

**Workforce Innovation and Opportunity Act**

**Local Plan**

**Jackson and Josephine Counties**

Submitted by

Rogue Workforce Partnership

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# Strategic Portion

## Section 1: Vision and Leadership

It is expected that Section 1 responses will be greatly influenced by the members of the local workforce development board and other community stakeholders. Further, it is expected that there will be strong alignment with the current WTDB Strategic Plan and Joint Priority Setting.

Please answer the questions in Section 1 in eight (8) pages or less. Provide a response for all items identified. Reports and/or expanded analysis can be included as links and/or attachments.

## Strategic Vision and Goals

### 1.1 20 CFR 679.560(a)(5): Strategic Vision and Goals

- A. Provide the local board's strategic vision and goals for its local workforce system;
- B. Describe how the local board's strategic vision and goals:
  - Support economic growth and economic self-sufficiency (as defined) in the local area;
  - Prepare an educated and skilled workforce for work or to attain employment including youth and individuals with barriers to employment in the local area; and
  - Provide performance accountability in the local area including WIOA primary indicators of performance.

### 1.1 A.

#### Vision

A strong regional economy and prosperous community fueled by a skilled workforce, opportunity, quality careers and thriving businesses.

#### Goals

1. Champion Industry Needs: Establish a demand-driven workforce system by convening targeted industry sectors to understand their needs and inform responsive program design, leading to increased leverage of funding, sponsorships, industry grants, and program/training dollars, as well as enhanced business participation and investment distribution.
2. Foster the Emerging Workforce: Align with the K-20 education system to meet industry workforce skill demands and generate prosperity for students, workers, and businesses, with a focus on incorporating Essential Employability Skills and fostering diverse student experiences.
3. Align the Public Workforce System: Integrate public workforce system partners and leverage resources for seamless community access to core services, enhancing the effectiveness and accessibility of services provided to the community.
4. Embrace Innovation: Cultivate growth and transparency through data-driven innovation and effective communications, fostering an environment of continuous improvement and openness within the organization.

5. Prioritize Equity & Access for All: Intentionally design pathways to advance opportunities for historically underserved populations, fostering inclusivity, equity, and partnership within the community.

#### 1.1 B.

- **Support economic growth and economic self-sufficiency (as defined) in the local area:**

Champion Industry Needs (Goal 1): Rogue Workforce Partnership's commitment to establishing a demand-driven education and workforce system directly supports economic growth. By convening industry sectors to understand needs and inform program design, the workforce becomes more aligned with local economic demands. This alignment creates a demand-driven system where authentic career opportunities have direct pathways in local businesses. This ecosystem further attracts increased funding, sponsorship, industry grants, and program/training dollars, contributing to the economic vibrancy of the local area. We will continue to enhance business participation and investment distribution further stimulate economic growth and sustainability.

- **Prepare an Educated and Skilled Workforce for Work or Employment including youth and individuals with barriers to employment in the local area:**

Foster the Emerging Workforce (Goal 2): Aligning with the K-20 education system and connecting industry workforce skill demands is a strategic approach to preparing an educated and skilled workforce. By incorporating Essential Employability Skills and fostering diverse student experiences, Rogue Workforce Partnership ensures that the emerging workforce is not only academically prepared but also equipped with the practical skills demanded by local industries. This goal also specifically addresses the needs of youth and individuals with barriers to employment, promoting inclusivity and expanding the pool of qualified workers.

- **Provide performance accountability in the local area including WIOA primary indicators of performance:**

Align the Public Workforce System (Goal 3): The goal of integrating public workforce system partners and leveraging resources is a critical component for providing performance accountability. Seamless community access to core services enhances the effectiveness and accessibility of workforce initiatives, aligning with the WIOA primary indicators of performance. By actively involving partners and leveraging resources, Rogue Workforce Partnership ensures a coordinated effort to meet the performance metrics outlined in WIOA, emphasizing outcomes in employment, education, and training within the local area.

Embrace Innovation (Goal 4): The commitment to cultivating growth and transparency through data-driven innovation contributes to performance accountability. By fostering an environment of continuous improvement and openness, Rogue Workforce Partnership ensures that workforce programs are adaptable and responsive to the evolving needs of the community. This proactive approach aligns with WIOA's focus on effectiveness and efficiency in service delivery.

Prioritize Equity & Access for All (Goal 5): The intentional design of pathways for historically underserved populations promotes equity and inclusivity. This goal addresses specific needs within the community, enhancing the accessibility of workforce services. By actively engaging diverse partners and increasing the number of individuals served from historically underserved populations, Rogue Workforce Partnership ensures that its initiatives are accountable to the broader community.

## 1.2 WTDB 2023-2024 Strategic Plan Alignment (Oregon Requirement)

Describe how the local board's vision and goals align with and/or supports the vision, mission, and imperatives of the Oregon Workforce and Talent Development Board (WTDB):

The WTDB approved their [2023-2024 Strategic Plan](#) in March 2023.

### Vision

Equitable Prosperity for All Oregonians

### Mission

Advance Oregon through education, training, jobs and careers by empowering people and employers.

### Imperatives

- An inclusive workforce system that advances equitable prosperity.
- Clear understanding of and improved use and impact of the workforce system.
- The WTDB is embraced by the Governor as an accountable convener, empowered facilitator, and informed advisor.
- Strategic and close alignment between education, economic development, and workforce development, including public and private partners.

## 1.2

The vision and goals of the Rogue Workforce Partnership align and/or supports the vision, mission, and imperatives of the Oregon Workforce and Talent Development Board (WTDB). Here's how:

### Alignment with Vision

- **Oregon WTDB Vision:** "Equitable Prosperity for All Oregonians"
- **Rogue Workforce Partnership's Vision:** "A strong regional economy and prosperous community fueled by a skilled workforce, opportunity, quality careers, and thriving businesses."

**Alignment Description:** Both visions emphasize prosperity and economic well-being for all, indicating a shared commitment to fostering equitable and inclusive growth.

### Alignment with Mission

- **Oregon WTDB Mission:** "Advance Oregon through education, training, jobs, and careers by empowering people and employers."
- **Rogue Workforce Partnership's Mission:** "Create a demand-driven system that aligns the skills of workers to the needs of employers while improving access to prosperous career opportunities for all"

**Alignment Description:** Both entities aim to advance Oregon through education, training, and employment. The Rogue Workforce Partnership's mission directly contributes to empowering people and employers by aligning skills and opportunities, fostering innovation, and prioritizing equity and access.

### Alignment with Imperatives:

1. **An Inclusive Workforce System that Advances Equitable Prosperity.**
  - *Rogue Workforce Partnership:* Goals 4 and 5 emphasize embracing innovation and prioritizing equity, promoting an inclusive workforce system.

- *Alignment Description:* There is clear alignment in the commitment to inclusivity, diversity, and equity between the WTDB imperative and Rogue Workforce Partnership's goals.
2. **Clear Understanding and Improved Use of the Workforce System:**
- *Rogue Workforce Partnership:* Goals 3 and 4 focus on aligning the public workforce system and embracing innovation to enhance the effectiveness and accessibility of services.

**Alignment Description:** Both entities share the imperative of ensuring a clear understanding and improved use of the workforce system, emphasizing alignment, accessibility, and innovation.

3. **The WTDB is Embraced by the Governor as an Accountable Convener, Empowered Facilitator, and Informed Advisor.**
- *Rogue Workforce Partnership:* The strategic vision emphasizes accountability and effective collaboration with industry partners and sponsors.

**Alignment Description:** The Rogue Workforce Partnership's approach aligns with the imperative of being embraced by the Governor as an accountable convener, empowered facilitator, and informed advisor.

4. **Strategic and Close Alignment Between Education, Economic Development, and Workforce Development, Including Public and Private Partners.**
- *Rogue Workforce Partnership:* All goals, especially Goals 1 and 2, emphasize strategic alignment between education and workforce development to meet industry needs.

**Alignment Description:** Both entities stress the importance of aligning education, economic development, and workforce development, emphasizing collaboration with public and private partners.

### 1.3 Joint Priority Setting (Oregon Requirement)

Describe how the local board's goals, strategies, programs, and projects align with and will contribute to achieving the priorities established in September 2023 through Joint Priority Setting:

- Concretely improve the connection between employers and the workforce system consistent with economic development priorities.
- Concretely deepen the integration of K-12 education in the entire workforce system.
- Improve workforce system impact by investing new and existing targeted resources that support work-based learning.
- Advance equity by identifying and closing the largest gaps in participant access to education, training, and job placement services.
- Complete necessary steps to align data in the WSO System to result in shared state and local performance reports/scorecards.

### 1.3

The goals, strategies, programs, and projects of the Rogue Workforce Partnership are strategically aligned with and contribute to the priorities established in September 2023 through Joint Priority Setting:

1. **Concretely Improve the Connection Between Employers and the Workforce System Consistent with Economic Development Priorities:**
- *Rogue Workforce Partnership Initiatives:*
    - Champion Industry Needs (Goal 1): Establish a demand-driven education and workforce

system by convening industry sectors to understand needs and inform responsive program design.

- Convene 6 industry sector groups: Natural Resources, Manufacturing, Construction, Information Technology, Healthcare and Transportation to align business need to RWP's strategic initiatives.
- Embrace Innovation (Goal 4): Cultivate growth and transparency through data-driven innovation, ensuring alignment with evolving economic development priorities. Building automated and transparent internal and external systems to communicate accurately and timely our performance.
- Joint Business Services Team convenes economic development and business service professionals representing workforce partners throughout our region for coordinated, non-duplicated services.
- RogueCareers.org website. A portal for job seekers and employers to access information and connect with services and job opportunities.
- Develop a regional business services site "RogueBusiness.org" as a companion to our existing site for job seekers, "RogueCareers.org". This project is set up to simplify system navigation and access for businesses and job seekers in the Rogue valley.
- Regional Economic Vitality (REV) Chats: Regular coordination meetings with the Economic Developer County Commissioner, SOREDI, and the regional Chambers of Commerce.

**Alignment Description:** These initiatives directly address the priority of improving the connection between employers and the workforce system by ensuring that programs are responsive to industry needs and innovation is leveraged to meet economic development priorities.

## **2. Concretely Deepen the Integration of K-12 Education in the Entire Workforce System:**

- *Rogue Workforce Partnership Initiatives:*
  - Foster the Emerging Workforce (Goal 2): Align with the K-20 education system to meet industry workforce skill demands, emphasizing the integration of K-12 education and CTE pathways.
  - Business Education Partnership pulls together business partners with K-12 and higher education partners for coordinated workforce development initiatives serving the pipeline of youth matriculating into training and employment. CTE advisory input from employers, coordinating business need with emerging workforce.
  - Careers in Gear, a long-standing career fair with exceptional employer engagement, allowing 2000-3000 regional high school youth each year exposure to exciting career pathways and opportunities.

**Alignment Description:** The emphasis on aligning K-20 education with workforce needs in Goal 2 ensures a strategic approach to deepen the integration of K-12 education within the entire workforce system.

**3. Improve Workforce System Impact by Investing New and Existing Targeted Resources that Support Work-Based Learning:**

- *Rogue Workforce Partnership Initiatives:*
  - Investment Distribution (Goal 1): Increase investment distribution, contributing to the improvement of workforce system impact.
  - Align the Public Workforce System (Goal 3): Integrate public workforce system partners and leverage resources for seamless community access, including targeted resources for work-based learning.
  - “Rogue Business Elevate” is our branded program that promotes essential services for businesses, ensuring access to Incumbent Worker Training, Customized Training, Work Experience, and On-the-Job training. This strategic enhancement aligns with our commitment to maximize both new and existing resources, contribute significantly to the advancement of work-based learning opportunities and reinforce our region's workforce development initiatives.

**Alignment Description:** These initiatives directly contribute to the improvement of workforce system impact by strategically investing resources, especially in programs supporting work-based learning.

**4. Advance Equity by Identifying and Closing the Largest Gaps in Participant Access to Education, Training, and Job Placement Services:**

- *Rogue Workforce Partnership Initiatives:*
  - Prioritize Equity & Access for All (Goal 5): Intentionally design pathways to advance opportunities for historically underserved populations, addressing gaps in participant access.
  - RWP will launch the Rogue Diversity, Equity, and Inclusion Advisory Committee, operating as a subcommittee of the Workforce Board. This committee will serve an advisory role, playing a pivotal part in shaping program design to advance equity. Specifically, its focus will be on identifying and addressing the most significant gaps in participant outreach and engagement, and access to education, training, and job placement services. This initiative aligns with the overarching goal of advancing equity by systematically recognizing and closing the most substantial disparities in access to essential workforce development opportunities.

**Alignment Description:** Goal 5 explicitly focuses on advancing equity by designing pathways to address disparities and gaps in access to education, training, and job placement services.

**5. Complete Necessary Steps to Align Data in the WSO System to Result in Shared State and Local Performance Reports/Scorecards:**

- *Rogue Workforce Partnership Initiatives:*
  - Data-Driven Innovation (Goal 4): Cultivate growth and transparency through data-driven innovation, contributing to the alignment of data in the WSO System.

**Alignment Description:** Goal 4 emphasizes data-driven innovation, aligning with the priority of completing necessary steps to align data in the WSO System for shared performance reporting.



## High Performing Board

### 1.4 20 CFR 679.560(b)(17): High Performing Board

Describe the local board's goals, strategies, programs, and projects as they apply to becoming or remaining a high performing board consistent with the two resources below:

1. In [Building a High-Performing State Workforce Board: A Framework and Strategies for States](#), the National Governor's Association describes a high-performing state workforce board as one that provides leadership to the entire education and workforce system to create sustainable change including three key roles:
  - a. Communicate the Vision for the workforce system;
  - b. Model and manage Strategic Partnerships that achieve the vision; and
  - c. Use data and accountability systems to Keep the System Accountable to the vision.These are not exclusive to state workforce boards.
2. In [A Call to Action for Workforce Development Boards](#), the United States Department of Labor outlines four strategic roles that all high-performing boards will play:
  - a. Strategist: Understanding trends, setting the collective vision.
  - b. Convener: Bring partners together, align services and vision.
  - c. Manager: Design and manage customer-centered service delivery.
  - d. Optimizer: Use data to drive decisions, continuous improvement.

## 1.4

The Rogue Workforce Partnership (RWP) has strategically outlined its vision, goals, and programs to align with key principles for high-performing workforce boards, as outlined by the National Governor's Association and the United States Department of Labor.

### **National Governor's Association Criteria:**

1. Communicate the Vision for the Workforce System:
  - RWP Action: Articulates a clear vision for a strong regional economy and prosperous community fueled by a skilled workforce, opportunity, quality careers, and thriving businesses.
2. Model and Manage Strategic Partnerships:
  - RWP Action: Champions Industry Needs (Goal 1) involves convening targeted industry sectors, fostering partnerships, and enhancing business participation, demonstrating a commitment to strategic collaboration.
3. Use Data and Accountability Systems:
  - RWP Action: Embrace Innovation (Goal 4) emphasizes cultivating growth and transparency through data-driven innovation, ensuring accountability and continuous improvement.

### **United States Department of Labor Strategic Roles:**

- a. Strategist:
  - RWP Action: Goals 1 and 2 position RWP as a strategist, understanding industry needs, aligning the education system with workforce demands, and setting a collective vision for a skilled workforce.
- b. Convener:
  - RWP Action: Goals 1 and 2 involve convening industry sectors and aligning the K-20 education system, reflecting the role of a convener in bringing partners together.
- c. Manager:
  - RWP Action: Align the Public Workforce System (Goal 3) demonstrates managerial skills in integrating

public workforce system partners for seamless community access to core services.

d. Optimizer:

- RWP Action: Embrace Innovation (Goal 4) positions RWP as an optimizer, using data to drive decisions and fostering continuous improvement within the organization.

**Specific Alignments:**

1. Support Economic Growth:
  - RWP Strategy: Champion Industry Needs (Goal 1) directly contributes to economic growth by aligning the workforce with local economic demands and attracting increased funding and business participation.
2. Prepare an Educated and Skilled Workforce:
  - RWP Strategy: Foster the Emerging Workforce (Goal 2) aligns the K-20 education system with industry demands, ensuring an educated and skilled workforce, including youth and those with barriers to employment.
3. Provide Performance Accountability:
  - RWP Strategy: Align the Public Workforce System (Goal 3) focuses on integrating partners and leveraging resources for seamless community access, ensuring accountability aligned with WIOA indicators.
4. Embrace Innovation:
  - RWP Strategy: Embrace Innovation (Goal 4) demonstrates a commitment to continuous improvement, adaptability, and transparency, aligning with WIOA's focus on effective service delivery.
5. Prioritize Equity & Access for All:
  - RWP Strategy: Prioritize Equity & Access for All (Goal 5) emphasizes intentional pathways for historically underserved populations, ensuring inclusivity and broader community accountability.

Our vision, goals, and strategies showcase a comprehensive and strategic approach that aligns with the criteria set by both the National Governor's Association and the United States Department of Labor, positioning it as a high-performing workforce board committed to fostering economic prosperity and workforce development.

Key Definition

**Self-Sufficiency:** This refers to the [The Self-Sufficiency Standard for Oregon](#) (current version). This measure is aspirational for Oregon and describes how much income families of various sizes and compositions need to make ends meet without public or private assistance in each county in Oregon. The Self-Sufficiency Standard is a measure of income adequacy that is based on the costs of basic needs for working families: housing, childcare, food, health care, transportation, and miscellaneous items, as well as the cost of taxes and the impact of tax credits. This varies by family type.

## Section 2: Data and Analysis

It is expected that Section 2 include both data and relevant analysis for each local area. Further, it is expected that Questions 2.1 – 2.3 will be a collaborative effort between the local workforce development board and the Oregon Employment Department’s regional economist and workforce analyst stationed in each local area.

Please answer the questions in Section 2 in eight (8) pages or less. Provide a response for all items identified. Please limit the inclusion of tables and charts to those that are critical to your analysis. Reports and/or expanded analysis can be included as links and/or attachments.

### Economic and Workforce Analysis

#### 2.1 20 CFR 679.560(a)(1)(i): Economic Analysis – Part 1 Overall

Provide an analysis of the economic conditions in the local area.

#### 2.1

The Rogue Valley, served by the Rogue Workforce Partnership in Jackson and Josephine counties, has a diverse economy that transitioned from wood and agriculture to a regional economic hub. COVID-19 caused a sharp economic downturn in 2020, leading to job losses and increased unemployment. While the region initially recovered, job growth slowed in recent years, leaving employment still below pre-pandemic levels. Various sectors rebounded, with private education and health services, construction, and transportation exceeding pre-pandemic peaks. However, industries like retail, manufacturing, leisure and hospitality, including local education, are yet to fully recover. The tight labor market and low unemployment rates persist, contributing to a wage gap that has widened over the years. Housing costs in the Rogue Valley are lower than in other Oregon areas, but affordability remains a challenge due to lower wages. In 2022, it would take 6.2 years of median income to purchase a home in Jackson County and 7.5 years in Josephine County, compared to 5.8 in Portland and 4.7 in the United States.

#### 2.2 20 CFR 679.560(a)(1)(i): Economic Analysis – Part 2 In-Demand Industries

Describe existing and emerging in-demand industry sectors and occupations in the local area.

#### 2.2

In the Rogue Valley, the Rogue Workforce Partnership (RWP) collaborates with industry partners to address workforce needs. Key sectors include natural resources, construction, advanced manufacturing, health care, transportation, IT/Technology, and childcare services. High-wage, high-demand jobs related to RWP sectors, such as software developers, registered nurses, and carpenters, are expected to grow by 13.6% from 2022- 2032. In 2023, approximately 36% of all hires were in RWP targeted sectors, totaling 6,400 hires. Health care, construction, and technology led the hires. Future employment projections (2022-2032) anticipate a 9% overall growth, with health care, leisure and hospitality, and trade, transportation, and utilities adding significant jobs. The fastest-growing occupations include specialized roles like nurse practitioners, medical services managers, and information security analysts. In-demand occupations align with growing industries and show openings due to turnover. Health care and restaurants, along with construction and truck driving, dominate the most in-demand

occupations. Overall, the Rogue Valley's workforce trends reflect a focus on emerging industries and specialized roles.

### 2.3 20 CFR 679.560(a)(1)(ii): Employment Needs of Employers

Describe employment needs of employers in the local area in existing and emerging in-demand industry sectors occupations described in 2.1.B.

#### 2.3

From December 2022 to November 2023, Help Wanted Online (HWOL) data revealed over 15,500 unique job postings in the Rogue Valley. Registered nurses, retail sales workers, nursing assistants, and medical assistants were the top advertised occupations. High-demand roles often fell into categories like leisure and hospitality, healthcare, and lower-wage jobs in retail trade. Oregon Employment Department's Job Vacancy Survey echoed similar findings, emphasizing vacancies in personal care aides and construction laborers.

In targeted sectors like manufacturing and construction, there's a need for skilled workers such as welders, industrial mechanics, forklift operators, and shipping clerks. Difficult-to-fill positions include general labor roles and specialized positions like carpenters and HVAC installers. Health care, due to recent growth, faces challenges in filling roles like personal care aides, nursing assistants, RNs, licensed practical nurses, and massage therapists. Technology and creative fields in the Rogue Valley highlight growth in data scientists, information security analysts, software developers, web developers, and various creative roles. These sectors represent regional strengths with a demand for new skills and training.

### 2.4 20 CFR 679.560(a)(2): Knowledge and Skill Requirements

- A. Provide an analysis of the knowledge and skills needed to meet the employment needs of the employers in the local area; and
- B. Describe specific knowledge and skill requirements needed to meet the employment needs of the employers in in-demand industry sectors and occupations.

#### 2.4 A.

According to Lightcast data, common skills sought by employers in online ads include several soft skills and job readiness competencies. Communications, customer service, management, leadership, and operations were the top 5 most requested skills.

The most requested specialized skills were nursing, merchandising, acute care, surgery, and medical records. Aside from a valid driver's license, the top requested qualifications were Basic Life Support Certification, Registered Nurse (RN), advanced cardiovascular life support, pediatric advanced life support, and CPR certification.

Several basic skills are tied to the largest occupations, such as RNs. However, basic soft skills are in demand across the workforce, and several years of tight labor markets make it more important for job seekers to make the best use of basic skills to obtain employment and meet the needs of employers.

High-wage and high-demand occupations are available across all education levels in the Rogue Valley. For many occupations that have typical entry level education at the associate degree level or less, career-specific training or higher educational attainment can be an advantage in the labor market. Specific details for Rogue Valley high-wage, high-demand careers are available at this link. <https://www.qualityinfo.org/data>

#### **2.4 B.**

Focusing on high-wage and high-demand careers that require entry level education of an associate degree or less, the most demanded general skills and aptitudes fall into three categories: mechanical and construction skills; healthcare customer service; and financial, business, and executive functions.

Mechanical and construction skills, represented by occupations such as heavy truck drivers and carpenters, require the ability to use tools and skill sets to solve problems in a variety of challenging environments. Familiarity with construction tools, building skills, automotive operation, and a general willingness to learn new things and operate independently are in-demand skills for entry into these occupations, although most employers expect to train workers on the job given entry-level requirements are met.

Healthcare, and specifically customer interaction within medicine, is a highly demanded skill within the local labor force. Medical assistants, nursing assistants, and substance abuse counselors are examples of large occupations with many expected job openings over the next decade, demand workers with medical competence and training but also interpersonal communication skills to help patients feel comfortable with their treatment options. As our population ages with the large cohort of baby-boomers entering older years, medical skills focused on needs of older residents will be in demand.

Business and financial functions, typified by bookkeeping clerks and wholesale sales representatives, are employed across all industries. Management skills- planning, leading, organizing, controlling- are required for supervisory and management position. Nearly all major industries are projected to grow in the Rogue Valley over the long term, and businesses of all types will continue to require workers with the skills to maintain and expand their operations. The areas of greatest demand will be for aligning mathematical and business skills and be able to adapt to the increasing presence of artificial intelligence and big data to the communication and teamwork skills needed in the fast-changing economy of tomorrow. It's a digital world now and we are all living in it. Disruptive tech and AI promise to become an integral way of life and a core part of many careers over the next four years. Digital literacy, remote work/GIG workers, and entrepreneurship will be areas of focus for innovation.

Many of the industry-specific occupations are outlined in the above section. It is difficult to generalize across the diverse range of skill sets required for these jobs, because knowledge of industry specific processes and techniques will vary. However certain competencies such as workflow and project management, general mathematics, problem solving, self-motivation, verbal communication, and teamwork are widely demanded across many occupations. Training programs that emphasize these skills are likely to have more success in connecting jobseekers to successful long-term employment, since these baseline skills are more difficult to train on the job.

The table below displays specific knowledge and skill requirements needed to meet the employment needs of the employers in in-demand industry sectors and occupations. This information comes from both Oregon Employment Department (OED) projections and direct intelligence gathered from business leaders in each industry sector.

Industry Sector	Occupations	Entry-Level Education / Competitive
<b>Manufacturing</b>	Assemblers & Fabricators   Production Workers Electrical & Electronic Assemblers   Food Batch	<ul style="list-style-type: none"> <li>• High school diploma or equivalent</li> <li>• Postsecondary training (non-degree)</li> </ul>
	Industrial Machinery Mechanics   Welders CNC Machine Operators & Programmers   Machinists	<ul style="list-style-type: none"> <li>• High school diploma or equivalent</li> <li>• Postsecondary training (non-degree)</li> <li>• Associate degree</li> </ul>
	Millwright   Plant Electrician	<ul style="list-style-type: none"> <li>• Apprenticeship</li> </ul>
	Industrial Production Managers   Industrial Engineers, Mechanical Engineers   Purchasing	<ul style="list-style-type: none"> <li>• Bachelor's degree</li> </ul>
<b>Healthcare</b>	Personal Caregivers   Home Health Aides	<ul style="list-style-type: none"> <li>• Less than high school</li> <li>• Postsecondary training (non-degree)</li> </ul>
	Nursing Assistants   Medical Assistants Dental Assistants   Surgery	<ul style="list-style-type: none"> <li>• Postsecondary training (non-degree)</li> <li>• Associate degree</li> </ul>
<b>Construction</b>	Construction Laborers	<ul style="list-style-type: none"> <li>• Less than high school or HSD/GED</li> </ul>
	Carpenters   Operating Engineers or Equipment Operators Electricians   Plumbers HVAC Mechanics & Installers Cement Masons and Concrete Finishers	<ul style="list-style-type: none"> <li>• High school diploma or equivalent</li> <li>• Postsecondary training (non-degree)</li> <li>• Apprenticeship</li> </ul>
<b>Transportation</b>	Truck drivers- heavy tractor and trailer	<ul style="list-style-type: none"> <li>• Postsecondary training (non-degree)</li> </ul>
	Diesel Mechanics	<ul style="list-style-type: none"> <li>• Postsecondary training (non-degree)</li> </ul>
	Cargo & Freight Agents   Dispatchers	<ul style="list-style-type: none"> <li>• Bachelor's or Master's degree</li> </ul>
<b>Natural Resources</b>	Wildland Firefighter   Engine Boss   Sawyer Wildland Fire Dispatcher   Emergency Medical Tech. Forest Conservation Worker Technician	<ul style="list-style-type: none"> <li>• Less than high school</li> <li>• High school diploma or equivalent</li> <li>• Postsecondary training (non-degree)</li> </ul>
	Forester	<ul style="list-style-type: none"> <li>• Bachelor's or Master's degree</li> </ul>
<b>Information Technology</b>	Software Developers - Applications & Systems Network & Computer System Administrators Computer Systems Analysts	<ul style="list-style-type: none"> <li>• Less than high school</li> <li>• High school diploma or equivalent</li> <li>• Bachelor's degree</li> </ul>

In addition to the industry or occupation specific skills associated with these occupations, employers have long sought a much higher level of competency in both basic academic skills (*e.g., workplace-based reading, writing, locating information skills assessed by the National Career Readiness Certificate*) and personal effectiveness skills (*e.g., soft skills such as interpersonal skills, integrity, professionalism, initiative, dependability & reliability, adaptability & flexibility, problem-solving, etc.*)

## 2.5 20 CFR 679.560(a)(3): Workforce Analysis

- A. Provide an analysis of the local workforce, including current labor force employment and unemployment data;
- B. Provide information on local labor market trends; and
- C. Describe the educational and skill levels of the local workforce including individuals with barriers to employment.

### 2.5 A.

Prior to the Great Recession, Josephine County's civilian labor force most recent peak occurred in February 2009 at just shy of 36,000. Jackson County's pre-Great Recession labor force peak was in in late 2008, when there were about 102,300 Jackson County residents in the civilian labor force. By late 2013, Josephine County's labor force declined to about 32,000, and Jackson County's fell to about 96,300, as the recession impacted a

wide swath of industries and jobs – many tied to housing and construction sectors. But the recent recovery is putting the Great Recession farther back in our economic rear-view mirror. By July 2017, Josephine County’s labor force totals were essentially back to that pre-recession peak, at about 35,000 and Jackson County had also recovered its labor force total, estimated at just more than 103,000. After dropping only slightly during the Covid-19 pandemic, Josephine County’s labor force reached a new peak in the spring of 2021, at nearly 37,100. By November of 2023, there were about 36,100 estimated in the county’s civilian labor force. Jackson County also reached a new peak total labor force in spring of 2021 and has since declined slightly to about 104,700 in November 2023.

From a recent peak about 14% in April 2020 at the depths of the COVID recession, the unemployment rate has dropped rapidly. Pent up demand from the economy reopening and federal stimulus dollars helped increase employment growth. On the supply side, an increase in retirements has limited supply, creating a tight labor market. As of November 2023, the unemployment rates were near record lows again in the Rogue Valley.

The labor force participation rate in Jackson County has held steady over the past decade and was 58.0% in 2022. Josephine Counties Labor Force Participation Rate (LFPR) was 49.8% in 2022, up from 47.5% in 2013. In the Rogue Valley, the high proportion of population in the 65+ years range causes the LFPR to be historically lower than the statewide rate, which was 62.8 in 2022. Applying the “Economic Letter” August 2023 Federal Reserve Bank of San Francisco author’s expected decline in the LFPR in the upcoming decade to our population by age forecasts up through 2030, we can expect an estimated labor force of 117,465 in 2030. This represents a gain of 9.9% from 2022 to 2030. Using the same methodology, Josephine County’s civilian labor force would be expected to grow from 36,805 in 2022 to 38,594 in 2030, an increase of 4.9% by 2030. Consider these estimates from the author, rather than official Oregon Employment Department projections.

## **2.5 B.**

The Rogue Valley Workforce has become more ethnically and racially diverse, and older, in the past three decades. The percent of workers who are Asian alone rose from 2.5% in 1991 to 6.0% in 3Q 2022. Similar changes were seen in other racial categories. Those identifying as two or more races increased from 1.7% of workforce to 3.5%. Black or African American share of the workforce grew from 1.5% to 3.2% of the workforce. There was little change in the percent of American Indian or Alaska native workers in the Rogue Valley, with the share 1.5% in the 3Q 2022. The percent of workers who are white alone fell from 93.1% to 85.3% over that time. The share of Hispanic and Latino workers rose over that time as well, going from about 4% thirty years ago to 14.3% in the 3Q 2022. The Rogue Valley’s workforce has aged in the past 30 years. In 1991, nearly 30% of the workforce were ages 45-54. By 3Q 2022 that group comprised 21% of the workforce. Over that time, the share of workers ages 55-64 rose from about 17% to 19% and the share that were 65 years or older rose from 8.2% of all workers to almost 17%. The share of workers ages 19-21 and 22-24 declined slightly over that time, falling to 3.0% and 5.0% of total workers, respectively. We see an increasingly aging population leaving the workforce at older ages than ever before, with fewer and fewer young people entering the workforce to replace them. This aging trend looks to intensify over the coming years, adding further constraints to an already tight labor market.

## **2.5 C**

At the total population level, the Rogue Valley’s workforce seems to have sufficient education for the region’s future occupational openings. There will always be mismatches between the labor supply/current skills of the workforce, and what employers are seeking in the job market. One of the roles of the local workforce board is to work to reduce these gaps and minimize labor market mismatches.

Thanks to the presence of Rogue Community College in both Jackson and Josephine Counties, the region has a

consistent balance of associate degree holders. About five percent of expected job openings will require an associate’s degree, while the percent of the population holding associate’s degrees is about 9 to 10 percent. The situation is similar for openings needing a bachelor’s degree or greater; 30 percent of the population holds that degree in Jackson County and 18 percent in Josephine County, and 15 percent of the expected openings

will require one. The Rogue Valley benefits from the presence of Southern Oregon University as well, with the percent of those with bachelor’s degrees or more just a few percentage points below the statewide average, especially in Jackson County. Josephine County lags the statewide rate percentage 16.3 percent vs. 33.9 percent statewide.

Because hiring needs – particularly due to replacement, which make up more than 80% of projected job needs – are widespread across industries and occupations, there is demand for workers and training in careers where the Rogue Valley specializes, as well as where it does not.

Individuals with barriers to employment follow many of the national trends when it comes to local workforce participation, although there are some exceptions. Expanding access to the labor force and career advancement among these populations is a key consideration for workforce expansion and shared prosperity.

Individuals with disabilities in the Rogue Valley comprise a larger share of the labor force than the U.S. average of 6.9%. In 2022, 9.35% of the Rogue Valley’s labor force had a disability. Among those who have a disability and are unemployed, the most frequently reported disabilities were cognitive difficulty with about half as many reporting ambulatory difficulties. Among those with a disability not in the labor force in the Rogue Valley, about the same number reported ambulatory and cognitive difficulty and the next most reported disability was self-care difficulty for those ages 16-64.

The employment rate and overall participation rate for residents with a disability is lower than it is for Rogue Valley residents without a disability. This population faces key economic headwinds. In the Rogue Valley, people with a disability earn less than their counterparts without a disability- about 2/3 less..

In addition to the growing diversity of the labor force, and increased importance of creating more equal opportunities for those facing barriers to employment, there is also substantial geographic variation in work opportunity and access across the county. Most of the rural areas, especially those further removed from the Medford and Grants Pass economic core, tend to have higher levels of unemployment and fewer high-wage job opportunities.

## Priority Populations and Communities

### 2.6 Priority Populations and Communities (Oregon Requirement)

- A. Based on the Economic and Workforce Analysis, the local area’s demographic data, and the local board’s understanding of local underserved populations and communities, identify and describe the populations and communities that will be prioritized for services in the local area.
- B. Based on this analysis, describe the local investment strategy toward Priority Populations.

#### 2.6 A.

Based on the Economic and Workforce Analysis and Rogue Workforce Partnership’s comprehension of local underserved populations and communities, the following populations and communities are identified and



prioritized for services in the local area:

- Person of Color: The Rogue Valley's workforce has become more ethnically and racially diverse, reflecting a shift towards increased representation of Asian, two or more races, Black or African American, and Hispanic/Latino individuals.
- Gender Identity = Women: The analysis recognizes the importance of addressing gender-specific considerations, with a focus on supporting women in the workforce.
- Rural/Frontier Residents: Recognizing the geographic variation in work opportunity and access across the county, prioritization is given to residents in rural areas, especially those further removed from the economic cores of Medford and Grants Pass.
- Person with Disability: Individuals with disabilities are identified as a prioritized group, considering both their larger share in the local labor force compared to the U.S. average and the economic challenges they face.
- Person with Justice History: Acknowledging the importance of second chances, individuals with a justice history are prioritized, emphasizing reintegration into the workforce.
- Age Discrimination (Not between Age 25 and 40): Attention is given to addressing age discrimination, ensuring equitable opportunities across various age groups, with a focus beyond the typical age range.
- LGBTQIA+: Prioritization includes the LGBTQIA+ community, recognizing the importance of diversity and inclusion in workforce initiatives.
- Unhoused: Individuals experiencing homelessness are identified as a vulnerable group, requiring specific attention and support in workforce services.

The economic analysis indicates positive trends in the labor market, with declining unemployment rates and a recovering workforce. The workforce age distribution is evolving, and strategies to address labor market mismatches and reduce gaps are integral to the local workforce board's role. The focus on education and skills aligns with the region's needs, with efforts to bridge gaps and ensure that individuals, including those with barriers to employment, can access training and career advancement opportunities. The strategic plan reflects a commitment to shared prosperity and expansion of access to the labor force, considering both demographic shifts and geographic variations in work opportunities.

## 2.6 B.

Rogue Workforce Partnership has established a policy to provide priority for access to Workforce Innovation and Opportunity Act (WIOA) Individualized Career Services and Training Services to participants who meet the requirements outlined in the Jobs for Veterans Act and the WIOA. Priority must be provided in the following order:

1. Veterans and eligible spouses who are included in the groups given statutory priority for WIOA Adult formula funding (see 2.).
2. Individuals who are not veterans or eligible spouses and who meet one of the statutory priorities for WIOA Adult formula funding:
  - Recipients of public assistance
  - Low income
  - Basic skills deficient
3. Veterans and eligible spouses who are not included in WIOA's priority groups.
4. Priority populations established by the Governor and/or LWDB.
5. Non-covered persons outside the groups given priority under WIOA.

RWP prioritized the populations and communities identified in section 2.6 A for services in the local area in order of the priority of service listed above.

Oregon’s Governor and/or the Workforce and Talent Development Board (WTDB) may identify additional populations and/or priorities based on additional factors (e.g., economic shifts, business needs). If the Governor or WTDB identify additional populations and/or priorities, it will be detailed in a modification of Oregon’s WIOA State Plan. LWDBs must respond to these state-level changes appropriately (e.g., Local Plan modification, new or updated policies or procedures).

#### Key Definition

**In-Demand:** WIOA section 3(23) defines “in-demand industry sector or occupation” as,

- an industry sector that has a substantial current or potential impact (including through jobs that lead to economic self-sufficiency and opportunities for advancement) on the State, regional, or local economy, as appropriate, and that contributes to the growth or stability of other supporting businesses, or the growth of other industry sectors; or
- an occupation that currently has or is projected to have a number of positions (including positions that lead to economic self-sufficiency and opportunities for advancement) in an industry sector so as to have a significant impact on the State, regional, or local economy, as appropriate.
- The determination of whether an industry sector or occupation is in-demand under this paragraph shall be made by the State board or local board, as appropriate, using State and regional business and labor market projections, including the use of labor market information.

## Section 3: Alignment and Improvement

It is expected that Section 3 responses will be based on strategic discussions with the local board, partners in the local area, and business and industry leaders. Further, it is expected that there will be strong alignment with the Economic and Workforce Analysis and Priority Populations and Communities in Section 2.

Please answer the questions in Section 3 in twelve (12) pages or less. Provide a response for all items identified. Reports and/or expanded analysis can be included as links and/or attachments.

### Strategic Partnerships and Alignment

#### 3.1 20 CFR 679.560(b)(1)(i): Local Area Programs and Partners

Identify the programs, partners, and providers that are included in the local area’s workforce development system. Include both organizations that provide WorkSource Oregon Programs (as defined) and Other Workforce Programs (as defined).

### 3.1

Partners and programs in the local workforce development system include:

<u>Partners</u>	<u>Programs</u>
Easter Seals	WIOA Title V - Senior Community Service Employment Program Homeless Veterans Reintegration Program Senior Community Service Employment Program
Empower	RWP Contracted service provider for ODHS TANF-JOBs program; Essential Employability Skills: Launch Pad provider
Housing Authority of Jackson County	Employment and training activities carried out under the Department of Housing and Urban Development
Job Corp	WIOA Title I – Job Corps
Options for Southern Oregon	Supported Employment Programs for people who have a mental illness
Oregon Bureau of Labor and Industries	Apprenticeship & Training
Oregon Commission for the Blind	WIOA Title IV - Vocational Rehabilitation Employment Support for People with Vision Loss
Oregon Department of Human Services <ul style="list-style-type: none"> <li>• Self-Sufficiency</li> <li>• Office of Vocational Rehabilitation Services</li> </ul>	TANF, SNAP, Employment Related Day Care WIOA Title IV - Vocational Rehabilitation
Oregon Employment Department	Title I – Adult & Dislocated Workers, WIOA Title III/Wagner-Peyser, SNAP Employment & Training Program, Trade Adjustment Act, Migrant & Seasonal Farmworkers Program, Jobs for Veterans Program, State Employment Department Administrative Funds (SEDAF), Programs authorized under State unemployment compensation laws, Re-Employment and Eligibility Assessment (RESEA), SNAP Employment & Training

	Program, RWP Contracted service provider for ODHS TANF-JOBs program
Oregon Human Development Corporation	WIOA Title I (Section 167) - National Farmworker Jobs Program (a nationally directed, locally administered program of services for migrant and seasonal farmworker programs)
Project Youth Plus ( <i>formerly College Dreams</i> )	WIOA Title IB - Youth
Rogue Community College	Title II/Adult Education & Literacy, CTE-Perkins, Workforce Training, Apprenticeship Programs
Southern Oregon Goodwill Industries	Job Placement and Career Advancement programs designed to help participants gain employment quickly and engage in skill building to support increased earning potential and career advancement.
Southern Oregon University	Continuing Education
U.S. Department of Veteran Affairs- Southern Oregon Rehabilitation Center and Clinics	Veterans Employment Program

### 3.2 20 CFR 679.560(a)(6): Local Area Program Alignment Strategies

Considering the analysis in Section 2, describe the local board’s strategy to align the WorkSource Oregon and Other Workforce Programs and resources identified in 3.1 to achieve the strategic vision and goals of the local board.

### 3.2

RWP staff strategically convene a series of monthly and quarterly meetings to ensure the alignment, coordination, evaluation, and enhancement of the overall effectiveness of the workforce system. These collaborative efforts are designed to achieve the strategic vision and goals of the local board, fostering a cohesive and integrated approach across various workforce programs and resources.

#### 1. Local Leadership Team:

- This team engages in monthly meetings, bringing together lead program managers from Title I Adult, Dislocated Worker, Youth Services, Title II – Adult Basic Skills, Title III Wagner-Peyser Employment Services, Title IV Vocational Rehabilitation Division, and Oregon Commission for the Blind, as well as Oregon Department of Human Services – Self-Sufficiency (TANF, SNAP, ERDC).
- The primary focus is on the coordination of WorkSource Rogue Valley, aligning resources, and jointly executing strategies and activities to realize the vision and goals of RWP.

#### 2. Other WIOA-Required Partners:

- These partners are involved on an as-needed basis, providing support to align service delivery within the workforce system.

#### 3. Sector Strategies Industry Groups:

- Industry sector groups convene quarterly, monthly, or as needed, with participation from industry leaders, workforce representatives, and K-20 education partners.
- The collaborative efforts within these groups ensure that services are aligned to effectively meet the demands of the workforce, promoting a comprehensive and coordinated approach.

All partners mentioned in Section 3.2 actively contribute to the definition and development of RWP’s strategic goals and strategies. Their continued participation is integral to identifying specific tasks and deliverables, fostering ongoing collaboration and shared responsibility for achieving the local board's objectives.

### 3.3 20 CFR 679.560(b)(1)(ii) and (b)(9): Coordination with Education

Building off the response in 3.2, describe how the local board will coordinate relevant secondary and postsecondary education programs and activities in the local area including, but not limited to, Essential Employability Skills (as defined) and Career and Technical Education (CTE) [Programs of Study](#) to coordinate strategies, enhance services, and avoid duplication of services.

### 3.3

Rogue Workforce Partnership will leverage and expand existing collaborations with Rogue Community College, Southern Oregon University, Southern Oregon Educational Service District, and Medford School District to bridge the crucial gap between education and employment. Our historical engagement has involved convening the Business Education Partnership, a coalition comprising industry leaders and educators dedicated to addressing the challenges at the intersection of business and education.

The Business Education Partnership was instrumental in creating the employability skills rubric, a regional benchmark used to cultivate and assess employment skills aligned with business requirements. To further this mission, RWP will organize a career connected learning forum focused on enhancing industry-education engagement. This forum aims to harness insights from educators within Rogue Community College, SOESD, and Medford School District. Moreover, RWP intends to revive the Business Education Partnership to continue the collaborative efforts generated from the Career Connected Learning forum, ensuring that the employability skills rubric remains attuned to regional employer needs and promptly adapts as necessary.

Our education partners actively participate in RWP's next-generation sector partnership meetings, where they share program updates and receive valuable input from industry peers. These meetings serve as a dynamic platform for RWP and our education partners to jointly design industry-specific programs catering to both youth and adults, directly aligning with employment opportunities.

This robust partnership between RWP and education institutions alleviates business engagement fatigue, establishing a synchronized approach to workforce development. It cultivates a profound understanding of businesses' needs and the tailored training and education programs essential to support them effectively, resulting in an efficient pathway from education and training to employment within our region.

### 3.4 20 CFR 679.560(b)(12): Coordination with Adult Education and Literacy

Describe how the local board will coordinate WIOA Title I workforce investment activities with adult education and literacy activities under WIOA Title II. Include how the local board will carry out the review of local applications submitted under Title II consistent with 20 CFR 679.370(n).

### 3.4

RWP will follow the guidance provided by the Higher Education Coordinating Commission in reviewing applications for adult education and literacy providers. Local applications will be reviewed in this process to ensure that the applications are aligned with the Strategic Road Map, Objectives and Key Results of the Workforce Board. RWP may use a board advisory workgroup, checklists, or scoring matrices to aid in this process for a timely decision-making process.

### 3.5 Leverage Strategies (Oregon Requirement)

- A. Identify the sources of current leveraged funds outside of WIOA Title I funding and state general funds to support the workforce development system in the local area.
- B. Describe how this leveraged funding will impact the local system.
- C. Describe the local board's strategies for acquiring additional/future leveraged funds.

### 3.5 A.

Our region's service delivery model is built on the foundational premise of partnership, service integration and leveraged resources. This includes:

- WIOA
- Title I Adult and Dislocated Worker Services (RWP / Oregon Employment Department)
- Title I Youth Services (RWP / Project Youth +)
- Title II Adult Education and Literacy (Rogue Community College)
- Title III Wagner-Peyser Employment Services (Oregon Employment Department - OED)
- Title IV Vocational Rehabilitation (DHS – Office of Vocational Rehabilitation Services)
- State Employment Department Administrative Funds (SEDAF through OED)
- Trade Adjustment Act (thru OED)
- WorkEx, Sector Strategies, and Industry Engagement funds (RWP through State General Fund)
- Oregon Department of Human Services Self-Sufficiency employment and training programs (TANF-JOBS and SNAP Employment & Training Program)
- Southern Oregon Goodwill Industries
- Oregon Commission for the Blind
- Easter Seals (Senior Community Service Employment Program, Veterans Homeless)
- U.S. Veterans Administration - Southern Oregon Rehabilitation Center & Clinics
- Jackson County Housing Authority / HUD Self-Sufficiency Program
- Rogue Community College – Workforce Training Programs
- Other federal and state grants

### 3.5 B.

The leveraged funding model, incorporating diverse sources such as WIOA, Title I Adult and Dislocated Worker Services, Title I Youth Services, Adult Education and Literacy, Wagner-Peyser Employment Services, Vocational Rehabilitation, Trade Adjustment Act, WorkEx, Sector Strategies, and Industry Engagement funds, among others, plays a crucial role in enhancing the local workforce system. The impact of leveraged funding on the local system can be described in several key aspects:

- **Comprehensive Service Delivery:** Leveraged funds contribute to a holistic and comprehensive service delivery model. The integration of various programs and resources allows for a more seamless and interconnected approach to meeting the diverse needs of job seekers, employers, and communities.
- **Enhanced Resources:** The pooling of funds from different sources amplifies the overall resources available to the local workforce system. This, in turn, enables the provision of a wider array of services, training opportunities, and support mechanisms to address the unique challenges faced by individuals seeking employment.
- **Improved Access to Training:** Leveraged funds facilitate the expansion of workforce training programs offered by Rogue Community College and other partners. This enables individuals to acquire the necessary skills and qualifications demanded by the evolving job market, ultimately enhancing their employability.
- **Targeted Support for Underserved Populations:** Leveraged funding allows for targeted support and services for underserved populations, aligning with the local board's commitment to prioritizing specific groups such as persons of color, women, rural/frontier residents, persons with disabilities, justice-involved individuals, LGBTQIA+, and the unhoused.
- **Innovative Initiatives:** The availability of leveraged funds supports the implementation of innovative initiatives, including the Big Data/Predictive Analytics pilot, industry-specific strategies, and collaboration with organizations like Southern Oregon Goodwill Industries, Oregon Commission for the Blind, and Easter Seals. These initiatives aim to address emerging challenges and opportunities in the local workforce landscape.

### 3.5 C.

Rogue Workforce Partnership recognizes the importance of ongoing efforts to secure additional and future leveraged funds to sustain and expand the impact of workforce development initiatives.

#### **Strategies include:**

- **Collaboration with Local Partners:** Strengthen collaborations with local partners, including other Workforce Boards in Oregon, to collectively advocate for increased funding and streamlined administrative processes. A united front will enhance the effectiveness of these advocacy efforts.
- **Strategic Alignment with State Priorities:** Align local initiatives and priorities with the overarching goals and priorities of the state. Demonstrate how additional funds can contribute to statewide objectives increases the likelihood of securing support.
- **Performance Monitoring and Reporting:** Rigorously monitor and report on the performance and outcomes of existing programs. The successful utilization and impact of current funds enhances credibility and positions the local board favorably when seeking additional funding.
- **Grant Applications and Proposals:** Actively pursue grant opportunities at national, state and local levels from varieties of sources. Develop compelling grant applications and proposals that articulate the specific needs of the local workforce system and how additional funds will be utilized to address those needs. Particularly focusing on Priority population opportunity and on sector specific funding opportunities with business and community partners. Private Sector Engagement: Explore

partnerships with private sector entities and foundations that may be interested in investing in workforce development. Develop mutually beneficial relationships that contribute both financial resources and industry expertise to the local system.

### 3.6 Next Generation Sector Strategies (Oregon Requirement)

- A. Identify and describe each industry in the local area where a next generation sector partnership (as defined) is currently active. Include in the description, the rationale for each active next generation sector partnership, recent outcomes, and how it will align with industry consortia where appropriate.
- B. Identify and describe each industry in the local area where there will be an attempt to convene a new sector partnership within the timeframe of the local plan. Include in the description, the rationale for each new next generation sector partnership and how it will align with industry consortia where appropriate.
- C. Identify and describe the strategy for any additional targeted sectors in the local area where the next generation sector model is not being used.

#### 3.6 A.

##### 1. Industry: **Healthcare**

###### Next Generation Sector Partnership: **Rogue Healthcare Partnership**

Rationale: This active next generation partnership is called The Rogue Healthcare Partnership and aims to address workforce shortages, skill gaps, and evolving technologies in medical services. This group meets on a quarterly basis to discuss gaps in the healthcare industry and allows industry partners an opportunity to inform local programs and investments within the healthcare sector.

Recent Outcomes: The Rogue Healthcare Partnership has created multiple streamlined training programs that are serving current industry needs. The group has identified CNA, Phlebotomy, and Medical Assistant occupations to be great entry points of the career pathway into the sector. This group has created more coordination among community partners, employers, and educators. This work has led to our local youth receiving training in the healthcare sector and obtaining employment right out of high school. These programs have also allowed individuals from priority populations to gain access to living wage jobs in the region.

Alignment with Industry Consortia: Collaborative efforts with medical associations, community health partners and educational institutions to align training programs with industry standards. We attend regular Future Ready Industry Consortium meetings and provide updates to this group at our quarterly meetings.

##### 2. Industry: **Information Technology**

###### Next Generation Sector Partnership: **Rogue Tech Collective**

Rationale: The Rogue Tech Collective is currently active and aims meet the demands of an evolving technological landscape, focusing on fostering innovation and skill development. The group is seeking to develop more awareness related to tech careers for K-12 schools and make more direct correlations between curriculum and local employers.



Recent Outcomes: The Tech Collective is one of our longest established sectors, but it went dormant during COVID. We held our revival meeting in November 2023 and discussed the existing training programs available in the Rogue Valley for Tech. Industry representatives discussed what they want to get out of this group which is more career pathways awareness in the tech field and tailored training programs to meet local needs. Next meeting is scheduled for Jan 16<sup>th</sup> 2024.

Alignment with Industry Consortia: Partnership with tech organizations and educational bodies to ensure curriculum relevance. Regular updates from Rogue Workforce Partnership's Executive Director on what is happening at the state level with Technology.

### 3. Industry: **Transportation**

Next Generation Sector Partnership: **Rogue Transportation/Logistics Partnership**

Rationale: Coordinating local efforts related to the transportation industry primarily the trucking industry and training of CDL drivers.

Recent Outcomes: Investing in job seekers that are interested in a career in truck driving. Working with local employers to understand their needs to better fill the pipeline of CDL drivers in the Rogue Valley. In partnership with SOWIB and LWB, we were one of 32 grantees for an EDA Good Jobs Challenge grant to train CDL drivers.

Alignment with Industry Consortia: Collaboration with transportation associations and businesses to align strategies for industry growth.

### 4. Industry: **Natural Resources**

Next Generation Sector Partnership: **Rogue Natural Resources Partnership**

Rationale: Introducing a new partnership to address sustainability, conservation efforts, and workforce training in natural resource management.

Recent Outcomes: Feedback provided from this group has resulted in a new Wilderness First Aid class being offered in the Rogue Valley with the plans to develop a Wilderness First Responder. The group is currently collaborating on potential grant opportunities to bring more funding to the natural resources sector in the Rogue Valley for future community projects.

Alignment with Industry Consortia: Potential collaboration with environmental agencies, forestry organizations, and educational institutions for industry-specific training.

### 5. Industry: **Manufacturing**

Next Generation Sector Partnership: **Rogue Advanced Manufacturing Partnership (RAMP)**

Rationale: Implement targeted initiatives focusing on skill development, automation, and manufacturing innovation. Partnering with the community college to offer more career exploration programs and short-term trainings to meet the needs of current employers.

Recent Outcomes: We've held four RAMP meetings so far post-COVID to outline the framework of the group and what additional partners need to be brought to the table. Consensus reached within the group to work towards short term trainings that lead directly to employment. Conversations underway between makerspaces and Rogue Community College to develop and implement more industry informed programming to meet the sectors needs in 2024.

Alignment with Industry Consortia: Regular meetings between the industry consortia manufacturing rep from

HECC and the Business Services Managers have occurred and will be continued on a regular basis moving forward.

**3.6 B**

6. Industry: **Construction**

Next Generation Sector Partnership: **Rogue Construction Partnership**

Rationale: Currently in development phase to launch a construction sector in the spring of 2024. Seeking to coordinate existing construction training programs in the Rogue Valley to assist employers in accessing local job seekers that are interested in construction. This group will be made up of CTE construction programs, local pre-apprenticeships, construction employers, apprenticeship programs, and local community partners. This sector will take attempt to connect the three pillars in our community, Education and Training, Community, and Industry, to develop informed programming that meets their needs related to the construction sector.

Alignment with Industry Consortia: Close partnerships exist and are progressing with regional trade unions in offering pre-trades onramps, pre-apprenticeships and apprenticeships.

**3.6 C.**

N/A

**3.7 20 CFR 679.560(b)(3)(i): Employer Engagement in Workforce Development**

Describe the strategies and services (as defined) that will be used in the local area to facilitate engagement of employers in workforce development programs, including small employers and employers in in-demand industry sectors and occupations.

**3.7**

The Rogue Workforce Partnership conducts business outreach and business services through the Regional Business Services Team (RBST). The RBST is led by the Business Services Manager and includes five Business Services Reps with WorkSource Rogue Valley that conduct business services in partnership with our organization. We partner with organizations such as Southern Oregon Regional Economic Development Inc., Business Oregon, and SBDC to take a collaborative approach to business outreach and engagement. The partners listed above have formed a partnership called Rogue Business that serves as a singular entry point for businesses seeking services and engagement related to economic and workforce development. Our next generation partnerships are open to all businesses wanting to engage regardless of size. We are dedicated to serving all businesses seeking support and have developed a system to connect businesses to resources in our region.

**3.8 20 CFR 679.560(b)(3)(ii): Meeting the Needs of Businesses**

Describe the strategies and services that will be used in the local area to support a workforce development system that meets the needs of businesses.

**3.8**

The Rogue Workforce Partnership is actively engaged in business outreach and services facilitated by the

Regional Business Services Team. Under the leadership of the Business Services Manager, this team comprises five Business Services Representatives from WorkSource Rogue Valley to deliver comprehensive business services. The team convenes bi-weekly to synchronize outreach efforts and align strategies with program initiatives.

In pursuit of a collaborative approach, we forge partnerships with key organizations such as Southern Oregon Regional Economic Development Inc., Business Oregon, and SBDC. Together, we've established an integrated platform named Rogue Business, serving as the central hub for businesses seeking economic and workforce development services. The Rogue Business group meets bi-monthly, fostering coordinated outreach, trend analysis from business engagements, and the exchange of best practices. Additionally, this consortium has initiated a project charter to overhaul the Rogue Business website, enhancing its efficacy as a primary resource for businesses seeking support and services.

Our approach to next-generation partnerships remains inclusive, welcoming businesses of all sizes to engage actively. We prioritize serving the needs of diverse businesses and have implemented a system that seamlessly connects them to regional resources. Within our next-generation sector partnerships, we collaborate closely with economic development partners from SOREDI and Business Oregon. These partnerships offer a platform for businesses to articulate challenges concerning workforce and economic development. Insights gleaned from these engagements inform the development of targeted workforce programs in collaboration with providers, educational institutions, and community partners.

The Rogue Workforce Partnership has introduced the Rogue Business Elevate program, aimed at supporting businesses committed to enhancing their workforce through incumbent worker and on-the-job training. Collaborating primarily with WorkSource Oregon, RWP disseminates information and conducts outreach for this program. By subsidizing costs for employers investing in their workforce, this initiative generates increased employment opportunities within the region. Currently in its pilot phase for 2024, the Rogue Business Elevate program is poised for continuous growth and development in the years ahead.

### **3.9 20 CFR 679.560(b)(3)(iii) and (b)(4): Coordination with Economic Development**

Describe the strategies and services that will be used in the local area to better coordinate workforce development programs and economic development including the promotion of entrepreneurial skills training and microenterprise services.

#### **3.9**

Rogue Workforce Partnership has taken a stronger approach to partnership with our economic development partners and entrepreneurship support organizations. Our organization plans to stay involved with local efforts around innovation and entrepreneurship by contributing to the Rogue Valleys plan for the development of a local innovation hub. Our regional business services team is committed to utilizing a joint outreach strategy to conduct outreach in partnership with our local partners in order to reduce engagement fatigue from employers. We will continue to support innovation and entrepreneurship through innovation expos, makerspaces, youth entrepreneurship programs, and in partnership with innovation programs within Southern Oregon University. We have formed a new partnership with Oregon Entrepreneurship Network and Technology Association of Oregon with plans to collaborate with these organizations to expand their support to the Southern Oregon Area.

**3.10 20 CFR 679.560(b)(3)(iv): Linkages to Unemployment Insurance**

Describe the strategies and services that will be used in the local area to strengthen linkages between WorkSource Oregon (as defined) and unemployment insurance programs.

**3.10**

In our local area, where the Oregon Employment Department serves as the Adult and Dislocated Worker service provider, which establishes a strong linkage to the Unemployment Insurance Program. Our program staff, being cross-trained, play a pivotal role in providing participants with crucial information on unemployment insurance, reinforcing a cohesive and streamlined experience. This integrated approach aims to ensure individuals receive comprehensive support as they navigate both workforce development and unemployment insurance services.

**Continuous Improvement**

**3.11 20 CFR 679.560(b)(2)(i): Expand Access to Services**

Describe how the local board will work with entities in WorkSource Oregon (as defined) to expand access to employment, training, education, and supportive services for eligible individuals, particularly those with barriers to employment.

**3.11**

In our local area, with the Oregon Employment Department serving as the Adult and Dislocated Worker service provider, we have a distinctive advantage in seamlessly integrating Title IB and WorkSource Oregon programming. This model is designed to facilitate expanded access to employment, training, education, and supportive services, with a particular focus on individuals facing barriers to employment. WorkSource Oregon partners include: Easter Seals Oregon, Higher Education Coordinating Commission, Job Corps Oregon, Commission for the Blind, Oregon Department of Human Services, Oregon Employment Department, and the Workforce and Talent Development Board.

**3.12 20 CFR 679.560(b)(2)(ii): Career Pathways**

Describe how the local board will work with entities in WorkSource Oregon (as defined) to facilitate development of career pathways.

**3.12**

As part of our strategic commitment to fostering career development and aligning workforce pathways, the Rogue Workforce Partnership (RWP) collaborates closely with WorkSource Oregon (WSO) to operate and enhance RogueCareers.org, a pivotal online platform. Rogue Careers amalgamates career exploration tools with economic data, spotlighting professions across industry sectors identified by our board within our region.

This innovative tool, accessible to both adults and youth, serves as a comprehensive resource enabling users to

explore potential training options within each sector. Moreover, it provides valuable insights into career trajectories and wage information. Rogue Careers empowers job seekers to make informed decisions concerning their chosen career paths.

RWP and WSO maintain a collaborative effort, consistently updating Rogue Careers with the latest career information and relevant data. Sector partnerships are instrumental in informing the content of Rogue Careers, allowing us to remain adaptable to evolving industry demands. By actively listening to shifts in business needs, we ensure that career pathways align dynamically with industry changes.

Integral to our engagement strategy, Rogue Careers serves as a focal point in every introductory conversation. We advocate its use within the community, recommending it to individuals seeking employment opportunities or contemplating a career transition within the Rogue Valley. The continuous enhancement and widespread utilization of Rogue Careers underscore our commitment to empowering individuals with the information and resources necessary for making informed career decisions and catalyzing meaningful workforce engagement within our region.

### **3.13 20 CFR 679.560(b)(2)(ii): Co-enrollment**

Describe how the local board will work with entities in WorkSource Oregon (as defined) to facilitate co-enrollment in WSO programs.

### **3.13**

RWP will facilitate co-enrollment in WorkSource Oregon (WSO) programs through a strategic approach of "blending, braiding, and stacking" program co-enrollment, training, and support service investments. This methodology is designed to enhance training outcomes, initial job placement, and subsequent career advancement for job/career-seekers. The "stacking" of funds from different programs enables substantial investments in individual job/career-seekers within an integrated program model, fostering an "Earn & Learn" strategy. This approach accommodates concurrent or extended co-investments, even after initial employment, creating genuine pathways to family-wage jobs and self-sufficiency.

RWP successfully facilitates co-enrollment in WorkSource Oregon (WSO) programs by implementing a customer-centric approach. Every customer is seamlessly co-enrolled in appropriate WSO and Title IB programs, strategically maximizing the value for participants. Our focus on efficiency extends to streamlining co-enrollments and co-case management with regional partners, enhancing service delivery and access for an optimized experience. This proactive approach ensures that each participant benefits from a tailored combination of programs, fostering their success in the workforce.

A significant focus of this enrollment structure includes addressing diversity, equity, and inclusion issues by prioritizing individuals from intergenerational poverty, historically underrepresented/underserved populations, and communities of color. This commitment ensures that highly integrated and supportive workforce development services uplift and cater to a diverse range of participants, contributing to a more inclusive and equitable system.

### 3.14 20 CFR 679.560(b)(2)(iii): Improve Access to Postsecondary Credentials

Describe how the local board will work with entities in WorkSource Oregon (as defined) to improve access to activities leading to a recognized postsecondary credential (including a credential that is an industry-recognized certificate or certification, portable, and stackable).

#### 3.14

To enhance access to activities leading to a recognized postsecondary credential, Rogue Workforce Partnership (RWP) strategically collaborates with key entities in the region, specifically Rogue Community College, Southern Oregon University, Southern Oregon Educational Service District, and Medford School District with plans to expand. RWP leverages existing collaborations and builds upon historical engagement with the Business Education Partnership, a coalition of industry leaders and educators focused on addressing challenges at the intersection of business and education.

Key initiatives and strategies include:

1. **Employability Skills Rubric:** RWP, through the Business Education Partnership, played a pivotal role in creating the employability skills rubric, a regional benchmark aligning employment skills with business requirements.
2. **Career Connected Learning Forum:** RWP plans to organize a forum dedicated to enhancing industry-education engagement, with active participation from educators within Rogue Community College, SOESD, and Medford School District. Insights gathered will inform collaborative efforts and ensure the employability skills rubric remains attuned to regional employer needs.
3. **Sector Partnership Meetings:** Education partners actively engage in RWP's sector partnership meetings, where they share program updates and receive input from industry peers. These meetings serve as a platform for designing industry-specific programs aligned with employment opportunities for both youth and adults.

This collaborative partnership aims to alleviate business engagement fatigue, fostering a synchronized approach to workforce development. It ensures a deep understanding of business needs, leading to tailored training and education programs that efficiently bridge the gap from education to employment in the region. Regarding the coordination with adult education and literacy activities under WIOA Title II, RWP's overarching strategy is grounded in Sector Strategies efforts. These efforts, led by RWP business leaders and informed by Section 2 analysis, serve as the foundation. RWP works to create alignment and innovation with workforce and K-20 education services. Staff convene and facilitate leadership work groups, implementing actions to realize regional goals and vision.

Specific coordination activities include:

1. **Sector Strategies Industry Groups:** Regular meetings involving industry sector groups and secondary/post-secondary education partners align services with workforce demands.
2. **Reimagining Higher Education:** RWP participates in the Southern Oregon Education Leadership Council (SOELC), partnering toward greater alignment of educational efforts with workforce needs. This includes developing a "college and career access network," career pathways, meta-majors, common course numbering, improved communications, and short-term credentials aligned with workforce needs.

The work is closely linked to employers in key industry sectors, including Advanced Manufacturing, Healthcare/Behavioral Health, Information Technology, Construction, Transportation/Logistics, and Natural Resources. The overall strategy ensures a seamless and efficient pathway for learners from education to employment, aligning skills with workforce demands.

### 3.15 20 CFR 679.560(b)(5)(i): Continuous Improvement of Eligible Providers

Describe how the local board will ensure the continuous improvement of eligible providers through WorkSource Oregon (as defined) and that such providers will meet the employment needs of employers, workers, and job seekers in the local area.

### 3.15

Given the RWP's active convening role in our region's sector strategies and related workforce and education alignment efforts, there is ample opportunity to collect feedback directly from business leaders regarding whether the eligible training providers meet the needs of the local business community. As such, the Board is able to provide this feedback directly to the local training providers and will often invite the training provider to a strategy session. Past sessions have been focused on improving the quality (or expanding the opportunities) for education and training in high-demand occupations found in growing industries.

RWP has also implemented a strategy for evaluating the effectiveness of the trainings provided by eligible providers (and accessed by jobseekers and current workers) by building criteria into the performance measures for the board's contracted service provider. The metric is specifically focused on the effectiveness of the training that the customer receives on an ITA as evidenced by whether the customer gained employment in an occupation consistent with the training that they received.

The WIOA requirement that all Eligible Training Providers renew their applications to maintain their position on Oregon's list creates a great opportunity to communicate and collaborate with current training providers. The Rogue Workforce Partnership is capitalizing on this chance to connect with providers to promote continuous improvement and enhance the availability and promotion of such trainings as well as their articulation to the workforce.

### 3.16 20 CFR 679.560(b)(20): Intake and Case Management

Describe any recent innovations, promising practices, or efforts to increase and streamline access to programs and services at WSO centers particularly as it relates to case management.

### 3.16

Rogue Workforce Partnership has implemented several recent innovations and strategies to enhance and streamline access to programs and services at WSO centers, particularly as it relates to case management:

1. **Co-Enrollments Leadership:** RWP leads the state in Title IB WIOA DW and Trade Act co-enrollments, demonstrating a proactive approach to maximize resources and support diverse participant needs.
2. **Collaborative Resource Leveraging:** Successful co-enrollments with STEP and JOBS/REACH programs showcase RWP's ability to leverage training and support service resources, fostering collaboration for more comprehensive participant support.

3. **Personal Effectiveness and Coaching Services:** RWP's commitment to essential employability and personal effectiveness skills and coaching services, highlights our holistic focus on providing personalized and impactful services to participants.
4. **Partner Electronic Referral System:** The implementation of a partner electronic referral system, utilizing tools like smart sheets, facilitates seamless communication between RWP, ODHS, RCC, and other partners, streamlining the referral process.
5. **Weekly Staffing for ITA/Scholarships:** Conducting weekly staffing for Individual Training Accounts (ITA) and scholarships not only supports learning opportunities for staff but also enhances co-enrollments and efficient resource utilization.
6. **Integrated Services with Wagner-Peyser-Title III:** RWP's integrated services with Wagner-Peyser-Title III demonstrate a commitment to efficiency through streamlined information sharing, referrals, co-case management, and DVOPS.
7. **Leveraged Business Services Team:** Collaboration with the business services team under Wagner-Peyser-Title III for sectors, On-the-Job Training (OJT), and internships showcases RWP's holistic approach to workforce development.
8. **Innovative Technologies Adoption:** The use of technologies like Emitrr, eBridge, Smartsheets, and Alchemer reflects a forward-looking strategy, aiming to digitize data access, increase efficiency, and inform decision-making in real-time.
9. **Benefit Navigator Work and Targeted Outreach:** Engagement in Benefit Navigator work and the intentional use of social media and other outreach tools for both participants and employers, especially in reaching priority populations, reflect RWP's adaptability and responsiveness to evolving communication channels.

### Key Definitions

**WorkSource Oregon (WSO) Programs:** The WTDB approved a [WorkSource Oregon Definition](#) dated May 24, 2023 on June 9, 2023. For the purposes of local planning, WorkSource Oregon refers to the “WorkSource Oregon Primary Programs and Resources” included in the definition.

**Other Workforce Programs:** These represent the entire workforce system in addition to “WorkSource Oregon Primary Programs and Resources”. For the purposes of local planning, these include “Additional WorkSource Oregon Programs and Resources” identified in the [WorkSource Oregon Definition](#) dated May 24, 2023 that are a part of WIOA and also programs such as K-12 and postsecondary education, workforce-related/supporting community-based organizations, labor and apprenticeship, and allied partners.

**Essential Employability Skills:** They go by many names, such as soft skills, interpersonal skills, essential skills, social skills, 21st century skills, and applied skills. They are the collection of skills necessary to succeed in the workplace that can be learned in academic settings and are enhanced through simulated and actual workplace experience. They are sometimes referred to as behaviors and traits but can be learned and refined through modeling and practice. They include, but are not limited to, adaptability, critical thinking, communication, empathy, open-mindedness, problem-solving, teamwork, and work ethic. The number of EES and the individual importance of each cannot be disconnected from industry and occupation.



**Next Generation Sector Partnership:** [Next Generation Sector Partnerships](#) are partnerships of businesses, from the same industry and in a shared labor market region, who work with education, workforce development, economic development and community organizations to address the workforce and other competitiveness needs of the targeted industry. Next Gen Sector Partnerships are Industry-Driven, Community-Supported, and Sustainable over time. Next Gen Sector Partnerships are active all over the country.

**Employer Services Strategies:** May include the implementation of incumbent worker training programs, on-the-job training programs, work-based learning programs, apprenticeship models, customized training programs, or utilization of effective business intermediaries and other business services and strategies in the local area.

# Operational Portion

## Section 4: Services and Activities

Please answer the questions in Section 4 in twelve (12) pages or less. Provide a response for all items identified. Reports and/or expanded analysis can be included as attachments.

### Available Workforce Development Activities

#### 4.1 20 CFR 679.560(a)(4): Workforce Development Activities – Part 1 Adults (Includes both WIOA Adults and Dislocated Workers)

- A. Provide an analysis of workforce development activities for adults in the local area including education and training and including individuals with barriers to employment;
- B. Describe specific strengths and weaknesses of these adult workforce development activities in the local area to address the education and skill needs of the workforce and the employment needs of employers;
- C. Describe the capacity to provide these adult workforce development activities in the local area to address the education and skill needs of the workforce and the employment needs of employers;
- D. Identify successful models and best practices in the local area for adult workforce development activities.

#### 4.1 A

Adult and Dislocated Worker workforce development activities are provided by the core group of inter-organizational partners who manage the range of federal and state funded programs including: Title 1B and associated state funds, Title II – Adult Basic Skills / English as a Second Language, Title III Wagner-Peyser, State Employment Department Administration Fund (SEDAF), Re-Employment Services and Eligibility Assessments (RESEA), Title IV Vocational Rehabilitation, Title V Senior Community Service Employment Program, and DHS-funded employment and training programs for individuals on public assistance (Temporary Assistance to Needy Families-JOBS, SNAP Employment & Training Program). Constituting the public workforce system, the shared objective of all these partners is to align these services to create a demand-driven workforce system that meets the talent and skill development needs of our region’s employers. These integrated services are provided at the two WorkSource Rogue Valley / American Job Centers (WSRV) in Medford and Grants Pass or are connected to these one-stop centers through technology-enhanced referral processes.

#### A. Services Prescribed Under WIOA & WSO Oregon Operational Standards

- ▶ **Career Services** - provided at WSRV are compliant with three types of “career services”<sup>1</sup> described for under WIOA and the WorkSource Oregon Operational Standards: Basic Career Services, Individualized Career Services, and Follow-Up services; as well as a fourth category created in Oregon statewide – “Self-Directed Careers Services.” These services can be provided in any order and allow one-stop service delivery to be customized and customer-centric.

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<sup>1</sup> TEGL No. 3-15 *Training and Employment Guidance for the Workforce Innovation and Opportunity Act*, dated July 1, 2015.

- ▶ **Training** - includes the use of Individual Training Accounts: Occupational Skills Training, two types of Worksite Training: Paid Internships (*aka: Work Experience*) and On-the-Job Training, Registered Apprenticeships, and Incumbent Worker Training. All training is focused particularly on the use of career pathways in the region’s targeted industry sectors. Non-Traditional Employment (WIOA 134(c)(3)(D)(i) is available. Occupational Skills Trainings are funded through an ITA and supported through a robust Eligible Training Provider List (ETPL), consisting of training providers with a proven capability of securing quality employment outcomes for participants. This includes:
  - Industry-recognized credentials (e.g., CNA, AWS, Certified Production Technician, etc.)
  - Non-credit training and certificates (e.g., Customized Training, Badges)
  - Credit certificates & degrees, including Rogue Community College Career Pathways certificates

#### 4.1 B

Our assessment of the strengths and weaknesses of the career and training services describe above follows:

#### Strengths / Assets

- + Core WIOA-required partners have a shared vision for creating a seamless system that blends, braids, and stacks program funds, which integrates services and offers significantly improved training and career advancement opportunities for all job/career-seekers, especially those coming from intergenerational poverty, historically disadvantaged populations, etc.
- + Stackable training scholarships are being coupled with a similarly stackable and flexible levels of needs-based Support Services (*e.g., for child care or housing and transportation while in training*).
- + Innovative and holistic focus to improve Personal Effectiveness Skills through the use of the region’s Essential Employability Skills Rubric is “baked in” to the usual and customary array of workforce development services.
- + Strong focus to address Diversity, Equity, and Inclusion issues by uplifting those from intergenerational poverty, historically underrepresented/underserved populations, communities of color, etc. through these integrated and enhanced workforce development services.
- + Ability to offer “just in time” value-added services.
- + Access to labor market information and processes that require jobseekers and current workers to utilize it.
- + Mechanisms in place for customer and staff feedback.
- + Foundational Skills Workshops Program that for individuals to gain skills and apply them on-the-job.
- + Customized training for individuals to learn on-the-job offers a unique solution for specific business needs.
- + ETPL creates a standard for local training and sets up individuals who obtain the training for success.
- + Incumbent Worker Training offers a competitive edge for businesses in the local economy to skill up their workforce which, in turn, creates career pathways progression, plus position vacancies.
- + Programs are demand-driven and designed around the region’s sector strategies and economic priorities.
- + Training investments target occupations with career pathways that result in sustained employment opportunities for customers and critical skills/talent assets for businesses.
- + An actively engaged, business-led Workforce Development Board that provides input on adult and dislocated programs to ensure continuous improvement as well as to maintain relevance to labor market needs.

### **Weakness / Limitations**

- Requirement of multiple data information systems to manage customer registration and information records is burdensome and highly inefficient.
- Lack of program budget/expenditure and performance information from WIOA-required partners severely limits our capacity to more effectively manage the disparate workforce programs as an integrated system.
- The impact of COVID-19 and the wildfire disaster in previous years, and the resulting disaster recovery continue to apply strain on workforce systems partners to meet the needs of customers and the community. More resources are needed in order to meet the needs of the community.

#### **4.1 C**

Our workforce development capacity at Rogue Workforce Partnership is strong and adaptable. Utilizing a fully virtual service model, innovative tools like Emitrr, and strategic blending of program funds, we ensure efficiency and flexibility. Our focus on equity, Essential Employability Skills, and holistic support reflects a comprehensive approach to meet both workforce education and skill needs, as well as the employment needs of local employers. Overall, our initiatives demonstrate a commitment to addressing local challenges and providing impactful workforce development services.

#### **4.1 D**

Rogue Workforce Partnership has implemented innovative and effective models for Adult workforce development activities in the local area.

##### **1. Virtual service delivery model:**

Rogue Workforce Partnership is committed to ensuring seamless access to services p across all its WIOA IB Adult, Dislocated Worker, and Youth programs. Leveraging technology and innovative solutions, we have established a fully virtual service delivery model to reach participants throughout our service area.

- Virtual Service Delivery: Our programs support fully virtual service delivery, allowing participants to access services from the convenience of their locations, regardless of geographical barriers.
- Emitrr Integration: We have integrated Emitrr, a smart response tool, to enhance customer interaction and responsiveness. Emitrr automatically responds to inquiries via [roguecareers.org](http://roguecareers.org), [worksourceroguevalley.org](http://worksourceroguevalley.org), and [projectyouthplus.org](http://projectyouthplus.org), ensuring an immediate and efficient response mechanism.
- Technology-Equipped Providers: Service providers within our network are equipped with state-of-the-art computer equipment, including webcams and electronic signature pads. This technology facilitates secure virtual interactions and document handling, ensuring the continuity of high-quality service delivery.
- Secure Document Upload Technology: Our virtual service delivery includes secure document upload technology, enabling participants to submit required documentation electronically, ensuring a streamlined and secure process.
- My WorkSource Website: Participants have access to the My WorkSource website, providing a user-friendly platform for accessing a comprehensive array of resources. The website includes features such as a live transcript of accessed services, empowering participants to track their progress and engagement.

##### **2. Blending, Braiding & Stacking Program Funds to Launch & Advance Careers**

Program co-enrollment, training and support service investments is “blended, braided, and stacked” together to create enhanced training, initial job placement, and subsequent advancement capacities for job/career-seekers. The “stacking” of training and support services funds from different programs creates the potential for significant total investments to be made in individual job/career-seekers who demonstrate the capacity to succeed in this highly supportive integrated program model. These co-investments can occur either concurrently or over an extended period of time, including after initial employment, thus creating an “Earn & Learn” strategy that creates true pathways to family wage jobs and self-sufficiency.

**3. Equity & Holistic Focus**

- COVID-19 and wildfires exacerbated the long-standing fault lines in our economic system, having disproportionately impacted low-wage workers, working single mothers, communities of color, those living in or at the edges of poverty, etc. Regional partners are laser-focused on addressing these deeply systemic issues of equity, diversity and inclusion. The strategies described above are all explicitly geared to move the needle for our neighbors and community members who have been profoundly impacted by these disasters, as well as other unemployed and underemployed Southern Oregonians seeking to improve their lives and fortunes.
- Regional partners are similarly focused on providing holistic supports for all job/career-seekers and their families. Our region’s Business-Education Partnership created an Essential Employability Skills Rubric. This rubric creates a highly effective tool for students and job/career-seekers of all ages to self-assess and also garner feedback from teachers, counselors, Career Coaches and employers on the growth and development of the skills: Reliability, Collaboration, Communication, Respect, Professionalism, Attitude and Problem-Solving. It has now been rolled out to all the region’s K-12 school districts, Rogue Community College, Southern Oregon University, WorkSource Rogue Valley and our industry sector employers. And we anticipate launching a secure platform that will allow the student or adult job/career-seeker to have all these skills assessments done online, with automatic aggregation capacity and with the student/customer having 100% control on how has access to their “scores.”
- We have spearheaded an innovative effort to provide unique and deeply impactful 1-on-1 Life Coaching, and cohort style highly interactive and more in-depth personal growth workshops for all WSRV customers. Informed by the Essential Employability Skills matrix, these workshops are focused on growing Social-Emotional Well-Being, Mindfulness, Emotional Intelligence and Self-Regulation skills. We’ve already received numerous life-changing success stories from WSRV or Department of Human Services TANF customers who have experienced profound growth in the Personal Effectiveness Skills. And regional partners have added this deeper foundational layer to the U.S Department of Labor – Competency Model (aka: Skills Pyramid).
- We have integrated these supports into the customary WSRV services, and scaled for adequate service capacity so that all WSRV customers have these services “baked-in” to their workforce development services.

<b>4.2 20 CFR 679.560(b)(8): Workforce Development Activities – Part 2 Youth</b> (Includes WIOA Youth)
<p>A. Provide an analysis of workforce development activities for youth in the local area including education and training and including individuals with barriers to employment;</p> <p>B. Describe specific strengths and weaknesses of these youth workforce development activities in the local area to address the education and skill needs of the workforce and the employment needs of employers;</p> <p>C. Describe the capacity to provide these youth workforce development activities in the local area to address the education and skill needs of the workforce and the employment needs of employers;</p>

D. Identify successful models and best practices in the local area for youth workforce development activities.

#### 4.2 A

The Rogue Workforce Partnership (RWP) is dedicated to addressing a critical challenge in our community: the lack of meaningful work experiences, training, and workforce preparation opportunities for youth and young adults aged 14 to 24. In today's economic climate, securing and maintaining employment is increasingly challenging, with youth facing particular difficulties due to their limited work experience. This challenge is even more pronounced for priority youth populations, including those with backgrounds involving foster care or the juvenile justice system, homelessness, high school dropout status, parenthood at a young age, and disabilities. These marginalized youth encounter barriers such as documentation issues, transportation challenges, a lack of childcare, and limited support systems. Overcoming stigma, mental health issues, substance abuse, or juvenile records further complicates their situation.

Research has shown that many youth entering the workforce lack essential work readiness skills like communication, problem-solving, teamwork, and professionalism. This gap between their skills and what employers require makes it difficult for them to secure stable employment. Youth aged 14 to 24 in Oregon face higher unemployment rates compared to other age groups. Additionally, youth in our community often struggle to access education and establish clear career paths. This can be due to living in rural areas with limited training and job opportunities, lack of financial resources, a lack of guidance, and limited resources for further education or training. As a result, many youth have trouble defining meaningful career goals.

According to the [Measure of American](#) website, 3300 or 15.3% of youth in Jackson County and 1300 or 17.2% of youth in Josephine County are disconnected youth. Disconnected youth are young people between the ages of 16 and 24 who are not in school and not working. This rate tells us a lot about the opportunities available to teens and young adults and these maps document the great divide between urban and rural areas. In our region's [2019-2020 All in for Health: Jackson and Josephine Counties Community Health Improvement Plan](#), two of the top Community Health Assessment's Key Themes are "Poverty & Employment" and "Education & Workforce." And reducing poverty, addressing health inequities, and fostering wellbeing are overarching goals, woven into all of the top priorities selected for action. In the [2018 Community Health Assessment of Jackson and Josephine Counties](#), provided an more in-depth assessment of the "Poverty & Employment" and "Education & Workforce" themes. RWP's proposed programming aims to address and eliminate these barriers, ensuring that all youth have equal access to training, education, and employment programs.

Community engagement efforts have also highlighted concerns about youth engagement in education and the workforce, with high dropout rates leading to a higher risk of unemployment or low-paying jobs among young adults. On a positive note, Oregon's Youth Participation rate has been on the rise, and it's crucial to maintain this positive momentum.

To address these challenges, RWP has designed a comprehensive program to provide youth with meaningful work experiences, essential personal effectiveness skills, education and career opportunities, and support services. By closing the skills gap, RWP's initiatives aim to increase youth employment rates, improve career prospects, and foster a locally skilled and prepared workforce. The OYEP HECC grant is essential in helping RWP achieve these goals and contribute to a more inclusive, prosperous, and sustainable future for our community's youth.

Throughout our Youth programing, we emphasize regular communication and collaboration with the communities we serve. We actively engage all stakeholders, seek their feedback, input, and ideas. We prioritize

transparency and accountability, ensuring that all stakeholders are involved in decision-making processes and have a voice in shaping the program.

The following workforce development activities for youth are offered in the local area:

1. **Comprehensive Career Exploration:** Our program offers comprehensive career exploration, including an assessment of participant interest and aptitudes using assessment tools and the National Career Readiness Certificate (NCRC). Participants also receive one-on-one career coaching to help them identify their strengths and interests.
2. **Essential Employability Skills:** Our program integrates the Employability Skills Rubric, a collaborative effort initiated by the Rogue Workforce Partnership, Southern Oregon Economic Development, Inc. (SORED), private sector business leaders and CTE educators in 2018. This rubric assesses participants' soft skills and offers guidance for their development, serving as a crucial resource in high schools, colleges, workforce training, and business settings. By bridging the gap between academic and workplace skills, it equips individuals with essential competencies to succeed in their chosen careers and contribute to regional economic vitality. Additionally, participants will access personal effectiveness training through Launch Pad, further enhancing their employability and readiness for the workforce.
3. **CTE Training Program Partnerships:** Our program collaborates with Rogue Community College and the Medford School District and Grants Pass School Districts to ensure that youth have the necessary support to participate in Career and Technical Education training programs offered within our service area. These programs integrate core academics with hands-on and project-based learning activities, preparing students for high-wage, in-demand 21st-century jobs. Students in the CTE Pathway can take dual-credit college courses and benefit from internships in the local job market. Graduates of these programs will have a direct referral route to established worksites for quality work experiences or additional training and education opportunities.
4. **Occupational Skills Training and Workforce Preparation:** Program participants interested in pursuing education and training receive assistance, including training scholarships and wrap-around support services to help them succeed. The program also provides opportunities for work experience and on-the-job training, partnering with engaged employers to match participant interests with industry needs.
5. **Work Experience and On-the-Job Training:** Our program collaborates closely with enthusiastic employers to provide meaningful work experience opportunities. Working to meet the critical needs within our identified target sectors, our provider will carefully align participants' interests with industry needs. These Work Experience placements guarantee that participants gain exposure to various facets of their chosen occupations and receive hands-on training.
6. **Support for Credentialing and Licensure:** The program assists participants in navigating the process of obtaining necessary credentials and licenses for their desired careers. This includes providing information, resources, and support services to help participants successfully complete licensure exams or meet other credentialing requirements. We are looking to drastically increase industry-recognized credentials obtained by our participants in tech career pathways in the coming years.
7. **Support services for successful participation:** Support services for youth are critical and necessary to facilitating active participation in workforce services. These services provide crucial assistance in covering essential expenses to ensure equity in access to programming; ensuring youth can fully engage in educational and training opportunities. Support services alleviate the financial barriers to youth from pursuing their career aspirations, allowing them to focus on their personal and professional growth. these

services not only provide financial relief but also promote self-confidence and success among youth.

8. **Connecting Youth to Employment:** Prioritizing the connection between program participants and employment opportunities in the in the community is an essential component of our programming. Our service provider will collaborate with local employers, with leveraged support from our Adult and Dislocated Worker Provider’s Business Service Team (Oregon Employment Department) to identify job openings and provide support to participants throughout the application and employment process. Job placement assistance, including resume building, interview preparation, and career counseling, will be provided to ensure participants are well-equipped for the job market. Networking events and job fairs will be organized to facilitate direct interactions between participants and potential employers. Ongoing support will be provided post-employment to address any challenges and promote career progression. By facilitating these connections, we aim to ensure the successful transition from training to employment, creating sustainable career pathways for participants.

#### 4.2 B

Strengths / Assets for WIOA Youth:

- + Core WIOA-required partners collaborate to create a seamless system, blending funds for enhanced training and career opportunities, especially for youth facing various challenges.
- + Stackable training scholarships, coupled with flexible support services, address obstacles like childcare, housing, and transportation during training.
- + A holistic focus on improving Personal Effectiveness Skills, using the Essential Employability Skills Rubric, is integrated into standard workforce development services.
- + Strong commitment to Diversity, Equity, and Inclusion, uplifting youth from historically underserved populations through enhanced workforce development services.
- + Capability to offer "just in time" value-added services to address immediate needs.
- + Access to labor market information, emphasizing its utilization by jobseekers and current youth participants.
- + Mechanisms for customer and staff feedback ensure continuous improvement.
- + Foundational Skills Workshops Program enables youth to gain and apply skills on-the-job.
- + Customized on-the-job training provides unique solutions for specific business needs.
- + ETPL establishes a standard for local training, setting up youth for success.
- + Incumbent Worker Training offers a competitive edge for businesses, creating career pathways and addressing position vacancies.
- + Programs are demand-driven, aligning with the region’s sector strategies and economic priorities.
- + Training investments target occupations with career pathways leading to sustained employment opportunities and critical skills/talent assets for businesses.
- + An actively engaged, business-led Workforce Development Board provides input for continuous improvement and relevance to labor market needs.

Weaknesses / Limitations for WIOA Youth:

- The requirement of multiple data information systems for customer registration is burdensome and inefficient.
- Lack of program budget/expenditure and performance information from WIOA-required partners limits effective management of disparate workforce programs.
- The impact of COVID-19 and past wildfires, along with ongoing disaster recovery, strains workforce systems partners, necessitating additional resources to meet community needs.



#### **4.2 C**

Rogue Workforce Partnership (RWP) possesses a robust capacity to provide comprehensive youth workforce development activities in the local area. RWP's proactive approach, stakeholder engagement, and emphasis on transparency ensure the program effectively addresses the education and skill needs of the workforce, catering to the employment needs of local employers.

#### **4.2 D**

Rogue Workforce Partnership has implemented innovative and effective models for Youth workforce development activities in the local area.

##### **1. Virtual Service Delivery Model:**

Our commitment to seamless access extends to all WIOA IB Youth programs. Leveraging technology, we've established a fully virtual service delivery model, allowing participants to access services conveniently.

- **Emitrr Integration:** Our use of Emitrr enhances customer interaction and responsiveness by providing smart responses via designated platforms.
- **Technology-Equipped Providers:** Service providers are equipped with advanced computer equipment, facilitating secure virtual interactions and document handling.
- **Secure Document Upload Technology:** Our virtual service delivery includes secure document upload technology for streamlined and secure electronic submissions.
- **My WorkSource Website:** Participants benefit from the My WorkSource website, offering a user-friendly platform with features like live service transcripts for progress tracking.

##### **2. Blending, Braiding & Stacking Program Funds for Youth Careers:**

We employ a blended approach, co-enrolling, and stacking funds to enhance training, job placement, and advancement capacities for youth. This creates true pathways to family-wage jobs and self-sufficiency. Our Youth provider works closely to identify participants who would benefit from co-enrollment in the Dislocated Worker program to expand access to services.

##### **3. Equity & Holistic Focus:**

COVID-19 and wildfires have disproportionately impacted youth in our community. We are dedicated to addressing systemic issues of equity and inclusion, providing holistic supports for all youth and their families.

- **Essential Employability Skills Rubric:** Created in collaboration with regional partners, this rubric is a tool for self-assessment and feedback, ensuring the growth of crucial skills. It is accessible online, empowering youth to control access to their scores.
- **Holistic 1-on-1 Life Coaching:** Spearheading an effort to provide impactful life coaching and interactive personal growth workshops, focused on Social-Emotional Well-Being, Mindfulness, Emotional Intelligence, and Self-Regulation skills.
- **Integrated Support:** These supports are seamlessly integrated into our customary services, ensuring all youth have access to these services as an integral part of their workforce development.

In partnership with our contracted provider Project Youth + and the Oregon Youth Authority (OYA), we have established our Building Bridges program which has shown tremendous success providing valuable Work

Experiences for incarcerated youth. These opportunities are designed to help them explore diverse career pathways within an established pre-apprenticeship program. The Work Experience options encompass a wide range of skills training. One key aspect of this program ensuring they receive compensation equivalent to at least the minimum wage for every hour worked. These wages are securely reserved in a savings account managed by OYA, with the funds awarded to the youth upon their release. This financial support is intended to empower these young individuals by providing them with substantial resources to overcome various obstacles they may encounter, including housing, transportation, legal financial obligations, and more. This initiative aims to equip incarcerated youth with the tools they need for successful re-entry upon release.

#### 4.3 20 CFR 679.560(b)(6): Employment and Training Activities

Considering the response in 4.1, provide a specific description and assessment of the type and availability of adult and dislocated worker employment and training activities in the local area.

### 4.3

Adult and Dislocated Worker workforce development activities in the local area are facilitated through a collaborative effort involving key inter-organizational partners managing various federal and state-funded programs. These programs include Title 1B, associated state funds, Title II – Adult Basic Skills / English as a Second Language, Title III Wagner-Peyser, State Employment Department Administration Fund (SEDAF), Re-Employment Services and Eligibility Assessments (RESEA), Title IV Vocational Rehabilitation, Title V Senior Community Service Employment Program, and DHS-funded employment and training programs, such as Temporary Assistance to Needy Families-JOBS and SNAP Employment & Training Program.

The shared objective of these partners, constituting the public workforce system, is to align services and create a demand-driven workforce system that addresses the talent and skill development needs of the region's employers. These integrated services are accessible at the two WorkSource Rogue Valley / American Job Centers (WSRV) in Medford and Grants Pass or through technology-enhanced referral processes.

WIOA and WorkSource Oregon Operational Standards guide the provision of career services at WSRV, which includes Basic Career Services, Individualized Career Services, Follow-Up services, and Oregon's unique "Self-Directed Careers Services." These services are customizable and customer-centric, providing comprehensive support throughout the career development process.

Training activities encompass various options, such as Individual Training Accounts (ITAs), Occupational Skills Training, Worksite Training (Paid Internships and On-the-Job Training), Registered Apprenticeships, and Incumbent Worker Training. Emphasis is placed on career pathways within the region's targeted industry sectors. Non-Traditional Employment opportunities are available, and Occupational Skills Trainings are funded through ITAs, supported by a robust Eligible Training Provider List (ETPL). The ETPL includes training providers with a proven track record of securing quality employment outcomes for participants, offering industry-

recognized credentials, non-credit training and certificates, and credit certificates & degrees, including those from Rogue Community College Career Pathways certificates.

It should be noted that as we continue to serve Jackson and Josephine County, RWP has received a letter from Josephine County Commissioners indicating their request for termination of the Intergovernmental Agreement beginning July 1, 2024. We are exploring what effects it will have on the local area moving forward. Any substantive changes to the local plan will be documented in future planning documents (i.e., a plan modification).

#### 4.4 20 CFR 679.560(b)(18): Training Services

- A. Describe how training services outlined in 20 CFR 682 will be provided through the use of individual training accounts. If contracts for training services are used describe how they will be coordinated with the use of individual training accounts under 20 CFR 682; and
- B. Describe how the local board will ensure informed customer choice in the selection of training programs regardless of how training services are to be provided.

#### 4.4 A

An Individual Training Account (ITA) is intended to provide opportunities for adults and dislocated workers to gain and sustain skills necessary for competitive employment by financing training services. WIOA program participants who are in need of training, and who can benefit from that training, may be offered an ITA in the form of a vocational scholarship. ITAs should be short-term in nature and focused on skills relevant to job opportunities in the current economy that provide or lead to a self-sufficient wage. Qualifying training includes occupational skills training and registered apprenticeship program. Individual training accounts support the achievement of skill enhancements as appropriate to applicant eligibility, the requirements of each funding stream and funding availability. At a minimum, the criteria for the award of a scholarship will consider:

- The connection between the employment goal of the applicant and regionally targeted high demand, high skill or high wage occupations, or strategic emerging industries identified within the local unified plan; or
- The connection between the employment goal of the applicant and a career pathway leading to self-sufficiency; and
- The connection between the training requested and the employment goal or career pathway of the applicant; and
- Whether the applicant is willing to re-locate to find employment if the employment goal of the applicant does not relate to the high demand growth, or wage occupation within the workforce area; and
- Whether the applicant has sufficient resources to successfully complete the training program, including Pell Grant and other sources of financial aid or resources; and
  - The availability of resources to fund the scholarship; and
- The applicant demonstrates the necessary skills to complete the training and enter employment and has no legal barriers to entering the occupation for which the training is targeted.

#### 4.4 B

RWP ensures informed customer choice in training program selection through the implementation of the Eligible Training Provider List (ETPL). This list exclusively includes entities eligible to receive WIOA funds for providing training services to eligible adults, dislocated workers, and OSY. All entities receiving WIOA-funded Individual Training Accounts (ITAs) must be on the ETPL, unless an exception, approved by Rogue Workforce Partnership staff in accordance with WIOA Title I Policy 122(a), applies. This precise process guarantees that customers can choose training programs from approved entities while adhering to established policies and maintaining transparency.

#### 4.5 20 CFR 679.560(b)(7): Coordination with Rapid Response Activities

Describe how the local board will coordinate workforce investment activities carried out in the local area with statewide rapid response activities.

#### 4.5

Rogue Workforce Partnership (RWP) has established a responsive rapid response team, led by the RWP Dislocated Worker Liaison. This dynamic team comprises the WorkSource Oregon Business Services Team, RWP Business Services and Program Staff, and incorporates WorkSource Oregon Career Coaches as needed. The RWP Dislocated Worker Liaison diligently reports all local rapid response activities through the Oregon Rapid Response Activity Tracking System (ORRATS). Along with ORRATS the RWP DW Liaison is the direct contact for the statewide rapid response coordinator to coordinate local services and answer any questions the statewide rapid response team might have regarding rapid response services provided in the local area.

With a keen understanding of local workforce programs, our rapid response team actively participates in rapid response sessions to educate affected workers about available support programs. Subscribed to WARN notices, we stay informed about statewide layoffs involving 50 or more workers. Leveraging data collection software, our team conducts needs assessment surveys for impacted businesses and employees, using the gathered data to tailor services to meet their specific needs.

Being streamlined through WorkSource Oregon for Adult and Dislocated Worker Services and Wagner-Peyser Services enables us to take a targeted approach in assisting individuals impacted by job loss. Our rapid response team is dedicated to meeting individuals at their point of need, offering a range of services such as industry-specific training, job fairs, resume assistance, career exploration, referrals to community partners, layoff aversion, and on-site personalized career services.

Our overarching goal is to provide robust support to job seekers and businesses facing challenges related to job loss in our local area. Simultaneously, we keep our statewide rapid response contacts informed about the

comprehensive services we deliver to our community, ensuring a coordinated and effective response to workforce challenges.

#### 4.6 20 CFR 679.560(b)(10): Coordination with Supportive Services

Describe how the local board will coordinate WIOA Title I workforce investment activities in the local area with the provision of transportation and other appropriate supportive services.

#### 4.6

Supportive services, including transportation, childcare, and housing supports are coordinated through integrated program delivery, coordination & collaboration. Our region benefits from a high level of service integration between all the various public workforce system programs provided at the WorkSource Rogue Valley (WSRV) Centers. The “stacking” of training and support service funds through as-needed cross-program co-enrollment is done by staff and managers at the WSRV One-Stop Centers through established program funding criteria and protocols that provide for maximum flexibility, career advancement co-investments and success. All public workforce system partners work actively to coordinate supportive services and transportation for shared customers. Title IB Adult, Dislocated Worker and Youth fund are blended and braided with SNAP Employment & Training Program funds to provide resources enhanced support service payments to address the unique needs of job/career-seekers. Programs directly funded by the RWP must follow the Supportive Services Policy of the local board. Training and best practice sharing for frontline staff is routinely provided to ensure effective coordination of resources.

### WorkSource Oregon

#### 4.7 WorkSource Oregon/One-Stop Delivery System (Oregon Requirement)

List all WorkSource Oregon (WSO) Centers in the local area and provide for each site the:

- Location (City);
- WSO Center Type (Comprehensive, Affiliate, Partner Site/Specialized);
- List of Partners Represented; and
- Means of Service Availability by each Partner (physically present, direct linkage through technology, or referral only).

Each Center must be consistent with the One-Stop Center definitions and requirements contained in the [One-Stop Certification Policy](#) (including [Attachment A - WSO Centers and Other Sites – Requirements Matrix](#), [Attachment B - One-Stop Center Certification Minimum Requirements](#), [Attachment C - Certification Documentation Requirements](#), and [Attachment D - References.](#)) and the [Memorandum of Understanding and Cost Sharing Policy](#) (and attachments).

4.7

1.

- Location (City): Medford, Oregon
- WSO Center Type: Comprehensive
- List of Partners Represented; and
- Means of Service Availability by each Partner (physically present, direct linkage through technology, or referral only):

Program/Partner	Access	Compliant	Notes
Title I Adult and Dislocated Worker Services	A	YES	
Title I Youth Program Services	B	YES	Direct and available linkage is available via Unite Us and Podium. WSRV Staff identified to provide information regarding Youth Programs and Services
Title II Adult Education and Literacy Services	B	YES	Direct and available linkage is available via Unite Us and Podium. RCC and TRIO Staff maintain physical presence at WorkSource Centers on an appointment basis 1 day per week.
Title III Wagner-Peyser Employment Services	A	YES	
Title IV Vocational Rehabilitation Services	A	YES	
DHS Self-Sufficiency Programs	A	YES	
Carl D. Perkins Postsecondary Programs	B	YES	WSRV Business Team members identified to provide information regarding Carl D. Perkins Postsecondary Programs
Community Service Block Grant E&T	D	N/A	
Housing and Urban Development E&T	C	YES	HUD provides direct referrals to WSRV. WSRV Staff identified to provide information regarding HUD Programs and Services.
Job Corps	D	YES	This partner used to have a regular presence at the WorkSource center; due to funding and COVID impacts they do not currently have a presence. Technology enhancement required. Will seek to implement in PY '22.
Jobs for Veterans State Program	A	YES	
Migrant Seasonal Farmworker Program	A	YES	

National Farmworker Jobs Program	B	YES	OED MSFW staff is directly linked to Oregon Human Development which is the National Farmworker Jobs Program and is trained to provide information regarding National Farmworker Jobs Program.
Native American Programs	D	YES	Outreach has been conducted with the Coquille Indian Tribe and Cow Creek Band of Umpqua Tribe. Technology enhancement required. Will seek to implement in PY '22.
Second Chance Act Re-Entry (sec. 212) / Ex-Offender Re-entry Program	A	YES	OED Staff identified to provide Work Opportunity Tax Credit (WOTC) and Federal Bonding Program information and services. WSRV works with a number of Ex-Offender Re-Entry Programs including Jackson County Community Corrections, Golden Rule, Rogue Retreat, Recovery Café. Technology enhancement extending Unite Us use to include these partners will be pursued. Will seek to implement in PY '22.
Senior Community Employment Programs	A	YES	
Trade Adjustment Assistance Program	A	YES	
Unemployment Compensation Program	A	YES	
YouthBuild Program/Services	D	N/A	
Other:			

2.

- Location (City): Grants Pass, Oregon
- WSO Center Type: Comprehensive
- List of Partners Represented; and
- Means of Service Availability by each Partner (physically present, direct linkage through technology, or referral only):

Program/Partner	Access	Compliant	Notes
Title I Adult and Dislocated Worker Services	A	YES	
Title I Youth Program Services	B	YES	Direct and available linkage is available via Unite Us and Podium. WSRV Staff identified to provide information regarding Youth Programs and Services

Title II Adult Education and Literacy Services	B	YES	Direct and available linkage is available via Unite Us and Podium. RCC and TRIO Staff maintain physical presence at WorkSource Centers on an appointment basis 1 day per week.
Title III Wagner-Peyser Employment Services	A	YES	
Title IV Vocational Rehabilitation Services	A	YES	
DHS Self-Sufficiency Programs	A	YES	
Carl D. Perkins Postsecondary Programs	B	YES	Business Team WSRV Staff identified to provide information regarding Carl D. Perk Postsecondary Programs
Community Service Block Grant E&T	D	N/A	
Housing and Urban Development E&T	C	YES	HUD provides direct referrals to WSRV. WSRV Staff identified to provide information regarding HUD Programs and Services.
Job Corps	D	YES	This partner used to have a regular presence at the WorkSource center; due t funding and COVID impacts they do not currently have a presence. Technology enhancement required. Will seek to implement in PY '22.
Jobs for Veterans State Program	A	YES	
Migrant Seasonal Farmworker Program	A	YES	
National Farmworker Jobs Program	B	YES	OED MSFW staff is directly linked to Oregon Human Development which is the National Farmworker Jobs Program and is trained t provide information regarding National Farmworker Jobs Program.
Native American Programs	D	YES	Outreach has been conducted with the Coquille Indian Tribe and Cow Creek Band Umpqua Tribe. Technology enhancement required. Will seek to implement in PY '22
Second Chance Act Re-Entry (sec. 212) / Ex-Offender Re-entry Program	A	YES	OED Staff identified to provide Work Opportunity Tax Credit (WOTC) and Feder Bonding Program information and services WSRV works with a number of Ex-Offender Re-Entry Programs including Jackson County Community Corrections, Golden Rule, Rog Retreat, Recovery Café. Technology enhancement extending Unite Us use to include these partners will be pursued. Wi seek to implement in PY '22.
Senior Community Employment Programs	A	YES	
Trade Adjustment Assistance Program	A	YES	



Unemployment Compensation Program	A	YES	
YouthBuild Program/Services	D	N/A	

#### 4.8 One-Stop Operator Procurement (Oregon Requirement)

- A. Identify the One-Stop Operator.
- B. Describe the procedures and timelines for future procurement of a One-Stop Operator consistent with the [One-Stop Operator Procurement Policy](#) (including [Attachment A - Process for Local Workforce Development Boards as One-Stop Operator](#)).

#### 4.8 A.

The current One-Stop Operator for our region is the Rogue Consortium One-Stop Operator. The operator is a collaboration of key organizations, including:

- Oregon Employment Department
- Equus Workforce Solutions (formerly ResCare Workforce Services)
- Rogue Community College – Adult Basic Skills

#### 4.8 B.

We are in the planning phase for a procurement process to select a new one-stop operator. The effective date for the new operator is July 1, 2024.

#### 4.9 One-Stop Center Certification (Oregon Requirement)

Identify the established procedures for ongoing certification of one-stop centers consistent with [One-Stop Certification Policy](#) (including [Attachment A - WSO Centers and Other Sites – Requirements Matrix](#), [Attachment B - One-Stop Center Certification Minimum Requirements](#), [Attachment C - Certification Documentation Requirements](#), and [Attachment D - References](#)).

#### 4.9

RWP will initiate a competitive procurement process, as mandated by sec. 121(d)(2)(A) of WIOA, to select the one-stop operator. This process, conducted at least once every four years, aligns with 20 CFR 678.700 criteria. RWP, overseeing the competitive selection, follows state policies and procedures for consistency. Additionally, as a non-Federal entity, we will utilize a competitive process based on local procurement policies, with written documentation explaining the determination of the competitive process for selecting a one-stop operator. This ensures transparency, adherence to principles, and accountability in the procurement process.

#### 4.10 WorkSource Oregon Operational Standards (Oregon Requirement)

- A. Do all Comprehensive and Affiliate WSO Centers in the local area provide services that meet or exceed the [WorkSource Oregon Operational Standards](#) effective June 9, 2023?
- B. If not, please describe the strategies to bring WSO Centers into compliance.

**4.10 A.**

Yes.

**4.10 B.**

N/A

**4.11 20 CFR 679.560(b)(11): Improving Service Delivery**

Describe plans, assurances, and strategies for maximizing coordination, improving service delivery, and avoiding duplication of Wagner-Peyser Act (29 U.S.C. 49 et seq.) services and other services provided through WorkSource Oregon (as defined).

**4.11**

The Oregon Employment Department (OED) was designated as the contracted services provider for Title IB Adult/Dislocated Workers and state general fund programs, effective July 2020. Our plans, assurances, and strategies for maximizing coordination, improving service delivery, and avoiding duplication of services under 20 CFR 679.560(b)(11) include:

1. **Centralized Management Structure:**
  - Coordinate services through a centralized management structure, where all OED program services and board-contracted services are managed by a single OED regional management team. This ensures cohesive oversight and efficient communication across programs.
2. **Collaborative Planning and Communication:**
  - Conduct regular collaborative planning sessions to align Wagner-Peyser Act services and other services provided through WorkSource Oregon. This includes joint discussions with stakeholders to identify areas of improvement, share best practices, and enhance overall service delivery.
3. **Data Sharing and Integration:**
  - Implement robust data sharing mechanisms to facilitate seamless integration of Wagner-Peyser Act services with other services. This allows for a comprehensive understanding of participant needs and avoids duplication of efforts by tailoring services based on a holistic view of individual requirements.
4. **Continuous Performance Monitoring:**
  - Establish a system for continuous performance monitoring, including regular assessments of service delivery effectiveness. This involves the use of performance metrics to identify areas for improvement and ensure the highest quality of services to participants.
5. **Staff Training on Coordination Protocols:**
  - Provide staff with targeted training on coordination protocols to enhance their ability to collaborate effectively and avoid service duplication. This training emphasizes the importance of a unified approach in delivering services to maximize impact.
6. **Feedback Mechanisms:**
  - Build feedback mechanisms involving participants, staff, and relevant stakeholders to gather insights on service delivery experiences. This feedback is instrumental in refining strategies, addressing challenges, and optimizing coordination efforts.

These strategies collectively ensure that our service delivery system operates efficiently, avoids duplication of efforts, and maximizes coordination to provide seamless and impactful services to participants in alignment with the requirements of 20 CFR 679.560(b)(11).

## Physical and Programmatic Accessibility

### 4.12 20 CFR 679.560(b)(5)(iii): Accessibility

- A. Describe how entities within WorkSource Oregon (as defined), including one-stop operators and one-stop partners, will comply with 29 CFR, Part 38, if applicable, and applicable provisions of the Americans with Disabilities Act of 1990 (42 U.S.C. 12101 et seq.) regarding the physical accessibility of facilities, programs and services, technology, and materials for individuals with disabilities.
- B. Describe how entities within WorkSource Oregon (as defined), including one-stop operators and one-stop partners, will comply with 29 CFR, Part 38, if applicable, and applicable provisions of the Americans with Disabilities Act of 1990 (42 U.S.C. 12101 et seq.) regarding the programmatic accessibility of facilities, programs and services, technology, and materials for individuals with disabilities.
- C. Considering the response in A. and B., describe how entities with WorkSource Oregon (as defined) provide staff training and support for addressing the needs of individuals with disabilities.

#### 4.12 A.

Entities within WorkSource Oregon, including one-stop operators and one-stop partners, ensure compliance with 29 CFR, Part 38, and the Americans with Disabilities Act (ADA) regarding the physical accessibility of facilities, programs, services, technology, and materials for individuals with disabilities. This includes strict adherence to ADA guidelines, conducting ADA Compliance Inspections, visible signage for guidance, and provision of ADA equipment to guarantee accessibility. Measures such as wheelchair-accessible stations, sit/stand stations, and the use of the Job Access With Speech (JAWS) computer program demonstrate our commitment to physical accessibility.

#### 4.12 B.

Entities within WorkSource Oregon, including one-stop operators and one-stop partners, adhere to 29 CFR, Part 38, and the Americans with Disabilities Act (ADA) regarding the programmatic accessibility of facilities, programs, services, technology, and materials for individuals with disabilities. Our comprehensive approach includes language accessibility through bilingual staff, Language Line service, ASL translators, TTY/TDD services, and Universal Access Tools for digital inclusivity. Additional resources such as on-site interpreters, video interpretation services, ADA resources like JAWS, and Universal ADA Navigator Training contribute to programmatic accessibility.

#### 4.12 C.

Entities within WorkSource Oregon prioritize staff training and support for addressing the needs of individuals with disabilities. Our commitment to accessibility is reinforced through measures such as designated staff completing Universal ADA Navigator training, partnerships with Vocational Rehabilitation for ongoing support, and the provision of various accessibility resources, including JAWS, TTY/TDD services, and ADA equipment. This ensures that our team possesses the skills and knowledge to comprehensively support individuals with disabilities in accessing and engaging with our programs and services.

#### 4.13 20 CFR 679.560(b)(5)(ii): Virtual/Remote Access

Describe how the local board will facilitate access to services provided through WorkSource Oregon (as defined), including in remote areas, through the use of technology and other means.

#### 4.13

Rogue Workforce Partnership is committed to ensuring seamless access to services p across all its WIOA IB Adult, Dislocated Worker, and Youth programs. Leveraging technology and innovative solutions, we have established a fully virtual service delivery model to reach participants throughout our service area.

##### *Key Initiatives:*

##### 1. **Virtual Service Delivery:**

- Our programs support fully virtual service delivery, allowing participants to access services from the convenience of their locations, regardless of geographical barriers.

##### 2. **Emitrr Integration:**

- We have integrated Emitrr, a smart response tool, to enhance customer interaction and responsiveness. Emitrr automatically responds to inquiries via [roguecareers.org](http://roguecareers.org), [worksourceroguevalley.org](http://worksourceroguevalley.org), and [projectyouthplus.org](http://projectyouthplus.org), ensuring an immediate and efficient response mechanism.

##### 3. **Technology-Equipped Providers:**

- Service providers within our network are equipped with state-of-the-art computer equipment, including webcams and electronic signature pads. This technology facilitates secure virtual interactions and document handling, ensuring the continuity of high-quality service delivery.

##### 4. **Secure Document Upload Technology:**

- Our virtual service delivery includes secure document upload technology, enabling participants to submit required documentation electronically, ensuring a streamlined and secure process.

##### 5. **My WorkSource Website:**

- Participants have access to the My WorkSource website, providing a user-friendly platform for accessing a comprehensive array of resources. The website includes features such as a live transcript of accessed services, empowering participants to track their progress and engagement.

Through these initiatives, RWP aims to eliminate barriers and enhance accessibility to services. The integration of technology ensures efficiency, responsiveness, and a participant-centric approach to service delivery.

## Section 5: Compliance

Please answer the questions in Section 5 in ten (10) pages or less. Most responses should be staff-driven as each are focused on the organization's compliance with federal or state requirements. Provide a response for all items identified. Required documents can be included as attachments.

### Local Board

#### 5.1 20 CFR 679.320: Local Board Membership

(TEGL 27-14, cited in Policy, is no longer active)

Complete the Local Board Membership Roster form provided (same as Attachment C - Local Board Membership Roster Template) consistent with [Oregon WTDB Policy Local Board Membership Criteria](#) (including [Attachment A - Local Board Membership Requirements](#), [Attachment B - LWDB Membership Calculator \(Excel\)](#), [Attachment C - Local Board Membership Roster \(template\) \(updated 11/1/2021\)](#), and [Attachment D - References](#)). Submit the Local Board Membership Roster form as an attachment.

#### 5.2 20 CFR 679.320: Local Board Membership Policy

(TEGL 27-14, cited in Policy, is no longer active)

Submit as an attachment the local board policy and process for nomination and appointment of board members compliant with [Oregon WTDB Policy Local Board Membership Criteria](#) (including [Attachment A - Local Board Membership Requirements](#), [Attachment B - LWDB Membership Calculator \(Excel\)](#), [Attachment C - Local Board Membership Roster \(template\) \(updated 11/1/2021\)](#), and [Attachment D - References](#)).

#### 5.3 20 CFR 679.310(a): Local Board Certification

Complete Local Workforce Development Board Certification Request form provided (available in October 2023 through Basecamp) consistent with [WIOA Title I Policy Appointment and Certification of Local Workforce Development Boards](#) (including [Attachment A - LWDB Certification Request Letter Template](#), [Attachment B - LWDB Board Certification Process](#), and [Attachment C - References](#)). Submit the Local Workforce Development Board Certification Request form as an attachment.

#### 5.4 Equal Opportunity Officer (Oregon Requirement)

Provide the name, organization, and contact information of the designated equal opportunity officer for WIOA within the local area.

### 5.4

Haylee Ulrey, Senior Operations Manager

### 5.5 Local Board Documents (Oregon Requirement)

Provide completed copies of the following local board approval forms as an attachment:

- Statement of Concurrence
- Partner Statement of Agreement
- Assurances

WIOA compliant versions of these documents are available in October 2023 through Basecamp.

## Required Elements

### 5.6 20 CFR 679.560(b)(14): Responsible Entity for Grant Fund Disbursement

Identify the entity responsible for the disbursement of grant funds described in 20 CFR 679.420, as determined by the chief elected official or the Governor under the same section (20 CFR 679.420).

## 5.6

Rogue Workforce Partnership was designated by the local chief elected officials as the grant recipient and fiscal agent for the Jackson and Josephine County Workforce area.

### 5.7 20 CFR 679.560(b)(15): Competitive Process for Subgrants

- A. Describe how the local board remains a neutral broker of adult, dislocated worker, and youth services consistent with [Oregon Executive Order 13-08](#) by describing the competitive process that will be used to award subgrants and contracts for WIOA Title I activities.
- B. Submit an organization chart as an attachment that depicts a clear separation of duties between the board and service provision.
- C. Provide the current names of contracted organizations and the duration of each contract for WIOA Title I Adult, Dislocated Worker, and Youth services.

## 5.7 A.

The Rogue Workforce Partnership competitively procures all WIOA Title I B Adult, Dislocated Worker, and Youth services to ensure maximum competition and adequate delivery of services, except in the case of sole source selection if one or more of the following conditions apply 2 CFR 200.320(c).

During an open procurement, all applicants are prohibited from contacting members of the RWP Board regarding the procurement to avoid real or perceived conflicts of interest. RWP takes every precaution to ensure that both the development of the requests as well as our review are kept confidential until an official award has been announced.

Requests for Proposals (RFP's) will be publicized and solicited from an adequate number of qualified sources. Description of required services or components, clear description of any technical requirements, and evaluation factors and their relative importance will be identified in the RFP.

Responses will be reviewed and evaluated based on consistent grading methods for each proposal. Review Committees or a third-party evaluator will be established for evaluating delivery of Title I B Adult, Dislocated Worker, and Youth.

When selecting contractors and service providers, awards will be made to the responsible firm whose proposal is most advantageous to the program. Selection consideration will be given to such matters as price, contractor integrity, compliance with public policy, record of past performance, and financial and technical resources. An additional price analysis will be conducted if the anticipated award amount is in excess of the Simplified Acquisition Threshold as set by federal guidance.

Bidders may be required to complete a Statement of Qualifications (SOQ). The SOQ must be approved by the Executive Director or designee prior to the award of funds. Contractors will be verified that they are not excluded from participation in federal awards.

Contracts are administered to ensure contractor conformance with the terms, conditions, and specifications. Contractor performance reviews and monitoring shall be done per established policy and procedures of RWP's requirements.

Records sufficient to detail the history of procurement will be maintained. These records will include, but are not necessarily limited to, the following: rationale for the method of procurement, selection of contract type, contractor selection or rejection, and the basis for the contract price.

Bidders will be notified with the results of the procurement. Bidders may file a written appeal within seven (7) calendar days after the award, to the Executive Director at the administrative office. Appeals will be handled according to RWP's complaint resolution procedures. If appealed, the effective date of contract award may be delayed pending resolution of the appeal. RWP reserves the right to renegotiate or reissue an RFP should an appeal for non-award be upheld.

**5.7 B.**

See Attached (saved to attachment folder)

**5.7 C.**

**WIOA Title IB Adult & Dislocated Worker Programs**

RWP followed pursued a Sole Source procurement with the Oregon Employment Department in early 2020 for Title IB Adult and Dislocated services at the WorkSource Rogue Valley Centers. A service provider selection was finalized and services began July 2020 with the new provider, Oregon Employment Department. The contract duration is for 1 year, with provisions for renewal in subsequent years until procurement is required again.

#### **WIOA Title IB Youth Program**

RWP conducted a competitive procurement process in early 2020 for Title IB Youth services. A service provider selection was finalized, and services began July 2020 with the new provider, Project Youth+. The contract duration is for 1 year, with provisions for renewal in subsequent years until procurement is required again.

#### **5.8 20 CFR 679.560(b)(12): WIOA Title II Application Review**

Describe how the local board will carry out the review of local applications submitted under Title II consistent with 20 CFR 679.370(n)(1).

#### **5.8**

The local Title II provider is on the local workforce board and participated in the local workforce strategic planning session. Both agencies will work closely together to make sure that the plans are aligned, and that collaboration continues to ensure that Title II activities are represented and aligned with Title I services within the workforce system.

#### **5.9 20 CFR 679.560(b)(13): Local Cooperative Agreements**

Submit as an attachment executed cooperative agreements which define how all local service providers, including additional providers, will carry out the requirements for integration of and access to the entire set of services available in WorkSource Oregon (as defined) 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 consistent with 20 CFR 679.370(n)(3).

#### **5.10 20 CFR 679.560(b)(5)(iv): Memorandum of Understanding and Infrastructure Funding Agreement**

Describe the roles and resource contributions of the WorkSource Oregon partners by providing as an attachment the current Memorandum of Understanding and Infrastructure Funding Agreement for the local area.



#### 5.11 20 CFR 679.560(b)(16): Negotiated Performance

Provide as an attachment, the local levels of performance negotiated with the Governor and chief elected official consistent with 20 CFR 677.205-230, to be used to measure the performance of the local area and to be used by the local board for measuring the performance of the local fiscal agent (where appropriate), eligible providers under WIOA Title I subtitle B, and the WorkSource Oregon delivery system in the local area.

#### 5.12 20 CFR 679.560(b)(21): Priority of Service

Describe the direction given by the Governor ([WTDB Priority of Service Policy](#)) and the local board to the one-stop operator to ensure priority for adult career and training services will be given to recipients of public assistance, other low-income individuals, and individuals who are basic skills deficient consistent with WIOA sec. 134(c)(3)(E) and 20 CFR 680.600.

#### 5.12

Rogue Workforce Partnership has established a policy to provide priority for access to Workforce Innovation and Opportunity Act (WIOA) Individualized Career Services and Training Services to participants who meet the requirements outlined in the Jobs for Veterans Act and the WIOA. Priority must be provided in the following order:

1. Veterans and eligible spouses who are included in the groups given statutory priority for WIOA Adult formula funding (see 2.).
2. Individuals who are not veterans or eligible spouses and who meet one of the statutory priorities for WIOA Adult formula funding:
  - Recipients of public assistance
  - Low income
  - Basic skills deficient
3. Veterans and eligible spouses who are not included in WIOA's priority groups.
4. Priority populations established by the Governor and/or LWDB.
5. Non-covered persons outside the groups given priority under WIOA.

Oregon's Governor and/or the Workforce and Talent Development Board (WTDB) may identify additional populations and/or priorities based on additional factors (e.g., economic shifts, business needs). If the Governor or WTDB identify additional populations and/or priorities, it will be detailed in a modification of Oregon's WIOA State Plan. LWDBs must respond to these state-level changes appropriately (e.g., Local Plan modification, new or updated policies or procedures).

#### 5.13 20 CFR 679.560(b)(19): Public Comment Period

Describe the process used by the local board, consistent with 20 CFR 679.550(b), to provide a 30-day public comment period prior to submission of the plan, including an opportunity to have input into the development of the local plan, particularly for representatives of businesses, education, and labor organizations.

### 5.13

The plan will be placed on the Rogue Workforce Partnership’s website for 30 days and this will include a mechanism for readers and reviewers to send comments on the plan. A press release will be sent to all newspapers in the Rogue Valley to advise that the plan is available electronically for comment. Any comments received will be incorporated into the plan before its submission to the state by March 18, 2024.

### 5.14 Compliance Concerns (Oregon Requirement)

State any concerns the local board has with ensuring the compliance components listed below are in place. Copies of documents are not required at this time but may be requested during monitoring.

- Administration of funds
- Agreement between all counties and other local governments, if applicable, establishing the consortium of local elected officials
- Agreement between the Local Elected Officials and the Workforce Development Board
- Local Workforce Development Board Bylaws
- Code of Conduct
- Approved Budget
- Required policies on the following topics:
  - Financial Management including cost allocation plan, internal controls, cash management, receipts of goods, cost reimbursement, inventory and equipment, program income, travel reimbursement, audit requirements and resolution, annual report, property management, debt collection, procurement, allowable costs
  - Program Management including equal opportunity for customers, supportive services, needs related payments, file management, eligibility, self-sufficiency criteria, individual training accounts, layoff assistance, priority of services, grievance for eligible training providers list, determination of an insufficient number of eligible training providers in the local area (if applicable), transitional jobs, stipends, training verification/refunds,
  - Risk Management including records retention and public access, public records requests, monitoring, grievance, incident, disaster recovery plan
  - Board Policies including board appointment, board resolutions, conflict of interest
  - Human Resources including employee classification, benefits, holidays and PTO, recruitment and selection, employee development, discipline, layoffs, terminations, and severance, drug policy, sexual harassment, equal opportunity/non-discrimination
- Professional Services Contract for Staffing/Payroll Services, if applicable
- Contract for I-Trac Data Management System

### 5.14

It should be noted that as we continue to serve Jackson and Josephine County, RWP has received a letter from Josephine County indicating their request for termination of the Intergovernmental Agreement and we are exploring what effects it will have on the local area moving forward. Any substantive changes to the local plan will be documented in future planning documents (i.e., a plan modification). RWP has no concerns with ensuring the additional compliance listed above.