

Government to Government 2019 Annual Report



Opening Ceremony (Processional, Flag Ceremony, and Honor Guard) at the 2018 Government to Government Tribal Summit



Introduction

The Oregon Employment Department is honored to share our 2019 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. This report covers October 1, 2018, through September 30, 2019.

Vision, Mission, and Programs

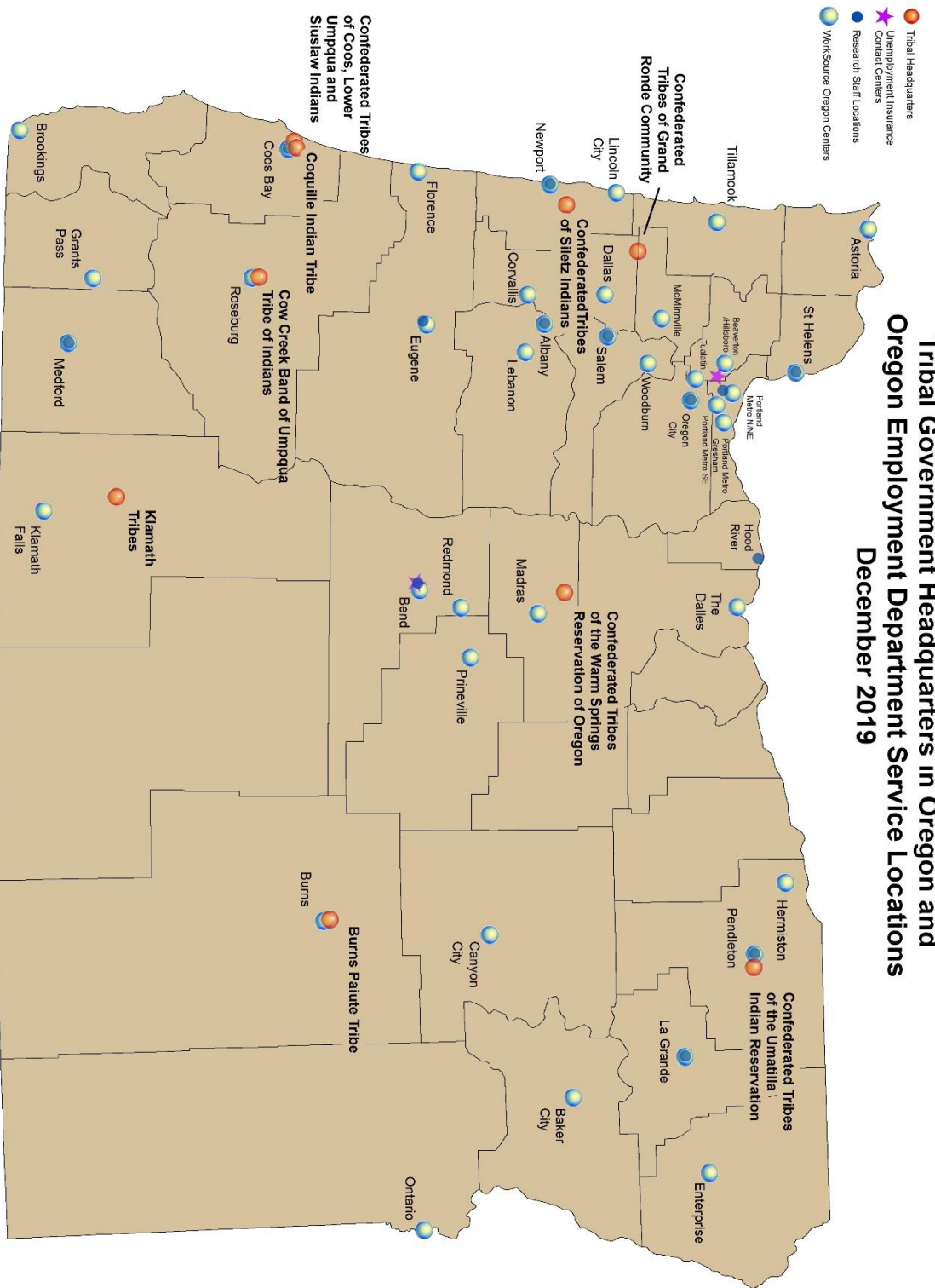
The Oregon Employment Department envisions an Oregon where meaningful work enables the state's diverse people and businesses to realize their full potential, creating prosperity in every community.

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.

The agency carries out its mission through the work of its Unemployment Insurance, Workforce Operations, and Communications and Research programs. In addition, the agency is in the beginning stages of establishing a Paid Family and Medical Leave Insurance program. Agency programs are guided and supported by the Director's Office, Administrative Business Services, Human Resources, Information Technology Services, and Modernization Program.

Tribal Government Headquarters in Oregon and Oregon Employment Department Service Locations December 2019



Values, Operating Principles, and Strategic Goals

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 values:

Integrity

We are trusted to keep our word, always acting with honesty and courage.

Respect

We value diverse perspectives, assume good intent, and act with compassion.

Community

We foster a sense of belonging for our employees, partners, and customers, creating positive impacts where we live and work.

Our work is guided by the following operating principles:

- We are conscientious stewards of public resources.
- We are accountable for our actions and we admit when we are wrong.
- We are inclusive and transparent in our decision-making.
- We seek out and form effective alliances to address community needs.
- We promote a positive, safe, and learning environment.
- We work hard, and we're not afraid to laugh.

The Oregon Employment Department's strategic goals are to:

- Continually advance our partnerships and systems to provide innovative services to Oregon's diverse people and businesses.
- Engage with communities across the state to maximize awareness and use of public workforce resources.
- Foster an inclusive and fair work environment where employees feel valued and supported in reaching their full potential.
- Invite and retain talented, diverse people to help us exceed our customers' expectations.

Tribal Government to Government Relations Policy Statement

The agency has an established policy regarding *Tribal Government to Government Relations* (see Appendix A), 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

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

The Director

The Employment Department's Director is the primary liaison to the tribes and 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, the administration of unemployment insurance programs, and 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 Director also attends the annual Tribal Summit every year and invites other Employment Department leaders to attend with her.

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 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 (see Appendix B).

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 the agency and tribes.

Commitment to Cultivating Tribal Relations

Over the past year, the Employment Department has continued to partner with tribes to achieve our mission in a way that honors our commitment to foster mutual respect and collaboration.

Advisory Council

Overview

The Employment Department Advisory Council was established by statute to advise the Director of the Employment Department. The council has a particular focus on the agency's unemployment insurance program, including policy, administrative rules, legislation, program performance, business systems, and funding. It complements the role of the Workforce and Talent Development Board, which acts as the primary advisory body for Oregon's workforce system, including the Employment Department's workforce programs.

2019 Activities and Initiatives

Over the past year, Kurtis Barker, Self-Sufficiency Program Director for the Confederated Tribes of Siletz Indians, has served on the advisory council, is currently the Vice-Chair of the Council, and will assume the role of Council Chair in 2020. As a member of the advisory council, he provides both a tribal and rural perspective and a commitment to advancing equity within government systems. In October of 2018, the Confederated Tribes of Siletz Indians hosted an Employment Department Advisory Council meeting. Kurtis provided both a tour of the Cultural Center and community of Siletz and a presentation on the history and culture of the tribe to the Advisory Council.



The Advisory Council visits the Confederated Tribes of Siletz Indians

Equity and Inclusion Council

Overview

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 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. 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 intelligent services to the diverse populations the Employment Department serves.

2019 Activities and Initiatives

In honor of American Indian Heritage Month in November 2018, the Equity and Inclusion Council hosted an agency-wide training on the tribes of Oregon and cultural awareness when working with tribal members as customers, employees, and applicants. The training was open to all state employees and was provided by two employees of the Office of Indian Education Services at the Oregon Department of Education. Over 60 employees attended the event, which was also recorded and made available for any employee to view as part of their learning and development plan.

Equity and Inclusion Officer

Overview

The Equity and Inclusion Officer chairs the Equity and Inclusion Council and develops and implements programs designed to meet the agency's goal of a diverse and inclusive workforce. This position provides vision, direction, counsel, and leadership to all employees in the areas of

equity, diversity, and inclusion in their daily work and in the programs and activities of the agency.

2019 Activities and Initiatives

The Equity and Inclusion Officer assisted the director in her role as primary liaison to the tribes, including attending the quarterly Economic Development Cluster meetings with tribal government representatives (hosted in October 2018 by the Confederated Tribes of Grand Ronde and July 2019 by the Confederated Tribes of Siletz Indians), Legislative Commission on Indian Services public meetings and events, and the annual Tribal Summit (hosted in November 2018 by the Confederated Tribes of Grand Ronde).

Programs

Workforce Operations

Overview

The Employment Department's Workforce Operations division employees 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. The agency also assists 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.

Through a collaborative, customer-centric service delivery model, the agency works with partner agencies and organizations to assess and improve the job-readiness of candidates, including teaching them job search skills and coaching them on job search strategies, options, and expectations. Primary partners include: regional and local training providers (Workforce Innovation and Opportunity Act Title I); Workforce and Talent Development 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.

2019 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 additional partnership examples from individual WorkSource Oregon centers:

Employees from **WorkSource Lane** and **Florence** have kept in constant communication with the Confederated Tribes of Siletz Indians and the Confederated Tribes of Coos, Lower Umpqua, and Siuslaw Indians. For example, in October 2018, three new tribal case managers visited the centers for an introduction to the Employment Department and partner services. In December 2018, an agency Business and Employment Specialist attended the relief Nursery Native American Advisory Board as a member. This is an initiative to engage with the Native American community through

pamphlet creation and outreach, in addition to finding service gaps through other community support services in line with Workforce Operations.

Three Rivers Casino is also notified of all WorkSource job fairs and invited to participate. For example, they attended the Spring Job Fair at Lane Community College. Job seekers from the Confederated Tribes of Siletz Indians also attended the job fair and were provided SNAP Training and Employment Program (STEP) support services through the Work Experience (WEX) program. In addition, two employees from **WorkSource Lane** participated as service providers at the Three Rivers Job Fair and partnered with the tribe to bring in employers to the job fair. Agency employees will continue meeting with tribal representatives, offering to train new WEX participants to increase their customer service skills, and posting the tribes' job listings. Two WEX participants have also been hired by the centers and provided career development plans to assist with future opportunities.

Employees from the **WorkSource Lincoln** and **Newport** centers have met with representatives from the Confederated Tribes of Siletz Indians to help with recruitments for within the tribe and offer tools and classes for their TANF clients. Quarterly visits to the tribe to provide these classes will restart in January 2020.

During 2019, the Confederated Tribes of Siletz Indians also worked with the Willamette Workforce Board, and with Employment Department management, to establish a part time presence in two offices: **WorkSource Albany** and **WorkSource Salem**. By February, four outreach employees from the tribe had completed all necessary training to be granted WorkSource Partner access to the WorkSource databases WOMIS and iMatchSkills. Shortly after completing training, the tribal employees began working at both offices a few hours each week.

Within a few months, two of the four tribal employees had transitioned to new jobs and were not replaced by the tribe. Tribal management opted to handle their Salem outreach through their own Salem office rather than at **WorkSource Salem**. Because the tribe has no Albany office, they decided to maintain their part time presence at **WorkSource Albany** through their two remaining employees. While very few tribal members have been assisted by tribal employees at the WorkSource offices, tribal management is hopeful that more of its members will take advantage of the opportunity to receive services at **WorkSource Albany** over the coming year.

During 2018, the **WorkSource Yamhill** (McMinnville) manager and the agency's Mid-Valley area manager had developed a foundation for collaboration with the Confederated Tribes of Grand Ronde. In late 2018, employees from the tribe's Employment & Training Center audited several job seeker workshops at WorkSource Yamhill, and the WorkSource Yamhill manager attended the annual Tribal Summit to learn more about government to government work. Plans were in motion for WorkSource employees to present a handful of job search workshops at the Tribal Employment & Training Center and assist tribal employees in implementing similar workshops there. There was also discussion around providing an internship for a tribal member to work for six months at WorkSource Yamhill. In support of this, the WorkSource team created a new cubicle at the center intended for the intern. Due to circumstances at both the agency and the tribe (including the WorkSource Yamhill manager's retirement), progress on plan implementation came to a standstill in early 2019.

WorkSource Yamhill's Disabled Veterans Outreach Program specialist continued to strengthen his collaboration with the tribe's Employment & Training team. He is a member of the steering committee for their annual Veterans Summit and participates in the Annual Powwow in addition to occasional meetings he is invited to throughout the year, as the tribe welcomes local non-Native American veterans to participate in the Summit.

Regarding the three smaller offices in the Mid-Valley, **WorkSource Polk** in Dallas is the only one that has connected with a tribal government. A representative from the Confederated Tribes of Grande Ronde has attended some of the bi-monthly meetings of the Polk Operations Team (a local team of managers from organizations that have a stake in WorkSource Polk) and expressed interest in implementing a part time presence at the center.

Communications and 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 the agency's 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, government agencies, and news media. Information from the agency helps customers understand current and future workforce trends and economic conditions. The agency regularly posts economic and workforce information on www.QualityInfo.org and www.OregonEmployment.blogspot.com.

2019 Activities and Initiatives

Agency employees in the Communications and Research division worked with tribal governments and businesses in a variety of ways during the past year. Tribal governments and businesses across Oregon requested information about employment trends by industries and occupations, and agency employees typically provided 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 U.S. Department of Labor 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 by the Employment Department for Oregon's American Indian Areas upon request. Several tribes have ongoing relationships with the agency, including knowing what information a Workforce Analyst or Regional Economist can provide and who to contact when they have general questions about the economy or labor markets or specific requests for information.

The agency annually updates a document that records the total annual labor force, employment and unemployment levels, and the unemployment rate for Oregon's American Indian Areas. That document, with data for the years 2007-2018, is attached as Appendix C.

In both March and October of 2019, one of the agency's Workforce Analysts provided the Economic Planner of the Confederated Tribes of the Umatilla Indian Reservation with

occupational employment data, iMatchSkills™ job applicant data, occupational wage data, and OnTheMap commute data for two economic development projects the tribe was pursuing.

The agency has several online publications that may be of interest to tribes. For example, members of the Confederated Tribes of Grand Ronde subscribe to the regular Economic Indicators for the [Mid-Willamette Valley](#) (Appendix D).

At times, some Oregon tribes have been randomly selected to be in the Employment Department's wage and employment surveys. Although this may be viewed as more of a survey for the agency, it is a method used to share information back to employers, planners, and others.

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. The agency also promotes 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.

2019 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. In 2019, the agency provided similar services to the tribes as for other employers. Those services include receiving 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 regarding information about people who have filed for unemployment insurance benefits, and providing assistance when businesses need to lay off employees.

Between October 1, 2018, and September 30, 2019, approximately 110,800 workers claimed unemployment insurance benefits through the Employment Department and received approximately \$517 million in benefits. Workers could either file claims online or over the phone through an integrated contact center, which responded to approximately 429,679 calls during this time period. Of those workers who filed claims, 977 filed based on work with tribal governments or entities. Of those, 103 were separated from work with either a discharge or voluntary quit, which required the agency to make an eligibility determination. Of the 103 decisions issued, 66 allowed benefits and 37 denied benefits.

Over the past year, agency employees continue to work closely with the tribes to pursue benefit overpayments. When the agency issues garnishments to tribal governments, the agency communicates with the tribal entities and, when applicable, participates in hearings and/or submits documentation to tribal courts to support the garnishments. Even though they are not required to honor these garnishments, four of the nine tribes work with the agency and generally provide the requested payments.

Members of the Unemployment Insurance management team attended tribal events to learn more about each tribe's history and communities, to interact with tribal members, and to

continue building partnerships with Oregon’s tribal nations. Having at least one representative in attendance from Benefit Payment Control, Unemployment Insurance Benefits, or Unemployment Insurance Operations and Program Support, the agency participated in the annual Tribal Summit in Grand Ronde on November 27, 2018, the Tribal Governments Legislative Information Day at the Capitol in Salem on February 21, 2019, and the Oregon Native American Chamber’s 12th Annual Spring Mixer in Portland on May 3, 2019. To continue fostering partnerships with tribal communities, this division plans to have employees attend similar events in 2020.



Agency employees attend the Legislative Information Day at the State Capitol

Paid Family and Medical Leave Insurance

Overview

Oregon House Bill 2005 passed in the 2019 Legislative session, creating a Paid Family and Medical Leave Insurance program within the Employment Department. The legislation authorizes the establishment of a statewide program to provide full or partial wage replacement to people who are on leave from their jobs for reasons such as caring for and bonding with a child during the first year after the child’s birth, caring for a family member who has a serious health condition, dealing with their own serious health condition, or being absent due to the need for “safe leave” (e.g. in situations of domestic violence).

2019 Activities and Initiatives

Currently, the program is comprised of a small core team that is conducting initial analyses and information gathering, as benefits are anticipated to be payable January 1, 2023. In July 2019, the Equity and Inclusion Officer and Legislative Coordinator provided an overview of the bill, including that tribes have the option to participate in the program, at the quarterly Economic Development Cluster meeting. Consultation with tribes regarding opting in, rules, processes for collecting tax and overpayments, etc. will begin once additional program staffing needs have been met.

Modernization

Overview

The Modernization Program is an agency-wide initiative to transform agency business processes and core technology systems. This effort is expected to take several years to complete.

The program's focus includes the agency's business processes, infrastructure, and applications. This will include service delivery updates, business process re-engineering, and technical infrastructure solutions.

2019 Activities and Initiatives

The Modernization Program has recently assembled a Modernization Stakeholder Board that includes tribal representation.

Conclusion

The Employment Department is proud to partner and collaborate with Oregon's federally-recognized tribes and will continue building and growing relationships with these sovereign nations.

Appendix A



ADMINISTRATIVE POLICIES & PROCEDURES

Subject: Tribal Government-to-Government Relations	Number: 2016-1
Approved: Kay Erickson Director	Issue Date: 12/1/16
Issued By: Director's Office	

Purpose

The purpose of this policy is to establish the framework and guiding principles for the Oregon Employment Department's cooperation and relationship with Oregon's Indian tribes.

Definition

"Tribe" means a federally recognized Indian tribe in Oregon.

Application

This policy applies to all Oregon Employment Department employees.

Mission

The mission of the Oregon Employment Department is to Support Business and Promote Employment. 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.

The Oregon Employment Department values its relationship with Oregon's tribes. The Department administers three employment-related programs – Unemployment Insurance,

Workforce Operations, and Workforce and Economic Research – that positively impact tribal organizations and tribal members.

Policy

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.

Tribal governments are separate sovereign nations with powers to protect the health, safety and welfare of their members and to govern their lands. This tribal sovereignty predates the existence of the U.S. government and the State of Oregon.

Oregon federally recognized tribal governments include: Burns Paiute Tribe; Confederated Tribes of Coos, Lower Umpqua and Siuslaw Indians; Coquille Indian Tribe; Cow Creek Band of Umpqua Tribe of Indians; Confederated Tribes of Grand Ronde Community; Klamath Tribes; Confederated Tribes of Siletz Indians; Confederated Tribes of the Umatilla Indian Reservation; and Confederated Tribes of Warm Springs Reservation of Oregon.

Responsibility

The Employment Department’s 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 department also seeks opportunities to involve representatives of the tribes in advisory roles for the department and for Oregon’s workforce system.

All members of the Employment Department’s Executive Team are responsible for communicating and implementing this policy throughout their area of responsibility.

The Director:

- Notifies employees, by email or other means, of the provisions of Oregon Revised Statutes [\(ORS\) 182.162- 182.168](#) and this policy during December of each year.
- Seeks input from representatives of Oregon’s tribes as programs or policies that might impact the tribes are developed.

- Ensures that managers and employees who communicate or work with tribes receive training, annually, on the legal status of tribes, the legal rights of tribal members, and other issues of concern to tribes.
- Attends annual or more frequent meetings of state agency leaders and tribal leaders.
- Develops and submits an annual report on the activities of the Department relating to Indian tribes.
- Ensures compliance with relevant state and federal laws relating to relationships with Indian tribal entities.

The Executive Team:

- Communicates and partners with the tribes in a manner that fosters mutual respect and that seeks opportunities for collaboration.
- Promotes and improves government-to-government relations between the Employment Department and the tribes.

In the absence of the Director, or as delegated, these duties will be fulfilled by the Deputy Director or Legislative and Public Affairs Manager.

Agency Contacts

Kay Erickson, Director	503-947-1477
Graham Slater, Interim Chief Administrative Officer	503-947-1631
Andrea Fogue, Legislative and Public Affairs Manager	503-947-1301

Resources

[Map of Employment Department Services and Oregon Tribal Government Headquarters](#)
[Governor’s Native American Indian Heritage Month Proclamation](#)
[Executive Order 96-30: State/Tribal Government to Government Relations](#)

Appendix B

RAINEY Teresa L * OED

From: ERICKSON Kay * OED
Sent: Thursday, December 27, 2018 2:50 PM
Subject: Tribal Sovereignty and the Employment Department's 2018 Government to Government Report
Attachments: adm30(1).pdf; 2018 Government to Government Report_Employment Department.pdf

Dear Employment Department Employees,

Each year in December we produce a report for the Oregon Legislative Commission on Indian Services. The Commission is an advisory body of 13 tribal leaders and legislators created in 1975 to serve as a point of contact and forum for consideration of tribal-state issues. The report describes our programs and interactions with Oregon's nine federally-recognized tribes.

Tribal governments are separate sovereign nations with powers to protect the health, safety and welfare of their members and to govern their lands. The Oregon Employment Department honors both the sovereignty of Oregon's nine federally-recognized tribal governments and the right of every Native American in Oregon to receive services from our agency.

Attached is the *2018 Government to Government Report* we submitted to the Legislative Commission on Indian Services. Please take some time to read about our agency's accomplishments in 2018 and our plans to do even more in 2019. I'd like to publicly thank the many people within the agency who provided the services that make the report possible and those that prepared the final document – thank you!

I've also attached our *Tribal Government to Government Relations* policy that outlines our commitment to collaborating with Oregon's tribal governments as sovereign nations located within the state of Oregon. Please also review this policy.

Finally, as the Employment Department's primary liaison to the tribes, I would also like to share with all employees every state agency's responsibilities in working with tribes, as laid out in the [Oregon Revised Statutes \(ORS\) 182.162-182.168](#):

“State agencies to develop and implement policy on relationship with tribes; cooperation with tribes.

1. A state agency shall develop and implement a policy that:
 - a. Identifies individuals in the state agency who are responsible for developing and implementing programs of the state agency that affect tribes.
 - b. Establishes a process to identify the programs of the state agency that affect tribes.
 - c. Promotes communication between the state agency and tribes.
 - d. Promotes positive government-to-government relations between the state and tribes.
 - e. Establishes a method for notifying employees of the state agency of the provisions of ORS 182.162 to 182.168 and the policy the state agency adopts under this section.

2. In the process of identifying and developing the programs of the state agency that affect tribes, a state agency shall include representatives designated by the tribes.
3. A state agency shall make a reasonable effort to cooperate with tribes in the development and implementation of programs of the state agency that affect tribes, including the use of agreements authorized by ORS 190.110.”

Thank you for all you do in consultation with Oregon’s tribes and for all Oregonians and Oregon businesses. I look forward to what we will accomplish in 2019!

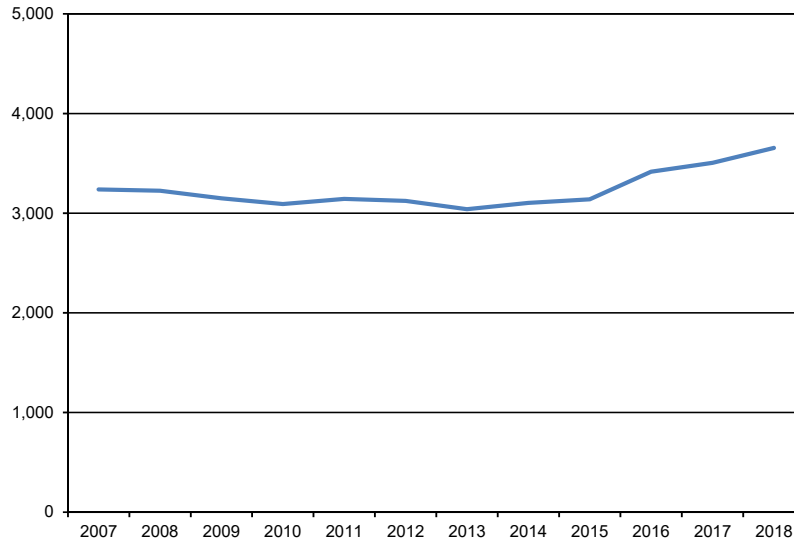
Kay

Kay Erickson | Director | **Oregon Employment Department**
503-947-1477 | kay.erickson@oregon.gov
Pronouns: she, her

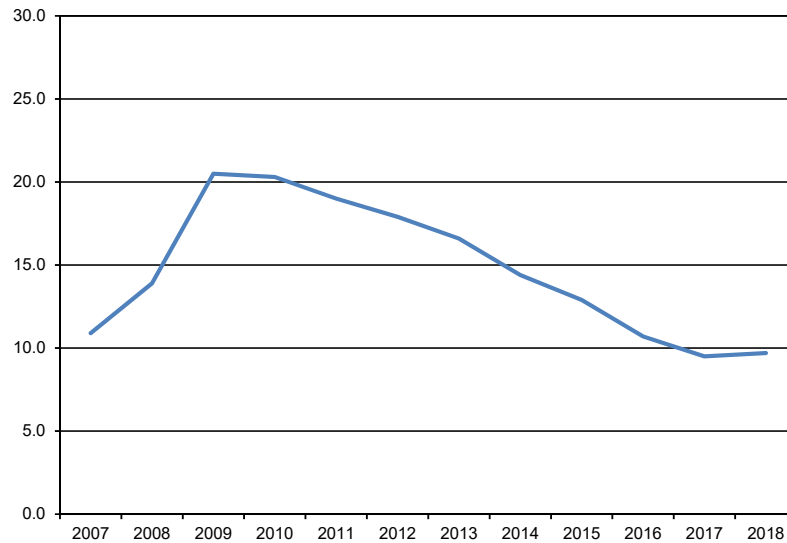
We envision an Oregon where meaningful work enables the state’s diverse people and businesses to realize their full potential, creating prosperity in every community

Appendix C

Oregon: American Indian Areas, Total Employment



Oregon: American Indian Areas, Unemployment Rate



Oregon - Labor Force, American Indian Areas, Total

Year	Labor Force	Employment	Unemployment	Unemployment Rate
2007	3,637	3,239	398	10.9
2008	3,747	3,226	521	13.9
2009	3,964	3,150	814	20.5
2010	3,880	3,092	788	20.3
2011	3,880	3,144	736	19.0
2012	3,806	3,123	683	17.9
2013	3,644	3,040	604	16.6
2014	3,625	3,103	522	14.4
2015	3,602	3,139	463	12.9
2016	3,825	3,416	409	10.7
2017	3,871	3,505	366	9.5
2018	4,047	3,655	392	9.7

Appendix D



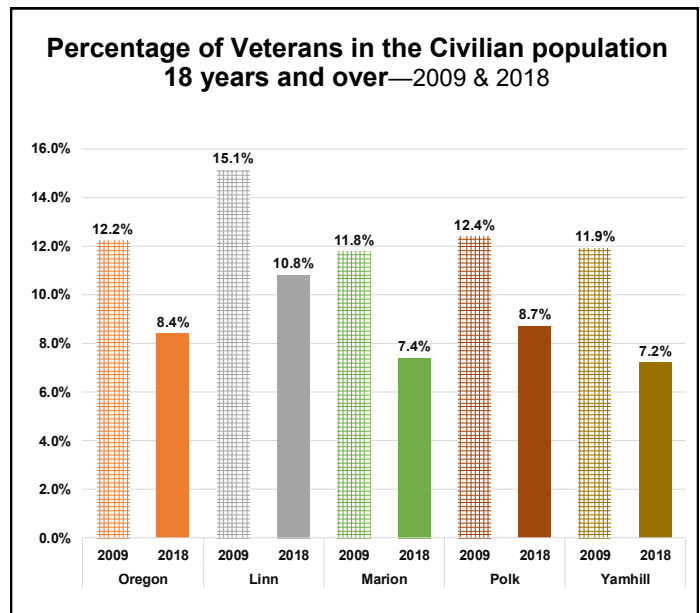
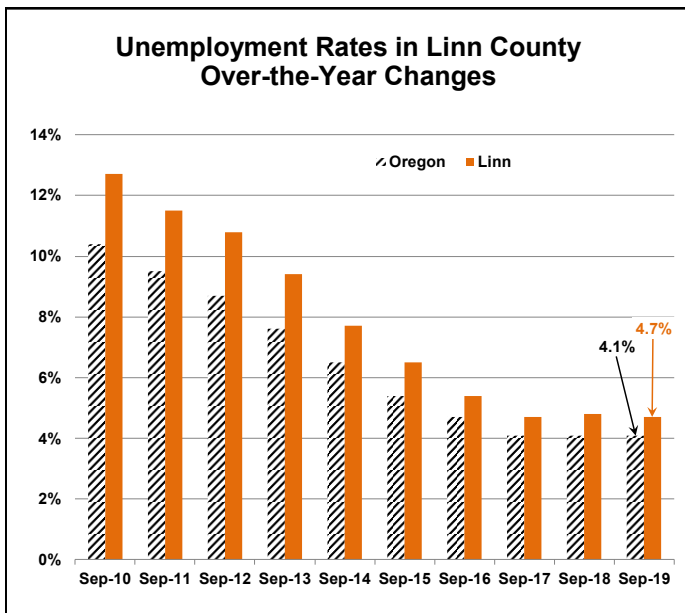
Quality Information, Informed Choices

Labor Market Information

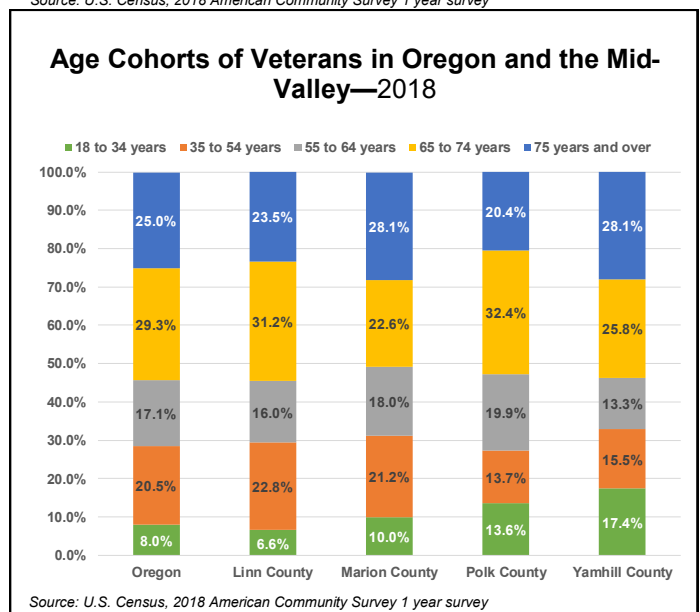
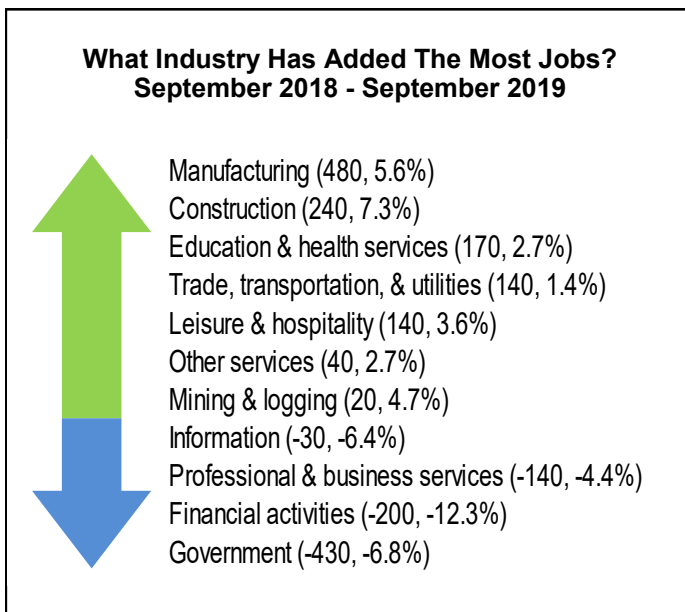
www.QualityInfo.org

Mid-Valley Economic Indicators—Linn County (Albany MSA)

From September 2018 to September 2019, Linn County's private sector gained 890 jobs. The public sector lost jobs. The manufacturing industry led the private-sector employment gains over the year. Oregon's civilian population 18 years and over in 2009 was 2,859,607; in 2018 it was 3,315,485 for an increase of 455,878. During the same time period the veteran's population went from 349,621 in 2009 to 279,132 in 2018 for a decrease of 70,489. The veteran population is also growing older. In 2009, 60.3 percent of the veteran population were under the age of 55 years old. In 2018, 54.3 percent were 65 years old or older.



Source: U.S. Census, 2018 American Community Survey 1 year survey



Source: U.S. Census, 2018 American Community Survey 1 year survey

For more information and/or to be added to the monthly e-mail distribution list, contact:

Will Summers, Workforce Analyst, Oregon Employment Dept.
Serving Linn, Marion, Polk, and Yamhill counties
William.A.Summers@oregon.gov

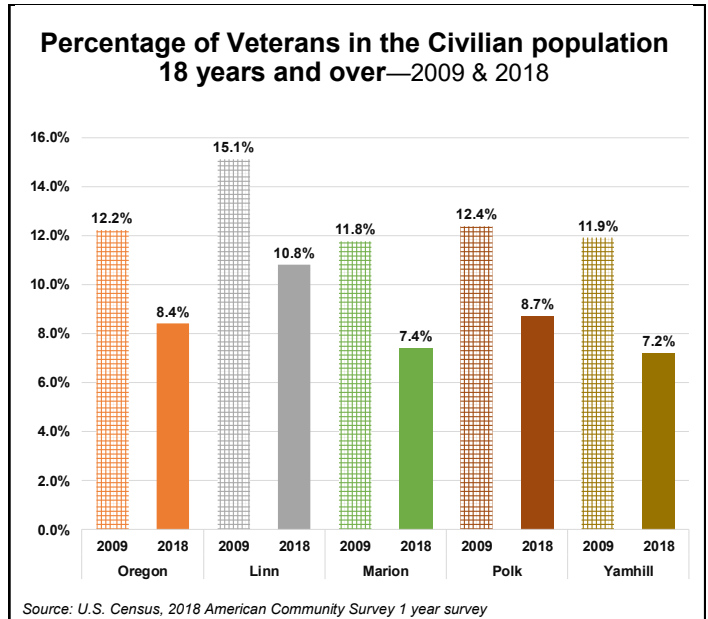
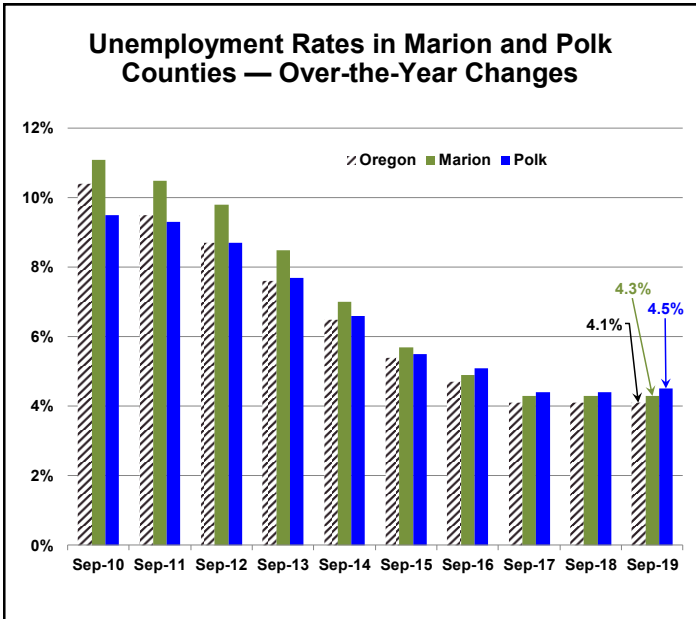
Join the conversation and stay informed!

oregonemployment.blogspot.com/
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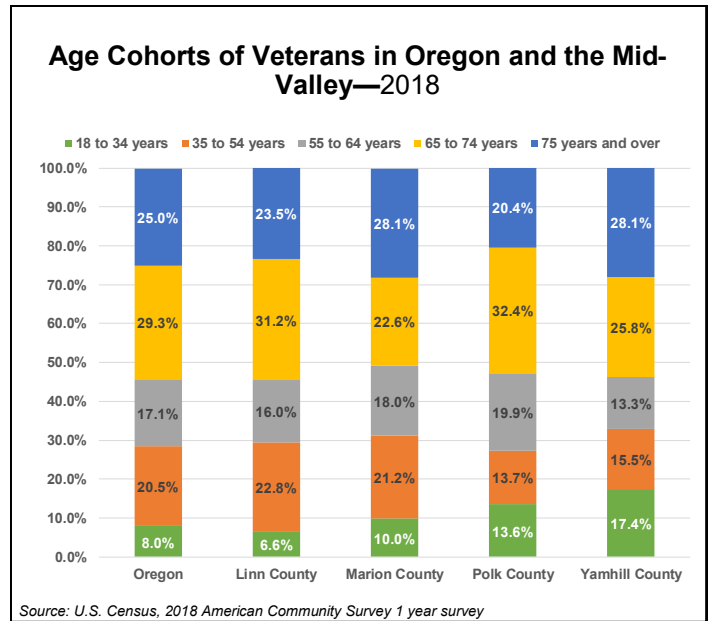
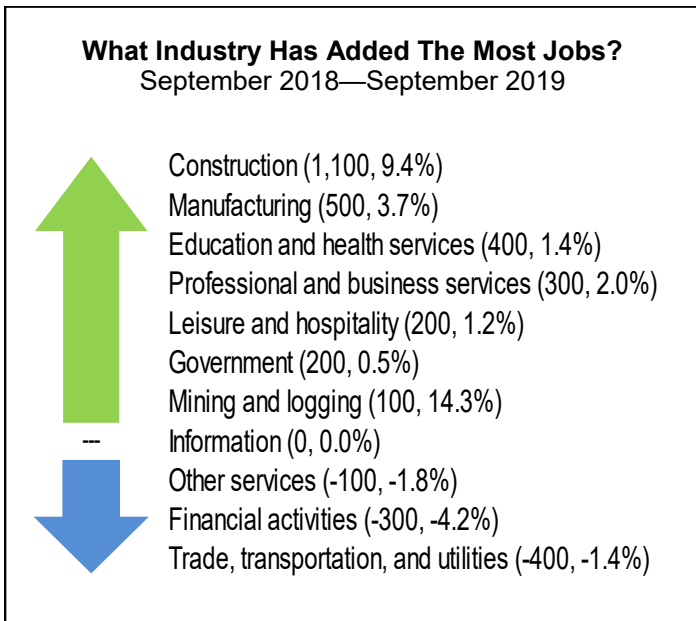
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Mid-Valley Economic Indicators—Marion & Polk Counties (Salem MSA)

From September 2018 to September 2019, the Salem MSA's private sector gained 1,800 jobs, The public sector gained jobs too. The construction industry led private-sector employment gains over the year. Oregon's civilian population 18 years and over in 2009 was 2,859,607; in 2018 it was 3,315,485 for an increase of 455,878. During the same time period the veteran's population went from 349,621 in 2009 to 279,132 in 2018 for a decrease of 70,489. The veteran population is also growing older. In 2009, 60.3 percent of the veteran population were under the age of 55 years old. In 2018, 54.3 percent were 65 years old or older.



Source: U.S. Census, 2018 American Community Survey 1 year survey



Source: U.S. Census, 2018 American Community Survey 1 year survey

For more information and/or to be added to the monthly e-mail distribution list, contact:

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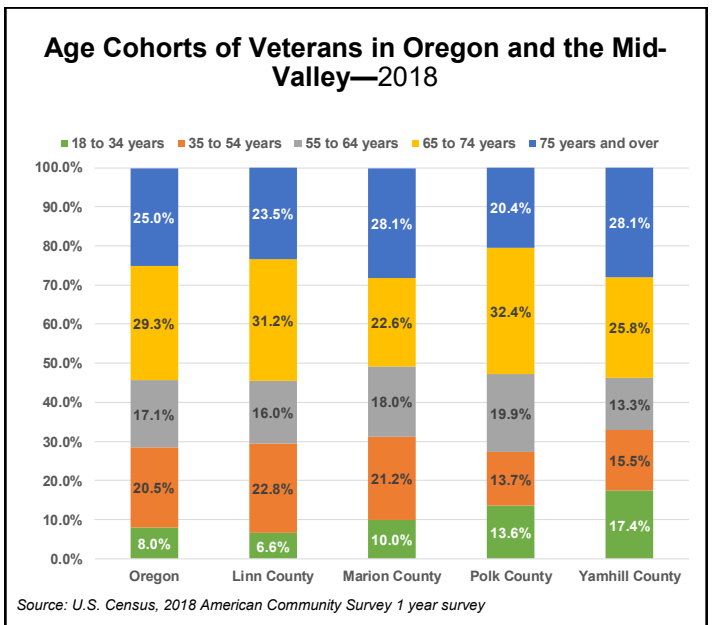
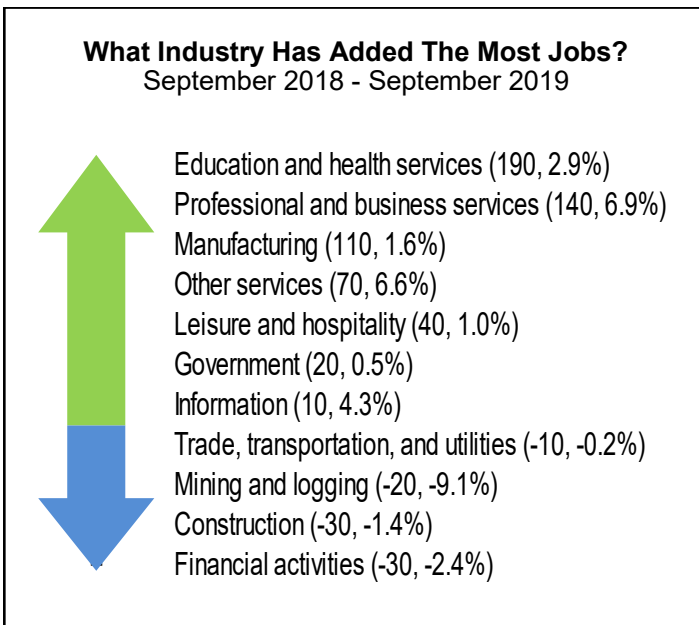
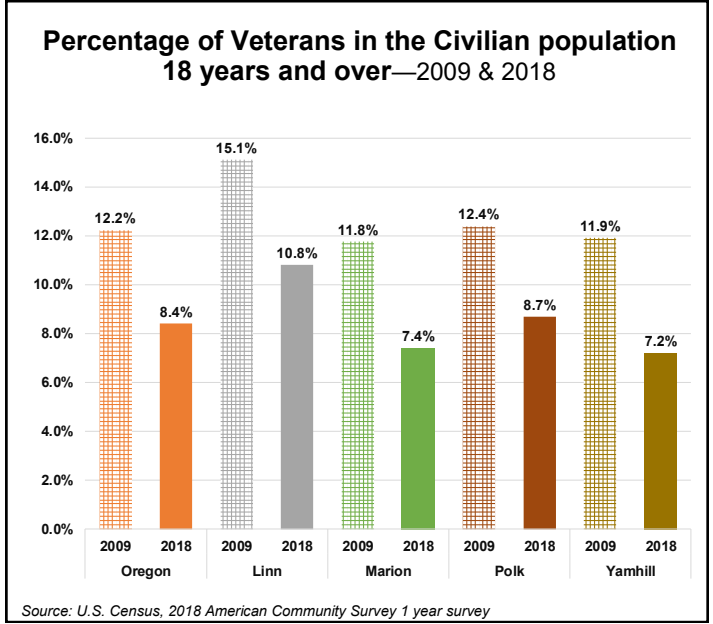
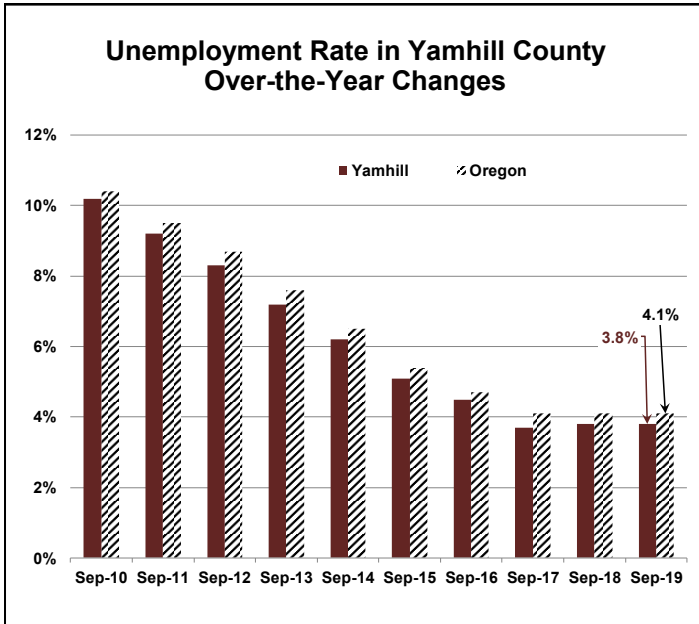
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Mid-Valley Economic Indicators—Yamhill County

From September 2018 to September 2019, Yamhill County's private sector gained 630 jobs. The public sector didn't change. Private-sector employment gains over the year were led by the private education and health services industry. Oregon's civilian population 18 years and over in 2009 was 2,859,607; in 2018 it was 3,315,485 for an increase of 455,878. During the same time period the veteran's population went from 349,621 in 2009 to 279,132 in 2018 for a decrease of 70,489. The veteran population is also growing older. In 2009, 60.3 percent of the veteran population were under the age of 55 years old. In 2018, 54.3 percent were 65 years old or older.



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