

Government to Government 2017 Annual Report



Oregon tribal leaders talk with Governor Kate Brown during the 2017 Fall Gathering
Cover photo provided by Heather Hatton, Chinook Winds Casino Resort



“It is the policy of the Oregon Employment Department to recognize and respect the culture, history, and traditions of Oregon’s American Indians, and to cooperate and communicate with Oregon’s tribal governments and members.”

Introduction

The Oregon Employment Department is pleased to share our 2017 Government to Government Report with the Legislative Commission on Indian Services and Governor Brown. The Employment Department recognizes that tribal governments are separate sovereign nations with powers to govern their lands and protect the health, safety, and welfare of their members. This tribal sovereignty predates the existence of the United States government and the State of Oregon. The Employment Department honors both the sovereignty of Oregon’s nine tribal governments and the right of every Native American in Oregon (regardless of tribal enrollment) to receive services from our agency.

About the Oregon Employment Department

The mission of the Oregon Employment Department is to *Support Business and Promote Employment*. Through the delivery of our services in more than 40 locations throughout the state, we accomplish our 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 the best qualified applicants to jobs and providing resources to diverse job seekers in support of their employment needs; and
- Developing and distributing quality workforce and economic information to promote informed decision making.

In 2016, the department strengthened our commitment to tribal relations by adopting a policy on *Tribal Government to Government Relations*, affirming that it is the policy of the Oregon Employment Department to recognize and respect the culture, history, and traditions of Oregon’s American Indians, and to cooperate and communicate with Oregon’s tribal governments and members.

Key Contacts

Kay Erickson, Director 503-947-1477 or kay.erickson@oregon.gov

Graham Slater, Deputy Director 503-947-1476 or graham.j.slater@oregon.gov

Teresa Rainey, Equity and Inclusion Officer 503-947-1661 or teresa.l.rainey@oregon.gov

Andrea Fogue, Legislative and Public Affairs Manager 503-947-1301 or andrea.j.fogue@oregon.gov

The Director

The Employment Department’s Director is the primary liaison to the tribes. The Director and agency representatives actively participate in the quarterly Government to Government Economic Development and Community Services Tribal Cluster and Legislative Commission on Indian Services meetings and events. The Director also notifies all agency employees, by email or other means, of the provisions of *Oregon Revised Statutes (ORS) 182.162-182.168* during December of each year.

The Director has primary responsibility for issues and programs affecting the tribes. These programs include, but are not limited to, services to assist tribal members in finding employment and tribal companies in finding workers, as well as the provision of economic and workforce information to support the tribe’s workforce and economic development efforts. The Director seeks input from representatives of Oregon’s tribes in developing programs or policies that might impact the tribes.

“The Executive Team is committed to communicating and partnering with the tribes to foster mutual respect and collaboration, while promoting and improving government to government relations between our agency and tribes.”

The Director ensures compliance with relevant state and federal laws relating to relationships with tribal entities and also ensures that managers and employees who communicate with tribes receive annual training on the legal status of tribes, the legal rights of tribal members, and other issues of concern and interest to tribes.

The Executive Team

All members of the Employment Department’s Executive Team are responsible for communicating and implementing the agency’s policy throughout their areas of responsibility. Led by the Director, the Executive Team is committed to communicating and partnering with the tribes to foster mutual respect and collaboration, while promoting and improving government to government relations between our agency and tribes.

Guiding Principles

How the Oregon Employment Department behaves and conducts business is crucial to the success of our agency and the entire workforce system. In our work with customers, partners, stakeholders, and advisors from the tribal governments, the Oregon Employment Department commits to the following guiding principles:

Openness, trust, and integrity

Set high ethical and professional standards at all times. Build and maintain relationships based on honesty, respect, fairness, and a commitment to open dialogue and transparency.

Quality with agility

Be passionate about delivering quality information and service. Strive to replicate success, learn from mistakes, and actively pursue creative approaches that lead to continuous improvement and innovation. Be flexible and nimble, responding quickly to changing economic needs.

Delighting the customer

Identify the needs of Oregonians and provide uncompromising service with efficiency, accountability, and a helpful attitude. Find what we can do to overcome barriers and help our customers, rather than focusing on what cannot be done. Remember that our coworkers are customers too.

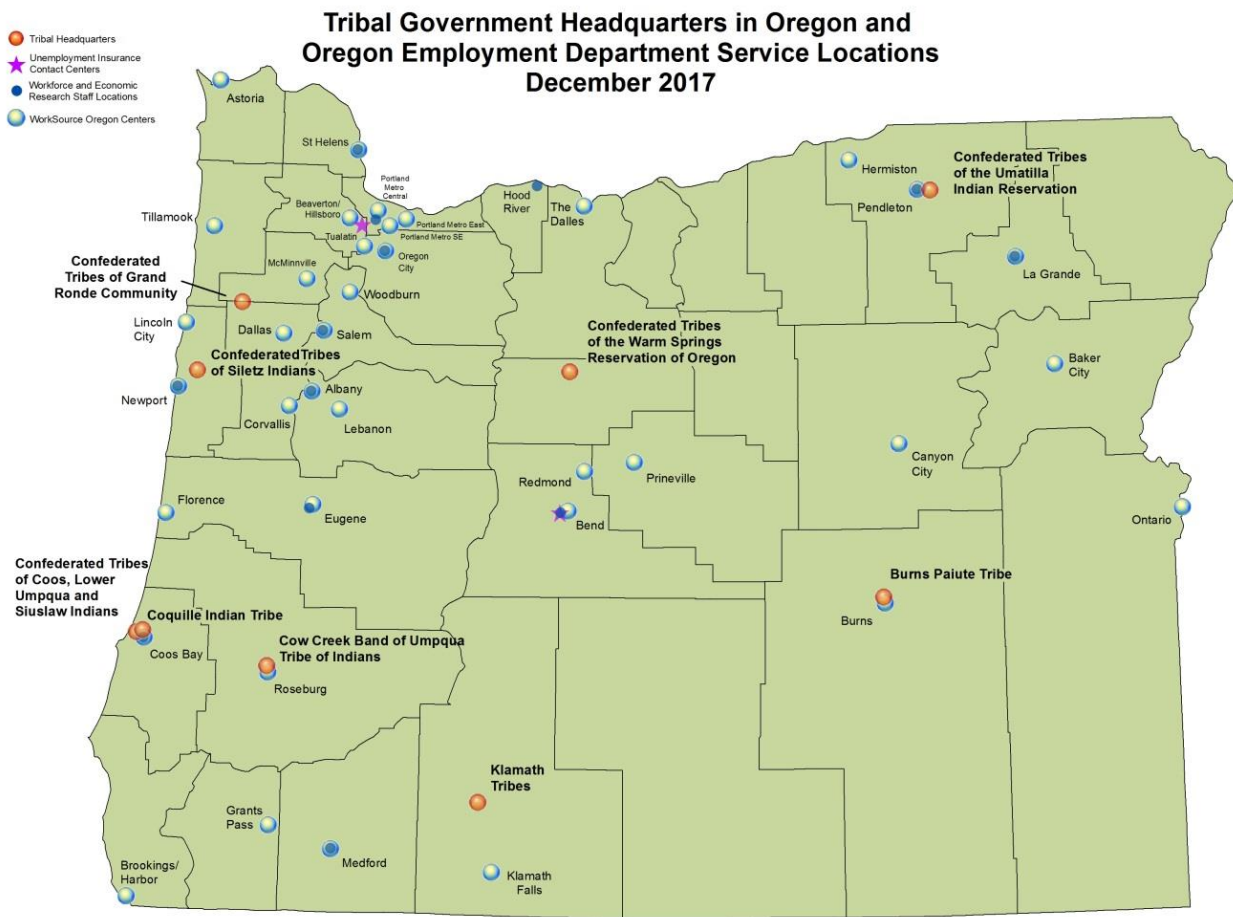
Teamwork with responsibility

Encourage individual ownership and effort, but work as a team, valuing the expertise, insights, individuality, and contribution of all colleagues. Understand that we are funded by taxpayers and have a relentless responsibility to provide value to Oregonians every day.

Humor, fulfillment, and inclusion

Cultivate a safe, healthy, family-friendly work environment that encourages personal growth and provides opportunities for everyone to succeed. Embrace humor as a vital part of workplace culture, and honor the desire to do meaningful and satisfying work. Allow the diversity of our staff, customers, and stakeholders to enhance the service we provide to the people of Oregon.

“In 2017, the Employment Department partnered with tribes to achieve our mission in a way that honors our commitment to foster mutual respect and collaboration.”



Commitment to Cultivating Tribal Relations

In 2017, the Employment Department partnered with tribes to achieve our mission in a way that honors our commitment to foster mutual respect and collaboration.

Advisory Council

The mission of the Employment Department Advisory Council is to advise the Director of the Employment Department, particularly on unemployment insurance policy, administrative rules, legislation, program performance, business systems, and funding. It complements the role of the Oregon Workforce Investment Board, which acts as the primary advisory body for Oregon’s workforce system.

In 2017, the Employment Department actively recruited Advisory Council applicants from the tribes. As a result, Kurtis Barker, Self-Sufficiency Program Director for the Confederated Tribes of Siletz Indians, was appointed to the Advisory Council. As a member of the Advisory Council, he provides both a tribal and rural perspective and a commitment to advancing equity within government systems. The Employment Department values his membership on the Advisory Council and contributions to our policy discussions.

Equity and Inclusion Council

The Oregon Employment Department fosters fairness, equity, and inclusion to maintain a workplace environment where everyone is treated with respect and dignity regardless of race, color, national origin, religion, sex, sexual orientation, gender identity, marital status, age, veteran status, disability, or status as a victim of domestic violence, harassment, sexual assault, or

“The Oregon Employment Department strives to be an employer of choice for individuals of all backgrounds and promote an inclusive workplace culture that encourages diversity and allows employees to excel.”

stalking. This policy applies to every aspect of our employment practices, including recruitment, hiring, retention, promotion, and training. The Oregon Employment Department strives to be an employer of choice for individuals of all backgrounds and promote an inclusive workplace culture that encourages diversity and allows employees to excel.

Sponsored by the Director, the Equity and Inclusion Council is an internal employee group that provides a wide range of policy recommendations to the Executive Team and learning opportunities to the entire Employment Department. In 2017, the Equity and Inclusion Council hosted a training on the tribes of Oregon and contributed several articles about Native Americans to our agency newsletter that goes to all employees, over 1,200 across the state. By promoting awareness of diversity and a positive work and learning environment for all employees, the Equity and Inclusion Council works to enhance job satisfaction and the provision of effective, culturally competent services to the diverse populations the Employment Department serves.

Equity and Inclusion Officer

In late 2017, the Employment Department added a fulltime Equity and Inclusion Officer to assist in carrying out the Equity and Inclusion Council’s recommendations and provide vision, direction, counsel, and leadership to all employees in areas of equity, diversity, and inclusion. Responsibilities for this position also include developing and evaluating the agency’s long-range affirmative action plan, increasing the diversity of the Employment Department’s workforce, reducing barriers to employment faced by protected classes and those under-represented, and engaging the organization in dialogue that promotes understanding, respect, and inclusion in the work environment. In 2017, the Equity and Inclusion Officer actively reached out to consult and partner with the tribes in carrying out these responsibilities and attended the 2017 Legislative Commission on Indian Services Fall Gathering.

Workforce Operations

Overview

Workforce Operations programs primarily serve businesses and job seekers to help grow a robust Oregon economy by supporting innovative local workforce delivery systems focused on serving communities. Through customizable services that solve challenges such as recruitment and training, the Employment Department identifies, screens, and refers job applicants to employers. We also assist businesses in securing federal tax credits and offsets training costs for hiring specific populations such as persons receiving public assistance, people with disabilities, veterans, and those who have been unemployed longer than six months. Between December 1, 2016, and November 30, 2017, our workforce system served over 10,000 employers and more than 171,364 job seekers.

Through a collaborative, customer-centric service delivery model, our agency works with partner agencies and organizations to assess and improve the job-readiness of candidates, assist job seekers in obtaining employment, teach them job search skills, and coach them on job search strategies, options, and expectations. Primary partners include: regional and local training providers (Workforce Innovation and Opportunity Act Title I); Oregon Workforce Investment Board; Local Workforce Development Boards; Office of Workforce Investments (an interagency partnership between the Higher Education Coordinating Commission and the Employment Department); Department of Human Services’ Self-Sufficiency and Vocational Rehabilitation programs; Commission for the Blind; Oregon’s 17 independent community colleges; and local economic development organizations.

“Partnerships between the Employment Department and Oregon’s federally-recognized tribes occur at WorkSource Oregon centers located across the state... recruiting employees for tribal businesses, regularly networking with tribal employers’ Human Resources Departments, and working with tribes on local workforce investment boards.”

2017 Activities and Initiatives

Partnerships between the Employment Department and Oregon’s federally-recognized tribes occur at WorkSource Oregon centers located across the state. These partnerships include business recruitment, exploratory services, job seeker workshops, and the provision of labor market information regarding wages and unemployment. They also include recruiting employees for tribal businesses, regularly networking with tribal employers’ Human Resources Departments, and working with tribes on local workforce investment boards. Below are examples from individual WorkSource Oregon centers:

The **WorkSource Klamath Falls** center is a recruiting source for the Klamath Tribes, and Employment Department staff include tribal representatives in their partner meetings. The Klamath Tribes also lease space in the WorkSource building one day a week to work with members of the Klamath Tribes. Additionally, the Klamath Tribes frequently use WorkSource conference rooms for Temporary Assistance for Needy Families (TANF) benefit distribution and to conduct Direct Employment Assistance Training. Employment Department staff provide job seeker workshops, customized business services for tribal members, and job listings in iMatchSkills® exploratory services. iMatchSkills® is WorkSource Oregon’s web-based job-matching system designed to connect job seekers and employers. It is also used by Employment Department staff for tracking labor exchange services provided to various customer groups including claimants, veterans, migrant and seasonal farmworkers, and those receiving benefits through the federal Supplemental Nutrition and Assistance Program (SNAP).

Employment Department staff at the **WorkSource Bend** center collaborated with a number of partner tribal entities to support serving dislocated workers affected by the Warm Springs Forest Products Industries mill closure, primarily through our Trade Act program. Trade Act programs help workers negatively impacted by competition from outside the United States to become reemployed through a variety of services and benefits, including reemployment services, case management services, retraining benefits, job search and relocation allowances, a wage subsidy for workers 50 and older, additional unemployment insurance in the form of Trade Readjustment Allowances, and a tax credit for health insurance. Outreach as part of the agency’s collaboration in Bend included a five-part podcast with Warm Springs radio station KWSO and a public service announcement in the Spilyay Tymoo newspaper. The Trade Act Navigator and Trade Adjustment Assistance Program Manager also organized a community resource planning meeting in Warm Springs, which involved partners from the East Cascades Workforce Investment Board, Department of Human Services’ Vocational Rehabilitation and Self Sufficiency programs, and the Tribal Employment Rights Office. The Warm Springs Library in Deschutes County provided space for the Trade Act Navigator to meet one-on-one with affected workers, and the Warm Springs Housing Authority hosted two Trade Act information sessions. WorkSource staff also worked with the Confederated Tribes of the Warm Springs Reservation of Oregon to post Trade Adjustment Assistance information on the tribe’s Facebook page and attended their Compensation and Benefits Fair. Lastly, WorkSource staff worked with the timber company to develop on-the-job training for affected workers.

Agency staff at the **WorkSource McMinnville** center provide services primarily to the Confederated Tribes of Grand Ronde, including posting the tribe’s job listings directly into iMatchSkills® (WorkSource Oregon’s web-based job-matching system designed to connect job seekers and employers) and, for Spirit Mountain Casino, into the national labor exchange system. Employment Department staff also attend the tribe’s events and invite the tribe to participate in local recruiting events and job fairs. Tribal members receive job seeker services such as resume building, screening, and job referrals. Agency staff at the WorkSource McMinnville center attended the 2017 Native American Veterans Summit to connect with any Native American

“The Employment Department collects, estimates, analyzes, publishes, and distributes employment-related economic information to a variety of customers to aid in their decision making. Oregon’s tribal governments are among our list of primary customers...”

veterans in need of job seeker services. Agency staff also invited the Confederated Tribes of Grand Ronde to join its local Operations Team, which brings together WorkSource Oregon partners to foster collaborative working relationships and provide more integrated services.

Agency staff at the **WorkSource Lane** centers in Eugene, Springfield, and Florence work diligently with the Confederated Tribes of Siletz Indians and Confederated Tribes of Coos, Lower Umpqua and Siuslaw to build and maintain relationships. Representatives from both tribes have been given tours of the WorkSource Lane center and receive regular emails and calls from agency staff to share information and updates. Employment Department staff at the WorkSource Florence center assist the Confederated Tribes of Coos, Lower Umpqua and Siuslaw with recruitment and job postings for the Three Rivers Casino Resort, and casino representatives attended the 2017 fall job fair at Lane Community College. Participants from the Confederated Tribes of Siletz Indians also attended the job fair, and one participant has joined Employment Department’s WorkSource Lane staff as a paid intern with their Business Team.

Employment Department staff at the **WorkSource Roseburg** center work with the Cow Creek Band of Umpqua Indians and their Umpqua Indian Development Corporation, which co-sponsored and hosted the first annual Career Trade Expo in 2017. Representatives from the tribe and WorkSource Roseburg center attend the Oregon Employer Council Douglas County monthly meetings, where volunteer members work across sectors to identify and address local employment and economic barriers.

Agency staff at the **WorkSource Coos Bay** center and representatives of the Coquille Indian Tribe maintained an active working relationship in 2017 as a result of meeting in late 2016 to plan collaborative services and training for the coming year. Agency staff at the WorkSource Coos Bay center have regular interactions with the tribe’s Human Resources Director and Employee Relations Director, which were especially beneficial when the tribe opened Three Rivers Casino and requested assistance with recruiting. Agency staff also participate in the tribe’s community job fairs and regularly exchange information with the tribe on other job fairs, economic forums, and tribal events.

Employment Department staff at the **WorkSource centers in Burns and Canyon City** provide ongoing services to the Burns Paiute Tribe, including listing the tribe’s job positions, providing local labor market information, and providing recruitment suggestions. Agency staff also assist tribal members with filing for unemployment benefits, registering for work, applying for jobs, and being matched to appropriate job openings.

Agency staff at the **WorkSource centers in Pendleton and Hermiston** assisted the Confederated Tribes of the Umatilla Indian Reservation with posting more than 45 job listings in 2017 and provide regular assistance with local labor market information and recruitment suggestions. Agency staff also assist tribal members with filing for unemployment benefits, registering for work, applying for jobs, and being matched to appropriate job openings.

Workforce and Economic Research

Overview

The Employment Department collects, estimates, analyzes, publishes, and distributes employment-related economic information to a variety of customers to aid in their decision making. Oregon’s tribal governments are among our list of primary customers, as well as private businesses, people who are unemployed or otherwise seeking jobs, state and local workforce boards, elected officials and other policymakers, education and training entities, students,

"The Employment Department collects, estimates, analyzes, publishes, and distributes employment-related economic information to a variety of customers to aid in their decision making. Oregon's tribal governments are among our list of primary customers."

government agencies, and news media. Information from our agency helps customers understand current and future workforce trends and economic conditions.

Data for the previous year is collected in the first quarter of each year, so the most up-to-date information on outreach is for 2016. In 2016, the Employment Department responded to 5,300 customer information requests; gave approximately 263 presentations with a total audience of more than 11,543; distributed over 425,000 reports and publications; and welcomed nearly 500,000 visits to our QualityInfo.org website, and 12,200 visits to our Workforce and Economic Research blog (OregonEmployment.Blogspot.com).

2017 Activities and Initiatives

The agency's Workforce and Economic Research staff work with tribal governments and businesses in a variety of ways as tribal governments and businesses across Oregon request information about employment trends by industries and occupations. Research staff typically provide workforce and economic information to help with grants, assist decision makers in prioritizing training resources, and inform demographic, commuting pattern, and labor shed studies.

The Employment Department collects, estimates, analyzes, publishes, and distributes employment-related economic information to a variety of customers to aid in their decision making. Oregon's tribal governments are among our list of primary customers, (Appendix A). The Bureau of Labor Statistics provides 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 Oregon's American Indian Areas. Appendix B also provides an example of graphs the division can create to show total employment levels and unemployment rates for Oregon's American Indian Areas from 2007 – 2016.

An economist from our agency attended the *2017 Trading at the River Conference* at the University of Oregon School of Law, which was hosted by Our Native American Business Network (ONABEN) to promote private sector business development on reservations. ONABEN also has board membership from the Confederated Tribes of Grand Ronde, Coquille Indian Tribe, and Confederated Tribes of the Warm Springs Reservation of Oregon. A wide range of entrepreneurs were at the conference with different needs; some had established businesses, some were working to turn a hobby into a business, and others spoke about the need for data and support in broader economic issues such as growing employment opportunities in tribal lands. Our economist met with several tribal business owners from the Warm Springs Reservation, in addition to meeting with Native American entrepreneurs from the state of Arizona and Eugene, Oregon. In these conversations, our economist described the tools available through QualityInfo.org and referred the business owners to researchers who could further assist them. In 2018, our economist plans to take proactive steps to support entrepreneurs in advance of the next conference.

Our staff have established a relationship with the Confederated Tribes of the Umatilla Indian Reservation in which the tribe knows what information a Workforce Analyst or Regional Economist can provide, and who to contact within the department with general or specific questions about the economy or labor markets. In particular, one of our out-stationed economists works with the tribe's Economic Planner on economic development activities. The agency provides occupational employment data, occupational wage data, and iMatchSkills® (WorkSource Oregon's web-based job-matching system designed to connect job seekers and employers) job applicant data related to different economic development projects that the tribe is pursuing.

“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 provides a valuable safety net to provide economic stability for unemployed workers until they can become reemployed.”

Our staff have a similar relationship with the Confederated Tribes of Coos, Lower Umpqua and Siuslaw and the Cow Creek Band of Umpqua Tribe of Indians. For example, in 2017 agency staff presented on the current conditions of the Douglas County economy, provided occupational profiles for a career expo the tribes sponsored, and shared a “top 10 employers” list (obtained from the Roseburg Chamber of Commerce) with the tribes. The agency also sends monthly updates of the Coos, Curry, and Douglas County Economic Indicators to the tribes. Our staff also respond to requests from the Confederated Tribes of the Warm Springs Reservation of Oregon for data on payroll employment, labor force statistics, and wages.

At times, some Oregon-based tribes are randomly selected to be included in the Employment Department’s wage and employment surveys. Although this may be viewed as more of a survey for the agency, it is also used to share information back to employers, planners, and others. Workforce and Economic Research staff look forward to building more working relationships with tribes and providing them with local labor force and employment data as needed.

Unemployment Insurance

Overview

The Employment Department administers unemployment insurance programs that provide temporary, partial wage replacement for workers who are unemployed through no fault of their own. The income provided to unemployed workers partially stabilizes the economy in local communities experiencing high unemployment during economic downturns. We also promote reemployment and the preservation of a trained, local workforce for businesses during economic downturns. The agency administers unemployment insurance benefits, such as federal extensions when they are available, and other specialized programs with partners that include other state agencies and the United States Department of Labor.

Based on quarterly data, between January 1 and September 30, 2017, approximately 101,256 workers claimed unemployment insurance benefits through the Employment Department and received approximately \$389.9 million in benefits. Workers file claims via the internet or over the telephone through an integrated call center, which handled approximately 276,769 calls during this time period. The agency also collects unemployment insurance payroll withholding taxes and deposits the funds in the Unemployment Insurance Trust Fund. Between January 1 and September 30, 2017, we served approximately 127,178 employers, processed more than 6.5 million individual wage records, collected approximately \$44.9 million in payroll taxes, and conducted 955 payroll audits. Through a combined payroll reporting system, we process employer quarterly payroll reports for the Department of Revenue, the Department of Consumer and Business Services, and the Employment Department.

2017 Activities and Initiatives

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 provides a valuable safety net to provide economic stability for unemployed workers until they can become reemployed. We provide similar services to the tribes as for other employers: we receive their payroll reports and unemployment insurance contributions (tribes generally pay the actual costs for unemployment insurance benefits for their employees and former employees, rather than paying quarterly taxes); contact them for information about people who have filed for unemployment insurance benefits; and provide assistance when businesses lay off employees.

In 2017, Employment Department staff consulted with the Cow Creek Band of the Umpqua Tribe of Indians in order to create a sworn affidavit that was legally sufficient for both the tribal court

“In 2018, we will continue to cultivate our existing relationships and seek new partnership opportunities so that as we conduct the business of our agency, we honor our responsibility to consult with Oregon’s tribes as sovereign nations.”

and the Employment Department’s presiding judge, as we work closely with the tribes to pursue benefit overpayments. When we issue garnishments to tribal governments, the tribes generally honor the garnishments even though they are not required to do so. Our agency communicates with tribes in these situations by participating in hearings or submitting documentation to tribal courts to support garnishments, and tribes generally provide the requested payments as a result. As we sometimes encounter difficulties in reaching the appropriate contacts within every tribal court to discuss garnishments and related aspects of the division’s work, in 2018 the Employment Department’s Recovery Manager will visit the tribes to build relationships and increase efficiency.

Conclusion

In 2017, the Employment Department was honored to partner and consult with all nine of Oregon’s tribal governments. In 2018, we will continue to cultivate our existing relationships and seek new partnership opportunities so that as we conduct the business of our agency, we honor our responsibility to consult with Oregon’s tribes as sovereign nations.

Appendix A

The Employment Landscape of Rural Oregon May 2017

For questions regarding the content of this publication, contact
Jessica Nelson, Jessica.R.Nelson@oregon.gov, (503) 947-1276

To download this report, visit the Publications page at
QualityInfo.org

Special thanks to those whose work contributed to this report:

Nick Beleiciks	Gail Krumenauer	Mark Miller	Barbara Peniston	Damon Runberg
Erik Knoder	Paul Marche	Jessica Nelson	Kathi Riddell	Graham Slater

This workforce product was funded by a grant awarded by the U.S. Department of Labor's Employment and Training Administration. The product was created by the recipient and does not necessarily reflect the official position of the U.S. Department of Labor. The Department of Labor makes no guarantees, warranties, or assurances of any kind, express or implied, with respect to such information, including any information on linked sites and including, but not limited to, accuracy of the information or its completeness, timeliness, usefulness, adequacy, continued availability, or ownership. This product is copyrighted by the institution that created it. Internal use by an organization and/or personal use by an individual for non-commercial purposes is permissible. All other uses require the prior authorization of the copyright owner.

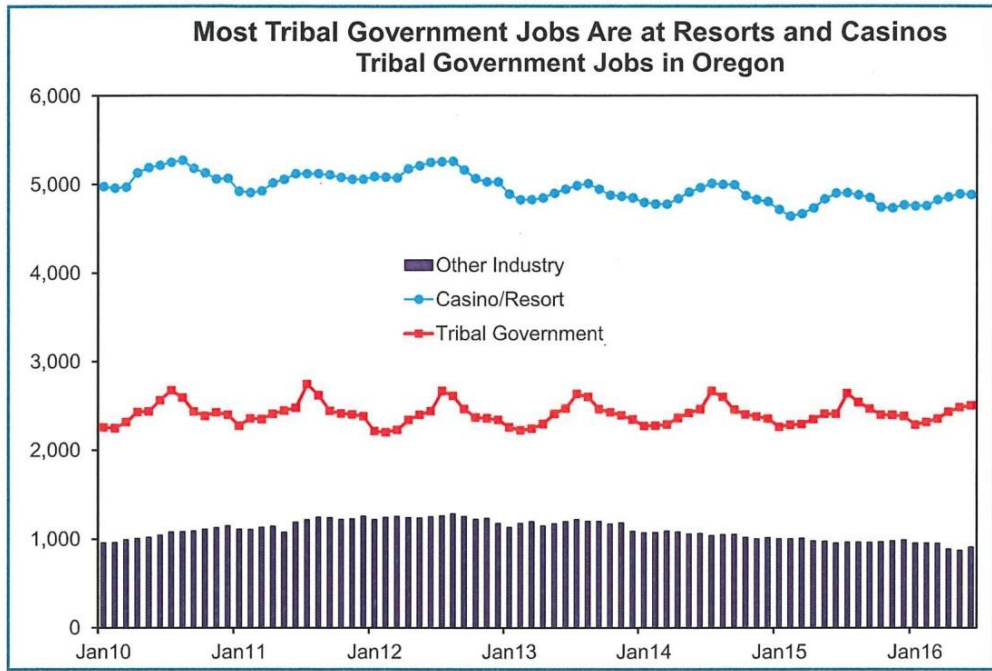
Tribal Government Jobs Are a Large Part of Some Rural Economies

Tribal governments within Oregon provided about 8,100 jobs on average over the last year. Three out of four tribal government jobs are in rural Oregon counties. Of the other one-quarter located within metro counties, many jobs are located in rural areas within the metro county. All tribal employment is counted as part of local government employment.

Tribal government jobs account for less than 1 percent of total employment statewide. However, in some counties their presence makes up a sizeable share of local economic activity. The greatest concentration was in rural Jefferson County, where tribal government employment represented 16 percent of the nonfarm jobs in the county. In metro Polk County, 8 percent of jobs were in tribal government establishments; in rural Lincoln County, they accounted for 6 percent of employment; and in rural Umatilla County, they made up 5 percent of jobs.

Government Land Ownership Across Oregon			
Nonmetropolitan Counties			
County	Federal	State	Tribal
Total - Non-MSA Counties	54%	3%	2%
Baker	51%	0%	0%
Clatsop	2%	30%	0%
Coos	24%	7%	1%
Crook	50%	1%	0%
Curry	66%	1%	less than 1%
Douglas	52%	2%	less than 1%
Gilliam	9%	0%	1%
Grant	62%	1%	0%
Harney	72%	3%	less than 1%
Hood River	65%	1%	less than 1%
Jefferson	29%	0%	22%
Klamath	58%	2%	less than 1%
Lake	73%	2%	0%
Lincoln	31%	4%	1%
Malheur	73%	5%	less than 1%
Morrow	18%	0%	0%
Sherman	14%	1%	1%
Tillamook	21%	42%	0%
Umatilla	24%	1%	8%
Union	50%	1%	less than 1%
Wallowa	59%	1%	1%
Wasco	18%	2%	25%
Wheeler	30%	0%	3%
Metropolitan Counties			
County	Federal	State	Tribal
Total - MSA Counties	47%	2%	less than 1%
Benton	19%	6%	0%
Clackamas	51%	1%	1%
Columbia	3%	4%	0%
Deschutes	75%	3%	0%
Jackson	51%	0%	0%
Josephine	67%	1%	0%
Lane	59%	1%	less than 1%
Linn	38%	2%	0%
Marion	30%	4%	less than 1%
Multnomah	29%	3%	0%
Polk	9%	2%	less than 1%
Washington	3%	11%	0%
Yamhill	13%	0%	2%

Tribal jobs pay less than the average for all jobs in Oregon, but are closer to the average in the rural Oregon counties where they're located. Tribal jobs paid an average of \$36,536 across the 10 rural counties with tribal jobs, while the overall average paid in those counties was \$37,756.



Much of tribal employment is concentrated in casinos and resorts, with relatively low-paid jobs. But tribal governments provide jobs in many industries. About 4,800 jobs were in casinos and resorts, while another 2,400 jobs were in public administration. Other industries accounted for 12 percent of tribal government jobs, including employment in agriculture, utilities, construction, manufacturing, retail trade, information, financial activities, professional and business services, and educational and health services.

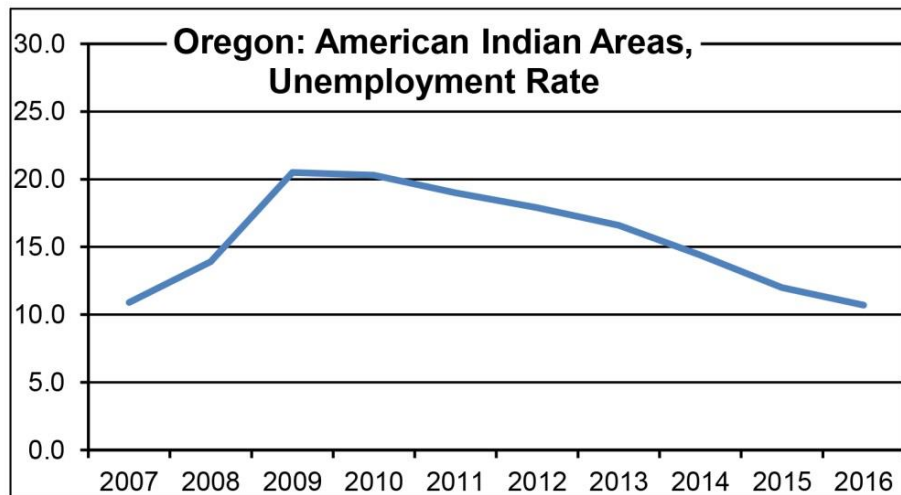
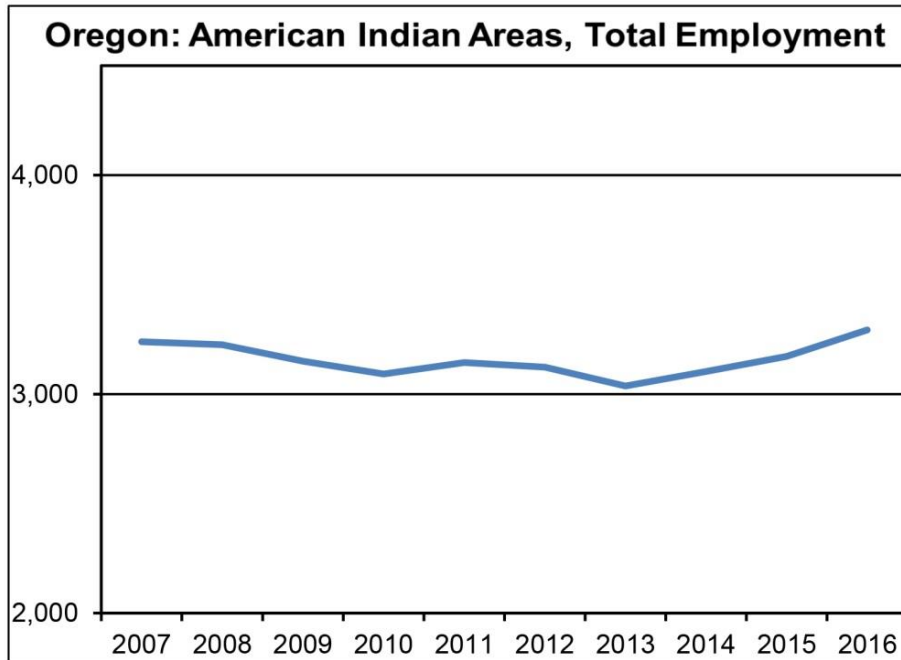
Appendix B

Prepared for: Employment Department annual Tribal Service Summary

From: Dave Nelson, Regional Analysis Manager, (503) 947-1208;
David.A.Nelson@oregon.gov

Date: November 22, 2017

Question: What are the employment levels and unemployment rates in Oregon's American Indian Areas?



OR American Indian Areas Labor Force 2007-2016

The Oregon Employment Department is an equal opportunity employer/program. Auxiliary aids and services are available upon request to individuals with disabilities. Language assistance is available to persons with limited English proficiency at no cost.

El Departamento de Empleo de Oregon es un programa que respeta la igualdad de oportunidades. Disponemos de servicios o ayudas auxiliares, formatos alternos y asistencia de idiomas para personas con discapacidades o conocimiento limitado del inglés, a pedido y sin costo.



EDPUB163 (1217)
www.Employment.Oregon.gov