

Agency Mission: To contribute leadership and resources to increase the skills, knowledge, and career opportunities of Oregonians.

| KPM #6                | CURRENT/INCUMBENT WORKER EMPLOYMENT<br>Percentage of current/incumbent workers who retained employment after exit | Measure since:<br>2006 |
|-----------------------|---|------------------------|
| <b>Goal</b>           | Goal 2: Oregon’s workforce is well-trained and has access to a wide variety of training programs                  |                        |
| <b>Oregon Context</b> | OBM 29: Labor force skills training   |                        |
| <b>Data source</b>    | WIA Title 1B Database   |                        |
| <b>Owner</b>          | CCWD WIA Title IB Programs, 503-378-8648  |                        |

**1. OUR STRATEGY**

CCWD leads several efforts to support training and development for current and incumbent workers in Oregon. CCWD is responsible for ensuring Oregonians have access to training through Workforce Investment Act Title IB workforce programs. CCWD oversees the Employer Workforce Training Fund (EWTF), which matches private and federal investment in workforce training programs designed to mitigate the skilled-worker shortage in targeted demand industries. The goal of EWTF is to aggregate, incentivize, and expand workforce training in high-wage, high-demand occupations. The Department also utilizes the Business and Industry Training System (BITS) to offer employers customized workforce training through the network of community colleges.

**2. ABOUT THE TARGETS**

Targets for 2006 and 2007 were set at the performance level for 2005. Targets for 2008 and 2009 were increased 1% from the 2007 target. Higher is better.

**3. HOW WE ARE DOING**

In 2006, 80.2% of current/incumbent workers were employed in the first quarter after exiting training, a decline of 2% from 2005. Performance has remained relatively stable on this measure since 2001, with a gradual increase through 2004 followed by two years of decline.

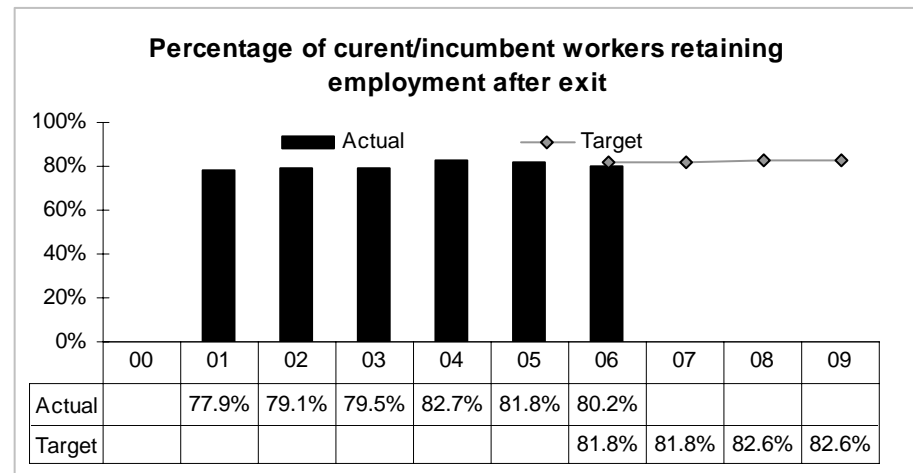
**4. HOW WE COMPARE**

No comparison data are available for this measure.

**5. FACTORS AFFECTING RESULTS**

The economy of the state and the strength of Oregon businesses in a global environment affect the retention and earnings of current/incumbent workers.

**6. WHAT NEEDS TO BE DONE**



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The Department will continue its extensive efforts to develop world class training programs as well as assessments for workers, business and industry. CCWD will work with its partners to identify best practices curriculum and continue to build the capacity of workforce and education training services. CCWD and its partners are working to build on the EWTF model through the Cluster Investment Fund (CIF) and the Skill Up Oregon Fund. CIF would encourage greater aggregation of training within key economic clusters, and Skill Up aims to aid and encourage low-skill workers to gain the skills necessary to work in high-wage, high-demand jobs. Although CIF received only 10% of the requested funds in the approved budget and Skill Up received no funding, CCWD will revise and improve the plans for these programs.

**7. ABOUT THE DATA**

Reporting cycle: Oregon fiscal year. Workforce Investment Act (WIA) Title IB adult exiters are matched with Oregon Employment Department wage records. The measure calculation is adult exiters who were employed at registration and were employed in the 1<sup>st</sup> quarter after exit, divided by the number of adult exiters who were employed at registration.