



Oregon

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QualityInfo.org



Program Year (PY) 2022 Workforce Information Grants to States (WIGS) Annual Performance Report

- I. Workforce Information Database (WIDb)
 - A. Description of the activity
 1. Oregon transitioned to version 2.8 of the WIDb during PY 2019. Oregon continues to use new database structures as they become available and recommends changes to the existing WIDb structure through its participation in the Analyst Resource Center (ARC).
 2. During PY 2022 Oregon updated the following core and supplemental tables:
 - i. Monthly updates of Current Employment Statistics estimates at the state and county level;
 - ii. Monthly updates of Local Area Unemployment Statistics at the state and county level;
 - iii. Annual updates of the occupational wages for the state and sub-state areas (updated August 2023);
 - iv. Annual updates of short-term industry and occupational employment projections at the state level;
 - v. Annual updates of occupational license information at the state level;
 - vi. Annual updates of long-term industry and occupational employment projections for the state and sub-state areas;
 - vii. Updates of the employer database as they are received from Data Axle®; and
 - viii. Quarterly updates of the Quarterly Census of Employment and Wages.

3. Oregon attended both the July 2022 ARC meeting in Denver and the March 2023 ARC meeting in Charleston, in addition to all the ad hoc virtual meetings during the PY 2022 grant period.
- B. How customer consultation is used
1. Because the WIDb operates at a technical level well below the interest of its customers, Oregon does not discuss it with local workforce boards or other customers.
 2. Oregon does discuss its website, QualityInfo.org, and other data center products that rely on the contents of the WIDb. Contacts with customers and online customer satisfaction surveys indicate a high level of satisfaction with Oregon's developed products.
- C. Which customer needs are met
1. Oregon has ensured that all data and components of the Oregon Labor Market Information System (as presented on the QualityInfo.org website) are maintained in a timely and accurate fashion.
 2. More than 195 new or revised articles and more than 57 new or revised weekly, monthly, or annual publications were added to QualityInfo.org during the program year. These ranged from articles about occupations such as [*Truck Driver – The Way of the Road*](#), to regional articles such as [*Turnover Trends in Lane County*](#), to statewide analysis such as [*Job Flows in Oregon: Pandemic Decline and Recovery*](#), to articles about specific industries such as [*Made in Oregon: A Profile of the State's Manufacturing Sector*](#).
 3. Oregon's Systems Development team completed a project in November 2022 to migrate the QualityInfo.org website to an updated platform. This multi-year project incorporated new features for the site that increased its functionality and usability on mobile devices, along with other display changes for article and publication content.
 - i. The project resulted in a completely redesigned homepage and regional pages. These were built to highlight article content with a centered listing for new articles and links to 'More Articles' that contain all the published content. Also included, were links to the most used job search tools and graphs containing job growth and unemployment insurance claims data developed during the pandemic.
 - ii. The site's tools all got a refresh that both simplified the entry point into the tool and grouped all the filtering options in slide outs contained on the right-hand side that scroll on the page with the user on longer reports.

D. If the activity supports collaborations or leveraged funding

1. In collaboration with the Analyst Resource Center (ARC), System's Development staff have led a project to define an application programming interface (API) for labor market information that, once developed, could be used to retrieve WID data by anyone. This collaboration is a major topic at ARC meetings. It has also fostered much discussion about how this will be useful for many states. The first step, however, is to define the structure and what is included in the API.
2. Oregon is working with other ARC partners to develop future versions of the WIDb.
3. Oregon continues to share best practices and ideas regarding application and website development with members of the ARC consortium.

II. Industry and Occupational Employment Projections

A. Description of the activity

1. Annually, Oregon develops its long-term industry and occupational employment projections for Oregon and 14 sub-state areas using the Projections Suite software.
 - i. Long-term sub-state area industry and occupational employment projections for 2020-2030 were completed in October 2021 and were published on [QualityInfo.org](#) in November 2021. The 2020-2030 sub-state area industry and occupational projections were added as Excel downloads on the [Projections](#) page under Employment Projections Data.
 - ii. Long-term statewide and sub-state area industry and occupational employment projections for 2021-2031 were completed in January 2023 and were published on [QualityInfo.org](#) in February 2023. They can be found as Excel downloads on [QualityInfo.org](#) on the [Projections](#) page and on the [Data](#) page in the Industry Employment Projections and Occupational Employment Projections sections, respectively. We developed a slideshow highlighting the key points of these projections on the [Projections](#) page. Both statewide and sub-state area projections are incorporated into the website's most popular tools – [Occupation Profiles](#) and [Industry Profiles](#).
 - iii. Since May 2023, we have begun working on 2022-2032 state and sub-state area industry and occupational projections. We will publish them on our website in December 2023.
2. Oregon develops its short-term industry and occupational employment projections every year. The 2022-2024 short-term

projections were completed and submitted in March 2023. They were published as an Excel download on [QualityInfo.org](https://qualityinfo.org) in March 2023. The short-term projections can be found on the [Projections](#) page and on the [Data](#) page in the Industry Employment Projections and Occupational Employment Projections sections, respectively.

3. Oregon submitted Occupational licensing information to the ARC and loaded it in the WID database in June 2023.

B. How customer consultation is used

1. Oregon does not consult with customers regarding methodology or customer needs prior to developing the short-term and long-term projections.
 - i. The projections are produced using statistically valid methods using the PMP, and in consultation with other experts in the projections and employment-forecasting field.
 - ii. We consult with other economists in other state departments and regional economists from our department that have an expertise in specific industries and areas in Oregon for producing our long-term state and sub-state area projections.
2. Contacts with local workforce boards, Workforce Innovation and Opportunity Act (WIOA) providers, workforce development professionals, planners, and other customers indicate that the long-term projections are heavily used and are the underpinning for workforce development discussions in Oregon.
3. Discussions with most customer groups suggest there is little demand for short-term projections in Oregon.

C. Which customer needs are met

1. The long-term projections are heavily used in many areas on [Qualityinfo.org](https://qualityinfo.org) – [Occupation Profiles](#), [Industry Profiles](#), [Projections](#) page, and the Data page in the [Employment Projections sections](#). They are also used in the [Career Explorer](#) tool.
2. Long-term employment projections are explored in detail in our QualityInfo.org articles on occupations and industries, as well as regional articles. Some examples include [10-Year Occupational Projections for STEM Jobs](#); [Oregon's Wood Product Manufacturing Industry Is Still Important, Especially in Rural Areas](#); [Rogue Valley Jobs Projected to Increase 11% by 2031](#); and [Long-Term Projections Show Broad-Based Job Opportunities in Northwest Oregon](#).
3. In January 2023, our projections economist provided a 30-minute demonstration and training to the dean of Academic Development & Corrections Education at Chemeketa Community College on the data available, potential use cases, and how to access labor market information data and tools on our website, [QualityInfo.org](https://qualityinfo.org).

D. If the activity supports collaborations or leveraged funding

1. The long-term projections are presented to the Oregon Legislature, state and local workforce boards, State Board of Education, businesses, higher education institutions, and many other groups through presentations and [QualityInfo.org](https://www.qualityinfo.org).
2. Detailed analysis of the latest employment projections data is provided to Oregon's Higher Education Coordinating Commission leadership team and the Office of Workforce Investments. These partners oversee many of Oregon's adult education and workforce training programs. These customers rely on our labor market information to plan new education and training initiatives.

III. LMI training for service delivery

A. Description of the activity

1. Oregon's Research staff engaged in a number of training events throughout the program year. These were not as challenging as previous years as COVID restrictions lifted. Although, there was a healthy balance of events happening in person and online. Recorded in Attachment 1 are 26 such events ranging from a small one-on-one with partners in career and technical education to participating in presentations to large audiences that relay the value and resources available related to labor market information. Some examples include:
 - i. Most of our out-stationed economists are invited to speak at the local workforce board meetings during the year. Most of these presentations include training on new and different elements of labor market information to bring the board members up to speed and increase their knowledge of the tools and resources available to them.
 - ii. A regional economist presented to State Accident Insurance Fund staff (SAIF) regarding job vacancy trends and industry employment trends during the pandemic. They provided a demonstration on where to access data and tools on Research's labor market information website.

B. How customer consultation is used

1. The Research Division made major contributions to Oregon's workforce system, providing data and analysis such as State of the Workforce Reports and information for sector strategies to local workforce boards for their strategic planning process.
 - i. A workforce analyst and regional economist did extensive work for the State of the Workforce report for the local workforce board (Lane Workforce Partnership). The report describes the local labor market and the sectors that the board targets for investment. They provided data and

analysis using employment and payroll data, wage data, industry and occupational projections and demographic data. Presentations describing the report were given to the board and other local workforce and economic development partners.

2. Oregon's Research staff met regularly with state and local workforce board members and other key policy advisors or partners. This ensures that Research staff are adhering to a key principle of the WIOA: "consult with key customer groups" by: 1) listening to their needs; 2) contributing to their discussions; 3) making sure they are aware of what Research can offer them; and 4) presenting information.
 - i. Research out-stationed staff have always had close relationships with their local workforce boards.
 - ii. During the program year Research staff attended local workforce board meetings in person and at times virtually to provide information to enhance decision-making.
 - iii. Research staff attended several Oregon Workforce Partnership meetings during the program year. The Oregon Workforce Partnership is made up of the nine executive directors of Oregon's local workforce boards.
3. Research staff met with a variety of workforce, education, and economic development partners and customers, contributing LMI expertise and resources to policy, resource, and other decision-making activities. Research staff provided information subsequent to these meetings.
4. The Research Division Director and other Research staff met regularly with the leadership from Oregon's Department of Community Colleges and Workforce Development.

C. Which customer needs are met

1. The Research Division was heavily involved in assisting local workforce boards; sharing labor market information with students and educators around the state; and providing customized analysis for businesses, community organizations, and economic development entities recruiting businesses to Oregon. Below is a sample of a few ways Research staff stationed in communities around the state have helped their customers achieve success.
 - i. A workforce analyst presented to Gresham WorkSource operations staff on the new [QualityInfo.org](https://www.qualityinfo.org) website in April 2023. They showed them how to use the new website, where to find labor market data and how to use the labor market data, including job openings and occupational profiles.

2. Connections with educators are also a big mission for supporting our customers' needs.
 - i. A workforce analyst presented to Portland Community College Deans and Directors Council in May 2023 regarding employment forecasts and post-secondary economic outcomes. They demonstrated and trained on what data was available to help guide the implementation of new education programs. Also showed them labor market demand and outcomes data that will help them guide students to make informed decisions on various career paths.
 - ii. A regional economist conducted a presentation and training in May 2023 for the Rogue Community College Board of Directors, administrators, and staff regarding economic and labor market trends in Oregon and the Rogue Valley. They provided an overview of the data and tools available on our labor market information website QualityInfo.org. Also did a live demonstration of the data available from the Census Bureau's post-secondary educational outcome (PSEO) data that was recently published for Oregon. The attendees were able to see how their community college compares in employment outcome and earnings for their various programs of study and how those labor market outcomes compared with other programs in different training providers, community colleges, and four-year universities around Oregon.
 - iii. In November 2022, a workforce analyst gave a presentation with WorkSource to Pleasant Hill High School on what young workers need to know about the job market and how to explore careers. There were 500 students in grades 6 to 12. The presentation was a kickoff for Pleasant Hill's Career Day, covering topics such as job trends for young workers, what it means to be in a tight labor market, and how to explore careers and wages using QualityInfo.org.

D. If the activity supports collaborations or leveraged funding

1. Out-stationed Research Division staff members have regular contacts with their local workforce board. Many Research staff are co-located in local workforce board offices when not working remotely and they frequently attend and contribute to local workforce board meetings.
 - i. Oregon Research staff gave at least 35 presentations with local workforce board members in attendance during the program year. These presentations included information

ranging from cost of living and wage rates to skills and labor availability.

- ii. In addition, staff gave more than 175 presentations to various audiences throughout Oregon during the program year.
 - a. A local economist provided an online training to 150 people for Asante Health System's Leadership forum in July 2022. They provided information regarding general economic trends, labor availability and demand for labor from the Oregon Employment Department's vacancy survey and online job posting trends, population and demographic forecasts for the areas served by Asante, and industry and occupational projections related to the Health Care field.
 - b. A regional economist conducted an online continuing education class for a group of insurance agents and staff for Moda Health on August 9, 2022 regarding trends in the insurance and health care sectors of Oregon's economy. The audience was statewide so the focus was Oregon trends in the economy and workforce, labor availability and demand for labor from the Oregon Employment Department's vacancy survey and online job posting trends, population and demographic forecasts for Oregon.
 - c. A regional economist conducted an online continuing education class for a group of insurance agents and staff for the (Oregon) State Accident Insurance Fund (SAIF) in October 2022 regarding trends in the insurance and health care sectors of Oregon's economy. It was a statewide training so the focus was Oregon trends in the economy and workforce, labor availability and demand for labor from the Oregon Employment Department's vacancy survey and online job posting trends, population and demographic forecasts for Oregon.
 - d. A workforce analyst gave a presentation on women entrepreneurial statistics for Coos, Curry, Douglas (CCD) Business Development Corporation for a "Women in Business" event. The presentation focused on highlighting significant gaps that exist between men and women for pandemic related

employment recovery, different business ownership characteristics, and average earnings for various industries. Data were useful in understanding industry composition for the South Coast and for professional women to be aware of trends in their area.

IV. Annual Economic Analysis and Other Reports

A. Description of the activity

1. In July 2023, the Oregon Employment Department published a statewide economic analysis titled [“Workforce Impacts of Paid Family, Medical, and Safe Leave in Oregon.”](#) The Employment Department will administer the state’s new Paid Leave Oregon program. Paid Leave Oregon will provide paid leave time for parents bonding with new children, serious health conditions experienced by workers or their families, or those needing safe leave. Benefits will start being paid to workers with qualifying events in September 2023.
2. The report details the basics of the Paid Leave Oregon program, discusses the prevalence in the workforce of the types of family and medical situations that might relate to paid leave time, and discusses inequitable access to existing types of employer-provided leave.
 - i. About 45,600 Oregon women ages 15 to 50 gave birth to children in the past 12 months. Seven out of 10 had also worked in the past 12 months; six out of 10 were still employed.
 - ii. Some adults in the Western region of the U.S. who worked in the past week also had serious health conditions in life, such as cancer (7%). Conditions that require inpatient treatment, pose an imminent threat to life, or require ongoing treatments or care may qualify for paid leave.
 - iii. In 2016 and 2017, 1.6 million women and 848,000 men in the U.S. had missed at least one day of work due to intimate partner violence or stalking.
 - iv. Workers who were either younger, those with less educational attainment (regardless of age), and workers of Hispanic or Latino origin were less likely to have access to leave.
3. The report reviews Washington’s Paid Family and Medical Leave program data as a case study, followed by summary statistics (as of May 2023) of Oregon employers providing their own equivalent plans to employees instead of Paid Leave Oregon benefits. Then we draw from the Washington experience – excluding the equivalent plan folks – to estimate what usage might look like in both a new and established Paid Leave Oregon program.

- i. Washington’s first month of claims was the highest volume in the program’s first three years of operation at 24,600, or 0.93% of program-eligible workers.
 - ii. If Oregon’s experience is similar to Washington’s, the Paid Leave Oregon program could possibly expect between 14,000 and 21,000 claims for benefits in September 2023. Existing eligibility for parents’ bonding time with new children could potentially put September 2023 claim volume as high as 37,000.
 - iii. Monthly claims will likely stabilize at a lower level in an established Paid Leave Oregon program, potentially resulting in between 10,000 and 14,000 monthly claims.
4. Below are additional reports Oregon produced during the program year, linked to their associated PDF:
- i. [Help Wanted Online Ads](#)
 - ii. [Help Wanted in Oregon Summer 2022](#)
 - iii. [Help Wanted in Oregon Fall 2022](#)
 - iv. [Help Wanted in Oregon Winter 2023](#)
 - v. [Help Wanted in Oregon Spring 2023](#)
 - vi. [Oregonians @ Work Fourth Quarter 2021](#)
 - vii. [Oregonians @ Work First Quarter 2022](#)
 - viii. [Oregonians @ Work Second Quarter 2022](#)
 - ix. [Oregonians @ Work Third Quarter 2022](#)

B. How customer consultation is used

- 1. Findings from the “Workforce Impacts of Paid Family, Medical, and Safe Leave in Oregon” report were shared with the Governor’s Office, the Oregon Workforce Talent and Development Board, and local workforce development boards, and the agency’s advisory committee. Findings were also shared publicly through a news release, videos, and audio reporting, and Twitter, and all made available on the [QualityInfo.org](#) website.
- 2. Oregon uses several methods for assessing customer needs on [QualityInfo.org](#).
 - i. Feedback is gathered through a “Contact Us” feature available from the homepage.
 - ii. Anecdotal information and feedback is gathered from Research staff, other Oregon Employment Department staff, and other key customers.
 - iii. Usability testing and assessment is conducted with end-users for all new development and any redevelopment projects.

- iv. [QualityInfo.org](#) usage is tracked via Google Analytics. These usage statistics provide valuable data about what works and does not work on the site.

C. Which customer needs are met

1. Oregon responded to nearly 2,900 customer requests during the 2022 calendar year.
2. The Research Division engaged with customers through social media during PY 2022.
 - i. The Workforce and Economic Research blog ([OregonEmployment.Blogspot.com](#)) stopped being published in December 2022, up until that point it had received 1,931 visits in PY 2022.
 - ii. Research Division tweeted 241 times (@OED_Research). Research's tweets were disseminated over 36,500 times to businesses, media outlets, job seekers, legislators, the Governor, and other customers. Research's tweets had over 1,600 engagements including over 300 retweets and likes. Research's followers decreased by 16, bringing the total to 2,082.
3. PY 2022 saw more than 255,000 visitors to [QualityInfo.org](#), a decline of almost 50% from PY 2021. Pageviews were down by 9% to almost 1.5 million. The most used tools on the site were the occupation profiles, job finder, wage conversion calculator, and the employer database. All these tools' primary focus is to help job seekers learn about employers, occupations, and available jobs. PY 2022 also saw the share of visits from a mobile device drop sharply to 32% from 49% in PY 2021. Mobile usage cracked 50% for the first time in a month in June 2021.
4. PY 2022 was the sixth year for the Research Division's complete online [subscription service](#). This service began as a request from the Oregon Legislature to reduce the amount of hard copy mailings distributed to its customers. During PY 2022, the service added 348 new subscribers, bringing the total number of customers subscribed to 3,785. The system sent out more than 693,000 links to content on [QualityInfo.org](#) in PY 2022.
5. Continued sharing of PY 2021 report "[The Re-Employment of Oregon](#)".
 - i. In October 2022, the state employment economist presented the findings from "[The Re-Employment of Oregon](#)" report during a national [Census Academy webinar](#). The webinar focused on the labor market outcomes of workers who were laid off in the pandemic recession, looking at where they were working 18 months after that job separation.

- ii. In June 2023, the state employment economist co-presented at a session during the Council for Community and Economic Research (C2ER) conference in Detroit, MI. Together with the Detroit Regional Partnership, they discussed re-employment trends and industry growth during the economic recovery in 2021 and 2022. Then they discussed current hiring demand, labor shortages, and how that's affecting both wages, and employers' hiring and retention strategies.

D. If the activity supports collaborations or leveraged funding

1. Through regular meetings with the Governor's Office workforce policy staff and state and local workforce boards, Oregon has not only met a need to respond to customer requests, but has formed a true partnership for solving problems and developing new products. This effort is ongoing and continues to grow.
 - i. The state employment economist provided a series of presentations to the Future Ready Oregon staff, and the industry consortia teams that are making decisions about the \$200 million grant program. They presented an overview of economic and industry-specific trends to the core Future Ready team in March 2023. They also presented at the health care consortium kick off meeting in April 2023, and will present at the manufacturing consortium kick-off meeting in August 2023.
2. Part of the funding strategy for Oregon's LMI activities is to seek reimbursement for projects that go beyond what can reasonably be expected from base funding sources. However, the base funding provides the infrastructure and wherewithal that allows our state to take on those additional "special" projects. Oregon significantly leverages the WIGS and other base funding to allow us to take on other, paid projects for economic development entities, local workforce boards, community colleges, and others.
3. It should be noted Oregon's LMI deliverables that are most closely associated with the Workforce Information Grant cannot be achieved with WIGS funding alone. Oregon significantly supplements WIGS funding with other state funding to pay for LMI training to agency and partner staff, build and maintain a robust labor market information website, publish research and special economic reports annually, as well as produce annual industry and occupation projections. Oregon is fortunate that these other base funding resources are available and continue to support the mission of the Research Division. Without them, the state of LMI in Oregon would look remarkably different, and the workforce information

provided would be far less accurate, timely, and accessible to the customers who need this information to compete and flourish.

V. Recommendations to ETA for Changes and Improvements to WIGS Requirements

- A. We value the partnership with ETA and the ongoing collaboration to improve labor market information services and products. Conversations around support and funding for valuable products like Oregon's job vacancy survey have been appreciated. We encourage the ETA to continue to work closely with state LMI shops in the planning and development of language for the annual WIG TEGL requirements to ensure the partnership remains strong and the agreed upon deliverables work towards providing workforce information that is valuable to our customers and partners at local levels. New requirements not vetted with the states and without additional funding and resources can create many challenges to the development of accurate and robust state, regional, and local workforce information.
- B. Oregon has no further recommendations for changes or improvements to the WIGS requirements.

Examples of Training Provided or Technical Assistance about WLMI to state Wagner-Peyser staff, WIOA program planners and policy makers, and other workforce system stakeholders, July 1, 2022 to June 30, 2023

Type of Training	Customer Group	Date	Location	Estimated Crowd Size
General economy/labor force statistics, Labor availability/shortage, LMI Training, Recession	Central Office Workforce Operations	7/20/2022	Marion	40
LMI Training	CTE Coordinator Summit	8/9/2022	Jackson	60
Employment Department services and products, LMI Training	Presentation to Economic Development for Central Oregon	8/23/2022	Deschutes	15
General economy/labor force statistics, Labor availability/shortage, LMI Training, Recession Indicators	Workforce Operations Town Hall - Session 1	8/24/2022	Marion	110
General economy/labor force statistics, Labor availability/shortage, LMI Training, Recession Indicators	Workforce Operations Town Hall - Session 2	8/24/2022	Marion	165
General economy/labor force statistics, Industry employment trends/forecasts, Labor availability/shortage, Population trends/forecasts, Income trends/forecasts, Occupation employment trends/forecasts, Occupational wage rates, LMI Training	Eugene Young Professionals Summit	10/4/2022	Lane	60
General economy/labor force statistics, Industry employment trends/forecasts, Labor availability/shortage, Population trends/forecasts, Employment Department services and products, LMI Training	State Accident Insurance Fund continuing education class	10/6/2022	Jackson	70
LMI Training	Media Training for Research Staff	10/13/2022	Marion	10
General economy/labor force statistics, Industry employment trends/forecasts, Labor availability/shortage, Occupation employment trends/forecasts, Occupational wage rates, Skills, LMI Training,	Lane Career and Technical Education Consortium	11/9/2022	Lane	40
General economy/labor force statistics, Industry employment trends/forecasts, Labor availability/shortage,	Pleasant Hill Career Day	11/22/2022	Lane	500

Employment Department services and products, LMI Training				
Employment Department services and products, Training on new QualityInfo.org website	Stand-Up for Teams' Updates	11/29/2022	Washington	23
Employment Department services and products, LMI Training	WorkSource Coos, Douglas and Curry Quality Info Overview	12/12/2022	Coos	30
Quality Info LMI training	Showing the New QualityInfo.org	1/4/2023	Jackson	15
LMI Training	The New Quality Info Overview	1/10/2023	Jackson	10
General economy/labor force statistics, Industry employment trends/forecasts, Labor availability/shortage, Occupation employment trends/forecasts, LMI Training,	Lane Career and Technical Education Consortium Summit	1/13/2023	Lane	100
LMI Training, New Website Walkthrough	WorkSource Oregon Area Virtual Stand-Up Meeting	2/8/2023	Marion	81
General economy/labor force statistics, Employment Department services and products, Occupation employment trends/forecasts, LMI Training, QualityInfo.org tools	Career Pathways Training Series: Labor market tools and resources	2/9/2023	Multnomah	40
General economy/labor force statistics, LMI Training	Career Pathway Series Training	2/9/2023	Marion	37
Employment Department services and products, LMI Training	WorkSource Lane	2/10/2023	Lane	30
General economy/labor force statistics, Industry employment trends/forecasts, Labor availability/shortage, Population trends/forecasts, Occupation employment trends/forecasts, LMI Training	Springfield City Government	2/13/2023	Lane	20
Employment Department services and products, Occupation employment trends/forecasts, Occupational wage rates, LMI Training	Quality Info Overview	2/16/2023	Lane	1

LMI Training, QualityInfo.org training	Quality Info Refresher Training	3/9/2023	Multnomah	20
LMI Training, QualityInfo.org training	WSO Gresham Daily Virtual Staff Meeting	4/11/2023	Multnomah	4
LMI Training, QualityInfo.org training	WSO Gresham Daily Virtual Staff Meeting	4/14/2023	Multnomah	15
LMI Training, Minimum Wage	Pacific Northwest Regional Economic Conference	5/10/2023	Out-of-state	25
LMI Training, Minimum Wage	BLS West Regional Data Users Conference	5/17/2023	Out-of-state	300