



Board of Forestry Public Meeting

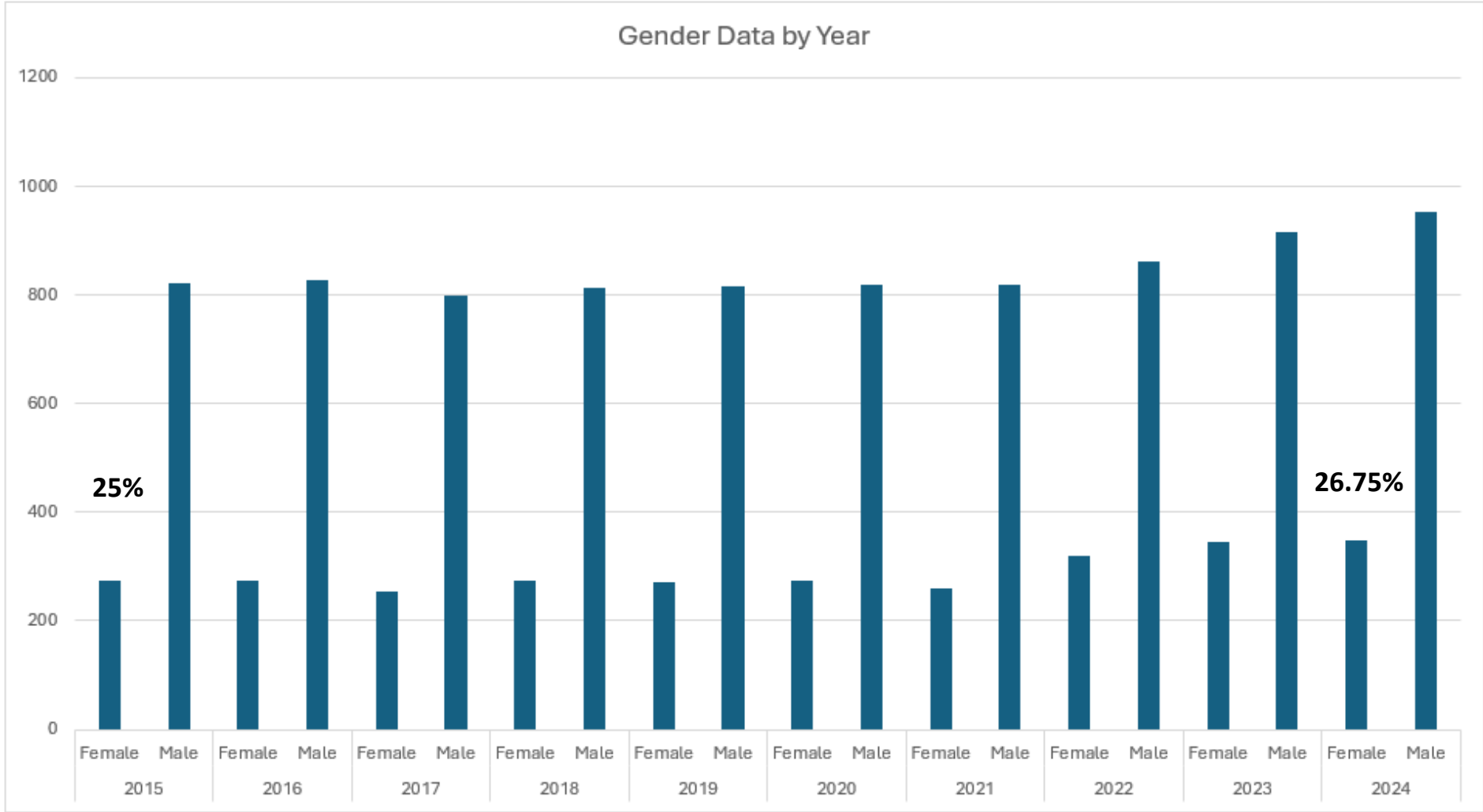
4. Agency Demographics and Workforce Trends

This item serves as an opportunity for the Department to respond to the motion made at the January 2025 Board of Forestry meeting with the requested demographic data.

This is a decision item.



Oregon Department of Forestry
Demographic Data
2015 - 2024



2015

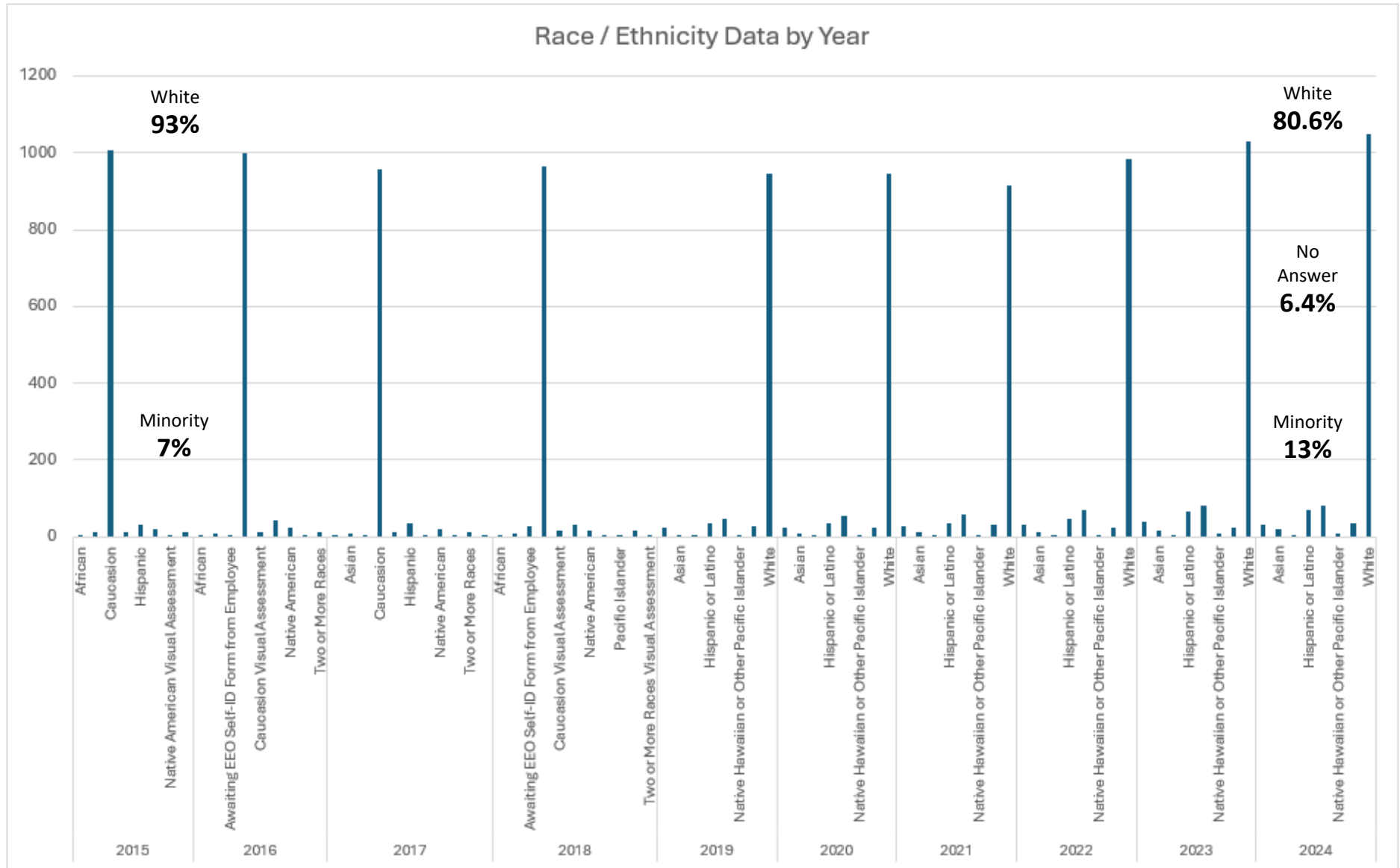
Female: 274 (25%)
Male: 821 (75%)

2024

Female: 348 (26.75%)
Male: 953 (73.25%)



Oregon Department of Forestry Demographic Data 2015 - 2024

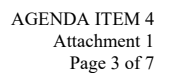


2015

White: 1005 self identified, 13 assumed (93%)
Minority: 63 self identified, 1 assumed (7%)

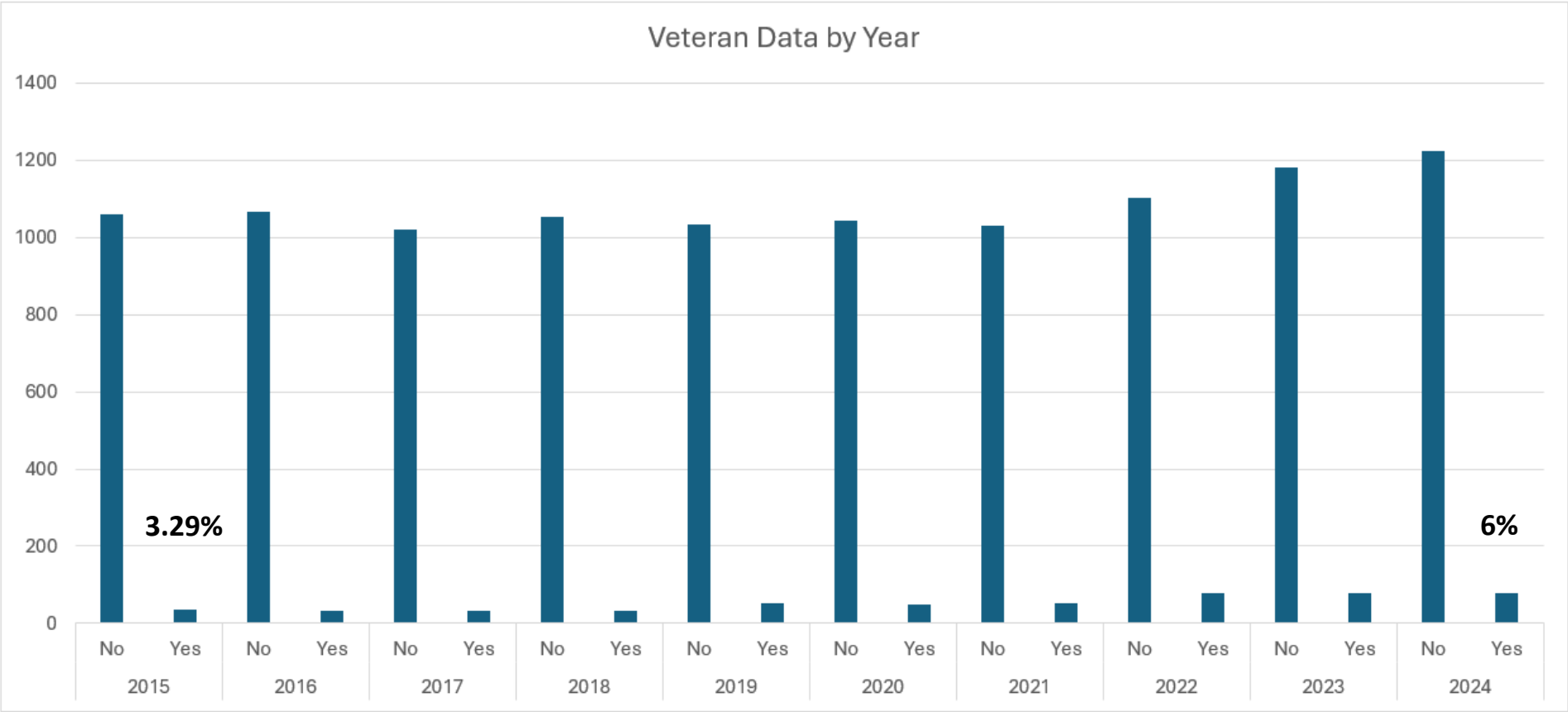
2024

White: 1049 (80.63%)
Did not wish to answer: 83 (6.42%)
Minority: 169 (12.99%)





Oregon Department of Forestry
Demographic Data
2015 - 2024

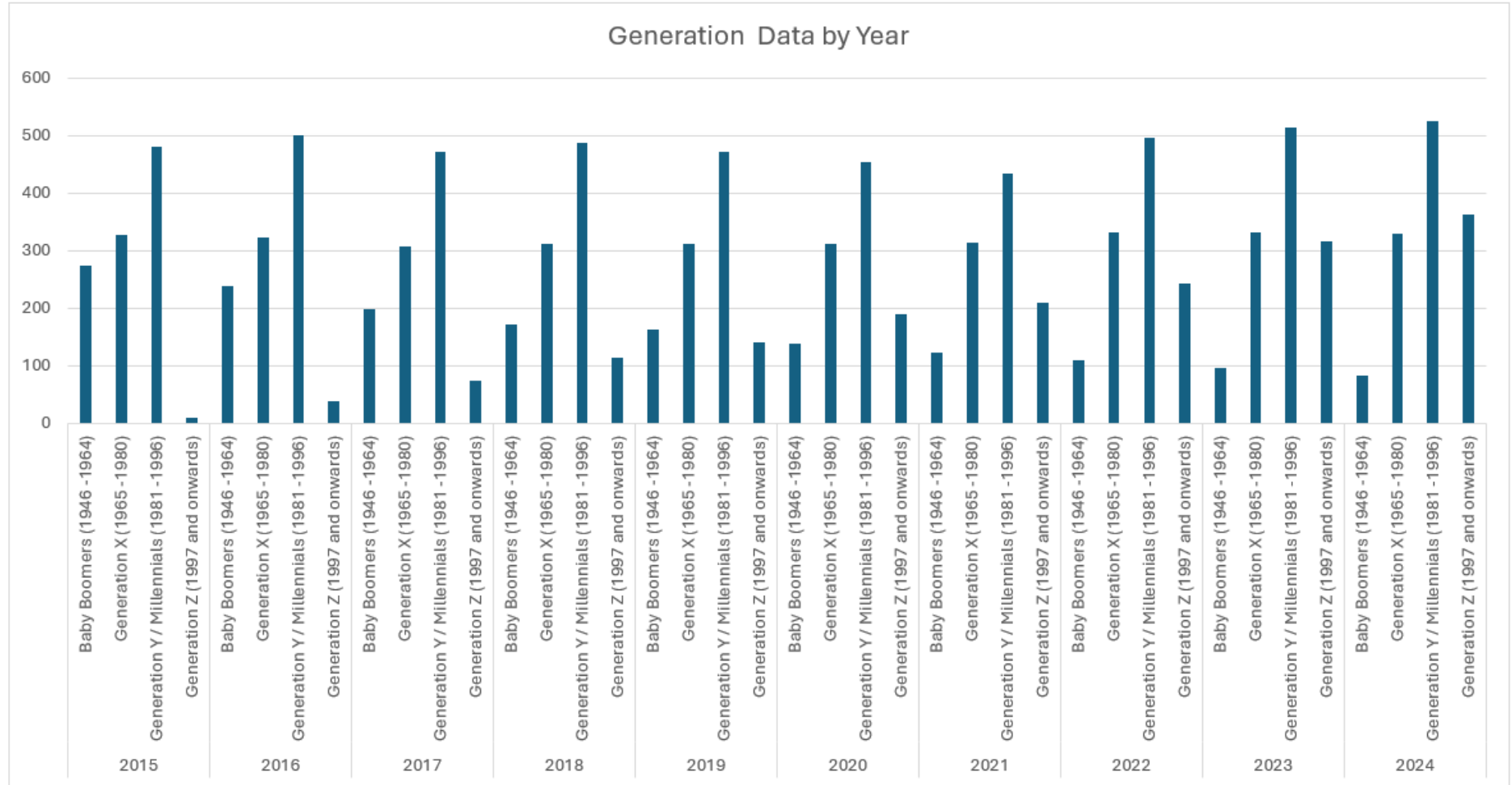


2015
Veteran: 36 (3.29%)
Non-Veteran: 1059 (96.71%)

2024
Veteran: 78 (6%)
Non-Veteran: 1223 (94%)



Oregon Department of Forestry Demographic Data 2015 - 2024



2015

Baby Boomers: 275 (25.11%)
Generation X: 328 (29.95%)
Millennials: 481 (43.93%)
Generation Z: 11 (1%)

2024

Baby Boomers: 84 (6.46%)
Generation X: 329 (25.29%)
Millennials: 525 (40.35%)
Generation Z: 363 (27.90%)



Oregon Department of Forestry

Demographic Data

2015 - 2024

GENDER

Year	Gender	Total	Percent
2015	Female	274	25.02%
2015	Male	821	74.98%
2016	Female	275	24.95%
2016	Male	827	75.05%
2017	Female	254	24.14%
2017	Male	798	75.86%
2018	Female	274	25.21%
2018	Male	813	74.79%
2019	Female	270	24.84%
2019	Male	817	75.16%
2020	Female	275	25.11%
2020	Male	820	74.89%
2021	Female	261	24.14%
2021	Male	820	75.86%
2022	Female	319	27.01%
2022	Male	862	72.99%
2023	Female	346	27.44%
2023	Male	915	72.56%
2024	Female	348	26.75%
2024	Male	953	73.25%

VETERAN

Year	Is_Veteran	Total	Percent
2015	No	1059	96.71%
2015	Yes	36	3.29%
2016	No	1068	96.91%
2016	Yes	34	3.09%
2017	No	1020	96.96%
2017	Yes	32	3.04%
2018	No	1053	96.87%
2018	Yes	34	3.13%
2019	No	1035	95.22%
2019	Yes	52	4.78%
2020	No	1045	95.43%
2020	Yes	50	4.57%
2021	No	1029	95.19%
2021	Yes	52	4.75%
2022	No	1104	93.48%
2022	Yes	77	6.52%
2023	No	1182	93.74%
2023	Yes	79	6.26%
2024	No	1223	94.00%
2024	Yes	78	6.00%

JOB CLASSIFICATION

Year	Job_Classification	Total	Percent
2015	Office and Clerical	137	12.51%
2015	Officials and Administrators	63	5.75%
2015	Professionals	352	32.15%
2015	Protective Service Workers	111	10.14%
2015	Service - Maintenance	365	33.33%
2015	Skilled Craft Workers	23	2.10%
2015	Technicians	44	4.02%
2016	Office and Clerical	137	12.43%
2016	Officials and Administrators	60	5.44%
2016	Professionals	350	31.76%
2016	Protective Service Workers	94	8.53%
2016	Service - Maintenance	368	33.39%
2016	Skilled Craft Workers	28	2.54%
2016	Technicians	65	5.90%
2017	Office and Clerical	135	12.83%
2017	Officials and Administrators	55	5.23%
2017	Professionals	336	31.94%
2017	Protective Service Workers	93	8.84%
2017	Service - Maintenance	345	32.79%
2017	Skilled Craft Workers	34	3.23%
2017	Technicians	54	5.13%
2018	Office and Clerical	123	11.32%
2018	Officials and Administrators	72	6.62%
2018	Professionals	345	31.74%
2018	Protective Service Workers	89	8.19%
2018	Service - Maintenance	372	34.22%
2018	Skilled Craft Workers	33	3.04%
2018	Technicians	53	4.88%
2019	Administrative Support (Including Clerical Sales)	118	10.86%
2019	Officials and Administrators	71	6.53%
2019	Professionals	362	33.30%
2019	Protective Service Workers	70	6.44%
2019	Service	397	36.52%
2019	Skilled Craft Workers	56	5.15%
2019	Technicians	13	1.20%
2020	Administrative Support (Including Clerical Sales)	112	10.23%
2020	Officials and Administrators	70	6.39%
2020	Professionals	353	32.24%
2020	Protective Service Workers	78	7.12%
2020	Service	422	38.54%
2020	Skilled Craft Workers	48	4.38%
2020	Technicians	12	1.10%
2021	Administrative Support (Including Clerical Sales)	111	10.27%
2021	Officials and Administrators	71	6.57%
2021	Paraprofessionals	1	0.09%
2021	Professionals	365	33.77%
2021	Protective Service Workers	86	7.96%
2021	Service	386	35.71%
2021	Skilled Craft Workers	47	4.35%
2021	Technicians	14	1.30%
2022	Administrative Support (Including Clerical Sales)	120	10.16%
2022	Officials and Administrators	67	5.67%
2022	Paraprofessionals	1	0.08%
2022	Professionals	436	36.92%
2022	Protective Service Workers	88	7.45%
2022	Service	404	34.21%
2022	Skilled Craft Workers	44	3.73%
2022	Technicians	21	1.78%
2023	Administrative Support (Including Clerical Sales)	136	10.79%
2023	Officials and Administrators	76	6.03%
2023	Paraprofessionals	1	0.08%
2023	Professionals	470	37.27%
2023	Protective Service Workers	98	7.77%
2023	Service	420	33.31%
2023	Skilled Craft Workers	42	3.33%
2023	Technicians	18	1.43%
2024	Administrative Support (Including Clerical Sales)	138	10.61%
2024	Officials and Administrators	76	5.84%
2024	Paraprofessionals	2	0.15%
2024	Professionals	500	38.43%
2024	Protective Service Workers	120	9.22%
2024	Service	405	31.13%
2024	Skilled Craft Workers	42	3.23%
2024	Technicians	18	1.38%



Oregon Department of Forestry Demographic Data 2015 - 2024

RACE/ETHNICITY

Year	Race_Ethnicity	Total	Percent
2015	African	1	0.09%
2015	Asian	11	1.00%
2015	Caucasian	1005	91.78%
2015	Caucasian Visual Assessment	13	1.19%
2015	Hispanic	31	2.83%
2015	Native American	20	1.83%
2015	Native American Visual Assessment	1	0.09%
2015	Two or More Races	13	1.19%
2016	African	1	0.09%
2016	Asian	8	0.73%
2016	Awaiting EEO Self-ID Form from Employee	2	0.18%
2016	Caucasian	1000	90.74%
2016	Caucasian Visual Assessment	12	1.09%
2016	Hispanic	44	3.99%
2016	Native American	23	2.09%
2016	Native American Visual Assessment	1	0.09%
2016	Two or More Races	11	1.00%
2017	African	1	0.10%
2017	Asian	9	0.86%
2017	Awaiting EEO Self-ID Form from Employee	1	0.10%
2017	Caucasian	957	90.97%
2017	Caucasian Visual Assessment	14	1.33%
2017	Hispanic	34	3.23%
2017	Hispanic Visual Assessment	1	0.10%
2017	Native American	21	2.00%
2017	Native American Visual Assessment	1	0.10%
2017	Two or More Races	12	1.14%
2017	Two or More Races Visual Assessment	1	0.10%
2018	African	1	0.09%
2018	Asian	8	0.74%
2018	Awaiting EEO Self-ID Form from Employee	29	2.67%
2018	Caucasian	964	88.68%
2018	Caucasian Visual Assessment	16	1.47%
2018	Hispanic	30	2.76%
2018	Native American	17	1.56%
2018	Native American Visual Assessment	1	0.09%
2018	Pacific Islander	4	0.37%
2018	Two or More Races	15	1.38%
2018	Two or More Races Visual Assessment	2	0.18%
2019	American Indian or Alaska Native	24	2.21%
2019	Asian	5	0.46%
2019	Black or African American	4	0.37%
2019	Hispanic or Latino	34	3.13%
2019	I do not wish to answer.	45	4.14%
2019	Native Hawaiian or Other Pacific Islander	3	0.28%
2019	Two or More Races	26	2.39%
2019	White	946	87.03%
2020	American Indian or Alaska Native	23	2.10%
2020	Asian	7	0.64%
2020	Black or African American	3	0.27%
2020	Hispanic or Latino	34	3.11%
2020	I do not wish to answer.	55	5.02%
2020	Native Hawaiian or Other Pacific Islander	4	0.37%
2020	Two or More Races	23	2.10%
2020	White	946	86.39%
2021	American Indian or Alaska Native	26	2.41%
2021	Asian	11	1.02%
2021	Black or African American	2	0.19%
2021	Hispanic or Latino	35	3.24%
2021	I do not wish to answer.	57	5.27%
2021	Native Hawaiian or Other Pacific Islander	4	0.37%
2021	Two or More Races	31	2.87%
2021	White	915	84.64%

RACE/ETHNICITY (Continued)

Year	Race_Ethnicity	Total	Percent
2022	American Indian or Alaska Native	33	2.79%
2022	Asian	11	0.93%
2022	Black or African American	4	0.34%
2022	Hispanic or Latino	48	4.06%
2022	I do not wish to answer.	71	6.01%
2022	Native Hawaiian or Other Pacific Islander	5	0.42%
2022	Two or More Races	25	2.12%
2022	White	984	83.32%
2023	American Indian or Alaska Native	39	3.09%
2023	Asian	15	1.19%
2023	Black or African American	2	0.16%
2023	Hispanic or Latino	64	5.08%
2023	I do not wish to answer.	81	6.42%
2023	Native Hawaiian or Other Pacific Islander	7	0.56%
2023	Two or More Races	24	1.90%
2023	White	1029	81.60%
2024	American Indian or Alaska Native	32	2.46%
2024	Asian	20	1.54%
2024	Black or African American	3	0.23%
2024	Hispanic or Latino	70	5.38%
2024	I do not wish to answer.	83	6.38%
2024	Native Hawaiian or Other Pacific Islander	7	0.54%
2024	Two or More Races	37	2.84%
2024	White	1049	80.63%

GENERATION

Year	Generation	Total	Percent
2015	Baby Boomers (1946 -1964)	275	25.11%
2015	Generation X (1965 -1980)	328	29.95%
2015	Generation Y / Millennials (1981 -1996)	481	43.93%
2015	Generation Z (1997 and onwards)	11	1.00%
2016	Baby Boomers (1946 -1964)	239	21.69%
2016	Generation X (1965 -1980)	324	29.40%
2016	Generation Y / Millennials (1981 -1996)	500	45.37%
2016	Generation Z (1997 and onwards)	39	3.54%
2017	Baby Boomers (1946 -1964)	198	18.82%
2017	Generation X (1965 -1980)	308	29.28%
2017	Generation Y / Millennials (1981 -1996)	472	44.87%
2017	Generation Z (1997 and onwards)	74	7.03%
2018	Baby Boomers (1946 -1964)	172	15.82%
2018	Generation X (1965 -1980)	313	28.79%
2018	Generation Y / Millennials (1981 -1996)	487	44.80%
2018	Generation Z (1997 and onwards)	115	10.58%
2019	Baby Boomers (1946 -1964)	163	15.00%
2019	Generation X (1965 -1980)	312	28.70%
2019	Generation Y / Millennials (1981 -1996)	471	43.33%
2019	Generation Z (1997 and onwards)	141	12.97%
2020	Baby Boomers (1946 -1964)	139	12.69%
2020	Generation X (1965 -1980)	311	28.40%
2020	Generation Y / Millennials (1981 -1996)	455	41.55%
2020	Generation Z (1997 and onwards)	190	17.35%
2021	Baby Boomers (1946 -1964)	124	11.47%
2021	Generation X (1965 -1980)	314	29.05%
2021	Generation Y / Millennials (1981 -1996)	434	40.15%
2021	Generation Z (1997 and onwards)	209	19.33%
2022	Baby Boomers (1946 -1964)	110	9.31%
2022	Generation X (1965 -1980)	332	28.11%
2022	Generation Y / Millennials (1981 -1996)	496	42.00%
2022	Generation Z (1997 and onwards)	243	20.58%
2023	Baby Boomers (1946 -1964)	97	7.69%
2023	Generation X (1965 -1980)	333	26.41%
2023	Generation Y / Millennials (1981 -1996)	514	40.76%
2023	Generation Z (1997 and onwards)	317	25.14%
2024	Baby Boomers (1946 -1964)	84	6.46%
2024	Generation X (1965 -1980)	329	25.29%
2024	Generation Y / Millennials (1981 -1996)	525	40.35%
2024	Generation Z (1997 and onwards)	363	27.90%