



## Form 1: Presentation Checklist

Name: \_\_\_\_\_

Date: \_\_\_\_\_

Department: \_\_\_\_\_

COCC Contact Information: \_\_\_\_\_

Use the instructions for this document to complete your presentation checklist; then e-mail your completed presentation checklist (*not* the instructions) to the Academic Affairs chair by his or her specified deadline. **Please note:** If an item listed is not relevant to your specific presentation to Academic Affairs, please mark as **N/A**. Use as many pages as necessary.

### PROPOSAL OVERVIEW

#### TYPE OF AGENDA ITEM

- Information Item (requires approval of AA Chair)
- Action Item
  - Information and committee feedback
  - Procedure—revision (Attach current procedure with proposed changes illustrated with track changes)
  - Procedure—new
    - Identify suggested location in *GPM*: \_\_\_\_\_
- Policy—revision (Attach current policy with proposed changes illustrated with track changes)
- Policy—new
  - Identify suggested location in *GPM*: \_\_\_\_\_
- New academic program (Complete only items #1 and #2 on this form and attach stage 2 document.)
- Other: \_\_\_\_\_

**BUDGET**

**INSTRUCTIONAL REQUIREMENTS**

**OPERATIONAL NEEDS, CURRENT AND FUTURE**

**STUDENT IMPACT**

**ANTICIPATED IMPLEMENTATION TIMELINE**



# Program Proposal: CNC Operator Career Pathway Certificate of Completion

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## **Introduction:**

Proposers: this form is designed to be completed and reviewed in two phases; the deadlines for submitting the required portions of the form are detailed below and posted to the employee intranet [here](#). The questions in each section are based on COCC and CCWD's program approval standards. More information about how to meet those standards can be found in the appendix. The Assessment and Curriculum Office is available to assist proposers at all stages of the process.

Phase 1: February 25, 2026

Phase 2: April 22, 2026

Each version of the form should be emailed to the Curriculum and Assessment Administrator ([gorsi@cocc.edu](mailto:gorsi@cocc.edu)), who will manage the review and approval process for both phases. Each required section must be completed by the corresponding deadline for the program to be reviewed. Incomplete/late forms will not be reviewed for inclusion in next year's Catalog.

## **Section 1: Program Concept – Due February 25, 2026**

### College Planning:

1. Please list your area Dean and the date(s) that you spoke with them about this new program concept. Approximate dates are fine.

Cindy Lenhart

10/2025

2. Please list the Chair this program director would report to and the date(s) that you spoke with them about this new program concept. Approximate dates are fine.

Cindy Lenhart

10/2025

3. Are there any other Chairs or program directors that need to be consulted about this new program (i.e., will this program involve courses from other areas/disciplines)? Have they been notified about the courses that you're planning to include in the program?

There are no other chairs that will be impacted by this new program

## Accreditation

Is there an independent accreditation association that aligns with the program? If yes, answer the following: No.

## Catalog Description (First Draft)

The CNC Operator Career Pathway Certificate of Completion provides a path for students looking to quickly enter the machining industry. With classes focused on manual machining fundamentals and the familiarization and usage of CNC mill and CNC lathe machine tools, this pathway allows for students to become work-ready in an expedited timeline.

## Evidence of Need

Report is attached.

## College Mission

This new program introduces a streamlined pathway for high-level training to students seeking quick entry into the machining industry or existing employees that are looking to upskill. This CPCC for CNC operation creates a one-term pathway for students that ties into the existing certificate (CC1R) or AAS for Manufacturing Machining Technician.

## Strategic

This CPCC works toward fulfilling FIPSE grant requirements awarded to our program in 2025. By launching this program in the 2027/2028 AY we can better serve the rapidly growing manufacturing community of Redmond as well as the increasing population of industry workers in Central Oregon. This CPCC can also be used as a pathway for high schools with similar programs. Students with high school backgrounds in engineering, design, 3D printing, or machining can continue their interest and education while working towards a manufacturing career. The program is also working on meeting or exceeding the Workforce Pell requirements to be announced by the state of Oregon in early summer 2026 for short-term training credentials that are stackable and easily achievable.

This CPCC supports the 2023-27 Strategic Plan goals of Community Engagement and Workforce Development

## Program Courses (first draft)

Related Instruction Courses (Not required for programs of less than 36 credits):  
Not required

Core Courses (including prerequisites):

MFG – 100 (Prerequisite)  
MFG – 110  
MFG – 257  
MFG – 260

Electives:

Total credits to complete program: 13

## **Section 2: Formal Program Proposal – Due April 22, 2026**

### Advisory Board Collaboration

Please provide the names of your advisory board members, as well as the organizations they represent:

Taylor Graham- Outback Manufacturing  
Mike Lake-Nosler Manufacturing

**Submit a signed advisory board letter of support to the Assessment and Curriculum Administrator with this form.**

Please view attached letters.

### Catalog Description (Final Draft)

The CNC Operator Career Pathway Certificate of Completion provides a path for students looking to quickly enter the Machining industry. With classes focused on manual machining fundamentals and the familiarization and usage of CNC Mill and CNC lathe Machine tools, this pathway allows for work ready students in an expedited timeline.

### Program Learning Outcomes

PLO #1	Interpret part drawings and their tolerances.
PLO #2	Design and manufacture components utilizing Computer Aided Drafting/Computer Aided Machining
PLO #3	Use precision measurement tools to verify dimensions and tolerances.
PLO #4	Set up and operate computer numerical control mills and lathes safely.

## Program Courses (Final Draft)

Related Instruction Courses (Not required for programs of less than 36 credits):  
Not applicable.

Core Courses (including prerequisites):

MFG 100 MFG Orientation, 1 credit

MFG 110 Manufacturing Processes I, 4 credits (prerequisite: MFG 100)

MFG 257 CNC Mill I, 4 credits (prerequisites: MFG, MFG 110)

MFG 260 CNC Lathe I, 4 credits (prerequisites: MFG, MFG 110)

Electives:

None

Total credits to complete program:

13

List any new courses that will need approval to bring the program online:

None.

## Sample Plan

Year 1 Fall		
Course Number	Course Title	Credits
MFG 100 (Prerequisite for MFG courses)	MFG Orientation	1
MFG 110	Manufacturing Processes I	4
MFG 257	CNC Mill I	4
MFG 260	CNC Lathe I	4

## Capacity

Program Director and email: **Amy Ward – [acward@cocc.edu](mailto:acward@cocc.edu)**

Identify any one-time faculty load impacts and ongoing load impacts:

**N/A**

Is current faculty staffing adequate to meet (a) the likely enrollment needs of the program and (b) the content knowledge requirements to teach the curriculum?

**Yes**

If no, please explain the personnel needs:

**Budget**

Note: If you are requesting a new separate budget, it will not be available in the subsequent Fall after program approval. New budgets need to be requested

Will this program require a new budget, or will it remain part of an existing budget?

**This program will not require a new budget, it will remain part of an existing budget.**

**Expenses**

Use the table below to identify current resources to be directed to the program and new resources needed. Ongoing expenses should be included in each year to display cumulative expenses. For guidance, contact the chair and/or dean.

Have you reviewed this budget with your area Dean? Please indicate date of review:

**This budget has been reviewed with Dean Cindy Lenhart on 4/20/26.**

<b>EXPENSE</b>	<b>First Year <i>Reallocation</i></b>	<b>First Year <i>New</i></b>	<b>Second Year <i>Reallocation</i></b>	<b>Second Year <i>New</i></b>	<b>Third Year <i>Reallocation</i></b>	<b>Third Year <i>New</i></b>
Personnel	0	0	0	0	0	0
Equipment	0	0	0	0	0	0
Hardware	0	0	0	0	0	0
Software	0	0	0	0	0	0
Materials	0	0	0	0	0	0
Curriculum	0	0	0	0	0	0
Other capital	0	0	0	0	0	0
Accreditatio n	0	0	0	0	0	0
Other	0	0	0	0	0	0
<b>Total</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>

## Revenue

Identify new course/program fees. Identify other dedicated external resources (grants, outside funding).

## Student Aid

Identify special aid, scholarships, or other student resources. Email Financial Aid if you need assistance filling out this portion of the form.

**This certificate is not eligible for financial aid.**

## Effective Year and Term

New programs are effective the fall following approval. If a different year and term are desired, identify those here and provide a rationale.

## Enrollment Options

- Rolling entry (students can begin any term)
- Rolling entry (students can begin any term except summer)
- Cohort program (a group of students have the same schedule throughout program)
- Part-time and full-time attendance options available
- Full time attendance in cohort or core courses required
- Program begins every fall term
- Program begins every other year in fall term
- Program begins in fall (daytime courses) and spring (evening courses)
- Program orientation course required in first term
- Courses must be sequenced carefully; work closely with an advisor

## Program Entrance

- Selective admission
- Enforced prerequisites for first term
- Recommended preparation for first term
- No formal entrance requirement; course prerequisites in program
- No entrance requirement

## Internal Impacts

Identify impacts to the following areas, with special attention to how your new program may require outreach to the areas of campus listed below.

Admissions and Records: N/A

Advising: N/A

Bookstore: N/A

Campus Services: N/A

College Now: N/A

College Relations: N/A

Financial Aid: N/A

Information Technology Services: N/A

Library: N/A

Policy: N/A

Risk Management: N/A

Tutoring and Testing: N/A

### External Impacts

Are adequate internship, work-based learning experience and/or Cooperative Work Experience sites available? Please list current or potential sites (or write "none" if not applicable): None



The Occupation Profiles tool is located on QualityInfo.org, a website of the Oregon Employment Department

### Computer Numerically Controlled Tool Operators (519161) Oregon (All Counties)

Median Hourly Wage	2024 Employment	Job Openings per Year	10-Year Growth
\$25.32	3,084	262	-4.6%

**Description**

Operate computer-controlled tools, machines, or robots to machine or process parts, tools, or other work pieces made of metal, plastic, wood, stone, or other materials. May also set up and maintain equipment.

**— Job Openings Listed with the Oregon Employment Department for Computer Numerically Controlled Tool Operators**

There are 11 current job listings for this occupation.

Job Title	Date Posted	Location	Wage Offered
Laser Operator	02/23/2026	Clackamas	\$30.00/hr to \$32.00/hr
CNC Operator	02/19/2026	Lyons	\$26.90/hr
Entry-Level Waterjet Operator	02/16/2026	Portland	\$20.00/hr to \$25.00/hr DOE
CNC Machinist (Mills and Lathes)	02/13/2026	Tualatin	\$20.00/hr to \$26.00/hr
Routers Operator - Weekend Shift Differential	02/13/2026	Tualatin	\$20.00/hr to \$28.00/hr
CNC Operator - 2nd shift	02/12/2026	Clackamas	
Routers Operator - Weekend Shift Differential	02/12/2026	Tualatin	\$20.00/hr to \$28.00/hr DOE
Instructor Pool: Computer Numeric Control (CNC)	02/03/2026	Eugene	DOE
CNC Operator (Set up & Programming) (1711444)	01/28/2026	Central Point	\$20.00/hr Neg.
Machine Operator (1711140)	01/21/2026	Medford	\$17.00/hr to \$21.00/hr DOE
CNC Router Operator II or III (Second or Third Shift)	01/21/2026	Tigard	\$28.00/hr to \$36.00/hr

**Job Openings from Other Websites for Computer Numerically Controlled Tool Operators**

The following job openings have been automatically extracted from various sites across the Web. These links are provided as supplemental resources. However, the Employment Department cannot validate these openings nor endorse any of these external sites. Some of these jobs may no longer be open. In some cases, a single opening may be posted on multiple sites.

There are 18 current job listings for this occupation.

Job Title	Date Posted	Location	Employer
CNC Operators	02/20/2026	Portland	Chris King Precision Components
CNC Mill Operators	02/17/2026	Hubbard	Ulven Companies
CNC Operators	02/17/2026	Portland	Tosoh Quartz

Job Title	Date Posted	Location	Employer
Burn Table Operators	02/12/2026	Eugene	Selectemp
Router Operators	02/12/2026	Tualatin	Shields Manufacturing
Router Operators	02/11/2026	Tualatin	Great Performances
Router Operators	02/11/2026	Tualatin	Precinmac
CNC Set Up Operators	02/10/2026	Bend	Paramount Placement
CNC Machine Operators	02/04/2026	Canby	Pacific Wood Products
CNC Machine Operators	01/31/2026	Tualatin	Express Employment Professionals
CNC Lathe Machine Operators	01/30/2026	Madras	Keith Manufacturing
CNC Operators	01/28/2026	Bend	Chester Cabinet Co
CNC Router Operators	01/21/2026	Tigard	Madden Industrial Craftsmen
CNC Lathe Operators	01/20/2026	Portland	Portland Bolt & Manufacturing
CNC Mill Operators	01/20/2026	Hubbard	The Ulven Companies
CNC Mill Operators	01/16/2026	Wilsonville	Rockmore International
CNC Operators	01/06/2026	Clackamas	Astronics
Horizontal Machinists	12/27/2025	[Unknown City]	GZQSO

**State of Oregon Licenses & Certifications  
for Computer Numerically Controlled Tool Operators**

No statewide license is required for this occupation.

**Wage Range 2025  
for Computer Numerically Controlled Tool Operators**

Area	10th Percentile	25th Percentile	50th Percentile (median)	75th Percentile	90th Percentile	Average Hourly	Average Annual
Oregon	\$20.87	\$23.12	\$25.32	\$31.00	\$37.16	\$27.75	\$57,735
Central Oregon	\$19.80	\$22.90	\$24.65	\$29.74	\$33.98	\$26.82	\$55,783
Clackamas	\$21.71	\$23.61	\$26.33	\$30.83	\$34.68	\$27.76	\$57,756
Douglas	\$17.26	\$19.03	\$22.57	\$24.80	\$31.03	\$22.45	\$46,698
East Cascades	\$19.80	\$22.07	\$23.67	\$28.73	\$31.70	\$25.46	\$52,965
Eastern Oregon	\$18.59	\$21.78	\$23.94	\$27.96	\$32.44	\$25.01	\$52,031
Eastern Six	\$18.59	\$20.92	\$23.94	\$27.96	\$32.44	\$25.45	\$52,938
Lane	\$18.62	\$21.09	\$23.23	\$27.95	\$31.05	\$24.45	\$50,865
Linn-Benton	\$20.44	\$24.46	\$30.66	\$32.80	\$41.58	\$30.17	\$62,755
Mid-Valley	\$20.43	\$23.75	\$28.57	\$31.00	\$37.39	\$28.49	\$59,258
Northwest Oregon	\$22.86	\$23.71	\$25.32	\$30.47	\$34.76	\$26.95	\$56,063
Portland Tri-County	\$21.26	\$23.47	\$25.82	\$32.18	\$37.37	\$28.30	\$58,858

Area	10th Percentile	25th Percentile	50th Percentile (median)	75th Percentile	90th Percentile	Average Hourly	Average Annual
Portland-Metro	\$21.26	\$23.46	\$25.62	\$32.18	\$37.55	\$28.44	\$59,148
Rogue Valley	\$18.46	\$21.14	\$23.75	\$29.29	\$35.78	\$25.64	\$53,339
South Central	\$18.60	\$19.94	\$22.69	\$23.34	\$26.95	\$22.39	\$46,569
Southwestern Oregon	\$17.26	\$19.03	\$22.57	\$24.88	\$31.03	\$22.85	\$47,522

**Employment Outlook**

for Computer Numerically Controlled Tool Operators

**Statewide Employment Analysis**

Employment in this occupation in 2024 was somewhat larger than most occupations across the state. The total number of job openings is projected to be somewhat larger than most occupations in Oregon through 2034. Employment in this occupation is expected to decline in the state between 2024 and 2034.

Reasonable employment opportunities exist.

**Area Employment Projections**

for Computer Numerically Controlled Tool Operators

Area	2024 Employment	2034 Employment	Change	% Change	Annual Growth Openings	Annual Replacement Openings	Total Annual Openings
Oregon	3,084	2,942	-142	-4.6%	-14	276	262
Central Oregon	92	87	-5	-5.4%	0	8	8
Eastern Six	22	21	-1	-4.5%	0	2	2
Lane	191	190	-1	-0.5%	0	17	17
Linn-Benton	295	281	-14	-4.7%	-1	26	25
Mid-Valley	487	464	-23	-4.7%	-2	43	41
Northwest Oregon	60	58	-2	-3.3%	0	6	6
Portland Tri-County	2,001	1,911	-90	-4.5%	-9	179	170
Rogue Valley	109	97	-12	-11.0%	-1	9	8
South Central	40	39	-1	-2.5%	0	3	3
Southwestern Oregon	22	21	-1	-4.5%	0	2	2

Replacement openings occur when workers permanently leave an occupation for reasons such as retirement.

**Industries of Employment**

for Computer Numerically Controlled Tool Operators

Industry	Employment
Total All Industries	3,084
Manufacturing	2,946
Wood Product Manufacturing	75
Other Wood Product Manufacturing	60
Nonmetallic Mineral Product Manufacturing	155
Primary Metal Manufacturing	94
Foundries	89

Industry	Employment
Fabricated Metal Product Manufacturing	1,029
Fabricated Metal Product Manufacturing (3321, 3322, 3325, 3326, and 3329 only)	379
Machine Shops; Turned Product; and Screw, Nut, and Bolt Manufacturing	602
Machinery Manufacturing	435
Machinery Manufacturing (3331, 3332, 3334, and 3339 only)	262
Metalworking Machinery Manufacturing	23
Computer and Electronic Product Manufacturing	548
Semiconductor and Other Electronic Component Manufacturing	459
Transportation Equipment Manufacturing	166
Motor Vehicle Parts Manufacturing	34
Aerospace Product and Parts Manufacturing	122
Furniture and Related Product Manufacturing	135
Furniture and Related Product Manufacturing (3371 and 3372 only)	135
Miscellaneous Manufacturing	174
Wholesale Trade	22
Merchant Wholesalers, Durable Goods	22
Professional, Scientific, and Technical Services	32
Administrative and Support and Waste Management and Remediation Services	59
Administrative and Support Services	59
Employment Services	59

Occupational employment in some industries may not be displayed due to confidentiality.

### Educational Requirements

#### for Computer Numerically Controlled Tool Operators

The typical entry level education for this occupation is a High school diploma or equivalent. Those with a Postsecondary training (non-degree) have a competitive advantage in the labor market.

A certified apprenticeship may also provide competitive training, or may help complete required certification. Please check out state apprenticeship programs for more information.

### Knowledge, Skills, Abilities, and Work Activities

#### Knowledge

Examples of the knowledge needed for success in this occupation is listed below, in order of importance. This information comes from the Occupational Information Network (O\*NET).

- **Mathematics:** Knowledge of arithmetic, algebra, geometry, calculus, statistics, and their applications.
- **Production and Processing:** Knowledge of raw materials, production processes, quality control, costs, and other techniques for maximizing the effective manufacture and distribution of goods.
- **Mechanical:** Knowledge of machines and tools, including their designs, uses, repair, and maintenance.

#### Skills

Examples of the skills needed for success in this occupation are listed below, in order of importance. This information comes from the Occupational Information Network (O\*NET).

- **Operations Monitoring:** Watching gauges, dials, or display screens to make sure a machine is working.
- **Operation and Control:** Using equipment or systems.

- **Critical Thinking:** Thinking about the pros and cons of different ways to solve a problem.
- **Monitoring:** Keeping track of how well people and/or groups are doing in order to make improvements.
- **Quality Control Analysis:** Testing how well a product or service works.

#### Abilities

Examples of the abilities needed for success in this occupation are listed below, in order of importance. This information comes from the Occupational Information Network (O\*NET).

- **Arm-Hand Steadiness:** Keeping your arm or hand steady.
- **Near Vision:** Seeing details up close.
- **Information Ordering:** Ordering or arranging things.
- **Problem Sensitivity:** Noticing when problems happen.
- **Control Precision:** Quickly changing the controls of a machine, car, truck or boat.

#### Detailed Work Activities

Examples of the detailed work activities involved with this occupation are listed below, in order of importance. This information comes from the Occupational Information Network (O\*NET).

- Measure dimensions of completed products or workpieces to verify conformance to specifications.
- Program equipment to perform production tasks.
- Mount attachments or tools onto production equipment.
- Install mechanical components in production equipment.
- Mount materials or workpieces onto production equipment.

#### Schools and Training Providers

##### for Computer Numerically Controlled Tool Operators

The training providers listed below offer programs related to this occupation. This information is updated once per year. Some private career schools show <10 when they had fewer than 10 completers and detailed counts were not available. Anyone interested in a particular program should check with the training institution regarding its availability. Listing these training providers does not necessarily constitute or imply their endorsement, recommendation, or favoring by the State of Oregon.

School	City	Program	Award	Year	Completers
Portland Community College	Portland	Machine Shop Technology/Assistant	Postsec. Awards/Cert./Diplomas; < 1 yr.	2023	8
Chemeketa Community College	Salem	Machine Shop Technology/Assistant	Postsec. Awards/Cert./Diplomas; < 1 yr.	2023	1
		Machine Shop Technology/Assistant	Associate's Degree	2023	4
Mt Hood Community College	Gresham	Computer Numerically Controlled (CNC) Machinist Technology/CNC Machinist	Postsec. Awards/Cert./Diplomas; < 1 yr.	2023	4
		Machine Shop Technology/Assistant	Postsec. Awards/Cert./Diplomas; < 1 yr.	2023	0
		Machine Shop Technology/Assistant	Postsec. Awards/Cert./Diplomas; 1-2 yrs.	2023	10
		Machine Shop Technology/Assistant	Associate's Degree	2023	0

#### Related Occupations

Occupations related to **Computer Numerically Controlled Tool Operators** are listed below in order of most relevant. This information comes from the Occupational Information Network (O\*NET).

- Milling and Planing Machine Setters, Operators, and Tenders, Metal and Plastic
- Machinists
- Multiple Machine Tool Setters, Operators, and Tenders, Metal and Plastic
- Lathe and Turning Machine Tool Setters, Operators, and Tenders, Metal and Plastic
- Computer Numerically Controlled Tool Programmers
- Grinding, Lapping, Polishing, and Buffing Machine Tool Setters, Operators, and Tenders, Metal and Plastic
- Drilling and Boring Machine Tool Setters, Operators, and Tenders, Metal and Plastic
- Tool Grinders, Filers, and Sharpeners
- Welding, Soldering, and Brazing Machine Setters, Operators, and Tenders

- Woodworking Machine Setters, Operators, and Tenders, Except Sawing

November 25, 2025

U.S. Department of Education  
Office of Career, Technical, and Adult Education  
Fund for the Improvement of Postsecondary Education (FIPSE)  
400 Maryland Avenue, SW  
Washington, DC 20202

Re: Letter of Support for Central Oregon Community College (COCC)  
FIPSE Grant Application - Short-Term Manufacturing Workforce Credentials

Dear Grant Review Committee:

On behalf of Nosler, I write to express our strong support for Central Oregon Community College's proposal to develop and expand high-quality, short-term manufacturing certificate programs. As a precision manufacturer of sporting rifles and ammunition with nearly 200 employees in Redmond, Oregon, we have experienced firsthand the critical shortage of skilled machinists and production technicians that limits our growth and regional economic competitiveness.

**The workforce challenge is urgent.** Traditional two-year training pathways do not meet our immediate needs, and working adults in our region struggle to access lengthy programs while supporting their families. We need shorter, stackable credentials that prepare workers quickly while maintaining the high skill standards our industry requires.

**This project directly addresses our needs.** The proposed short-term certificates in Welding, CNC Operation, Fabrication, Quality Assurance, and Industrial Maintenance align precisely with our hiring priorities. The stackable design allows workers to gain entry-level skills, join our workforce, and return for advanced training—a model that benefits both employees and employers. We are particularly supportive of the project's emphasis on:

- **Employer-validated curriculum** that reflects actual equipment, processes, and competencies used in our facilities
- **Work-based learning integration** providing students with real production experience before hire
- **Accelerated timelines** enabling faster workforce entry while maintaining quality
- **Talent marketplace connections** linking program completers directly to verified job openings

**We commit to active partnership.** Nosler pledges to participate meaningfully in this project by:

- Serving on the Employer Advisory Board to validate curriculum and competencies
- Hosting work-based learning experiences, including job shadowing and paid internships
- Providing input on equipment specifications to ensure training mirrors industry standards
- Hiring qualified program completers for open positions in our facilities

- Sharing real-time labor market intelligence to keep programs responsive to industry needs

**The impact will be transformative.** This project will create sustainable pathways into high-wage manufacturing careers for Central Oregon residents, particularly working adults, rural learners, and underserved populations. By expanding training capacity and modernizing program delivery, the college will produce the skilled workforce our industry desperately needs to remain competitive and continue investing in this region.

We strongly urge the Department of Education to fund this proposal. Central Oregon Community College has demonstrated commitment to workforce development, and this project represents exactly the kind of innovative, employer-responsive training model needed to address manufacturing workforce shortages nationwide.

Sincerely,



Mike Lake  
Director, Innovation Division  
Nosler, Inc  
800.285.3701 ext. 1026  
[mikel@nosler.com](mailto:mikel@nosler.com)

November 26, 2025

U.S. Department of Education  
Office of Career, Technical, and Adult Education  
Fund for the Improvement of Postsecondary Education (FIPSE)  
400 Maryland Avenue, SW  
Washington, DC 20202

Re: Letter of Support for Central Oregon Community College (COCC)  
FIPSE Grant Application - Short-Term Manufacturing Workforce Credentials

Dear Grant Review Committee:

On behalf of Outback Manufacturing, I write to express our strong support for Central Oregon Community College's proposal to develop and expand high-quality, short-term manufacturing certificate programs. As a precision manufacturer specializing in CNC technology with 12 employees throughout Central Oregon, we have experienced firsthand the critical shortage of skilled welders, fabricators, machinists and production technicians that limits our growth and regional economic competitiveness.

**The workforce challenge is urgent.** Traditional two-year training pathways do not meet our immediate needs, and working adults in our region struggle to access lengthy programs while supporting their families. We need shorter, stackable credentials that prepare workers quickly while maintaining the high skill standards our industry requires.

**This project directly addresses our needs.** The proposed short-term certificates in Welding, CNC Operation, Fabrication, Quality Assurance, and Industrial Maintenance align precisely with our hiring priorities as we try to keep up with our rapid growth in sales. The stackable design allows workers to gain entry-level skills, join our workforce, and return for advanced training—a model that benefits both employees and employers. We are particularly supportive of the project's emphasis on:

- **Employer-validated curriculum** that reflects actual equipment, processes, and competencies used in our facilities
- **Work-based learning integration** providing students with real production experience before hire
- **Accelerated timelines** enabling faster workforce entry while maintaining quality
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**We commit to active partnership.** Outback Manufacturing pledges to participate meaningfully in this project by:

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- Hosting work-based learning experiences, including job shadowing and paid internships
- Providing input on equipment specifications to ensure training mirrors industry standards

- Hiring qualified program completers for open positions in our facilities
- Sharing real-time labor market intelligence to keep programs responsive to industry needs

**The impact will be transformative.** This project will create sustainable pathways into high-wage manufacturing careers for Central Oregon residents, particularly working adults, rural learners, and underserved populations. By expanding training capacity and modernizing program delivery, the college will produce the skilled workforce our industry desperately needs to remain competitive and continue investing in this region.

We strongly urge the Department of Education to fund this proposal. Central Oregon Community College has demonstrated commitment to workforce development, and this project represents exactly the kind of innovative, employer-responsive training model needed to address manufacturing workforce shortages nationwide.

Sincerely,

A handwritten signature in blue ink that reads "Taylor Graham".

Taylor Graham  
General Manager  
Outback Manufacturing  
[TaylorG@outbackmfg.com](mailto:TaylorG@outbackmfg.com)



November 26, 2025

U.S. Department of Education  
Fund for the Improvement of Postsecondary Education (FIPSE)  
400 Maryland Avenue, SW  
Washington, DC 20202

Re: Letter of Support for Central Oregon Community College (COCC)  
FIPSE Grant Application; Short-Term Manufacturing Workforce Credentials

Dear Grant Review Committee:

EDCO's mission is to strengthen communities by creating opportunities that generate new revenue and family-wage jobs. We do this by helping companies in the traded-sector 'Move, Start and Grow' throughout Deschutes, Crook and Jefferson Counties.

On behalf of Economic Development of Central Oregon (EDCO), I write to express our strong support for Central Oregon Community College's proposal to develop and expand high-quality, short-term manufacturing certificate programs. EDCO creates a thriving business environment by supporting local businesses in Central Oregon. Through this work, EDCO knows firsthand that the critical shortage of skilled welders, machinists, fabricators, and production technicians limits our region's growth and economic edge.

**The workforce challenge is urgent.** Traditional two-year training pathways do not meet immediate needs and working adults in our region struggle to access lengthy programs while supporting their families. We need shorter, stackable credentials that prepare workers quickly while maintaining the high skill standards the manufacturing industry requires.

**This project directly addresses these needs.** The proposed short-term certificates in Welding, CNC Operation, Fabrication, Quality Assurance, and Industrial Maintenance align precisely with local and regional hiring priorities. The stackable design allows workers to gain entry-level skills, join the workforce, and return for further training that benefits both employees and employers. We are particularly supportive of the project's emphasis on:

- **Employer-validated curriculum** that reflects actual equipment, processes, and competencies used in our facilities
- **Work-based learning integration** providing students with real production experience before hire
- **Accelerated timelines** enabling faster workforce entry while maintaining quality
- **Talent marketplace connections** linking program completers directly to verified job openings

**Economic Development  
for Central Oregon**

705 SW Bonnett Way, Suite 1000  
Bend, OR 97702

541.388.3236

[www.edcoinfo.com](http://www.edcoinfo.com)

**We commit to active partnership.** EDCO pledges to participate meaningfully in this project by participating in the Employer Advisory Board to validate curriculum and competencies; sharing real-time labor market intelligence to keep programs responsive to industry needs; connecting potential employers to program leaders at COCC.

**The impact will be transformative.** This project will create sustainable pathways into high-wage manufacturing careers for Central Oregon residents, particularly working adults, rural learners, and underserved populations. By expanding training capacity and modernizing program equipment, the college will produce the skilled workforce the manufacturing industry desperately needs to remain competitive and continue investing in this region.

We strongly urge the Department of Education to fund this proposal. Central Oregon Community College has demonstrated commitment to workforce development, and this project represents exactly the kind of innovative, employer-responsive training model needed to address manufacturing workforce shortages nationwide.

Sincerely,



Jon Stark  
CEO  
Economic Development Central Oregon  
[jon@edcoinfo.com](mailto:jon@edcoinfo.com)

December 2, 2025

U.S. Department of Education  
Office of Career, Technical, and Adult Education  
Fund for the Improvement of Postsecondary Education (FIPSE)  
400 Maryland Avenue, SW  
Washington, DC 20202

Re: Letter of Support for Central Oregon Community College (COCC)  
FIPSE Grant Application - Short-Term Manufacturing Workforce Credentials

Dear Grant Review Committee:

On behalf of BASX, I write to express our strong support for Central Oregon Community College's proposal to develop and expand high-quality, short-term manufacturing certificate programs. As a high-tech manufacturer specializing in data center, commercial HVAC, and cleanroom markets with 986 employees throughout Central Oregon, we have experienced firsthand the critical shortage of skilled welders, fabricators, machinists and production technicians that limits our growth and regional economic competitiveness.

**The workforce challenge is urgent.** Traditional two-year training pathways do not meet our immediate needs, and working adults in our region struggle to access lengthy programs while supporting their families. We need shorter, stackable credentials that prepare workers quickly while maintaining the high skill standards our industry requires.

**This project directly addresses our needs.** The proposed short-term certificates in Welding, CNC Operation, Fabrication, Quality Assurance, and Industrial Maintenance align precisely with our hiring priorities. The stackable design allows workers to gain entry-level skills, join our workforce, and return for advanced training—a model that benefits both employees and employers. We are particularly supportive of the project's emphasis on:

- **Employer-validated curriculum** that reflects actual equipment, processes, and competencies used in our facilities
- **Work-based learning integration** providing students with real production experience before hire
- **Accelerated timelines** enabling faster workforce entry while maintaining quality
- **Talent marketplace connections** linking program completers directly to verified job openings

**We commit to active partnership.** BASX pledges to participate meaningfully in this project by:

- Serving on the Employer Advisory Board to validate curriculum and competencies
- Hosting work-based learning experiences, including job shadowing and paid internships
- Providing input on equipment specifications to ensure training mirrors industry standards
- Hiring qualified program completers for open positions in our facilities

- Sharing real-time labor market intelligence to keep programs responsive to industry needs

**The impact will be transformative.** This project will create sustainable pathways into high-wage manufacturing careers for Central Oregon residents, particularly working adults, rural learners, and underserved populations. By expanding training capacity and modernizing program delivery, the college will produce the skilled workforce our industry desperately needs to remain competitive and continue investing in this region.

We strongly urge the Department of Education to fund this proposal. Central Oregon Community College has demonstrated commitment to workforce development, and this project represents exactly the kind of innovative, employer-responsive training model needed to address manufacturing workforce shortages nationwide.

Sincerely,



Stephanie Regan  
Director of Corporate Citizenship  
BASX  
3500 SW 21<sup>st</sup> Pl  
Redmond, OR 97756  
[Anne.mcdonald@basx.com](mailto:Anne.mcdonald@basx.com)