



Oregon's Current Workforce Gaps and Future Workforce Needs

Workforce and Talent Development Board

September 14, 2018



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Special Report June 2018

Oregon's Current Workforce Gaps



Difficult-to-Fill Job Openings
Oregon Job Vacancy Survey
June 2018



Key Findings

Snapshot of Oregon's Job Vacancies, 2017

	Vacancies	Difficult to Fill	Not Difficult to Fill
Vacancies	60,718	38,691	22,027
Average wage	\$17.82	\$18.28	\$16.62
Full time	77%	77%	75%
Permanent	88%	85%	92%
Require education beyond high school	29%	29%	29%
Require previous experience	57%	67%	40%
Difficult to fill	64%	100%	0%



The Most Difficult-to-Fill Occupations



TRUCK DRIVERS
1,500



CARPENTERS
1,500



PERSONAL CARE AIDES
1,400



CONSTRUCTION LABORERS
1,100

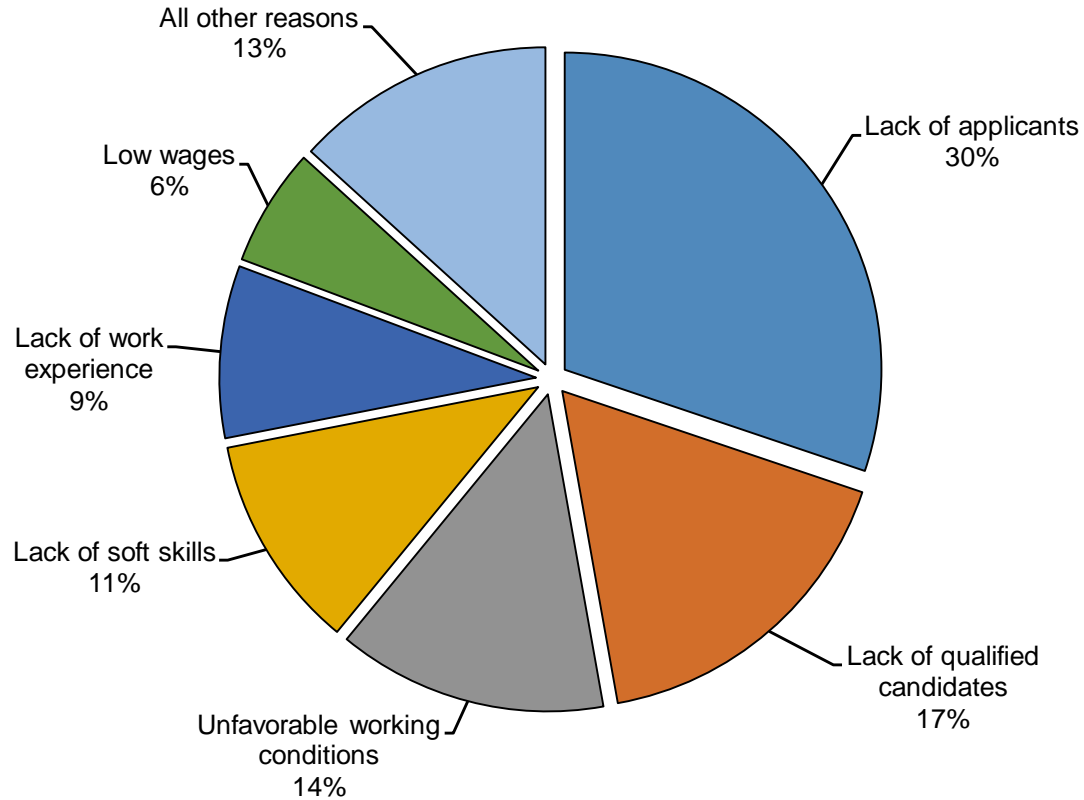


FARM WORKERS
1,000



RESTAURANT COOKS
900

Employer-Provided Reasons for Difficulty Filling Vacancies in Oregon, 2017



Educational Requirements

Characteristics of Difficult-to-Fill Vacancies by Education Level Requirement, 2017

	Difficult-to-Fill Vacancies	Average Wage	Full time	Permanent	Require Previous Experience
All Education Levels	38,691	\$18.28	77%	85%	67%
No requirement	12,889	\$14.57	73%	76%	49%
High school or equivalent	12,650	\$15.90	78%	86%	69%
Postsecondary or associate	7,644	\$22.60	82%	98%	84%
Bachelor's or advanced degree	3,411	\$35.43	85%	94%	94%
Unknown	897	\$20.49	59%	64%	38%

The Most Difficult-to-Fill by Education

Postsecondary or Associate

Bachelor's or Advanced

Occupation	Vacancies	DTF	Average Wage
Registered Nurses	801	65%	\$35.04
Electricians	584	86%	\$31.42
Truck Drivers	555	85%	\$18.94
Nursing Assistants	577	65%	\$13.71
Hairdressers and Cosmetologists	317	100%	\$10.73
Medical Assistants	360	64%	\$16.68
Surveyors	241	90%	\$28.41

Occupation	Vacancies	DTF	Average Wage
Sales Managers	232	95%	\$42.21
Software Dev.	222	97%	\$44.97
Physical Therapists	199	95%	\$31.41
Social Services Mgrs	229	82%	\$23.99
Civil Engineers	164	100%	\$29.44
General Mgrs	183	89%	\$44.91
Registered Nurses	146	96%	\$32.89

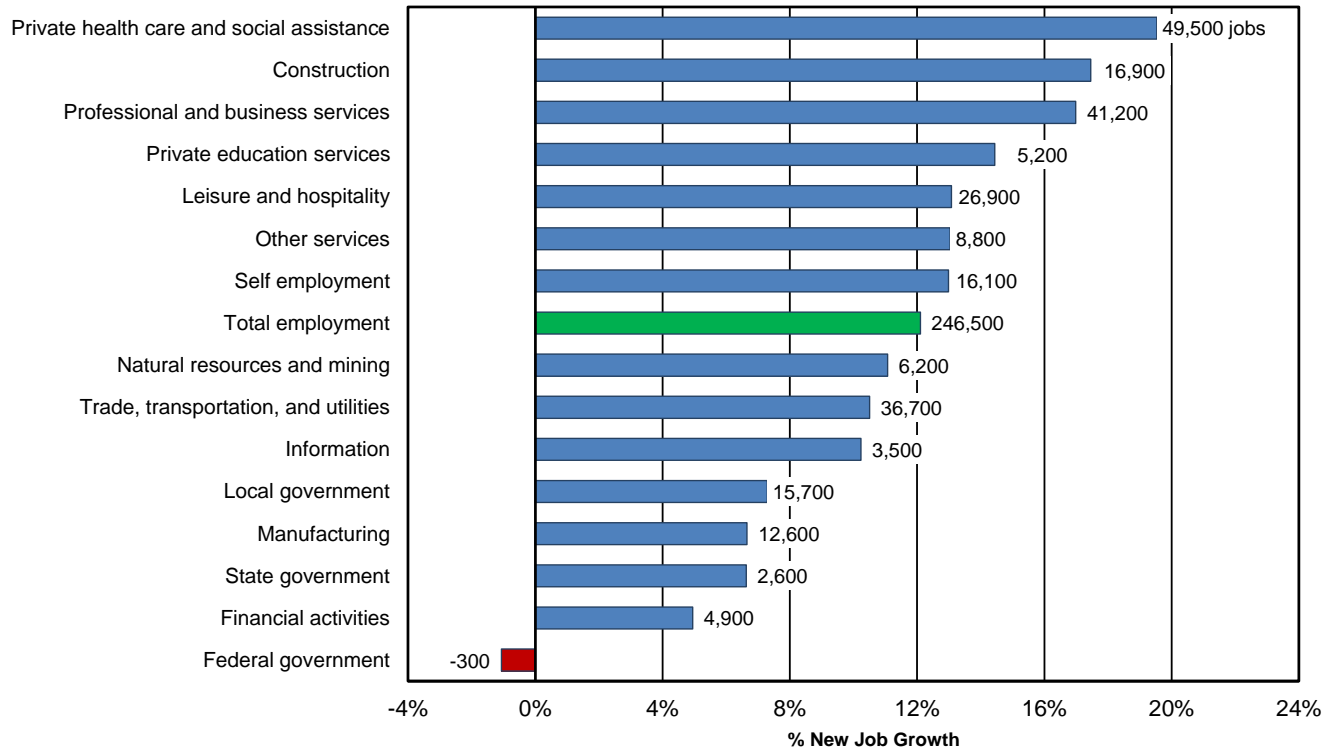


Future Workforce Needs



Health care leads future job growth in Oregon.

Health Care Leads Long-Term Employment Growth
Oregon Industry Projections, 2017-2027



Private health care and social assistance accounts for one-fifth of all new jobs by 2027.

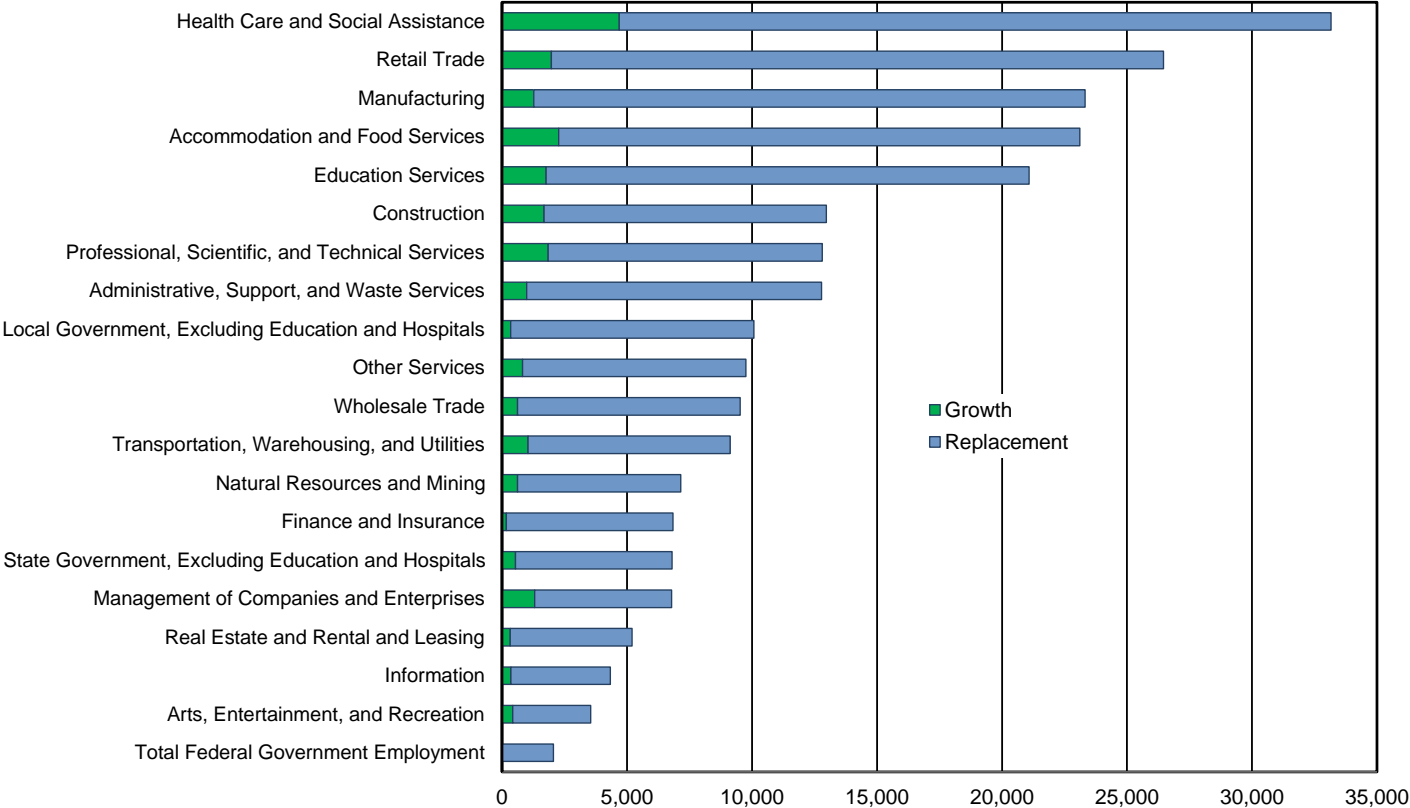
Construction will be the second-fastest growing sector (17%)

Federal government is the only broad sector expected to decline.



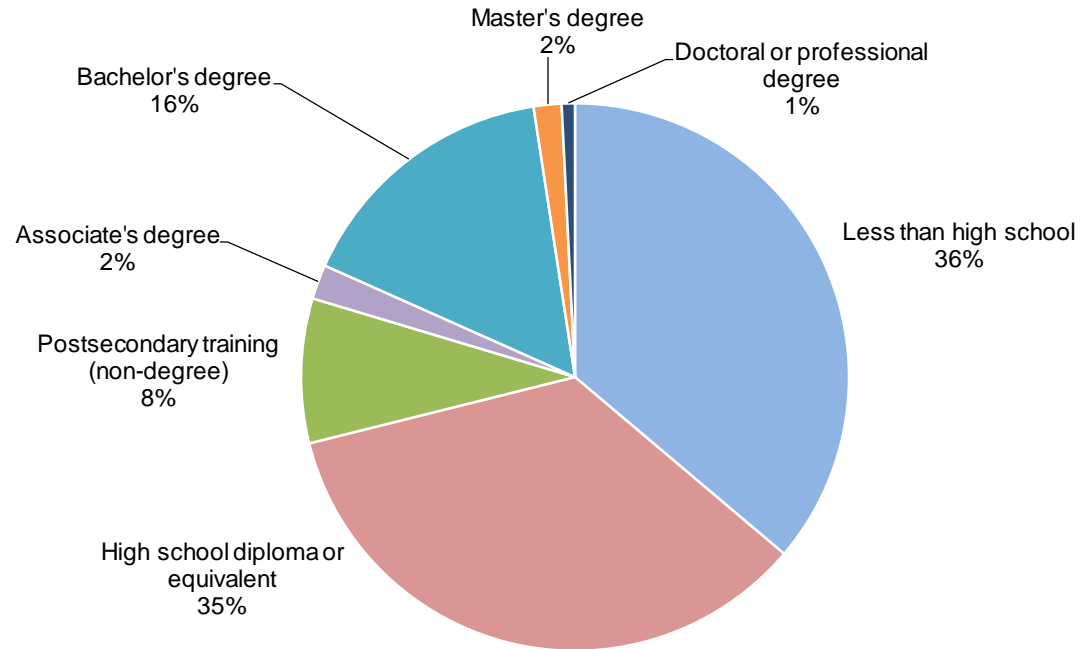
Widespread job opportunities are expected across Oregon's economy.

2017-2027 Average Annual Openings by Sector in Oregon



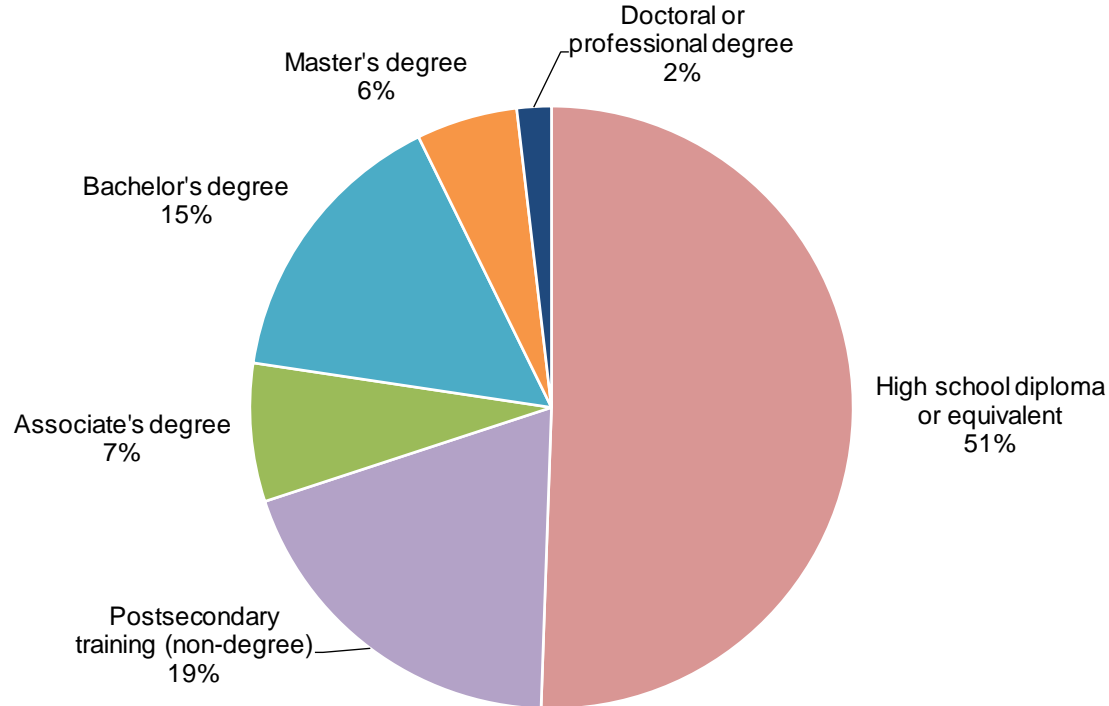
At the typical entry-level education, almost one-third of projected openings require education beyond high school.

Total Projected Openings by Typical Entry-Level Education, 2017-2027



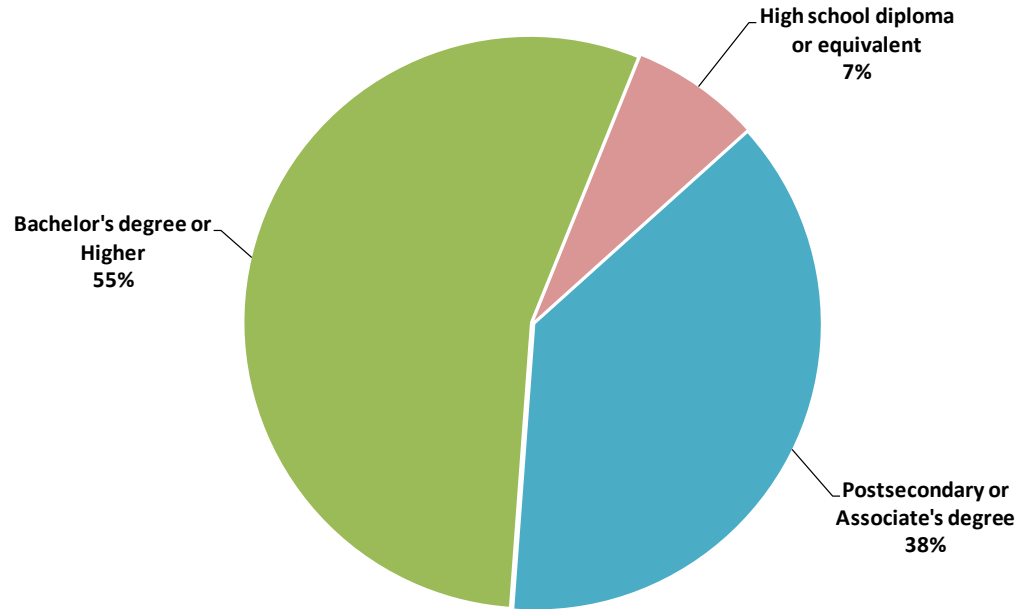
At the competitive level, nearly half of projected job openings require education beyond high school.

Total Projected Openings by Competitive Education, 2017-2027



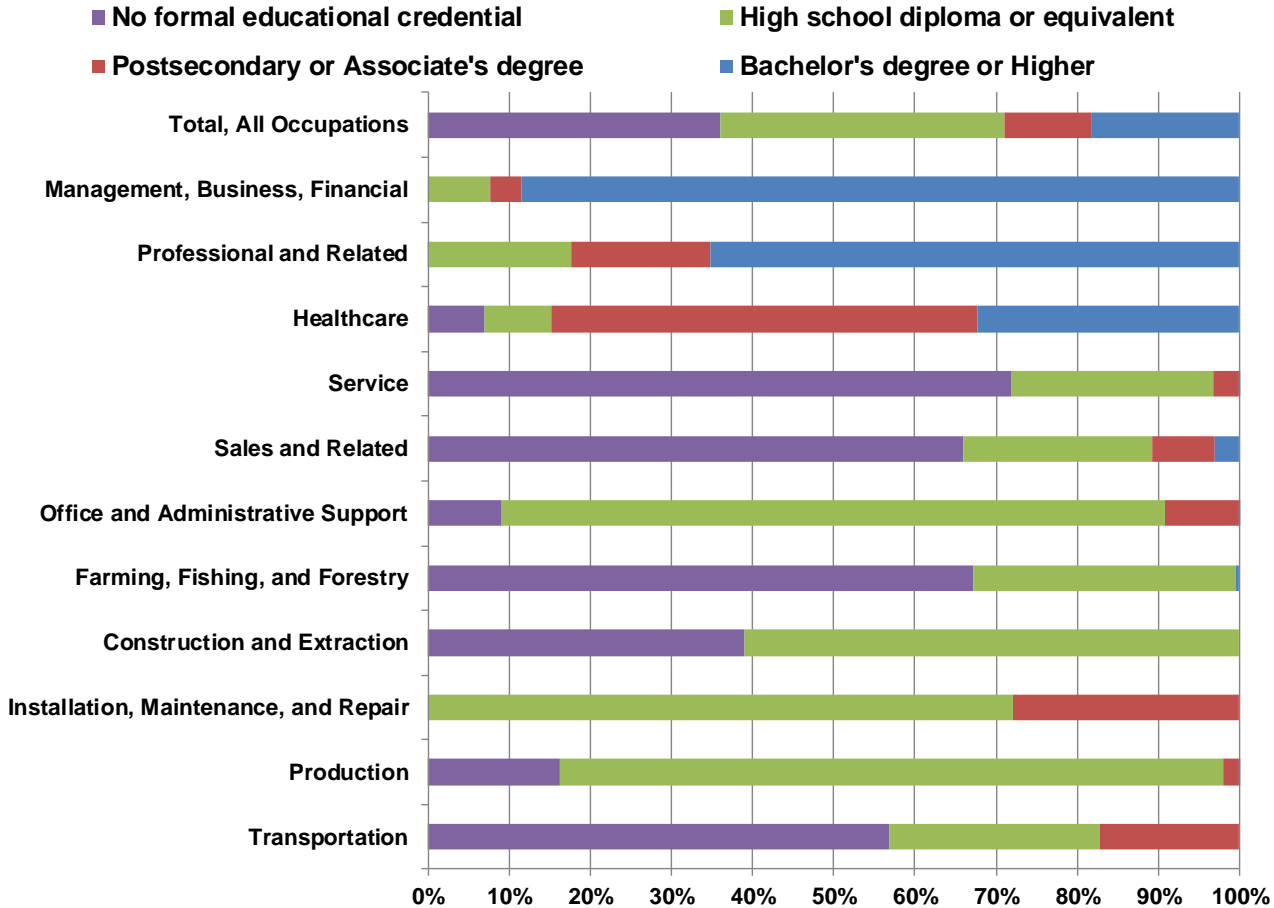
And over 90 percent of job openings that typically pay high wages require some type of education past high school to be competitive.

**Total Projected Openings for High-Wage Occupations
by Competitive Education level, 2017-2027**



Education Pays

- According to a 2017 report from the University of Washington the wage required to be self-sufficient for a single parent with two children in Multnomah County was \$31.57 per hour.
- Statewide, 83 percent of the jobs whose average wage was greater than \$31.57 have a competitive education level of Bachelor's degree or higher.



Job opportunities will be available for Oregonians with a wide range of education attainment.

For instance, about 85 percent of projected healthcare openings have a typical entry-level education requirement higher than a high school degree.

Variety among top occupations with higher education levels

Top Occupations by Total Projected Job Openings, 2017-2027 Typical Entry-Level Education More than High School Diploma

	2017 Employment	Percent Change	Employment Change	Replacement Openings	Total Openings	Typical Entry-Level Education
General and Operations Managers	33,577	14.8%	4,971	28,987	33,958	Bachelor's degree
Truck Drivers, Heavy and Tractor-Trailer	24,289	11.1%	2,699	26,977	29,676	Postsecondary training (non-degree)
Bookkeeping, Accounting, and Auditing Clerks	25,127	3.1%	766	28,054	28,820	Postsecondary training (non-degree)
Registered Nurses	37,353	16.7%	6,247	20,388	26,635	Bachelor's degree
Education, Training, and Library Workers, All Other	20,989	12.3%	2,583	19,716	22,299	Bachelor's degree
Nursing Assistants	13,269	12.1%	1,610	15,663	17,273	Postsecondary training (non-degree)
Business Operations Specialists, All Other	15,352	13.5%	2,073	14,596	16,669	Bachelor's degree
Medical Assistants	11,166	28.5%	3,187	13,437	16,624	Postsecondary training (non-degree)
Managers, All Other	18,485	14.8%	2,732	13,699	16,431	Bachelor's degree
Accountants and Auditors	13,613	16.5%	2,250	12,831	15,081	Bachelor's degree
Software Developers, Applications	13,253	32.6%	4,317	9,674	13,991	Bachelor's degree
Real Estate Sales Agents	12,881	8.2%	1,057	12,093	13,150	Postsecondary training (non-degree)
Substitute Teachers	10,907	7.2%	788	12,176	12,964	Bachelor's degree
Elementary School Teachers, Except Special Education	12,105	8.7%	1,055	8,846	9,901	Bachelor's degree
Preschool Teachers, Except Special Education	6,992	16.1%	1,122	7,287	8,409	Associate's degree
Market Research Analysts and Marketing Specialists	5,914	29.2%	1,724	6,448	8,172	Bachelor's degree
Financial Managers	7,340	26.7%	1,961	6,031	7,992	Bachelor's degree
Secondary School Teachers, Except Special and Career/Technical Education	9,462	9.5%	896	6,732	7,628	Bachelor's degree
Management Analysts	7,101	16.5%	1,174	6,442	7,616	Bachelor's degree
Automotive Service Technicians and Mechanics	7,423	5.8%	431	7,019	7,450	Postsecondary training (non-degree)



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