

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

A project of
the Malheur
County
Poverty to
Prosperity
Recovery Plan

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

TABLE OF CONTENTS

1. Global Trends and Workforce Needs
2. Regional Challenges and Opportunities
3. Regional Demand for Middle-Skill Workers
4. Business Survey Summary
5. Industry Focus Group Results
6. Status of Project
7. Partners

1. GLOBAL TRENDS AND
WORKFORCE NEEDS INDICATE
NEED FOR CTE EDUCATION

GLOBAL CHANGES AND THE U.S. WORKFORCE

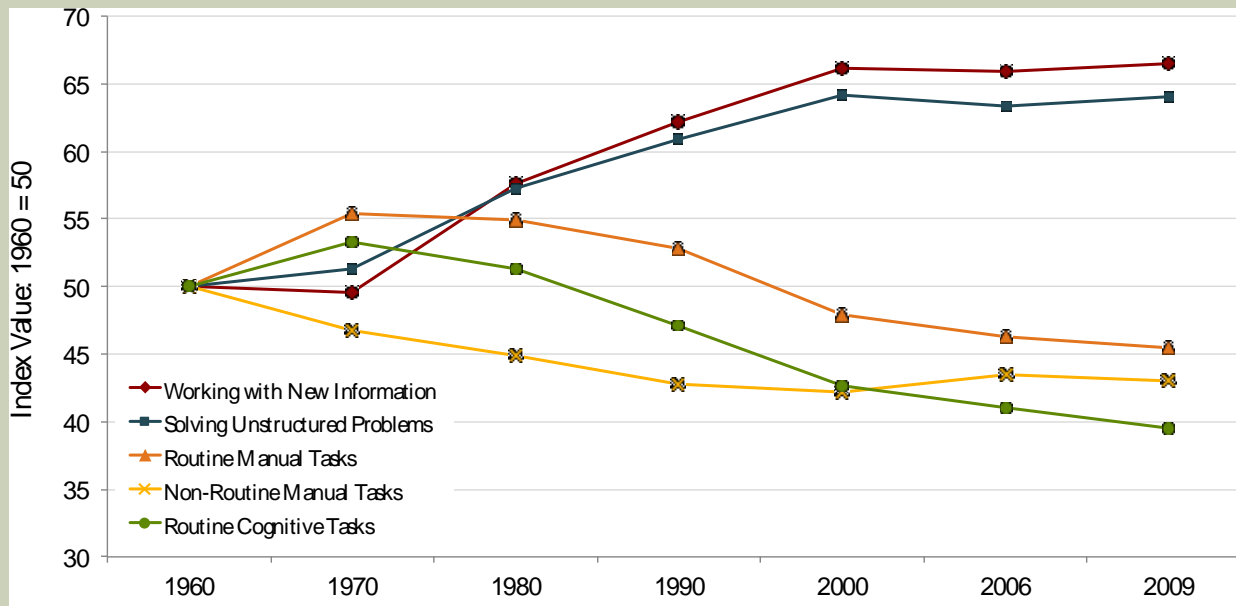
- Globalization and technological changes have caused work patterns worldwide to shift
- In the U.S., many jobs have moved overseas and mechanization has reduced the number of well-paying, middle-class jobs

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, 1960-2009



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)

CTE TRAINING FOR HIGH SCHOOL STUDENTS CAN HELP FILL THE SKILLS GAP

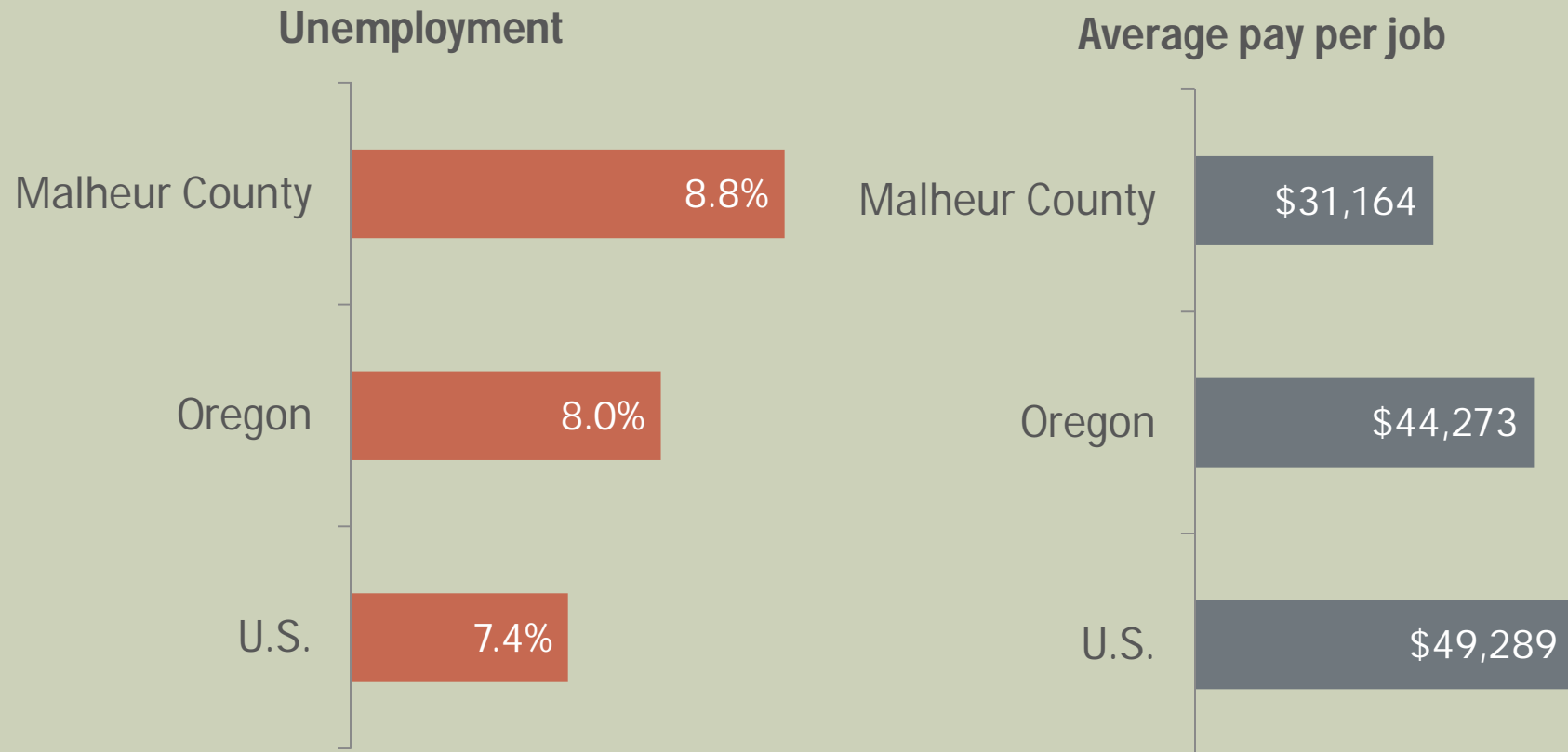
- All young people need opportunities to develop and be taught the foundational skills needed to prepare for jobs in well-paying and expanding occupations
- The ability to acquire skills at any age depends on skills acquired at earlier ages (“skills beget skills”), so early investments pay off the most. (J. Heckman)

2. REGIONAL CHALLENGES AND OPPORTUNITIES REQUIRE ACTION

MALHEUR COUNTY IS FACING MANY CHALLENGES

- 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

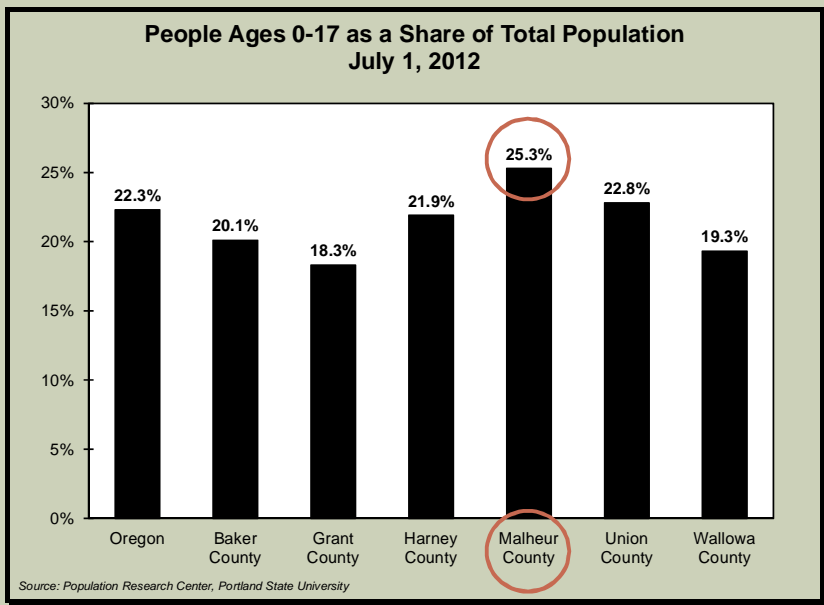
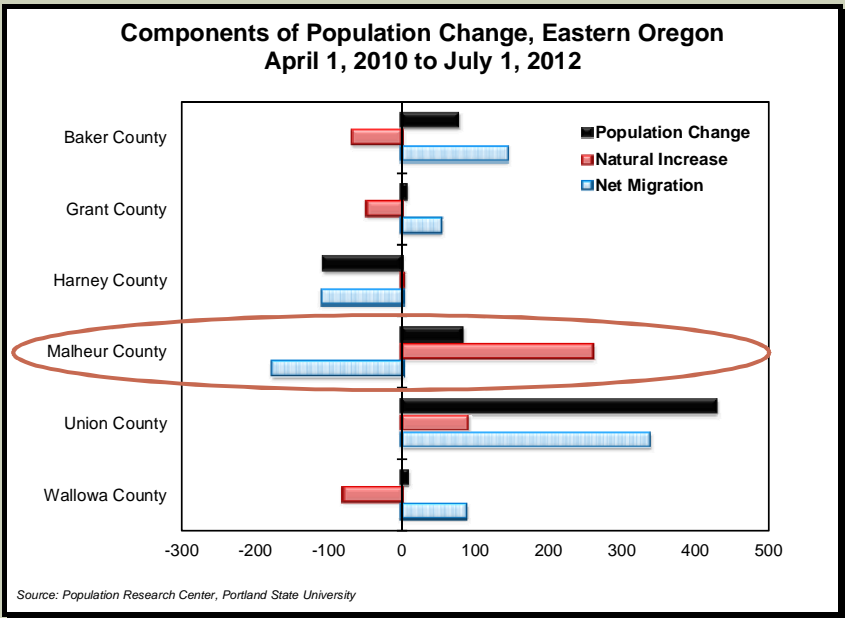
UNEMPLOYMENT IS RELATIVELY HIGH; AVERAGE PAY IS RELATIVELY LOW



Average unemployment rates for Jun-Aug 2013 (seasonally adjusted). Source: State of Oregon Employment Department.

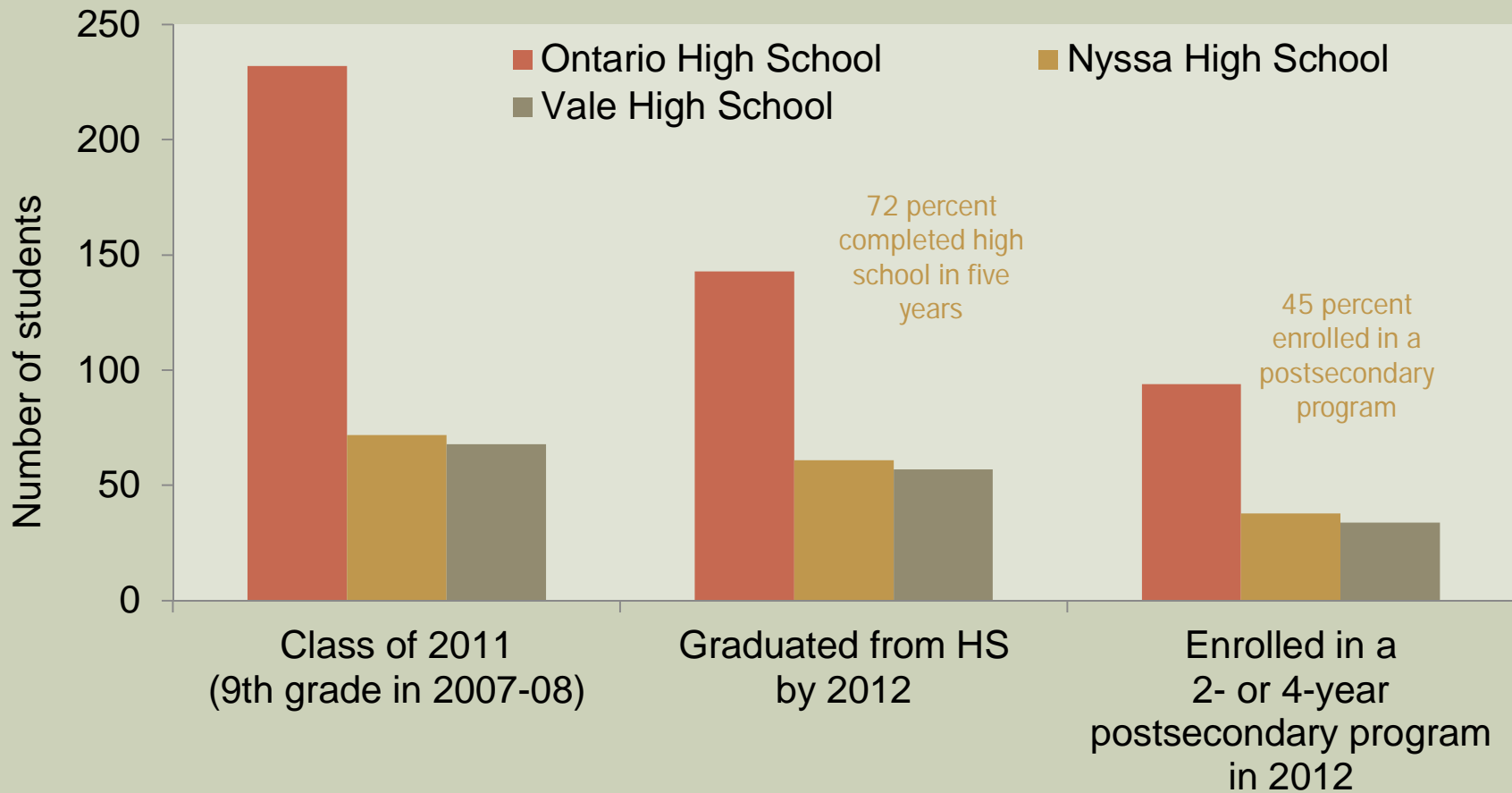
BUT THE COUNTY HAS A RELATIVELY YOUNG POPULATION THAT LENDS ITSELF TO "HOME-GROWN TALENT"

!



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.

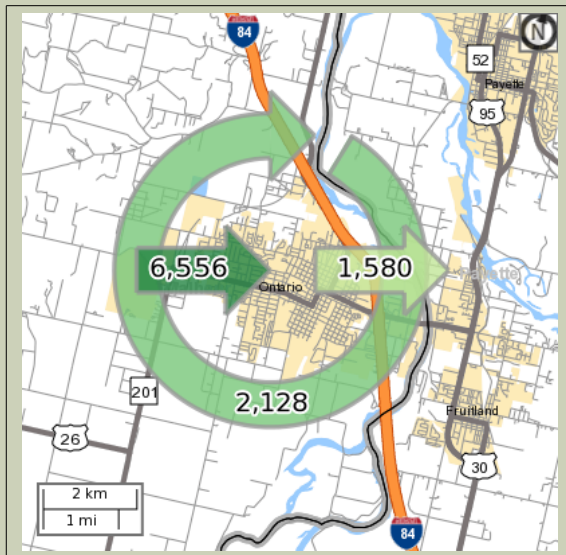
3. THERE IS A DEMAND FOR MIDDLE-SKILL WORKERS IN THE REGION

DEMAND FOR MIDDLE-SKILL WORKERS

- “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)

THE ONTARIO COMMUTER AREA COVERS MALHEUR COUNTY AND MUCH OF SOUTHWESTERN IDAHO

- 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



Note: Overlay arrows do not indicate directionality of worker flow between home and employment locations.

- Employed and Live in Selection Area
- Employed in Selection Area, Live Outside
- Live in Selection Area, Employed Outside

Where Ontario workers live

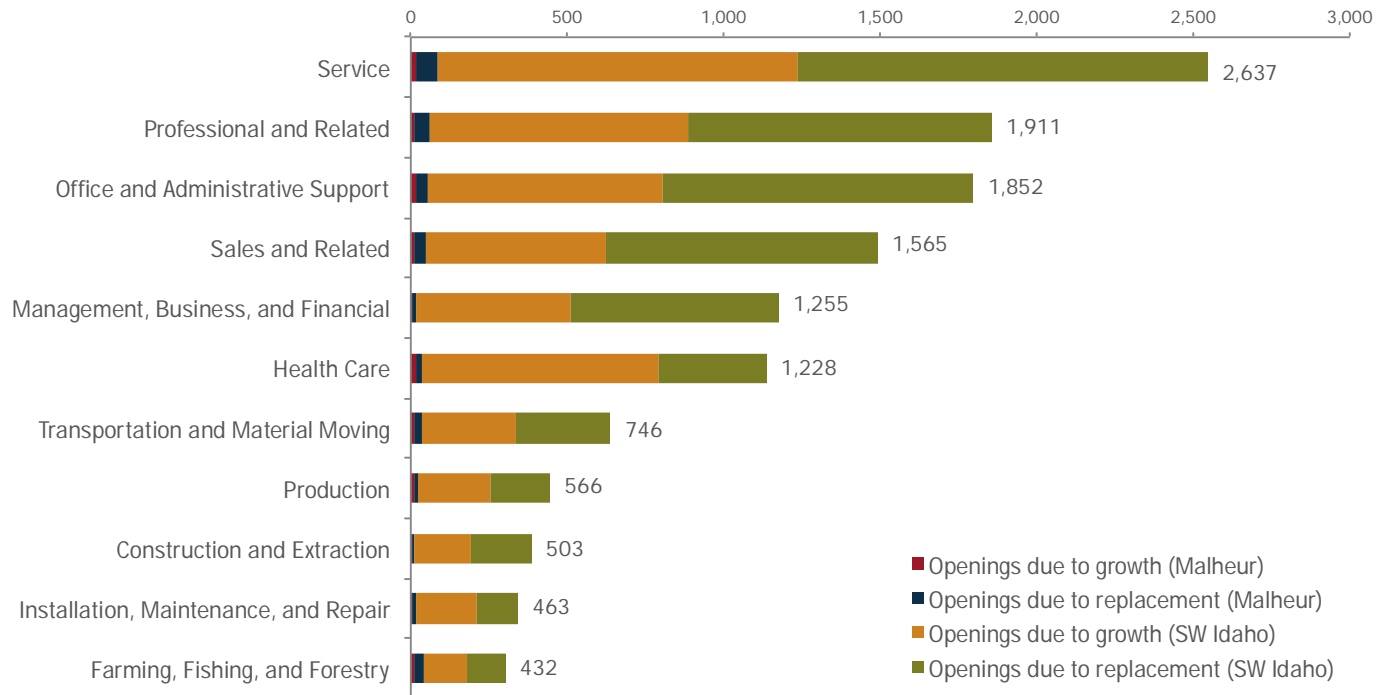
	Count	Share
Malheur Co. OR	3,849	44.3%
Payette Co. ID	2,108	24.3%
Washington Co. ID	394	4.5%
Canyon Co. ID	377	4.3%
Ada Co. ID	186	2.1%
Gem Co. ID	94	1.1%
Owyhee Co. ID	86	1.0%
All other counties	1,590	18.3%
Total	8,684	100.0%

Source: U.S. Census Bureau, OnTheMap Application and LEHD Origin-Destination Employment Statistics (Beginning of Quarter Employment, 2nd Quarter of 2002-2011).

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

	Malheur Co.	SW Idaho	Total
Projected job openings per year due to growth	118	5,517	5,635
Projected job openings per year due to replacement	321	7,014	7,335
Total projected job openings per year in Southwest Idaho	439	12,531	12,970



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.

EASTERN OREGON EMPLOYERS REPORT DIFFICULTY FILLING MANY CURRENT JOB VACANCIES

- 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

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

*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

SURVEY OF EMPLOYERS

- 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

HEALTH CARE FOCUS GROUP

- 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

WELDING/FABRICATION FOCUS GROUP

- 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

AGRICULTURE & FOOD PROCESSING FOCUS GROUP

- 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

PROGRESS IS BEING MADE!

- 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!