
Manufacturing Companies in Support

Vigor Industrial

HW Metals

SEH America

Evraz

Leatherman

ESCO

Leupold & Stevens

Enoch

Precision Castparts
Corp. Structurals

Imperial
Manufacturing

Daimler

Gunderson

Manufacturing Workforce Investment Initiative

Skills training to address immediate and long-term needs in Oregon manufacturing

The Challenge: Manufacturing contributes 167,598 employees at an average wage of \$60,223/year to the Oregon economy, yet living-wage job openings remain unfilled because applicants are not properly trained. Over the next three years, skilled production is expected to be at its highest demand to date, and thousands of skilled workers will be needed due to projected retirements of baby boomers and new growth. In a Columbia-Willamette Workforce Collaborative survey, 126 manufacturing companies identified two keys challenges: (1) **hiring and retaining skilled production workers**, and (2) **getting new workers to enter the industry**.

The Response: In collaboration with industry, the 2 pilot projects outlined below are designed to:

- 1) Train unemployed individuals in immediate manufacturing job openings
- 2) Establish and maintain a robust pipeline of skilled workers

Meeting current demand: Manufacturing Boot Camp

The Regional Workforce Boards, Portland Community College and industry leaders will develop and implement an 8-10 week “manufacturing boot camp” to train and place over 120 unemployed Oregonians into jobs in the manufacturing sector within 3 years of granting project funding. The program will provide foundational job readiness and academic skills, as well as technical skills training and the opportunity to tour jobsites and meet employers. Participants will earn valuable industry-recognized certifications, and at the conclusion of training, job placement assistance will match program participants with manufacturing employment opportunities. The program will be based on Swan Island but will be eligible to any person in the state. The projected cost of the program including curriculum development, job training and job placement will not exceed \$750,000.

Building a pipeline: expanding Impact NW’s “Pathways to Manufacturing” program

To build a pipeline for living-wage manufacturing jobs, the workforce collaborative will expand the “Pathways to Manufacturing” program, a public-private partnership between regional manufacturers, Impact NW and public high schools. The Pathways program currently serves juniors or seniors at Centennial High School and Franklin High School, offering students career exploration (apprenticeship, entry-level jobs, post-secondary training), industry exposure (panels, tours, job shadowing) and a Manufacturing Mentor Match with an area manufacturer. Impact NW will work with industry to expand the current program to a sustainable, research-based, four-year curriculum model that will be incubated at Centennial High School and expanded within 3 years of granting funding to 5 other high schools around the state. Every high school in the state will have access to the curriculum. The projected cost of the program including curriculum development, job training and job placement will not exceed \$750,000.