

Labor Market Trends for Human Resources

Lane County Human Resources Association
January 20th, 2026

Henry Fields, Workforce Analyst with the
Oregon Employment Department

What kind of questions can I answer with OED Research?



Wage Data

- What should I pay an experienced carpenter in 2025?
- Do HR Assistants earn more in Bend or Eugene?



Customer Info

- What HVAC contractors are in the Salem area?
- How many senior citizens live in our area?



Workforce Data

- What industries have the most workers under 25?
- How does my company's turnover compare to our industry?



Jobs Data

- What are the fastest growing occupations in Eastern Oregon?
- Are job vacancies harder to fill than they were last year?

Local analysts can provide data OR teach you to use the tools at QualityInfo.org or other sites

What and Who is our Labor Force?

Our total labor force in the Eugene metro area measures **190,000** – **the highest it's ever been.**

The number of workers has grown **12%** in the last 25 years.

Our workforce is rapidly growing more diverse: the number of workers who are people of color has grown by **136%** over that time.

The population is aging, which also changes how our workforce looks:

12% of the workforce is under 25 – down from **17%** in 1999.

9% is over 65 – up from **2%** in 1999.

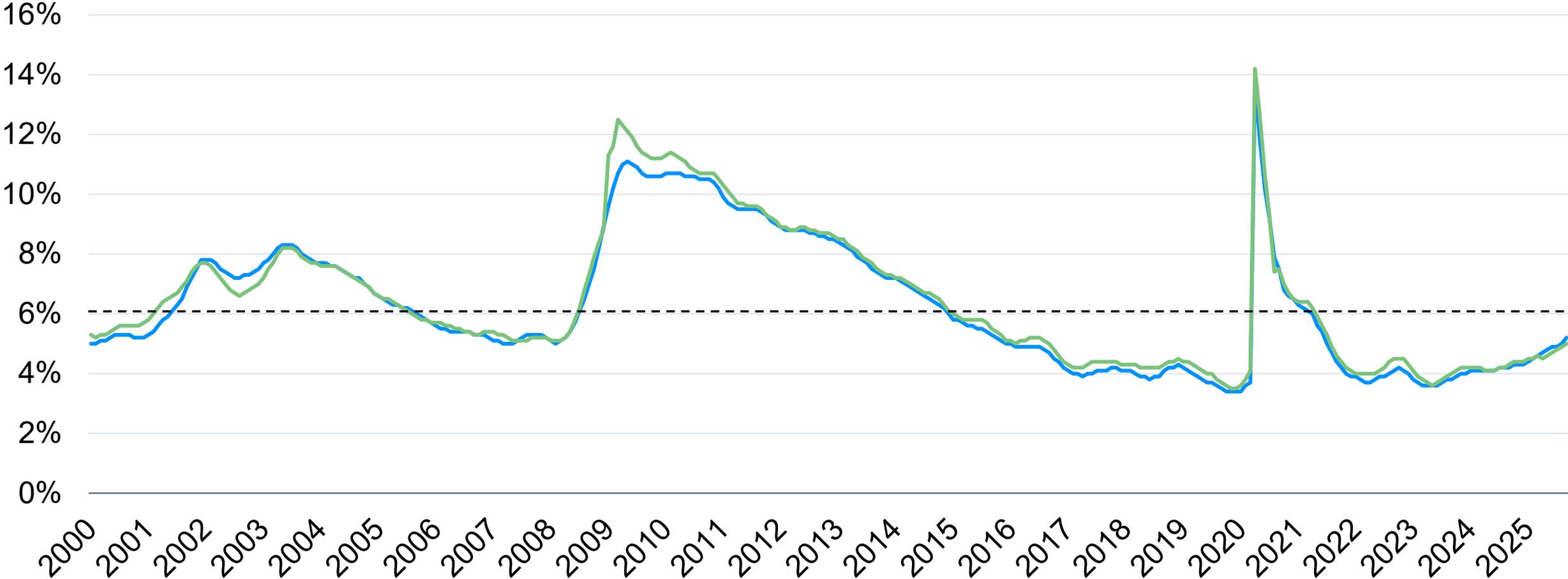
15% of households live in poverty, with an additional **28%** under the **ALICE threshold**

(Asset Limited, Income Constrained, Employed — households that earn more than the Federal Poverty Level, but less than the basic cost of living for the area).

Unemployment has increased, but is still below long-term average

Seasonally Adjusted Unemployment Rate

— Oregon — Lane County

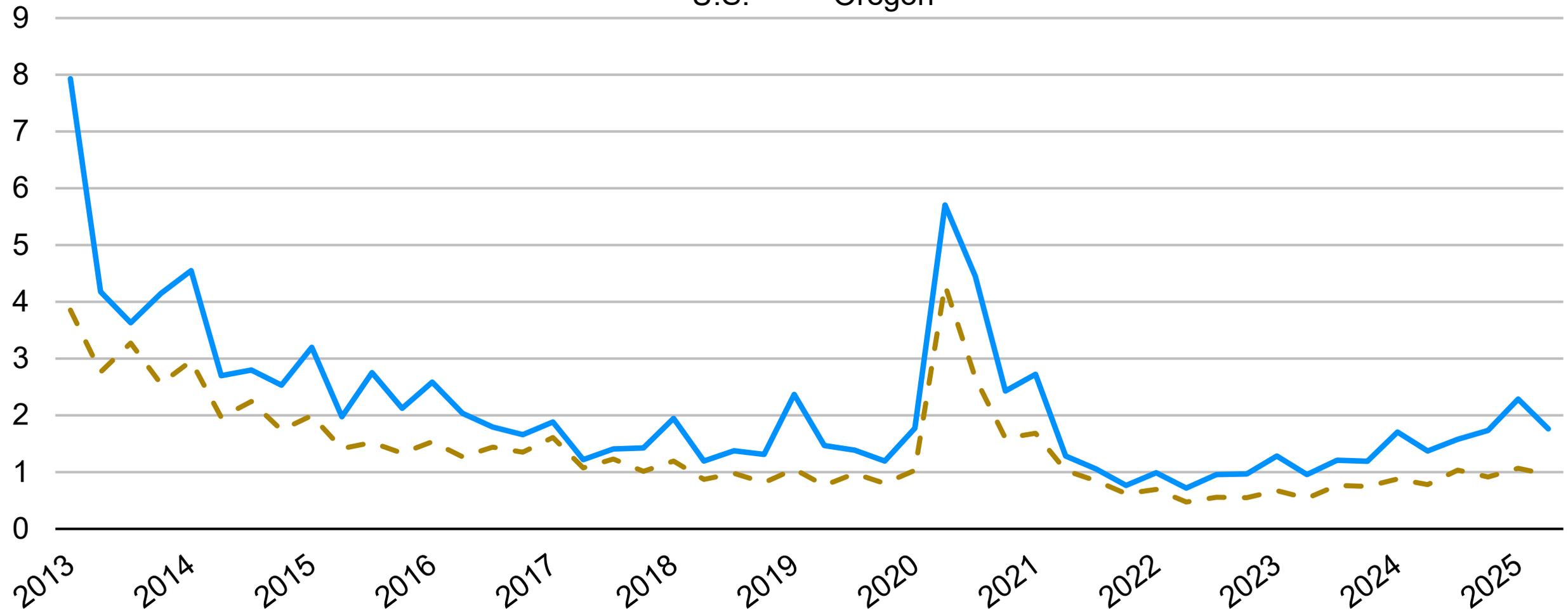


Source: Oregon Employment Department, Local Area Unemployment Statistics

There's more jobseekers for every job opening, but not near record level.

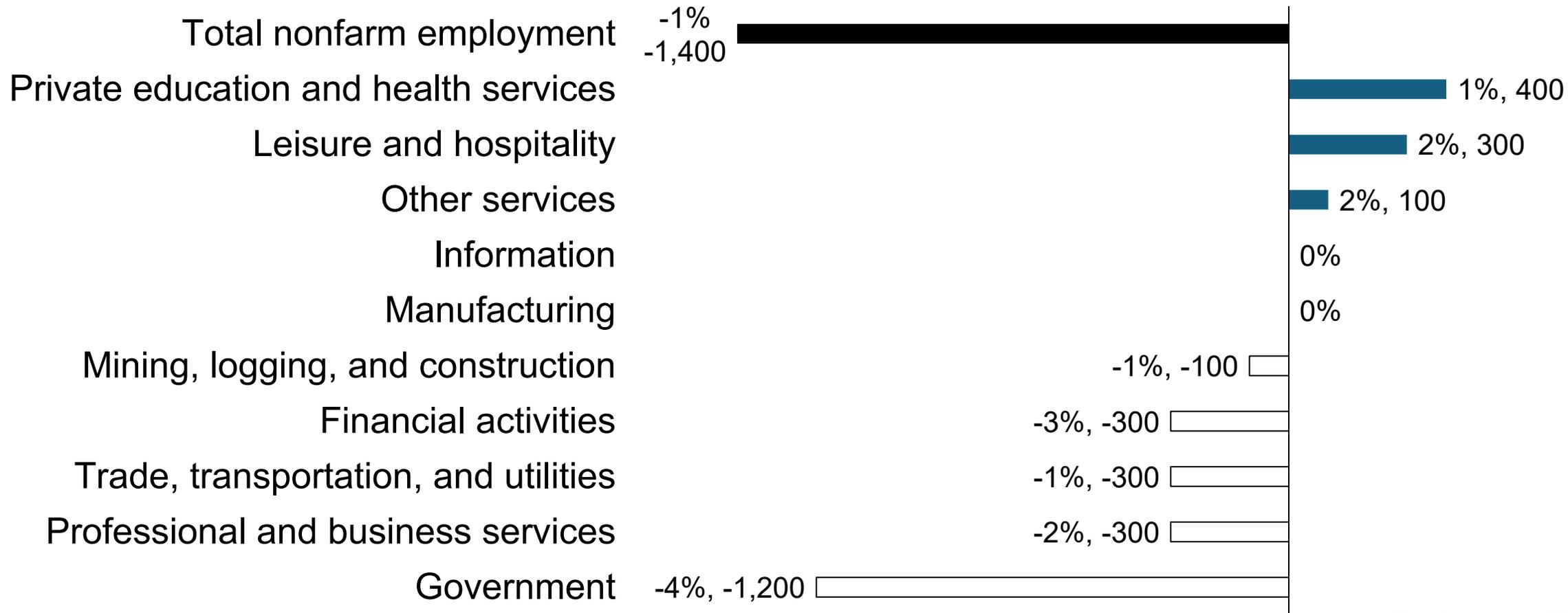
Unemployed people per job vacancy at private companies

— U.S. — Oregon



Source: Oregon Employment Department, Job Vacancy Survey and Bureau of Labor Statistics, Job Openings and Labor Turnover Survey

Lane County Job Change, November 2024-November 2025



Source: Oregon Employment Department, Current Employment Statistics

There's growing appreciation for narratives of key industries

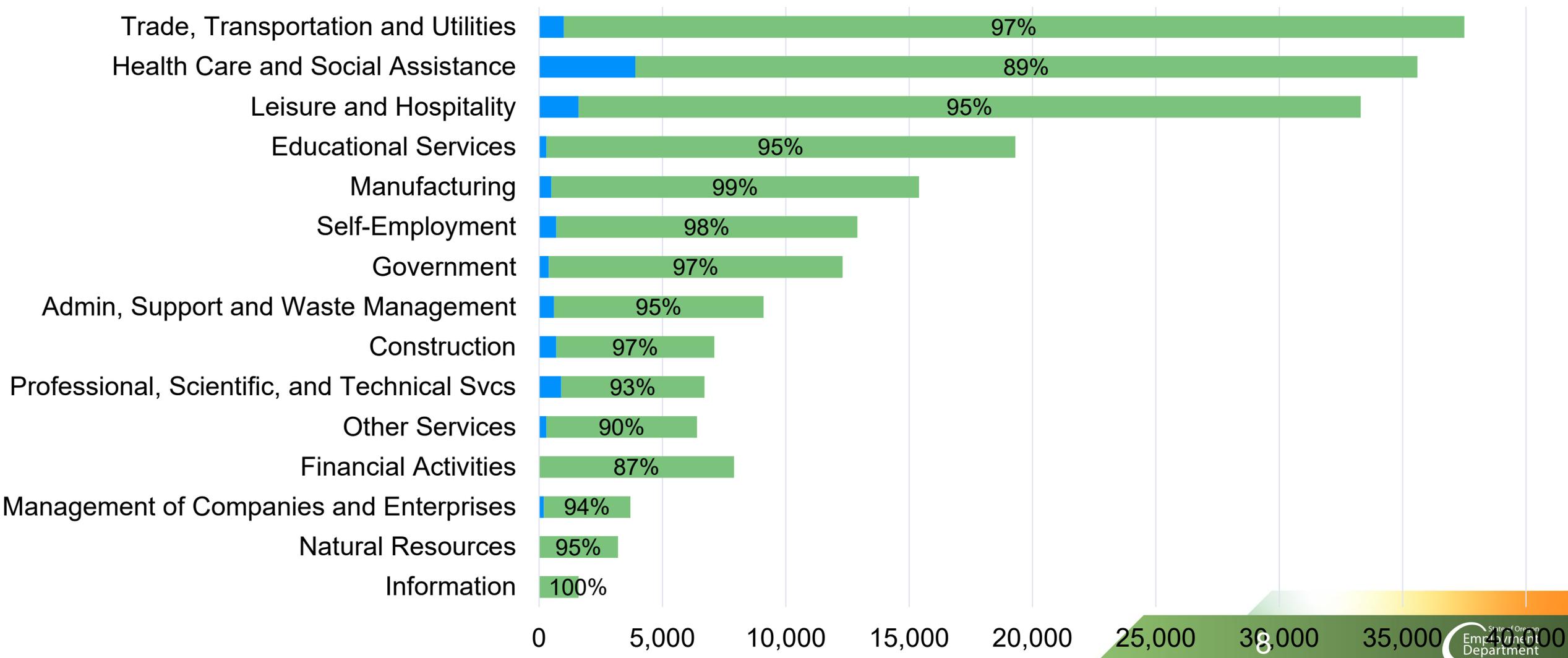
Employment and Wages in Lane County Sectors, Annual Average 2024

Industry	Establishments	Employment	Total Wages	Average Wage
All Industries	13,691	157,269	\$9,282,185,420	\$59,021
Behavioral and Community Health	1,046	8,447	\$399,239,637	\$47,263
Bioscience	187	1,339	\$118,482,591	\$88,453
Child Care	146	1,055	\$33,340,099	\$31,599
Construction Aggregate	1,327	8,383	\$590,806,353	\$70,477
Creative Sector	743	3,386	\$191,696,546	\$56,609
Food and Beverage	197	4,085	\$239,701,253	\$58,677
Health Care	1,161	22,765	\$1,710,040,591	\$75,117
Leisure and Hospitality	1,311	18,240	\$468,262,705	\$25,672
Technology	822	3,517	\$374,534,974	\$106,505
Transportation	217	3,334	\$188,788,825	\$56,628
Wood Products	226	6,255	\$443,899,035	\$70,966

Source: Oregon Employment Department, Quarterly Census of Employment and Wages

Long term growth and replacement needs are projected

2024-2034 Industry Employment Projections, Lane County



Source: Oregon Employment Department, 2024-2034 Industry Employment Projections



How HR Uses Artificial Intelligence

*Question was select all that apply. Among those who indicated their organization uses AI to support HR-related activities.

"Other" areas HR uses AI

TOP 3



64%

Recruiting, interviewing and/or hiring



43%

Learning and development



25%

Performance management



10%

Productivity monitoring



6%

Succession planning



1%

Layoff and/or firing decisions



1%

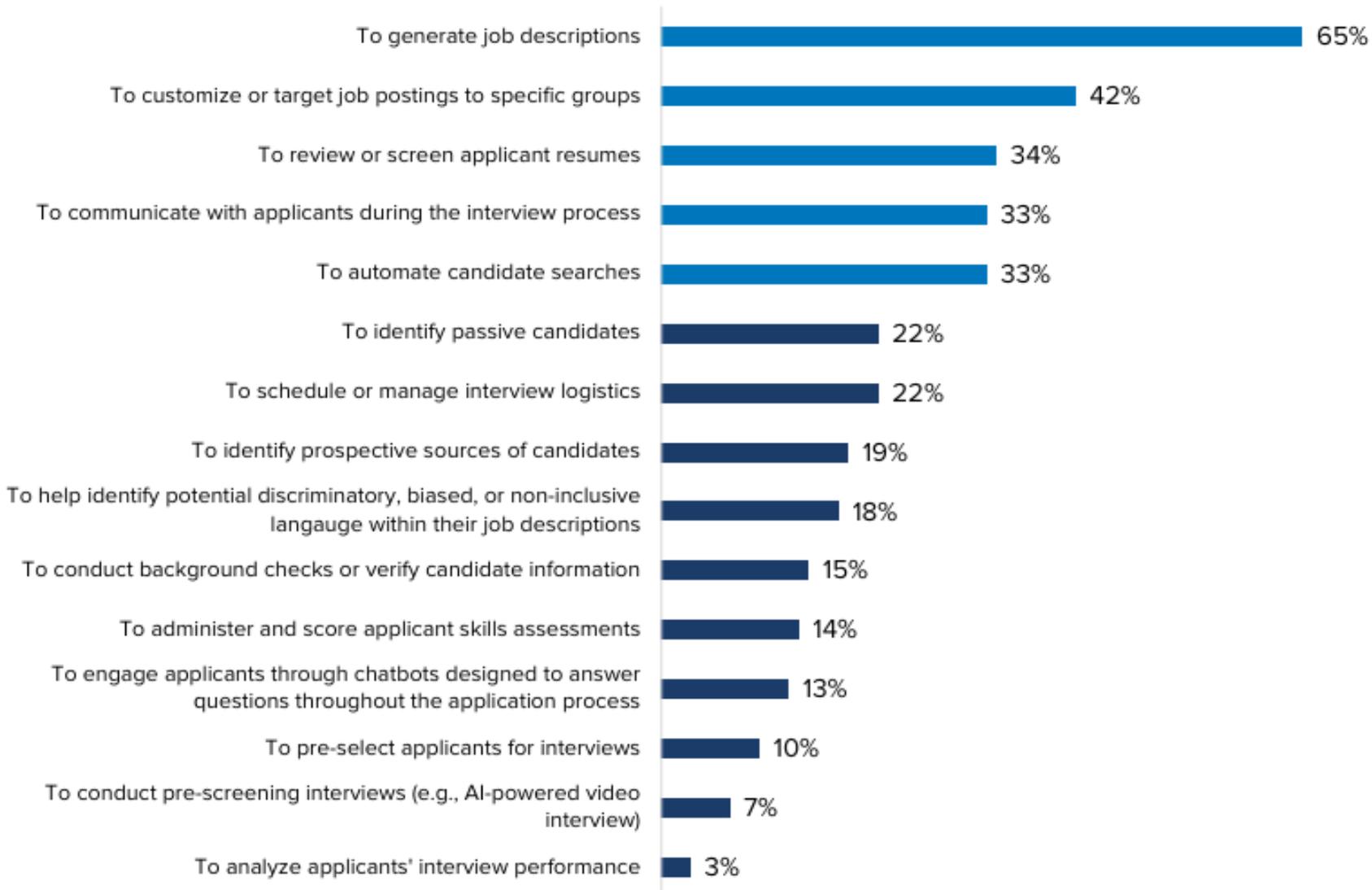
Promotion decisions

- "Administrative tasks"
- "Policy writing and communications"
- "General communication (announcements, social media posts, company emails, etc.)"
- "Forms and resource writing"
- "Drafting documents, communications, messages, and tasks lists"
- "Internal communications, policy and procedure drafting"
- "Content generation for documents, presentations, and awards."
- "Answering FAQs"

Source: SHRM Research https://shrm-res.cloudinary.com/image/upload/ai/2024-Talent-Trends-Survey_Artificial-Intelligence-Findings.pdf

How HR Uses AI to Support Recruiting, Interviewing, and Hiring

**Question was select all that apply. Among those who indicated their organization uses AI to support recruitment, interviewing, and/or hiring activities.*

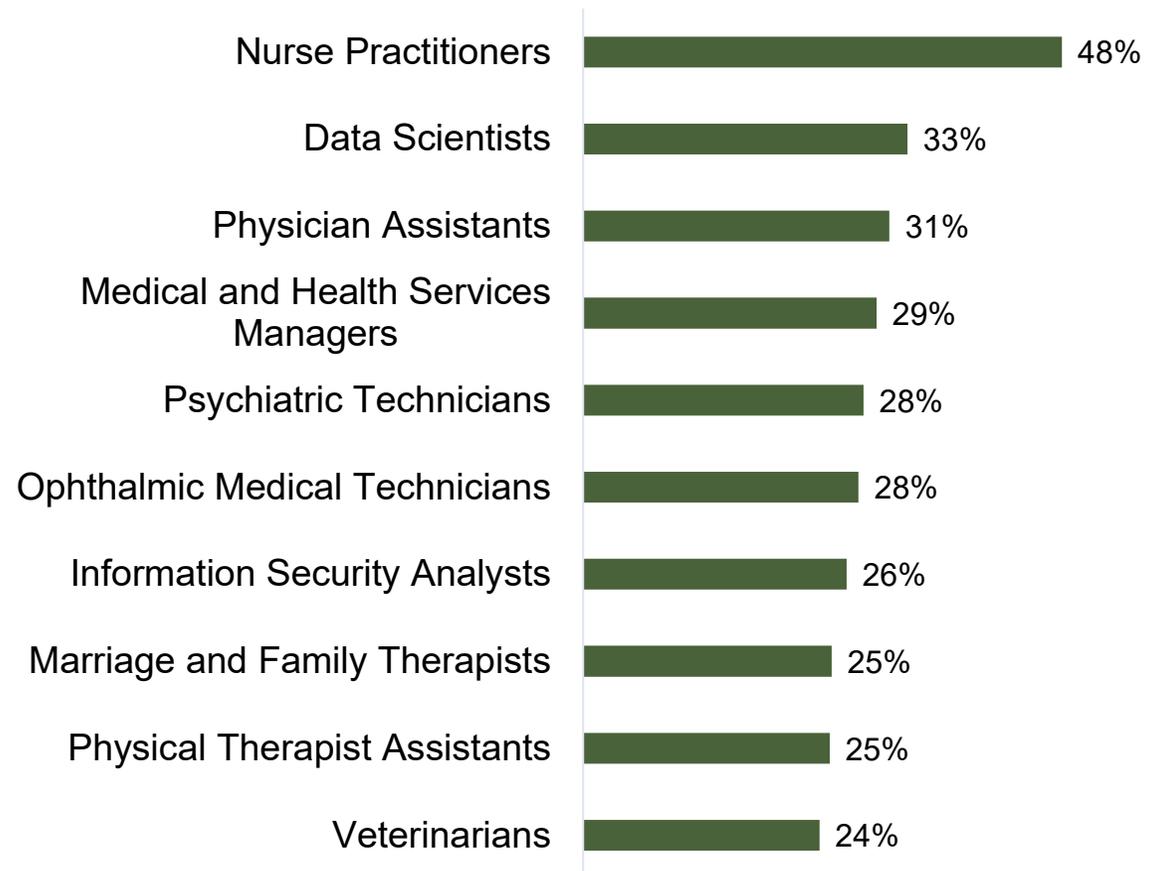


Certain tasks in recruitment, interviewing, and hiring have integrated AI assistance extensively

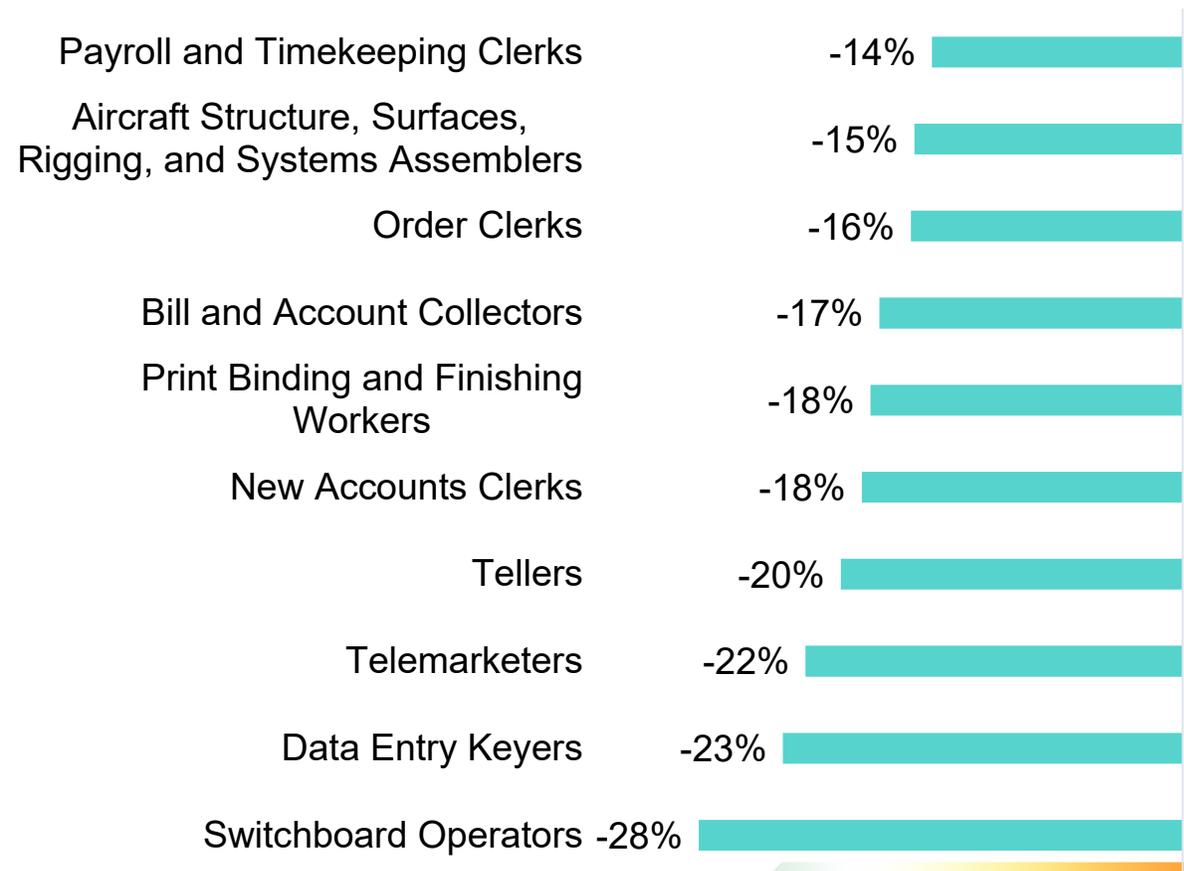
Source: SHRM Research https://shrm-res.cloudinary.com/image/upload/2024-Talent-Trends-Survey_Artificial-Intelligence-Findings.pdf

Occupation change is more about industry shift than AI

Fastest Growing Occupations 2024-2034, Oregon



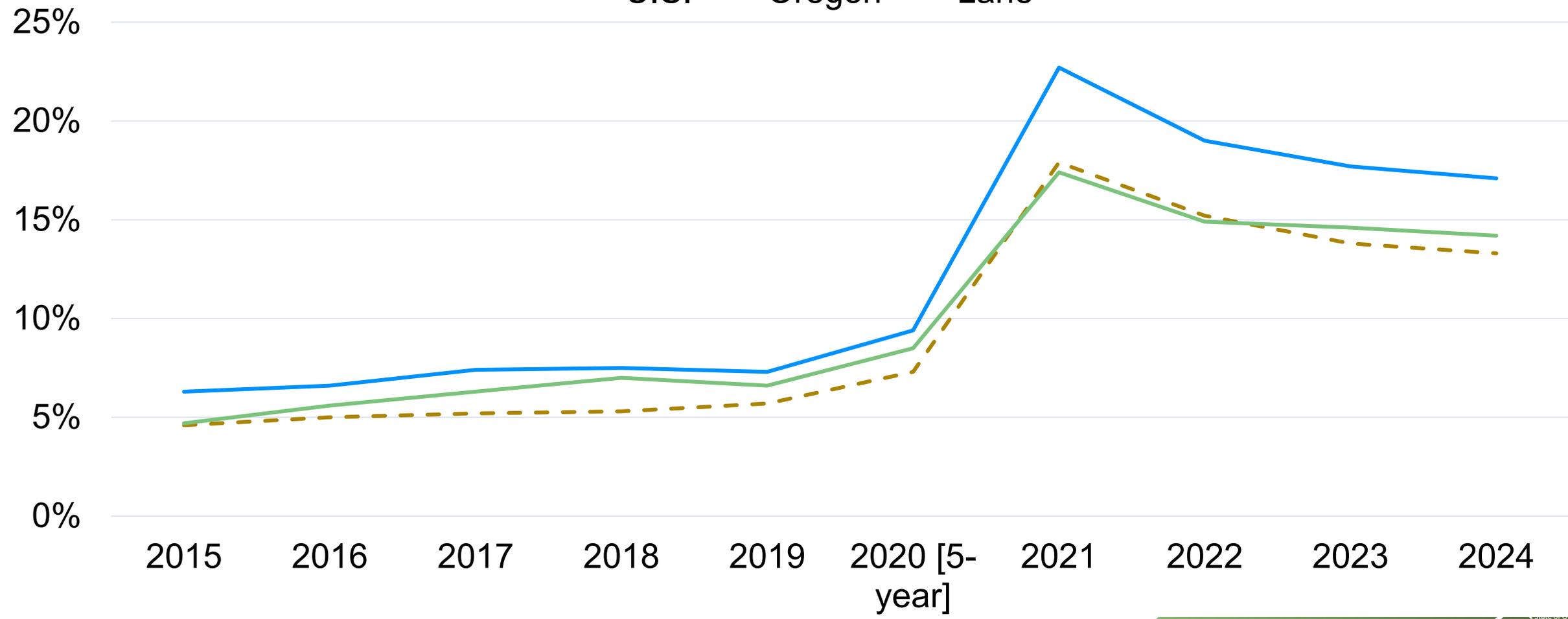
Fastest Declining Occupations 2024-2034, Oregon



Working from home is here to stay

Percentage of Workers 16+ Who Worked From Home

--- U.S. — Oregon — Lane

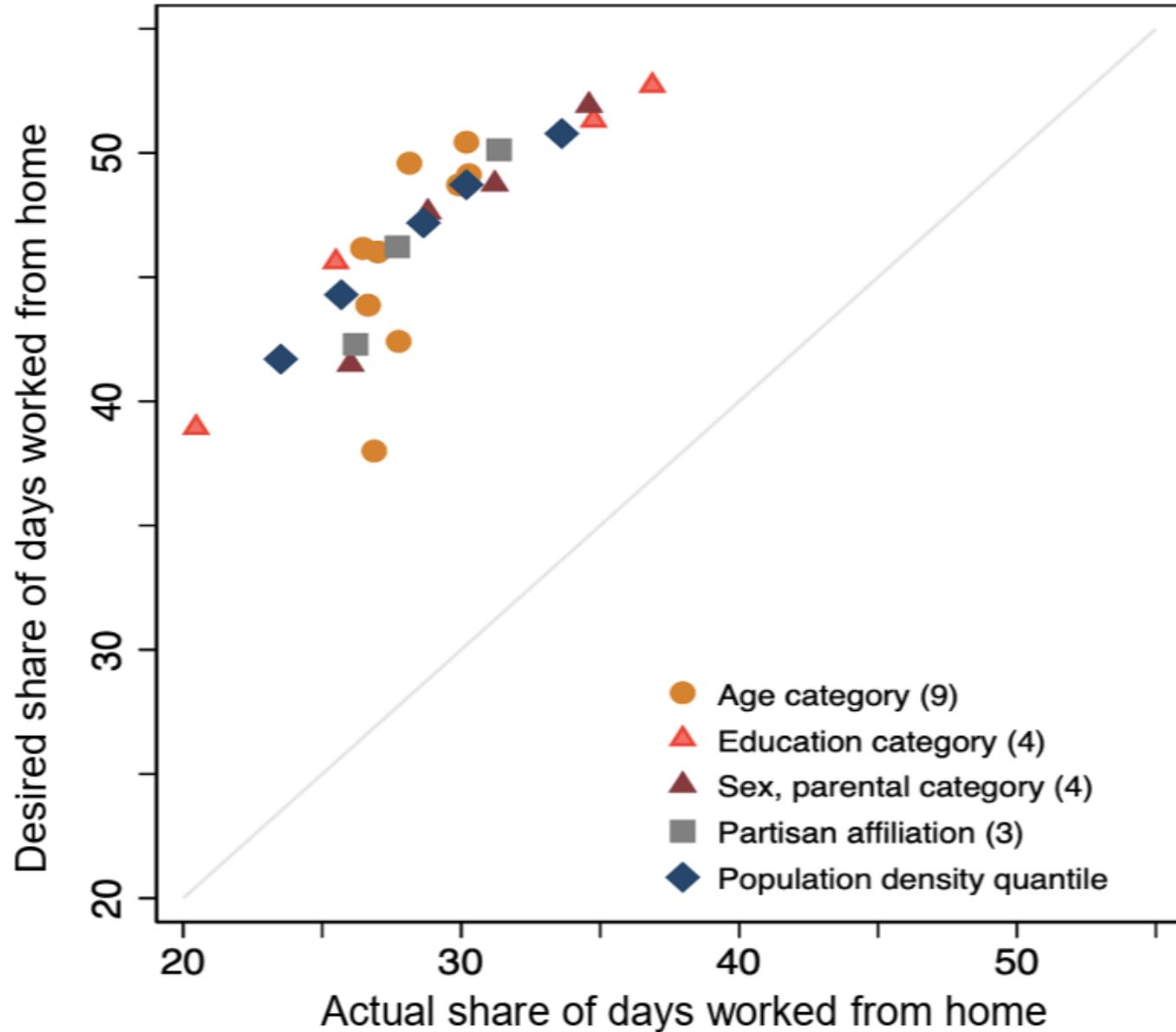


Source: U.S. Census Bureau, American Community Survey table S0801

Remote work is popular – every demographic desires more.

Desired WFH Rates Exceed Actual Rates in Every Major Demographic Group

Source: National Bureau of Economic Research, “Measuring Work from Home”
Buckman et. al
<https://www.nber.org/papers/w33508>



Henry Fields, Workforce Analyst

Henry.L.Fields@employ.Oregon.gov

(541) 359-9178

Sign up for the latest workforce and economic
research www.qualityinfo.org/subscribe