



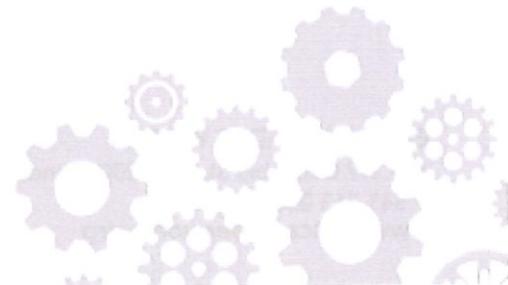
March 4, 2019
BEDAB memo

East Cascades Work (EC Works) supports the talent needs of businesses, and maximizes and aligns investments in the career goals of individuals to fuel a thriving economy.

EC Works supports and oversees the public workforce system, branded WorkSource in Oregon, as well as support the emergent workforce through investments in COIC's Youth Program. We work at a systems-level to implement scalable solutions to address workforce development issues. On the industry side we do this through industry-wide partnerships. In Central Oregon we are focused on Health Care, Construction, Tech and Manufacturing. These industries were selected based on higher wages, variety of occupations, as well as current and projected volume of jobs.

Technology:

- *Engaged business partners:* Five Talent, CBT Nuggets, Navis, BMS Tech, and Smarts
- *Key partners include:* TAO, COCC, EDCO, OSU-Cascades, WorkSource, STEM Hub (HESD) and Bend Tech
- *Strategic Actions:*
 - Apprenti – A partnership with TAO, COCC and WorkSource helped launch the first state certified Tech Apprenticeship model in Oregon. The first cohort graduated 3 software developers from the intensive 40 hour/week classroom format that spanned nearly 6 months. All three are working at Five Talent and CBT Nuggets to complete their yearlong paid on-the-job portion of their apprenticeship. We start the next cohort of **8** students on March 11th with job placement support from Five Talent, Navis, Smarts and BMS Technology. Our next cohort of Software Developers is scheduled for September 2019 – **we are looking for more business partners to host apprentices so send them our way!**
 - Tech Connect – A monthly tech networking event that connects tech job seekers with local tech employers and is supported by WorkSource. March 12th from 3-4:30pm is the next event at Bend Tech center. **Business and job seekers welcome!**
 - We supported an increase in technology skill development in the K-12 system in Central Oregon through funding ongoing teacher professional development. We are supported greater alignment b/w middle and high school curriculum as well as funding several educators to engage in a Tech Externships this summer. Our partners at the CO STEM Hub, housed in High Desert ESD are coordinating this work.



Construction:

- *Engaged business partners:* R&H Construction, Kirby Nagelhout, Sun West Builders, Skanska, TCM, NWFS, Knife River, Bend Commercial Glass, Sunburst Fab, Sun Forest Construction, Pence Kelly, Baxter Builders, CS Construction, Hayden Homes, Griffin Construction, NW Quality Roofing, J Helm Construction and Technology Design Associates
- *Key partners include:* COBA, COCC, Regional CTE through HESD, Heart of Oregon Corps, IBEW, Local 290/Tech 290, CO Builders Council, STEM Hub, Youth Career Connect, OUS-C, COIC Youth Program, WorkSource, AGC, City of Bend, Business Oregon
- *Strategic Actions:* We are working to align and maximize the impact of local efforts to recruit and skill-up the construction industry workforce. This includes high school through post-secondary opportunities to develop a pipeline of talent.
 - With an initial investment of \$50,000, we've procured a contract with COCC to deliver an entry level construction course that will prepare job seekers to enter the construction industry.
 - Promotional campaign – this is one of the biggest challenges identified by business partners. We are exploring options for a community-wide campaign to educate “influencers” (parents, counselors, educators, administrators, etc.) and youth directly about misconceptions in careers in the building trades. More to come!

Health Care:

- *Engaged Bend business partners:* St. Charles, Mosaic, BMC/Summit, COPA, High Desert Orthopedics, Bend Surgery Center, and The Center
- *Key partners include:* Area Health Education Council (St. Charles), CTE-HESD, STEM Hub, COCC, WorkSource, OSU Open Campus, Central Oregon Health Council
- *Strategic Actions:* Across Health Care employers they are experiencing some common talent shortages for CNA's, MA's, Certified Surg Techs, and nurses. All these occupations require post-secondary education and/or certification.
 - Central Oregon Community College offers all but the Surg Tech program presently. Their classes are not at capacity therefore reducing the local talent pool. To shore up the local talent pipeline we are seeking funds from Central Oregon Health Council to co-invest (\$90,000 from each organization, over the course of three years) to support the creation of an Allied Health Careers Recruiter position at COCC to recruit students to the allied health programs.
 - Hiring bonuses: we are working with local Health Care employers to come up with a common signing bonus for Medical Assistants that will reduce infighting for talent while helping newly hired MA's pay off portions of their student loans.
 - Apprenticeship: We are exploring options for creating an Apprenticeship program to produce Certified Surgical Technicians to help address immediate employer needs while COCC is going through the process of creating a degreed program.

