

<b>Lane Workforce Partnership Local Strategic Unified Workforce Plan</b>	
<b>Primary Focus Area</b>	Workforce Development
<b>Secondary Focus Area(s)</b>	
<b>Type of plan (Functional, general, etc.)</b>	Functional
<b>Motivation/Purpose for the Plan</b>	<p>In January 27, 2000, the Lane Workforce Partnership was appointed as the Workforce Investment Board under the Workforce Investment Act by the Lane County Board of Commissioners, and the City Councils of Eugene and Springfield. As a Workforce Investment Board, the Workforce Partnership is charged with the responsibility of coordinating, promoting, and supporting workforce development activities in Lane County. Further, this document builds upon the Oregon Workforce Investment Board (OWIB) strategic Plan of 2012.</p> <p>The purpose of the plan is to align local investments with OWIB's strategic plan.</p>
<b>Author/Organization</b>	Lane Workforce Partnership
<b>Plan Developer(s)</b>	
<b>Date Created</b>	2012
<b>Date Approved</b>	
<b>Date Updated (or scheduled to be updated)</b>	Summer 2015
<b>Geographic Scope</b>	Lane County
<b>Key Themes</b>	<p>The Lane Workforce Partnership is a business-led workforce development organization dedicated to assisting employers recruit and retain employees, and to helping individuals find employment and progress in their careers.</p> <p><b>Mission Statement:</b> <i>To meet the workforce needs of employers and individuals through partnerships and innovation</i></p> <p>Four Categories of Customers being served through the Workforce Network and Lane Community College:</p> <ol style="list-style-type: none"> <li>1. Businesses</li> <li>2. Universal Job Seekers</li> <li>3. Low-income Adults</li> <li>4. Dislocated Workers</li> </ol> <p>Also addresses the Governor's four focus areas for workforce development:</p> <ol style="list-style-type: none"> <li>1. Health Care</li> <li>2. Manufacturing</li> <li>3. Regional High Wage, High Skill Jobs</li> </ol>

**Lane Workforce Partnership Local Strategic Unified Workforce Plan**  
continued

	4. Green Jobs for Clean Technology
<b>Location/URL</b>	<a href="http://laneworkforce.org/wp-content/uploads/2012/10/LOCAL-PLAN-2012-10-02a.pdf">http://laneworkforce.org/wp-content/uploads/2012/10/LOCAL-PLAN-2012-10-02a.pdf</a>
<b>Inputs</b>	
<b>What Inputs</b>	<input checked="" type="checkbox"/> Qualitative: (see Input Analysis below) <input checked="" type="checkbox"/> Quantitative: (see Input Analysis below) <input type="checkbox"/> Other:
<b>Input Analysis</b>	Local Market Analysis: Demographics (Income, Education); Governance; One-Stop Delivery System; Service Gaps; Strengths and Improvement Opportunities; Resources; Performance Outcomes
<b>Source</b>	Department of Human Services, Oregon Dept. of Education, The Education Trust, Oregon Labor Market Information System, Oregon Labor Market Information System
<b>Address TBL?</b>	<input type="checkbox"/> Yes, Explicitly <input checked="" type="checkbox"/> Yes, Implicitly
<b>Are any of the following impacts addressed?</b>	<input checked="" type="checkbox"/> Economic <input type="checkbox"/> Environmental <input checked="" type="checkbox"/> Quality of life <input type="checkbox"/> Social <input checked="" type="checkbox"/> Equity
<b>Input presentation</b>	
<b>Input leads to policies</b>	<input checked="" type="checkbox"/> Policies in plan derive from plan inputs Comments: <ul style="list-style-type: none"> <li>• Policies are addressed in Appendix 1</li> <li>• Policies are intended to build upon and integrate the OWIB strategic plan of 2012</li> </ul>
<b>Policies/ Actions without supporting inputs</b>	
<b>Inputs and Goals</b>	<input checked="" type="checkbox"/> Goals are supported by inputs. Comments:
<b>Input Scope</b>	<input type="checkbox"/> Narrow <input type="checkbox"/> Broad Comments:
<b>Public Involvement and Consultation</b>	<input type="checkbox"/> Public engagement <input checked="" type="checkbox"/> Input from Boards and Commissions <ul style="list-style-type: none"> <li><input checked="" type="checkbox"/> Within topic area</li> </ul> Oregon Workforce Investment Board and Lane Workforce Investment Board <ul style="list-style-type: none"> <li><input type="checkbox"/> Outside topic area (<i>If so, list them here</i>)</li> </ul> The plan was advised by a board of directors, consisting of local businesses, non-profit organizations, and state and local government agencies.
<b>Goals</b>	

**Lane Workforce Partnership Local Strategic Unified Workforce Plan**  
continued

<p><b>Key Goals/ Recommendations</b></p>	<p><b>Lane Workforce Partnership Board of Directors Goals and Strategic Objectives:</b></p> <ul style="list-style-type: none"> <li>• <b>GOAL I: To build a pipeline of higher skilled workers to meet employers' demand</b>            STRATEGIC OBJECTIVES:           <ul style="list-style-type: none"> <li>○ Increase academic skills, workforce readiness, and occupational skills of the emerging workforce</li> <li>○ Increase work experience, internship and pre-apprenticeship opportunities for the emerging workforce</li> <li>○ Increase training and employment opportunities for transitional and current workers in high wage, high demand occupations and careers</li> <li>○ Offer targeted services to meet the training and employment needs of people with disabilities, veterans, 50+, and minorities</li> </ul> </li>   <li>• <b>GOAL II: To advance workforce system integration and service delivery alignment</b>            STRATEGIC OBJECTIVES:           <ul style="list-style-type: none"> <li>○ Increase opportunities for individuals to skill-up in the WorkSource Lane Centers</li> <li>○ Increase access to on-line learning opportunities for WorkSource Lane customers</li> <li>○ Expand employer engagement within the workforce system.</li> <li>○ Increase utilization of WorkSource Lane for job listings and recruitment by businesses in targeted sectors</li> </ul> </li>   <li>• <b>GOAL III: To invest, oversee, and promote a workforce system that meets the needs of employers and job seekers to advance economic development</b>            STRATEGIC OBJECTIVES:           <ul style="list-style-type: none"> <li>○ Review the effectiveness of training investments and job placement services</li> <li>○ Monitor local unified plan implementation</li> <li>○ Regularly inform the community on the effectiveness of the workforce system</li> <li>○ Implement customer satisfaction measure in collaboration with the Oregon Workforce Investment Board</li> </ul> </li>   <li>• <b>GOAL IV: To align employers, workforce, education, human services, and economic development policies and programs to increase business competitiveness</b>            STRATEGIC OBJECTIVES:           <ul style="list-style-type: none"> <li>○ To implement sector strategies in manufacturing and healthcare</li> <li>○ Establish Lane County as a certified Work Ready Community</li> <li>○ Align with community and economic development initiatives that foster the board's mission</li> <li>○ Promote initiatives with K-12 and community college to align</li> </ul> </li> </ul>
--	--

**Lane Workforce Partnership Local Strategic Unified Workforce Plan**  
continued

	<p style="text-align: center;">curricula to workforce opportunities and needs</p> <ul style="list-style-type: none"> <li>• GOAL V: Increase federal and non-federal resources for board initiatives</li> <li>• STRATEGIC OBJECTIVES: Support statewide and regional initiatives to increase funding for workforce development Pursue grant opportunities and new partnerships</li> </ul>
<b>Desired Outcomes</b>	To meet the workforce needs of employers and individuals through partnerships and innovation.
<b>Crossover Goals</b>	
<b>Strategies</b>	
<b>Strategies and Action Items</b>	(See Key Goals/Recommendations above for Strategic Objectives)
<b>Strategies for Implementation</b>	<p><b>Strategies to Develop the Region’s Education and Worker Training:</b></p> <ul style="list-style-type: none"> <li>• <b>Youth and Emerging Workers</b> <ul style="list-style-type: none"> <li>○ Internships</li> <li>○ Workforce readiness</li> <li>○ Academic skills improvement</li> <li>○ Earn and learn</li> </ul> </li> <li>• <b>Transitional workers</b> <ul style="list-style-type: none"> <li>○ Provide outreach</li> <li>○ Work-based training</li> <li>○ Targeted allocations</li> </ul> </li> <li>• <b>Current Workers</b> <ul style="list-style-type: none"> <li>○ Outreach</li> <li>○ Wage progression</li> <li>○ Targeted allocations</li> </ul> </li> </ul> <p><b>Integration and Support:</b></p> <ul style="list-style-type: none"> <li>• Career pathways</li> <li>• Workforce consortia</li> <li>• Target population that include TANF recipient delivery</li> <li>• Economic development activities</li> </ul> <p><b>Additional:</b></p> <ul style="list-style-type: none"> <li>• Engage business and education in solving workforce issues</li> <li>• Industry clusters</li> </ul> <p>Detailed strategies for implementation are included in a spreadsheet format.</p>
	<input checked="" type="checkbox"/> Strategies for implementation accomplished regularly

**Lane Workforce Partnership Local Strategic Unified Workforce Plan**  
continued

<b>Policies and Capital or Program Investments</b>	
<b>Direction of policies and use of resources</b>	Lane Workforce Partnership’s strategies include the alignment of business, workforce development, education, human services and economic development policies and programs in addition to Increasing federal and non-federal resources for board initiatives, policies, and programs. Detailed strategies for implementation are included in a spreadsheet format.
<b>CIP Connections</b>	Plan includes Funding and Budgets (attachment C). ARRA Stimulus funding has largely expired and will be spent out by June 30, 2012
<b>Investment Links</b>	
<b>Plan Performance and Maintenance</b>	
<b>Strategies for Maintenance</b>	N/A  <input type="checkbox"/> Strategies for Maintenance accomplished regularly
<b>Plan Performance</b>	<p><b>Performance Metrics/Common Measures</b></p> <p>For Adults and Dislocated Workers:</p> <ul style="list-style-type: none"> <li>• Entered employment rate</li> <li>• Employment retention rate</li> <li>• Average earnings</li> </ul> <p>For Youth:</p> <ul style="list-style-type: none"> <li>• Placement in employment or education</li> <li>• Attainment of a degree or certificate</li> <li>• Literacy and numeracy gains</li> </ul> <p>Lane Workforce Partnership is regularly monitored by the State of Oregon Community Colleges and Workforce Development Department and the Federal Department of Labor.</p> <p>Regular performance reports are given to the LWP Board of Directors and to the Oregon Workforce Investment Board.</p>
<b>Linkages and Connections with Other Plans and Agencies</b>	
<b>Connections to other plans</b>	Oregon Workforce Investment Board’s (OWIB) strategic plan of 2012 and 2006, 2008, 2010, 2012 State of the Workforce Reports
<b>Connections to other agencies</b>	Board Member Organizations Experience Works Older Workers Program (Title V) Lane County Community and Economic Development Department Lane Community College Oregon Employment Department Oregon Department of Human Services Oregon Workforce Investment Board Vocational Rehabilitation

# Lane Workforce Partnership Local Strategic Unified Workforce Plan

