

# Port of Portland Workforce Report

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# Our property footprint



Troutdale Reynolds Industrial Park

Troutdale Airport

Gresham Vista Business Park

Portland International Airport

Portland International Center

Terminal 2

Hillsboro Airport

West Hayden Island

Swan Island

Terminal 6

Rivergate Industrial District

Terminal 4

Terminal 5

# The Port's Economic Impact

- The Port contributes \$9.7 billion in annual GDP
- The Port supported nearly 100,000 jobs in 2021
- 61,045 jobs were in the Portland region (57,644 Oregon side)\*
- The Port fosters \$578 million in annual state and local taxes and almost \$1.5 billion to federal taxes.



# Approach

Steer & Fourth Economy were hired by the Port of Portland to conduct a Port-wide economic impact assessment, workforce analysis, and wider economic benefit study.

- Multi-region Input-Output model using Implan
- Output of the I-O model were used to create the workforce analysis
- MIT Living Wage Calculator was used as an income comparison
- Data used: QCEW, LODES, Lightcast, and Survey data

# Workforce Study Purpose

Advance the Port's understanding of how its economic activity supports an inclusive and equitable economy

- Who is employed at jobs supported by the Port?
- What neighborhoods employees come from?
- What are the racial and gender pay patterns?



# Direct Jobs Race & Ethnicity

	Port 2021*	Region	Aviation	Marine	Working Harbor**	Business Parks
White, non-Hispanic	81%	73%	74%	69%	71%	68%
Black or African American, non-Hispanic	4.6%	3%	3%	4%	4%	4%
American Indian or Alaska Native, non-Hispanic	1.3%	1%	1%	1%	1%	1%
Asian, non-Hispanic	5.6%	7%	4%	5%	5%	8%
Native Hawaiian or Other Pacific Islander, non-Hispanic	0.3%	0.4%	1%	0.4%	0.4%	1%
Two or More Races, non-Hispanic	2.4%	4%	4%	5%	4%	4%
Hispanic or Latino	4.6%	13%	13%	15%	15%	15%

\*Port of Portland employees, \*\*Working Harbor include private and public terminals and their associated employment

# Living Wage Analysis

The analysis used MIT's definition of a living wage during the study period of \$58,288. It's half the income needed for a family of four in the region.



Housing  
\$20,820



Childcare  
\$18,612



Transportation  
\$14,058



Food  
\$13,802



Medical  
\$8,662



Civic  
Engagement  
\$8,835



Other  
\$10,386



Taxes  
\$21,150

Gross Annual Income for a family of four: \$116,456

# Direct Living Wage – Race & Ethnicity

Percent Above Living Wage by Race and Ethnicity	Region	Aviation	Marine	Working Harbor*	Business Parks
White, non-Hispanic	64%	42%	45%	53%	51%
Black or African American, non-Hispanic	31%	4%	26%	29%	20%
American Indian or Alaska Native, non-Hispanic	33%	40%	10%	20%	18%
Asian, non-Hispanic	57%	6%	33%	47%	36%
Native Hawaiian or Other Pacific Islander, non-Hispanic	34%	1%	11%	15%	19%
Two or More Races, non-Hispanic	42%	6%	18%	26%	24%
Hispanic or Latino	28%	1%	27%	34%	18%

\*Working Harbor include private and public terminals and their associated employment



# Direct Employment– Results by Sex

Percent of Workforce	Port 2021	Region	Aviation	Marine	Working Harbor*	Business Parks
Female	31%	48%	42%	28%	28%	42%
Male	69%	52%	58%	72%	72%	58%

Percent Above Living Wage	Region	Aviation	Marine	Working Harbor*	Business Parks
Female	39%	4%	20%	22%	33%
Male	66%	36%	47%	57%	47%

\*Port of Portland employees, \*\*Working Harbor include private and public terminals and their associated employment

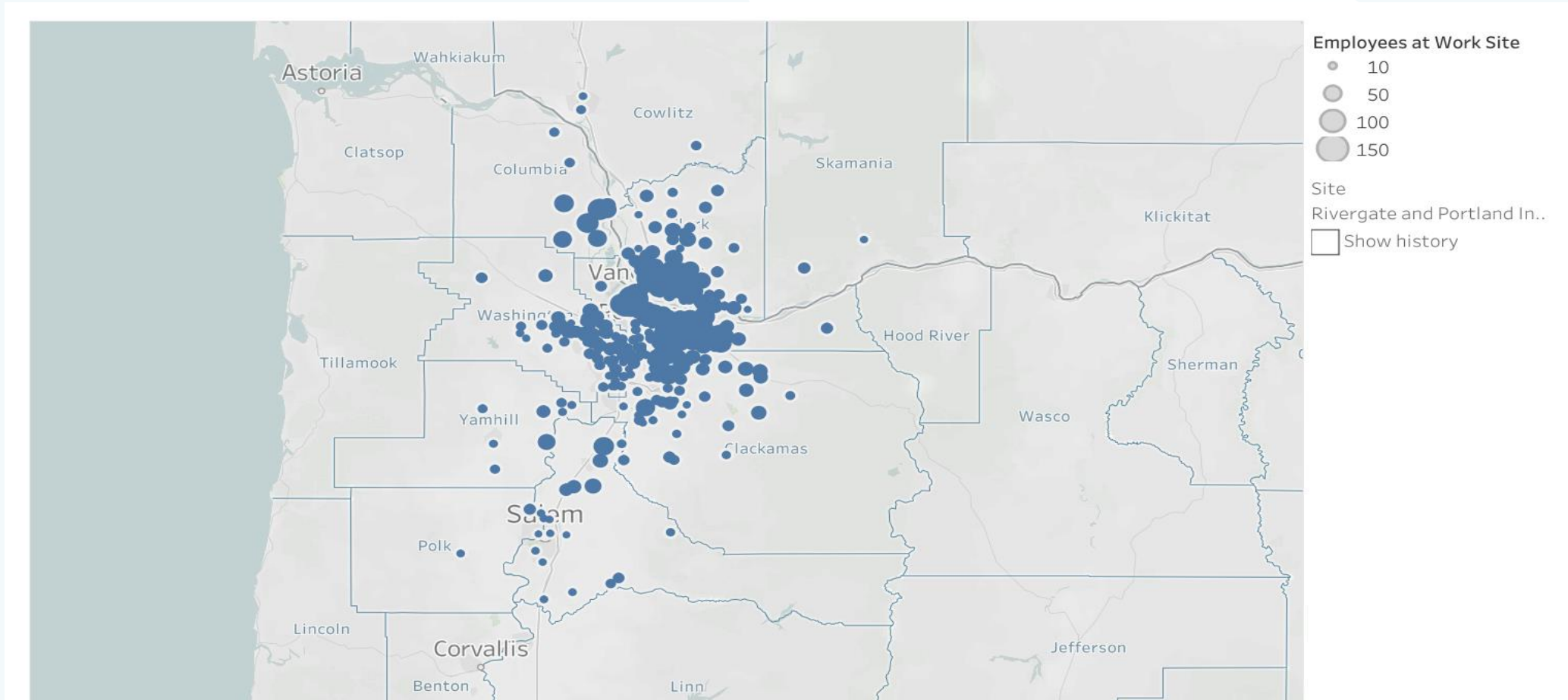
# Occupational Analysis

- **Best Performing**
  - Aircraft Pilots & Flight Engineers
  - Top Executives
  - Air Traffic Controllers and Airfield Operations Specialists
  - Computer Occupations
- **Worst Performing**
  - Retail Sales
  - Food and Beverage workers
  - Information and Record Clerks
  - Building Cleaning and Pest Control

	Region	Aviation	Marine	Business Parks
Above Living Wage	36.7%	28.4%	21.3%	25.6%
Below Living Wage	63.3%	71.6%	78.7%	74.4%

# Geographic Analysis

## Home Census Tract for workers at Rivergate & PDX



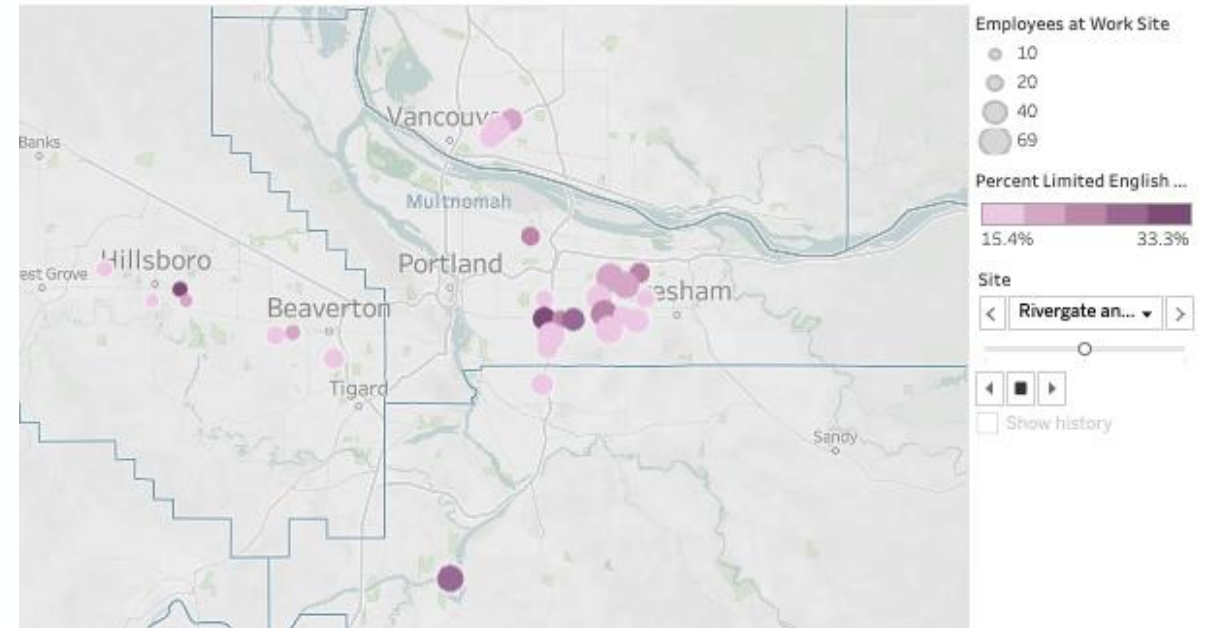
Source: Census LODS. Analysis residence tracts for workers employed in Port related tracts.

# Geographic Analysis

## Workers living in tracts by share of limited English Speakers

Work Site	Workers Living in Target Tracts	Share
Hillsboro (Washington County)	52	1.1%
Rivergate and Portland International	79	0.7%
Troutdale Reynolds	73	0.5%
<b>Grand Total</b>	<b>204</b>	<b>0%</b>
<b>Metro Area Population</b>		<b>7%</b>

Source: Census LODES. Analysis residence tracts for workers employed in Port related tracts.



Rivergate & PDX

# Geographic Analysis

Workers living in tracts with at least 50% People of Color

Work Site	Workers Living in Target Tracts	Share
Gresham Vista	58	5%
Hillsboro (Washington County)	320	7%
Rivergate and Portland International	720	6%
Troutdale Reynolds	1,004	7%
<b>Grand Total</b>	<b>2,102</b>	<b>7%</b>
<b>Metro Area Population</b>		<b>26%</b>

Workers living in tracts with at least 50% People of Color and 50 % Low-Income

Work Site	Workers Living in Target Tracts	Share
Gresham Vista	48	4%
Hillsboro (Washington County)	103	2%
Rivergate and Portland International	316	3%
Troutdale Reynolds	587	4%
<b>Grand Total</b>	<b>1,054</b>	<b>3%</b>
<b>Metro Area Population</b>		<b>3%</b>

Source: Census LODS. Analysis residence tracts for workers employed in Port related tracts.

# Lessons learned

1. Top-level impacts can be strong, without supporting equity or living wages.
2. Investment in Port infrastructure boosts regional productivity through improved access to inputs and increased agglomeration.
3. Framing equity and wages with local and national context is critical.
4. More specific findings require improved data collection.
5. Wage data doesn't include other positive advancements related to improving job quality.
6. Limited ability to impact wages even for direct jobs.
7. Understanding the baseline is critical for tracking change.

# Our Next Steps

1. Incorporating living wage analysis into Port strategic plan.
2. Expanding internal data collection methods.
3. Continuing to advance job quality for direct jobs.
4. Continuing to use a quality job criteria for Industrial Development.
5. Continuing to develop career pathways for internal staff and as part of larger regional and national career development efforts.

# Conclusion