



# MANUFACTURING **WORKFORCE** PARTNERSHIP

**PUBLIC + PRIVATE PARTNERS SHAPING  
HILLSBORO'S WORKFORCE**

# HILLSBORO WORKS HARD

Hillsboro offers an educated and talented workforce particularly skilled in occupations supporting bioscience, computer & electronics, information technology, and advanced manufacturing industries. Like the US, Hillsboro has experienced steady job growth in manufacturing since 2010, due in part to a strong combination of skills in software, hardware, and advanced materials, along with more than twice the US average of mechatronics technicians. This growth, combined with changes in technologies, have created a considerable strain on the ability for companies to find new talent and keep their incumbent workforce trained or equipped with current skills. The City of Hillsboro is committed to investing into the City's workforce infrastructure by having Economic Development lead the effort and convene industry partners to collectively address workforce challenges in efforts to support economic vitality.

## WHAT WORKFORCE PROJECTIONS TELL US ABOUT THE FUTURE

**1**

**Key industries in the region are expected to grow over the next decade.**

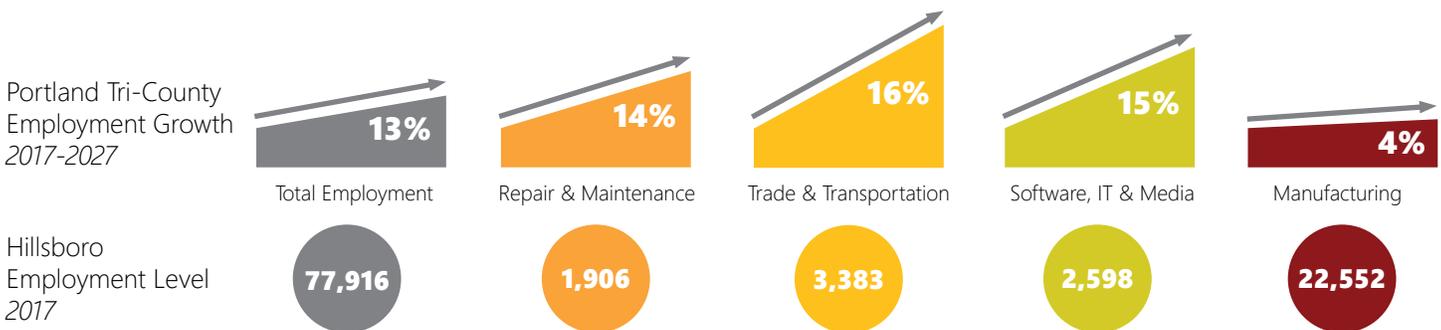
**2**

**The need for replacement workers will outpace new growth openings.**

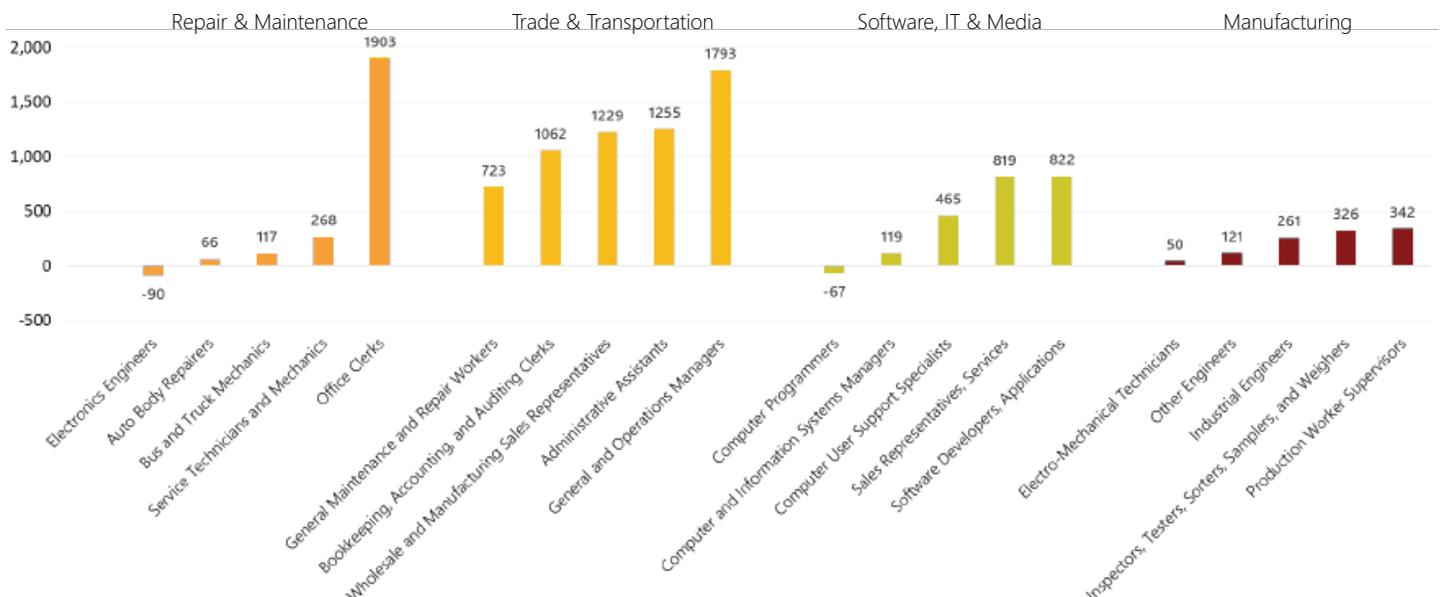
**3**

**The local supply of graduates may not meet projected employment needs.**

### PROJECTED EMPLOYMENT GROWTH IN KEY INDUSTRIES



### PROJECTED SUPPLY GAP OF THE TOP 5 OCCUPATIONS IN EACH OF THESE KEY INDUSTRIES



*This analysis understates the full talent pool, as jobs may also be filled by workers who attend schools outside the region or by those changing careers. Data sources: Oregon Employment Department & National Center for Education Statistics*

## WHAT IS THE HILLSBORO MANUFACTURING WORKFORCE PARTNERSHIP (MWP)?

MWP acts as a steering committee to assist and guide workforce initiatives in two categories: Hiring & Sourcing (Pipeline) and Technical Skills Training (closing of skills gaps). It also provides a platform for industry partners to share current workforce trends, needs, and learn about relevant legislative and city updates.

The work group champions public-private partnerships with industry, educational institutions, community organizations and government to support high-growth, high-demand workforce needs in efforts to maintain a skilled and diverse workforce in Hillsboro while creating a robust pipeline.



## PART OF A REGIONAL WORKFORCE DEVELOPMENT EFFORT

The Manufacturing Workforce Partnership is aligned with workforce efforts in the region. Their ability to work with similar interests and goals inform and strengthen the broader workforce efforts in the region. The group provides industry-focused feedback to stakeholders to ensure the skills taught are focused to the needs of advanced manufacturing.

MWP works closely with industry colleagues, economic development, local school district, community college, chamber of commerce, and a variety of community partners to ensure companies are supported and the community benefits from an expanded job market and strong economy. By engaging with these organizations, the goal is for MWP to impact future workforce development initiatives in the region.

### HILLSBORO SCHOOL DISTRICT

- Career Pathway Advisory Committee
- Career Technical Education Advisory Board
- Apprenticeship + Internship Development

### PORTLAND COMMUNITY COLLEGE

- Mechatronics Program Advisory Board
- Microelectronics Program Advisory Board
- Dual Credit Alignment

### COMMUNITY

- Hillsboro Works Trainee Program
- Community Partner Network
- Hillsboro Chamber of Commerce
- Worksystems, Inc.

"Jireh Semiconductor, Inc., is excited to partner with the City in support of many workforce development initiatives in our mission to "Bring Manufacturing Back to the United States Profitably." We continue to be challenged with finding good entry-level workers with enough skills to enter into an advanced manufacturing environment."

– Kathy Bishop, Jireh Semiconductor

## PARTICIPATING ORGANIZATIONS



TOSOH QUARTZ, INC.

## SEE WHAT MWP HAS ALREADY ACCOMPLISHED

### Technical Skills Training

- Convened five organizations participating in a Smart Talent Training cohort in partnership with Oregon Manufacturing Partnership (OMEP). Participating organizations will strengthen or start formal programs in relation to attracting talent, engaging employees, training, and building career ladders.

### Hillsboro School District Partnership

- Expanded partnership and programming with the Hillsboro School District to align Career Technical Education (CTE) programming with high growth/high demand careers in Hillsboro.
- MWP participants served on the Hillsboro School Districts Steering & Advisory Committees to provide input on curriculum and essential skills needed for employees.
- Created an initiative for companies to connect with students, parents, and teachers within the Hillsboro School District. This initiative was an opportunity for job-seeking seniors to connect with companies that are hiring. In addition, it is part of a regional effort to rebrand careers in advanced manufacturing.

### Higher Education Partnerships

- Compiled resources to support workforce initiatives with organizations such as OIT, OSU, Perry Institute, and Pacific University.
- Toured Portland Community College (PCC) Mechatronics program to learn about curriculum, timeline and types of equipment used for this program.
- Partnered with PCC Future Connect to provide sponsorships to students interested in advanced manufacturing career pathways.

### Workforce Center Feasibility Study

- Partners toured a variety of facilities to learn more about workforce initiatives, facilities, education and partnership models to create pipeline and skills training opportunities.

## CONVINCED? REACH OUT TO GET INVOLVED

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