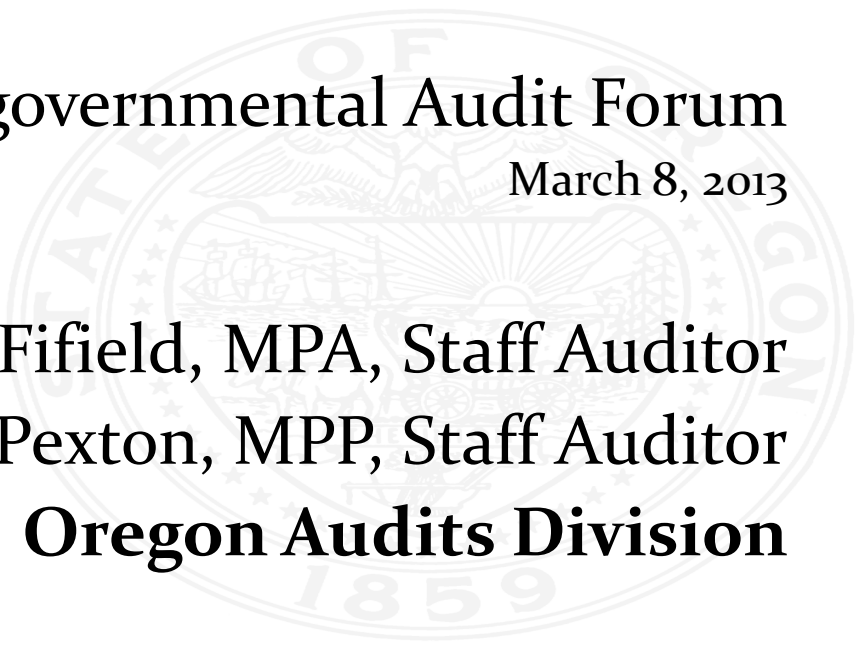




Meeting Oregon's workforce training
needs and education goals:
Challenges and benefits to choosing
a broad audit scope

Pacific Northwest Intergovernmental Audit Forum

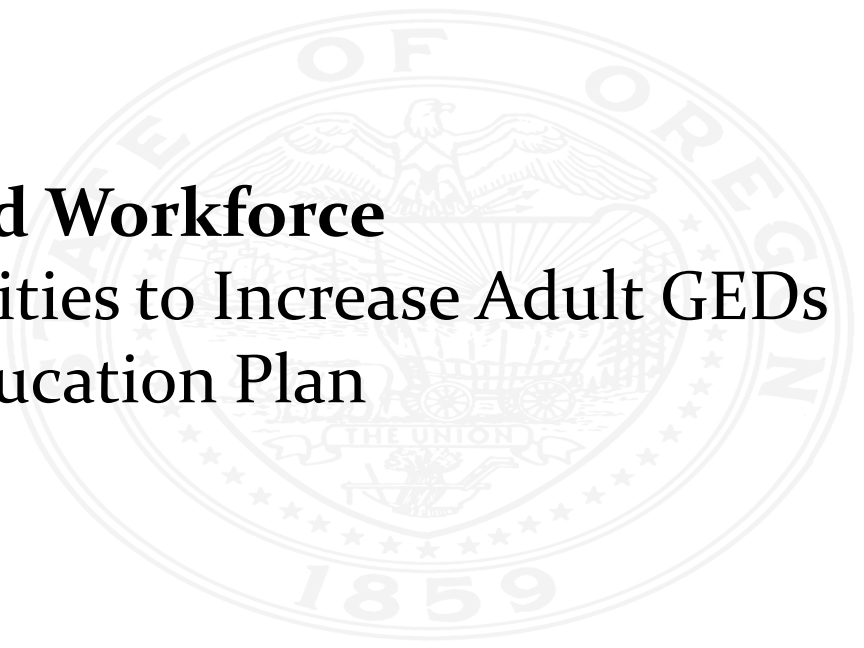
March 8, 2013



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Oregon Audits Division

- **Community Colleges and Workforce Development:** Improvements Needed to Better Meet Oregon's Middle-Skill Workforce Needs
Date: June 2012
- **Community Colleges and Workforce Development:** Opportunities to Increase Adult GEDs In Support of 40-40-20 Education Plan
Date: February 2013



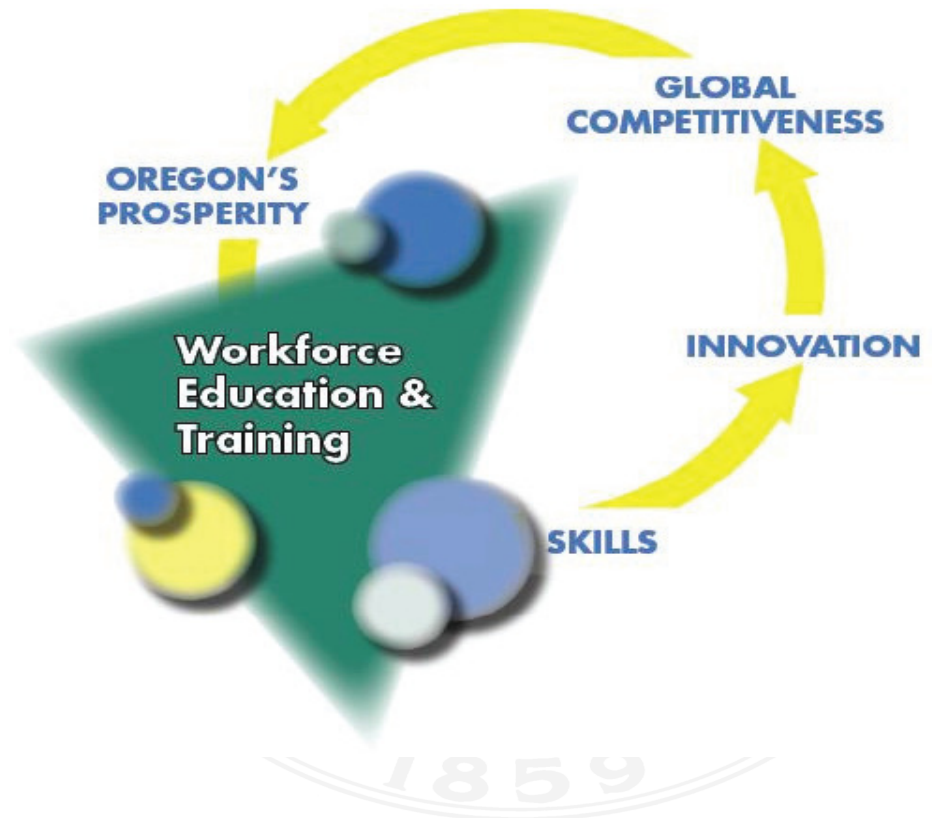
Meeting Oregon's workforce training needs

Improvements Needed to Better Meet Oregon's
Middle-Skill Workforce Needs

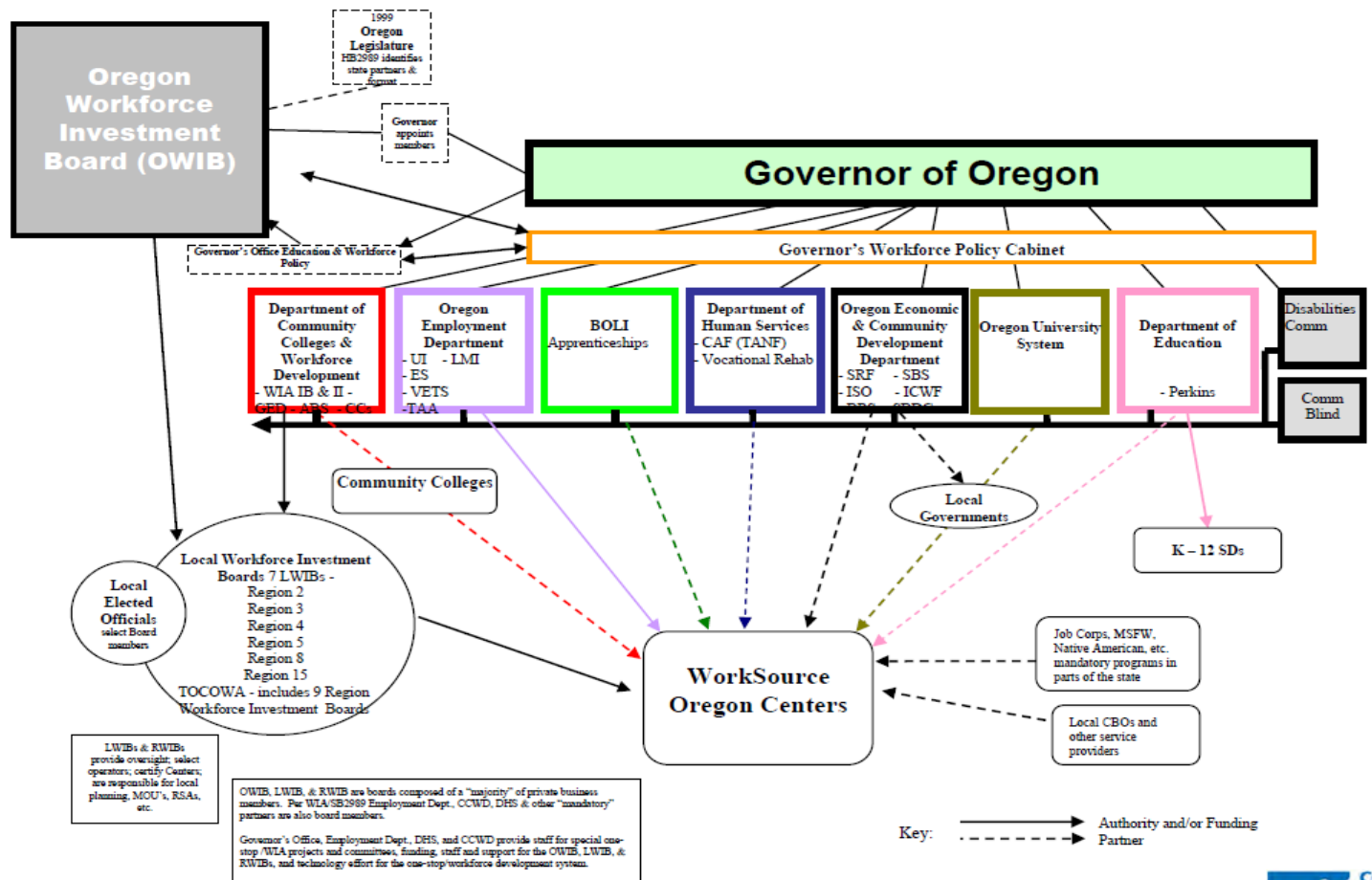


Initial Audit Phase: Understanding significance

- Unemployment rate
- Skills gap
- State goal of 40-40-20
- Role of CCWD



Oregon workforce development system



Occupational projections



POSTSECONDARY TRAINING: In general, some education beyond high school is required. These occupations require training from career schools or community colleges that usually lasts one or two years.

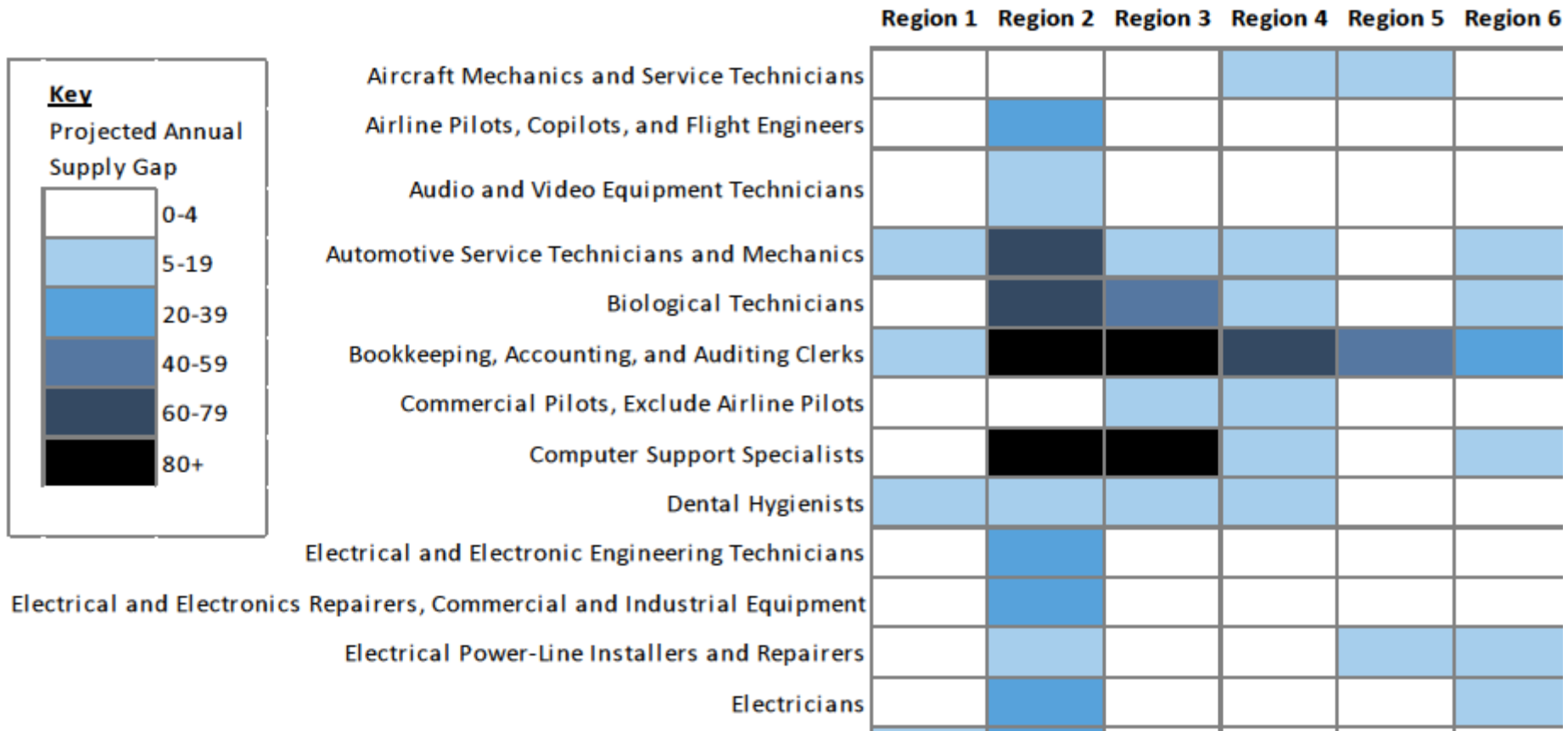
	2010 Employment	Annual Average Job Openings**	2011 Average Hourly Wage
Truck Drivers, Heavy and Tractor-Trailer (Lic.)	1,986	75	\$19.78
Bookkeeping, Accounting, and Auditing Clerks	2,711	74	\$17.51
Electricians (Lic.)	777	37	\$31.41
Real Estate Sales Agents (Lic.)	834	29	NA
Computer Support Specialists	623	25	\$27.19
Licensed Practical and Licensed Vocational Nurses (Lic.)	326	21	\$22.01
Automotive Service Technicians and Mechanics	419	20	\$19.50
Fire Fighters (Lic.)	419	17	\$22.66
Pharmacy Technicians (Lic.)	438	16	\$15.50
Medical Records and Health Information Technicians	294	16	\$15.34
Plumbers, Pipefitters, and Steamfitter (Lic.)	319	15	\$22.17
Real Estate Brokers (Lic.)	398	14	NA
Emergency Medical Technicians and Paramedics (Lic.)	288	14	\$21.73 T
Hairstylists, Hairdressers, and Cosmetologists (Lic.)	301	12	\$13.89 T
Psychiatric Technicians	318	10	\$19.03 T

Supply/Demand Analysis

Occupation	Min. Education	Total community college SUPPLY	Annual occupational DEMAND	Supply minus Demand
Bookkeeping, Accounting, and Auditing Clerks	Postsecondary training	151	792	(641)
Preschool Teachers, Except Special Education	Associate	185	281	(96)
Mechanical Drafters	Postsecondary training	2	28	(26)
Electrical and Electronics Repairers, Commercial and Industrial Equipment	Postsecondary training	10	28	(17)
Legal Secretaries	Postsecondary training	16	105	(89)
Medical Transcriptionists	Postsecondary training	55	75	(20)
Water and Liquid Waste Treatment Plant and System Operators	Postsecondary training	19	34	(16)

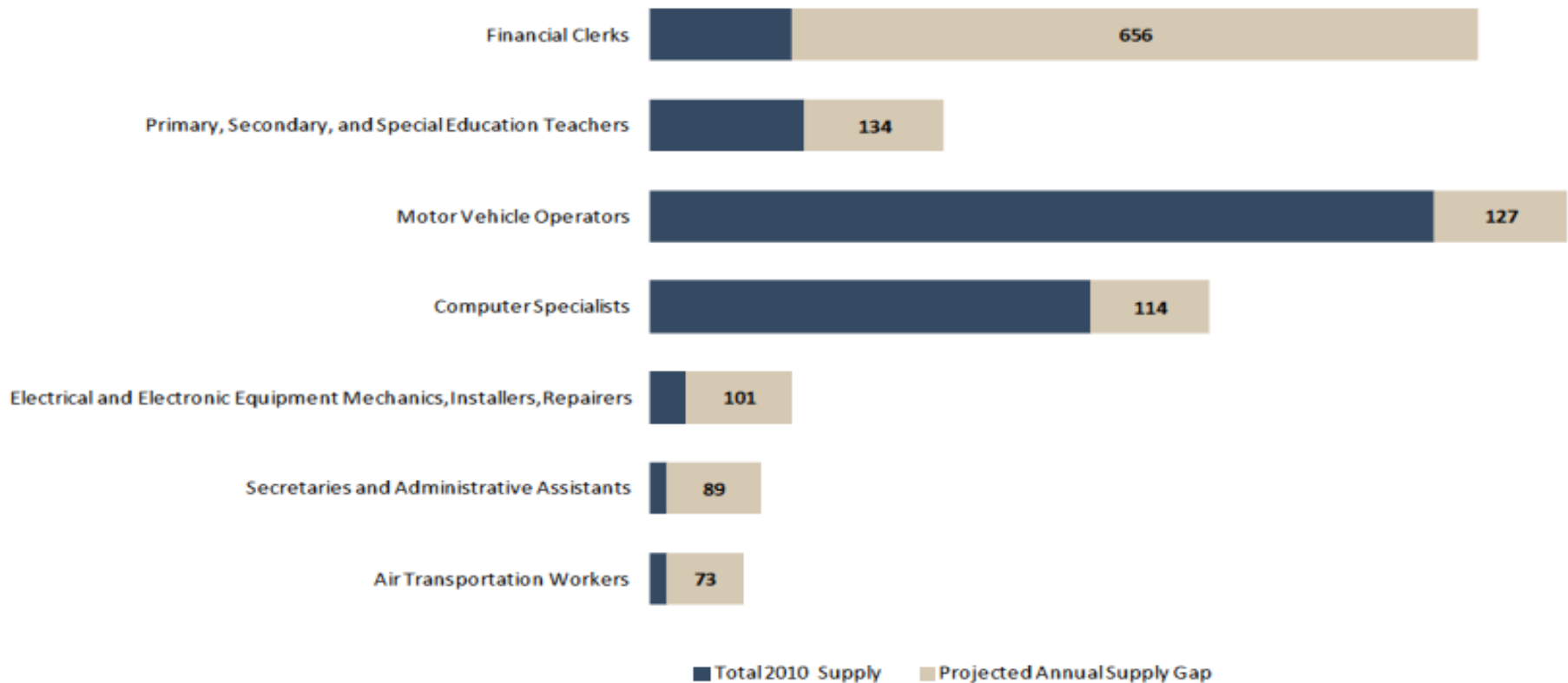
Regional Analysis

Figure 4: Occupations with projected annual middle-skill supply gaps by auditor-defined region

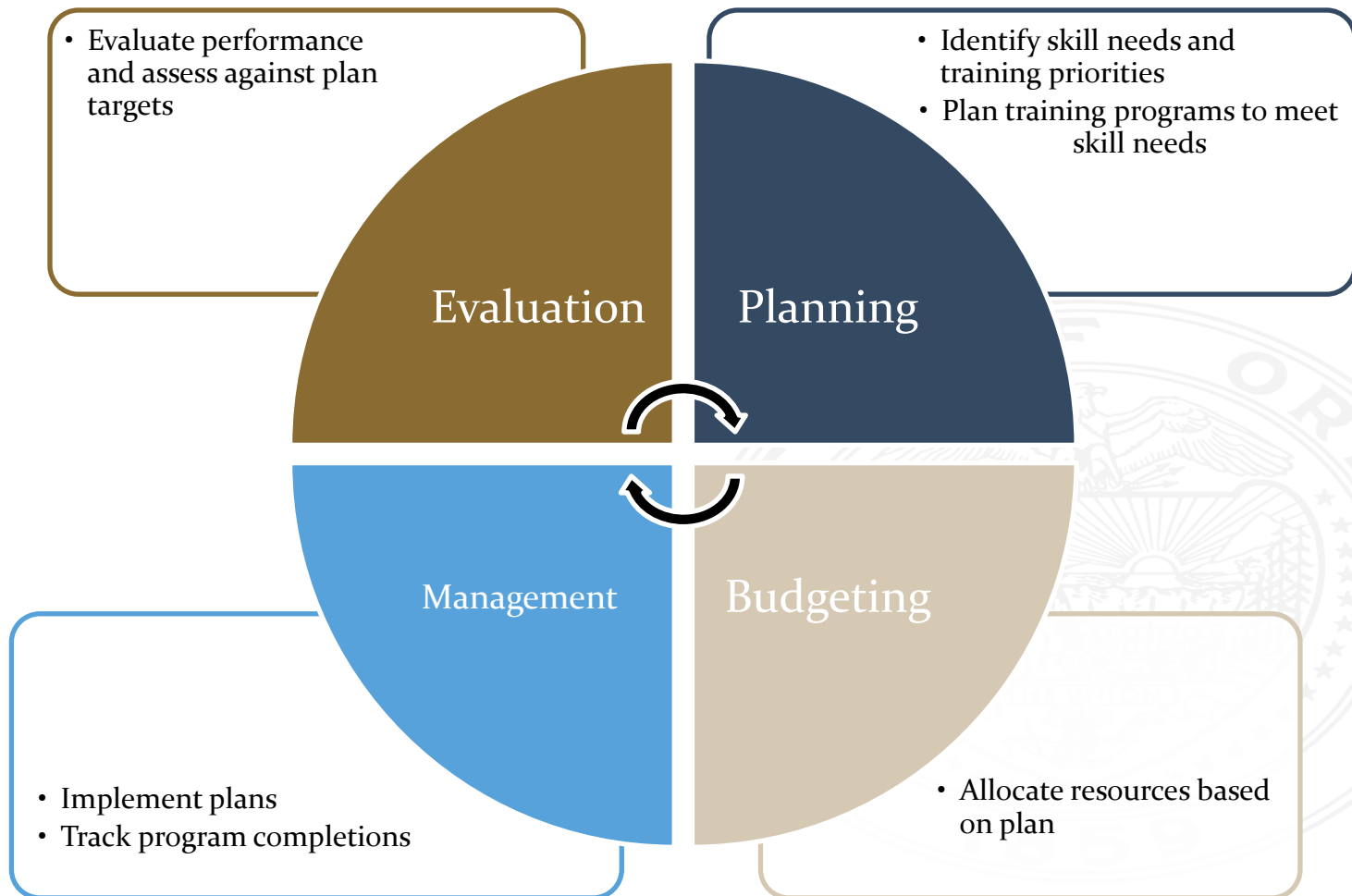


Statewide Cluster Analysis

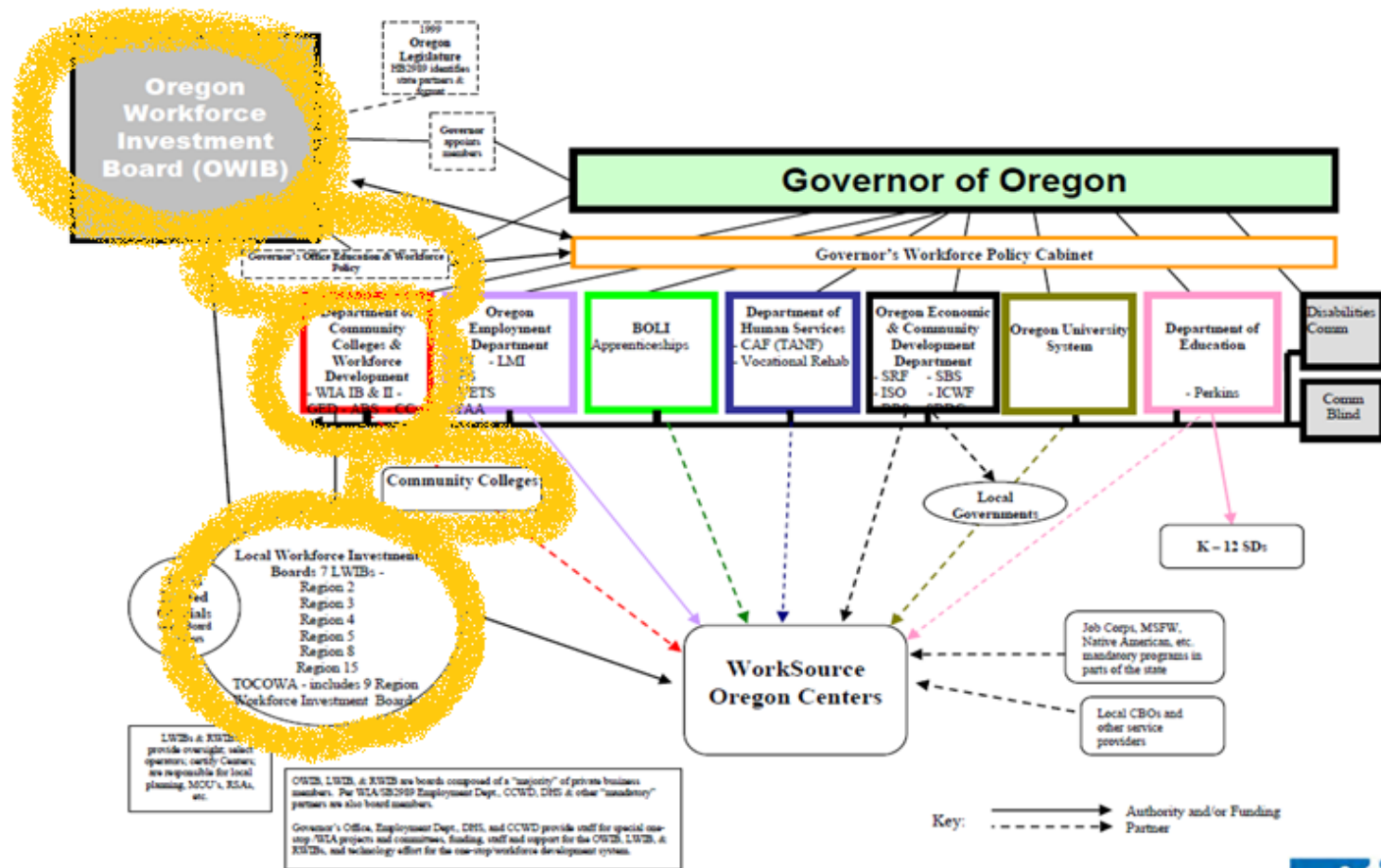
Figure 5: Seven occupational clusters with the largest projected annual middle-skill supply gap



Understanding statewide efforts



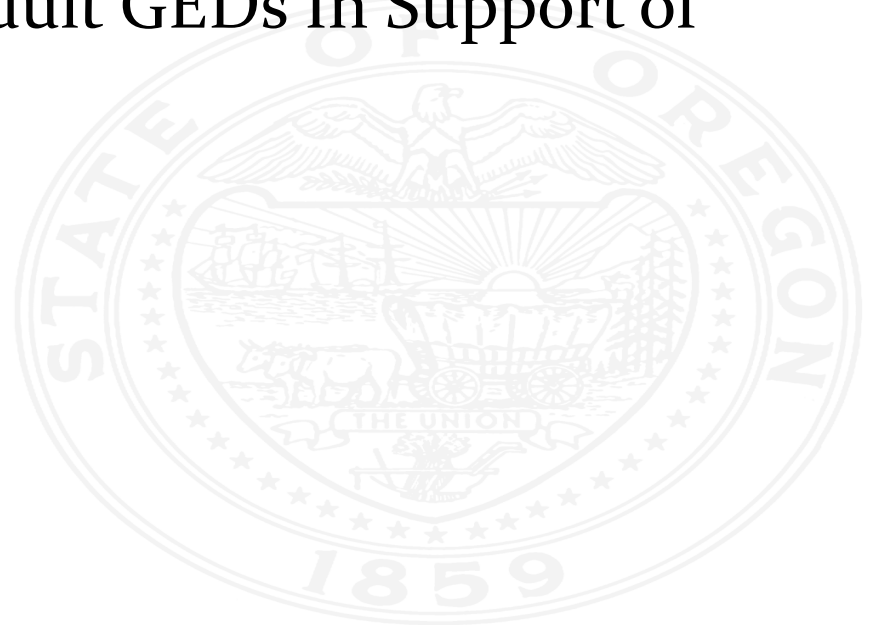
Recommendations: Need for improved coordination and alignment



OREGON

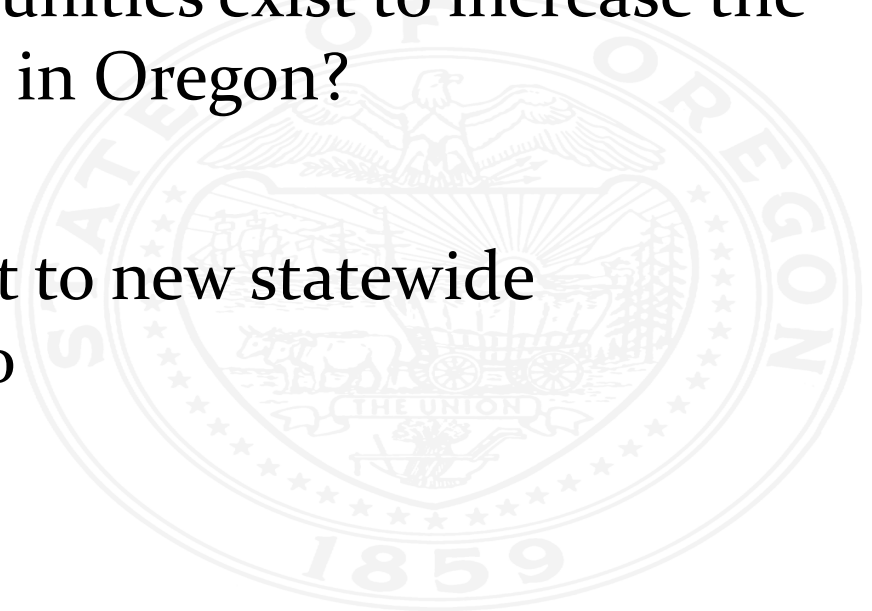
Meeting Oregon's educational goals

Opportunities to Increase Adult GEDs In Support of
40-40-20 Education Plan



Broadening the scope

- Original topic: barriers to earning GEDs
 - Focused on exam fees and testing locations
- New Objective: Do opportunities exist to increase the number of GEDs obtained in Oregon?
- Opportunity to tailor audit to new statewide educational goal: 40-40-20



Oregon's 40-40-20 goal as criteria

- By 2025, ensure that:

At least 40% of adult Oregonians have earned a bachelor's degree or higher

At least 40% of adult Oregonians have earned an associate's degree or post-secondary credential

The remaining 20% or less of all adult Oregonians have earned a high school diploma or equivalent

Where Oregon stands now

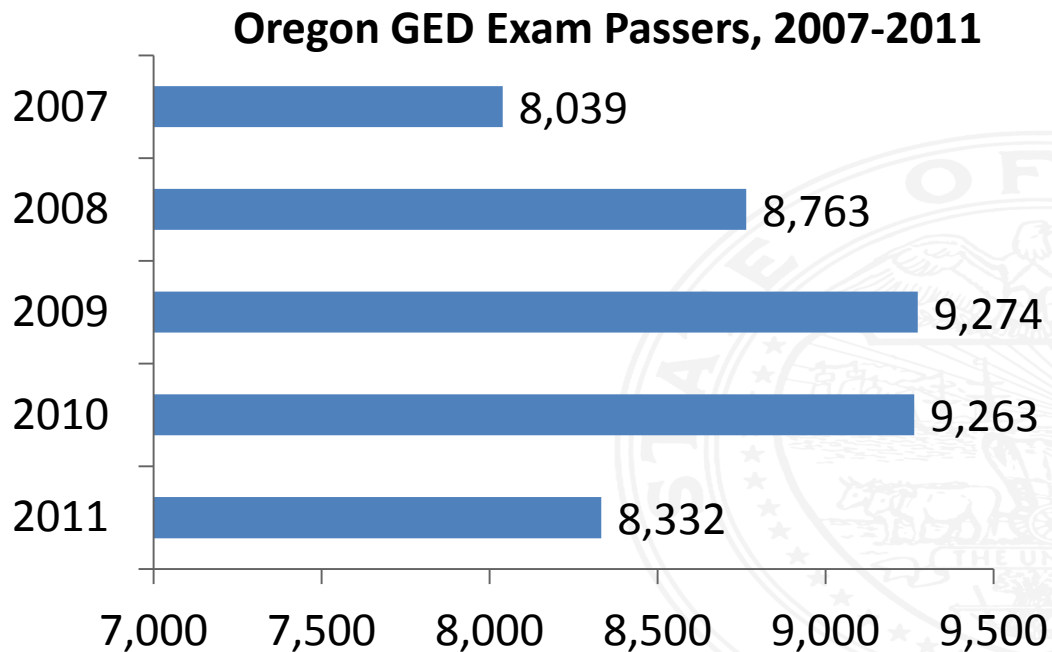
340,000
Oregonians 18
and older
without a high
school diploma
or equivalent

17.4% of the
class of 2011
dropped out or
did not earn a
diploma

Oregon has the
4th worst 4-
year
graduation rate
in the U.S.

GED: A Second Chance

- Community colleges provide GED prep and testing



Methodology

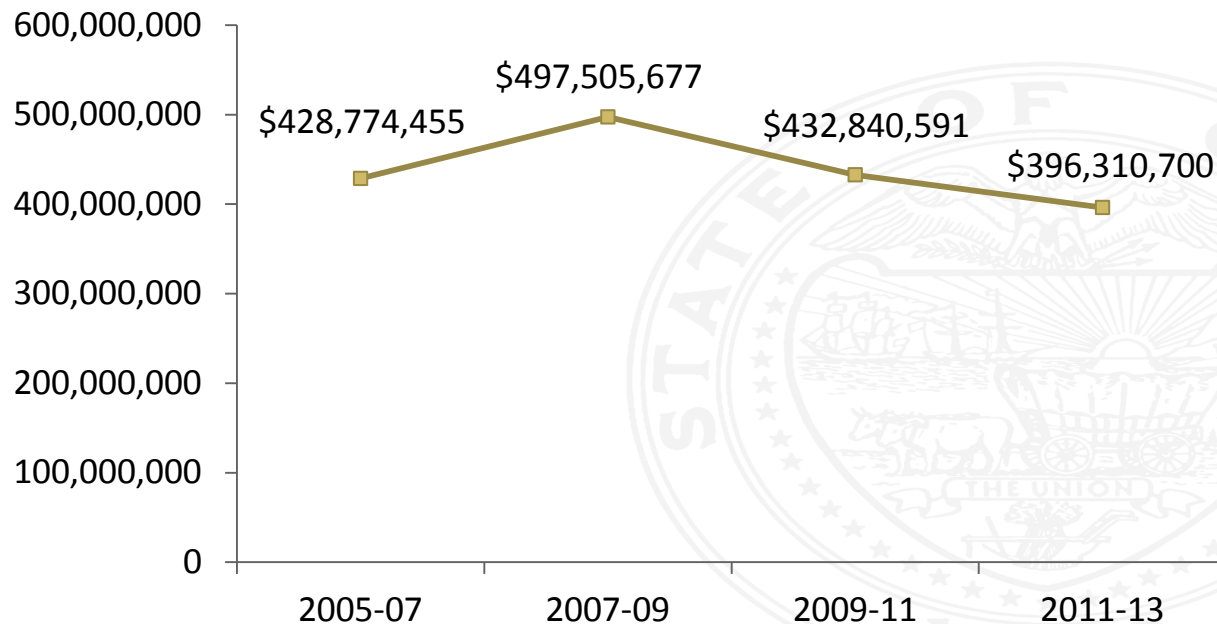
- In-depth interviews with Adult Basic Skills Directors at 17 community colleges
 - Site visits at 10
- Interviews focused on:
 - Strategies to achieve 40-40-20
 - Marketing and outreach
 - Collaboration with high schools and state agencies
 - Retaining GED students



There are no easy solutions

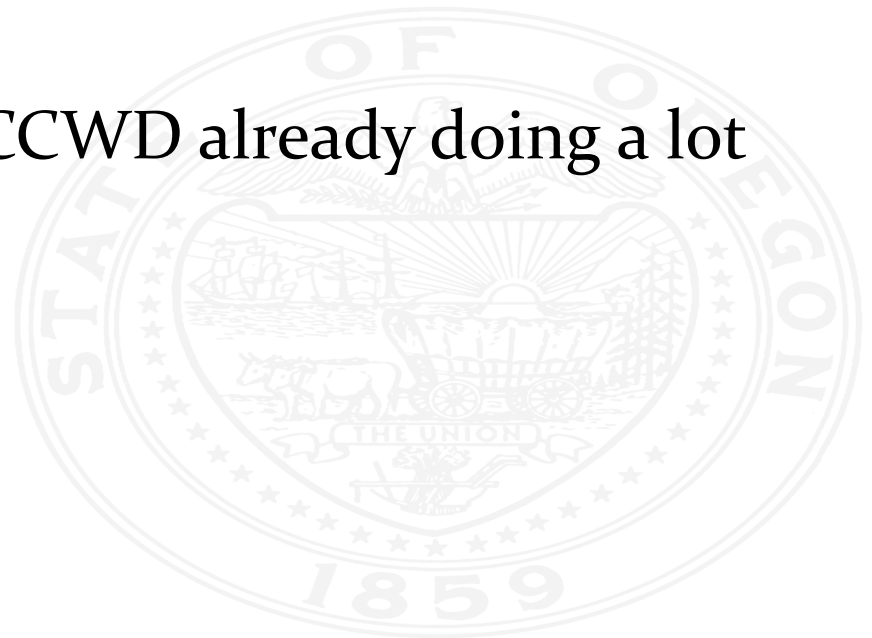
- Severe funding constraints

State Support to Community Colleges, 2005-07 to 2011-13



There are no easy solutions

- Nobody “owns” responsibility for dropouts
- Not a lot of best practices
- Community colleges and CCWD already doing a lot with a little



What opportunities exist for change?

Collaboration

- High schools sharing dropout info
- Partner agencies referring clients to GED

Marketing

- More active, innovative methods
- Statewide marketing strategy

Strategy

- Detailed statewide strategy addressing dropouts
- Aimed at achieving 40-40-20

Takeaway

- Choosing a broader, goal-oriented scope can make fieldwork difficult, but can result in timely and useful findings



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