



## **2013-2015 Manufacturing Workforce Plan**

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



# Over the next decade the regional manufacturing sector is projected to need to replace more than 30,000 workers

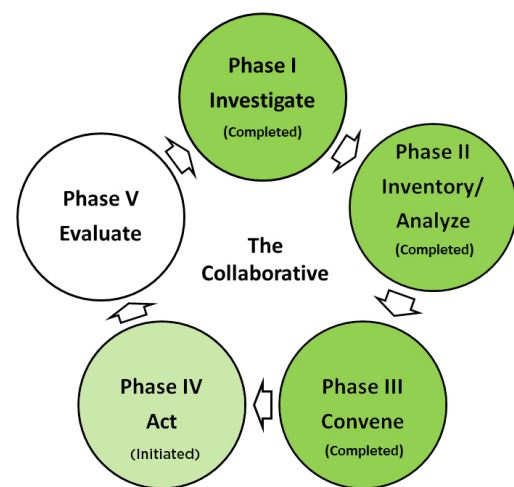
## Why a Regional Plan?

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 5 step business model directly involves industry in the design, development, delivery and oversight of regional workforce programs and services.



## Driven by the Industries We Serve

Manufacturers provide jobs, spark innovation, and spur productivity giving our region a competitive edge. Despite high unemployment, manufacturers still struggle to find qualified local workers.

Recognizing the critical role manufacturers play in the local economy, we began working with industry to pinpoint their key workforce challenges and develop strategies that would move the needle. After engaging over 160 industry members through a combination of surveys, meetings and focus groups, three major themes surfaced:

- ***Manufacturers are concerned about the quality and number of young workers entering the industry.***
- ***Available labor does not have the skills needed for current and projected jobs.***
- ***Small manufacturers need greater access to continuous improvement training.***

# PLAN GOALS

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



## 1. Building a Labor Pipeline by Attracting Interested, Committed Youth

- Outcomes:**
- Develop and implement a career exposure campaign targeting youth
  - Convene a regional Career Technical Education (CTE) industry advisory group to give manufacturers a coordinated way to inform and influence regional CTE programs
  - Support **100** opportunities for youth internships in manufacturing occupations
  - Certify manufacturing skills competencies of **200** youth
  - Create **1,000** manufacturing career-related learning experiences

## 2. Finding Work-Ready Candidates Now

- Outcomes:**
- Create a certified work-ready workforce based on industry identified skill competencies
  - Establish a manufacturing hiring pool of **2000** job seekers who meet industry standards
  - Achieve a **75%** fill rate for all jobs recruited from the pool
  - Create a tool for quality assurance and continuous improvement

## 3. Strengthening the Manufacturing Community

- Outcomes:**
- Create opportunities for continuous improvement training that are accessible to small manufacturers
  - Sponsor **8** industry training events
  - Support continuous improvement training for **50** small manufacturers
  - Connect **25** companies to more intensive lean coaching services

### Columbia-Willamette Manufacturing Industry Panel

**Panel Chairperson:**  
Elizabeth King, ESCO Corp.

**Collaborative Manufacturing Manager:** Jesse Aronson, Worksystems, Inc.

#### Industry Partners:

- Marks Metal
- Blount, Inc.
- HW Metals, Inc.
- ESCO Corp.
- SAM Medical Products
- Imperial Mfg.
- American Precision Industries
- Madden Industrial Craftsmen
- Benchmade
- Linear Technology
- Vigor Industrial
- Leupold & Stevens
- Boeing
- Sunset Manufacturing
- Enoch Manufacturing
- Silver Eagle Manufacturing
- Oregon Iron Works
- Leatherman Tool Group
- Liberty Metal Fab
- Manufacturing 21
- Pacific NW Defense Coalition
- Small Parts Manufacturing



## COLLABORATIVE PARTNERS

Portland Development Commission  
Columbia River Economic Development Council  
Greater Portland Inc.  
Business Oregon  
Clackamas Community College  
Clark College  
Lower Columbia College  
Mt. Hood Community College  
Portland Community College  
K-12 Career Technical Education  
Oregon Manufacturing Extension Partnership  
Impact Washington  
WorkSource Oregon and Washington  
Community Based Organizations

## Questions?

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