

AGENDA
Oregon Workforce Investment Board
Friday, March 8, 2013
1:00 – 4:00 pm
Oregon Community Credit Union
2880 Chad Drive
Eugene, OR 97408

Oregon at Work
Quality Jobs – Skilled Workers
Contributing to a strong state economy and local prosperity

I. Open Public Comment	Chair	1:00 pm	
II. Introductions & Announcements	Chair	1:10 pm	
III. Consent Agenda	Chair	1:30 pm	
1. December 14, 2012 meeting minutes			
<i>The Board will approve the consent agenda without discussion unless prior notice is received to remove any item from the consent agenda.</i>			
IV. Agenda Items			
2. HB 4141 Report and Executive Order – Status Report and Board discussion	Agnes	1:35 pm	45 minutes
3. Career Pathways Report – Information Item	Mimi Maduro	2:20 pm	30 minutes
4. New Job Market Information and Dashboard – Information Item	Graham Slater	2:50 pm	30 minutes
5. Committee and Other Reports --		3:20 pm	40 minutes
<ul style="list-style-type: none"> • State Chairs Meeting – National Governors’ Association • Industry Sectors Committee • System Innovation Committee • Certified Work Ready Communities/NCRC 	Chair Dave Marvin Barbara		

Oregon Workforce Investment Board meetings are held in accordance with open meeting laws and with accessibility requirements. If there is a person with a disability who may need assistance in order to attend or participate in a meeting or if a person wishes to offer comments on any item on the agenda, please notify Meg Reinhold at 503-947-2451. TTY is also available: 1-800-735-2900. A sign-up sheet for those who wish to offer comments or testimony on any item will be available at the meeting.

Directions to Oregon Community Credit Union: Corporate Offices

2880 Chad Dr., Eugene, OR 97408 (541) 687-2347

From I-5 Northbound and Southbound

1. Take Exit **195B** from I-5 toward “**Oregon Coast/Florence**” (**Randy Papé Beltline**)
2. Merge onto **OR-569W**
3. Take **Exit 12** for **Coburg Road** toward Eugene
4. Turn right onto **Coburg Road**
5. Take the 1st right onto **Chad Dr.**
6. **Note:** Corporate offices to the **east** of Costco – plenty of parking available
7. Go through double doors to conference room

Oregon Workforce Investment Board

2013 Meeting Schedule

Meeting Times:

***1:00 pm – 4:00pm**

Date	Location	Room
June 21	TBD	
September 20	TBD	
December 6	TBD	

For more information, please contact:

Yolonda Garcia
OWIB Support Staff
(503) 947-5949
yolonda.garcia@state.or.us

***Times subject to change**

Minutes

Oregon Workforce Investment Board

Date: December 14, 2012

Time: 1:00 – 4:00 pm

Location: Chemeketa Community College – Board Room

Type of meeting:	Oregon Workforce Investment Board (OWIB)
OWIB Staff:	Greg White
Note Taker:	Yolonda Garcia
Attended:	Greg White, Agnes Balassa, Alan Unger, Barbara Byrd, Camille Preus, Dave Baker, David Gutzler, Jesse Gamez, Ken Madden, Lori Luchak, Mark Lewis, Marvin Révoal, Megan Helzerman, Rosie Pryor , Susan Brown, Susan King,
Others Attending:	Cheryl Yehling, Andrew McGough, Art Hill, Chuck Forster, Clay Martin, Karen Humelbaugh, Kim Parker, Monty Johnson, Yolonda Garcia, Susan Buell, Jim Fong, Paul Hill
Represented WPC Members Present:	Karen Goddin, Laurie Warner, Xochitl Esparza
Unable to Attend:	

Public Comment

No public comment.

Self Introductions & Announcements

Marvin Révoal announced that Pacific Benefit Planers is the only DBE in the state of Oregon designed to help private businesses and governmental entities meet the goals and assessments the Governor has set for companies that work with women and minority owned businesses.

Consent Agenda

A motion was made, seconded and unanimously carried to approve the consent agenda. Consent agenda included minutes from the September 21, 2012 meeting. Laurie Warner will be listed in the “attended” section of the minutes only.

Agenda Item - OWIB Approval of Local Strategic Plans - Action

Greg White asked the board to be cognizant of what a milestone this is. This is the first time that the strategic plans of the OWIB and the local boards have been completely aligned. This is an important milestone for cohesion of the workforce system. Karen Humelbaugh provided contextual information regarding how the local plans were created and she reviewed the matrices that were in the OWIB meeting packet. Karen gave emphasis to the Career Pathways Related to Sector Strategies matrix; this shows how the sector strategies and the Career Pathways interface and how we are going to get individuals linked into the education that can move them forward. Karen did not address the common barriers; this was left for the locals to address. Karen then asked the board to approve six of the seven plans without any provisions. Karen asked for provisional approval for the Region 3 Marion, Yamhill and Polk County Board plan. We are still working with Region 3 on refining their sector strategy approach. We have given Region 3 60 days to come back with a revised plan that will better meet their local business needs; once complete, the plan will go to the OWIB Executive Committee for final approval. A motion was made and seconded to approve all seven plans with the caveat that Region 3 will submit a revised plan to the OWIB Executive Committee for final approval. The OWIB Board voted unanimously to approve the local plans.

The following question regarding the healthcare sector for the strategies was asked: How did the locals come to the conclusion that the jobs listed are viable and how does the sector discussion link with the individuals involved in the transformation? Kim Parker responded that they worked closely with their partners within the community and they did a survey of employers to obtain the data. Because healthcare is changing so rapidly they anticipate these jobs will be viable but they have also made the commitment to revisit this on a regular basis to determine viability. Susan urged the locals to include current practitioners in the conversations that will shape implemented plans.

Kim Parker reviewed the “Strategic Planning Debrief” document and facilitated a discussion with the locals regarding the planning process. Overall the locals felt that the process was a difficult undertaking but well worth the effort; they are satisfied with the outcome and look forward to continuing a dialog on how to make the process more efficient and cohesive.

Agenda Item – OWIB’s HB4141 Reports - Action

Agnes Balassa provided background on HB 4141 that was passed during the last legislative session. This bill required a report on initiatives that could be undertaken to create a more highly aligned and integrated workforce system. The bill does not require the OWIB and the Governor’s office to answer all of these points, but does require the board to form a committee to answer some questions and to bring back additional information it thought the legislature should now about. The requirements were to 1) determine whether work ready communities should be instituted in Oregon and 2) identify barriers to job growth that are not workforce skills related (this piece of the report is still in the process of being developed). The complete response will go to the Legislature on January 14, 2013. Agnes shared background information on the

process for creating the response to HB4141. This is the first phase of a longer term initiative. Agnes asked the board to share any concerns they had with the background portion of the report with her in writing. She stressed the need for the board to be in complete alignment regarding the next steps portion of the report because they are the recommendations for action going forward. A motion was made and unanimously seconded to delegate authority to the OWIB Executive Committee to review a final version of the report and forward it to the Legislature.

Agenda Item – Back to Work Oregon Report

Karen Humelbaugh reviewed the Back to Work Oregon report and she shared the success story featured in the report. Karen said the average wage at OJT Placement was \$14.36 per hour. The report shows the tax revenue from the job placements was a good return on investment. The agency recommendations are to expand the program where we can.

Cam shared background information on the Back to Work Oregon Program. Agnes provided additional clarification regarding the funding for the program.

Agenda Item – Governor’s Budget Overview

Agnes shared a brief overview of the Governor’s Budget. Agnes highlighted the fact that this budget is a balanced budget.

Agenda Item – Quarterly Benchmark Report for the Oregon Workforce Investment Board

Agnes shared the Quarterly Benchmark Report dashboard and explained the purpose of the dashboard. The OWIB will see this report every quarter. Agnes suggests that the OWIB review the report over the next couple of quarters and at that point make recommendations on the utility of the report. Megan recommends the 10 Year Trend title be removed.

Agenda Item – Committee Reports

OWIB Sectors Committee-Dave Gutzler, Chair. Dave shared an overview of the minutes from the last meeting. The committee plans to meet again in January 2013.

OWIB System Innovation Committee-Marvin Révoal, Chair. Marvin shared an update regarding System Innovation and stated that the committee’s goal is to support current activities and to look at removing impediments. The committee will meet again in January.

National Career Readiness/Work Ready Communities Committee - Barbara Byrd, OWIB Representative. Barbara shared that regions have been identified, some have begun their work. There is a staggered start, with some regions beginning work before others. The CWRC website has been developed and the committee will meet again in January.

Governor's Green Jobs Council-Lori Luchak, Chair. Lori shared an update from the Nov. 1st meeting. The committee is currently working on sending letters to the legislature and updating their plan to include transportation and energy.

Agenda Item – Celebration

Meeting adjourned at 4:10 pm.

AGENDA ITEM
HB 4141 AND EXECUTIVE ORDER
STATUS UPDATE and DISCUSSION

Background: In December, the Board approved the HB 4141 report for finalization and submission to the Legislature. Agnes Balassa, Cam Preus and Rosie presented the HB 4141 Report, along with other relevant information about OWIB, to the House Higher Education and Workforce Committee on Monday, March 4, 2013.

A recommendation to clarify the roles and responsibilities of the State and Local Workforce Investment Boards was included in HB 4141. In response, the Governor has developed an Executive Order to “re-charter” the OWIB and LWIBs to their clarify roles, responsibilities and authority. The OWIB Executive Committee had the opportunity to comment on an earlier draft and provided questions for clarification.

The Executive Order is based on the assumption that our economy is undergoing significant change, that government cannot address these changes alone and that all solutions are ultimately local, even when the state has a role in setting outcomes, expectations and levels of investment.

The order is scheduled to be issued in Mid-March (actual date TBD).

Discussion: Agnes, Cam and Rosie will report on the Committee hearing. The board will discuss the implications of the Executive Order.

Report to the Oregon State Legislature Regarding Workforce Development As Required by HB4141 and specified in ORS 192.245

Executive Summary January 14, 2013

In February 2012, the Oregon Legislature passed House Bill 4141 (HB4141). It calls on the Governor's Office and the Oregon Workforce Investment Board (OWIB) to form an advisory committee to consider initiatives to improve the ability of Oregon's workforce system to serve the state's businesses, job seekers and workers. The OWIB acted as the advisory committee for HB4141. OWIB's extensive evaluation and strategic planning process addressed many of the issues identified in HB4141. The recommendations in OWIB's strategic plan were integrated with the state's Ten-Year Strategic Planning process. The recommendations in this report will be integrated into OWIB's and the Governor's efforts to better align the workforce system to achieve results for Oregon's citizens and businesses in light of a changing economy and reduced state and federal resources.

Fragmentation is inherent in the federally funded workforce system, which is made up of a variety of programs across several agencies with similar missions but different program and outcome requirements. Oregon's workforce system includes 14 programs/funding streams that help people become and stay employed. These programs are housed in three state agencies. Education and economic development are strongly linked to the success of the workforce system. The OWIB provides policy guidance through its strategic plan which establishes the expectations, outcomes and key strategies to align Oregon's decentralized workforce system. Local Workforce Investment Boards (LWIBs) provide coordination and oversight at the local level. The Workforce Policy Cabinet - the state leads for workforce programs - meets to align state agencies in support of the OWIB's plan. However, implementation of past OWIB plans was uneven. Not all workforce agencies and programs placed equal weight on the plan and implementation was hampered by lack of a work plan, budget, and accountability structure.

The new strategic plan, *Oregon at Work*, focuses more directly on increasing system alignment and accountability for outcomes. The plan was accepted by Governor Kitzhaber in July 2012 as the framework for a revitalized workforce system. The plan addresses many of the issues identified in HB4141. It identifies three strategies to improve alignment within the workforce system and to align workforce initiatives with education and economic development. The plan includes a common set of system outcomes and a revised "governance structure" that creates compacts for outcomes and a state/local decision making structure for the workforce system.

Strategic planning is only the first step. Feedback from the local planning process has identified challenges to plan implementation. Ongoing evaluation has identified additional recommendations for system improvements. In order to create a highly integrated and transparent workforce system that meets the needs of Oregon's businesses and job seekers

regardless of federal fragmentation, there is still much to be done. Reduced state and federal resources and increased demand on the system require greater system integration to create efficiencies and invest in services that result in the best outcomes.

RECOMMENDATIONS

1. Fully integrate and align the workforce system.

- **Clarify the roles of OWIB and the LWIBs** as “talent investment boards” convening partnerships, driving innovation, purchasing services to advance citizens and support business growth, and being responsible for results.
- **Re-align state administrative functions** to support the locally delivered workforce system envisioned in the OWIB plan and increase administrative efficiencies to assure that all possible resources reach system customers.
- **Better focus WorkSource Oregon** to support Oregon’s citizens and businesses by integrating more programs, providing more opportunities to help Oregonians to develop skills and market-relevant credentials leading to good jobs, and using industry input to constantly align programs with the needs of the economy.

2. **Budget for workforce innovation.** The Governor’s Recommended Budget includes a \$10 million workforce system innovation investment. This investment funds a number of initiatives that better align the services of the workforce system with the needs of industry, while supporting greater alignment and integration of the workforce system.

3. **Create a formal implementation and communication plan and integrated budget for the workforce system.** This must include the development of additional workforce performance measures (Business Customer Satisfaction, Job Seeker Customer Satisfaction, Skills Gain, Net Impact, System Improvement), a mechanism for regular reporting to stakeholders, and a workforce system budget tied to outcomes for the 2015 legislative session.

4. **Include and expand industry recognized credentials in the middle 40.** Oregon adopted its ambitious 40-40-20 goals to support a changing economy, attracting growth through the availability of relevant skills in our workforce. Oregon will be challenged to meet its “middle 40” goal with current education training capacity. The delivery model should include WorkSource as an access point for credentialing to expand opportunities for those Oregonians who are not currently enrolled in the education system. The OWIB seeks policy that supports expanding the delivery, assessment and articulation of credit for prior learning (as specified in HB4059) and other certifications that are earned at a WorkSource center or other non-traditional setting or manner, to assist in meeting the educational attainment goals of 40/40/20.

5. **Pursue waivers, pay for performance and flexible federalism** within and among the workforce programs referenced in this report. New opportunities created by the Obama administration and the federal Office for Management and Budget, such as “pay for performance partnerships,” are also worth exploring.

6. **Increase coordination and enhance relations between institutions of higher education, community colleges and labor and apprenticeship programs.** These programs offer effective mechanisms to create a more highly skilled workforce and lead many Oregonians to good jobs. OWIB recommends that a work group with expertise related to this topic be formed to identify barriers to increasing coordination and make recommendations for further action.
7. **Revise ORS 660.300 to 660.990 to better align with the OWIB strategic plan.** ORS 660 codifies the roles of OWIB, the Governor's Office, the Department of Community Colleges and Workforce Development and LWIBs within the workforce system. Revision of the statute will be necessary in the 2014 session or sooner to fully implement the recommendations above.

Additionally, HB4141 asks the committee to evaluate establishment of a work-ready community certification program. The OWIB and Governor's Office recommend the **Implementation of Certified Work Ready Communities** as one of three strategies to better align the workforce system and better integrate it with economic development and education systems.

Finally, HB4141 requires the OWIB and Governor's Office to identify non-workforce related barriers to business expansion. A review of recent surveys of Oregon businesses revealed that more than 6,000 companies had been surveyed by various groups in the last two years on questions related to business barriers to expansion. According to these surveys, barriers to business expansion tended to fall into 3 categories:

1. **The Economy:** slow growth, economic uncertainty, and pessimism about future.
2. **Government:** taxation and regulations.
3. **Access to capital, especially for start ups.**

These issues were identified in national surveys. National literature also identified increases in productivity per worker in many industries as a factor slowing employment growth.

CONCLUSION

Oregon has done much to innovate its workforce system. Yet the context in which the workforce system operates is also evolving; the needs of Oregon's workers and businesses are changing while the resources supporting the system have decreased significantly. A systems approach that involves all of Oregon's workforce programs to expand innovation and find efficiencies is outlined in this report. The OWIB strategic plan lays the foundation for these changes by providing a vision, the expectation for greater system integration, common outcome measures and a set of strategies that cut across workforce programs. The recommendations in this report build upon that foundation. Taken together they show the way to a workforce system that maximizes outcomes for the state's citizens and businesses.

**AGENDA ITEM
CAREER PATHWAYS REPORT
INFORMATIONAL**

A brief verbal report will be provided on a recently-completed study of the outcomes from the Career Pathways program at the community colleges. Mimi Maduro with CCWD did the study and will present the results, along with some information about the program itself.

Background:

The Career Pathways program was started in Oregon at PCC and MHC with funding from Region 2, WorkSystems, Inc. In 2004, OWIB, through the Governor's Employer Workforce Training Fund, provided funding to the Oregon Pathways Alliance to launch the Career Pathways Initiative statewide. In 2007, the State Board of Education approved Career Pathway Certificates as stackable credentials tied to jobs in the local labor market. CCWD has conducted a study of the employment and continuing education outcomes of the initial cohort of certificate completers.

Discussion questions:

- How do the colleges decide which career pathway programs or certificates to offer?
- How can OWIB influence or support pathways that support our sector strategies?

Attachments

Career Pathways Research Study Presentation

CAREER PATHWAYS



Progress on the Path: Initial Baseline Findings of Certificate Completers

Guiding Vision

- In service of meeting Oregon's 40-40-20 goal for the "middle 40"
- Certificate completion & continued education
- Address the changing needs of employers, job seekers, workers, and students
- Focus on Career & Technical Education (CTE) short-term certificates tied to occupations
- Provide web-based, just-in-time roadmaps for students, advisors/counselors, job seekers

Goals

- To increase the number of Oregonians with certificates, credentials, and degrees
- To ease transitions across the education continuum—high school to community college; pre-college (ABE/GED/ESL) to postsecondary credit ; community college to university; and to employment

Launch

- National Governors Association (NGA)
Pathways to Advancement Initiative 2004
- Three colleges with career pathways achieving early successes (MHCC, PCC, SOCC)
- Spearheaded by CCWD & Governor's office
- Statewide Steering Committee

Leadership

- Oregon Presidents' Council Career Pathways Resolutions 2006, 2008, 2010, 2012
- State Board of Education
- Oregon Workforce Investment Board
- Worksystems, Inc.
- Oregon Pathways Alliance: collaboration of leaders from 17 colleges meeting quarterly since 2004
- CCWD statewide coordination role

Scaling

- Launched with five colleges in 2004 with initial funding from the Governor's Workforce Investment Fund through the OWIB
- Expanded to 11 colleges in 2006
- Scaled to all 17 colleges in 2007

Capacity Building

- Oregon Pathways Academies 2005 & 2007 with team from each college w/ partners
- Oregon Healthcare Career Pathways Summit 2008; 17 college team plus employers
- Training and technical assistance provided ongoing basis
- Quarterly Alliance meetings focused on peer learning and migrating promising practices

Career Pathway Grants

- Career Pathway Grants provided to colleges each biennium to build capacity and increase number of completions
- Grants awarded on competitive basis 2004-2006
- For past three bienniums grants awarded to all 17 colleges (2007-09, 2009-11, 2011-13)
- Grants focus on goals & strategies to build capacity & increase completion outcomes

Career Pathway Roadmap Webtool

- Alliance collaborated to design Career Pathways Roadmap Webtool
- More than **350** roadmaps and high school to community college plans of study online
- Access through 17 colleges, OLMIS, and MyPathCareers websites
- Open Source
- Adopted by state of Washington
- 30-second & 90-second marketing videos

Leveraged/Braided Funding

- Governor's Employer Workforce Fund
- WIA Incentive (awarded 4 consecutive years)
- WIA Title I-B
- Perkins
- Community College Strategic Fund (CCSF)

Career Pathways Institutional Self-Assessment Dimensions

- Leadership
- Leveraged Resources
- Certificates & Roadmaps
- Articulation with high schools & universities
- Pathways for Adult Basic Skills students
- Student Services and supports
- Connection with Workforce partners
- Employer Engagement
- Using data for continuous improvement

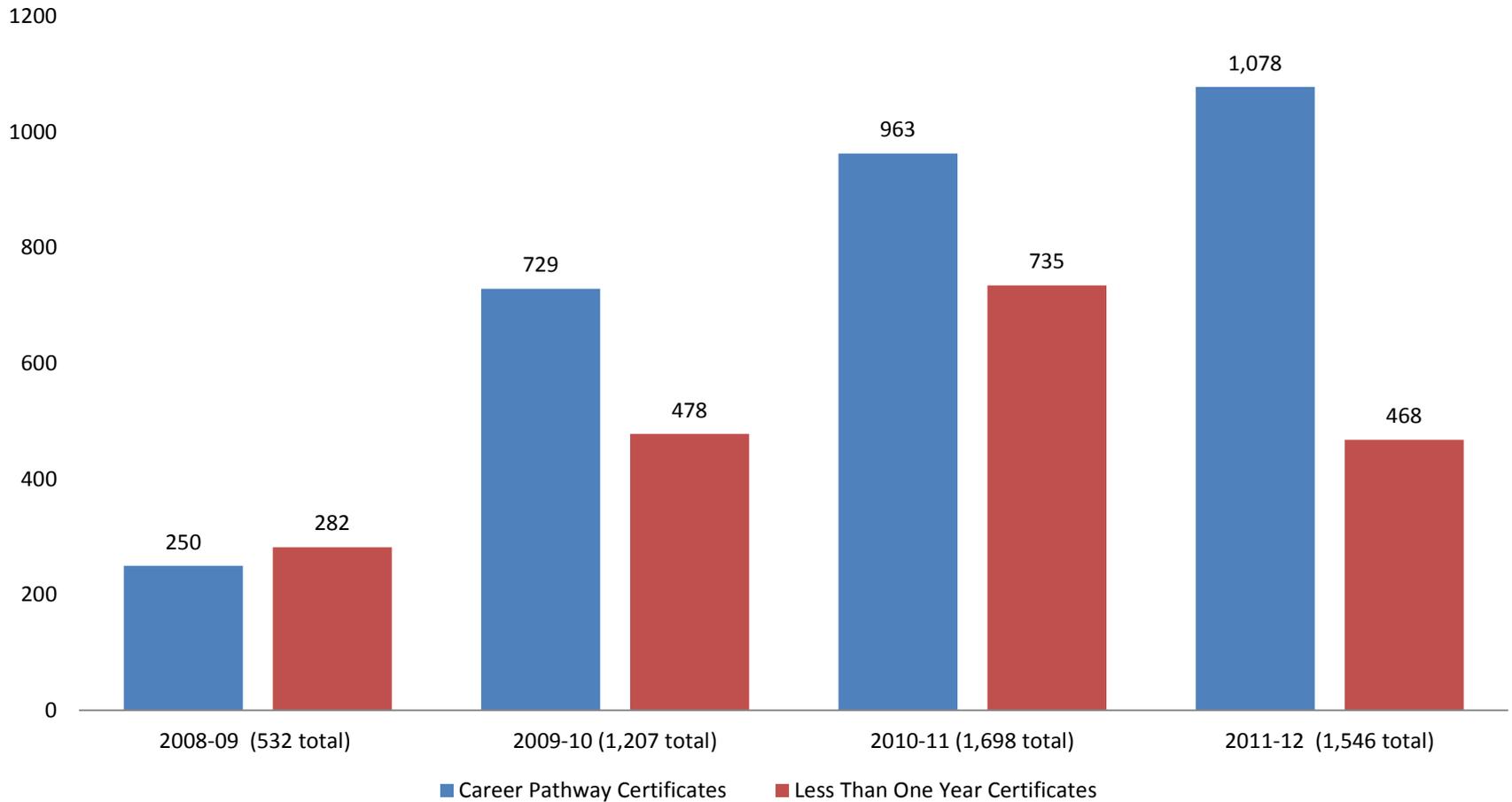
Partnerships

- Partnered with Oregon Employment Department in 2009/10 on DOL grant to create Green Statewide Career Pathways Roadmap website
- Dept. of Labor awarded \$4.5M three-year Healthcare Career Pathways grant (HOPE) to eight colleges (PCC lead)
- Dept. of Labor awarded \$18.6 million three-year grant (CASE) to 17 colleges focused on Career Pathways, Career Coaches, and Credit for Prior Learning (Clackamas CC is lead)
- Career Pathways included in LWIA Strategic Plans

Policy Direction Drives Increased Completions

- State Board of Education approved Career Pathway Certificate (CPCC) effective July 1, 2007.
- Certificates tied to competencies for jobs in local labor market & approved by employers
- More than **240** Career Pathway Certificates offered statewide (12-44 credits)
- More than **100** Less Than One Year (LTOY) Certificates offered already offered statewide (12-44 credits)
- Average number of credits for certificates: **22**
- More than **5,000** certificates have been awarded since 2008

Certificates Awarded Statewide 2008-2012



Source: Oregon Community College Program Submission System

Initial Study of Completers: Baseline Data

- **Foundation:** *Pathways Accountability Framework* developed by the Pathways Alliance and Davis Jenkins, Community College Research Center
- **Initial cohort:** 2008/09 and 2009/10 completers: 1461 completers
- 96 percent of completers had SSNs that allowed for employment impact analysis; 92 percent of cohort had Oregon wage data
- **Scope:** Includes both Career Pathways Certificates (CPCC) and Less Than One Year Certificates (LTOY); both are 12-44 credits
- **Data sources:** OCCURS, CCWD Program Submission, OED wage data
- **Limitations:** no “universe” or comparison group possible; wage data limited to Oregon; continued education data limited to Oregon community colleges; no data available on employment in same career focus area as certificate

Descriptive Completer Findings

- Short-term certificate completions nearly evenly divided between men and women
- Most certificate completers were over 25 years and many older than 45 years
- Less than 5 percent of completers took an ABS course one or two years prior to completion (ABE/GED/ESL)
- Approximately one-third of completers took a Developmental Education course one year prior to completion
- Two career areas with highest number of certificate awards:
 - Industrial & Engineering Systems
 - Business & Management

Employment Findings

- Despite high unemployment from 2008-2010, **44.5** percent of completers entered employment at 30+/hrs. a week at \$12/hour more within four quarters of completion
 - Many completers earning \$15+/hour
 - 50% of completers entered employment at 30+/hrs. a week at minimum wage or above four quarters post completion
- Of those who entered employment:
 - **48.1** percent were continuously employed for four quarters at \$12/hour or more
 - Average wage was **\$17.68**/hour

Regional Findings

- **Metro Region:** Of the 640 completers who were not employed prior to completion
 - **50.3%** entered employment within four quarters with an average wage of **\$19.40**
 - Regional average entry-level wage was \$11.43
 - Median wage of the region of \$18.77
 - Most certificates awarded in Business & Management and Industrial & Engineering Systems

Regional Findings

- **Southern Region:** Certificate completers earned an average of **\$17.08/hour**
 - an increase of \$6.87/hour above the regional entry-level wage
 - above the regional median wage of \$15.09/hour
 - most certificates awarded in health care & human resources

Continued Education Findings

- **14** percent of completers who were employed @ \$12+/hr. also completed a course in the same program of study four quarter post completion
- **18** percent of completers who entered employment @ \$12+/hr. and were un- or underemployed prior to completion, took at least one credit at an Oregon community college four quarters post completion
- **21** percent of completers took a course in the same program of study at an Oregon community college four quarters post completion (regardless of employment)
- **47** percent cohort completed at least one credit at an Oregon community college within four quarters post completion (regardless of employment)

Future Direction

- Conduct annual studies
- Continue to track initial cohort over time building on baseline data
- Include WIA comparison data
- Assess Return on Investment (ROI)
- Use for continuous improvement



**AGENDA ITEM
NEW JOB MARKET INFORMATION AND DASHBOARD
INFORMATIONAL**

A brief verbal report will be provided on recent job market information by Graham Slater of the Oregon Employment Department. Graham will make his presentation and then offer some policy questions for discussion.

Attachments

Help Wanted In Oregon: Results from the 2012 Job Vacancy Survey

First Quarter 2013 Dashboard

FOR IMMEDIATE RELEASE: February 25, 2013

CONTACT: Jessica Nelson,
Employment Economist,
(503) 947-1276,
Jessica.R.Nelson@state.or.us

OREGON JOB VACANCIES NUMBERED MORE THAN 31,000 LAST FALL

Oregon's private employers had approximately 31,230 job vacancies during fall 2012, according to a Job Vacancy Survey recently completed by the Oregon Employment Department. During the same month there were 158,600 unemployed Oregonians, or roughly 5 unemployed people for each vacancy. In the fall of 2011 there were about 6 unemployed per vacancy. Nationally there are roughly 3 unemployed per vacancy.

The health care and social assistance industry accounted for 22 percent of all vacancies, more than double the number reported by any other industry sector. The leisure and hospitality; management, administrative, and waste services; and manufacturing sectors also had many vacancies. Each accounted for roughly 10 percent of the total.

Among occupation groups, the office and administrative support occupations (3,874) and sales and related occupations (3,175) recorded the most vacancies. Four specific occupations had more than 1,000 vacancies each: heavy and tractor-trailer truck drivers, personal care aides, customer service representatives, and retail salespersons.

Of Oregon's 31,230 vacancies in fall 2012:

- Three-fourths (74%) were for full-time positions.
- Four out of five (82%) were for permanent positions (neither temporary nor seasonal).
- Most vacancies (65%) required no education beyond high school.
- Two-thirds (68%) required previous experience.
- Two out of five (44%) were difficult to fill.

Oregon's job vacancies offered an average wage of \$17.92 per hour, although average wages varied drastically by occupation, education requirement, and experience requirement. Vacancies that did not require education beyond high school offered an average hourly wage below \$14.00 per hour, compared with average hourly wages of \$21.74 per hour for vacancies requiring an associate degree, \$29.62 per hour for a bachelor's degree, and \$33.35 for a graduate degree.

Smaller employers, those with less than 20 employees, accounted for 39 percent of all vacancies compared with 25 percent at medium sized employers (20-99 employees) and 37 percent at large employers (100+ employees). Vacancies with large employers offered higher wages, averaging \$19.21 per hour, compared with about \$16.50 for medium sized and small employers.

The survey captured data for five sub-state regions: Northwest Oregon/Willamette Valley; the Portland Tri-County area; Southwestern Oregon; Central Oregon; and Eastern Oregon. The Portland Tri-County

area had 14,864 vacancies, 48 percent of the statewide total. Vacancies in the Portland Tri-County area were more likely to require education beyond high school, and offered higher wages on average, at \$19.14 per hour. The average wage exceeded \$16.00 per hour in every region.

Geography	Vacancies	Average Hourly Wage	Full-time Positions	Permanent Positions	Requiring Education Beyond High School	Requiring Previous Experience	Difficult to Fill
Oregon Statewide	31,230	\$17.92	74%	82%	28%	68%	44%
Portland Tri-County	14,864	\$19.14	75%	81%	32%	68%	45%
Northwest Oregon/Willamette Valley	7,804	\$16.91	77%	91%	20%	69%	43%
Central Oregon	3,263	\$17.31	62%	58%	24%	55%	47%
Southwest Oregon	3,093	\$17.33	73%	80%	29%	70%	39%
Eastern Oregon	956	\$16.35	76%	94%	29%	71%	57%

The Oregon Job Vacancy Survey has been conducted each fall since 2008. The 2012 estimate of 31,230 vacancies marked an increase from 30,384 vacancies in the fall of 2011, and 29,974 in the fall of 2010. Due to changes in survey methodology, these estimates over time are not directly comparable. However, the slight gains in vacancies are in line with Oregon’s slow job growth since the Great Recession.

For more details on statewide and regional vacancies, visit the “publications” tab on QualityInfo.org and scroll down to the section titled “Oregon Job Vacancies.”

— end —

Help Wanted in Oregon: Results from the 2012 Job Vacancy Survey

Roughly 31,200 vacancies in Oregon

- Surveyed 10,500 employers during Fall 2012
- Includes private employers with two or more employees
- If they were hiring, we asked about each vacancy's:
 - ✓ Job title
 - ✓ Full- or part-time status
 - ✓ Seasonal or temporary status
 - ✓ Starting wage or salary
 - ✓ Educational and experience requirements

The number of unemployed Oregonians is much larger than the number of job vacancies.

- There were 158,645 unemployed Oregonians in October 2012 and 31,230 job vacancies reported by employers.
- That's 5 unemployed people for each vacancy. In fall 2011 there were 6 unemployed per vacancy.
- Nationally, there are about 3 unemployed per vacancy, down from 4 in fall 2011.

Health care has more vacancies than any other industry...

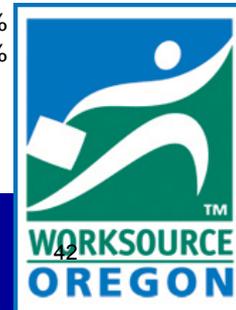
Oregon Job Vacancies by Industry, Fall 2012

Industry	Vacancies	Average Hourly Wage	Full-time Positions	Permanent Positions	Requiring Education Beyond High School	Requiring Previous Experience	Difficult to Fill
All Industries	31,230	\$17.92	74%	82%	28%	68%	44%
Health care and social assistance	6,919	\$18.05	66%	96%	42%	68%	42%
Leisure and hospitality	3,329	\$10.54	43%	33%	4%	47%	25%
Management, administrative, and waste services	3,168	\$19.80	79%	78%	18%	68%	48%
Manufacturing	3,003	\$21.09	90%	86%	42%	76%	55%
Retail trade	2,899	\$11.74	57%	59%	5%	49%	38%
Other services	2,340	\$15.42	91%	96%	18%	50%	43%
Professional, scientific, and technical services	2,322	\$25.67	86%	93%	68%	77%	51%
Construction	1,950	\$15.13	98%	85%	10%	100%	51%
Transportation, warehousing, and utilities	1,720	\$19.59	65%	87%	6%	66%	65%
Wholesale trade	1,281	\$21.63	97%	96%	52%	84%	38%
Financial activities	1,264	\$19.56	86%	99%	26%	83%	41%
Information	495	\$22.94	88%	95%	49%	86%	57%
Natural resources and mining	285	\$16.99	77%	53%	19%	78%	48%
Private educational services	225	\$19.52	82%	100%	90%	91%	18%

... but healthcare practitioners and technical occupations do not top the list of vacancies.

Oregon Job Vacancies by Occupation Group, Fall 2012

Occupation Group	Vacancies	Average Hourly Wage	Full-time Positions	Permanent Positions	Requiring Education Beyond High School	Requiring Previous Experience	Difficult to Fill
All Occupations	31,230	\$17.92	74%	82%	28%	68%	44%
Office and Administrative Support	3,874	\$12.82	84%	77%	15%	73%	22%
Sales and Related	3,175	\$13.24	61%	63%	20%	56%	34%
Transportation and Material Moving	2,987	\$13.31	74%	88%	2%	46%	46%
Personal Care and Service	2,628	\$10.73	60%	79%	8%	55%	29%
Production	2,171	\$16.06	93%	84%	10%	70%	68%
Installation, Maintenance, and Repair	1,885	\$17.62	84%	90%	23%	75%	56%
Healthcare Practitioners and Technical	1,877	\$26.84	75%	95%	90%	70%	64%
Food Preparation and Serving	1,558	\$9.66	43%	64%	4%	51%	36%
Construction and Extraction	1,539	\$17.65	99%	76%	5%	99%	54%
Management	1,516	\$31.85	91%	98%	71%	93%	36%
Health Care Support	1,451	\$12.12	66%	98%	39%	50%	47%
Computer and Mathematical	1,234	\$29.06	99%	98%	47%	94%	38%
Business and Financial	1,062	\$22.62	78%	80%	49%	79%	61%
Architecture and Engineering	1,012	\$29.38	98%	98%	88%	94%	46%
Education, Training, and Library	889	\$14.27	25%	88%	66%	85%	77%
Building and Grounds Cleaning and Maintenance	628	\$10.46	64%	63%	4%	52%	44%
Arts, Design, Entertainment, Sports, and Media	482	\$23.33	53%	59%	42%	67%	38%
Community and Social Service	478	\$15.76	69%	95%	57%	55%	41%
Farming, Fishing, and Forestry	319	\$13.71	28%	21%	4%	37%	73%
Protective Service	176	\$10.69	35%	47%	27%	48%	35%
Life, Physical, and Social Science	148	\$19.83	92%	97%	63%	95%	51%
Legal	141	\$37.76	100%	100%	94%	100%	29%



Many health care vacancies are for personal/home care aides and administrative support positions.

Top Occupations in the Health Care and Social Assistance Industry With the Highest Number of Vacancies, Fall 2012

Occupation	Vacancies	Difficult to Fill	Requiring Education Beyond High School	Requiring Previous Experience
All Occupations in Health Care & Social Assistance	6,919	2,940	42%	68%
Personal Care Aides	1,210	238	0%	0%
Nursing Assistants	640	416	56%	56%
Registered Nurses	632	301	91%	91%
Preschool Teachers, Except Special Education	462	330	78%	78%
Computer User Support Specialists	369	-	5%	5%
Home Health Aides	245	49	0%	0%
Medical Secretaries	207	88	21%	21%
Teacher Assistants	169	152	88%	88%
Physical Therapists	144	136	98%	98%
Substance Abuse and Behavioral Disorder Counselors	131	7	19%	19%
Medical Assistants	121	21	47%	47%
Secretaries and Administrative Assistants, Except Legal, Me	114	-	0%	0%
Occupational Therapists	107	107	100%	100%
Medical and Health Services Managers	101	54	93%	93%

Overall, vacancies were reported in 421 occupations.

Top 25 Occupations in Oregon
With the Highest Number of Job Vacancies, Fall 2012

Occupation	Vacancies	Full-time Positions	Permanent Positions
All Occupations	31,230	74%	82%
Heavy and Tractor-Trailer Truck Drivers	1,461	93%	99%
Personal Care Aides	1,210	51%	98%
Customer Service Representatives	1,095	90%	68%
Retail Salespersons	1,058	47%	43%
Automotive Service Technicians and Mechanics	762	98%	100%
Construction Laborers	717	100%	65%
Registered Nurses	651	68%	96%
Nursing Assistants	640	60%	98%
Cashiers	536	27%	40%
Computer User Support Specialists	490	99%	99%
Amusement and Recreation Attendants	488	51%	0%
Preschool Teachers, Except Special Education	462	18%	92%
Stock Clerks and Order Fillers	428	75%	36%
Receptionists and Information Clerks	412	71%	86%
Sales Representatives, Wholesale and Manufacturing, Except Technicians	402	98%	100%
Hairdressers, Hairstylists, and Cosmetologists	380	100%	100%
Bus Drivers, School or Special Client	380	1%	88%
Physical Therapists	325	77%	100%
Laborers and Freight, Stock, and Material Movers, Hand	323	66%	58%
Teacher Assistants	264	19%	87%
Counter and Rental Clerks	261	43%	12%
Secretaries and Administrative Assistants, Except Legal, Medical, and Executive	249	99%	100%
Production Workers, All Other	247	96%	81%
Accountants and Auditors	246	80%	81%
Home Health Aides	245	87%	100%

Some occupations have vacancies that have been open for more than 60 days.

Top 25 Occupations in Oregon With the Highest Number of Vacancies Open 60+ Days, Fall 2012

Occupation	Vacancies	Open 60+ Days	Share of Total
All Occupations	31,230	4,901	16%
Construction Laborers	717	228	32%
Registered Nurses	651	220	34%
Automotive Service Technicians and Mechanics	762	171	22%
Heavy and Tractor-Trailer Truck Drivers	1,461	143	10%
Bus and Truck Mechanics and Diesel Engine Specialists	182	142	78%
Laborers and Freight, Stock, and Material Movers, Hand	323	141	44%
Physical Therapists	325	125	38%
Counter and Rental Clerks	261	119	46%
Teacher Assistants	264	117	44%
Software Developers, Applications	186	114	61%
Amusement and Recreation Attendants	488	112	23%
Coaches and Scouts	162	93	57%
Market Research Analysts and Marketing Specialists	106	91	86%
Nursing Assistants	640	84	13%
Retail Salespersons	1,058	77	7%
Veterinary Technologists and Technicians	101	71	71%
Sales Representatives, Wholesale and Manufacturing, Except Technic	402	68	17%
Meat, Poultry, and Fish Cutters and Trimmers	66	66	100%
Maintenance Workers, Machinery	94	64	68%
Occupational Therapists	109	61	56%
Lifeguards, Ski Patrol, and Other Recreational Protective Service Work	61	61	100%
Stock Clerks and Order Fillers	428	59	14%
Compliance Officers	57	57	100%
Insurance Sales Agents	126	52	42%
Food Preparation Workers	152	52	34%
Bus Drivers, School or Special Client	380	52	14%

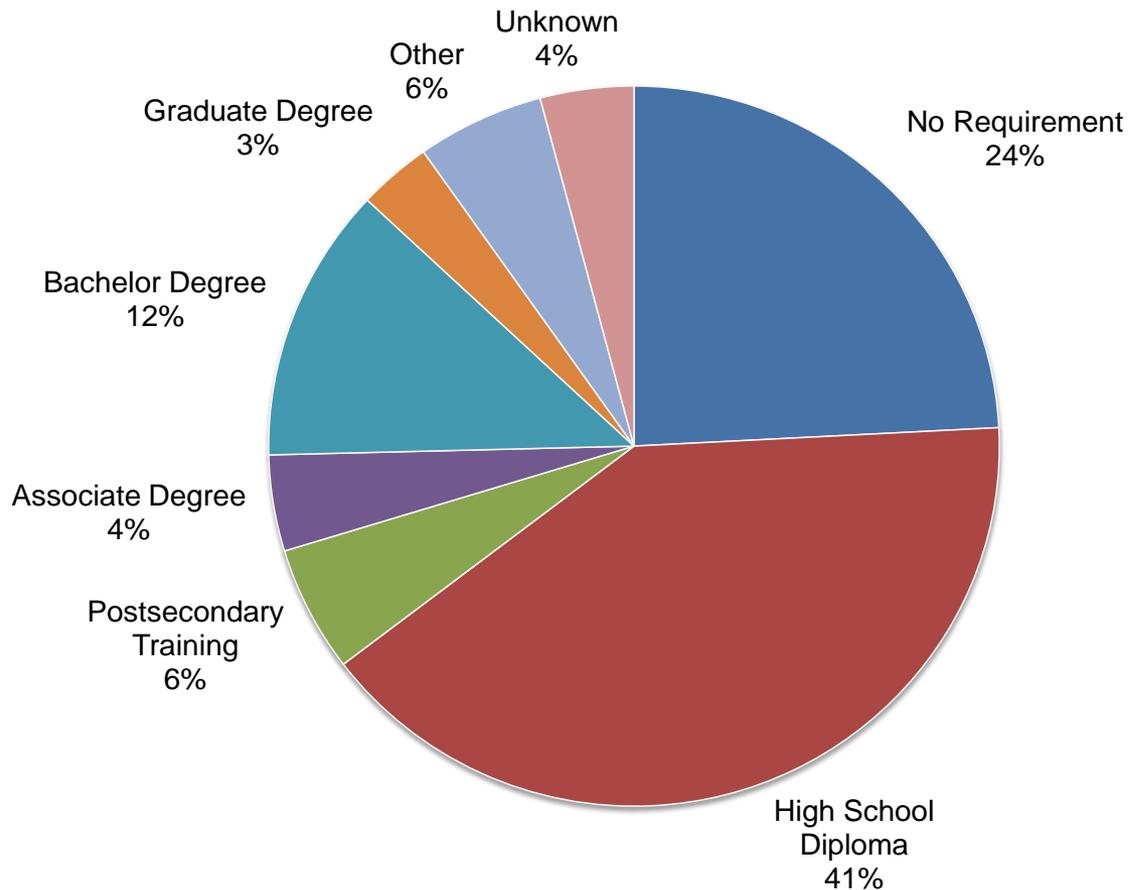
Some occupations have many vacancies reported as difficult to fill.

Top 25 Occupations in Oregon With the Highest Number of Vacancies Reported as Difficult to Fill, Fall 2012

Occupation	Vacancies	Difficult to Fill	Share of Total
All Occupations	31,230	13,808	44%
Heavy and Tractor-Trailer Truck Drivers	1,461	649	44%
Retail Salespersons	1,058	417	39%
Nursing Assistants	640	416	65%
Automotive Service Technicians and Mechanics	762	391	51%
Hairdressers, Hairstylists, and Cosmetologists	380	345	91%
Bus Drivers, School or Special Client	380	337	89%
Preschool Teachers, Except Special Education	462	330	72%
Physical Therapists	325	316	97%
Construction Laborers	717	309	43%
Registered Nurses	651	301	46%
Teacher Assistants	264	247	94%
Personal Care Aides	1,210	238	20%
Welders, Cutters, Solderers, and Brazers	241	209	87%
Sales Representatives, Wholesale and Manufacturing, Except Technicians	402	207	52%
Bus and Truck Mechanics and Diesel Engine Specialists	182	175	96%
Production Workers, All Other	247	172	70%
Computer-Controlled Machine Tool Operators, Metal and Plastic	193	165	86%
Graders and Sorters, Agricultural Products	164	164	100%
Light Truck or Delivery Services Drivers	199	156	78%
Packaging and Filling Machine Operators and Tenders	169	145	86%
Customer Service Representatives	1,095	137	13%
Software Developers, Applications	186	131	70%
Massage Therapists	159	122	77%
Fence Erectors	114	114	100%
Insurance Sales Agents	126	113	90%

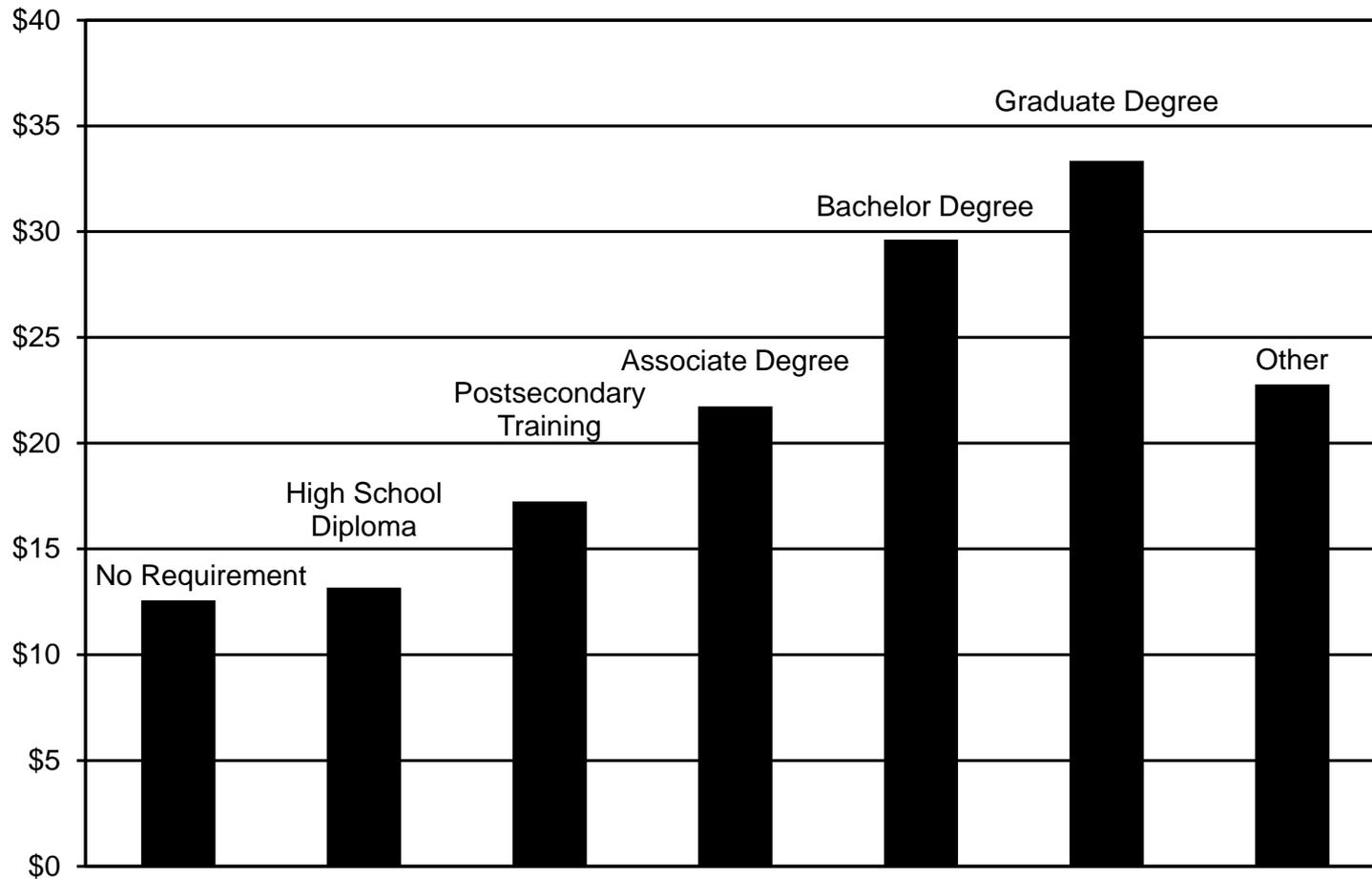
More than 60 percent of vacancies don't require education beyond high school...

Oregon Job Vacancies by Educational Requirement, Fall 2012



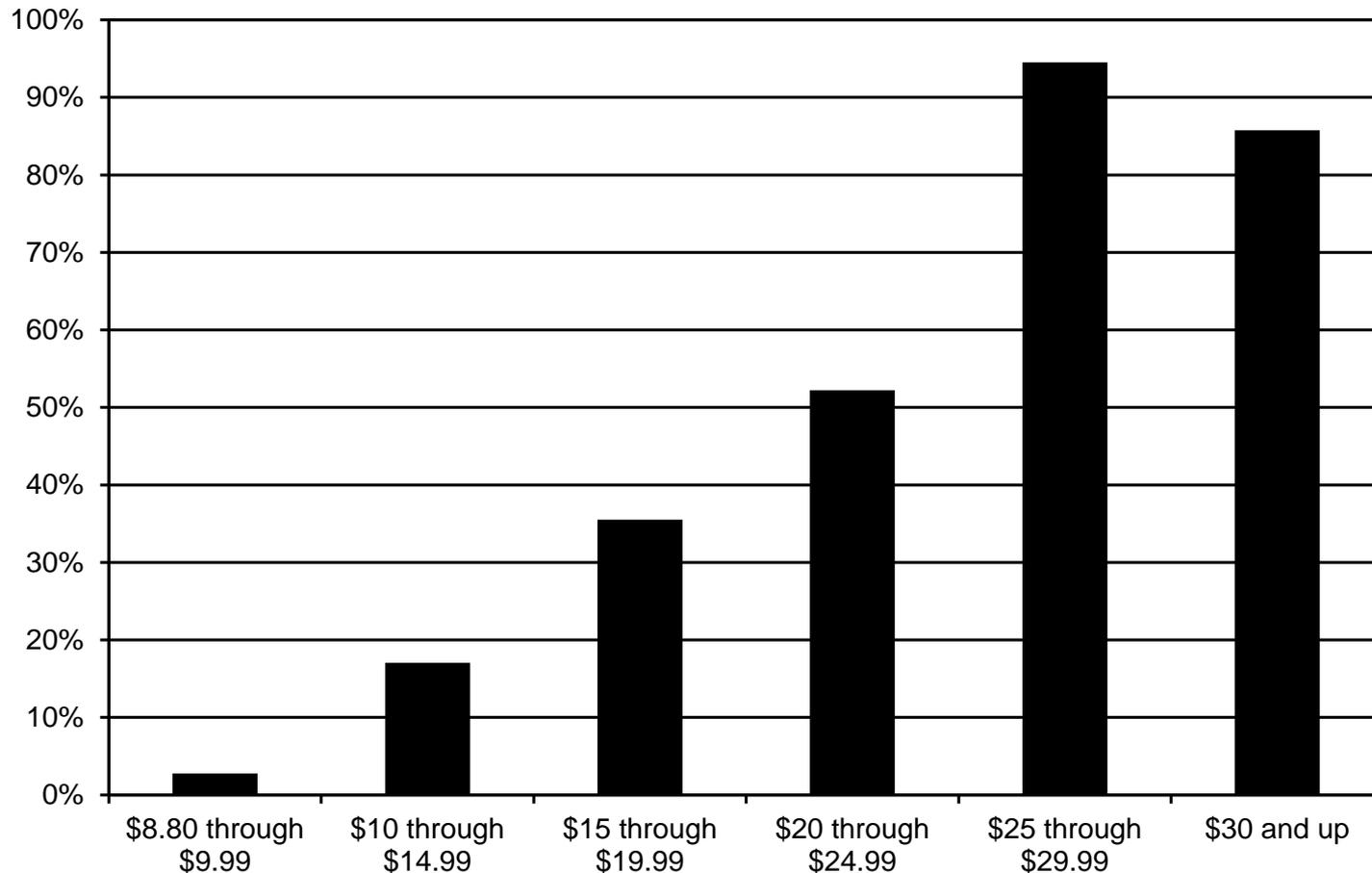
... but wages are higher for vacancies that require more education...

Average Hourly Wage for Oregon Job Vacancies, by Educational Requirement, Fall 2012



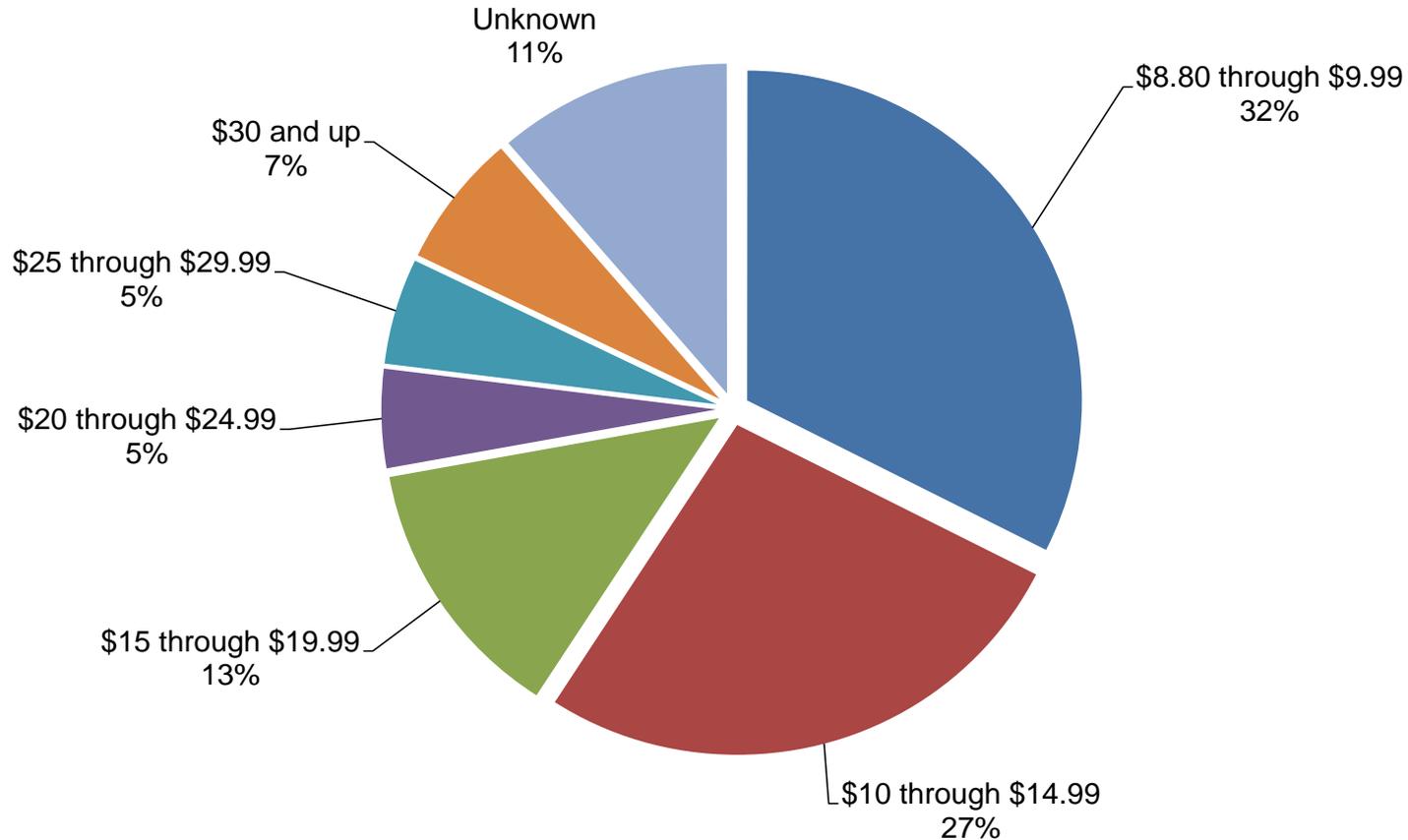
... and high-paying vacancies are more likely to require education beyond high school.

Share of Oregon Job Vacancies Requiring Education Beyond High School by Hourly Wage Range, Fall 2012



More than half of all vacancies pay less than \$15 per hour.

Oregon Job Vacancies by Hourly Wage, Fall 2012



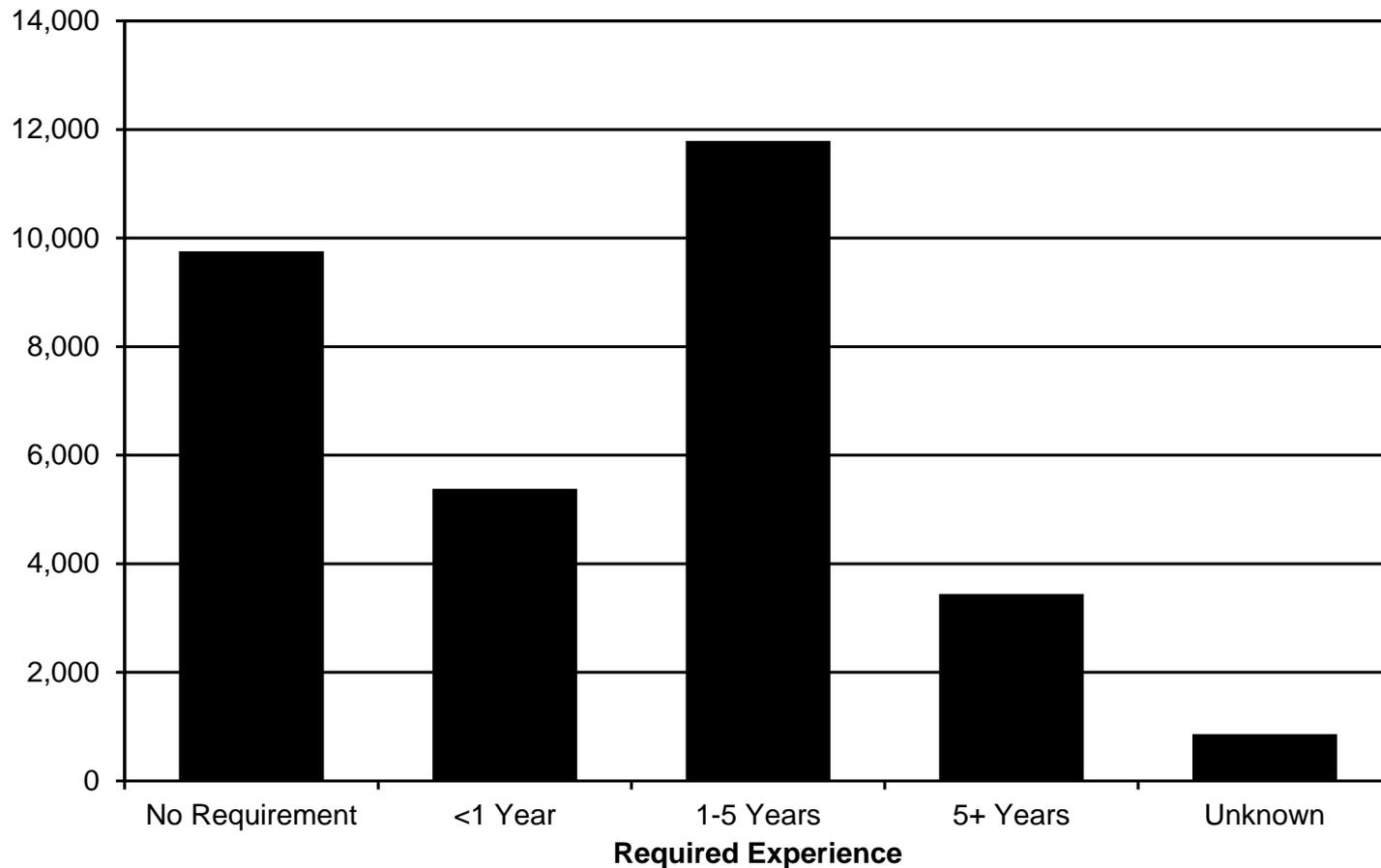
Vacancies requiring higher education are more likely to be high-paying, full-time, and permanent.

Oregon Job Vacancies by Required Education Level, Fall 2012

Required Education Level	Vacancies	Average Hourly Wage	Full-time Positions	Permanent Positions	Requiring Previous Experience	Difficult to Fill
All Education Levels	31,230	\$17.92	74%	82%	68%	44%
No Requirement	7,552	\$12.58	73%	79%	55%	42%
High School Diploma	12,635	\$13.17	68%	75%	61%	38%
Postsecondary Training	1,766	\$17.25	75%	89%	83%	59%
Associate Degree	1,347	\$21.74	76%	99%	88%	47%
Bachelor Degree	3,861	\$29.62	92%	96%	91%	40%
Graduate Degree	1,016	\$33.35	90%	99%	69%	72%
Other	1,760	\$22.78	83%	95%	88%	82%
Unknown	1,292	\$12.64	63%	62%	78%	40%

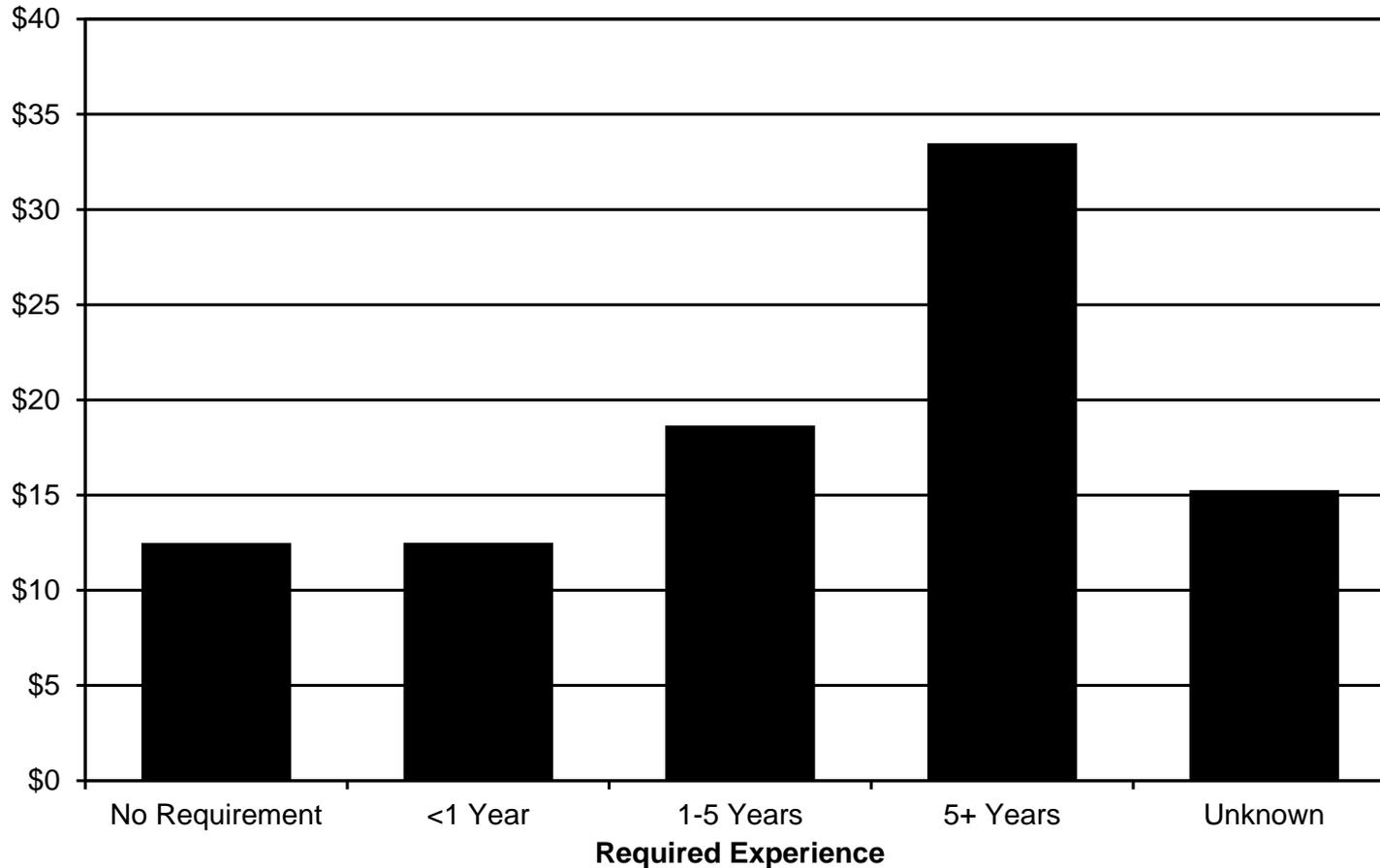
Two-thirds of vacancies require previous experience...

**Oregon Job Vacancies Requiring Previous Experience,
Fall 2012**



... and vacancies that require more experience typically offer higher wages.

Average Hourly Wage for Oregon Job Vacancies by Required Experience, Fall 2012



Vacancies that require more experience are by far the most likely to require education beyond high school.

Oregon Job Vacancies by Experience Requirement, Fall 2012

Prior Experience Required	Vacancies	Average Hourly Wage	Full-time Positions	Permanent Positions	Requiring Education Beyond High School	Difficult to Fill
All Requirements	31,230	\$17.92	74%	82%	28%	44%
No Requirement	9,757	\$12.48	55%	68%	12%	29%
<1 Year	5,381	\$12.50	74%	75%	15%	42%
1-5 Years	11,789	\$18.66	84%	91%	37%	53%
5+ Years	3,441	\$33.48	97%	98%	69%	66%
Unknown	862	\$15.26	73%	84%	59%	27%

High-paying vacancies are more likely to require a combination of education and previous experience.

Oregon Job Vacancies by Hourly Wage Range, Fall 2012

Wage (per hour)	Vacancies	Average Hourly Wage	Full-time Positions	Permanent Positions	Requiring Education Beyond High School	Requiring Previous Experience	Difficult to Fill
All Wage Ranges	31,230	\$17.92	74%	82%	28%	68%	44%
\$8.80 through \$9.99	10,142	\$8.97	59%	61%	3%	39%	26%
\$10 through \$14.99	8,335	\$11.81	71%	85%	17%	73%	47%
\$15 through \$19.99	4,056	\$17.14	85%	93%	36%	91%	62%
\$20 through \$24.99	1,507	\$22.24	97%	98%	52%	88%	58%
\$25 through \$29.99	1,623	\$27.24	92%	94%	95%	87%	61%
\$30 and up	2,036	\$40.72	89%	99%	86%	87%	63%
Unknown	3,531		88%	96%	51%	86%	43%

Smaller employers reported the most vacancies, with large firms a close second...

Oregon Job Vacancies by Firm Size, Fall 2012

Number of Employees	Vacancies	Average Hourly Wage	Full-time Positions	Permanent Positions	Requiring Education Beyond High School	Requiring Previous Experience	Difficult to Fill
All Firms	31,230	\$17.92	74%	82%	28%	68%	44%
2-19	12,080	\$16.50	77%	91%	26%	73%	47%
20-99	7,666	\$16.51	72%	89%	31%	70%	55%
100+	11,484	\$19.21	72%	67%	29%	62%	35%

... and nearly half of vacancies are in the Portland Tri-County area.

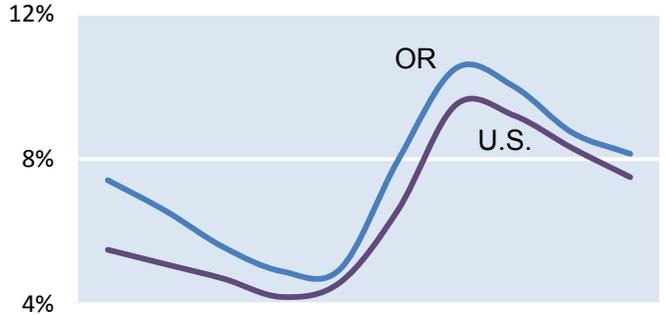
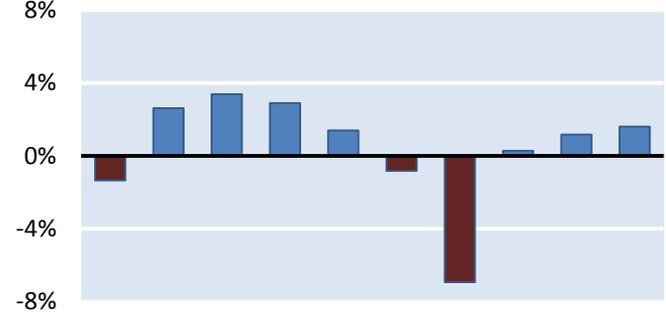
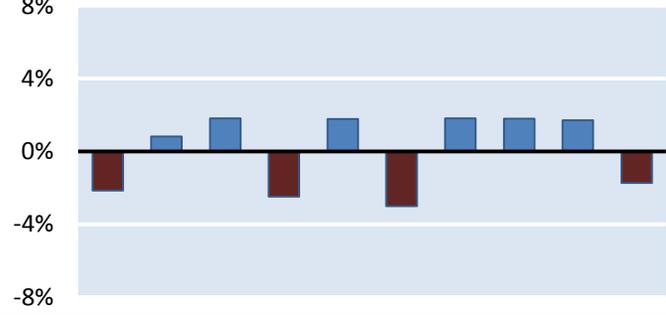
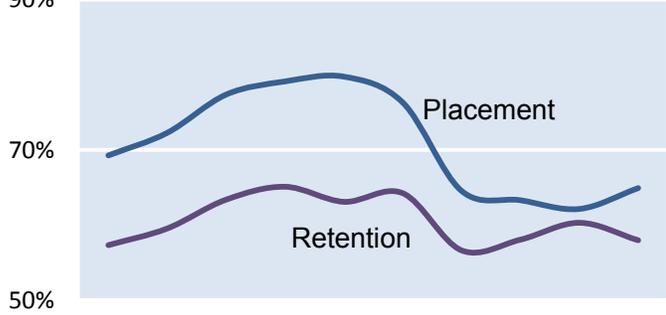
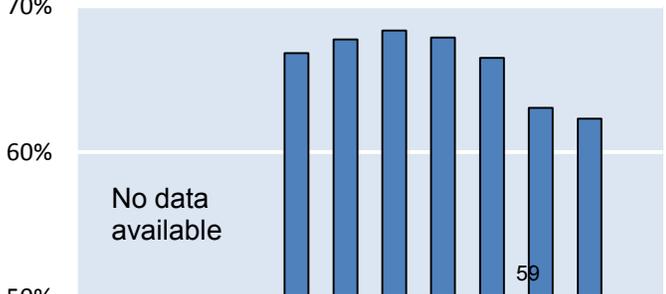
Oregon Job Vacancies by Geography, Fall 2012

Geography	Vacancies	Average Hourly Wage	Full-time Positions	Permanent Positions	Requiring Education Beyond High School	Requiring Previous Experience	Difficult to Fill
Oregon Statewide	31,230	\$17.92	74%	82%	28%	68%	44%
Portland Tri-County	14,864	\$19.14	75%	81%	20%	69%	45%
Northwest Oregon/Willamette Valley	7,804	\$16.91	77%	91%	32%	68%	43%
Central Oregon	3,263	\$17.31	62%	58%	29%	70%	47%
Southwest Oregon	3,093	\$17.33	73%	80%	24%	55%	39%
Eastern Oregon	956	\$16.35	76%	94%	29%	71%	57%

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Quarterly Benchmark Report for the Oregon Workforce Investment Board

Workforce Benchmark	Current	Change from Prior Year	10-Year Trend (unless otherwise noted)
Oregon Quarterly Unemployment Rate through 4Q2012	8.1%	● -0.6	
U.S. Quarterly Unemployment Rate through 4Q2012	7.5%	● -0.8	
Oregon Total Covered Year-to-Year Quarterly Employment (All Ownerships) through 3Q2012	1,651,790	↑ 1.6%	
Oregon Average Quarterly Wage (in 2012 dollars) through 3Q2012	\$10,837	↓ -1.7%	
PRISM Placement Rate data through 2Q2012	65%	↑ 2.8	
PRISM Retention Rate data through 3Q2011	58%	↓ -2.3	
Population At or Above 200% of Poverty Level annual data 2005 to 2011	62%	→ -0.8	

**AGENDA ITEM
COMMITTEE AND OTHER REPORTS
INFORMATIONAL**

A brief verbal report on Committee and other Board activities will be provided by the following committee representatives and the Chair:

- State Chairs Meeting, National Governors' Association -Rosie
- Industry Sectors Committee - Dave Gutzler, Chair
- System Innovation Committee - Marvin Revoal, Chair
- National Career Readiness/Work Ready Communities Committee - Barbara Byrd, OWIB Representative

Attachments

Industry Sectors Committee Minutes from January 10 and February 14, 2013

OWIB Sector Strategies Committee

Meeting Minutes 1/10/2013

Attendees: Ken Madden, Rep Huffman, Dave Gutzler, Agnes Balassa, Yolonda Garcia, Shalee Hodgson, Susan Buell, Jesse Gamez, Susan Brown, Jo Isgrigg

Absent : Susan King

1. Review of 10/31/2012 Committee meeting minutes
 - a. Shalee said she had spoken with Sue Parrish who is working on a website called the Oregon Healthcare Workforce Linkage, <http://oregonhealthcareworkforcelinkage.ning.com> which is a social networking site to promote communication and collaboration among the healthcare workforce.
2. The Oregon Consortium asked at the OWIB meeting that Small Business and Entrepreneurs be considered as Industry Sectors.
 - a. Shalee mentioned that she is reaching out to other states to get some feedback on Entrepreneurship as a sector.
 - b. It was suggested that SBDCs (Small Business Development Centers) has a role here.
 - c. It was mentioned that Small Business is critical for rural areas.
 - d. It was suggested to identify/catalog Entrepreneurs and gaps related to the Strategic Plan.Action: Don't forget about Small Business and Entrepreneurs as we develop our understanding of Sector Strategies.
3. Subject from OWIB meeting was about transformation of healthcare in Oregon.
 - a. Agnes introduced Jo Isgrigg of Oregon Healthcare Workforce Institute. Jo discussed findings and practices. Also discussed emerging occupations and available training. She understands it is necessary to provide accurate data for healthcare occupations to OWIB and LWIBs.
 - b. There was discussion about how to communicate healthcare issues and updates within the sector and region to region. It was suggested to have a resource available to provide updates on healthcare and manufacturing sectors for all seven regions.
 - c. It was mentioned that OWIB members have experience and expertise that should be identified and shared with the entire OWIB.Action: Jo to provide list of groups and agencies that exist in the healthcare sector and a short statement about their activities to be shared with all regions. Agnes to take our committee's input about an available resource for healthcare and manufacturing updates into consideration for the Governor's budget. Agnes to pass onto Meg Reinhold our interest in knowing OWIB members expertise.
4. Discussion of Sector Strategies Committee members's roles with LWIBs.
 - a. Would like to be involved with LWIBs.
 - b. Would like to see the progress of the LWIBs.

- c. Would like to know goals and activities.
 - d. Interested in alignment of OWIB, LWIBs, Worksource Centers, employers, and employees.
- Action: Define Committee member's role of what and how to do.

5. Next Meeting, 2/14, at 10:30

Submitted,
Dave Gutzler, Chair

OWIB Sector Strategies Committee

Meeting Minutes 2/14/2013

Attendees: Ken Madden, Agnes Balassa, Yolonda Garcia, Meg Reinhold, Rachel Soto, Susan Buell, Jo Isgrigg, Dave Gutzler

Absent: Susan King, Susan Brown, Jesse Gamez, Rep Huffman

1. Review of 1/10/2013 Meeting Minutes
 - a. Action: Consider as sectors (Small Business & Entrepreneurs) – no update
 - b. Action: Jo provided 3 documents. Thank you.
 - c. Action: Agnes to review resource and budget for Healthcare and Manufacturing updates – see today’s agenda re: Work Plan
 - d. Action: Our Committee’s roles – see today’s agenda
2. Jo presented her 3 documents describing in detail state Healthcare organizations and the Healthcare Workforce Committee. Agnes suggested the mapping of these Healthcare organizations and their contact w/LWIBs.
 - a. Action – See Work Plan discussion below.
3. Dave presented Healthcare & Manufacturing Templates
 - a. These are for Regions 2 and 15. They are examples of status of involvement, learnings, and next steps.
 - b. Action – S Buell to present concept to TOC for feedback
 - c. Action – Meg to present concept to OWP for feedback
4. Committee Member’s Roles – no comments
5. Development of a Work Plan by Agnes and Meg
 - a. Presentation by Scott Shelly from Lancaster, PA on Focus/Alignment of One Stop Center
 - b. RFPs for small contracts to develop mapping and updates for Healthcare & Manufacturing all the regions.
 - c. Working Session with Aspen Institute on Sector Strategies with our Committee and LWIBs.
 - d. Action – Finalize Work Plan details
6. Next Meeting, April 11, 10:30

Submitted,

Dave Gutzler, Chair