for this grant, but that will not be happening at this point.

The TANF Summer Jobs Program has been reduced by \$34,689. We still have the same grant. However, due to the State's lateness in getting us this grant again this year, plus the inherent challenges in getting referrals from DHS and finding DHS youth willing/able to engage - we will not be able to use all these before it expires in the next couple of weeks. I'm not sure we will even be able to spend the remaining amount, but at least this estimate is a bit more realistic.

The budget for Rental Income/Cost Reimbursements has decreased by \$9,159. This is mainly due to the uncertainty at the time of the presentation of the original budget around the impact of our move from Main Street to Central Avenue.

You're likely aware of our three new grants that we recently received from the State through a competitive process for: Certified Production Training, Mechatronics Training, and Caregivers School of Learning. These three grants represent \$197,000 in new funding, allowing us to jump start program innovations we already had under development. These grants expire June 30, 2019, so we have been feverishly to launch these training programs in January. These monies will also enable us to set up a Revolving Tuition Fund that will hopefully enable us to provide scholarships for trainings beyond our expiration date. We're very excited about this opportunity!

Our Miscellaneous Income has been increased by \$79,630 for several reasons:

- In our discussions with our new Central Avenue landlord, we were able to negotiate what is basically a no-interest loan for \$20,000 against the remodeling costs that we incurred. We will be paying that back each month over the five-year lease term. As for our accounting, we are recognizing the \$20,000 as revenue (to offset some of the remodeling expense), and will be expensing the monthly loan repayment as part of our lease payment.
- We received approximately \$7,200 from our Bartlett Street landlords from some repairs completed a couple of years ago. We weren't sure until recently whether or not we would receive that payment. Now that we have, we're recording this as miscellaneous revenue.
- Now that we've invested our Endowment Fund, we are projected to earn significantly more than the few hundred dollars a year earned through the money market account it was previously in. As a result, we've budgeted \$12,000 in interest and \$40,000 in investment gain.

EXPENDITURES

Budgeted personnel costs have increased by over \$65,000. With Aurora's departure in October, we've backfilled with the hire of Jill teVelde (on a full-time basis) and Heather Stafford (on a part-time basis). We've also budgeted in a second part-time person. Yes, it's true – Aurora did the work of more than one person!

The Contracted Workforce Services budget shows an increase of almost \$11,000. By the time we completed the two subrecipient contracts, we were able to fine-tune the contract amounts with more current revenue figures.

Previously we have just been presenting RWP Operating Expense and One Stop Operating Expense as composite numbers. But, in the interest of providing more information, we are changing the presentation to also show the larger components to those numbers.

The single largest increase within the RWP Operating Expenses (\$228,793) is in the appearance of a line item named "Client Costs (State Training Grants)". This is for \$178,218 allocated to training costs within the three new grants we just received, in addition to another \$50,575 for incumbent worker training within the Work Experience grant.

The second largest increase in this category, in an amount of \$12,699, is under Contracted Services. The main reason is due to a difference in the display of our remodeling costs. In the original budget, we had shown a net amount of \$40,000 for remodeling. Because of the decision to move to revenue the \$20,000 landlord allowance mentioned previously, I grossed up the \$40,000 to \$60,000.

The bottom line is, out of the \$234,716 increase in RWP operating expenses, once you remove the \$228k for training and the \$20k gross-up, the remaining expenses are decreasing by about \$14,000.

As for the One Stop Operating Expenses, we're showing a decrease of \$32,917 from the original budget. Budgeted facilities costs are decreasing by a net of \$16,410. After speaking to workforce partners and staff, we made the decision to terminate the lease for the Annex space in Grants Pass as of December 31, 2018, resulting in a savings of \$24,518 through the remainder of the year. We also found a way to provide centralized purchasing through RWP of janitorial and other supplies for our One Stops that results in lower costs for the products. It also eliminates those costs flowing through the ResCare billings, which thereby eliminates any associated indirect costs. We budgeted an additional \$6,500 for those purchases. We did not make any corresponding decrease to the ResCare contract at this time until we see the total impact of this change.

The other larger decrease to One Stop Operating Expenses is \$21,260 in IT/Telephone/Copiers. We had originally thought that we were going to enter into a sizable computer lease to replace our aging computers (for both staff and clients), at a cost of about \$29,000. Again, after speaking with our workforce partners, who indicated they didn't have any additional funding to reimburse us for their share, we decided to indefinitely postpone that decision. We have, however, budgeted an amount of \$7,781 for the purchase of some tablets through our High Concentration of Youth funds, bringing the net IT expense decrease down to the \$21k level.

SUMMARY

RWP Staff would request that the Corporate Board approve the proposed budget increase of \$311,167. Staff will be happy to answer any questions you may have.

**ROGUE WORKFORCE PARTNERSHIP
BUDGET FOR YEAR ENDING JUNE 30, 2019**

	APPROVED 2018-19	PROPOSED MODIFICATION	DIFFERENCE
REVENUES			
WORKFORCE INNOVATION & OPPORTUNITY ACT			
Title 1B Adult	809,670	956,778	147,108
Title 1B Dislocated Worker	1,726,420	1,611,408	(115,012)
Title 1B Youth	1,281,705	1,306,687	24,982
High Concentration of Eligible Youth	0	72,383	72,383
Additional Assistance (Pacific Crest Transformers)	5,000	6,587	1,587
WIOA SUBTOTAL	3,822,795	3,953,843	131,048
OTHER INCOME			
Work Experience	270,956	277,171	6,215
Careers in Gear (Donations)	12,100	12,500	400
Careers in Gear (Endowment Fund)	7,506	7,506	0
Competitive Strategies	87,000	87,200	200
Rethinking Job Search	69,992	17,375	(52,617)
Industry Engagement	79,992	86,021	6,029
SOESD (CC4A)	14,686	0	(14,686)
TANF Summer Jobs Program	70,000	35,311	(34,689)
US Forest Service	5,100	6,896	1,796
CPT Training	0	75,000	75,000
Mechatronics Training	0	50,000	50,000
Caregiver School of Learning	0	72,000	72,000
Miscellaneous Income	1,450	81,080	79,630
Rental Income / Cost Reimbursements	382,288	373,129	(9,159)
OTHER INCOME SUBTOTAL	1,001,070	1,181,189	180,119
TOTAL REVENUES	4,823,865	5,135,032	311,167
EXPENDITURES			
SERVICES			
Personnel	668,737	733,966	65,229
Contracted Workforce Services	2,499,372	2,510,272	10,900
RWP Operating Expense	319,729	554,445	234,716
<i>Facilities</i>	93,497	98,194	4,697
<i>Contracted Services</i>	75,289	87,988	12,699
<i>Dues</i>	14,132	14,332	200
<i>Training, Travel, Events</i>	39,945	35,705	(4,240)
<i>Moving Costs / Furniture</i>	55,000	55,000	0
<i>Insurance</i>	12,035	12,035	0
<i>IT / Telephone / Copiers</i>	24,858	20,898	(3,960)
<i>Client Costs (State Training Grants)</i>	0	228,793	228,793
<i>Other Costs</i>	4,973	1,500	(3,473)
One Stop Operating Expense	653,063	620,146	(32,917)
<i>Facilities</i>	428,029	411,619	(16,410)
<i>Data Processing (iTrac)</i>	39,879	39,879	0
<i>One Stop Operator</i>	50,000	50,000	0
<i>IT / Telephone / Copiers</i>	131,908	110,648	(21,260)
<i>Other Costs</i>	3,247	8,000	4,753
Holdback / Carry Out into following year	682,964	716,203	33,239
TOTAL EXPENDITURES	4,823,865	5,135,032	311,167

WorkSource Rogue Valley ♦ Dashboard Snapshot

Key Performance Indicators	Q1: 7/1/18-9/30/18		Q2: 10/1/18-12/31/18		Q3: 1/1/19-3/31/19		Q4: 4/1/19-6/30/19		Cumulative (Unduplicated)
	#	%	#	%	#	%	#	%	
Total Customers Served	3,973								3973
Existing Customers - from prior quarters (or from prior year)	586								586
New Customers - this quarter (or cumulative for the year)	3,387								3387
Services Received									
▶ Customers in Foundational Skills Workshops	114	78%							114
▶ On-The-Job Training									
• OJT Training Completed - Total	12								12
• OJT's in Sector Strategy/High Wage/High Demand	12								12
• OJT Retention 90 Days After Training Period		100%							
• Average OJT Cost	\$2,500								
▶ Occupational Skills Training									
• OST Completed - Total	30								30
• OST Sector Strategy/High Wage/High Demand	26								26
• Average OST cost									
Customers Who Got a Job	~70								
▶ Customers Coded Job Ready	121								121
▶ Business Engagements	197								197

Definitions

Business Engagements	Unduplicated per quarter, counts number of unique businesses which received at least one "Business and Employment Promotion" service during a quarter. The count starts over again during the next quarter, if the same business is contacted again in a new quarter, it will count as new contact for that quarter.
Customers Who Accessed FSW %	Numerator: Number of FSW attendees/ Denominator: Number of Customers Enrollments
OJT Training Completed	Numerator: Number of individuals completing OJT/ Denominator: Number of individuals who started an OJT that have the opportunity to complete within the reporting period.
OST Training Completed	Numerator: Number of individuals completing OST/ Denominator: Number possible within reporting period
Customers Who Got a Job*	Wage record reports are dependent on customer's exit date and are usually reported approximately 45 days after the customer has exited services.

ROGUE WORKFORCE PARTNERSHIP (RWP) DASHBOARD
Q1, Q2, Q3 & Q4 PY18

[High Level Details](#)

	9/30/18	12/31/18	3/31/19	6/30/19	YTD Total
Business Services	Number of job listings closed (Basic/Enhanced)				
	Percentage of closed listings that result in a hire				
	Percentage of On-the-Job Training Completers	100%			12
Training Investments (Sector Strategies Industries/In-Demand Sectors)					
	Percentage of Occupational Skills Training Completers	92%			26
Goal 1: Continue building our Sector Strategies partnerships	WIOA enrolled customers who got a job: (exited during the quarter with wage record)				
	Percentage of customers who registered within a year				
	Percentage of customers who completed Welcome Process within a year				
	Number of new business engagements	197			
	Number of job listings entered Self-Referral	2,781			
	Number of job listings entered Basic/Enhanced	80			
Business Services	Percentage of On-the-Job Training Completers	80%			12
	Percentage of Occupational Skills Training Completers	86%			30
Goal 2: Continue building a customer-centric workforce system that is easy to access, highly effective, and simple to understand	ROI of job-getting activities				
Goal 3: Invest in Southern Oregonians to build in-demand skills, match training and job seekers to opportunities, and accelerate career momentum	Skill Building & Skills Validation Activities				
	Workshops Attended (unduplicated)	474			474
	Foundational Skills Workshop Completers Percentage	78%			89
	Number of individuals coded Job Ready (JR)	121			121
	Number of staff referrals in response to job listings	137			
	Number of individuals coded job ready who are referred to a job listing, and the referral results in a hire.	6			
	Referral to hire ratio (Staff Only)	4.00			
	Business Satisfaction (Overall Quality of Service % Rated Excellent or Good)	94%			
	Quality of hire: retention 2nd quarter after exit	1382			1382
	Quality of hire: Percentage	64%			
	Accelerate Career Momentum: Create opportunity for individuals who are currently <i>underemployed</i> to move up in their career path:				
	Percentage of On-the-Job Training Completers	100%			3
Percentage of Occupational Skills Training Completers	86%			12	
On-the-Job Training completers employed by placement employer 90 days after training	100%			14	
NCRC (unduplicated)	152			152	
Goal 4: Create and develop talent by providing young people with information and experiences that engage their interests, spur further career development, and connect to Oregon employers	Assessments/Certifications				
	Career X (started)	2			2
	Career X (completed)	2			2
	Career X (% completed)	100%			100%
	Total Work-Based Learning Starters (WEX and OJT)	7			7
	Number of WEX (Work Experience) Starters	7			7
	Number of OJT Starters	0			0
	Total Work-Based Learning Completers (WEX and OJT)	5			5
	Number of WEX (Work Experience) Completers	0			0
	Number of OJT Completers	0			0
	Percentage of work experience training completers	71%			71%
	Youth Crew Completers	0			0
Industry Tours				0	
Internships				0	
Career Days (e.g., Careers in Gear, GP Career Fairs, RCC STEM Connections, etc.)				0	
College and Careers for all	Skill Building/Career Exploration Activities				
	Career X (started)	2			2
	Career X (completed)	2			2
	Career X (% completed)	100%			100%
	Total Work-Based Learning Starters (WEX and OJT)	7			7
	Number of WEX (Work Experience) Starters	7			7
	Number of OJT Starters	0			0
	Total Work-Based Learning Completers (WEX and OJT)	5			5
	Number of WEX (Work Experience) Completers	0			0
	Number of OJT Completers	0			0
	Percentage of work experience training completers	71%			71%
	Youth Crew Completers	0			0
Industry Tours				0	
Internships				0	
Career Days (e.g., Careers in Gear, GP Career Fairs, RCC STEM Connections, etc.)				0	

Funding Source	Target Population(s)	Services Provided	Performance Indicators Outcomes / ROI	Budgeted Expenditures (See Note 1)	Flexibilities and Restrictions in Our Investment Strategies																														
FEDERAL FUNDS																																			
<p>WIOA Title 1B Adult</p> <table border="0"> <tr> <td>Carry In</td> <td>\$ 527,408</td> </tr> <tr> <td>Current Year Allocation</td> <td>954,219</td> </tr> <tr> <td>Transferred to Dislocated Worker</td> <td>(524,849)</td> </tr> <tr> <td>Available in PY18</td> <td>\$ 956,778</td> </tr> </table> <p>Federal formula funds allocated annually for a two-year rolling budget cycle. Intent of funds is delivering career and training services at American Job Center (WorkSource Rogue Valley). In-state allocation based on following formula (all weighted equally):</p> <ul style="list-style-type: none"> Relative # unemployed individuals in region compared to state Relative excess # unemployed individuals in region compared to state Relative # disadvantaged youths/adults in region compared to state <p>A priority for these funds is providing services to individuals with barriers to employment.</p>	Carry In	\$ 527,408	Current Year Allocation	954,219	Transferred to Dislocated Worker	(524,849)	Available in PY18	\$ 956,778	<p>Adult</p> <ul style="list-style-type: none"> Citizen or legal to work in the United States Age 18+ Males are registered for Selective Service (who are born on or after January 1, 1960) 	<ul style="list-style-type: none"> Individualized Career Services Supportive Services (at LWB discretion) Follow-up Services Rapid Response / Layoff Aversion <p><u>Training services may include:</u></p> <ul style="list-style-type: none"> Occupational skills training, including training for nontraditional employment; On-the-job training; Incumbent worker training Programs combining workplace training with related instruction, including cooperative education programs; Private sector training programs; Skill upgrading and retraining; Entrepreneurial training; Job readiness training; Adult education and literacy, including integrated English Language acquisition and adult basic skills training ; Customized training with a commitment by an employer or group of employers to employ individuals upon training completion 	<ul style="list-style-type: none"> Employment rate 2nd quarter after exit Employment rate 4th quarter after exit Median Earnings Credential Attainment Measurable Skills Gain Attainment Effectiveness Serving Employers <p><u>Local measures for both programs:</u></p> <ul style="list-style-type: none"> 75% of individuals will complete a Foundational Skills Workshop (FSW) 75% of FSW completers, will complete a Career Success Portfolio 8 qualitative testimonials per year 75% complete training by 6/30/19 75% of OJT completers retained by training employer 90 days after training 75% of OST complete training by 6/30/19 OST completers employed within 90 days of training end date in training-related occupation 85% of training occurs in an “in-demand” or priority sector occupation 	<p>Contracted Workforce Services (CWS)</p> <table border="0"> <tr> <td>Personnel</td> <td>\$225,983</td> </tr> <tr> <td>Other Costs</td> <td>\$ 68,353</td> </tr> <tr> <td>Client Expenditures</td> <td></td> </tr> <tr> <td>• Training</td> <td>\$216,000</td> </tr> <tr> <td>• Support Services</td> <td>\$ 10,664</td> </tr> <tr> <td>Total CWS</td> <td>\$521,000</td> </tr> <tr> <td>RWP Personnel</td> <td>\$ 80,101</td> </tr> <tr> <td>Other Costs</td> <td>\$144,480</td> </tr> <tr> <td>Total Expenditures</td> <td>\$745,581</td> </tr> <tr> <td>Carry Out</td> <td>\$211.197</td> </tr> <tr> <td>Total Budget</td> <td>\$956,778</td> </tr> </table>	Personnel	\$225,983	Other Costs	\$ 68,353	Client Expenditures		• Training	\$216,000	• Support Services	\$ 10,664	Total CWS	\$521,000	RWP Personnel	\$ 80,101	Other Costs	\$144,480	Total Expenditures	\$745,581	Carry Out	\$211.197	Total Budget	\$956,778	<ul style="list-style-type: none"> Flexibility to move funds between Adult and Dislocated Worker Up to 20% may be used for Incumbent Worker Training Opportunities to realign these investments to integrate in and scale-up program innovations such as Certified Production Technician, Mechatronics / Plant Systems Technician, Caregivers, Essential Employability Skills training, etc. Other Flexibilities in our investment strategies?
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<p>WIOA Title 1B Dislocated Worker</p> <table border="0"> <tr> <td>Carry In</td> <td>\$ 336,688</td> </tr> <tr> <td>Current Year Allocation</td> <td>749,872</td> </tr> <tr> <td>Transferred from Adult</td> <td>524,849</td> </tr> <tr> <td>Available in PY18</td> <td>\$1,611,408</td> </tr> </table> <p>Federal formula funds allocated annually for a two-year rolling budget cycle. Allocation is based on the average distribution of the data that reflects the following factors as they relate to the workforce areas (all weighted equally):</p> <ul style="list-style-type: none"> Total Unemployed Excess Unemployed Exhaustees Total UI Claimants Declining Industries <p>The intent of the funds is to deliver career and training services through the American Job Center (WorkSource Rogue Valley).</p>	Carry In	\$ 336,688	Current Year Allocation	749,872	Transferred from Adult	524,849	Available in PY18	\$1,611,408	<p>DISLOCATED WORKER</p> <ul style="list-style-type: none"> Age 18 + Males are registered for Selective Service (who are born on or after January 1, 1960) <p><u>And one of the following applies:</u></p> <ul style="list-style-type: none"> Displaced Homemaker Military Spouse Unemployment Insurance Recipient Exhausted Unemployment Insurance Have been laid-off within past four years Have received a notice of lay-off Were self-employed and now unemployed Were employed for a duration to demonstrate attachment to the workforce, but not eligible for unemployment Insurance due to insufficient earnings or working for an employer not covered under a state unemployment compensation law 	<ul style="list-style-type: none"> On-the-job training; Incumbent worker training Programs combining workplace training with related instruction, including cooperative education programs; Private sector training programs; Skill upgrading and retraining; Entrepreneurial training; Job readiness training; Adult education and literacy, including integrated English Language acquisition and adult basic skills training ; Customized training with a commitment by an employer or group of employers to employ individuals upon training completion 	<ul style="list-style-type: none"> 8 qualitative testimonials per year 75% complete training by 6/30/19 75% of OJT completers retained by training employer 90 days after training 75% of OST complete training by 6/30/19 OST completers employed within 90 days of training end date in training-related occupation 85% of training occurs in an “in-demand” or priority sector occupation 	<p>Contracted Workforce Services (CWS)</p> <table border="0"> <tr> <td>Personnel</td> <td>\$ 531,187</td> </tr> <tr> <td>Other Costs</td> <td>\$ 160,667</td> </tr> <tr> <td>Client Expenditures</td> <td></td> </tr> <tr> <td>• Training</td> <td>\$ 127,000</td> </tr> <tr> <td>• Support Services</td> <td>\$ 8,146</td> </tr> <tr> <td>Total CWS</td> <td>\$ 827,000</td> </tr> <tr> <td>RWP Personnel</td> <td>\$ 200,649</td> </tr> <tr> <td>Other Costs</td> <td>\$ 300,047</td> </tr> <tr> <td>Total Expenditures</td> <td>\$ 1,327,69</td> </tr> <tr> <td>Carry Out</td> <td>\$ 283,712</td> </tr> <tr> <td>Total Budget</td> <td>\$1,611,408</td> </tr> </table>	Personnel	\$ 531,187	Other Costs	\$ 160,667	Client Expenditures		• Training	\$ 127,000	• Support Services	\$ 8,146	Total CWS	\$ 827,000	RWP Personnel	\$ 200,649	Other Costs	\$ 300,047	Total Expenditures	\$ 1,327,69	Carry Out	\$ 283,712	Total Budget	\$1,611,408	<ul style="list-style-type: none"> Flexibility to move funds between Adult and Dislocated Worker Up to 20% may be used for Incumbent Worker Training Opportunities to realign these investments to integrate in and scale-up program innovations such as Certified Production Technician, Mechatronics / Plant Systems Technician, Caregivers, Essential Employability Skills training, etc. Other Flexibilities in our investment strategies?
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<p>WIOA Title 1B Youth</p> <table border="0"> <tr> <td>Carry In</td> <td>\$ 114,362</td> </tr> <tr> <td>Current Year Allocation</td> <td>1,192,325</td> </tr> <tr> <td>Available in PY18</td> <td>\$1,306,687</td> </tr> </table> <p>Federal formula funds allocated annually for a two-year rolling budget cycle. Places strong focus on work experience and links services to the attainment of secondary school diplomas, high school equivalencies, or occupational credentials, and entry into postsecondary education or employment.</p>	Carry In	\$ 114,362	Current Year Allocation	1,192,325	Available in PY18	\$1,306,687			<p><u>Local measures for Out-of-School Youth</u></p> <ul style="list-style-type: none"> 85% of youth successfully complete Career X each quarter 75% of Career X completers also complete Career Success Portfolio 40 work-based learning experiences 85% of youth successfully complete program goals each quarter 																										
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Funding Source	Target Population(s)	Services Provided	Performance Indicators Outcomes / ROI	Budgeted Expenditures (See Note 1)	Flexibilities and Restrictions in Our Investment Strategies																						
<p>Out-of-School Youth</p> <p>Intent is to serve individuals with few or no supports or resources to assist them in pursuing a career plan that involves post-secondary education and/or career pathway employment and youth who are working in connection with public systems on complementary plans for overcoming barriers to self-sufficiency.</p>	<p><u>Out-of-School Youth</u> - defined as:</p> <ul style="list-style-type: none"> ▪ Not attending any school ▪ Age 16 to 24 <p><u>One or more of the following:</u></p> <ul style="list-style-type: none"> ▪ A school dropout ▪ Within age of compulsory school attendance, hasn't attended at least the most recent complete school year calendar quarter ▪ Has high school diploma or GED, is low-income and is either basic skills deficient or an English language learner ▪ An offender ▪ A homeless individual, a homeless child or youth, or a runaway ▪ In foster care or aged out of foster care system or 16 years of age and left foster care for kinship guardianship or adoption, a child eligible for assistance under sec. 477 of the Social Security Act (42 U.S.C. 677), or in an out-of-home placement ▪ Pregnant or parenting ▪ Individual with a disability ▪ Low income youth requiring additional assistance to enter or complete educational program or to secure or hold employment. 	<p><u>For both Title IB Youth Programs</u></p> <p>Provide participants with educational instruction related to meaningful work activities, offer career-related learning experiences, introduce career pathways, and incorporate strong linkages with business. Major objectives:</p> <ul style="list-style-type: none"> ▪ Activities leading to the attainment of secondary school diploma/recognized equivalent; ▪ Preparation for postsecondary educational and training opportunities; ▪ Strong linkages between academic instruction and occupational education that lead to the attainment of recognized postsecondary credentials; ▪ Preparation for unsubsidized employment opportunities, in appropriate cases; and ▪ Effective connections to employers, including small employers, in demand industry sectors, and occupations of the local and regional labor markets 	<p><u>For both Title IB Youth Programs</u></p> <ul style="list-style-type: none"> ▪ Percentage of youth in unsubsidized employment, education, or training during the 2nd quarter after exit ▪ Percentage of youth in unsubsidized employment, education, or training during the 4th quarter after exit ▪ Median earnings of youth who are in unsubsidized employment during the 2nd quarter after exit ▪ Percentage of youth who are in education or training and obtain a recognized postsecondary credential or a secondary school diploma or its recognized equivalent during participation or within 4 quarters after exit ▪ Percentage of youth who, during the program year, are in education or training and who achieve a measurable skill gain ▪ Effectiveness in serving employers (system-wide measure, not program specific) 	<p><u>Out-of-School Youth</u></p> <p>Contracted Workforce Services (CWS)</p> <table border="0"> <tr><td>Personnel</td><td>\$ 389,956</td></tr> <tr><td>Other Costs</td><td>\$ 113,203</td></tr> <tr><td>Client Expenditures</td><td></td></tr> <tr><td>• Training</td><td>\$ 121,341</td></tr> <tr><td>• Support Services</td><td>\$ 10,500</td></tr> <tr><td>Total CWS</td><td>\$ 635,000</td></tr> <tr><td>RWP Personnel</td><td>\$ 95,528</td></tr> <tr><td>Other Costs</td><td>\$ 154,744</td></tr> <tr><td>Total Expenditures</td><td>\$ 885,272</td></tr> <tr><td>Carry Out</td><td>\$ 119,196</td></tr> <tr><td>Total Budget</td><td>\$1,004,468</td></tr> </table>	Personnel	\$ 389,956	Other Costs	\$ 113,203	Client Expenditures		• Training	\$ 121,341	• Support Services	\$ 10,500	Total CWS	\$ 635,000	RWP Personnel	\$ 95,528	Other Costs	\$ 154,744	Total Expenditures	\$ 885,272	Carry Out	\$ 119,196	Total Budget	\$1,004,468	<p><u>For both Title IB Youth Programs</u></p> <ul style="list-style-type: none"> ▶ At least 75% of funds must be used for out-of-school youth ▶ At least 20% of funds must be used for work experiences, such as summer and year round employment, pre-apprenticeship, on-the-job training, or internships and job shadowing ▶ Opportunities to realign these investments to integrate in and scale-up program innovations such as Certified Production Technician, Mechatronics / Plant Systems Technician, Caregivers, Essential Employability Skills training, etc. ▶ Other Flexibilities in our investment strategies?
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<p>In-School Youth</p> <p>Intent is to provide participants with educational instruction related to meaningful work activities, offer career-related learning experiences, introduce youth to career pathways, and incorporate strong linkages with business. The major objectives of the WIOA program are to provide</p>	<p><u>In-School Youth</u> - defined as:</p> <ul style="list-style-type: none"> ▪ Attending school - including secondary and postsecondary school (doesn't include GED or taking non-credit classes at a community college) ▪ Not younger than age 14 (unless an individual with a disability who is attending school under State law) or older than age 21 at time of enrollment (may continue to receive services beyond age 21 once enrolled in the program) ▪ A low-income individual; and <p><u>One or more of the following:</u></p> <ul style="list-style-type: none"> ▪ Basic skills deficient ▪ An English language learner ▪ An offender ▪ Homeless, homeless child or youth, or a runaway ▪ In foster care or aged out of foster care system or 16 years of age and left foster care for kinship guardianship or adoption, a child eligible for assistance under sec. 477 of the Social Security Act (42 U.S.C. 677), or in an out-of-home placement ▪ An individual who is pregnant or parenting ▪ An individual with a disability ▪ An individual who requires additional assistance to complete an educational program or to secure or hold employment. ▪ Homeschooling. Youth who are homeschooled and an entity is receiving Average Daily Membership (ADM) for their enrollment are considered to be ISY. 	<p><u>14 Program Elements Menu</u></p> <p>Youth receive those services that align with their individual goals. Not all elements to be funded by Title IB. Goal is to leverage services:</p> <ul style="list-style-type: none"> ▪ Tutoring ▪ Alternative secondary school services ▪ Paid & unpaid work experiences ▪ Occupational skill training ▪ Education offered concurrently with workforce preparation and training ▪ Leadership development opportunities ▪ Supportive services ▪ Adult mentoring ▪ Follow-up services ▪ Comprehensive guidance and counseling ▪ Financial literacy education ▪ Entrepreneurial skills training ▪ Services that provide labor market and employment information ▪ Postsecondary education and training preparation activities. 		<p><u>In-School Youth</u></p> <p>Contracted Workforce Services (CWS)</p> <table border="0"> <tr><td>Personnel</td><td>\$134,499</td></tr> <tr><td>Other Costs</td><td>\$ 39,500</td></tr> <tr><td>Client Expenditures</td><td></td></tr> <tr><td>Training</td><td>\$ 28,500</td></tr> <tr><td>Support Services</td><td>\$ 7,500</td></tr> <tr><td>Total CWS</td><td>\$209,999</td></tr> <tr><td>RWP Personnel</td><td>\$ 29,324</td></tr> <tr><td>Other Costs</td><td>\$ 27,033</td></tr> <tr><td>Total Expenditures</td><td>\$266,356</td></tr> <tr><td>Carry Out</td><td>\$ 35,863</td></tr> <tr><td>Total Budget</td><td>\$302,219</td></tr> </table>	Personnel	\$134,499	Other Costs	\$ 39,500	Client Expenditures		Training	\$ 28,500	Support Services	\$ 7,500	Total CWS	\$209,999	RWP Personnel	\$ 29,324	Other Costs	\$ 27,033	Total Expenditures	\$266,356	Carry Out	\$ 35,863	Total Budget	\$302,219	
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Funding Source	Target Population(s)	Services Provided	Performance Indicators Outcomes / ROI	Budgeted Expenditures (See Note 1)	Flexibilities and Restrictions in Our Investment Strategies																														
<p><u>WIOA High Concentration of Eligible Youth</u></p> <table border="0"> <tr> <td>Carry In</td> <td style="text-align: right;">\$59,083</td> </tr> <tr> <td>Current Year Allocation</td> <td style="text-align: right;"><u>13,300</u></td> </tr> <tr> <td>Available in PY18</td> <td style="text-align: right;"><u>\$72,383</u></td> </tr> </table> <p>Provision under WIOA Title I Youth Program that allows for additional federal formula fund allocation for areas with a high concentration of low-income youth. High concentration is defined as a poverty rate of at least 25% as set every 5 years using the American Community Survey 5-Year data.</p> <p>Start Date: April 1, 2017 End Date: June 30, 2019</p>	Carry In	\$59,083	Current Year Allocation	<u>13,300</u>	Available in PY18	<u>\$72,383</u>	<ul style="list-style-type: none"> ▪ In-School Youth ▪ Out-of-School Youth ▪ Indian and Native American Youth ▪ Youth living in a high poverty areas automatically meet the low-income criterion 	<ul style="list-style-type: none"> ▪ Enhanced services or training capacity development negotiated with State <p><i>Current Grant Services</i></p> <ul style="list-style-type: none"> ▪ Life skills classes to develop methods for self-care, stress management, self-regulation, and developing healthy habits ▪ Individualized support to facilitate participants applying for Oregon Health Plan and accessing resources in the community ▪ One-on-One counseling 	<ul style="list-style-type: none"> ▪ 45 non-duplicated participants served through life skills classes ▪ 26 non-duplicated participants will receive referrals to partner agencies that can support them in realizing their employment and educational goals ▪ 45 non-duplicated participants will be served through on-on-on counseling 	<table border="0"> <tr> <td>Contracted Workforce Services (CWS)</td> <td></td> </tr> <tr> <td>Personnel</td> <td style="text-align: right;">\$ 0</td> </tr> <tr> <td>Other Costs</td> <td style="text-align: right;">\$ 59,083</td> </tr> <tr> <td>Client Expenditures</td> <td></td> </tr> <tr> <td>• Training</td> <td style="text-align: right;">\$ 0</td> </tr> <tr> <td>• Support Services</td> <td style="text-align: right;"><u>\$ 0</u></td> </tr> <tr> <td>Total CWS</td> <td style="text-align: right;">\$ 59,083</td> </tr> <tr> <td>RWP Personnel</td> <td style="text-align: right;">\$ 0</td> </tr> <tr> <td>Other Costs</td> <td style="text-align: right;"><u>\$ 11,875</u></td> </tr> <tr> <td>Total Expenditures</td> <td style="text-align: right;">\$ 70,958</td> </tr> <tr> <td>Carry Out</td> <td style="text-align: right;"><u>\$ 1,425</u></td> </tr> <tr> <td>Total Budget</td> <td style="text-align: right;">\$ 72,383</td> </tr> </table>	Contracted Workforce Services (CWS)		Personnel	\$ 0	Other Costs	\$ 59,083	Client Expenditures		• Training	\$ 0	• Support Services	<u>\$ 0</u>	Total CWS	\$ 59,083	RWP Personnel	\$ 0	Other Costs	<u>\$ 11,875</u>	Total Expenditures	\$ 70,958	Carry Out	<u>\$ 1,425</u>	Total Budget	\$ 72,383	<ul style="list-style-type: none"> ▶ Opportunities to realign these investments to integrate in and scale-up program innovations such as Certified Production Technician, Mechatronics / Plant Systems Technician, Caregivers, Essential Employability Skills training, etc.
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<p><u>Additional Assistance Pacific Crest Transformers</u></p> <table border="0"> <tr> <td>Original Grant</td> <td style="text-align: right;">\$10,708</td> </tr> <tr> <td>Used in PY17</td> <td style="text-align: right;"><u>(4,121)</u></td> </tr> <tr> <td>Available in PY18</td> <td style="text-align: right;">\$ 6,587</td> </tr> </table> <p>Federal funds held at the state level reserved for local areas that experience increases of unemployment due to natural disasters, mass layoffs or other event. Funds are for provision of direct career services if there are not adequate local funds available to assist the dislocated workers. Funds are accessed through request to the State.</p> <p>Start Date: January 1, 2018 End Date: December 31, 2018</p>	Original Grant	\$10,708	Used in PY17	<u>(4,121)</u>	Available in PY18	\$ 6,587	<p>110 Pacific Crest Transformers employees laid off as result of full plant shutdown on December 5, 2017</p>	<ul style="list-style-type: none"> ▪ Oregon Employment Department directly granted \$272,000 to provide training funds and staffing to serve these employees. RWP does program management and administrative oversight only. ▪ Direct career services, training, and support services provided at a satellite location in White City two days a week. 	<ul style="list-style-type: none"> ▪ Expecting to serve approximately 60 laid off workers ▪ Skills Retraining for those selecting to pursue this option ▪ Job Placement 	<table border="0"> <tr> <td>Contracted Workforce Services</td> <td style="text-align: right;">\$ 0</td> </tr> <tr> <td>RWP Personnel</td> <td style="text-align: right;">\$ 5,479</td> </tr> <tr> <td>Other Costs</td> <td style="text-align: right;"><u>\$ 1,106</u></td> </tr> <tr> <td>Total Budget</td> <td style="text-align: right;">\$ 6,587</td> </tr> </table>	Contracted Workforce Services	\$ 0	RWP Personnel	\$ 5,479	Other Costs	<u>\$ 1,106</u>	Total Budget	\$ 6,587	<ul style="list-style-type: none"> ▶ Increases capacity to serve those affected by a layoff ▶ Allows services to be located at layoff site 																
Original Grant	\$10,708																																		
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Funding Source	Target Population(s)	Services Provided	Performance Indicators Outcomes / ROI	Budgeted Expenditures (See Note 1)	Flexibilities and Restrictions in Our Investment Strategies
State Funds					
<p>Work Experience</p> <p>Original Grant \$390,955 Used in PY17 (113,784) Available in PY18 \$277,171</p> <p>State General Fund monies consistently allocated in a bi-annual basis, but subject to General Fund priorities.</p> <p>The Work Experience (WEX) grant has a threefold intent: 1. Develop the competitiveness of local businesses by offering training for current workers through incumbent worker training or customized training, 2. Build on the momentum of On-the-Job Training (OJT) program 3. Provide opportunities for the region's most vulnerable populations to gain self-sufficiency.</p> <p>Start Date: July 1, 2017 End Date: June 30, 2019</p>	<p><u>For On-the-Job Training</u></p> <ul style="list-style-type: none"> 18 years or older Unemployed <p>-----</p> <p><u>For Other Work Experience</u></p> <ul style="list-style-type: none"> Incumbent workers Transitioning workers Emerging workers 	<p>50% on On-the-Job Training</p> <p>-----</p> <p>50% Other Work Experience</p> <ul style="list-style-type: none"> Customized Training Incumbent Worker Training Apprenticeship Related Training Work Experience Youth's First Job Internships Additional OJT placements 	<p><u>For On-the-Job Training</u></p> <ul style="list-style-type: none"> 50% of enrolled placed in targeted sector 50% of enrolled must be Voc. Rehab., SNAP or TANF participants 50% of enrolled must earn NCRC by program completion 1:1 service match – with federal, or local funds (WIOA 1B Adult/DW) <p>-----</p> <ul style="list-style-type: none"> Success stories documented and submitted 	<p>Contracted Workforce Services (CWS)</p> <p>Personnel \$ 19,989 Other Costs \$ 4,270 Client Expenditures Training \$172,789 Support Services \$ 0</p> <p>Total CWS \$197,048</p> <p>RWP Personnel \$ 3,759 Other Costs \$ 76,364 Total Budget \$277,171</p>	<ul style="list-style-type: none"> No Public sector employers No employees in layoff/recall rights status, employers terminating regular employees or reducing employee hours; cannot impair promotional opportunities of current employees or overtime pay Funding can be reallocated during the second half of the biennium based on utilization and grantee's compliance with obligations
<p>Industry Engagement</p> <p>Original Grant \$159,983 Used in PY17 (73,962) Available in PY18 \$ 86,021</p> <p>State General Fund monies consistently allocated in a bi-annual basis, but subject to General Fund priorities. The Industry Engagement funds are a continuation of the state's support of Next Generation Sector Partnerships. The purpose is to provide financial resources to assist the support and maintenance of sector partnerships.</p> <p>Start Date: July 1, 2017 End Date: June 30, 2019</p>	<ul style="list-style-type: none"> Rogue Advanced Manufacturing Partnership (RAMP) Southern Oregon Healthcare Workforce Steering Committee Rogue Tech Collective 	<p>Resources available to assist in:</p> <ul style="list-style-type: none"> Convening and supporting sector partnerships Facilitating engagement of employers Implementing sector strategies identified by these partnerships, Enhancing coordination of workforce development programs, education, and economic development programs 	<p>All projects focus on the following goals:</p> <ul style="list-style-type: none"> Expand the talent pool, including filling the talent pipeline Improve the infrastructure for expansion of companies. Grow business-to-business partnering, increasing levels of local purchasing/supplier relationships, cost reduction, company innovation, and industry agility 	<p>Contracted Workforce Services (CWS)</p> <p>Personnel \$ 1,651 Other Costs \$ 349 Client Expenditures \$ 0 Training \$ 0 Support Services \$ 0</p> <p>Total CWS \$ 2,000</p> <p>RWP Personnel \$59,314 Other Costs \$24,707 Total Budget \$86,021</p>	<ul style="list-style-type: none"> Majority of funds are invested to RWP staff support to the Business/Education Partnership Small contract to College Dreams for NCRC proctoring Funds are flexible to support sector strategy staff capacity, functions and operational needs
<p>Competitive Strategies (Board Support)</p> <p>Original Grant \$156,760 Used in PY17 (69,560) Available in PY18 \$ 87,200</p> <p>State General Fund monies consistently allocated in a bi-annual basis, but subject to General Fund priorities. Allocated to provide operational support of Local Workforce Board (LWB). For LWB's to effectively manage programs and business engagement, they need a minimal level of funding that many of them do not currently have. Due to a lack of flexibility in the federal funding formula to help fund operations, state General Fund dollars are being made available to help with financial stability and operations to maintain LWB sustainability.</p> <p>Start Date: July 1, 2017 End Date: June 30, 2019</p>	<ul style="list-style-type: none"> RWP - Local Workforce Development Board 	<ul style="list-style-type: none"> Sets the tone for attracting industries to their areas Ensures local boards have the tools they need to develop the skills in demand by employers Coordinates program delivery and services to job seekers and business customers through WorkSource Rogue Valley in Medford and Grants Pass 	<ul style="list-style-type: none"> Local Workforce Board operation is supported 	<p>Contracted Workforce Services (CWS)</p> <p>Personnel \$ 0 Other Costs \$ 0 Client Expenditures Training \$ 0 Support Services \$ 0</p> <p>Total CWS \$ 0</p> <p>RWP Personnel \$43,156 Other Costs \$44,044 Total Budget \$87,200</p>	<ul style="list-style-type: none"> Funds are flexible to support a LWB staff capacity, functions and operational needs

Funding Source	Target Population(s)	Services Provided	Performance Indicators Outcomes / ROI	Budgeted Expenditures (See Note 1)	Flexibilities and Restrictions in Our Investment Strategies																		
<p>Certified Production Technician Training (CPT)</p> <p>Grant \$75,000</p> <p>Workforce & Talent Development Board Grant awarded through a competitive application process to catalyze innovation in workforce development.</p> <p>Training includes four modules: Safety, Quality Practices and Measurement, Manufacturing Processes and Production, and Maintenance Awareness. Successful participants earn a CPT certification. Creates a pipeline of qualified entry-level workers in Advanced Manufacturing.</p> <p>Start Date: October 1, 2018 End Date: June 30, 2019</p>	<ul style="list-style-type: none"> ▪ Incumbent workers ▪ Transitioning workers - <i>from WSRV, RCC-Adult Basic Skills and other referral partners</i> ▪ Emerging Workers - <i>from high school</i> <p><i>Priority Outreach to Special Target Populations, including:</i></p> <ul style="list-style-type: none"> • low income • traditionally underserved – including, but not limited to communities of color • rural populations 	<ul style="list-style-type: none"> ▪ Train two cohorts of 15 – 17 participants in Certified Production Technician (CPT). ▪ Participants earn a Certified Production Technician certification 	<p>Target Trained – 33</p> <ul style="list-style-type: none"> ▪ # completed training (33 targeted) ▪ # earned CPT certification ▪ Employer and trainee satisfaction ▪ # of Transitioning and Emerging workers obtaining employment in Advanced Manufacturing ▪ Provides a valuable training resource to companies seeking to upskill Incumbent workers in baseline manufacturing skills ▪ Adds a critical missing stepping stone for creating an industry demand-driven skill/career pathway ▪ Creates a pipeline of skilled entry-level manufacturing technicians 	<p>Contracted Workforce Services (CWS)</p> <table border="0"> <tr><td>Personnel</td><td style="text-align: right;">\$ 0</td></tr> <tr><td>Other Costs</td><td style="text-align: right;">\$ 0</td></tr> <tr><td>Client Expenditures</td><td style="text-align: right;">\$ 0</td></tr> <tr><td><i>Training</i></td><td style="text-align: right;">\$ 0</td></tr> <tr><td><i>Support Services</i></td><td style="text-align: right;">\$ 0</td></tr> <tr><td>Total CWS</td><td style="text-align: right;">\$ 0</td></tr> <tr><td>RWP Personnel</td><td style="text-align: right;">\$ 3,173</td></tr> <tr><td>Other Costs</td><td style="text-align: right;"><u>\$71,827</u></td></tr> <tr><td>Total Budget</td><td style="text-align: right;">\$75,000</td></tr> </table>	Personnel	\$ 0	Other Costs	\$ 0	Client Expenditures	\$ 0	<i>Training</i>	\$ 0	<i>Support Services</i>	\$ 0	Total CWS	\$ 0	RWP Personnel	\$ 3,173	Other Costs	<u>\$71,827</u>	Total Budget	\$75,000	<ul style="list-style-type: none"> ▶ One time funding ▶ No extension ▶ Target Special Populations ▶ Starts a revolving tuition fund with private / public funds.
Personnel	\$ 0																						
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Total Budget	\$75,000																						
<p>Mechatronics Training</p> <p>Grant \$50,000</p> <p>Workforce & Talent Development Board Grant awarded through a competitive application process to catalyze innovation in workforce development.</p> <p>This grant develops a process to make available current Mechatronics and Plant Systems Technician (Millwright pre-apprenticeship) classes offered by Rogue Community College (RCC) as part of their usual 2-year degree program to incumbent workers as stand-alone classes.</p> <p>Start Date: October 1, 2018 End Date: June 30, 2019</p>	<ul style="list-style-type: none"> ▪ Incumbent workers ▪ May also serve a few Transitioning workers who have manufacturing experience 	<ul style="list-style-type: none"> ▪ Kick-starts a strong public-private Upskill / Backfill partnership initiative ▪ Expedites enrollment process for incumbent workers ▪ Identifies courses that will assist incumbent workers into a pre-apprentice type pathways 	<p>Target Trained – 25</p> <ul style="list-style-type: none"> ▪ # completed training ▪ Employer and trainee satisfaction ▪ Provides needed training resource to companies needing to train Incumbent workers in these next level manufacturing skills ▪ Puts in place a next step stepping stone for creating an industry demand-driven skill/career pathway ▪ Creates a pipeline of skilled entry-level manufacturing technicians 	<p>Contracted Workforce Services (CWS)</p> <table border="0"> <tr><td>Personnel</td><td style="text-align: right;">\$ 0</td></tr> <tr><td>Other Costs</td><td style="text-align: right;">\$ 0</td></tr> <tr><td>Client Expenditures</td><td style="text-align: right;">\$ 0</td></tr> <tr><td>• <i>Training</i></td><td style="text-align: right;">\$ 0</td></tr> <tr><td>• <i>Support Services</i></td><td style="text-align: right;">\$ 0</td></tr> <tr><td>Total CWS</td><td style="text-align: right;"><u>\$ 0</u></td></tr> <tr><td>RWP Personnel</td><td style="text-align: right;">\$ 2,134</td></tr> <tr><td>Other Costs</td><td style="text-align: right;"><u>\$47,866</u></td></tr> <tr><td>Total Budget</td><td style="text-align: right;">\$50,000</td></tr> </table>	Personnel	\$ 0	Other Costs	\$ 0	Client Expenditures	\$ 0	• <i>Training</i>	\$ 0	• <i>Support Services</i>	\$ 0	Total CWS	<u>\$ 0</u>	RWP Personnel	\$ 2,134	Other Costs	<u>\$47,866</u>	Total Budget	\$50,000	<ul style="list-style-type: none"> ▶ One time funding ▶ No extension ▶ Target Special Populations ▶ Starts a revolving tuition fund with private / public funds.
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Other Costs	<u>\$47,866</u>																						
Total Budget	\$50,000																						
<p>Caregivers School of Learning</p> <p>Grant \$72,000</p> <p>Workforce & Talent Development Board Grant awarded through a competitive application process to continue sector strategy work.</p> <p>This grant will address two issues simultaneously: First, the urgent need to fill Caregiver position in Long-Term Care (nursing homes, skilled nursing facilities, and assisted living facilities, as well as home care, foster homes and home health); and second, to create more opportunity paths for Caregivers to learn, grow and progress in Long-Term Care Facilities or the broader healthcare career field</p> <p>Start Date: October 1, 2018 End Date: June 30, 2019</p>	<ul style="list-style-type: none"> ▪ Emerging Workers - <i>from high school, particularly those who might think CNA training is too big of a stretch</i> ▪ Transitioning workers - <i>from WSRV, RCC-Adult Basic Skills and other referral partners</i> <p><i>Priority Outreach to Special Target Populations, including:</i></p> <ul style="list-style-type: none"> • low income • traditionally underserved – including, but not limited to communities of color • rural populations 	<ul style="list-style-type: none"> ▪ Develop and deliver caregiver training through a paid internship. Training provides an overview of the world of long-term care facilities and healthcare career pathway. ▪ Successful completers get a scholarship investment in an Individual Training Account 	<p>Target Trained – 25</p> <ul style="list-style-type: none"> ▪ # completed training ▪ Employer satisfaction ▪ # of Transitioning and Emerging workers obtaining employment in related healthcare field ▪ Creates a pipeline of qualified entry-level caregivers in the healthcare industry sector 	<p>Contracted Workforce Services</p> <table border="0"> <tr><td>Personnel</td><td style="text-align: right;">\$ 0</td></tr> <tr><td>Other Costs</td><td style="text-align: right;">\$ 0</td></tr> <tr><td>Client Expenditures</td><td style="text-align: right;">\$ 0</td></tr> <tr><td>• <i>Training</i></td><td style="text-align: right;">\$ 0</td></tr> <tr><td>• <i>Support Services</i></td><td style="text-align: right;"><u>\$ 0</u></td></tr> <tr><td>Total CWS</td><td style="text-align: right;">\$ 0</td></tr> <tr><td>RWP Personnel</td><td style="text-align: right;">\$ 2,161</td></tr> <tr><td>Other Costs</td><td style="text-align: right;"><u>\$69,839</u></td></tr> <tr><td>Total Budget</td><td style="text-align: right;">\$72,000</td></tr> </table>	Personnel	\$ 0	Other Costs	\$ 0	Client Expenditures	\$ 0	• <i>Training</i>	\$ 0	• <i>Support Services</i>	<u>\$ 0</u>	Total CWS	\$ 0	RWP Personnel	\$ 2,161	Other Costs	<u>\$69,839</u>	Total Budget	\$72,000	<ul style="list-style-type: none"> ▶ One time funding ▶ No extension ▶ Target Special Populations ▶ Exploring a revolving tuition fund with private / public funds.
Personnel	\$ 0																						
Other Costs	\$ 0																						
Client Expenditures	\$ 0																						
• <i>Training</i>	\$ 0																						
• <i>Support Services</i>	<u>\$ 0</u>																						
Total CWS	\$ 0																						
RWP Personnel	\$ 2,161																						
Other Costs	<u>\$69,839</u>																						
Total Budget	\$72,000																						

Funding Source	Target Population(s)	Services Provided	Performance Indicators Outcomes / ROI	Budgeted Expenditures (See Note 1)	Flexibilities and Restrictions in Our Investment Strategies
<p>Careers in Gear</p> <p>Booth fees / sponsorships \$12,500 Endowment Fund contribution <u>7,506</u> Total \$20,006</p> <p>Careers in Gear is a one-day expo that brings hundreds of high school students together in one place to explore the incredible variety of careers options in Southern Oregon and give them some tools to encourage their pursuit of careers in our region.</p> <p>Start Date: July 1, 2018 End Date: June 30, 2019</p>	<ul style="list-style-type: none"> High school students from 19 different high schools. We are now targeting 9th grade students, but grades 9-12 are welcome to attend 	<ul style="list-style-type: none"> Provides Career Related Learning Experience Provides an opportunity to talk to employers and explore industry sectors represented in the Rogue Valley 	<ul style="list-style-type: none"> Over 800 students participate Over 90 companies / Business Leaders exhibit and mentor Coordinated with Grants Pass High School / Josephine County Career Fair, creating a systemic regional approach that's part of a comprehensive strategy for creating CRLE's throughout the secondary, post-secondary and adult learning continuum 	<p>Contracted Workforce Services (CWS)</p> <p>Personnel \$ 4,403 Other Costs \$ 597 Client Expenditures</p> <p><i>Training</i> \$ 0 <i>Support Services</i> \$ 0</p> <p>Total CWS \$ 5,000 RWP Personnel \$ 740 Other Costs \$14,266 Total Budget \$20,006</p>	<ul style="list-style-type: none"> \$5,000 contract provided to College Dreams and \$12,500 contract to Junior Achievement for coordination of the event
<p>Rethinking Job Search</p> <p>Original Grant \$154,664 Used in PY15 (26,716) Used in PY16 (47,094) Used in PY17 (63,479) Available in PY18 \$ 17,375</p> <p>A multi-year, DOL Workforce Innovation grant allocated through the Willamette Workforce Partnership. Implements a job-driven delivery model through a series of workshops offering an educational intervention based in learning objectives that integrate cognitive behavioral techniques.</p> <p>Start Date: October 1, 2015 End Date: February 15, 2019</p>	<p>Job seekers are eligible to participate in Rethinking Job Search when the following eligibility requirements/enrollment standards are met:</p> <ul style="list-style-type: none"> Collecting unemployment insurance benefits at the time of the first workshop At least 18 years of age Has a high school diploma or GED Completes the stages of readiness assessment at RethinkingJobSearch.org Has not participated in any part of a Rethinking Job Search workshop previously Gives consent for data to be used for evaluation and program improvements (by signing the consent form during the application process) 	<ul style="list-style-type: none"> Rethinking Job Search curriculum is implemented through facilitated discussions in small groups to address the social and emotional consequences of unemployment and to support building confidence, motivation, and accountability among job seekers. 	<p>Goals of Rethinking Job Search:</p> <ul style="list-style-type: none"> Increase employment rates for job seekers Reduce time job seekers spend receiving Unemployment Insurance Reduce costs of service provision 	<p>Contracted Workforce Services (CWS)</p> <p>Personnel \$ 12,728 Other Costs \$ 3,148 Client Expenditures</p> <p><i>Training</i> \$ 0 <i>Support Services</i> \$ 0</p> <p>Total CWS \$ 15,876 RWP Personnel \$ 920 Other Costs \$ 579 Total Budget \$ 17,375</p>	
<p>TANF Summer Jobs Program</p> <p>Original Grant \$84,075 Used in PY17 <u>(3,180)</u> Available for use \$80,895 Unused <u>(45,584)</u> Available in PY18 \$ 35,311</p> <p>Awarded annually by the Department of Human Services, Self Sufficiency Program (SSP). Temporary Assistance for Needy Families (TANF) funds allocated for summer and fall work experiences for TANF teens.</p> <p>Start Date: June 1, 2018 End Date: December 15, 2018</p>	<p>All participants must meet the following eligibility criteria:</p> <ul style="list-style-type: none"> Must be a TANF teen parent or TANF young parent age 16 to 24 years old. Participating TANF teen parents must have a JOBS case plan with enrollment in the appropriate activity. Must be a TANF non-parenting teen ages 16 to 18 years old. 	<ul style="list-style-type: none"> Place youth in a work experience matching their interests and skill Work experiences provides youth with clear understanding of workplace expectations with the opportunity to develop skills such as: showing up to work on time, having a good work ethic, being responsible and respectful, following rules, earning a paycheck, etc. 	<ul style="list-style-type: none"> Engage TANF teens and teen parents in a paid job preparation and training experience Youth achieve a positive connection to the workforce 	<p>Contracted Workforce Services (CWS)</p> <p>Personnel \$ 3,025 Other Costs \$ 3,025 Client Expenditures</p> <p><i>Training</i> \$24,478 <i>Support Services</i> \$ 0</p> <p>Total CWS \$ 5,500 RWP Personnel \$ 271 Other Costs \$ 2,037 Total Budget \$35,311</p>	<ul style="list-style-type: none"> Full contract execution from State is chronically late, creating a barrier for program implementation. Lots of challenges and complexity in the DHS to ResCare referral and recruitment process of teens, resulting in very low enrollments.
<p>US Forest Service</p> <p>Original Grant \$12,000 Used in PY17 <u>(4,133)</u> Available for use \$ 7,867</p> <p>A multi-year contract with the U.S. Forest Service to partner in an incentive based program providing opportunities for participants to achieve a positive connection to the workforce while making the choice to begin a life style of participation and contribution to community.</p>	<ul style="list-style-type: none"> Out-of-school, at-risk Youth ages 16 – 24 	<ul style="list-style-type: none"> WorkSource Rogue Valley provides youth with educational opportunities, forestry related training and work ethics training Native plants, including native pollinator plant and other native plant species, will be planted at treated invasive plant infestation sites to prevent infestation re-establishment 	<ul style="list-style-type: none"> Planting of native pollinator plant species for pollinator species. Planting of native plant species for streambank stabilization. Treatment of invasive plant infestations with the goal of eradication. Removal of invasive plants which may include pulling, cutting and bagging invasive plants using hand tools. 	<p>Contracted Workforce Services (CWS)</p> <p>Personnel \$ 0 Other Costs \$ 0 Client Expenditures</p> <p><i>Training</i> \$ 7,152 <i>Support Services</i> \$ 0</p> <p>Total CWS \$ 7,152 RWP Personnel \$ 0</p>	<ul style="list-style-type: none"> Staff support provided through WIOA Youth funds

Funding Source	Target Population(s)	Services Provided	Performance Indicators Outcomes / ROI	Budgeted Expenditures (See Note 1)	Flexibilities and Restrictions in Our Investment Strategies				
Start Date: October 23, 2017 End Date: December 31, 2019			<ul style="list-style-type: none"> Preparation of sites for planting native species. 	<table border="0"> <tr> <td>Other Costs</td> <td style="text-align: right;">\$ 715</td> </tr> <tr> <td>Total Budget</td> <td style="text-align: right;">\$ 7,867</td> </tr> </table>	Other Costs	\$ 715	Total Budget	\$ 7,867	
Other Costs	\$ 715								
Total Budget	\$ 7,867								

NOTE 1: These budgets do not include all costs incurred by RWP. They are for program funds only, and do not include cost allocations for our sublessees (such as Oregon Employment Department, Governor's Regional Solutions Team, et al)

DRAFT

WorkSource Rogue Valley ♦ Dashboard Snapshot

Key Performance Indicators	Q1: 7/1/18-9/30/18		Q2: 10/1/18-12/31/18		Q3: 1/1/19-3/31/19		Q4: 4/1/19-6/30/19		Cumulative (Unduplicated)
	#	%	#	%	#	%	#	%	
Total Customers Served	3,973								3973
Existing Customers - from prior quarters (or from prior year)	586								586
New Customers - this quarter (or cumulative for the year)	3,387								3387
Services Received									
▶ Customers in Foundational Skills Workshops	114	78%							114
▶ On-The-Job Training									
• OJT Training Completed - Total	12								12
• OJT's in Sector Strategy/High Wage/High Demand	12								12
• OJT Retention 90 Days After Training Period		100%							
• Average OJT Cost	\$2,500								
▶ Occupational Skills Training									
• OST Completed - Total	30								30
• OST Sector Strategy/High Wage/High Demand	26								26
• Average OST cost									
Customers Who Got a Job	~70								
▶ Customers Coded Job Ready	121								121
▶ Business Engagements	197								197

Definitions

Business Engagements	Unduplicated per quarter, counts number of unique businesses which received at least one "Business and Employment Promotion" service during a quarter. The count starts over again during the next quarter, if the same business is contacted again in a new quarter, it will count as new contact for that quarter.
Customers Who Accessed FSW %	Numerator: Number of FSW attendees/ Denominator: Number of Customers Enrollments
OJT Training Completed	Numerator: Number of individuals completing OJT/ Denominator: Number of individuals who started an OJT that have the opportunity to complete within the reporting period.
OST Training Completed	Numerator: Number of individuals completing OST/ Denominator: Number possible within reporting period
Customers Who Got a Job*	Wage record reports are dependent on customer's exit date and are usually reported approximately 45 days after the customer has exited services.

ROGUE WORKFORCE PARTNERSHIP (RWP) DASHBOARD
Q1, Q2, Q3 & Q4 PY18

High Level
Details

		QE 9/30/18	QE 12/31/18	QE 3/31/19	QE 6/30/19	YTD Total
Goal 1: Continue building our Sector Strategies partnerships	Business Services					
	Number of job listings closed (Basic/Enhanced)					
	Percentage of closed listings that result in a hire					
Training Investments (Sector Strategies Industries/In-Demand Sectors)	Percentage of On-the-Job Training Completers	100%				12
	Percentage of Occupational Skills Training Completers	92%				26
	WIOA enrolled customers who got a job: (exited during the quarter with wage record)					
	Percentage of customers who registered within a year					
ROI of job-getting activities	Percentage of customers who completed Welcome Process within a year					
	Number of new business engagements	197				
Business Services	Number of job listings entered Self-Referral	2,781				
	Number of job listings entered Basic/Enhanced	80				
	Percentage of On-the-Job Training Completers	80%				12
Training Investments (all)	Percentage of Occupational Skills Training Completers	86%				30
	Workshops Attended (unduplicated)	474				474
Goal 3: Invest in Southern Oregonians to build in-demand skills, match training and job seekers to opportunities, and accelerate career momentum	Skill Building & Skills Validation Activities					
	Foundational Skills Workshop Completers Percentage	78%				89
	Number of individuals coded Job Ready (JR)	121				121
	Number of staff referrals in response to job listings	137				
	Number of individuals coded job ready who are referred to a job listing, and the referral results in a hire.	6				
	Referral to hire ratio (Staff Only)	4.00				
	Business Satisfaction (Overall Quality of Service % Rated Excellent or Good)	94%				
	Quality of hire: retention 2nd quarter after exit	1382				1382
	Quality of hire: Percentage	64%				
	Accelerate Career Momentum: Create opportunity for individuals who are currently <i>underemployed</i> to move up in their career path:					
Training Investments	Percentage of On-the-Job Training Completers	100%				3
	Percentage of Occupational Skills Training Completers	86%				12
	On-the-Job Training completers employed by placement employer 90 days after training	100%				14
	NCRC (unduplicated)	152				152
Goal 4. Create and develop talent by providing young people with information and experiences that engage their interests, spur further career development, and connect to Oregon employers	Skill Building/Career Exploration Activities					
	Career X (started)	2				2
	Career X (completed)	2				2
	Career X (% completed)	100%				100%
	Total Work-Based Learning Starters (WEX and OJT)	7				7
	Number of WEX (Work Experience) Starters	7				7
	Number of OJT Starters	0				0
	Total Work-Based Learning Completers (WEX and OJT)	5				5
	Number of WEX (Work Experience) Completers	0				0
	Number of OJT Completers	0				0
	Percentage of work experience training completers	71%				71%
	Youth Crew Completers	0				0
College and Careers for all	Industry Tours					0
	Internships					0
	Career Days (e.g., Careers in Gear, GP Career Fairs, RCC STEM Connections, etc.)					0
						0



Workforce Training and Education Coordinating Board
128 10th Avenue SW, PO Box 43105, Olympia, 98504-3105
360-709-4600 • www.wtb.wa.gov

Washington Workforce Development Services

The Workforce Training and Education Coordinating Board developed this at-a-glance summary of Washington's key workforce development programs. Get more information online at www.wtb.wa.gov/WorkforceDevelopmentDirectory.asp.



January 2018

Annual data for participants is 2015-16. Annual data for expenditures is 2015-16.

Who is Served?	Low income youth 14 through 21 years old.	Low income job seekers 18 and older.	Dislocated workers.	Foreign trade affected workers.	Individuals with disabilities.	Blind or visually impaired individuals.	Low income adults who are recipients of Temporary Assistance for Needy Families (TANF).			Unemployed and dislocated workers, with a priority given to dislocated workers.	High school graduates or persons 18 years or older, and students younger than 18 with school district permission.	High school students in grades 9 through 12.	Employers and their prospective and existing employees.	Those 18 or older and students younger than 18 with parent or guardian permission.	All legal workers and employers seeking workers.	Those with limited literacy skills or needing English language instruction.	Employers and their prospective and existing employees.		Dislocated workers (state definition).	
Services	Employment and Training Services										Occupational Skills Training				Job Search Assistance	Basic Skills Instruction	Employer Matched Training		Income Support	
Programs	Workforce Innovation and Opportunity Act			Trade Adjustment Assistance	Division of Vocational Rehabilitation	Services for the Blind (Vocational Rehabilitation)	WorkFirst under TANF			Worker Retraining Program	Postsecondary Professional Technical Education	Secondary Career and Technical Education	Apprenticeship	Private Career Schools	Wagner-Peyser	Basic Education for Adults	Job Skills Program	Customized Training Program	Training Benefits Program	
Individuals Served Annually	1,520	1,553	2,571	1,247	11,537	1,340	5,861	831	173	11,733	12,001	165,554	313,241 ¹	14,666	37,766	195,818	46,848	57 companies and 3,662 trainees	49 businesses and 1,631 trainees	1,775
State Expenditures From July 1, 2015—June 30, 2016	\$0	\$0	\$0	\$0	\$13,353,000	\$2,293,000	\$0	\$289,000	\$56,000	\$0	\$39,759,000	\$253,950,000	\$413,606,000 ²	\$2,063,000 ⁴	N/A ⁵	\$0	\$105,414,000	\$2,206,000	\$132,000	\$915,000
Federal Expenditures From July 1, 2015—June 30, 2016	Youth \$12,796,000	Adult \$12,929,000	Dislocated Worker \$12,883,000	\$5,913,000	\$49,796,000	\$10,781,000	Education & Training \$13,886,000	Community Jobs \$14,153,000	Job Connection/ Career Jump \$4,046,000	Employment Services \$11,957,000	\$0	\$10,947,000	\$6,626,000 ³	\$0	N/A ⁵	\$13,424,000	\$9,746,000	\$0	\$0	\$0
Administering Agency	Employment Security Department	Employment Security Department	Employment Security Department	Employment Security Department	DSHS/Division of Vocational Rehabilitation	Department of Services for the Blind	DSHS State Board for Community and Technical Colleges	DSHS Department of Commerce		DSHS Employment Security Department	State Board for Community and Technical Colleges	State Board for Community and Technical Colleges	Office of Superintendent of Public Instruction	Department of Labor & Industries	Workforce Training and Education Coordinating Board	Employment Security Department	State Board for Community and Technical Colleges	State Board for Community and Technical Colleges	State Board for Community and Technical Colleges	Employment Security Department
Providers	Community-based organizations, Educational Service Districts, school districts and city/county government through Workforce Development Councils.	WorkSource Center/Affiliate sites, contracted colleges, community-based organizations, and local government agencies. Funds administered by 12 regional Workforce Development Councils.		Employment Security Department and WorkSource Centers statewide.	DVR field services staff in DVR, DSHS, and WorkSource locations statewide.	Statewide services through six community offices, as well as coordinated community partners.	Community and technical colleges, private career schools, and community-based organizations.	21 community-based organizations located throughout Washington.		WorkSource offices and some Community Services Offices.	Washington's community and technical colleges and licensed private career schools.	All of Washington's 34 community and technical colleges.	Office of Superintendent of Public Instruction	240 employer/employee sponsored training programs that meet state apprenticeship standards.	Over 300 licensed private career schools and colleges.	WorkSource Centers, WorkSource Affiliate sites, and online.	Washington's community and technical colleges and community-based organizations.	Washington's community and technical colleges, licensed private career schools, universities, and apprenticeship trusts.	Washington's community and technical colleges and licensed private career schools.	Employment Security Department
Program Results	Employment Rate or Further Education: 63% Annual Earnings: \$14,100 Earnings Net Impact: \$1,000 Participant ROI/dollar: \$10 to 1	Employment Rate: 70% Annual Earnings: \$27,100 Earnings Net Impact: \$5,400 Participant ROI/dollar: \$52 to 1	Employment Rate: 70% Annual Earnings: \$34,900 Earnings Net Impact: \$6,000 Participant ROI/dollar: \$29 to 1	Employment Rate: 60% Annual Earnings: \$41,900 Earnings Net Impact: N/A Participant ROI/dollar: N/A	Employment Rate: 59% Annual Earnings: \$13,700 Earnings Net Impact: \$900 Participant ROI/dollar: \$2 to 1	Employment Rate: 40% Annual Earnings: \$28,500 Earnings Net Impact: N/A Participant ROI/dollar: N/A	Employment Rate: 59% Annual Earnings: \$18,600 Earnings Net Impact: N/A Participant ROI/dollar: N/A			Employment Rate: 69% Annual Earnings: \$31,700 Earnings Net Impact: \$4,700 Participant ROI/dollar: \$17 to 1	Employment Rate: 71% Annual Earnings: \$31,900 Earnings Net Impact: \$5,700 Participant ROI/dollar: \$15 to 1	Employment Rate or Further Education: 85% Annual Earnings: \$15,100 Earnings Net Impact: \$900 Participant ROI/dollar: \$26 to 1	Employment Rate: 75% Annual Earnings: \$55,400 Earnings Net Impact: \$14,200 Participant ROI/dollar: \$71 to 1	Employment Rate: 67% Annual Earnings: \$26,900 Earnings Net Impact: \$2,100 Participant ROI/dollar: N/A	Employment Rate: 67% Annual Earnings: \$26,700 Earnings Net Impact: N/A Participant ROI/dollar: N/A	Employment Rate: 57% Annual Earnings: \$21,700 Earnings Net Impact: \$0 Participant ROI/dollar: \$0 to 1	N/A ⁶		N/A ⁶	Employment Rate: 59% Annual Earnings: \$30,900 Earnings Net Impact: N/A Participant ROI/dollar: N/A

Note: The program results are measured for all program participants, not just completers (except for secondary career and technical education). The employment and earnings results are based on employment reported to state employment agencies. They do not include self-employment, employment outside the Northwest, or military service, and thus understate total employment by an estimated 10 percent. Program results also include both Annual Earnings and Earnings Net Impact. Annual earnings calculate how much program participants earned nine months following their exit. Net Impact calculates how many additional dollars workforce program participants earned when compared with people who have similar demographic characteristics who did not participate in a workforce program. When possible we also calculate Return on Investment (ROI). This shows the ratio of how much workforce participants earned over the course of their working lives when compared to the public's financial contribution to workforce programs.

- Participant count reflects all students grades 9-12 who completed a CTE course between Sept. 1, 2015 and Aug. 31, 2016.
- Annual State Funds served all CTE students grades 7-12 and those at Skills Centers between July 1, 2015 and Sept. 30, 2016.
- Annual Federal Funds served all CTE students from grades 7-12 and those at Skills Centers between July 1, 2015 and Sept. 30, 2016.




- Represents operating budget to run Apprenticeship for a year. Apprenticeship programs are supported by employer/employee contributions and funds from community and technical colleges.
- The major public investment is financial aid for students, which is outside the scope of this report.
- Programs are unique among workforce programs in providing customized training for employees of specific firms. Their performance results are not well measured by the state core measures and are not reported here.

STRATEGIC INTENT

By the end of 2021, RWP will be nationally recognized for building community partnerships that help government, education, and industry leverage resources that create a dynamic system of access points for career opportunities, resulting in economic growth, sustainable programs, and a more highly skilled workforce.

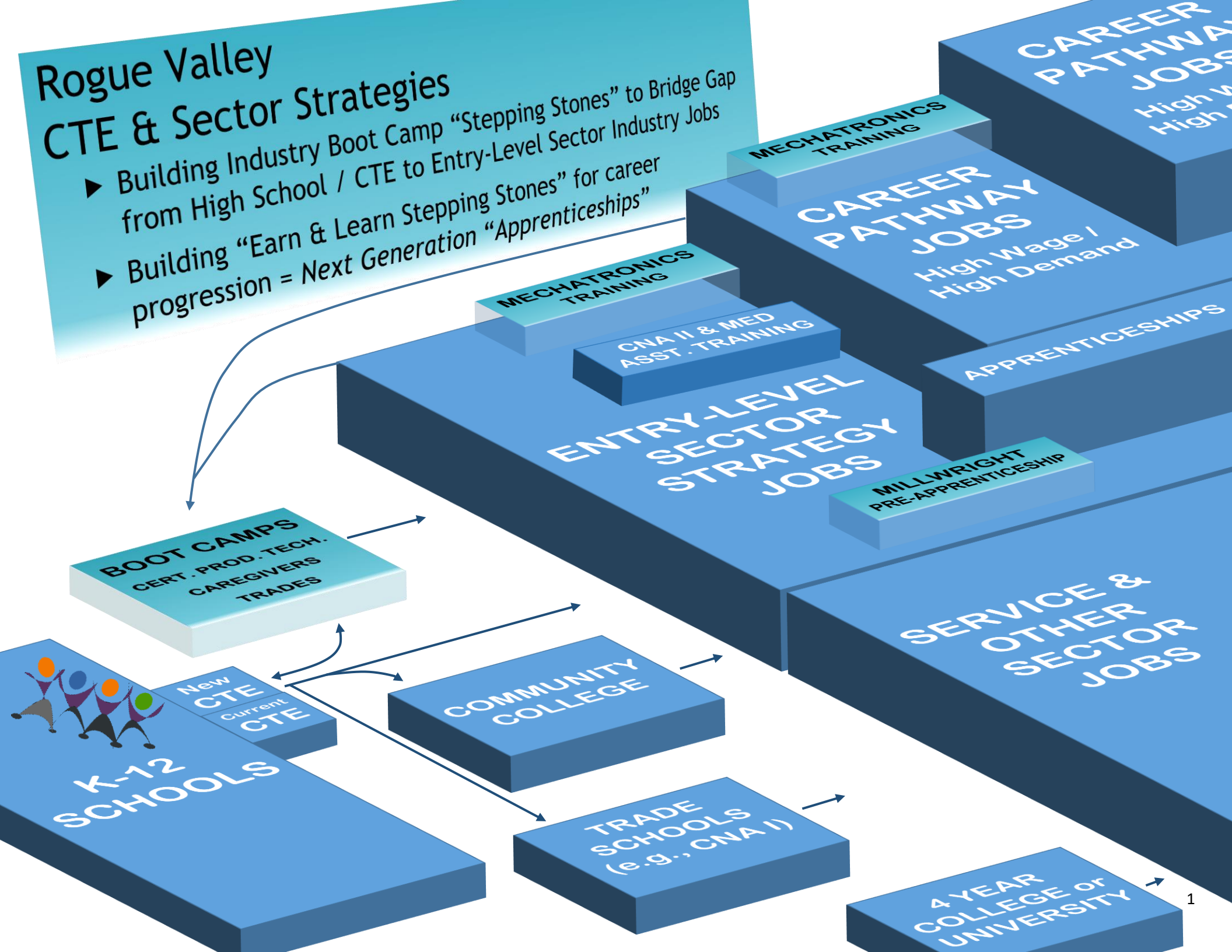


ROGUE WORKFORCE PARTNERSHIP

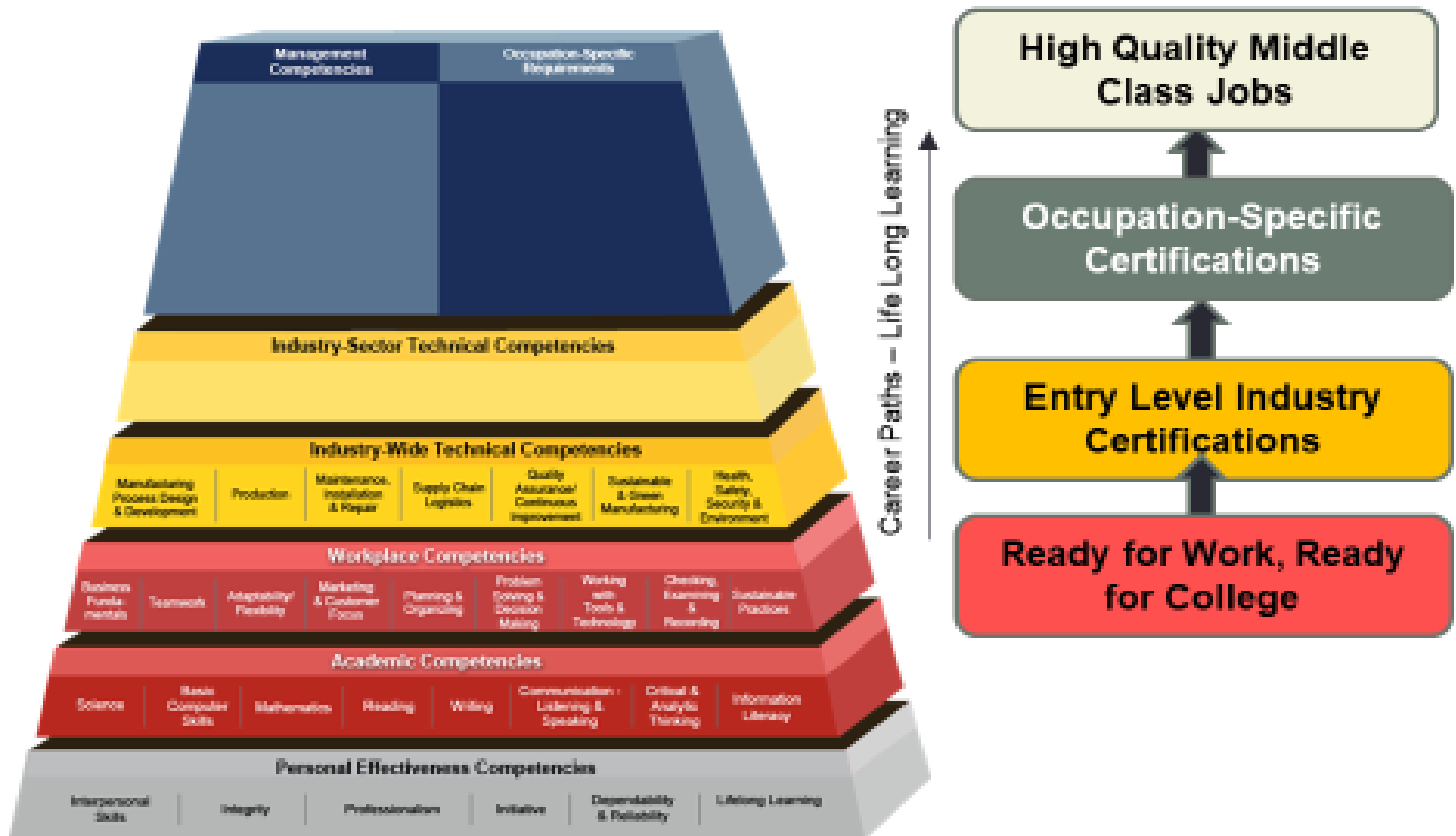
<p>MISSION</p>	<p><i>To advance the region's economic vitality by developing a business-responsive workforce that promotes prosperity.</i></p>		
<p>STRATEGIC DRIVERS</p>	 <p>Align and leverage industry, government and education resources around workforce sector needs.</p>	 <p>Invest and support flexible and adaptable skills development programs.</p>	 <p>Create a clear system of monitoring and measuring efforts and impact.</p>
<p>KEY STRATEGIC INITIATIVES</p>	<p>Mike Donnelly</p> <p>Continue Sector Strategies work (+ skilled trades/apprenticeship paths) & embed needed skills into education & workforce training</p>	<p>Trever Yarrish</p> <p>Expand work-based training, internships, externships, job shadows, etc. & support development of experiential learning</p>	<p>Rosemary Jernigan</p> <p>Expand dashboard to include all workforce & education partners</p>
<p>Alex Campbell</p> <p>Assess workforce/education skills training, & the gaps, barriers & potential connecting points; prioritize & consolidate efforts</p>	<p>Sherri Stratton (Jessica Gomez)</p> <p>Develop employability/soft skills report card, get employers to require it, and create experiential learning for students & job-seekers</p>	<p>Shawn Hogan & John Underwood</p> <p>Define success measures of progress at system and individual levels.</p>	
<p>Jessica Gomez</p> <p>Strengthen key partnerships and work to align policies, investments and efforts at the local, state and federal levels</p>	<p>Norm Kester</p> <p>Identify technical skills training needs & capacities for industry sectors; create & scale collaborative solutions to meet the needs</p>	<p>Shawn Hogan & John Underwood</p> <p>Develop comprehensive performance metrics system – e.g. for each strategic driver, by sector, with longitudinal data, etc.</p>	

Rogue Valley CTE & Sector Strategies

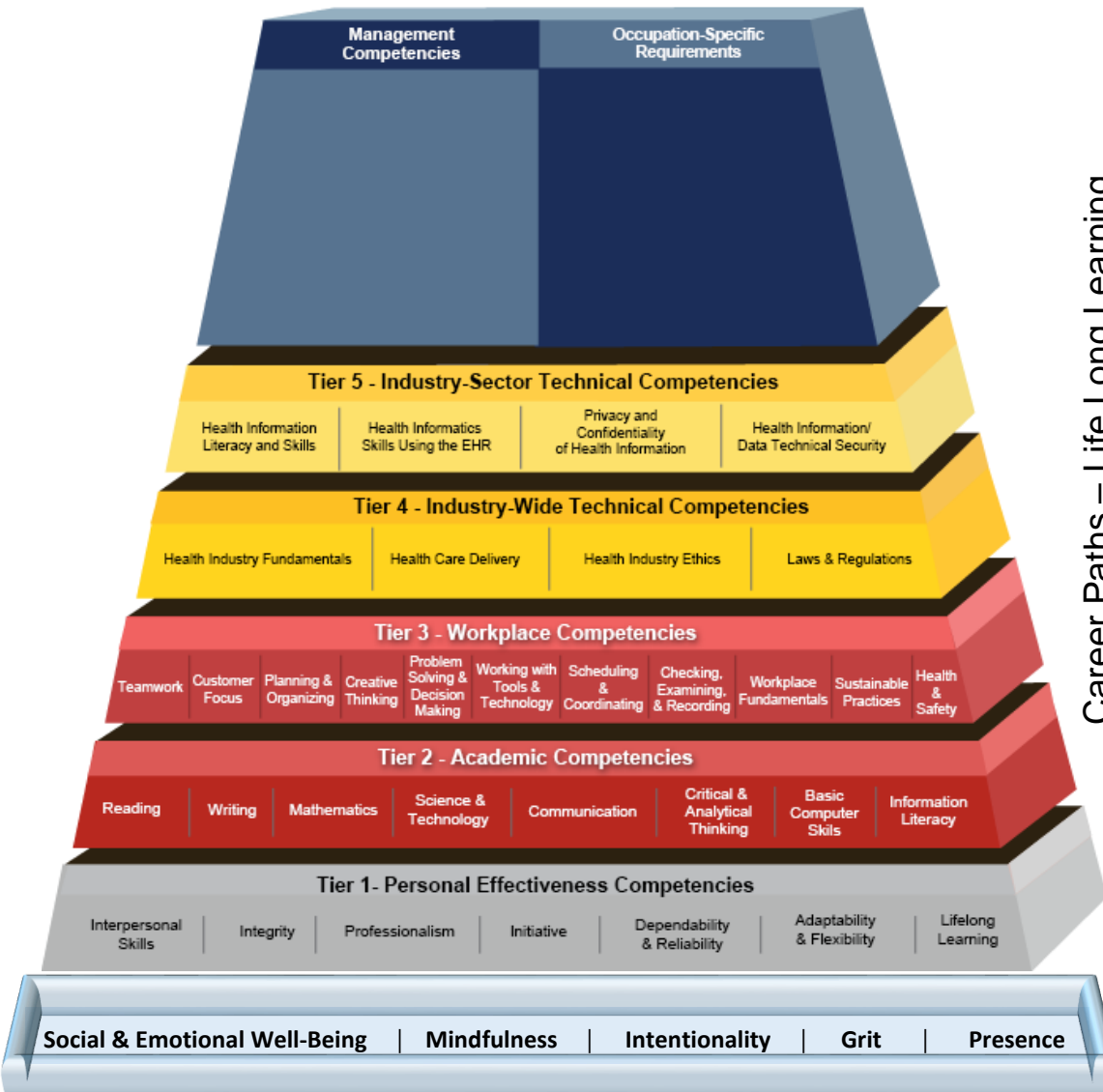
- ▶ Building Industry Boot Camp “Stepping Stones” to Bridge Gap from High School / CTE to Entry-Level Sector Industry Jobs
- ▶ Building “Earn & Learn Stepping Stones” for career progression = Next Generation “Apprenticeships”



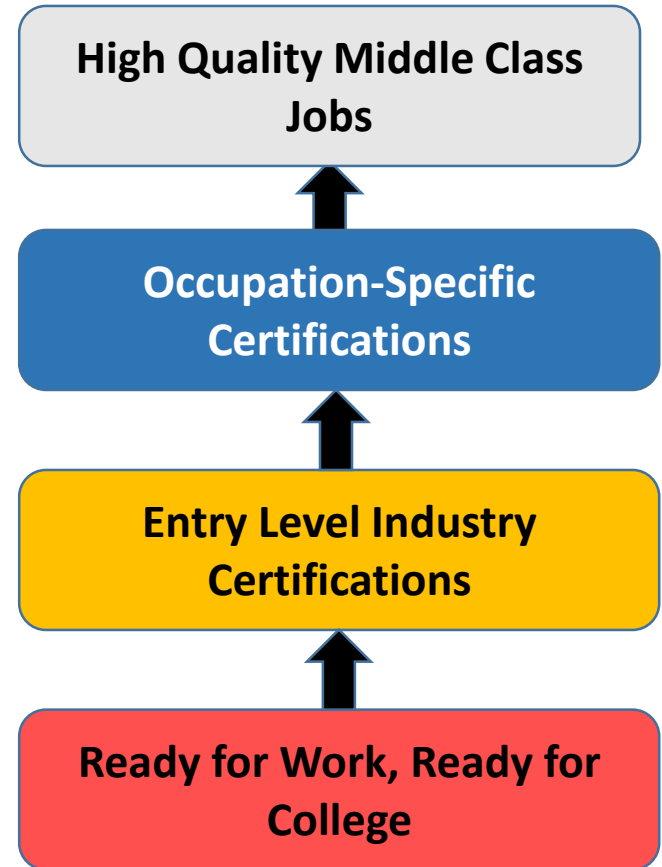
Advanced Manufacturing Competency Model



Healthcare Skills Pyramid

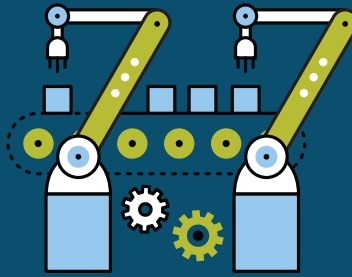


Career Paths – Life Long Learning ↑



Source: USDOL Career One Stop
<https://www.careeronestop.org/CompetencyModel/competency-models/electronic-health-records.aspx>

A CALL TO ACTION



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

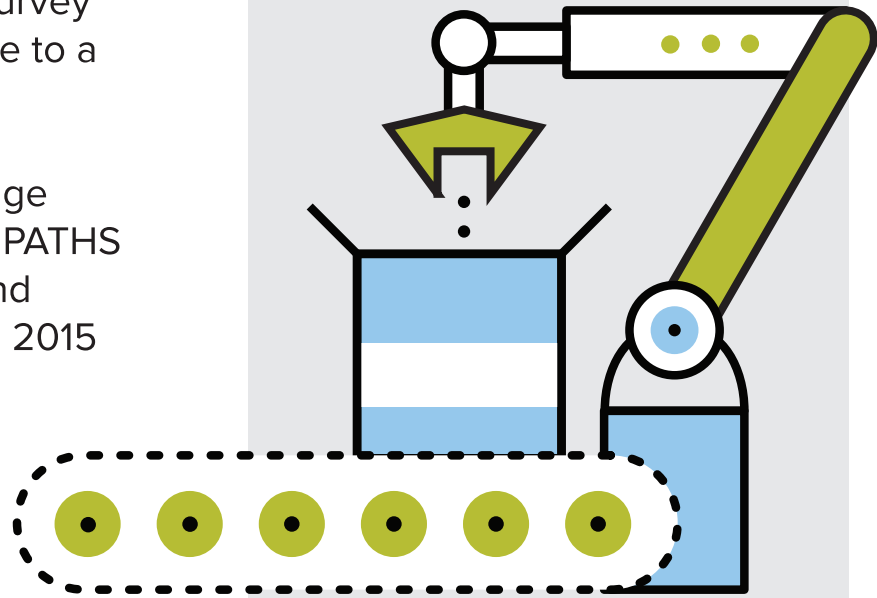
The manufacturing sector in Rogue Valley is a critical keystone of our region's economy. Over 400 companies employ 10,500 workers, with a payroll of over \$450 M annually! Workers enjoy good jobs - from entry-level production workers to engineers - with an average wage of \$43,379, almost 30% higher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





Rogue Workforce Healthcare Partnership Action Plan

Mission

Partnering together and leveraging resources, we build better career pathways so that individuals can skill-up and enter into the occupations in high demand by healthcare employers

Strategic Drivers & Initiatives / Projects

 Career Exploration & Promotion - inform/engage emerging & transitioning workers on careers in healthcare	
<p>o Career Highlight Events <u>Action Team:</u> Dana Shumate®, Jessica Wynant, Brent Kell (?) <u>Objectives:</u></p> <ul style="list-style-type: none"> • Create Career Highlight events for high school student & transitioning workers to help them explore the world of healthcare careers 	<p><u>Success Metrics:</u></p> <ul style="list-style-type: none"> • # students / career explorers participating
<p>o Career Pathways Promotion, Outreach & Engagement <u>Action Team:</u> Brent Kell®, Jessica Wynant, Laurel Briggs, Jim Fong, Heather Stafford, Tami Allison® <u>Objectives:</u></p> <ul style="list-style-type: none"> • Create & implement comprehensive outreach/communications plan to promote, inform & engage emerging & transitioning workers into healthcare pathway career path entry points • Develop awareness of job opportunities in healthcare industry through creating forums to engage students and catalyze interest for all community members to consider a career in healthcare or cross-training possibilities for individuals who are currently working. • Website work: engaging employers/interactive, goggle analytics on website hits, etc. 	<p><u>Success Metrics:</u></p> <ul style="list-style-type: none"> • Plan in place • # engage & getting into training
 Build Training Capacity - create & fill new training opportunities & career pathway “Stepping Stone” entry points to meet unmet high-demand needs	
<p>o Caregiver School of Learning <u>Action Team:</u> Marla Ipsen®, Joan Eberling, Jonna Robinson <u>Objectives:</u></p> <ul style="list-style-type: none"> • Create hands-on Caregiver training – a new entry point into healthcare career pathway • Develop concept framework for school of learning (<i>continue to hone the proposal</i>) • Fill high-demand Caregiver positions • Partner with long-term care facilities & hook them up to this more robust workforce pipeline connection 	<p><u>Success Metrics:</u></p> <ul style="list-style-type: none"> • # & quality of Caregiver Training completers • # Trainees employed as Caregivers
<p>o Providence Healthcare Training <u>Action Team:</u> Jessica Wynant., Stacey. Autumn, Dana Shumate® <u>Objectives:</u></p> <ul style="list-style-type: none"> • Replicate this Portland-based training program for high school students in our region 	<p><u>Success Metrics:</u></p> <ul style="list-style-type: none"> • # & quality of Training completers • # Trainees employed in healthcare
<p>o High School Healthcare Certification Programs <u>Action Team:</u> Hal Jones®, Brenda Dufour, Andy Kovach, Terri Smith, Brent Kell, Mona McArdle, Jessica Wynant, Marla Ipsen, Dana Shumate <u>Objectives:</u></p> <ul style="list-style-type: none"> • Develop high school healthcare certification programs in the following order: Medical Assistant, Certified Nursing Assistant, Emergency Medical Technician (Aug 2017) • Inconcert with RCC, engage eligible high school juniors and seniors in approved healthcare certification internships with local healthcare providers. (Feb 2018) 	<p><u>Success Metrics:</u></p> <ul style="list-style-type: none"> • Programs in place • # of students enrolled, completing & certified • # students employed in healthcare • Career advancement • Retention in healthcare
<p>o Foundational Skills <u>Action Team:</u> Brenda Johnson, Tiffany Grimes, Sherri Stratton, Jim Fong® <u>Objectives:</u></p> <ul style="list-style-type: none"> • Innovate new ways to nurture, cultivate & develop Personal Effectiveness Skills (PES) & 	<p><u>Success Metrics:</u></p> <ul style="list-style-type: none"> • Innovations in place • # engage in PES experiential learning

ROGUE VALLEY EMPLOYABILITY SKILLS RUBRIC

	Beginning (1)	Developing (2)	Progressing (3)	Advanced (4)
Reliability	Regularly misses class and/or deadlines. He/she cannot be relied upon to follow through on commitments.	He/she is inconsistently reliable. Attendance can be sporadic. At times, he/she shows potential and initiative.	Attendance and follow-through is consistent. He/she is self-motivated and can be relied upon regularly.	Contributes substantially to learning process both by "showing up" and by encouraging and challenging others to fully participate.
Collaboration	Rarely exhibits a cooperative, interested attitude towards teamwork.	Is a cooperative team member but requires motivation to collaborate and function at a higher level.	Actively participates well in a team environment. He/she shows initiative and develops win-win solutions.	Functions at a very high level as a team player. Is very skilled as team leader in collaboration and handling team conflict/ disagreement.
Communication	Does not listen and or is not able to summarize key elements of verbal and nonverbal communication. Does not clearly express thoughts verbally and nonverbally.	Offers "safe" answers to simple questions and occasionally volunteers a response. Student is beginning to develop organized and appropriate verbal and nonverbal responses.	Communicates effectively (both verbally and nonverbally). Actively listens to others without interruption. Student contributes to class discussion by offering thoughts, opinions and asking appropriate questions.	Skilled at creating an open environment that encourages the flow of information. Verbal and nonverbal communication conveys both substance and intent with high accuracy.
Respect	Does not respect other's rights, ideas, opinions, and diversity of others.	Developing respect of other's rights, ideas, opinions and diversity of others.	Demonstrates respect of other's rights, ideas, opinions and diversity of others.	Respects the rights, ideas, opinions and diversity of others. Encourages others to express viewpoint without judgement.

ROGUE VALLEY EMPLOYABILITY SKILLS RUBRIC

	Beginning (1)	Developing (2)	Progressing (3)	Advanced (4)
Professionalism	Student does not take personal responsibility for appearance, behavior, actions, or verbal communication.	Shows inconsistent ability to manage their behavior or actions, appearance, or verbal communication.	Student takes personal responsibility for their appearance, verbal communication, behavior or actions.	Accepts full responsibility for own appearance, behavior and actions. Student is a leader and role model in helping classmates monitor and progress in their behavior, communication, and behavior skills.
Attitude	Regularly displays a negative attitude. Is often perceived as pessimistic, self-centered and/or discouraging.	Attitude fluctuates between positive/encouraging to negative/pessimistic.	Makes a positive impression to those around them. Creates and sustains an attitude that encourages others to do their best.	Demonstrates a positive and encouraging attitude even in the face of adversity. Leads as a role model and shows empathy and compassion towards others.
Problem Solving	Does not attempt to identify, describe, or solve the problem	Student primarily depends on others to solve problems and identify possible solutions.	Finds multiple ways to solve a problem and share the strengths and weaknesses of a solution with a variety of audiences.	Student is a leader that can plan and organize work; reason and make objective judgments; and keep their mind on several parts of their job.

WellBeing: Be Free

First step in our core seminars series



Making real, effective changes in your life takes more than wishful thinking. True personal growth and development requires proven tools and techniques to inspire new directions and confident decisions. When you attend the WellBeing seminar (*formerly known as the Personal Effectiveness Seminar*), you will:

Get clear:

- Know where you are now and what's not working.
- Discover how you get in your own way.
- Decide who you want to be, and how you want it to go.

Be effective:

- Build confidence and feel resilient, no matter the circumstances.
- Conquer self-doubt and take responsibility for your life.
- Take bold actions and create positive results.

Feel connected:

- Trust and be at ease with yourself.
- Create intimacy with others and a sense of belonging.
- Be fully engaged in your life, experiencing the joy and aliveness of each moment.

Wherever you happen to be—emotionally, mentally, physically and spiritually—the Wellbeing seminar will meet you there and help you get to where you want to be.

Find out more

[What It Is](#)

WellBeing is the first step in our core seminar series. It is designed for people who want more out of life and are curious about how to get it. It is a unique opportunity to consciously grow as a human being and expand into a new vision of yourself.

The four days of WellBeing build to create a profound and practical learning experience—a complete immersion in an environment that supports personal development, transformation, breakthroughs, and permanent shifts in consciousness and the skills to keep it going.

In my 25-year career, I've attended Dale Carnegie, sought the giant within from Anthony Robbins, waged war on my career with Tom Hopkins, and been checked out from the neck up by Zig Ziglar. None of them came close to the positive results I achieved from Wings.

This seminar has led me to my own personal and professional power and cleared the path to my own unending resources. I not only recommend it, but encourage participation to everyone.

—Chris Cunningham, Senior Manager, Business Development

[How You Will Benefit](#)

WellBeing assists you to build a foundation for living a balanced, meaningful, and extraordinary life. You are inspired to live as the powerful and capable human being you are.

WellBeing creates unparalleled results, increasing your:

- Resourcefulness. Gain the self-confidence to handle challenging situations.

Imagine trusting yourself so much that in the midst of change, conflict and the unexpected, you are at ease within yourself, confident in your ability to create the results you want.

This is a great thing you do at Wings; taking the seminar as a recent college graduate really helped me to fully appreciate the power I have in my life and to recognize the beauty I can create every single day if I choose to do so!

—Erica Palmer

- Mental clarity. Know what you want and take action to create it.

Learn unique tools for self-discovery that help you gain insights into what really matters to you and uncover your own inner resources to courageously forge ahead, moving toward your dreams and ambitions.

I look back over the last decade of my life since taking the seminar, and there is a distinct shift. I am living the life I dreamed of because I learned how to make it happen!

—Kassia Dellaboug

- Personal empowerment. Step up and take 100 percent responsibility for your life.

Experience the incredible power of living life consciously. Become aware that you are stronger, more resourceful, and more powerful than you ever thought possible.

Thank you for providing this work. Your course has come to me at a time when the life I had created often seemed overwhelming and without choice. I now know I can create the life I want.

—Ron Babcock

- Well-being. Create ease, spiritual unity, optimal health, and vitality.

Experience a whole new way of being in the world. Create more energy, freedom and ease in your life, living aligned with your values, integrity, and soul.

I am deeply grateful for this moment of time-out-of-time which has brought me back to myself. I now delight in life again as I did long ago. I cannot wait to see what is around the next corner.

—May-Britt Jeremiah

- Creativity. Tap into the infinite possibilities in your life, and ignite your passion.

Experience first-hand the amazing gifts and opportunities available to you when you are living in the present moment. Unleash your imagination to dream, create, and explore.

This seminar was the most amazing experience of my life. The only things I can compare it with is the birth of my children. It's like waking up from a coma, and breathing again. My senses are alive and I am ready to live my life. Thank you so much.

—Lori Shafer

- Balance. Learn when to say a resounding YES! and how to say no.

Speak your truth and invite into your life only what you want. Rather than trying to do too much for too many, discover how life comes into balance when you consciously choose what you say yes to.

This experience was life changing for me! I didn't want to leave my seminar family. I gained confidence in myself, a love for the woman I am presently, and the tools to live a balanced, joyful life.

—Kimberly S. Anderson

- Joy. Return to your child-like aliveness and live in gratitude and appreciation.

Ever notice what happens when a young child enters a room? Rediscover within you the spark of wonder at the simple joy of being alive.

With the tools I learned, I now live every moment in joy and happiness as an authentic participant in life.

—Jack McKenzie

- Meaning. Make a genuine contribution to the world, being in service to others. Experience yourself in a whole new way, knowing your life and how you live it matters.

I came for guidance and found that instead I was given a foundation; a set of tools to help me guide myself.
—Alie Walker

What People Say

PES Endorsements

This was a great course. Each minute was useful, informative, and effective. The change is profound, and somehow gentle at the same time. A fabulous course overall.

—Fred Moss, Physician

Upon returning from years of service in the military, including time in Iraq and other high threat areas, I was always trying to deal with all of the events I was involved in. From the obvious time in theatre to the less obvious time away from the family. Every therapy, treatment or counseling I took part in prior to PES tried to help me "carry the load" instead of getting rid of the unnecessary load. I never could quite find my breath or inner peace without some sort of prescribed medication.

The 4 days of incredible support from the team at Wings Seminars was amazing. I never would have dreamed I could bond with and become "brothers" with people outside of the military. I can honestly say the people I was in my session with (complete strangers until then) are now people I never want to lose touch with.

I used to strive everyday just to cope with or try to find meaning in my military service; now I strive everyday to "be in service" to others in my life. Without a doubt PES is a great place for any Veteran, spouse of a Veteran or really anyone to learn how to let go of the past and live a meaningful and fulfilled life.

We invest so much in everything else and everyone else on a daily basis. Simply said, we have to give "me" something and 4 days is an incredibly small investment with an unlimited ROI.. for everyone. —Rob Thomason

PES was my personal wake up call. This amazing experience woke me up to the illusions, delusions, fears and limiting beliefs that were preventing me from living my life more fully, more authentically and as more my true self. I had no idea how much fear ruled my life! As a life-long perfectionist, I truly believed I had it all 'dialed in'. HA! PES shined a mirror on the beliefs, patterns, conventions and games I played with myself (and others!) and LIBERATED me from the shackles of 'shoulds'; 'musts'; 'have tos' and pleasing others. I left feeling more real, more raw, more connected to humanity and most of all, more connected to myself. It was the start of a life-long journey to stay present, make conscious choices that align with my true self and to realize the power of my own beliefs to create the life I want.

—Stacy Lewis

I am so impressed by how effectively and thoroughly WINGS was able to establish a wonderfully safe and bonded group. I found so much joy each day in my experience at the seminar because of such an enriching and empowering environment.

—Erin Kross, Success/Probation Coach, InsideTrack

This was a new experience for me, because I couldn't figure out how I would apply what I was learning while in the workshop. But now that I am home, I find I apply it to everything!

—Karen Bolda, Owner/Facilitator, Tendo, LLL

I must say thank you with all my heart. Had you sat me down, prior to the seminar, and detailed the profound changes that would occur I could not have believed you. To address and correct patterns of behavior, fears and negativity that have been building over 37 years...in only 4 days. Incredible! I look forward to continuing this journey with you. Thank You!

—Peter Lashle, Partner, Athena Marketing

PES was the most enlightening experience I have had in my 36 years. I am truly grateful for the tools I learned and the experience of participating in PES. I wish I hadn't waited for so long to take the seminar.

—Dominique Earl, Mom, Coach, Wife, Daughter

Since attending Wings, I have felt more confident in myself. It is amazing to see the change. I am walking around with my head high and I know what I want for my life. I have never felt so calm in my life.

—Jennifer George, Teacher

I truly believe that WINGS has moved into a niche no one else offers. It is a niche that balances factual information (important to me as a scientist) and deep human compassion (important to me as a human). Kris is a genius in her ability to weave the two strands of this human fabric together. I was, and remain, inspired. Thank you.

—John Fentress, Etholife Health

I truly feel going to Wings was the single most awesome thing I have ever done for myself. —Patty Henry, Property Manager

Who Participates?

Participants' are 18 and older. One woman who participated at age 81 sent us a card after attending. It had a photo of an elderly man throwing a bouquet of flowers into the sky with a look of sheer delight on his face. Inside she wrote that the seminar "gave me my life back."

Each seminar we hold is as different, unique, and as powerful as the participants who come together to create it. Participants are amazed at the end of the four days how much commonality and connection they share with one another.

Since 1986, Wing Seminars has helped more than 35,000 people achieve breakthroughs in consciousness, creating positive, life-long transformation in their relationships, careers, physical health, and well-being, contributing to every aspect of their lives.

What's a day in WellBeing like?

Beginning at 9 a.m., seminar days are filled with educational lectures, experience, practice, discussion, and laughter. Typical seminar groups number from 15 to 50. Dress is casual and comfortable.

Seminar days are full and focused, and time flies by. This is a time to free yourself from your daily responsibilities and focus on your growth and learning. Come rested and ready to be fully present for the seminar. You get more than your money's worth! You will be given a notebook and handouts are provided for all the material covered. Much of the time you are seated in chairs for lectures or activities. At other times you are engaged in interactive processes. You have a "working lunch," a "working dinner," and breaks throughout each day.

You may hear things you've "always known", in new ways, and you have plenty of "Aha!" moments. Peals of laughter, tears of release, and time for thoughtful reflection are all steps on the path of your [personal development](#). The seminar day ends about 9 p.m., and there is homework.

Our seminars are designed for people who want more from their lives and are curious about how to get it. The seminars are a unique opportunity to consciously grow as a human being and expand into a new vision of yourself. Each day in the seminar is designed to support you on your journey of self-discovery and life-changing results.

If you have additional questions about specific seminars, please contact a Wings at [541-683-8540](tel:541-683-8540) or email Wings at wings@wings-seminars.com

Graduates from Wings Seminars experience increased self-confidence, stronger communication skills, and the ability to face uncertainty with clarity and tenacity. By passing along a practical toolbox of personal resources, Wings guides you toward a foundation for well-being, resourcefulness, and happiness that expands to every aspect of your life.

Register today and get ready to create the life of your dreams!

The WellBeing Guarantee

97 percent of our grads rate their experience excellent or superb. Our WellBeing guarantee to you is: If, after participating in and attending all sessions through to the completion of the seminar, you think you did not receive substantial value, your tuition will be refunded in full.

Source: <https://wings-seminars.com/personal-development-seminars/wellbeing/>



Bridges Out of Poverty Community Support Program



Reducing the social costs of poverty, strengthening the workforce, and building a more prosperous and sustainable community are goals on which most communities agree. aha! Process's **Bridges Out of Poverty** community support program provides a family of concepts, workshops, and products to help employers, community organizations, social service agencies, and individuals address and reduce poverty in a comprehensive way. Bridges brings people from all sectors and economic classes together to improve job retention rates, [build resources](#), improve outcomes, and support those who are moving out of poverty.

See where Bridges Out of Poverty and Getting Ahead sites are located on this [map](#). To add your initiative or update your information on the map, please email Lynn Jackson at ljackson@ahaprocess.com.

The Bridges Out of Poverty community support program helps communities:

- Move individuals from poverty to self-sufficiency
- Reduce social costs related to crime, poor health, and welfare
- Strengthen educational attainment and job skills
- Enhance economic development
- Improve on-the-job productivity
- Revitalize neighborhoods
- Build sustainable communities where everyone can live well

Explore our recommended programs designed around your community's specific needs:

- [Removing Barriers for Under-Resourced Clients](#): Learn how to identify and revise or eliminate policies, procedures, and practices that make it difficult for under-resourced individuals to emerge from poverty.
- [Building Community Sustainability](#): Learn how to make yours a community where everyone can live well, reducing social costs and leveraging human capital for greater stability and prosperity.
- [Getting Ahead](#): Learn from our experts how to facilitate a Getting Ahead program to support individuals emerging from poverty.
- [Transition to Success](#)

Click to learn about our [workshops](#) delivered to your organization, national [training events](#), and our critically acclaimed [resources](#). Also, see our list of upcoming [free webinars](#)!

Click below for more information on:

- [Events and Resources](#)
- [Results and Best Practices](#)
- [What People are Saying](#)
- [Our Consultants](#)
- [FAQs](#)

Looking for more information on how to develop your own community support program? Call (800) 424-9484, or [request information online](#).

FEATURED VIDEO [HTTPS://YOUTU.BE/9YAFGHMAHTS](https://youtu.be/9YAFGHMAHTS)

RESULTS & BEST PRACTICE

The Vermont State Council

The SHRM Vermont State Council received a [2008 Pinnacle Award](#), sponsored by the Society for Human Resource Management (SHRM) and Automatic Data Processing (ADP) for its "[Working Bridges Out of Poverty Project](#)." In conjunction with for-profit, nonprofit, and government agencies, the council delivered Working Bridges training to more than 250 human resources professionals and line managers on the workplace implications of economic diversity; implemented an emergency savings and loan program for employees of participating companies; housed worksite resource coordinators in companies to help employees find help with housing, child care, transportation, economic assistance, and other resources without having to leave work; and began discussions of how to encourage employees to use health and wellness strategies.

Ruby Payne, Ph.D.



Ruby K. Payne, Ph.D. is the founder of aha! Process and an author, speaker, publisher, and career educator. Recognized internationally for *A Framework for Understanding Poverty*, her foundational [book](#) and [workshop](#), Dr. Ruby Payne has helped students and adults of all economic backgrounds achieve academic, professional, and personal success.

As an expert on the mindsets of economic classes and overcoming the hurdles of poverty, she has trained hundreds of thousands of professionals, from educators and school administrators to community, church, and business leaders.

[Learn More](#)



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Source: <https://www.ahaprocess.com/solutions/community/>

	PY 18						PY 19					
	Jan	Feb	March	April	May	June	July	August	Sept	Oct	Nov	Dec
Rogue valley Workforce Consortium		Appoint new/reappoint current members as needed		Appoint new /reappoint current members as needed	Appoint new /reappoint current members as needed		Appoint new /reappoint current members as needed Elect Chair	Appoint new /reappoint current members as needed		Appoint new /reappoint current members as needed	Appoint new /reappoint current members as needed	
RWP Corporate Directors		12/31/18 Budget/Actuals Prep for RWP Workforce Board Strategic Investment Guidance & affirmation			3/31/19 Budget Actuals 2018/2019 Budget Mod		2019/2020 Budget Approval Elect Chair & Vice Chair				6/30/19 Budget/Actuals 9/30/19 Budget/Actuals 2019/2020 Budget Mod	
RWP-WORKFORCE BOARD MEETINGS			12/31/18 Budget/Actuals Guidance & Affirmation on Strategic Investments for PY 19-20			3/31/19 Budget Actuals 2018/2019 Budget Mod Affirmation			2019/2020 Budget Affirmation Dashboard & success metrics – continuing review and refinement Elect Chair & Vice Chair			6/30/19 Budget/Actuals 9/30/19 Budget/Actuals 9/30/19 Budget/Actuals Dashboard & success metrics – continuing review and refinement
SPECIAL EVENTS												

Items to Schedule: Yearly performance (), Fiscal Audit Result reporting (), WorkSource Center Compliance Review () Resource Sharing Agreement (), Review and Update RWP strategic plan (),