

9.0 Employment Opportunities

Access to employment opportunities plays a vital role in the stability of a workforce, and subsequently the stability of the community. This indicator is interdependent on other indicators in this Assessment, for example, employment opportunities are dependent in part on transportation access and educational opportunities.

This indicator looks at accessibility of employment by mode of transportation and the number of jobs available by tract. Supplemental information is provided on unemployment, labor force participation, the HUD Job Access Index, and the HUD Labor Market Index.



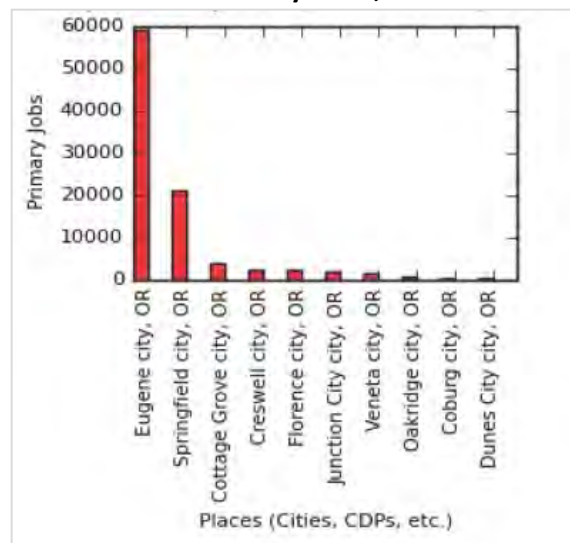
Employment

Information on employment in the region tells us where some larger employment areas are located, which can help identify what barriers or opportunities are present for job accessibility.

The major employment centers for the county and MPO area are found within the Cities of Eugene and Springfield, with the largest employment center for the county being in Eugene.¹⁵⁰ See Figure 9.1. Job Counts by Places in 2011¹⁵¹

Historically, two of the largest employment sectors in the county have been wood products and manufacturing. In 1980, about 20% of workers were employed in manufacturing, an employment sector that pays above-average wages.¹⁵² However, during the 1979 to 1982 period, lumber and wood products dropped 3,800 jobs. The decline in this primary industry rippled through the local economy and led to large reductions in other sectors. By 1990, manufacturing employment's share dropped to 15%. In the early 1990s, a second period of rising unemployment occurred in the wood products industry. During the 1989 to 1993 period, wood products lost 3,500 jobs. By the 2007 Great Recession, manufacturing employment lowered again to 13% of all jobs.¹⁵³ In 2013, manufacturing represented about 9% of non-farm employment.¹⁵⁴

Chart 9.1. Job Counts by Place, 2011



Now, employment is broadening and diversifying. In Eugene, in 2008, a major employer for the region, Hynix, closed and left 1,400 people unemployed, constituting one of Oregon's largest employment closures in ten years.¹⁵⁵ The closure has had a ripple effect in the local economy, as many suppliers reduced labor in response to the closure. The other major blow to the local labor market was the dramatic decline in the Recreational Vehicle (RV) manufacturing sector, which peaked at 5,000 jobs in the recent past. The 2008 recession dramatically slowed RV production, resulting in a 46% decline in RV manufacturing employment. Additionally, many local suppliers to the RV industry were hit hard as the industry has faltered.¹⁵⁶

¹⁵⁰ U.S. Census Bureau, OnTheMap Application and LEHD Origin-Destination Employment Statistics (Beginning of Quarter Employment, 2nd Quarter of 2002-2011).

¹⁵¹ U.S. Census Bureau, OnTheMap

¹⁵² Lane Workforce Partnership, State of the Workforce Report 2007-08, <http://laneworkforce.org/state-of-the-workforce-report/>

¹⁵³ Lane Workforce Partnership, State of the Workforce Report 2007-08; Eugene-Springfield HUD Consolidated Plan 2010-2015

¹⁵⁴ State of Oregon Employment Department, Eugene-Springfield MSA Non-Farm employment 2013 (not seasonally adjusted), qualityinfo.org

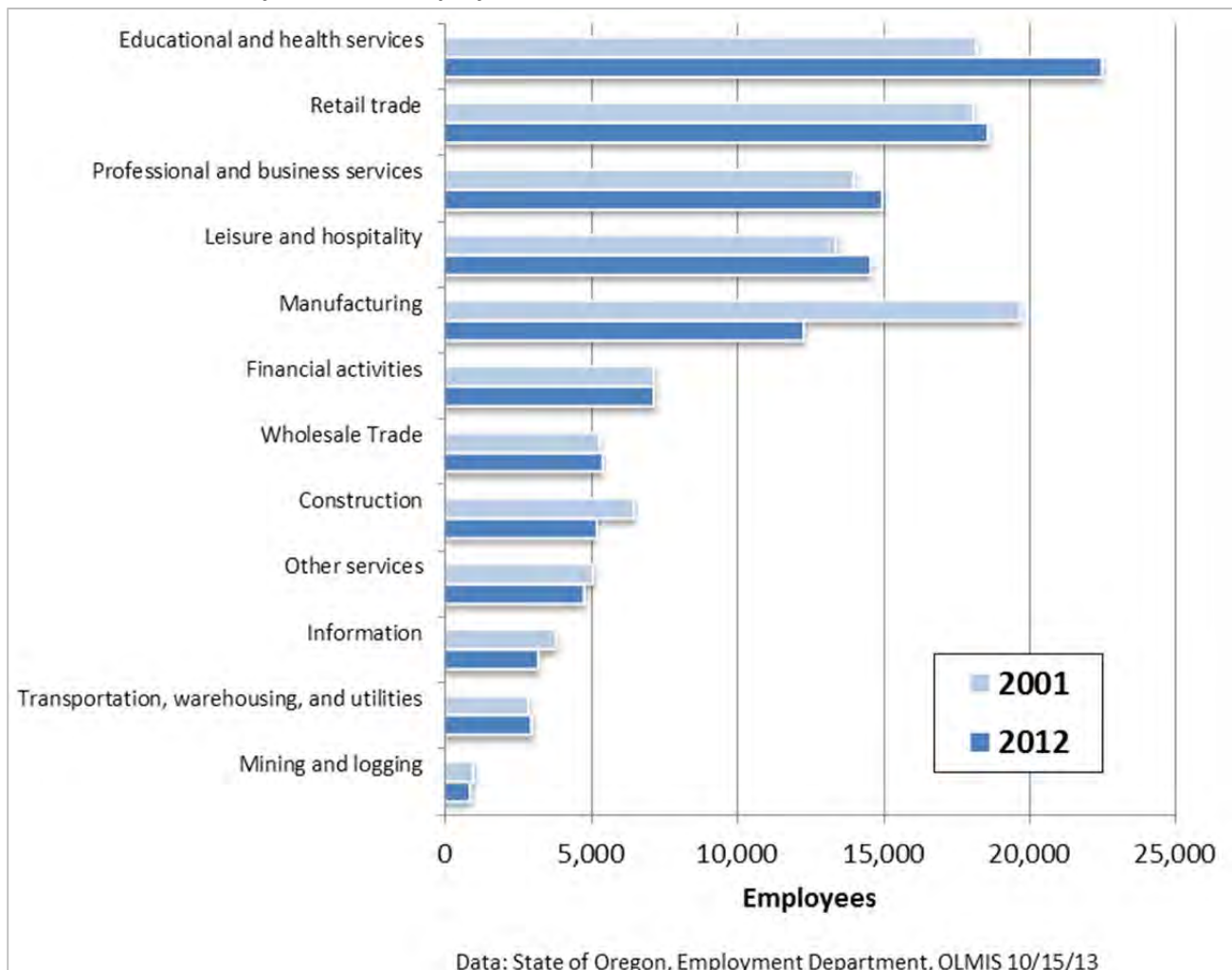
¹⁵⁵ The Oregonian, OregonLive, *Eugene chip plant Hynix will close, erasing 1,400 jobs*, July 24, 2008 http://www.oregonlive.com/business/index.ssf/2008/07/eugene_chip_plant_hynix_will_c.html

¹⁵⁶ Eugene-Springfield HUD Consolidated Plan 2010-2015

As manufacturing jobs changed and local population growth continued, the retail/service sector of the local economy also grew. In the 1990's, 77% of all new jobs were in the service/retail industries. The challenge inherent in this economic outlook is focused on wage income. As job creation occurs in lower wage retail or service jobs, a great many individuals and households face greater financial difficulties and the overall economic vitality of the community is diminished.¹⁵⁷

Employment predominates in education and health services; retail; professional and business services; and leisure and hospitality. Local and state government employment is also a large employer in the region. There are a few initiatives in the region to increase advanced manufacturing employment by investing in innovative start-ups, companies and education in Science, Technology, Engineering and Math (STEM). The region has developed a Regional Prosperity Plan, which seeks to encourage innovation, entrepreneurs, and train youth in high paying employment industries among other goals. The region has also created an innovative and

Chart 9.2. Lane County Non-Farm Employment, 2001 to 2012

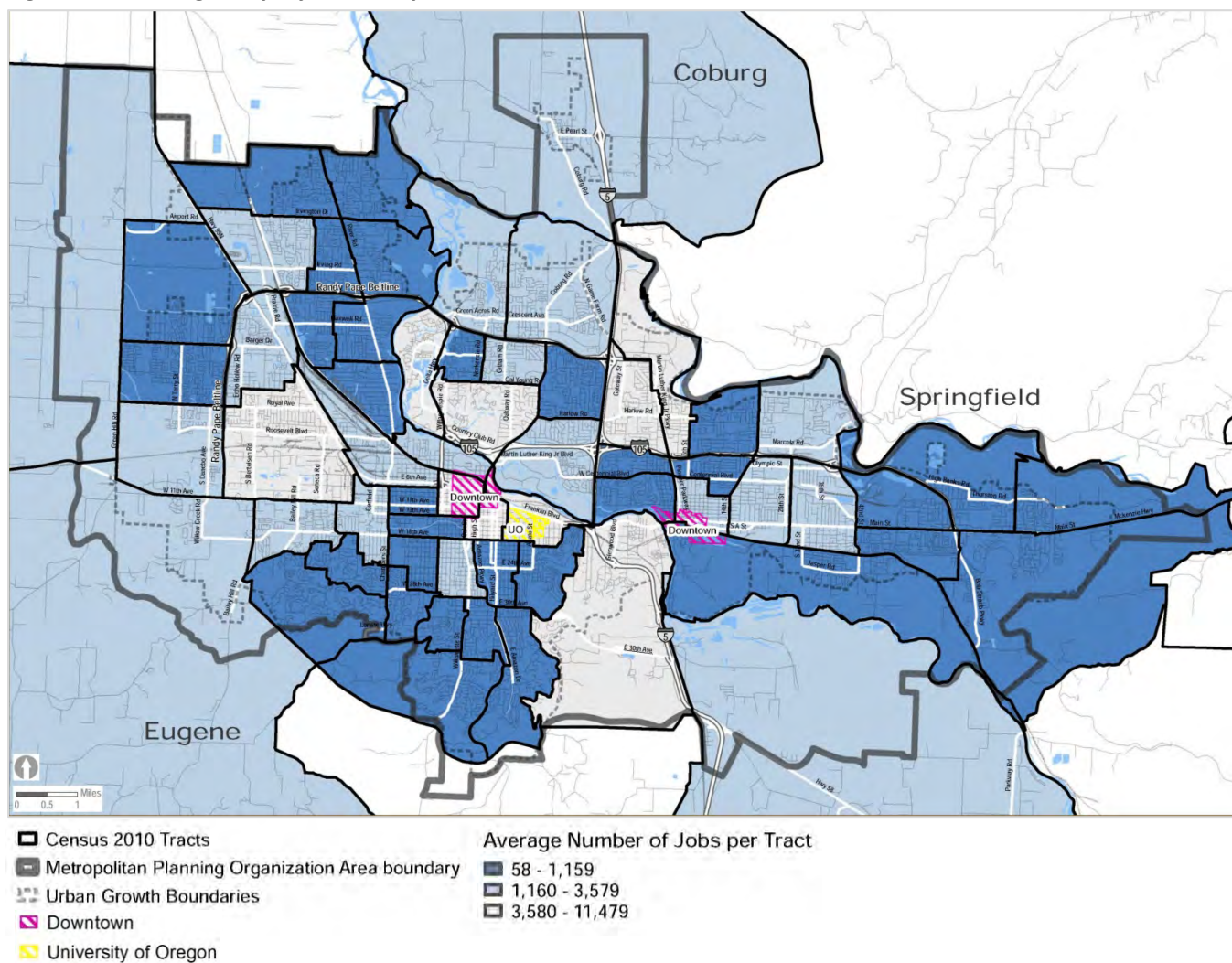


¹⁵⁷ Eugene-Springfield HUD Consolidated Plan 2010-2015

collaborative tech oriented business support network called the South Willamette Valley Regional Accelerator and Innovative Network (RAIN). This seeks to support new and developing tech based research and creative business with the two major state universities, the University of Oregon (Eugene), and Oregon State University (Corvallis).

Looking at areas of employment in the region helps in understanding where the jobs are that residents can access. There are fewer jobs per tract east Springfield, north, south, and west Eugene. Areas with greater employment are the south Springfield Glenwood area, the University area, the Springfield Pioneer Parkway area, Roosevelt Boulevard in west Eugene, and central-north Eugene. The Gateway and central-north Eugene areas both have major shopping malls. The west Eugene Roosevelt Boulevard area has a lot of commercial/industrial businesses and the Glenwood area tract contains the Lane Community College main campus. The largest employment areas in the region by tract are Downtown and west Eugene.

Figure 9.1. Average Employment Map, 2010

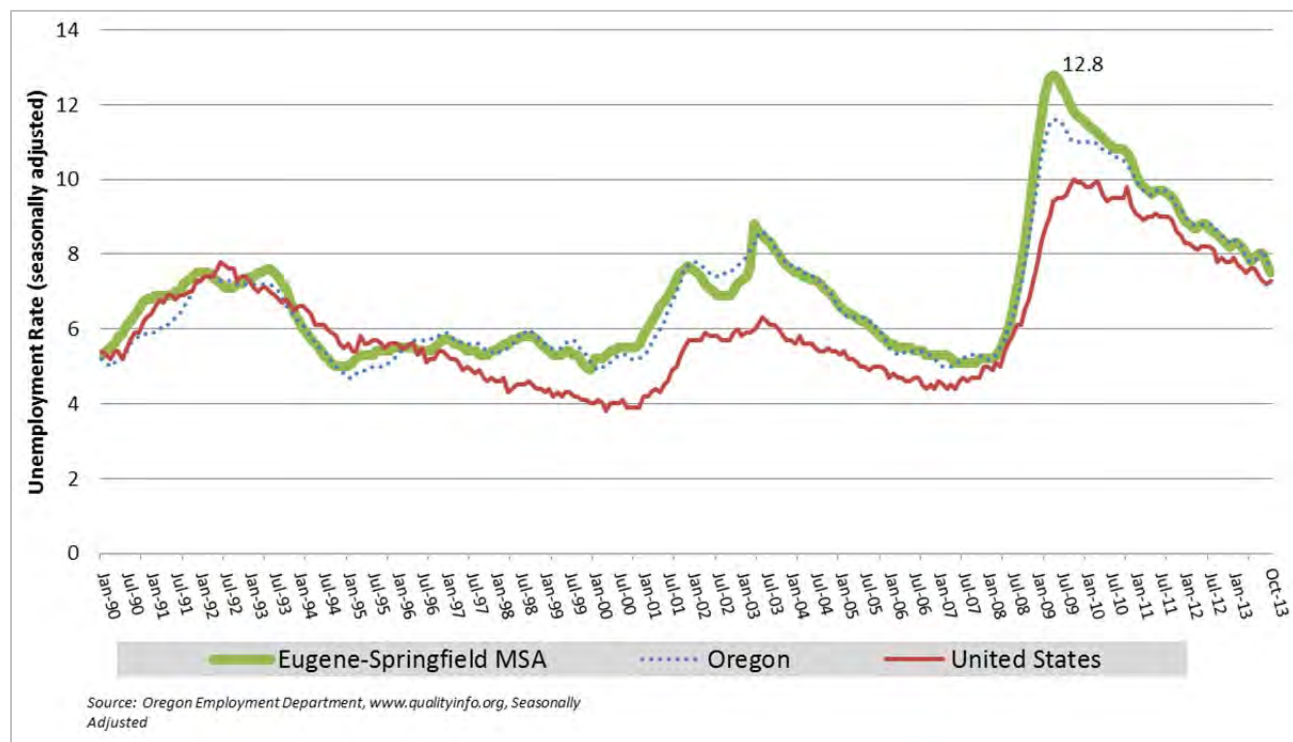


Unemployment

Information about unemployment, especially at a geographic scale can show us where more residents may be experiencing hardships. In the Assessment area, about 10% of the population was unemployed in the 2007-11 time period which includes the recession of 2007-08 and following recovery period. Data for 2010-12 shows an unemployment rate of 6.8% for Eugene, 9% for Springfield, and 8.3% for Coburg.¹⁵⁸

Since 1990, Lane County (Eugene-Springfield MSA) unemployment rates have typically hovered in the 5% to 8% range, generally responding to economic trends at the national level. This trend continued until the 2008 recession as shown in Chart 9.3 below.¹⁵⁹ May 2009 presented a peak in County unemployment at 12.8%. The number of unemployed Oregonians more than doubled over a 12-month period from March 2008 to March 2009 (115,629 to 256,404).¹⁶⁰ More recent unemployment data suggests the trend has reversed; the February 2010 unemployment rate declined to 11.4%. In October 2013, unemployment for the county was 7.5%.¹⁶¹

Chart 9.3. Unemployment Rate 1990 to 2010



¹⁵⁸ US Census ACS 2008-12, DP3

¹⁵⁹ State of Oregon, WorkSource Oregon, Employment Department, *Lane County Labor Trends, May 2009* <http://www.qualityinfo.org/pubs/ilt/pdf/05-09/0509-lc.pdf>

¹⁶⁰ State of Oregon, WorkSource Oregon, Employment Department, *Lane County Labor Trends, May 2009*

¹⁶¹ State of Oregon, WorkSource Oregon, Employment Department, www.qualityinfo.org

The sudden and dramatic increase in national, state, and regional unemployment has had major impacts on economic and well-being of local residents. The 2007 Recession forced skilled laborers out of work and often into jobs where their skills are under-utilized. Unemployment increased residents' need for basic necessities, including food, affordable housing, and health care. The 2009 Lane County United Way Community Assessment provides a snapshot of social and economic indicators that shows increasing stress on families and individuals directly related to the economic health of the community. The Community Assessment found that 30% of all respondents reported someone in their household not being able to find work – a finding unmatched in any previous Community Assessment since United Way began conducting them in 1992.¹⁶² Thirty percent (30%) of respondents also reported difficulty in affording housing – again, the highest rate ever reported in any previous Community Assessment. One out of five households (21%) reported receiving some sort of public assistance in the previous 12 months. Of those households, 60% reported experiencing financial difficulty in affording gas and maintenance for personal automobiles, medical insurance, medical and dentist visits and clothing.¹⁶³

Unemployment in the region is creating a hardship not only for skilled workers, but for the new workforce of youth 16-21 years old. This population is entering a competitive economy that is looking for more skilled workers. The 16-21 age period is an important time for youth to learn skills for contributing to the workforce, however with the high unemployment and demand for skilled workers, this population may become the “lost generation”, youth who are not able to gain job experience, a situation which is shown to impact their lives long term through lower earnings and less labor market engagement.¹⁶⁴

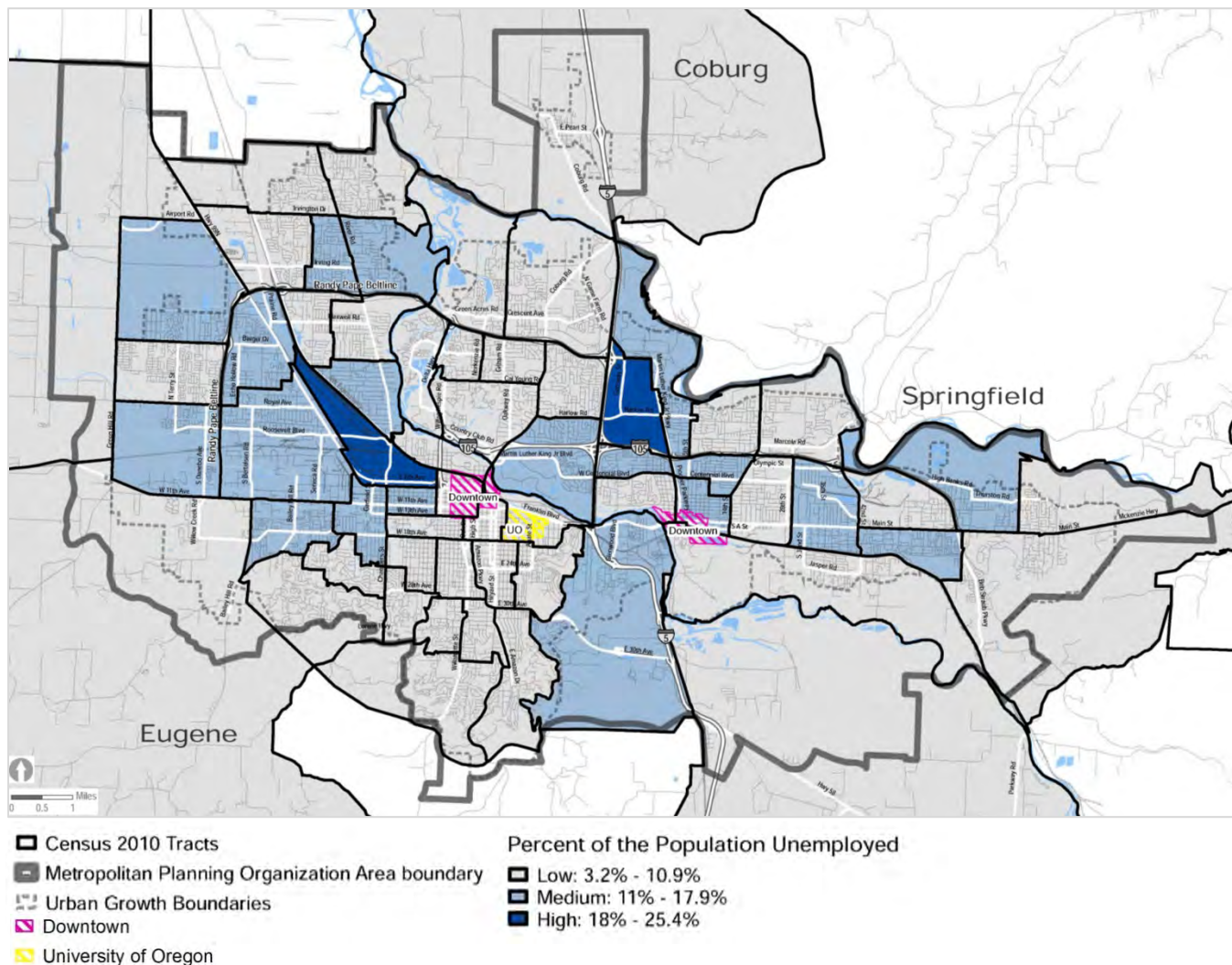
¹⁶² United Way of Lane County, 2009 Community Assessment, <http://unitedwaylane.org/what-we-do/reports/>

¹⁶³ United Way of Lane County, 2009 Community Assessment, United Way of Lane County

¹⁶⁴ Lane Workforce Partnership, State of the Workforce Report 2012

The tracts with the highest percentages of unemployed residents (18%-25.4%) are the Hwy 99 corridor in west Eugene, and the Gateway tract in Springfield. Areas with medium unemployment (11%-17.9%) are in the West 11th, Roosevelt Boulevard and Hwy 99 Corridors, and portions of River Road in Eugene. In Springfield there are tracts with medium percentages of unemployed residents in the Pioneer Parkway area, Glenwood, and portions of mid-central Springfield.

Figure 9.2. Unemployment of Residents Map, 2007-2011

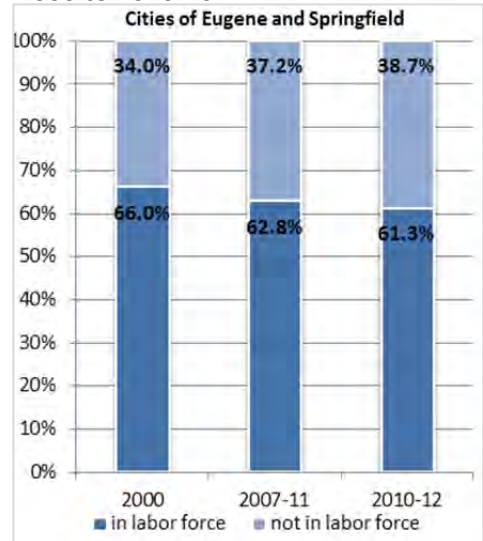


Labor Force Participation Rate

The labor force participation rate tells us the number of people actively looking for work or working. This information could also potentially locate areas with economic distress by showing areas that might have underemployed populations.

About 63% of the population in the Assessment area is actively in the labor force. In the Cities of Eugene and Springfield, the participation rate saw an increase from 1970 to 2000, and is now seeing a decline from rates in 2000. The decrease in labor force participation may be due to several factors including an aging work force, reliance on other incomes, more people enrolling in school, and less people continuing to look for work.¹⁶⁵ ¹⁶⁶ Alternatively, a high labor force participation rate may indicate a more competitive job market.¹⁶⁷ The labor force and unemployment data is derived from information on people who are either working or actively looking for work. If someone stops looking for work they are no longer included. Figure 9.4 shows how labor force participation has decreased since 2000. Data for the years 2007-11 and 2010-12 are from US Census Bureau American Community Surveys and represent years that may overlap.

Chart 9.4. Labor Force Participation, 2000 to 2010-2012



¹⁶⁵ The Washington Post, *Three Reasons the US labor force keeps shrinking*. Plumer, Brad. September 6, 2013

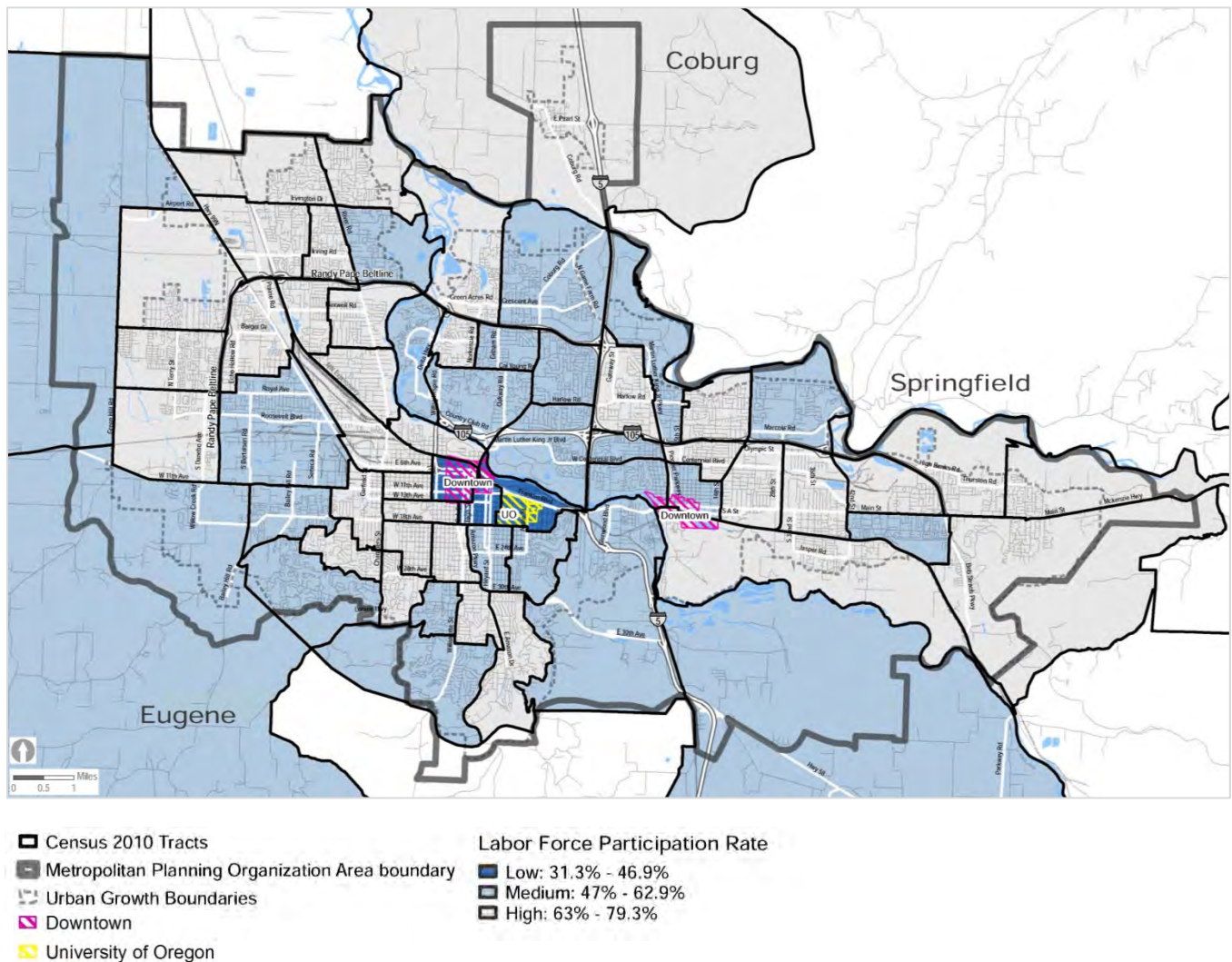
<http://www.washingtonpost.com/blogs/wonkblog/wp/2013/09/06/the-incredible-shrinking-labor-force-again/>

¹⁶⁶ State of Oregon, Employment Department Worksource. Glossary. <http://www.qualityinfo.org/olmisi/DoQuery?itemid=00003362#L>

¹⁶⁷ State of Oregon, Employment Department Worksource. Glossary.

Areas with the lowest percentage of resident labor force participation (31.3%-46.9%) are downtown Eugene and the University area. Areas with a high labor force participation rate (63%-79.3%) are in central and northwest Eugene, Coburg, and mid-central and east Springfield. The Hwy 99 Corridor and Gateway tracts have high labor force participation; and significantly these are also areas of high unemployment. The University area and Downtown show a lower labor force participation rate, which is most likely due to the presence of college students

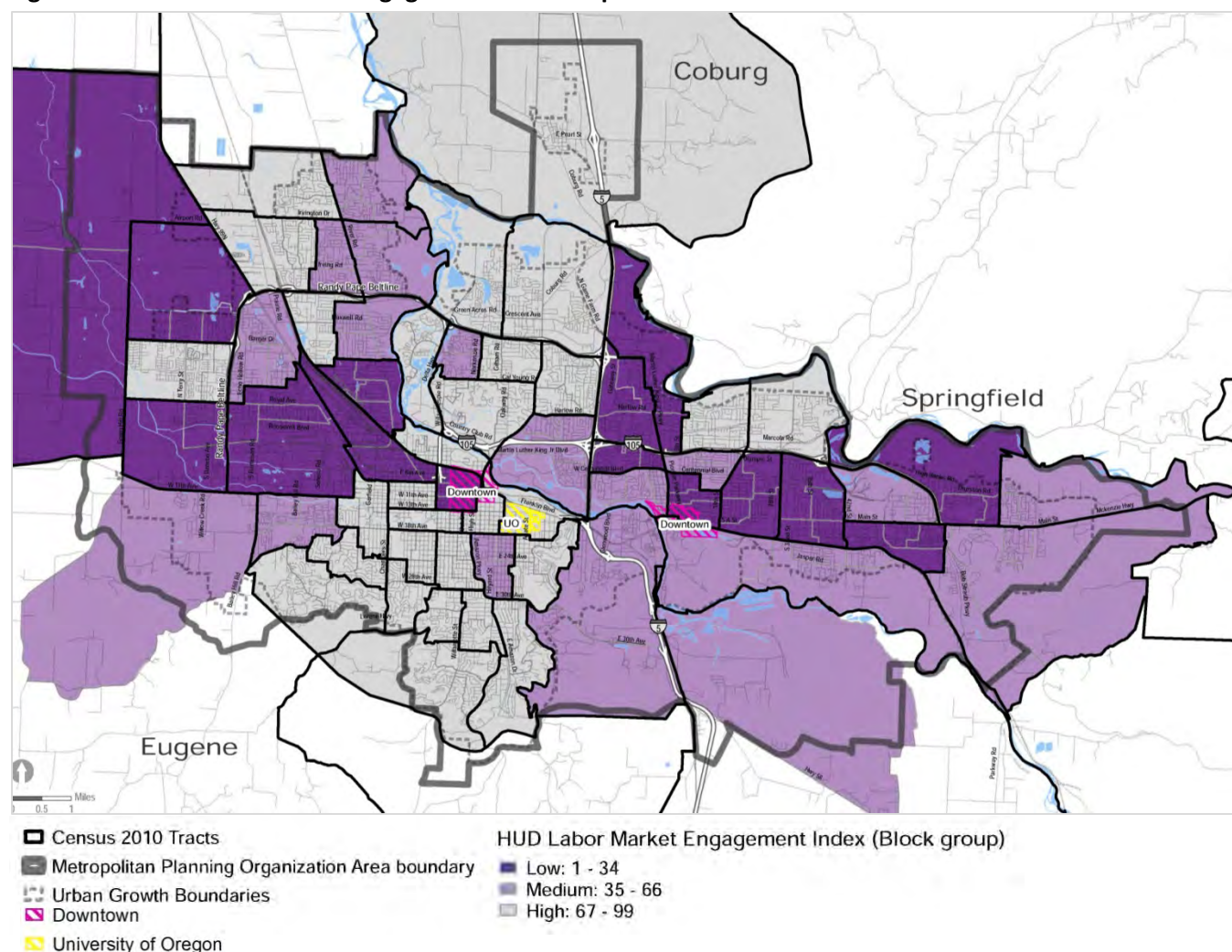
Figure 9.3. Labor Force Participation Map, 2007-2011



The HUD Labor Market Engagement index provides information at several levels. This index calculates the amount a population is engaged in the local labor force by looking at levels of employment, labor force participation and educational levels in the area. This index measures how engaged residents are with the job market. By identifying areas with more or less job market involvement, we can identify areas that may have economic distress due to large percentages of under- or unemployed people. This index is based on analysis of employment, labor force participation, and educational level of residents. The data is provided as percentile rankings, and a higher percentile ranking indicates greater job access.¹⁶⁸

Areas with a lower labor market engagement index (0-33) are in the west Eugene West 11th and Hwy 99 Corridors, in northwest and mid-central Springfield in the Pioneer Parkway and Main Street areas. Areas with higher labor market involvement are in Coburg, south and north-northeast Eugene, and north Springfield.

Figure 9.4. HUD Labor Market Engagement Index Map



¹⁶⁸ This index is originally supplied at the block group level, but has been simplified to the tract level (since all block groups in most tracts were the same).

The data also looks at the disparities between the white population of the area, and specific Minority and Latino populations. This disparity index provides a comparison of the white population to the Minority/Latino population. A positive value indicates that the white population experiences higher index values (positive experience) than the comparison population. A negative value indicates that the white population has a lower index value (less labor market involvement, negative experience) than the comparison population. The data provided by HUD is for the Metropolitan Planning Organization area and is outlined below.

All Households

For all households, the labor market engagement index is around the 57th percentile. The Latino population has an index of 49, which is lower than the White and total households, showing that the Latino population has less labor market involvement. The Asian population is higher than all households and the White population, with an index of 66, indicating the highest labor market engagement of any group.

Significantly, Native American, and Pacific Islander households, while a smaller percentage of the overall population, all have lower indexes for labor market engagement, with indexes ranging from 50-52. The Black/African American population is also a smaller percentage of the overall population; however, the index is 55, which is closer to the overall population values. The data for these populations in poverty is zero for the HUD Opportunity Dimensions for Households and Families.

For households in poverty, the data mirrors all households, with all people in poverty having a labor market index of 51. The Latino population in poverty has an index of 45, and the Asian population an index of 58. These numbers reflect all households, where the Latino population in poverty has the lower index, and the Asian population the highest.

Table 9.1. HUD Opportunity Dimension: Labor Market Engagement Index

	All	White	Black/ African American	Latino	Asian	Native American	Pacific Islander
All Households	57	58	55	49	66	50	52
Households in Poverty	51	51	0	45	58	0	0
Family Households	57	58	55	47	66	49	47
Family Households in Poverty	51	51	0	45	58	0	0
All Children	55	56	54	46	65	48	0
Children in Poverty	49	47	0	50	0	0	0

Family Households

The labor market engagement index for family households overall is 57. However, while the White family households have an index of 51, the Latino family households have a significantly lower index of 45, and Asian family households have a higher index of 66.

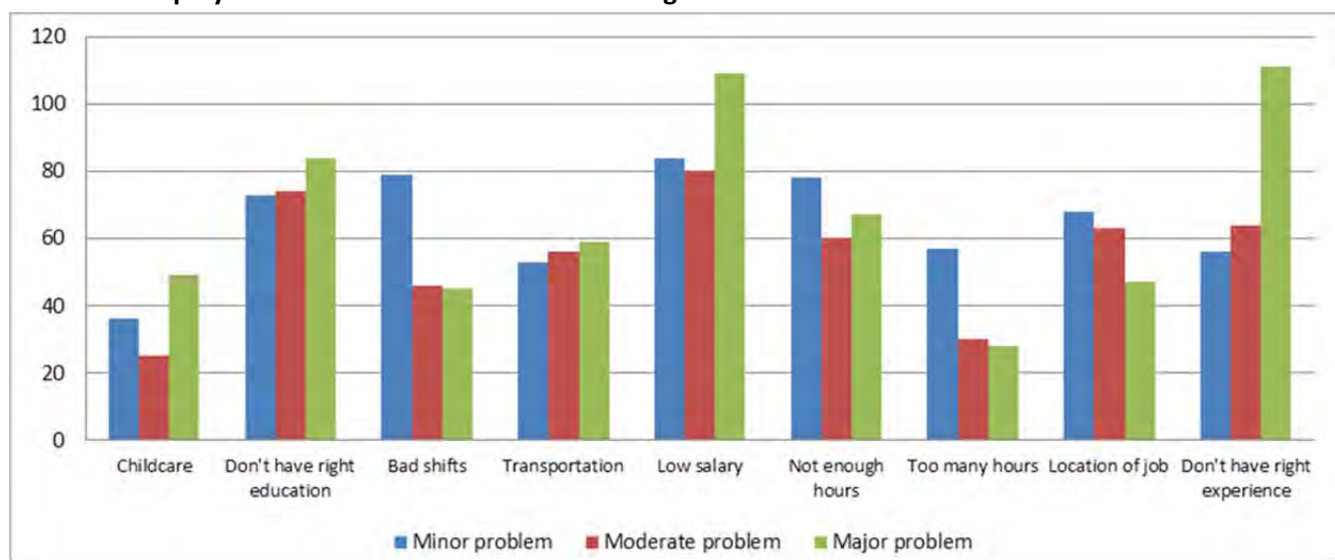
The labor market index for Black/African American households is 55, which is similar to the overall population index. Again the Native American and Pacific Islander populations have much lower indices of 49 and 47. The labor market engagement indices for family households in poverty are lower values overall, with all people in family households a 51, White (51), Latino (45), and Asian family households in poverty (58). These values indicate that people in family households, particularly in certain racial/ethnic populations have a lower labor force engagement index.

Survey of Affordable Housing Residents and Employment

In affordable housing developments that were surveyed, about 33% of residents worked, and 21% were unemployed, the remainder was not in the labor force. Of the employed residents in the affordable housing developments, about half worked full-time, and the other half worked part-time. Further research into employment of residents found that a larger percentage were unemployed than the survey results showed. Removing the former categories, a rough estimate of unemployed residents is 14%.¹⁶⁹

Residents of affordable housing development reported several challenges when looking for work. These include childcare, transportation, low salaries offered by available jobs, and not having the experience or education needed for available jobs. Other barriers identified by residents include age, background checks by employers, and fear of losing public assistance due to increased income. Childcare is expensive and many affordable housing residents have lower incomes making the cost of childcare a hardship, and the hours of child care centers do not match hours of weekend or shift workers.¹⁷⁰ Many residents are older, and feel that their age compared to the younger college students in the community makes it more difficult to find employment. Residents also worried their health and disability may cause issues with employment. Other barriers identified include language for Latino residents, who felt that employers wanted to hire people that had better English. Another barrier is the lack of computer skills, residents may have access to computers, but not the skills needed to use them.¹⁷¹ Reasons that the residents may be unemployed include retirement, college, and taking care of children at home.

Chart 9.5. Employment Barriers for Affordable Housing Residents



¹⁶⁹ Equity and Opportunity Assessment Outreach Project, 2013 Focus Groups and Affordable Housing Community Survey, Report of Findings and Recommendations, November 2013, draft

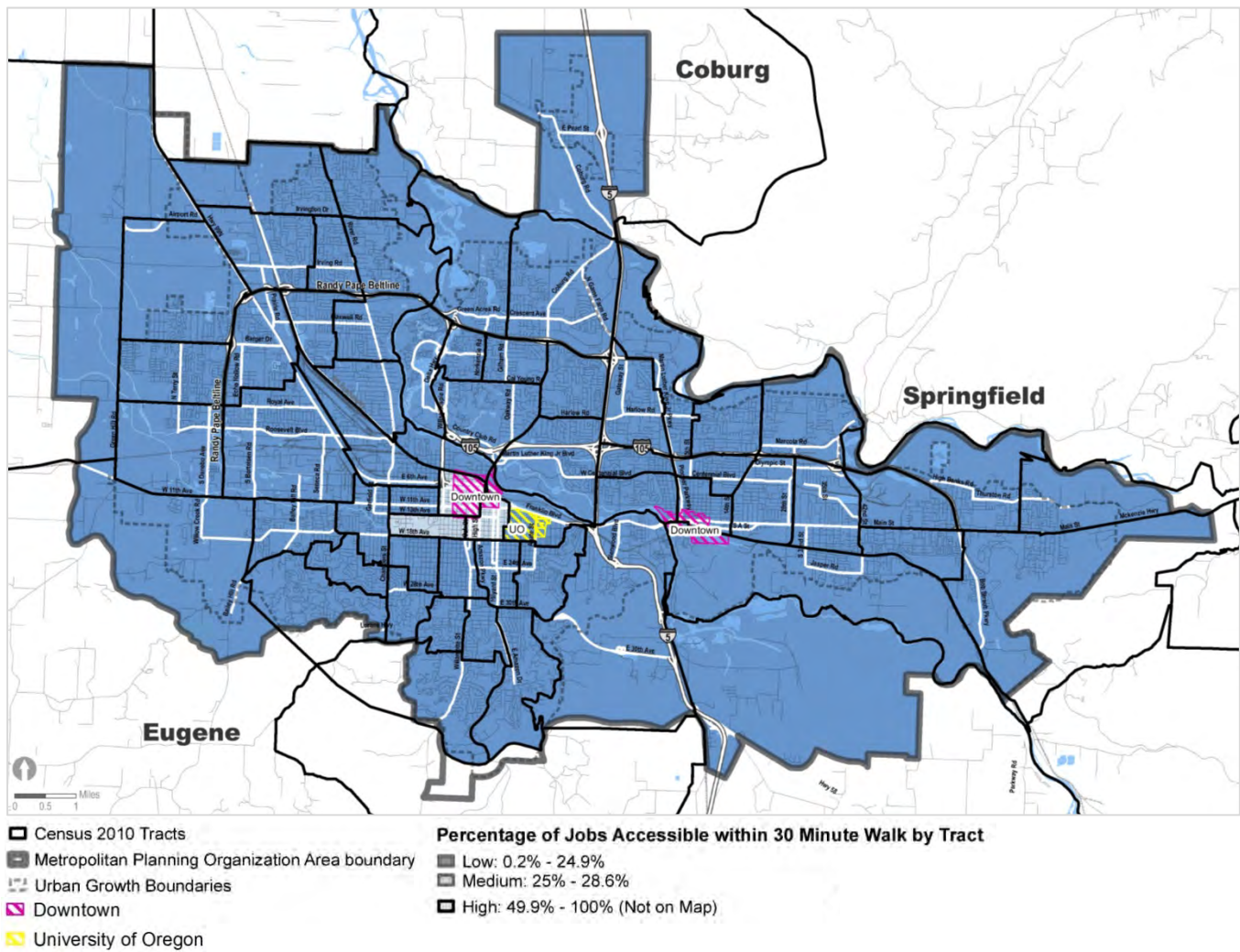
¹⁷⁰ Equity and Opportunity Assessment Outreach Project, 2013 Focus Groups and Affordable Housing Community Survey, Report of Findings and Recommendations, November 2013, draft

¹⁷¹ Equity and Opportunity Assessment Outreach Project, 2013 Focus Groups and Affordable Housing Community Survey

Job Accessibility by Alternate Modes of Transportation

Job accessibility is a key indicator for how easily people are able to access employment. The number of jobs available within 30 minutes by walking, biking, or public transit helps us to understand the accessibility of employment by alternate modes of transportation.¹⁷² On average, the commute for the region is around 18-21 minutes.¹⁷³ These maps do not however look at the employability of residents in an area, but more examines the infrastructure and employment locations. The percentage of jobs accessible to people when walking is low. Areas with more job accessibility in a half hour walk are around downtown Eugene and west of the University area. There is not a high percentage category for this map, indicating that there are no tracts where 49.9% - 100% of jobs are accessible.

Figure 9.5. Jobs Accessible in a 30 Minute Walk Map, 2011

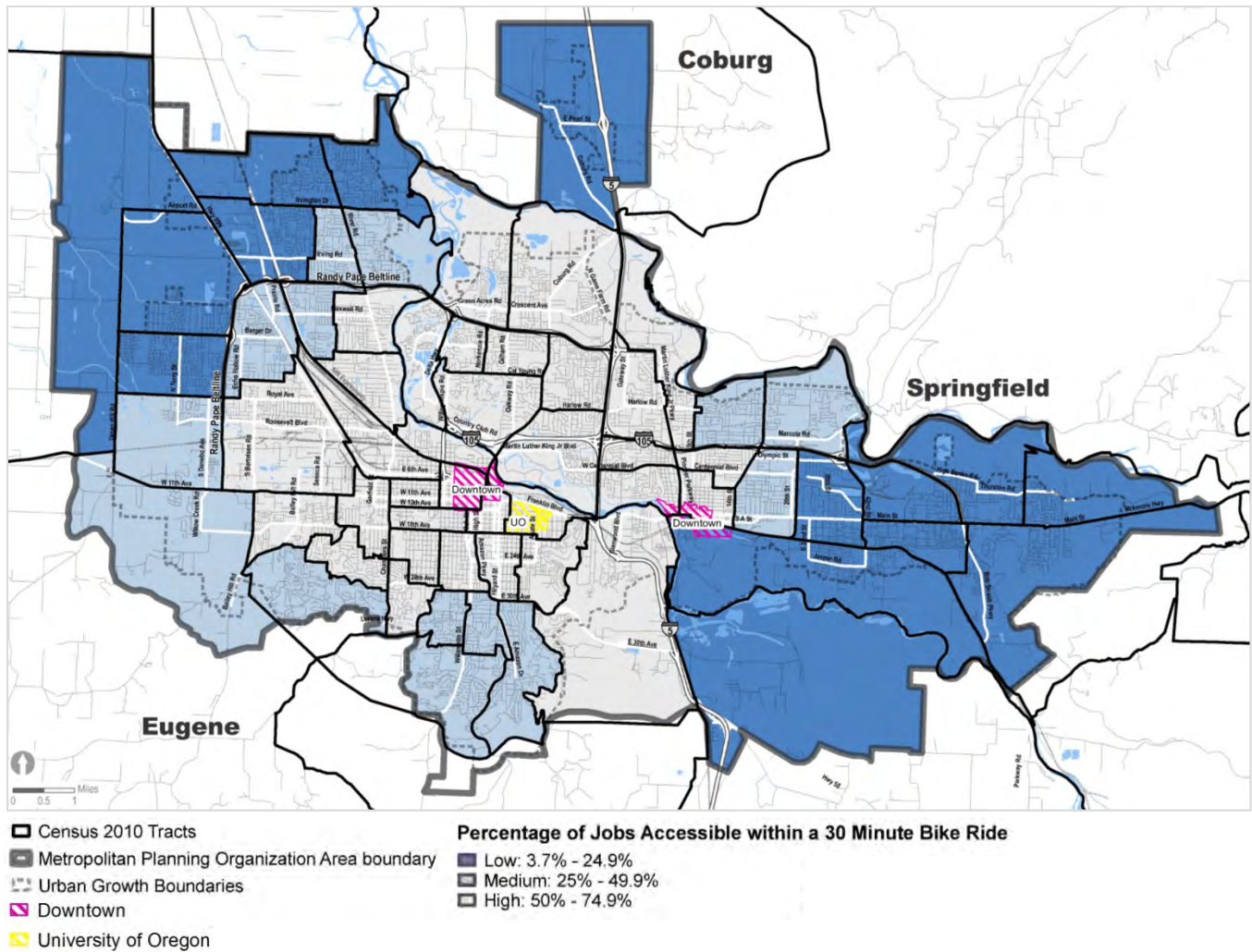


¹⁷² These maps are results from the regional travel demand model for the Central Lane Metropolitan Planning Organization, and reflect conditions around January 2011. For these maps, data was analyzed at the transportation analysis zone level then aggregated to the tract level. Analysis for this map assumes a walking speed of 3 mph and routes include roads with or without sidewalks. All jobs are included except self-employment.

¹⁷³ US Census Bureau, ACS, DP3

The most jobs accessible in the community are in a 30 minute commute by bike.¹⁷⁴ These areas are in central and north Eugene, and west Springfield. Areas with the least accessibility are Coburg, east and south Springfield, and northwest Eugene.

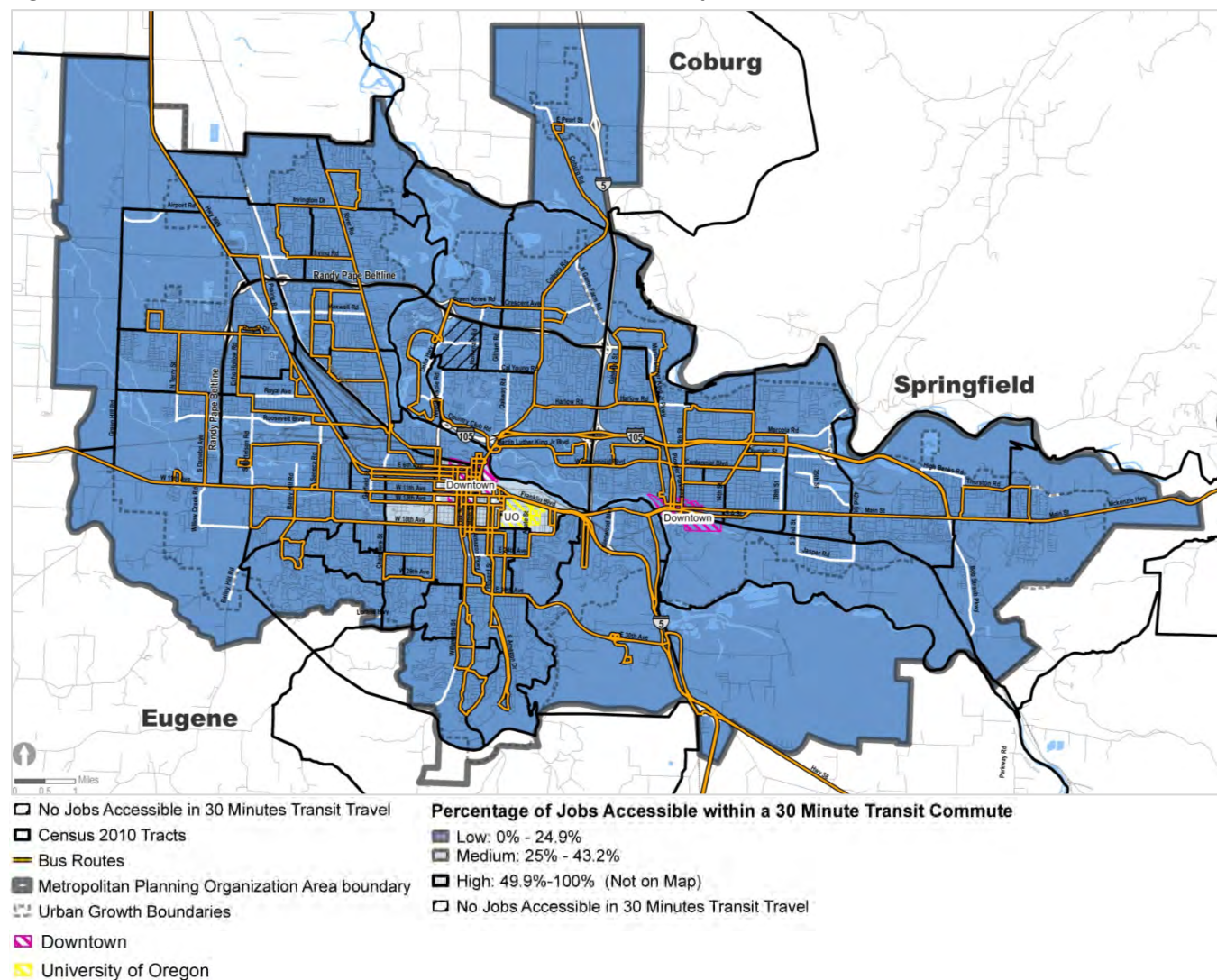
Figure 9.6. Jobs Accessible in a 30 Minute Bike Commute Map, 2011



¹⁷⁴ These maps are results from the regional travel demand model for the Central Lane Metropolitan Planning Organization, and reflect conditions around January 2011. Analysis for this map assumes bikes travel at 10 mph and routes include off-road pathways, roads with lower auto volumes, and lower slopes. All jobs are included except self-employment.

The majority of the Assessment area has less than 25% of jobs accessible in a 30 minute commute by public transit. When the commute is increased to 60 minutes, the percentage of jobs increases to 50-90% in the core areas of the cities, and up to 50% in most of Eugene. Only the areas around the University and downtown Eugene have a medium accessibility for jobs in 30 minutes.¹⁷⁵ There is not a high percentage category for this map, indicating that there are no tracts where 49.9% to 100% of jobs are accessible.

Figure 9.7. Jobs Accessible in a 30 Minute Transit Commute Map, 2011

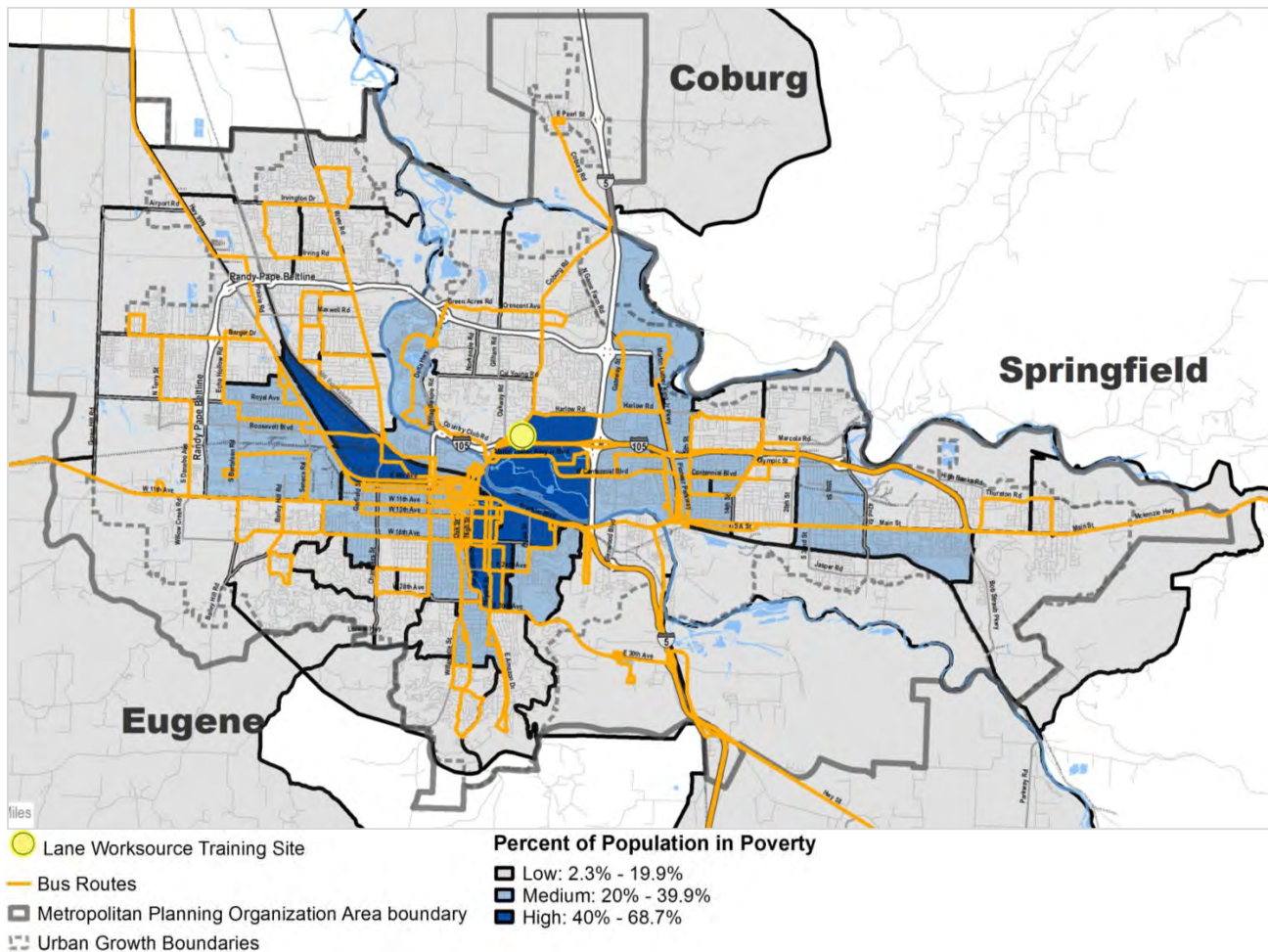


¹⁷⁵ These maps are results from the regional travel demand model for the Central Lane Metropolitan Planning Organization, and reflect conditions around January 2011. The 30 minutes for commute is total travel time including walking to and from stops/stations and wait time at transfer points. All jobs are included except self-employment. This map does not show how many people took public transit.

Workforce Training

The location of workforce training in relation to public transit is an important part of job accessibility, especially for lower income households or people experiencing poverty. The map below displays the one workforce development site in the region which is run by the State Employment Department. The site serves as a One-Stop Career Center, providing employment information for a variety of levels and needs. Job training is available at the local community college for those who can afford it, or are able to obtain funding.

Figure 9.8. Workforce Training Site Map, 2013

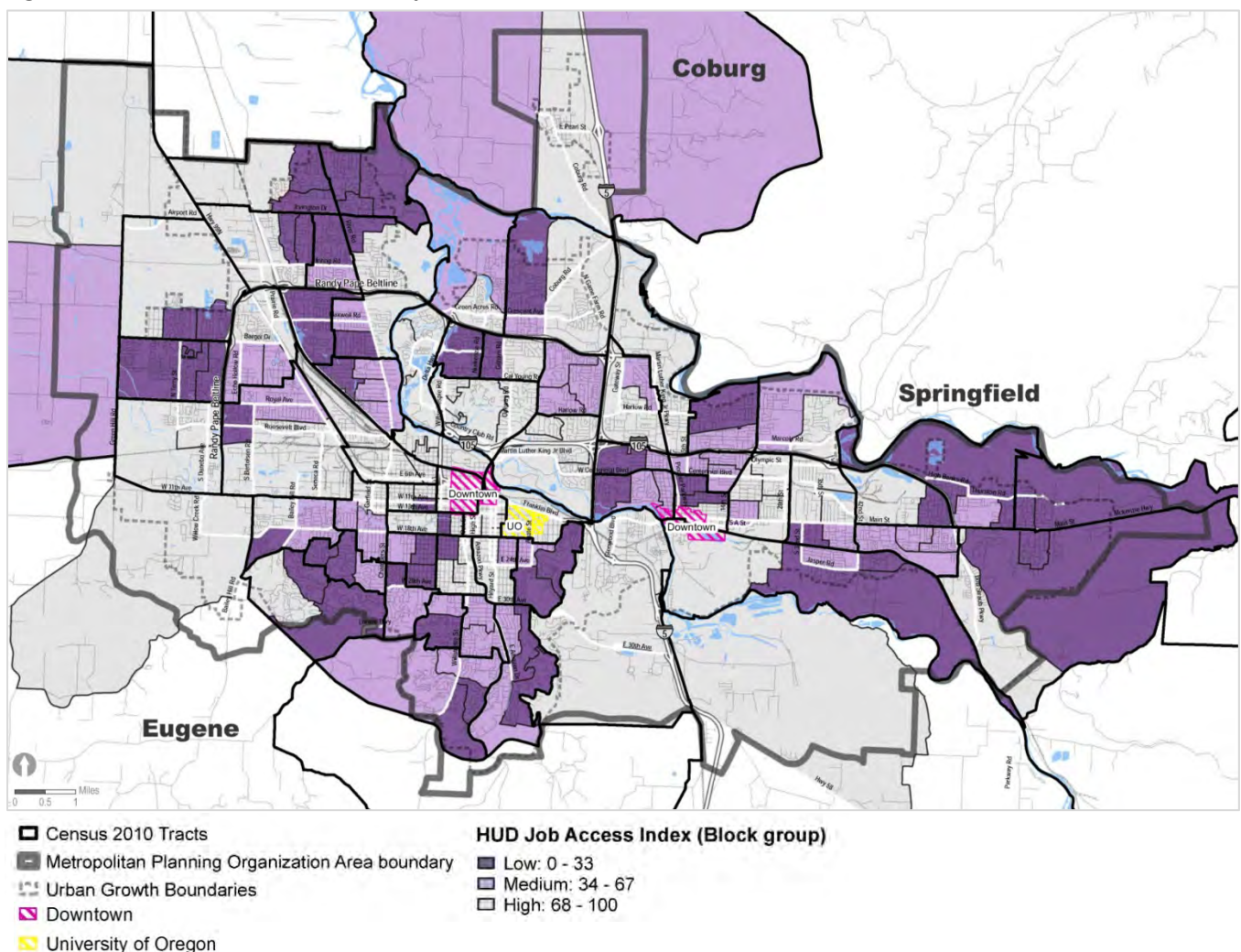


Job Access Index

The Job Access Index provided by HUD shows accessibility to employment centers. This data is based on distance to all jobs, is weighted more heavily for larger employment centers, and takes into the consideration the number of workers in each block group. The data is provided as percentile rankings, a higher percentile ranking indicates greater job access. This index is provided at the block group level. Areas with a lower (0-33) job access indices are mixed with a medium index (34-67) and are found in east, south, and mid-central Springfield, the north River Road area, and parts of west and south Eugene.

There are larger areas with a higher job access in the West 11th Corridor of Eugene, Downtown, and mid-central Eugene, and mid-central, south and northwest Springfield.

Figure 9.9. HUD Job Access Index Map



The HUD Job Access data table looks at possible disparities between the white population and specific Minority or Latino populations. A positive number indicates that the white population experiences higher index values (positive experience) than the comparison population. A negative number indicates that the white population has a lower index value (more exposure to poverty, negative experience) than the comparison population. The data provided by HUD is for the Metropolitan Planning Organization area and is outlined below. The indices range from 0-100 as percentile rankings.

All Households

For all households, the job access index is around the 52nd percentile. The Latino population has an index of 54, which is higher than the white (51) and total households, showing that the Latino population has more job access. The Asian population is higher than all households and the White population, with an index of 60, indicating the highest job access of any group.

Significantly, the Native American, and Pacific Islander households, while a smaller percentage of the overall population, all have higher indices for the Job Access Index than the White and overall households, with indexes ranging from 54-56. The Black/African American population is also a smaller percentage of the overall population; however, the index is 57, which is closer to the Asian household index values. The data for these populations in poverty is zero for the HUD Opportunity Dimensions for Households and Families. Interestingly, the Job Access index values for non-white populations are higher than the White and overall populations, which is a different pattern than other indices.

For households in poverty, the Job Access Index values are higher than for all households. The overall index value is 60, the white population in poverty value is 59, Latino population in poverty has an index of 56, and the Asian population an index of 73. These values indicate that the populations in poverty for all demographics have greater job access. There is a disparity of -14 for the White to Asian populations in poverty, indicating that the Asian population in poverty has more favorable job accessibility than the White population in poverty.

Table 9.2. HUD Opportunity Dimension: Job Access Index

	All	White	Black/ African American	Latino	Asian	Native American	Pacific Islander
All Persons (All Households)	52	51	57	54	60	54	56
Persons in Poverty	60	59	0	56	73	0	0
Family Households	52	47	52	53	52	49	56
Family Households in Poverty	60	59	0	56	73	0	0
All Children	48	47	51	53	51	49	0
Children in Poverty	52	53	0	52	0	0	0

Family Households

The Job Access index for family households overall is 52. However, while the White family households have an index of 47, the Latino family households have a higher index of 53, and Asian family households have a higher index of 52. This is different from other indices, where the Latino population had lower index values. This indicates that Latino family households overall have better job access than other Latino populations. It also indicates that Latino family households have greater job access than White and Asian family households.

The index for Black/African American family households is 52, which is the same as the overall family households. The Native American family household's index is 49, lower than the others, but higher than the White population (47), and the index for the Pacific Islander families is highest at 56. These Job Access index values indicate that non-white family households have greater job access than white family households.

For families in poverty, the Job Access Index values are higher than for all families. The overall index value is 60, the white family households in poverty value is 59, Latino family households in poverty has an index of 56, and the Asian family households have an index of 73. These values indicate that the families in poverty for all population demographics have greater job access.

Conclusions

Employment opportunities for residents contribute to the economic wellbeing of that area and the community as a whole. Through this Assessment, several challenges to employment are identified and are outlined below.

- In the MPO, the amount of employment accessible by alternate modes of transportation within a 30 minute commute is small. Overall, more jobs are accessible in a 30 minute commute by bike than any other alternate mode.
- There is greater job accessibility in the central corridors of the region which include the West 11th, Roosevelt Boulevard and Hwy 99 corridors of Eugene. Also around the two area malls, in Eugene and the Gateway of Springfield, around the University and parts of east Eugene Springfield along the I-5 corridor, and Main Street in Springfield.
- The areas with higher employment are around the Roosevelt Boulevard West 11th area, north of Downtown by the regional mall Valley River Center, and the Downtown and University area of Eugene. In Springfield these areas are the northern Pioneer Parkway area, around the Gateway area, and south in Glenwood.
- There is one workforce training center in the region located in east Eugene along a major transportation corridor.
- Employment in the region while diversifying towards areas like education and health services is increasingly comprised of lower wage work.
- Youth ages 16-21 have unique challenges in entering the workforce due to lack of experience and training while employers are looking for more skilled workers.
- Residents in affordable housing developments identified certain barriers in looking for work: childcare, transportation, low salaries offered by available jobs, not having the experience or education needed for available jobs (computer skills), language, age, and disability.
- Unemployment is highest in the southern Hwy 99 area of Eugene, and the Gateway area in Springfield. In these areas, tracts have as high as 18% to 25.4% of the population unemployed.
- The Hwy 99 area and the Gateway Street tract in Springfield have high labor force participation with 63% to 79.3% of the population active in the labor force, however these are also areas of higher unemployment.
- Most of the region is moderately or highly active in the labor force. There are only a few tracts in Downtown Eugene and the University area with low labor force participation (31.3% to 46.9%).
- There are areas in the community where even though there is access to jobs by commute or the presence of employment, residents are still experiencing economic distress. These tracts also tend to have more vulnerable populations. These tracts are located in the Roosevelt Boulevard West 11th Corridor area, and Pioneer Parkway and Gateway St in Springfield.
- More employment opportunities appear near major transportation corridors and shopping areas. These are visible in the Employment Opportunities composite map.

The Employment Opportunities Composite displays the accessibility of employment opportunities. This composite looks at a combination of employment characteristics to help identify areas with greater job accessibility by alternative transportation and areas with more employment.

This composite is an overall snapshot, and is intended only to look at how accessible employment is for the Assessment area. In the Assessment area, tracts with more employment opportunities are in Downtown Eugene and the University area. Most tracts that have a high access to jobs in 30 minutes by bike also have a high number of jobs. Areas with less employment opportunities are in northwest Eugene, Coburg, and south Eugene, along with south and mid to east Springfield. These areas with less opportunity have low access to jobs by alternative transportation and a low or medium number of jobs per tract. Many, but not all of these areas are residential, and in rural areas of the county.

Figure 9.10. Employment Opportunity Composite Map

