UPCOMING TOPICS
EDUCATING THE FUTURE WORKFORCE
12.07

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From Our Sponsors

As you’ll read in the next several pages of “How Oregon Works,” manufacturing is a field undergoing massive technological evolution and offering dynamic growth potential. And because it’s integral to Oregon’s economic success, the number of manufacturing job openings is expected to spike.

In my role at Portland Community College, I regularly hear from business and industry — often, those in manufacturing — and their need for skilled, trained personnel. This is where PCC shines. We serve as the bridge between these employers and students looking to improve their lives through education, in career technical fields like manufacturing that offer high wages and professional advancement.

To do this as successfully as possible, Oregon’s community colleges need sufficient financial support from the state. We thread the needle from grooming the next generation of Oregon’s workforce, to supporting business needs and infusing the local economy.

An investment in community colleges is an investment in the well-being of Oregon’s future.

Mark Mitsui
President
Portland Community College

Stoel Rives appreciates the vital role manufacturers play in Oregon’s economy. Your businesses employ hundreds of thousands of Oregonians, making products essential to maintaining and improving our quality of life. From wood and paper products to precision-machined aerospace parts, sporting goods and micro-processors, the vibrancy and breadth of our manufacturing sector makes Oregon unique.

Since our founding over 100 years ago, Stoel Rives has dedicated itself to representing Oregon’s manufacturers. We are proud to count Oregon’s manufacturers, large and small, as our clients and friends.

We understand that, as times change, Oregon’s manufacturing businesses will evolve. We are committed to evolving with you to achieve a successful future. Our attorneys differentiate themselves by employing a team-based approach that combines deep industry knowledge with legal insight, creativity, strategic thinking and problem-solving experience.

Stoel Rives is and will remain positioned to provide the full suite of legal services that manufacturers need — including formation and financing, intellectual property protection, workforce management, product marketing, regulatory compliance, litigation and effecting strategic transactions to grow revenue and expand markets.

We applaud the Portland Business Journal’s in-depth focus on the importance of manufacturing to Oregon’s future.

Geoff Tichenor
Partner, Stoel Rives LLP

October is National Manufacturing Month and we are fortunate to have such a vibrant manufacturing presence in our region. We have convened industry many times over the years to discuss their workforce needs and one issue has come up over and over again: making manufacturing a career of choice for area young people so a pipeline of skilled workers is available to fill jobs now and in the future. This means increasing exposure to this exciting industry for youth and the individuals who influence their career decisions.

In the past, we have participated in Manufacturing Day, sending hundreds of middle and high school students to different manufacturing sites in our region on the first Friday in October. The event became so popular that we struggled to meet the demand for tours on that one single day. We now support activities throughout the month of October focused on increasing the interaction between manufacturers and educators and exposing youth to career opportunities. Events include company tours, job fairs and support for class projects to help future “makers” learn more about this exciting industry.

Andrew McGough
Executive Director, Worksystems

PSU has earned a reputation for educating career-ready graduates. Our students have developed an understanding that living, learning- and working-landscapes blend together. This is because we give students real-world experience working and volunteering with hundreds of community partners, from Intel to Nike. Students naturally become engaged in the region that has invested so much in them: More than 100,000 PSU alumni live and work in the Portland Metro area.

Our students can choose from one of our 14 pre-health tracks, our pioneering entrepreneurial program, our culturally responsive school of education, or our innovative school of engineering and computer science. They study in state-of-the-art facilities, benefit from expert advisers, and build leadership skills through student organizations.

I am particularly proud of our strong alliance with Oregon Health & Science University, including the joint OHSU-PSU School of Public Health. OHSU accepts more students from PSU than from any other university.

Through PSU CO-OP, which will be introduced this fall, PSU will further show how a cooperative, experiential education model can serve the needs of students and regional employers and address affordability.

We are pleased to sponsor How Oregon Works and proud to educate a workforce that thinks critically, communicates clearly and adapts to new people, challenges and goals.

Prof. Rahmat Shoreshi
President, Portland State University
GUIDING OREGON TO THE SUMMIT OF MANUFACTURING

Stoel Rives’ multi-disciplinary legal team offers our Manufacturing clients innovative strategies to navigate a complex legal and regulatory environment.

www.stoel.com
proof of high school graduation or GED equivalent. Must also complete at least one year of high school algebra or equivalent post-high school algebra course with a passing grade of C, or provide equivalent math placement test results. Apprenticeship committees may require additional qualifications.

Length of apprenticeship: 144-180 classroom hours, 8,000 on-the-job training hours

**NECA-IBEW ELECTRICAL JATC (UNION)**

**Apprentice wages:** 40% of the $40.20/hour journey rate

**Current openings:** Area 1, 6

503-262-9997 x5059

**AREA I INSIDE ELECTRICAL JATC (NON-UNION)**

**Apprentice wages:** 40% of the $36.20/hour journey rate

**Current openings:** Area 1, 6 and Washington

www.nwelectricaletech.com

541-459-4056

**NORTH COAST ELECTRICAL JATC (NON-UNION)**

**Apprentice wages:** 40% of the $34.63/hour journey rate

**Current openings:** Area 1

midoregon@aol.com

541-344-6473

**AREA II INSIDE ELECTRICAL JATC (NON-UNION)**

**Apprentice wages:** 40% of the $33.71/hour journey rate

**Current openings:** Area 1, 2

www.icec.org

503-598-7789 or 800-729-2040

**CENTRAL ELECTRICAL JATC (UNION)**

**Apprentice wages:** 40% of the $38.70/hour journey rate

**Current openings:** Area 1, 2, 3, 7

ww.cjatc.org

541-917-6199

**AREA III INSIDE ELECTRICAL JATC (NON-UNION)**

**Apprentice wages:** 40% of the $34.13/hour journey rate

**Current openings:** Area 3

midoregon@aol.com

541-344-6473

**PACIFIC INSIDE ELECTRICAL JATC (UNION)**

**Apprentice wages:** 40% of the $38.55/hour journey rate

**Current openings:** Area 2, 3, 4

541-666-6657

**AREA IV (COOS BAY) INDEPENDENT TAC (NON-UNION)**

**Apprentice wages:** 40% of the $32.33/hour journey rate

**Current openings:** Area 4

midoregon@aol.com

541-344-6473

**AREA IV (ROSEBURG) INSIDE ELECTRICAL JATC (NON-UNION)**

**Apprentice wages:** 40% of the $27.02/hour journey rate

**Current openings:** Area 4

www.umqqua.edu

541-440-4675

**CRATER LAKE ELECTRICAL JATC (UNION)**

**Apprentice wages:** 40% of the $31.57/hour journey rate

**Current openings:** Area 4, 5, 7

541-733-5888

**AREA V INSIDE ELECTRICAL JATC (NON-UNION)**

**Apprentice wages:** 40% of the $26/hour journey rate

**Current openings:** Area 5

www.nwelectricaltech.com/workforce

541-245-7912

**ONTARIO TATC (NON-UNION)**

**Apprentice wages:** 40% of the $25.63/hour journey rate

**Current openings:** Area 6

208-452-4970

**AREA VI INSIDE ELECTRICAL JATC (NON-UNION)**

**Apprentice wages:** 40% of the $32.14/hour journey rate

**Current openings:** Area 6

www.bluercc.edu

541-278-5854

**SW IDAHO-MALHEUR COUNTY JATC (UNION)**

**Apprentice wages:** 40% of the $29.26/hour journey rate

**Current openings:** Area 6

208-344-0508

**AREA VII INSIDE ELECTRICAL JATC (NON-UNION)**

**Apprentice wages:** 40% of the $33.52/hour journey rate

**Current openings:** Area 7

www.highdesertapprenticeships.com

541-410-7278

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**ORANGE WORKS AND THE JOB AND SKILLS GAP**

**APPRENTICESHIPS**

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**ATECTORING AND RETAINING SKILLED EMPLOYEES**

Oregon employers face a dizzying array of state-specific requirements for their workers, perhaps not as challenging as California, but notably more so than many other surrounding states. Oregon manufacturing employers are particularly challenged, facing a minimum wage significantly higher than the federal minimum wage, the Oregon Family Leave Act, paid sick leave, and restrictions and requirements on overtime along with other state laws and regulations. Add to that Oregon's unimpressive high school graduation rates and lower rates of technical or vocational education, and the situation becomes even harder. For years, Oregon employers generally, along with Oregon manufacturers, have reported increasing difficulty in finding, attracting, and retaining employees, a situation which appears unlikely to improve significantly in the near future. One strategy employers often overlook is implementing some of the same perks and benefits that the high-tech and start-up companies offer.

While it's unlikely that manufacturing will become a remote workplace anytime soon, there are a myriad of other innovative approaches that are not costly, are not administratively burdensome, and could just help with attracting and retaining a well-trained (and happy) workforce.

**Flexible Scheduling** - many manufacturing operations continue to run on three eight-hour shifts per day or some other “set in stone” schedule because “that’s the way we do it.” Have you considered whether and how your operation might use different shifts or approaches? Perhaps some departments could run on, or your employees might prefer, four 10-hour days or three 12-hour shifts. Maybe you have some employees who don’t need to be on a fixed shift at all, as long as they work a full shift within some set period of time. With scheduling software (and electronic timekeeping), today’s manufacturing employers have many more options available to them today than previously in terms of how they schedule their workforce. After management takes a hard look at this question, consider surveying your workforce about some of your ideas; you might be surprised at the results.

**Vacation/Sick Time or PTO** - many manufacturing employers still use separate banks of time for vacation and sick time, rather than a combined “paid time off” approach. Combining sick and vacation time into PTO relieves administrative burden, but it also gives your employees more control over their personal time. Employees get to decide when and how to use their time off, and for most employees, the combination of the kinds of time provides them with more time off, not less. At a minimum, a PTO program must require additional qualifications. Working conditions: Indoors and outdoors and requires standing, bending and reaching in cold, wet conditions, in confined crawl spaces and at heights. Tools include electrical meters, cable pullers, hand tools, electrical hand tools, soldering tools, hammers, drills and side cutters. Minimum qualifications: Must be at least 17 years of age to apply, and 18 to begin the program and must provide proof of high school graduation or equivalent post-high school placement test or course. Apprenticeship committees may require additional qualifications.

**Length of apprenticeship:** 144 classroom hours; 4,000 on-the-job training hours

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Karen O’Connor, Steel Rives

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**KLAMATH BASIN INSIDE ELECTRICIAN JATC (NON-UNION)**

**Apprentice wages:** 40% of the $25.80/hour journey rate

**Current openings:** Area 5

541-880-2234

**LIMITED RENEWABLE ENERGY TECHNICIAN**

Install, maintain, finish and remove renewable energy systems, including wind, solar, micro-hydroelectricity, fuel cells, and engine generators for off-grid systems. Work may include rooftop work, heavy lifting, and other physical labor.

**Working conditions:** Indoors and outdoors and requires standing, bending and reaching in cold, wet conditions, in confined crawl spaces and at heights. Tools include electrical meters, cable pullers, hand tools, electrical hand tools, soldering tools, hammers, drills and side cutters. Minimum qualifications: Must be at least 17 years of age to apply, and 18 to begin the program and must provide proof of high school graduation or GED equivalent. Must also complete at least one year of high school math or equivalent post-high school placement test or course. Apprenticeship committees may require additional qualifications.

**Length of apprenticeship:** 144 classroom hours; 4,000 on-the-job training hours

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**ATTRACTING AND RETAINING SKILLED EMPLOYEES**