



Overview of Oregon's Workforce

HR Management and Workforce Planning

February 2, 2018



*Oregon's economy,
growing berzerkers.
Employers have jobs,
but where are the workers?*

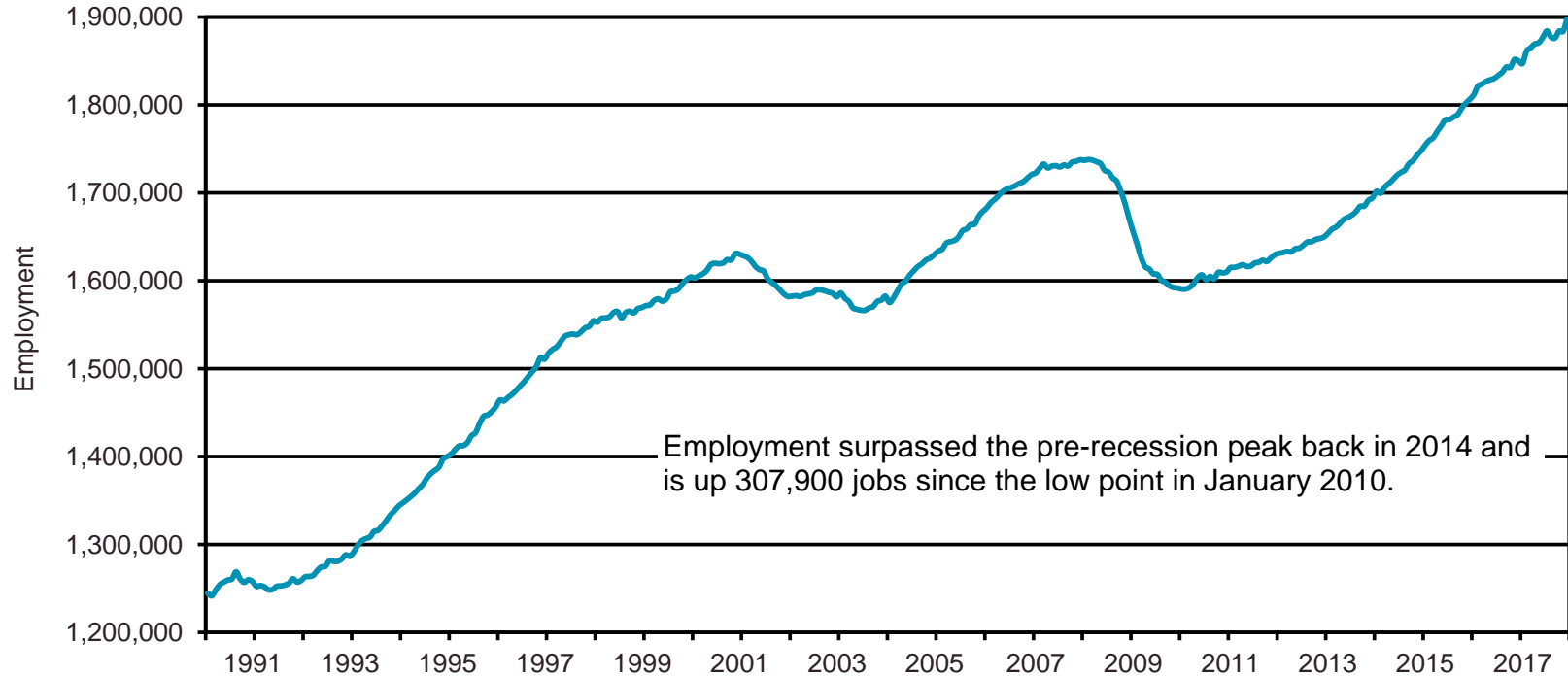


Job Growth

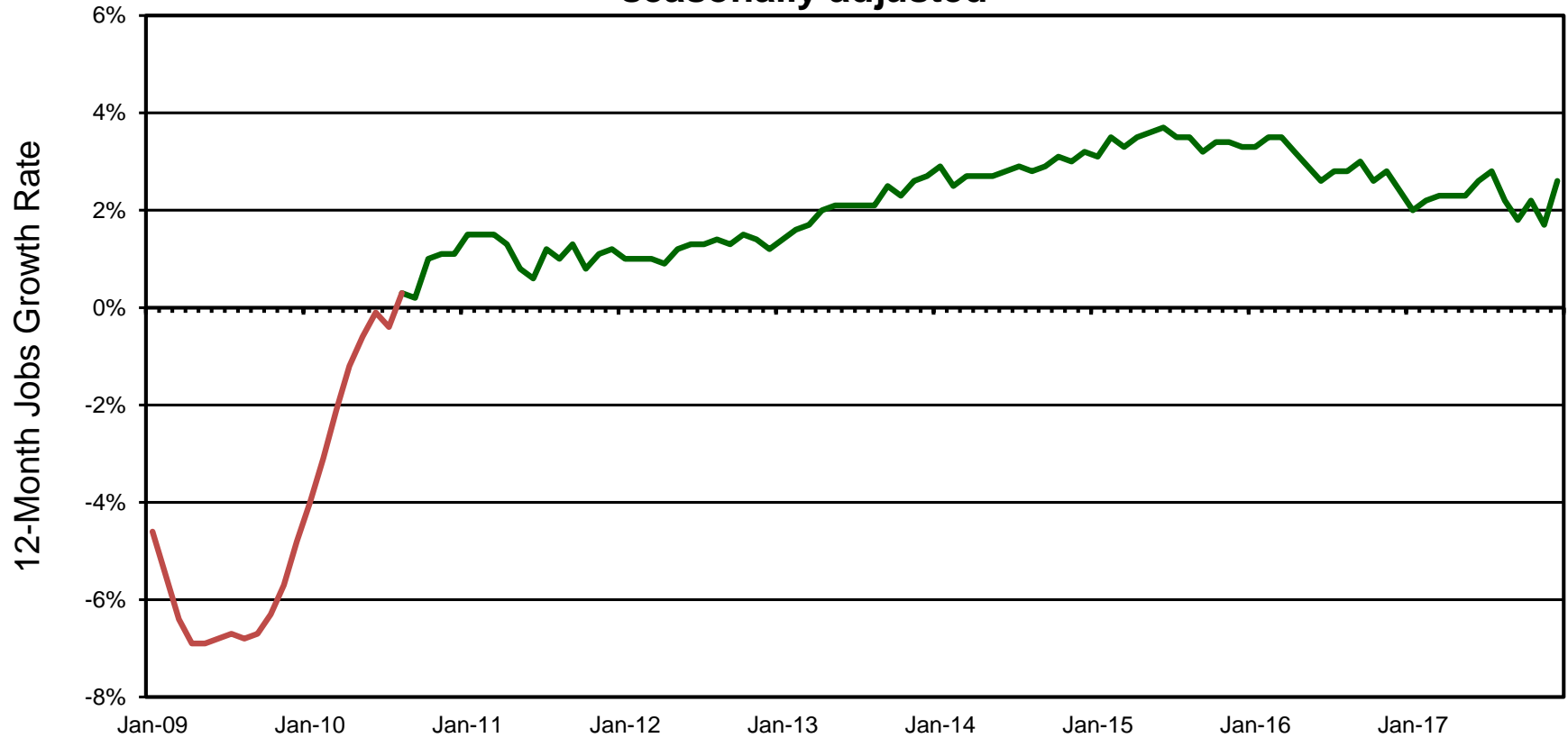


Job growth is a healthy 2.6 percent over the year.

Seasonally Adjusted Employment in Oregon Total Nonfarm Payroll: 1990 - 2017

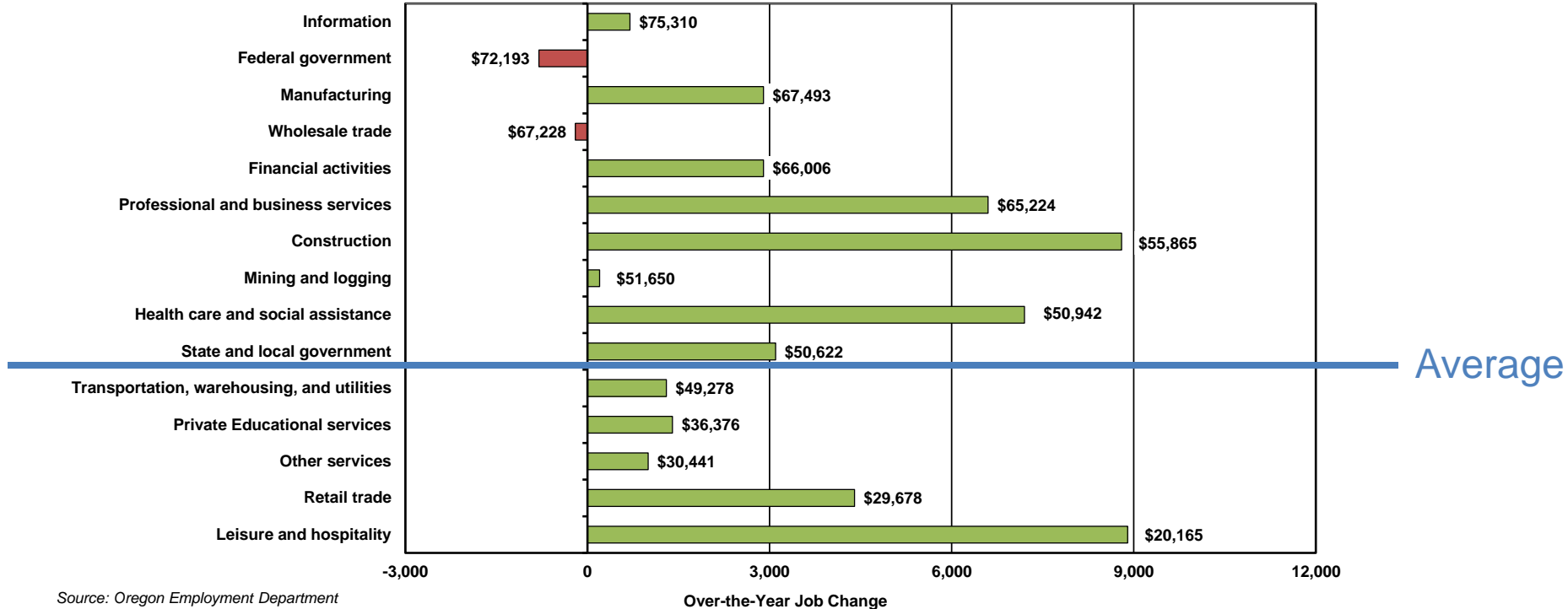


Oregon's Year-Over-Year Percentage Change in Jobs seasonally adjusted



Sixty-five percent of the jobs added in Oregon last year were in industries with average wages higher than the statewide average of \$49,467 per year.

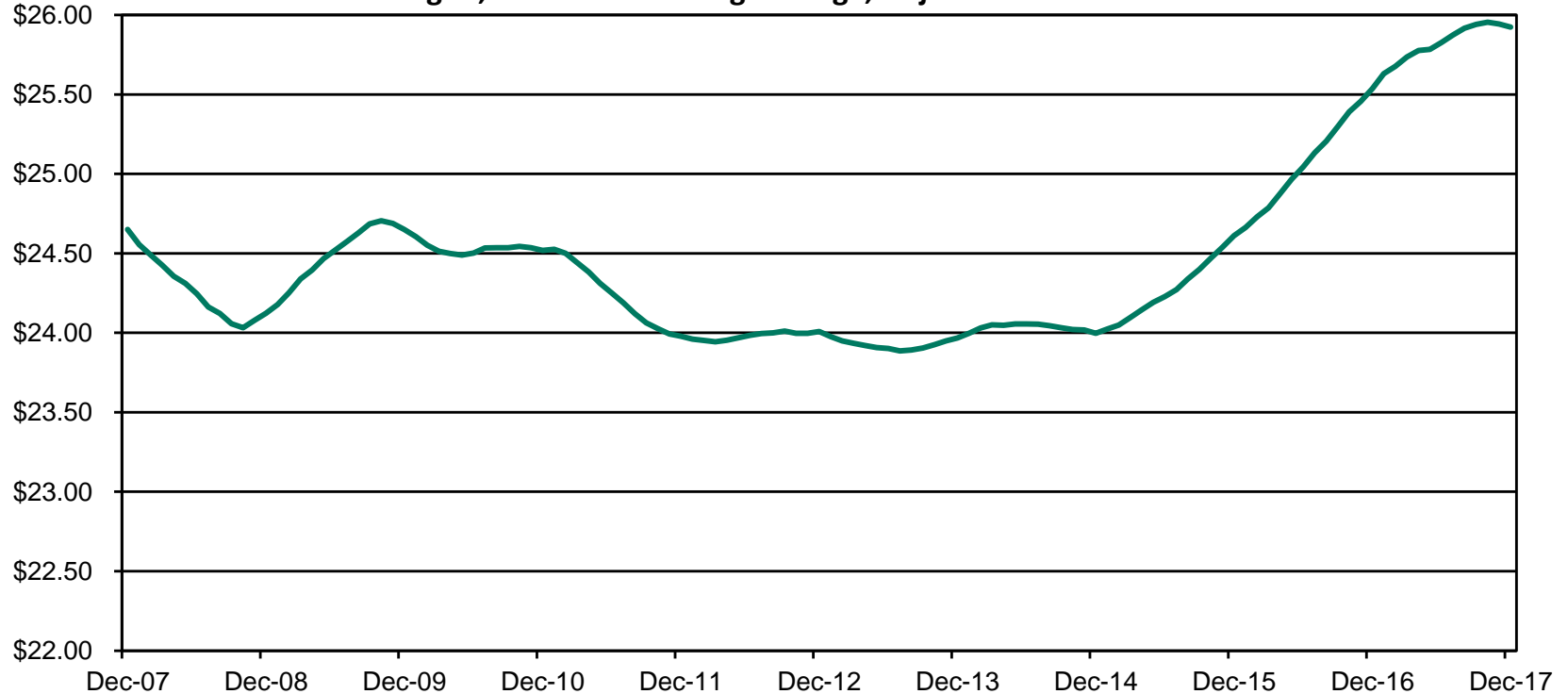
Oregon Job Growth and Average Pay by Industry
December 2016 - December 2017 Job Growth, 2016 Average Pay



Source: Oregon Employment Department

Real wages growth in private nonfarm jobs slowed in the second half of 2017.

Average Hourly Wages on the Rise
Oregon, 12-Month Moving Average, Adjusted for Inflation

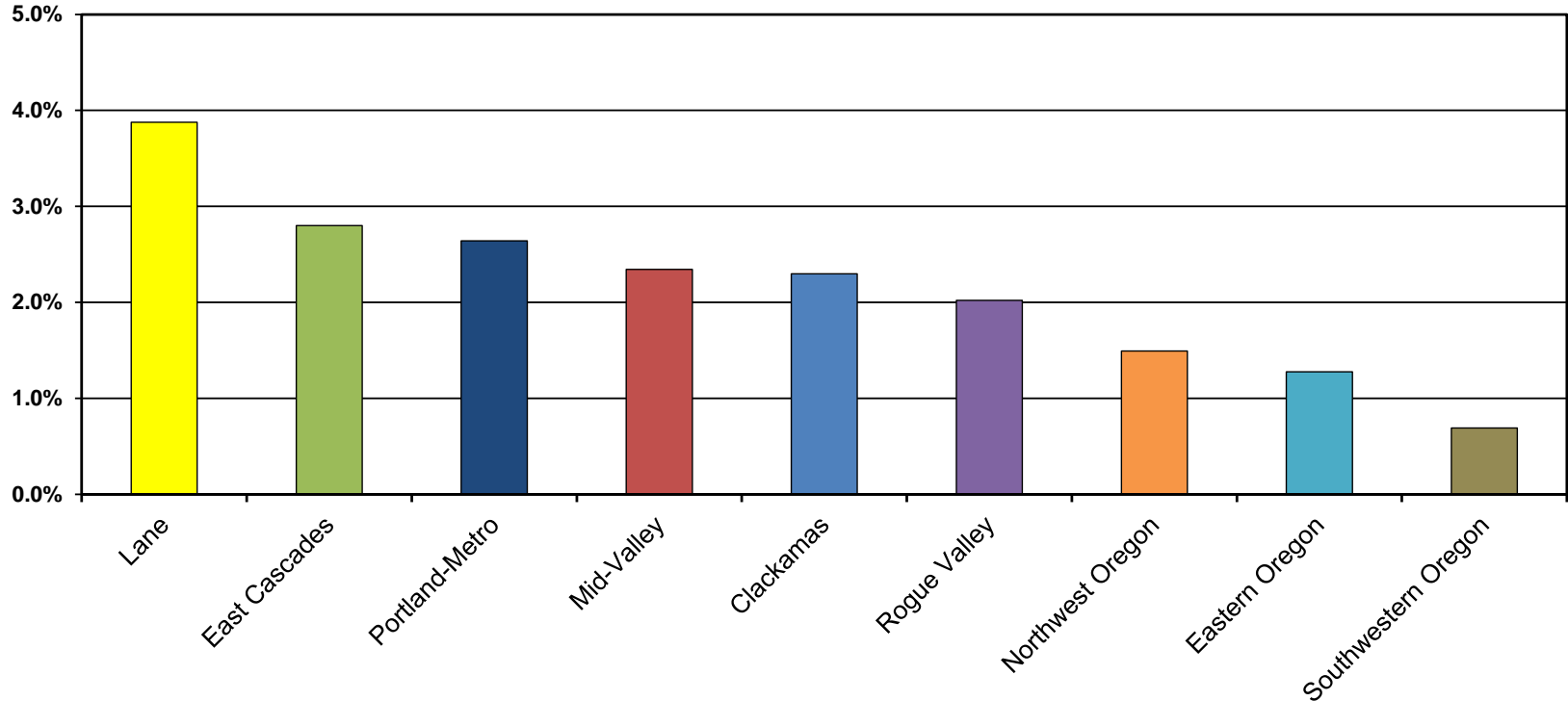


Source: Oregon Employment Department and Bureau of Labor Statistics



Lane County saw the fastest job growth over the last year.

12-Month Job Growth Rates by Local Workforce Area
December 2016 to December 2017, Seasonally Adjusted



Job Growth Takeaways

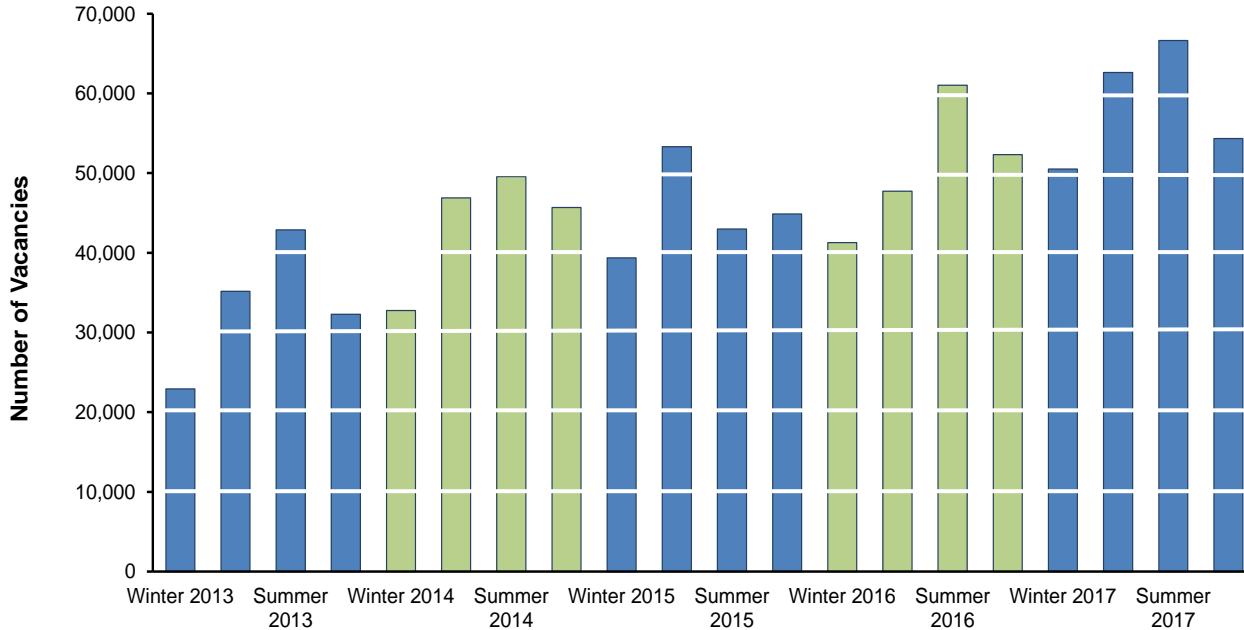
- Oregon has been adding a lot of jobs.
- Would growth be faster if businesses could find enough workers?

Job Vacancies



Oregon businesses reported a record 54,400 vacancies this fall. That's a lot for that time of year!

Oregon's Quarterly Job Vacancies, 2013-2017



The occupations with the largest number of vacancies included:

- Personal care aides
- Retail salespersons
- Nursing assistants
- Construction laborers
- Truck drivers
- Cashiers

Lane County and Southwestern Oregon had record high numbers of job vacancies this fall.

Oregon Job Vacancies by Geography,
Fall 2017

<u>Geography</u>	<u>Vacancies</u>
Oregon Statewide	54,329
Portland Metro	14,454
Mid-Valley	9,062
Lane	6,514
Clackamas	6,342
Central Oregon/East Cascades	5,116
Rogue Valley	3,940
Southwestern Oregon	3,008
Northwest Oregon	2,822
Eastern Oregon	1,665

multi-area or unknown excluded

Lane County and Southwestern Oregon had their highest ever level of vacancies in the fall.

Demand for health care, management, and construction occupations was behind increases in vacancies in these regions.



Businesses reported a majority (64%) of job vacancies as difficult to fill in 2016.

Snapshot of Oregon's Job Vacancies in 2016

	All	Difficult to Fill	Not Difficult to Fill
Vacancies	50,751	32,681	18,070
Average Wage	\$16.97	\$17.81	\$14.94
Full time	72%	74%	70%
Permanent	90%	91%	87%
Require education beyond high school	21%	22%	18%
Require previous experience	61%	69%	45%
Difficult to fill	64%	100%	0%

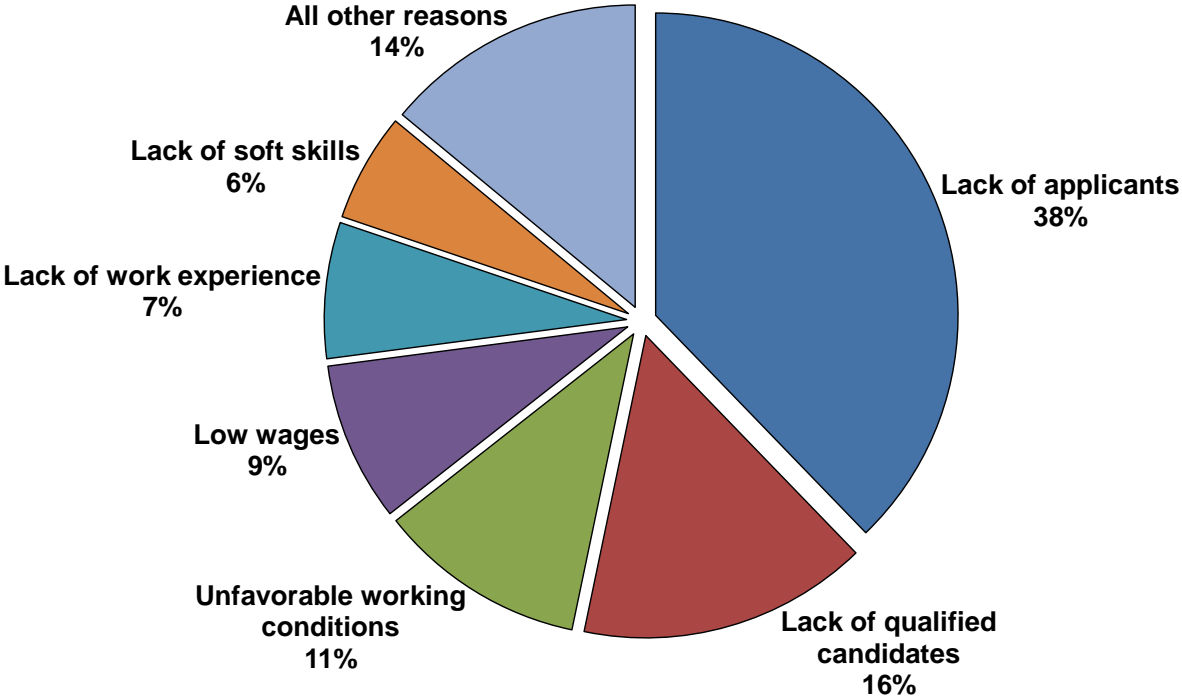
A typical job vacancy in Oregon tends to be full time, and for a permanent position, regardless of whether or not it's difficult to fill.

- Difficult-to-fill vacancies paid an average of almost \$3 per hour more than job openings filled without difficulty.
- Difficult-to-fill vacancies were also more likely to require previous work experience.



Why are job vacancies difficult to fill in Oregon?

Two out of Five Difficult-to-Fill Job Vacancies in Oregon Lack Applicants, 2016



Vacancies Takeaways

- Record number of difficult-to-fill vacancies in Oregon.
- Employers need to work harder to hire the workers they need.

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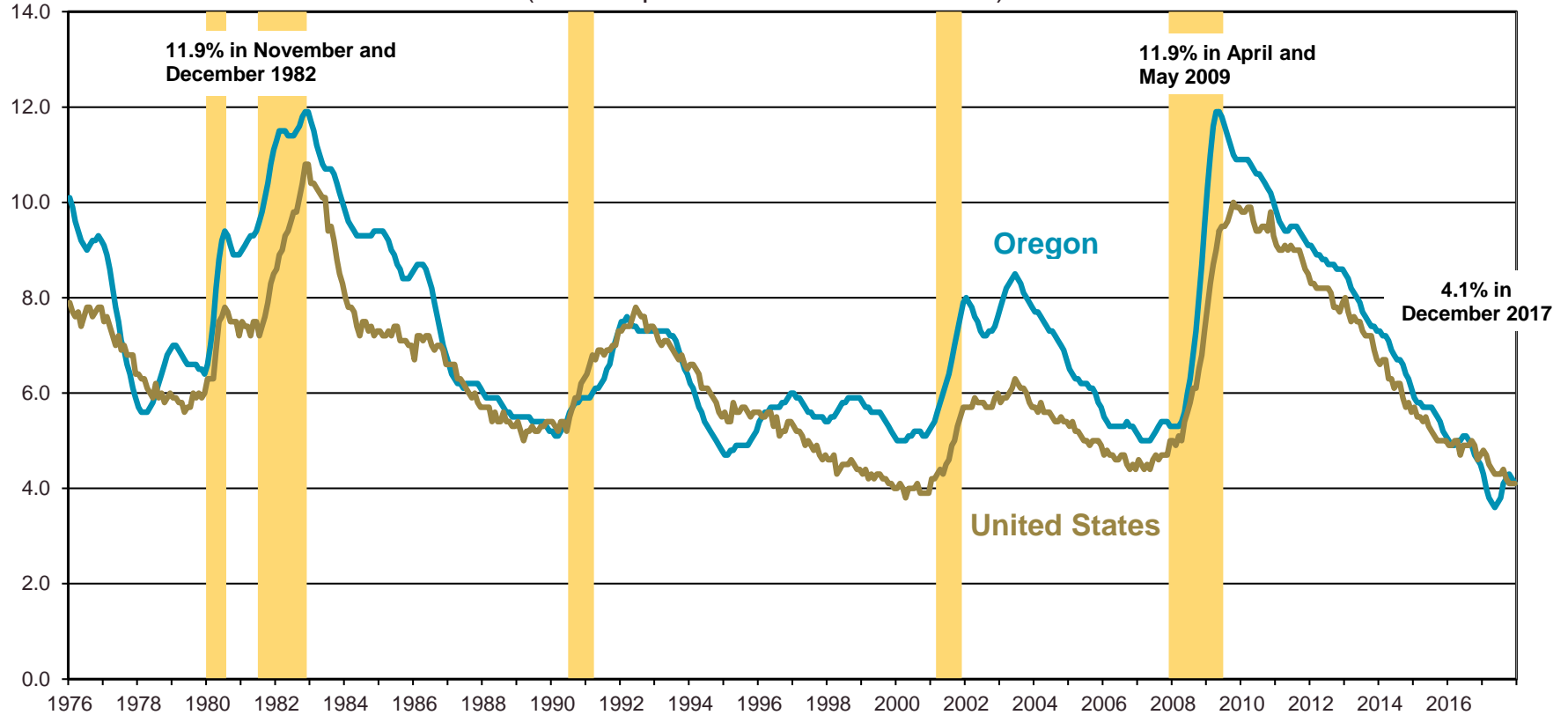


Unemployment and Labor Underutilization



Oregon's Unemployment Rate is Now Similar to U.S.

(Bars Represent NBER Recessions)



Source: Oregon Employment Department and National Bureau of Economic Research

Measures of labor underutilization confirm a very tight labor market.

These indicators reached new lows* in 2017

- Involuntary part-time workers ~ 70,300
- Long-term unemployed ~ 22,200
- Discouraged workers ~ 4,500

Very close to the record low

- Not in labor force, but wants a job ~ 5.7%

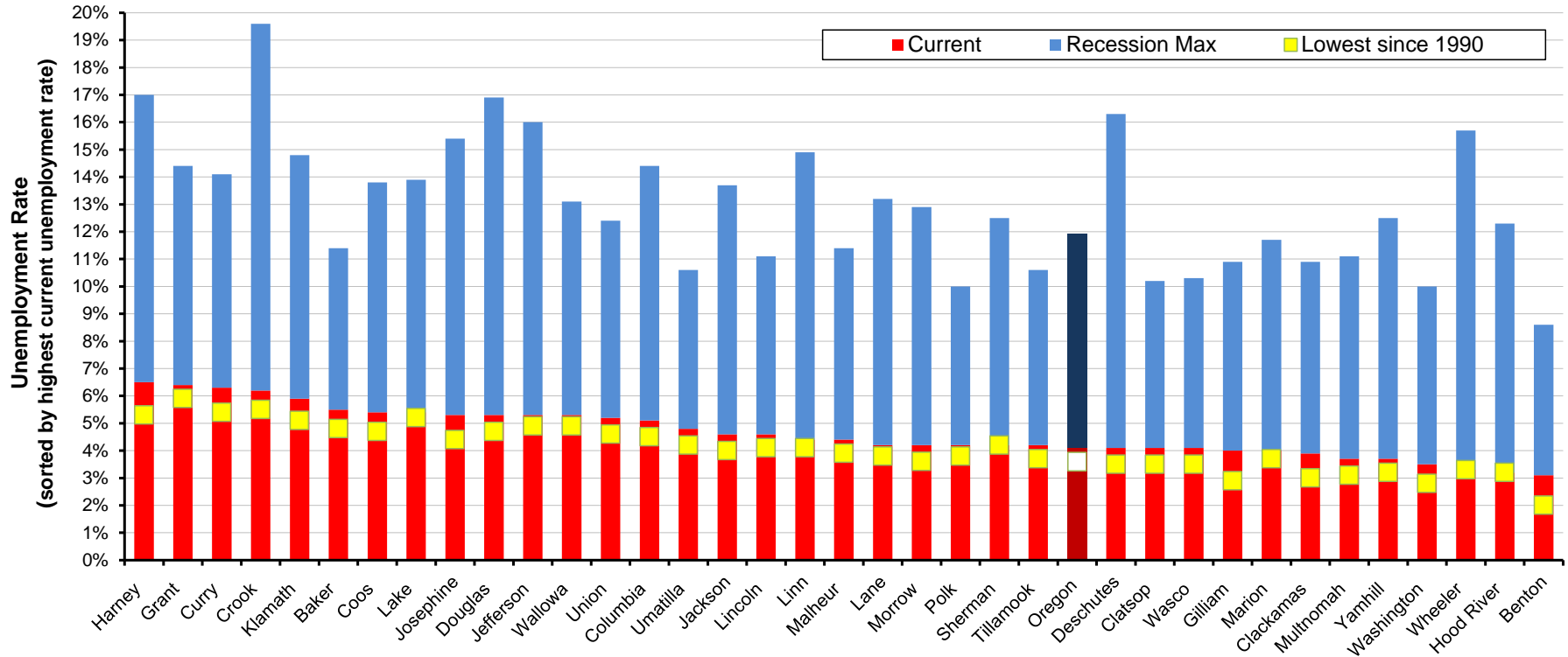
* Since 2002



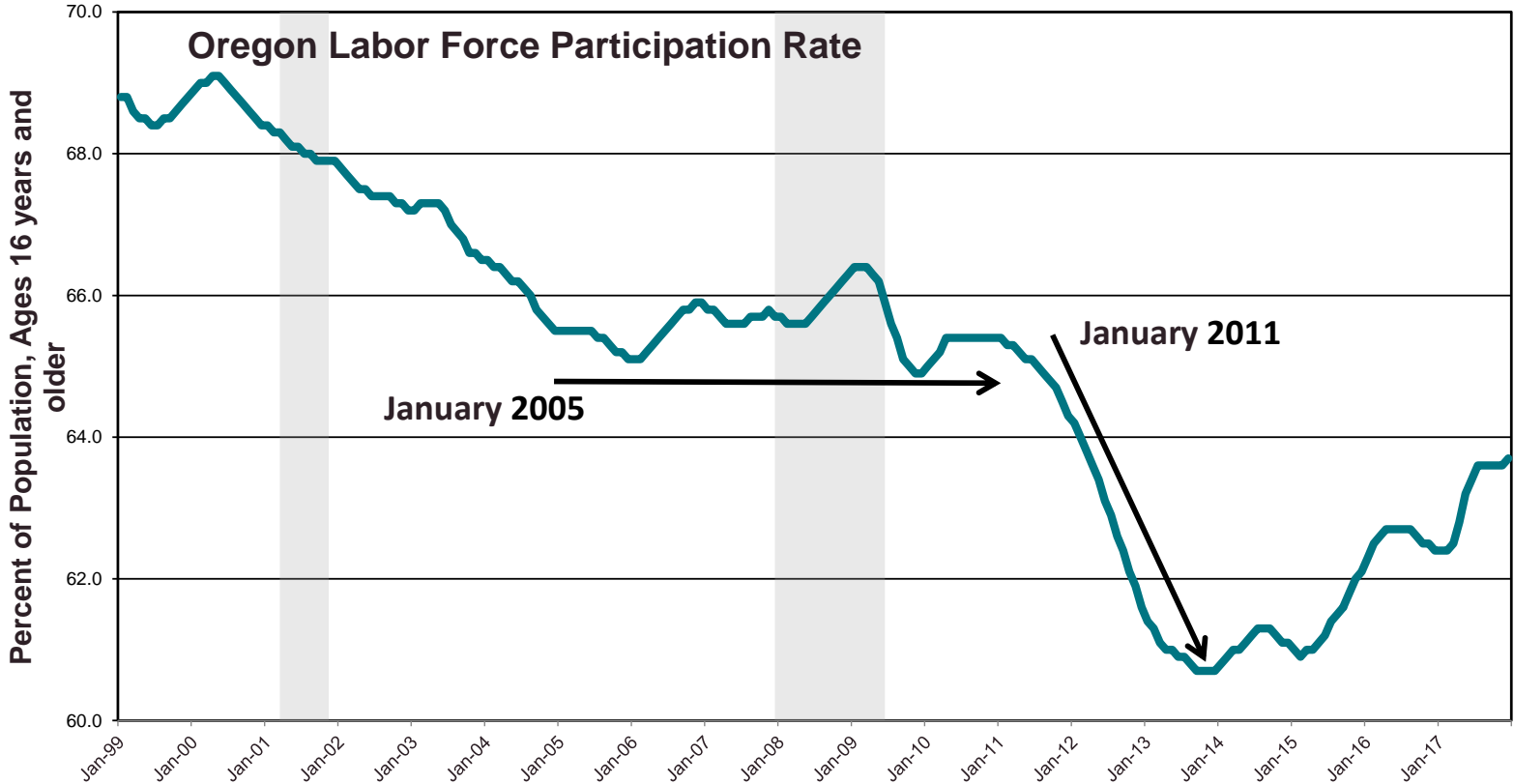
Many counties are near their historic low unemployment rates.

Unemployment Rates in Oregon Counties

Current Rate and Max for 2007-2009 Recession, Seasonally Adjusted



The labor force participation rate leveled off in the second half of 2017.



Labor Force Takeaways

- There aren't a lot of workers “on the sidelines” of the labor force.
- Oregon's labor force is continuously boosted through in-migration.
- People who have been overlooked since the recession.





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