



2014 Government-to-Government Report

Executive Summary

The Oregon Employment Department (OED) mission is to support business and promote employment. The Department accomplishes this mission by:

- Supporting economic stability for Oregonians and communities during times of unemployment through the payment of unemployment benefits.
- Serving businesses by recruiting and referring qualified applicants to jobs, and providing resources to diverse job seekers in support of their employment needs.
- Developing and distributing quality workforce and economic information to promote informed decision making.

The Department is responsible for administering the public labor exchange (WorkSource Oregon offices, online job seeking and employer services), Unemployment Insurance, and Labor Market Information (Research). The Government-to-Government Executive Order provides the framework for the Department to work with Oregon’s Tribes. The Department works primarily with tribal employers as a resource for employee recruitment and provider of local labor market information. We look forward to continuing and expanding on the mutually beneficial relationships that have been built with Oregon’s tribal governments and businesses in 2014.

Department Statement

The Department values its relationship with Oregon’s Tribes. The Tribal Relations policy, adopted in 2008, formalizes the relationship that exists between Oregon Tribes and the Department. The Department’s key contacts: identify the programs that affect the Tribes; ensure that relevant communication occurs as needed; prepare the annual report; and ensure that all employees are aware of the policy and the provisions of ORS 182.162 to 182.168.

OED Key Contacts

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Program Summary

The Department's key contacts actively participate in the Economic Development and Community Services Tribal Cluster.

In 2008, the Department adopted Administrative Policy 30(1) "Tribal Relations." It is available to all staff via the Department intranet. The policy is transmitted annually to staff in conjunction with a message from the Director or Deputy Director.

Robin Bitrick, Confederated Tribes of the Umatilla Indian Reservation, is a member of the Employment Department Advisory Council, which advises the Director, primarily on policies and programs related to unemployment insurance.

Business & Employment Services Highlights

In 2014, approximately one third of the Employment Department's WorkSource Oregon offices throughout the state have had some type of relationship with a tribal government or tribal business. These relationships were mostly business recruitment and informal in nature. They also include: recruitment of employees for tribal businesses; regular networking with tribal employers' Human Resource Departments; and working with Tribes on local and regional workforce investment boards. Examples of these local partnerships include, but are not limited to:

- WorkSource Roseburg creates job listings from the Cow Creek Band of the Umpqua Tribe of Indians and their entity Umpqua Indian Development Corporation (UIDC) and enters them into iMatchSkills so that job seekers have access to job opportunities available with the Tribe. The UIDC was also heavily involved in the planning of the Oregon Employer Council (OEC) State Conference as part of the Douglas OEC chapter in 2014. The OEC conference was held at Seven Feathers Casino.
- The OEC bestows annual awards on individuals and local councils that have excelled in their mission to give Oregon businesses a voice with state government. The UIDC was the 2014 winner of the OEC Business Member of the Year Award. The UIDC won the award for offering outstanding training and local workforce activities in their local community.
- WorkSource Redmond-Madras built a closer collaborative partnership with the Confederated Tribes of Warm Springs (CTWS). The Tribe's Human Resource department worked with department staff in 2014 on job listings and to help refine the self-application process. The Madras office also provided job search assistance, resources, classes, and retraining assistance for the CTWS.
- WorkSource McMinnville works closely with the Confederated Tribes of Grand Ronde (CTGR) to provide business and employment services, labor market information, job seeker tools, resources for youth, and support services for veterans. The office also provided information about the National Career Readiness Certificate (NCRC).

- The Newport-Lincoln City WorkSource offices coordinated job seeking services with the Confederated Tribe of Siletz Indians (CTSI). Office staff provided training on the tools provided by the department to CTSI representatives including iMatchSkills, QualityInfo, soft skills assessment, job boards etc. Department staff have continued to provide CTSI with monthly workshop calendars for distribution to unemployed workers in the tribal area.
- The Eugene-Florence-Springfield WorkSource offices also provide support for CTSI. Staff in the Florence office work with the Tribe to post job listings for the Chinook Winds Casino based on qualifications established using the NCRC in iMatchSkills.
- WorkSource Coos Bay-Brookings has a strong rapport with the Coquille Indian Tribe and their economic development entity, Coquille Economic Development Corporation (CEDCO). Office staff met with tribal representatives several times throughout the year to brainstorm on services and collaborative training. Staff also provided recruitment support, and frequently exchanged information on economic forums, job fairs, and Tribal events. CEDCO's Director of Corporate Communications for The Mill Casino, Ray Doering, presented to the OEC South Coast in November.

Workforce & Economic Research Highlights

Our Workforce & Economic Research Division works with tribal governments and businesses in a variety of ways. Tribal governments and businesses across Oregon request information about employment trends by industries and occupations. Research staff typically provides workforce and economic information to help with grants; to assist decision makers in prioritizing training resources; and demographic, commuting pattern and labor shed studies. Examples of activities include:

- The Bureau of Labor Statistics provides the states with the ability to produce current unemployment rates for American Indian Areas (formally known as Indian Reservations) of certain sizes, dependent upon data availability. These estimates can currently be produced for nine of the 21 Areas.
- At times, some Oregon-based Tribes have been randomly selected to be in OED's wage and employment surveys. Although this may be viewed as more of a survey for the department, it is a method used to share information back to employers, planners and others.
- OED Research staff visited the Klamath Tribes Administrative Office and met with staff in their Employment & Training unit for information and program sharing. This meeting also resulted in an article being written by the OED Central Oregon economist for the February 2014 edition of Oregon Labor Trends titled, "Native Tribes are Vital Employers in Central and South Central Oregon."

- OED Research staff presented a report in Coos Bay in April 2014 on labor market information in SW Oregon focusing on the South Coast and Douglas County. A regional economist reported that in government, the over-the-year losses were mostly from local education although other government sectors were also weak but that tribal employment had been growing in Douglas County.

Workforce & Economic Unemployment Insurance Highlights

From time to time, employees working for tribal governments and businesses in tribal areas need help when they are out of work through no fault of their own. Unemployment Insurance (UI) provides a valuable safety net to provide economic stability for unemployed workers until they can become reemployed.

- In April 2014, the UI division established an email address for use by Tribal Government Entities. The email was established for Tribal Entities to communicate information or to ask questions that pertain to both sides of UI: benefits, and tax. Questions about UI taxes, appeals, hearings, and benefits queries on behalf of members can be sent via email to the department.
- In November 2014, the UI division provided assistance to the Confederated Tribes of the Umatilla Indian Reservation when a laid-off employee filed for UI but had complications while voluntarily serving on a commission. The Tribes contacted the department and asked for clarification so other volunteers serving on commissions or committees would be better informed about receiving UI while serving in these roles. As a result, the department had a constructive conversation with the Tribes and was able to share valuable information about the legal requirements for UI.