



MANUFACTURING WORKFORCE PLAN

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

2019-2021

THE COLUMBIA-WILLAMETTE WORKFORCE COLLABORATIVE
Working together to support and develop regional talent.



WHY A REGIONAL PLAN?

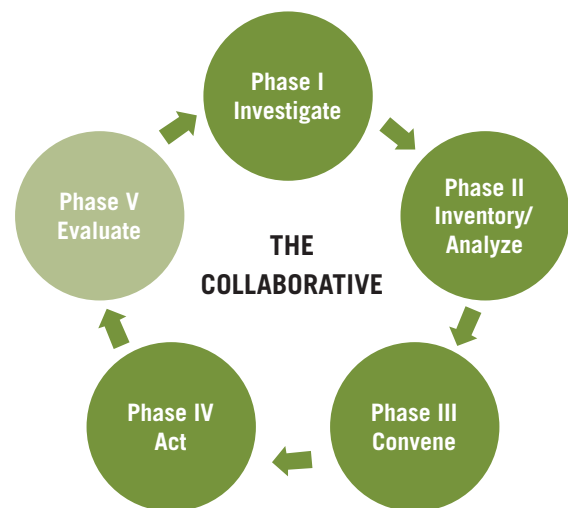
The Columbia-Willamette Workforce Collaborative is a partnership that delivers a unified approach to serve the business community, support economic development, and guide public workforce investments in the Portland-Vancouver Metropolitan area. We work with industry in order to identify skill and opportunity gaps, to which our system can then leverage resources to build up a qualified workforce.

Over time, the Collaborative has come to recognize the tremendous value that our shared resources could achieve within our region, given the scope of work, which would require the assistance of multiple stakeholder and business partners alike throughout this process. Multiple public and private efforts were already taking place to improve the quality of the regional manufacturing workforce. While striving to better-align these efforts, our system has continued to have a positive impact on the supply side of the equation, with respect to providing a well-trained manufacturing 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 & 2016-2018 Manufacturing Workforce Plans and now evaluated and revised strategies for a new three-year plan.

The overall process involves a multitude of stakeholders and key partnerships, in order to advise the Collaborative and help form an ambitious and yet attainable plan that will be the guiding force within the region for the next three years.



DRIVEN BY THE INDUSTRIES WE SERVE

Local manufacturers (both large and small) provide employment opportunities, make advancements in technologies, and spur productivity giving our region a competitive edge in both innovation and development. Recognizing this critical role in our local economy, the Collaborative pulled together industry and training providers alike to help develop strategies that will move the needle to address workforce challenges currently being faced by our business community.

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. The following three priority areas identified for the 2019-2021 Manufacturing Workforce Plan are:

- Make manufacturing a career choice for the emerging worker.
- Connect manufacturing to right candidates now (recruitment and training.)
- Strengthen the manufacturing industry.

PLAN GOALS

Under the guidance of local companies, training providers and economic development partners, we developed a three-point plan to address manufacturing workforce challenges.

1 MAKE MANUFACTURING A CAREER OF CHOICE FOR THE EMERGING WORKFORCE

Outcomes

- Expose young people to manufacturing employment opportunities through 150 manufacturing internships
- Create access to 4,500 career-related learning experiences (CRLE's)
- Continue our industry co-invested messaging campaign via online platform (www.CareersNW.org), to raise awareness of existing programs and opportunities
- Connect over 300 manufacturers to youth programs, K12 system, and other local training & education providers, for opportunities around summer work experience
- Connect at least 30 educators to manufacturing worksite externships in the region to provide hands-on experience in the manufacturing sector

2 CONNECT MANUFACTURERS TO THE RIGHT CANDIDATES NOW (RECRUITMENT AND TRAINING)

Outcomes

- 800 WorkSource job seekers receive career exploration supports to 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
- 225 manufacturers hire and train WorkSource customers using workplace-based training tools such as apprenticeship, OJT, and internships
- 70 companies co-invest and support cohort trainings and/or customized trainings to develop the workforce
- Increase the number of non-traditional candidates pursuing manufacturing careers through career exploration activities and opportunities, in order to diversify the workforce

3 STRENGTHEN THE MANUFACTURING INDUSTRY

Outcomes

- 150 manufacturing workers completing interpersonal, skill-development training
- 75 workers completing leadership/supervisory training
- 25 manufacturers increase collaboration between industry organizations, industry partners, economic development, community colleges and other training providers in the region

COLUMBIA – WILLAMETTE MANUFACTURING INDUSTRY PANEL

EXECUTIVE COMMITTEE:

Brian Baker and Aimee Baker, CRB Manufacturing

Rusty Cochran, McKenna Metal

Jay Schmidt, Silicon Forest Electronics

COLLABORATIVE MANUFACTURING MANAGER:

Greg Goloborodko, Worksystems

PROVIDED INPUT IN PLANNING AND DEVELOPMENT

Ajinomoto Foods
Analog Devices
Benchmade Knives
Blount
Boeing
Columbia Machine
Columbia Steel
Cowlitz Container & Diecutting
CRB Manufacturing*
Daimler Trucks North America
Dave's Killer Bread

EC Electric
Elkhart Plastics
Enoch Manufacturing
GK Machine
Gunderson
Leatherman Tools
Madden Industrial
McKenna Metal*
Microchip
Miles Fiberglass
Nu-Tech Machining

Pacific Foods
Pacific Power Group
PrideStaff
Q&D Manufacturing
Schoolhouse Electric
SEH America
Silicon Forest Electronics*
Silver Eagle Manufacturing
Sunset Manufacturing
Tosoh Quartz
Vigor Industrial

COLLABORATIVE PARTNERS

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

Impact NW
Impact Washington
K-12 Career Technical Education
Lower Columbia College
MFG 21
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

*Executive Committee Representatives

QUESTIONS?

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