

WELCOME

MID-VALLEY BUSINESS & INDUSTRY RESOURCE ALLIANCE

THE GO-TO RESOURCE FOR OREGON'S MID-VALLEY BUSINESSES



Agenda

- Introductions, **Mike Vanier**: OMEP
- Economic update, **Patrick O'Connor**: Regional Economist
- Proactive company response, **Tim Murphy**: DCI
- Pre-apprenticeship Program, **Megan Cogswell**: Chemeketa Community College
- Technology Opportunities, **Aaron Fox**: OMEP
- Q&A



Patrick O'Connor

**Regional Economist -
Benton, Linn, Marion,
Polk, and Yamhill
counties**



Timothy Murphy

**VP of Business
Operations, DCI**



Megan Cogswell

**Chemeketa
Community College
Pre-Apprenticeship
Program**



Aaron Fox

**President
OMEP**



A Tight Labor Market and Difficulty Finding Workers

Mid-Valley Business and Industry Alliance

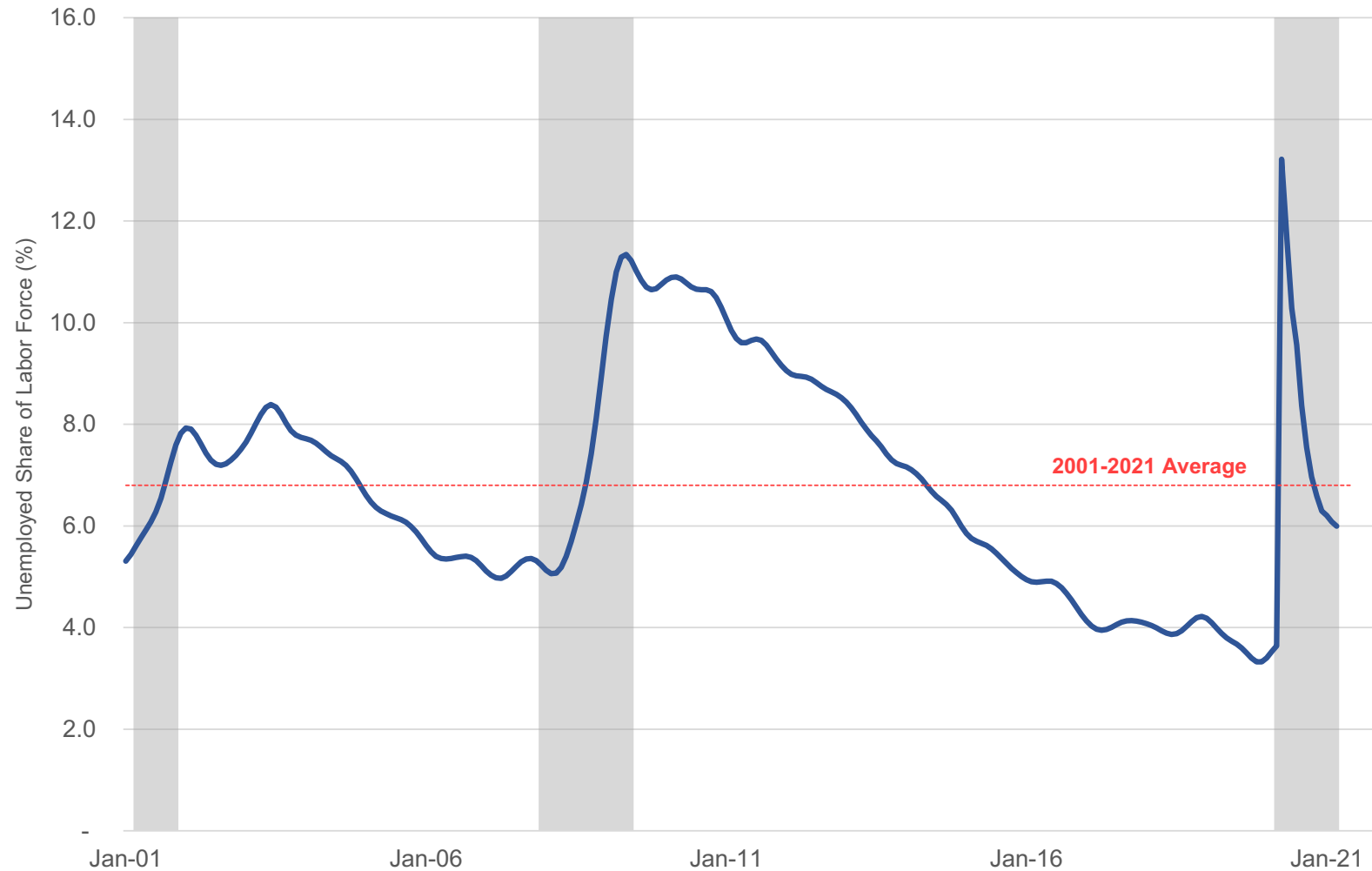
May 25, 2021



Labor Market Barriers and Difficulty Finding Workers.

- Strong Hiring Demand and Relatively Low Unemployment
- Workers sitting on sideline due to COVID concerns
- Lack of in-person schooling
- Lack of child care
- Federal Aid and Enhanced Unemployment Benefits
- Job losses were concentrated within high-contact, in-person service industries

Oregon's Unemployment Rate is Currently Below Its Long-Run Average



Oregon's seasonally adjusted unemployment rate was 6.0% in March, below the average rate (6.8%) of the past two decades.

Unlike Great Recession, when most job losses were permanent, and excess labor supply lasted for years, currently the largest group of unemployed persons in Oregon are on temporary layoff, and excess labor supply rapidly plummeted.

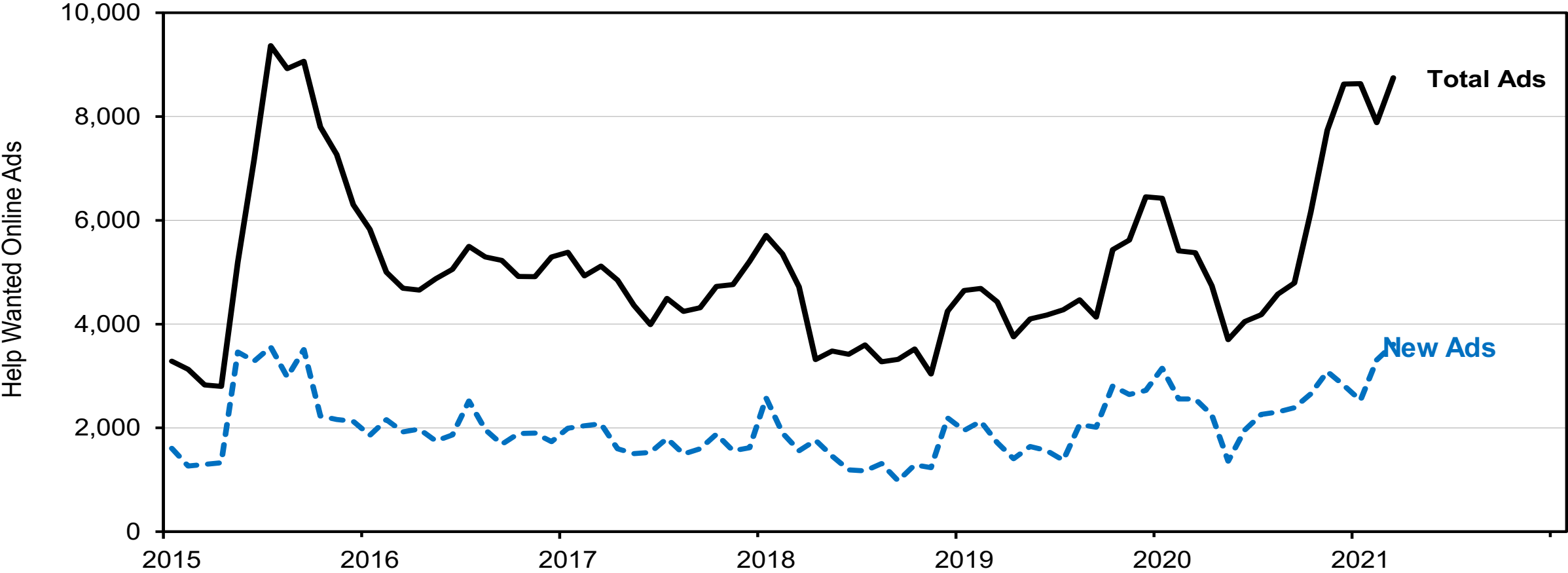
As hiring heated up in the first quarter, employer competition did too.

Latest: Mar '21 | Source: Oregon Employment Dept, Oregon Office of Economic Analysis

Job listings in the Salem area are near a record high!

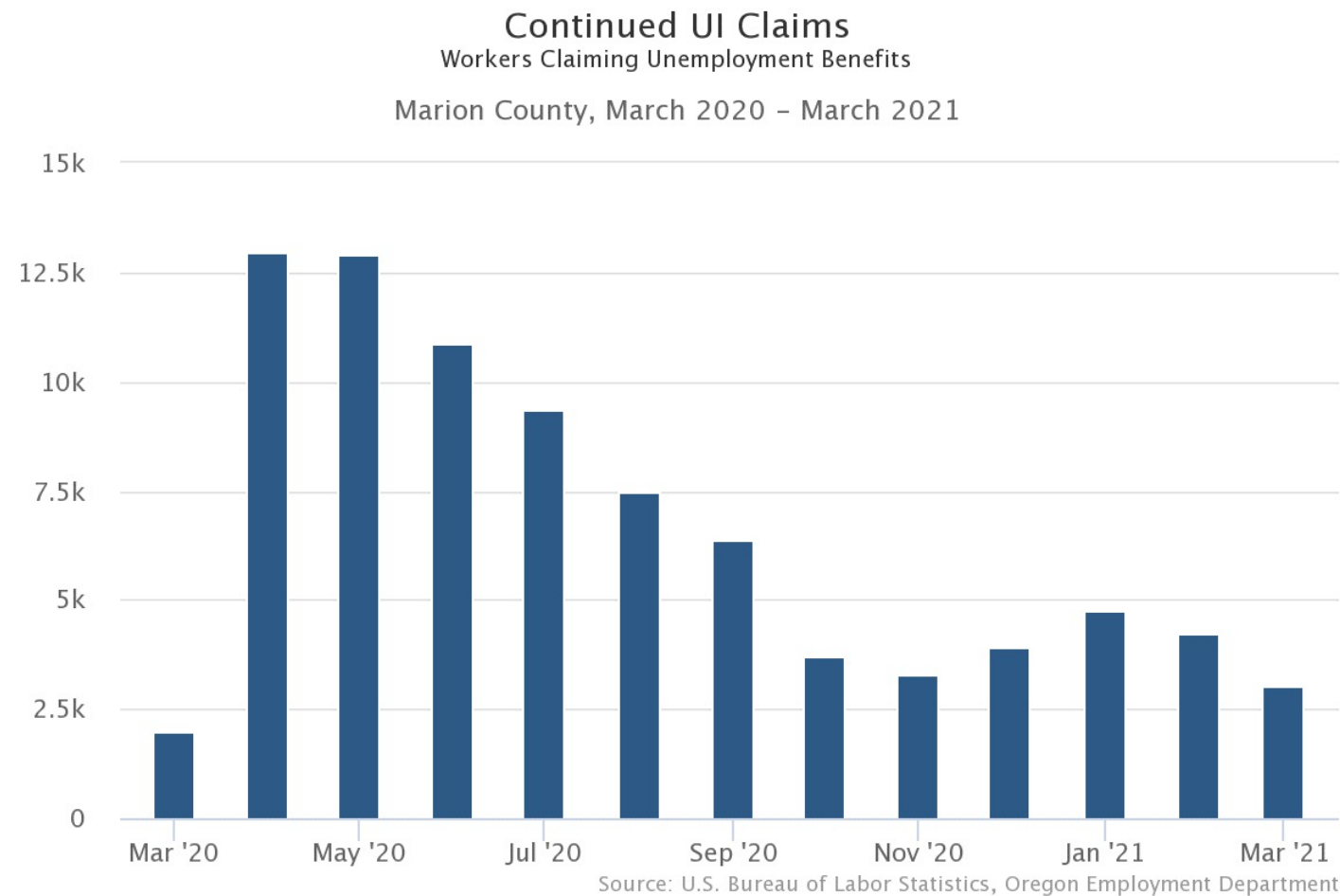
Online ads in the Salem metro area increased by 860 in March.

Seasonally Adjusted

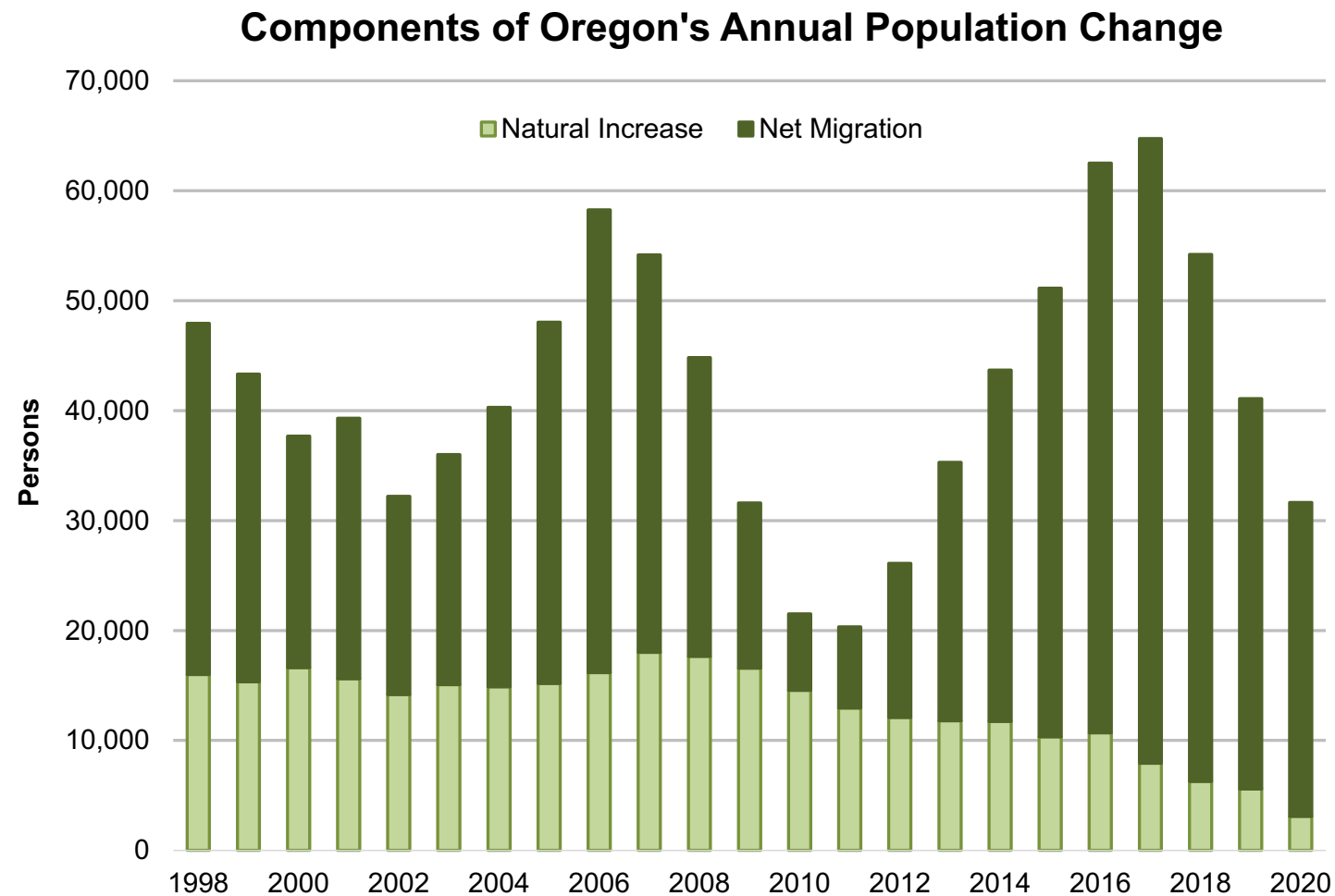


Source: The Conference Board Help Wanted OnLine™ (HWOL)

Prior to COVID there was about 2,000 continued UI claims in Marion County in March 2020. In March 2021 there is just over 3,000 continued UI claims. That is down from 13,000 in April and May of 2020.



Our labor force isn't growing like it usually does.



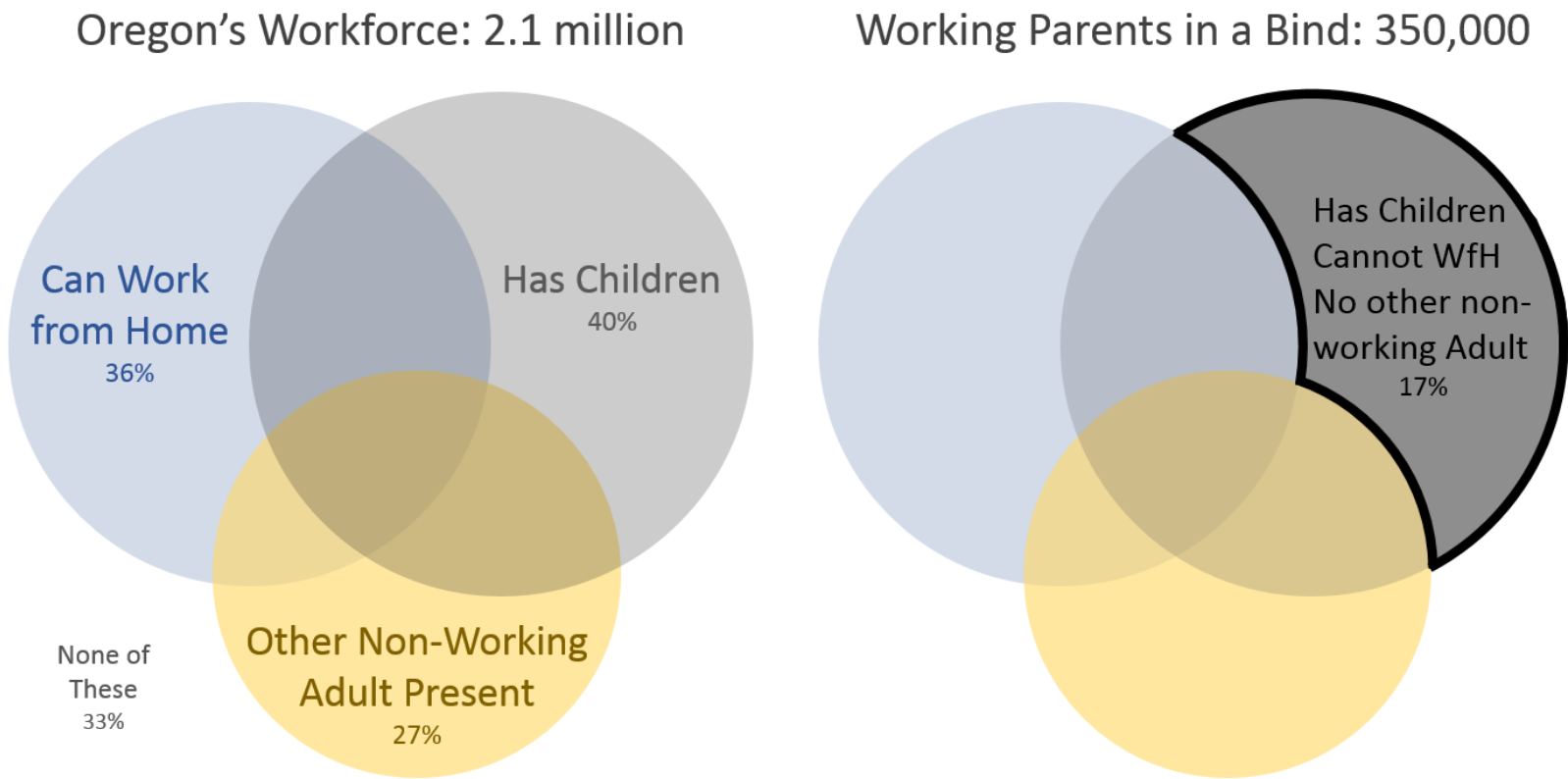
For decades, Oregon has mainly grown its labor force from net in-migration of workers from other states and areas. Net in-migration was 20% lower in 2020, at 28,600, than in 2019.

That also marked the lowest net in-migration since 2013.

Source: Oregon Employment Department and Portland State University, Population Research Center

The lack of full-time, in-person schooling puts working parents in a bind.

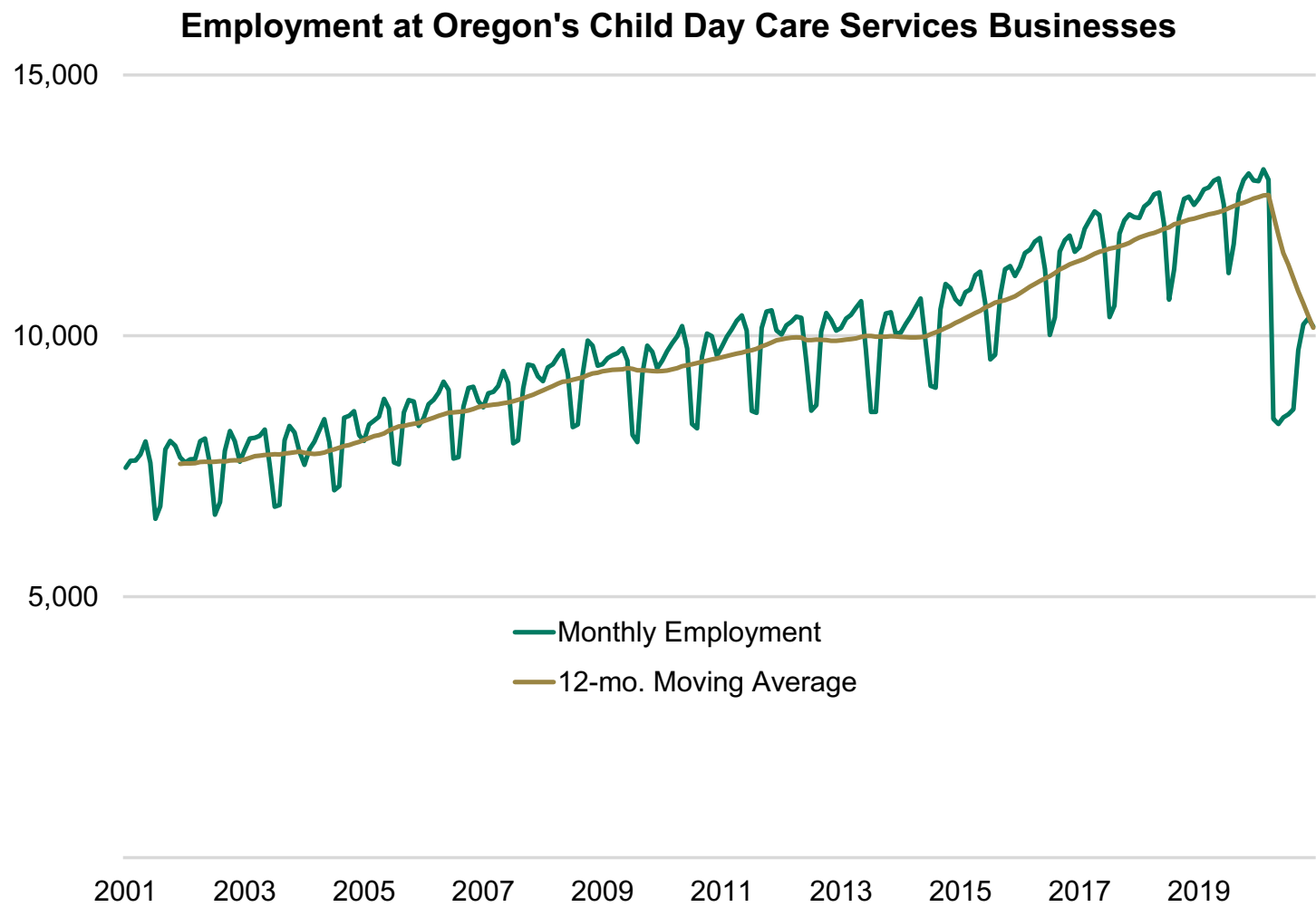
COVID Challenges Working Oregon Parents



Heading into the pandemic, one out of six workers in Oregon's labor force had children present in their household, and also had a job that could not be teleworked, and also did not have another non-working adult present in the household.

As of mid-May, [two-thirds of K-12 schools](#) were still in full or partial remote learning.

Lack of child care can also limit parents' workforce options.

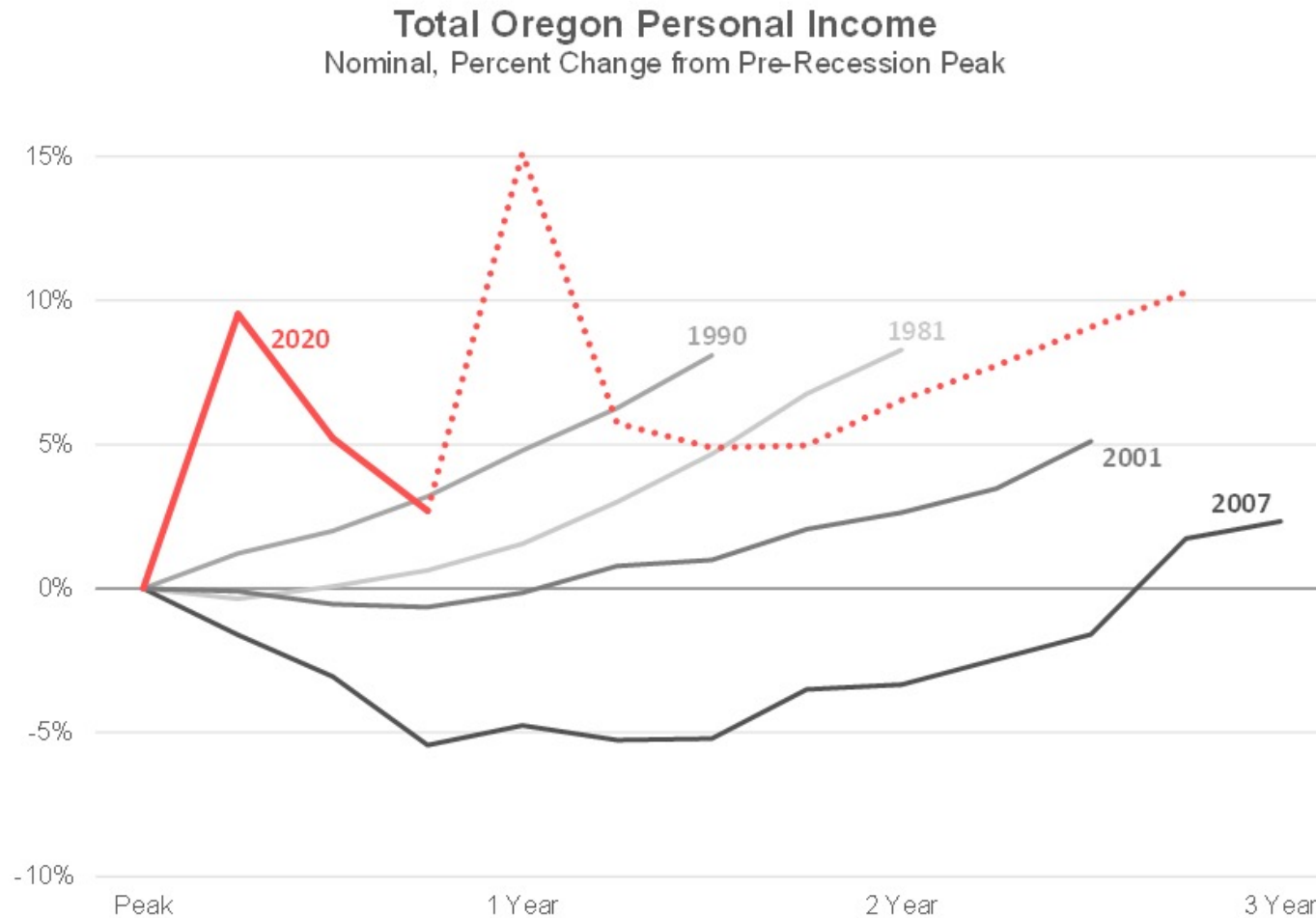


Many areas of the state already had too few child care slots prior to the pandemic.

With reduced capacity and employment still down in the child care industry, that hasn't improved over the past year.

Source: Oregon Employment Department, Quarterly Census of Employment and Wages.

Total personal income is about 20% higher today than pre-pandemic.



More than \$24 billion in additional federal funds have come to Oregon since the pandemic began. Federal recovery rebates alone have added \$12 billion to personal income in Oregon.

Brightens overall economic outlook, and may also reduce labor force participation in the short term.



Patrick O'Connor, Regional Economist

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Tim Murphy

VP of Business Operations, DCI

A high-quality dental chair, the DCI Edge model, is shown in a modern, brightly lit office setting. The chair is black with a white and blue frame. It features a large, illuminated mirror at the top and a control panel on the right side. The background shows a large window with a view of a city skyline. The DCI logo is visible in the top right corner.

DCI

DCI | Get to know us and learn why we do what we do.

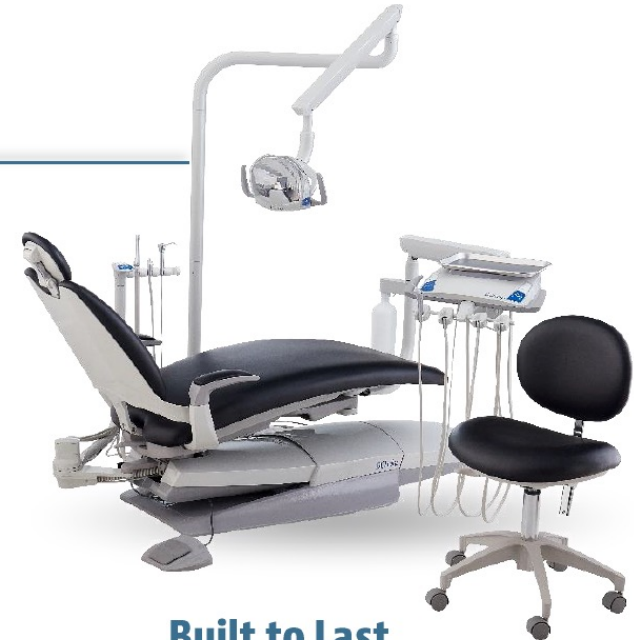
We Make Dental Parts, Equipment, and Furniture



It Starts with Parts



DCI- Inside and Out



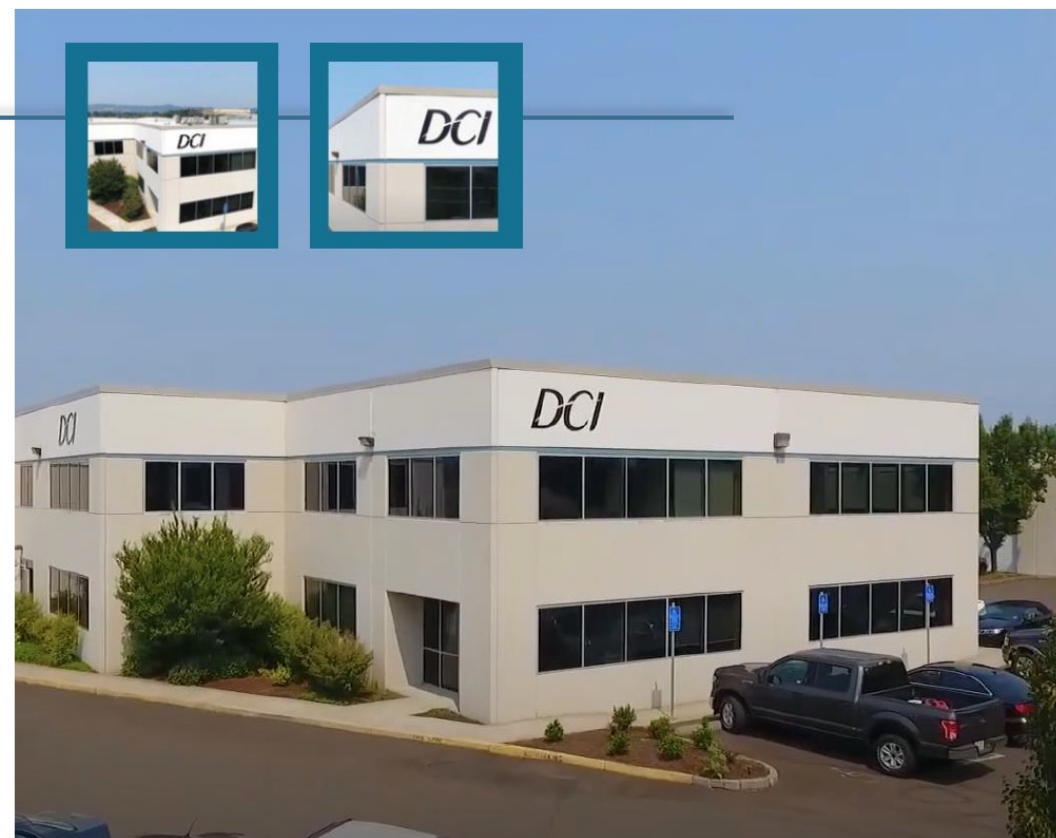
Built to Last

Crafted with Decades of Experience



Fastest Growing Dental Equipment Manufacturer in North America

- Founded in 1983 by John and Janelle Spencer
- Focus on dental parts and accessories that are high in quality and value
- Parts business has grown into the world's largest and most trusted dental parts manufacturer
- Earned reputation for reliability with dealers and service technicians
- Allowed successful expansion into dental equipment and furniture product lines



Reliable Choice

DCI is the **preferred equipment provider** for many of the largest US Dental Support Organizations like Aspen Dental.



Crafted with Decades of Experience



DCI Guiding Principles

- 1 Making our customer's life easier
- 2 Enhancing the lives of our employees
- 3 Giving back to those in need



Jason, Amy and John

The Spencer Family
38 Years of Commitment



Speak to Workforce in Meaningful Ways

...Beyond Dollars & Cents

- 1 Shift in mindset from HR [people processing] to Talent Management [recruitment, growth, retention]
- 2 Focus on EVP
Employee Value Proposition = The package of economic and psychological benefits provided by the employer to its team members

Engaged Employees

- Onboarding – why do we do what we do?
- Demonstrable Career Path
- Training - Workforce Willamette
- Build sense of community via sponsored events (lunches, holidays, fanfare, etc.)
- Leadership Transparency
- Breaking down recruitment barriers - **Project Oasis**



Unlocking the Workforce

Started as workforce development project

'Childcare Desert' larger than DCI issue

Engagement from Spencer Family Foundation

Support from Yamhill County and City of Newberg

Partnering with Newberg School District to provide
65+ families with a safe, affordable childcare solution





DCi

Thank You.



Megan Cogswell

Chemeketa Community College Pre-Apprenticeship Program



Chemeketa BOLI ATD Registered Pre-Apprenticeship Programs

Chemeketa Pre-Apprenticeship Program

- Embedded in 11 high schools with active Career and Technical Education Programs
- Rigorous requirements, including completion of APR 101, Trade Skills Fundamentals, two credits in hands-on coursework, math, and safety training

Chemeketa Campus-Based Pre-Apprenticeship Program

- Offered on the Salem campus for people 16 or over interested in construction trades and apprenticeship
- Requirements include APR 101, Trade Skills Fundamentals, safety training, and either a hands-on class, internship, or career jump start course



Aaron Fox

President, OMEP

OMEP's Workforce Strategy

Build systems that attract, engage & retain employees.

Attract

- Improve recruitment practices
- Expand job postings & broaden labor pools
- Effectively on-board employees

Engage

- Create clear career paths with future promotional opportunities
- Assess performance objectively & eliminate favoritism
- Tie compensation to skill & competency growth

Retain

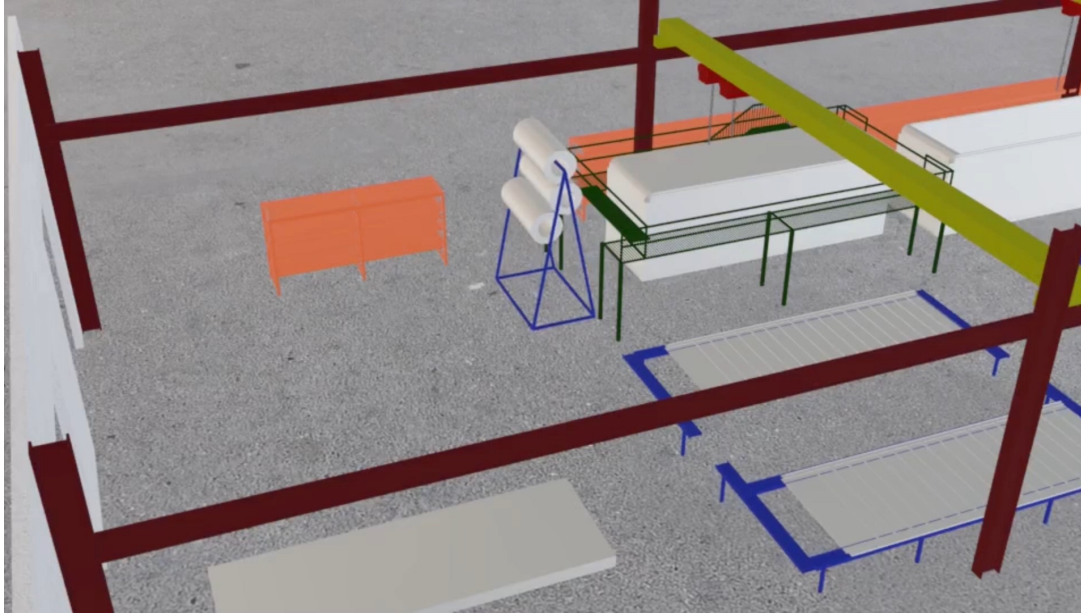
- Develop standard training programs
- Acclimate new employees to company
- Create formal salary advancement incentive tied to skill expansion

What Role Could Technology Play?

IMAGINE IF YOU COULD MAKE THESE STATEMENTS DURING YOUR RECRUITMENT PROCESS...

- You are going to have a virtual reality experience as part of our interview process.
- We use augmented reality to assist in assembly and inspection.
- Would you like to know exactly what you need to learn to get promoted?
- Are you interested in programming a co-bot?
- IoT sensors are integrated throughout our factory. Would you like to see real time performance of the area you will be working in?

Virtual Reality in Manufacturing

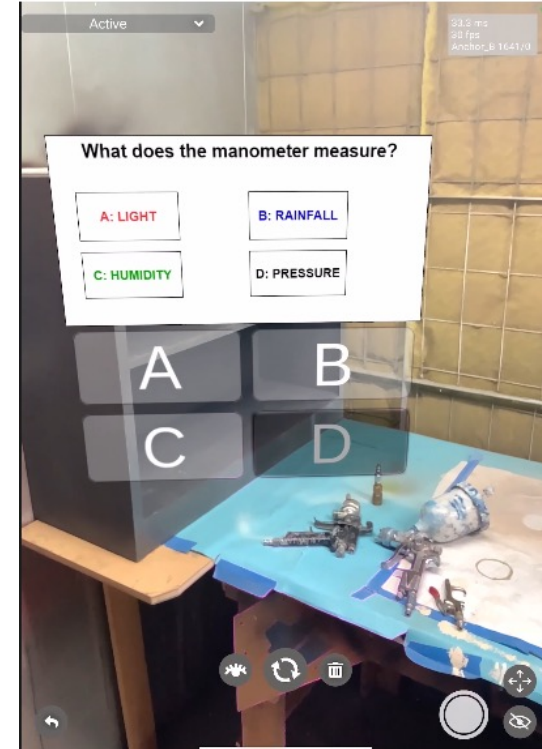
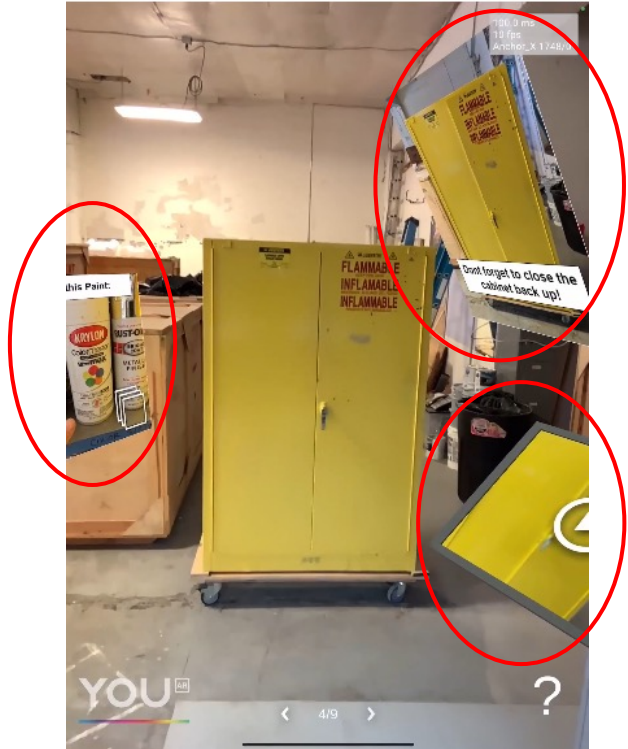


Simulation:
Facility layout & process validation



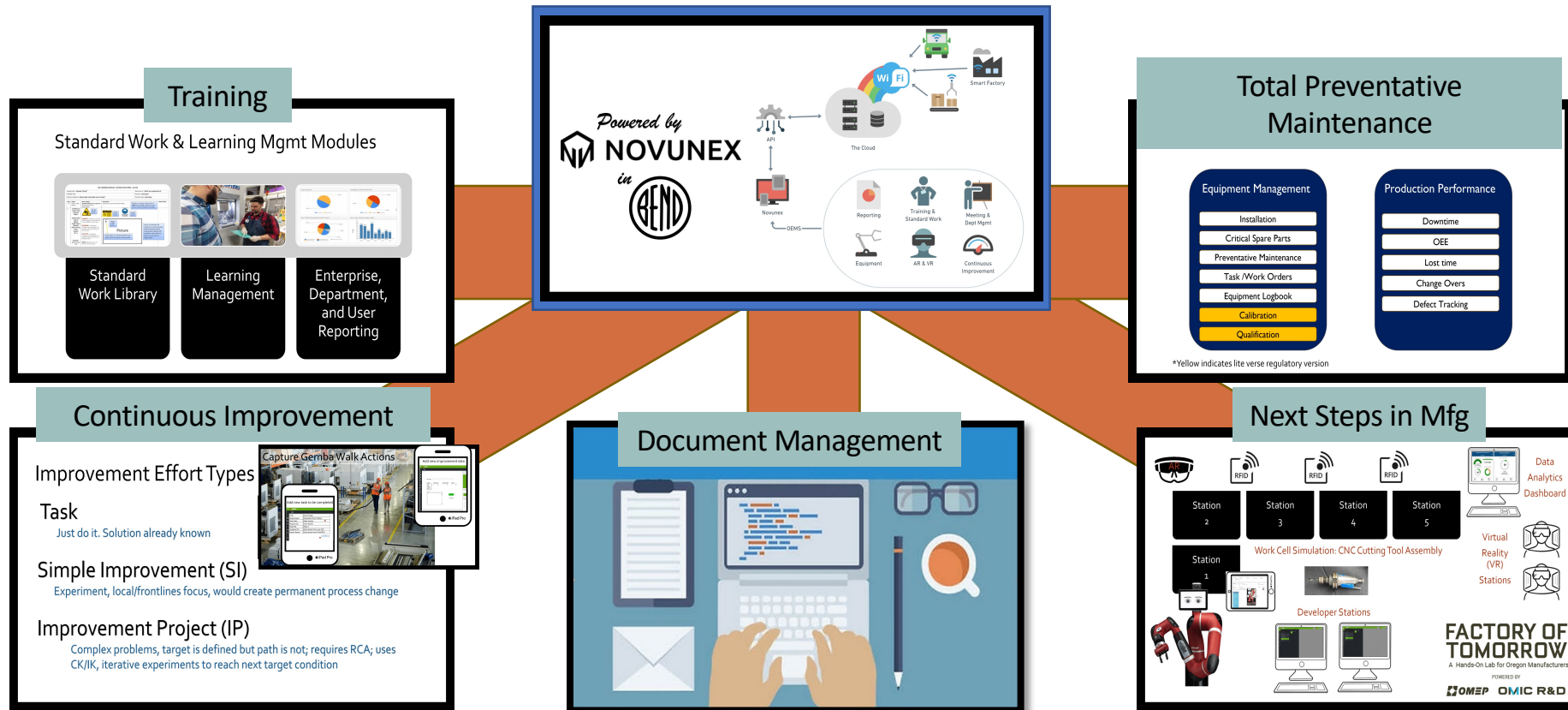
Training:
Basic setup of a CNC milling machine.

Augmented Reality in Manufacturing



Training:
How to safely setup a paint booth and finish a part.
Capture institutional knowledge before folks retire.

Cloud for Small & Medium Manufacturers



Technology as a tool to set clear expectations that improve employee performance and engagement.

Factory of Tomorrow



OMEP / OMIC Partnership located in Scappoose

- Virtual Reality
- Augmented Reality
- IoT Devices & Sensors
- Big Data Analytics & Cloud Computing
- Additive Manufacturing / 3D Printing
- Co-bots

*Lab currently under remodel. Will re-open early July.

Q&A



ccbi.chemeketa.edu

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Portland**

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