



Workforce Investment Act
Program Year 2007
Annual Report



President & Chair's Message:

On behalf of The Oregon Consortium Board of Directors and the Oregon Workforce Alliance – Workforce Investment Board we are pleased to present the Workforce Investment Act - Annual Report for Program Year July 1, 2007 – June 30, 2008.

This last year presented many challenges: the development of an integrated services system, the re-organization of the TOC and OWA Boards and their associated committees, decreased allocations, economic instability and increased demand for services. We are proud to report that in spite of these matters our administrative staff, board members and network of rural providers faced these challenges square on and achieved outstanding results.

We appreciate the opportunity to work with each of you as colleagues and peers and look forward to our continued work together to address the challenges and seize the opportunities of coming year.

Respectfully,



Judge Steve Grasty
Chair, The Oregon Consortium Board of Directors



Scott Koch
President, Oregon Workforce Alliance –
Workforce Investment Board

Letter from the CEO:

Dear Board Members, Colleagues and Peers:

As I was preparing this letter to transmit the WIA IB Annual Report for Program Year 2007, I was reflecting on the many opportunities *and* trials that we faced during in the past program year and how our network of providers, partners, board members, staff and volunteers pulled together and persevered. I continue to be amazed by the dedication and drive of the leaders and professionals who make up our rural workforce system.

At the Board level we completed a visioning process that resulted in not only a new vision to support our organization's mission, it also helped us clear the way to re-organize how we work together at the Board, Committee and provider level. While this re-organization has not been without its growing pains – I feel confident that this current structure will result in excellent collaboration and continued bold leadership for the future.

TOC and OWA played a leadership role in Oregon by assisting in the development and deployment of a new integrated services system, at the provider level, between Oregon Employment Department – Wagner-Peyser and WIA IB. This integrated services strategy allows us to provide a more robust menu of services at every access point and also to help every citizen that touches our system, know and understand their current skill levels, how those skills translate to demand skills in the workplace, and finally how those skills can be increased and/or augmented for additional opportunity. The integrated services strategy was officially launched in WorkSource Oregon centers across the state in October of 2008 – we look forward to reporting more to you over the coming months.

All this being said, as I am writing this letter our rural communities are suffering as is our national and global economy. I am pleased to report and I hope it will be evident by the data provided on the following pages – that our rural workforce development network is ready to respond to the challenges ahead. Our rural network has a long history of providing outstanding assistance to citizens, business and industry during difficult times and they are prepared for action now.

With ever increasing unemployment rates and industries withering, I hope you too can find a way to take a perspective of opportunity rather than dismay. Now is the time for our network to shine. We have the ability to connect to business and industry, entrepreneurs and leaders across the nation and around the globe, we can use these connections to provide information about our unique rural and frontier environment and abundant opportunities. We can also, use this time to skill up every displaced worker and job seeker that comes through our door. The result of an investment such as this, will result in a significant increase in rural Oregon's human capital and the community's attraction quotient for everything from small business to entrepreneurial investors.

I am honored to work for a partnership as unique and purpose driven as ours, I look forward to facing the challenges of the coming year with you and to the ultimate celebration of our successes as we "Help Rural Oregon Work."

Respectfully,



Kris Latimer, Chief Executive Officer

A PURPOSE DRIVEN ORGANIZATION:

Our Mission: “To Help Rural Oregon Work.”

Our Vision: “To be the driving force for an evolution in attitudes and behavior at every level that embraces, the necessity for Oregon’s citizens, business and industry to “skill up,” ultimately revolutionizing Oregon’s rural economies. This vision is supported by the development and targeted investment of revenues, curriculum, infrastructure, political pathways and partnerships.”

Our partnership is committed to support the creation of an available and skilled workforce necessary for businesses to locate, remain and grow, and to provide sustainable employment and the creation of family wage jobs.

Our vision reflects our optimism and belief in the opportunities for growth and improvement in rural Oregon—in spite of the current economic situation. The principles supporting our vision include:

- A cooperative planning effort originating from the level closest to the customer and supported at every other level;
- An effort extending beyond WIA, consisting of workforce, education, community and economic development entities;
- A range of services and activities which promote self-sufficiency, personal accountability and self-reliance;
- A seamless service delivery system, which acknowledges and leverages the capacity and resources of the various funding sources and agencies;
- Strong connections to and partnerships with business and industry;
- A model public/private partnership, built on a foundation of experience, innovation and performance;
- Service and governance structures that are cost effective and in compliance with relevant laws and regulations; and
- Partners, stakeholders and communities that are committed and contribute to the success of this effort.

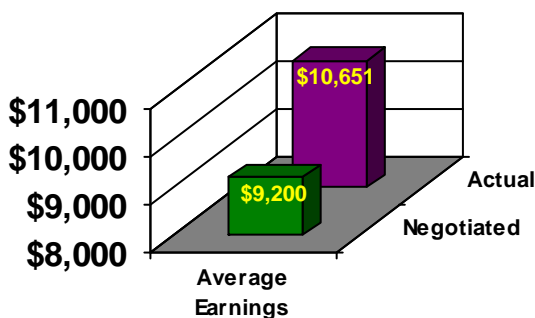
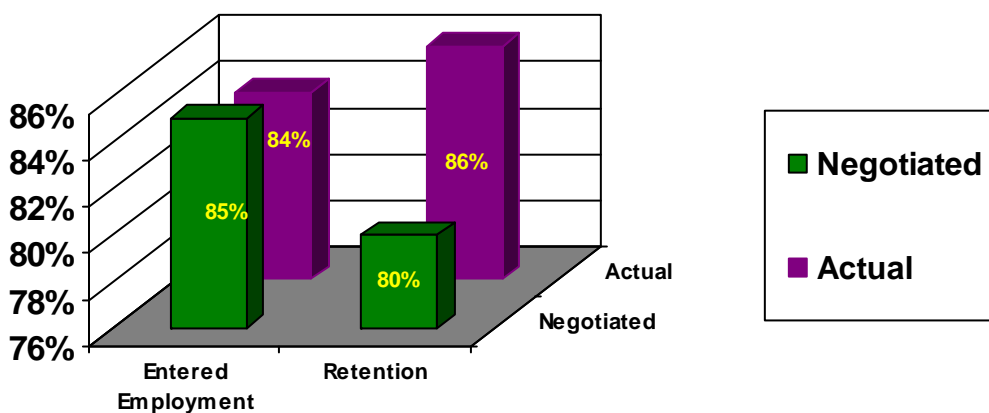
We are committed to providing high quality, cost effective and efficient services that meet the needs of businesses by building the skills of the current, transitional and emerging workforce. This commitment is made with the knowledge that this work will assist the individuals to achieve their goals for successful careers and quality lives and will build sustainable communities. The focus of the boards is on building prosperity, as well as effectively connecting individuals to quality services.

***A note about the PY07 Annual Report**—we have taken a new approach to the Annual Report that we believe allows us to create a dynamic document which can continue to be utilized and augmented throughout the year. Board members will receive their Annual Report in a binder along with the TOC/OWA orientation materials and our new (first run) TOC and OWA Membership Directory. We hope this new format will be useful and look forward to continuing to improve the product.*

**Program Year 2007 Performance (July 2007—June 2008) for
Workforce Investment Act Programs:**

The following pages highlight the performance outcomes achieved by the outstanding network of WIA providers in our rural area. We are fortunate that we have a long standing and positive relationship with these outstanding agencies that represent The Oregon Consortium and Oregon Workforce Alliance well in their local communities and work together with us as Board members and staff to carry out our mission to *Help Rural Oregon Work*.

WIA IB Adult

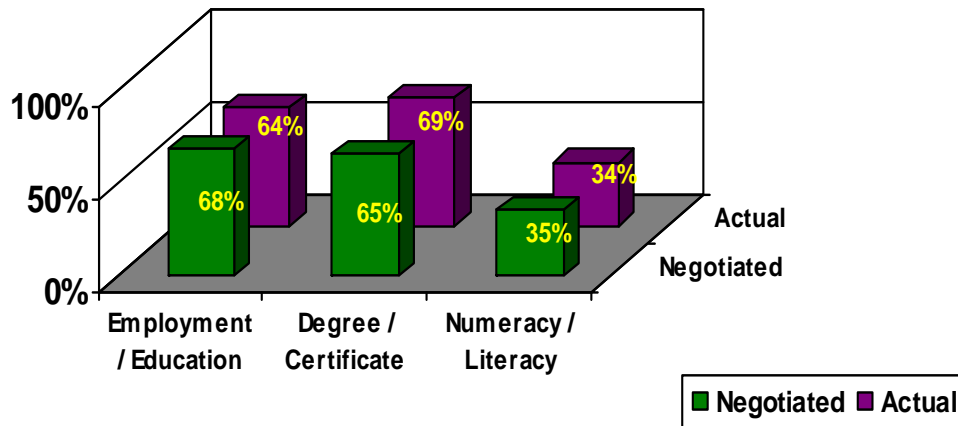


**INTEGRATED SERVICES—
ASSISTS JOB SEEKERS
AND TRANSITIONING
WORKERS:**

WorkSource Oregon's new integrated service strategy is providing us with increased opportunities to help rural Oregonians know and understand their skills and how those skills translate to work place opportunities.

With a "product box" that includes a myriad of low or know costs skill development tools our integrated staff are assisting individuals to develop thoughtful plans for their own individual skill development.

**Program Year 2007 Performance (July 2007—June 2008) for
Workforce Investment Act Programs:**



WIA IB Youth

Across our rural area, youth ages 14 - 21 continued to receive outstanding services and to take advantage of work experience and educational opportunities. Our providers wrapped up an extension on the ROPE Youth Offender project, partnered and provided youth crew experiences, alternative education, and created hundreds of meaningful opportunities for rural youth.

In program year 2007, performance measures in this category changed when the state was extended a waiver in order to move to what are known as “Common Measures.” The most significant change in these standards is that we no longer report individually for youth ages 14-18 and 18-21 in separate categories, rather there is one youth category and the definition of these standards are below:

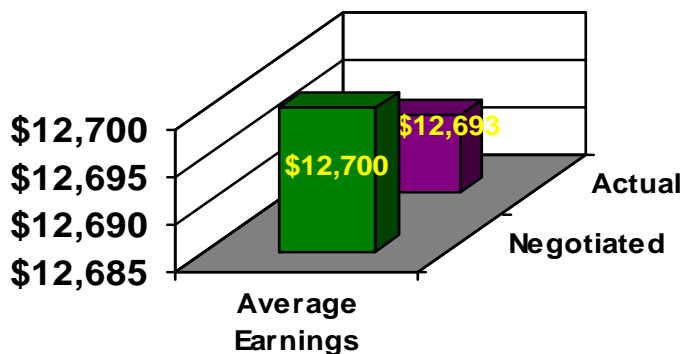
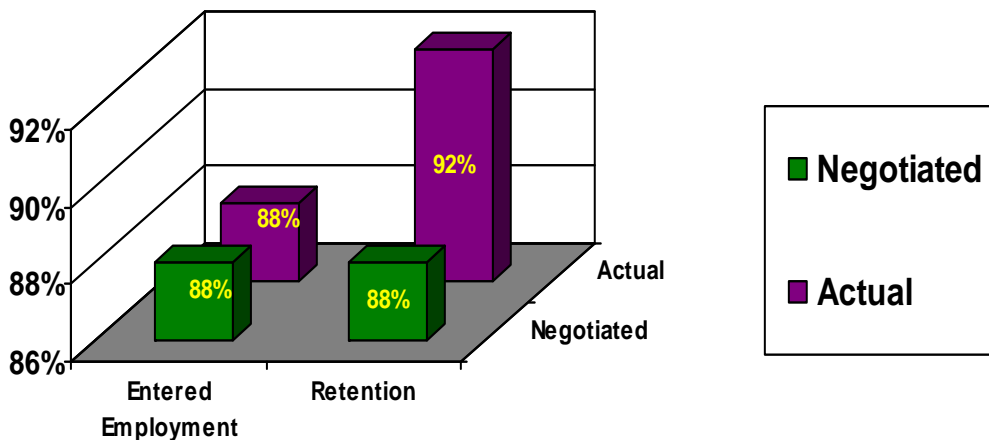
Placement in Employment or Education: Of those youth who are not in post-secondary education or employment (including the military) at the date of program participation: The number of youth participants who are in employment (including the military) or enrolled in post secondary education or advanced training or occupational skills training in the first quarter after the exit quarter divided by the number of youth participants who exit during the quarter.

Attainment of a Degree or Credential: Of those youth enrolled in education programs leading to a diploma or credential (at the date of program participation or at any point during program participation): The number of youth participants who attain a diploma, GED, certificate, credential or degree by the end of the third quarter after the exit quarter divided by the number of youth participants who exit during the quarter.

Literacy and Numeracy Gains: Of those out-of-school youth who are basic skills deficient at the date of program participation: The number of youth who increase one or more educational functioning levels (about two grade levels) divided by the number of youth participants who have completed a year in the program (i.e. one year from the date of first service) plus the number of participants who exit before completing a year in the youth program.

**Program Year 2007 Performance (July 2007—June 2008) for
Workforce Investment Act Programs:**

WIA IB Dislocated Worker



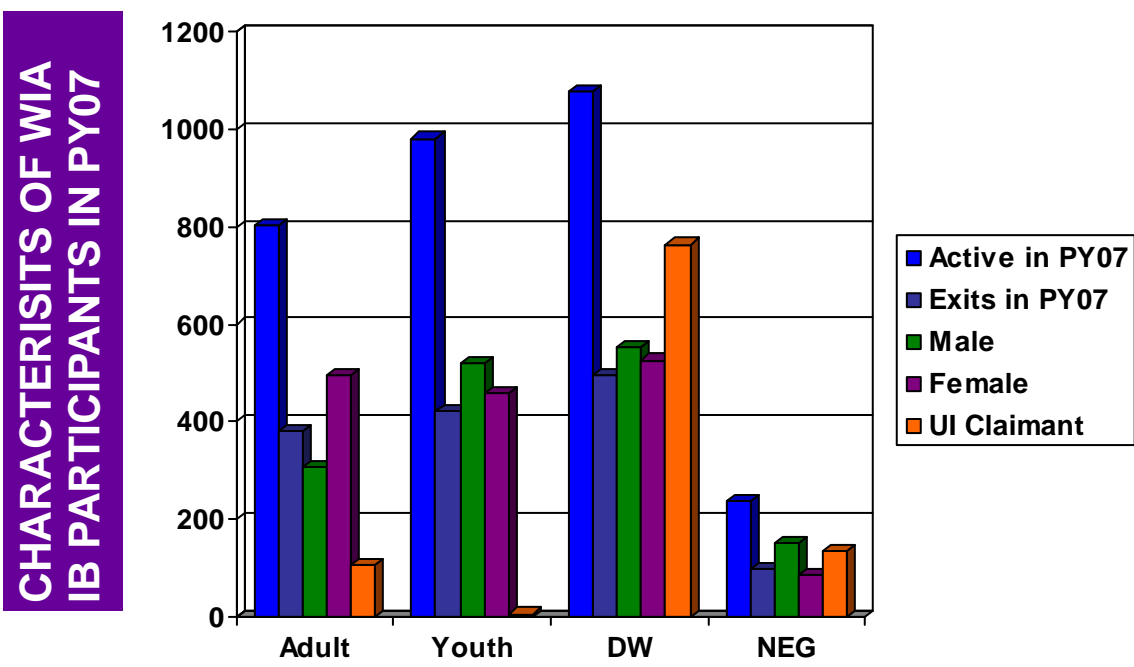
Could a *Green* Economic Recovery Happen in Rural Oregon?

There is a lot of talk about the creation of a green economy and transitioning current displaced workers to “green jobs.” We thought it might be interesting to look at what “Green Jobs” really are:

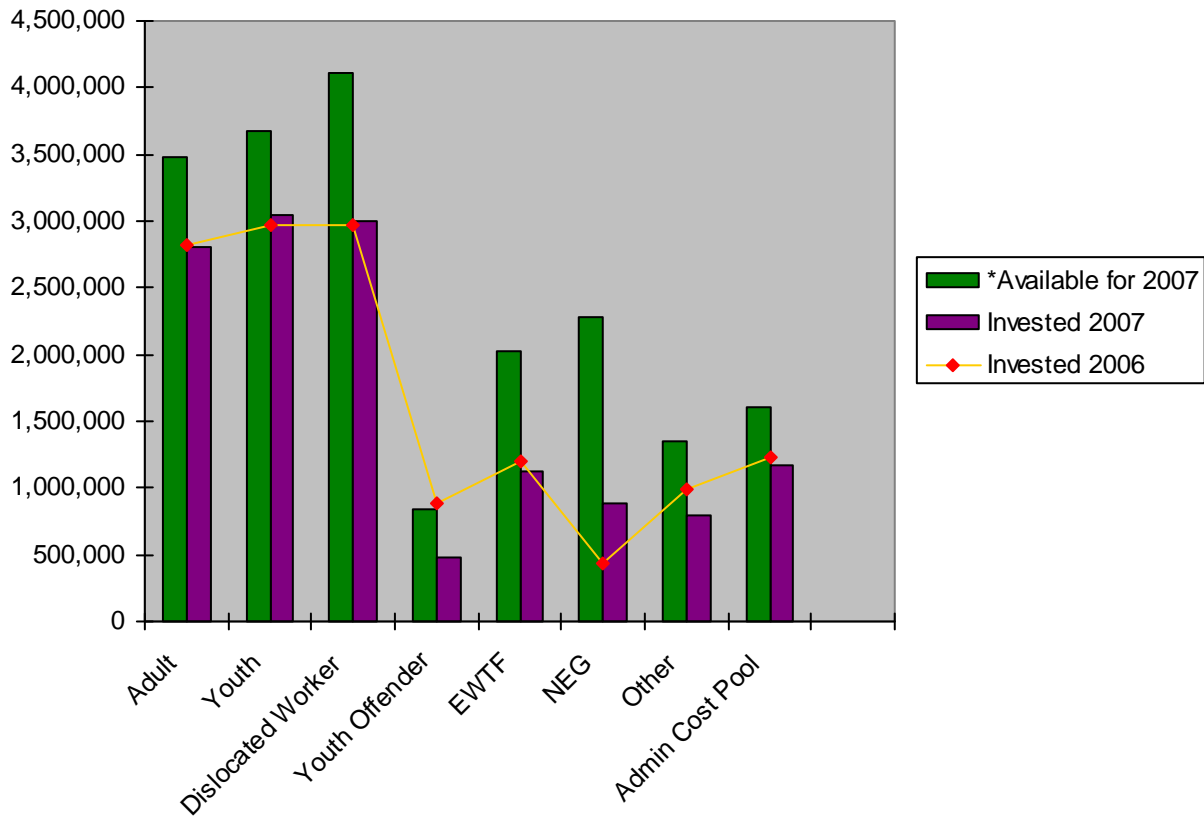
Strategies for Green Economic Investment	Representative Jobs
Building Retrofitting	Electricians, Heating / Air Conditioning Installers, Carpenters, Construction Equipment Operators, Roofers, Insulation Workers, Carpenter Helpers, Industrial Truck Drivers, Construction Managers, Building Inspectors
Mass Transit / Freight Rail	Civil Engineers, Rail Track Layers, Electricians, Welders, Metal Fabricators, Engine Assemblers, Bus Drivers, Dispatchers, Locomotive Engineers, Railroad Conductors
Smart Grid	Computer Software Engineers, Electrical Engineers, Electrical Equipment Assemblers, Electrical Equipment Techs, Machinists, Team Assemblers, Construction Laborers, etc.
Wind Power	Environmental Engineers, Iron and Steel Workers, Millwrights, Sheet Metal Workers, Machinists, Electrical Equipment Assemblers, Construction Equipment Operators, Truck Drivers, etc.
Solar Power	Electrical Engineers, Electricians, Industrial Machinery Mechanics, Welders, Fabricators, Equipment Operators, Installers, Laborers, Construction Managers
Advanced Biofuels	Chemical Engineers, Chemists, Techs, Ag Workers, Truck Drivers, Farm Products Purchasers, Foresters and Forestry Supervisors

DEFINITION OF PERFORMANCE STANDARDS FOR WIA IB ADULT AND DISLOCATED WORKERS:

ENTERED EMPLOYMENT:	Of those program participants who were not employed at the date of program participation: The number of program participants who are employed in the first quarter after the exit quarter <u>divided</u> by the number of program participants who exit during the quarter.
EMPLOYMENT RETENTION:	Of those who are employed in the first quarter after the exit quarter: The number of program participants who are employed in both the second and third quarters after the exit quarter <u>divided</u> by the number of program participants who exit during the quarter.
AVERAGE EARNINGS:	Of those program participants who are employed in the first second and third quarters after the exit quarter: The total earnings based on UI wage records in the second quarter plus total earnings in the third quarter after the exit quarter <u>divided</u> by the number of program participants who exit during the quarter.



Program Year 2007 WIA IB and Related Investments



*Available for 2007: Funding available in 2007 includes funds carried forward from previous years. Carry forward is a common practice for programs funded in this fashion as it allows for stabilization of budgets from year to year. It is expected that spend rates equal at least 80% annually.

Many other grants including NEGs and those included in the "other" category are multi year grants—not necessarily established on a strict program year calendar, therefore expenditures in this category can fluctuate.

	Adult	Youth	Dislocated Worker	Youth Offender	EWTF	NEG	Other	Admin Cost Pool
*Available for 2007	3,480,773	3,669,926	4,117,049	833,970	2,024,556	2,282,090	1,345,000	1,597,571
Invested 2006	2,817,834	2,974,626	2,977,186	888,360	1,192,668	437,894	986,778	1,235,505
Invested 2007	2,805,371	3,050,222	3,000,160	486,228	1,132,134	878,661	802,320	1,164,773

DEFINITIONS OF FUNDING / GRANT STREAMS

EWTF:	The Employer Workforce Training Fund. This program allows our system to interact on a very meaningful and beneficial way with business and industry in order to assist them to tool up their current workforce to compete in the evolving economy and environment.
NEG:	US Department of Labor National Emergency Grants, written in response to large-scale layoffs/dislocations. During PY07 TOC/OWA received NEG Grants to assist workers dislocated from Seaswirl and Brightwood Warm Springs. Additional funds were received via a "Disaster NEG" in response to flooding on the North Coast.
OTHER GRANTS:	Other grants includes funding for Navigator (assisting individuals with disabilities to access services in the one-stop), Statewide Activities, Rapid Response (assistance to dislocated workers, prior to layoff), Governor's Strategic Training Fund and more.
ADMINISTRATIVE COST POOL:	Administrative funds from all WIA sources contained in a single grant or "pool" that support administrative functions in the provision of workforce services.

WIA IB TOTALS AVAILABLE / INVESTED:	
*Available for 2007	\$19,350,935
Invested 2006	\$13,510,851
Invested 2007	\$13,319,869

The Employer Workforce Training Fund—Benefiting Business, Industry and Workers Throughout Rural Oregon

The Employer Workforce Training Fund (EWTF) was established by Executive Order to support the retention and growth of living wage jobs, a skilled workforce, and competitive businesses in Oregon. The Fund is a flexible, responsive, and time-sensitive resource for training Oregon's private sector workforce. The emphasis of the funds is to upgrade skills of the workforce in order to increase productivity, keep Oregon businesses viable and competitive, and to offer new skills and opportunities to Oregon's workers.

The EWTF supports training of current workers, for growing businesses, training initiatives for industry associations and strategic economic clusters, and initiatives designed by business-labor consortia. Particular emphasis is placed on investments that assist labor, businesses and industries with cost effective training projects that retain and expand jobs in traded-sector clusters that are economically important to the state's regional economies and the state as a whole. Companies that receive grants from the EWTF must provide non-governmental matching funds or in-kind contributions to the project that equal or exceed the amount of the grant.

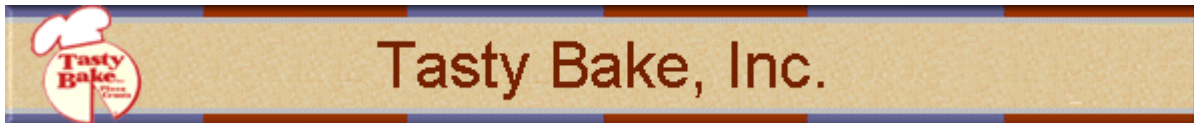
During Program Year 2007 across rural Oregon we invested \$1,132,134, and provided support to more than 65 businesses, industries and business/industry clusters and 2900 connected employees.

Eligible uses of the fund are for job-attached training for incumbent, private sector workers. Areas of emphasis include:

1. Companies in clusters formed around traded-sector;
2. Training in occupations or skills where shortage exists in region or state;
3. Training in skills necessary to permit companies to advance their technological capabilities or enhance their productivity.
4. Multiple employer, worker or industry association-led projects, while still allowing single employer projects;
5. Projects that make a conscious attempt to utilize existing curricula / training;
6. Training of workers who are paid wages that meet or exceed the median hourly wage in the county in which they are trained, or result in wage gain or career ladder development;
7. Training that leads to industry certification or industry skill standards.

Unique Rural Investments

The Oregon Workforce Alliance was a recipient of funds in Program Year 07, made available through the Governor's Strategic Reserve to support special projects and cluster efforts through out our rural areas. We've highlighted two larger projects here for your review:



Tasty Bake was established in 1982 to service regional pizza chain and food service distributors. During Program Year 2007 Tasty Bake, Inc. accessed these funds in order to have their workforce complete intensive training in Lean Enterprise and Food Safety. The company was took advantage of these funds as part of their strategic plan in order to avoid bankruptcy, and as a results they have become profitable in a down economy, are building the infrastructure for growth (training team members and physical plant upgrades), and have benefited. Tasty Bake is now able to finance expansion from cash-flow and has goals of doubling their sales volume over the next several years. The Lean skills the team learned are transferable to any industry cluster and the Food Safety training is transferable within the Food Processing clusters, Medical Device, Animal Feed, Pharmaceutical, and other FDA and USDA regulated industries. The ownership, management, and team members of Tasty Bake have been a pleasure to work with and are very innovative in their dedication to improving the lives of all employees.



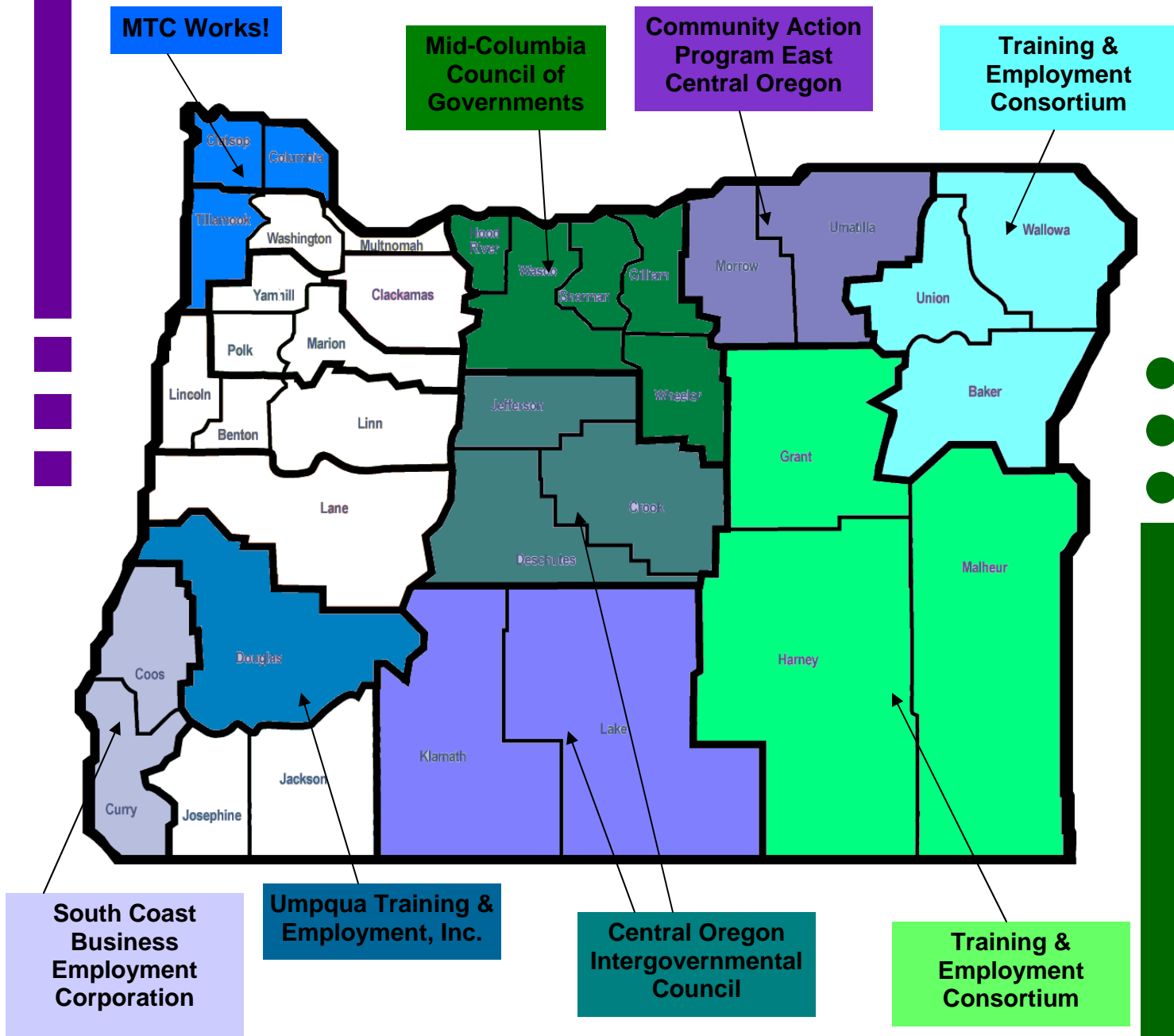
There are over 700 vineyards in Oregon, planted on more than 13,700 acres. For the 2004 vintage, there were 19,400 tons of wine grapes harvested, and nearly 1.2 million cases of wine made. Oregon is second in the United States in number of wineries, fourth in the country for gallons produced and produces over 40 different varieties of wine grapes.

The Southern Oregon Wine Institute of *Umpqua Community College* was established to: 1) facilitate alliances with vintners and viticulturists in Southern Oregon, 2) promote the economic development of the wine industry, and 3) provide education and training for those with an interest in the industry.

The Viticulture and Enology curriculum is reviewed by an advisory board composed of local and regional industry members. The Oregon Workforce Alliance was pleased to make cluster funds in support of this outstanding effort available to Umpqua Community College and we look forward to the fruits of their labors.

The Oregon Consortium & Oregon Workforce Alliance are responsible for the delivery of WorkSource Oregon Services throughout rural Oregon's 24 rural counties. We are also directly responsible for the investment and use of Workforce Investment Act funds.

WIA services are delivered through an exceptional network of providers who achieve outstanding performance and serve their communities with the highest standards of customer service and planning:





For additional information regarding The Oregon Consortium & Oregon Workforce Alliance, our rural workforce development network, current initiatives and Board members, we encourage you to review the Orientation and Membership Directory included.

If you would like additional information or to stay up to date on our activities, please contact Kris Latimer, CEO at kris@tocowa.org or 541.928.0241, ext 219.

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