



2016-2018

# MANUFACTURING WORKFORCE PLAN

For the Counties of Clackamas, Clark,  
Cowlitz, Multnomah, Wahkiakum,  
and Washington & the City of Portland

## THE COLUMBIA-WILLAMETTE WORKFORCE COLLABORATIVE

Working together to support and develop regional talent.



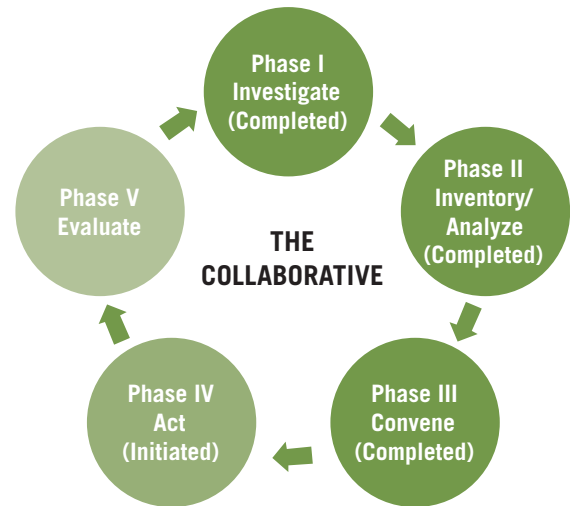
## WHY A REGIONAL PLAN?

There are a variety of good public and private efforts underway to improve the quality of the regional manufacturing workforce. The challenge is that these efforts often work in isolation, which diminishes the overall impact to the industry. The fact is the magnitude of the challenge requires multiple stakeholders to work together to have a meaningful and sustainable impact on the supply of well-trained manufacturing workers.

The Columbia-Willamette Workforce Collaborative is a partnership that delivers a unified approach to serve industry, support economic development, and guide public workforce investments in the Portland-Vancouver Metropolitan area. We work with industry to identify and remove barriers that stand in the way of cultivating and sustaining a skilled workforce.

## COLLABORATIVE MODEL

Our proven five-step business model directly involves industry in the design, development, delivery, and oversight of regional workforce programs and services. We delivered results for industry under the 2013-2015 Manufacturing Workforce Plan and have now evaluated and revised strategies for a new two-year plan.



## DRIVEN BY THE INDUSTRIES WE SERVE

Manufacturers provide jobs, spark innovation, and spur productivity, giving our region a competitive edge. Recognizing this critical role in the local economy, we worked with industry to pinpoint their key workforce challenges and develop strategies that would move the needle.

Updating the Manufacturing Workforce Plan was accomplished through a series of planning sessions with industry, education, workforce, economic development, and community stakeholders from throughout the six-county Oregon and SW Washington region. Through this process, stakeholders identified and prioritized several high-level goals and strategies the public

workforce system can deploy to more effectively support the industry. While many of the same challenges persist in the industry, three major themes surfaced:

- The manufacturing workforce is aging and not enough young workers are entering the industry.
- Manufacturers need to draw more non-traditional candidates, such as women and people of color, to the industry in order to increase diversity and meet employment demand.
- Manufacturers need tools and resources to develop and advance their current workers.

**“As a growing company, we are constantly working to attract, train, and retain a skilled manufacturing workforce. We believe it’s important for manufacturers to work closely with local cities, counties, and schools to ensure we’re developing the next generation of talent right here in the community.”**

**LES DE ASIS**

Founder & President of Benchmade Knife Company

# PLAN GOALS

Under the guidance of local companies, we developed a three-point plan to address manufacturing's workforce challenges.

## 1 MAKE MANUFACTURING A CAREER OF CHOICE FOR THE EMERGING WORKFORCE

### Outcomes

- Support 150 youth internships in manufacturing
- Create 1,700 manufacturing career-related learning experiences
- Develop an industry messaging platform, approach, and materials to raise awareness of existing programs and opportunities
- 200 manufacturers engage with youth programs and K12 education
- Connect 15 educator teams with manufacturing worksite externships
- Increase the number of students participating in and completing CTE programs in manufacturing

## 2 CONNECT MANUFACTURERS TO THE RIGHT CANDIDATES NOW

### Outcomes

- 800 WorkSource job seekers pursue manufacturing careers through training or job placement services
- 700 WorkSource job seekers are connected to manufacturing employment after receiving training and/or placement services
- 150 manufacturers hire and train WorkSource customers using work-based training models such as apprenticeship, OJT, and internships
- 45 companies sign-on in support of and hire from the Certified Production Technician program
- Increase the number of non-traditional candidates pursuing manufacturing careers through WorkSource

## 3 STRENGTHEN THE MANUFACTURING COMMUNITY

### Outcomes

- 100 manufacturing workers complete interpersonal, skill-development training
- 50 workers complete leadership/supervisory training
- Five peer-to-peer learning events are facilitated/coordinated by the Collaborative.
- 25 manufacturers begin or enhance internal training programs for employee career advancement after receiving a Collaborative apprenticeship partner and/or MEP partner technical assistance.

# COLUMBIA – WILLAMETTE MANUFACTURING INDUSTRY PANEL

## EXECUTIVE COMMITTEE:

David Fee, Benchmade  
Paul Untalan, Q&D Manufacturing  
Jay Schmidt, Silicon Forest Electronics

## COLLABORATIVE MANUFACTURING LEAD:

Jesse Aronson, Worksystems

## PROVIDED INPUT IN PLANNING AND DEVELOPMENT

Aerotek  
Ascentec Engineering  
Benchmade  
Blount  
Boeing  
Columbia Machine  
Columbia Steel  
CRB Manufacturing  
Dave's Killer Bread  
Elkhart Plastics

Enoch Manufacturing  
Express  
Gaylord Industries  
KCR Manufacturing  
Leupold & Stevens  
Linear Technology  
Madden Industrial  
MFG 21  
Microchip  
Miles Fiberglass

Pacific Power Group  
Q&D Manufacturing  
SEH America  
Silicon Forest Electronics  
Silver Eagle Manufacturing  
Sunset Manufacturing  
Tosoh Quartz  
Tube Specialties  
Vigor Industrial

## COLLABORATIVE PARTNERS

All Hands Raised  
Clackamas Community College  
Clark College  
Greater Portland Inc.  
State and Regional Economic  
Development Entities

Impact NW  
Impact Washington  
K-12 Career Technical Education  
Lower Columbia College  
Mt. Hood Community College  
Oregon Manufacturing Extension  
Partnership

Oregon Tradeswomen  
Pacific NW Defense Coalition  
Pacific NW Manufacturing Partnership  
Portland Community College  
WorkSource Oregon and Washington

## QUESTIONS?

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