

HOW

HOW OREGON WORKS

NEW WAYS TO WORK

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A SPECIAL SERIES ON OREGON'S WORKFORCE



FROM OUR SPONSORS



DAVID FILIPPI & PENNY SERRURIER
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For more than 110 years, Stoel Rives has worked side by side with our clients in Oregon’s most vital industries to meet the demands of an evolving business climate, including the challenges inherent in a changing workforce. Our success is rooted in our team-based approach: we learn our clients’ businesses, understand their markets, add value to their efforts, and partner with them to help them achieve their goals.

To help our clients form, protect and grow their companies, we draw upon our deep industry knowledge and our problem-solving experience to craft efficient and effective legal solutions to their most pressing issues.

We support our clients with an array of legal services at every stage of growth, from forming and financing their company to protecting intellectual property assets, managing a workforce, resolving disputes, marketing products, and facilitating strategic moves that grow revenue and expand markets.

We are honored to continue our support of Oregon’s leading companies, and the How Oregon Works series.



MARK MITSUI
PRESIDENT
PORTLAND COMMUNITY COLLEGE

Change is a constant we can count on. For community colleges, we have the responsibility to adapt to change so that we stay relevant and best meet the needs of those we serve: our students and the greater community that supports us and accesses our resources.

To do this effectively community colleges must be nimble in their response, collaborating with both internal and external stakeholders. External partners range from those in business and industry who advise on trends in the marketplace, to our K-12 and four-year university partners with whom we link best practices to create a successful continuum of education. Our goal is for students to succeed, academically and in life once they’ve completed their studies. They represent Oregon’s future workforce; if equipped with knowledge and training needed in the workplace, opportunity abounds. Employer needs are met, and ultimately, Oregon’s economy benefits.

Getting to this place requires the support of another external stakeholder group: our state legislators. Oregon’s 17 community colleges have submitted a funding proposal to the Legislature that will double the number of education and training opportunities in high wage career and technical education programs -- such as healthcare, welding and machining -- and provide critical student support services.

We welcome your advocacy, so that legislators hear your voice in addition to ours: that Oregon’s community colleges are worthy of investment for the betterment of the region.



PROF. RAHMAT SHOURESHI
PRESIDENT
PORTLAND STATE UNIVERSITY

PSU has earned a reputation for educating career-ready graduates.

At Portland State we give students real-world experience working and volunteering with hundreds of community partners, from Intel to Nike. Students naturally become engaged in the region that has invested so much in them: More than 100,000 PSU alumni live and work in the Portland Metro area.

Our students can choose from one of our 14 pre-health tracks, our pioneering entrepreneurship programs, our culturally responsive College of Education, or our innovative Maseeh College of Engineering and Computer Science. They study in state-of-the-art facilities, benefit from expert advisers, and build leadership skills through student organizations.

I am particularly proud of our strong alliance with Oregon Health & Science University, including the joint OHSU-PSU School of Public Health. OHSU accepts more students from PSU than from any other university.

Through PSU CO-OP, which launched last fall, PSU will further show how a cooperative, experiential education model can serve the needs of students and regional employers and address affordability.

We are pleased to sponsor How Oregon Works and proud to educate a workforce that thinks critically, communicates clearly and adapts to new people, challenges and goals.



BARB TIMPER
YOUTH SERVICES MANAGER
WORKSYSTEMS

For young people, finding that first job can be tough. For employers, having access to a pipeline of emerging workers is essential to maintaining a thriving workforce. The second annual Portland Opportunity Youth Job Fair brings both of these needs together.

On April 19th from 9am - 2pm, an estimated 1,800 16-24 year olds will be at the Oregon Convention Center to meet with more than 50 employers with immediate job openings. Job seekers can interview on site and access services to help prepare for employment such resume writing, interview practice, and job-related dress. Additional resources to assist with removing employment barriers such as record expungement, housing information, and high school completion will also be available.

In the Portland region, more than 11% of 16-24 year olds are out of school and out of work. Worksystems is excited to partner with Gateway to College National Network, and dozens of community partners to host this event and provide an opportunity for employers to connect with area young people eager to work.

If you are a regional employer looking for an opportunity to meet with area youth and find your next great hire, this is the event for you. Visit www.gatewaytocollege.org to register.



SERILDA SUMMERS-McGEE
CHIEF HUMAN RESOURCES OFFICER
CITY OF PORTLAND, BUREAU OF HUMAN RESOURCES

Diversity, equity, and inclusion (DEI) are values that many people are discussing. But what do those values mean in the workplace?

Today’s workplace is plagued by DEI conflicts that leaders avoid addressing. There are generational conflicts between baby boomers and Generation Zers. There are conflicts between working parents and employees with no children. There’s the introvert who’s oftentimes at odds with the extravert. And there are the intersections of all these identities and more.

There is so much more than “business” happening inside businesses and organizations, and we executives rarely take the time to explore what our workforces’ lived experiences are inside the workplace beyond risk mitigation efforts.

As workplace culture continues to evolve the question becomes, whose responsibility is it to change: the workforce or the workplace?

My response is “both!”

In a nutshell, we have work to do to enhance our work environments. At the City of Portland, we are making gains at addressing the challenges and opportunities that exist within our workforce.



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Stoel Rives' multi-disciplinary legal team offers our clients deep industry knowledge, innovative strategies, and a strong commitment to helping them thrive in today's complex legal and business environment.



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LARGEST ARCHITECTURE FIRMS IN THE METRO AREA

RANKED BY NUMBER OF LICENSED ARCHITECTS IN THE PORTLAND METRO AREA

| | Name / prior rank / URL | Address / phone | Metro architects | Metro FT employees | Specialties | Top local executive(s) |
|----|--|---|------------------|--------------------|---|--|
| 12 | Mahlum Architects Inc. ¹³ mahlum.com | 1231 N.W. Hoyt St. #102 Portland, OR 97209 503-224-4032 | 26 | 48 | Architectural design; sustainable analysis and design; community outreach; value analysis and engineering; life-cycle cost analysis; constructability review; construction administration; post-occupancy evaluations; etc. | Kurt Haapala, LeRoy Landers, Marjorie Brown |
| 12 | SRG Partnership Inc. ⁹ srgpartnership.com | 621 S.W. Columbia St. Portland, OR 97201 503-222-1917 | 26 | 49 | Serves education, civic, cultural, science/technology, sports and health care markets | Jeff Yrazabal, Cheryl Harmon, Bjorn Clouten |
| 14 | TVA Architects Inc. ¹² tvaarchitects.com | 920 S.W. 6th Ave. #1500 Portland, OR 97204 503-220-0668 | 24 | 38 | Architecture, planning and interior design for a wide variety of commissions throughout the U.S. and Asia | Robert Thompson, Tim Wybenga, Pam Saftler, Mandy Butler |
| 15 | Jacobs [*] jacobs.com | 2020 S.W. 4th Ave. #300 Portland, OR 97201 503-235-5000 | 20 | 568 | Design and construction of technology facilities, research/development, university, manufacturing, data center and office buildings | Terry Wheeler |
| 16 | FFA Architecture and Interiors Inc. ¹⁴ ffadesign.com | 520 S.W. Yamhill St. #900 Portland, OR 97204 503-222-1661 | 19 | 31 | Architecture; interior design; planning; historic preservation | Barbara Clement, Troy Ainsworth, Joe Zody, Richard Grace, Ian Gelbrich |
| 17 | Soderstrom Architects ¹⁷ sdra.com | 1200 N.W. Naito Pkwy. #410 Portland, OR 97209 503-228-5617 | 18 | 38 | Programming and design to construction administration | Cameron Hyde, Dan Danielson, Henry Fitzgibbon, Marlene Gillis, Mike Shea, Dan Van Calcar, Chuck Westerholm, Andrew Burke |
| 17 | Yost Grube Hall Architecture ¹⁸ ygh.com | 707 S.W. Washington St. #1200 Portland, OR 97205 503-221-0150 | 18 | 35 | Interior design; planning; sustainable design; BIM; Revit; feasibility studies; facility assessments; LEED documentation; post occupancy review; programming; test fits | Nels Hall, Thomas Robbins |
| 19 | BRIC Architecture Inc. [*] bric-arch.com | 1233 N.W. Northrup St. #100 Portland, OR 97209 503-595-4900 | 16 | 39 | Full-service architectural, planning and interior design firm with a commitment to community based educational design | Amy Friendly |
| 19 | Petersen Kolberg & Associates PC ¹⁸ pkaarchitects.com | 6969 S.W. Hampton St. Portland, OR 97223 503-968-6800 | 16 | 38 | Architecture design; master planning; medical planning | Steve Kolberg, Josh Kolberg, Warren Tyler |
| 21 | Carleton Hart Architecture [*] carletonhart.com | 830 S.W. 10th Ave. #200 Portland, OR 97205 503-243-2252 | 15 | 32 | Community-based and people-oriented projects including housing, historic preservation, civic and institutional, commercial, aviation and hospitality | Bill Hart, Brian Carleton |
| 22 | Otak Inc. ¹⁸ otak.com | 808 S.W. 3rd Ave. #300 Portland, OR 97204 503-287-6825 | 13 | 161 | Urban design; multi-family housing and hospitality; transit centers; commercial and community facilities; mixed-use developments; industrial facilities; visitor centers and recreation facilities | James Hamann, Mike Peebles |

CLOSER LOOK

2,724

Combined metro-area employment at all 47 firms that responded to the survey for The List

MOST LOCAL EMPLOYEES

Here are the firms on The List re-ranked by full-time metro-area employment:

Jacobs

568

ZGF Architects LLP

249

Ankrom Moisan Architects

174

Mackenzie

167

Otak Inc.

161

ABOUT THE LIST

Information was obtained from firm representatives through questionnaires and could not be independently verified by the Portland Business Journal. In case of ties, companies are listed alphabetically.

NOTE: This list was originally published in the June 7, 2018 issue of the weekly edition.


NOTES: NA = not applicable, not available or not approved * = Not ranked last year.

SPONSORED CONTENT:

Modern Workforce Increasingly Challenges Employers to Offer Telework Option

A little over six years ago, Yahoo! CEO Marissa Mayer issued her edict (well, memo) kiboshing work-from-home arrangements, driving Yahoo! workers back to their desks and sending shock waves that reached far beyond affected employees. Mayer’s mantra was that in order to be “one Yahoo!,” workers needed to be physically connected in the workplace. Her ultimatum ground the notion of telecommuting at Yahoo! to a screeching halt: Get back to the office or don’t let the door hit you on the way out.

With probably more fallout externally than internally, Mayer’s remote work ban generated much criticism (amid some praise) and has continued to draw scrutiny even years later. Whether her move was brilliant or a fool’s errand, one universal lesson to be drawn is that companies need to think critically about whether and to what extent remote work arrangements make good business sense. This is particularly true as the workforce continues to trend away from traditional employment concepts toward freelancing, consultants, and gig workers. More and more workers expect, if not demand, flexibility, including the ability to telecommute for at least some



Brenda Bumgart,
Stoel Rives LLP

portion of their workweek. With limited exceptions, however, this is privilege not a right.

If your company does provide this perk to some workers, or widely embraces this concept as an essential part of your culture to retain and attract talent, you need to be sure your practices regarding non-traditional workplace arrangements align with your business needs and are not unknowingly subjecting you to legal risk. To this end, best practices to keep in mind include:

- Maintain written policies and conduct periodic reviews. The last thing you want is an ambiguous or outdated policy or, worse yet, inconsistent application of your policies among employees. Ensure that employees are actually working within the limits of the policy. Make sure your company retains flexibility to modify or terminate the arrangement, or evaluate it on a trial basis.
- Be aware that telecommuting may be a reason-

able accommodation for an employee’s mental or physical disability. This is true even if you ascribe to the Mayer school of thought and do not allow employees to work from home. As technology continues to evolve, it is becoming increasingly more difficult for employers to convince courts that regular and predictable attendance means the employee must be present at the brick and mortar location. Accommodations should be distinguished from voluntary arrangements.

- Make sure you are properly tracking and compensating hourly, non-exempt remote workers for all time worked (including overtime) and they are taking required meal and rest breaks. Also, be clear about scheduling—remote work does not mean that the employee does not have to be available and working during set hours. Nor does it mean that you alter how you evaluate the employee’s productivity or overall performance.