INVEST	INNOVATE	IMPACT
○ Focus on data to prioritize investments. ○ Optimize ROI through resource management. ○ Increase resources for workforce development.	○ Pursue practices & programs that can be scaled up. ○ Develop strategic partnerships. ○ Lead efforts that result in employment and advancement.	○ Mobilize opportunities that support industry sectors. ○ Foster development of career pathways. ○ Educate communities about workforce services available.

AGENDA

BOARD OF DIRECTORS

Port of Astoria

Address: 422 Gateway Ave STE 100, Astoria, OR 97103

Zoom

Meeting ID: 882 2006 1380

Passcode: 987303

Computer: https://us02web.zoom.us/j/88220061380?pwd=l2z2EEaaarnxkrng1rU0pwfTaL2akU.1

June 27, 2025 - 10:00am – Noon

This meeting has been properly noticed and posted to the Northwest Oregon Works website for public posting in accordance with the Oregon Public Posting Laws.

This Agenda is also available at www.nworegonworks.org.

Those wishing to speak should sign the "Public Comment" sign-in sheet

A quorum of the Local Elected Officials Consortium Board may be in attendance. No actions or decisions will be taken and will be reflected in the minutes of this meeting.

1. **CALL TO ORDER, CONFIRMATION OF POSTING, and ROLL CALL**

2. **REVIEW and APPROVE AGENDA**
   Inclusion of any emergency items, or deletion of any items

3. **PUBLIC COMMENT SESSION**
   Please clearly state your name and address for the record. Each public comment will be limited to three (3) minutes at the Chair's discretion.

4. **CONSENT CALENDAR**
   - Accept Staff's recommendation to approve the Minutes of the April 25, 2025, Board Meeting.
   - Accept Staff's recommendation to approve the new and revised to the following policies:
     - A03 Incident Reporting and Attachments I & II (REVISION),
     - F01 Procurement Policy (REVISION),
     - F07 Equipment Management (REVISION),
     - F08 Cost Allocation Plan and Attachment A (REVISION),
     - P03 Equal Opportunity and Non-Discrimination (REVISION)
     - P16 Records Retention (REVISION)
     - P10 Self-Employment Training (REVISION)
     - P13 Incumbent Worker (REVISION)
     - P22 WIOA Title 1 Adult, Dislocated Workers, and Youth Follow-Up Services (REVISION)
     - P24 Measurable Skills Gain (NEW)
     - P25 Personally Identifiable Information (NEW)

5. **DISCUSSION and POSSIBLE ACTION** – Jason Swain, NOW CFO/CCO and Kirstin Salmi, NOW Treasurer
   Review and approve PY25-26 forecasted annual budget. (15 minutes) Budget Narrative, Budget, Funding Narrative

6. **INFORMATION** – Matt McGrath, Port of Astoria Deputy Director
   Port update (10 minutes)

7. **INFORMATION –** Aylee Rhea, NOW Program Director
   NOW subrecipient monitoring reports and website update (5 minutes)

8. **INFORMATION** – Jarrod Hogue, Clatsop Community College President
   Clatsop Community College updates (20 minutes)

9. **INFORMATION** – Katrina Sturgeon, NOW Workforce Benefits Navigator, Paula Bartheld, El Centro, and Ricardo Contreras, ANDARES
   Workforce Benefits Navigator updates (15 minutes)

10. **INFORMATION** – Rebecca Donley, Oregon Hospitality Foundation
    White paper update (10 minutes)

11. **INFORMATION** – Shaun Barrick, Oregon Employment Department
    Oregon Employment Department Economic update (20 minutes)

12. **BOARD CHAIR REPORT** – Tony Erickson, Chair

13. **EXECUTIVE DIRECTOR'S REPORT** – Heather DeSart, NOW Executive Director

14. **BOARD MEMBER COMMENTS** – Roundtable

15. **SECOND PUBLIC COMMENT SECTION**
    Please clearly state your name and address for the record. Each public comment will be limited to three (3) minutes at the Chair's discretion.

16. **ADJOURN**

Northwest Oregon Works meetings are open to the public and conform to Oregon Public Meetings Laws. A request for an interpreter for the hearing impaired or other accommodations for persons with disabilities, should be made at least 72 hours in advance of the meeting to our EO officer, Jason Swain at 541-921-7270 or jasons@nworegonworks.org. TTY is available at 711 or (800) 735-2900.

MINUTES

NORTHWEST OREGON WORKS
BOARD OF DIRECTORS
MEETING

April 25, 2025

Tillamook People Utilities District, Tillamook

Present:
Board:
Tony Erickson, Oregon AERO, Chair; **Todd Simmons**, Tillamook Peoples' Utility District; **Angeline Chan-Pepper**, Oregon Employment Dept.; **Eric Sherman**, IBEW Local 932; **Kirstin Salmi**, WCT Marine; **John Hawkins**, Service Employees International Union; **Mario Calderon**, Local 737; **Ann Buchele**, Linn-Benton Community College; **Linda Dugan**, Linda Dugan Insurance; **Lisa Avery,** Linn-Benton Community College; **Carrie Norris,** Samaritan Health Service; **Greg Morill,** Bergson Construction Inc.; **Gabe Gurule**, Corvallis Fire Department; **Than Tussing**, Fast Lube and Oil;

Excused: Heather Taksdal, Zwald Transport Inc.; **Lauren Smith**, DHS, Vocational Rehabilitation; **Paul Davis**, JBT Lektro; **Terre Cooper,** Tillamook County Economic Development; **Whitey Forsman**, Pacific Oyster; **Zach Poole**, Pig' n Pancake, Vice Chair/Secretary;

Consortium Guests:
Gabe Shepherd, Benton County Commissioner; **Casey Garrett**, Columbia County Commissioner; **Paul Fournier**, Tillamook County Commissioner;

Staff:
Heather DeSart, Executive Director; **Jason Swain**, NOW CCO; **Katrina Sturgeon**, Workforce Benefit Navigator; **Logan Garner**, Youth Programs Manager; **Emily Richter**, Accounting Technician; **Brittney Lane**, Executive Assistant; **Aylee Rhea,** Program Director; **Kortnie Williams**, Behavioral Health Program Manager; **Leonard Tumbarello,** Maritime Program Coordinator; **Ferdinand Richter**, Youth Program Data Manager

1. **CALL TO ORDER, CONFIRMATION OF POSTING, and ROLL CALL**
   Chairman Erickson called the Meeting to order at 10:02am.
   Chairman Erickson asked for confirmation of the public posting of the meeting; Ms. Lane confirmed; Roll Call taken, quorum was established.

2. **REVIEW and APPROVE AGENDA**
   Heather DeSart announced a change in the Agenda. Nan Devlin was unable to attend the meeting due to sickness and therefore has asked for her presentation to be taken off the current agenda.
   MOTION: John Hawkins **SECOND: Kirstin Salmi** **MOTION CARRIED.**

3. **PUBLIC COMMENT SESSION**
   No public comment was made.

4. **CONSENT CALENDAR**
   - Accept Staff's recommendation to approve the Minutes of the January 24, 2025 Board Meeting.

   FIRST: Linda Dugan **SECOND: Eric Sherman** **MOTION CARRIED.**

5. **INFORMATION** – Tony Erickson, Board Chair
   New Board Member Introduction
   Chad Fenison, Labor Representative

6. **INFORMATION** – Paul Jarrell, PhD, President of Tillamook Bay Community College
   Tillamook Bay Community College Updates and Community Impact

7. **INFORMATION** – Melanie Hartwig, Community Liaison and Employment Specialist, Office of Development Disability Services
   Oregon Employment First Initiative

~~8. **INFORMATION** – Nan Devlin, MTA, Tillamook Coast Visitors Association~~
   ~~Tillamook Coastal Update~~

9. **INFORMATION** – Shannon Miller, Talent Development Specialist
   Equus Program Success Update

10. **INFORMATION** – Logan Garner, Youth Program Manager, Northwest Oregon Works
    Tillamook Program Update

11. **INFORMATION** – Shaun Barrick, Oregon Employment Department
    Oregon Employment Department Economic Update

12. **BOARD CHAIR REPORT** – Tony Erickson, Chair
    Tony stated he didn't have anything to report.

13. **EXECUTIVE DIRECTOR'S REPORT** – Heather DeSart, NOW Executive Director
    Heather reminded the board that there is a Board Meeting at the end of June in Astoria. She stated that there will be a board meeting and then promptly afterward there will be a consortium meeting. During this meeting both boards will be voting on the pre-budget and approving what the next plan year spending is going to look like.

14. **BOARD MEMBER COMMENTS** – Roundtable
    No board member comments were made.

15. **SECOND PUBLIC COMMENT SECTION**
    There was no public record.

16. ADJOURN

The meeting was adjourned at 11:57 am.

Northwest Oregon Works June 27, 2025 Board Meeting
Consent Calendar Item:

Summary of Policy Changes

A03 Incident Reporting:

- Updated entire policy to match new Training and Employment Guidance Letter No. 15-23
- Added two attachments: Attachment I – Definitions and Attachment II – Quick Reference Guide

F01 Procurement Policy:

- Equipment and capital improvement purchases changed from $5,000 to $10,000
- Updated procurement records inclusions.
- Added Exclusions that apply to the policy
- Added that contracts go to CFO/CCO for review before execution.

F07 Equipment Management:

- Equipment and capital improvement purchases changed from $5,000 to $10,000
- Updated Purchase and Use language.
- Updated and included new prior written language.

F08 Cost Allocation Plan:

- Changed indirect rate from10% to 15%
- Created attachment ICR Attachment A

P03 Equal Opportunity and Non-Discrimination:

- Policy had legacy language and required revisions and a complete update

P10 Self-Employment Training:

- Adds structure around the entrepreneurial training portion to include that it should be handled under WIOA.
- Any entrepreneurial training paid for with WIOA funds must be on the Eligible Training Provider List (ETPL), and it must lead to something tangible, i.e. a completed business plan or credential.
- Encourages more intentional referrals to business support organizations and clarifies that training providers not already on the ETPL should be encouraged to apply.

P13 Incumbent Worker Training:

- Updated policy to match new guidance that offers important clarification around incumbent worker training.
    - WIOA funds can cover up to 20% of the local area's combined Adult and Dislocated Worker allocation for IWT
    - The employer's share of training costs must follow the sliding scale for a minimum of (10% for small businesses, up to 50% for larger ones)

- Local boards have flexibility to choose how they award funds—either competitively or on a first-come, first-served basis—and that all funding decisions should consider employer need and alignment with local industry priorities.

P16 Records Retention

- Aligns with the state's official retention schedule and emphasizes that no records should be destroyed without written approval from NOW
- Changes general "three years after closeout" rule to a breakdown by record type; participant files, financial records, contracts, and complaints

P22 WIOA Ault, Dislocated Worker, & Youth Follow-Up Services:

- Changed to match the new guidance in that supportive services are now allowed during follow-up for adults and dislocated workers, as long as your local policy permits it.
- follow-up services don't extend the exit date for performance tracking—they're meant to help participants succeed after they've already exited
- Only collecting data or scheduling appointments doesn't count as follow-up. Real engagement, like counseling or helping with job-related issues, is what qualifies as a follow-up service—and everything needs to be well documented.

Summary of New Policies

P24: Measurable Skills Gains

- This policy outlines how Measurable Skill Gains (MSG) are tracked and reported for WIOA Title I participants enrolled in education or training programs. MSG is a key performance indicator that reflects a participant's progress toward achieving a credential or employment goal. There are five types of MSGs: educational functioning level gains, attainment of a high school diploma or equivalent, successful academic progress in postsecondary education, completion of training milestones, and passage of occupational or educational exams. Service providers are responsible for accurately documenting and reporting MSGs each program year using appropriate records such as test results, transcripts, certificates, or employer reports. MSG tracking applies to participants in basic skills instruction, postsecondary education, occupational training, OJT, and registered or pre-apprenticeship programs. Coordination with partner agencies is encouraged to support accurate reporting and ensure compliance with federal and state performance requirements.

P25: PII Personal Identifiable Information

- Personally Identifiable Information (PII) outlines the responsibilities of all staff, contractors, and partners in safeguarding personally identifiable information (PII) collected through WIOA-funded programs. All PII must be protected from unauthorized access, both physically and electronically. This includes encrypting digital files, locking paper records, avoiding use of personal devices or email for storing or sending PII, and limiting access to only those who need it for their official duties. Written consent must be obtained before collecting sensitive information. All parties are required to securely dispose of PII when it is no longer needed and must report any suspected breach immediately.

Northwest Oregon Works

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(541) 264-4033 • FAX (541) 648-5282

www.nworegonworks.org

Fiscal Year 2025-2026
Board Meeting June 27th 2025

Treasury Officer
Kirstin Salmi
kirstin@wctmarine.com

Budget Summary

Northwest Oregon Works (NOW) was formed on July 1, 2015, as a 501(c)(3) nonprofit corporation organized in the state of Oregon. The organization services a five-county area in Northwest Oregon including Benton, Clatsop, Columbia, Lincoln, and Tillamook Counties. As a workforce development organization dedicated to assisting employers in recruiting and retaining employees, and helping individuals find employment, NOW budgets on an annual basis to meet these objectives.

Detailed Budget

The narrative of this budget provides specificity and context to revenues and expenditures. As a nonprofit organization, NOW does not budget with proprietary or fiduciary funds such as general, capital, and debt service funding typical in state or local government or municipality accounting. Instead of the use of a fund budget presentation, programs are presented providing discussions for planned objectives and the related forecasted revenue and expenditures for each program. The budget begins with a revenue section and divides funding

between Federal, State and Local projections. This allows board members to determine where the projected funding levels are and enables board members to assist in efforts to raise funding towards categories with lower incoming revenue amounts in correlation with the organization's goals and objectives. Budget revenue is separated between carryover and current year projections. This approach assists board members in understanding that some awarded contracts are multi-year, enabling board discussion to gauge adequate program carryover balances.

The expenditure section of the budget is somewhat unique to Local Boards with three sections or groupings. The first section presents NOW's internal operating costs including wages/benefits for administrative staff. The second section focuses on expenses related to costs NOW incurs for internally administered programs including NOWs program staff wages/benefits and consulting contracts. In addition, this section includes the costs paid directly by NOW for work source centers such as rent and utilities where the bulk of the program activities are functioning. The last sections presents costs associated with subawards to subrecipients. This typically is the majority of NOW's program costs as NOW's inherent purpose is to function as a pass-through entity of funding received under various federal grants.

Detailed support for the revenue and expenditure categories within NOW's proposed budget can be obtained upon request with NOW's Treasurer, Executive Director or CFO.

Budget Variances

NOW's major funding category flows into the organization from Workforce Innovation Opportunity Act (WIOA) federal dollars on behalf of the state of Oregon. These funds are estimated to represent 26 percent of NOW's overall funding for PY25-26. NOW's WIOA allocations decreased in the amount of $124,210 when compared to PY24-25, an eight percent decrease.

NOW is carrying over an estimated $2.6 million in funding from PY24-25. All of these carryover funds are scheduled to be spent during the PY25-26. Additional WIOA holdback funding is expected from Higher Education Coordinating Commission between November and January. Also, the Governor intends to use a portion of the Governor's Reserve for a competitive opportunity supporting workforce needs tied to priority initiatives. The estimated total amount is around $1.5 million.

Overall estimated revenue is projected at $6,659,000, a slight decrease from last years $6,704,000 with overall expenses projected at $5,238,000, a decrease from last year at $5,889,000. However, carryover is projected at $1,421,000 versus last year at $815,000 amount. This is mostly due to the start of NOW's states biennium contracts.

NOW currently has several grant proposals submitted and awaiting awarding results. NOW's grant proposal

process is all internal finding, developing, and submitting grants instead of relying on external professionals.

Cost Percentages

Of total PY25-26 forecasted expenditures, NOWs administrative operating costs is estimated at 10%, internal program costs at 36% and subaward or subrecipient costs at 54%.

The projected PY25-65 programs and initiatives are as follows:

- Industry manufacturing collaboration
- Industry leisure & hospitality
- Industry maritime worker training
- Industry healthcare with an emphasis on behavioral health
- Other various workforce programs such as efforts to assist affected areas with disaster funds, enhance workforce services with outreach, a program to assist with recidivism for incarcerated individuals and workforce initiatives under WIOA Title I.

Detailed support for the revenue and expenditure categories within NOW's proposed budget can be obtained upon request with NOW's Treasurer, Executive Director or CFO.

NOW Annual Budget
Program Year 25-26

Line #		Program Year 25-26				
		PY24-25 Carry Over	PY25-26 Awarded	ADJ	Total Funding	%
	Federal Funding					
1	DOT Workforce Ready Manufacturing	925,000	-	-	925,000	13.9%
2	DOL Workforce Innovative Opportunity Act (Youth)	133,397	615,427	-	748,824	11.2%
3	DOL Workforce Innovative Opportunity Act (Adult)	94,536	503,451	-	597,987	9.0%
4	DOT Future Ready Navigator	587,143			587,143	8.8%
5	HHS American Rescue Plan P10k	424,240	-	-	424,240	6.4%
6	DOL Workforce Innovative Opportunity Act (DW)	46,507	331,331	-	377,838	5.7%
7	DOL Dislocated Worker Disaster Recovery	174,570	-	-	174,570	2.6%
8	DOL Reentry Employment	97,500	-	-	97,500	1.5%
9	DOL Rapid Response	-	69,000	-	69,000	1.0%
10	DOL High Concentration Youth	8,800	-	-	8,800	0.1%
11	**Total Federal Funding**	2,491,693	1,519,209	-	**4,010,902**	60%
	State Funding					
12	HECC Maritime Workforce	-	805,000	-	805,000	12.1%
13	HECC Oregon Youth Employment	-	601,000	-	601,000	9.0%
14	HECC Workforce Strategy Board Support	-	352,000	-	352,000	5.3%
15	HECC Work Experience	-	186,343	-	186,343	2.8%
16	HECC Industry Engagement	-	141,550		141,550	2.1%
17	**Total State Funding**	-	2,085,893	-	**2,085,893**	31%
	Local/Other Funding					
18	IHN-COO HealthCare Supplement	115,000	393,500	-	508,500	7.6%
19	Unrestricted	53,500	-	-	53,500	0.8%
20	**Total Local Funding**	168,500	393,500	-	**562,000**	8%
21	**Total Funding**	**$ 2,660,193**	**$ 3,998,602**	**$ -**	**$ 6,658,795**	100%
			Budgeted Expenses	ADJ	Total Expenses	%
	Operating Payroll Expenses					
22	Wages		249,298	-	249,298	4.8%
23	Employee Health Insurance		35,865	-	35,865	0.7%
24	Payroll Taxes		23,596	-	23,596	0.5%
25	PTO		25,611	-	25,611	0.5%
26	Employee Retirement Plan		14,958	-	14,958	0.3%
27	**Total Operating Payroll Expenses**		349,328	-	**349,328**	6.7%
	Operating General Expenses					
28	Travel		25,500	-	25,500	0.5%
29	Audit & Legal Services		35,500	-	35,500	0.7%
30	Memberships		26,000	-	26,000	0.5%
31	Staff Training/Development		8,000	-	8,000	0.2%
32	Phone & Internet		28,000	-	28,000	0.5%
33	Professional Services *(Other)*		9,500	-	9,500	0.2%
34	Processing Fees		14,850	-	14,850	0.3%
35	Office Lease		1,200	-	1,200	0.0%
36	Insurance		11,000	-	11,000	0.2%
37	Supplies/Postage/Meetings		8,400	-	8,400	0.2%
38	Office Equipment/Software		9,850	-	9,850	0.2%
39	Depreciation		-	-	-	0.0%
40	**Total Operating General Expenses**		177,800	-	**177,800**	3%
41	**Total Operating Expenses**		527,128	-	**527,128**	**10%**

	Program Payroll Expenses				
42	Wages	624,387		624,387	11.9%
43	Employee Health Insurance	82,576		82,576	1.6%
44	Payroll Taxes	58,988		58,988	1.1%
45	PTO	58,712		58,712	1.1%
46	Employee Retirement Plan	27,727		27,727	0.5%
47	**Total Program Payroll Expenses**	852,390	-	**852,390**	16%
	Program General Expenses				
48	Outreach Awards/Services	906,661		906,661	17.3%
49	WSO Leases	43,450		43,450	0.8%
50	I-Trac Database	37,000		37,000	0.7%
51	WSO Phone & Internet	19,232		19,232	0.4%
52	WSO Business Services	10,000		10,000	0.2%
53	Outreach Professional Services	7,000		7,000	0.1%
54	**Total Program General Expenses**	1,023,343	-	**1,023,343**	20%
	Program Subrecipient Expenses				
55	Workforce Innovation Opportunity Act	1,110,000		1,110,000	21.2%
56	Workforce Ready Manufacturing	730,925		730,925	14.0%
57	Future Ready Oregon P10K	356,000		356,000	6.8%
58	Workfoce Navigator Benefits	249,000		249,000	4.8%
59	Quest Dislocated Worker	148,000		148,000	2.8%
60	Reentry Employment Funds	89,500		89,500	1.7%
61	Work Experience	77,800		77,800	1.5%
62	WIOA Maritime	40,000		40,000	0.8%
63	WIOA One Stop Operator	25,000		25,000	0.5%
64	High Concentration Youth	8,800		8,800	0.2%
65	**Total Subrecipient Expenses**	2,835,025	-	**2,835,025**	54%
66	**Total Program Expenses**	4,710,758	-	**4,710,758**	**90%**
67	**TOTAL EXPENSES**	**$ 5,237,887**	**$ -**	**$ 5,237,887**	
68	***NET FUNDING & EXPENSES***		**-**	**$ 1,420,908**	

DEPARTMENT OF LABOR FUNDS (DOL)

WORKFORCE INNOVATION OPPORTUNITY ACT (WIOA)

- WIOA ADMIN funds are used for NOW's internal operational costs.

- WIOA ADULT funds are used for OJT's (On-the Job-Training), ITA's (Individual Training Accounts), and Work Experience for adults aged 18 and up.

- WIOA YOUTH funds are used for career exploration, pre-employment training, re-engagement in education, comprehensive guidance and counseling, financial literacy, job search assistance, follow-up services, support services, tutoring, occupations skills training, contextualized education, leadership development, adult mentoring, work experience (summer employment opportunities, pre-apprenticeship programs, internships, job shadowing, and on-the-job training opportunities) for youth aged 16-24 (out-of-school youth) and 16-21 (in-school-youth) with a minimum of 75% of youth participants meeting out-of-school eligibility requirements.

- WIOA DISLOCATED WORKER (DW) funds are used for OJT's (On-the-Job Training), ITA's (Individual Training Accounts), and Work Experience for dislocated workers, aged 18 or older and meeting one of the following criteria:

    - General dislocation
    - Dislocation from facility closure/substantial layoff
    - Self-employed dislocation
    - Displaced homemaker
    - Dislocated separating military service members
    - Spouses of military service members

- WIOA HIGH CONCENTRATION OF YOUTH FUNDS (HCY) funds are used to provide additional assistance to local areas that have high concentrations of eligible youth.

- WIOA RAPID RESPONSE FUNDS (RR) in Oregon provide immediate assistance to workers and employers during layoffs or business closures, helping mitigate the impact on employees. This program offers services such as job search assistance, retraining, and access to unemployment benefits, while supporting businesses in managing workforce transitions effectively.

- WIOA DISLOCATED WORKER GRANT - QUEST FUNDS (DWG) support disaster recovery efforts by providing targeted workforce training and employment services in areas affected by natural disasters. These funds help individuals gain new skills, find employment opportunities, and assist in rebuilding efforts, fostering both economic recovery and community resilience.

- REENTRY EMPLOYMENT FUNDS provide support to individuals transitioning from incarceration back into the community, helping them overcome barriers to employment and reintegration. The program offers job training, education, and support services, promoting successful reentry and reducing recidivism through stable employment and personal development opportunities.

DEPARTMENT OF TREASURY (DOT)

- WORKFORCE NAVIGATOR BENEFITS funds support the creation of workforce "navigators" who help job seekers and businesses access workforce development services. These navigators assist individuals in overcoming barriers to employment by connecting them with training, education, and support resources, while also helping employers find and retain skilled workers.

- PROSPERITY 10K funds provide financial support to communities recovering from the economic impacts of the pandemic. These funds are used to address public health needs, support small businesses, invest in workforce development, and improve infrastructure to promote long-term economic recovery and resilience.

- WORKFORCE READY (Manufacturing) funds provide financial support to expand training programs in manufacturing with a focus on underserved communities. Connecting individuals, particularly those facing barriers, with education and training opportunities increasing access to high-quality apprenticeships.

HIGHER EDUCATION CORRDINATING COMMISSION (HECC)

- BOARD SUPPORT WORKFORCE STRATEGIES (WFS) funds are used to provide financial resources to the grantee to assist with the general costs of running a Local Workforce Development Board (LWDB).

- INDUSTRY ENGAGEMENT (IE) funds support workforce development by fostering partnerships between businesses, education providers, and workforce organizations. These funds aim to address skill gaps and meet the evolving needs of industries by investing in training and upskilling workers to align with employer demand.

- WORK EXPERIENCE (WEX) funds provide individuals with short-term, practical job placements to help them gain hands-on experience and develop essential workplace skills. This program connects participants with employers, giving them the opportunity to build a strong work history and improve their chances of securing long-term employment.

- MARITIME WORKFORCE funds are dedicated to supporting the growth and sustainability of the maritime industry by addressing workforce needs. These funds focus on training and upskilling workers to meet industry demands, promoting career opportunities, and ensuring the long-term viability of Oregon’s maritime sector.

- OREGON YOUTH EMPLOYMENT PROGRAM (OYEP) funds provide young people with meaningful work experience, skills training, and career exploration opportunities. This program focuses on preparing youth for the workforce by connecting them with local employers, fostering job readiness, and supporting long-term career development.

- UNRESTRICTED GENERAL funds are used to cover other NOW internal operating costs without program or timing restrictions.

-

INTERCOMMUNITY HEALTH NETWORK (IHN)

- Focuses on integrating behavioral health services with healthcare to provide comprehensive support for individuals facing mental health and substance use challenges. This program enhances access to coordinated care, connecting people with the resources they need to achieve overall well-being and improve their quality of life.