

Workforce Innovation and Opportunity Act

Local Plan

26-28 Modification

Southwestern Oregon

Submitted by

Southwestern Oregon Workforce

Investment Board

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Strategic Portion

Section 1: Vision and Leadership

It is expected that Section 1 responses will be greatly influenced by the members of the local workforce development board and other community stakeholders. Further, it is expected that there will be strong alignment with the current WTDB Strategic Plan and Joint Priority Setting.

Please answer the questions in Section 1 in eight (8) pages or less. Provide a response for all items identified. Reports and/or expanded analysis can be included as links and/or attachments.

Strategic Vision and Goals

1.1 20 CFR 679.560(a)(5): Strategic Vision and Goals
<p>A. Provide the local board's strategic vision and goals for its local workforce system;</p> <p>B. Describe how the local board's strategic vision and goals:</p> <ul style="list-style-type: none">• Support economic growth and economic self-sufficiency (as defined) in the local area;• Prepare an educated and skilled workforce for work or to attain employment including youth and individuals with barriers to employment in the local area; and• Provide performance accountability in the local area including WIOA primary indicators of performance.

1.1 A.

Our Vision:

Our region's communities prosper: a diverse, skilled, adaptable workforce supports and attracts businesses providing family-sustaining employment.

Our Mission:

Maximize innovation, collaboration, and coordinated investment of public & private resources to optimize equitable access to family-sustaining employment.

Our Values:

Collaboration and Inclusivity: We seek and share information and expertise with all who share our vision as a means of expanding impact.

Innovation and Adaptability: We encourage creative approaches to problems, using pilot projects to test new approaches; we maintain a culture of learning.

Fact-based decision-making: We use verified data, informed by regional employers, educators, and community partners, to set priorities and guide project implementation.

Optimize R.O.I.: We emphasize cost-effective, pre-emptive strategies, promoting opportunities to build skills for employability and adaptability to new opportunities.

Diversity, Equity and Inclusion: We respect and value diverse perspectives, including those of different race, ethnicity, color, age, disability, religion, faith, citizenship, social class, economic class, ancestry, national origin,

sex, sexual orientation, gender identity, gender expression and all other identities represented among our diverse population.

Accountability: We use meaningful, objective measures of performance to assure effective use of resources.

GOAL I: Ensure equitable access to workforce information and services.

Strategy A: Disseminate employment and training information to our workforce through diverse and targeted media.

Strategy B: Assure equitable access to workforce services, reduce access barriers through additional remote technology (specifically the community pods that have been added in rural communities).

GOAL II: Ensure equitable and effective student and youth access to workforce information and services.

Strategy A: ~~Disseminate employment and training information to high school (“HS”) and out of school (“OSY”) youth.~~ Disseminate employment and training information through targeted, multilingual, and culturally responsive outreach.

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Strategy B: Design messaging consistent with youth values. Reduce access barriers through additional remote technology (specifically the community pods that have been added in rural communities).

~~GOAL III: Develop workforce skills consistent with current and future employment needs.~~

~~Strategy A: Maintain awareness of employer perspectives.~~

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~~Strategy B: Focus training towards identified high wage, high demand employment opportunities.~~

GOAL III: Align workforce skills with employer demand

Strategy A: Strengthen sector partnerships to continuously identify high-demand, high-wage occupations

Strategy B: Continue to align training investments with current sectors leading to industry-recognized credentials and career pathways.

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GOAL IV: Operate as a High-Performing Board.

Strategy A: Conduct board business to highest standards, ensuring compliance.

Strategy B: ~~Optimize~~ Strengthen oversight and coordination of WorkSource and partners.

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Strategy C: ~~Build~~ Expand capacity for innovation and implementation.

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1.1 B.

~~SOWIB's work is directed toward increasing the number of economically disadvantaged adults attaining a degree, certificate or credential that is valued in the workforce. Our focus on these audiences directly addresses economic growth and self-sufficiency because average wages, levels of educational attainment and employment rates in the region are all significantly lower than state averages. By increasing this number, not only does our economy flourish due to having skilled and qualified employees to fill vacant and/or new positions but it also provides living wages to allow this population to support themselves and their families.~~

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~~Programs and projects directed to economic growth and self-sufficiency include those identified in connection with increasing access and utilization of services, together with additional initiatives to promote youth awareness of the realities of adult life. SOWIB will work to ensure that training and certification opportunities are offered on terms that are appropriate for this population, which, in turn, offers highly realistic opportunities~~

for employment.

SOWIB's plan specifically identifies development of problem-solving and critical thinking skills as essential components of education and training programs. Our plan calls for incorporation of these elements in addressing our audiences and increasing meaningful engagement. Strongly encouraged by local employers, we will continue working with our education partners to identify and promote programs that successfully move the needle for acquisition of these skills.

We work directly with industries, particularly those with whom we are engaged in a sector partnership, to identify skills essential to credentials and employability in that sector and ensure that this information is shared with our education partners. We also work to ensure that existing programs are aligned with employers' needs and expectations, and that the colleges are aware of the needs for new or modified certification programs.

~~Additionally, where our education partners' services may not be well aligned, we work through our service providers and with other contractual relationships to assist in provision of appropriate access to needed training to achieve credentialed status.~~

~~The board's goals relate directly to the achievement of federal performance accountability measures, with the use of objective measures of performance as an over-arching value. Our goal of operating as a high-performing regional workforce board includes regularly reviewing and assessing provider performance, which we accomplish largely through weekly check-in with our providers and performance data in the I Trac data system. I Trac allows us to conduct oversight, such as daily and weekly monitoring, to track enrollment and education rates as well as employment following the 2nd and 4th quarters. Acquisition of measurable skills, and progress toward acquisition of skills while in training, are documented through review of transcripts and performance reviews entered into I Trac, as well as the recording of receipt of credentials when training is complete. We measure median earnings in the 2nd quarter after exiting through continued contact with service recipients, many of whom voluntarily contact us to report their success.~~

~~We assess our effectiveness in serving employers' hiring needs through a combination of OED reports & regular in-person communications with the sectors and employers we serve.~~

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Supporting Economic Growth and Self-Sufficiency

SOWIB prioritizes increasing credential attainment among economically disadvantaged populations to address regional gaps in wages, educational attainment, and employment. By aligning training with high-demand, high-wage sectors, the workforce system supports business growth while enabling individuals to achieve economic self-sufficiency and long-term career advancement.

Key strategies include:

- Targeting training investments toward sectors such as healthcare, manufacturing, transportation, early learning, maritime, and hospitality/tourism.
- Expanding apprenticeship and earn-and-learn models tied to industry-recognized credentials.
- Increasing access to training through flexible delivery models and supportive services.

Preparing an Educated and Skilled Workforce

SOWIB ensures workforce readiness through strong alignment with education and industry partners and a focus on populations with barriers to employment, including:

- Individuals with disabilities
- Justice-involved individuals
- English language learners
- Long-term unemployed individuals
- Low-income and public assistance recipients
- Rural residents and disconnected youth

Strategies include:

- Co-developing training programs with employers to ensure relevance and placement outcomes
- Embedding foundational and employability skills in all programs
- Expanding access through multilingual outreach, rural service delivery (including remote kiosks), and community-based partnerships
- Providing youth with early exposure to career pathways through industry tours, work-based learning, and educator engagement

Ensuring Performance Accountability

Performance is tracked through the I-Trac system and supplemented by direct engagement with participants and employers. Data is reviewed regularly to inform decision-making, including:

- Ongoing provider monitoring and technical assistance
- Resource allocation and contract performance adjustments
- Identification and scaling of effective practices

SOWIB establishes continuous improvement targets, including:

- Increasing credential attainment rates annually
- Improving employment placement in high-demand sectors
- Increasing median earnings post-exit
- Expanding participation among priority populations

1.2 WTDB 2023-2024 Strategic Plan Alignment (Oregon Requirement)

Describe how the local board's vision and goals align with and/or supports the vision, mission, and imperatives of the Oregon Workforce and Talent Development Board (WTDB):

The WTDB approved their [2023-2024 Strategic Plan](#) in March 2023.

Vision

Equitable Prosperity for All Oregonians

Mission

Advance Oregon through education, training, jobs and careers by empowering people and employers.

Imperatives

- An inclusive workforce system that advances equitable prosperity.
- Clear understanding of and improved use and impact of the workforce system.
- The WTDB is embraced by the Governor as an accountable convener, empowered facilitator and informed advisor.
- Strategic and close alignment between education, economic development, and workforce development, including public and private partners.

1.2

SOWIB's vision, mission, values and goals align directly with the WTDB vision. Our vision, mission, values, and goals emphasize equitable prosperity as the ultimate purpose of our work and identify equity of access to information and services by supporting realistic, employer-identified opportunities for training and employment as essential components of our strategy. Our values, which govern execution of all our work, parallel the WTDB plan emphasis on inclusion, collaboration, bold innovation, and responsible cost-effective use of partnerships and resources.

Equity and Access

SOWIB prioritizes equitable access through targeted outreach, multilingual communication and partnerships with trusted community organizations. Strategies include expanding rural access through technology, enhancing online and in-person service delivery, and improving customer experience across the WorkSource system.

System Alignment and Integration

SOWIB ensures alignment across workforce, education, and economic development systems through:

- Regular coordination with core partners and service providers
- Shared planning and performance monitoring
- Elimination of duplication and improved service integration

Sector Partnerships and Employer Engagement

SOWIB maintains and expands sector partnerships in key industries, using employer input to shape training investments and career pathways. These partnerships ensure responsiveness to labor market demand and improve placement outcomes.

Innovation and Continuous Improvement

SOWIB advances innovation through initiatives such as:

- Registered apprenticeships in healthcare and early learning
- Virtual and in-person industry engagement opportunities for youth
- Remote service delivery solutions for rural communities

Collaboration and Community Engagement

SOWIB sustains strong partnerships through attendance in public meetings, stakeholder engagement, and active participation in regional initiatives. These efforts ensure that workforce strategies remain responsive to community and employer needs.

~~Goals I and II specifically address increased equitable access to training and work experience through both improved and targeted outreach and removal of access barriers for adult workforce (Goal I) and youth (Goal II). Strategies within those access goals address efforts to optimize effectiveness. Goal III focuses on ensuring that workforce services are appropriate to regional employer needs, through continued outreach and connection, increasing employer contact and participation in shaping training and~~

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placement through the workforce development system, and focusing of SOWIB resources on high-demand, high-wage opportunities.

Goal IV addresses creation/maintenance of a high-performing Board in terms of both WIOA compliance and overall effectiveness. Strategies under this goal specifically assure compliance with WIOA criteria and board best practices; continuing oversight and coordination of the regional WorkSource system and core partners; and increased capacity (resources) for innovation and implementation beyond WIOA Title I and state general fund support.

SOWIB's goals, strategies and implementing programs/projects align with and contribute to the WTDB's imperatives, as follows:

SOWIB's plan emphasizes equity and inclusion at all levels, including specific strategies for achieving even more effective outreach and service to diverse targeted audiences. Projects include making better use of information channels, including organizations already in contact with groups we most wish to serve, as well as improvements to the SOWIB website to make information more readily available and useful to these audiences. A focus on ensuring marketing and outreach materials are translated into Spanish will be a priority. Outreach to targeted youth in diverse circumstances will be achieved through programs and opportunities tailored to their perspectives, including partnering with schools and other partners to provide specific readily accessible "on-ramps" to assistance and ultimately sustained success in the workforce. Projects in this category include special industry tours for which teachers receive PDU credits, allowing teachers to serve as effective information conduits to students. Additionally, we have identified specific plans to improve access by rural residents through dedicated remote electronic access kiosks and are using stronger feedback mechanisms with rural WorkSource customers to identify areas where access could be more effectively addressed.

SOWIB ensures alignment of systems, services and investments in part through strict observance of WIOA oversight requirements, and through frequent informal and formal interactions and consultations among core partners, contracted service providers, and SOWIB staff. SOWIB will ensure all partners have awareness and understanding of overarching priorities while building the framework for continued alignment and avoiding duplication of services and/or investment.

Improved access activities include: creation of dedicated access lines and recurring on-site stationing of WorkSource representatives; creation and distribution of a simple hard-copy resource and contact summary at locations used by target audiences; use of existing social media boards; appearances at community events; and improved online presence. We continue to work with WorkSource core partners on ensuring an accessible, welcoming and productive service experience to ensure positive customer experience and encourage positive word of mouth among members of target communities.

Collaboration is explicitly named as a component of our mission, called out as one of our core values, and continues to be built into our operating norms. As in the past, we will continue to engage on a weekly, if not daily, basis with mandated workforce system partners with informal regularly scheduled meetings to share best practices, issues and concerns. SOWIB continues to nurture strong public-private partnerships. SOWIB staff are integrated into the community and are invited to a variety of community meetings. Our a long-standing practice of regularly scheduled open meetings held monthly in each of the three counties in the region supports partnership and innovation. These serve as a catalyst to identifying and addressing the needs in our region. These meetings are promoted on our website and are open to members of the public, local business and workforce partners. We will continue and expand our current highly effective sector partnerships with healthcare, transportation early learning and care and manufacturing and have also begun establishing sector partnerships with the maritime and hospitality/tourism sectors.

Bold innovation is a cornerstone of SOWIB's strategy. We have already implemented innovative, successful actions including: 1) continued success and progress of an apprenticeship program leading to the Certified Clinical Medical Assistant credential; 2) creation of an apprenticeship program leading to Oregon's first Early Childhood Educator credential; and 3) continuing to improve on-line access for youth training programs, including industry tours. We track measurable results for all initiatives. Specific innovations to be implemented pursuant to our plan include: continued implementing of remote access technology for rural residents to address a major access barrier; continued expansion of outreach strategies including on-line connectivity and

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~~cross training among core programs; partnerships with community groups that place SOWIB in more direct communication and trusted alignment with marginalized groups; and revision/adjustment to training approaches for more efficiency and better results. We continue working with private and public community partners to identify and explore opportunities for intervention at critical “pinch points,” including action to address subtle access barriers that are either unrecognized or unaddressed within existing programs. We track the results of our efforts closely to continually refine and ensure appropriate use of resources.~~

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1.3 Joint Priority Setting (Oregon Requirement)

Describe how the local board’s goals, strategies, programs, and projects align with and will contribute to achieving the priorities established in September 2023 through Joint Priority Setting:

- Concretely improve the connection between employers and the workforce system consistent with economic development priorities.
- Concretely deepen the integration of K-12 education in the entire workforce system.
- Improve workforce system impact by investing new and existing targeted resources that support work-based learning.
- Advance equity by identifying and closing the largest gaps in participant access to education, training, and job placement services.
- Complete necessary steps to align data in the WSO System to result in shared state and local performance reports/scorecards.

1.3

- SOWIB is a trusted partner in the region. Staff are well known and respected as an innovative leader. SOWIB uses multiple strategies to engage small employers and employers in high-demand industry sectors and occupations in workforce development programs. First, we conduct employer-targeted outreach to heighten general awareness of the existence of SOWIB coordination capacity and the variety of training services available, emphasizing the success of OJT programs, internships and apprenticeships and SOWIB’s ability to facilitate development of employer-specific trainings. We then build on that introductory foundation with direct personal contacts to more specifically explore individual employer needs. General outreach includes maintaining an active presence in pre-existing employer-centric entities such as Chambers of Commerce, economic development groups, and local community improvement committees, and participating in existing employer information networks, and in presentations and events likely to attract employer audiences. We are experiencing exponential growth in our employer contacts, in part because we strongly encourage all participants in our monthly “workgroup” roundtable meetings to forward meeting notices to colleagues or other businesses. Personal contacts are achieved in part through SOWIB Business Service staff who actively engage with local business with regard to services available through SOWIB and service providers. These individuals, deeply familiar with the full scope of available services, spend significant amounts of time visiting employers throughout the region to share that information and explore employer needs. Their work is reinforced through online and regional distribution of SOWIB’s “Business Services Handbook” which succinctly outlines ways in which employers may use SOWIB services to help attract, train or otherwise enhance their workforce. In addition, SOWIB coordinates workforce development programs with economic development partners through attendance at, and invitations to, our respective board meetings, combined with informal in person and phone discussions as opportunities arise. We are in close contact with Chambers of Commerce, the South Coast Development Council (serving Coos, Curry and coastal Douglas) and the Umpqua Economic Development Partnership, the latter of which is represented on our board. Future plans include an increase in press releases and celebrations of our work through social media.

- SOWIB has established strong, highly collaborative, and productive relationships with secondary education programs and activities throughout the region. We have expanded existing services and added new dimensions through coordination with our OYEP funding. Every high school in the region is coordinating with SOWIB on strategy and service enhancement to our priority youth audience by providing space within each school for a Youth Talent Advisor. YTAs are filling a critical niche because their direct connection as SOWIB employees and our employer partners equips them with current information about employment, career and learning opportunities. As a result, we can provide our target ISY population with knowledgeable, appropriate guidance on specific industry opportunities, training or certification requirements and relevant resources. This collaborative approach is serving an important need: student-initiated demand for YTA appointments (which students self-schedule through our “Recruit Hippo” app) vastly exceeds current capacity. We have increased our YTAs and continue to develop capacity in this area during the planning period. Schools are also partnering with SOWIB in allowing students to participate in industry tours and internships during school hours, integrating these activities into the school day. Secondary school teachers are voluntarily participating in SOWIB-sponsored industry tours designed specifically to empower teachers with the information they need to assist, advise and encourage students to consider careers in these sectors. We anticipate continued growth in this area as well, given the success of our efforts to date.
- SOWIB currently has two BOLI approved apprenticeship programs. Our Certified Clinical Medical Assistant (CCMA) program has served 302 apprentices with 30 employers since creation in 2018, our Early Childhood Education program, which started in July of 2023 has had 8 enrollments this year. We continue to explore opportunities to add new apprenticeship programs and expand our existing programs through additional private and state funding to provide these programs at no cost to the student or the business. Funding for the CCMA apprenticeship ended on 6/30/23, since the employer pay requirement began an additional 11 apprentices have been added to the program. In addition, there are two new employers interested in joining the apprenticeship, proof that our employer partners value the program even when it is no longer grant funded. In addition to the apprenticeship program we work with our service providers to ensure they dedicate funds each year in support of paid work experience and on-the-job training placements. These work-based learning experiences provide much needed income to our participants while they are learning new skills.
- SOWIB is implementing a Workforce Benefits Navigator program strategically designed to increase access to education, training and job placement services in Coos, Curry, and Douglas Counties. Focusing on rural and underserved areas, this program shall combine advanced technology, employment of skilled workforce navigators at Community Based Organizations (CBOs), and strategic community partnerships to provide equitable access to training and employment resources, enhance workforce participation, and improve employment outcomes for priority populations. By integrating user-friendly tools and personalized support, Grantee shall strive to empower community members, especially those underemployed or disconnected from the workforce. SOWIB will employ skilled workforce navigators to develop and deliver training focused on service provision and technology utilization. SOWIB will deploy technology access points, including mobile devices and QR codes, in collaboration with libraries, tribal organizations, and local agencies in an effort to enhance accessibility to education, training and job placement services.
- SOWIB publishes performance reports annually. These reports are inclusive of data from our contracted service providers. Through partners and State leadership we can complete the steps necessary to align data within the WSO System that results in a shared state and local performance report card.

High Performing Board

1.4 20 CFR 679.560(b)(17): High Performing Board

Describe the local board’s goals, strategies, programs, and projects as they apply to becoming or remaining a high performing board consistent with the two resources below:

1. In [Building a High-Performing State Workforce Board: A Framework and Strategies for States](#), the National Governor’s Association describes a high-performing state workforce board as one that provides leadership to the entire education and workforce system to create sustainable change including three key roles:

- a. Communicate the Vision for the workforce system;
- b. Model and manage Strategic Partnerships that achieve the vision; and
- c. Use data and accountability systems to Keep the System Accountable to the vision.

These are not exclusive to state workforce boards.

2. In [A Call to Action for Workforce Development Boards](#), the United States Department of Labor outlines four strategic roles that all high-performing boards will play:

- a. Strategist: Understanding trends, setting the collective vision.
- b. Convener: Bring partners together, align services and vision.
- c. Manager: Design and manage customer-centered service delivery.
- d. Optimizer: Use data to drive decisions, continuous improvement.

1.4

The board has explicitly adopted as a goal to “Operate as a High-Performing Board.” Strategies and objectives under this goal address the specifics of board business: ensuring compliance with WIOA requirements; ensuring appropriate oversight of WorkSource operations; and maximizing coordination and building capacity for innovation. The balance of the strategic plan, concerning continuing communication with employers to align training with needs, addresses specific areas of board focus through which it will achieve its mission.

SOWIB is recognized in the region as a reliable and unbiased source of labor market information. Monthly reports from OED are posted on our website (with past reports also available) for convenient public access. The Board decides on investment priorities using labor market intelligence provided by regional economists, augmented by information from regional employers.

SOWIB uses the strategic planning process and resulting plan to establish clear priorities and guidelines for organizational achievement. The board conducts its board meetings to focus on actions and progress toward achievement of plan goals, with reference to the strategic plan to guide discussion and sequencing of activities to address priorities. We utilize a consent agenda for routine, procedural, informational and self-explanatory non-controversial items (while allowing for discussion, if requested, on any item or removal of that item for individual attention).

SOWIB meets or communicates on a weekly, if not daily basis with mandated workforce system partners through both informal and regularly scheduled meetings to share issues and concerns. We enjoy strong, productive public-private partnerships anchored in our long-standing practice of open community meetings that are held monthly in each of the three counties in the region. This activity serves as a catalyst to identifying and addressing the needs in our region. Our investment of resources, including staff time, are guided by employer input and our awareness of existing core partner and other partner programs, are consistent with our strategic plan. To date, three highly effective sector partnerships with the healthcare, transportation and manufacturing industries have each resulted in establishment of multiple training/certification innovations or expansions successfully addressing major employment openings in these important industries. We are now in the early stages of establishing a partnership with the maritime sector. This includes exploration of areas of congruence in training needs, with the goal of assisting partners in adapting existing credential programs and/or contracting with a service provider to develop and deliver trainings appropriate to these employers’ needs.

The board enhances provision of services to individuals with barriers to employment through increased outreach to targeted populations, including rural and youth. Strategies include use of diverse media and messaging tailored to those groups’ needs and circumstances. We also work closely with WorkSource partners to ensure welcoming and appropriate connections are made between customers and training opportunities. The board has established policies, processes, and criteria for issuance of individual training accounts that align with our goals, strategies, and targeted industries.

- For example, in order to promote efficient use of resources, our service provider contracts require that training funds may only be provided if the individual has been determined to be in need of training services and has the qualifications likely to lead to acquisition of the desired skills. To assure alignment and cost-effectiveness, the training must be shown to be directly linked to SOWIB priority sectors or other high demand occupations as documented by OED, that the individual is unable to obtain other grant assistance for such services, and the selected training is on the list of Eligible Training Providers. Training accounts may not exceed \$6,000 absent prior approval of the Executive Director or designee, which may be granted at the director’s discretion upon acceptable documentation of extenuating circumstances.

Key Definition

Self-Sufficiency: This refers to the [The Self-Sufficiency Standard for Oregon](#) (current version). This measure is aspirational for Oregon and describes how much income families of various sizes and compositions need to make ends meet without public or private assistance in each county in Oregon. The Self-Sufficiency Standard is a measure of income adequacy that is based on the costs of basic needs for working families: housing, childcare, food, health care, transportation, and miscellaneous items, as well as the cost of taxes and the impact of tax credits. This varies by family type.

Section 2: Data and Analysis

It is expected that Section 2 include both data and relevant analysis for each local area. Further, it is expected that Questions 2.1 – 2.3 will be a collaborative effort between the local workforce development board and the Oregon Employment Department’s regional economist and workforce analyst stationed in each local area.

Please answer the questions in Section 2 in eight (8) pages or less. Provide a response for all items identified. Please limit the inclusion of tables and charts to those that are critical to your analysis. Reports and/or expanded analysis can be included as links and/or attachments.

Economic and Workforce Analysis

2.1 20 CFR 679.560(a)(1)(i): Economic Analysis – Part 1 Overall
Provide an analysis of the economic conditions in the local area.

2.1

The economic trajectory of Coos, Curry, and Douglas Counties has been marked by significant challenges and a gradual recovery, particularly impacted by the Great Recession starting in December 2007 and exasperated by the COVID-19 pandemic. These periods saw the region's job loss exceeding both the state and nation in terms of percentage, setting a backdrop for a prolonged and complex recovery process.

Throughout the 2010s, the region experienced steady job growth, leading up to February 2020, when Southwestern Oregon nearly returned to its pre-recession peak employment levels. This notable recovery, despite being delayed compared to the state, marked one of the longest periods of consistent job growth, culminating in a historically tight labor market. However, structural changes within various industry sectors were evident as a consequence of this period.

The COVID-19 pandemic introduced a different economic challenge. Initial job impacts in spring 2020 were substantial yet less severe compared to more urban areas of Oregon. While the initial recovery outpaced the state, by 2022 and 2023, job growth stabilized, leaving the region slightly below its pre-pandemic employment peak. This trend indicated a shift from temporary economic disruptions to more enduring structural changes within the economy and demographics.

As of early 2024, Coos, Curry, and Douglas Counties' employment situation largely parallels the state, with unemployment at or near historic lows. Yet, challenges in filling job vacancies persist, reflective of shifting labor market dynamics. The region’s economy boasts a diverse mix of industries, and nearly all major sectors are projected to experience job growth from 2022-2032. The major sectors include natural resources, construction, manufacturing, trade, leisure and hospitality, and government, with the largest industries being government (21% of jobs), trade, transportation, and utilities (19%), private education and health services (16%), and leisure and hospitality (12%). Notably, Douglas County shows a stronger focus on manufacturing and healthcare, while Coos and Curry Counties lean more towards leisure and hospitality.

The area confronts a significant wage disparity issue, with the average annual wage per worker in 2022 standing at approximately \$49,000, markedly lower than the Oregon average of \$66,000. This wage gap, with its extensive implications, affects aspects ranging from housing affordability to the overall quality of life in Southwestern Oregon.

Currently the housing shortage in Coos, Curry and Douglas counties impacts all residents, and disproportionately affects people living in poverty. In Curry County in particular, numerous families have been displaced when the home they were renting was sold. In addition to the direct result, unhoused families and individuals, the housing shortage inhibits recruitment and retention of quality educators and healthcare providers in the region. As a result, educators and providers on the Southern Oregon Coast are spread thin.

The lack of accessible and affordable childcare also prevents segments of people from entering the workforce. Currently only 25% of families with youth ages 0-5 has access to licensed childcare.

2.2 20 CFR 679.560(a)(1)(i): Economic Analysis – Part 2 In-Demand Industries

Describe existing and emerging in-demand industry sectors and occupations in the local area.

2.2

Analyzing the 2022-32 projections, we uncover significant trends and opportunities in Coos, Curry, and Douglas Counties. This decade-long outlook illuminates evolving industry dynamics and workforce requirements, highlighting sectors poised for growth and areas requiring strategic attention.

Private Education and Health Services Sector: This sector stands out as a leader in job growth, both in the number of jobs added and the rate of growth. Its expansion underscores a growing societal emphasis on education and healthcare services, our relatively older population than the state, and large baby-boom cohort requiring more medical services as they age.

Other Key Growing Industries: Government, Leisure and Hospitality, Trade, Transportation and Utilities, Manufacturing, and Construction sectors are all projected to see substantial growth, adding between 200-800 jobs each over the next decade.

Financial Activities Sector: Unique among sectors, Financial Activities is projected to experience a decrease in workforce numbers by 2032, signaling a strategic area for workforce development focus.

Replacement Job Openings: A critical aspect of the job market in these counties is that a significant majority of job openings, estimated at 80-100% across all industries, will be due to replacing workers retiring or transferring, emphasizing the need for skilled workforce replacements.

Fastest Growing Occupations:

- In healthcare, roles such as nurse practitioners, mental health counselors, and diagnostic sonographers are projected to grow over 20%, indicating a shift towards specialized medical services.
- Manufacturing anticipates growth for mechanical engineers and machinists, reflecting advancements in the industry.
- The Technology sector's demand for software developers and information systems managers is indicative of the ongoing digital transformation.
- Business sectors are likely to see increased demand for market research analysts and management analysts, critical for strategic planning and decision-making.
- The Personal Service sector, including roles like hairstylists and exercise trainers, aligns with a consumer focus on wellness and self-care.
- In Leisure and Hospitality, the demand for chefs and recreation attendants is expected to rise, resonating with the regional emphasis on these sectors.

This comprehensive analysis portrays a region in transition, with diverse opportunities unfolding across various sectors. Aligning workforce development efforts along with housing production and a focus on increasing access to childcare with these emerging trends is crucial for fostering economic prosperity and ensuring a resilient job market in Coos, Curry, and Douglas Counties.

2.3 20 CFR 679.560(a)(1)(ii): Employment Needs of Employers

Describe employment needs of employers in the local area in existing and emerging in-demand industry sectors occupations described in 2.1.B.

2.3

Regionally, Douglas County exhibits a stronger inclination towards Manufacturing and Healthcare, while Coos and Curry Counties focus more on Leisure and Hospitality, reflecting economic diversity within the region. The economic landscape of Coos, Curry, and Douglas Counties is poised for significant evolution over the 2022-32 period, as indicated by industry and occupation projections. This decade-long outlook highlights the sectors poised for growth and the types of jobs that will drive our regional economy.

Within Coos, Curry, and Douglas counties, the alignment of workforce development initiatives with the specific needs of local employers is paramount. The private education and health services sector stands out as the

fastest growing, indicating an increasing need for a workforce that combines professional qualifications with practical competencies.

Private Education and Health Services Sector: Marked as the fastest growing, this sector is not only expanding in job numbers but also setting the pace for growth rates, a testament to our aging population and the increasing societal focus on education and healthcare provision.

Other Key Growing Industries: A diverse range of sectors including Government, Leisure and Hospitality, Trade, Transportation and Utilities, Manufacturing, and Construction are expected to collectively contribute an estimated 200-800 new jobs each within the next ten years.

Financial Activities Sector: This sector stands out as the only one forecasted to have fewer positions in 2032 than in 2022, which will necessitate strategic planning for workforce development to address potential skill gaps.

Replacement Job Openings: A substantial portion of job vacancies, projected at 80-100% across all industries, will stem from the need to replace retiring workers or those transitioning to new roles, signifying a considerable turnover in the job market. Even within sectors with slow growth or declining employment, replacement openings will necessitate the need for trained workers for many of those anticipated jobs openings.

Fastest Growing Occupations: Healthcare occupations are on the rise, with growth in roles such as nurse practitioners, mental health counselors, and diagnostic sonographers, projected to expand by over 20%, not accounting for replacements. This upswing is indicative of a broader shift towards more specialized medical services.

Industry-Specific Occupation Growth:

- Manufacturing: Mechanical engineers and machinists expect growth of over 15%, driven by technological advancements.
- Technology: High demand for software developers and information systems managers reflects digital progression.
- Business: Market research analysts and management analysts are critical for strategic development, indicating increased need for analytical expertise.
- Personal Service: Hairstylists and exercise trainers are on the rise, aligning with wellness and personal care trends.
- Leisure and Hospitality: Chefs and recreation attendants anticipate higher demand due to regional emphasis on tourism and service.

Emerging Trends: The projections data also indicates a robust demand for skilled labor in traditional sectors, complemented by an increasing need for roles that leverage new technologies and sector crossover skills.

Regional Job Postings Analysis: Data from Help Wanted Online (HWOL) job postings from January to November 2023 reflects real-time labor demand, with Educational Services, Hospitals, and Professional, Scientific, and Technical Services leading in unique postings. Skills such as Project Management, Merchandising, and Marketing are highly sought after, alongside foundational skills like Communication and Customer Service.

This comprehensive and data-driven analysis provides a clear vision for workforce development in Coos, Curry, and Douglas Counties. SOWIB's strategic initiatives will continue to be closely aligned with these projections, ensuring that our workforce is equipped and ready to respond to the region's evolving employment landscape, fostering economic prosperity and job market resilience.

2.4 20 CFR 679.560(a)(2): Knowledge and Skill Requirements

- A. Provide an analysis of the knowledge and skills needed to meet the employment needs of the employers in the local area; and
- B. Describe specific knowledge and skill requirements needed to meet the employment needs of the employers in in-demand industry sectors and occupations.

2.4 A.

In Coos, Curry, and Douglas Counties, the employment landscape necessitates a workforce adept in a variety of competencies. This analysis underscores the importance of sector-specific proficiencies, particularly for high-wage and high-demand careers that may not necessitate education beyond an associate degree. The skill

demands align with the prominent industries and emerging job trends, falling into distinctive categories which, while varied, reflect the dynamic nature of the region's economy.

Mechanical and Technical Skills: The manufacturing and construction industries are driving demand for mechanical and technical skills due to their projected growth. Occupations in these industries, such as machinists and carpenters, necessitate proficiency in using specialized tools, problem-solving in complex situations, and a foundational understanding of technical drawings and schematics. Additionally, skilled tradespeople in these sectors must excel in complex, hands-on work environments with a strong emphasis on safety and efficiency. Proficiency in construction tools, building techniques, automotive operation, and a willingness to learn and work independently are highly sought-after skills. Employers generally provide on-the-job training to eligible candidates, ensuring they meet entry-level requirements.

Healthcare Services: The healthcare sector, particularly in private education and health services, is rapidly expanding, demanding a blend of clinical expertise and customer service skills. This applies to roles like nurse practitioners, mental health counselors, and diagnostic sonographers. This includes a range of roles, from nurse practitioners to mental health counselors, and places increasing importance on skills in patient care, health informatics, and healthcare administration to meet growing community healthcare needs. This sector's growth, with a projected rate exceeding 20%, emphasizes the need for professionals to combine medical knowledge with strong interpersonal skills.

Business Operations and Financial Management: In the business sector, the demand for market research analysts and management analysts is rising, highlighting the need for strategic planning and data-driven decision-making. The financial activities sector, although smaller and expected to contract, still requires adept financial analysis and risk management to navigate economic changes. Skills in financial analysis, strategic planning, and digital marketing are in demand for driving business growth and innovation. The ability to combine financial expertise with effective communication and teamwork is crucial for sustainable business operations. These skills are applicable across all industries, with digital marketing and e-commerce skills becoming increasingly relevant. Workers in all types of businesses will need a blend of mathematical, business, communication, and teamwork skills. Analytical skills, financial literacy, and market trend knowledge are vital in the business, finance, private education and healthcare sectors.

Technology and Digital Literacy: The demand for technical expertise in software development, cybersecurity, data analysis, and systems management is on the rise in Coos, Curry, and Douglas Counties. Employers are looking for professionals who can navigate digital platforms and emerging technologies, including artificial intelligence and the Internet of Things (IoT).

IoT encompasses a wide range of objects, from everyday household items to advanced industrial tools. By connecting and enhancing these objects with computing power, it enables extensive data collection, automation, and increased efficiency. IoT finds applications in healthcare, manufacturing, agriculture, and smart home technologies, making it a valuable skill in modern job markets, especially in sectors embracing technology for innovation.

The challenge for Coos, Curry, and Douglas Counties is in developing educational and training programs that teach both technical skills and nurture soft skills like communication, problem-solving, and digital literacy. Collaborative efforts with local businesses, training providers, and educational institutions are essential to tailor programs to industry needs, ensuring a skilled and adaptable workforce prepared for current and future challenges. Our future workforce is currently in preschool and kindergarten. We know soft skills are learned early. Our partnership with the South Coast Early Learning hub, who works to ensure all kids have access to quality preschool opportunities, is essential in supporting our future workforce.

2.4 B.

Many of the industry-specific occupations are outlined in the above section. It is difficult to generalize across the diverse range of skill sets required for these jobs, because knowledge of industry specific processes and techniques will vary. However certain competencies such as workflow and project management, general mathematics, problem solving, self-motivation, verbal communication, and teamwork are in high demand across occupations. Quality early learning opportunities and training programs that emphasize these skills are likely to have more success in connecting jobseekers to successful long-term employment, since these baseline skills are

more difficult to train on the job.

For the specific knowledge and skill requirements in in-demand industry sectors and occupations:

- **Healthcare:** Advanced medical knowledge, patient care techniques, familiarity with medical software, and an understanding of healthcare policies.
- **Manufacturing:** Knowledge of manufacturing processes, quality control, equipment operation, and maintenance skills.
- **Technology:** Proficiency in specific programming languages, database management, network security, and systems analysis.
- **Construction:** Skills in various construction methods, understanding of building codes and regulations, and proficiency in using construction tools and machinery.
- **Business and Finance:** Expertise in financial analysis, market research, business strategy development, and proficiency in using business software.

General Knowledge and Skills:

- **Adaptability and Flexibility:** In a rapidly changing job market, the ability to adapt to new technologies and evolving industry practices is vital. Employers are increasingly valuing workers who can demonstrate flexibility and a willingness to learn.
- **Digital Literacy:** Across various sectors, basic digital skills have become essential. This includes proficiency in using computers, navigating online platforms, and understanding digital security practices. Familiarity with emerging technologies like AI and IoT is also beneficial.
- **Communication and Collaboration:** Strong communication skills, both verbal and written, are indispensable in the modern workplace. Additionally, the ability to work effectively in teams is highly valued across all industries.
- **Problem-Solving and Critical Thinking:** Employers seek individuals who can think critically, solve problems creatively, and make data-informed decisions.

2.5 20 CFR 679.560(a)(3): Workforce Analysis
A. Provide an analysis of the local workforce, including current labor force employment and unemployment data;
B. Provide information on local labor market trends; and
C. Describe the educational and skill levels of the local workforce including individuals with barriers to employment.

2.5 A.

Economic and Workforce Analysis: Coos, Curry, and Douglas Counties, located in Southwestern Oregon, have undergone a remarkable economic journey. The impact of the Great Recession was deeply felt, with job losses exceeding both state and national averages. A lengthy period of recovery spanned the entire 2010s, culminating in February 2020 when the region nearly reclaimed the jobs lost during the Great Recession. This marked robust employment recovery and a historically tight labor market. The COVID-19 recession, while initially less severe in Southwestern Oregon compared to other regions, has not left the region untouched. As of early 2024, the region's employment remains slightly below pre-pandemic levels. Unemployment rates are at record lows, employers face challenges in filling vacancies, reflecting structural shifts in the economy and population dynamics.

In Southwestern Oregon, encompassing Coos, Curry, and Douglas counties, the labor force has shown resilience and modest growth. By late 2023, approximately 81,000 individuals are active in the civilian labor force, which includes both employed individuals and those actively seeking work. Since a peak in 2021, there's been a slight contraction, yet the labor force has expanded by roughly 3% over the past decade. Despite a growing population, the labor force's stability can be attributed to industry shifts and an aging demographic. Recovering from the tumultuous unemployment rates of 2020, the region saw rates plummet to between 4.3 and 4.5% by November 2023, marginally higher than state and national figures but nonetheless near the lowest recorded for the area. This demonstrates a tight labor market where businesses face significant challenges in

recruiting, despite the job vacancies retreating slightly from the highs of the previous two years. The current state of the workforce in Coos, Curry, and Douglas Counties is a complex interplay of numerous factors. Employment data indicates that while unemployment rates have seen fluctuations, particularly with the impact of the COVID-19 pandemic, they are now approaching or at historical lows. However, the challenge remains in filling job vacancies across various sectors, suggesting a skills mismatch in the labor market. Access to affordable workforce housing and childcare are also a factor. The labor force participation rate, a key indicator of the working-age population's engagement in the job market, reflects this complexity.

2.5 B.

Demographic Data and Regional Comparison: Coos, Curry, and Douglas Counties exhibit shifts in job concentration, with a notable presence in natural resources, construction, manufacturing, trade, leisure and hospitality, and government sectors. Notable distinctions among counties include a greater proportion of manufacturing and healthcare jobs in Douglas County, while Coos and Curry Counties have a strong focus on leisure and hospitality.

The region's workforce has expanded by 20% from 1992 to 2022, accompanied by substantial growth in the non-white population. The age composition has evolved, characterized by an increase in workers aged 55 and older and a decline in young workers aged 14-24, aligning with national trends. Gender representation has also seen changes, with women's participation outpacing men's, though industry variations exist.

The veteran population constitutes a significant segment, approximately double the national average, primarily comprised of Vietnam War-era veterans. Median household income and per capita income in the region hover at 75-80% of the U.S. average, with a poverty rate approximately 50% higher than the national and Oregon averages.

A thorough analysis of labor market trends reveals the rapid growth of sectors such as healthcare, manufacturing, and technology, which are expected to become the primary drivers of employment. Conversely, there is a decline in legacy industries like logging and fishing, indicating a shift towards more service-oriented and knowledge-intensive jobs.

2.5 C

The educational profile of the workforce shows a diverse range of qualifications, with many holding high school diplomas and some level of college education. However, there is a noticeable educational attainment gap concerning degrees linked to high-growth sectors. Skill levels across the workforce vary, with some sectors facing a shortage of skilled labor. This is particularly evident in advanced manufacturing and technology sectors, where specialized skills are in high demand.

Barriers to employment are a critical factor to consider. Barriers such as affordable housing, transportation, childcare, and access to education emerge as significant impediments to workforce participation. With a labor force participation rate for those aged 25 to 64 at 67%—well below the national average of 79%—factors such as an older population nearing retirement and structural industry shifts become apparent. For instance, industry disruptions in sectors that traditionally employed individuals across varying educational levels have not aligned well with growth in sectors with more stringent educational and skill prerequisites.

Additionally, the lower educational attainment in the region—with only 20% holding a bachelor's degree or higher compared to 34% nationally—correlates with lower participation rates. This calls for initiatives to not only elevate educational attainment but also to engage the current workforce across existing educational levels more effectively.

In rural economies such as Coos, Curry, and Douglas counties, the distance from urban centers compounds these challenges, offering fewer opportunities in high-wage industries and less technological infrastructure along with access to 4-year and greater levels of educational opportunities within Southwest Oregon. Addressing these issues, along with increasing access to workforce housing and childcare is critical to enhancing the inclusivity and accessibility of employment opportunities across the region. Successful outcomes require targeted educational outreach and training programs tailored to the identified growth sectors. Service delivery enhancements to bridge the urban-rural divide as well as robust support services to alleviate the barriers can catalyze the integration of a wider demographic into the labor market. Collectively, these strategies aim to forge a workforce

that is adaptable, skilled, and prepared to embrace the economic evolution of Southwestern Oregon.

Priority Populations and Communities

2.6 Priority Populations and Communities (Oregon Requirement)
A. Based on the Economic and Workforce Analysis, the local area's demographic data, and the local board's understanding of local underserved populations and communities, identify and describe the populations and communities that will be prioritized for services in the local area.
B. Based on this analysis, describe the local investment strategy toward Priority Populations.

2.6 A.

SOWIB identifies priority populations and communities based on comprehensive economic and demographic data for Coos, Curry, and Douglas Counties. These determinations consider the influence of current regional economic conditions, demographic trends, and barriers to employment. The priority populations and communities are as follows:

- **Economically Disadvantaged Communities:** Emphasizing support to areas within our counties experiencing economic challenges.
- **Underserved Women:** Focusing efforts on championing women's entry into male-dominated sectors due to increased female workforce participation.
- **Rural and Frontier Residents:** Addressing the unique challenges faced by residents in remote areas, including limited job access and technological infrastructure, which serve as significant barriers to employment and economic participation.
- **Veterans and Military Personnel:** Tailoring services to facilitate the transition of veterans into civilian employment, recognizing their unique skills and experiences.
- **Members of Local Tribes and Indigenous Communities:** Environmental health is of immense importance to local Tribal communities, who recognize that healthy communities cannot exist without health environments. Centering and resourcing Tribal communities as stewards of the land and working together to improve and sustain the health of our ecosystem holds great potential for building collaborative relationships with the Tribes.
- **Incarcerated and Formerly Incarcerated Individuals:** Providing essential job-related resources and training to address their unique employment challenges.
- **Persons with Disabilities:** Development of inclusive employment opportunities that are flexible, empathetic, and caring. People with disabilities are more likely to have had a negative experience with employers that made them hesitant to reenter the workforce.
- **Migrant Workers:** Addressing the distinct needs of migrant and seasonal farmworkers, who are often overlooked in traditional workforce development models.
- **Youth and Young Adults:** Targeting the 14-24 age group to address the declining young workforce by offering education, training, and employment pathways.
- **Older Adults and Seniors:** Supporting the growing workforce aged 55 and older, addressing age-related employment challenges, and leveraging their experience. Part time work and flexible work arrangements are important to creating access for aging adults and seniors.
- **Diverse and Multicultural Communities:** Because people who experience systemic and structure barriers lack a baseline feeling of safety, workplaces need to be supportive, and allow experiences that create identity-specific joy. Education and systems level advocacy and employer training is needed to work toward a baseline of safety for our priority populations in workplaces.
- **2SLGBTQUIA+ Individuals:** Anti-2SLGBTQUIA+ rhetoric affecting the national climate has a local impact. Experiences of discrimination are frequent for 2SLGBTQUIA+ residents of Coos, Curry, and Douglas counties. The growing community of 2SLGBTQUIA+ advocates and allies of all sexual orientations and gender identities in the Southwestern region is a source of strength and hope for queer individuals and families. 2SLGBTQUIA+ events and celebrations offer space to experience queer joy and opportunities to move

toward visibility while prioritizing the safety of all 2SLGBTQIA+ people.

- **Individuals with Limited English Proficiency:** For Latinx families and individuals, one glaring gap remains, lack of affordable health insurance for undocumented adults age 25-55, who do not qualify for Oregon Health Plan benefits. This makes it impossible for many adult immigrants to receive preventative and reproductive health care. Without insurance, receiving necessary medical care can result in a financial crisis. Frequently language barriers, lack of insurance, and lack of financial resources prohibits seeking employment. Acknowledging these gaps in access 20 years later, the Oregon Commission on Hispanic Affairs (2020) recommends community integration as key: meeting Latinx families where they are with culturally and linguistically specific services provided by Latinx professionals who speak Spanish.

2.6 B.

SOWIB's strategic approach reflects a deep understanding of the evolving dynamics in Coos, Curry, and Douglas Counties, rooted in both continuity and innovation to ensure workforce development remains responsive to changing regional needs. Our strategies include:

Enhanced Training Alignment: SOWIB continuously aligns training programs with the unique employment landscapes within each of our counties, focusing on high-demand sectors. This adaptive approach ensures our workforce is prepared for current and future market needs.

Training and Development Focus: SOWIB's comprehensive training approach ensures that individuals acquire the necessary technical and soft skills, making them resilient, versatile, and competitive in the job market. In recognition of the importance of interpersonal skills, training programs also incorporate components that enhance communication, teamwork, and leadership abilities. These skills are essential for effective collaboration and career advancement in all sectors, with a particular emphasis on the high-growth sectors identified in the regional economic analysis—healthcare, manufacturing, and technology. These training programs aim to cater to a wide range of skill levels, from entry-level to advanced technical roles, providing opportunities for skill enhancement as individuals progress in their careers. Partnership with quality early learning programs help our future workforce learn important soft skill, preparing them for a bright future.

Partnership and Collaboration: SOWIB cultivates strong partnerships with community organizations, educational institutions, early education, and employers, creating a collaborative network to address the unique needs of our diverse community. Training is aligned with industry certifications to ensure a credentialed workforce. This strategy is crucial in aligning workforce skills with the evolving employment landscape.

Cultural Competence and Inclusion Initiatives: A holistic, humanizing approach is needed to reduce employment barriers and collaboration is vital as we strive toward thriving communities. Effective approaches must address the entire person and each of their needs. Beyond the individual, effective approaches will support families in their entirety. Effective approaches will be community integrated and culturally responsive, building on existing strengths of our priority populations.

Emerging Workforce: SOWIB remains committed to engaging with the local emerging workforce, connecting with youth, and tailoring communications to prepare them for opportunities ahead.

Barriers to Employment: SOWIB supports individuals in achieving success by eliminating barriers to employment and education, especially for those facing economic disadvantages. This includes strategies to tackle common employment obstacles like transportation, affordable housing and childcare access, as well as limited access to education and training resources. Individualized training plans are tailored to overcome these challenges, integrating support services to promote individual success within a comprehensive workforce development approach.

Equitable Access to Services: SOWIB champions strategies that increase equitable access to workforce information and services through diverse and targeted outreach, ensuring broad and inclusive reach.

In conclusion, the strategic focus for Coos, Curry, and Douglas Counties is on creating a dynamic and responsive workforce development system. This system equips individuals with technical and soft skills, aligns with the evolving economic landscape, enhances the region's competitiveness, and supports economic prosperity in its communities.

Key Definition

In-Demand: WIOA section 3(23) defines “in-demand industry sector or occupation” as,

- an industry sector that has a substantial current or potential impact (including through jobs that lead to economic self-sufficiency and opportunities for advancement) on the State, regional, or local economy, as appropriate, and that contributes to the growth or stability of other supporting businesses, or the growth of other industry sectors; or
- an occupation that currently has or is projected to have a number of positions (including positions that lead to economic self-sufficiency and opportunities for advancement) in an industry sector so as to have a significant impact on the State, regional, or local economy, as appropriate.
- The determination of whether an industry sector or occupation is in-demand under this paragraph shall be made by the State board or local board, as appropriate, using State and regional business and labor market projections, including the use of labor market information.

Section 3: Alignment and Improvement

It is expected that Section 3 responses will be based on strategic discussions with the local board, partners in the local area, and business and industry leaders. Further, it is expected that there will be strong alignment with the Economic and Workforce Analysis and Priority Populations and Communities in Section 2.

Please answer the questions in Section 3 in twelve (12) pages or less. Provide a response for all items identified. Reports and/or expanded analysis can be included as links and/or attachments.

Strategic Partnerships and Alignment

3.1 20 CFR 679.560(b)(1)(i): Local Area Programs and Partners

Identify the programs, partners, and providers that are included in the local area's workforce development system. Include both organizations that provide WorkSource Oregon Programs (as defined) and Other Workforce Programs (as defined).

3.1

SOWIB's local workforce development system is robust, covering mandated WIOA programs including Adult Education and Literacy, Wagner-Peyser, and Vocational Rehabilitation. Beyond these, strategic collaborations with community partners in business, economic development, higher education, and labor enrich the system. Additionally, SOWIB integrates programs from the Oregon Economic Development Department, such as Local Veterans' Employment and Trade Adjustment Assistance. SOWIB serves as the backbone agency for the South Coast Early Learning Hub whose focus is on increasing access to quality early education and childcare. This inclusive framework aligns with regulatory requirements while addressing diverse community needs and economic dynamics, enhancing the board's capacity to tackle multifaceted workforce challenges.

3.2 20 CFR 679.560(a)(6): Local Area Program Alignment Strategies

Considering the analysis in Section 2, describe the local board's strategy to align the WorkSource Oregon and Other Workforce Programs and resources identified in 3.1 to achieve the strategic vision and goals of the local board.

3.2

SOWIB employs a comprehensive strategy to align WorkSource Oregon and Other Workforce Programs with identified local workforce needs. Through quarterly engagements with core program organizations and monthly workgroup meetings, SOWIB ensures consistent communication and coordination. Mutual agreements define roles and ongoing communication to prevent duplication, promote cross agency referrals, and identify opportunities for service strategies. The board actively involves core organizations in public input meetings, fostering a shared commitment to the vision. The approved strategic plan, reflecting stakeholder inputs, guides ongoing activities, ensuring a concerted effort toward SOWIB's mission.

3.3 20 CFR 679.560(b)(1)(ii) and (b)(9): Coordination with Education

Building off the response in 3.2, describe how the local board will coordinate relevant secondary and postsecondary education programs and activities in the local area including, but not limited to, Essential

Employability Skills (as defined) and Career and Technical Education (CTE) [Programs of Study](#) to coordinate strategies, enhance services, and avoid duplication of services.

3.3

SOWIB leads seamless integration of secondary and postsecondary education, empowering youth and educators for success in high-demand industries. Expanding services with dedicated Youth Employment Advisors in each high school, we address crucial guidance needs. YEAs, linked to SOWIB and employers, provide insights into employment and learning pathways. To meet growing demand, we enhance capacity through the "Recruit Hippo" platform. Collaborating with schools, we integrate industry tours and internships into the academic day, fostering firsthand knowledge for students and teachers in high-demand sectors. Our partnerships with Southwestern Oregon and Umpqua Community Colleges result in non-duplicative investments, doubling nursing capacity and ensuring clear pathways for training.

Notably, our Certified Clinical Medical Assistant apprenticeship program, approved by Southwestern Oregon CC, continues to thrive, addressing critical healthcare workforce needs. In 2021, we further diversified our offerings by introducing Oregon's first Early Childhood Education (ECE) Apprenticeship, responding to the demand for skilled professionals in this sector. These apprenticeship programs contribute to the region's workforce development by providing hands-on training, mentorship, and a direct pathway to employment in key industries.

Our successful EDA grant with two partnering workforce boards enhances CDL training partnerships, addressing the critical need for truck drivers in our community. Through reinforced partnerships, innovative programs, and responsiveness to workforce demands, SOWIB envisions a resilient education ecosystem aligned with our strategic goals and the evolving regional workforce.

3.4 20 CFR 679.560(b)(12): Coordination with Adult Education and Literacy

Describe how the local board will coordinate WIOA Title I workforce investment activities with adult education and literacy activities under WIOA Title II. Include how the local board will carry out the review of local applications submitted under Title II consistent with 20 CFR 679.370(n).

3.4

SOWIB is committed to seamlessly integrating WIOA Title I workforce investment activities with adult education and literacy activities under WIOA Title II. Our approach involves collaborative planning, shared data systems, joint program development, cross-training, and coordinated outreach. We foster regular meetings, joint planning sessions, and involve representatives from adult education programs in workforce development discussions to ensure a unified strategy. By integrating participant data across both domains, we provide a holistic view of individuals' education and workforce journeys. We actively engage in joint program development, identifying common goals and strategies. Staff involved in both programs receive cross sector training to offer well-informed guidance. Coordinated outreach efforts maximize program awareness. Regarding the review of local applications under Title II (consistent with 20 CFR 679.370(n)), SOWIB has established transparent review processes, engaging stakeholders for diverse perspectives. We remain vigilant in adhering to regulations, ensuring a comprehensive and inclusive assessment that aligns with workforce investment goals. Through these efforts, we aim to provide individuals with a seamless and supportive pathway addressing both workforce development and adult education needs.

3.5 Leverage Strategies (Oregon Requirement)

- A. Identify the sources of current leveraged funds outside of WIOA Title I funding and state general funds to support the workforce development system in the local area.
- B. Describe how this leveraged funding will impact the local system.
- C. Describe the local board's strategies for acquiring additional/future leveraged funds.

3.5 A.

SOWIB excels in strategically leveraging funds to support the local workforce development system, going beyond WIOA Title I and state general funds. Our history showcases a proven ability to secure over \$5 million in additional federal grant funds since 2017, with a remarkable \$2 million coming from state grants, private partners, and foundations. This demonstrates our commitment to diversifying funding sources and expanding the capacity for impactful workforce development in the local area.

3.5 B

The impact of this leveraged funding on the local system is significant. It enhances the capacity of our workforce development initiatives, allowing us to expand programs, reach a broader audience, and address diverse needs within the community. These additional resources contribute to the effectiveness and sustainability of our local workforce development efforts.

3.5 C.

SOWIB employs a multifaceted strategy to acquire additional and future leveraged funds. This includes proactive engagement with diverse funding opportunities, cultivating relationships with potential partners, engaging in strategic partnership with philanthropic partners, exploring new grant programs, and staying informed about emerging sources. By maintaining a dynamic approach, we aim to diversify funding streams, ensuring the resilience and continued growth of the local workforce development system.

3.6 Next Generation Sector Strategies (Oregon Requirement)

- A. Identify and describe each industry in the local area where a next generation sector partnership (as defined) is currently active. Include in the description, the rationale for each active next generation sector partnership, recent outcomes, and how it will align with industry consortia where appropriate.
- B. Identify and describe each industry in the local area where there will be an attempt to convene a new sector partnership within the timeframe of the local plan. Include in the description, the rationale for each new next generation sector partnership and how it will align with industry consortia where appropriate.
- C. Identify and describe the strategy for any additional targeted sectors in the local area where the next generation sector model is not being used.

3.6 A.

SOWIB uses the Next Gen model for all sector partnerships and will continue to do so. To date we have convened effective partnerships in regionally significant sectors including transportation, childcare, healthcare, and manufacturing, all are focus driven by analysis of regional data. To date we have successfully implemented internships, certification training, a certified medical assistant apprenticeship program and other employment promotions in those sectors. These efforts have resulted in significant increases in both training opportunity (CCMA apprenticeship and with the award of an EDA grant for transportation and increase in training capacity) and consequent employment especially in the high-demand transportation and healthcare sectors.

3.6 B

Looking ahead, we plan to initiate a new Next Gen sector partnership in Maritime, recognizing its importance in addressing regional needs and opportunities. This sector demonstrates high employment demand, offers competitive wages, and requires education, training, or certification that aligns well with our workforce conditions and target populations. The rationale for initiating a partnership in Maritime is grounded in fostering comprehensive workforce development and addressing the evolving demands of the local maritime sector. In addition, we will work to refresh and reengage the Healthcare partnership. Since the pandemic our healthcare partners have focused solely on the care of our communities and are now in a position to reconvene and expand on their previous work.

3.6 C

For additional targeted sectors not currently utilizing the Next Gen model, such as Hospitality, SOWIB aims to explore collaborative opportunities. The local board is actively securing new grant funding for these sectors, further enhancing our capacity to develop impactful initiatives and partnerships in Hospitality. Recognizing the profound impact of targeted sector development on employment opportunities, we will continue to leverage partnerships and resources to create effective solutions. Through these approaches, we aim to continuously align our efforts with the evolving dynamics of the local workforce landscape.

3.7 20 CFR 679.560(b)(3)(i): Employer Engagement in Workforce Development

Describe the strategies and services (as defined) that will be used in the local area to facilitate engagement of employers in workforce development programs, including small employers and employers in in-demand industry sectors and occupations.

3.7

SOWIB employs a comprehensive strategy to actively engage small employers and those in high-demand industry sectors and occupations in workforce development programs. Our approach is designed to not only raise awareness of SOWIB's coordination capacity but also showcase the diverse training services available. Through this comprehensive and dynamic engagement strategy, SOWIB is actively building meaningful connections with employers, promoting collaboration, and facilitating workforce development in line with regional needs and priorities.

We begin with targeted outreach efforts, emphasizing success stories of OJT programs, internships, and apprenticeships, showcasing our unique ability to develop employer-specific training programs. This sets the foundation for direct and personalized contacts facilitated through Business Service Coordinators. These specialists, possessing an in-depth understanding of the full spectrum of available services, invest significant time visiting employers across the region.

Moreover, we have developed a digital business services booklet and a shared business services platform, streamlining information and removing duplication of services. This digital approach ensures that our partners can access and provide the most up-to-date information for businesses, creating a more efficient and effective engagement process. Recognizing the importance of media coverage, we actively work to facilitate extensive coverage of our impactful work. Encouraging collaboration, our monthly "workgroup" roundtable meetings foster increased engagement and enhance our reach.

3.8 20 CFR 679.560(b)(3)(ii): Meeting the Needs of Businesses

Describe the strategies and services that will be used in the local area to support a workforce development system that meets the needs of businesses.

3.8

SOWIB actively supports the local workforce development system and a range of training initiatives, including incumbent worker training programs, on-the-job training programs, work-based learning programs, apprenticeship models, and innovative and customized training programs. Our commitment to alignment is a continuous process involving regular consultations with service providers and other key partners. SOWIB staff, alongside contracted workers from our service providers, are strategically located in the Douglas, Coos, and Curry WorkSource buildings. This co-location facilitates regular in-person contacts, information exchanges, and updates to ensure seamless alignment of services. The proximity enhances collaboration and enables swift adjustments to meet evolving workforce needs. Our strategies are reinforced through structured collaborative platforms, including monthly workgroup meetings in each county. These meetings provide a forum for in-depth discussions, feedback, and coordination. Quarterly leadership team meetings and bi-weekly sessions with workforce development system members further contribute to the ongoing alignment of our initiatives. Recognizing the importance of a proactive approach, SOWIB's business team conducts regular visits to Curry County at least twice a month. These visits serve to meet with workforce partners and employers, ensuring a direct and informed connection with the unique dynamics of that region. Through these collaborative efforts, SOWIB remains dedicated to maintaining a synchronized and responsive workforce development system. Our commitment to frequent engagements, strategic location, and structured meetings ensures that our initiatives align effectively with the evolving needs of the local workforce and our diverse community partners.

3.9 20 CFR 679.560(b)(3)(iii) and (b)(4): Coordination with Economic Development

Describe the strategies and services that will be used in the local area to better coordinate workforce development programs and economic development including the promotion of entrepreneurial skills training and microenterprise services.

3.9

SOWIB has strong relationships across the counties that support coordination and development. SOWIB seamlessly coordinates workforce development programs with our economic development partners through a multifaceted approach. We actively participate in, and extend invitations to, respective board meetings, fostering collaborative discussions. Additionally, we engage in informal, in-person, and phone discussions. Our collaborative efforts extend to maintaining close contact with pivotal entities in our region. The latter plays a significant role, represented on our board, ensuring a direct and informed connection with our economic development partners. Our proactive approach involves attending board meetings and extending invitations, creating structured platforms for meaningful dialogue. We leverage both formal and informal avenues to facilitate ongoing discussions and information exchange, ensuring that our workforce development initiatives align seamlessly with the economic goals of our partners. To enhance coordination, we have created a shared business services platform, fostering ongoing discussions and information exchange with our economic partners. This initiative-taking strategy leverages both formal and informal avenues, ensuring that our workforce development strategies align seamlessly with the economic development priorities of our partners. Through these strategic engagements, SOWIB remains dedicated to

fostering a collaborative environment where workforce and economic development converge, contributing to sustained growth and prosperity in the regions we serve.

Through these strategic engagements and relationships, SOWIB remains dedicated to fostering a collaborative environment where workforce development and economic development seamlessly converge, contributing to the sustained growth and prosperity of the regions we serve.

3.10	20 CFR 679.560(b)(3)(iv): Linkages to Unemployment Insurance
Describe the strategies and services that will be used in the local area to strengthen linkages between WorkSource Oregon (as defined) and unemployment insurance programs.	

3.10
SOWIB actively reinforces connections between the one-stop delivery system and unemployment insurance programs to provide a seamless experience for individuals seeking unemployment benefits. A key aspect of our strategy involves ensuring that individuals are greeted by a dedicated WorkSource specialist, well-versed in training and employment services. Individuals accessing unemployment insurance benefits receive personalized guidance from our knowledgeable WorkSource specialists. These specialists assist in identifying the most appropriate services tailored to the individual's needs. Additionally, our specialists provide referrals to specialized unemployment programs that may not be located at WorkSource but are crucial for comprehensive support. SOWIB is committed to adopting a holistic assistance model that transcends traditional boundaries. By integrating unemployment insurance services seamlessly into the WorkSource framework, we create an environment where individuals not only access necessary benefits but also receive expert guidance on training and employment opportunities aligned with their goals.

Continuous Improvement

3.11	20 CFR 679.560(b)(2)(i): Expand Access to Services
Describe how the local board will work with entities in WorkSource Oregon (as defined) to expand access to employment, training, education, and supportive services for eligible individuals, particularly those with barriers to employment.	

3.11
A holistic, humanizing approach is needed to reduce employment barriers and collaboration is vital as we strive toward thriving communities. Effective approaches must address the entire person and each of their needs. Beyond the individual, effective approaches will support families in their entirety. Effective approaches will be community integrated and culturally responsive, building on existing strengths of our priority populations. SOWIB employs both direct methods and strategic outreach through core partners to broaden access to employment, training, education, and supportive services, with a particular focus on eligible individuals facing barriers to employment. Our commitment is to foster inclusivity and empower individuals on their journey to meaningful employment.

Frequent and regular meetings serve as platforms for sharing vital information about employment opportunities, especially within prioritized sectors. We ensure that this information reaches eligible individuals through collaborative initiatives with community colleges, GED programs, and ESL programs and regional partners.

In the upcoming period, we plan to facilitate cross-training and information-sharing among core program providers, even those not co-located (e.g., DHS). This initiative aims to broaden dissemination opportunities and

create a simple, user-friendly summary of key available services, organized by need. This resource will be accessible online and at locations frequented by our target populations. We are actively working to heighten the message of services and access points through social media platforms. Additionally, we aim to create cross-linked dedicated video and document access points in rural locations, providing comprehensive information to individuals in diverse settings. As part of our forward-looking strategy, we plan to explore limited-schedule regular placements of core partner staff in rural community centers. This approach is designed to facilitate easy access to services for individuals in rural areas, ensuring that support is readily available in locations convenient for the target populations. Through these integrated initiatives, SOWIB remains dedicated to breaking down barriers and creating a robust framework that empowers individuals, particularly those facing obstacles, to access employment and training opportunities effectively.

3.12	20 CFR 679.560(b)(2)(ii): Career Pathways
Describe how the local board will work with entities in WorkSource Oregon (as defined) to facilitate development of career pathways.	

3.12
SOWIB actively collaborates with entities in WorkSource Oregon to facilitate the development of career pathways in alignment with Career Pathways Definitions. Our approach centers on promoting the seamless integration of education, training, and learning opportunities provided by core partners, schools, community colleges, and contracted service providers. To expand access to employment, training, education, and supportive services, particularly for individuals facing barriers to employment, SOWIB advocates for a comprehensive approach. This involves creating clear career pathways that integrate complementary services, offering eligible individuals a well-defined route to employability. Frequent and regular meetings serve as dynamic platforms for sharing vital information about employment opportunities and training requirements. This collaborative effort, especially in fields linked to prioritized sectors, ensures that valuable insights reach eligible individuals. Information dissemination is further extended through community colleges' GED and ESL programs, creating additional touchpoints for those seeking career guidance. SOWIB also promotes ongoing cross-training and information-sharing among core program providers, even those not co-located (e.g., DHS). This strategic initiative is designed to broaden the dissemination of information about training and career opportunities, ensuring a more extensive reach and impact. Through these collaborative endeavors, SOWIB is committed to fostering the development of career pathways that empower individuals, particularly those with barriers to employment, by providing them with the necessary tools and resources to navigate a successful and fulfilling career journey.

3.13	20 CFR 679.560(b)(2)(ii): Co-enrollment
Describe how the local board will work with entities in WorkSource Oregon (as defined) to facilitate co-enrollment in WSO programs.	

3.13
SOWIB is dedicated to optimizing customer enrollment processes to maximize efficiencies and resource utilization. Our frontline staff support and assess each customer for eligibility for co-enrollment, ensuring that individuals are strategically enrolled in one or more programs. We leverage co-enrollment as a strategic tool to align customer service with the most suitable service provider, enhancing overall efficiency. By carefully

assessing eligibility and needs, we aim to create a seamless and tailored experience for each customer, ensuring they access the programs that best suit their requirements. Our commitment extends to maximizing the use of resources by enrolling customers in programs that align with their goals. This approach not only streamlines the enrollment process but also ensures that individuals receive services that are most relevant to their needs, optimizing the overall impact of our workforce development initiatives. Through strategic co-enrollment practices, SOWIB provides efficient and targeted services to our customers, fostering a responsive and streamlined approach to workforce development.

3.14 20 CFR 679.560(b)(2)(iii): Improve Access to Postsecondary Credentials

Describe how the local board will work with entities in WorkSource Oregon (as defined) to improve access to activities leading to a recognized postsecondary credential (including a credential that is an industry-recognized certificate or certification, portable, and stackable).

3.14

SOWIB collaborates closely with entities within WorkSource Oregon to enhance access to activities leading to recognized postsecondary credentials. Our approach involves promoting the integration of education, training, and learning opportunities offered by core partners, schools, community colleges, and contracted service providers. This comprehensive strategy aims to create clear and effective career pathways, facilitating access to recognized postsecondary credentials. To further improve access, SOWIB actively participates in frequent and regular meetings where information about employment opportunities, training requirements, and postsecondary credential programs is shared. These collaborative efforts, especially in fields linked to prioritized sectors, ensure that valuable insights reach eligible individuals. Additionally, we utilize community colleges' GED and ESL programs to communicate pertinent information, creating additional touchpoints for those seeking postsecondary credential opportunities. Looking ahead, SOWIB plans to enhance collaboration by promoting cross-training and information-sharing among core program providers, including non-co-located partners such as DHS. This strategic initiative is designed to broaden the dissemination of information about postsecondary credential programs, fostering greater accessibility and awareness.

3.15 20 CFR 679.560(b)(5)(i): Continuous Improvement of Eligible Providers

Describe how the local board will ensure the continuous improvement of eligible providers through WorkSource Oregon (as defined) and that such providers will meet the employment needs of employers, workers, and job seekers in the local area.

3.15

SOWIB is committed to ensuring the continuous improvement of eligible providers through WorkSource Oregon, as defined, to meet the employment needs of employers, workers, and job seekers in the local area. Our approach involves implementing robust mechanisms for performance evaluation, feedback, and collaboration to enhance the effectiveness of workforce development initiatives. To achieve continuous improvement, SOWIB conducts regular assessments of eligible providers' performance, including their ability to meet the evolving employment needs of the local area. This involves analyzing key performance indicators, participant outcomes, and employer satisfaction metrics. Feedback loops are used to facilitate communication between the board and providers, fostering a culture of continuous learning and adaptation. SOWIB actively engages in collaborative efforts with eligible providers, creating a platform for sharing best practices, identifying challenges, and collectively strategizing for improvement. In addition, SOWIB promotes professional development opportunities

for eligible providers, ensuring they stay informed about industry trends, technological advancements, and changing skill requirements. This investment in the ongoing education and training of providers contributes to their ability to effectively address the employment needs of employers, workers, and job seekers in the local area. Furthermore, SOWIB encourages a data-driven approach, utilizing insights from labor market analysis and employer feedback to inform provider strategies. By aligning the services of eligible providers with the dynamic demands of the local labor market, we ensure that workforce development efforts remain responsive and relevant. Through these comprehensive strategies, SOWIB is dedicated to fostering continuous improvement among eligible providers, thereby enhancing their capacity to meet the diverse and evolving employment needs of the local community, employers, and individuals seeking meaningful employment opportunities.

3.16	20 CFR 679.560(b)(20): Intake and Case Management
Describe any recent innovations, promising practices, or efforts to increase and streamline access to programs and services at WSO centers particularly as it relates to case management.	

3.16

SOWIB has been actively engaged in implementing recent innovations and promising practices to increase and streamline access to programs and services at WorkSource Oregon (WSO) centers, with a particular focus on enhancing case management processes. Key initiatives include:

Online Accessibility: Introduction of user-friendly online platforms for program information, online registration, appointment scheduling, and resource access, providing a convenient and streamlined way for individuals to engage with WSO services.

Digital Case Management Tools: Investment in digital case management tools to enhance service delivery efficiency. These tools enable case managers to track progress, manage individualized plans, and communicate effectively with clients, optimizing workflows for more personalized assistance.

Virtual Assistance and Telecommuting Options: Implementation of virtual case management services, telecommuting options for clients, and online resources to ensure remote access, promoting convenience and accessibility in response to changing work dynamics.

Integrated Data Systems: Work on integrating data systems for seamless information sharing among various service providers within the WorkSource network. This integration reduces duplication of efforts and ensures individuals receive cohesive and coordinated services.

Enhanced Training for Case Managers: Continuous investment in training programs for case managers to stay updated on best practices, technological advancements, and evolving service delivery models, empowering them with the skills and knowledge needed for effective case management.

Client Feedback Mechanisms: Implementation of mechanisms to collect feedback from clients about their experiences with case management and overall services at WSO centers. This feedback loop enables data-driven improvements, ensuring services align with the needs and expectations of individuals.

Through these initiatives, SOWIB is committed to enhancing accessibility and efficiency at WSO centers, particularly in case management, contributing to a more responsive and client-centered approach to workforce development.

Key Definitions

WorkSource Oregon (WSO) Programs: The WTDB approved a [WorkSource Oregon Definition](#) dated May 24, 2023 on June 9, 2023. For the purposes of local planning, WorkSource Oregon refers to the “WorkSource Oregon Primary Programs and Resources” included in the definition.

Other Workforce Programs: These represent the entire workforce system in addition to “WorkSource Oregon Primary Programs and Resources”. For the purposes of local planning, these include “Additional WorkSource Oregon Programs and Resources” identified in the [WorkSource Oregon Definition](#) dated May 24, 2023 that are a part of WIOA and also programs such as K-12 and postsecondary education, workforce-related/supporting community-based organizations, labor and apprenticeship, and allied partners.

Essential Employability Skills: They go by many names, such as soft skills, interpersonal skills, essential skills, social skills, 21st century skills, and applied skills. They are the collection of skills necessary to succeed in the workplace that can be learned in academic settings and are enhanced through simulated and actual workplace experience. They are sometimes referred to as behaviors and traits but can be learned and refined through modeling and practice. They include, but are not limited to, adaptability, critical thinking, communication, empathy, open-mindedness, problem-solving, teamwork, and work ethic. The number of EES and the individual importance of each cannot be disconnected from industry and occupation.

Next Generation Sector Partnership: [Next Generation Sector Partnerships](#) are partnerships of businesses, from the same industry and in a shared labor market region, who work with education, workforce development, economic development and community organizations to address the workforce and other competitiveness needs of the targeted industry. Next Gen Sector Partnerships are Industry-Driven, Community-Supported, and Sustainable over time. Next Gen Sector Partnerships are active all over the country.

Employer Services Strategies: May include the implementation of incumbent worker training programs, on-the-job training programs, work-based learning programs, apprenticeship models, customized training programs, or utilization of effective business intermediaries and other business services and strategies in the local area.

Operational Portion

Section 4: Services and Activities

Please answer the questions in Section 4 in twelve (12) pages or less. Provide a response for all items identified. Reports and/or expanded analysis can be included as attachments.

Available Workforce Development Activities

4.1 20 CFR 679.560(a)(4): Workforce Development Activities – Part 1 Adults
(Includes both WIOA Adults and Dislocated Workers)

- A. Provide an analysis of workforce development activities for adults in the local area including education and training and including individuals with barriers to employment;
- B. Describe specific strengths and weaknesses of these adult workforce development activities in the local area to address the education and skill needs of the workforce and the employment needs of employers;
- C. Describe the capacity to provide these adult workforce development activities in the local area to address the education and skill needs of the workforce and the employment needs of employers;
- D. Identify successful models and best practices in the local area for adult workforce development activities.

4.1 A

SOWIB currently provides the following services and activities: Workshops (interviewing, resumes, job search, financial literacy), Adult Basic Education/GED, Individual Job Search Assistance, Career Counseling, Assessment, Workplace Preparation, Work Experience, Apprenticeship, On the Job Training, Occupational Skills Training and Support Services. Career Counseling services focus on identifying potential barriers to employment, whether it be a criminal history, a disability or a cultural bias, staff work with customers to either remove the barrier or assist them in how to best address the barrier with potential employers. Services are available to all customers, staff work to ensure that accommodations are made that allow for full participation.

4.1 B

Providers are working with customers that present challenges and face the greatest barriers. The greatest strength of our system is assistance with barrier removal. Through workshops customers learn to identify their skills and how to best “sell” those skills to employers. Financial literacy sessions allow them to maximize their resources once they have secured employment, and support services needed for participation in services i.e. work appropriate clothing, tools, transportation assistance help customers participate in services and once employed, retain employment. Once stable, customers are then able to focus on and benefit from job placement services, work experience, on the job training and occupational skills training. In short, the combination of services along with staff and partner support are the greatest strength. The greatest weakness is limited training options in our rural area, and a lack of tenured staff. Although staff are highly qualified, the WIOA system is complex and requires experience to become adept at navigating the regulations and appropriately providing services. Another weakness is identifying and engaging those older workers that want to re-enter or remain in the workforce. In the next 10 years there will be more people in the 65 and over age range than in the 19 and under. These individuals bring a wealth of experience to our business customers and can serve as mentors to the younger and emerging workers in the way of soft skills and proven hard skills. We will work with our providers on the best strategies to tap into this talent pool.

4.1 C

Training providers in our area have the capacity to meet the needs of individuals seeking training services, in addition there are ample employers willing to offer on the job training opportunities. Our local community college in Douglas County has done extensive interviewing with employers in our area as a means of adding programs that are most beneficial to business. Based on those results they have added: Mechatronics, Certified Medical Assistant, Exercise Science, Artificial Intelligence, Water Quality, Accounting and Viticulture. Our coastal community college serving Coos & Curry counties have added a myriad of Ed2Go online offerings that are available to our rural residents, these programs include: Property Management, Certified Physical Therapy Aide, Certified Medical Administrative Assistant, Certified Administrative Professional, Administrative Dental Assistant, Human Resources, and several computer certifications.

4.1 D

Engaging our business community in discussion prior to adding programs and services is the key to addressing the needs of business and preparing our customers for current and future openings.

Due to the older demographic and its projected growth in our region, SOWIB will work with employers to support them in overcoming unconscious age bias that may exist and provide insight into creating accessible workplaces for elderly individuals. Employer outreach materials will be provided to highlight the benefits of employing elderly people. SOWIB will support workplaces in becoming more elderly employee-friendly by providing traditional paper application forms, removing age-sensitive questions, implementing equity audits, including elderly persons on recruiting panels and in outreach events, creating a workplace culture that listens to the needs of employees, and celebrations the opportunities that exist for intergenerational workplaces.

Coos, Curry and Douglas counties have a large tourism industry with a need for part-time employees. A successful model has been implemented by The Mill Casino, they are utilizing shorter workday schedules to accommodate elderly persons' desired part-day/part-time work schedule while meeting their workforce needs. Elderly people make up over 70% of their part-time workforce. SOWIB will build off this example, supporting employers to explore ways to create shorter workdays to meet the aging workforce's desired workday.

4.2 20 CFR 679.560(b)(8): Workforce Development Activities – Part 2 Youth (Includes WIOA Youth)
A. Provide an analysis of workforce development activities for youth in the local area including education and training and including individuals with barriers to employment;
B. Describe specific strengths and weaknesses of these youth workforce development activities in the local area to address the education and skill needs of the workforce and the employment needs of employers;
C. Describe the capacity to provide these youth workforce development activities in the local area to address the education and skill needs of the workforce and the employment needs of employers;
D. Identify successful models and best practices in the local area for youth workforce development activities.

4.2 A

SOWIB currently provides the following services and activities: Assessment, Dropout Recovery, HS Diploma/GED along with Tutoring and Study Skills, Preparation for post-secondary education, Financial Literacy Education, Adult Mentoring, Individual Job Search Assistance, Career Counseling & Guidance, Leadership Development, Labor Market Information, Adult Mentoring, Workplace Preparation, Referral for Entrepreneurial Skills Training,

Work Experience, Internships, Pre Apprenticeship, On the Job Training, Support Services and Follow Up Services. As also mentioned in services for our adult customers, Career Counseling services focus on identifying potential barriers to employment, whether it be a criminal history, a disability or a cultural bias, staff work with customers to either remove the barrier or assist them in how to best address the barrier with potential employers. Services are available to all customers, staff work to ensure that accommodations are made that allow for full participation.

4.2 B

The greatest strength is the benefit that youth receive through Adult Mentoring and Case Management & Guidance provided by provider staff. These services along with Work Experience provide youth with direction as well as marketable skills. We will be adding the Rethinking Careers curriculum to services beginning in 2024 to provide another value-added tool to assist youth in becoming work ready.

SOWIB's greatest weakness is the ability to engage youth in employment and training activities. Through work with our providers, we need to identify how best to reach this population and help them to understand the value of education and work. We will continue to utilize social media as a means of engaging youth and work with our secondary education partners for early intervention efforts with those that have or are at risk of dropping out of school.

4.2 C

SOWIB currently has two youth providers, one for Douglas County and one serving Coos and Curry counties. A procurement was held in 2022 to increase providers resulting in two qualified entities. SOWIB plans to add another youth provider through one of its subsidiaries to increase services within our region. Youth provider staff work closely with SOWIB Business Service staff utilizing our employer database to provide the services requested by business, including industry tours, work experience placements and on-the-job training.

4.2 D

Utilizing SOWIB Business Services staff to engage businesses in providing Work Experience opportunities for youth has proven effective. Businesses understand that often these youth have never had an employment experience and are willing to work with them to enhance their soft skills as well as providing them with marketable hard skills.

Using State and unrestricted Board funds, SOWIB has invested in the purchase of boat building kits for the welding classes in the high schools and a truck kit for mechanic training through the community college Friday academy for high school students. Providing these kits has allowed for the practical application of the skills being taught in the classroom. Students use their newly acquired skills to build a marketable product from start to finish. Upon completion of the project a fund raiser event will occur where the items are auctioned off and funds raised will be used to purchase additional kits to sustain the projects. These hands-on, real-world experiences will provide students with the skills necessary to be successful in the manufacturing and automotive industries.

4.3 20 CFR 679.560(b)(6): Employment and Training Activities

Considering the response in 4.1, provide a specific description and assessment of the type and availability of adult and dislocated worker employment and training activities in the local area.

4.3

There is no specific order in which a customer can receive services with the exception of the determination of eligibility. Customers are provided with individualized plans to successfully secure self-sufficient employment opportunities.

Available services include:

Career Services

- Determination of eligibility
- Orientation to available services
- Initial assessment of skill levels, including literacy, numeracy, English language proficiency, aptitudes, abilities, and supportive service needs
- Labor exchange services, including job search and placement assistance, job vacancies, labor market information, information regarding non-traditional employment
- Referral to appropriate partner and community resources
- Counseling to include group, individual and career planning
- Short term prevocational services including learning skills, communication skills, interviewing skills as well as required soft skills needed on the job
- Workforce preparation services including short term courses to acquire required certifications such as flaggers, servers license, etc.
- Work Experience as a paid training opportunity utilizing local employers contracted as the training site
- Financial literacy services
- Out of area job search and relocation assistance
- English language acquisition
- Follow up services

Training Services

- Occupational skills training, through the local community college, trade schools and/or online learning
- On-the-Job training utilizing local employers contracted as the training site
- Incumbent Worker training opportunities to provide the skills necessary to retain employment or be promoted within their current position
- Workplace training opportunities that combine related instruction
- Skill upgrading
- Entrepreneurial training opportunities to assist those individuals interested in starting their own business
- Transitional jobs which provide paid work experience opportunities for those who have been chronically unemployed or have an inconsistent work history
- Adult Education and Literacy in combination with other training activities

4.4 20 CFR 679.560(b)(18): Training Services
A. Describe how training services outlined in 20 CFR 682 will be provided through the use of individual training accounts. If contracts for training services are used describe how they will be coordinated with the use of individual training accounts under 20 CFR 682; and
B. Describe how the local board will ensure informed customer choice in the selection of training programs regardless of how training services are to be provided.

4.4 A

SOWIB provider contracts include the provision that in order to receive training funds, a Title I WIOA participant must:

- Have an individual employment plan and been determined by assessment, interview and

evaluation to be in need of training services and have the skills and qualifications to successfully participate in the selected program of training services;

- Have selected a program of training services directly linked to the employment opportunities aligned with SOWIB’s sector occupations, or small business in a high demand occupation, in the local area or in another area in which the participant is willing to relocate;
- Be unable to obtain other grant assistance for such services; and
- Have selected a training that is on the Eligible Training Provider List (ETPL)

Case files must document eligibility for training services and explain how the determination was made. Individual Training Accounts (ITAs) must be used for training programs that are more than 39 hours and less than 1 year in length. ITA funding can be used for a participant currently in the second year of a two-year program. ITA maximum amounts will not exceed \$6000 without documentation of extenuating circumstances and prior approval from the Executive Director.

4.4 B

All services, including choice of training, are customer-driven. Customers are actively engaged in their consultation with the provider regarding the assessment of their skills and work readiness, selection of career path and the options available for training. Provider case managers review and provide/discuss with customers the data they have obtained through Qualityinfo.org and ONET regarding the demand and earnings potential of the career they have selected. On-the-job training often corresponds to an in-demand occupation or meets a need of small private employers in this area and provides wages meeting customer self-sufficiency needs in some instances occupational skills training is a better fit for the goals of the customer.

4.5 20 CFR 679.560(b)(7): Coordination with Rapid Response Activities

Describe how the local board will coordinate workforce investment activities carried out in the local area with statewide rapid response activities.

4.5

Notification of closures or lay-offs is communicated to the Dislocated Worker Liaison through the media, a current worker, union representative or company management. The DW Liaison contacts the State Labor Liaison (if union involved) and the Rapid Response Coordinator and provides notice to State staff. The DW Liaison starts the record of layoff in the Rapid Response Activity Tracking System. The DW Liaison or Rapid Response Coordinator then notifies the Rapid Response Team, which works with the employer to schedule a meeting with the employees to assess the situation and provide options. The DW Liaison or designee enters all information into the RR Activity Tracking System. Once the assessment is complete, if needed, a request for Rapid Response Funds as well as a complete budget is submitted to SOWIB for approval. Upon approval, SOWIB determines any costs that it may incur and includes those in the budget. Once that process is complete, the revised budget with the narrative is sent to the State for final approval and award.

Rapid Response Team members:

- Service provider Rapid Response Coordinator (or designee)
- DW Liaison
- Oregon Employment Department representatives, including UI, Trade Act (if appropriate) and veteran representation

- State Labor Liaison
- Local community college representation
- Healthcare Marketplace
- Consumer Credit Counseling

Services offered to dislocated workers:

- Information on how to apply for unemployment insurance
- Information on how to register in iMatchSkills; (skills and job matching system)
- Information on accessing Workforce Innovation and Opportunity Act (WIOA) Services
- Information regarding Trade Petitions
- Information on accessing continuing coverage or affordable healthcare
- Information on how to access workshops on interviewing techniques, resume writing & job search strategies
- Access to one-on-one appointments with career advisors
- Information on other local resources available to assist workers and their families

The intention of the Rapid Response Team is to deliver information sessions as soon as possible and determine how and what services can be provided at the worksite. We work with local management to ensure that we provide sessions at times that meet worker needs, which may include nights and weekends. Additionally, affected workers unable to attend one of the on-site sessions may access services at WorkSource Oregon offices and/or via contract providers.

4.6 20 CFR 679.560(b)(10): Coordination with Supportive Services

Describe how the local board will coordinate WIOA Title I workforce investment activities in the local area with the provision of transportation and other appropriate supportive services.

4.6

Per contract our Service Providers will work with participants to ensure that they obtain the support necessary to successfully participate in program services. Providers initially work with participants to identify if there are any resources available for support prior to initiating WIOA Title I support payments. Other resources are accessed as the first choice for support. If there are no other resources available, or there is additional need our Service Provider will issue the needed support. This may be assistance with transportation, work clothing, tools or other support needed to allow for successful participation.

WorkSource Oregon

4.7 WorkSource Oregon/One-Stop Delivery System (Oregon Requirement)

List all WorkSource Oregon (WSO) Centers in the local area and provide for each site the:

- Location (City);
- WSO Center Type (Comprehensive, Affiliate, Partner Site/Specialized);
- List of Partners Represented; and
- Means of Service Availability by each Partner (physically present, direct linkage through technology, or referral only).

Each Center must be consistent with the One-Stop Center definitions and requirements contained in the [One-Stop Certification Policy](#) (including [Attachment A - WSO Centers and Other Sites – Requirements Matrix](#), [Attachment B - One-Stop Center Certification Minimum Requirements](#), [Attachment C - Certification Documentation Requirements](#), and [Attachment D - References](#).) and the [Memorandum of Understanding and Cost Sharing Policy](#) (and attachments).

4.7

Worksource Coos

Coos Bay

Comprehensive Center

Wagner Peyser – Physically Present

Title IB - Physically Present

DHS – Linkage through technology

Adult Basic Education – Linkage through technology

Worksource Curry

Brookings

Comprehensive Center

Wagner Peyser – Physically Present

Title IB - Physically Present

DHS – Linkage through technology

Adult Basic Education – Linkage through technology

Worksource Douglas

Roseburg

Comprehensive Center

Wagner Peyser – Physically Present

Title IB - Physically Present

Easter Seals - Physically Present

DHS – Linkage through technology

Adult Basic Education – Linkage through technology

4.8 One-Stop Operator Procurement (Oregon Requirement)

- A. Identify the One-Stop Operator.
- B. Describe the procedures and timelines for future procurement of a One-Stop Operator consistent with the [One-Stop Operator Procurement Policy](#) (including [Attachment A - Process for Local Workforce Development Boards as One-Stop Operator](#)).

4.8 A.

Oregon Manufacturing Extension Partnership (OMEP) is our current One-Stop Operator.

4.8 B.

A Request for Proposal is planned for release on 5/1/24. The request for proposal will be posted for 30 days with a due date of 5/31/24. Respondents will be provided with a full response packet for completion that includes the Evaluation Criteria. Upon receipt of proposals the Operations Director and Program Manager will review and score proposals using the Proposal Evaluation Form. Contract award will be made no later than 6/15/24.

4.9 One-Stop Center Certification (Oregon Requirement)

Identify the established procedures for ongoing certification of one-stop centers consistent with [One-Stop Certification Policy](#) (including [Attachment A - WSO Centers and Other Sites – Requirements Matrix](#), [Attachment B - One-Stop Center Certification Minimum Requirements](#), [Attachment C - Certification Documentation Requirements](#), and [Attachment D - References](#)).

4.9

Recertification is the responsibility of the contracted One Stop Operator. As per current policy, recertification will occur again prior to June 2025.

The One Stop Operator will complete the recertification utilizing the minimum requirements checklist, the ADA Accessibility Checklist and ensure compliance with the Operational Standards at all three comprehensive sites. The One Stop Operator will provide a final narrative regarding the outcome of the recertification process along with any corrective action needed to the Board for follow-up.

4.10 WorkSource Oregon Operational Standards (Oregon Requirement)

- A. Do all Comprehensive and Affiliate WSO Centers in the local area provide services that meet or exceed the [WorkSource Oregon Operational Standards](#) effective June 9, 2023?
- B. If not, please describe the strategies to bring WSO Centers into compliance.

4.10 A.

Yes

No

4.10 B.

N/A

4.11 20 CFR 679.560(b)(11): Improving Service Delivery

Describe plans, assurances, and strategies for maximizing coordination, improving service delivery, and avoiding duplication of Wagner-Peyser Act (29 U.S.C. 49 et seq.) services and other services provided through WorkSource Oregon (as defined).

4.11

In addition to monthly Center Leadership Team meetings, all center staff participate in daily stand-up meetings. Coordination of services is a primary discussion to ensure that services are provided in a manner that best meets the needs of our customers and ensures that duplication does not occur. Center staff work closely to maximize the resources available for our customers and share in the responsibility of assisting customers in meeting their training and employment goals

Physical and Programmatic Accessibility

4.12 20 CFR 679.560(b)(5)(iii): Accessibility

- A. Describe how entities within WorkSource Oregon (as defined), including one-stop operators and one-stop partners, will comply with 29 CFR, Part 38, if applicable, and applicable provisions of the Americans with Disabilities Act of 1990 (42 U.S.C. 12101 et seq.) regarding the physical accessibility of facilities, programs and services, technology, and materials for individuals with disabilities.
- B. Describe how entities within WorkSource Oregon (as defined), including one-stop operators and one-stop partners, will comply with 29 CFR, Part 38, if applicable, and applicable provisions of the Americans with Disabilities Act of 1990 (42 U.S.C. 12101 et seq.) regarding the programmatic accessibility of facilities, programs and services, technology, and materials for individuals with disabilities.
- C. Considering the response in A. and B., describe how entities with WorkSource Oregon (as defined)

provide staff training and support for addressing the needs of individuals with disabilities.

4.12 A.
SOWIB places high priority on ensuring compliance with 29 CFR, Part 38 and the ADA. Compliance is required as a condition of the certification process and has been confirmed by the One Stop Operator. All center locations have been assessed using the ADA Compliance Checklist to ensure physical accessibility to all facilities, programs, services, technology and required materials for individuals with disabilities.

4.12 B.
All services and programs are made available through assistive technology and/or referral to partner programs through a warm handoff to ensure equitable access to those with disabilities.

As required, One Stop Recertification is conducted every three (3) years, a full ADA Accessibility review is conducted as a part of the recertification process. The Center Leadership Team meets on a bi-weekly basis and programmatic accessibility issues are discussed and resolved within this group as/should they arise.

The CLT is currently working on a standardized partner staff onboarding training that will incorporate the new Worksource Standards, an ADA lens is being applied to this training as it is being developed.

The Worksource Center in Douglas County is the oldest building in our region and is a State-owned property. This center is part of the statewide capital investment strategy and several structural changes will be made to ensure accessibility within the facility, including computer labs, restroom facilities, as well as individual and group meeting spaces.

SOWIB provider staff are required to physically visit all employer training sites, prior to engaging in work experience or on-the-job training placements to ensure that ADA requirements are met.

4.12 C.
The Center Leadership Team meets on a monthly basis, or more often if needed to address any issues that may arise with regard to serving our customers. Center staff take part in daily standup meetings to address any concerns or needs that arise. SOWIB also has a feedback survey in place to allow staff to request trainings that they feel would be beneficial in best serving our customers.

4.13 20 CFR 679.560(b)(5)(ii): Virtual/Remote Access

Describe how the local board will facilitate access to services provided through WorkSource Oregon (as defined), including in remote areas, through the use of technology and other means.

4.13
Because our region is largely rural, with many residents facing significant transportation barriers to access services, our providers and other WSO staff provide video conferencing options as a way of accessing services when needed. Through the Benefits Navigator Grant we will be placing soundproof dedicated-line video kiosks in secure locations inside rural community centers, e.g., libraries. These booths will remove a significant barrier to services because these locations are much more accessible to rural residents than WorkSource offices in our larger cities. They can be used, at a minimum, to satisfy service prerequisites, including interviews and provision of signed documents, with potential for additional service capacity. We are also exploring strategies for making in-person contact with one-stop service available in strategically selected remote areas on a regularly scheduled basis. Finally, we are working with all one-stop partners to promote more robust cross-training, so that more frontline staff can efficiently and readily assist customers facing transportation challenges.

Section 5: Compliance

Please answer the questions in Section 5 in ten (10) pages or less. Most responses should be staff-driven as each are focused on the organization's compliance with federal or state requirements. Provide a response for all items identified. Required documents can be included as attachments.

Local Board

5.1 20 CFR 679.320: Local Board Membership
(TEGL 27-14, cited in Policy, is no longer active)

Complete the Local Board Membership Roster form provided (same as Attachment C - Local Board Membership Roster Template) consistent with [Oregon WTDB Policy Local Board Membership Criteria](#) (including [Attachment A - Local Board Membership Requirements](#), [Attachment B - LWDB Membership Calculator \(Excel\)](#), [Attachment C - Local Board Membership Roster \(template\) \(updated 11/1/2021\)](#), and [Attachment D - References](#)). Submit the Local Board Membership Roster form as an attachment.

5.1 Attachment – Local Board Membership Roster

5.2 20 CFR 679.320: Local Board Membership Policy (TEGL 27-14, cited in Policy, is no longer active)

Submit as an attachment the local board policy and process for nomination and appointment of board members compliant with [Oregon WTDB Policy Local Board Membership Criteria](#) (including [Attachment A - Local Board Membership Requirements](#), [Attachment B - LWDB Membership Calculator \(Excel\)](#), [Attachment C - Local Board Membership Roster \(template\) \(updated 11/1/2021\)](#), and [Attachment D - References](#).

5.2 Attachment – SOWIB Policy A-107 CLEO to Apport Members to Board

5.3 20 CFR 679.310(a): Local Board Certification

Complete Local Workforce Development Board Certification Request form provided (available in October 2023 through Basecamp) consistent with [WIOA Title I Policy Appointment and Certification of Local Workforce Development Boards](#) (including [Attachment A - LWDB Certification Request Letter Template](#), [Attachment B - LWDB Board Certification Process](#), and [Attachment C - References](#)). Submit the Local Workforce Development Board Certification Request form as an attachment.

5.3 Attachment – LWDB Certification Request Letter 2023-25

5.4 Equal Opportunity Officer (Oregon Requirement)

Provide the name, organization, and contact information of the designated equal opportunity officer for WIOA within the local area.

5.4

Jennifer Spatz, Operations Director
Southwestern Oregon Workforce Investment Board (SOWIB)
P.O. Box 415
Coos Bay, OR 97420
Phone: 844-532-6893 ext.8
Email: jspatz@sowib.org

5.5 Local Board Documents (Oregon Requirement)

Provide completed copies of the following local board approval forms as an attachment:

- Statement of Concurrence
- Partner Statement of Agreement
- Assurances

WIOA compliant versions of these documents are available in October 2023 through Basecamp.

5.5 Attachments Partners' Statement of Agreement, Partners' Statement of concurrence, WIOA Title 1 Federal Assurances

Required Elements

5.6 20 CFR 679.560(b)(14): Responsible Entity for Grant Fund Disbursement

Identify the entity responsible for the disbursement of grant funds described in 20 CFR 679.420, as determined by the chief elected official or the Governor under the same section (20 CFR 679.420).

5.6

Southwestern Oregon Workforce Investment Board

5.7 20 CFR 679.560(b)(15): Competitive Process for Subgrants

- A. Describe how the local board remains a neutral broker of adult, dislocated worker, and youth services consistent with [Oregon Executive Order 13-08](#) by describing the competitive process that will be used to award subgrants and contracts for WIOA Title I activities.
- B. Submit an organization chart as an attachment that depicts a clear separation of duties between the board and service provision.
- C. Provide the current names of contracted organizations and the duration of each contract for WIOA Title I Adult, Dislocated Worker, and Youth services.

5.7 A.

SOWIB remains neutral by posting a clear and concise RFP (request for proposals) and following the process laid out in it.

- Post RFP
- Once the deadline passes, absolutely no additional RFPs will be accepted
- Any RFPs that do not contain all requested information and/or that do not follow instructions are taken out of the running
- A predetermined team of SOWIB staff will then independently evaluate each proposal received
- Staff will score each proposal based on predetermined criteria and their personal view
- Once each team member's scoring is complete, scores will be input into a master sheet
- Those proposals that have the highest scores will be awarded, based on the number of openings and funding SOWIB has to offer
 - In circumstances where there is a tie, the team will discuss in a meeting and vote on which proposal to move forward with

5.7 B.

5.7 B Attachment – SOWIB Board and Providers Organizational Chart

5.7 C.

South Coast Business - 07/01/2023 to 06/30/2024

Alternative Youth Activities – 07/01/2023 to 06/30/2024

Umpqua Community College – 07/01/2023 to 06/30/2024

Southwestern Oregon Community College – 07/01/2023 to 06/30/2024

Phoenix School of Roseburg – 07/01/2023 to 06/30/2024

5.8 20 CFR 679.560(b)(12): WIOA Title II Application Review

Describe how the local board will carry out the review of local applications submitted under Title II consistent with 20 CFR 679.370(n)(1).

5.8

The SOWIB board has directed staff to follow the guidance provided by the state in reviewing the next round of applications for Title II Adult Education and Literacy and ensure that they are consistent with the local plan and aligned with the direction of the workforce board.

5.9 20 CFR 679.560(b)(13): Local Cooperative Agreements

Submit as an attachment executed cooperative agreements which define how all local service providers, including additional providers, will carry out the requirements for integration of and access to the entire set of services available in WorkSource Oregon (as defined) to enhance the provision of services to individuals with disabilities and other individuals, such as cross training of staff, technical assistance, use and sharing of information, cooperative efforts with employers, and other efforts at cooperation, collaboration, and coordination consistent with 20 CFR 679.370(n)(3).

See 5.10 below

5.10 20 CFR 679.560(b)(5)(iv): Memorandum of Understanding and Infrastructure Funding Agreement

Describe the roles and resource contributions of the WorkSource Oregon partners by providing as an attachment the current Memorandum of Understanding and Infrastructure Funding Agreement for the local area.

5.10 Attachment – SOWIB IFA-MOU 20-24

5.11 20 CFR 679.560(b)(16): Negotiated Performance

Provide as an attachment, the local levels of performance negotiated with the Governor and chief elected official consistent with 20 CFR 677.205-230, to be used to measure the performance of the local area and to be used by the local board for measuring the performance of the local fiscal agent (where appropriate), eligible providers under WIOA Title I subtitle B, and the WorkSource Oregon delivery system in the local area.

5.11 Attachment – PY 22-23 Local Area Performance Targets

5.12 20 CFR 679.560(b)(21): Priority of Service

Describe the direction given by the Governor ([WTDB Priority of Service Policy](#)) and the local board to the one-stop operator to ensure priority for adult career and training services will be given to recipients of public assistance, other low-income individuals, and individuals who are basic skills deficient consistent with WIOA sec. 134(c)(3)(E) and 20 CFR 680.600.

5.12

5.12 Attachment – SOWIB Policy PW-305 Priority of Service

5.13 20 CFR 679.560(b)(19): Public Comment Period
Describe the process used by the local board, consistent with 20 CFR 679.550(b), to provide a 30-day public comment period prior to submission of the plan, including an opportunity to have input into the development of the local plan, particularly for representatives of businesses, education, and labor organizations.

5.13

Through January 2024, input was sought and received from members of the public, representatives of business, labor, and education through multiple channels, including three well-attended public meetings with community members, educators, businesses, and nonprofit representatives. Session attendees explored topics most important to them and offered appropriate/feasible strategies for improved service in this planning period. Community input was organized by concerns/ideas and were incorporated and addressed in the plan creation. The availability of the draft plan and opportunity for comments was legally noticed in regional publications, and the draft plan and completed state template were posted on the SOWIB website for 30 days, with copies emailed to SOWIB’s extensive email list and shared with CLEO members.

All comments received have been considered and incorporated where possible and appropriate.

5.14 Compliance Concerns (Oregon Requirement)
State any concerns the local board has with ensuring the compliance components listed below are in place. Copies of documents are not required at this time but may be requested during monitoring. <ul style="list-style-type: none">• Administration of funds• Agreement between all counties and other local governments, if applicable, establishing the consortium of local elected officials• Agreement between the Local Elected Officials and the Workforce Development Board• Local Workforce Development Board Bylaws• Code of Conduct• Approved Budget• Required policies on the following topics:<ul style="list-style-type: none">○ Financial Management including cost allocation plan, internal controls, cash management, receipts of goods, cost reimbursement, inventory and equipment, program income, travel reimbursement, audit requirements and resolution, annual report, property management, debt collection, procurement, allowable costs○ Program Management including equal opportunity for customers, supportive services, needs related payments, file management, eligibility, self-sufficiency criteria, individual training accounts, layoff assistance, priority of services, grievance for eligible training providers list, determination of an insufficient number of eligible training providers in the local area (if applicable), transitional jobs, stipends, training verification/refunds,○ Risk Management including records retention and public access, public records requests, monitoring, grievance, incident, disaster recovery plan○ Board Policies including board appointment, board resolutions, conflict of interest○ Human Resources including employee classification, benefits, holidays and PTO, recruitment and selection, employee development, discipline, layoffs, terminations, and

severance, drug policy, sexual harassment, equal opportunity/non-discrimination

- Professional Services Contract for Staffing/Payroll Services, if applicable
- Contract for I-Trac Data Management System

5.14

No concerns at this time.

Attachments

SECTION 2

"SOWIB 4-year plan data tables" provided by Henry Fields:

- Table 1, Industry Growth
- Table 2, Fastest Growing Occupations
- Table 3, HWOL Top Industries and Occupations
- Table 4, HWOL Skills
- Table 5, Labor Force
- Table 6, Workforce Demographics

Additional Documents:

- Southwestern Oregon Wage Information
- Oregon Industry Employment Projections 2021-2031
- Oregon Occupational Employment Projections 2021-2031
- Southwestern Oregon Industry Employment Projections 2021-2031
- Southwestern Oregon High-Wage, High-Demand, High-Skill Occupations 2021-2031
- Southwestern Oregon STEM Employment Projections and Wages by Detailed Occupation 2021-2031

Section 2.1: Economic Analysis – Part 1 Overall

Table 1, Industry Growth

Table 3, HWOL Top Industries and Occupations

Southwestern Oregon Industry Employment Projections 2021-2031

Section 2.2: Economic Analysis – Part 2 In-Demand Industries

Table 1, Industry Growth

Table 2, Fastest Growing Occupations

Table 3, HWOL Top Industries and Occupations

Table 4, HWOL Skills

Southwestern Oregon High-Wage, High-Demand, High-Skill Occupations 2021-2031

Oregon Industry Employment Projections 2021-2031

Oregon Occupational Employment Projections 2021-2031

Section 2.3: Employment Needs of Employers

Table 2, Fastest Growing Occupations

Table 4, HWOL Skills

Southwestern Oregon High-Wage, High-Demand, High-Skill Occupations 2021-2031

Southwestern Oregon STEM Employment Projections and Wages by Detailed Occupation 2021-2031

Oregon Occupational Employment Projections 2021-2031

Section 2.4 A: Knowledge and Skill Requirements (Analysis)

Table 3, HWOL Top Industries and Occupations

Table 4, HWOL Skills

Southwestern Oregon High-Wage, High-Demand, High-Skill Occupations 2021-2031

Southwestern Oregon STEM Employment Projections and Wages by Detailed Occupation 2021-2031

Section 2.4 B: Knowledge and Skill Requirements (Specific)

Southwestern Oregon High-Wage, High-Demand, High-Skill Occupations 2021-2031

Southwestern Oregon STEM Employment Projections and Wages by Detailed Occupation 2021-2031

Section 2.5 A: Workforce Analysis (Labor Force Employment and Unemployment Data)

Table 5, Labor Force

Southwestern Oregon Wage Information

Oregon Industry Employment Projections 2021-2031

Section 2.5 B: Workforce Analysis (Labor Market Trends)

Table 1, Industry Growth

Table 6, Workforce Demographics

Southwestern Oregon Industry Employment Projections 2021-2031

Oregon Industry Employment Projections 2021-2031

Section 2.5 C: Workforce Analysis (Educational and Skill Levels)

Table 6, Workforce Demographics

Southwestern Oregon Wage Information

Oregon Occupational Employment Projections 2021-2031

Section 2.6 A: Priority Populations and Communities (Identification and Description)

Table 6, Workforce Demographics

Southwestern Oregon Wage Information

SECTION 5

5.1 Local Board Membership

Local Board Membership Roster

5.2 Local Board Membership Policy

SOWIB Policy A-107 CLEO to Appoint Board Members

5.3 Local Board Certification

LWDB Certification Request Letter 2023-25

5.5 Local Board Documents

2024 – 2028 Partners’ Statement of Agreement

2024 – 2028 Partners’ Statement of Concurrence

2024 – 2028 WIOA Federal Assurances

5.7 Competitive Process for Subgrants

SOWIB Board and Providers Organizational Chart

5.10 Memorandum of Understanding and Infrastructure Funding Agreement

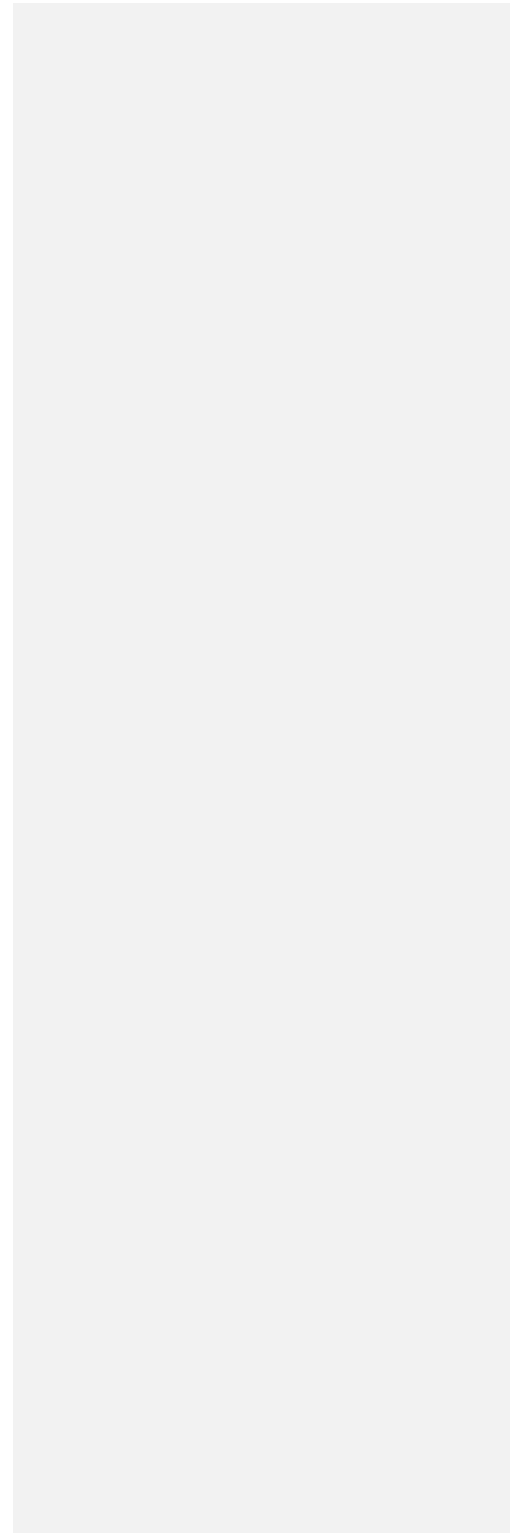
SOWIB IFA-MOU 20-24

5.11 Negotiated Performance

PY22-23 Local Area Performance Targets

5.12 Priority of Service

SOWIB Policy PW-305 Priority of Service



Industry Employment Projections, 2022-2032
Coos, Curry, and Douglas Counties

Industries adding the most jobs in Southwestern Oregon, 2022-2032

	2022	2032	Change	% Change
Total employment	74,080	78,290	4,210	6%
Total payroll employment	69,380	73,440	4,060	6%
Private educational and health services	10,430	11,760	1,330	13%
Government	13,670	14,410	740	5%
Leisure and hospitality	7,850	8,530	680	9%
Trade, transportation, and utilities	13,280	13,710	430	3%
Manufacturing	6,840	7,190	350	5%
Construction	3,250	3,490	240	7%
Other services	2,190	2,350	160	7%
Professional and business services	5,880	6,020	140	2%
Information	460	480	20	4%
Natural resources and mining	2,910	2,910	0	0%
Financial activities	2,620	2,590	-30	-1%
Self-employment	4,700	4,850	150	3%

Contact for Coos and Curry counties: Guy Tauer, Regional Economist, Guy.R.Tauer@employ.orego
 Contact for Douglas County: Brian Rooney, Regional Economist, Brian.T.Rooney@employ.oregon.g
 Oregon Employment Department, Workforce and Economic Research Division

Published: December 21, 2023

Industry Employment Projections, 2021-2031
Coos, Curry, and Douglas Counties

	2021	2031	Change	% Change
Total employment	75,140	82,240	7,100	9%
Total payroll employment	71,060	78,160	7,100	10%
Total private	55,640	61,730	6,090	11%
Natural resources and mining	3,040	3,060	20	1%
Mining and logging	1,490	1,430	-60	-4%
Construction	3,270	3,690	420	13%
Manufacturing	6,960	7,330	370	5%
Durable goods	6,040	6,310	270	4%
Wood product manufacturing	4,190	4,300	110	3%
Nondurable goods	900	1,000	100	11%
Trade, transportation, and utilities	12,890	13,860	970	8%
Wholesale trade	1,360	1,470	110	8%
Retail trade	8,960	9,590	630	7%
Food and beverage stores	2,180	2,290	110	5%
General merchandise stores	2,230	2,400	170	8%
Transportation, warehousing, and utilities	2,570	2,810	240	9%
Information	420	420	0	0%
Financial activities	2,480	2,550	70	3%
Professional and business services	5,850	6,620	770	13%
Private educational and health services	10,860	12,580	1,720	16%
Leisure and hospitality	7,560	9,050	1,490	20%
Food services and drinking places	5,110	6,070	960	19%
Other services	2,310	2,570	260	11%
Government	15,420	16,430	1,010	7%
Federal government	1,990	2,110	120	6%
State government	1,320	1,380	60	5%
Local government	12,110	12,940	830	7%
Local education	3,910	3,930	20	1%
Self-employment	4,080	4,080	0	0%

Contact for Coos and Curry counties: Guy Tauer, Regional Economist, Guy.R.Tauer@employ.oregon.gov, (541) 816-8396
 Contact for Douglas County: Brian Rooney, Regional Economist, Brian.T.Rooney@employ.oregon.gov, (541) 359-9546
 Oregon Employment Department, Workforce and Economic Research Division

Published: February 9, 2023



High-Wage, High-Demand, and High-Skill Occupations

Southwestern (Coos, Curry, and Douglas Counties)

The Oregon Employment Department, in collaboration with the Oregon Workforce and Talent Development Board (OWTDB), Oregon Department of Education, and other partners, developed definitions for high-wage,

High-wage Occupations

Occupations paying more than the all-industry, all-ownership median wage for statewide or a particular area

High-demand Occupations

Occupations having more than the median number of total (growth plus replacement) openings for statewide or a particular area

High-skill Occupations

Occupations with a typical educational level needed for entry of postsecondary training (non-degree) or higher

OR

Occupations with an apprenticeship as the "typical on-the-job training" level

OR

Occupations typically needing related work experience or long-term OJT for entry and postsecondary training (non-degree) or above as competitive.

There are four separate tables below:

1. High-Wage (area-specific)
2. High-Demand (area-specific)
3. High-Wage and High-Demand (area-specific)
4. High-Skill (area-specific)

For more information contact:

Contact for Coos and Curry counties: Guy Tauer, Regional Economist,
Guy.R.Tauer@employ.oregon.gov, 541-816-8396

Contact for Douglas County: Brian Rooney, Regional Economist,
Brian.T.Rooney@employ.oregon.gov, 541-359-9546

Oregon Industry Employment Projections, 2021-2031

	2021	2031	Change	% Change
Total employment	2,061,200	2,326,100	264,900	13%
Total payroll employment	1,934,300	2,194,800	260,500	13%
Total private	1,635,600	1,875,800	240,200	15%
Natural resources and mining	57,300	61,200	3,900	7%
Mining and Logging	6,600	6,500	-100	-2%
Logging	4,700	4,500	-200	-4%
Construction	110,000	127,800	17,800	16%
Construction of buildings	31,700	37,100	5,400	16%
Residential building construction	20,200	23,800	3,600	18%
Nonresidential building construction	11,500	13,200	1,700	15%
Heavy and civil engineering construction	10,100	11,400	1,300	13%
Specialty trade contractors	68,200	79,300	11,100	16%
Building foundation and exterior contractors	12,700	14,600	1,900	15%
Building equipment contractors	31,200	36,300	5,100	16%
Building finishing contractors	14,800	17,500	2,700	18%
Other specialty trade contractors	9,500	11,000	1,500	16%
Manufacturing	186,700	203,100	16,400	9%
Durable goods	128,800	140,800	12,000	9%
Wood product manufacturing	22,700	23,700	1,000	4%
Sawmills and wood preservation	6,300	6,200	-100	-2%
Plywood and engineered wood product mfg.	8,500	9,100	600	7%
Other wood product manufacturing	7,900	8,400	500	6%
Primary metal manufacturing	6,700	8,300	1,600	24%
Fabricated metal product manufacturing	15,800	17,500	1,700	11%
Machinery manufacturing	13,800	15,700	1,900	14%
Computer and electronic product manufacturing	37,900	39,500	1,600	4%
Semiconductor and electronic component mfg.	30,600	32,400	1,800	6%
Electronic instrument manufacturing	4,900	5,000	100	2%
Transportation equipment manufacturing	10,700	12,700	2,000	19%
Nondurable goods	58,000	62,300	4,300	7%
Food manufacturing	28,400	30,600	2,200	8%
Fruit and vegetable preserving and specialty	10,000	10,700	700	7%
Paper manufacturing	4,100	3,700	-400	-10%
Trade, transportation, and utilities	358,200	396,900	38,700	11%
Wholesale trade	73,500	79,700	6,200	8%
Merchant wholesalers, durable goods	36,300	39,300	3,000	8%
Merchant wholesalers, nondurable goods	30,000	33,000	3,000	10%
Electronic markets and agents and brokers	7,200	7,400	200	3%
Retail trade	207,600	223,200	15,600	8%
Motor vehicle and parts dealers	25,700	28,200	2,500	10%
Building material and garden supply stores	18,400	20,000	1,600	9%
Food and beverage stores	45,700	48,400	2,700	6%
Clothing and clothing accessories stores	13,400	14,900	1,500	11%
Sporting goods, hobby, book and music stores	9,300	9,700	400	4%
General merchandise stores	40,900	43,500	2,600	6%
Miscellaneous store retailers	16,700	18,800	2,100	13%
Nonstore retailers	7,900	8,900	1,000	13%
Transportation, warehousing, and utilities	77,100	93,900	16,800	22%
Utilities	4,700	5,100	400	9%
Transportation and warehousing	72,400	88,800	16,400	23%
Truck transportation	18,800	19,800	1,000	5%
Couriers and messengers	14,900	17,600	2,700	18%
Warehousing and storage	19,000	27,900	8,900	47%
Information	34,400	40,200	5,800	17%
Publishing industries, except Internet	15,900	18,800	2,900	18%
Newspaper, book, and directory publishers	2,400	1,600	-800	-33%
Software publishers	13,500	17,200	3,700	27%

Oregon Industry Employment Projections, 2021-2031

	2021	2031	Change	% Change
Telecommunications	4,500	3,300	-1,200	-27%
Financial activities	102,600	105,200	2,600	3%
Finance and insurance	56,300	55,100	-1,200	-2%
Credit intermediation and related activities	25,800	24,600	-1,200	-5%
Insurance carriers and related activities	24,200	23,600	-600	-2%
Real estate and rental and leasing	46,300	50,100	3,800	8%
Real estate	41,200	44,100	2,900	7%
Professional and business services	249,800	285,300	35,500	14%
Professional and technical services	103,400	121,200	17,800	17%
Legal services	11,700	11,700	0	0%
Architectural and engineering services	17,700	21,600	3,900	22%
Computer systems design and related services	16,900	20,000	3,100	18%
Management of companies and enterprises	48,000	53,300	5,300	11%
Administrative and waste services	98,400	110,900	12,500	13%
Administrative and support services	92,300	103,800	11,500	12%
Employment services	39,300	45,200	5,900	15%
Business support services	10,300	9,000	-1,300	-13%
Services to buildings and dwellings	25,100	28,900	3,800	15%
Private educational and health services	295,900	346,500	50,600	17%
Private educational services	29,300	34,000	4,700	16%
Health care and social assistance	266,600	312,500	45,900	17%
Ambulatory health care services	93,900	110,500	16,600	18%
Hospitals	58,100	62,700	4,600	8%
Nursing and residential care facilities	49,600	62,300	12,700	26%
Social assistance	65,000	77,000	12,000	18%
Leisure and hospitality	174,400	234,500	60,100	34%
Arts, entertainment, and recreation	20,900	29,700	8,800	42%
Amusement, gambling, and recreation	14,900	21,600	6,700	45%
Accommodation and food services	153,500	204,800	51,300	33%
Accommodation	20,200	28,400	8,200	41%
Food services and drinking places	133,300	176,400	43,100	32%
Restaurants and other eating places	121,300	157,200	35,900	30%
Other services	66,300	75,100	8,800	13%
Repair and maintenance	18,600	21,100	2,500	13%
Personal and laundry services	14,200	17,000	2,800	20%
Membership associations and organizations	26,500	29,400	2,900	11%
Religious organizations	13,900	15,100	1,200	9%
Private Households	3,400	4,000	600	18%
Government	298,700	319,000	20,300	7%
Federal government	29,300	29,600	300	1%
Federal government post office	6,700	6,800	100	1%
State government	42,500	44,700	2,200	5%
State government hospitals	2,300	2,600	300	13%
Local government	226,900	244,700	17,800	8%
Local government education	125,600	133,900	8,300	7%
Local government hospitals	15,000	17,000	2,000	13%
Self-employment	126,900	131,300	4,400	3%

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Oregon Employment Department, Workforce and Economic Research Division

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Oregon Occupational Employment Projections, 2021-2031
 Oregon Employment Department, Workforce and Economic Research Division

Row	SOC Level	Occupation Code	Occupation Title	Employment 2021	Projected Employment 2031	Percent Change	Employment Change	Replacement Openings	Total Openings	Typical Entry-Level Education	Competitive Education	
Total, All Occupations				2,967,268	2,732,853	-7.6%	-234,415	2,234,925	2,499,493			
2			Management, Business, and Financial	268,090	288,763	11.4%	30,673	220,899	251,872			
3	2	11-0000	Management Occupations	157,814	176,096	11.9%	18,282	123,830	142,612			
4	4	11-0111	Chief Executives	1,574	1,463	-6%	-61	938	847	Bachelor's degree	Bachelor's degree	
5	4	11-0221	General and Operations Managers	34,880	40,134	15.0%	5,245	27,856	33,101	Bachelor's degree	Bachelor's degree	
6	4	11-0331	Legislators	223	242	8.0%	19	151	170	Bachelor's degree	Bachelor's degree	
7	4	11-2011	Advertising and Promotions Managers	339	366	12.0%	27	208	236	Bachelor's degree	Bachelor's degree	
8	4	11-2021	Marketing Managers	6,551	6,382	-3%	-169	4,568	5,399	Bachelor's degree	Bachelor's degree	
9	4	11-2032	Sales Managers	6,289	7,122	13.2%	833	5,133	5,956	Bachelor's degree	Bachelor's degree	
10	4	11-2033	Public Relations and Fundraising Managers	1,544	1,776	15.0%	232	1,226	1,458	Bachelor's degree	Bachelor's degree	
11	4	11-3010	Administrative Services and Facilities Managers	4,903	5,500	12.2%	597	3,738	4,335	Bachelor's degree	Bachelor's degree	
12	4	11-3021	Computer and Information Systems Managers	6,274	7,238	14.9%	964	4,449	5,383	Bachelor's degree	Bachelor's degree	
13	4	11-3031	Financial Managers	6,451	10,234	21.0%	3,783	7,842	Bachelor's degree	Bachelor's degree		
14	4	11-3051	Industrial Production Managers	2,845	3,200	12.5%	355	1,820	2,184	Bachelor's degree	Bachelor's degree	
15	4	11-3091	Purchasing Managers	1,426	1,655	16.1%	229	1,049	1,228	Bachelor's degree	Bachelor's degree	
16	4	11-3071	Transportation, Storage, and Distribution Managers	2,256	2,604	15.4%	348	1,637	1,985	Associate's degree	Bachelor's degree	
17	4	11-3111	Compensation and Benefits Managers	144	156	8.3%	12	106	118	Bachelor's degree	Bachelor's degree	
18	4	11-3121	Human Resources Managers	2,574	2,921	13.5%	347	1,963	2,330	Bachelor's degree	Bachelor's degree	
19	4	11-3131	Training and Development Managers	455	521	14.5%	66	381	447	Bachelor's degree	Bachelor's degree	
20	4	11-6013	Farmers, Ranchers, and Other Agricultural Managers	24,296	23,078	-5%	-1,218	22,797	22,479	High school diploma or equivalent	Bachelor's degree	
21	4	11-6021	Construction Managers	6,976	6,368	-9%	-608	4,730	4,112	Associate's degree	Bachelor's degree	
22	4	11-6031	Education and Childcare Administrators, Preschool and Daycare	-	-	-	-	-	-	Associate's degree	Bachelor's degree	
23	4	11-6032	Education Administrators, Kindergarten through Secondary	3,286	3,330	1.3%	44	2,227	2,471	Master's degree	Master's degree	
24	4	11-6033	Education Administrators, Postsecondary	1,452	1,539	6%	87	951	1,038	Master's degree	Doctoral or professional degree	
25	4	11-6039	Education Administrators, All Other	393	457	16.3%	64	278	342	Master's degree	Doctoral or professional degree	
26	4	11-6041	Architectural and Engineering Managers	3,978	4,017	1.0%	39	2,336	3,075	Bachelor's degree	Bachelor's degree	
27	4	11-6042	Food Service Managers	2,827	4,722	67%	1,895	4,200	5,095	High school diploma or equivalent	Associate's degree	
28	4	11-6071	Gaming Managers	-	-	-	-	-	-	Postsecondary training (non-degree)	Associate's degree	
29	4	11-6081	Lodging Managers	1,233	1,488	20.7%	255	1,393	1,551	High school diploma or equivalent	Associate's degree	
30	4	11-6111	Medical and Health Services Managers	4,811	6,499	35.1%	1,688	5,839	6,859	Master's degree	Master's degree	
31	4	11-6121	Natural Sciences Managers	1,218	1,319	8.3%	101	800	901	Bachelor's degree	Master's degree	
32	4	11-6131	Postmasters and Mail Superintendents	128	136	6%	8	120	120	High school diploma or equivalent	Bachelor's degree	
33	4	11-6141	Property, Real Estate, and Community Association Managers	5,624	5,800	3.1%	176	4,019	4,195	High school diploma or equivalent	Postsecondary training (non-degree)	
34	4	11-6151	Social and Community Service Managers	3,722	4,294	15.4%	572	2,980	3,552	Bachelor's degree	Bachelor's degree	
35	4	11-6161	Emergency Management Directors	114	138	21%	24	14	82	Bachelor's degree	Bachelor's degree	
36	4	11-6171	Funeral Home Managers	175	209	19.4%	34	125	150	Associate's degree	Associate's degree	
37	4	11-6198	Personal Service Managers, All Other; Entertainment and Recreation Managers, Except Gambling; and Managers, All Other	15,513	16,337	5.3%	824	10,427	11,451	Bachelor's degree	Bachelor's degree	
38	2	13-0000	Business and Financial Operations Occupations	152,376	152,167	-0.1%	-209	118,950	129,890			
39	4	13-1011	Agents and Business Managers of Artists, Performers, and Athletes	141	182	29.1%	41	189	210	Bachelor's degree	Bachelor's degree	
40	4	13-1020	Buyers and Purchasing Agents	6,969	5,792	-13%	-76	5,426	5,500	Bachelor's degree	Bachelor's degree	
41	4	13-1031	Claims Adjusters, Examiners, and Investigators	2,991	2,709	-9%	-282	1,955	1,955	High school diploma or equivalent	Bachelor's degree	
42	4	13-1032	Insurance Appraisers, Auto Damage	-	-	-	-	-	-	Postsecondary training (non-degree)	Bachelor's degree	
43	4	13-1041	Compliance Officers	3,980	4,268	10.0%	288	3,985	3,473	Bachelor's degree	Bachelor's degree	
44	4	13-1051	Cost Estimators	3,166	3,473	9.7%	307	2,776	3,033	Bachelor's degree	Bachelor's degree	
45	4	13-1071	Human Resources Specialists	8,052	9,045	12.3%	993	7,415	8,408	Bachelor's degree	Bachelor's degree	
46	4	13-1074	Farm Labor Contractors	-	-	-	-	-	-	High school diploma or equivalent	High school diploma or equivalent	
47	4	13-1075	Labor Relations Specialists	1,111	1,067	-4%	-44	96	91	Bachelor's degree	Bachelor's degree	
48	4	13-1081	Legislators	2,621	2,909	11.0%	288	2,293	2,581	Bachelor's degree	Bachelor's degree	
49	4	13-1111	Management Analysts	16,878	12,803	-24%	-4,075	1,525	11,889	Bachelor's degree	Master's degree	
50	4	13-1121	Meeting, Convention, and Event Planners	1,468	1,719	17.1%	251	1,567	1,818	Bachelor's degree	Bachelor's degree	
51	4	13-1131	Fundraisers	1,357	1,571	15.8%	214	1,316	1,530	Bachelor's degree	Bachelor's degree	
52	4	13-1141	Compensation, Benefits, and Job Analysis Specialists	923	1,000	11.7%	78	601	697	Bachelor's degree	Bachelor's degree	
53	4	13-1151	Training and Development Specialists	4,417	5,025	13.8%	608	4,271	4,879	Bachelor's degree	Bachelor's degree	
54	4	13-1161	Market Research Analysts and Marketing Specialists	9,119	11,454	25.6%	2,335	9,113	11,448	Bachelor's degree	Master's degree	
55	4	13-1181	Project Management Specialists and Business Operations Specialists, All Other	21,964	24,901	13.3%	2,937	20,959	22,396	Bachelor's degree	Bachelor's degree	
56	4	13-2011	Accountants and Auditors	14,440	15,476	7.2%	1,036	12,190	13,226	Bachelor's degree	Bachelor's degree	
57	4	13-2020	Property Appraisers and Assessors	1,138	1,195	5.0%	57	796	852	Associate's degree	Bachelor's degree	
58	4	13-2031	Budget Analysts	676	715	5.8%	39	548	616	Bachelor's degree	Bachelor's degree	
59	4	13-2041	Credit Analysts	592	593	0%	1	446	417	Bachelor's degree	Bachelor's degree	
60	4	13-2052	Personal Financial Advisors	2,903	3,171	9.2%	268	2,043	2,311	Bachelor's degree	Bachelor's degree	
61	4	13-2062	Insurance Underwriters	376	397	6%	21	420	501	Bachelor's degree	Bachelor's degree	
62	4	13-2091	Financial Examiners	887	961	8.3%	74	593	667	Bachelor's degree	Bachelor's degree	
63	4	13-2071	Credit Counselors	318	345	8.5%	27	228	269	Bachelor's degree	Bachelor's degree	
64	4	13-2072	Loan Officers	4,943	4,124	-20%	-819	2,943	3,024	Bachelor's degree	Bachelor's degree	
65	4	13-2081	Tax Examiners and Collectors, and Revenue Agents	310	316	2%	6	247	253	Bachelor's degree	Bachelor's degree	
66	4	13-2082	Tax Preparers	2,039	1,942	-5%	-97	1,574	1,574	Postsecondary training (non-degree)	Postsecondary training (non-degree)	
67	4	13-2098	Financial and Investment Analysts, Financial Risk Specialists, and Financial Specialists, All Other	4,237	4,672	10.3%	435	3,194	3,629	Bachelor's degree	Master's degree	
Professional and Related				331,162	374,241	13.0%	43,079	289,839	323,928			
Computer and Mathematical Occupations				65,522	65,837	0.5%	315	9,275	38,006	47,881		
70	4	15-1211	Computer Systems Analysts	6,434	6,959	8.2%	525	4,240	4,765	Bachelor's degree	Bachelor's degree	
71	4	15-1212	Information Security Analysts	1,272	1,689	32.8%	417	955	1,272	Bachelor's degree	Bachelor's degree	
72	4	15-1221	Computer and Information Research Scientists	277	290	4.7%	13	163	248	Master's degree	Doctoral or professional degree	
73	4	15-1231	Computer Network Support Specialists	2,142	2,414	12.7%	272	1,533	1,805	Postsecondary training (non-degree)	Bachelor's degree	
74	4	15-1232	Computer User Support Specialists	8,328	9,478	11.1%	1,150	6,000	7,010	Postsecondary training (non-degree)	Bachelor's degree	
75	4	15-1241	Computer Network Architects	1,338	1,426	6.6%	88	775	893	Bachelor's degree	Bachelor's degree	
76	4	15-1244	Network and Computer Systems Administrators	6,100	5,530	-9%	-570	3,096	3,526	Bachelor's degree	Bachelor's degree	
77	4	15-1246	Database Administrators and Architects	1,264	1,397	10.5%	133	1,020	1,242	Bachelor's degree	Bachelor's degree	
78	4	15-1251	Computer Programmers	1,429	1,429	0%	0	112	112	Bachelor's degree	Bachelor's degree	
79	4	15-1256	Software Developers and Software Quality Assurance Analysts and Testers	18,767	23,489	25.2%	4,722	12,566	17,878	Bachelor's degree	Bachelor's degree	
80	4	15-1257	Web Developers and Digital Interface Designers	2,768	3,164	14.3%	396	2,195	2,595	Bachelor's degree	Bachelor's degree	
81	4	15-1299	Computer Occupations, All Other	3,934	4,375	11.2%	441	2,791	3,232	High school diploma or equivalent	High school diploma or equivalent	
82	4	15-2011	Actuaries	-	-	-	-	-	-	Master's degree	Master's degree	
83	4	15-2021	Mathematicians	-	-	-	-	-	-	Master's degree	Doctoral or professional degree	
84	4	15-2031	Operations Research Analysts	1,252	1,612	28.8%	360	844	1,204	Bachelor's degree	Master's degree	
85	4	15-2041	Statisticians	681	903	33.0%	242	541	783	Bachelor's degree	Master's degree	
86	4	15-2048	Data Scientists and Mathematical Science Occupations, All Other	162	192	18.5%	30	102	102	Bachelor's degree	Bachelor's degree	
Architecture and Engineering Occupations				42,940	49,294	14.8%	6,354	31,356	37,710			
88	4	17-0111	Architects, Except Landscape and Naval	2,377	2,895	21.8%	518	1,737	2,205	Bachelor's degree	Master's degree	
89	4	17-1012	Landscape Architects	-	-	-	-	-	-	Bachelor's degree	Bachelor's degree	
90	4	17-1021	Cartographers and Photogrammetrists	-	-	-	-	-	-	Bachelor's degree	Bachelor's degree	
91	4	17-1022	Surveyors	750	881	17.5%	131	597	728	Bachelor's degree	Bachelor's degree	
92	4	17-2011	Aerospace Engineers	139	259	86%	120	36	12	Bachelor's degree	Master's degree	
93	4	17-2021	Agricultural Engineers	9	9	0%	0	5	5	Bachelor's degree	Master's degree	
94	4	17-2031	Bioengineers and Biomedical Engineers	228	244	7.0%	16	145	161	Bachelor's degree	Master's degree	

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Row	SOC Level	Occupation Code	Occupation Title	Employment 2021	Projected Employment 2031	Percent Change	Employment Change	Replacement Openings	Total Openings	Typical Entry-Level Education	Competitive Education
95	4	17-2041	Chemical Engineers	323	353	10.2%	30	179	229	Bachelor's degree	Master's degree
96	4	17-2051	Civil Engineers	4,551	5,292	16.3%	741	3,320	4,091	Bachelor's degree	Master's degree
97	4	17-2061	Computer Hardware Engineers	1,343	1,396	3.9%	53	913	966	Bachelor's degree	Master's degree
98	4	17-2071	Electrical Engineers	2,831	3,331	18.0%	500	1,799	2,329	Bachelor's degree	Master's degree
99	4	17-2072	Electronics Engineers, Except Computer	5,025	5,677	13.0%	652	3,140	3,792	Bachelor's degree	Master's degree
100	4	17-2081	Environmental Engineers	603	685	13.9%	82	496	488	Bachelor's degree	Master's degree
101	4	17-2111	Health and Safety Engineers, Except Mining Safety Engineers and Inspectors	123	130	5.7%	7	74	81	Bachelor's degree	Master's degree
102	4	17-2112	Industrial Engineers	4,433	5,352	20.7%	919	2,887	3,806	Bachelor's degree	Master's degree
103	4	17-2121	Marine Engineers and Naval Architects	-	-	-	-	-	-	Bachelor's degree	Master's degree
104	4	17-2131	Metallurgical Engineers	365	431	11.7%	66	276	304	Bachelor's degree	Master's degree
105	4	17-2141	Mechanical Engineers	3,643	4,139	13.6%	496	2,164	2,600	Bachelor's degree	Master's degree
106	4	17-2151	Mining and Geological Engineers, Including Mining Safety Engineers	-	-	-	-	-	-	Bachelor's degree	Master's degree
107	4	17-2161	Nuclear Engineers	-	-	-	-	-	-	Master's degree	Doctoral or professional degree
108	4	17-2171	Petroleum Engineers	-	-	-	-	-	-	Bachelor's degree	Master's degree
109	4	17-2199	Engineers, All Other	2,276	3,735	14.0%	409	2,532	2,532	Bachelor's degree	Master's degree
110	4	17-3011	Architectural and Civil Drafters	1,664	1,664	14.3%	238	1,350	1,558	Postsecondary training (non-degree)	Associate's degree
111	4	17-3012	Electrical and Electronics Drafters	364	421	15.7%	57	340	397	Postsecondary training (non-degree)	Associate's degree
112	4	17-3013	Mechanical Drafters	543	580	6.8%	37	486	523	Postsecondary training (non-degree)	Associate's degree
113	4	17-3019	Drafters, All Other	860	1,020	17.9%	157	815	970	Postsecondary training (non-degree)	Associate's degree
114	4	17-3021	Aerospace Engineering and Operations Technologists and Technicians	-	-	-	-	-	-	Associate's degree	Bachelor's degree
115	4	17-3022	Civil Engineering Technologists and Technicians	1,188	1,343	13.0%	155	1,050	1,205	Associate's degree	Associate's degree
116	4	17-3023	Electrical and Electronic Engineering Technologists and Technicians	2,653	2,938	10.7%	285	2,320	2,605	Associate's degree	Associate's degree
117	4	17-3024	Electro-Mechanical and Mechanical Technologists and Technicians	84	93	10.7%	9	73	82	Associate's degree	Associate's degree
118	4	17-3025	Environmental Engineering Technologists and Technicians	744	774	12.3%	75	274	348	Associate's degree	Associate's degree
119	4	17-3026	Industrial Engineering Technologists and Technicians	-	-	-	-	-	-	Associate's degree	Associate's degree
120	4	17-3027	Mechanical Engineering Technologists and Technicians	482	562	16.6%	80	433	513	Associate's degree	Associate's degree
121	4	17-3031	Surveying and Mapping Technicians	999	1,160	16.1%	161	1,176	1,337	High school diploma or equivalent	Postsecondary training (non-degree)
122	4	17-3038	Calibration Technologists and Technicians and Engineering Technologists and Technicians, Except Drafters, All Other	1,125	1,253	11.4%	128	987	1,115	Associate's degree	Associate's degree
123	2	18-0000	Life, Physical, and Social Science Occupations	24,832	27,404	10.4%	2,572	22,286	24,688	-	-
124	4	19-1011	Animal Scientists	-	-	-	-	-	-	Bachelor's degree	Master's degree
125	4	19-1012	Food Scientists and Technologists	356	383	10.4%	37	354	391	Bachelor's degree	Master's degree
126	4	19-1013	Soil and Plant Scientists	699	703	3.2%	64	715	763	Bachelor's degree	Master's degree
127	4	19-1021	Biochemists and Biophysicists	95	106	11.6%	11	79	89	Master's degree	Doctoral or professional degree
128	4	19-1022	Microbiologists	123	136	10.6%	13	102	115	Bachelor's degree	Master's degree
129	4	19-1023	Zoologists and Wildlife Biologists	828	885	6.9%	57	672	722	Bachelor's degree	Master's degree
130	4	19-1029	Biological Scientists, All Other	600	676	12.7%	76	521	542	Bachelor's degree	Master's degree
131	4	19-1031	Conservation Scientists	683	730	9.8%	47	615	682	Bachelor's degree	Master's degree
132	4	19-1032	Foresters	886	926	4.5%	40	742	790	Bachelor's degree	Master's degree
133	4	19-1041	Epidemiologists	-	-	-	-	-	-	Doctoral or professional degree	Doctoral or professional degree
134	4	19-1042	Medical Scientists, Except Epidemiologists	1,703	1,890	11.0%	187	1,303	1,490	Doctoral or professional degree	Doctoral or professional degree
135	4	19-1099	Life Scientists, All Other	298	649	21.8%	351	216	228	Bachelor's degree	Master's degree
136	4	19-2011	Astronomers	-	-	-	-	-	-	Doctoral or professional degree	Doctoral or professional degree
137	4	19-2012	Physicists	-	-	-	-	-	-	Master's degree	Doctoral or professional degree
138	4	19-2021	Atmospheric and Space Scientists	118	129	9.9%	17	7	104	Bachelor's degree	Master's degree
139	4	19-2031	Chemists	475	535	12.6%	60	395	455	Bachelor's degree	Master's degree
140	4	19-2032	Materials Scientists	89	102	15.9%	14	74	89	Bachelor's degree	Master's degree
141	4	19-2041	Environmental Scientists and Specialists, Including Health	1,063	1,200	12.9%	137	980	1,117	Bachelor's degree	Master's degree
142	4	19-2042	Geoscientists, Except Hydrologists and Geographers	513	613	19.5%	100	487	587	Bachelor's degree	Master's degree
143	4	19-2043	Hydrologists	267	285	6.7%	18	228	257	Bachelor's degree	Master's degree
144	4	19-2099	Physical Scientists, All Other	276	285	3.3%	9	196	205	Bachelor's degree	Master's degree
145	4	19-3011	Economists	211	241	14.2%	30	139	169	Bachelor's degree	Master's degree
146	4	19-3022	Survey Researchers	181	117	-11.6%	-64	117	188	Bachelor's degree	Master's degree
147	4	19-3031	Clinical, Counseling, and School Psychologists	2,294	2,483	8.2%	189	1,373	1,562	Master's degree	Doctoral or professional degree
148	4	19-3032	Industrial/Organizational Psychologists	33	36	9.1%	3	19	22	Master's degree	Doctoral or professional degree
149	4	19-3039	Psychologists, All Other	279	301	7.9%	22	167	189	Bachelor's degree	Doctoral or professional degree
150	4	19-3041	Sociologists	28	31	10.7%	3	27	30	Master's degree	Doctoral or professional degree
151	4	19-3051	Urban and Regional Planners	1,106	1,346	19.9%	220	961	1,181	Bachelor's degree	Master's degree
152	4	19-3052	Anthropologists and Archeologists	520	613	15.7%	93	531	614	Bachelor's degree	Master's degree
153	4	19-3092	Geographers	-	-	-	-	-	-	Bachelor's degree	Master's degree
154	4	19-3093	Historians	34	39	14.7%	5	34	39	Master's degree	Doctoral or professional degree
155	4	19-3094	Political Scientists	-	-	-	-	-	-	Master's degree	Doctoral or professional degree
156	4	19-3099	Social Scientists and Related Workers, All Other	347	379	9.2%	32	337	389	Bachelor's degree	Master's degree
157	4	19-4010	Agricultural and Food Science Technicians	2,918	3,179	13.2%	261	1,404	1,565	Associate's degree	Associate's degree
158	4	19-4021	Biological Technicians	5,772	6,051	8.6%	279	2,894	3,170	Bachelor's degree	Bachelor's degree
159	4	19-4031	Chemical Technicians	375	443	18.1%	68	361	429	Associate's degree	Bachelor's degree
160	4	19-4042	Environmental Science and Protection Technicians, Including Health	290	329	13.5%	46	248	289	Associate's degree	Bachelor's degree
161	4	19-4043	Geological and Hydrologic Technicians	293	329	12.3%	36	245	281	Associate's degree	Associate's degree
162	4	19-4051	Nuclear Technicians	-	-	-	-	-	-	Bachelor's degree	Master's degree
163	4	19-4061	Social Science Research Assistants	-	-	-	-	-	-	Bachelor's degree	Bachelor's degree
164	4	19-4071	Forest and Conservation Technicians	2,325	2,354	1.2%	29	2,568	2,597	High school diploma or equivalent	Associate's degree
165	4	19-4092	Forensic Science Technicians	261	312	19.5%	51	315	306	Bachelor's degree	Master's degree
166	4	19-4099	Life, Physical, and Social Science Technicians, All Other	1,167	1,391	19.2%	224	1,404	1,628	Associate's degree	Bachelor's degree
167	4	19-5011	Occupational Health and Safety Specialists	1,364	1,509	10.6%	145	712	857	Bachelor's degree	Bachelor's degree
168	4	19-5012	Occupational Health and Safety Technicians	260	291	11.9%	31	157	188	Bachelor's degree	Bachelor's degree
169	2	21-0000	Community and Social Service Occupations	37,601	43,316	15.2%	5,715	37,000	42,715	-	-
170	4	21-1012	Educational, Guidance, and Career Counselors and Advisors	2,623	2,923	11.4%	300	2,430	2,730	Master's degree	Master's degree
171	4	21-1013	Marriage and Family Therapists	363	404	25.1%	41	308	449	Master's degree	Master's degree
172	4	21-1015	Rehabilitation Counselors	1,629	1,829	14.6%	200	1,320	1,770	Master's degree	Master's degree
173	4	21-1018	Substance Abuse, Behavioral Disorder, and Mental Health Counselors	6,444	8,123	26.1%	1,679	6,383	8,002	Postsecondary training (non-degree)	Master's degree
174	4	21-1019	Counselors, All Other	-	-	-	-	-	-	Master's degree	Master's degree
175	4	21-1021	Child, Family, and School Social Workers	4,377	4,989	14.0%	612	3,992	4,604	Bachelor's degree	Master's degree
176	4	21-1022	Healthcare Social Workers	1,211	2,165	12.7%	244	1,742	1,986	Bachelor's degree	Master's degree
177	4	21-1023	Mental Health and Substance Abuse Social Workers	1,759	2,066	16.6%	287	1,638	1,955	Master's degree	Master's degree
178	4	21-1029	Social Workers, All Other	2,017	2,185	8.3%	168	1,791	1,959	Bachelor's degree	Master's degree
179	4	21-1091	Health Education Specialists	746	841	12.7%	95	752	847	Bachelor's degree	Master's degree
180	4	21-1092	Probation Officers and Correctional Treatment Specialists	1,893	2,061	8.9%	168	1,464	1,632	Bachelor's degree	Bachelor's degree
181	4	21-1093	Social and Human Service Assistants	6,169	6,169	13.4%	76	6,205	6,935	High school diploma or equivalent	Associate's degree
182	4	21-1094	Community Health Workers	-	-	-	-	-	-	Postsecondary training (non-degree)	Postsecondary training (non-degree)
183	4	21-1099	Community and Social Service Specialists, All Other	1,833	1,833	16.4%	228	1,614	1,872	High school diploma or equivalent	Associate's degree
184	4	21-2011	Clergy	3,811	4,241	11.3%	430	3,787	4,217	Bachelor's degree	Doctoral or professional degree
185	4	21-2021	Directors, Religious Activities and Education	1,279	1,425	11.4%	146	1,448	1,594	Bachelor's degree	Bachelor's degree
186	4	21-2099	Religious Workers, All Other	461	517	14.3%	56	402	459	Bachelor's degree	Bachelor's degree
187	2	23-0000	Legal Occupations	15,364	16,241	5.7%	877	15,148	17,125	-	-
188	4	23-1011	Lawyers	7,568	8,287	4.1%	329	3,591	3,920	Doctoral or professional degree	Doctoral or professional degree

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Row	SOC Level	Occupation Code	Occupation Title	Employment 2021	Projected Employment 2031	Percent Change	Employment Change	Replacement Openings	Total Openings	Typical Entry-Level Education	Competitive Education	
180	4	23-1012	Judicial Law Clerks	38	41	6.2%	3	4	4	50 Doctoral or professional degree	Doctoral or professional degree	
190	4	23-1021	Administrative Law Judges, Adjudicators, and Hearing Officers	400	424	6.0%	24	183	207	Doctoral or professional degree	Doctoral or professional degree	
191	4	23-1022	Arbitrators, Mediators, and Conciliators	122	151	23.8%	29	61	80	Bachelor's degree	Doctoral or professional degree	
192	4	23-1023	Judges, Magistrates, Judges, and Magistrates	339	364	7.6%	25	165	181	Doctoral or professional degree	Doctoral or professional degree	
193	4	23-2011	Paralegals and Legal Assistants	4,749	5,161	8.7%	412	4,746	5,158	Associate's degree	Bachelor's degree	
194	4	23-2029	Title Examiners, Abstractors, and Searchers	1,225	1,246	1.7%	21	979	1,000	High school diploma or equivalent	Postsecondary training (non-degree)	
195	4	23-2099	Legal Support Workers, All Other	475	505	6.3%	31	385	419	Postsecondary training (non-degree)	Associate's degree	
196	2	25-0000	Educational Instruction and Library Occupations	115,855	127,863	10.4%	12,008	101,312	113,320			
197	4	25-1011	Business Teachers, Postsecondary	602	718	19.3%	116	489	602	Master's degree	Doctoral or professional degree	
198	4	25-1021	Computer Science Teachers, Postsecondary	273	323	12.1%	53	215	281	Master's degree	Doctoral or professional degree	
199	4	25-1022	Mathematical Science Teachers, Postsecondary	568	636	12.0%	68	447	515	Master's degree	Doctoral or professional degree	
200	4	25-1031	Architecture Teachers, Postsecondary	30	101	98%	9	72	81	Master's degree	Doctoral or professional degree	
201	4	25-1032	Engineering Teachers, Postsecondary	301	346	15.0%	45	290	375	Master's degree	Doctoral or professional degree	
202	4	25-1041	Agricultural Sciences Teachers, Postsecondary	193	177	-8.6%	-14	126	140	Master's degree	Doctoral or professional degree	
203	4	25-1042	Biological Sciences Teachers, Postsecondary	307	418	17.1%	61	297	348	Master's degree	Doctoral or professional degree	
204	4	25-1043	Forestry and Conservation Science Teachers, Postsecondary	65	71	9.2%	6	50	56	Master's degree	Doctoral or professional degree	
205	4	25-1051	Atmospheric, Earth, Marine, and Space Sciences Teachers, Postsecondary	121	132	9.1%	11	94	105	Master's degree	Doctoral or professional degree	
206	4	25-1052	Chemistry Teachers, Postsecondary	220	257	17.1%	37	217	228	Master's degree	Doctoral or professional degree	
207	4	25-1053	Environmental Science Teachers, Postsecondary	68	75	10.3%	7	53	60	Master's degree	Doctoral or professional degree	
208	4	25-1054	Physics Teachers, Postsecondary	113	124	9.7%	11	88	99	Master's degree	Doctoral or professional degree	
209	4	25-1061	Anthropology and Archeology Teachers, Postsecondary	22	27	11.2%	5	35	38	Master's degree	Doctoral or professional degree	
210	4	25-1062	Area, Ethnic, and Cultural Studies Teachers, Postsecondary	54	60	11.1%	6	42	48	Master's degree	Doctoral or professional degree	
211	4	25-1063	Economics Teachers, Postsecondary	194	116	-11.5%	-12	82	94	Master's degree	Doctoral or professional degree	
212	4	25-1064	Geography Teachers, Postsecondary	47	10.9%	-	36	41	Master's degree	Doctoral or professional degree		
213	4	25-1065	Political Science Teachers, Postsecondary	192	213	10.9%	21	150	171	Master's degree	Doctoral or professional degree	
214	4	25-1066	Psychology Teachers, Postsecondary	225	255	13.7%	40	264	284	Master's degree	Doctoral or professional degree	
215	4	25-1067	Sociology Teachers, Postsecondary	117	130	11.1%	13	92	102	Master's degree	Doctoral or professional degree	
216	4	25-1069	Social Sciences Teachers, Postsecondary, All Other	229	254	10.9%	25	179	204	Master's degree	Doctoral or professional degree	
217	4	25-1071	Health Specialists Teachers, Postsecondary	3,215	4,018	26.6%	803	2,706	3,589	Master's degree	Doctoral or professional degree	
218	4	25-1072	Nursing Instructors and Teachers, Postsecondary	286	263	-8.0%	-23	110	110	Master's degree	Doctoral or professional degree	
219	4	25-1081	Education Teachers, Postsecondary	424	468	10.4%	44	331	375	Master's degree	Doctoral or professional degree	
220	4	25-1082	Library Science Teachers, Postsecondary	-	-	-	-	-	-	Master's degree	Doctoral or professional degree	
221	4	25-1111	Criminal Justice and Law Enforcement Teachers, Postsecondary	63	75	19.0%	12	52	64	Master's degree	Doctoral or professional degree	
222	4	25-1112	Law Teachers, Postsecondary	177	198	11.9%	21	139	160	Master's degree	Doctoral or professional degree	
223	4	25-1113	Social Work Teachers, Postsecondary	218	24	-	24	171	166	Master's degree	Doctoral or professional degree	
224	4	25-1121	Art, Drama, and Music Teachers, Postsecondary	954	1,000	11.1%	106	747	893	Master's degree	Doctoral or professional degree	
225	4	25-1122	Communications Teachers, Postsecondary	336	373	11.0%	37	263	300	Master's degree	Doctoral or professional degree	
226	4	25-1123	English Language and Literature Teachers, Postsecondary	528	568	11.8%	62	413	475	Master's degree	Doctoral or professional degree	
227	4	25-1124	Foreign Language and Literature Teachers, Postsecondary	361	403	11.6%	42	283	325	Master's degree	Doctoral or professional degree	
228	4	25-1125	History Teachers, Postsecondary	201	223	10.9%	22	158	180	Master's degree	Doctoral or professional degree	
229	4	25-1126	History and Religion Teachers, Postsecondary	247	278	12.9%	31	195	228	Master's degree	Doctoral or professional degree	
230	4	25-1192	Family and Consumer Sciences Teachers, Postsecondary	-	-	-	-	-	-	Master's degree	Doctoral or professional degree	
231	4	25-1193	Recreation and Fitness Studies Teachers, Postsecondary	286	317	10.8%	31	224	255	Master's degree	Doctoral or professional degree	
232	4	25-1194	Career/Technical Education Teachers, Postsecondary	1,121	1,227	9.2%	106	871	977	Master's degree	Doctoral or professional degree	
233	4	25-1199	Postsecondary Teachers, All Other	2,367	2,601	9.9%	234	1,844	2,078	Master's degree	Doctoral or professional degree	
234	4	25-2011	Preschool Teachers, Except Special Education	5,917	6,859	29.8%	1,422	5,604	7,026	Associate's degree	Bachelor's degree	
235	4	25-2012	Kindergarten Teachers, Except Special Education	1,059	1,116	7.4%	77	1,046	1,046	Bachelor's degree	Master's degree	
236	4	25-2021	Elementary School Teachers, Except Special Education	13,734	14,692	7.0%	958	9,433	10,391	Bachelor's degree	Master's degree	
237	4	25-2022	Middle School Teachers, Except Special and Career/Technical Education	4,897	5,011	6.9%	224	3,218	3,542	Bachelor's degree	Master's degree	
238	4	25-2023	Career/Technical Education Teachers, Middle School	-	-	-	-	-	-	Bachelor's degree	Master's degree	
239	4	25-2031	Secondary School Teachers, Except Special and Career/Technical Education	8,305	8,894	7.1%	589	5,387	5,976	Bachelor's degree	Master's degree	
240	4	25-2032	Career/Technical Education Teachers, Secondary School	-	-	-	-	-	-	Bachelor's degree	Master's degree	
241	4	25-2051	Special Education Teachers, Preschool	207	225	8.7%	18	146	164	Bachelor's degree	Master's degree	
242	4	25-2052	Special Education Teachers, Kindergarten and Elementary School	1,598	1,697	6.2%	99	1,120	1,219	Bachelor's degree	Master's degree	
243	4	25-2053	Special Education Teachers, Middle School	639	675	5.6%	36	446	482	Bachelor's degree	Master's degree	
244	4	25-2059	Special Education Teachers, Secondary School	592	618	6.2%	36	408	444	Bachelor's degree	Master's degree	
245	4	25-2059	Special Education Teachers, All Other	1,243	1,256	9.1%	113	894	997	Bachelor's degree	Master's degree	
246	4	25-3011	Adult Basic Education, Adult Secondary Education, and English as a Second Language Instructors	702	2,491	71%	1,789	742	739	Bachelor's degree	Master's degree	
247	4	25-3021	Self-Enrichment Teachers	3,072	3,698	20.4%	626	3,548	4,174	High school diploma or equivalent	Postsecondary training (non-degree)	
248	4	25-3031	Substitute Teachers, Short-Term	6,864	6,489	-7.2%	-430	6,574	7,039	Bachelor's degree	Master's degree	
249	4	25-3097	Tutors and Teachers and Instructors, All Other	3,092	3,092	0.0%	300	4,244	4,934	Bachelor's degree	Master's degree	
250	4	25-4011	Archivists	50	62	24.0%	12	57	69	Master's degree	Master's degree	
251	4	25-4012	Curators	94	120	28.0%	31	132	144	Master's degree	Master's degree	
252	4	25-4013	Museum Technicians and Conservators	90	111	23.3%	21	104	126	Bachelor's degree	Master's degree	
253	4	25-4022	Librarians and Media Collections Specialists	1,340	1,482	10.6%	142	1,132	1,274	Master's degree	Master's degree	
254	4	25-4031	Library Technicians	1,543	1,624	-1.2%	-19	2,175	2,156	Postsecondary training (non-degree)	Postsecondary training (non-degree)	
255	4	25-9021	Farm and Home Management Educators	194	198	2.1%	4	163	167	Bachelor's degree	Bachelor's degree	
256	4	25-9031	Instructional Coordinators	1,169	1,295	10.8%	126	1,028	1,152	Bachelor's degree	Master's degree	
257	4	25-9044	Teaching Assistants, Postsecondary	263	263	0.0%	26	226	234	Bachelor's degree	Master's degree	
258	4	25-9045	Teaching Assistants, Except Postsecondary	18,959	20,724	9.3%	1,765	18,901	20,896	High school diploma or equivalent	Associate's degree	
259	4	25-9099	Educational Instruction and Library Workers, All Other	28,888	28,383	-9%	-2,495	22,615	25,110	Bachelor's degree	Bachelor's degree	
260	2	27-0000	Arts, Design, Entertainment, Sports, and Media Occupations	28,008	44,296	16.0%	6,288	42,131	46,419			
261	4	27-1011	All Directors	2,239	2,711	21.1%	472	2,363	2,835	Bachelor's degree	Bachelor's degree	
262	4	27-1012	Craft Artists	-	-	-	-	-	-	High school diploma or equivalent	Postsecondary training (non-degree)	
263	4	27-1013	Fine Artists, Including Painters, Sculptors, and Illustrators	633	739	32.9%	102	615	707	Associate's degree	Bachelor's degree	
264	4	27-1014	Special Effects Artists and Animators	746	1,043	39.8%	297	854	1,151	Bachelor's degree	Bachelor's degree	
265	4	27-1019	Artists and Related Workers, All Other	281	310	12.1%	34	286	319	High school diploma or equivalent	Bachelor's degree	
266	4	27-1021	Commercial and Industrial Designers	846	846	0.0%	839	839	822	Bachelor's degree	Bachelor's degree	
267	4	27-1022	Fashion Designers	1,145	1,259	10.0%	114	1,034	1,148	Bachelor's degree	Bachelor's degree	
268	4	27-1023	Final Designers	1,058	1,058	3.8%	895	37	895	332	High school diploma or equivalent	Postsecondary training (non-degree)
269	4	27-1024	Graphic Designers	3,914	4,244	8.4%	330	3,510	3,840	Associate's degree	Bachelor's degree	
270	4	27-1025	Interior Designers	847	1,028	21.4%	181	807	888	Associate's degree	Bachelor's degree	
271	4	27-1026	Merchandise Displayers and Window Trimmers	1,340	1,340	7.1%	91	1,115	1,204	High school diploma or equivalent	Associate's degree	
272	4	27-1027	Set and Exhibit Designers	-	-	-	-	-	-	Bachelor's degree	Bachelor's degree	
273	4	27-1029	Designers, All Other	239	280	8.8%	21	214	235	Bachelor's degree	Bachelor's degree	
274	4	27-2011	Actors	410	410	0.0%	344	344	467	High school diploma or equivalent	Postsecondary training (non-degree)	
275	4	27-2012	Producers and Directors	1,626	1,907	25.0%	381	1,389	1,770	Bachelor's degree	Bachelor's degree	
276	4	27-2021	Athletes and Sports Competitors	-	-	-	-	-	-	High school diploma or equivalent	Postsecondary training (non-degree)	
277	4	27-2022	Coaches and Scouts	6,240	6,240	0.0%	1,341	8,875	High school diploma or equivalent	Postsecondary training (non-degree)		
278	4	27-2023	Umpires, Referees, and Other Sports Officials	337	387	14.8%	50	460	540	High school diploma or equivalent	Bachelor's degree	
279	4	27-2031	Dancers	73	101	38.4%	28	133	161	Less than high school	High school diploma or equivalent	
280	4	27-2032	Choreographers	-	-	-	-	-	-	High school diploma or equivalent	Associate's degree	
281	4	27-2041	Music Directors and Composers	762	882	17.1%	130	883	1,013	Bachelor's degree	Master's degree	
282	4	27-2042	Musicians and Singers	1,351	1,646	21.8%	295	1,599	1,894	High school diploma or equivalent	High school diploma or equivalent	

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230	4	27-320	Miscellaneous Entertainers and Performers, Sports and Related Workers	-	-	-	-	-	-	< High school diploma or equivalent	Associate's degree	
234	4	27-311	Broadcast Announcers and Radio Disc Jockeys	-	-	-	-	-	-	Bachelor's degree	Bachelor's degree	
235	4	27-303	News Analysts, Reporters, and Journalists	537	379	-29.4%	-158	403	256	Bachelor's degree	Bachelor's degree	
236	4	27-331	Public Relations Specialists	3,128	3,663	14.2%	443	2,655	3,388	Bachelor's degree	Bachelor's degree	
237	4	27-341	Editors	1,238	1,271	2.7%	33	1,177	1,210	Bachelor's degree	Bachelor's degree	
238	4	27-342	Technical Writers	980	1,059	8.1%	79	891	960	Bachelor's degree	Bachelor's degree	
239	4	27-343	Writers and Authors	1,954	2,131	9.1%	177	1,878	2,035	Bachelor's degree	Bachelor's degree	
240	4	27-391	Interpreters and Translators	2,047	2,681	31.0%	634	2,019	2,653	High school diploma or equivalent	Bachelor's degree	
241	4	27-392	Court Reporters and Simultaneous Captioners	-	-	-	-	-	-	Postsecondary training (non-degree)	Postsecondary training (non-degree)	
242	4	27-399	Media and Communication Workers, All Other	899	712	-20.9%	-187	996	700	High school diploma or equivalent	Bachelor's degree	
243	4	27-411	Audio and Video Technicians	916	1,055	19.5%	139	997	1,176	Postsecondary training (non-degree)	Postsecondary training (non-degree)	
244	4	27-412	Broadcast Technicians	196	139	-16.2%	-57	151	124	Postsecondary training (non-degree)	Postsecondary training (non-degree)	
245	4	27-414	Store Engineering Technicians	259	220	-15.1%	-39	257	342	Postsecondary training (non-degree)	Postsecondary training (non-degree)	
246	4	27-421	Photographers	1,718	1,616	-5.7%	-102	1,540	1,638	High school diploma or equivalent	Bachelor's degree	
247	4	27-423	Camera Operators, Television, Video, and Film	533	694	28.1%	161	554	657	High school diploma or equivalent	Associate's degree	
248	4	27-432	Film and Video Editors	328	336	0.4%	8	308	358	Associate's degree	Bachelor's degree	
249	4	27-438	Lighting Technicians and Media and Communication Equipment Workers, All Other	196	254	29.6%	58	223	281	High school diploma or equivalent	High school diploma or equivalent	
300			Health Care	182,999	223,344	16.2%	31,344	182,724	185,328			
301	2	29-000	Healthcare Practitioners and Technical Occupations	112,466	127,034	13.0%	14,568	59,217	73,785			
302	4	29-101	Chiropractors	1,263	1,367	8.2%	104	291	395	Doctoral or professional degree	Doctoral or professional degree	
303	4	29-101	Dentists, General	1,994	1,992	-0.1%	-2	98	502	440	Doctoral or professional degree	Doctoral or professional degree
304	4	29-102	Oral and Maxillofacial Surgeons	-	-	-	-	-	-	Doctoral or professional degree	Doctoral or professional degree	
305	4	29-103	Orthodontists	-	-	-	-	-	-	Doctoral or professional degree	Doctoral or professional degree	
306	4	29-104	Podiatrists	-	-	-	-	-	-	Doctoral or professional degree	Doctoral or professional degree	
307	4	29-109	Dentists, All Other Specialists	51	51	0.0%	0	14	14	Doctoral or professional degree	Doctoral or professional degree	
308	4	29-103	Dietitians and Nutritionists	698	770	10.3%	72	466	618	Bachelor's degree	Bachelor's degree	
309	4	29-104	Optometrists	325	326	0.0%	1	159	201	Doctoral or professional degree	Doctoral or professional degree	
310	4	29-105	Pharmacists	4,461	4,888	9.6%	427	1,805	2,232	Doctoral or professional degree	Doctoral or professional degree	
311	4	29-101	Physician Assistants	1,826	2,219	26.6%	393	994	1,577	Master's degree	Master's degree	
312	4	29-101	Podiatrists	69	71	2.9%	2	34	38	Doctoral or professional degree	Doctoral or professional degree	
313	4	29-112	Occupational Therapists	1,535	1,610	4.7%	75	868	1,143	Master's degree	Doctoral or professional degree	
314	4	29-113	Physical Therapists	28,393	33,263	20.8%	4,870	2,042	Doctoral or professional degree	Doctoral or professional degree		
315	4	29-114	Radiation Therapists	216	234	8.3%	18	105	122	Associate's degree	Bachelor's degree	
316	4	29-125	Recreational Therapists	155	156	0.7%	1	77	88	Bachelor's degree	Bachelor's degree	
317	4	29-127	Respiratory Therapists	1,642	1,573	-4.2%	-69	732	809	1,141	Associate's degree	Bachelor's degree
318	4	29-127	Speech-Language Pathologists	1,845	2,304	24.9%	459	1,089	1,548	Master's degree	Doctoral or professional degree	
319	4	29-128	Exercise Physiologists	214	239	11.7%	25	124	149	Master's degree	Bachelor's degree	
320	4	29-129	Therapists, All Other	879	831	-5.4%	-48	415	567	Bachelor's degree	Master's degree	
321	4	29-131	Veterinarians	1,991	2,547	27.9%	556	716	1,272	Doctoral or professional degree	Doctoral or professional degree	
322	4	29-141	Registered Nurses	41,304	45,543	10.3%	4,239	20,808	25,047	Bachelor's degree	Bachelor's degree	
323	4	29-151	Nurse Anesthetists	293	359	22.5%	66	156	222	Master's degree	Master's degree	
324	4	29-161	Nurse Midwives	184	208	13.0%	24	97	121	Master's degree	Master's degree	
325	4	29-171	Nurse Practitioners	2,449	3,063	27.7%	1,414	1,559	2,973	Master's degree	Master's degree	
326	4	29-181	Audiologists	170	207	21.8%	37	170	122	Doctoral or professional degree	Doctoral or professional degree	
327	4	29-121	Anesthesiologists	760	799	3.8%	39	239	237	Doctoral or professional degree	Doctoral or professional degree	
328	4	29-115	Family Medicine Physicians	971	1,080	9.2%	89	273	462	Doctoral or professional degree	Doctoral or professional degree	
329	4	29-116	General Internal Medicine Physicians	372	392	5.4%	20	101	111	Doctoral or professional degree	Doctoral or professional degree	
330	4	29-118	Obstetricians and Gynecologists	252	255	1.2%	3	68	71	Doctoral or professional degree	Doctoral or professional degree	
331	4	29-121	Pediatricians, General	573	584	1.9%	11	155	168	Doctoral or professional degree	Doctoral or professional degree	
332	4	29-123	Psychiatrists	370	435	17.6%	65	108	173	Doctoral or professional degree	Doctoral or professional degree	
333	4	29-128	Physicians, All Other and Ophthalmologists, Except Pediatric	6,078	6,550	7.8%	472	1,695	2,167	Doctoral or professional degree	Doctoral or professional degree	
334	4	29-148	Surgeons, Except Ophthalmologists	384	394	2.3%	10	83	93	Doctoral or professional degree	Doctoral or professional degree	
335	4	29-152	Dental Hygienists	3,617	3,924	8.5%	307	2,232	2,539	Associate's degree	Bachelor's degree	
336	4	29-158	Acupuncturists and Healthcare Diagnosing or Treating Practitioners, All Other	1,046	1,157	10.6%	111	305	516	Doctoral or professional degree	Doctoral or professional degree	
337	4	29-210	Clinical Laboratory Technologists and Technicians	3,416	3,690	8.0%	273	1,942	2,215	Bachelor's degree	Bachelor's degree	
338	4	29-231	Cardiovascular Technologists and Technicians	857	932	8.8%	75	431	606	Associate's degree	Associate's degree	
339	4	29-232	Diagnostic Medical Sonographers	1,006	1,203	19.6%	197	503	730	Associate's degree	Bachelor's degree	
340	4	29-233	Nuclear Medicine Technologists	190	196	3.0%	6	91	107	Associate's degree	Bachelor's degree	
341	4	29-234	Radiologic Technologists and Technicians	2,327	2,540	9.2%	213	1,175	1,388	Associate's degree	Bachelor's degree	
342	4	29-235	Magnetic Resonance Imaging Technologists	420	463	10.2%	43	211	244	Associate's degree	Associate's degree	
343	4	29-240	Emergency Medical Technicians and Paramedics	2,143	2,298	6.7%	143	1,308	1,411	Postsecondary training (non-degree)	Postsecondary training (non-degree)	
344	4	29-291	Dietetic Technicians	-	-	-	-	-	-	High school diploma or equivalent	Associate's degree	
345	4	29-292	Pharmacy Technicians	5,134	5,910	15.1%	776	4,089	4,865	Postsecondary training (non-degree)	Postsecondary training (non-degree)	
346	4	29-293	Psychiatric Technicians	595	671	12.2%	76	470	543	Postsecondary training (non-degree)	Associate's degree	
347	4	29-295	Surgical Technologists	1,513	1,659	9.6%	146	899	1,174	1,320	Postsecondary training (non-degree)	Associate's degree
348	4	29-296	Veterinary Technologists and Technicians	1,445	1,630	12.6%	185	1,598	1,598	Associate's degree	Associate's degree	
349	4	29-297	Ophthalmic Medical Technicians	827	948	14.6%	121	657	778	Postsecondary training (non-degree)	Postsecondary training (non-degree)	
350	4	29-291	Licensed Practical and Licensed Vocational Nurses	9,796	10,205	4.2%	409	2,763	3,218	Postsecondary training (non-degree)	Postsecondary training (non-degree)	
351	4	29-291	Opticians, Dispensing	1,055	1,200	12.7%	145	806	941	High school diploma or equivalent	Postsecondary training (non-degree)	
352	4	29-291	Orthotics and Prosthetists	230	301	28.1%	66	170	236	Bachelor's degree	Bachelor's degree	
353	4	29-292	Hearing Aid Specialists	-	-	-	-	-	-	High school diploma or equivalent	High school diploma or equivalent	
354	4	29-298	Medical Dietitians, Medical Records Specialists, and Health Technologists and Technicians, All Other	4,212	4,656	10.5%	444	3,103	3,347	Postsecondary training (non-degree)	Postsecondary training (non-degree)	
355	4	29-691	Athletic Trainers	260	345	23.2%	65	156	220	Bachelor's degree	Master's degree	
356	4	29-692	Genetic Counselors	18	22	22.2%	4	10	14	Master's degree	Master's degree	
357	4	29-698	Health Information Technologists, Medical Registrars, Surgical Assistants, and Healthcare Practitioners and Technical Workers, All Other	1,368	1,505	10.0%	137	712	889	Associate's degree	Associate's degree	
358	2	31-000	Healthcare Support Occupations	79,584	96,310	21.0%	16,726	94,517	111,243			
359	4	31-110	Home Health and Personal Care Aides	31,648	31,648	0.0%	0	1,154	48,389	Less than high school	Postsecondary training (non-degree)	
360	4	31-111	Nursing Assistants	13,200	13,047	-1.1%	-153	14,474	16,261	Postsecondary training (non-degree)	Postsecondary training (non-degree)	
361	4	31-112	Orderlies	303	334	10.2%	31	326	357	High school diploma or equivalent	High school diploma or equivalent	
362	4	31-113	Psychiatric Aides	1,200	1,200	0.0%	0	1,174	1,278	High school diploma or equivalent	High school diploma or equivalent	
363	4	31-211	Occupational Therapy Assistants	418	602	44.0%	184	400	674	Associate's degree	Associate's degree	
364	4	31-212	Occupational Therapy Aides	25	30	20.0%	5	26	31	High school diploma or equivalent	Postsecondary training (non-degree)	
365	4	31-213	Physical Therapist Assistants	923	1,050	13.3%	127	368	1,481	Associate's degree	Associate's degree	
366	4	31-232	Physical Therapist Aides	696	754	8.5%	58	701	899	High school diploma or equivalent	Associate's degree	
367	4	31-901	Massage Therapists	2,293	3,483	51.8%	1,190	3,067	3,957	Postsecondary training (non-degree)	Postsecondary training (non-degree)	
368	4	31-904	Dental Assistants	4,465	5,218	16.9%	753	4,433	5,543	Postsecondary training (non-degree)	Postsecondary training (non-degree)	
369	4	31-902	Medical Assistants	13,216	16,236	23.3%	3,020	16,447	17,727	Postsecondary training (non-degree)	Postsecondary training (non-degree)	
370	4	31-903	Medical Equipment Preparers	1,340	1,461	9.0%	121	1,480	1,601	Postsecondary training (non-degree)	Postsecondary training (non-degree)	
371	4	31-904	Medical Transcriptionists	1,056	1,056	0.0%	0	1,056	1,056	High school diploma or equivalent	High school diploma or equivalent	
372	4	31-905	Pharmacy Aides	724	722	-0.3%	-2	734	792	High school diploma or equivalent	High school diploma or equivalent	
373	4	31-906	Veterinary Assistants and Laboratory Animal Caretakers	2,655	3,392	27.8%	737	4,234	5,091	High school diploma or equivalent	Postsecondary training (non-degree)	
374	4	31-907	Phlebotomists	1,667	2,463	48.0%	796	2,484	2,870	Postsecondary training (non-degree)	Postsecondary training (non-degree)	
375	4	31-909	Healthcare Support Workers, All Other	1,993	2,210	10.9%	217	2,221	2,438	High school diploma or equivalent	Postsecondary training (non-degree)	
376			Service	326,160	403,632	23.8%	77,472	622,165	699,637			

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Row	SOC Level	Occupation Code	Occupation Title	Employment 2021	Projected Employment 2031	Percent Change	Employment Change	Replacement Openings	Total Openings	Typical Entry-Level Education	Competitive Education
377	2	33-9000	Protective Services Occupations	33,337	38,043	12.9%	4,706	38,716	42,424		
378	4	33-1011	First-Line Supervisors of Correctional Officers	384	376	-2.1%	-8	250	250	High school diploma or equivalent	Bachelor's degree
379	4	33-1012	First-Line Supervisors of Police and Detectives	1,203	1,203	10.0%	120	745	865	High school diploma or equivalent	Bachelor's degree
380	4	33-1021	First-Line Supervisors of Firefighting and Prevention Workers	929	950	10.2%	91	513	604	High school diploma or equivalent	Bachelor's degree
381	4	33-1000	Miscellaneous First-Line Supervisors, Protective Services Workers	655	743	13.4%	88	616	705	High school diploma or equivalent	Bachelor's degree
382	4	33-2011	Firefighters	4,725	5,206	10.2%	481	3,167	3,668	Postsecondary training (non-degree)	Associate's degree
383	4	33-2021	Fire Inspectors and Investigators	193	193	10.4%	192	192	111	Postsecondary training (non-degree)	Postsecondary training (non-degree)
384	4	33-2022	Forest Fire Inspectors and Prevention Specialists	119	152	27.7%	33	128	161	High school diploma or equivalent	Associate's degree
385	4	33-3011	Bailiffs	60	63	5.0%	3	53	66	High school diploma or equivalent	High school diploma or equivalent
386	4	33-3012	Corrections Officers and Jailers	4,306	4,200	-2.2%	-106	3,628	3,532	High school diploma or equivalent	Postsecondary training (non-degree)
387	4	33-3021	Detectives and Criminal Investigators	505	609	7.6%	43	367	410	Associate's degree	Bachelor's degree
388	4	33-3031	Fish and Game Wardens	6	6	-	-	-	-	Less than high school	Master's degree
389	4	33-3041	Parking Enforcement Workers	121	81	-33.1%	-40	73	31	High school diploma or equivalent	High school diploma or equivalent
390	4	33-3051	Police and Sheriff's Patrol Officers	5,473	6,021	10.0%	548	3,823	4,371	High school diploma or equivalent	Associate's degree
391	4	33-3052	Transit and Railroad Police	-	-	-	-	-	-	High school diploma or equivalent	Postsecondary training (non-degree)
392	4	33-6011	Animal Control Workers	55	60	9.1%	5	52	57	High school diploma or equivalent	High school diploma or equivalent
393	4	33-6021	Private Detectives and Investigators	252	270	7.1%	18	208	226	Associate's degree	Associate's degree
394	4	33-6031	Gaming Surveillance Officers and Gaming Investigators	117	166	41.9%	49	166	217	High school diploma or equivalent	High school diploma or equivalent
395	4	33-6032	Security Guards	9,735	11,383	16.9%	1,648	12,575	14,223	High school diploma or equivalent	High school diploma or equivalent
396	4	33-6091	Crossing Guards and Flaggers	1,677	1,929	15.0%	252	3,016	3,268	High school diploma or equivalent	High school diploma or equivalent
397	4	33-6092	Lieutenants, Six Patrol, and Other Recreational Protective Service Workers	1,412	1,652	19.1%	270	3,754	4,034	High school diploma or equivalent	High school diploma or equivalent
398	4	33-6093	Transportation Security Screeners	480	479	-0.2%	-1	418	417	High school diploma or equivalent	High school diploma or equivalent
399	4	33-6098	School Bus Monitors and Protective Service Workers, All Other	1,936	2,129	10.2%	193	3,033	5,126	High school diploma or equivalent	High school diploma or equivalent
400	2	35-0000	Food Preparation and Serving Related Occupations	163,406	211,002	29.2%	47,595	305,071	392,772		
401	4	35-1011	Chefs and Head Cooks	1,722	2,322	34.8%	600	2,314	2,914	Postsecondary training (non-degree)	Postsecondary training (non-degree)
402	4	35-1012	First-Line Supervisors of Food Preparation and Serving Workers	11,851	15,058	27.1%	3,217	18,437	21,654	High school diploma or equivalent	Postsecondary training (non-degree)
403	4	35-2011	Cooks, Fast Food	2,547	2,659	4.4%	112	3,367	3,479	Less than high school	High school diploma or equivalent
404	4	35-2012	Cooks, Institution and Cafeteria	6,983	6,968	18.8%	1,105	8,337	9,442	Less than high school	High school diploma or equivalent
405	4	35-2013	Cooks, Private Household	369	369	1.6%	34	34	610	Postsecondary training (non-degree)	Postsecondary training (non-degree)
406	4	35-2014	Cooks, Restaurant	18,308	24,989	35.2%	6,681	28,002	34,683	Less than high school	High school diploma or equivalent
407	4	35-2015	Cooks, Short Order	1,872	2,221	18.6%	349	2,647	2,956	Less than high school	High school diploma or equivalent
408	4	35-2019	Cooks, All Other	52	52	-	-	407	75	Less than high school	High school diploma or equivalent
409	4	35-2021	Food Preparation Workers	11,139	12,566	12.8%	1,427	18,867	20,294	Less than high school	High school diploma or equivalent
410	4	35-3011	Bakers	7,147	9,277	30.1%	2,080	13,132	15,172	Less than high school	Postsecondary training (non-degree)
411	4	35-3023	Fast-Food and Counter Workers	80,267	101,902	26.4%	19,635	128,507	148,507	Less than high school	High school diploma or equivalent
412	4	35-3031	Waiters and Waitresses	23,144	29,568	27.8%	6,424	48,118	52,542	Less than high school	High school diploma or equivalent
413	4	35-3041	Food Servers, Nonrestaurant	3,729	4,030	21.5%	801	6,057	6,656	Less than high school	High school diploma or equivalent
414	4	35-3042	Dining Room and Cafeteria Attendants and Bartender Helpers	4,912	6,488	32.1%	1,577	10,523	10,950	Less than high school	High school diploma or equivalent
415	4	35-3043	Dishwashers	5,665	7,054	24.5%	1,389	9,394	10,783	Less than high school	High school diploma or equivalent
416	4	35-3044	Hosts and Hostesses, Restaurant, Lounge, and Coffee Shop	3,420	4,500	31.6%	1,080	8,369	9,449	Less than high school	High school diploma or equivalent
417	4	35-3059	Food Preparation and Serving Related Workers, All Other	956	1,282	34.1%	386	2,097	2,397	Less than high school	High school diploma or equivalent
418	2	37-0000	Building and Grounds Cleaning and Maintenance Occupations	63,447	75,896	19.6%	12,448	83,259	95,708		
419	4	37-1011	First-Line Supervisors of Housekeeping and Janitorial Workers	1,948	2,472	26.9%	524	2,271	2,795	High school diploma or equivalent	Postsecondary training (non-degree)
420	4	37-1012	First-Line Supervisors of Landscaping, Lawn Service, and Groundskeeping Workers	1,937	2,029	4.6%	468	2,507	High school diploma or equivalent	Postsecondary training (non-degree)	
421	4	37-2011	Janitors and Cleaners, Except Maids and Housekeeping Cleaners	23,052	26,459	14.6%	3,367	30,125	33,482	Less than high school	High school diploma or equivalent
422	4	37-2012	Maids and Housekeeping Cleaners	16,797	19,539	23.7%	3,742	21,827	25,669	Less than high school	High school diploma or equivalent
423	4	37-2019	Building Cleaning Workers, All Other	-	-	-	-	-	-	High school diploma or equivalent	High school diploma or equivalent
424	4	37-2021	Pest Control Workers	-	-	-	-	-	-	High school diploma or equivalent	High school diploma or equivalent
425	4	37-3011	Landscaping and Groundskeeping Workers	16,633	20,252	21.8%	3,622	21,718	25,340	Less than high school	High school diploma or equivalent
426	4	37-3012	Pesticide Handlers, Sprayers, and Applicators, Vegetation	659	759	15.2%	100	834	834	High school diploma or equivalent	High school diploma or equivalent
427	4	37-3013	Tree Trimmers and Pruners	1,179	1,414	19.9%	235	1,526	1,761	High school diploma or equivalent	High school diploma or equivalent
428	4	37-3019	Grounds Maintenance Workers, All Other	428	507	24.2%	96	536	537	Less than high school	High school diploma or equivalent
429	2	39-0000	Personal Care and Service Occupations	78,074	87,034	21.0%	13,664	95,119	108,783		
430	4	39-1013	First-Line Supervisors of Gambling Services Workers	170	207	74.7%	127	327	454	High school diploma or equivalent	High school diploma or equivalent
431	4	39-1038	First-Line Supervisors of Personal Service and Entertainment and Recreation Workers, Except Gambling Services	1,929	2,451	27.1%	522	1,875	2,937	High school diploma or equivalent	Postsecondary training (non-degree)
432	4	39-2011	Animal Trainers	2,191	2,531	15.5%	340	3,039	3,379	High school diploma or equivalent	High school diploma or equivalent
433	4	39-2021	Animal Caretakers	3,700	4,365	23.4%	865	5,916	6,781	Less than high school	Postsecondary training (non-degree)
434	4	39-3011	Gaming Dealers	238	388	64.4%	152	407	600	High school diploma or equivalent	High school diploma or equivalent
435	4	39-3012	Gaming and Sports Book Writers and Runners	-	-	-	-	-	-	High school diploma or equivalent	High school diploma or equivalent
436	4	39-3019	Gaming Service Workers, All Other	21	22	4.8%	1	32	33	High school diploma or equivalent	High school diploma or equivalent
437	4	39-3021	Motion Picture Projectionists	-	-	-	-	-	-	Less than high school	High school diploma or equivalent
438	4	39-3031	Ushers, Lobby Attendants, and Ticket Takers	526	707	34.4%	181	1,369	1,550	Less than high school	High school diploma or equivalent
439	4	39-3039	Amusement and Recreation Attendants	1,970	2,667	35.4%	697	4,810	5,507	Less than high school	High school diploma or equivalent
440	4	39-3052	Costume Attendants	35	36	28.6%	6	74	74	High school diploma or equivalent	High school diploma or equivalent
441	4	39-3059	Locker Room, Coatroom, and Dressing Room Attendants	95	127	33.7%	32	230	262	High school diploma or equivalent	High school diploma or equivalent
442	4	39-3059	Entertainment Attendants and Related Workers, All Other	168	183	15.8%	25	364	379	High school diploma or equivalent	High school diploma or equivalent
443	4	39-4011	Embalmers	-	-	-	-	-	-	Associate's degree	Associate's degree
444	4	39-4021	Funeral Attendants	-	-	-	-	-	-	High school diploma or equivalent	High school diploma or equivalent
445	4	39-4031	Morticians, Undertakers, and Funeral Arrangers	215	272	26.5%	57	255	315	Associate's degree	Associate's degree
446	4	39-5011	Barbers	-	-	-	-	-	-	Postsecondary training (non-degree)	Postsecondary training (non-degree)
447	4	39-5012	Hairdressers, Hairstylists, and Cosmetologists	4,342	4,796	10.5%	464	5,068	5,522	Postsecondary training (non-degree)	Postsecondary training (non-degree)
448	4	39-5091	Musical Artists, Theatrical and Performance	-	-	-	-	-	-	Postsecondary training (non-degree)	Postsecondary training (non-degree)
449	4	39-5092	Manicurists and Pedicurists	2,094	2,468	37.0%	474	2,531	3,305	Postsecondary training (non-degree)	Postsecondary training (non-degree)
450	4	39-5094	Skincare Specialists	1,352	1,810	33.9%	468	1,813	2,071	Postsecondary training (non-degree)	Postsecondary training (non-degree)
451	4	39-6011	Baggage Porters and Bellhops	101	146	44.6%	45	160	200	High school diploma or equivalent	High school diploma or equivalent
452	4	39-6012	Concierges	237	293	23.6%	56	343	399	High school diploma or equivalent	High school diploma or equivalent
453	4	39-7010	Tour and Travel Guides	481	609	39.1%	128	508	598	High school diploma or equivalent	High school diploma or equivalent
454	4	39-8011	Childcare Workers	9,467	9,667	23.1%	1,776	11,747	13,523	High school diploma or equivalent	Postsecondary training (non-degree)
455	4	39-8033	Exercise Trainers and Group Fitness Instructors	4,134	5,754	39.2%	1,620	7,452	9,072	High school diploma or equivalent	Postsecondary training (non-degree)
456	4	39-8039	Recreation Workers	3,581	4,244	18.5%	663	5,089	6,561	High school diploma or equivalent	Bachelor's degree
457	4	39-9041	Residential Advisors	1,001	1,178	17.7%	177	1,530	1,707	High school diploma or equivalent	Bachelor's degree
458	4	39-9098	Crematory Operators and Personal Care and Service Workers, All Other	27,173	31,262	15.0%	4,089	37,343	41,432	High school diploma or equivalent	High school diploma or equivalent
459			Sales and Related	194,879	218,891	7.7%	15,082	242,346	267,328		
460	2	41-0000	Sales and Related Occupations	194,979	210,061	7.7%	15,082	242,246	257,328		
461	4	41-1011	First-Line Supervisors of Retail Sales Workers	20,929	22,026	5.2%	1,097	20,804	21,901	High school diploma or equivalent	Postsecondary training (non-degree)
462	4	41-1012	First-Line Supervisors of Non-Retail Sales Workers	412	412	-0.2%	-1	3,911	3,910	High school diploma or equivalent	Associate's degree
463	4	41-2011	Cashiers	38,604	39,743	3.0%	1,139	66,086	67,225	Less than high school	High school diploma or equivalent
464	4	41-2012	Greeting Change Persons and Booth Cashiers	153	231	51.0%	78	524	492	High school diploma or equivalent	High school diploma or equivalent
465	4	41-2021	Counter and Retail Clerks	1,076	1,139	5.7%	676	5,798	6,274	Less than high school	High school diploma or equivalent
466	4	41-2022	Parts Salespersons	4,465	4,969	11.2%	504	5,130	5,834	Less than high school	High school diploma or equivalent
467	4	41-2031	Retail Salespersons	59,802	59,510	-10.6%	-5,708	74,168	79,976	Less than high school	High school diploma or equivalent
468	4	41-3011	Advertising Sales Agents	1,148	1,008	-4.4%	-50	1,279	1,229	High school diploma or equivalent	Bachelor's degree
469	4	41-3021	Insurance Sales Agents	5,556	5,307	-4.5%	-249	4,550	4,301	Postsecondary training (non-degree)	Bachelor's degree
470	4	41-3031	Securities, Commodities, and Financial Services Sales Agents	3,878	4,021	3.7%	143	3,235	3,378	Bachelor's degree	Bachelor's degree

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471	4	41-391	Ticket Agents	742	710	-3.8%	-32	732	713	High school diploma or equivalent	Postsecondary training (non-degree)
472	4	41-399	Sales Representatives of Services, Except Advertising, Insurance, Financial Services, and Travel	8,871	9,899	11.6%	1,028	9,989	11,017	High school diploma or equivalent	Postsecondary training (non-degree)
473	4	41-401	Sales Representatives, Wholesale and Manufacturing, Technical and Scientific Products	3,204	3,201	14.4%	477	3,196	3,673	Bachelor's degree	Bachelor's degree
474	4	41-402	Sales Representatives, Wholesale and Manufacturing, Except Technical and Scientific Products	17,059	18,952	10.5%	1,793	16,110	17,893	High school diploma or equivalent	Associate's degree
475	4	41-901	Demonstrators and Product Promoters	1,976	2,284	15.6%	308	3,571	3,879	High school diploma or equivalent	High school diploma or equivalent
476	4	41-902	Models	-	-	-	-	-	-	Less than high school	High school diploma or equivalent
477	4	41-903	Real Estate Brokers	6,637	6,462	13.6%	175	5,032	5,837	Postsecondary training (non-degree)	Postsecondary training (non-degree)
478	4	41-902	Real Estate Sales Agents	14,201	15,119	13.5%	1,918	12,560	14,478	Postsecondary training (non-degree)	Postsecondary training (non-degree)
479	4	41-903	Sales Engineers	918	1,013	10.3%	95	912	1,007	Bachelor's degree	Bachelor's degree
480	4	41-904	Tellermasters	1,428	1,199	-16.7%	-229	1,632	1,731	Less than high school	High school diploma or equivalent
481	4	41-909	Door-to-Door Sales Workers, News and Street Vendors, and Related Workers	482	378	-21.6%	-104	506	492	High school diploma or equivalent	High school diploma or equivalent
482	4	41-909	Sales and Related Workers, All Other	-	-	-	-	-	-	High school diploma or equivalent	High school diploma or equivalent
483			Office and Administrative Support	240,634	244,481	1.6%	3,847	253,230	257,137		
484	2	43-000	Office and Administrative Support Occupations	240,634	244,481	1.6%	3,847	253,230	257,137		
485	4	43-101	First-Line Supervisors of Office and Administrative Support Workers	14,581	14,797	1.5%	216	13,728	13,942	High school diploma or equivalent	Associate's degree
486	4	43-201	Switchboard Operators, Including Answering Service	645	469	-27.3%	-176	563	387	High school diploma or equivalent	High school diploma or equivalent
487	4	43-202	Telephone Operators	-	-	-	-	-	-	High school diploma or equivalent	High school diploma or equivalent
488	4	43-209	Communications Equipment Operators, All Other	-	-	-	-	-	-	High school diploma or equivalent	Associate's degree
489	4	43-301	Bill and Account Collectors	1,469	1,280	-12.9%	-189	1,450	1,261	High school diploma or equivalent	High school diploma or equivalent
490	4	43-302	Billing and Posting Clerks	5,332	5,059	6.1%	327	5,300	5,627	High school diploma or equivalent	High school diploma or equivalent
491	4	43-303	Bookkeeping, Accounting, and Auditing Clerks	23,142	23,274	0.6%	132	24,496	24,628	Postsecondary training (non-degree)	Associate's degree
492	4	43-341	Gaming Cage Workers	44	71	61.4%	27	65	62	High school diploma or equivalent	High school diploma or equivalent
493	4	43-303	Payroll and Timekeeping Clerks	2,049	2,059	0.5%	10	2,020	2,030	High school diploma or equivalent	Postsecondary training (non-degree)
494	4	43-391	Procurement Clerks	953	977	1.0%	24	929	930	High school diploma or equivalent	Bachelor's degree
495	4	43-371	Tellers	4,929	4,061	-17.6%	-868	4,720	3,852	High school diploma or equivalent	High school diploma or equivalent
496	4	43-399	Financial Clerks, All Other	319	348	9.1%	29	338	337	High school diploma or equivalent	High school diploma or equivalent
497	4	43-401	Reception Clerks	300	302	0.6%	32	356	387	High school diploma or equivalent	High school diploma or equivalent
498	4	43-402	Correspondence Clerks	91	95	-5.9%	-6	103	97	High school diploma or equivalent	High school diploma or equivalent
499	4	43-403	Court, Municipal, and License Clerks	1,278	1,278	8.9%	100	1,084	1,194	High school diploma or equivalent	Postsecondary training (non-degree)
500	4	43-404	Credit Authorizers, Checkers, and Clerks	454	-	-11%	-5	411	402	High school diploma or equivalent	Postsecondary training (non-degree)
501	4	43-405	Customer Service Representatives	27,883	27,375	-1.8%	-508	32,908	32,400	High school diploma or equivalent	High school diploma or equivalent
502	4	43-406	Eligibility Interviewers, Government Programs	2,101	2,262	7.7%	161	1,607	2,058	High school diploma or equivalent	Postsecondary training (non-degree)
503	4	43-471	File Clerks	1,203	1,076	-10.6%	-127	1,264	1,137	High school diploma or equivalent	High school diploma or equivalent
504	4	43-491	Hotel, Motel, and Resort Desk Clerks	3,240	4,232	30.6%	982	5,633	6,645	High school diploma or equivalent	High school diploma or equivalent
505	4	43-411	Interviewers, Except Eligibility and Loan	4,978	4,978	4.9%	181	4,716	4,887	High school diploma or equivalent	High school diploma or equivalent
506	4	43-412	Loan Interviewers, Clerical	1,037	1,044	0.7%	7	1,469	1,476	High school diploma or equivalent	Postsecondary training (non-degree)
507	4	43-413	Loan Reviewers and Clerks	2,579	2,707	5.0%	128	2,317	2,445	High school diploma or equivalent	High school diploma or equivalent
508	4	43-414	New Accounts Clerks	962	962	-16.3%	-165	963	78	High school diploma or equivalent	Bachelor's degree
509	4	43-415	Order Clerks	1,353	1,240	-8.4%	-113	1,362	1,249	High school diploma or equivalent	Postsecondary training (non-degree)
510	4	43-416	Human Resources Assistants, Except Payroll and Timekeeping	1,341	1,376	2.6%	35	1,363	1,388	High school diploma or equivalent	Postsecondary training (non-degree)
511	4	43-417	Receptionists and Information Clerks	14,918	15,114	1.3%	133	17,625	17,625	High school diploma or equivalent	High school diploma or equivalent
512	4	43-418	Reservation and Transportation Ticket Agents and Travel Clerks	1,173	281	-28.2%	-288	1,080	1,338	High school diploma or equivalent	High school diploma or equivalent
513	4	43-419	Information and Record Clerks, All Other	6,682	6,072	-6.9%	-300	6,014	6,404	High school diploma or equivalent	High school diploma or equivalent
514	4	43-421	Charge and Freight Agents	1,356	1,356	17.6%	238	1,268	1,508	High school diploma or equivalent	High school diploma or equivalent
515	4	43-502	Couriers and Messengers	1,775	1,689	-4.8%	-86	1,531	1,445	High school diploma or equivalent	High school diploma or equivalent
516	4	43-501	Public Safety Telecommunicators	1,189	1,189	9.0%	98	989	1,067	High school diploma or equivalent	High school diploma or equivalent
517	4	43-503	Dispatchers, Except Police, Fire, and Ambulance	3,080	3,312	7.5%	292	2,717	2,949	High school diploma or equivalent	High school diploma or equivalent
518	4	43-504	Meter Readers, Utilities	302	291	-3.6%	-11	263	262	High school diploma or equivalent	High school diploma or equivalent
519	4	43-505	Postal Service Clerks	980	1,020	3.0%	30	736	765	High school diploma or equivalent	High school diploma or equivalent
520	4	43-505	Postal Service Mail Carriers	3,683	3,802	3.2%	119	2,521	2,640	High school diploma or equivalent	High school diploma or equivalent
521	4	43-503	Postal Service Mail Sorters, Processors, and Processing Machine Operators	1,155	1,132	-2.0%	-23	891	888	High school diploma or equivalent	High school diploma or equivalent
522	4	43-501	Production, Planning, and Expediting Clerks	4,027	4,063	14.1%	365	4,019	4,585	High school diploma or equivalent	Bachelor's degree
523	4	43-571	Shipping, Receiving, and Inventory Clerks	8,025	9,024	1.1%	99	7,985	8,094	High school diploma or equivalent	High school diploma or equivalent
524	4	43-511	Weighers, Measurers, Checkers, and Samplers, Recordkeeping	466	524	12.4%	58	477	530	High school diploma or equivalent	High school diploma or equivalent
525	4	43-611	Executive Secretaries and Executive Administrative Assistants	4,803	4,035	-16.0%	-768	4,508	3,740	High school diploma or equivalent	Associate's degree
526	4	43-612	Legal Secretaries and Administrative Assistants	1,226	966	-22.0%	-270	1,113	843	Postsecondary training (non-degree)	Associate's degree
527	4	43-613	Medical Secretaries and Administrative Assistants	16,354	17,343	13.0%	1,989	16,679	16,668	High school diploma or equivalent	Postsecondary training (non-degree)
528	4	43-614	Secretaries and Administrative Assistants, Except Legal, Medical, and Executive	26,395	26,841	-5.1%	-1,444	28,120	26,676	High school diploma or equivalent	Associate's degree
529	4	43-621	Data Entry Keyers	1,461	1,121	-20.0%	-280	1,262	982	High school diploma or equivalent	High school diploma or equivalent
530	4	43-622	Word Processors and Typists	112	75	-33.0%	-37	106	89	High school diploma or equivalent	Postsecondary training (non-degree)
531	4	43-631	Desktop Publishers	171	170	-0.6%	-1	176	176	Postsecondary training (non-degree)	Associate's degree
532	4	43-904	Insurance Claims and Policy Processing Clerks	2,739	2,612	-4.6%	-127	2,408	2,281	High school diploma or equivalent	Postsecondary training (non-degree)
533	4	43-901	Mail Clerks and Mail Machine Operators, Except Postal Service	689	689	-1.9%	-24	649	620	High school diploma or equivalent	High school diploma or equivalent
534	4	43-901	Office Clerks, General	34,626	34,322	1.7%	663	37,056	37,662	High school diploma or equivalent	Postsecondary training (non-degree)
535	4	43-907	Office Machine Operators, Except Computer	437	385	-11.9%	-52	419	383	High school diploma or equivalent	High school diploma or equivalent
536	4	43-908	Proofreaders and Copy Markers	58	49	-15.5%	-9	59	57	High school diploma or equivalent	Bachelor's degree
537	4	43-911	Statistical Assistants	33	35	6.1%	2	38	40	Bachelor's degree	Master's degree
538	4	43-919	Office and Administrative Support Workers, All Other	6,055	5,627	11.3%	572	5,497	6,069	High school diploma or equivalent	High school diploma or equivalent
539			Farming, Fishing, and Forestry	37,668	38,476	3.8%	1,418	53,910	55,328		
540	2	45-000	Farming, Fishing, and Forestry Occupations	37,668	38,476	3.8%	1,418	53,910	55,328		
541	4	45-101	First-Line Supervisors of Farming, Fishing, and Forestry Workers	1,829	1,862	2.9%	33	2,442	2,495	High school diploma or equivalent	High school diploma or equivalent
542	4	45-201	Agricultural Inspectors	184	186	6.5%	12	266	278	Bachelor's degree	Bachelor's degree
543	4	45-202	Animal Breeders	-	-	-	-	-	-	High school diploma or equivalent	High school diploma or equivalent
544	4	45-204	Graders and Sorters, Agricultural Products	1,457	1,531	5.1%	74	1,599	2,033	Less than high school	High school diploma or equivalent
545	4	45-204	Agricultural Equipment Operators	2,431	2,813	10.7%	382	3,796	4,180	High school diploma or equivalent	High school diploma or equivalent
546	4	45-202	Farmworkers and Laborers, Crop, Nursery, and Greenhouse	20,596	21,721	5.5%	1,126	30,652	31,778	Less than high school	High school diploma or equivalent
547	4	45-209	Farmworkers, Farm, Ranch, and Aquacultural Animals	3,121	3,279	5.1%	158	4,836	4,794	Less than high school	High school diploma or equivalent
548	4	45-209	Aquacultural Workers, All Other	200	200	11.1%	30	413	443	High school diploma or equivalent	High school diploma or equivalent
549	4	45-303	Fishing and Hunting Workers	-	-	-	-	-	-	Less than high school	High school diploma or equivalent
550	4	45-401	Forest and Conservation Workers	502	561	12.2%	61	735	796	High school diploma or equivalent	High school diploma or equivalent
551	4	45-421	Fellers	479	366	-17.3%	-83	615	632	High school diploma or equivalent	High school diploma or equivalent
552	4	45-422	Logging Equipment Operators	3,951	3,225	-8.4%	-338	4,770	4,434	High school diploma or equivalent	High school diploma or equivalent
553	4	45-423	Log Graders and Skidders	213	213	3.4%	24	294	301	High school diploma or equivalent	High school diploma or equivalent
554	4	45-429	Logging Workers, All Other	425	367	-13.6%	-68	556	498	High school diploma or equivalent	High school diploma or equivalent
555			Construction and Extraction	107,333	123,889	16.2%	16,387	106,898	122,866		
556	2	47-000	Construction and Extraction Occupations	107,333	123,889	16.2%	16,387	106,898	122,866		
557	4	47-101	First-Line Supervisors of Construction Trades and Extraction Workers	7,408	8,543	15.3%	1,135	7,068	8,203	High school diploma or equivalent	Postsecondary training (non-degree)
558	4	47-201	Boilemmakers	36	36	0.0%	0	30	30	High school diploma or equivalent	Postsecondary training (non-degree)
559	4	47-202	Blockmasons and Brickmasons	741	729	-1.6%	-12	628	628	High school diploma or equivalent	Postsecondary training (non-degree)
560	4	47-202	Stonemasons	167	186	11.4%	19	154	173	High school diploma or equivalent	Postsecondary training (non-degree)
561	4	47-203	Carpenters	22,453	25,045	11.5%	2,052	20,790	23,362	High school diploma or equivalent	Postsecondary training (non-degree)
562	4	47-204	Carpet Installers	91	91	5.0%	91	70	110	Less than high school	High school diploma or equivalent
563	4	47-204	Floor Layers, Except Carpet, Wood, and Hard Tiles	310	386	24.5%	76	285	381	High school diploma or equivalent	High school diploma or equivalent
564	4	47-204	Floor Sanders and Finishes	-	-	-	-	-	-	Less than high school	High school diploma or equivalent

Oregon Occupational Employment Projections, 2021-2031
Oregon Employment Department, Workforce and Economic Research Division

Row	SOC Level	Occupation Code	Occupation Title	Employment 2021	Projected Employment 2031	Percent Change	Employment Change	Replacement Openings	Total Openings	Typical Entry-Level Education	Competitive Education
955	4	47-2034	Tile and Stone Setters	1,130	1,430	27.1%	300	1,054	1,350	Less than high school	High school diploma or equivalent
956	4	47-2051	Cement Masons and Concrete Finishers	2,902	3,159	8.9%	257	2,626	2,883	Less than high school	High school diploma or equivalent
957	4	47-2061	Construction Laborers	18,388	21,034	19.3%	3,646	18,753	22,209	Less than high school	High school diploma or equivalent
958	4	47-2071	Painting, Decorating, and Taping Equipment Operators	284	340	19.6%	46	326	376	High school diploma or equivalent	High school diploma or equivalent
959	4	47-2072	Pile Driver Operators	102	115	12.7%	13	107	120	High school diploma or equivalent	Postsecondary training (non-degree)
960	4	47-2073	Operating Engineers and Other Construction Equipment Operators	4,666	5,258	12.7%	592	4,917	5,509	High school diploma or equivalent	Postsecondary training (non-degree)
961	4	47-2081	Drywall and Ceiling Tile Installers	1,511	1,747	15.6%	236	1,311	1,547	Less than high school	High school diploma or equivalent
962	4	47-2082	Tapers	684	774	11.5%	90	590	670	Less than high school	High school diploma or equivalent
963	4	47-2111	Electricians	11,005	13,294	20.8%	2,289	11,978	14,207	High school diploma or equivalent	Postsecondary training (non-degree)
964	4	47-2121	Glaziers	907	1,132	17.1%	195	1,012	1,177	High school diploma or equivalent	Postsecondary training (non-degree)
965	4	47-2131	Insulation Workers, Floor, Ceiling, and Wall	888	1,047	16.6%	148	907	1,056	Less than high school	High school diploma or equivalent
966	4	47-2132	Insulation Workers, Mechanical	-	-	-	-	-	-	High school diploma or equivalent	High school diploma or equivalent
967	4	47-2141	Painters, Construction and Maintenance	6,901	7,569	15.3%	1,058	6,303	7,361	Less than high school	High school diploma or equivalent
968	4	47-2142	Paperhangers	-	-	-	-	-	-	Less than high school	High school diploma or equivalent
969	4	47-2151	Plumbers	607	745	23.5%	89	608	757	High school diploma or equivalent	Postsecondary training (non-degree)
990	4	47-2152	Plumbers, Pipefitters, and Steamfitters	6,753	7,788	15.3%	1,035	6,527	7,962	High school diploma or equivalent	Postsecondary training (non-degree)
991	4	47-2161	Plasterers and Stucco Masons	303	308	1.82%	56	250	305	Less than high school	High school diploma or equivalent
992	4	47-2171	Reinforcing Iron and Rebar Workers	87	103	18.4%	16	121	137	High school diploma or equivalent	High school diploma or equivalent
993	4	47-2181	Roofters	3,665	4,000	13.5%	335	3,712	4,247	Less than high school	High school diploma or equivalent
994	4	47-2211	Sheet Metal Workers	3,201	3,616	13.0%	415	3,067	3,482	High school diploma or equivalent	Postsecondary training (non-degree)
995	4	47-2221	Structural Iron and Steel Workers	916	1,003	16.0%	147	967	1,114	High school diploma or equivalent	Postsecondary training (non-degree)
996	4	47-2231	Solar Photovoltaic Installers	-	-	-	-	-	-	High school diploma or equivalent	High school diploma or equivalent
997	4	47-3011	Helpers—Blockmasons, Bricklayers, Stonemasons, and Tile and Marble Setters	362	396	9.4%	34	434	468	Less than high school	High school diploma or equivalent
998	4	47-3012	Helpers—Carpenters	729	862	15.5%	113	920	1,013	Less than high school	High school diploma or equivalent
999	4	47-3013	Helpers—Electricians	394	439	11.4%	45	477	522	High school diploma or equivalent	High school diploma or equivalent
999	4	47-3014	Helpers—Painters, Paperhangers, Plasterers, and Stucco Masons	135	160	18.5%	25	169	194	Less than high school	High school diploma or equivalent
999	4	47-3015	Helpers—Roofers, Plumbers, Pipefitters, and Steamfitters	463	517	16.2%	72	551	622	High school diploma or equivalent	High school diploma or equivalent
999	4	47-3016	Helpers—Roofers	29	33	13.8%	4	36	40	Less than high school	High school diploma or equivalent
999	4	47-3019	Helpers, Construction Trades, All Other	180	220	27.8%	28	206	289	Less than high school	High school diploma or equivalent
999	4	47-4011	Construction and Building Inspectors	1,659	1,659	0.0%	0	1,659	1,781	High school diploma or equivalent	Associate's degree
999	4	47-4021	Elevator and Escalator Installers and Repairers	-	-	-	-	-	-	High school diploma or equivalent	High school diploma or equivalent
999	4	47-4023	Fence Erectors	794	807	1.42%	85	113	616	High school diploma or equivalent	High school diploma or equivalent
999	4	47-4041	Hazardous Materials Removal Workers	403	487	20.8%	84	498	592	High school diploma or equivalent	High school diploma or equivalent
999	4	47-4051	Highway Maintenance Workers	1,991	2,172	9.1%	181	2,045	2,226	High school diploma or equivalent	High school diploma or equivalent
999	4	47-4061	Rail-Track Laying and Maintenance Equipment Operators	-	-	-	-	-	-	High school diploma or equivalent	High school diploma or equivalent
999	4	47-4071	Septic Tank Servicers and Sewer Pipe Cleaners	647	756	16.8%	109	689	798	Less than high school	High school diploma or equivalent
999	4	47-4080	Maintenance, Construction and Related Workers	531	613	15.4%	82	637	719	High school diploma or equivalent	High school diploma or equivalent
999	4	47-5012	Rotary Drill Operators, Oil and Gas	-	-	-	-	-	-	High school diploma or equivalent	High school diploma or equivalent
999	4	47-5022	Excavating and Loading Machine and Drilling Operators, Surface Mining	737	807	9.5%	70	814	884	Less than high school	High school diploma or equivalent
999	4	47-5051	Rock Splitters, Quarry	-	-	-	-	-	-	Less than high school	High school diploma or equivalent
999	4	47-5081	Helpers—Extractor Workers	-	-	-	-	-	-	High school diploma or equivalent	High school diploma or equivalent
999	4	47-5097	Earth Drillers, Except Oil and Gas, and Explosives Workers, Ordnance Handling Experts, and Blastiers	325	362	11.4%	37	370	407	High school diploma or equivalent	High school diploma or equivalent
999	4	47-5098	Underground Mining Machine Operators and Explosives Workers, All Other	-	-	-	-	-	-	High school diploma or equivalent	High school diploma or equivalent
			Installation, Maintenance, and Repair	68,127	76,744	12.6%	8,617	62,878	71,465		
999	2	49-0000	Installation, Maintenance, and Repair Occupations	68,127	76,744	12.6%	8,617	62,878	71,465		
999	4	49-1011	Field-Line Supervisors of Mechanics, Installers, and Repairs	4,209	4,209	0.0%	0	4,209	4,383	High school diploma or equivalent	Postsecondary training (non-degree)
999	4	49-2011	Computer, Automated Teller, and Office Machine Repairers	1,109	1,129	1.8%	20	1,071	1,091	High school diploma or equivalent	Postsecondary training (non-degree)
999	4	49-2021	Radio, Cellular, and Tower Equipment Installers and Repairers	229	229	0.0%	0	230	230	Postsecondary training (non-degree)	Postsecondary training (non-degree)
999	4	49-2022	Telecommunications Equipment Installers and Repairers, Except Line Installers	1,835	1,741	-5.1%	-94	1,601	1,707	Postsecondary training (non-degree)	Postsecondary training (non-degree)
999	4	49-2091	Avionics Technicians	154	186	20.8%	32	114	146	Postsecondary training (non-degree)	Associate's degree
999	4	49-2092	Electric Motor, Power Tool, and Related Repairers	135	163	20.7%	28	147	175	Postsecondary training (non-degree)	Postsecondary training (non-degree)
999	4	49-2093	Electrical and Electronics Installers and Repairers, Transportation Equipment	-	-	-	-	-	-	Postsecondary training (non-degree)	Associate's degree
999	4	49-2094	Electrical and Electronics Repairers, Commercial and Industrial Equipment	858	901	5.0%	43	600	643	Postsecondary training (non-degree)	Associate's degree
999	4	49-2095	Electrical and Electronics Repairers, Powerhouse, Substation, and Relay	108	115	6.5%	7	76	83	Postsecondary training (non-degree)	Postsecondary training (non-degree)
999	4	49-2096	Electronic Equipment Installers and Repairers, Motor Vehicles	-	-	-	-	-	-	Postsecondary training (non-degree)	Postsecondary training (non-degree)
999	4	49-2097	Automotive Equipment Installers and Repairers	112	130	16.1%	18	112	130	Postsecondary training (non-degree)	Postsecondary training (non-degree)
999	4	49-2098	Security and Fire Alarm Systems Installers	655	623	-25.6%	-68	736	804	Postsecondary training (non-degree)	Postsecondary training (non-degree)
999	4	49-3011	Aircraft Mechanics and Service Technicians	1,364	1,647	21.6%	283	1,131	1,424	Postsecondary training (non-degree)	Associate's degree
999	4	49-3021	Automotive Body and Related Repairers	1,990	1,745	-9.7%	-155	1,388	1,543	High school diploma or equivalent	Postsecondary training (non-degree)
999	4	49-3022	Automotive Glass Installers and Repairers	-	-	-	-	-	-	High school diploma or equivalent	Postsecondary training (non-degree)
999	4	49-3023	Automotive Service Technicians and Mechanics	7,674	7,941	3.5%	267	6,781	7,548	Postsecondary training (non-degree)	Associate's degree
999	4	49-3031	Bus and Truck Mechanics and Diesel Engine Specialists	3,730	4,175	11.9%	445	3,246	3,691	High school diploma or equivalent	Postsecondary training (non-degree)
999	4	49-3041	Farm Equipment Mechanics and Service Technicians	876	1,023	16.8%	147	840	967	High school diploma or equivalent	Postsecondary training (non-degree)
999	4	49-3042	Mobile Heavy Equipment Mechanics, Except Engines	2,118	2,373	12.0%	255	1,986	2,241	High school diploma or equivalent	High school diploma or equivalent
999	4	49-3043	Rail Car Repairers	-	-	-	-	-	-	High school diploma or equivalent	High school diploma or equivalent
999	4	49-3044	Marine Mechanics and Service Technicians	417	454	8.9%	37	291	330	High school diploma or equivalent	High school diploma or equivalent
999	4	49-3052	Motorcycle Mechanics	365	395	8.2%	30	369	389	High school diploma or equivalent	Postsecondary training (non-degree)
999	4	49-3053	Outdoor Power Equipment and Other Small Engine Mechanics	524	602	14.9%	78	532	610	High school diploma or equivalent	Postsecondary training (non-degree)
999	4	49-3091	Bicycle Repairers	225	264	14.7%	39	291	320	High school diploma or equivalent	High school diploma or equivalent
999	4	49-3092	Recreational Vehicle Service Technicians	424	480	13.2%	56	461	517	Postsecondary training (non-degree)	Associate's degree
999	4	49-3093	Tire Repairers and Changers	1,579	1,724	9.2%	145	1,685	1,830	High school diploma or equivalent	High school diploma or equivalent
999	4	49-3011	Mechanical Door Repairers	377	437	15.9%	60	302	362	High school diploma or equivalent	High school diploma or equivalent
999	4	49-3012	Control and Valve Installers and Repairers, Except Mechanical Door	799	901	12.8%	102	631	733	High school diploma or equivalent	High school diploma or equivalent
999	4	49-3021	Heating, Air Conditioning, and Refrigeration Mechanics and Installers	3,753	4,352	16.0%	599	3,448	4,047	Postsecondary training (non-degree)	Postsecondary training (non-degree)
999	4	49-3031	Home Appliance Repairers	638	626	-1.6%	-12	726	723	High school diploma or equivalent	Postsecondary training (non-degree)
999	4	49-3041	Industrial Machinery Mechanics	5,661	7,218	27.5%	1,557	5,133	6,690	High school diploma or equivalent	Postsecondary training (non-degree)
999	4	49-3042	Maintenance Workers, Machinery	303	324	7.0%	39	278	317	High school diploma or equivalent	High school diploma or equivalent
999	4	49-3044	Metalworkers	744	824	10.7%	119	544	603	High school diploma or equivalent	Postsecondary training (non-degree)
999	4	49-3045	Refractory Materials Repairers, Except Bricklayers	-	-	-	-	-	-	High school diploma or equivalent	High school diploma or equivalent
999	4	49-3051	Electrical Power-Line Installers and Repairers	1,128	1,128	0.0%	0	1,128	1,177	Postsecondary training (non-degree)	Postsecondary training (non-degree)
999	4	49-3052	Telecommunications Line Installers and Repairers	641	607	-5.3%	-34	609	675	High school diploma or equivalent	Postsecondary training (non-degree)
999	4	49-3061	Camera and Photographic Equipment Repairers	-	-	-	-	-	-	High school diploma or equivalent	High school diploma or equivalent
999	4	49-3062	Medical Equipment Repairers	363	419	14.6%	56	373	403	Postsecondary training (non-degree)	Associate's degree
999	4	49-3063	Musical Instrument Repairers and Tuners	-	-	-	-	-	-	Postsecondary training (non-degree)	Postsecondary training (non-degree)
999	4	49-3064	Watch and Clock Repairers	-	-	-	-	-	-	High school diploma or equivalent	Postsecondary training (non-degree)
999	4	49-3091	Precision Instrument and Equipment Repairers, All Other	464	503	10.1%	46	443	483	Associate's degree	Associate's degree
999	4	49-3071	Maintenance and Repair Workers, General	16,079	18,403	14.5%	2,324	14,831	17,155	Less than high school	Postsecondary training (non-degree)
999	4	49-3081	Wind Turbine Service Technicians	-	-	-	-	-	-	Associate's degree	Associate's degree
999	4	49-3091	Car, Truck, and Trailer Service Technicians	331	331	0.0%	0	331	372	High school diploma or equivalent	High school diploma or equivalent
999	4	49-3092	Commercial Divers	-	-	-	-	-	-	Postsecondary training (non-degree)	Postsecondary training (non-degree)
999	4	49-3096	Locksmiths and Safe Repairers	459	493	7.4%	34	447	481	High school diploma or equivalent	Postsecondary training (non-degree)
999	4	49-3096	Manufactured Building and Mobile Home Installers	-	-	-	-	-	-	High school diploma or equivalent	High school diploma or equivalent
999	4	49-3096	Riggers	200	235	17.5%	35	181	216	High school diploma or equivalent	High school diploma or equivalent
999	4	49-3097	Signal and Track Switch Repairers	79	80	6.7%	5	74	79	Postsecondary training (non-degree)	Postsecondary training (non-degree)

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Row	SOC Level	Occupation Code	Occupation Title	Employment 2021	Projected Employment 2031	Percent Change	Employment Change	Replacement Openings	Total Openings	Typical Entry-Level Education	Competitive Education
599	4	49-9299	Telecom-Installation, Maintenance, and Repair Workers	1,554	1,176	-24.3%	-378	3,356	1,478	High school diploma or equivalent	High school diploma or equivalent
600	4	49-9399	Installation, Maintenance, and Repair Workers, All Other	3,071	3,583	16.7%	512	3,156	3,668	High school diploma or equivalent	High school diploma or equivalent
601			Production	120,437	130,717	8.5%	10,280	127,663	137,333		
602	2	51-0000	Production Occupations	120,437	130,717	8.5%	10,280	127,663	137,333		
603	4	51-1011	First-Line Supervisors of Production and Operating Workers	7,256	8,102	11.1%	807	6,783	7,590	High school diploma or equivalent	Bachelor's degree
604	4	51-2011	Aircraft Structure, Surfaces, Rigging, and Systems Assemblers	210	246	17.1%	36	191	227	High school diploma or equivalent	High school diploma or equivalent
605	4	51-2021	Coil Winders, Tapers, and Finishers	74	65	-10.8%	-9	69	60	High school diploma or equivalent	High school diploma or equivalent
606	4	51-2028	Electrical, Electronic, and Electromechanical Assemblers, Except Coil Winders, Tapers, and Finishers	4,790	5,247	9.5%	457	4,868	5,325	High school diploma or equivalent	High school diploma or equivalent
607	4	51-2031	Engine and Other Machine Assemblers	88	85	-3.4%	-3	79	76	High school diploma or equivalent	High school diploma or equivalent
608	4	51-2041	Structural Metal Fabricators and Fitters	1,929	2,295	19.2%	366	1,408	1,370	High school diploma or equivalent	Postsecondary training (non-degree)
609	4	51-2051	Fiberglass Laminators and Fabricators	203	359	22.5%	66	309	396	High school diploma or equivalent	High school diploma or equivalent
610	4	51-2060	Miscellaneous Assemblers and Fabricators	10,417	10,170	-2.4%	-247	10,366	10,119	High school diploma or equivalent	High school diploma or equivalent
611	4	51-2011	Bakers	2,723	3,246	19.2%	523	3,440	4,163	Less than high school	High school diploma or equivalent
612	4	51-2021	Bulkhead and Meat Cutters	1,816	1,968	9.5%	172	2,013	2,185	Less than high school	Postsecondary training (non-degree)
613	4	51-2022	Meat, Poultry, and Fish Cutters and Trimmers	788	802	1.2%	14	807	861	Less than high school	High school diploma or equivalent
614	4	51-2023	Slaughterers and Meat Packers	420	458	8.6%	36	464	500	Less than high school	High school diploma or equivalent
615	4	51-2091	Food and Tobacco Roasting, Baking, and Drying Machine Operators and Tenders	803	977	13.2%	174	1,026	1,140	Less than high school	High school diploma or equivalent
616	4	51-2092	Food Batchmakers	4,255	4,850	14.4%	405	4,599	6,094	High school diploma or equivalent	High school diploma or equivalent
617	4	51-2093	Food Cooking Machine Operators and Tenders	203	222	9.4%	19	311	300	High school diploma or equivalent	High school diploma or equivalent
618	4	51-2099	Food Processing Workers, All Other	616	673	9.3%	57	578	635	High school diploma or equivalent	High school diploma or equivalent
619	4	51-4021	Etching and Drawing Machine Setters, Operators, and Tenders, Metal and Plastic	917	964	5.1%	47	951	948	High school diploma or equivalent	High school diploma or equivalent
620	4	51-4022	Forging Machine Setters, Operators, and Tenders, Metal and Plastic	133	118	-11.3%	-15	109	94	High school diploma or equivalent	High school diploma or equivalent
621	4	51-4023	Rolling Machine Setters, Operators, and Tenders, Metal and Plastic	226	235	4.0%	9	199	208	High school diploma or equivalent	High school diploma or equivalent
622	4	51-4031	Cutting, Punching, and Press Machine Setters, Operators, and Tenders, Metal and Plastic	1,108	1,147	3.5%	39	1,059	1,038	High school diploma or equivalent	High school diploma or equivalent
623	4	51-4032	Drilling and Boring Machine Tool Setters, Operators, and Tenders, Metal and Plastic	139	130	-6.5%	-9	121	112	High school diploma or equivalent	High school diploma or equivalent
624	4	51-4033	Grinding, Lapping, Polishing, and Buffing Machine Tool Setters, Operators, and Tenders, Metal and Plastic	1,217	1,421	16.8%	204	1,323	1,527	High school diploma or equivalent	High school diploma or equivalent
625	4	51-4034	Lathe and Turning Machine Tool Setters, Operators, and Tenders, Metal and Plastic	127	141	11.0%	14	115	129	High school diploma or equivalent	High school diploma or equivalent
626	4	51-4035	Milling and Planing Machine Setters, Operators, and Tenders, Metal and Plastic	278	308	10.8%	30	264	294	High school diploma or equivalent	High school diploma or equivalent
627	4	51-4041	Machinists	3,992	4,187	16.0%	919	3,966	4,141	High school diploma or equivalent	Postsecondary training (non-degree)
628	4	51-4042	Metal Refractory Furnace Operators and Tenders	209	205	-2.0%	-4	189	204	High school diploma or equivalent	High school diploma or equivalent
629	4	51-4052	Pourers and Casters, Metal	79	97	22.8%	18	73	91	High school diploma or equivalent	High school diploma or equivalent
630	4	51-4051	Model Makers, Metal and Plastic	4	4	-	0	4	4	High school diploma or equivalent	High school diploma or equivalent
631	4	51-4062	Patternmakers, Metal and Plastic	36	39	8.3%	3	34	37	High school diploma or equivalent	High school diploma or equivalent
632	4	51-4071	Foundry Mold and Coremakers	231	239	29.4%	68	229	207	High school diploma or equivalent	High school diploma or equivalent
633	4	51-4072	Molding, Coremaking, and Casting Machine Setters, Operators, and Tenders, Metal and Plastic	1,243	1,443	16.1%	197	1,163	1,360	High school diploma or equivalent	High school diploma or equivalent
634	4	51-4081	Multiple Machine Tool Setters, Operators, and Tenders, Metal and Plastic	2,115	2,490	17.7%	375	2,078	2,453	High school diploma or equivalent	High school diploma or equivalent
635	4	51-4111	Tool and Die Makers	406	444	9.4%	38	398	424	Postsecondary training (non-degree)	Associate's degree
636	4	51-4121	Welders, Cutters, Solderers, and Brazers	6,375	6,212	-2.6%	-87	5,499	6,204	High school diploma or equivalent	Postsecondary training (non-degree)
637	4	51-4122	Welding, Soldering, and Brazing Machine Setters, Operators, and Tenders	191	222	16.2%	31	196	226	High school diploma or equivalent	Postsecondary training (non-degree)
638	4	51-4191	Heat Treating Equipment Setters, Operators, and Tenders, Metal and Plastic	253	266	5.1%	13	254	247	High school diploma or equivalent	High school diploma or equivalent
639	4	51-4192	Heat Treating Machine Setters, Operators, and Tenders, Metal and Plastic	4	4	-	0	4	4	High school diploma or equivalent	High school diploma or equivalent
640	4	51-4193	Plating Machine Setters, Operators, and Tenders, Metal and Plastic	451	459	1.8%	8	381	389	High school diploma or equivalent	High school diploma or equivalent
701	4	51-4194	Tool Grinders, Filers, and Sharpeners	448	468	4.5%	20	566	560	High school diploma or equivalent	High school diploma or equivalent
702	4	51-4195	Metal Workers and Plastic Workers, All Other	779	843	8.2%	64	732	786	High school diploma or equivalent	High school diploma or equivalent
703	4	51-5111	Presses Technicians and Workers	235	215	-25.5%	-40	234	174	High school diploma or equivalent	Postsecondary training (non-degree)
704	4	51-6112	Printing Press Operators	1,766	1,619	-8.8%	-147	1,648	1,501	High school diploma or equivalent	High school diploma or equivalent
705	4	51-6113	Print Binding and Finishing Workers	341	280	-17.9%	-61	309	307	High school diploma or equivalent	High school diploma or equivalent
706	4	51-6211	Laundry and Dry-Cleaning Workers	1,607	1,844	14.7%	237	2,046	2,283	Less than high school	High school diploma or equivalent
707	4	51-6221	Pressers, Textile, Garment, and Related Materials	223	195	-12.1%	-27	219	162	Less than high school	High school diploma or equivalent
708	4	51-6231	Sewing Machine Operators	1,470	1,466	-0.3%	-4	1,477	1,473	Less than high school	High school diploma or equivalent
709	4	51-6241	Shoe and Leather Workers and Repairs	234	275	17.5%	41	270	311	High school diploma or equivalent	High school diploma or equivalent
710	4	51-6242	Shoe Machine Operators and Tenders	4	4	-	0	4	4	High school diploma or equivalent	High school diploma or equivalent
711	4	51-6251	Sewers, Hand	124	124	40.9%	36	129	105	Less than high school	High school diploma or equivalent
712	4	51-6262	Tailors, Dressmakers, and Custom Sewers	294	323	9.9%	29	375	404	Less than high school	Postsecondary training (non-degree)
713	4	51-6281	Textile Bleaching and Dyeing Machine Operators and Tenders	13	10	-23.1%	-3	13	10	High school diploma or equivalent	High school diploma or equivalent
714	4	51-6282	Textile Cutting Machine Setters, Operators, and Tenders	132	136	3.0%	4	110	114	High school diploma or equivalent	High school diploma or equivalent
715	4	51-6293	Textile Knitting and Weaving Machine Setters, Operators, and Tenders	50	53	6.0%	3	60	60	High school diploma or equivalent	High school diploma or equivalent
716	4	51-6294	Textile Winding, Twisting, and Drawing Out Machine Setters, Operators, and Tenders	78	80	1.5%	2	77	76	High school diploma or equivalent	High school diploma or equivalent
717	4	51-6291	Etching and Forming Machine Setters, Operators, and Tenders, Synthetic and Glass Fibers	4	4	-	0	4	4	High school diploma or equivalent	High school diploma or equivalent
718	4	51-6292	Fabric and Apparel Patternmakers	66	65	-1.5%	-1	77	76	High school diploma or equivalent	High school diploma or equivalent
719	4	51-6295	Lithographers	485	531	9.3%	46	462	439	High school diploma or equivalent	High school diploma or equivalent
720	4	51-6299	Textile, Apparel, and Furnishings Workers, All Other	4	4	-	0	4	4	High school diploma or equivalent	High school diploma or equivalent
721	4	51-7111	Cabinetmakers and Bench Carpenters	3,339	3,695	10.7%	356	3,052	3,458	High school diploma or equivalent	High school diploma or equivalent
722	4	51-7211	Furniture Finishers	125	134	7.2%	9	133	142	High school diploma or equivalent	High school diploma or equivalent
723	4	51-7341	Sawing Machine Setters, Operators, and Tenders, Wood	3,215	3,278	2.0%	63	3,338	3,401	High school diploma or equivalent	High school diploma or equivalent
724	4	51-7342	Woodworking Machine Setters, Operators, and Tenders, Except Sawing	2,084	2,241	7.5%	157	2,023	2,780	High school diploma or equivalent	High school diploma or equivalent
725	4	51-7399	Woodworkers, All Other	1,315	1,407	7.0%	92	1,413	1,505	High school diploma or equivalent	High school diploma or equivalent
726	4	51-8011	Nuclear Power Reactor Operators	4	4	-	0	4	4	Bachelor's degree	Master's degree
727	4	51-8012	Power Distributors and Dispatchers	223	232	4.0%	10	190	189	High school diploma or equivalent	Bachelor's degree
728	4	51-8013	Power Plant Operators	214	192	-10.3%	-22	166	144	Postsecondary training (non-degree)	Bachelor's degree
729	4	51-8021	Stationary Engineers and Boiler Operators	440	456	3.6%	16	443	469	High school diploma or equivalent	High school diploma or equivalent
730	4	51-8031	Water and Wastewater Treatment Plant and System Operators	1,239	1,264	2.0%	25	962	1,010	Postsecondary training (non-degree)	Postsecondary training (non-degree)
731	4	51-8091	Chemical Plant and System Operators	296	345	16.6%	49	300	349	High school diploma or equivalent	Postsecondary training (non-degree)
732	4	51-8092	Gas Plant Operators	4	4	-	0	4	4	High school diploma or equivalent	Master's degree
733	4	51-8093	Petroleum Pump System Operators, Refinery Operators, and Gaugers	4	4	-	0	4	4	High school diploma or equivalent	Postsecondary training (non-degree)
734	4	51-8099	Plant and System Operators, All Other	165	179	8.5%	14	161	175	High school diploma or equivalent	Postsecondary training (non-degree)
735	4	51-8111	Chemical Equipment Operators and Tenders	475	573	20.6%	98	309	603	High school diploma or equivalent	High school diploma or equivalent
736	4	51-8112	Coopering, Filleting, Carving, Presalting, and Still Machine Setters, Operators, and Tenders	1,611	1,611	15.6%	148	1,448	1,666	High school diploma or equivalent	High school diploma or equivalent
737	4	51-8121	Courting, Grinding, and Polishing Machine Setters, Operators, and Tenders	1,135	1,217	7.2%	82	1,202	1,284	High school diploma or equivalent	High school diploma or equivalent
738	4	51-8122	Grinding and Polishing Workers, Hand	197	188	-4.6%	-9	197	188	Less than high school	High school diploma or equivalent
739	4	51-8223	Mixing and Blending Machine Setters, Operators, and Tenders	959	1,138	21.2%	189	1,062	1,281	High school diploma or equivalent	High school diploma or equivalent
740	4	51-8231	Cutters and Trimmers, Hand	120	119	-0.8%	-1	123	122	Less than high school	High school diploma or equivalent
741	4	51-8232	Cutting and Slitting Machine Setters, Operators, and Tenders	823	1,016	23.2%	193	984	1,037	High school diploma or equivalent	High school diploma or equivalent
742	4	51-8241	Extruding, Forming, Pressing, and Compacting Machine Setters, Operators, and Tenders	1,105	1,290	16.7%	185	1,177	1,362	High school diploma or equivalent	High school diploma or equivalent
743	4	51-8251	Furnace, Kiln, Oven, Drier, and Kettle Operators and Tenders	485	563	15.8%	77	475	452	High school diploma or equivalent	High school diploma or equivalent
744	4	51-8261	Inspectors, Testers, Sorters, Samplers, and Weighers	1,347	1,426	5.9%	79	861	6,543	High school diploma or equivalent	Postsecondary training (non-degree)
745	4	51-8271	Jewelers and Precious Stone and Metal Workers	365	379	3.8%	14	441	452	Postsecondary training (non-degree)	Postsecondary training (non-degree)
746	4	51-8281	Dental Laboratory Technicians	748	849	13.5%	101	895	998	High school diploma or equivalent	Postsecondary training (non-degree)
747	4	51-8282	Medical Appliance Technicians	134	175	30.6%	41	158	187	High school diploma or equivalent	Postsecondary training (non-degree)
748	4	51-8283	Ophthalmic Laboratory Technicians	350	417	19.1%	67	430	467	High school diploma or equivalent	High school diploma or equivalent
749	4	51-9111	Packaging and Filling Machine Operators and Tenders	6,045	6,739	11.5%	694	6,482	7,176	High school diploma or equivalent	High school diploma or equivalent
750	4	51-9121	Labeling, Coating, and Decorating Workers	86	110	26.8%	24	91	108	High school diploma or equivalent	Postsecondary training (non-degree)
751	4	51-9122	Coating, Painting, and Spraying Machine Setters, Operators, and Tenders	1,826	2,077	13.7%	251	1,825	2,076	High school diploma or equivalent	High school diploma or equivalent
752	4	51-9141	Semiconductor Processing Technicians	4,561	4,780	4.4%	199	4,078	4,877		

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750	4	51-9151	Photographic Process Workers and Processing Machine Operators	132	96	-14.3%	-36	148	152	High school diploma or equivalent	Postsecondary training (non-degree)
754	4	51-9161	Computer Numerically Controlled Tool Operators	2,291	2,747	6.0%	456	2,329	2,485	High school diploma or equivalent	Postsecondary training (non-degree)
755	4	51-9162	Computer Numerically Controlled Tool Programmers	859	1,149	38.6%	300	803	1,183	Postsecondary training (non-degree)	Postsecondary training (non-degree)
756	4	51-9161	Adhesive Bonding Machine Operators and Tenders	821	870	6.6%	49	545	514	High school diploma or equivalent	High school diploma or equivalent
757	4	51-9192	Cleaning, Washing, and Metal Pickling Equipment Operators and Tenders	85	87	1.2%	1	121	122	Less than high school	High school diploma or equivalent
758	4	51-9193	Cooling and Freezing Equipment Operators and Tenders	160	176	11.2%	18	170	188	High school diploma or equivalent	High school diploma or equivalent
759	4	51-9194	Etching and Engraving	91	102	12.3%	11	107	118	High school diploma or equivalent	Postsecondary training (non-degree)
760	4	51-9195	Molders, Shapers, and Casters, Except Metal and Plastic	751	831	24.0%	80	831	1,011	High school diploma or equivalent	High school diploma or equivalent
761	4	51-9196	Paper Goods Machine Setters, Operators, and Tenders	1,196	1,134	-5.2%	-62	1,145	1,083	High school diploma or equivalent	High school diploma or equivalent
762	4	51-9197	Tire Builders	75	75	30.7%	23	77	100	High school diploma or equivalent	High school diploma or equivalent
763	4	51-9198	Helpers—Production Workers	4,216	4,731	12.2%	515	5,970	6,485	Less than high school	High school diploma or equivalent
764	4	51-9199	Production Workers, All Other	5,817	6,736	15.8%	919	6,299	7,218	High school diploma or equivalent	High school diploma or equivalent
765	4	51-9199	Transportation and Material Moving	173,761	199,955	16.7%	26,194	208,993	235,187		
766	2	43-0000	Transportation and Material Moving Occupations	173,761	199,955	15.1%	26,194	208,993	235,187		
767	4	53-1041	Aircraft Cargo Handling Supervisors	127	152	19.7%	25	128	153	High school diploma or equivalent	High school diploma or equivalent
768	4	53-1047	ResLine Supervisors of Transportation and Material Moving Workers, Except Aircraft Cargo Handling Supervisors	5,476	6,398	16.8%	922	5,446	6,368	High school diploma or equivalent	Associate's degree
769	4	53-2011	Airline Pilots, Co-pilots, and Flight Engineers	684	913	33.5%	229	740	889	Associate's degree	Bachelor's degree
770	4	53-2012	Commercial Pilots	876	1,010	15.3%	134	874	1,028	Associate's degree	Bachelor's degree
771	4	53-2021	Air Traffic Controllers	176	193	9.7%	17	148	165	Postsecondary training (non-degree)	Postsecondary training (non-degree)
772	4	53-2022	Airfield Operators Specialists	56	67	19.6%	11	50	61	High school diploma or equivalent	High school diploma or equivalent
773	4	53-2031	Flight Attendants	628	872	39.5%	244	817	1,081	High school diploma or equivalent	Bachelor's degree
774	4	53-3011	Ambulance Drivers and Attendants, Except Emergency Medical Technicians	26	28	7.7%	2	27	29	High school diploma or equivalent	High school diploma or equivalent
775	4	53-3031	Driver/Sales Workers	6,637	7,609	14.6%	972	7,189	8,152	High school diploma or equivalent	High school diploma or equivalent
776	4	53-3032	Heavy and Tractor-Trailer Truck Drivers	25,531	27,916	9.2%	2,385	25,795	28,871	Postsecondary training (non-degree)	Postsecondary training (non-degree)
777	4	53-3033	Light Truck Drivers	13,817	15,672	13.4%	1,855	14,863	16,718	High school diploma or equivalent	High school diploma or equivalent
778	4	53-3032	Bus Drivers, Transit and Intercity	3,143	3,321	21.6%	678	3,987	4,655	High school diploma or equivalent	High school diploma or equivalent
779	4	53-3032	Passenger Vehicle Drivers, Except Bus Drivers, Transit and Intercity	19,372	22,942	24.6%	2,370	14,813	High school diploma or equivalent	High school diploma or equivalent	
780	4	53-3039	Motor Vehicle Operators, All Other	1,249	1,470	17.7%	221	2,105	2,327	High school diploma or equivalent	High school diploma or equivalent
781	4	53-4011	Locomotive Engineers	587	570	6.1%	-18	419	482	High school diploma or equivalent	High school diploma or equivalent
782	4	53-4013	Rail Yard Engineers, Dinkey Operators, and Hostlers	-	-	-	-	-	-	High school diploma or equivalent	High school diploma or equivalent
783	4	53-4022	Railroad Brake, Signal, and Switch Operators and Locomotive Fitters	150	153	2.0%	3	122	125	High school diploma or equivalent	High school diploma or equivalent
784	4	53-4031	Railroad Conductors and Yardmasters	340	359	5.6%	19	294	313	High school diploma or equivalent	High school diploma or equivalent
785	4	53-4041	Subway and Streetcar Operators	-	-	-	-	-	-	High school diploma or equivalent	High school diploma or equivalent
786	4	53-4099	Rail Transportation Workers, All Other	-	-	-	-	-	-	High school diploma or equivalent	High school diploma or equivalent
787	4	53-5011	Salors and Marine Officers	299	313	4.7%	14	344	368	Less than high school	High school diploma or equivalent
788	4	53-5021	Captains, Mates, and Pilots of Water Vessels	200	309	6.6%	19	253	272	Postsecondary training (non-degree)	Postsecondary training (non-degree)
789	4	53-5022	Marine Operators	-	-	-	-	-	-	High school diploma or equivalent	High school diploma or equivalent
790	4	53-5031	Ship Engineers	-	-	-	-	-	-	High school diploma or equivalent	Bachelor's degree
791	4	53-6011	Bridge and Lock Tenders	29	32	10.3%	3	28	31	High school diploma or equivalent	High school diploma or equivalent
792	4	53-6021	Parking Attendants	1,046	1,176	12.4%	130	1,554	1,694	Less than high school	High school diploma or equivalent
793	4	53-6031	Automotive and Watercraft Service Attendants	7,161	7,954	6.9%	483	8,878	10,372	Less than high school	High school diploma or equivalent
794	4	53-6041	Traffic Technicians	-	-	-	-	-	-	Postsecondary training (non-degree)	Bachelor's degree
795	4	53-6051	Transportation Inspectors	222	236	6.3%	14	213	227	High school diploma or equivalent	Postsecondary training (non-degree)
796	4	53-6051	Passenger Attendants	-	-	-	-	-	-	High school diploma or equivalent	High school diploma or equivalent
797	4	53-6058	Aircraft Service Attendants and Transportation Workers, All Other	277	328	18.4%	51	273	324	High school diploma or equivalent	High school diploma or equivalent
798	4	53-7011	Conveyor Operators and Tenders	162	169	3.2%	5	162	167	Less than high school	High school diploma or equivalent
799	4	53-7021	Crane and Tower Operators	607	666	11.6%	60	621	680	Less than high school	High school diploma or equivalent
800	4	53-7031	Dredge Operators	19	20	5.3%	1	20	21	Less than high school	High school diploma or equivalent
801	4	53-7041	Hoist and Winch Operators	31	29	-6.5%	-2	34	32	Less than high school	High school diploma or equivalent
802	4	53-7051	Industrial Truck and Tractor Operators	9,211	10,963	19.0%	1,752	9,808	11,660	Less than high school	High school diploma or equivalent
803	4	53-7061	Cleaners of Vehicles and Equipment	5,207	6,205	12.7%	688	7,382	8,080	Less than high school	High school diploma or equivalent
804	4	53-7062	Labors and Freight, Stock, and Material Movers, Hand	24,438	31,445	18.9%	5,009	34,905	39,945	Less than high school	High school diploma or equivalent
805	4	53-7063	Machine Feeders and Offbearers	2,899	3,225	11.2%	326	3,422	3,748	Less than high school	High school diploma or equivalent
806	4	53-7064	Packers and Packagers, Hand	7,530	7,832	4.0%	302	9,689	9,991	Less than high school	High school diploma or equivalent
807	4	53-7065	Stockers and Order Fillers	39,283	46,151	17.5%	6,868	59,457	67,355	Less than high school	High school diploma or equivalent
808	4	53-7071	Gas Compressor and Gas Pumping Station Operators	-	-	-	-	-	-	High school diploma or equivalent	Postsecondary training (non-degree)
809	4	53-7072	Pump Operators, Except Wellhead Pumps	193	211	29.4%	48	192	240	Less than high school	High school diploma or equivalent
810	4	53-7081	Refuse and Recyclable Material Collectors	1,817	1,469	-14.6%	-350	2,352	2,647	Less than high school	High school diploma or equivalent
811	4	53-7121	Tank Car, Truck, and Ship Loaders	-	-	-	-	-	-	Less than high school	High school diploma or equivalent
812	4	53-7199	Material Moving Workers, All Other	965	888	-8.7%	-78	888	719	Less than high school	High school diploma or equivalent
813			Nonclassifiable	1,478	1,724	16.6%	246	2,320	2,565		
814	2	66-0000	Nonclassifiable Occupations	1,478	1,724	16.6%	246	2,320	2,565		
815	4	66-2041	Non-covered Agricultural Workers	1,478	1,724	16.6%	246	2,320	2,565	Less than high school	High school diploma or equivalent

Notes:
 All data includes self-employment.
 - means suppressed for confidentiality or insignificant data.
 ** Non-covered agricultural workers are workers employed by agricultural firms who are not covered by unemployment insurance. The number of non-covered agricultural workers by occupation is not available.
[Data Sources and Limitations](#)

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STEM Occupational Employment Projections for Southwestern (Coo, Curry and Douglas Counties), 2021-2031

Year	Level	Occupation Code	Occupation Title	Employment 2021	Projected Employment 2031	Percent Change	Employment Change	Requirement Category	Total Occupies	Typical Entry-Level Education	Competitive Education	10th Percentile Annual	50th Percentile Annual	90th Percentile Annual
1	A	11-0101	Chief Executive Officers	1247	1247	0.0%	0	1247	1247	Postsecondary training (non-degree)	NA	NA	NA	NA
2	A	11-3021	Financial Managers	10	20	174%	10	10	10	Bachelor's degree	Bachelor's degree	\$75,500	\$101,841	\$147,800
3	A	11-3031	Marketing Managers	23	26	21.7%	3	23	23	Bachelor's degree	Bachelor's degree	\$48,711	\$76,050	\$101,750
4	A	11-3071	Transportation, Storage, and Distribution Managers	35	41	24.2%	6	35	35	Associate's degree	Bachelor's degree	\$48,454	\$73,070	\$105,144
5	A	11-4011	Production and Engineering Managers	40	35	-12.5%	-5	40	40	Bachelor's degree	Bachelor's degree	\$61,764	\$110,300	\$148,220
6	A	11-4021	Natural Science Managers	34	36	14.7%	2	34	34	Bachelor's degree	Master's degree	\$80,240	\$97,804	\$126,102
7	A	11-4041	Computer and Information Systems Managers	41	104	142.2%	63	41	41	Bachelor's degree	Bachelor's degree	\$53,800	\$65,000	\$100,200
8	A	13-1051	Cost Estimators	10	10	0.0%	0	10	10	Bachelor's degree	Bachelor's degree	\$39,300	\$50,040	\$64,000
9	A	13-1081	Project Management Specialists and Business Operations Specialists, All Other	86	107	16.1%	21	86	86	Bachelor's degree	Bachelor's degree	\$41,000	\$48,000	\$64,000
10	A	13-2011	Accountants and Auditors	35	37	12.0%	2	35	35	Bachelor's degree	Bachelor's degree	\$48,110	\$64,000	\$100,200
11	A	15-1111	Computer Systems Managers	23	26	13.0%	3	23	23	Bachelor's degree	Bachelor's degree	\$62,274	\$88,364	\$120,000
12	A	15-1251	Computer Programmers	57	67	17.5%	10	57	57	Bachelor's degree	Bachelor's degree	\$48,700	\$72,075	\$100,800
13	A	15-1281	Software Developers and Software Quality Assurance Analysts and Testers	60	102	26.0%	42	60	60	Bachelor's degree	Bachelor's degree	\$64,700	\$94,000	\$120,000
14	A	15-1297	Web Developers and Digital Interface Designers	18	21	16.7%	3	18	18	Bachelor's degree	Bachelor's degree	NA	NA	NA
15	A	17-1011	Chief Engineers	20	20	0.0%	0	20	20	Bachelor's degree	Master's degree	\$62,000	\$91,000	\$120,000
16	A	17-1022	Electronic Engineers, Except Computer	12	12	0.0%	0	12	12	Bachelor's degree	Master's degree	\$62,000	\$91,000	\$120,000
17	A	17-1023	Industrial Engineers	26	26	0.0%	0	26	26	Bachelor's degree	Master's degree	\$61,770	\$77,771	\$104,800
18	A	17-2041	Mechanical Engineers	35	39	11.4%	4	35	35	Bachelor's degree	Master's degree	\$61,770	\$76,414	\$104,800
19	A	17-3010	Chemical Engineers	10	17	13.0%	7	10	10	Postsecondary training (non-degree)	Master's degree	\$58,000	\$38,000	\$100,000
20	A	18-1011	Soil and Plant Scientists	10	11	10.0%	1	10	10	Bachelor's degree	Master's degree	\$68,070	\$70,300	\$104,140
21	A	18-1021	Zoology and Wildlife Biologists	40	70	12.0%	30	40	40	Bachelor's degree	Master's degree	\$50,000	\$70,140	\$104,800
22	A	19-1011	Computer Scientists	22	26	18.2%	4	22	22	Bachelor's degree	Master's degree	\$60,200	\$74,770	\$104,700
23	A	19-2041	Environmental Scientists and Specialists, Including Health	36	42	16.7%	6	36	36	Bachelor's degree	Master's degree	\$60,461	\$64,611	\$107,200
24	A	25-1071	Health Services Teachers, Postsecondary	20	20	0.0%	0	20	20	Master's degree	Doctoral or professional degree	\$39,000	\$50,470	\$104,400
25	A	25-1071	Health Care	1471	1471	0.0%	0	1471	1471	NA	NA	NA	NA	NA
26	A	28-1071	Physician Assistants	41	54	31.7%	13	41	41	Master's degree	Master's degree	\$100,000	\$110,810	\$148,800
27	A	28-1120	Physical Therapists	111	158	13.0%	47	111	111	Doctoral or professional degree	Doctoral or professional degree	\$70,107	\$100,410	\$130,000
28	A	28-1120	Podiatry Therapists	29	40	34.5%	11	29	29	Associate's degree	Bachelor's degree	NA	NA	NA
29	A	28-1151	Veterinarians	111	140	26.1%	29	111	111	Doctoral or professional degree	Doctoral or professional degree	\$48,000	\$60,000	Over \$100,000
30	A	28-1151	Nurse Anesthetists	14	16	14.3%	2	14	14	Master's degree	Master's degree	\$107,000	Over \$100,000	Over \$100,000
31	A	28-1171	Nurse Practitioners	111	137	25.2%	26	111	111	Master's degree	Master's degree	\$60,000	\$70,000	\$100,000
32	A	28-2201	Physicians, All Other and Ophthalmologists, Except Pediatric	307	328	10.1%	21	307	307	Doctoral or professional degree	Doctoral or professional degree	NA	NA	NA
33	A	28-2201	Cardiologists, Technicians, and Technicians	36	41	13.9%	5	36	36	Associate's degree	Associate's degree	\$48,000	\$61,000	\$80,000
34	A	28-2321	Diagnostic Medical Sonographers	47	59	23.4%	11	47	47	Bachelor's degree	Bachelor's degree	\$61,707	\$97,700	\$104,840
35	A	28-2401	Medical Records and Health Information Technicians	22	22	0.0%	0	22	22	Associate's degree	Associate's degree	\$64,000	\$62,000	\$104,840
36	A	28-2401	Emergency Medical Technicians and Paramedics	303	400	10.7%	97	303	303	Postsecondary training (non-degree)	Postsecondary training (non-degree)	NA	NA	NA
37	A	28-2401	Respiratory Therapists	83	83	0.0%	0	83	83	NA	NA	NA	NA	NA
38	A	28-2401	First-Line Supervisors of Firefighting and Prevention Workers	19	21	10.5%	2	19	19	High school diploma or equivalent	Bachelor's degree	\$51,000	\$61,307	\$100,000
39	A	28-2401	First-Line Supervisors of Landscaping, Lawn Service, and Groundskeeping Workers	27	34	22.1%	7	27	27	High school diploma or equivalent	Postsecondary training (non-degree)	\$40,000	\$20,000	\$60,000
40	A	28-3010	Production Workers, Textile, Apparel, and Leather Goods	4	31	14.0%	27	4	4	High school diploma or equivalent	High school diploma or equivalent	\$30,700	\$41,000	\$60,000
41	A	41-4011	Sales Representatives, Wholesale and Manufacturing, Technical and Scientific Products	40	43	10.0%	3	40	40	Bachelor's degree	Bachelor's degree	\$61,000	\$60,000	\$100,000
42	A	41-4011	Marketing, Planning, and Forestry	24	29	16.7%	5	24	24	NA	NA	NA	NA	NA
43	A	41-4011	Construction and Extraction	70	70	0.0%	0	70	70	NA	NA	NA	NA	NA
44	A	47-2011	Concrete Masonry and Concrete Finishers	39	40	10.3%	1	39	39	Less than High School	High school diploma or equivalent	\$35,507	\$46,200	\$60,000
45	A	47-4011	Construction and Building Inspectors	37	41	10.8%	4	37	37	High school diploma or equivalent	Associate's degree	\$30,000	\$40,000	\$60,000
46	A	49-3011	Aviation, Space, and Navigation Technicians	5	6	20.0%	1	5	5	Postsecondary training (non-degree)	Associate's degree	NA	NA	NA
47	A	51-4011	Mechanics	48	57	18.8%	9	48	48	High school diploma or equivalent	Postsecondary training (non-degree)	\$30,200	\$40,774	\$60,000
48	A	53-1011	Carpenters, Masons, and Plaster of Water Vessels	5	6	13.2%	1	5	5	Postsecondary training (non-degree)	Postsecondary training (non-degree)	\$30,370	\$40,000	\$60,000

Notes:
 All data include self-employment.
 → means suppressed for confidentiality or insufficient data.
 * Non-covered agricultural workers are workers employed by agricultural firms who are not covered by unemployment insurance. The number of non-covered agricultural workers by occupation is not available.
[Data Source: BLS, Bureau of Economic Analysis](#)
 Science, technology, engineering, and math (STEM) occupations are based on definitions by the Brookings Institute
 Published: February 21, 2023

2023 Oregon Wage Information for Southwestern Oregon (Coos, Curry, and Douglas Counties)

Oregon Employment Department, Workforce and Economic Research Division

Row	Occupation Code	Occupation Title	2022 Employment*	10th Percentile	25th Percentile	50th Percentile (Median)	75th Percentile	90th Percentile	Mean (Average)	2023 Annual Mean (Average)**
1	00-0000	Total, All Occupations	67,009	\$14.24	\$16.08	\$20.34	\$28.93	\$41.86	\$25.49	\$53,004
2	11-0000	Management Occupations	3,762	\$20.30	\$27.43	\$38.58	\$53.10	\$72.59	\$44.60	\$92,773
3	11-1011	Chief Executives	15	(3)	(3)	(3)	(3)	(3)	(3)	(3)
4	11-1021	General and Operations Managers	1,763	\$18.87	\$24.08	\$34.34	\$48.09	\$73.77	\$41.71	\$86,766
5	11-1031	Legislators	13	\$69,119	\$69,133	\$75,462	\$78,905	\$78,905	(4)	\$73,821
6	11-2021	Marketing Managers	48	\$23.44	\$32.12	\$50.41	\$64.03	\$73.65	\$53.90	\$112,109
7	11-2022	Sales Managers	118	\$18.44	\$26.84	\$39.20	\$59.11	\$94.06	\$50.26	\$104,544
8	11-2033	Fundraising Managers	16	\$16.09	\$24.86	\$34.53	\$42.51	\$49.23	\$33.24	\$69,123
9	11-3012	Administrative Services Managers	162	\$25.02	\$31.34	\$40.01	\$47.93	\$58.90	\$41.95	\$87,257
10	11-3013	Facilities Managers	61	\$26.64	\$33.17	\$38.38	\$47.89	\$59.03	\$41.51	\$86,329
11	11-3021	Computer and Information Systems Managers	89	\$36.98	\$39.29	\$52.71	\$67.56	\$93.52	\$59.06	\$122,848
12	11-3031	Financial Managers	132	\$36.09	\$41.84	\$57.20	\$77.67	\$101.87	\$68.40	\$142,289
13	11-3051	Industrial Production Managers	92	\$32.18	\$38.41	\$47.65	\$61.39	\$67.63	\$49.91	\$103,823
14	11-3061	Purchasing Managers	18	\$26.64	\$33.24	\$39.20	\$48.12	\$52.25	\$44.13	\$91,786
15	11-3071	Transportation, Storage, and Distribution Managers	42	\$24.58	\$29.47	\$36.68	\$46.35	\$53.18	\$38.92	\$80,959
16	11-3121	Human Resources Managers	58	\$25.67	\$38.08	\$48.00	\$60.68	\$72.46	\$49.16	\$102,244
17	11-9021	Construction Managers	90	(3)	(3)	(3)	(3)	(3)	(3)	(3)
18	11-9031	Education and Childcare Administrators, Preschool and Daycare	26	\$16.58	\$20.68	\$22.63	\$30.39	\$30.94	\$24.32	\$50,598
19	11-9032	Education Administrators, Kindergarten through Secondary	163	\$76,772	\$103,398	\$110,282	\$129,356	\$132,154	(4)	\$111,768
20	11-9041	Architectural and Engineering Managers	36	\$38.12	\$52.53	\$57.46	\$64.15	\$83.17	\$60.46	\$125,754
21	11-9051	Food Service Managers	101	\$18.43	\$20.45	\$24.06	\$28.06	\$38.69	\$27.01	\$56,170
22	11-9071	Gaming Managers	12	\$25.00	\$29.38	\$38.30	\$48.89	\$81.78	\$48.30	\$92,151
23	11-9072	Entertainment and Recreation Managers, Except Gambling	20	\$23.29	\$29.18	\$34.97	\$40.57	\$52.82	\$36.29	\$75,481
24	11-9081	Lodging Managers	72	\$13.96	\$19.08	\$22.09	\$27.97	\$45.86	\$26.67	\$55,469
25	11-9111	Medical and Health Services Managers	218	\$37.69	\$45.23	\$55.97	\$67.19	\$108.06	\$62.36	\$129,711
26	11-9121	Natural Sciences Managers	30	\$37.40	\$42.91	\$46.27	\$55.67	\$60.15	\$48.73	\$101,347
27	11-9131	Postmasters and Mail Superintendents	21	\$36.72	\$36.90	\$39.20	\$42.16	\$44.74	\$39.38	\$81,897
28	11-9141	Property, Real Estate, and Community Association Managers	47	\$18.02	\$27.36	\$38.92	\$38.92	\$53.66	\$35.17	\$73,159
29	11-9151	Social and Community Service Managers	141	\$21.90	\$24.67	\$35.27	\$45.33	\$50.78	\$36.10	\$75,103
30	11-9199	Managers, All Other	77	\$23.53	\$30.78	\$38.44	\$49.64	\$67.30	\$42.53	\$88,455
31	13-0000	Business and Financial Operations Occupations	2,380	\$19.10	\$23.31	\$29.76	\$39.54	\$49.35	\$33.42	\$69,518
32	13-1020	Buyers and Purchasing Agents	163	\$19.39	\$21.80	\$25.50	\$31.55	\$42.51	\$28.36	\$61,054
33	13-1031	Claims Adjusters, Examiners, and Investigators	25	\$20.92	\$28.62	\$38.95	\$46.27	\$47.25	\$36.61	\$76,148
34	13-1041	Compliance Officers	82	\$19.88	\$26.77	\$32.13	\$41.94	\$50.78	\$35.23	\$73,279
35	13-1051	Cost Estimators	88	\$19.54	\$22.89	\$28.39	\$37.23	\$48.55	\$31.16	\$64,811
36	13-1071	Human Resources Specialists	313	\$19.95	\$22.44	\$27.16	\$36.75	\$45.20	\$30.35	\$63,137
37	13-1081	Logisticians	44	\$20.59	\$23.46	\$29.62	\$38.32	\$42.80	\$31.69	\$65,918
38	13-1082	Project Management Specialists	230	\$22.31	\$27.89	\$32.92	\$42.47	\$50.21	\$36.01	\$74,900
39	13-1111	Management Analysts	96	\$26.67	\$30.64	\$40.79	\$47.26	\$54.08	\$40.62	\$84,483
40	13-1121	Meeting, Convention, and Event Planners	34	\$14.47	\$18.20	\$22.57	\$24.64	\$28.53	\$22.11	\$45,986
41	13-1131	Fundraisers	54	\$18.92	\$20.48	\$23.59	\$27.63	\$40.95	\$28.07	\$58,385
42	13-1141	Compensation, Benefits, and Job Analysis Specialists	14	\$24.20	\$29.26	\$37.67	\$42.54	\$48.79	\$35.22	\$73,242
43	13-1151	Training and Development Specialists	105	(3)	(3)	(3)	(3)	(3)	(3)	(3)
44	13-1161	Market Research Analysts and Marketing Specialists	110	\$16.20	\$21.66	\$26.42	\$35.15	\$49.81	\$29.91	\$62,220
45	13-1199	Business Operations Specialists, All Other	362	\$20.07	\$23.77	\$32.05	\$41.40	\$49.35	\$34.82	\$72,423
46	13-2011	Accountants and Auditors	338	\$21.66	\$25.92	\$31.96	\$39.72	\$49.24	\$34.92	\$72,639
47	13-2020	Property Appraisers and Assessors	41	(3)	(3)	(3)	(3)	(3)	(3)	(3)
48	13-2051	Financial and Investment Analysts	14	(3)	(3)	(3)	(3)	(3)	(3)	(3)
49	13-2052	Personal Financial Advisors	57	\$23.20	\$24.28	\$34.19	\$49.28	\$74.81	\$43.46	\$90,384
50	13-2071	Credit Counselors	12	\$19.31	\$22.78	\$23.11	\$23.74	\$23.74	\$23.08	\$48,001
51	13-2072	Loan Officers	91	\$18.94	\$24.15	\$38.13	\$52.94	\$64.43	\$45.07	\$93,748
52	13-2082	Tax Preparers	55	\$18.23	\$18.43	\$20.81	\$24.22	\$46.71	\$26.78	\$55,711
53	15-0000	Computer and Mathematical Occupations	593	\$20.77	\$25.65	\$33.04	\$47.52	\$61.66	\$38.34	\$79,737
54	15-1211	Computer Systems Analysts	52	\$31.39	\$35.12	\$47.43	\$57.61	\$71.26	\$48.14	\$100,145
55	15-1231	Computer Network Support Specialists	29	\$19.36	\$23.23	\$25.52	\$35.16	\$45.54	\$29.29	\$60,940
56	15-1232	Computer User Support Specialists	182	\$19.16	\$21.72	\$25.96	\$29.32	\$37.26	\$26.83	\$55,822
57	15-1242	Database Administrators	15	\$24.17	\$28.78	\$31.03	\$35.33	\$64.03	\$37.12	\$77,223
58	15-1244	Network and Computer Systems Administrators	69	\$26.90	\$30.80	\$38.22	\$46.43	\$50.78	\$38.52	\$80,119
59	15-1251	Computer Programmers	(3)	\$21.19	\$27.54	\$30.11	\$40.63	\$46.12	\$34.08	\$70,879
60	15-1252	Software Developers	115	\$28.67	\$38.37	\$50.00	\$65.13	\$80.94	\$54.26	\$112,855
61	15-1254	Web Developers	12	\$20.28	\$23.13	\$23.31	\$33.78	\$37.94	\$27.02	\$56,196
62	15-1299	Computer Occupations, All Other	58	\$22.77	\$24.85	\$34.68	\$47.00	\$51.51	\$36.64	\$76,202
63	15-2051	Data Scientists	11	\$28.78	\$29.28	\$34.88	\$43.07	\$44.79	\$37.55	\$78,102
64	17-0000	Architecture and Engineering Occupations	486	\$22.23	\$28.92	\$37.28	\$45.60	\$56.62	\$38.12	\$79,299
65	17-1011	Architects, Except Landscape and Naval	13	\$25.76	\$30.64	\$39.44	\$45.57	\$56.67	\$41.96	\$87,281
66	17-1021	Cartographers and Photogrammetrists	13	\$24.00	\$24.00	\$37.33	\$55.27	\$55.28	\$37.79	\$78,602

2023 Oregon Wage Information for Southwestern Oregon (Coos, Curry, and Douglas Counties)

Oregon Employment Department, Workforce and Economic Research Division

Row	Occupation Code	Occupation Title	2022 Employment*	10th Percentile	25th Percentile	50th Percentile (Median)	75th Percentile	90th Percentile	Mean (Average)	2023 Annual Mean (Average)**
67	17-1022	Surveyors	25	\$25.32	\$31.49	\$33.83	\$42.97	\$48.79	\$37.21	\$77,393
68	17-2051	Civil Engineers	77	\$29.96	\$36.73	\$40.67	\$50.25	\$59.67	\$43.34	\$90,163
69	17-2071	Electrical Engineers	21	\$47.59	\$49.74	\$65.03	\$69.22	\$75.39	\$61.08	\$127,058
70	17-2072	Electronics Engineers, Except Computer	24	\$32.01	\$33.75	\$41.80	\$46.79	\$60.54	\$42.34	\$88,068
71	17-2112	Industrial Engineers	31	\$28.52	\$33.16	\$38.22	\$44.07	\$54.39	\$39.28	\$81,704
72	17-2141	Mechanical Engineers	42	\$30.88	\$32.79	\$38.16	\$50.26	\$68.18	\$44.61	\$92,795
73	17-2199	Engineers, All Other	23	\$19.53	\$29.95	\$45.55	\$54.66	\$63.34	\$44.66	\$92,892
74	17-3011	Architectural and Civil Drafters	20	\$17.13	\$25.55	\$28.15	\$31.25	\$35.46	\$28.47	\$59,232
75	17-3019	Drafters, All Other	16	\$13.44	\$17.32	\$21.08	\$24.78	\$29.54	\$21.67	\$45,088
76	17-3022	Civil Engineering Technologists and Technicians	63	\$24.19	\$25.54	\$34.67	\$40.14	\$44.26	\$34.01	\$70,733
77	17-3023	Electrical and Electronic Engineering Technologists and Technicians	29	\$21.41	\$30.27	\$36.49	\$40.15	\$41.84	\$33.93	\$70,555
78	17-3029	Engineering Technologists and Technicians, Except Drafters, All Other	14	\$22.33	\$29.96	\$38.16	\$39.66	\$42.97	\$35.01	\$72,819
79	17-3031	Surveying and Mapping Technicians	32	\$16.06	\$19.94	\$21.82	\$30.33	\$31.08	\$23.90	\$49,721
80	10-0000	Life, Physical, and Social Science Occupations	789	\$16.58	\$20.09	\$27.32	\$37.46	\$46.46	\$30.27	\$62,960
81	19-1013	Soil and Plant Scientists	13	\$18.87	\$34.15	\$36.36	\$39.30	\$42.97	\$34.64	\$72,055
82	19-1023	Zoologists and Wildlife Biologists	67	\$26.76	\$32.71	\$37.78	\$45.43	\$56.53	\$41.08	\$85,455
83	19-1029	Biological Scientists, All Other	(3)	\$28.22	\$34.15	\$37.46	\$43.58	\$46.22	\$38.29	\$79,632
84	19-1031	Conservation Scientists	17	\$27.32	\$30.63	\$35.86	\$41.87	\$47.89	\$35.62	\$74,078
85	19-1032	Foresters	57	\$27.32	\$31.08	\$36.99	\$38.56	\$50.04	\$36.51	\$75,948
86	19-2041	Environmental Scientists and Specialists, Including Health	15	\$33.02	\$35.25	\$42.15	\$45.65	\$53.79	\$41.46	\$86,255
87	19-2042	Geoscientists, Except Hydrologists and Geographers	16	(3)	(3)	(3)	(3)	(3)	(3)	(3)
88	19-3034	School Psychologists	24	\$32.97	\$35.21	\$47.00	\$48.91	\$48.91	\$42.62	\$89,643
89	19-3051	Urban and Regional Planners	33	\$20.97	\$25.57	\$29.18	\$38.00	\$51.23	\$33.24	\$69,140
90	19-4021	Biological Technicians	111	\$15.79	\$18.03	\$18.87	\$22.11	\$24.57	\$19.87	\$41,318
91	19-4042	Environmental Science and Protection Technicians, Including Health	16	\$18.34	\$22.88	\$26.57	\$26.93	\$33.25	\$25.24	\$52,501
92	19-4071	Forest and Conservation Technicians	235	\$16.25	\$16.58	\$20.09	\$25.56	\$31.87	\$22.31	\$46,392
93	19-4099	Life, Physical, and Social Science Technicians, All Other	14	\$17.88	\$24.90	\$29.14	\$30.96	\$33.84	\$27.59	\$57,383
94	19-5011	Occupational Health and Safety Specialists	45	\$22.33	\$26.48	\$30.69	\$37.50	\$48.49	\$32.87	\$68,357
95	19-5012	Occupational Health and Safety Technicians	12	\$13.24	\$21.70	\$30.32	\$31.03	\$31.20	\$27.36	\$56,916
96	21-0000	Community and Social Service Occupations	1,880	\$17.24	\$19.29	\$24.26	\$31.50	\$39.53	\$26.69	\$55,511
97	21-1012	Educational, Guidance, and Career Counselors and Advisors	127	\$19.23	\$19.46	\$29.17	\$37.29	\$49.29	\$30.25	\$62,916
98	21-1015	Rehabilitation Counselors	79	\$14.78	\$14.91	\$17.21	\$19.00	\$30.49	\$19.14	\$39,798
99	21-1018	Substance Abuse, Behavioral Disorder, and Mental Health Counselors	245	\$18.15	\$19.54	\$23.93	\$31.46	\$34.36	\$25.83	\$53,707
100	21-1021	Child, Family, and School Social Workers	186	\$21.79	\$27.07	\$28.44	\$34.30	\$39.57	\$30.14	\$62,681
101	21-1022	Healthcare Social Workers	65	\$24.14	\$29.78	\$37.40	\$39.08	\$44.91	\$35.37	\$73,577
102	21-1023	Mental Health and Substance Abuse Social Workers	30	\$15.76	\$18.14	\$24.20	\$28.74	\$39.41	\$25.06	\$52,114
103	21-1029	Social Workers, All Other	172	\$22.47	\$25.82	\$32.71	\$37.78	\$47.83	\$32.44	\$67,486
104	21-1091	Health Education Specialists	14	\$19.63	\$23.75	\$31.93	\$44.21	\$44.22	\$34.34	\$71,420
105	21-1092	Probation Officers and Correctional Treatment Specialists	96	\$15.78	\$19.70	\$24.85	\$37.90	\$46.89	\$30.36	\$63,159
106	21-1093	Social and Human Service Assistants	373	\$17.06	\$18.61	\$21.47	\$25.39	\$28.44	\$22.31	\$46,402
107	21-1094	Community Health Workers	35	\$17.67	\$19.49	\$24.78	\$24.78	\$33.02	\$24.28	\$50,496
108	21-1099	Community and Social Service Specialists, All Other	94	\$15.48	\$15.63	\$17.91	\$21.94	\$23.94	\$19.36	\$40,253
109	21-2011	Clergy	313	\$18.39	\$19.29	\$24.07	\$37.99	\$39.53	\$27.70	\$57,799
110	21-2021	Directors, Religious Activities and Education	29	\$16.14	\$17.61	\$17.71	\$23.83	\$30.83	\$20.64	\$42,944
111	23-0000	Legal Occupations	292	\$23.12	\$24.23	\$32.85	\$50.08	\$77.23	\$41.33	\$85,960
112	23-1011	Lawyers	113	\$23.36	\$34.92	\$48.91	\$62.90	\$95.82	\$52.92	\$110,075
113	23-1023	Judges, Magistrate Judges, and Magistrates	21	(3)	(3)	(3)	(3)	(3)	(3)	(3)
114	23-2011	Paralegals and Legal Assistants	120	\$23.12	\$23.48	\$30.24	\$32.85	\$38.93	\$29.53	\$61,427
115	25-0000	Educational Instruction and Library Occupations	3,555	\$14.93	\$18.20	\$24.57	\$36.36	\$46.84	\$28.09	\$58,434
116	25-1194	Career/Technical Education Teachers, Postsecondary	32	\$19.06	\$19.06	\$29.75	\$44.46	\$60.60	\$34.56	\$71,889
117	25-2011	Preschool Teachers, Except Special Education	148	\$14.63	\$14.98	\$18.38	\$23.76	\$25.10	\$19.58	\$40,727
118	25-2021	Elementary School Teachers, Except Special Education	655	\$46,070	\$49,746	\$62,967	\$83,547	\$98,208	(4)	\$69,698
119	25-2022	Middle School Teachers, Except Special and Career/Technical Education	168	\$49,855	\$60,937	\$78,829	\$83,829	\$97,936	(4)	\$73,238
120	25-2031	Secondary School Teachers, Except Special and Career/Technical Education	575	\$42,144	\$49,116	\$68,447	\$80,888	\$99,553	(4)	\$68,821
121	25-2032	Career/Technical Education Teachers, Secondary School	23	\$46,070	\$46,070	\$46,070	\$58,225	\$95,708	(4)	\$57,479
122	25-2052	Special Education Teachers, Kindergarten and Elementary School	55	\$47,868	\$51,597	\$61,722	\$94,261	\$103,992	(4)	\$70,073
123	25-2058	Special Education Teachers, Secondary School	52	\$52,762	\$66,826	\$73,215	\$82,651	\$104,006	(4)	\$75,688
124	25-2059	Special Education Teachers, All Other	(3)	\$65,499	\$80,112	\$85,653	\$106,131	\$106,131	(4)	\$88,116
125	25-3021	Self-Enrichment Teachers	60	\$15.79	\$17.65	\$22.74	\$28.11	\$30.05	\$23.66	\$49,214
126	25-3099	Teachers and Instructors, All Other	29	(3)	(3)	(3)	(3)	(3)	(3)	(3)
127	25-4022	Librarians and Media Collections Specialists	43	\$13.24	\$13.88	\$20.07	\$31.13	\$38.08	\$23.83	\$46,965
128	25-4031	Library Technicians	49	\$16.09	\$16.52	\$19.82	\$21.81	\$23.19	\$19.01	\$39,550
129	25-9031	Instructional Coordinators	24	\$23.65	\$30.68	\$31.43	\$37.23	\$41.87	\$33.40	\$69,663
130	25-9045	Teaching Assistants, Except Postsecondary	950	\$20,757	\$31,042	\$36,188	\$38,546	\$45,890	(4)	\$36,077
131	25-9099	Educational Instruction and Library Workers, All Other	136	\$13.84	\$18.50	\$24.56	\$29.11	\$32.18	\$24.54	\$51,045
132	27-0000	Arts, Design, Entertainment, Sports, and Media Occupations	492	\$15.00	\$17.53	\$21.28	\$28.98	\$39.36	\$25.49	\$53,029

2023 Oregon Wage Information for Southwestern Oregon (Coos, Curry, and Douglas Counties)

Oregon Employment Department, Workforce and Economic Research Division

Row	Occupation Code	Occupation Title	2022 Employment*	10th Percentile	25th Percentile	50th Percentile (Median)	75th Percentile	90th Percentile	Mean (Average)	2023 Annual Mean (Average)**
133	27-1023	Floral Designers	24	\$15.00	\$15.09	\$15.11	\$17.76	\$17.89	\$16.51	\$34,344
134	27-1024	Graphic Designers	33	\$16.06	\$18.50	\$24.15	\$27.96	\$32.12	\$23.86	\$49,630
136	27-2022	Coaches and Scouts	85	\$31,179	\$31,179	\$36,734	\$50,377	\$65,137	(4)	\$45,307
138	27-2042	Musicians and Singers	24	\$18.60	\$25.65	\$25.72	\$50.04	\$56.94	\$43.39	(4)
137	27-3031	Public Relations Specialists	86	\$18.57	\$21.24	\$22.58	\$35.39	\$47.40	\$29.21	\$60,758
138	27-3043	Writers and Authors	11	\$18.64	\$20.46	\$26.35	\$38.19	\$38.19	\$33.14	\$68,916
139	27-3091	Interpreters and Translators	10	\$22.57	\$27.99	\$30.00	\$30.44	\$34.11	\$30.31	\$63,055
140	29-0000	Healthcare Practitioners and Technical Occupations	3,874	\$20.04	\$30.88	\$43.92	\$54.09	\$76.38	\$51.19	\$106,477
141	29-1011	Chiropractors	29	\$22.28	\$37.27	\$38.18	\$48.65	\$64.33	\$44.63	\$92,828
142	29-1021	Dentists, General	47	(3)	(3)	(3)	(3)	(3)	(3)	(3)
143	29-1029	Dentists, All Other Specialists	21	(5)	(5)	(5)	(5)	(5)	(5)	(5)
144	29-1031	Dietitians and Nutritionists	33	\$30.65	\$32.81	\$38.73	\$41.94	\$47.54	\$37.70	\$78,412
145	29-1051	Pharmacists	130	\$51.34	\$63.74	\$66.82	\$79.78	\$89.21	\$67.63	\$140,677
146	29-1071	Physician Assistants	74	\$57.21	\$62.15	\$64.31	\$75.01	\$85.08	\$68.29	\$142,028
147	29-1122	Occupational Therapists	31	\$36.82	\$45.01	\$52.14	\$52.90	\$59.27	\$49.34	\$102,612
148	29-1123	Physical Therapists	63	\$39.35	\$44.56	\$52.16	\$53.44	\$63.69	\$50.90	\$105,889
149	29-1124	Radiation Therapists	10	\$36.90	\$48.46	\$48.46	\$52.62	\$52.62	\$48.43	\$100,751
150	29-1126	Respiratory Therapists	54	\$33.83	\$33.83	\$39.14	\$43.21	\$43.21	\$38.59	\$80,272
151	29-1127	Speech-Language Pathologists	66	\$33.36	\$37.44	\$51.60	\$51.76	\$51.82	\$45.77	\$95,212
152	29-1131	Veterinarians	67	\$28.03	\$39.16	\$47.92	\$67.96	\$103.00	\$57.49	\$119,574
153	29-1141	Registered Nurses	1,420	\$39.37	\$42.03	\$50.52	\$53.80	\$64.30	\$49.43	\$102,820
154	29-1151	Nurse Anesthetists	19	\$105.80	\$105.80	\$112.02	(5)	(5)	\$130.22	\$270,852
155	29-1171	Nurse Practitioners	91	\$52.23	\$55.91	\$62.35	\$66.90	\$78.43	\$63.19	\$131,440
156	29-1215	Family Medicine Physicians	17	\$24.73	\$86.17	\$103.22	(5)	(5)	\$122.80	\$255,414
157	29-1229	Physicians, All Other	161	\$101.87	(5)	(5)	(5)	(5)	\$144.76	\$301,098
158	29-1292	Dental Hygienists	113	\$40.61	\$41.86	\$47.29	\$48.13	\$50.15	\$45.13	\$93,862
159	29-2010	Clinical Laboratory Technologists and Technicians	103	\$23.04	\$33.18	\$40.61	\$41.48	\$49.73	\$38.07	\$79,178
160	29-2031	Cardiovascular Technologists and Technicians	31	\$19.74	\$31.59	\$43.17	\$50.99	\$51.77	\$40.40	\$84,014
161	29-2032	Diagnostic Medical Sonographers	41	\$40.03	\$43.57	\$48.63	\$54.74	\$55.22	\$48.70	\$101,312
162	29-2034	Radiologic Technologists and Technicians	96	\$27.04	\$33.40	\$41.96	\$47.56	\$52.71	\$40.24	\$83,702
163	29-2035	Magnetic Resonance Imaging Technologists	15	\$32.96	\$35.19	\$42.00	\$54.02	\$57.89	\$45.18	\$93,976
164	29-2042	Emergency Medical Technicians	170	\$16.19	\$16.97	\$17.82	\$20.04	\$20.04	\$18.38	\$38,229
165	29-2043	Paramedics	98	\$20.80	\$24.20	\$29.87	\$30.63	\$30.63	\$27.48	\$57,151
166	29-2052	Pharmacy Technicians	183	\$17.49	\$19.13	\$22.55	\$24.66	\$29.83	\$22.67	\$47,154
167	29-2055	Surgical Technologists	33	\$22.53	\$24.73	\$30.53	\$33.20	\$39.65	\$30.34	\$63,107
168	29-2056	Veterinary Technologists and Technicians	83	\$14.90	\$15.22	\$18.67	\$22.33	\$25.37	\$19.22	\$39,984
169	29-2061	Licensed Practical and Licensed Vocational Nurses	139	\$26.40	\$29.18	\$32.39	\$34.02	\$35.86	\$31.96	\$66,475
170	29-2072	Medical Records Specialists	109	\$18.01	\$18.90	\$20.88	\$25.78	\$31.71	\$23.03	\$47,905
171	29-2081	Opticians, Dispensing	55	\$15.58	\$17.37	\$21.49	\$23.42	\$26.15	\$20.96	\$43,586
172	29-2092	Hearing Aid Specialists	14	\$13.31	\$13.31	\$24.95	\$30.52	\$45.40	\$25.60	\$53,246
173	29-2099	Health Technologists and Technicians, All Other	51	\$18.07	\$19.49	\$24.44	\$42.63	\$52.42	\$31.93	\$66,419
174	29-2021	Health Information Technologists and Medical Registrars	13	\$23.54	\$25.22	\$41.59	\$48.09	\$63.20	\$39.57	\$82,308
175	31-0000	Healthcare Support Occupations	3,312	\$14.89	\$15.83	\$17.83	\$20.52	\$24.61	\$19.20	\$39,942
176	31-1120	Home Health and Personal Care Aides	1,403	\$14.55	\$15.04	\$15.95	\$17.34	\$18.47	\$16.57	\$34,464
177	31-1131	Nursing Assistants	605	\$16.11	\$17.44	\$19.95	\$22.11	\$24.78	\$19.97	\$41,539
178	31-2021	Physical Therapist Assistants	18	\$16.23	\$29.97	\$31.47	\$38.30	\$39.68	\$32.31	\$67,189
179	31-2022	Physical Therapist Aides	19	(3)	(3)	(3)	(3)	(3)	(3)	(3)
180	31-9011	Massage Therapists	66	\$13.92	\$21.87	\$36.29	\$41.34	\$44.00	\$31.96	\$66,472
181	31-9091	Dental Assistants	190	\$19.20	\$22.23	\$23.90	\$24.79	\$29.24	\$23.89	\$49,689
182	31-9092	Medical Assistants	601	\$16.65	\$18.23	\$19.37	\$22.84	\$24.52	\$20.34	\$42,301
183	31-9093	Medical Equipment Preparers	20	\$15.78	\$16.48	\$17.97	\$26.20	\$34.17	\$22.61	\$47,018
184	31-9094	Medical Transcriptionists	20	\$13.85	\$13.85	\$17.98	\$26.33	\$26.89	\$20.75	\$43,151
185	31-9095	Pharmacy Aides	13	\$14.14	\$14.79	\$15.87	\$17.00	\$28.74	\$17.95	\$37,319
186	31-9096	Veterinary Assistants and Laboratory Animal Caretakers	61	\$14.74	\$15.90	\$17.30	\$18.03	\$18.18	\$17.38	\$36,154
187	31-9097	Phlebotomists	119	\$15.63	\$20.07	\$20.19	\$20.94	\$25.80	\$20.78	\$43,221
188	31-9099	Healthcare Support Workers, All Other	164	\$15.68	\$15.96	\$20.11	\$24.32	\$29.75	\$21.14	\$43,980
189	33-0000	Protective Service Occupations	1,473	\$14.73	\$15.87	\$25.57	\$34.24	\$43.31	\$27.10	\$56,365
190	33-1012	First-Line Supervisors of Police and Detectives	76	\$35.57	\$41.34	\$46.26	\$52.94	\$62.00	\$47.43	\$98,648
191	33-1021	First-Line Supervisors of Firefighting and Prevention Workers	25	\$37.39	\$37.84	\$39.27	\$49.39	\$64.79	\$44.98	\$93,551
192	33-1091	First-Line Supervisors of Security Workers	27	\$15.93	\$19.84	\$22.27	\$24.22	\$27.98	\$22.72	\$47,262
193	33-1099	First-Line Supervisors of Protective Service Workers, All Other	27	(3)	(3)	(3)	(3)	(3)	(3)	(3)
194	33-2011	Firefighters	245	\$18.02	\$28.91	\$31.02	\$39.93	\$40.76	\$32.31	\$67,219
195	33-3012	Correctional Officers and Jailers	68	\$24.90	\$25.02	\$33.44	\$33.44	\$38.37	\$31.48	\$65,488
196	33-3021	Detectives and Criminal Investigators	11	\$34.11	\$34.11	\$39.75	\$41.09	\$41.65	\$38.66	\$80,417
197	33-3051	Police and Sheriff's Patrol Officers	313	\$30.42	\$30.71	\$33.00	\$39.49	\$47.40	\$35.39	\$73,622
198	33-9031	Gambling Surveillance Officers and Gambling Investigators	22	\$16.87	\$18.17	\$21.13	\$23.53	\$28.28	\$22.07	\$45,922

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Row	Occupation Code	Occupation Title	2022 Employment*	10th Percentile	25th Percentile	50th Percentile (Median)	75th Percentile	90th Percentile	Mean (Average)	2023 Annual Mean (Average)**
199	33-9032	Security Guards	385	\$14.06	\$14.87	\$15.28	\$17.98	\$19.88	\$16.78	\$34,901
200	33-9091	Crossing Guards and Flaggers	50	\$15.08	\$15.35	\$15.22	\$20.54	\$29.74	\$20.65	\$40,958
201	33-9083	Transportation Security Screeners	(3)	\$17.73	\$17.73	\$19.60	\$20.76	\$23.06	\$19.78	\$41,129
202	33-9099	Protective Service Workers, All Other	107	\$13.92	\$15.90	\$17.74	\$23.71	\$27.25	\$19.70	\$41,149
203	35-0000	Food Preparation and Serving Related Occupations	6,321	\$13.54	\$13.98	\$14.66	\$17.19	\$20.06	\$16.19	\$33,675
204	35-1011	Chefs and Head Cooks	81	\$20.19	\$21.45	\$24.67	\$29.83	\$36.64	\$27.18	\$56,522
205	35-1012	First-Line Supervisors of Food Preparation and Serving Workers	642	\$15.23	\$15.91	\$17.94	\$21.73	\$25.28	\$19.40	\$40,352
206	35-2012	Cooks, Institution and Cafeteria	288	\$15.28	\$16.40	\$17.82	\$21.21	\$23.76	\$18.86	\$30,216
207	35-2014	Cooks, Restaurant	644	\$14.84	\$15.30	\$17.31	\$18.28	\$21.08	\$17.38	\$36,151
208	35-2021	Food Preparation Workers	330	\$14.25	\$14.49	\$15.13	\$17.07	\$18.13	\$16.20	\$33,708
209	35-3011	Bar tenders	363	\$13.39	\$13.90	\$14.39	\$15.11	\$18.60	\$15.44	\$32,119
210	35-3023	Fast Food and Counter Workers	2,084	\$13.44	\$13.91	\$14.38	\$14.66	\$16.72	\$14.75	\$30,675
211	35-3031	Waiters and Waitresses	813	\$13.45	\$13.47	\$13.70	\$14.79	\$21.06	\$15.68	\$32,613
212	35-3041	Food Servers, Nonrestaurant	110	\$13.70	\$14.28	\$14.93	\$17.25	\$21.31	\$16.34	\$33,990
213	35-9011	Dining Room and Cafeteria Attendants and Bartender Helpers	234	\$13.40	\$13.59	\$13.94	\$15.69	\$19.70	\$15.67	\$32,587
214	35-9021	Dishwashers	239	\$13.82	\$14.08	\$14.62	\$15.08	\$16.97	\$14.90	\$31,011
215	35-9031	Hosts and Hostesses, Restaurant, Lounge, and Coffee Shop	135	\$13.59	\$13.85	\$14.36	\$15.02	\$16.04	\$14.82	\$30,833
216	35-9099	Food Preparation and Serving Related Workers, All Other	35	\$13.33	\$13.60	\$13.73	\$13.77	\$16.18	\$15.12	\$31,468
217	37-0000	Building and Grounds Cleaning and Maintenance Occupations	2,463	\$14.11	\$14.82	\$16.46	\$18.75	\$22.73	\$17.76	\$36,940
218	37-1011	First-Line Supervisors of Housekeeping and Janitorial Workers	82	\$16.96	\$17.49	\$19.40	\$24.70	\$30.26	\$21.72	\$45,177
219	37-1012	First-Line Supervisors of Landscaping, Lawn Service, and Groundskeeping Workers	53	\$18.79	\$20.80	\$22.05	\$28.84	\$44.59	\$26.63	\$55,797
220	37-2011	Janitors and Cleaners, Except Maids and Housekeeping Cleaners	989	\$13.77	\$14.78	\$16.01	\$18.17	\$21.26	\$16.98	\$35,319
221	37-2012	Maids and Housekeeping Cleaners	771	\$14.08	\$14.38	\$15.20	\$16.82	\$18.75	\$15.96	\$33,206
222	37-2021	Pest Control Workers	27	\$14.72	\$18.12	\$22.66	\$23.44	\$29.59	\$22.65	\$47,116
223	37-3011	Landscaping and Groundskeeping Workers	425	\$14.70	\$15.90	\$17.91	\$21.94	\$23.78	\$18.99	\$39,493
224	37-3012	Pesticide Handlers, Sprayers, and Applicators, Vegetation	14	\$16.73	\$17.59	\$17.59	\$25.59	\$29.47	\$21.53	\$44,778
225	37-3013	Tree Trimmers and Pruners	66	\$19.65	\$21.96	\$22.10	\$25.51	\$45.29	\$25.58	\$53,203
226	37-3019	Grounds Maintenance Workers, All Other	20	\$14.71	\$15.65	\$18.23	\$18.75	\$22.38	\$17.96	\$37,346
227	39-0000	Personal Care and Service Occupations	2,217	\$14.25	\$17.29	\$17.42	\$17.42	\$19.40	\$17.74	\$36,886
228	39-1022	First-Line Supervisors of Personal Service Workers	50	\$15.71	\$16.55	\$19.47	\$23.34	\$23.67	\$20.06	\$41,718
229	39-2021	Animal Caretakers	119	\$14.02	\$14.02	\$14.54	\$17.07	\$18.67	\$15.89	\$33,035
230	39-3091	Amusement and Recreation Attendants	69	\$13.49	\$13.63	\$14.08	\$16.71	\$19.88	\$15.39	\$32,000
231	39-4031	Morticians, Undertakers, and Funeral Arrangers	14	\$16.82	\$17.11	\$17.34	\$24.37	\$34.88	\$22.11	\$45,970
232	39-9011	Childcare Workers	84	\$14.12	\$14.28	\$15.01	\$17.60	\$24.11	\$16.98	\$35,328
233	39-9032	Recreation Workers	119	\$14.15	\$14.63	\$17.25	\$18.67	\$23.04	\$18.10	\$37,661
234	39-9099	Personal Care and Service Workers, All Other	1,391	\$17.42	\$17.42	\$17.42	\$17.42	\$17.42	\$17.41	\$36,219
235	41-0000	Sales and Related Occupations	6,031	\$13.83	\$14.31	\$15.81	\$19.58	\$29.75	\$19.67	\$40,922
236	41-1011	First-Line Supervisors of Retail Sales Workers	724	\$15.04	\$17.16	\$20.17	\$24.99	\$32.41	\$22.85	\$47,536
237	41-1012	First-Line Supervisors of Non-Retail Sales Workers	33	\$17.86	\$25.84	\$32.52	\$47.32	\$53.26	\$36.41	\$75,734
238	41-2011	Cashiers	2,121	\$13.61	\$14.00	\$14.40	\$15.24	\$17.81	\$15.14	\$31,496
239	41-2021	Counter and Rental Clerks	166	\$13.51	\$14.49	\$17.53	\$22.78	\$30.80	\$20.19	\$41,995
240	41-2022	Parts Salespersons	139	\$14.13	\$14.49	\$17.25	\$19.04	\$24.02	\$17.94	\$37,310
241	41-2031	Retail Salespersons	1,874	\$13.74	\$14.35	\$15.20	\$17.82	\$22.68	\$18.12	\$37,702
242	41-3011	Advertising Sales Agents	26	(3)	(3)	(3)	(3)	(3)	(3)	(3)
243	41-3021	Insurance Sales Agents	185	\$17.50	\$17.50	\$21.97	\$23.71	\$31.74	\$24.40	\$50,761
244	41-3091	Sales Representatives of Services, Except Advertising, Insurance, Financial Services, and Travel	139	\$17.64	\$20.08	\$27.02	\$40.44	\$48.71	\$31.34	\$65,203
245	41-4011	Sales Representatives, Wholesale and Manufacturing, Technical and Scientific Products	33	\$26.22	\$31.28	\$37.36	(5)	(5)	\$60.72	\$126,307
246	41-4012	Sales Representatives, Wholesale and Manufacturing, Except Technical and Scientific Products	297	\$18.58	\$23.21	\$27.76	\$42.85	\$55.13	\$34.15	\$71,016
247	41-9011	Demonstrators and Product Promoters	62	\$14.50	\$14.50	\$15.38	\$21.94	\$24.63	\$17.98	\$37,396
248	41-9021	Real Estate Brokers	54	(3)	(3)	(3)	(3)	(3)	(3)	(3)
249	41-9022	Real Estate Sales Agents	44	(3)	(3)	(3)	(3)	(3)	(3)	(3)
250	41-9031	Sales Engineers	11	\$27.27	\$33.89	\$35.81	\$43.06	\$45.52	\$38.83	\$80,761
251	41-9099	Sales and Related Workers, All Other	18	\$14.07	\$14.93	\$17.59	\$20.43	\$33.50	\$19.72	\$41,003
252	43-0000	Office and Administrative Support Occupations	8,732	\$14.73	\$16.80	\$19.36	\$23.62	\$28.97	\$20.92	\$43,507
253	43-1011	First-Line Supervisors of Office and Administrative Support Workers	558	\$18.16	\$20.94	\$27.70	\$33.13	\$38.85	\$28.02	\$58,297
254	43-2011	Switchboard Operators, Including Answering Service	11	\$13.23	\$16.70	\$18.85	\$19.70	\$24.31	\$18.54	\$38,561
255	43-3011	Bill and Account Collectors	32	\$13.67	\$14.97	\$16.89	\$20.40	\$23.97	\$18.62	\$38,741
256	43-3021	Billing and Posting Clerks	208	\$16.87	\$19.15	\$21.57	\$23.27	\$27.16	\$21.69	\$45,126
257	43-3031	Bookkeeping, Accounting, and Auditing Clerks	917	\$15.84	\$18.53	\$21.78	\$25.63	\$29.35	\$22.43	\$46,663
258	43-3051	Payroll and Timekeeping Clerks	67	\$19.01	\$21.55	\$24.53	\$28.39	\$33.20	\$24.99	\$51,975
259	43-3081	Procurement Clerks	33	\$14.94	\$14.94	\$17.04	\$23.31	\$26.66	\$19.44	\$40,444
260	43-3071	Tellers	163	\$17.03	\$17.42	\$17.94	\$18.30	\$21.98	\$18.28	\$38,038
261	43-4031	Court, Municipal, and License Clerks	53	\$20.30	\$21.36	\$23.43	\$26.67	\$28.49	\$24.07	\$50,058
262	43-4051	Customer Service Representatives	1,075	\$13.80	\$14.91	\$18.16	\$21.18	\$24.95	\$18.80	\$30,113
263	43-4061	Eligibility Interviewers, Government Programs	64	\$15.71	\$17.93	\$20.03	\$24.56	\$25.68	\$20.92	\$43,504
264	43-4071	File Clerks	27	\$13.17	\$17.29	\$18.98	\$23.00	\$28.24	\$20.68	\$43,013

2023 Oregon Wage Information for Southwestern Oregon (Coos, Curry, and Douglas Counties)

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Row	Occupation Code	Occupation Title	2022 Employment*	10th Percentile	25th Percentile	50th Percentile (Median)	75th Percentile	90th Percentile	Mean (Average)	2023 Annual Mean (Average)**
265	43-4081	Hotel, Motel, and Resort Desk Clerks	336	\$13.40	\$14.50	\$15.31	\$16.41	\$17.99	\$15.82	\$32,918
266	43-4111	Interviewers, Except Eligibility and Loan	80	\$15.18	\$17.51	\$19.31	\$20.60	\$23.13	\$19.39	\$40,330
267	43-4131	Loan Interviewers and Clerks	36	\$18.97	\$20.00	\$22.31	\$24.07	\$28.60	\$22.59	\$46,998
268	43-4141	New Accounts Clerks	73	\$18.68	\$19.40	\$21.18	\$22.44	\$23.23	\$21.46	\$44,639
269	43-4151	Order Clerks	39	\$17.51	\$18.56	\$21.17	\$23.71	\$28.58	\$21.24	\$44,175
270	43-4161	Human Resources Assistants, Except Payroll and Timekeeping	50	\$14.76	\$17.84	\$19.78	\$25.11	\$26.66	\$20.87	\$43,403
271	43-4171	Receptionists and Information Clerks	555	\$14.22	\$15.18	\$16.92	\$18.07	\$20.24	\$16.99	\$35,333
272	43-4199	Information and Record Clerks, All Other	166	\$14.09	\$15.49	\$19.72	\$22.21	\$24.76	\$19.40	\$40,357
273	43-5021	Couriers and Messengers	16	\$13.17	\$14.28	\$14.98	\$19.00	\$21.94	\$16.10	\$33,487
274	43-5031	Public Safety Telecommunicators	51	\$21.38	\$21.42	\$25.43	\$29.52	\$32.45	\$26.36	\$54,831
275	43-5032	Dispatchers, Except Police, Fire, and Ambulance	97	\$16.10	\$17.53	\$21.97	\$25.71	\$31.36	\$23.11	\$46,056
276	43-5051	Postal Service Clerks	75	\$19.75	\$23.90	\$27.41	\$29.42	\$33.92	\$26.50	\$55,118
277	43-5052	Postal Service Mail Carriers	176	\$19.69	\$19.69	\$23.90	\$29.98	\$35.43	\$26.14	\$54,380
278	43-5053	Postal Service Mail Sorters, Processors, and Processing Machine Operators	(3)	\$24.40	\$24.40	\$33.93	\$34.57	\$34.57	\$30.97	\$64,413
279	43-5061	Production, Planning, and Expediting Clerks	59	\$14.43	\$17.82	\$20.02	\$24.93	\$30.87	\$22.45	\$46,682
280	43-5071	Shipping, Receiving, and Inventory Clerks	402	\$14.47	\$15.81	\$19.05	\$22.66	\$26.46	\$19.85	\$41,304
281	43-5111	Weighers, Measurers, Checkers, and Samplers, Recordkeeping	26	\$14.41	\$15.08	\$18.45	\$23.16	\$24.40	\$19.01	\$39,542
282	43-6011	Executive Secretaries and Executive Administrative Assistants	117	\$20.66	\$22.93	\$28.55	\$35.43	\$40.18	\$28.18	\$60,707
283	43-6012	Legal Secretaries and Administrative Assistants	48	\$15.89	\$17.95	\$19.93	\$26.84	\$29.33	\$21.74	\$45,227
284	43-6013	Medical Secretaries and Administrative Assistants	447	\$15.57	\$18.28	\$19.81	\$23.62	\$25.61	\$20.69	\$43,040
285	43-6014	Secretaries and Administrative Assistants, Except Legal, Medical, and Executive	809	\$15.62	\$18.08	\$20.57	\$24.31	\$29.59	\$21.65	\$45,024
286	43-9021	Data Entry Keyers	33	\$14.46	\$16.87	\$18.03	\$21.73	\$22.94	\$18.70	\$38,889
287	43-9041	Insurance Claims and Policy Processing Clerks	40	\$17.73	\$17.73	\$18.59	\$22.83	\$30.05	\$21.51	\$44,735
288	43-9051	Mail Clerks and Mail Machine Operators, Except Postal Service	18	\$13.74	\$15.07	\$17.68	\$19.46	\$20.83	\$17.55	\$36,511
289	43-9061	Office Clerks, General	1,440	\$14.50	\$16.36	\$18.99	\$23.19	\$25.94	\$20.06	\$41,715
290	43-9199	Office and Administrative Support Workers, All Other	187	\$14.96	\$17.30	\$18.73	\$20.82	\$23.37	\$19.22	\$39,980
291	45-0000	Farming, Fishing, and Forestry Occupations	1,160	\$17.84	\$23.46	\$25.02	\$29.60	\$35.35	\$26.75	\$55,645
292	45-1011	First-Line Supervisors of Farming, Fishing, and Forestry Workers	129	\$22.90	\$27.41	\$32.30	\$39.95	\$42.34	\$33.84	\$70,389
293	45-2092	Farmworkers and Laborers, Crop, Nursery, and Greenhouse	101	\$14.97	\$15.32	\$15.67	\$16.53	\$20.07	\$16.62	\$34,576
294	45-4022	Logging Equipment Operators	493	\$23.11	\$24.06	\$25.02	\$29.21	\$30.69	\$26.60	\$55,342
295	45-4023	Log Graders and Skidders	83	\$26.22	\$26.22	\$29.83	\$29.83	\$29.83	\$28.38	\$59,033
296	45-4029	Logging Workers, All Other	269	\$23.21	\$23.67	\$24.15	\$28.30	\$29.39	\$25.14	\$52,276
297	47-0000	Construction and Extraction Occupations	2,860	\$18.35	\$21.24	\$24.90	\$31.49	\$40.04	\$27.70	\$57,614
298	47-1011	First-Line Supervisors of Construction Trades and Extraction Workers	196	\$23.96	\$28.62	\$33.46	\$42.72	\$53.88	\$36.16	\$75,218
299	47-2031	Carpenters	477	\$18.72	\$22.78	\$23.49	\$28.93	\$34.64	\$25.79	\$53,635
300	47-2044	Tile and Stone Setters	25	\$15.84	\$18.79	\$21.24	\$23.19	\$24.70	\$20.86	\$43,379
301	47-2051	Cement Masons and Concrete Finishers	59	\$18.68	\$21.63	\$24.97	\$29.92	\$38.64	\$27.02	\$56,201
302	47-2061	Construction Laborers	628	\$16.32	\$19.37	\$23.42	\$25.54	\$32.65	\$23.78	\$49,480
303	47-2071	Paving, Surfacing, and Tamping Equipment Operators	55	\$22.31	\$29.56	\$31.49	\$31.49	\$36.89	\$30.81	\$64,088
304	47-2073	Operating Engineers and Other Construction Equipment Operators	209	\$20.37	\$23.98	\$27.40	\$31.39	\$41.42	\$29.92	\$62,236
305	47-2081	Drywall and Ceiling Tile Installers	35	\$13.53	\$18.67	\$23.41	\$30.32	\$36.55	\$25.40	\$52,831
306	47-2111	Electricians	303	\$24.72	\$30.81	\$37.51	\$43.68	\$50.81	\$37.39	\$77,776
307	47-2141	Painters, Construction and Maintenance	118	\$15.90	\$18.36	\$21.90	\$24.03	\$29.17	\$22.18	\$46,130
308	47-2151	Pipelayers	24	\$20.05	\$20.05	\$26.70	\$28.26	\$32.39	\$26.57	\$55,281
309	47-2152	Plumbers, Pipefitters, and Steamfitters	135	\$22.25	\$23.54	\$30.63	\$39.51	\$51.66	\$33.05	\$68,743
310	47-2181	Roofers	129	\$15.86	\$18.62	\$22.04	\$23.52	\$26.13	\$21.47	\$44,653
311	47-4011	Construction and Building Inspectors	32	\$30.30	\$33.24	\$39.48	\$43.27	\$50.09	\$39.77	\$82,715
312	47-4051	Highway Maintenance Workers	152	\$18.35	\$21.90	\$25.68	\$29.64	\$29.64	\$25.03	\$52,071
313	47-4071	Septic Tank Servicers and Sewer Pipe Cleaners	40	\$18.76	\$22.54	\$28.95	\$32.53	\$32.53	\$26.98	\$56,117
314	47-5022	Excavating and Loading Machine and Drilling Operators, Surface Mining	17	\$20.08	\$21.76	\$23.75	\$28.63	\$35.12	\$25.49	\$53,009
315	47-5023	Earth Drillers, Except Oil and Gas	11	\$25.62	\$28.47	\$32.26	\$34.73	\$35.25	\$33.21	\$69,076
316	49-0000	Installation, Maintenance, and Repair Occupations	2,954	\$16.33	\$19.39	\$24.29	\$31.45	\$38.73	\$26.77	\$55,676
317	49-1011	First-Line Supervisors of Mechanics, Installers, and Repairers	252	\$22.82	\$26.23	\$32.19	\$40.00	\$52.29	\$34.80	\$72,380
318	49-2022	Telecommunications Equipment Installers and Repairers, Except Line Installers	56	\$22.30	\$28.31	\$37.18	\$37.62	\$38.16	\$32.58	\$67,777
319	49-2094	Electrical and Electronics Repairers, Commercial and Industrial Equipment	31	\$37.01	\$37.01	\$37.44	\$39.93	\$45.69	\$39.00	\$81,120
320	49-2095	Electrical and Electronics Repairers, Powerhouse, Substation, and Relay	13	\$41.17	\$57.89	\$61.06	\$64.70	\$64.71	\$57.44	\$119,479
321	49-3021	Automotive Body and Related Repairers	52	\$15.50	\$18.76	\$24.54	\$31.73	\$48.68	\$28.39	\$59,047
322	49-3023	Automotive Service Technicians and Mechanics	250	\$17.24	\$18.17	\$22.62	\$29.69	\$37.24	\$25.41	\$52,860
323	49-3031	Bus and Truck Mechanics and Diesel Engine Specialists	219	\$17.90	\$21.59	\$24.30	\$28.47	\$30.79	\$25.05	\$52,100
324	49-3042	Mobile Heavy Equipment Mechanics, Except Engines	167	\$19.61	\$23.12	\$27.40	\$30.31	\$37.71	\$27.67	\$57,554
325	49-3051	Motorboat Mechanics and Service Technicians	13	\$20.14	\$22.68	\$24.23	\$26.61	\$26.61	\$24.40	\$50,736
326	49-3052	Motorcycle Mechanics	17	\$17.28	\$17.28	\$19.12	\$23.09	\$29.59	\$20.80	\$43,253
327	49-3053	Outdoor Power Equipment and Other Small Engine Mechanics	26	\$14.21	\$14.84	\$21.65	\$25.81	\$26.51	\$20.93	\$43,537
328	49-3093	Tire Repairers and Changers	133	\$14.35	\$16.33	\$17.57	\$21.61	\$22.14	\$18.41	\$38,201
329	49-9021	Heating, Air Conditioning, and Refrigeration Mechanics and Installers	77	\$18.87	\$21.99	\$23.70	\$31.33	\$32.75	\$26.15	\$54,385
330	49-9031	Home Appliance Repairers	26	\$13.68	\$13.68	\$17.03	\$22.68	\$27.11	\$18.75	\$38,991

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Row	Occupation Code	Occupation Title	2022 Employment*	10th Percentile	25th Percentile	50th Percentile (Median)	75th Percentile	90th Percentile	Mean (Average)	2023 Annual Mean (Average)**
331	49-9041	Industrial Machinery Mechanics	311	\$23.99	\$25.63	\$31.45	\$32.47	\$32.81	\$29.84	\$62,069
332	49-9043	Maintenance Workers, Machinery	41	\$23.01	\$23.92	\$24.41	\$25.63	\$29.24	\$25.43	\$52,897
333	49-9044	Millwrights	45	\$19.71	\$23.86	\$26.54	\$32.77	\$32.78	\$22.11	\$58,468
334	49-9051	Electrical Power-Line Installers and Repairers	73	\$52.52	\$52.80	\$57.49	\$59.25	\$59.25	\$58.80	\$118,315
335	49-9052	Telecommunications Line Installers and Repairers	50	\$20.31	\$23.59	\$30.49	\$42.50	\$42.50	\$32.24	\$67,057
336	49-9062	Medical Equipment Repairers	11	\$22.76	\$24.97	\$38.83	\$52.33	\$52.33	\$38.12	\$79,283
337	49-9071	Maintenance and Repair Workers, General	766	\$15.15	\$17.62	\$20.31	\$24.23	\$30.38	\$21.93	\$45,610
338	49-9098	Helpers—Installation, Maintenance, and Repair Workers	66	\$13.42	\$13.68	\$17.70	\$21.57	\$25.15	\$18.62	\$38,728
339	49-9099	Installation, Maintenance, and Repair Workers, All Other	74	\$17.83	\$20.02	\$23.19	\$28.42	\$32.25	\$24.90	\$51,789
340	51-0000	Production Occupations	4,267	\$15.26	\$17.98	\$21.97	\$24.93	\$30.04	\$22.48	\$46,760
341	51-1011	First-Line Supervisors of Production and Operating Workers	366	\$19.88	\$24.10	\$31.33	\$38.57	\$42.46	\$31.25	\$65,017
342	51-2028	Electrical, Electronic, and Electromechanical Assemblers, Except Coil Winders, Tapers, and Finishers	101	\$15.01	\$15.01	\$17.49	\$17.67	\$22.58	\$16.01	\$37,449
343	51-2041	Structural Metal Fabricators and Fitters	46	\$19.33	\$23.86	\$24.11	\$26.65	\$31.33	\$26.56	\$55,259
344	51-2090	Miscellaneous Assemblers and Fabricators	365	\$15.92	\$19.01	\$19.01	\$20.48	\$24.33	\$19.87	\$41,340
345	51-3011	Bakers	75	\$13.53	\$13.92	\$14.75	\$19.12	\$19.97	\$16.82	\$34,995
346	51-3021	Butchers and Meat Cutters	83	\$15.11	\$17.64	\$19.90	\$23.10	\$23.19	\$20.33	\$42,298
347	51-3022	Meat, Poultry, and Fish Cutters and Trimmers	110	\$14.36	\$15.47	\$15.92	\$17.90	\$36.47	\$19.19	\$39,900
348	51-3023	Slaughtering and Meat Packers	15	\$13.29	\$13.29	\$17.20	\$19.10	\$19.92	\$16.38	\$34,081
349	51-3092	Food Batchmakers	76	\$14.08	\$15.70	\$18.70	\$23.99	\$25.51	\$19.98	\$41,557
350	51-3099	Food Processing Workers, All Other	30	\$14.96	\$14.96	\$16.03	\$18.86	\$22.69	\$17.39	\$36,187
351	51-4031	Cutting, Punching, and Press Machine Setters, Operators, and Tenders, Metal and Plastic	16	\$18.55	\$19.20	\$21.63	\$24.84	\$25.41	\$21.58	\$44,897
352	51-4041	Machinists	63	\$19.33	\$20.84	\$25.47	\$30.91	\$34.97	\$26.86	\$55,854
353	51-4072	Molding, Coremaking, and Casting Machine Setters, Operators, and Tenders, Metal and Plastic	11	\$14.16	\$15.47	\$16.96	\$21.51	\$23.22	\$18.77	\$39,045
354	51-4081	Multiple Machine Tool Setters, Operators, and Tenders, Metal and Plastic	18	\$14.96	\$15.39	\$17.01	\$23.15	\$32.88	\$20.23	\$42,078
355	51-4121	Welders, Cutters, Solderers, and Brazers	183	\$18.40	\$20.03	\$23.54	\$27.50	\$28.92	\$23.91	\$49,735
356	51-4194	Tool Grinders, Filers, and Sharpeners	68	\$25.20	\$25.48	\$29.40	\$31.41	\$34.95	\$29.22	\$60,785
357	51-5112	Printing Press Operators	26	\$14.54	\$15.88	\$18.53	\$22.68	\$25.32	\$19.31	\$40,166
358	51-6011	Laundry and Dry-Cleaning Workers	182	\$13.91	\$14.56	\$15.02	\$17.51	\$19.20	\$16.12	\$33,525
359	51-6031	Sewing Machine Operators	30	\$15.22	\$15.22	\$17.47	\$18.27	\$20.84	\$17.78	\$36,984
360	51-7011	Cabinetmakers and Bench Carpenters	62	\$14.74	\$14.92	\$17.79	\$22.68	\$23.54	\$18.45	\$38,368
361	51-7041	Sawing Machine Setters, Operators, and Tenders, Wood	369	\$19.45	\$22.86	\$24.49	\$25.23	\$25.23	\$23.74	\$49,384
362	51-7042	Woodworking Machine Setters, Operators, and Tenders, Except Sawing	303	\$19.21	\$20.27	\$23.09	\$25.37	\$28.52	\$23.05	\$47,954
363	51-7099	Woodworkers, All Other	139	\$15.89	\$19.47	\$23.05	\$23.77	\$23.77	\$21.61	\$44,947
364	51-8021	Stationary Engineers and Boiler Operators	40	\$23.46	\$24.51	\$26.07	\$27.67	\$31.02	\$26.55	\$55,230
365	51-8031	Water and Wastewater Treatment Plant and System Operators	78	\$20.47	\$20.52	\$27.44	\$28.83	\$32.74	\$25.92	\$53,919
366	51-9012	Separating, Filtering, Clarifying, Precipitating, and Still Machine Setters, Operators, and Tenders	27	\$14.64	\$16.29	\$18.14	\$24.59	\$30.84	\$22.19	\$46,150
367	51-9021	Crushing, Grinding, and Polishing Machine Setters, Operators, and Tenders	36	\$18.26	\$19.38	\$21.88	\$25.40	\$32.95	\$23.48	\$48,844
368	51-9023	Mixing and Blending Machine Setters, Operators, and Tenders	30	\$16.42	\$18.37	\$22.50	\$23.24	\$24.30	\$21.44	\$44,582
369	51-9041	Extruding, Forming, Pressing, and Compacting Machine Setters, Operators, and Tenders	21	\$16.00	\$19.84	\$22.09	\$22.15	\$22.15	\$20.14	\$41,897
370	51-9051	Furnace, Kiln, Oven, Drier, and Kettle Operators and Tenders	49	\$20.63	\$23.81	\$24.69	\$24.85	\$27.54	\$24.25	\$50,444
371	51-9061	Inspectors, Testers, Sorters, Samplers, and Weighers	269	\$15.49	\$17.36	\$21.04	\$25.62	\$26.09	\$21.90	\$45,547
372	51-9081	Dental Laboratory Technicians	35	\$14.66	\$17.70	\$22.93	\$24.71	\$35.43	\$23.30	\$46,471
373	51-9111	Packaging and Filling Machine Operators and Tenders	162	\$14.59	\$15.79	\$19.11	\$23.21	\$23.55	\$19.60	\$40,770
374	51-9124	Coating, Painting, and Spraying Machine Setters, Operators, and Tenders	120	\$20.13	\$23.42	\$24.30	\$25.55	\$30.08	\$25.51	\$53,069
375	51-9161	Computer Numerically Controlled Tool Operators	19	\$17.34	\$18.06	\$22.09	\$24.92	\$33.13	\$23.44	\$48,743
376	51-9162	Computer Numerically Controlled Tool Programmers	12	\$23.32	\$24.17	\$27.25	\$31.74	\$64.71	\$32.30	\$67,171
377	51-9191	Adhesive Bonding Machine Operators and Tenders	147	\$19.25	\$23.34	\$23.83	\$24.19	\$25.78	\$23.42	\$48,704
378	51-9198	Helpers—Production Workers	205	\$15.63	\$17.68	\$19.40	\$22.31	\$22.89	\$19.62	\$40,812
379	51-9199	Production Workers, All Other	117	\$15.13	\$15.98	\$18.81	\$23.41	\$25.28	\$19.68	\$40,935
380	53-0000	Transportation and Material Moving Occupations	7,136	\$14.16	\$15.86	\$19.15	\$24.21	\$28.36	\$20.99	\$43,659
381	53-1047	First-Line Supervisors of Transportation and Material Moving Workers, Except Aircraft Cargo Handling Supervisors	279	\$17.11	\$19.38	\$23.00	\$31.26	\$39.08	\$26.29	\$54,682
382	53-3031	Driver/Sales Workers	280	\$13.34	\$13.45	\$14.97	\$21.44	\$25.05	\$18.14	\$37,720
383	53-3032	Heavy and Tractor-Trailer Truck Drivers	1,235	\$19.31	\$22.81	\$25.64	\$28.73	\$37.77	\$26.92	\$56,005
384	53-3033	Light Truck Drivers	403	\$14.62	\$16.99	\$19.39	\$23.35	\$31.74	\$21.86	\$45,483
385	53-3051	Bus Drivers, School	362	\$15.48	\$18.51	\$18.58	\$20.11	\$23.03	\$19.29	\$40,129
386	53-3053	Shuttle Drivers and Chauffeurs	64	\$14.10	\$14.87	\$16.00	\$16.86	\$17.54	\$16.09	\$33,457
387	53-3099	Motor Vehicle Operators, All Other	45	\$13.33	\$13.40	\$15.57	\$22.02	\$25.44	\$17.76	\$36,947
388	53-5011	Sailors and Marine Oilers	35	\$14.34	\$14.78	\$18.71	\$30.27	\$39.60	\$22.55	\$46,901
389	53-5021	Captains, Mates, and Pilots of Water Vessels	54	\$24.66	\$26.04	\$27.17	\$47.45	\$52.07	\$33.22	\$69,086
390	53-6021	Parking Attendants	24	\$13.27	\$13.27	\$14.16	\$15.29	\$17.87	\$14.62	\$30,412
391	53-6031	Automotive and Watercraft Service Attendants	569	\$13.63	\$14.07	\$14.65	\$15.92	\$17.73	\$15.31	\$31,846
392	53-7011	Conveyor Operators and Tenders	43	\$21.27	\$21.49	\$23.66	\$25.13	\$26.01	\$24.00	\$49,910
393	53-7021	Crane and Tower Operators	13	\$19.38	\$27.94	\$28.24	\$51.94	\$58.01	\$35.40	\$73,633
394	53-7041	Hoist and Winch Operators	18	\$20.21	\$23.51	\$25.45	\$29.82	\$45.71	\$28.61	\$59,498
395	53-7051	Industrial Truck and Tractor Operators	449	\$18.39	\$22.50	\$23.29	\$24.71	\$26.56	\$23.26	\$48,383
396	53-7061	Cleaners of Vehicles and Equipment	97	\$13.44	\$14.64	\$15.59	\$18.43	\$23.72	\$17.43	\$36,245

2023 Oregon Wage Information for Southwestern Oregon (Coos, Curry, and Douglas Counties)

Oregon Employment Department, Workforce and Economic Research Division

Row	Occupation Code	Occupation Title	2022 Employment*	10th Percentile	25th Percentile	50th Percentile (Median)	75th Percentile	90th Percentile	Mean (Average)	2023 Annual Mean (Average)**
397	53-7062	Laborers and Freight, Stock, and Material Movers, Hand	854	\$14.18	\$15.43	\$17.95	\$22.22	\$24.21	\$18.76	\$39,027
398	53-7063	Machine Feeders and Operators	489	\$18.48	\$19.15	\$23.65	\$24.30	\$25.77	\$22.40	\$46,606
399	53-7064	Packers and Packers, Hand	237	\$13.27	\$13.44	\$14.47	\$18.37	\$19.30	\$16.33	\$33,958
400	53-7065	Stockers and Order Fillers	1,335	\$14.21	\$15.26	\$17.07	\$18.48	\$21.83	\$17.50	\$36,586
401	53-7199	Material Moving Workers, All Other	90	\$19.88	\$22.65	\$24.20	\$24.51	\$32.23	\$24.24	\$50,399

Footnotes:

* Employment estimate is calculated for the first quarter of 2022

** Annual wages have been calculated by multiplying the hourly mean wage by 2080 hours.

(3) The estimate is suppressed.

(4) Wages for some occupations that do not generally work year-round full time are reported either as hourly wages or annual salaries depending on how they are typically paid.

(5) This wage is equal to or greater than \$115.00 per hour or \$239,200 per year.

[Data Sources and Limitations](#)

Contact:

For Coos and Curry counties: Guy Tauer, Regional Economist, Guy.R.Tauer@employ.oregon.gov, 541-816-8396

For Douglas County: Brian Rooney, Regional Economist, Brian.T.Rooney@employ.oregon.gov, 541-359-9546

Published: August 22, 2023

LOCAL WORKFORCE DEVELOPMENT BOARD MEMBERSHIP

WIOA Sec. 107(b)(2)(A) Business Representatives – Majority of the board must come from this category.			
Representatives of businesses in the local area who:			
i. Are owners of businesses, chief executives or operating officers of businesses, or other business executives or employers with optimum policymaking or hiring authority			
-or-			
ii. represent businesses, including small businesses, or organizations representing businesses, that provide employment opportunities that, at a minimum, include high-quality, work-relevant training and development in in-demand industry sectors or occupations in the local area			
(Must be nominated by local business organizations and business trade associations)			
<u>Business or Agency Name</u>	<u>Member Names</u>	<u>Nominated By</u>	<u>Term Expiration Date</u> If Vacant, Date to be Filled
Benetti's Italian Restaurant	Joe Benetti	Commissioner Melissa Cribbins	6/30/2024
Aviva Health	Chris Guastafarro	SHRM, Douglas Chapter	6/30/2025
Sause Bros	Jason Traylor	Commissioner John Sweet	6/30/2025
Orengo Systems	Rhonda Amer	SHRM, Douglas Chapter	6/30/2024
Mercy Medical	Dr. Gray	Commissioner Chris Boice	6/30/2025
WWCA/Bandon Dunes	Marie Simonds	Bay Area Chamber	6/30/2024
AdvanTec Marine	Dave Sanders	South Coast Development Council	6/30/2024
A&M Transport	Andy Owens	Commissioner Chris Boice	6/30/2024
All Care	Laura McKeane	South Coast Development Council	6/30/2024
C&D Lumber	Susan Ray	Riddle Chamber of Commerce	6/30/2026

LOCAL WORKFORCE DEVELOPMENT BOARD MEMBERSHIP

WIOA Sec. 107(b)(2)(B)			
Representatives of the workforce within the local area – At least 20% of the total board membership must represent the categories in this section.			
<u>Membership Category</u> Name of labor organization, CBO, etc.	<u>Member's Name</u>	<u>Nominated By</u>	<u>Term Expiration Date</u> If Vacant, Date to be Filled
(i) Representatives of labor organizations (for a local area in which employees are represented by labor organizations), or (for a local area in which no employees are represented by such organizations) other representatives of employees;			
Minimum of one representative (Must be nominated by local labor federations or other employee representative group.)			
IBEW Local 932	Robert Westerman	AFL-CIO	6/30/2024
International Association of Machinist and Aerospace Workers District W24	Mike Hicks	AFL-CIO	6/30/2026
Vacant			
(ii) Representative of labor organization or a training director, from a joint labor-management apprenticeship program, or if no such joint program exists in the area, such a representative of an apprenticeship program in the area			
Minimum of one representative, if such a program exists in the area			
		Not Applicable	
(iii) Representatives of community-based organizations that have demonstrated experience and expertise in addressing the employment needs of individuals with barriers to employment, including organizations that serve veterans or that provide or support competitive integrated employment for individuals with disabilities (Optional category)			
Individuals with Disabilities		Not Applicable	
Veterans			
Advanced Health	Ben Messner		6/30/2024
(iv) Representatives of organizations that have demonstrated experience and expertise in addressing the employment, training, or education needs of eligible youth, including representatives of organizations that serve out-of-school youth (Optional category)			
		Not Applicable	

LOCAL WORKFORCE DEVELOPMENT BOARD MEMBERSHIP

WIOA Sec. 107(b)(2)(C)


Each local board shall include representatives of entities administering education and training activities in the local area.

When there is more than one local area provider of adult education and literacy activities under Title II, or multiple institutions of higher education providing workforce investment activities the CLEO must solicit nominations from those providers and institutions, respectively, in appointing the required representatives.

<u>Membership Category</u> List Business or Agency Name	<u>Names</u> Member's Name	<u>Nominated By</u> Organization Name	<u>Term Expiration Date</u> If Vacant, Date to be Filled
A representative of eligible providers administering adult education and literacy activities under title II of WIOA			
Minimum of one representative			
Umpqua Community College	Rachel Prokrandt	UCC	6/30/2025
A representative of institutions of higher education providing workforce investment activities (including community colleges)			
Minimum of one representative			
Southwestern Oregon Community College	Ali Mageehon	SOCC	6/30/2025
Representatives of local educational agencies, and of community-based organizations with demonstrated experience and expertise in addressing the education or training needs of individuals with barriers to employment (Optional category)			

LOCAL WORKFORCE DEVELOPMENT BOARD MEMBERSHIP

WIOA Sec. 107(b)(2)(D)			
Each local board shall include representatives of governmental and economic and community development entities serving the local area.			
Membership Category List Business or Agency Name	Names Member's Name	Nominated By Organization Name	Term Expiration Date If Vacant, Date to be Filled
Representatives of economic and community development entities (Minimum of one representative)		Not applicable	
The Partnership for Economic Development	Brian Prawitz	Commissioner Chris Boice	6/30/2026
Representative from the State employment service office under the Wagner-Peyser Act serving the local area (Required)		Not applicable	
Oregon Employment Department	Debbie Sargent	OED	6/30/2025
Representative of the programs carried out under title I of the Rehabilitation Act of 1973 serving the local area [other than section 112 or part C of that title] (Required)		Not applicable	
Office of Vocational Rehabilitation	Amy Kincaid	OVR	6/30/2025
Representatives of agencies or entities administering programs serving the local area relating to transportation, housing, and public assistance (Optional)		Not applicable	
Representatives of philanthropic organizations serving the local area (Optional)		Not applicable	
<i>Other</i>		Not applicable	

	Policy No: A-107
	Effective Date: July 1, 2019 Original Approval: May 4, 2015 Renumbered 5/16/19
	New <input type="checkbox"/> Revised
LOCAL CHIEF ELECTED OFFICIALS TO APPOINT MEMBERS OF LOCAL BOARD	

PURPOSE

Section 107(b)(1) of the Workforce Innovation and Opportunity Act (WIOA) requires the Governor, in partnership with the State Workforce Development Board, to establish criteria for use by local Chief Elected Officials to appoint members of local boards in their areas. The U.S. Department of Labor (DOL), through Training and Employment Guidance Letter (TEGL) 27-14, further requires state policy outlining the criteria and process for local board member appointment. The Coos, Curry, Douglas Workforce Consortium intends to establish a policy and process to accept nominations and make appointments to the Southwestern Oregon Workforce Investment Board, based on the criteria established by the Act and the Oregon state policy.

POLICY

Local Board Membership

All local board members must be individuals with optimum policy-making authority within the entities they represent and demonstrate experience and expertise for the positions they fill.

Business Representatives

The majority of local board members must be representatives of business or business organizations in the local area.

Each business representative must meet the following criteria:

- Be an Owner, Chief Executive Officer, Chief Operating Officer, or other individual with optimum policy-making or hiring authority;
- Provide employment opportunities that, at a minimum, include high-quality, work-relevant training in in-demand industry sectors or occupations as those terms are defined in WIOA Section 3 (23) in the local area;

Workforce Representatives

At least 20 percent of local board members must be workforce representatives who meet the following criteria:

- Three or more members of this category must be representatives of labor organizations;
- One or more members of this category must represent a joint labor-management or union affiliated registered apprenticeship program within the local area who must be a training director or a member of a labor organization. If no union-affiliated registered apprenticeship program exist in the area, a representative of a registered apprenticeship program with no union affiliation must be appointed, if one exists;

In addition to the workforce representatives cited above, the local board may include the following to contribute to the 20 percent requirement:

- One or more representatives of community-based organizations that have demonstrated experience and expertise in addressing the employment, training, or education needs of individuals with barriers to employment, including organizations that serve veterans or provide or support competitive integrated employment for individuals with disabilities; and
- One or more representatives of organizations that have demonstrated experience and expertise in addressing the employment, training, or education needs of eligible youth, including representatives of organizations that serve out-of-school youth.

Balance of Representatives

- At least one eligible provider administering adult education and literacy activities under WIOA Title II;
- At least one representative from an institution of higher education providing workforce investment activities, including community colleges; and
- At least one representative from each of the following governmental and economic and community development entities:
 - ▶ Economic and community development entities;
 - ▶ The state employment service office under the Wagner-Peyser Act (29 U.S.C. 49 et seq.) serving the local area; and
 - ▶ The programs carried out under Title I of the Rehabilitation Act of 1973, other than Section 112 or part C of that title;

Local boards may include representatives of other appropriate entities in the local area, including:

- Entities administering education and training activities who represent local educational agencies or community-based organizations with demonstrated expertise in addressing the education or training needs for individuals with barriers to employment;
- Governmental and economic and community development entities who represent transportation, housing, and public assistance programs;
- Philanthropic organizations serving the local area; and
- Other appropriate individuals as determined by the chief elected official.

Board Member Nominations

- Business representatives are appointed from among individuals who are nominated by local business organizations and business trade associations.
- Labor representatives must be selected from among individuals nominated by local or state labor federations;
- When there is more than one local area provider of adult education and literacy activities under title II, or multiple institutions of higher education providing workforce investment activities as described in WIOA 107(b)(2)(C)(i) or (ii), nominations are solicited from those particular entities. [WIOA Section 107(b)(6)]
- All other representatives are appointed from among individuals who are nominated by locally recognized organizations or entities, such as chambers of commerce, non-profit networks, or coalitions, etc.

Vacancies, Change In Status, and Related Issues

Vacancies

Vacancies must be filled within a reasonable amount of time of the vacancy, but no later than ninety (90) days. Vacancies must be filled in the same manner as the original nomination and appointment process. Reappointments of current members can be authorized by the Chief Local Elected Official (CLEO). Actions taken by the SOWIB after a ninety (90) day period of vacancies will be null and void, unless a waiver has been granted by the Office of Community Colleges and Workforce Development.

Change in Status

Board members who no longer hold the position or status that made them eligible to be a Board member must resign or be removed immediately by the Chief Local Elected Official (CLEO) as a member of the SOWIB. E.g. no longer work in the private sector, or no longer with an educational institution, etc.

Mid-Term Appointment

Board members replacing out-going member's mid-term, will serve the remainder of the out-going member's term.

Quorum

A quorum is defined as a majority of 51%, excluding vacancies, provided that (25%) of members in attendance are business representatives.

Removal

A Board member must be immediately removed by the Chief Local Elected Official (CLEO) if any of the following occurs:

- A documented violation of conflict of interest
- Failure to meet the requirements of membership as described in Change in Status
- Documented proof of fraud and/or abuse

Board members may be removed for other reasons outlined in the bylaws of the SOWIB. The Coos, Curry, Douglas Workforce Consortium strongly encourages the Southwestern Oregon Workforce Investment Board to establish and enforce strong attendance requirements for its members. The bylaws must contain specific criteria to establish just cause for removal of a member, as well as the process for removal, and the process for appeal and arbitration.

Questions relating to this document may be directed to the Executive Director of the Southwestern Oregon Workforce Investment Board or the Coos, Curry, Douglas Workforce Consortium.



**LOCAL WORKFORCE DEVELOPMENT BOARD
CERTIFICATION REQUEST**

I certify that I am authorized to request certification of the Southwestern Oregon Workforce Investment Board for the Coos, Curry and Douglas counties region. This certification is for the Workforce Innovation and Opportunity Act period ending June 30, 2025.

This request includes documentation demonstrating the Local Workforce Development Board Membership composition.

Submitted on behalf of the Local Elected Official(s) for this Local Workforce Development Area.



Chris Boice (Jun 7, 2023 12:07 PDT)

Chris Boice, Douglas County Commissioner
Chief Local Elected Official
Coos, Curry, Douglas Consortium

Jun 7, 2023

Date

Signature Page

Workforce Innovation and Opportunity Act (WIOA) Title I Partners' Statement of Agreement for the Local Workforce Development Area known as

Southwestern Oregon Workforce Investment Board

Partners' Statement of Agreement

We, the undersigned, do hereby approve and submit this local plan representing the following programs and partners:

- WIOA Title I
- WIOA Title II (Adult Education and Family Literacy Act)
- Oregon Employment Department
 - WIOA Title III (Wagner-Peyser)
 - Migrant and Seasonal Farmworkers
 - Unemployment Insurance
 - Veterans
 - Trade Adjustment Assistance
- Community Colleges
- Economic Development Organization(s)
- Carl Perkins (Post-secondary)
- Department of Human Services
 - Temporary Assistance for Needy Families
 - Supplemental Nutrition Assistance Program - Employment and Training
- WIOA Title IV (Vocational Rehabilitation)
- Job Corps
- Please list additional partners (Community-Based Organizations, Faith-Based Entities, etc.)

The length of this Plan will be July 1, 2024 through June 30, 2028.

We agree with the contents of this plan.

Submitted on behalf of the partners for this Local Workforce Development Area:

(Signature) (Date)

(Name and Title)

(Signature) (Date)

(Name and Title)

(Signature) (Date)

(Name and Title)

(Signature) (Date)

(Signature) (Date)

(Name and Title)

(Signature) (Date)

(Name and Title)

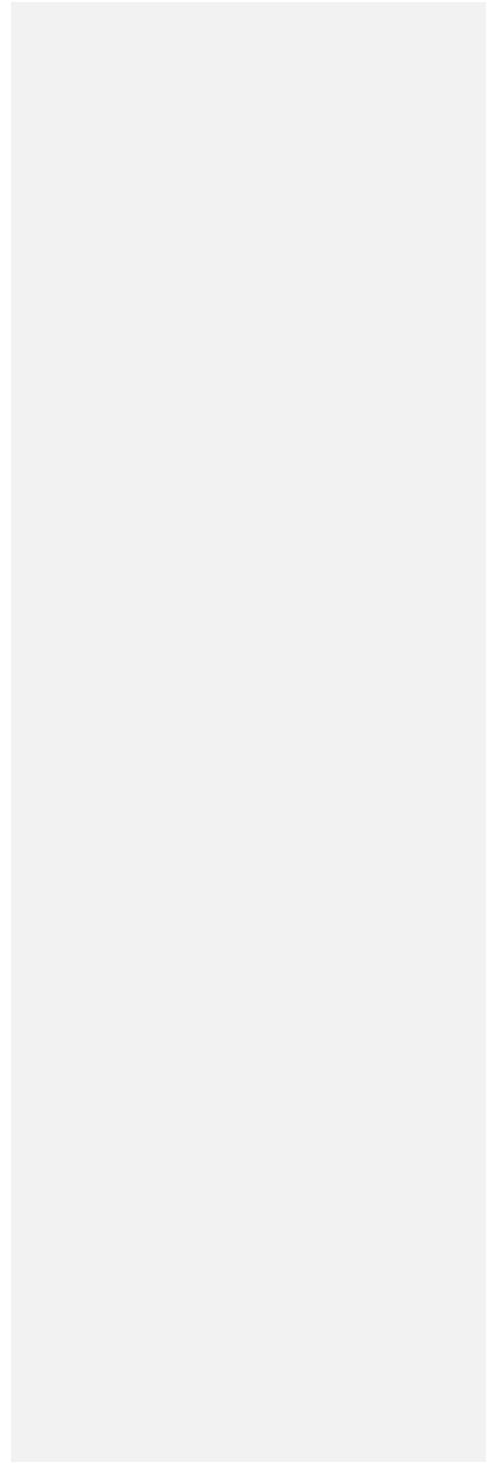
(Signature) (Date)

(Name and Title)

(Signature) (Date)

(Name and Title)

(Name and Title)



Signature Page

**Workforce Innovation and Opportunity Act (WIOA)
Title I Statement of Concurrence for the
Local Workforce Development Area known as
Southwestern Oregon Workforce Investment Board**

Statement of Concurrence

We, the undersigned, do hereby approve and submit this Local Plan for the Workforce Innovation and Opportunity Act Title I Youth, Adult, and Dislocated Worker Programs. Southwestern Oregon Workforce Investment Board will be the sub recipient under this Plan.

Southwestern Oregon Workforce Investment Board will be the Administrative Entity under this Plan.

The length of this Plan will be July 1, 2024 through June 30, 2028.

We assure that all activities entered into by the sub recipient and/or administrative entity with funds provided under this Plan will be subject to the attached assurances and confined to the described activities.

Submitted on behalf of the Local Workforce Development Board and Chief Elected Officials for this Local Workforce Development Area:

Joe Benetti 15/02/2024
Joe Benetti (Feb 15, 2024 15:46 PST)
(Signature- Chief Local Elected Official) (Date)

Chris Boice, Commissioner – Douglas County
Chris Boice 21/02/2024
Commissioner Boice (Feb 21, 2024 10:05 PST)
(Signature- Workforce Development Board Chair) (Date)

Joe Benetti, Workforce Development Board Chair - SOWIB

WIOA TITLE I
ASSURANCES
AND
DISCLOSURE OF LOBBYING ACTIVITIES

FEDERAL GRANT ASSURANCES

Each Grantee should carefully read and review the Workforce Innovation and Opportunity Act (WIOA) Statute and Regulations related to this Assurances form. For purposes of this Grant Contract, "Contract" shall mean "Grant Contract" and "Contractor" shall mean "Grantee."

The Contractor identified below, through its duly authorized representative, hereby assures and certifies that throughout the period of the grant /contract award and at all times while this Contract is in effect, it will comply with (as they may be amended from time to time), all applicable federal, state and local laws, regulations, ordinances, executive orders, administrative rules and directives, including without limitation: Title I of the Workforce Innovation and Opportunity Act of 2014 (PL 113-128 29 USC Sec 3101 et seq) and corresponding WIOA Regulations, OMB 2 CFR Part 200 - Super Circular; A-87 and A-133; all regulations and administrative rules established pursuant to the foregoing, all applicable Oregon Revised Statutes; and all applicable Oregon Administrative Rules.

Without limitation, Contractor assures and certifies that it:

1. Has the legal authority to apply for and receive funds, including federal and state funds, under the grants and programs covered by this Contract, and the institutional, managerial and financial capability (including funds sufficient to pay the non-federal share of project costs) to ensure proper planning, management and completion of the projects, grants and programs covered by this Contract.
2. Will, with respect to Federal funds received by Contractor under this Contract, comply with the cost principles determined in accordance with the provisions of OMB 2 CFR Part 200 - Super Circular Circular; A-87, "Cost Principles for State, Local and Indian Tribal Governments," or A-21, "Cost Principles for Educational Institutions" or A-122, "Cost Principles for Non-Profit Organizations" as applicable based on the status/type of the entity receiving the Contract, and the cost related provisions of the corresponding regulations found in 29 CFR Part 97, 29 CFR Part 95 or 48 CFR Part 31.
3. Will maintain and permit the Higher Education Coordinating Commission, the office of Community Colleges and Workforce Development, the Oregon Secretary of State's Audit Division, the Oregon Department of Justice, the Federal Department of Labor, Employment and Training Administration through any authorized representative, access to and the right to examine and audit all records, books, papers or documents related to the awards or programs, to satisfy audit and program evaluation purposes and for all other lawful purposes; will establish a proper accounting system in accordance with generally accepted accounting

standards and directives of the Federal awarding agencies; and will cause to be performed the required financial and compliance audits in accordance with the Single Audit Act Amendments of 1996 and OMB Circular No. A-133, "Audits of States, Local Governments, and Non-Profit Organizations."

4. Will not permit any person or entity to receive grant or program funds if the person or entity is listed on the non-procurement portion of the General Service Administration's list of parties excluded from federal procurement or non-procurement programs in accordance with Executive Order No. 12,549 and Executive Order No. 12,689 of the President of the United States.

5. Will comply with the following:

A. This certification is a material representation of fact upon which reliance was placed when this transaction was made or entered into. Submission of this certification is a prerequisite for making or entering into this transaction imposed by 31 USC section 1352. Any person who fails to file the required certification shall be subject to a civil penalty of not less than \$10,000 and not more than \$100,000 for each such failure.

B. The lobbying provisions of 34 CFR Part 82.

Contractor certifies, by signing this agreement to the best of his or her knowledge and belief, that no Federal appropriated funds have been paid or will be paid, by or on behalf of the undersigned, to any person for influencing or attempting to influence an officer or employee of any Federal agency, a Member of Congress, an officer or employee of Congress or an employee of a Member of Congress in connection with the awarding of any Federal contract, the making of any Federal grant, the making of any Federal loan, the entering into of any cooperative agreement, and the extension, continuation, renewal, amendment or modification of any Federal contract, grant, loan, or cooperative agreement.

If any funds other than Federal appropriated funds have been paid or will be paid to any person for influencing or attempting to influence an officer or employee of any Federal agency, a Member of Congress, an officer or employee of Congress or an employee of a Member of Congress in connection with this Contract, the undersigned shall complete and submit Standard Form-LLL, "Disclosure Form to Report Lobbying", in accordance with its instructions.

C. Contractor shall require certification of the foregoing from all recipients of grant or program funds by including it in and requiring that it be included in all contracts pursuant to which grant or program funds are paid.

6. Will establish safeguards to prohibit employees from using their positions for a purpose that constitutes or presents the appearance of personal or organizational conflict of interest, or personal gain.

7. Will initiate and complete the work within the applicable time frame after receipt of approval of the awarding Agency.

8. Will comply with all federal, state and local laws, regulations, executive orders, ordinances, administrative rules and directives relating to nondiscrimination. These include but are not limited to: (a) Title VI of the Civil Rights Act of 1964 (P.L. 88-352) which prohibits discrimination on the basis of race, color or national origin; (b) Title IX of the

Education Amendments of 1972, as amended (20 U.S.C. §§1681-1683, and 1685-1686), which prohibits discrimination on the basis of sex; (c) Section 504 of the Rehabilitation Act of 1973, as amended (29 U.S.C. §794), which prohibits discrimination on the basis of handicaps; (d) the Age Discrimination Act of 1975, as amended (42 U.S.C. §§6101-6107), which prohibits discrimination on the basis of age; (e) The Americans with Disabilities Act of 1990 (42 U.S.C. §§12131 et seq.), which protects qualified persons with disabilities from discrimination in employment opportunities and imposes requirements for construction, remodeling, maintenance and operation of structures and facilities; (f) Implementation of the Nondiscrimination and Equal Opportunity Provisions of the Workforce Innovation and Opportunity Act of 2014 (29 CFR Part 37 and Section 188); (g) ORS Chapter 659, as amended; (h) current and or revised Methods of Administration of the State of Oregon; (i) any other nondiscrimination provisions in the specific statute(s) under which application for federal assistance is being made; and, (j) the requirements of any other nondiscrimination laws, regulations, executive orders or ordinances which may apply to the Applicant, Contractor, award, or programs.

9. Will comply, as applicable, with the provisions of the Hatch Act (5 U.S.C. §§1501-1508 and 7324-7326) which limit the political activities of employees whose principal employment activities are funded in whole or in part with federal funds, unless exempt by the Hatch Act exclusion for individuals employed by an educational or research institution, establishment, agency, or system which is supported in whole or in part by a state or political subdivision thereof, or by a recognized religious, philanthropic, or cultural organization, as provided in 5 U.S.C. §1501(4) (B).

10. Will comply, as applicable, with the provisions of the Davis-Bacon Act (40 U.S.C. §§276a to 276a-7), the Copeland Act (40 U.S.C. §276c and 18 U.S.C. §874), and the Contract Work Hours and Safety Standards Act (40 U.S.C. §§327-333), regarding labor standards for federally-assisted construction sub agreements.

11. Will comply with the applicable requirements of the federal Health Insurance Portability and Accountability Act of 1996 (HIPPA) (42 U.S.C. §§1320d et seq.) and the implementing regulations, 45 CFR 160, which relate to health information privacy and security and the transmission of such information

12. Will comply with the following additional requirements in accordance with WIOA:

- A. All proposals, evaluations, periodic program plans, and reports relating to each program will be available for public inspection.
- B. No grant funds will be used for the acquisition of real property or for construction unless specifically permitted by the authorizing statute or implementing regulations for the program.
- C. No grant funds will be used in violation of the prohibitions against use of such funds for religious worship, instruction, or proselytization.
- D. Contractor will cooperate in any evaluation of the program by the Secretary of the United States Department of Labor.
- E. Contractor will use fiscal control and accounting procedures that ensure proper disbursement of and accounting for federal funds.
- F. Contractor will obligate funds in accordance with the timing and other requirements of 29 CFR Part 97.21 or 29 CFR 95.22.

- G. Contractor will furnish reports that the Agency requests or that may reasonably be necessary for the Agency to carry out its responsibilities under the program, and will furnish all annual and other reports required by applicable laws and regulations.
- H. Contractor will keep records that fully show: (1) the amount of funds; (2) how the funds are used; (3) the total cost of the project; (4) the share of that cost provided from other sources; and (5) other records to facilitate an effective audit.
- I. Contractor will keep records to show its compliance with program requirements.
- J. Records will be retained for three years after completion of the projects and work covered by this Contract and access will be provided as deemed necessary by the Higher Education Coordinating Commission, the office of Community Colleges and Workforce Development, and/or the United States Department of Labor. If any litigation, claim, or audit is started before the expiration of the 3-year period, the records must be retained until all litigation, claims, or audit finding involving the records have been resolved and final action taken.
- K. Contractor will comply with the protection of the rights and privacy of parents and students in accordance with the Family Educational Rights and Privacy Act of 1974, (20 U.S.C. §1232g).
- L. None of the funds will be used to acquire equipment (including computer software) in any instance in which such acquisition results in a direct financial benefit to any organization representing the interests of the purchasing entity or its employees or any affiliate of such an organization.

14. Will comply with all applicable requirements of all of the foregoing and all other federal, state and local laws, regulations, ordinances, executive orders, administrative rules and directives applicable to the grants, awards, programs and work covered by this Contract

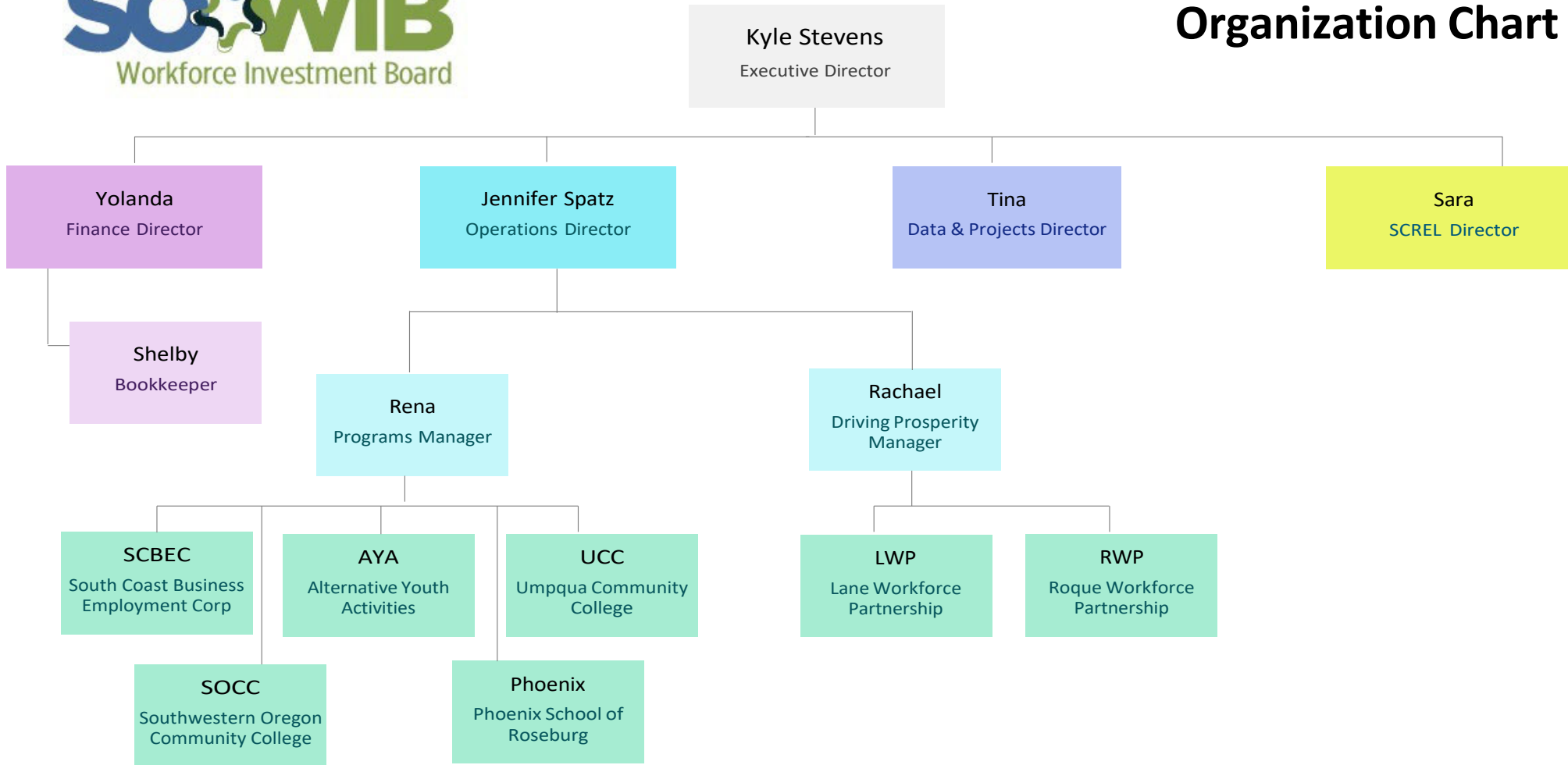
15. Debarment, suspension, ineligibility and voluntary exclusion – lower tier covered transactions: As required by Executive Order 12549, Debarment and Suspension, and implemented at 15 CFR Part 26, Section 26.510, Participants Responsibilities, for prospective participants in lower tier covered transactions (except subcontracts for goods or services under the \$25,000 small purchase threshold, unless the subtier recipient will have a critical influence on or substantive control over the award), as defined at 15 CFR Part 26, Sections 26.105 and 26.110:

- A. The prospective lower tier participant certifies, by submission of these assurances, that neither it nor its principals is presently debarred, suspended, proposed for debarment, declared ineligible, or voluntarily excluded from participation in this transaction by any Federal department or agency.
- B. Where the prospective lower tier participant is unable to certify to any of the statements in this certification, such prospective participants shall attach an explanation to this proposal.

16. The Contractor also agrees by signing this Contract that he or she shall require that the language of these assurances be included in all sub agreements, which exceed \$100,000 and that all such sub recipients shall certify and disclose accordingly.



Organization Chart



Signature Page

Workforce Innovation and Opportunity Act (WIOA) Title I Partners' Statement of Agreement for the Local Workforce Development Area known as Southwestern Oregon

Partners' Statement of Agreement

We, the undersigned, do hereby approve and submit this local plan representing the following programs and partners:

- WIOA Title I
- WIOA Title II (Adult Education and Family Literacy Act)
- Oregon Employment Department
 - WIOA Title III (Wagner-Peyser)
 - Migrant and Seasonal Farmworkers
 - Unemployment Insurance
 - Veterans
 - Trade Adjustment Assistance
- Community Colleges
- Economic Development Organization(s)
- Carl Perkins (Post-secondary)
- Department of Human Services
 - ▶ Temporary Assistance for Needy Families
 - ▶ Supplemental Nutrition Assistance Program - Employment and Training
- WIOA Title IV (Vocational Rehabilitation)
- Job Corps
- Please list additional partners (Community-Based Organizations, Faith-Based Entities, etc.)

The length of this Plan will be **July 1, 2020 through June 30, 2024.**

We agree with the contents of this plan.

Submitted on behalf of the partners for this Local Workforce Development Area.

SOWIB

Printed Name: Kyle Stevens Title: Executive Director

Signature:  Date: Jun 6, 2021

Oregon Employment Department

Printed Name: David K. Gerstenfeld Title: _____

Signature:  Date: June 8, 2021

County Consortium of Local Elected Officials

PrintedName: Melissa T. Cribbins Title: Chief Local Elected Official

Signature: *ff/JJa T Ct-f/JJi11J* Date: JUn 6, 2021
Melissa T. Cribbins (Jun 6, 2021 12:42 PDT)

Higher Education Coordinating Commission

Printed Name: Donna Lewelling Title: ABS State Director

Signature: *Donna Lewelling* Date: Jun 15, 2021

~~Oregon Department of Human Services Region 6 - Self-Sufficiency Programs~~

Printed Name: Kevin L. Thomas Title: Program Manager

Signature: *Kevin L. Thomas* Date: Jun 28, 2021
Kevin L. Thomas (Jun 28, 2021 13:20 PDT)

Oregon Department of Human Services Region 7 - Self-Sufficiency Programs
Department of Human Services Region 7 - Self-Sufficiency Programs

Printed Name: Whitney Warr Title: Program Manager

Signature: *Whitney Warr* Date: Jun 28, 2021
Whitney Warr (Jun 28, 2021 13:18 PDT)

Department of Human Services - Vocational Rehabilitation

PrintedName: Amy Kincaid Title: Branch manager

Signature: *K* Date: JUn 8, 2021
Amy Kincaid (Jun 8, 2021 15:24 PDT)

Oregon Commission for the Blind

Printed Name: **Dacia Johnson** Title: **Executive Director**

Signature: *Dacia Johnson* Date: **Jun 7, 2021**
Dacia Johnson (Jun 7, 2021 08:54 PDT)

Wolf Creek Job Corps (Douglas County)

Printed Name: **Ann Gomez** Title: **CFO**

Signature: *Ann Gomez* Date: **Jun 15, 2021**
Ann Gomez (Jun 15, 2021 12:49 PDT)

Eugene Job Corps (Coos County)

Printed Name: **Ann Gomez** Title: **CFO**

Signature: *Ann Gomez* Date: **Jun 15, 2021**
Ann Gomez (Jun 15, 2021 12:49 PDT)

Senior Community Services Employment Program - Easter Seals

Printed Name: **Carol Salter** Title: **President/CEO**

Signature: *Carol Salter* Date: **Jun 7, 2021**

INFRASTRUCTURE AND ADDITIONAL SHARED COST FUNDING AGREEMENT

This Infrastructure and Additional Shared Cost Funding Agreement ("**Agreement**"), effective on July 1, 2020 (the "**Effective Date**"), is entered into by and among Southwestern Oregon Workforce Investment Board (SOWIB), an Oregon non-profit corporation, acting as the Local Workforce Development Board (the "**Local WDB**") for Coos, Curry, and Douglas Counties (the "**Local Area**"), Melissa Cribbins, chief elected official for the Local Area ("CEO"), and each other party whose name and signature appears on the signature pages hereof (each, a "**Party**" and, collectively, the "**Parties**").

RECITALS

A. The federal Workforce Innovation and Opportunity Act (the "WIOA") contemplates that the Local Workforce Development Board, the chief elected official, each entity (each a "**Required One-Stop Partner**" and, collectively, the "**Required One-Stop Partners**") that carries out a program described in Section 121(b)(1)(B) of the WIOA, and other entities, carrying out a workforce development program, that are approved by the Local Workforce Development Board and the chief elected official (the "**Other One-Stop Partners**") (the Required One-Stop Partners and the Other One-Stop Partners, each a "**One-stop Partner**" and, collectively, the "**One-Stop Partners**") in a local area will enter into a Memorandum of Understanding as described in Section 121(c) of the WIOA and 20 CFR 678.500 to provide for the allocation among themselves and payment of the infrastructure costs of the "One-Stop Centers" contemplated by the WIOA and through which the One-Stop Partners deliver their workforce development programs (the "**Programs**").

B. Under 20 CFR 678.420(b)(2), the allocation of One-Stop Center infrastructure costs among the One-Stop Partners must be based on (1) each One-Stop Partners' proportionate use and relative benefit received, (2) federal cost principles, and (3) any local administrative cost requirements in the Federal law authorizing the One-Stop Partner's program.

C. If the Local Workforce Development Board, the chief elected official, and the One-Stop Partners in a local area fail to enter into an agreement for the allocation and payment, among the One-stop Partners, of the infrastructure costs of the One-Stop Center in their local area, the Governor will allocate the infrastructure costs among the One-Stop Partners in accordance with the process set forth in 20 CFR 678.731.

D. The WIOA also contemplates that the Local Workforce Development Board, the chief elected official, and the One-Stop Partners will enter in an agreement to provide for the allocation and payment among the One-Stop Partners of additional shared costs relating to the operation of the One-Stop Centers. These costs must include the costs of applicable career services and may include any other shared services that are authorized for and commonly provided through the One-Stop Partner Programs.

E. Under 20 CFR 678.760, the allocation of One-Stop Center operating costs among the One-Stop Partners must be based on the proportion of benefit received by each of the One-Stop Partners, consistent with applicable federal law.

F. The CEO, the Local WDB, and the One-Stop Partners party hereto (the "**Local One-Stop Partners**"), after completing their negotiations and discussions on the allocation of infrastructure costs and operating costs for the One-Stop Center in the Local Area, desire to enter into this agreement

to implement their allocation arrangement and provide for payment of the One-Stop infrastructure costs and operating costs in accordance with the requirements of the WIOA and its implementing regulations.

NOW THEREFORE, the Parties hereby agree as follows:

AGREEMENT

ARTICLE 1

BUDGET, ALLOCATION AND PAYMENT OF INFRASTRUCTURE COSTS

Section 1.1 **Infrastructure Cost Budget.** The Infrastructure Cost Budget for the One-Stop Center in the Local Area for Program Year 2019 (July 1, 2020 to June 30, 2022) (an "**Infrastructure Cost Budget**") is set forth on Exhibit A. The Parties may amend this Agreement to add Infrastructure Cost Budgets for future program years through preparation of a written Infrastructure Cost Budget for the year and execution thereof by each of the Parties. Upon such execution, the Infrastructure Cost Budget shall be deemed added to Exhibit A and shall serve as the Infrastructure Cost Budget for the specified year for purposes of this Agreement. Subject to earlier termination as provided herein, this Agreement shall continue to govern the Parties rights and obligations related to infrastructure costs of the One-Stop Center in the Local Area so long as Exhibit A includes an Infrastructure Cost Budget for the then-current program year. This Agreement shall automatically terminate at the beginning of the first program year lacking an Infrastructure Cost Budget in Exhibit A.

Section 1.2 **Infrastructure Cost Allocation.** The costs in an Infrastructure Cost Budget are allocated among the Local One-Stop Partners as set forth in Exhibit B (the "Infrastructure Cost Allocation"). At the request of the Local WDB from time to time, but not less frequently than once per year, the Parties shall review infrastructure costs incurred for operation of the One-Stop Center in the Local Area and the allocation of those costs under the Infrastructure Cost Allocation to confirm that the infrastructure costs actually allocated to each Local One-Stop Partner are proportionate to that Local One-Stop Partner's use of the One-Stop Center and the relative benefit received by each Local One-Stop Partner and the Local One-Stop Partner's programs and activities. As a result of such review, the Parties shall make any necessary adjustments to the Infrastructure Cost Allocation through amendment of this Agreement. If the Parties fail to reach agreement on the need for adjustments to the Infrastructure Cost Allocation, the Local WDB shall convene a meeting among representatives of Parties to resolve the disagreement.

Section 1.3 **Infrastructure Cost Payment.**

1.3.1 **Infrastructure Cost Contributions.** No later than 30 days after the end of each calendar quarter, each Local One-Stop Partner shall notify the Local WDB in writing of any cash or in-kind contributions to cover costs included in the applicable Infrastructure Cost Budget that the Local One-Stop Partner made during the prior calendar quarter, any information needed from that Local One-Stop Partner to apply the Infrastructure Cost Allocation for the quarter, and supporting documentation for such in-kind contributions and cost allocation information as the Local WDB may reasonably request. Any in-kind contributions will be valued consistent with 2 CFR 200.306; provided, however, to the extent allowed, if any, by 2 CFR 200.306, the Local One-Stop Partners will negotiate and agree upon the identification, inclusion, and value of in-kind contributions. If the Local One-Stop Partners cannot agree on whether a proposed in-kind contribution should be included, or its value, the in-kind

contribution will not be applied to the calculation to determine the amount by which that Local One-Stop Partner's in-kind contributions exceed its allocation of the infrastructure costs for the quarter. A Local One-Stop Partner's failure to notify the Local WDB of such in-kind contributions and cost allocation information within 45 days of the end of the calendar quarter shall, at the discretion of the Local WDB, constitute that Local One-Stop Partner's waiver of any right to payment for any amount by which that Local One-Stop Partner's in-kind contributions exceed its allocation of the infrastructure costs for the quarter.

1.3.2 Payment of Infrastructure Costs. No later than 45 days after the end of each calendar quarter and based on the information received from the Local One-Stop Partners under Section 1.3.1, the applicable Infrastructure Cost Budget, and the Infrastructure Cost Allocation, the Local WDB shall notify each Local One-Stop Partner of the total infrastructure costs incurred during the quarter, by Infrastructure Cost Budget line item, and of the portion of those costs allocated to that Local One-Stop Partner. Such notification shall identify and reflect any cash or in-kind contributions to the infrastructure costs of the One-Stop Center received from other than a Local One-Stop Partner during the quarter (which reduce the overall costs otherwise allocated to the Local One-Stop Partners), with any in-kind contributions valued consistent with 2 CFR 200.306 and Section 1.3.1. If the portion of the infrastructure costs allocated to a Local One-Stop Partner for the quarter exceeds the Local One-Stop Partner's contributions to infrastructure costs during the quarter, that Local One-Stop Partner shall, subject to Article 3, pay the difference to the Local WDB no later than 45 days after receipt of notification from the Local WDB of the infrastructure costs for the quarter. If the portion of the infrastructure costs allocated to a Local One-Stop Partner for the quarter is less than the Local One-Stop Partner's contributions to infrastructure costs during the quarter, the Local WDB shall, subject to Article 3, pay the difference to that Local One-Stop Partner promptly after the Local WDB's receipt of sufficient funds from the other Local One-Stop Partners to make that payment.

1.3.3 Cost Overruns. If the Local WDB anticipates that future infrastructure costs for a program year will exceed the Infrastructure Cost Budget for that year (either overall or on a line-item basis), the Local WDB shall notify each Party and recommend that the Parties negotiate an adjusted Infrastructure Cost Budget for the year. If the Parties reach agreement on an adjusted Infrastructure Cost Budget for the year, the Parties may amend this Agreement to replace the existing Infrastructure Cost Budget for the year with the adjusted Infrastructure Cost Budget for the year through execution by each of the Parties of a written adjusted Infrastructure Cost Budget for the year. Upon such execution, the adjusted Infrastructure Cost Budget for that year shall be deemed to replace the existing Infrastructure Cost Budget for that year. Regardless of whether the Parties agree on an adjusted Infrastructure Cost Budget for a year, any cost (of a type included in the Infrastructure Cost Budget) overrun incurred while this Agreement is in effect shall be allocated to each Local One-Stop Partner in the same proportion as such cost would be allocated under this Agreement if it were not a cost overrun. If the Parties agree on an adjusted Infrastructure Cost Budget after the expiration of the year for which that budget is applicable, the Parties may amend this Agreement to replace the existing Infrastructure Cost Budget for that prior year and shall otherwise adjust their cost allocations and later in time payments so as to reconcile or "true up" amounts actually received or paid with the adjusted budget. The Parties intend to limit the total amount of any infrastructure cost adjustments for a year to no more than a ten percent (10%) increase to the Infrastructure Cost Budget allocation of each Local One-Stop Partner.

**ARTICLE2
BUDGET, ALLOCATION AND PAYMENT OF ADDITIONAL SHARED COSTS**

Section 2.1 **Additional Shared Cost Budget.** The Additional Shared Cost Budget for the One-Stop Center in the Local Area for Program Year 2019 (July 1, 2020 to June 30, 2022) (an

"**Additional Shared Cost Budget**") is set forth on Exhibit C. The Parties may amend this Agreement to add Additional Shared Cost Budgets for future program years through preparation of a written Additional Shared Cost Budget for the year and execution thereof by each of the Parties. Upon such execution, the Additional Shared Cost Budget shall be deemed added to Exhibit C and shall serve as the Additional Shared Cost Budget for the specified year for purposes of this Agreement. Subject to earlier termination as provided herein, this Agreement shall continue to govern the Parties rights and obligations related to additional shared costs of the One-Stop Center in the Local Area so long as Exhibit C includes an Additional Shared Cost Budget for the then-current program year. This Agreement shall automatically terminate at the beginning of the first program year lacking an Additional Shared Cost Budget in Exhibit C.

Section 2.2 Additional Shared Cost Allocation. The costs in an Additional Shared Cost Budget are allocated among the Local One-Stop Partners as set forth in Exhibit D (the "Additional Shared Cost Allocation"). At the request of the Local WDB from time to time, but not less frequently than once per year, the Parties shall review additional shared costs incurred for operation of the One-Stop Center in the Local Area and the allocation of those costs under the Additional Shared Cost Allocation to confirm that the additional shared costs actually allocated to each One-Stop Partner are proportionate to the benefit received by that One-Stop Partner's use of the One-Stop Center. As a result of such review, the Parties shall make any necessary adjustments to the Additional Shared Cost Allocation through amendment of this Agreement. If the Parties fail to reach agreement on the need for adjustments to the Additional Shared Cost Allocation, the Local WDB shall convene a meeting among representatives of Parties to resolve the disagreement.

Section 2.3 Additional Shared Cost Payment.

2.3.1 Additional Shared Cost Contributions. No later than 30 days after the end of each calendar quarter, each One-Stop Partner shall notify the Local WDB in writing of any cash or in-kind contributions to cover costs included in the applicable Additional Shared Cost Budget that the One-Stop Partner made during the prior calendar quarter, any information needed from that One-Stop Partner to apply the Additional Shared Cost Allocation for the quarter, and supporting documentation for such contributions and information as the Local WDB may reasonably request. Any in-kind contributions will be valued consistent with 2 CFR 200.306; provided, however, to the extent allowed, if any, by 2 CFR 200.306, the Local One-Stop Partners will negotiate and agree upon the identification, inclusion, and value of in-kind contributions. If the Local One-Stop Partners cannot agree on whether a proposed in-kind contribution should be included, or its value, the in-kind contribution will not be applied to the calculation to determine the amount by which that Local One-Stop Partner's in-kind contributions exceed its allocation of the infrastructure costs for the quarter. A One-Stop Partner's failure to notify the Local WDB of such contributions and information within 30 days of the end of the calendar quarter shall, at the discretion of the Local WDB, constitute that Local One-Stop Partner's waiver of any right to payment for any amount by which that Local One-Stop Partner's in-kind contributions exceed its allocation of the additional shared costs for the quarter.

2.3.2 Payment of Additional Shared Costs. No later than 45 days after the end of each calendar quarter and based on the information received from the Local One-Stop Partners under Section 2.3.1, the applicable Additional Shared Cost Budget, and the Additional Shared Cost Allocation, the Local WDB shall notify each Local One-Stop Partner of the total additional shared costs incurred during the quarter, by Additional Shared Cost Budget line item, and of the portion of those costs allocated to that Local One-Stop Partner. Such notification shall identify and reflect any cash or in-kind contributions to the additional shared costs of the One-Stop Center received from other than a Local One-Stop Partner during the quarter (which reduce the overall costs otherwise allocated to the Local One-Stop Partners), with any in-kind contributions valued consistent with 2 CFR 200.306

and Section 2.3.1. If the portion of the additional shared costs allocated to a Local One-Stop Partner for the quarter exceeds the Local One-Stop Partner's contributions to additional shared costs during the quarter, that Local One-Stop Partner shall, subject to Article 3, pay the difference to the Local WDB no later than 30 days after receipt of notification from the Local WDB of the additional shared costs for the quarter. If the portion of the additional shared costs allocated to a Local One-Stop Partner for the quarter is less than the Local One-Stop Partner's contributions to additional shared costs during the quarter, the Local WDB shall, subject to Article 3, pay the difference to that Local One-Stop Partner promptly after the Local WDB's receipt of sufficient funds from the other Local One-Stop Partners to make that payment.

2.3.3 Cost Overruns. If the Local WDB anticipates that future additional shared costs for a program year will exceed the Additional Shared Cost Budget for that year (either overall or on a line-item basis), the Local WDB shall notify each Party and recommend that the Parties negotiate an adjusted Additional Shared Cost Budget for the year. If the Parties reach agreement on an adjusted Additional Shared Cost Budget for the year, the Parties may amend this Agreement to replace the existing Additional Shared Cost Budget for the year with the adjusted Additional Shared Cost Budget for the year through execution by each of the Parties of a written adjusted Additional Shared Cost Budget for the year. Upon such execution, the adjusted Additional Shared Cost Budget for that year shall be deemed to replace the existing Additional Shared Cost Budget for that year. Regardless of whether the Parties agree on an adjusted Additional Shared Cost Budget for a year, any cost (of a type included in the Additional Shared Cost Budget) overrun incurred while this Agreement is in effect shall be allocated to each Local One-Stop Partner in the same proportion as such cost would be allocated under this Agreement if it were not a cost overrun. If the Parties agree on an adjusted Additional Shared Cost Budget after the expiration of the year for which that budget is applicable, the Parties may amend this Agreement to replace the existing Additional Shared Cost Budget for that prior year and shall otherwise adjust their cost allocations and later in time payments so as to reconcile or "true up" amounts actually received or paid with the adjusted budget. The Parties intend to limit the total amount of any additional shared cost adjustments for a year to no more than a ten percent (10%) increase to the Additional Shared Cost Budget allocation of each Local One-Stop Partner.

ARTICLE3 CONDITIONS TO PAYMENT OBLIGATIONS

If a Party is an agency of the State of Oregon, then such Party's payment obligations under this Agreement are conditioned on the Party receiving sufficient funding, appropriations and other expenditure authorizations to allow that Party, in the reasonable exercise of its administrative discretion, to make the payment. If a Party is a local government, then such Party's payment obligations under this Agreement are conditioned on the Party receiving from its governing body sufficient funding, appropriations and other expenditure authorizations to allow that Party, in the reasonable exercise of its administrative discretion, to make the payment. If a Party is a local workforce development board that is subject to debt limitations imposed, or expenditures or funding authorized, by law, because of its unique relationship with local governments, then such Party's obligations under this Agreement are conditioned on that Party receiving sufficient funding, appropriations or other expenditure authorizations to allow that Party, in the exercise of its reasonable administrative discretion, to make the payment.

ARTICLE4
TERM AND TERMINATION

Section 4.1 **Term.** This Agreement shall remain in effect until the earlier of (1) its termination under Sections 1.1 or 2.1 or (2) a Party's exercise of its right to terminate this Agreement under this Article 4.

Section 4.2 **Termination.** This Agreement may be terminated as follows:

4.2.1 **Notice.** A Party may terminate this Agreement effective upon 90 days advance written notice to each other Party.

4.2.2 **Non-appropriation.** A Party may terminate this Agreement effective upon written notice to each other Party, if a Party fails to receive sufficient funding, appropriations and other expenditure authorizations to allow that Party, in the reasonable exercise of its administrative discretion, to continue making payments under this Agreement, as further described in Article 3.

4.2.3 **Change in Law.** A Party may terminate this Agreement effective upon written notice to each other Party, if federal or state laws, rules, regulations or guidelines are modified or are interpreted by the Federal Grant recipient agencies in such a way that the financing of One-Stop Center infrastructure costs as contemplated by this Agreement is no longer allowable.

4.2.4 **Non-compliance.** A Party may terminate this Agreement effective upon 30 days advance written notice to each other Party, if a Party fails to comply with its obligations under this Agreement, including a failure to make a required payment, and such failure remains uncured at the end of the 30-day period.

ARTICLES
EFFECT OF TERMINATION

Section 5.1 **Costs Incurred.** Termination of this Agreement shall not affect a Local One-Stop Partner's responsibility under this Agreement for infrastructure costs and additional shared costs incurred prior to the date of termination. Each Local One-Stop Partner shall continue to be responsible for its allocable portion of such costs in accordance with the terms and conditions of Articles 1 and 2.

Section 5.2 **Default Cost Allocation.** Unless the Parties have entered into a successor agreement for the allocation of infrastructure costs for the One-Stop Center in the Local Area, upon termination of this Agreement, the Local WDB shall so notify the Governor and such infrastructure costs will be allocated by the Governor among the Parties in accordance with the process set forth in 20 CFR 678.730 to 750. There is no default funding allocation for additional shared costs, in the event of termination of this Agreement.

ARTICLE6
GENERAL

Section 6.1 **Counterparts.** This Agreement may be executed in any number of counterparts, and any single counterpart or set of counterparts signed, in either case, by all the parties hereto shall constitute a full and original instrument, but all of which shall together constitute one and the same instrument.

Section 6.2 **Survival.** Articles 5 and 6 shall survive termination of this Agreement.

Section 6.3 **Notice.** Any notice required or permitted under this Agreement shall be in writing and shall be deemed effective (1) when actually delivered in person, (2) one business day after deposit with a commercial courier service for "next day" delivery, (3) two business days after having been deposited in the United States mail as certified or registered mail, or (4) when transmitted by email, addressed to a Party as set forth on the signature pages hereof.

Section 6.4 **Records and Inspection.** Each Local One-Stop Partner shall keep proper books of account and records on all costs in an Infrastructure Cost Budget that it incurs prior to the date of termination of this Agreement. Each Local One-Stop Partner will maintain these books of account and records in accordance with generally accepted accounting principles and shall retain the books of account and records until the later of: (i) termination of this Agreement, (ii) the date that all disputes, if any, arising under this Agreement have been resolved or (iii) the period required by any applicable records retention or similar laws. Each Party will permit each other Party and/or its duly authorized representatives to inspect, review and make excerpts and transcripts of such books of account and records. Access to these records is not limited to the required retention period. The authorized representatives shall have access to the records at any reasonable time for as long as the records are maintained.

Section 6.5 **Successors and Assigns.** No Party may assign this Agreement or any right hereunder or interest herein, in whole or in part, without the prior written consent of each other Party. This Agreement shall be binding upon and shall inure to the benefit of the Parties and their respective permitted successors and assigns.

Section 6.6 **Governing Law, Jurisdiction, Venue.** This Agreement shall be governed by and construed in accordance with the laws of the State of Oregon, without regard to its conflicts of law principles. Any legal action regarding this Agreement must be brought and conducted in the Circuit Court of the State of Oregon for Marion County (unless Oregon law requires that it be brought and conducted in the Circuit Court in another Oregon county). Each Party hereby consents to the exclusive jurisdiction of such court, waives any objection to venue, and waives any claim that such forum is an inconvenient forum.

Notwithstanding the preceding paragraph, if a claim must be brought in a federal forum, then it must be brought and adjudicated solely and exclusively within the United States District Court for the District of Oregon. This paragraph applies to a claim brought against the State of Oregon only to the extent Congress has appropriately abrogated the State of Oregon's sovereign immunity and is not consent by the State of Oregon to be sued in federal court. This paragraph is also not a waiver by the State of Oregon of any form of defense or immunity, including but not limited to sovereign immunity and immunity based on the Eleventh Amendment to the Constitution of the United States.

Section 6.7 **Modification; Prior Grant Agreements; Headings.** This Agreement may not be modified or amended except by an instrument in writing signed by each Party. This Agreement reflects and sets forth the entire agreement and understanding of the Parties with respect to the subject matter hereof, and supersedes all prior agreements and understandings relating to such subject matter. The headings in this Agreement are for the purpose of reference only and shall not limit or otherwise affect any of the terms hereof.

Section 6.8 **Validity; Severability.** If any provision of this Agreement is held to be invalid, such event shall not affect, in any respect whatsoever, the validity of the remainder of this Agreement,

and the remainder shall be construed without the invalid provision so as to carry out the intent of the Parties to the extent possible without the invalid provision.

Section 6.9 **Exhibits.** The exhibits to this Agreement are, by this reference, incorporated into and deemed a part of this Agreement as if they were fully set forth in the text hereof. If the language in an Exhibit conflicts with or is inconsistent with language not appearing in an Exhibit, the latter shall control.

Section 6.10 **Time of Essence.** Time is of the essence of this Agreement.

Section 6.11 **Relationship of the Parties.** Nothing contained in this Agreement or any acts of the Parties hereto shall be deemed or construed to create the relationship of principal and agent, or of partnership, or of joint venture or of any other association other than that of independent contracting parties.

Section 6.12 **No Third-Party Beneficiary Rights.** No person not a party to this Agreement is an intended beneficiary of this Agreement, and no person not a party to this Agreement shall have any right to enforce any term of this Agreement.

**EXHIBIT A
INFRASTRUCTURE COST BUDGET**

List of Infrastructure Cost Documents:

Leases:

COUNTY	PARTY	PARTY	TYPE	ANNUALIZED COST
Douglas	OED	SOWIB	Lease	823.68
Coos	OED	SOWIB	Lease	2,388.24
Curry	OED	SOWIB	Lease	1,674.00
Douglas	OED	SOWIB	Partner Sharing - Phone	1,296.00
Douglas	SOWIB	N/A	Partner Staff Parking - pd by SOWIB	3,366.00
Coos	OED	SOWIB	Partner Sharing - Phone	648.00
Curry	OED	SOWIB	Partner Sharing - Phone	324.00
Coos	OED	SOWIB	Lease	15,672.60

**EXHIBIT B
INFRASTRUCTURE COST ALLOCATION**

Infrastructure cost allocation is provided through the documents identified in Exhibit A for full time *co-located workforce partners*.

Infrastructure cost allocation for part time and *non-colocated workforce partners (NCWPs)* is based on the number of WIOA NCWPs participating in this Infrastructure Shared Cost Funding Agreement. The allocation basis includes training room or conference room space and the Technology Nexus cubicle. The allocation is calculated through the division of the estimated and budgeted cost evenly between the NCWPs. For the year beginning July 1, 2020, there are twelve (12) NCWPs with costs broken down as follows:

DOUGLAS/ REGIONAL COUNTY NCWP:

ALLOCATION / COST BASIS	\$1,513.32	
NCWP	Annual Total Per Year	Agreement MOU (pending or executed)
Oregon Department of Human Services - Vocational Rehabilitation	252.22	Pending
Oregon Commission for the Blind	252.22	Pending
Oregon Department of Human Services Region 6 - Self-Sufficiency Programs	252.22	Pending
Higher Education Coordinating Commission	252.22	Pending
Wolf Creek Job Corps (Douglas County Office)	252.22	Pending
Senior Community Services Employment Program - Easter Seals - (Douglas County)	252.22	Pending
TOTAL	\$1,513.32	

COOS / CURRY COUNTY NCWP:

ALLOCATION / COST BASIS	\$1,008.88	
NCWP	Annual Total Per Year	Agreement MOU (pending or executed)
Oregon Department of Human Services Region 7 - Self-Sufficiency Programs	252.22	Pending
Higher Education Coordinating Commission	252.22	Pending
Career and technical education programs at the postsecondary level authorized under the Carl D. Perkins Career and Technical Education Act of 2006- Coos ESD	252.22	Pending
Eugene Job Corps (Coos County Office)	252.22	Pending
Senior Community Services Employment Program - Easter Seals - (Coos County)	252.22	Pending
TOTAL	\$1,008.88	

With a primary goal of establishing an integrated one stop delivery system, our desire is to have as many partners as possible included in the WSO offices. Core partners are strongly encouraged to have a visible, integrated presence in the WSO. Partners who have the resources and ability to provide Integrated One Stop Career Services at the WSO, may submit staff time as in-kind services in lieu of paying cash for their share of the costs listed above.

Examples of Integrated One Stop Career Services include staffing the WSO welcome desk, assisting participants on the resource floor, and providing workshops on site at the WSO that are open to all participants and partners. Partners who provide an average of at least 4 hours per week at the WSO may have up to their full amount considered In Kind Services. Less than 4 hours per week may be applied on a pro-rated basis.

EXHIBIT C ADDITIONAL SHARED COST BUDGET

The contents and structure of Exhibit C & D are currently provided through Partner Sharing Agreements and providing reciprocal space. As the process continues to evolve, more specific costs may be added to these sections.

Workforce partners not physically located in the WSO's will continue to work together to provide services to participants. This will be accomplished through a combination of approaches including: The contents and structure of Exhibit C & D are currently provided through Partner Sharing Agreements and providing reciprocal space. As the process continues to evolve, more specific costs may be added to these sections.

Workforce partners not physically located in the WSO's will continue to work together to provide services to participants. This will be accomplished through a combination of approaches including:

Partners Acknowledge the small, rural communities of the region, and the resulting smaller staffs of each of the partners. Partners agree that the community and clients are best served through the following approach:

- Partners will share services, opportunities and information on a regular basis through the Local Leadership Team
- To the extent possible, Partners will each provide open space at their locations where other partner staff may drop in and provide services as appropriate
- As shared service delivery evolves and grows, partners may desire a dedicated space or become available for a more structured full time presence. In this case they are invited to enter into a space sharing lease at such locations. These leases will be incorporated into future versions of the IFA.

EXHIBITD
ADDITIONAL SHARED COST ALLOCATION

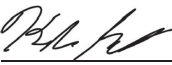
None included for the year beginning July 1, 2020

SIGNATURES

IN WITNESS WHEREOF, the Parties hereto have caused this Agreement to be executed by their duly authorized representatives.

Fully Co-Located Partners:

SOWIB

Printed Name: Kyle Stevens Title: Executive Director
Signature:  Date: JUN 6, 2021

Oregon Employment Department

Printed Name: David K. Gerstenfeld Title: Acting Director
Signature: [David K. Gerstenfeld](mailto:David.K.Gerstenfeld@Jun : 1 1 : : : PDT) Date: JUN 8, 2021

SIGNATURES

IN WITNESS WHEREOF, the Parties hereto have caused this Agreement to be executed by their duly authorized representatives.

Governance:

County Consortium of Local Elected Officials

Printed Name: Melissa T. Cribbins Title: Chief Local Elected Official
[#et:ja T.Ct/b/Ji11J](#)
Signature: [Melissa T. Cribbins \(Jun 6, 2021 12:42 PDT\)](#) Date: JUN 6, 2021

SIGNATURES

IN WITNESS WHEREOF, the Parties hereto have caused this Agreement to be executed by their duly authorized representatives.

Part time or Non-Co-Located Partners:

Higher Education Coordinating Commission

Printed Name: Donna Lewelling Title: ABS State Director

Signature: *Donna Lewelling* Date: Jun 15, 2021

Department of Human Services Region 6 - Self-Sufficiency Programs

Printed Name: Kevin L. Thomas Title: Program Manager

Signature: *Kevin L. Thomas* Date: Jun 28, 2021

Department of Human Services Region 7 - Self-Sufficiency Programs

Printed Name: Whitney Warr Title: Program Manager

Signature: *Whitney Warr* Date: Jun 28, 2021

Department of Human Services - Vocational Rehabilitation

Printed Name: Amy Kincaid Title: Branch Manager

Signature: *KituauJ* Date: Jun 8, 2021

Part time or Non-Co-Located Partners:

Oregon Commission for the Blind

Printed Name: **Dacia Johnson** Title: Executive Director

Signature: *Dacia .. Johnson* Date: **Jun 7, 2021**
Dacia Johnson (Jun 7, 2021 08:54 PDT)

Wolf Creek Job Corps (Douglas County)

Printed Name: **Ann Gomez** Title: **CFO**

Signature: *A.nn uomez* Date: **JU n 15, 2021**
Ann Gomez (Jun 15, 2021 12:49 PDT)

Eugene Job Corps (Coos County)

Printed Name: **Ann Gomez** Title: **CFO**

Signature: *A.nn uomez* Date: **JU n 15, 2021**
Ann Gomez (Jun 15, 2021 12:49 PDT)

Senior Community Services Employment Program - Easter Seals

Printed Name: **Carol Salter** Title: President/CEO

Signature: *Carol Salter* Date: **Jun 7, 2021**



Oregon
Kate Brown, Governor

Higher Education Coordinating Commission
Office of Workforce Investments
3225 25th Street SE
Salem, OR 97302
www.oregon.gov/HigherEd

September 26, 2022

Kyle Stevens, Executive Director
Commissioner Melissa Cribbins

This letter finalizes the agreed-upon Program Year (PY) 2022 and PY 2023 Workforce Innovation and Opportunity Act (WIOA) title I program performance targets. Following a review of Oregon's statistical adjustment model predicted outcomes, historical actual results, data supporting the proposed performance targets, other relevant adjustment factors, and subsequent communications with local staff and Chief Elected Officials, we are confirming the final negotiated performance targets for your local workforce development area are as follows below.

Southwestern Oregon Workforce Investment Board	PY 2022 Target	PY 2023 Target
WIOA title I – Adult		
Employment Rate 2 nd Quarter after Exit	68.0%	68.0%
Employment Rate 4 th Quarter after Exit	67.1%	67.1%
Median Earnings 2 nd Quarter after Exit	\$5,228	\$5,228
Credential Attainment Rate	65.4%	65.4%
Measurable Skills Gain	60.0%	60.0%

Southwestern Oregon Workforce Investment Board	PY 2022 Target	PY 2023 Target
WIOA title I – Dislocated Worker		
Employment Rate 2 nd Quarter after Exit	68.4%	68.4%
Employment Rate 4 th Quarter after Exit	68.6%	68.6%
Median Earnings 2 nd Quarter after Exit	\$5,525	\$5,525
Credential Attainment Rate	63.6%	63.6%
Measurable Skills Gain	62.4%	62.4%

Southwestern Oregon Workforce Investment Board	PY 2022 Target	PY 2023 Target
WIOA title I - Youth		
Employment Rate 2 nd Quarter after Exit	70.6%	70.6%
Employment Rate 4 th Quarter after Exit	69%	69%
Median Earnings 2 nd Quarter after Exit	\$4800	\$4800
Credential Attainment Rate	65%	65%
Measurable Skills Gain	63.4%	63.4%

Please file these final agreed-upon performance targets with your Local Plan. We appreciate your participation and collaboration in this year's performance negotiations, and agreement on the PY 2022 and PY 2023 performance targets.

If you have any questions, please contact Kurt Tackman at: kurt.r.tackman@hecc.oregon.gov.

Thank you,



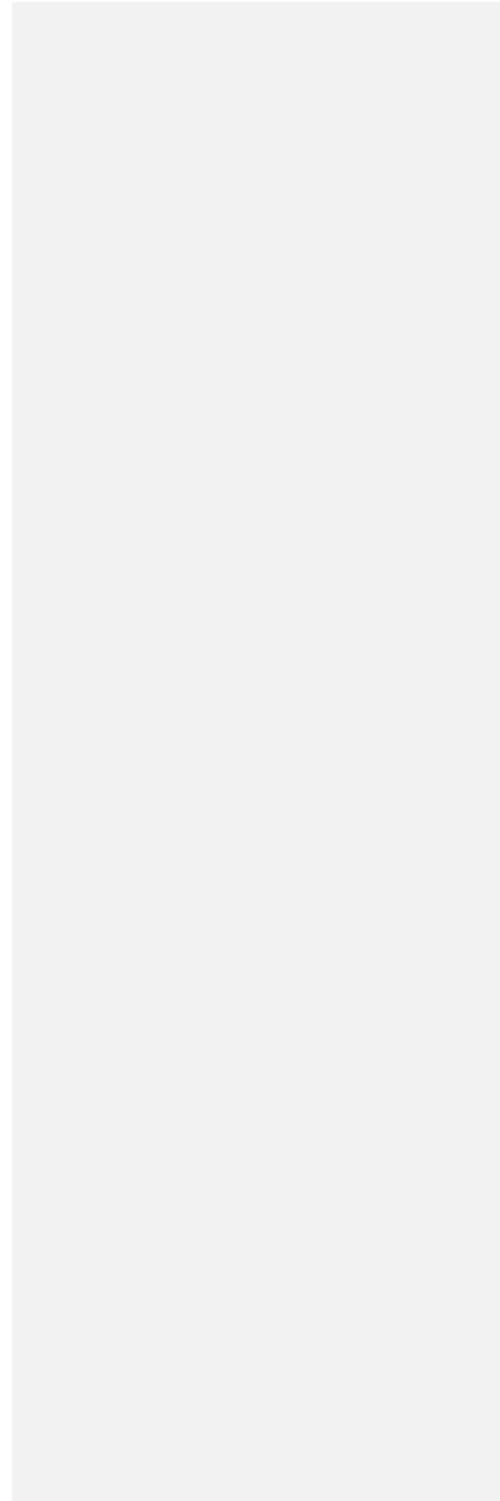
Julia Steinberger
Director
Office of Workforce Investments
Higher Education Coordinating Commission


Email cc:

Ann Mersereau, Chair, Workforce and Talent Development Board

Todd Nell, Director, Workforce and Talent Development Board

Kurt Tackman, Deputy Director, Office of Workforce Investments



	Policy No: PW-305
	Effective Date: December 1, 2021 Original Approval: May 4, 2015, rev. July 1, 2019
	New <input type="checkbox"/> Revised <input checked="" type="checkbox"/>
PRIORITY OF SERVICE	

PURPOSE

To direct Workforce Innovation and Opportunity Act (WIOA) funds to those most in need, while complying with U.S. Department of Labor Priority of Service requirements for Veterans.

BACKGROUND

Priority of Service occurs when a covered individual is given priority over non-covered individuals for the receipt of employment, training and placement services provided under WIOA. These individuals are entitled to precedence over non-covered persons for services – the covered individual either receives access to a service earlier in time than a non-covered person or, if resources are limited, receives access to the service instead of or before the non-covered person.

TEGL 10-09 states recipients (and sub-recipients) of U.S. Department of Labor (DOL) funds are subject to the priority of service regulations and are thus required by law to provide priority of service to veterans and eligible spouses. This is a requirement of receiving DOL funds. It is important to note that a veteran or eligible spouse must first meet any and all of the eligibility criteria in order to be considered eligible for enrollment in the program, receipt of priority for enrollment and priority for receipt of services.

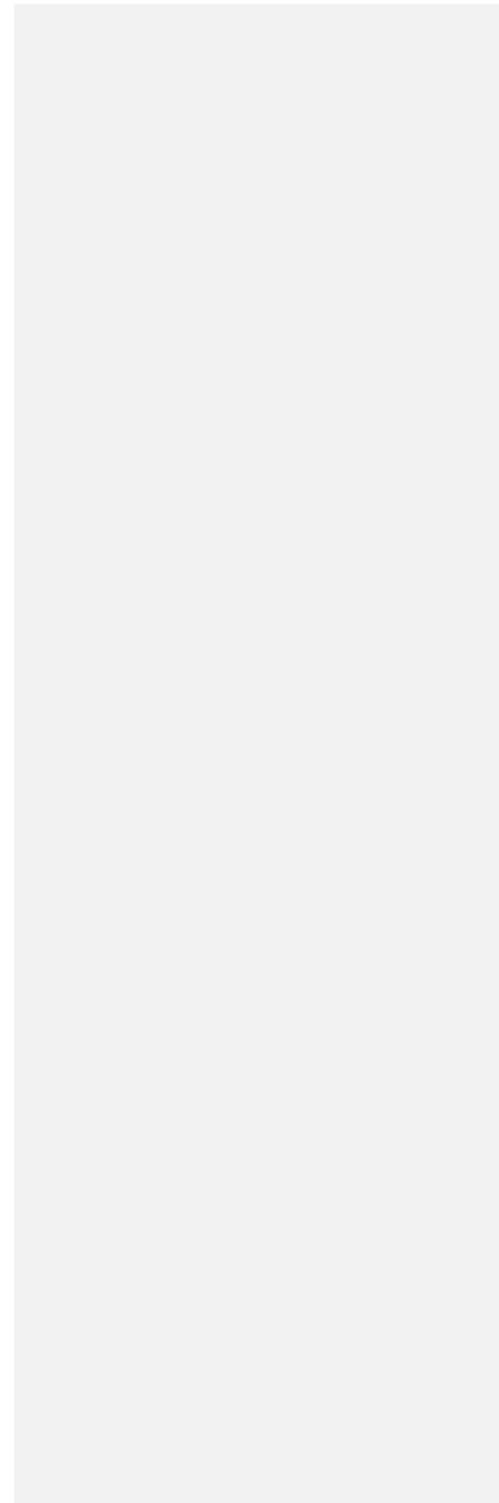
In addition, WIOA requires when expending funds allocated for Adult Employment and Training activities, priority shall be given to recipients of public assistance, basic skills deficient, and other low-income individuals for intensive services and training services. The public assistance, basic skills deficient and low-income priority does not apply to Dislocated Worker funds.

REFERENCES

- Workforce Innovation and Opportunity Act Section 134(c)(3)(E)
- Workforce Innovation and Opportunity Act Section 3(5)
- Workforce Innovation and Opportunity Act Section 3(36)
- TEGL 10-09 Priority of Service for Veterans and Eligible Spouses
- TEGL 28-11 Change 1 Performance Reporting and Data Validation
- TEGL 19-16 Guidance on Services

POLICY

To address the requirement of the WIOA, SOWIB is establishing the following prioritization for services:



Veterans: For workforce programs that operate or deliver services to the public without targeting specific groups, veterans and eligible spouses must receive priority of service over all other program participants. For Programs with Eligibility Criteria, veterans and eligible spouses who meet the eligibility criteria will receive priority for enrollment in the program, as well as priority for receipt of services. (i.e. Adult and DW intensive services, NEGs and any other programs that has eligibility requirements). For programs with statutory or mandatory priorities (such as programs/grants that have specific populations that are allowable to be served in the grant), priority of service is applied as described below:

1. Veterans and eligible spouses who meet the program-specific mandatory priorities will receive the highest level of priority of service.
2. Non-covered individuals who meet the program's mandatory priority receive the second level of priority of service.
3. Veterans and eligible Spouses outside the program-specific mandatory priority receive the third level of priority of service.
4. Non-covered individuals outside the program's mandatory priority receive the lowest level of priority of service.

Public Assistance Recipients/Other Low Income/ Basic Skills Deficient: In provision of career and training services, priority must be given to eligible public assistance recipients, other individuals that are low income and for which you have documentation stating low income status and individuals who are basic skills deficient (WIOA sec. 3(5)). Note: Individuals who are English language learners meet the criteria for "basic skills deficient" and must be included in the priority population.

Implementation of Priority of Service will be given to eligible public assistance recipients first and then other low-income individuals and those who are basic skills deficient. Priority must be documented.