

SOUTHERN OREGON TRADE CAREERS EXPO



September 2021
Empower the Possible

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AWCC - Associated Wall and Ceiling Contractors

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Special thanks to: The Ford Family Foundation

Welcome to the Southern Oregon Trade Careers Expo 9.28.21

EmpowerThePossible.org

Purpose:

To EMPOWER THE POSSIBLE by promoting living wage careers in professional, manufacturing, trucking, trades, aviation, rail, industrial, commercial, and other industries.

What are Living Wages?

Living to Work? Or Working to Live? By Shawna Sykes, "A living wage is a wage which allows you to be self-sufficient, living without public or private assistance for things like food, housing, energy, childcare, transportation, etc. This wage varies by geographic location and family make-up. So earning enough to support yourself in a studio apartment in Portland would take a different wage than supporting a family of four in Baker City. In either case, a living wage is earning enough money to meet all of your family's basic needs. If Mom and Dad still pay your cell phone bill or your car insurance, you're not self-sufficient. If you are receiving SNAP benefits for food, you're not self-sufficient. And if you're still living in your parents' basement, you're not self-sufficient."

Living wage careers are plentiful, so let's get started! Some careers allow you to start on the job without any formal training or certifications. Other careers require that you have a certification or participate in an apprenticeship. You can obtain some certifications at your local community college or at a certified training company. For the jobs that require completion of an apprenticeship program, make sure to verify apprenticeship programs at Bureau of Labor and Industries (BOLI) or you might pay for training that is not 'industry acceptable' and a waste of time and money. ONLY BOLI approved 'apprenticeships' and 'pre-apprenticeships' provide 'industry accepted training' that any employer will accept.

Apprenticeships – the other four year degrees!

The BOLI Apprenticeship and Training Division (ATD) regulates apprenticeship in a variety of occupations and trades and works with business, labor, government, and education to increase training and employment opportunities. Apprenticeship is occupational training that combines on-the-job experience with classroom training. Industry and individual employers design and control the training programs, and pay apprentices' wages. OR-BOLI registers occupational skill standards and agreements between apprentices and employers. It works with local apprenticeship committees across the state to ensure that apprenticeship programs provide quality training and equal employment opportunities, particularly for women and minorities in technical and craft occupations. By verifying apprenticeship programs with Bureau of Labor and Industries, you can avoid paying for training that is not industry accepted (wasted time/money). ATD currently monitors compliance of 150 active apprenticeship programs and the participation of over 10,800 apprentices and 5,035 employers in Oregon.

There are Union and Non-Union apprenticeships and each has their own business model. In a Union, pensions (retirement) and medical benefits go into one trust by each trade, growing and following the worker through their career. Non-Union pensions and medical benefits stay with the employer and are not transferable. In many of the trades, whether union or non-union, you might work for multiple employers throughout the year. Apprenticeship ends with becoming a Journey person. Apprentices graduating to journey person status walk away without a student loan earning Journey wages. Apprentices earn reduced wages while working. The more they learn the more they earn. Although it varies from industry to industry, the average starting wage of an apprentice is about 50 percent of a journey worker's rate of pay. Apprentices usually earn a five-percent raise every six months if training and school performance is satisfactory.

Apprenticeships continued...

Most BOLI Apprenticeships means traveling to work/learning. You will need reliable transportation, tools, work boots, etc. You will need to set up a savings account. Depending on the project you are working on you may need to find temporary housing closer to the job, as it may be quite a distance from your usual home. Some journeyman share room and board with co-workers. Others choose to sleep in their vehicles, a tent, or RV, cooking their meals, finding showers at YMCAs, fitness centers, or truck centers.

Here are some things to research so that you can make the choice that is best for you:

1. What is the cost and value in getting a Certificate of Completion?
2. Who accepts Certificates of Completion?
3. What is the cost and value of a Journeyman card?
4. Who accepts Oregon Journeyman cards?
5. What is "reciprocity"?
6. What is the reciprocity with Oregon, Montana, and Washington as of 2019?
Reciprocity can be requested by an out of state JATC (Joint Apprenticeship & Training Committee).
7. What is "industry accepted training"?
8. Identify industry accepted training *before* spending time and money:
 - A) Is the company listed on the Bureau of Labor & Industries website?
 - B) Call employers to verify if they accept training certificate from the company.
 - C) Call apprenticeship programs to verify if they accept a certificate from a particular company.

Questions to ask if the presenters have not already addressed them:

1. What training and education will I need to enter this profession?
2. What is the typical entry-level salary for this career? What can I expect for a salary in five years, in ten years?
3. What are some of the additional benefits to this career?
4. What are some of the disadvantages or problems that are faced in this career?
5. What is a typical day like in your profession?
6. What can I do now (education, training, experience) to better prepare myself for this career?
7. What related careers are available with similar training?
8. Will this career change in the future because of technology, and how can I best prepare myself?
9. Can you decide what the environment is like in your profession?
10. How did you enter your field, and if you had a choice again, would you make the same choice of career?
11. Does teamwork really matter in your career? How?
12. What made you choose this as a career?
13. How is your career affected by financial downturns?
14. When you started your business, how did you get the financing?
15. What are the biggest challenges you face in your career?
16. Is ongoing training required in your career? Does the company provide the training?

Planning your career: Answer these questions to see where the answers lead you!

1. What are the things I'm most passionate about - what do I love to do?
2. What are my greatest accomplishments in life so far?
3. What are my strengths?
3. If my life had absolutely no limits, what would I choose to have and what would I choose to do?
4. What do I not like to do?
5. What are my goals in life? (like health, career, family, lifestyle)
6. How hard am I willing to work to get what I want?
7. What industry do I want to work in? What job would I like to have?
8. What type of company do I want to work for?
9. What career path do I want to take?
10. Where do I want to live?
11. Do I want to travel?
12. Do I need benefits (medical, dental, vision, retirement, etc.)?

If you don't know which career you like, take the Holland's Code Quiz to get ideas of careers for you:

- <https://www.mynextmove.org/explore/ip>

- Be curious and ask questions of people who have a career that seems interesting to you!

The importance of Soft Skills

All employers, no matter the industry, need employees that have good "soft skills". Soft skills are the personal attributes, personality traits, inherent social cues, and communication abilities needed for success in any job. Soft skills include how a person interacts in his or her relationships with others. Employers will often say, "We can teach how to do the job, but it's not easy to teach soft skills."

Which Soft Skills are you skilled at, and which ones do you need to develop?

- | | | |
|---|--|---|
| 1. Adaptability | 18. Facilitating skills | 35. Perseverance/persistence |
| 2. Artistic sense | 19. Flexibility | 36. Positivity |
| 3. Assertiveness | 20. Friendliness | 37. Presenting/public speaking skills |
| 4. Collaborative abilities | 21. Humor | 38. Problem solving and troubleshooting skills |
| 5. Communication skills (including verbal and written!) | 22. Influence/persuasion skills | 39. Research skills |
| 6. Compassion | 23. Innovation | 40. Resilience |
| 7. Competitiveness | 24. Interpersonal skills | 41. Scheduling skills |
| 8. Conflict or dispute resolution | 25. Leadership skills | 42. Self-assessments |
| 9. Creative thinking | 26. Listening skills | 43. Self-awareness |
| 10. Crisis management skills | 27. Management skills (time and people!) | 44. Self confidence |
| 11. Decision making skills | 28. Mentoring / coaching skills | 45. Strategic skills |
| 12. Delegation skills | 29. Motivating skills | 46. Stress management |
| 13. Design sense | 30. Negotiating skills | 47. Supervision skills |
| 14. Diplomacy | 31. Networking skills | 48. Teamwork/team player skills (and collaboration skills!) |
| 15. Emotional regulation | 32. Openness to feedback | 49. Time management |
| 16. Empathy | 33. Patience | 50. Work ethics |
| 17. Enthusiasm | 34. Perceptiveness | |

Resources

After completing the work on the previous pages you now have some information on which careers you might like, whether you need to do an apprenticeship or get an certification, what soft skills you possess (and which ones you need to improve on). So let's get started on your fulfilling career path!

Remember that by attending the SOTCE today you have met numerous companies that want you to inquire about employment with them. They are here today to find their next employee! The resources below are free, and exist in order to help you succeed. Each may offer different opportunities, so contact them to discover which is best for you.

1. **BOLI - Become an apprentice in the State of Oregon.** Most BOLI Apprenticeships means traveling to work/learning. <https://www.oregon.gov/boli/apprenticeship/Pages/become-an-apprentice.aspx>
2. **WorkSource Oregon.** Covers the entire state of Oregon so no matter where you live, or want to live, there is a county office. WorksSource can assist you with job training connections, career exploration, getting your GED, resumes, and more. They also work with Second Chance that helps people with criminal records get employed. Go to worksourceoregon.org and find a location nearest you..
3. **Apprenticeships through your local Community College.** Contact your local community college and meet with 'apprenticeship program' staff. They will show you how to get started.
4. **Home Builders Associations** in your area. They know most all of the builders, so this is a great place to learn about the industry and get connected. oregonhba.com/local-hbas/
5. **AGC - Associated General Contractors of America** is the leading association for the construction industry. www.agc.org
6. **US Department of Labor** offers training programs and services to everyone, youth to adult. www.dol.gov/general/topic/training/adulttraining
7. **Oregon Apprenticeship** offers an apprenticeship locator and more. oregonapprenticeship.org
8. **Vet Net** - "A Career Service for Those Who've Served". <http://www.vetnethq.com>
9. **Easter Seals Veterans Program:** Connects veterans and military families with what they need for meaningful employment, and more. www.easterseals.com/our-programs/military-veterans
10. **Helmets to Hardhats** "is a national, nonprofit program that connects National Guard, Reserve, retired and transitioning active-duty military service members with skilled training and quality career opportunities in the construction industry." helmetstohardhats.org
11. **Oregon Tradeswomen** provides education and leadership for women. www.tradeswomen.net
12. **Women in Apprenticeship:** Apprenticeship and Nontraditional Employment for Women. Womeninapprenticeship.org
13. **Constructing Hope:** Construction training for those with a legal history. www.constructinghope.org

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Find links to exhibitors and more at EmpowerThePossible.org

Exhibitors	Location(s) & Careers	WEBSITE
A & M Transport Notes:	Regional carrier, I-5 corridor (5 states)	www.amtransport.com
AGC - Build Oregon Notes:	Local, Regional, Statewide	www.agc-oregon.org
Amy's Kitchen Notes:	Local, transferable skills	www.amys.com
Army Aviation Support Facility #1, Oregon Military Department Notes:	Local and Nationwide	www.oregon.gov/omd
Asphalt Pavement Association of Oregon Notes:	Statewide, Nationwide, transferable skills	www.apao.org
Beggs Construction Notes:	Local and Statewide	www.beggsconstructioninc.com
Bureau of Land Management Notes:	Local and Nationwide	www.blm.gov
Boise Cascade Notes:	4 Oregon locations and 22 other states	www.bc.com
Central Oregon and Pacific Railroad Notes:	Local, Regional, Statewide, Nationwide	www.gwrr.com
Columbia Helicopters Notes:	Portland with Transferrable Skills	www.colheli.com
Con-Vey Notes:	Local with transferable skills	www.con-vey.com

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CORP aka Genesee Wyoming Rail Road, Genesee & Wyoming Western Region Railroads Notes:	Statewide and National	www.gwrr.com
Costco Notes:	Statewide and National	www.costco.com
Cow Creek Tribal Police Department Notes:	Local with transferable skills	www.cowcreek-nsn.gov
Crater Lake Electrical JATC Notes:	Local and statewide apprenticeship	www.clejatc.org
Croman Corporation Notes:	Local, Regional, Statewide services with transferable skills	www.croman.net
DMV - Department of Motor Vehicles Notes:	Local & Statewide	www.odot.state.or.us
Douglas Electric Cooperative Notes:	Local & Statewide, transferrable skills	www.douglaselectric.com
DR Johnson Lumber Co Notes:	Local with transferable skills	www.drjlumber.com
Easterseals Oregon, Veterans Employment Services Notes:	Veteran and Military Supportive Services	www.or.esterseals.com
Employer Support of the Guard and Reserve (ESGR) Notes:	Veteran and Military Supportive Services	www.getlinscorner.org
EQUUS Workforce Solutions -Rogue Valley Trades Training Center Notes:	Local and Statewide	www.equusworks.com
Erickson Incorporated, Corporate Notes:	International, Jackson Co, Portland, most categories, skills transferable	www.ericksoninc.com

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FBI Notes:	Local, statewide, nationwide with transferable skills	www.fbi.gov
First Strike Environmental Company Notes:	Local, statewide, nationwide, international with transferable skills	www.fseco.com
Fremont-Winema National Forest Headquarters Notes:	Local, statewide with transferable skills	www.usda.gov
Genesee & Wyoming Railroad Services, Inc. Notes:	Local, statewide, nationwide, international with transferable skills	www.gwrr.com
Grayback Forestry Notes:	Forestry and Wildland Fire Suppression Company, transferrable skills.	www.graybackforestry.com
Green Diamond Performance Materials Notes:	Local, Clackamas providing products internationally with transferable skills	www.greendiamondpm.com
Iron Workers & Apprenticeship Notes:	Statewide employers	www.iw29appr.org
IUOE Local 701 Operators Apprenticeship Notes:	Statewide employers	www.iuoe701.com
Jackson County Community Justice & Juvenile Services Notes:	Local and Statewide transferable skills	www.jacksoncounty.org
Jackson County Fire District #3 Notes:	Local and Statewide opportunities	www.jcfd3.com
Kelly's Automotive Service, Medford and Grants Pass Notes:	Local and transferable skills	Greg Unger 541-830-4005

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Klamath CC - Precision Helicopter Notes:	Local	www.klamathcc.edu
Knife River Materials Notes:	Local, statewide, nationwide, international	www.kniferiver.com
Klamath Community College Notes:	Local	www.klamathcc.edu
Legacy Wireless Services, Inc Notes:	Local, statewide, nationwide with transferable skills	www.legacy-wireless.com
Lithia Motors Inc. Notes:	Local, statewide with transferable skills	www.lithia.com
LiUNA Construction & General Laborers' Local 737 & Apprenticeship Notes:	Local, statewide, nationwide, international	www.osilaborerstraining.org www.local737.org
Lone Rock Resources Notes:	local and transferable skills	www.lrtco.com
National Guard Notes:	Statewide, nationwide, international.	www.nationalguard.com/
NeighborWorks Umpqua - Dream Savers Notes:	local, statewide supportive services to students and adults	www.nwumpqua.org
Northwest Code Professionals, Southern Oregon ICC Chapter/ ICC Region 2 Notes:	Local, statewide, national transferable skills	www.nwcodepros.com
ODOT Facility Services (construction and design) Notes:	statewide	www.odot.state.or.us

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Exhibitors	Location(s) & Careers	WEBSITE
ODOT - Electrical	Local & statewide transferable skills	www.odot.state.or.us
Notes:		
ODOT - Geology	Statewide, with transferable skills	www.odot.state.or.us
Notes:		
ODOT Incident Responder	Local & statewide transferable skills	www.odot.state.or.us
Notes:		
ODOT - Maintenance	Statewide, skills transferable	www.odot.state.or.us
Notes:		
ODOT Motor Carrier	Local and statewide careers in all categories	www.odot.state.or.us
Notes:		
Oregon Air National Guard	Statewide, international with transferable skills	www.us.af.mil
Notes:		
Oregon Fish & Wildlife	Local, statewide with transferable skills	www.dfw.state.or.us
Notes:		
Oregon State Police	Local, statewide with transferable skills	www.osp.oregon.gov
Notes:		
OR-Dept of Forestry Roseburg and SW District	Local and statewide	www.oregon.gov/odf
Notes:		
OR-DHS (Department of Human Services) for the 6+ counties	Statewide careers in many categories	www.oregon.gov/dhs
Notes:		
Oregon Employment Department/WorkSource	Local and Statewide	www.oregon.gov
Notes:		

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Oregon Institute of Technology Notes:	Local and transferable skills - see website	www.oit.edu
Oregon Military OneSource www.militaryonesource.mil Notes:	Veteran and military supportive services	www.militaryonesource.com
Oregon Women in Timber Notes:	Local & Statewide	www.orwit.org
Orenco Notes:	7/1/21 re-sent invite; 6/14/19 not able to attend 2019 per interim HR Mary Heilner.	www.orenco.com
Pacific NW Carpenters & Apprenticeship Notes:	Local and statewide employers	www.nwcarpenters.org www.pnci.org
Pacific Power and Pacific Power Renewable Resources Notes:	Statewide many categories with apprenticeships	www.pacificcorp.com
Pape Machinery Notes:	Local and Statewide with transferable skills	www.pape.com
Peterson CAT Notes:	Local, Statewide, Nationwide	www.petersoncat.com
Pressure Point Roofing Notes:	Jackson Co and Lane Co with transferable skills	www.pressurepointroofing.com
Recruit Hippo Notes:	Local and Regional	www.scbec.org
Rogue Community College Apprenticeship Notes:	see website for all offerings and locations	www.roguecc.edu

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Roseburg Forest Products Notes:	3 locations in Oregon & more Nationwide	www.rfpc.com
Safeway/Albertsons Notes:	Local and Statewide	www.albertsons.com
Selective Service, all counties Notes:	Local, Statewide, Nationwide	www.selectiveservice.org
Seven Feathers Security & Emergency Medical Services Notes:	Local with transferable skills	www.sevenfeather.com
Sheet Metal, Air, Rail, Transportation Workers & Apprenticeship Notes:	Statewide employers	https://sheetmetalinstitute.org/
SITECH NorCal SITECH Oregon Notes:	Local, Statewide, National with transferable skills	www.sitechoregon.com
Southern Oregon Sub-section PNWS-AWWA of Pacific Northwest of the American Water Works Assoc. Notes:	Local, Statewide, National with transferable skills	www.cityofmyrtlecreek.com/
Southwestern Oregon Community College Notes:	Local and Statewide	www.socc.edu
Swanson Group Notes:	Springfield, Roseburg with transferable skills	www.swansongroup.biz
SWOCC & OIT & SOU - NASA/JPL Representation; InventOR & Oregon NASA Space Grant Consortium Notes:	Local, Regional, Statewide, National	www.socc.edu , www.oit.edu , www.sou.edu
Terra Firma Foundation Systems Notes:	Medford, Wilbur, Salem, Portland, Olympia Seattle	www.goterrafirma.com

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Terrain Tamers Chip Hauling	Regional carrier, I-5 corridor and more	www.terraitamers.com
Notes:		
Thomas H Trucking Inc	Local and Regional	www.irelandtrucking.com
Notes:		
TP Trucking Company	Local, Statewide, National with transferable skills	www.tptrucking.com
Notes:		
Transits - all counties	Local and statewide opportunities.	www.odot.state.or.us
Notes:		
U.S. Coast Guard Recruiting Office Vancouver, Department of Homeland Security	Local and Nationwide	www.uscg.mil
Notes:		
UCC-CTE-Community and Workforce Training	Sharing CTE programs, see offerings	www.umpqua.edu
Notes:		
Umpqua Testing & Umpqua Research	Local and transferable skills	www.umpquaresearch.com
Notes:		
United States Air Force	Local, Statewide, International with transferable skills	www.us.af.mil
Notes:		
United States Army	Local, Statewide, International with transferable skills	www.recruiting.army.mil
Notes:		
United States Marine Corps	Statewide, International with transferable skills	www.marines.usmc.mil
Notes:		
United States Navy	Local, Statewide, International with transferable skills	www.navy.mil
Notes:		

Exhibitors	Location(s) & Careers	WEBSITE
US Space Force (through US Air Force) Notes:	Local, Statewide, International with transferable skills	https://www.spaceforce.mil/
Washington County Sheriff Notes:	Washington State, transferable skills	www.co.washington.or.us
Williams Northwest Pipeline Notes:	Local, Statewide, National with transferable skills	www.williams.com
U.S. Border Patrol Notes:	Statewide & Nationwide	www.cbp.dhs.gov
U.S. Coast Guard Recruiting Office Vancouver, Department of Homeland Security Notes:	Local and Nationwide	www.uscg.mil
UA 290 Plumbers and Steamfitters & Apprenticeship Notes:	Local and Statewide Employers	www.ua290.org
UCC Apprenticeship Notes:	Douglas, Coos, Curry Employers, transferable skills	www.umpqua.edu
Umpqua Bank Notes:	Local and Statewide	www.umpquabank.com
Umpqua Community College CTE Notes:	Training, Roseburg	www.umpqua.edu
Umpqua Sheet Metal Notes:	Douglas County, transferable skills	www.douglasfast.net
US Postal Service Notes:	Local, Statewide, National with transferable skills	www.usps.gov
WorkSource & SCBEC of Douglas Co Notes:	Local and Statewide Employers	www.scbec.org
WorkSource Veterans Services Statewide Notes:	Regional and Statewide	www.oregon.gov