

GENERAL SESSION

*“Investing in the three-legged stool:
Housing, Childcare, Workforce”*

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Welcome

Challenges of Today's Workforce: Hiring

Agenda



- Facts We Know
- Assumptions We Use
- Thoughts to Take Away

Facts We Know

Facts We Know



Oregon reached a record employment total of **1,974,700 jobs** in August 2022, which was **2,500 jobs** above the pre-pandemic peak reached in February 2020.

Source: State of the Workforce in Oregon

Facts We Know



The Regional Economist from our office, Malcolm Boswell, puts this ratio at about **0.7 job seekers for every 1 job opening.**

Source: 2022 Oregon Talent Assessment by EcoNorthwest

Facts We Know



Average wages are up 17 percent from before the pandemic, but inflation has cut into purchasing power. In the past two years, inflation-adjusted average wages increased only **5 percent**.

Source: WorkSource Oregon Regional Economist

Facts We Know



In a national measure: prices are 1.42 times higher than in 2006, but wages are only 1.23 times higher. Due to the inflation rate outpacing the rate of wage growth, real wages have fallen 10.3 percent since 2006.

Source: Payscale Essential Workers Pay Trend Report

Assumptions We Know

Assumptions We Know

19% of non-retired adults quit a job during 2021.

Most common reasons for leaving work: no opportunity for advancement and feeling disrespected top the list. Followed by child care issues, work schedule inflexibility and absence of good benefits.



Assumptions We Know



Federal workforce spending as a percent of GDP has declined and states have disinvested in community colleges, employers have cut training budgets and unions have lost membership.

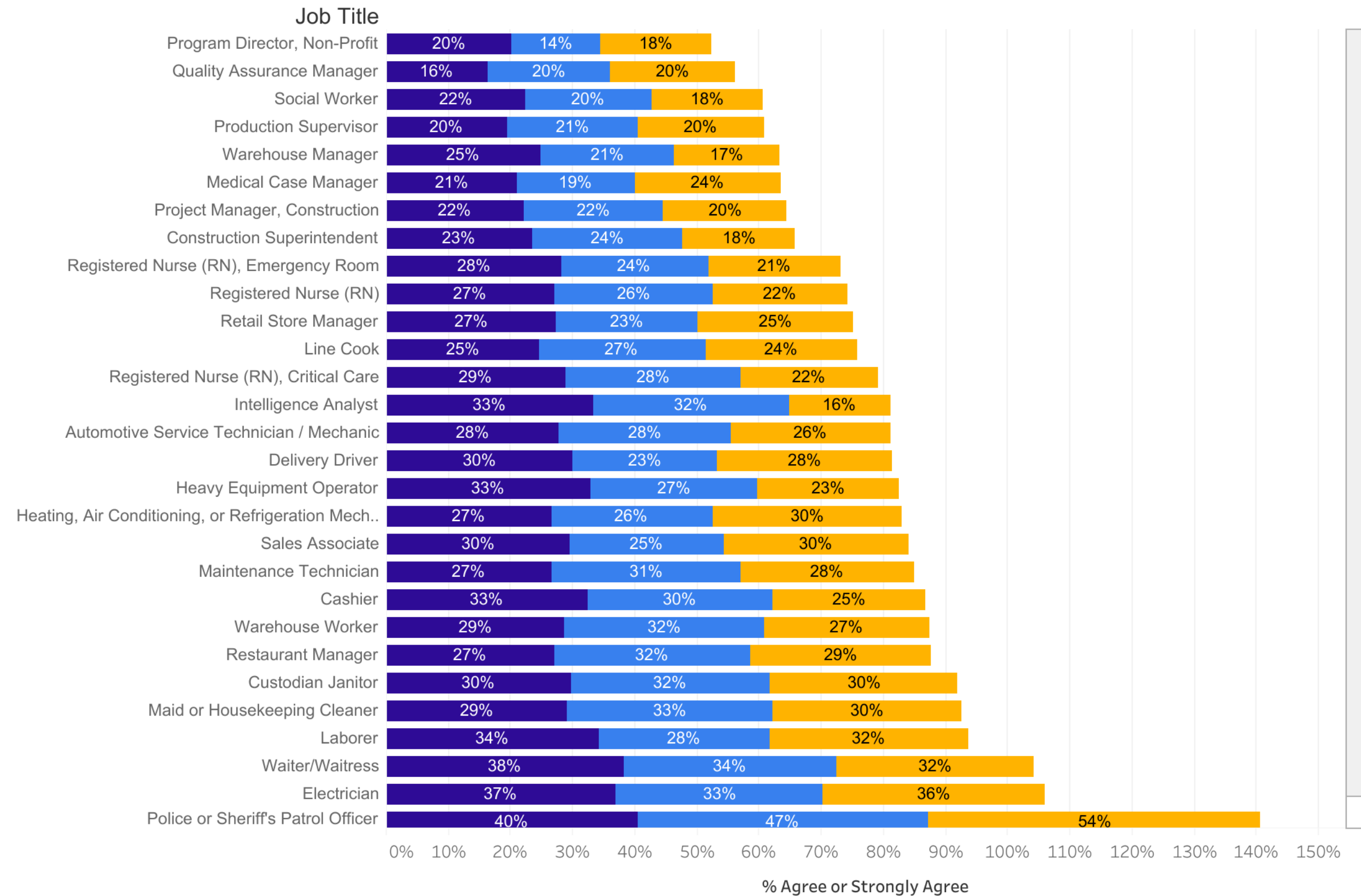


We are seeing changes in these areas, but not fast enough for the immediate need of employees.

Sentiment Type
Transparent Pay

Year ■ 2019 ■ 2020 ■ 2021

Essential Worker Sentiment: Least Content to Most Content



Source: Payscale Essential Workers Pay Trends Report

Thoughts to Take Away

Preparation

- What are the priorities in this role?
- How is the role cross-trained?
- How is this job being done now – what have we learned from that?
- What is the growth path for this position?

Job Descriptions

- Do they reflect the priority work that needs to be done or is it just a re-use of the previous job description?
- Does the education/experience requirement match what is actually needed to do the role?
- How does this job description compare to the work that needs to be done and other roles in similar companies?

Hiring

- Where am I advertising and who is it attracting?
- Who could do this role? Where are they/how do I reach them?
- What kind of training can I provide (WorkSource Funds, other training funds)?
- Who currently in the company could do this role permanently – why aren't they?

Retention

- Who can I partner with on childcare, education, and training?
- How does the work environment support the changing workforce?
- Why do people choose to work for us? Why do they choose to leave?

Long-Term

The job force is changing: aging, diversifying, wage and benefit pressure.

As an employer:

- How is my business reflecting the changing population?
- What do I need to be competitive?
- How will my business look different in 3 years? 5 years?



Thank You!

Contact Us:

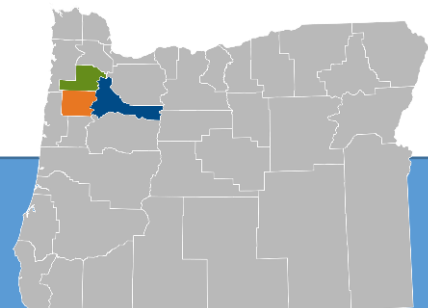
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*SEDCOR supports the Willamette Valley's most vital and innovative industries so that families, communities, and cities all over our region can thrive. By showing up and understanding the problems and opportunities of those industries, **we help them transform good ideas into realities.***

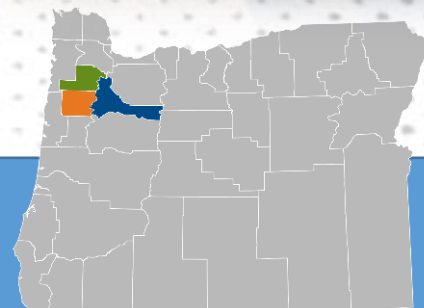
We work with local governments and state agencies to attract businesses to, and keep business in, our region - who will provide good jobs and stable tax revenue for decades to come.



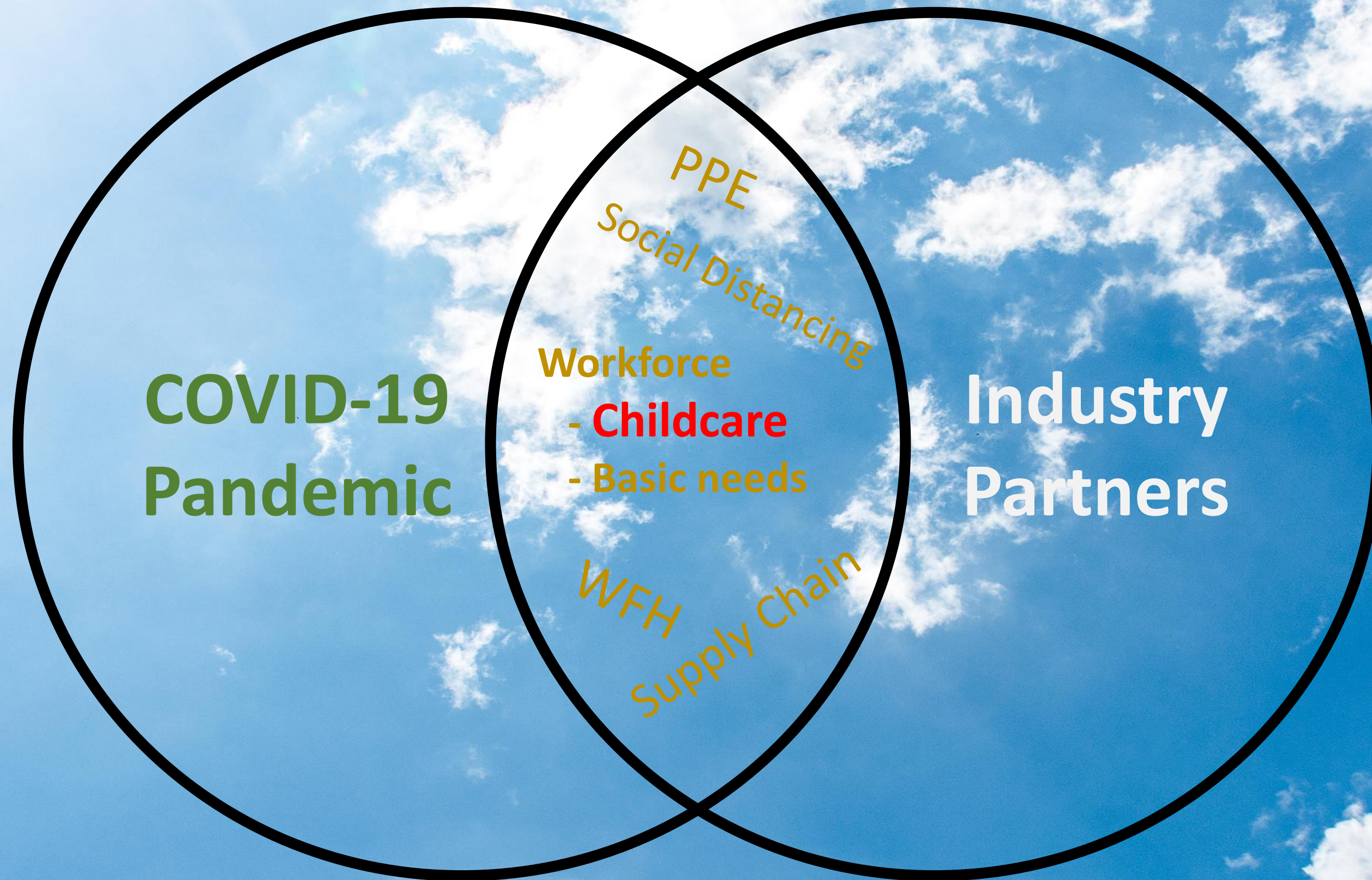
bisha Stone

Yamhill County
Economic
Development
Manager

SEDCOR



March 2020



Workforce Case Study: DCI

Industry: Dental Parts and Operatories

Industry Position: Largest supplier of parts; Second largest supplier of Operatories

COVID Related Workforce Impact: Prior to COVID, DCI had 320 employees based in Newberg Oregon and approx. 50 additional employees in the Midwest and overseas. By late September of 2020, they were down to 260 local employees (daily avg) and risked losing \$10m in sales by EOY, due to workforce shortages. They had exhausted resources through WorkSource and local temp agencies. SEDCOR helped to provide gap support through a partnership with a local ag-worker agency who had staff available through March of 2021 (gap solution). After completing a survey of staff, DCI determined that the #1 issue for staff absenteeism and departure was **Lack of access to childcare.**



DCI wanted to do something about this so, we got started...

1. Educated Ourselves

- Realities of a childcare desert (the need)
- Barriers for service providers to expand
- Local resources and partners
- Partnership and service models to learn from

2. Assembled the team

3. Got to work

Which led to...





PROJECT OASIS GOAL: to provide solutions to overcome barriers to making high quality childcare affordable, equitable, and accessible for all.

GOAL 1: Affordability

GOAL 2: Equitability

GOAL 3: Accessibility

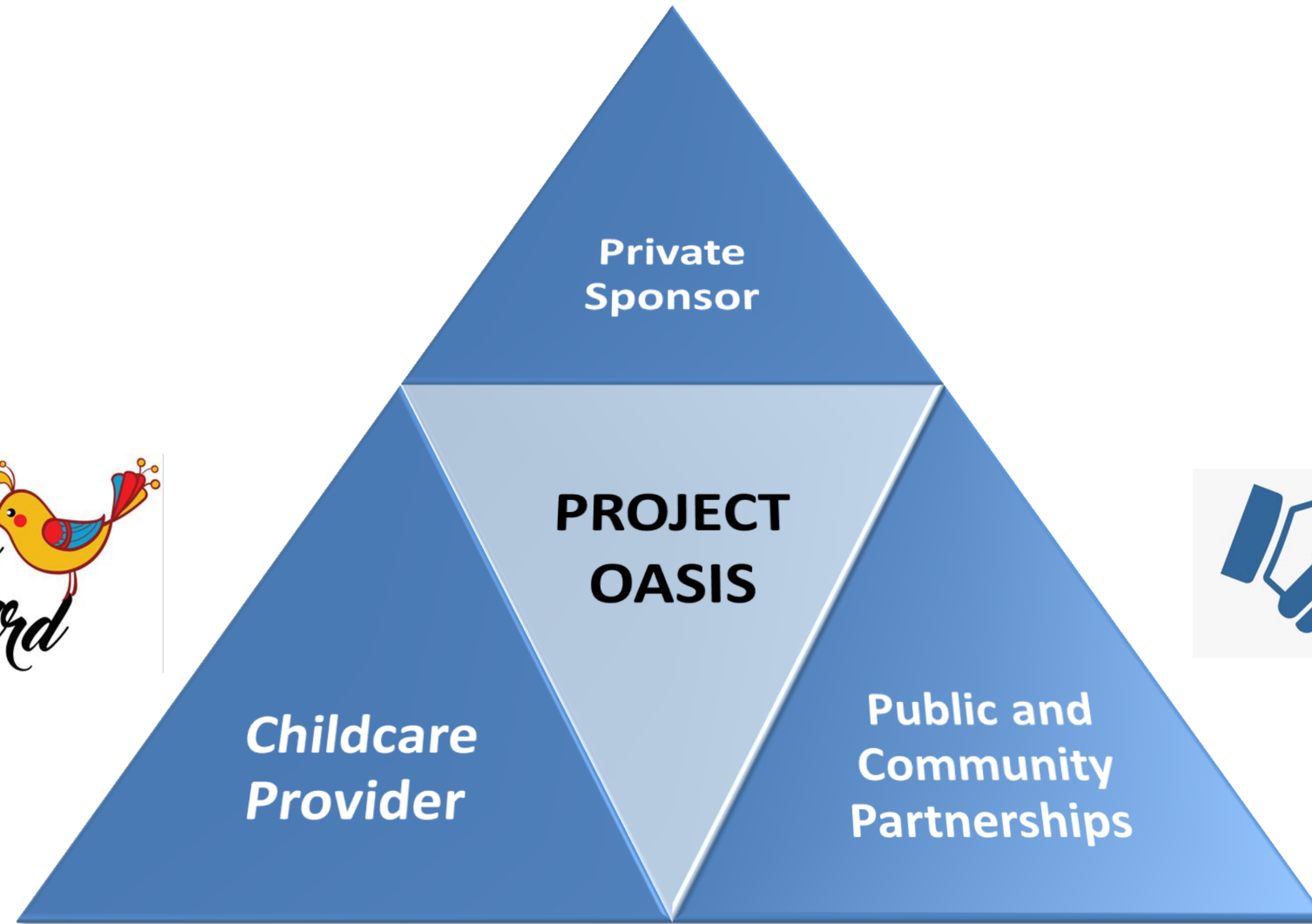
An Industry-led Solution



Project Oasis is a **public-private partnership** designed to expand access to affordable, high quality, nurturing environments and relationships where children learn, play, and live.



DCI



COMMUNITY PARTNERS

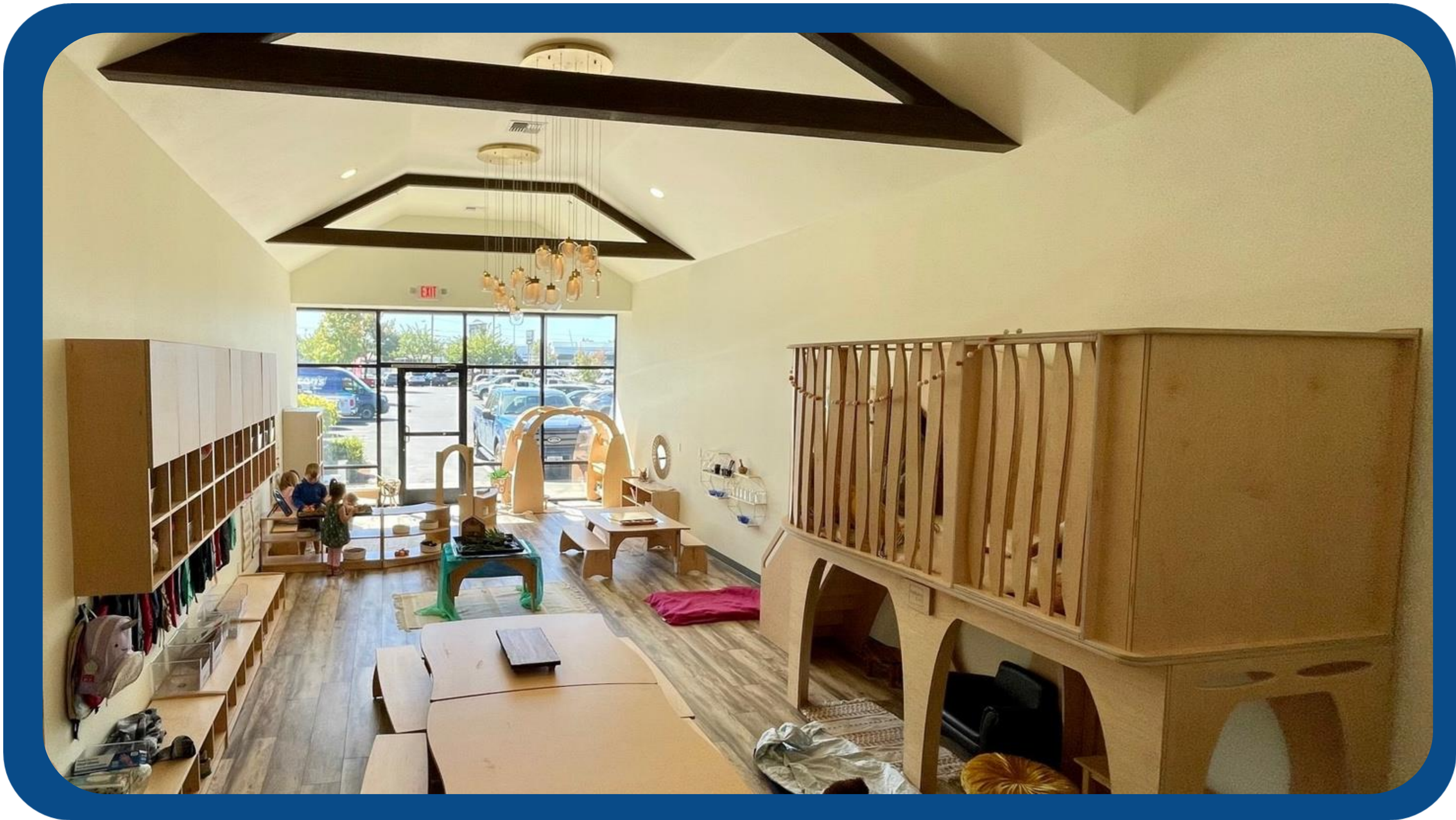
- ❖ Bric Architecture Inc. Designer
- ❖ City of McMinnville Permitted Use
- ❖ City of Newberg Staff Support & Feasibility Grant
- ❖ Ford Family Foundation Partner & Promoter
- ❖ Key Bank Lending Partner
- ❖ Little Bird Childcare Primary Service Provider
- ❖ Mi Escuelita Bilingual Service Provider
- ❖ Oregon Department of Education Early Learning Division Capacity Grant
- ❖ SEDCOR Convenor & Facilitator
- ❖ Spencer Family Foundation Funder
- ❖ United Way of the Mid-Willamette Valley Funder
- ❖ Yamhill County Scholarship Program Grant
- ❖ Yamhill Coordinated Care Organization Program Partner
- ❖ Yamhill Early Learning Hub Program Partner & Grantor
- ❖ Yamhill Head Start Program Partner





OEDA Annual Conference 2022





OEDA Annual Conference 2022



Research shows **children** who receive high-quality childcare...

- ✓ Perform better
- ✓ Enjoy better health
 - ✓ Get sick less
- ✓ Do better in school
- ✓ Are more successful in careers, and overall

and

Working **parents** are more productive on the job knowing their children are in a safe and meaningful environment.

And the impact to business...

Since the beginning of this project, DCI has also secured a foreign **investment partner**, currently boasts their **highest head count** ever, is planning a very large **expansion** and just grossed their **highest month of sales** in the company's 40-year history.



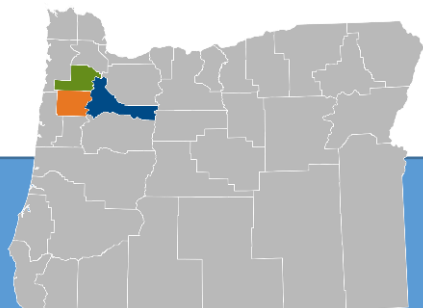


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*Supporting industry-led solutions in
Marion, Polk and Yamhill Counties since
1982*



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