

2025

Annual Report



Uplift Oregon





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Foreword

Uplift Oregon provides high-quality training and workshops to State of Oregon workers to help foster healthy, inclusive, and empowering workplaces.

This year, federal budget cuts, mounting economic uncertainty, and attacks on human rights have put significant strain on state workers. These unprecedented challenges have impacted the personal and professional lives of Oregonians across the state. In 2025, Uplift Oregon strengthened our offerings to the workers we serve, so they feel confident in choosing and utilizing their benefits and supported when they need additional help.

Since 2019, we have worked with the State of Oregon, SEIU 503, and AFSCME Council 75, to make a meaningful, measurable impact on the lives of State of Oregon workers.

4,779

employees
attended an Uplift
Oregon workshop
in 2025

461

workshop hours
were held in 2025

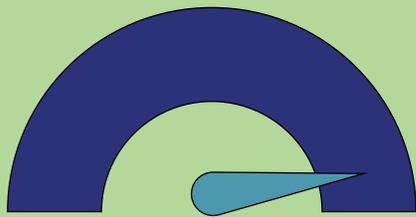


Training

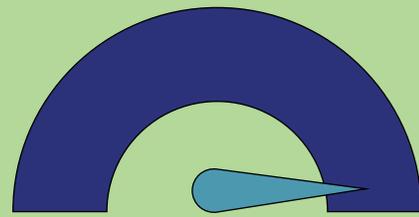
Uplift Your Benefits

Our flagship offering, Uplift Your Benefits (UYB), served 3,844 new State of Oregon workers hired in 2025.

This 2-hour online workshop extensively covers worker benefits offered by the state and is mandatory for all new employees within 30 days of being hired. The training provides the information employees need to make the best choices for their situation and get the most out of their benefits. Employees who are in classifications represented by AFSCME or SEIU labor unions are also scheduled to meet with their union representatives after the benefits section of the workshop. This effort not only supports employees, but assists the State of Oregon's efforts to retain skilled workers, improve the quality of work, and strengthen employee relations.



94%*
of new employees
attended UYB within
the first 30 days



97%*
of new employees
attended UYB overall



survey respondents
rated UYB 4.49 out of 5
stars

84%

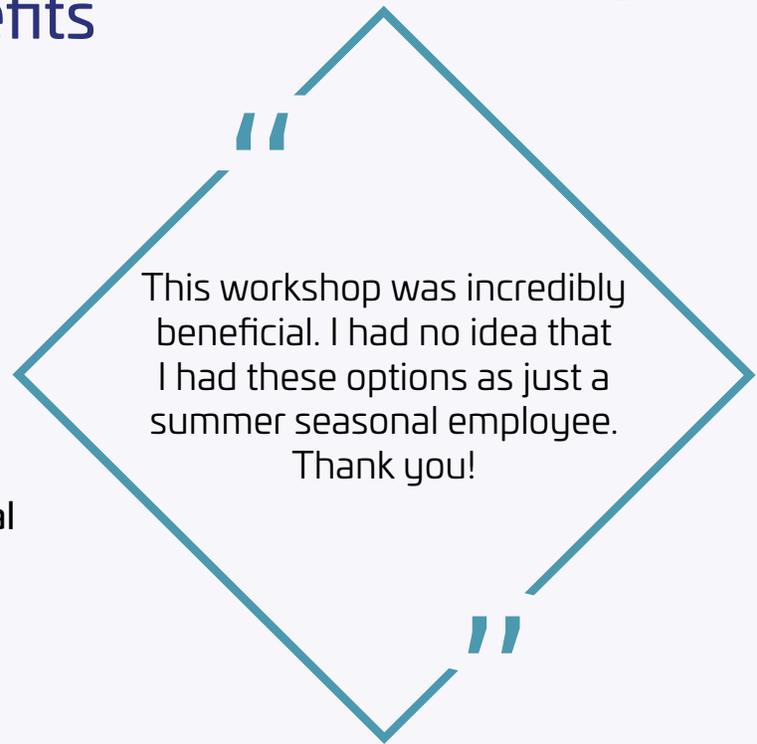
of respondents felt
"very confident"
or "confident" that
they chose the
best healthcare
plan for their
situation

* Data was provided by the State of Oregon. All other data was gathered by Uplift Oregon surveys.



Seasonal Uplift Your Benefits

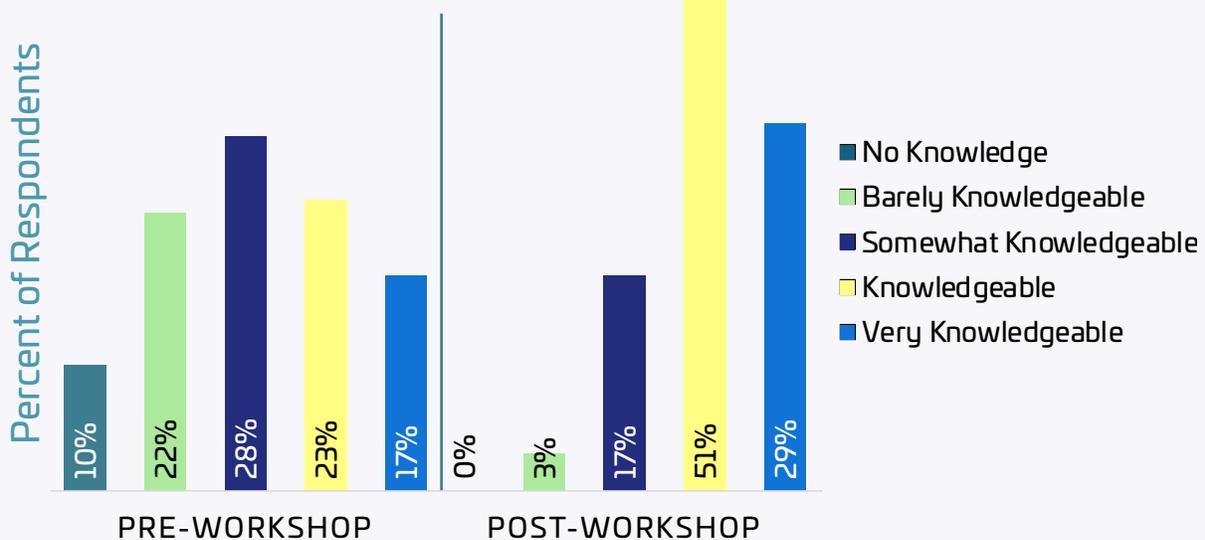
In addition to Uplift Your Benefits for permanent employees of the state, Uplift Oregon offers workshops to address the specific educational needs and challenges of seasonal employees. We partner with state agencies including the Department of Forestry, the Department of Agriculture, and the Department of Fish and Wildlife, to tailor the workshop materials, workshop schedule, outreach efforts, and supplemental educational materials to ensure workers get prompt benefit training within days of being hired. These modified workshops are hosted during the height of seasonal hiring, typically May through July, and provide a comprehensive explanation of seasonal employee benefits, which slightly differ from the benefits available to full-time and part-time employees.



"This workshop was incredibly beneficial. I had no idea that I had these options as just a summer seasonal employee. Thank you!"

– Seasonal workshop attendee, June

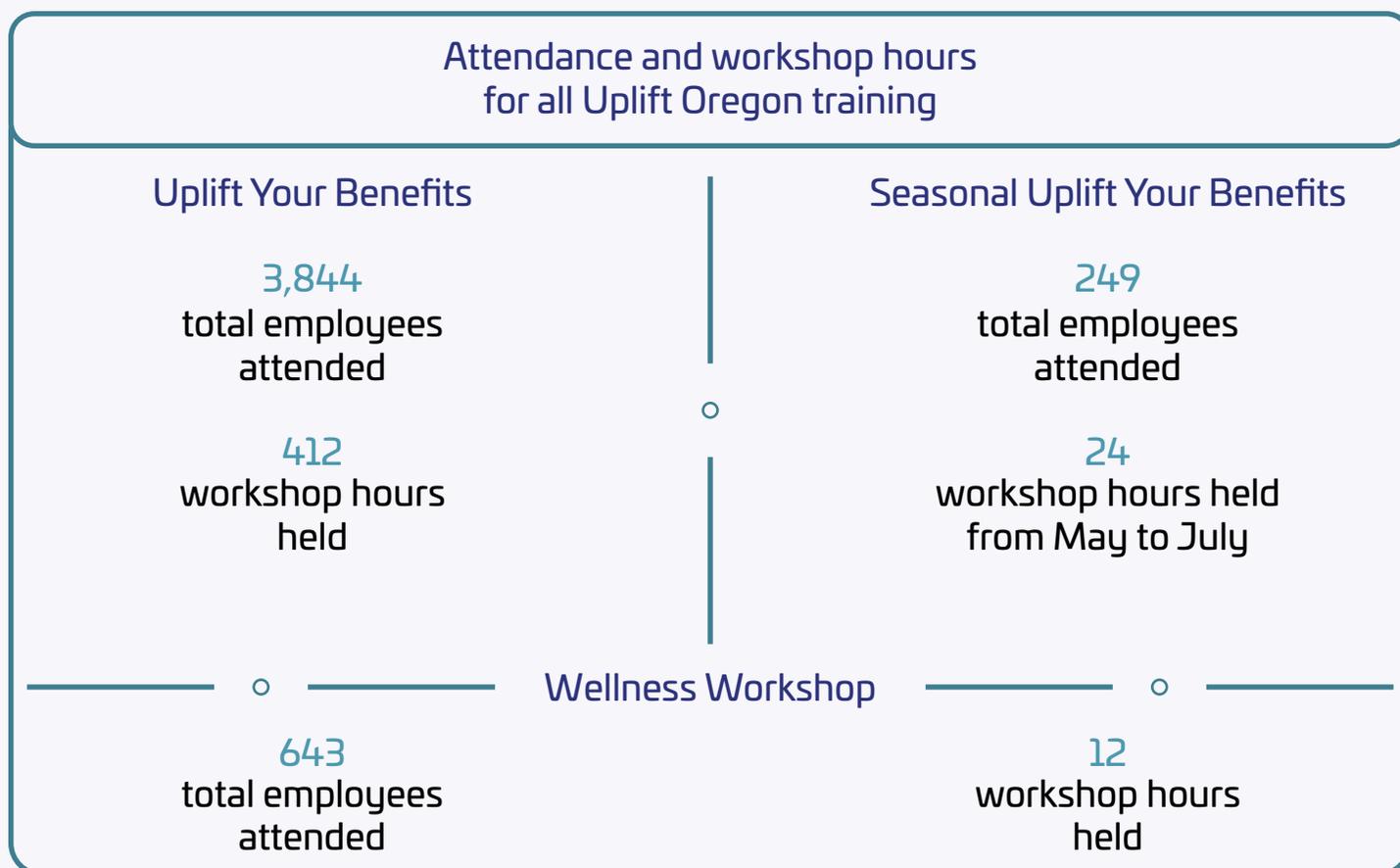
Self-reported knowledge of various benefits before and after a SUYB workshop





Wellness Workshops

Beyond initial benefits education, the State of Oregon offers multiple programs to help workers navigate their wellness needs. To supplement their work, we promote monthly virtual wellness webinars hosted by Kaiser Permanente on topics such as diabetes prevention, healthy eating for shift workers, and how to balance your daily needs. These workshops are available to all State of Oregon employees.



Uplift is about more than just a list of benefits—it's about ensuring our newest union members feel supported and informed. We prioritize educating new state employees on the unique advantages of our union contract so no one leaves money or security on the table. If you're new here, 'Uplift' is your advocate and your resource.

– Jim Franks, Contract Specialist, Oregon AFSCME, Uplift Oregon Board Member

Benefit Navigation and Support

Financial Wellness Workshops

By surveying the Uplift Your Benefits workshop participants, we've learned that retirement information remains the highest interest for State of Oregon workers. To meet this need, Uplift Oregon hosts quarterly financial wellness workshops offering deeper insight into the Public Employees Retirement System (PERS) and the Oregon Savings Growth Plan (OSGP).

These workshops were designed in partnership with PERS and OSGP specifically for State of Oregon workers and are facilitated by members of their respective teams. Attendees ask questions about their personal financial situation and are encouraged to take steps to plan for their retirement.

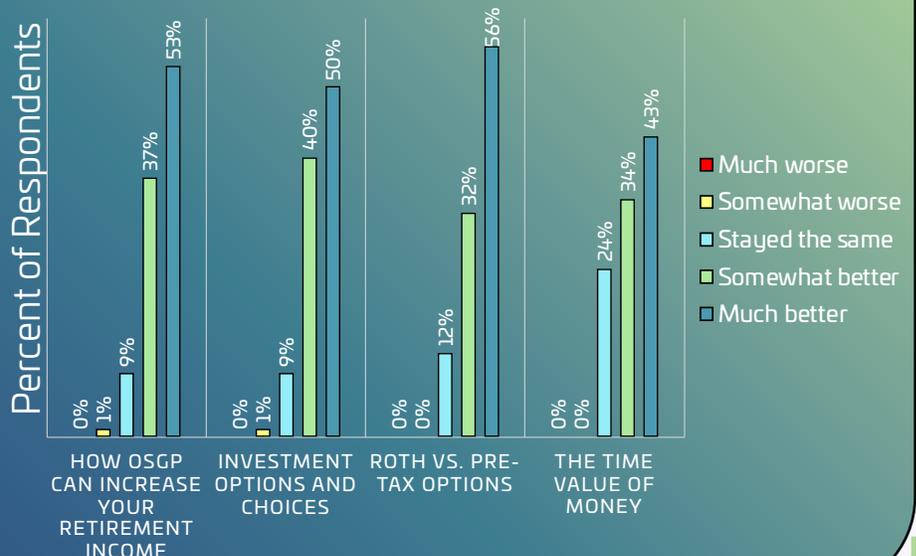
“ This was a thorough, informative session from an excellent set of presenters who were able to make otherwise very intimidating topics approachable and understandable. I appreciated their expertise, ability to answer the attendees' questions, and the overall tone that they cultivated. Thank you very much.

– OSGP workshop attendee, February

60%
of PERS survey respondents make \$69,000 or less per year

470
employees attended either a PERS or OSGP workshop

Self-reported rating regarding knowledge of benefits after attending the OSGP workshop





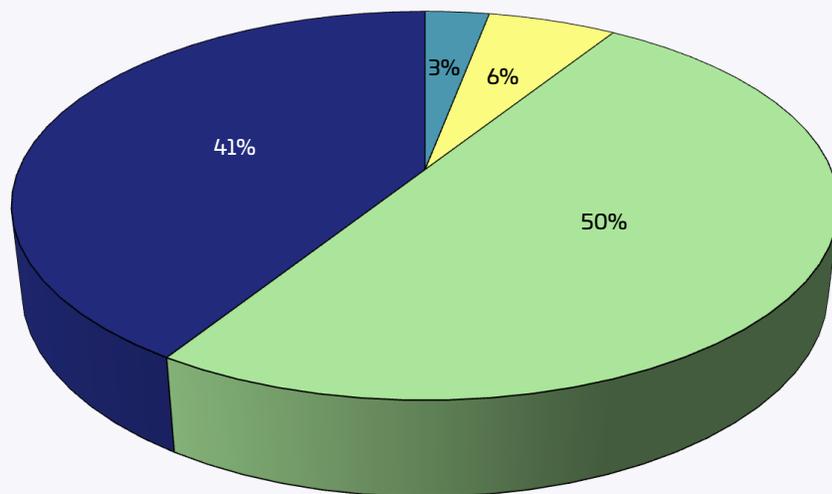
Open Enrollment

Every October, State of Oregon employees can change their benefit selection for the upcoming year. This period is known as Open Enrollment and can be difficult for individuals who are navigating it for the first time. Uplift Oregon hosts Town Halls to help workers learn about upcoming changes to their benefits. We partner with the Public Employees' Benefit Board and various benefit vendors to host these events throughout the month of October, giving workers the chance to connect directly to their benefit vendors and ask questions.

“ It was extremely helpful to hear about the different programs and what they each offered, since I had not known much about Providence or the other vendors. It was also helpful to see the digital 2026 PEBB enrollment guide, which answered many of my questions and I hadn't had the chance to find it yet. I also appreciated the Q&A section, which kept things running smoothly! ”

– Open Enrollment Town Hall attendee, October

How confident are you that you can apply what you learned in this event to selecting your benefits?



Very Unconfident Unsure Confident Very Confident

Workforce Development

Career Mobility

The Career Mobility Program finished its first cohort focused on accounting and tax auditing positions in December 2024, with 24 participants completing their full educational offering in partnership with SEIU 503, Western Oregon University, and 7 state agencies.

In January 2025, we hosted a graduation ceremony for program participants and their friends and families. During the event, graduates were presented with certificates honoring their completion of the program. A total of 95 total participants and guests attended, alongside guest speakers Melissa Unger, Executive Director of SEIU 503, and Berri Leslie, former Director of the Department of Administrative Services (DAS), and various Uplift Oregon Board members and staff.

“ I’m excited about Uplift Oregon’s continued growth, particularly the Career Mobility Program. Empowering state employees to upskill and explore new career paths that align with their personal goals, while strengthening professional development across the state, is truly a win-win.”

– Sophorn Cheang,
Director, Oregon Business
Development Department

Since this event, we’ve worked with DAS Human Resources to get “Completion of the Career Mobility Program” added to the minimum qualifications for the Accounting Technician role, helping lower barriers to employment and expedite the application process.

As of December 2025, 9 out of 24 graduates from the program have moved into accounting or tax auditing roles with the State of Oregon. Most of the program graduates have started their job search and reported that the two biggest barriers are a slowdown in hiring caused by budget cuts and being told that they don’t meet the minimum qualifications during the selection process, despite their completion of the Career Mobility Program.

Despite these challenges, graduates rated the program a 4.83 out of 5 regarding their overall satisfaction with the program, and 100% said they were “highly likely” to recommend the Career Mobility Program to other state workers who are interested in professional advancement. At this time, the Career Mobility Program has been paused as we explore future funding opportunities for this program.



The Future of Uplift Oregon

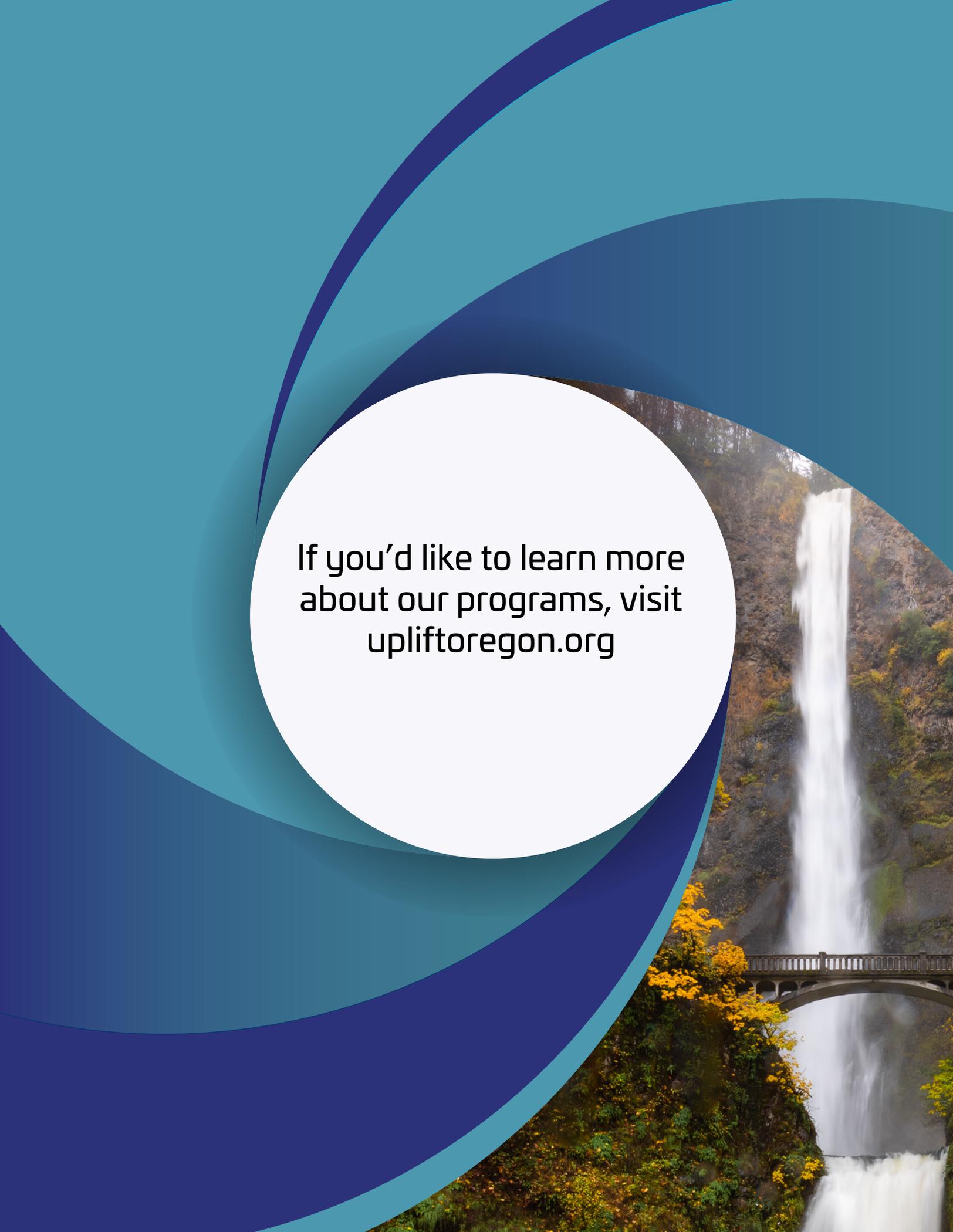
As we look to 2026 and beyond, we know that a strong, stable foundation is imperative to maintaining our programming quality, while expanding our worker support to additional areas. At the heart of this foundation are our partnerships with state agencies, labor unions, and benefit vendors. In the coming year, we will deepen these relationships by strengthening communication channels and working together to align on and improve the materials workers rely on—such as benefit guides, training resources, and outreach tools—so workers receive clear, consistent, and accessible information across every touchpoint.

Continuous learning is essential when working with a constantly evolving workforce. To ensure our most vital program remains impactful on State of Oregon workers, we're using data and feedback gathered over the last 5 years to launch a long-term analysis and refinement of the Uplift Your Benefits workshop. These improvements will keep our training relevant and accessible, increasing program outcomes.

Finally, we're identifying and pursuing new funding sources, including grants and philanthropic partnerships, to support program expansion and innovation. Workers need more support than ever, and our aim is to provide that support and do our part to create the healthy, inclusive, and empowering workplace all Oregonians deserve.

“Public service asks a great deal of people. Uplift Oregon responds with practical, equitable support that helps employees navigate benefits and wellness with clarity and confidence. That work quietly reinforces dignity in government service and strengthens the institutions Oregonians rely on.”

– Gail Levario, Assistant Director/Employee Services Division,
Oregon Department of Corrections, Vice Chair of Uplift Oregon Board



If you'd like to learn more
about our programs, visit
upliftoregon.org