

Multnomah County Employment Trends: FY 2020 - FY 2022

Joint Office of Homeless Services Summary

Multnomah County
Department of County Management
Research and Evaluation Unit in collaboration with
Office of Diversity and Equity
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Introduction

This departmental report provides a summary of separations and hires for Regular Represented and Non-represented employees between fiscal year (FY) 2020 and FY 2022 (which spans the period of July 2019 through June 2022). Whereas the full Multnomah County Employment Trends report examines countywide trends, this departmental report focuses on trends within the Joint Office of Homeless Services.

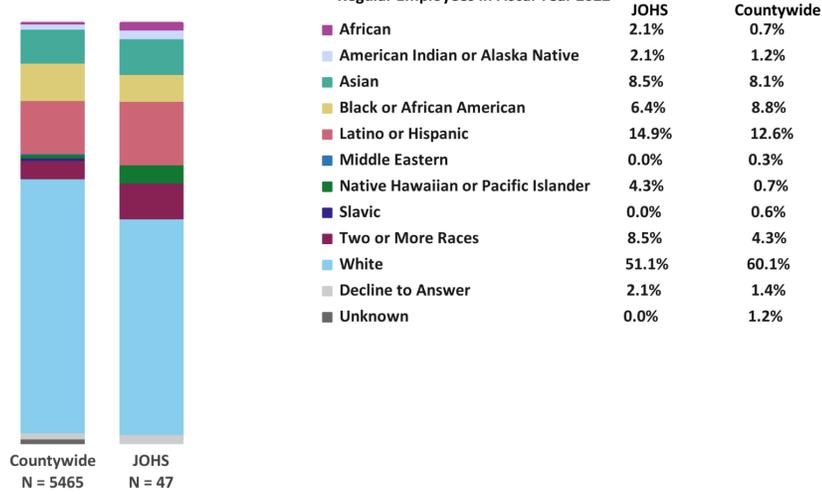
When interpreting these results, it is important to keep in mind the important context of what was happening globally, nationally, and locally in our communities, as well as within the countywide workplace, including department, division, and work unit levels. For example, the extent of the impacts that the COVID-19 pandemic, social justice movements, and extreme weather events have had on employees during this period cannot be overstated. We encourage you to think about the relevant context of what was happening within the Joint Office of Homeless Services during this time period when reviewing these results.

Visit the [Evaluation and Research Unit webpage](#) for the Multnomah County Employment Trends executive summary, full report, department summaries, and dashboards where you can explore the data on your own. For questions or feedback, please contact the Evaluation and Research Unit at eru@multco.us.

Overall Demographics

In FY 2022 at the countywide level, the majority of Regular employees identified as White at 60.1%, while 12.6% of Regular employees identified as Latino or Hispanic, 8.8% as Black or African American, and 8.1% as Asian. In comparison, the Joint Office of Homeless Services has a lower percentage of Regular employees in FY 2022 identifying as White (51.1%) and a higher proportion of Regular employees identifying as Latino or Hispanic (14.9%), Native Hawaiian or Pacific Islander (4.3%), or Two or More Races (8.5%). Overall, the Joint Office of Homeless Services has a greater percentage of Regular employees of color than the countywide proportion in FY 2022.

Race and Ethnicity of Countywide and Joint Office of Homeless Services Regular Employees in Fiscal Year 2022

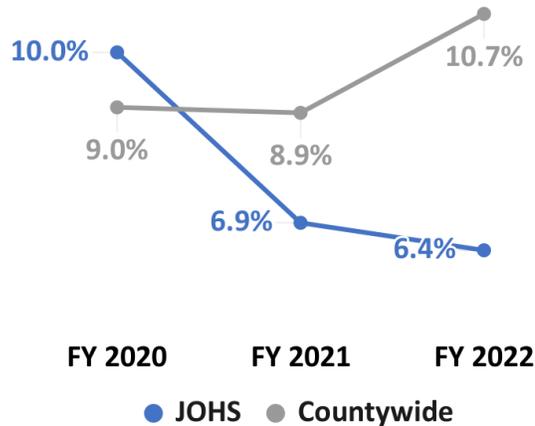


Separations

At the countywide level, there was a statistically significant increase in the separation rate for Regular Represented and Regular Non-represented employees between FY 2020 and FY 2022: from around 9% in both FY 2020 and FY 2021, to 10.7% in FY 2022.

The Joint Office of Homeless Services had separation rates that decreased between FY 2020 and FY 2022. In FY 2020 the separation rate was 10.0%. After decreasing to 6.9% in FY 2021, the separation rate remained steady in FY 2022 at 6.4%.

Countywide and Joint Office of Homeless Services Separation Rates

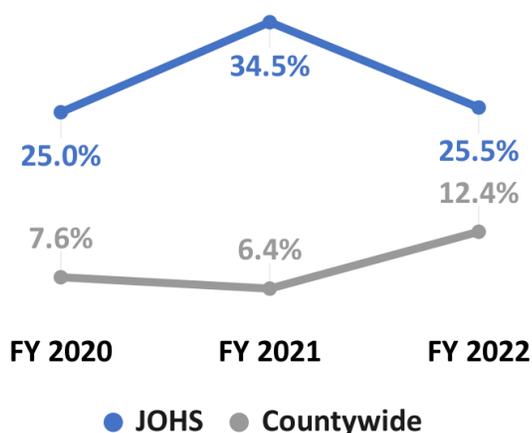


Overall, there were very few employees having separations. Further analyses examining separations by type could not be conducted due to the small number of separations by type.

Hires

The countywide hiring rate was 7.6% in FY 2020, fell to 6.4% in FY 2021, and statistically significantly increased to 12.4% in FY 2022. In the Joint Office of Homeless Services the hiring rate between FY 2020 and FY 2022 was higher than the countywide rate during the same period. The hiring rate for regular employees was 25.0% in FY 2020, increased to 34.5% in FY 2021, and decreased to 25.5% in FY 2022.

Hire Rate for Joint Office of Homeless Services



We also saw countywide that the proportion of Black, Indigenous and other people of color who were newly hired as Regular Represented employees between FY 2020 and FY 2022 was higher than the proportion of BIPOC employees hired before FY 2020.

Similar to what we saw countywide, but not statistically significant, Regular Represented hires in the Joint Office of Homeless Services between FY 2020 and FY 2022 were more racially and ethnically

diverse (56% of hires identify as BIPOC) than Regular Represented employees hired before FY 2020 (46% identify as BIPOC). This difference did not reach statistical significance because JOHS has fewer employees than other departments.

Percentage of Regular Represented Employees who Identify as People of Color

*Blue bars indicate significant difference

■ Hired before FY 2020 ■ Hired FY 2020 - FY 2022

