



OFFICE OF ECONOMIC DEVELOPMENT

150 BEAVERCREEK ROAD
OREGON CITY, OR 97045
WWW.CLACKAMAS.US/BUSINESS

September 27, 2022

To: Clackamas County Board of County Commissioners (BCC)
From: Cindy Moore, Performance Clackamas Self Sufficiency Wage Implementation Team
RE: Performance Clackamas Self Sufficiency Wage Implementation Team update – September 2022

On behalf of the Performance Clackamas Self Sufficiency Wage Implementation Team, in addition to the review form reflecting our work to date, we are pleased to submit a few highlights via this memo.

Highlights of key activities:

- Working with the local Economist from the Oregon Employment Department, continued to research self-sufficiency standard wage, given the variety of household types in Clackamas County. The Implementation Team will be exploring tracking multiple household types.
 - Current working definition: Self-sufficiency wage of \$32.02 per hour, annual wage before taxes of \$66,276. This represents one adult and one daycare/preschool aged child. (source – University of Washington – self-sufficiency calculator)
- Launched Quality Jobs Initiative - Blueprint for companies who want to make improvements for their workforce.
- Clackamas County Workforce staff to continue collaborating with ODHS District #15 providing employment and training services for Temporary Assistance for Needy Families (TANF) and Supplemental Nutrition Assistance Program (SNAP) recipients through direct service for low income residents. Partnership efforts with SHS, HACC and veteran housing partners continues to ensure employment and training is available and accessible as a wrap-around service.
- County submitted letter of support for the Good Jobs Challenge.

Partner outreach and research:

Staff continues to identify and engage with subject matter experts moving forward as we complete our analysis and identify key strategies.

- Future Ready Oregon 2022 will advance opportunities for historically underserved communities, including adult learners, dislocated workers, and disconnected youth. Investments emphasize recruitment, retention, and career advancement opportunities.
- Clackamas Workforce Partnership presenting the Future Ready Oregon initiative to the Economic Development Commission in September.
- Met with Oregon Institute of Technology President to learn about their long-term plans for their programs, with agreement to meet again to discuss future opportunities.



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Barriers and challenges:

While the team recognizes we are early on in the information gathering phase, below are a few barriers and challenges identified to date:

- Multiple sources and definitions of “self-sufficiency wage” and household sizes/types, continues to be a challenge. However, the team recognizes it may need to track a variety of household types based upon the demographics in Clackamas County.
- General cost of living continues to increase, making self-sufficiency wages even more difficult to define.

Thank you for the opportunity to share this update. Please let us know if you have any questions or would like additional details.

Respectfully,

Cindy Moore, Office of Economic Development

BCC PRIORITY AREA: Grow a Vibrant Economy

Strategic Result

By 2026, 15% increase in jobs that meet the self-sufficiency standard wage in Clackamas County.

Team Members/Department (*Chair)

Business & Community Services	*Sarah Eckman	Cindy Moore	Corina Copeland
Health, Housing and Human Services	Rod Cook	Jennifer Harvey	
Clackamas Workforce Partnership	Bridget Dazey		
County Administration	Caroline Hill		
Tourism (optional/as-needed attendee)	Samara Phelps		
Oregon Employment Department (optional/as-needed attendee)	Lynn Wallace		

Key Strategies

<p>Research and define self-sufficiency standard wage (at various household types) Definition: Final definition: Self-sufficiency wage of \$32.02 per hour, annual wage before taxes of \$66,276. This represents one adult and one daycare/preschool aged child. (source – University of Washington – self-sufficiency calculator)</p>
Trades apprenticeship programs – explore ways to add to County contracts
Partner with Micro Enterprise Services of Oregon (MESO; https://mesopdx.org/)
Review business survey feedback (from ‘business-friendly’ BCC goal) for strategic direction
Develop a communications strategy for sharing program information with target audience
MFR Implementation team working across county departments to ensure equity, diversity and inclusion are at the forefront of this work. Utilize language communication survey results from PGA and the Equity and Inclusion Office for recommendations to reach non-native English speakers
Create pathways for low-income and vulnerable residents to qualify for self-sufficient career opportunities. Provide access to services designed to improve family stability and remove barriers to successful education, training and employment
County to partner with Clackamas Workforce Partnership (Quality Jobs project), WorkSource Clackamas partners (public workforce system) and higher education system
Workforce Implementation Team to collaborate with Community Prosperity pilot teams to address shared issues (especially around childcare work)
Coordinate with leadership for Construction Career Pathways Project (C2P2), and make investments in the project
Coordinate with BCS Economic Development on Cross-Laminated Timber industry development and evaluate future employment opportunities to provide self-sufficient jobs
Coordinate with Economic Development Commission to gather their input and support toward this goal
Use Census and other available data to establish baselines and track process (OED is especially helpful with this piece)
Look at Enterprise Zones, which may require that businesses commitment to pay a higher wage to qualify for the tax benefit

Tracking new trends in organization of labor at local employers (not only wage conversations – includes culture and working conditions)
Monitor for new business and workforce development funding programs offered at the state and federal level (Build back better, ARPA and other economic recovery programs).
Alignment with CWP targeted sectors, Tech, MFG, Construction, Healthcare, Early learning and education (overlay target industries, training programs, job opportunities)
Added non-profit sector to target list as there is active work around childcare and early learning that it will become a career pathway.
Identify ways to support Entrepreneurs

Related Metrics

By 2024, 75% of businesses working in Clackamas County report a business-friendly environment that supports stability and growth.
By 2024, 75% of participants in the Community Prosperity pilots have experienced improvement in financial stability and access to affordable, healthy foods. (Child Care needs of working families was a major finding and theme of one pilot)
By 2025, 1,500 affordable housing units will be developed. Those units will be stratified across the Area Median Income (AMI) ranges as shown in the BCC Goals. Also the Supportive Housing Services Measure may create additional self-sufficient jobs within the County (nonprofit CBOs)
Key Initiative: Being a catalyst and a convener to stimulate the development of Workforce Housing for those with 60% or less of the AMI.
By 2026, 100% of County residents and businesses – where served – have access to safe and affordable infrastructure: multimodal transportation including roads, sewer and broadband services
By 2026, 10% increase in food production and food production acres from agricultural land in Clackamas County

Activities Completed to Date

\$50k investment of lottery dollars in C2P2 by BCS and County Administration
Research on definition and levels of self-sufficiency standard wage by household size/type
Entered into IGA with Clackamas Community College to offer scholarships to remove graduation barriers that students in the last year of their program are experiencing (\$100k invested)
Met with Oregon Institute of Technology President to learn about their long-term plans for their programs, with agreement to meet again to discuss future opportunities
MESO is offering technical assistance to 35-45 businesses in Clackamas County. BCS is contracting with MESO for second year of this program.
Partnering with Clackamas Workforce Partnership on this goal and others (Quality Jobs Initiative)
Mt Hood Community College launched an apprenticeship program for rural areas (with Estacada and Sandy participating)
Portland Business Development Group – met with leadership team
Quality Jobs Initiative – participation to help employers bolster employment opportunities
Local workforce partners via WorkSource Clackamas hosted Tourism industry convening session related to their staffing needs
Met with Oregon City Economic Development related to their 'Talent Ready Program' for OC businesses with labor needs
CC Workforce staff to continue collaborating with ODHS District #15 providing employment and training services for TANF families and SNAP recipients through direct service. (ongoing for recipients of food stamps and TANF (Temporary Assistance for Needy Families).)

Activities

Q1 (21/22) July-September	Q2 (21/22) October-December	Q3 (21/22): January-March	Q4 (21/22): April-June	Q1 (22/23): July - September
<p>CC Workforce staff to continue collaborating with ODHS District #15 providing employment and training services for TANF families and SNAP recipients through direct service. (ongoing for recipients of food stamps and TANF)</p>	<p>Identify key partners and strengthen relationships (ongoing)</p>	<p>Consult with industry partners to evaluate employment opportunities for low-income and vulnerable residents (Economic Development & CC Workforce, CWP)</p> <p>County submitted letter of support for the Good Jobs Challenge</p>	<p>Review Enterprise Claim Forms for wages being reported (share company names of participating companies) (in process)</p> <p>Launch Quality Jobs Initiative-Blueprint for companies who want to make improvements for their workforce</p>	<p>Review/update baseline data on current household makeup given new data for the year (in-process)</p>
<p>Recommend sample family size/self-sufficiency standard wage for use on this initiative. (done)</p>	<p>Develop communications plan for project, as well as high level project plan</p>	<p>Consult with key CC industries to discuss career path opportunities leading to jobs meeting self-sufficiency wage standards. Discuss hiring needs and training requirements. (ongoing)</p>	<p>Strengthen connections with key partners (ongoing)</p>	<p>Future Ready Oregon presentation and discussion with the Economic Development Commission</p>
<p>Work with CC Public Health, Blueprint Clackamas Population Epidemiologist to obtain household size and family data for CC (complete)</p>	<p>Scheduled Lynn Wallis, OED Economist serving CC to present household/family demographic data to team. Reviewed and discussed MIT & State of Washington self-sufficiency wage standards in addition to demand for workers in CC. (complete & ongoing)</p>		<p>Future Ready Oregon investments: Future Ready Oregon 2022 will advance opportunities for historically underserved communities, including adult learners, dislocated workers, and disconnected youth. Investments emphasize recruitment, retention, and career advancement opportunities. (ongoing)</p>	<p>More activities TBD during next Implementation team meeting 9/26</p>

Overall Status/Progress

What's Working Well	Barriers/Challenges
Coordination of team members	Multiple sources and definitions of "self-sufficiency wage" and household sizes/types
Increased plans for partnerships to accomplish goals	Labor shortage
Workforce system commits to process improvement to build more service connectivity and resource leverage	K-12 education challenges due to continuing environment, including home-schooling, remote learning, parental supervision needs, etc.
Leverage information from Partners to determine definitions for goal	Childcare challenges
Deep dive in data with local economist	Larger number of vacancies as compared to regional partners (Multnomah/Washington counties)
	National inflation is at a 30-year high (October 2021 at 6.2% year-over-year increase)
	Median rent in CC increased by 85% from 2010 to 2021

Changes recommended due to COVID or other factors

Recommended Change	Reason