

Table 2. 7: Workforce Ready Grant Recipients with Brief Description, County, Priority Populations, Industry Sector, and Award

Applicants Awarded					
Organization	Description	County	Priority Populations	Industry Sectors	Award Amount
Advocates for Life Skills and Opportunities - ALSO	Three key initiatives identified will increase the capacity to expand workforce programs for people with disabilities in the manufacturing, technology, and healthcare industries. Nurturing the intersection of job seekers, employers, service providers, community, and stakeholders. 1. Assess, attract, and engage stakeholders in the manufacturing, technology, and healthcare industries within urban, rural, and frontier Oregon communities. 2. Address the needs of job seekers through workforce discovery groups, financial literacy, and assistive technology. 3. Build internal capacity through person-centeredness training, DEI training, and succession planning.	Multnomah, Clackamas, Washington, Umatilla, Deschutes, Klamath, Harney, Jackson, and Josephine Counties	Persons with disabilities, Low-income communities, rural and frontier	Healthcare Technology Manufacturing (General)	\$300,000
AntFarm, Inc.	AntFarm is a grassroots organization in rural Clackamas County with 16 programs that support local youth and families, with local partners representing schools, churches, businesses, and families. These funds will expand training in businesses of Technology, Manufacturing, Construction, Early Childhood Development, and Health Care.	Rural Clackamas County	Communities of color, Low-income communities, Persons with disabilities, Tribes, Rural and frontier	Healthcare Technology Manufacturing	\$300,000
Baker Technical Institute	The goal of BTI's Manufacturing Academy is to get students in, get them trained and have them ready to work in 5-weeks. The manufacturing academy training series will address several key industry components, including developing acuity in technology driven skills through Computer Aided Design, 3D Printing and Computer Navigated Cutting. Participants will also receive training in welding and fabrication, forklift certification, First Aid/CPR and Hazardous Waste First Responder certification	Baker County	Women, Low-income communities, Incarcerated and formerly incarcerated individuals, Tribes	Manufacturing	\$89,500
Bay Area Enterprises	This funding will expand a program that enables persons with disabilities to access employment opportunities within the medical sector via development of an EVS (Environmental Services) program. This program will allow for advanced training ultimately leading to the development of transferable skills that allow individuals the ability to be self-sufficient and self-reliant.	Curry, Coos, Lincoln, Lane, Douglas Counties	Low-income communities, Persons with disabilities, Rural and frontier	Healthcare	\$300,000
Central Oregon Community College	Central Oregon Community College (COCC) will purchase needed equipment for the future health career programs being developed as part of the COCC Madras campus expansion and will fund the planning and design of a redesign/retrofit of the COCC Manufacturing and Applied Technology Center (MATC) in Redmond.	Deschutes County	Communities of color, Low-income communities, Rural and frontier, Tribes	Healthcare Manufacturing	\$300,000

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Central Oregon Intergovernmental Council	The Future Ready grant will add staffing to strengthen outreach, extend and expand services to more youth, ages 16-24 and all adults 18 and older. It will also add a mobile WorkSource unit to provide employment services to rural and frontier communities.	Crook, Deschutes, Jefferson Counties	Communities of color, Women, Low-income communities, Rural and frontier, Veterans, Persons with disabilities, Incarcerated, Tribes, Age Discrimination, LGBTQ+, (plus Homeless/Houseless, High School Dropouts)	Healthcare Technology Manufacturing (General)	\$300,000
Centro Cultural de Washington County	Centro's Workforce Capacity Building leverages the existing Prosperidad program and connections with both Washington County's Latino community and local employers, jurisdictions, and workforce boards. Our program will connect people with emerging opportunities in advanced manufacturing and healthcare.	Multnomah, Clackamas, and Washington counties	Communities of color, Low-income communities	Healthcare, Manufacturing	\$300,000
Chemeketa Community College	Chemeketa Community College, an Hispanic Serving Institution with campuses and centers in Yamhill, Marion and Polk Counties, will increase the capacity to place and support individuals from target populations in jobs in manufacturing, healthcare and technology industries by building and strengthening employer connections to create an aligned pathway from education to employment, assuring individuals receive the pre and concurrent training that leads to higher-wage careers. Employers will be offered tuition free DEI classes leading to a Cultural Competency Certification to ensure workplaces are ready to inclusively welcome and retain new employees.	Marion, Polk, Yamhill counties	Communities of color; Women; Low-income communities; Rural and frontier; Persons with disabilities; Tribes LGBTQ+; (disengaged youth)	Healthcare Technology Manufacturing	\$300,000
City of Hillsboro	With grant resources, Hillsboro Advanced Manufacturing Workforce Partnership (HAMWP) capacity will increase access and expand accessible training opportunities that are pathways to direct employment, create culturally and linguistically relevant career mapping, and launch a manufacturing campaign in the advanced manufacturing sector. They will build consortium capacity through investments that support a strong workforce ecosystem. Elements of this ecosystem include an aligned talent pipeline, holistic access, and engagement to support priority populations and advocacy and awareness of the manufacturing sector.	Multnomah, Clackamas, and Washington counties	Communities of color; Women; Low-income communities	Manufacturing	\$300,000

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City of Portland, Portland Fire & Rescue	Portland Fire & Rescue (PF&R) will use Round 1 of the HECC funds to build capacity to launch an Emergency Medical Technician Certification Program for individuals from priority populations that include communities of color, women, low-income communities, and individuals who identify as members of the LGBTQ+ community.	Multnomah, Clackamas, and Washington counties	Communities of color; Women; Low-income communities; Rural and frontier; Veterans; Persons with disabilities; Tribes; LGBTQ+	Healthcare	\$300,000
Daisy Chain	With this grant, Daisy C.H.A.I.N. (DC) will hire 2 doula mentors to support our capacity to mentor incoming doulas. They will provide paid mentorship for 3 DC volunteers who attended doula training in June 2022. These mentees will be paid for up to 6 months of on-the-job learning, shadowing at least 1 prenatal, 1 birth, and 1 postpartum visit. This project will increase DC's capacity to sustain this specialized workforce development in a healthcare field in which people of color and other priority populations are underrepresented due to systemic racism and oppression.	Lane County	Communities of color; Women; Low-income communities; Rural and frontier; Persons with disabilities; LGBTQ+	Healthcare	\$225,496.60
Diversability Inc.	Funding allows Diversability Inc. to increase wages for our Employment Professionals who provide the direct service that is critical to the success of the individuals we support. HECC funding also allows Diversability Inc. to partner with Central Oregon healthcare, technology and manufacturing businesses, promoting individuals with Diversabilities as a capable and highly under-utilized workforce.	Central Oregon; Deschutes County	Women; Low-income communities; Persons with disabilities; LGBTQ+	Healthcare; Technology; Manufacturing	\$50,000
EncodeXP	Funding will enable EncodeXP to integrate career pathway mapping and student mentorship, to design and build a tech aptitude assessment, and to increase our outreach and support for communities of color, women, rural and frontier regions, individuals who identify as LGBTQ+, and other young people who may not see themselves in the tech field.	Jackson and Josephine counties	Communities of color; Women; Low-income communities; Rural and frontier; Veterans; Persons with disabilities; Incarcerated; Tribes; Age Discrimination; LGBTQ+	Technology; Manufacturing	\$193,870

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Eugene-Springfield NAACP Unit #1119	The NAACP Health Committee will plan and implement "Health Care Career Boost," a workforce development and mentoring program for people of color in Lane County, recruiting and mentoring middle school and high school students of color to complete a high school Health Sciences Career and Technical Education (CTE) career pathways program and subsequently enroll in the local community college or other higher education options, with the goal of obtaining employment in the health care or behavioral health care workforce.	Lane County	Communities of Color	Healthcare	\$225,953
Golden Rule ReEntry	This pre-apprenticeship program will manufacture eco-aware modular homes, tiny homes, and auxiliary structures primarily for entities serving the homeless population. Once launched, Golden Rule ReEntry will hire in-house case managers and incorporate the services of other local nonprofits and agencies including but not limited to Rogue Community College, WorkSource Rogue Valley, Rogue Workforce Partnership, Empower Coaching, Phoenix Counseling, CrimAnon and Welcome Home Oregon.	Jackson and Josephine counties	Incarcerated and formerly incarcerated individuals	Manufacturing	\$300,000
Hacienda CDC	Providing a comprehensive digital literacy curriculum and exposure to emerging technology is the goal for this program to create family-wage jobs in the manufacturing and technology sectors. Through this work, they intend to bridge the gap between noncomputer users and well-paying, highly-regarded technology and manufacturing careers. In addition, a Spanish Language Digital Literacy course and create a technical skill learning path will be offered.	Multnomah, Clackamas, and Washington counties	Communities of color; Women; Low-income communities	Technology; Manufacturing	\$300,000
Horizon Project Inc. (HPI)	The Future Ready capacity building grant will allow HPI to enhance and expand their current workforce development offerings by creating new partnerships with employers in the health care and manufacturing fields, by launching an internship / apprenticeship program, and by incorporating person-centered curricula that include tactile learning both on the job site and in the classroom. HPI will develop its apprenticeship program in partnership with Hermiston High School and Hermiston-based employers, focusing on the health care and manufacturing industries.	Umatilla County	Persons with disabilities	Healthcare; Manufacturing	\$143,780

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Immigrant and Refugee Community Organization	Understanding the many barriers to gainful employment, this capacity grant will engage job seekers from targeted immigrant and refugee communities living and working in the greater Portland metro area via focus groups to help identify and understand barriers to entering manufacturing, technology, and healthcare industry sectors. With both job seeker and employer input, they will develop a new program modeling culturally and linguistically specific appropriate services that identifies barriers, needs, and career opportunities for priority populations.	Multnomah, Washington, Clackamas Counties	Communities of color; Women; Low-income communities; Rural and frontier; Veterans; Persons with disabilities; Incarcerated; Tribes; Age Discrimination; LGBTQ+; (Plus immigrants and refugees)	Healthcare; Technology; Manufacturing	\$111,000
Klamath Community College (KCC)	The KCC Apprenticeship Center, an approximately \$11.5 million, 30,000-square-foot instructional facility for BOLI registered apprenticeships (in construction and related trades), manufacturing, technology, allied "hands on," skills education, and Emergency Response Operations (ERO) training, is now under construction. This Workforce Ready project will focus predominantly on migrant and seasonal farmworker households/ students associated with KCC's Highschool Equivalency Program (HEP) which predominantly works with individuals in the Latino/Hispanic community. The college will build on and enhance established relationships while continuing to seek out new mutually beneficial collaborations.	Klamath and Lake County	Communities of color; Women; Low-income communities; Rural and frontier; Veterans; Persons with disabilities; Incarcerated; Tribes; Age Discrimination; LGBTQ+	Technology; Manufacturing	\$300,000
Klamath Works	Klamath Works will provide supported work and actual work experience opportunities for any individual in the Basin who is interested in pursuing a career in manufacturing. The grant will provide participants with work readiness services, and paid supported work in its manufactured-related enterprises. In addition, Klamath Works will offer full-time paid work experience positions with preeminent manufacturing firms.	Klamath County	Low-income communities; Rural and frontier; Incarcerated; (young adults 18+)	Manufacturing	\$200,000
Latino Network	The project focuses on updating their culturally specific and Spanish language Community Health Worker (CHW) curriculum and obtaining OHA's certification so that we can continue to offer CHW training to our community. We will also continue planning for future work to ensure that CHWs have access to continuing education classes, particularly in mental and behavioral health, as well as externships that lead to a secure job placement through a partnership with Raices de Bienestar and Centro Cultural of Washington County's Centro de Prosperidad.	Multnomah, Washington Counties	Communities of color; Low-income communities; LGBTQ+	Healthcare	\$118,533

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Mercy Flights	The project allows Mercy Flights to build an Emergency Medical Services (EMS) Apprenticeship Program in Southern Oregon. Designed to expand the available pool of EMS professionals and address the current and forecasted EMS workforce crisis, the program is modeled after longstanding trade sector apprenticeship models, where students earn a livable wage while learning a profession.	Jackson, Josephine, Klamath, Douglas Counties	Communities of color; Women; Low-income communities; Rural and frontier; Veterans; Tribes; LGBTQ+	Healthcare	\$267,813
Mid-Willamette Valley Communication Action	This project provides the opportunity to meaningfully connect and engage with employers to build concrete, ongoing bridges to employment opportunities in the manufacturing and technology industries within Marion, Polk, and Yamhill counties. They will expand their current employment services including acting as a liaison between the reentry community and manufacturing/technology employers.	Marion, Polk & Yamhill Counties	Communities of color; Low-income communities; Rural and frontier; Incarcerated	Technology; Manufacturing	\$168,630
Mt. Hood Community College	This project a) creates a mobile training/teaching lab to be used onsite at manufacturer's sites (for incumbent or existent workers); b) mentors current experts from the industry to become part-time faculty and provide the training (increasing sustainability and collaboration); c) provides workforce training opportunities for jobseekers with introductory mechatronics classes; and d) provides wraparound support for participants through student resource specialists, strengthening job attainment, retention, and promotion among participants.	Multnomah County	Communities of color; Women; Low-income communities; Rural and frontier; Veterans; Persons with disabilities; Incarcerated; Tribes; Age Discrimination; LGBTQ+	Technology; Manufacturing	\$300,000
Oregon Center for Nursing (OCN)	This project aims to support workforce programs in the healthcare sector through evidence-based research uncovering the barriers to workforce expansion and sustainability specific to low-income and rural communities. The information gleaned from this project will allow the local workforce development board to recommend, lead, coordinate, and conduct new initiatives to advance opportunities specifically designed to reduce resistance and eliminate barriers for low-income and rural community members, which in turn enhances their capacity to launch, expand, sustain, and offer continued support to the local nursing workforce.	Coos County	Low-income communities; Rural and frontier	Healthcare	\$115,640

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Oregon State University	Ecampus grant project will serve Veteran students who are living in Oregon and using the post-9/11 GI Bill to pursue degrees in health care, technology, and manufacturing in online programs. Presently, the federal government reduces the housing allowance portion of the GI Bill for these students—simply because they are studying online. This grant funding will help make the housing allowance more equitable for veterans pursuing online degree programs in the targeted disciplines in the state of Oregon.	Statewide	Veterans	All	\$52,737
Oregon State University	Expands Community Health Worker (CHW) training to serve Oregon’s Veterans. Grant activities include (a) recruiting two small cohorts of Veterans and training them to become entry-level CHWs who are certified for work by the Oregon Health Authority; (b) developing and launching a Continuing Education course for all CHWs regarding Veteran’s health care needs; and (c) supporting Veteran’s job placement as CHWs with professional networking opportunities.	Statewide	Veterans	Healthcare	\$278,141
Oregon Workforce Partnership (OWP)	In this capacity-building grant, OWP will lead the integration of WorkSource Oregon services in the 12 Oregon state prisons alongside the Department of Corrections. The emphasis of this program will focus on work readiness, education, training opportunities, and placement connections to high-wage, high-growth industries.	Statewide	Low-income communities; Incarcerated	Manufacturing	\$107,500
PODER Oregon’s Latino Leadership Network	Due to the lack of culturally specific mental health providers and employers, PODER is working to support behavioral health by increasing the number of Latino bilingual and bicultural qualified mental health providers. This work is expected to establish a statewide Latino Health Council made up of diverse Latino healthcare professionals, healthcare research experts, and healthcare CBOs. The goals are to expand access to bilingual/bicultural services for Latino across the region and to strategically inform and guide healthcare policy and resources in the private, nonprofit, and public sectors to improve health outcomes and increase capacity for our communities.	Marion County; Statewide	Communities of color; Low-income; communities; Rural and frontier	Healthcare	\$300,000

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Portland Community College (PCC)	This project is designed to support communities of color, women, low-income communities, formerly incarcerated individuals, and members of Oregon's nine federally-recognized Indian tribes by improving awareness of and expanding access to culturally-relevant, industry-aligned training that leads to high-demand, good paying jobs in manufacturing, with a particular focus on machine manufacturing technology. It will accomplish this by engaging community and industry partners in a comprehensive review of a student's journey, including initial engagement with PCC, career and college preparatory activities, technical training in MMT, and holistic student supports that can create and strengthen pathways to careers in machine manufacturing. This work will inform a future curriculum redesign that better meets the needs of priority populations as well as industry.	Multnomah, Washington, Yamhill, Clackamas, and Columbia Counties	Communities of color; Women; Low-income communities; Incarcerated; Tribes	Manufacturing	\$300,000
Portland Opportunities Industrialization Center Inc (POIC)	POIC's project will expand Health Care career training pathway to serve approximately 50 new trainees and support them in ultimately entering living-wage careers. POIC and Rosemary Anderson High School (RAHS) are well-positioned to make a significant impact on the healthcare sector in the Portland Metropolitan Area. We have strong partnerships with hundreds of workforce partners across Portland and beyond who are in dire need of qualified, highly skilled, and diverse applicants. POIC+RAHS' programming is unique because participants have access to POIC+RAHS' array of other wraparound services including access to a Career Coach and mentors (before and after their placement), financial education support, counseling, additional education, pro-social activities, and much more.	Multnomah County	Communities of color; Low-income communities; Incarcerated	Healthcare; Manufacturing	\$300,000

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Portland State University (PSU)	PSU's Vernier Science Center STEM Equity Hub will transform existing priority-population student support programs and physical space to ensure that STEM/health students can succeed in their disciplines and quickly enter fulfilling, well-paying careers. This capacity-building project will enable our team to 1) expand connections and build a common agenda with employers and other workforce partners in the health, manufacturing, and technology workforce; 2) develop foci on climate change mitigation/adaptation and connect partners' perspectives to the vision for the Center; 3) begin scaling existing programs in the Center that can immediately support student success and grow the workforce in priority sectors. The efforts are designed to 4) bring in new partners—particularly CBOs led by Black, Indigenous and People of Color—to the workforce ecosystem.	Multnomah County	Communities of color; Women; Low-income communities; Rural and frontier; Veterans; Persons with disabilities; Incarcerated; Tribes; Age Discrimination; LGBTQ+; (plus undocumented/DACA and foster care experience)	Healthcare; Technology; Manufacturing	\$223,741
RISE Partnership	RISE Partnership provides workers in long-term care facilities with training, apprenticeship, and mentorship to help them thrive in their careers. Careworks created and operates Oregon's first and only competency-based and BOLI-certified Certified Nursing Assistant (CNA) apprenticeship program. Rural Equity Project will scope the cost and feasibility of mobile training units that can be training centers for rural communities who may benefit from targeted strategies to grow and retain a long-term care workforce. These mobile training units would be designed to serve as training facilities to mimic on-the-job training (e.g., hospital beds, vital equipment) and have computer training and broadband access. The funding will also support developing curriculum continuing education for long-term care facility workers, and developing a new, Oregon-specific CNA curriculum.	Statewide	Communities of color; Women; Low-income communities; Rural and frontier; Persons with disabilities; Incarcerated; Age Discrimination	Healthcare	\$300,000
Rockwood Community Development Corporation, East County Community Health (ECCH)	ECCH will initiate this workforce initiative incrementally through three phases. Phase I of CHW community health capacity building initiative will strengthen current relationships while building new partnerships, develop robust programming, and being intentional in outreaching into BIPOC communities for participants. Phase II will launch the CHW Community Health Workforce Training and Certification program for People of Color (POC) community members and students. Phase III will focus on securing additional funding sources for sustainability and expansion.	Multnomah County	Communities of color; Women; Low-income communities; Age Discrimination	Healthcare	\$181,985.33

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Rogue Community College (RCC)	The scope of the grant-funded project is to increase RCC's capacity to launch, sustain, and support workforce training in healthcare within the Rogue Valley, in response to the region's industry needs. Priority populations affected by this project include first-generation college students, as well as rural and economically disadvantaged residents of the Rogue Valley. Anticipated longer-term outcomes of this project include 1) providing pathways to high-demand, high-wage jobs in the Rogue Valley; 2) expanding the healthcare training portfolio in the region; 3) responding to urgent requests from healthcare partners; and 4) increasing the economic output in the region.	Jackson, Josephine Counties	Communities of color; Women; Low-income communities; Rural and frontier; Veterans; Age Discrimination	Healthcare; Technology; Manufacturing	\$300,000
South Coast Business	South Coast Business will use the funding to bridge the gap between Spanish-speaking populations and manufacturing employers throughout the western portion of the state through developing targeted recruitment practices and developing culturally competent employment opportunities.	Coos, Curry, and Douglas Counties	Communities of color; Women; Low-income communities; Rural and frontier	Manufacturing	\$300,000
The Contingent	This project aims to expand the Empowering Leaders Internship program to Southern Oregon and build the infrastructure needed to scale to multiple locations beyond the Portland Metro area. The expansion to Southern Oregon is in partnership with Project Youth +, a non-profit working in Jackson and Josephine Counties to increase opportunities for youth to thrive in school, careers, and life. Funding will support recruitment of Southern Oregon companies to provide internships across sectors, with an emphasis on the technology sector as well as support roles in manufacturing and health care. Student recruitment will focus on enhancing opportunities for students from communities of color and/or lower-income rural backgrounds.	Jackson, Josephine Counties	Communities of color; Women; Low-income communities; Rural and frontier	Healthcare; Technology; Manufacturing (general)	\$300,000

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United We Heal Training	This project will utilize existing grassroots structures to establish and nurture long-term support structures for thousands of workers including primarily women and people of color to advance their careers in healthcare and in IT Help Desk roles. The project will 1) develop recruitment and selection materials and processes with engagement from BIPOC, female, rural, and gender non-binary individuals; 2) engage existing worker caucuses to build mentorship programs that are culturally-relevant, union-associated, and worksite-based; 3) engage experienced adult educators to develop mentor training curriculum as well as recruit and train mentors; 4) recruit trainees; and 5) prepare for future workforce funding opportunities, including future rounds of Workforce Ready Grants to pay for tuition.	Statewide	Communities of color; Women; Low-income communities; Persons with disabilities; LGBTQ+	Healthcare; Technology	\$300,000
Virginia Garcia Memorial Health Center (VGMHC)	The funding increases VGMHC's capacity to expand, strengthen and diversify workforce pipelines to healthcare careers through our partnership with Hillsboro School District (HSD) and Portland Community College (PCC). All three partners serve priority populations, including people with low incomes, people of color, immigrants, and refugees. They will pilot co-faculty teaching positions for VGMHC registered nurses and dental hygienists at PCC and HSD as a potential method of creating a pipeline for existing staff and community members to enter these fields.	Washington County	Communities of color; Women; Low-income communities	Healthcare	\$300,000
Vision Action Network (VAN)	VAN will support a collaborative cohort to focus on the behavioral health sector with Adelante Mujeres and Raíces de Bienestar, two CBOs located in Washington County. Together, they intend to build their capacity to provide culturally-specific behavioral health services for the Latino/a/e/x communities in Washington County and rural areas in the Willamette Valley and Southern Oregon.	Washington, Clackamas, Marion, Polk, Jackson & Josephine Counties.	Communities of color; Women; Low-income communities; Rural and frontier	Healthcare	\$300,000
Warm Springs Community Action Team (WSCAT)	WSCAT will build the capacity of the workforce development program by conducting needs assessments, asset mapping, and developing a vision and strategic plan around technology workforce training in Warm Springs. This includes a variety of technology sectors, including IT and solar. They will serve tribal members living on the Warm Springs Indian Reservation.	Jefferson County	Communities of color; Women; Low-income communities; Rural and frontier; Tribes	Technology	\$110,579

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Willamette Education Service District	With funding, they will obtain needed high-priced industry-standard equipment for the new Information Technology and Manufacturing Programs including a precision lathe, a CNC machine, downdraft tables, an ironworker, large scale printer, and water jet tools. Engage students in networking and competitive opportunities through participation in Career and Technical Student Organizations. They encourage participation of female students in career pathways in non-traditional areas by sponsoring WCA female students' attendance at the Oregon Tradeswomen's Career Fair where they can build more networking experiences for students in non-traditional careers.	Marion, Polk & Yamhill Counties	Communities of color; Women; Low-income communities; Rural and frontier	Technology; Manufacturing	\$274,329