MANUFACTURING WORKFORCE PLAN

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

2019–2021

THE COLUMBIA-WILLAMETTE WORKFORCE COLLABORATIVE

Working together to support and develop regional talent.

work. systems
The Portland Metro Workforce Development Board

Clackamas Workforce Partnership

workforce
SOUTHWEST WASHINGTON

WHY A REGIONAL PLAN?

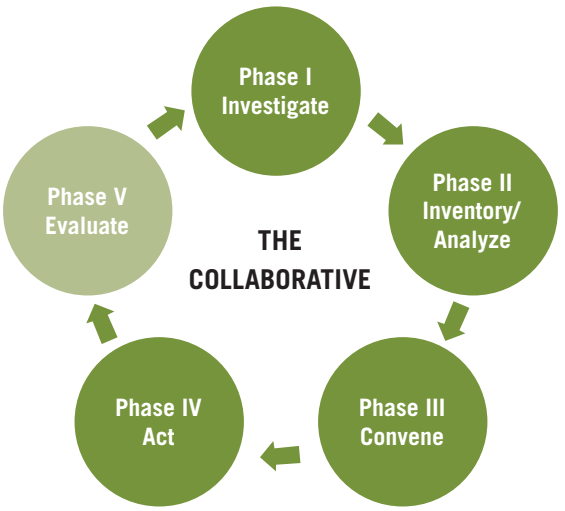
The Columbia-Willamette Workforce Collaborative is a partnership that delivers a unified approach to serve the business community, support economic development, and guide public workforce investments in the Portland-Vancouver Metropolitan Area. We work with industry to identify skill and opportunity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

Over time, the Collaborative has come to recognize the tremendous value our shared resources can achieve within the 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 and 2016-2018 Manufacturing Workforce Plans and evaluated and revised strategies for a new three-year plan.

The overall process involves a multitude of stakeholders and key partnerships 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 brought together industry and training providers 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 three priority areas identified for the 2019-2021 Manufacturing Workforce Plan are:

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

PLAN GOALS

Under the guidance of local companies, training providers and economic development partners, the Collaborative 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 the www.CareersNW.org online platform to raise awareness of existing programs and opportunities
- Connect more than 300 manufacturers to youth programs, K-12 system, and other local training and 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. After which, 700 are connected to manufacturing employment
- 225 manufacturers hire and train WorkSource customers using workplace-based training tools such as apprenticeship, OJT and/or 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

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
Farwest Steel
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?

Greg Goloborodko
Worksystems
Multnomah & Washington Counties & City of Portland
(503) 478-7362
ggoloborodko@worksystems.org

Amy Oakley
Clackamas Workforce Partnership
Clackamas County
(503) 657-6770
amy.oakley@clackamasworkforce.org

Darcy Hoffman
Workforce Southwest Washington
Clark, Cowlitz & Wahkiakum Counties
(360) 608-4949
dhoffman@workforcesw.org

work systems
The Portland Metro Workforce Development Board

Clackamas Workforce Partnership

workforce
SOUTHWEST WASHINGTON

These programs funded in whole or part through the U.S. Department of Labor. We are equal opportunity employers/programs. Auxiliary aids and services are available upon request to individuals with disabilities. Washington and Oregon Relay 711.