

Partners in Diversity's Workforce Diversity Project

March 23, 2017



Origins

Why was the Workforce Diversity Project created?



2012

PORTLAND-METRO'S MANUFACTURING SECTOR

Paying dividends for Portland-metro families

1.

Rank of Oregon as a manufacturing location by the American Institute for Economic Research in 2011.

17.

Rank of Portland-metro in percentage of jobs in manufacturing.

33.5.

Percentage of Portland-metro manufacturing specialized in high-tech sector – twice the U.S. average.

49.

Percentage more in wages a non-white manufacturing worker earns compared to a non-white, non-manufacturing worker.

32,600,000,000.

Value in dollars of Portland-metro's manufacturing sector output in 2010.

55.

Number of employees in average Portland-metro manufacturing plant.

8.

Percentage by which manufacturing wages and salaries exceed those of non-manufacturing jobs.

Phases

What is the timeline for completing the Workforce Diversity Project?

Demographic Analysis of the Healthcare,
Manufacturing and Skilled Trades Industries
Produced for Partners in Diversity



Baseline



Interviews



Gathering



Action

Data

How was data gathered?

Surveys

9 Languages

Arabic, Chinese, English, French, Persian, Russian, Spanish, Swahili, Vietnamese

547 Completed

Interviews

10 Communities of Color

African, African American, Bhutanese, Chinese, Latino-Mexican, Middle Eastern, Native American, Pacific Islander, Slavic, Vietnamese

18 Businesses and Unions

165 Completed

Action

What goals will be pursued in the Action Phase of this project?

Goal #1

Find Pathways to Professional and Updated Skills

Goal #2

Find Local Job Market Opportunities

Goal #3

Address Language Difficulties

Best Practices

What have we learned from communities of color and businesses so far?

- 1. Build Relationships & Trust with Community Organizations**
- 2. Offer Meet the Employer & Pre-hire Events**
- 3. Develop Partnerships between Higher Education and Businesses**
- 4. Provide Cultural Awareness Training for Management**

Success Stories

What success stories have we heard from local organizations?

Metro



City of Portland



Next Steps

How can you support this effort?

We call on community members to help us identify individuals who came to the U.S. with advanced degrees, but cannot find work in their fields. We hope to gather the following information:

1. Name and contact information
2. Type of degree
3. University at which degree was acquired
4. Country in which degree was acquired
5. Type of job(s) held before immigrating
6. Type of job(s) held in the U.S.

Next Steps

How can you support this effort?

Community Gathering on June 1st

Interested in attending? Sign-up today.



Stay Connected

Partners in Diversity

Mari Watanabe | Executive Director

mwatanabe@portlandalliance.com | 503.552.6775