

Countywide Employment Trends FY 2022 – FY 2024 Brief

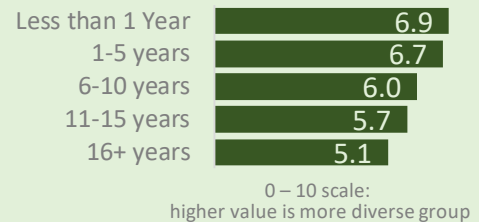


The Multnomah County Employment Trends Report provides insight into how employees move through the organization, as well as reports information about workforce diversity and demographic changes. This FY 2022 – FY 2024 Brief summarizes key findings, areas for action, and examples of some work the County is already doing to address areas for action. Greater detail can be found in the executive summary, full report, and departmental summaries. Quarterly reporting of the aggregate data can also be viewed through the [Employment Trends Dashboards](#).

1. Workforce Growth and Diverse New Hires

Multnomah County's workforce has grown, and newer hires as a group are significantly more diverse across various demographic categories than longer tenured-employees. This has implications for ways in which new employees may seek support (including mentoring and ERGs), relevant onboarding approaches, and the assessment of succession planning approaches.

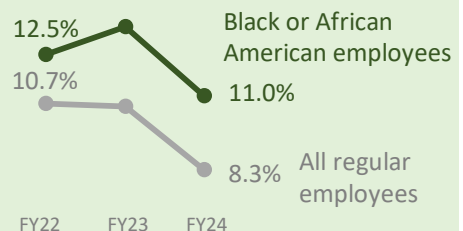
The newest employees, who have been at the County for less than one year, are the most racially and ethnically diverse group (Showing all employee types in FY 2024).



2. Areas for Action

- Address the attrition of Black and African American and Queer employees due to higher separation rates.
- Enhance support for new employees and improve onboarding processes.
- Create clearer pathways for career growth and development.
- Continue to recruit a workforce that is diverse in order to continue to serve our diverse communities and retain employees once hired.

Separation rates were not consistent across all groups, for example:



3. Work Already in Progress

The areas for action based on the FY 2022 – FY 2024 Employment Trends were well aligned with many of the benchmarks of the Workforce Equity Strategic Plan (WESP). For example:

- Developing a standardized onboarding process that includes assessment of any needed ergonomic and/or adaptive equipment. (Part of Benchmark 2.8)
- Investment in and enhancement of culturally specific professional development opportunities for all employees. (Benchmark 4.6)
- Evaluate departmental programs and services to recruit and maintain staffing resources for LGBTQIA2S+ individuals and people with disabilities. (Part of Benchmark 6.2)