MEETING THE NEED FOR GOOD JOBS FOR YOUNG PEOPLE IN MALHEUR COUNTY: A CAREER TECHNICAL EDUCATION PROGRAM

Prepared with support from Northwest Area Foundation, Prosperity Initiative, ECO Northwest and Oregon Solutions
MALHEUR COUNTY CTE GOAL

- Expand on successful CTE pilot welding project
- Develop an allied health CTE project
- Both projects would be collaborations of high schools, TVCC, Malheur ESD, local businesses, and other partners
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1. GLOBAL TRENDS AND WORKFORCE NEEDS INDICATE NEED FOR CTE EDUCATION
Globalization and technological changes have caused work patterns worldwide to shift.

In the U.S., many jobs have moved overseas and mechanization has reduced the number of well-paying, middle-class jobs.
THERE ARE FEWER MIDDLE-CLASS JOBS

- Many middle-skill jobs that provided work for generations of high school graduates have been eliminated, while high-skill and low-skill jobs have been on the rise.

- Job growth has been concentrated in occupations that feature “non-routine” tasks.
The middle-skill jobs that have survived and are likely to persist are those that feature non-routine tasks.

The share of the U.S. labor force employed in occupations that are intensive in different types of tasks, 1660-2009

- Working with new information to problem-solve and influence the decisions of others
- Solving unstructured problems that lack rules-based solutions
- Performing non-routine manual tasks that require situational adaptability, visual/language recognition, or fine muscle control

Source: Levy & Murnane, Dancing With Robots: Human Skills for Computerized Work
“While all American teenagers need to master foundational skills, different students will need different secondary school experiences to accomplish this objective. For some, learning is best done through career and technical education (CTE) that provides more explicit links between foundational skills and groups of occupations.” (Levy & Murnane)
All young people need opportunities to develop and be taught the foundational skills needed to prepare for jobs in well-paying and expanding occupations.

The ability to acquire skills at any age depends on skills acquired at earlier ages ("skills beget skills"), so early investments pay off the most. (J. Heckman)
2. REGIONAL CHALLENGES AND OPPORTUNITIES REQUIRE ACTION
Challenges to Malheur County’s well-being include the county has high poverty rates, high juvenile arrest rates, high teen pregnancy rates, low high school completion rates, and low per capita income.

“Poverty to Prosperity: Malheur County Recovery Plan” was created to address these challenges with a five point program.
UNEMPLOYMENT IS RELATIVELY HIGH; AVERAGE PAY IS RELATIVELY LOW

- Malheur County: 8.8% (Unemployment)
  - Malheur County: $31,164 (Average pay per job)
- Oregon: 8.0% (Unemployment)
  - Oregon: $44,273 (Average pay per job)
- U.S.: 7.4% (Unemployment)
  - U.S.: $49,289 (Average pay per job)

BUT THE COUNTY HAS A RELATIVELY YOUNG POPULATION THAT LENDS ITSELF TO “HOME-GROWN TALENT”

Components of Population Change, Eastern Oregon
April 1, 2010 to July 1, 2012

People Ages 0-17 as a Share of Total Population
July 1, 2012

Source: Population Research Center, Portland State University

From Oregon Employment Department’s Eastern Oregon Labor Trends, July 2013
HIGH SCHOOL COMPLETION AND POSTSECONDARY ENROLLMENT FOR MALHEUR COUNTY’S CLASS OF 2011

ECONorthwest analysis of ODE data.

- **Class of 2011 (9th grade in 2007-08)**
  - Ontario High School: 240 students
  - Vale High School: 60 students
  - Nyssa High School: 40 students

- **Graduated from HS by 2012**
  - Ontario High School: 72% completed high school in five years
  - Vale High School: 30% completed high school in five years
  - Nyssa High School: 45% completed high school in five years

- **Enrolled in a 2- or 4-year postsecondary program in 2012**
  - Ontario High School: 45 students
  - Vale High School: 15 students
  - Nyssa High School: 10 students
3. THERE IS A DEMAND FOR MIDDLE-SKILL WORKERS IN THE REGION
“The middle-skill jobs that survive will combine routine technical tasks with abstract and manual tasks in which workers have a comparative advantage — interpersonal interaction, adaptability and problem-solving.” (Autor & Dorn)
Many people live in Idaho and work in the Ontario area, and vice versa.

- 8,684 people work in Ontario (primary jobs): 6,556 live elsewhere and 2,128 live in Ontario.
- 1,580 people live in Ontario but work elsewhere.
- 19 percent of Ontario workers live more than 50 miles outside of Ontario.

PROJECTED JOB OPENINGS PER YEAR IN MALHEUR COUNTY AND SOUTHWESTERN IDAHO

INCLUDES MALHEUR COUNTY, OR, AND ADA, ADAMS, BOISE, CANYON, ELMORE, GEM, OWYHEE, PAYETTE, VALLEY AND WASHINGTON COUNTIES IN ID

<table>
<thead>
<tr>
<th></th>
<th>Malheur Co</th>
<th>SW Idaho</th>
<th>Total</th>
</tr>
</thead>
<tbody>
<tr>
<td>Projected job openings per year due to growth</td>
<td>118</td>
<td>5,517</td>
<td>5,635</td>
</tr>
<tr>
<td>Projected job openings per year due to replacement</td>
<td>321</td>
<td>7,014</td>
<td>7,335</td>
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<tr>
<td>Total projected job openings per year in Southwest Idaho</td>
<td>439</td>
<td>12,531</td>
<td>12,970</td>
</tr>
</tbody>
</table>

Source: ECONorthwest analysis of Oregon Employment Department and Idaho Department of Labor data.
Numbers in charts do not sum to total annual job openings because of rounding differences and occupation suppression methodologies.
In 2012, Oregon employers reported difficulty in filling 44 percent of their open positions.

In eastern Oregon, 1,300 employers across 8 counties reported:
- Vacancies in 110 occupations, including truck drivers, auto/equipment mechanics, welders, and home health aides
- About 1,000 total job vacancies across the 8 counties
- About 90 reported vacancies that require a postsecondary non-degree award and pay about $16/hour; about 59 of these are “difficult to fill”

Like other Oregon employers, eastern Oregon employers cite unfavorable working conditions and a lack of qualified applicants as main reasons for hiring difficulty.

Compared with the rest of Oregon, eastern Oregon employers disproportionately report employer location, lack of soft skills, and low wages as additional reasons that vacancies are difficult to fill.

Source: Oregon Employment Department, Two-Fifths of Oregon’s Job Vacancies are Difficult to Fill
MANY PROJECTED JOB OPENINGS IN SW IDAHO ARE FOR JOBS NEEDING A POSTSECONDARY NON-DEGREE AWARD

Top 15 occupations needing a postsecondary non-degree award in Southwestern Idaho (2010-2020)
Includes Ada, Adams, Boise, Canyon, Elmore, Gem, Owyhee, Payette, Valley and Washington counties

<table>
<thead>
<tr>
<th>Occupation</th>
<th>Median Hourly Wage*</th>
<th>Estimated Annual Openings</th>
</tr>
</thead>
<tbody>
<tr>
<td>Licensed Practical and Licensed Vocational Nurses</td>
<td>$19.50</td>
<td>67</td>
</tr>
<tr>
<td>Hairdressers, Hairstylists, and Cosmetologists</td>
<td>$9.03</td>
<td>44</td>
</tr>
<tr>
<td>Dental Assistants</td>
<td>$16.63</td>
<td>42</td>
</tr>
<tr>
<td>Fire Fighters</td>
<td>$18.75</td>
<td>36</td>
</tr>
<tr>
<td>Medical Records and Health Information Technicians</td>
<td>$14.57</td>
<td>28</td>
</tr>
<tr>
<td>First-Line Supervisors/Managers of Production and and Operating Workers</td>
<td>$20.76</td>
<td>28</td>
</tr>
<tr>
<td>Heating, Air Conditioning, and Refrigeration Mechanics and Installers</td>
<td>$17.53</td>
<td>27</td>
</tr>
<tr>
<td>Library Technicians</td>
<td>$10.59</td>
<td>18</td>
</tr>
<tr>
<td>Massage Therapists</td>
<td>$20.93</td>
<td>10</td>
</tr>
<tr>
<td>Surgical Technologists</td>
<td>$19.58</td>
<td>10</td>
</tr>
<tr>
<td>Aircraft Mechanics and Service Technicians</td>
<td>$24.61</td>
<td>10</td>
</tr>
<tr>
<td>Medical Transcriptionists</td>
<td>$14.16</td>
<td>8</td>
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<tr>
<td>Psychiatric Technicians</td>
<td>$15.39</td>
<td>7</td>
</tr>
<tr>
<td>First-Line Supervisors/Managers of Fire Fighting and Prevention Workers</td>
<td>$32.56</td>
<td>7</td>
</tr>
<tr>
<td>Telecommunications Equipment Installers and Repairers</td>
<td>$24.01</td>
<td>4</td>
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</tbody>
</table>

*Wages from Idaho Department of Labor 2011 Occupations Employment Statistics Program
Source: Projections ~ 2010-2020 Idaho Department of Labor Occupation Projections
OTHER POTENTIAL NEW JOBS IN THE REGION

- Additional health care jobs stemming from the Affordable Care Act
- Up to several hundred new jobs from three value-added agriculture-related prospects and one manufacturing prospect (Snake River Economic Development Association)
- Up to 150-200 new jobs from the Grassy Mountain mining prospect near Vale (100-150 during construction)
- Dozens of potential new jobs in Idaho from natural gas drilling in Payette County, ID, and the new assisted living center in Fruitland, ID
- In addition, there are several land parcels at various states of preparation for employers:
  - ConAgra site: permits for a septic system and water line are in place (site could employ up to 300-400)
  - A 200 acre plot that could attract a data center or a manufacturer
  - A 77-acre state-certified plot that was once scoped for a regional distribution center that could employ up to 400
  - A 70-acre plot that is in the process of being certified
  - 250 acres of rail-dependent land that could serve potential coal-transportation activities
4. EMPLOYER SURVEY RESULTS
Over 350 members of the Ontario Chamber of Commerce and the Snake River Economic Development Alliance received an on-line survey to determine job needs and views on a CTE program. A total of 69 individuals completed the survey, with an additional 23 providing partial responses. Highlights from the survey include:

- 59% of respondents indicated that their firm/organization has had difficulty finding qualified applicants for open positions in the last 5 years.
- 87% of respondents reported that, in the next 5 years, their firm/organization will try to recruit or hire new or replacement employees who have at least a high school diploma or GED.
- 96% of respondents believe that the community/region needs a CTE Center.
5. INDUSTRY FOCUS GROUP RESULTS
The future of health care will involve more certificate-level job types, such as mental health counselors, medical assistants, medical coders, phlebotomists, X-ray technicians, lab technicians, pharmacy technicians, medical aides, and multi-level CNAs (including those who administer medications, work in hospice, elder care assistants, home care assistants, etc.)

- It is critical to have leadership, customer service, and computer skills for all health care jobs
- To get training, prospective workers have to leave the area and many don’t return
- Challenges include the impact of child care on ability to take shifts, competition from Idaho employers, the lack of bilingual applicants, and background check requirements
Employers need welders skilled in specialties such as aluminum, pipe, food grade, fabrication, overhead, underwater, and stainless steel.

There is a shortage of applicants for open jobs; hard to attract trained people from Malheur County.

A welding CTE program should go beyond the basics and include technical drawing, fabrication, measurements, and specialized welding.
Jobs are available in sales, parts staff, service technicians, CDL licensed drivers, commercial chemical applicators (herbicides, fungicides, fumigation, etc.), welders, mechanics, etc.

Challenges include lack of basic literacy skills, inability to pass test for commercial applicator licenses, technical skills for precision agriculture (GPS mapping, moisture management, and computer aided pivot lines), inability to read blueprints and schematics, young people being unaware of the jobs in agriculture and food processing beyond “digging ditches”, and age requirements for jobs.

It is difficult to find skilled people in the local area; future jobs will be more specialized and require skills with technology.
6. STATUS OF PROJECT
CTE Committee of P2P meets weekly
Governor has designated this as an Oregon Solutions Project
Prosperity Initiative Pilot Project is providing some initial staffing support
Partners are meeting to design expanded welding/fabrication program and an allied health program
7. PARTNERS
Many partners engaged

- Ontario, Nyssa, and Vale School Districts and other schools in the county
- Treasure Valley Community College and TVCC Foundation
- Malheur County Educational Service District
- Poverty to Prosperity Initiative
- Department of Human Services
- Oregon Solutions
- Many local businesses

We need more partners — please join us!