

PROPOSED WORKFORCE PIPELINE CHARTER

Rogue Valley Regenerative Research Park
South Campus concept

PUBLIC DISCUSSION DRAFT

Purpose and status

This charter proposes a workforce-development framework for a future Rogue Valley Regenerative Research Park. Its purpose is to connect any eventual construction and operations demand with existing Southern Oregon education and registered-apprenticeship pathways, while identifying where new curriculum or employer capacity may be needed.

Legal and institutional status: This document is not binding. Rogue Community College, the City of Medford, contractors, labor organizations, property owners, and prospective employers have not been represented as signatories or committed participants. Any partnership, incentive, procurement term, participation target, or curriculum change requires separate review and written agreement by the responsible parties.

Verified starting point

Rogue Community College currently publishes programs in manufacturing technology, registered apprenticeships, HVAC/R, electrical trades, construction-trades credentials, and a renewable-energy engineering transfer pathway. Those existing program areas provide a credible basis for exploration. They do not establish a project-specific pipeline.

Proposed objectives

- Translate future project labor demand into occupations, skills, credentials, timing, and employer commitments before creating new training.
- Prioritize registered apprenticeship and paid work-based learning where applicable, using existing state and federal requirements.
- Create stackable pathways from entry-level exposure through apprenticeship, college credit, transfer, and continuing technical education.
- Track participation, completion, placement, retention, wages, safety, and advancement using an agreed data and privacy framework.
- Fund training only after identifying the employer, instructor, equipment, operating budget, and durable demand behind it.

NEGOTIATION ITEMS

Candidate targets

Candidate	Intent	Required before adoption
25% apprentice trade-hour target	Illustrative target for covered construction, electrical, mechanical, and facilities work.	Define covered hours; test labor supply; coordinate with BOLI, registered programs, unions/JATCs, contractors, and procurement counsel; establish lawful reporting and remedies.
20% student or recent-graduate staffing target	Illustrative operating target for participating campus tenants, not a current rule or waiver condition.	Define eligible roles and graduates; test employer demand and nondiscrimination requirements; identify who funds training and verification; avoid displacement or token hiring.
Local purchasing and supplier development	Preference concept for qualified regional fabricators, installers, service firms, and maintenance providers.	Map capacity; publish transparent qualification criteria; comply with public-procurement, competition, and funding-source rules where applicable.

Proposed technical pathways

Pathway	Project skill family	Existing-program alignment to explore
A - Mass timber and structural systems	CLT/glulam assembly, digital fabrication, CAD/CAM, quality control, moisture and building-sensor fundamentals	Candidate alignment: RCC Manufacturing Technology; Construction Trades General Apprenticeship. A project-specific mass-timber pathway would need separate design and approval.
B - Electrical, solar, and storage systems	Commercial PV, controls, electrical safety, commissioning, storage operations, and load management	Candidate alignment: RCC Inside Electrician and Manufacturing Plant Electrician apprenticeships; Renewable Energy transfer pathway.
C - HVAC, filtration, and water controls	Commercial HVAC/R, positive-pressure systems, filtration, sensors, controls, commissioning, and water-system operations	Candidate alignment: RCC HVAC/R apprenticeship, sheet-metal, plumbing, electrical, and related continuing education.

PROPOSED STRUCTURE

Governance and accountability

Participant	Proposed responsibility
Project proponent	Publish demand forecasts and job classifications; fund agreed curriculum/equipment; require contractor reporting; do not represent partners before agreement.
RCC, if it elects to participate	Validate curriculum fit, admissions, faculty/equipment capacity, credit and apprenticeship alignment, student support, and data governance.
City and public agencies	Apply adopted planning, permitting, procurement, incentive, civil-rights, and public-review requirements. Regulatory authority is not sponsorship.
Employers and contractors	Register demand, provide paid placements where agreed, meet safety and labor standards, report outcomes, and retain qualified workers.
Labor and apprenticeship partners	Confirm registered-program capacity, standards, entry requirements, journey-worker supervision, and lawful apprentice ratios.
Community oversight	Review access, displacement, wage quality, completion, retention, and distribution of benefits; publish corrections and unresolved issues.

Decision sequence

Stage	Gate	Evidence
0	Validate demand	Owner/operator and contractors define roles, timing, quantity, skills, wages, and duration.
1	Map capacity	RCC and apprenticeship partners, if interested, compare demand with existing programs and identify gaps.
2	Design a pilot	Agree curriculum, instructors, equipment, participant supports, employer placements, funding, and evaluation.
3	Execute agreements	Each institution approves its own written scope, authority, budget, data terms, targets, and termination rights.
4	Run and report	Publish enrollment, completion, placement, retention, wage, safety, and demographic outcomes with privacy protections.

EVIDENCE BASE

Sources and next actions

1. Rogue Community College - Apprenticeships
<https://www.roguecc.edu/degrees-and-programs/apprenticeships.php>
2. Rogue Community College - Manufacturing Technology
<https://roguecc.edu/degrees-and-programs/degrees-and-certificates/applied-technology-pathway/manufacturing-technology/index.php>
3. Rogue Community College - Construction Trades General Apprenticeship
<https://roguecc.edu/degrees-and-programs/degrees-and-certificates/applied-technology-pathway/construction-trades-general-apprenticeship-degree/index.php>
4. Rogue Community College - HVAC/R Apprenticeship
<https://roguecc.edu/degrees-and-programs/degrees-and-certificates/applied-technology-pathway/hvac-r-apprenticeship/index.php>
5. Rogue Community College - Renewable Energy transfer pathway
<https://roguecc.edu/degrees-and-programs/degrees-and-certificates/science-technology-engineering-math-pathway/renewable-energy-transfer-to-ot/index.php>

Immediate next actions

- Prepare a two-page demand brief listing roles, approximate counts, timing, skill levels, wage assumptions, and operating employers.
- Request exploratory meetings separately with RCC, registered apprenticeship representatives, employers, and relevant public agencies without implying endorsement.
- Replace the candidate percentages with negotiated, legally reviewed targets or remove them if the labor-market and delivery evidence does not support them.
- Publish a signed-parties register and revision history if the charter ever advances beyond a discussion draft.