

2026 Economic Outlook

EWEB

February 10th, 2026

**Henry Fields, Economist serving Lane County
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?



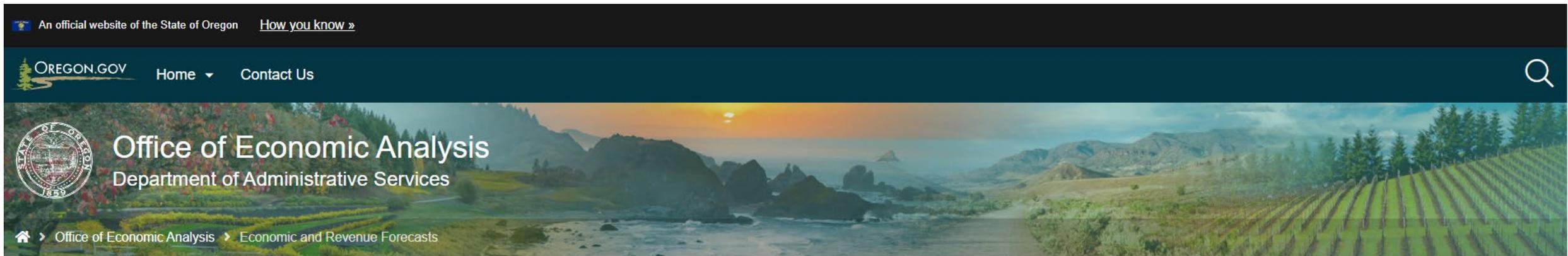
Jobs Data

- 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

Macro Conditions

OEA's Economic Forecasts are a key resource for macroeconomic outlook



Economic and Revenue Forecasts

Forecasts, slides and narrative summaries available at:
<https://www.oregon.gov/das/oea/pages/forecastecorev.aspx>

February 2026 — The Big Question: Does Growth Rebound Mean Jobs Pickup?



The national economy largely defied the pervasive pessimism among forecasters in 2025, and now this positive momentum is manifesting upgraded projections for 2026 as well. **This does not mean “off to the races” for growth, hiring and tax receipts — more likely, the economy will witness a moderate pickup in activity.**

Accelerating output growth will be welcome news in terms of lowering recession risks, but open questions remain regarding two critical themes for the year ahead: **the fate of what looks to be an increasingly entrenched labor market malaise** and the **direction of prevailing pressures on still-elevated inflation.**

Source: Office of Economic Analysis March 2026 Oregon Economic and Revenue Forecast <https://www.oregon.gov/das/oea/pages/forecastecorev.aspx>

Employment trends are pointing in multiple directions

DAS
DEPARTMENT OF
ADMINISTRATIVE
SERVICES

Oregon Economic and Revenue Forecast

March 2026

Volume XLVI, No. 1
Release Date: February 4th, 2026

“...the “**low hire/low fire**” employment dynamic which loomed over much of 2025 seems to remain entrenched at the start of 2026.”

“With more industries in Oregon experiencing persistent job losses and the high concentration of job gains in a few industries, the overall employment situation has softened.”

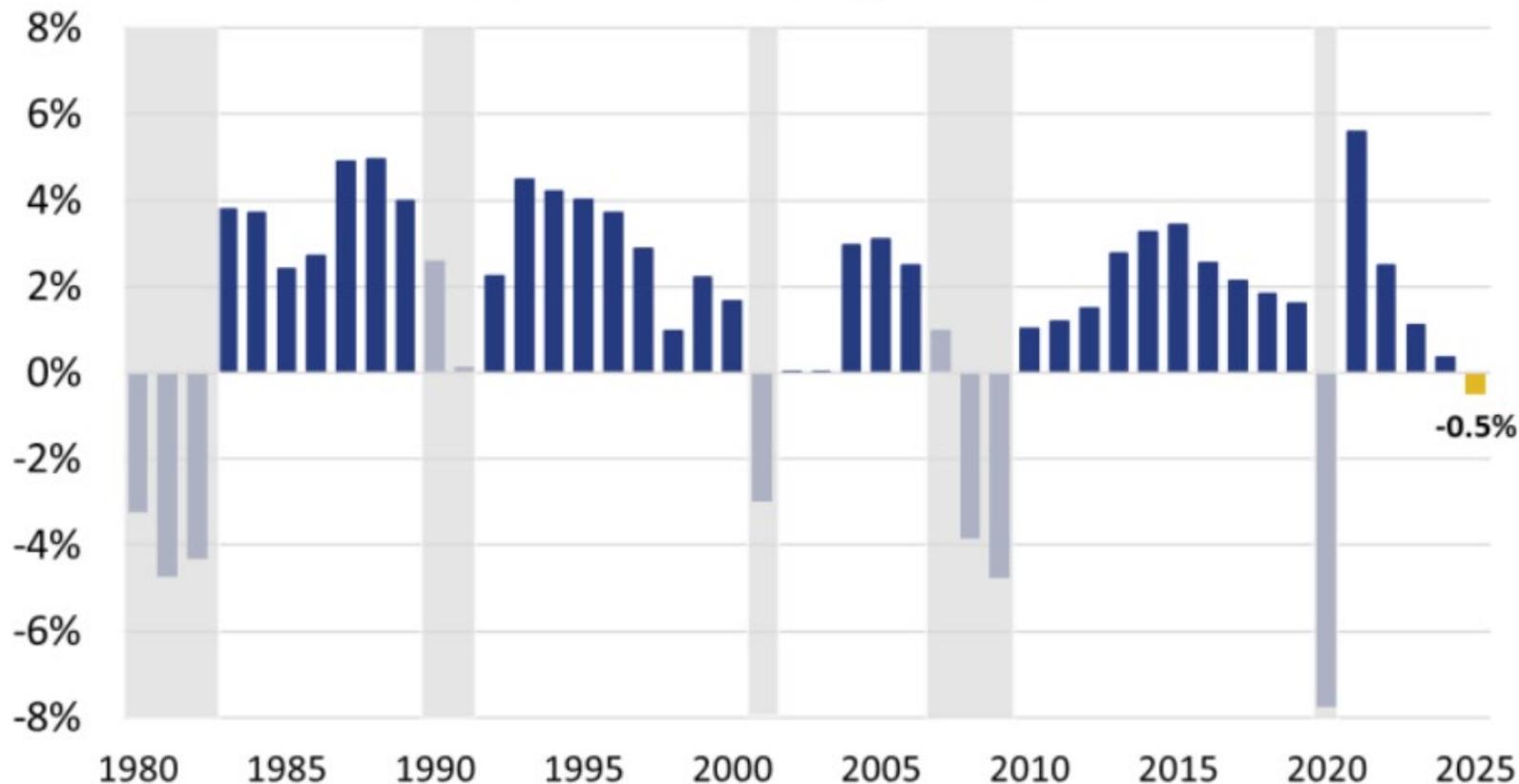
“This office sees tremendous potential for massive economic disruption in the future from AI, but it is our assessment based on the data at hand that widespread job dislocation is not yet occurring—at least not outside of a narrow concentration of sectors.”

Source: Office of Economic Analysis March 2026 Oregon Economic and Revenue Forecast <https://www.oregon.gov/das/oea/pages/forecastecorev.aspx>

Employment is showing some concerning trends...

Annual Total Nonfarm Job Growth in Oregon

December to December, Monthly data

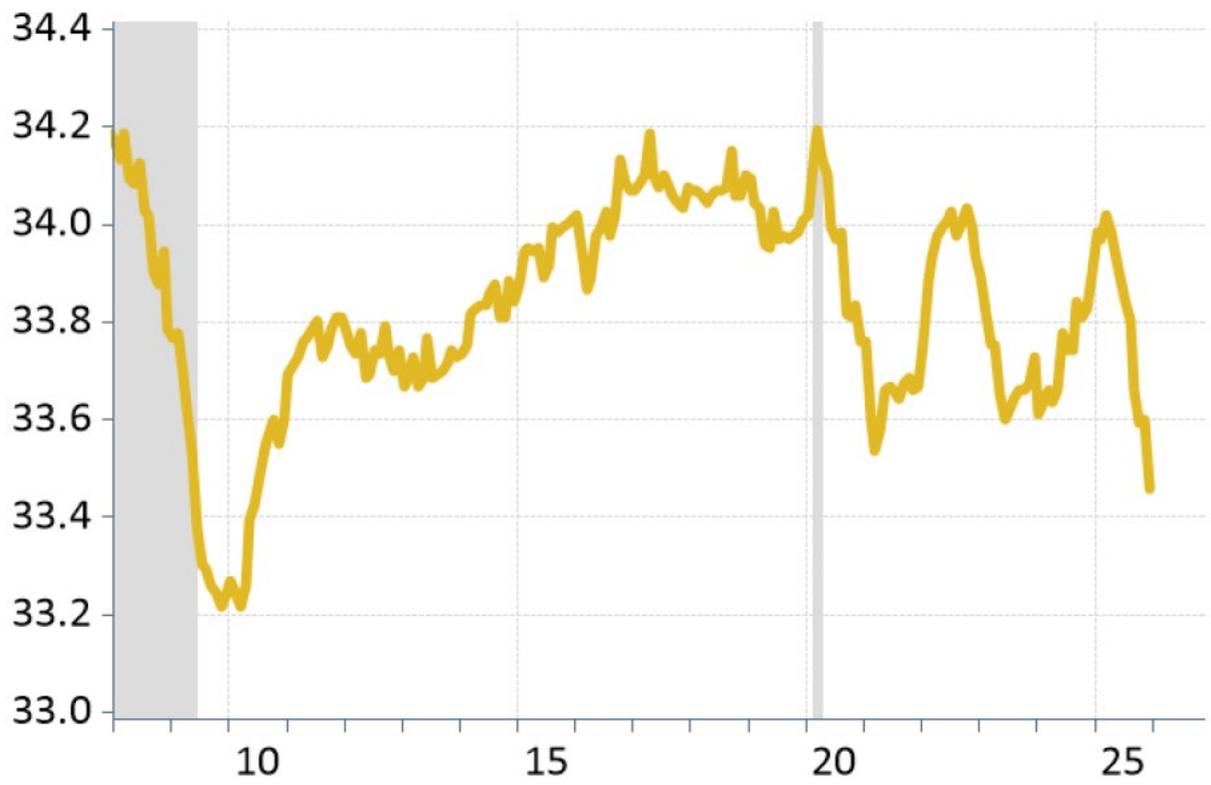


Source: Office of Economic Analysis March 2026 Oregon Economic and Revenue Forecast <https://www.oregon.gov/das/oea/pages/forecastcorev.aspx>

Employment is showing some concerning trends...

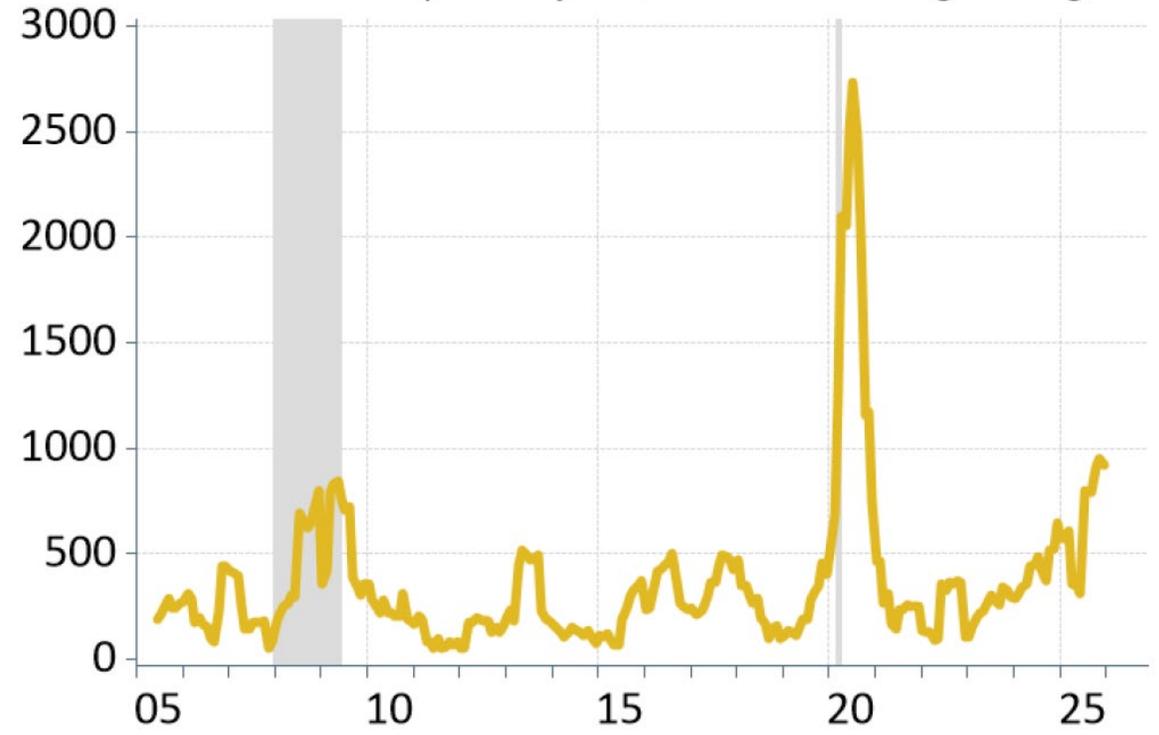
Oregon Average Weekly Hours Worked

Total Private Employees, 12-month Moving Average



Oregon WARN Layoffs

Number of Implied Layoffs, 6-Month Moving Average



Source: Office of Economic Analysis March 2026 Oregon Economic and Revenue Forecast <https://www.oregon.gov/das/oea/pages/forecastcorev.aspx>

...but there's not clear evidence of an impending recession

Alternative Scenarios

March 2026

	2026	2027	2028	2029	2030
Employment					
Opt: Boom	2.0%	1.4%	1.1%	1.0%	1.1%
Opt: Solid Growth	1.1%	1.4%	1.3%	1.2%	1.2%
Baseline	0.6%	0.8%	0.5%	0.6%	0.8%
Pes: Moderate Recession	-1.5%	1.3%	1.3%	0.8%	0.8%
Pes: Severe Recession	-2.0%	-5.5%	0.4%	2.8%	4.1%

Source: Office of Economic Analysis March 2026 Oregon Economic and Revenue Forecast <https://www.oregon.gov/das/oea/pages/forecastcorev.aspx>

...but there's not clear evidence of an impending recession

Alternative Scenarios

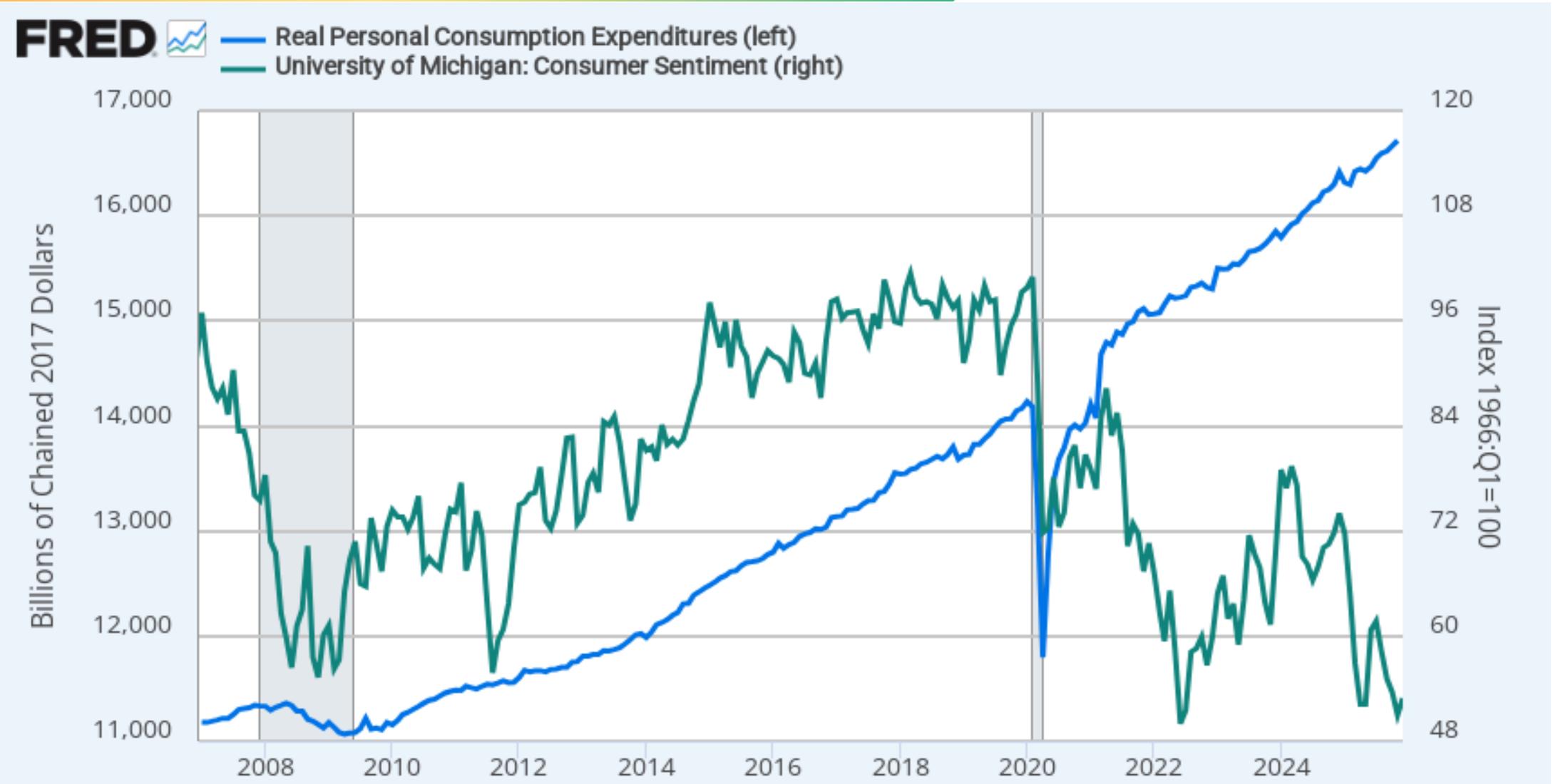
March 2026

	2026	2027	2028	2029	2030
Unemployment Rate					
Opt: Boom	4.8%	4.5%	4.3%	4.2%	4.1%
Opt: Solid Growth	5.0%	4.6%	4.4%	4.4%	4.3%
Baseline	5.3%	5.2%	5.1%	4.9%	4.9%
Pes: Moderate Recession	7.9%	6.2%	5.4%	5.0%	4.9%
Pes: Severe Recession	10.6%	11.0%	9.9%	7.5%	5.7%

Source: Office of Economic Analysis March 2026 Oregon Economic and Revenue Forecast <https://www.oregon.gov/das/oea/pages/forecastcorev.aspx>

Consumer sentiment and spending are moving in opposite directions

[Link to data on FRED](#)



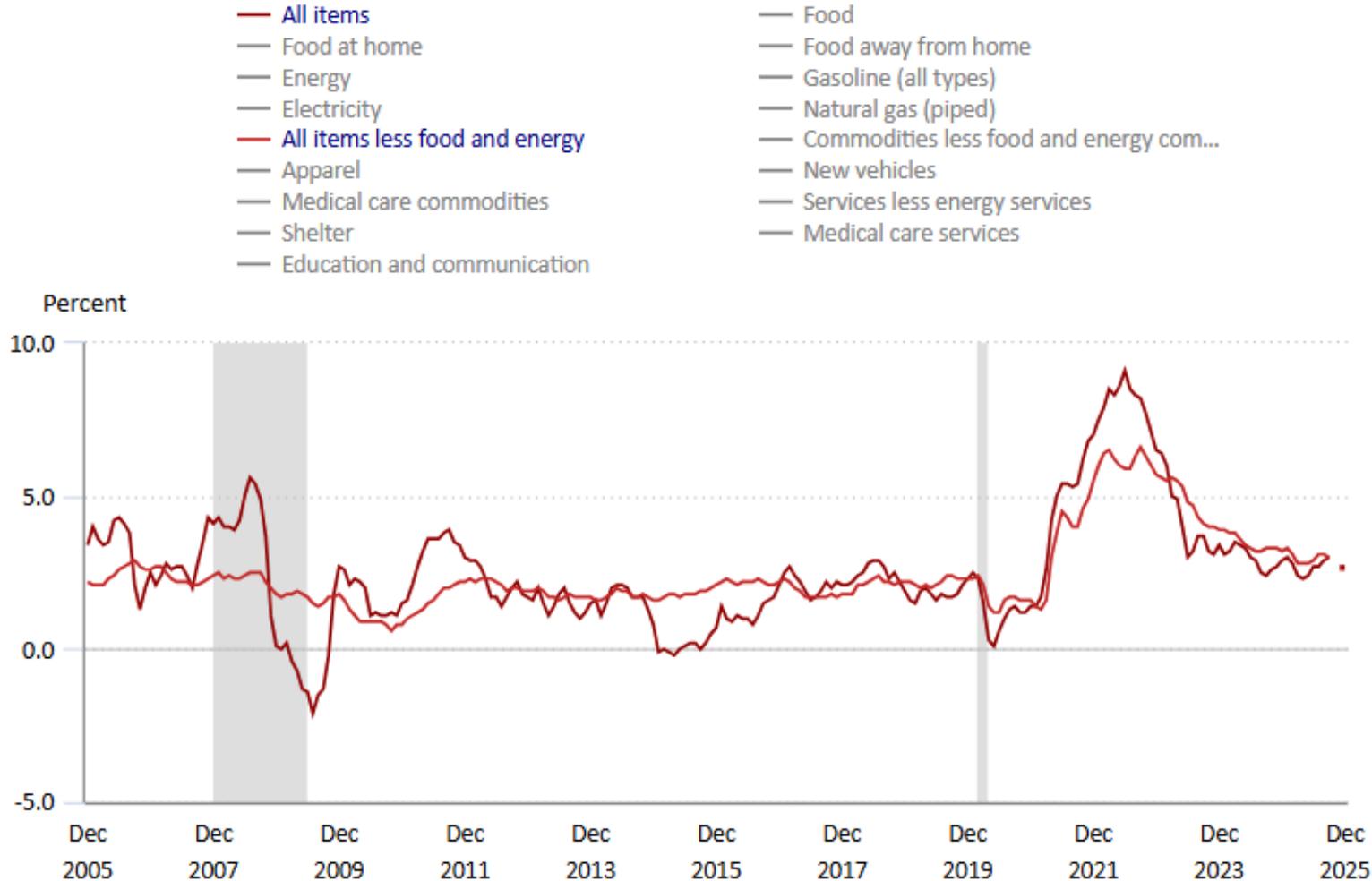
Sources: U.S. Bureau of Economic Analysis; University of Michigan via FRED®

Shaded areas indicate U.S. recessions.

myf.red/g/1Rwo3

Inflation remains slightly above the Fed's 2% target

12-month percentage change, Consumer Price Index, selected categories, not seasonally adjusted



All items less food and energy
Dec 2025: 2.6%

Source: Bureau of Labor Statistics Consumer Price Index – Category Line Chart available here

Hover over chart to view data.

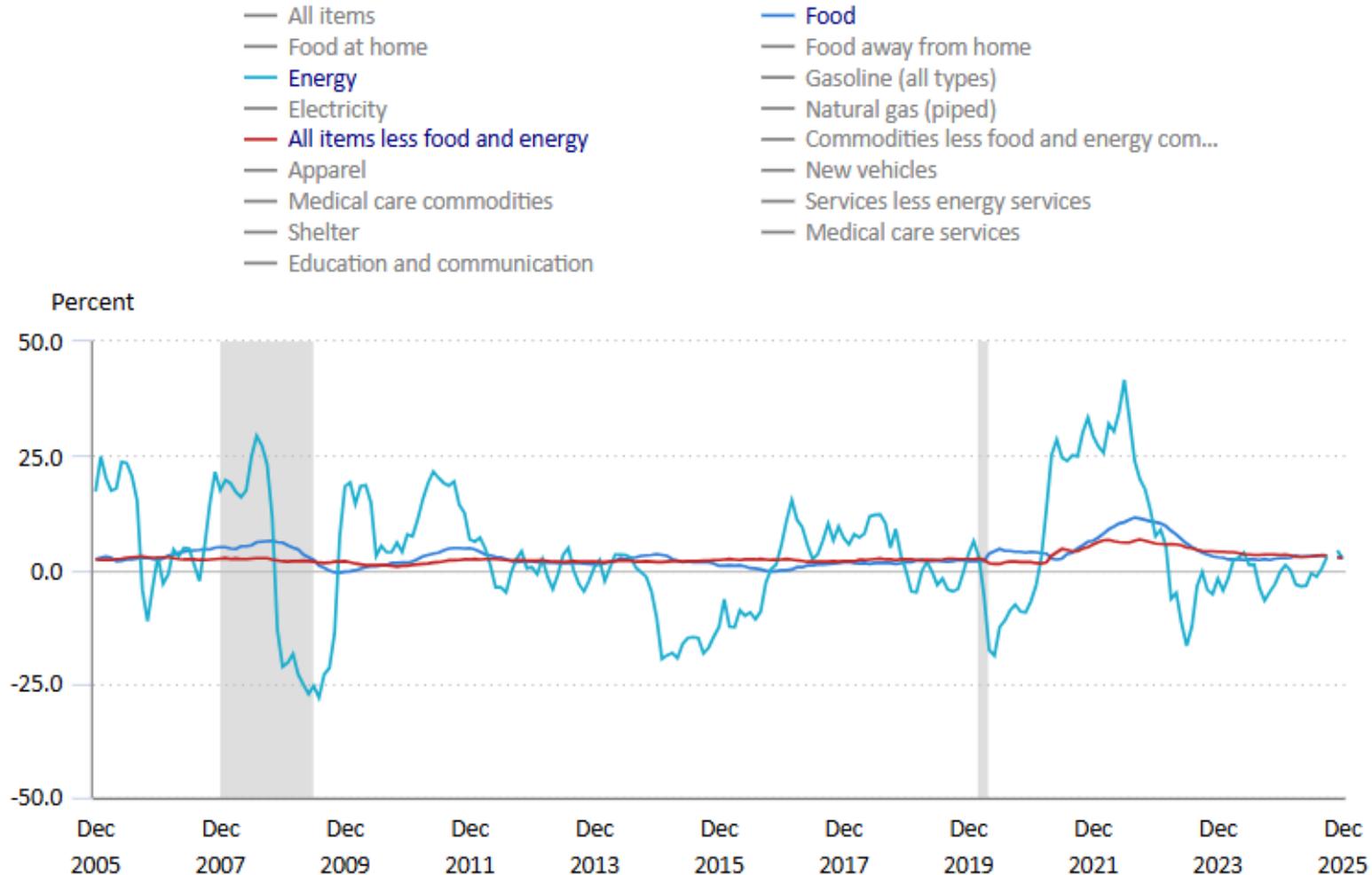
Note: Shaded area represents recession, as determined by the National Bureau of Economic Research.

Source: U.S. Bureau of Labor Statistics.



“Core” inflation takes out highly variable energy and food

12-month percentage change, Consumer Price Index, selected categories, not seasonally adjusted



Source: Bureau of Labor Statistics Consumer Price Index – Category Line Chart available here

Hover over chart to view data.

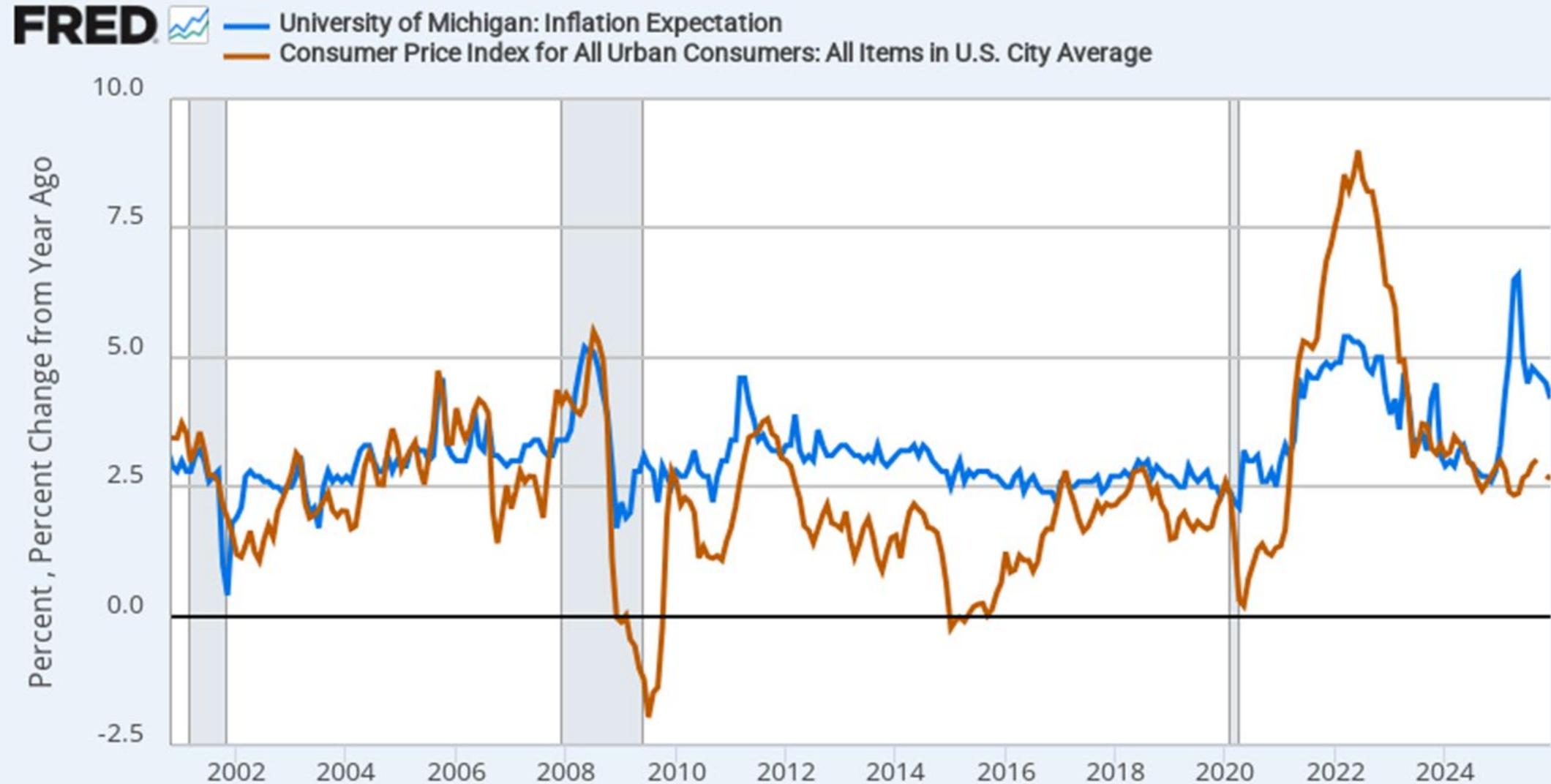
Note: Shaded area represents recession, as determined by the National Bureau of Economic Research.

Source: U.S. Bureau of Labor Statistics.



Inflation expectations are still elevated

[Link to data on FRED](#)



Sources: U.S. Bureau of Labor Statistics; University of Michigan via FRED®

Shaded areas indicate U.S. recessions.

myf.red/g/1Rwvq

Several alternate ways to measure inflation

Consumer Price Index (CPI) from BLS

- Indexes for regions and particular items
- “CPI-U” is typically used for most basic assessments of inflation (for example Social Security payment adjustments)

Personal Consumption Expenditures (PCE) from BEA

- the measure the Fed focuses on, particularly “core” PCE.

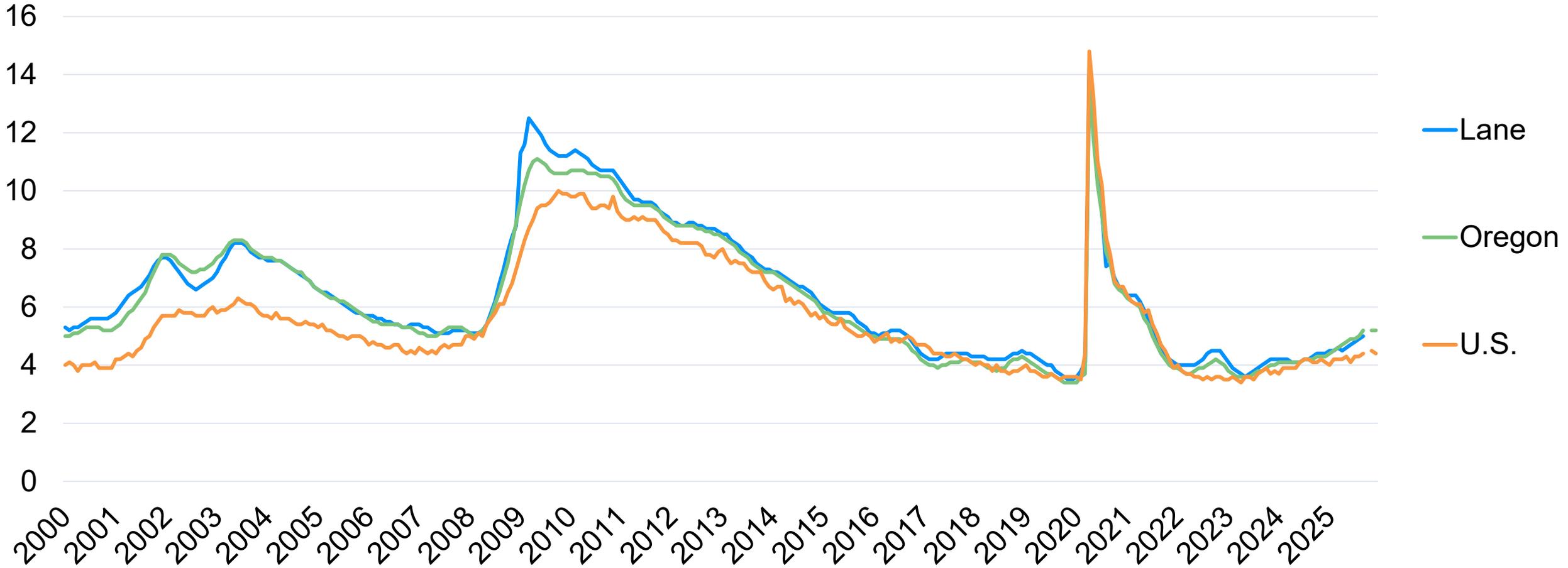
Employment Cost Index (ECI) from BLS

- Measures the cost of labor to employers specifically (wages and benefits).
- What OED uses to age forward certain wage estimates.

Local Labor Market

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

Seasonally Adjusted Unemployment Rate

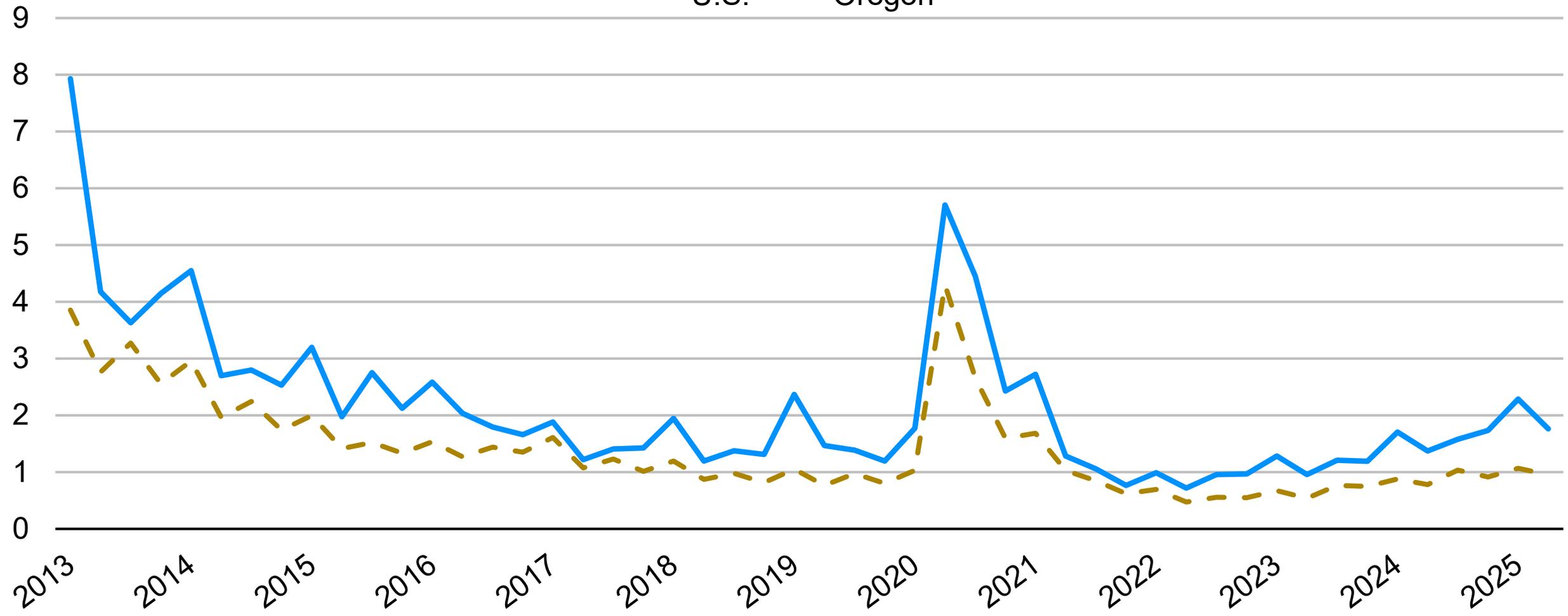


Source: Oregon Employment Department, Local Area Unemployment Statistics

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

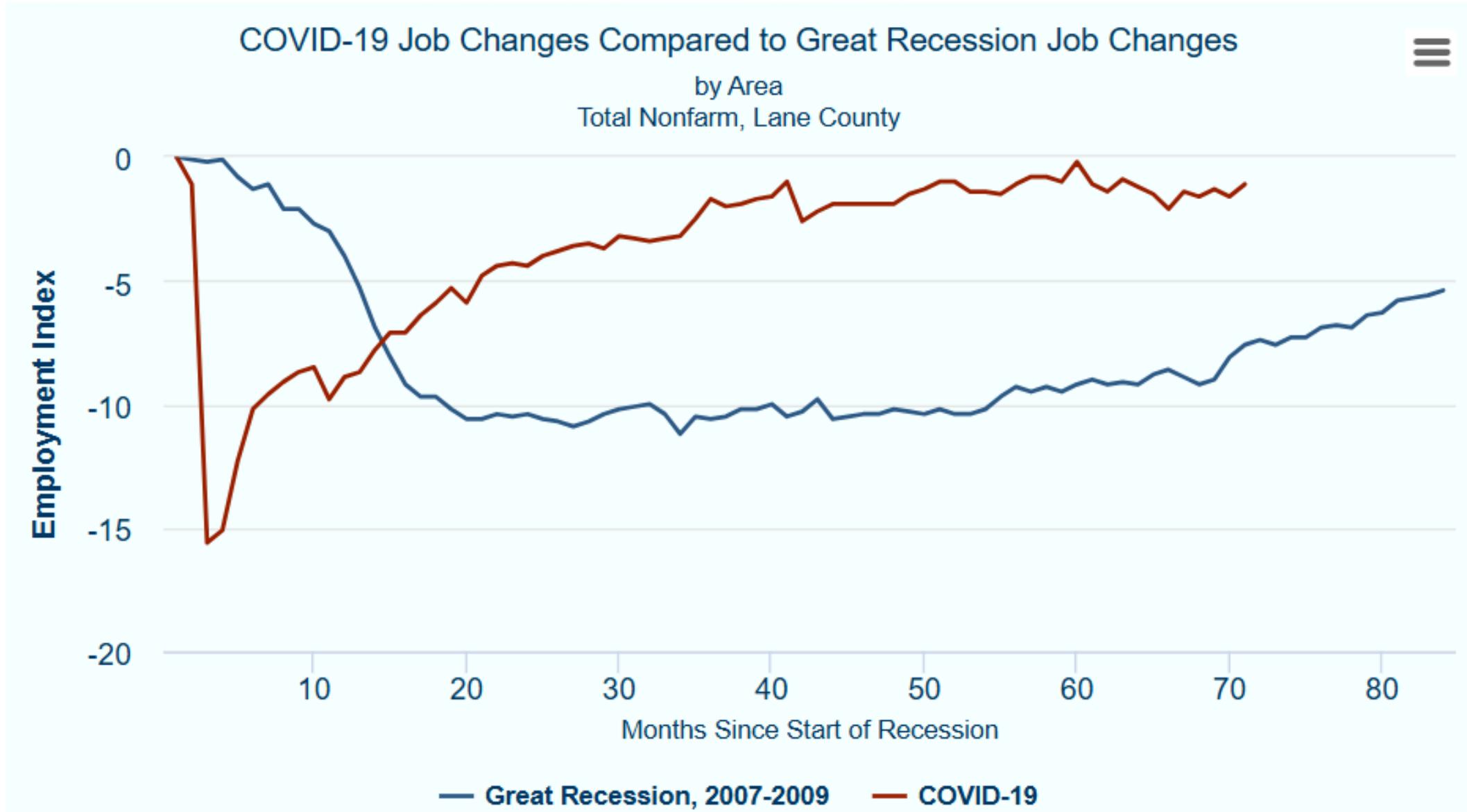
Unemployed people per job vacancy at private companies

— U.S. — Oregon



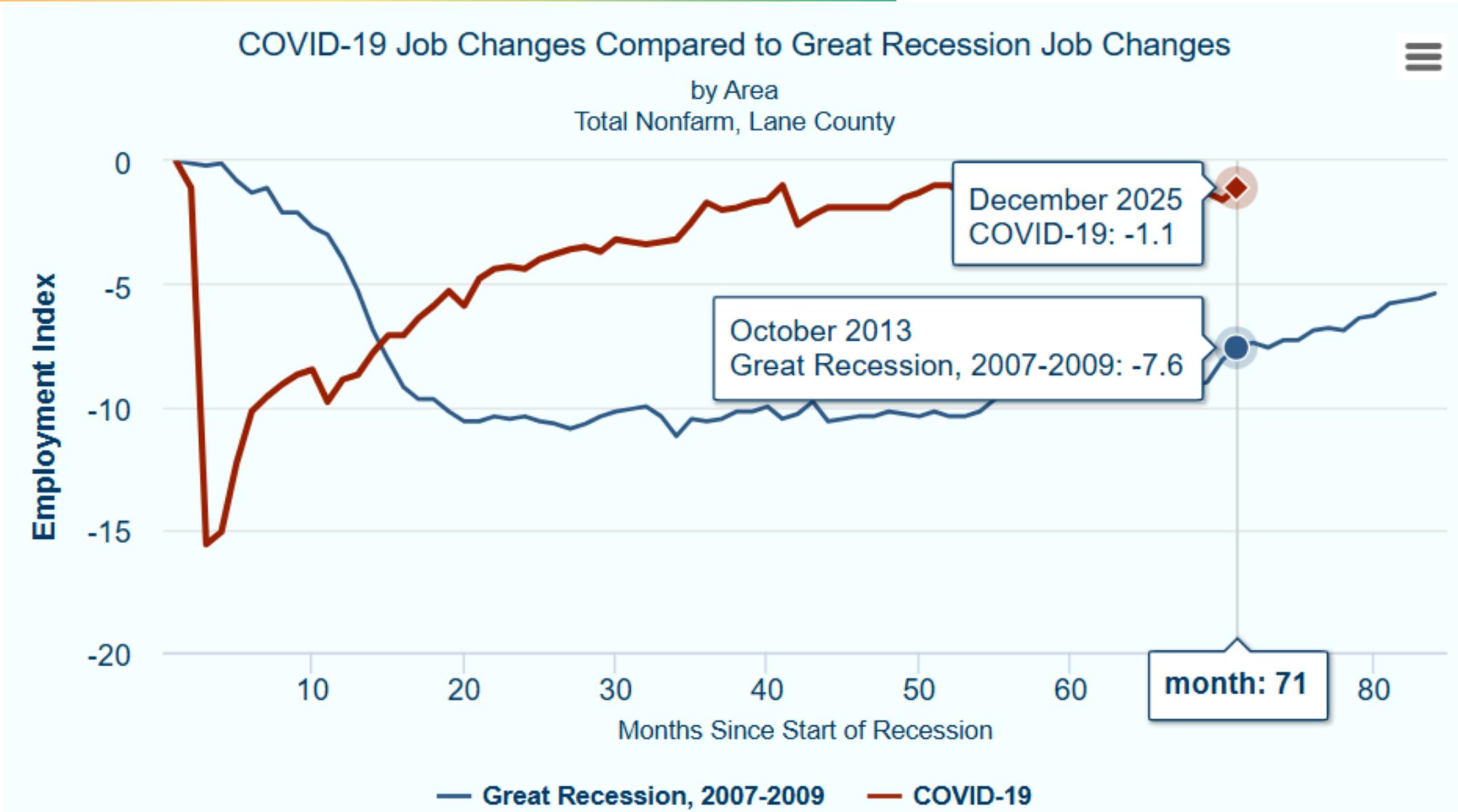
Source: Oregon Employment Department, Job Vacancy Survey and Bureau of Labor Statistics, Job Openings and Labor Turnover Survey

Job recovery from 2020 has been much faster than 2008



Source: Oregon Employment Department QualityInfo.org

Job recovery from 2020 has been much faster than 2008



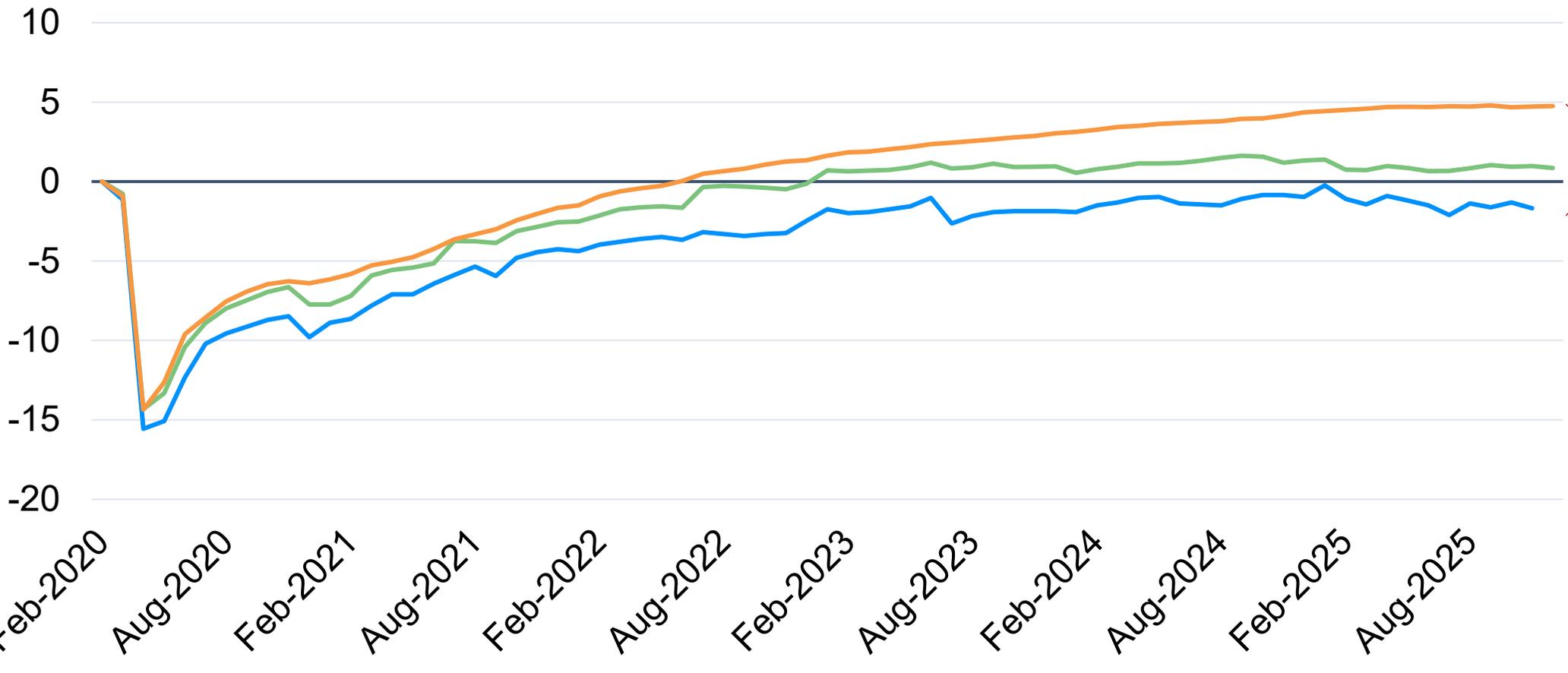
Source: Oregon Employment Department QualityInfo.org

However, job growth has been slower in Oregon this recovery

Total Nonfarm Employment Index

Seasonally Adjusted, Feb. 2020 = 0

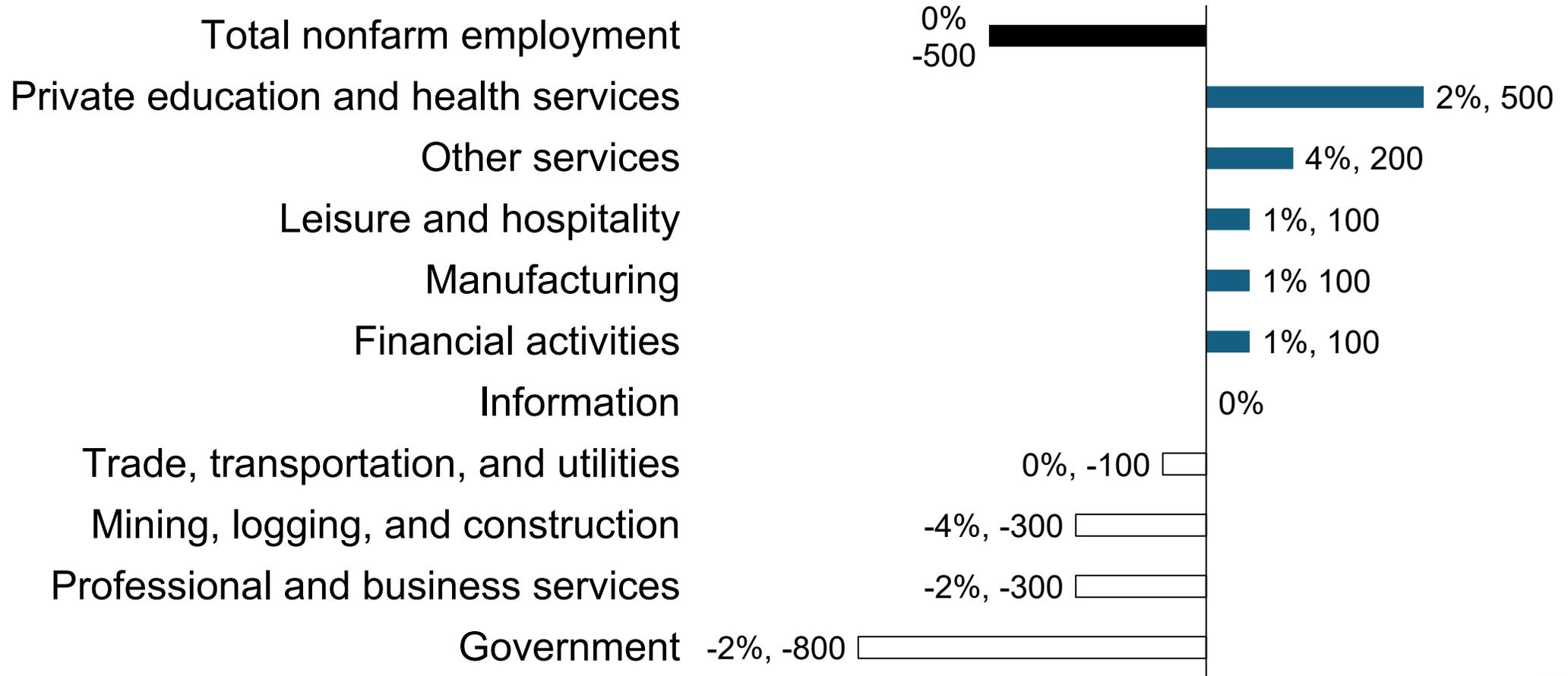
— Lane — Oregon — U.S.



This gap represents about 7 percentage points, or nearly 8,000 jobs

Source: Oregon Employment Department and U.S. Bureau of Labor Statistics, Current Employment Statistics

Lane County Job Change, December 2024-December 2025



Eugene has a diverse economic base

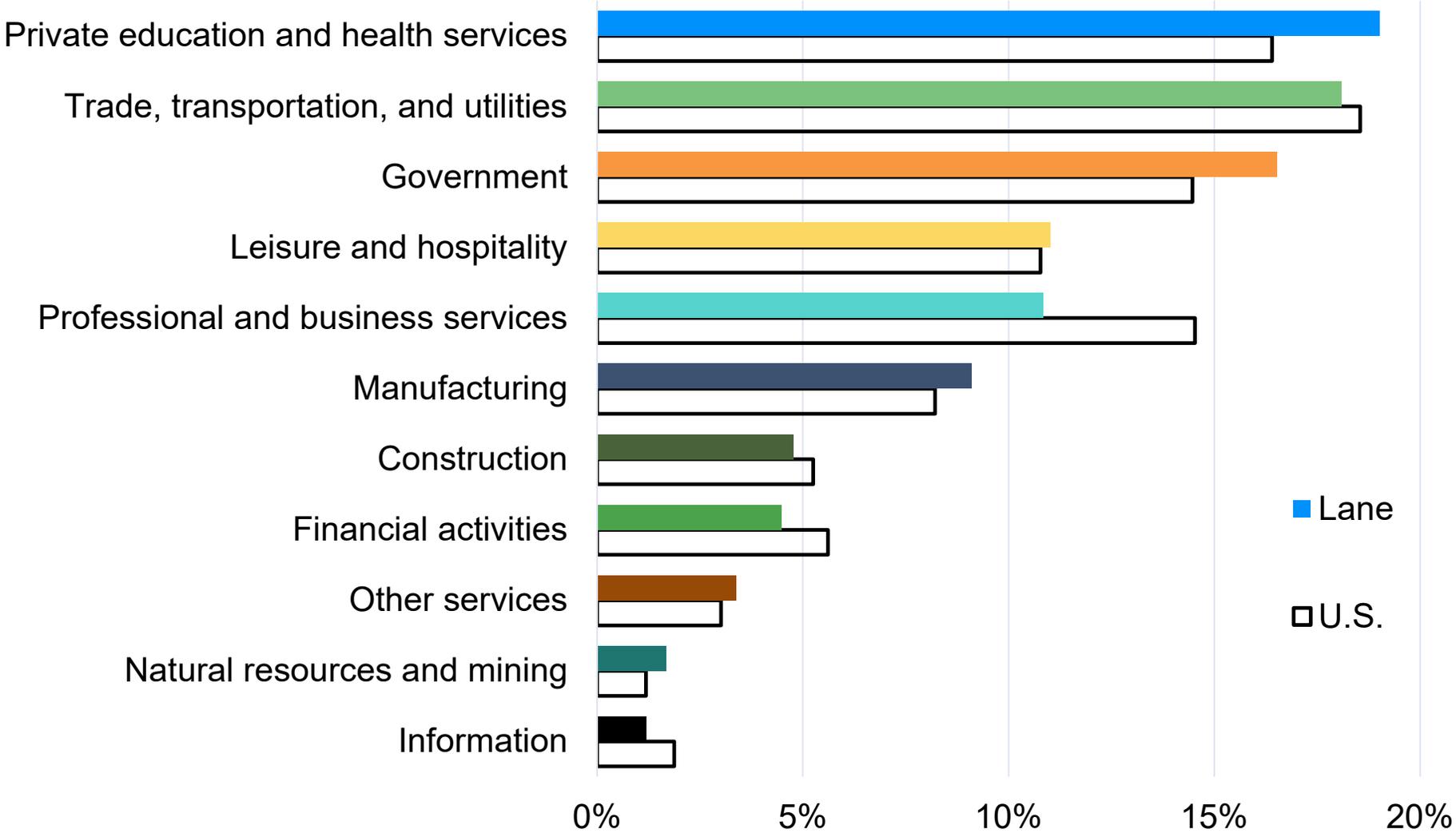
Percentage of Employment by Industry, 2024

Greater concentration in:

- Private education and health care
- Government, including public education
- Manufacturing

Less concentration in:

- Professional services
- Financial activities



Source: Oregon Employment Department and Bureau of Labor Statistics, [Quarterly Census of Employment and Wages](#)

Workforce investment is often sector-focused

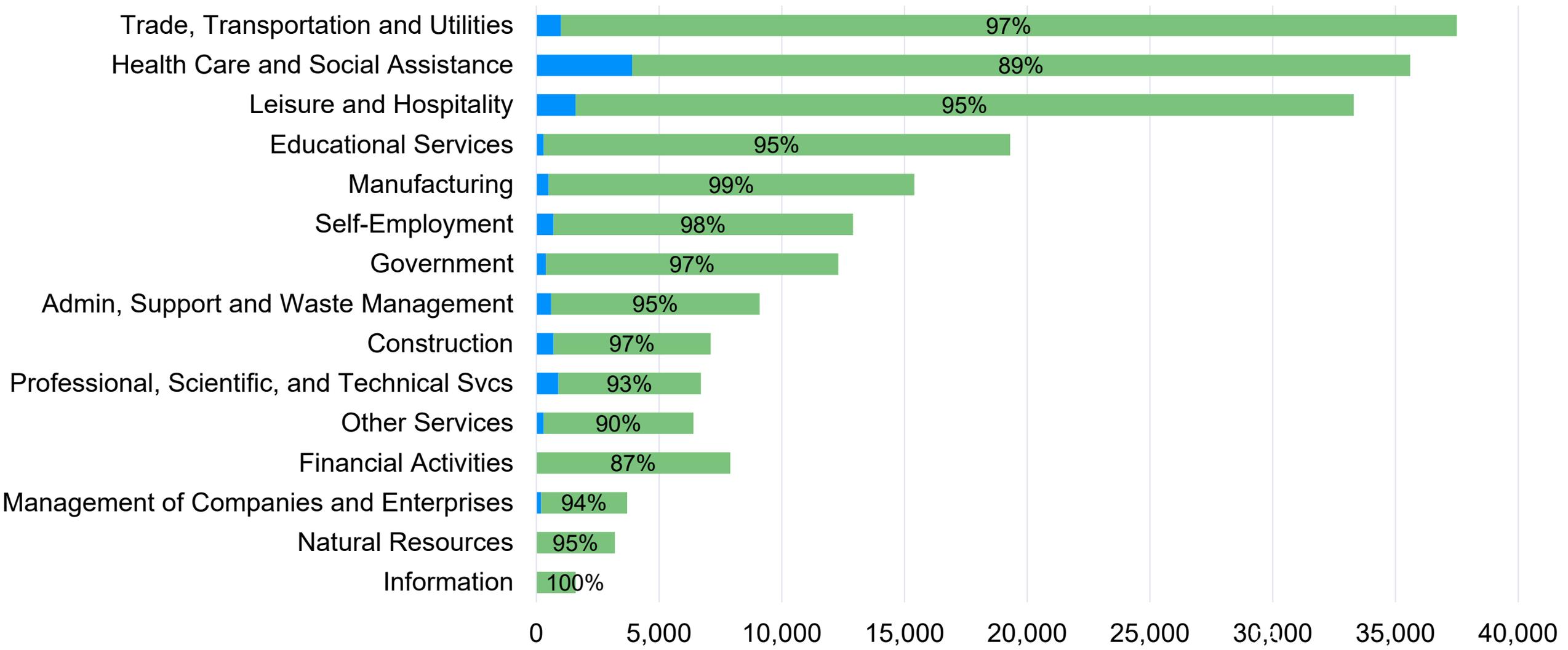
Employment and Wages in Lane County Sectors, Annual Average 2024

Industry	Establishments	Employment	Total Wages	Average Wage
All Industries	13,691	157,269	\$9,282,185,420	\$59,021
Behavioral 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

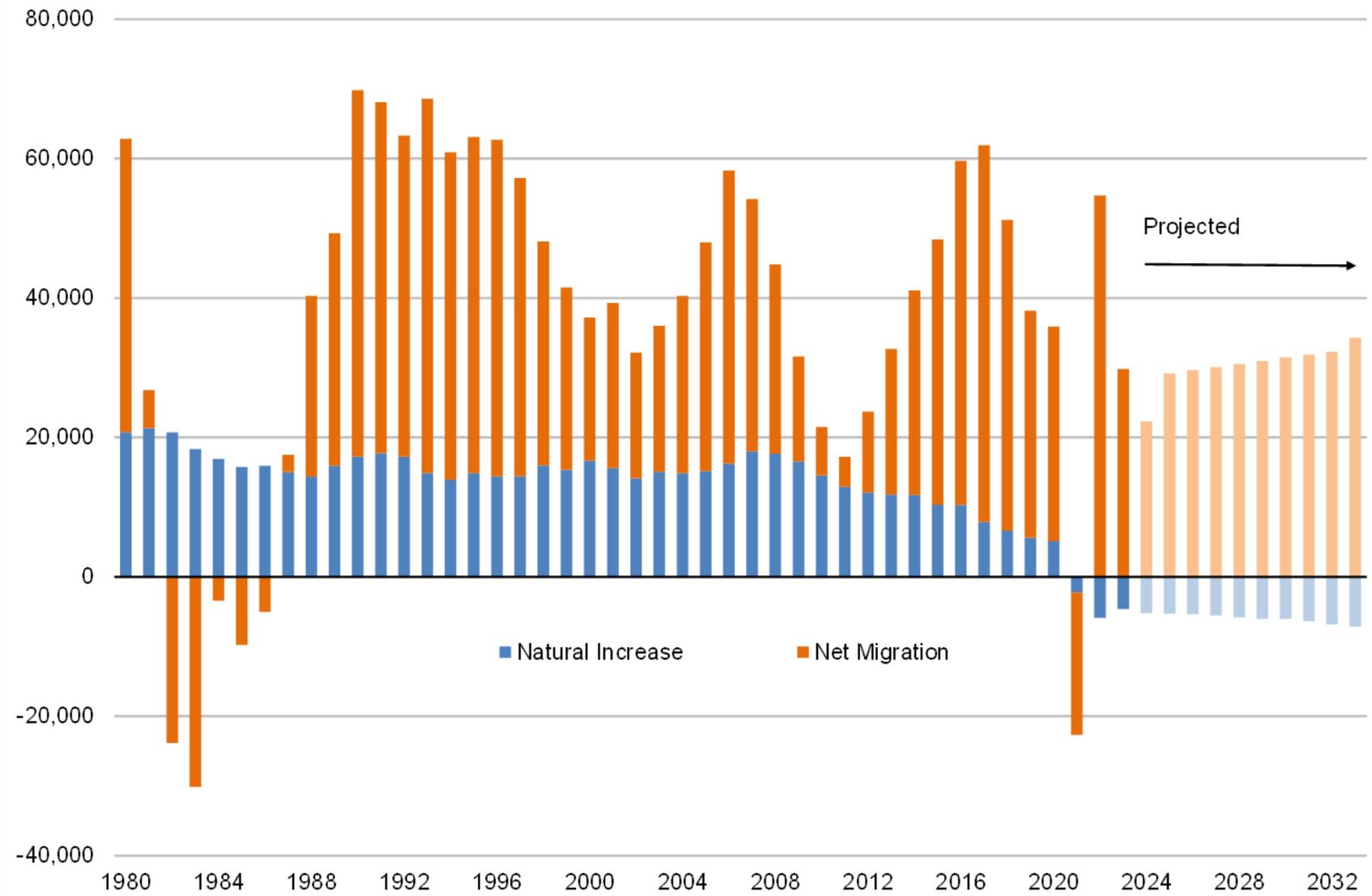


Source: Oregon Employment Department, 2024-2034 Industry Employment Projections

Population and Demographic Trends

Net migration into Oregon has driven population growth for 40 years

Oregon's Population Components of Change



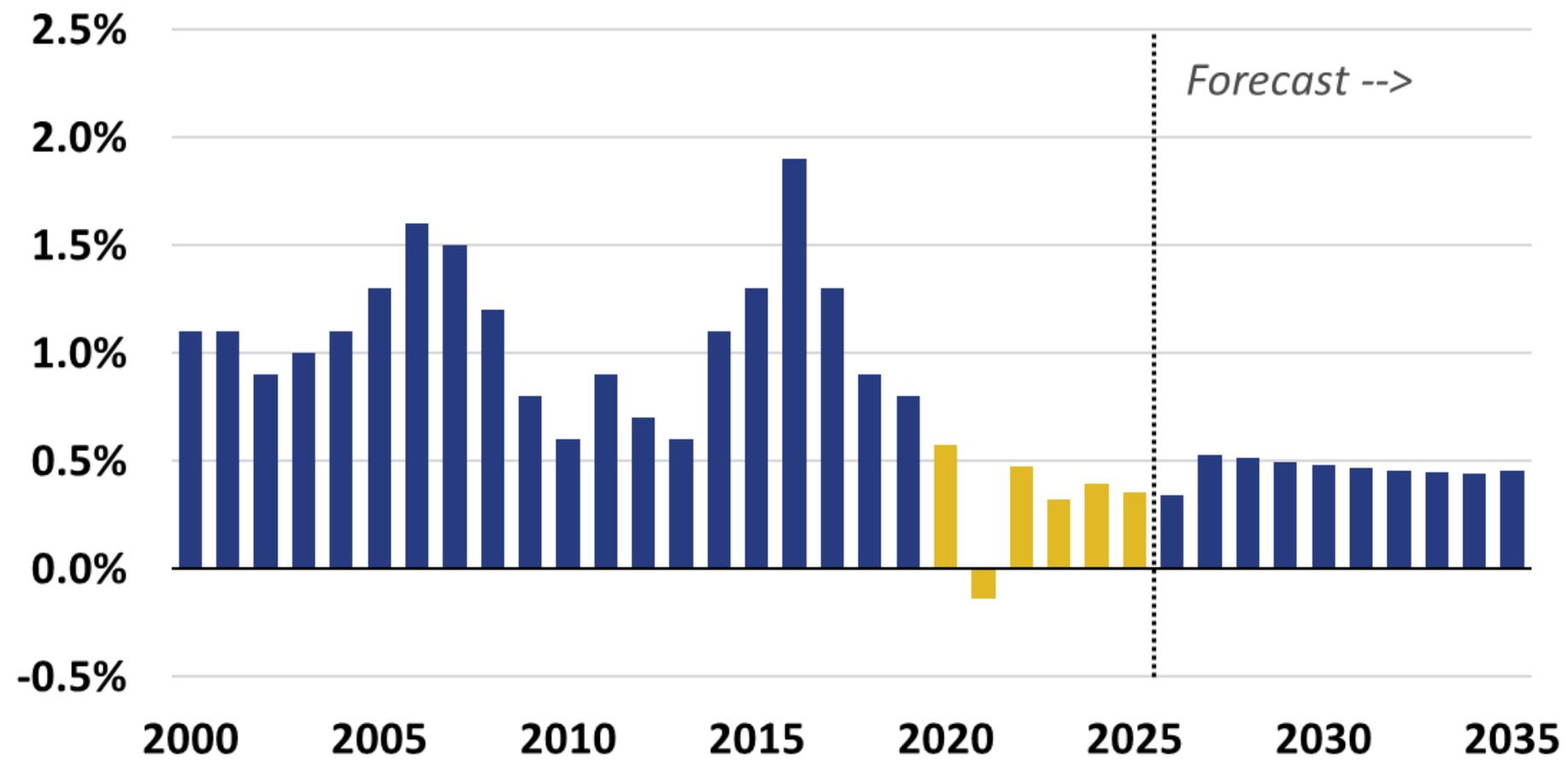
Source: Oregon Employment Department, Oregon Office of Economic Analysis

Growth is slower post-2020, and is forecast to continue at a lower level

Oregon Population Growth

Annual change in total state population

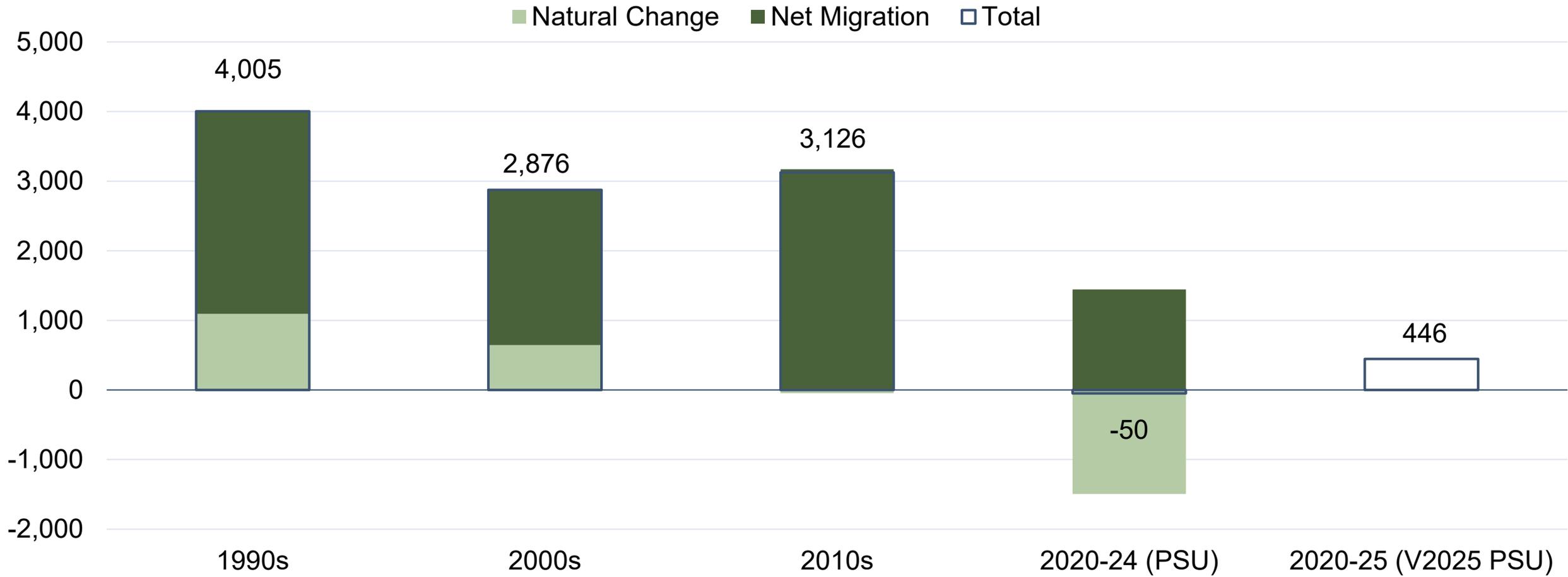
History/Forecast and PSU Estimates



Latest: 2025 | Source: U.S. Census Bureau, Portland State Research Center, Oregon Office of Economic Analysis

Population growth is a local asset, but changed in character since 2020

Lane County Annual Population Change Annual Averages



Source: U.S. Census Bureau and Portland State University, Population Research Center

IRS Tax Migration data: Lane County about even in 2021-2022

Outflow

Destination	# of returns	# of individuals
Lane County Total Migration	8,977	13,944
Total Migration-US	8,977	13,944
Oregon	3,767	5,706
Different State	5,210	8,238
Multnomah	658	780
Linn	477	814
Douglas	364	651
Washington	329	492
Deschutes	328	481
Marion	268	390
Benton	253	403
Clackamas	223	313
Maricopa, AZ	212	338
King, WA	180	242

Inflow

Origin	# of returns	# of individuals
Lane County Total Migration	8,991	13,793
Total Migration-US	8,968	13,754
Oregon	3,455	5,252
Different State	5,513	8,502
Out of U.S.	23	39
Multnomah	490	670
Linn	356	635
Deschutes	297	442
Douglas	294	450
Washington	284	430
Marion	280	414
Los Angeles, CA	264	410
Benton	240	332
Jackson	219	342
Clackamas	176	271

Source: IRS Statistics of Income (SOI) Tax Migration data, 2021-2022

We net residents from Southern OR and CA metros, lost migrants to PDX and south

Net Migration

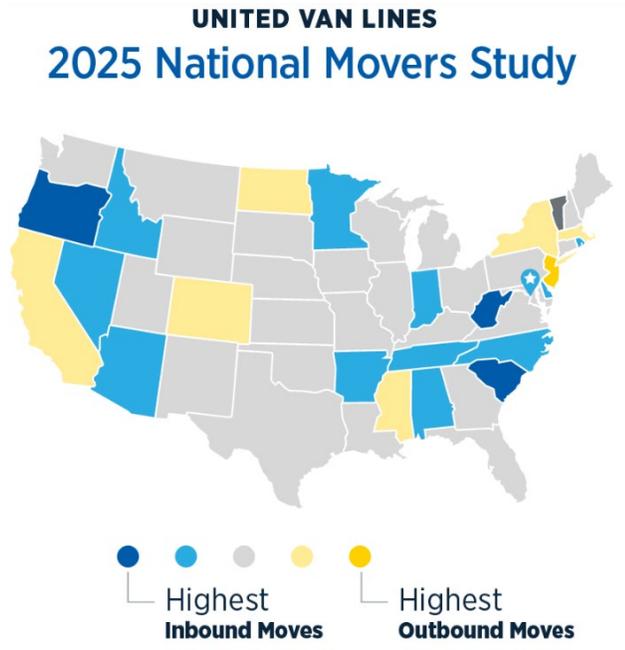
Destination	# of returns	# of individuals
Lane County Total Migration	14	-151
Total Migration-US	-9	-190
Oregon	-312	-454
Different State	303	264
Top 5: Net In-Migration		
Los Angeles, CA	106	200
Jackson	78	145
Coos	55	65
Riverside, CA	50	78
San Diego, CA	49	95
Top 5: Net Out-Migration		
Multnomah	-168	-110
Linn	-121	-179
Maricopa, AZ	-70	-116
Clackamas	-47	-42
Douglas	-70	-201

Source: IRS Statistics of Income (SOI) Tax Migration data, 2021-2022

Oregon Capital Chronicle

New study says Oregon tops nation for inbound out-of-state movers. Will economic growth follow?

New study says Oregon tops nation for inbound out-of-state movers. Will economic growth follow? • Oregon Capital Chronicle

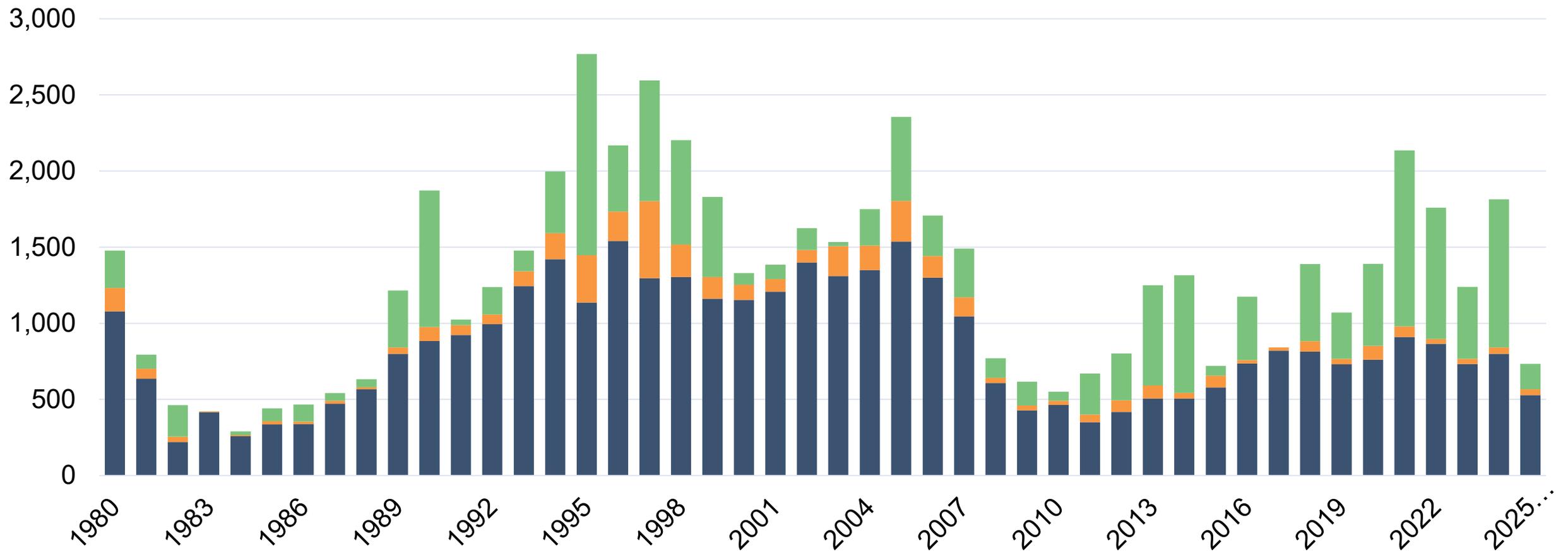


Inbound moves were led by **Oregon (65%)**, West Virginia (62%) and South Carolina (61%). We're also seeing a trend that reflects Americans' broader shift toward smaller cities and towns — moving outside major metros where housing is more affordable. Top destination metros in the region include **Eugene-Springfield, OR (85%)**, Wilmington, NC (83%) and Dover, DE (79%).

Housing supply tends to lag demand, and 2008 left a large gap

Building Units Permitted, Lane County, 1980-2025

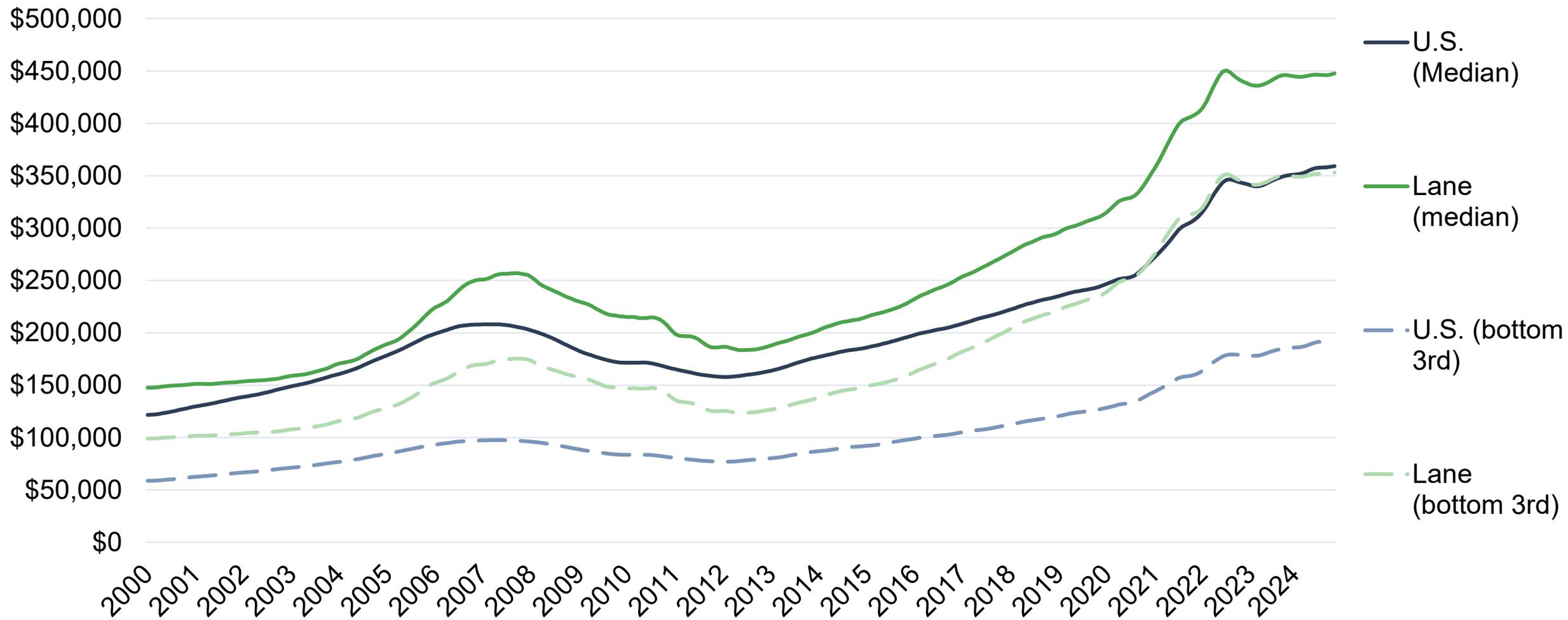
■ Single Family ■ 2-4 Unit Multifamily ■ 5+ Unit Multifamily



Source: U.S. Census Bureau, Building Permits Survey

Housing costs have risen, particularly on the affordable end

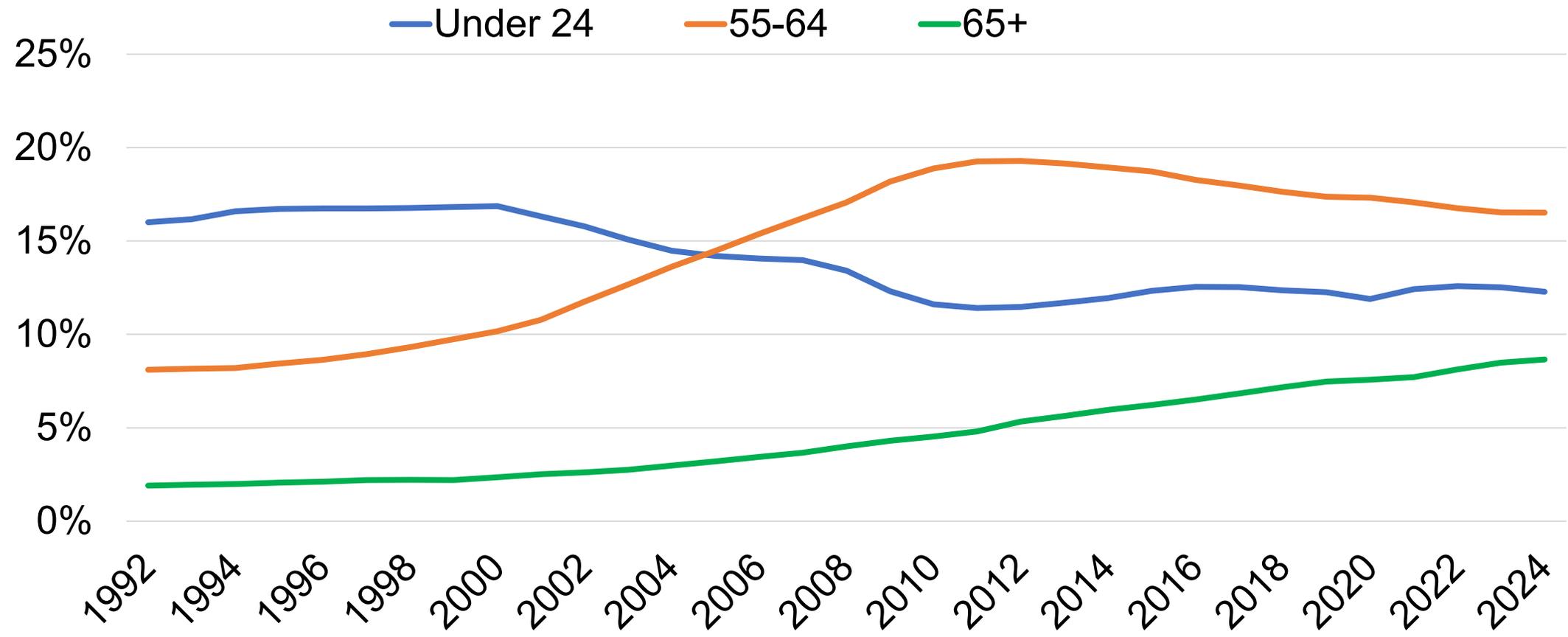
Median Housing Value



Source: Zillow Research

We have fewer workers under 25 and more 65+ than 30 years ago

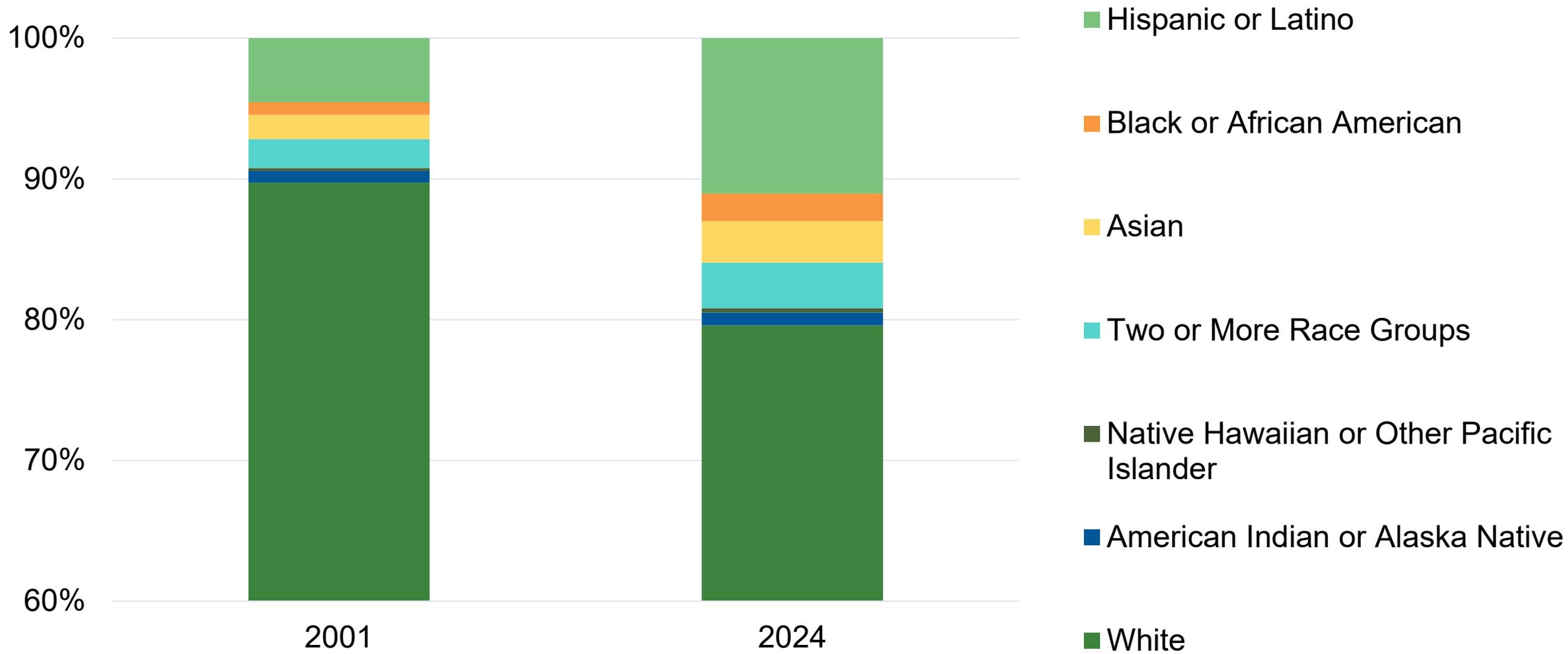
Percentage of Workforce by Age Lane County 1992-2024



Source: U.S. Census Bureau, Quarterly Workforce Indicators

Less racial and ethnic diversity than the U.S., but change is rapid

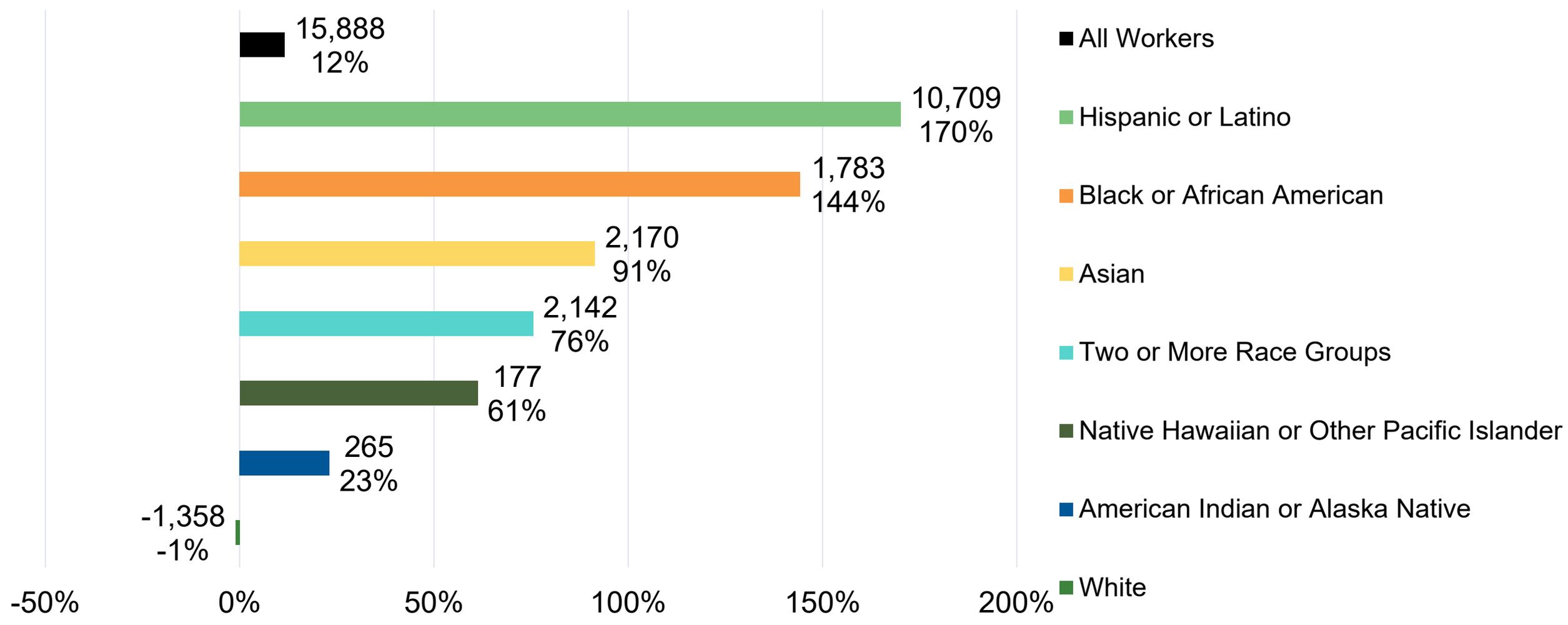
Lane County Workers by Race and Ethnicity



Source: U.S. Census Bureau, Quarterly Workforce Indicators

Less racial and ethnic diversity than the U.S., but change is rapid

Lane County Net Change in Workers, 2001-2024



Source: U.S. Census Bureau, Quarterly Workforce Indicators

Technology Shifts

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

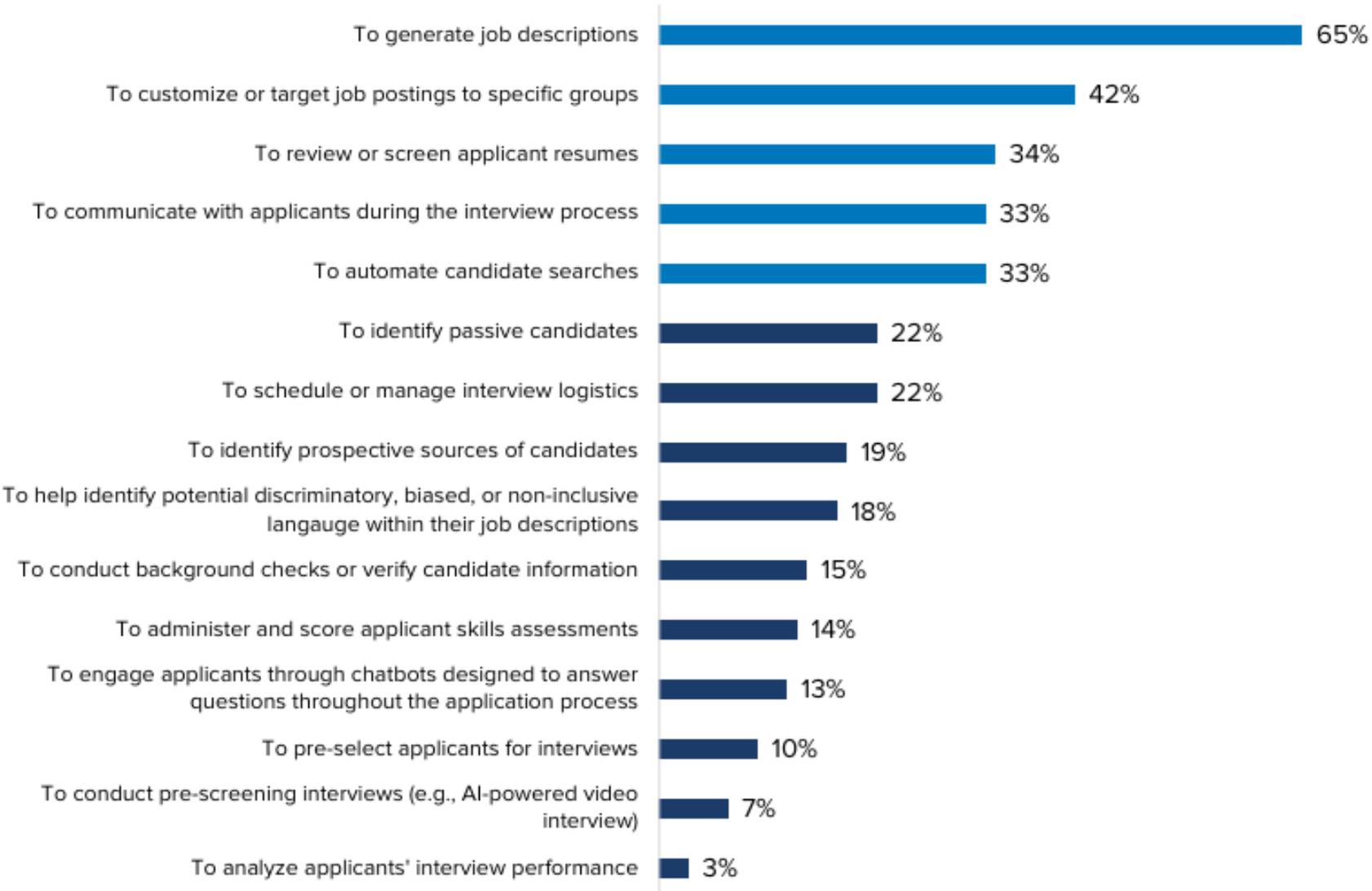


- "Administrative tasks"
- "Policy writing and communications"
- "General communication (announcements, social media posts, company emails, etc.)"
- "Forms and resource writing"
- "Drafting documents, communications, messages, and tasks lists"
- "Internal communications, policy and procedure drafting"
- "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.*

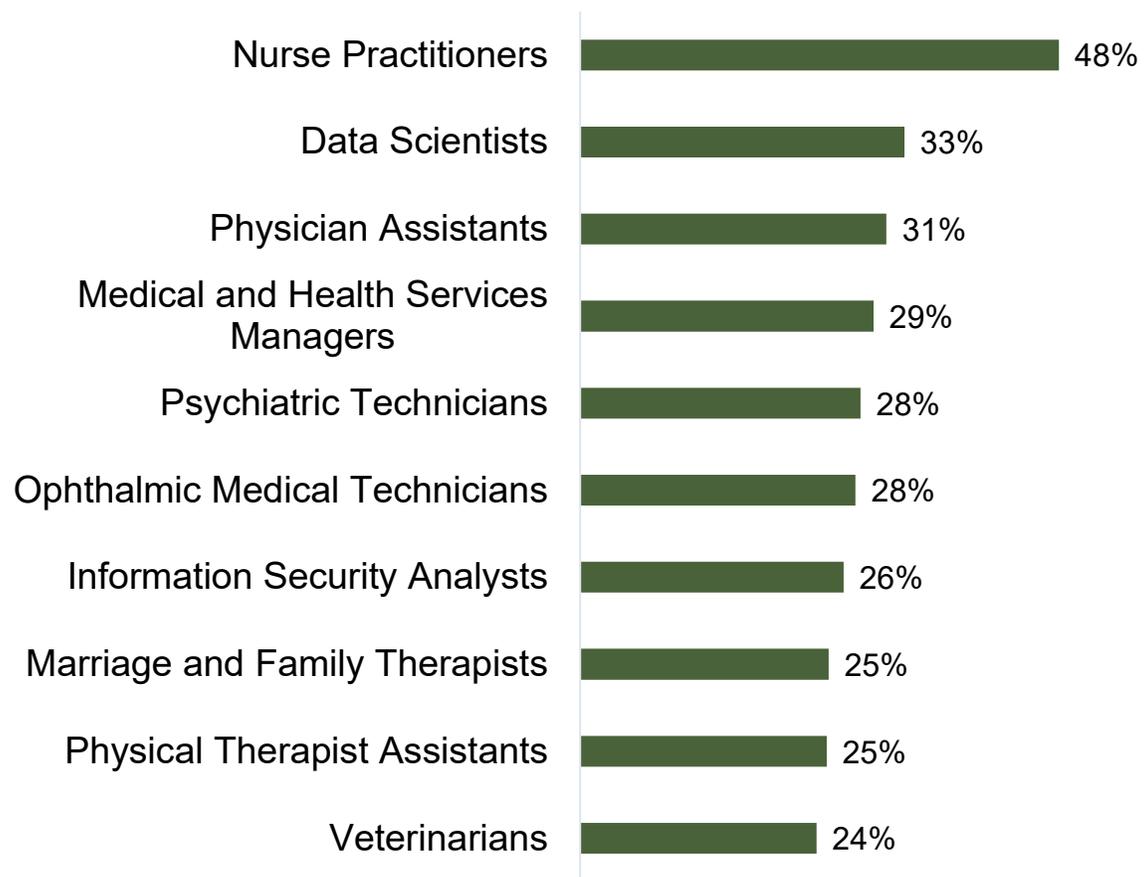


Certain tasks in recruitment, interviewing, and hiring have integrated AI assistance extensively

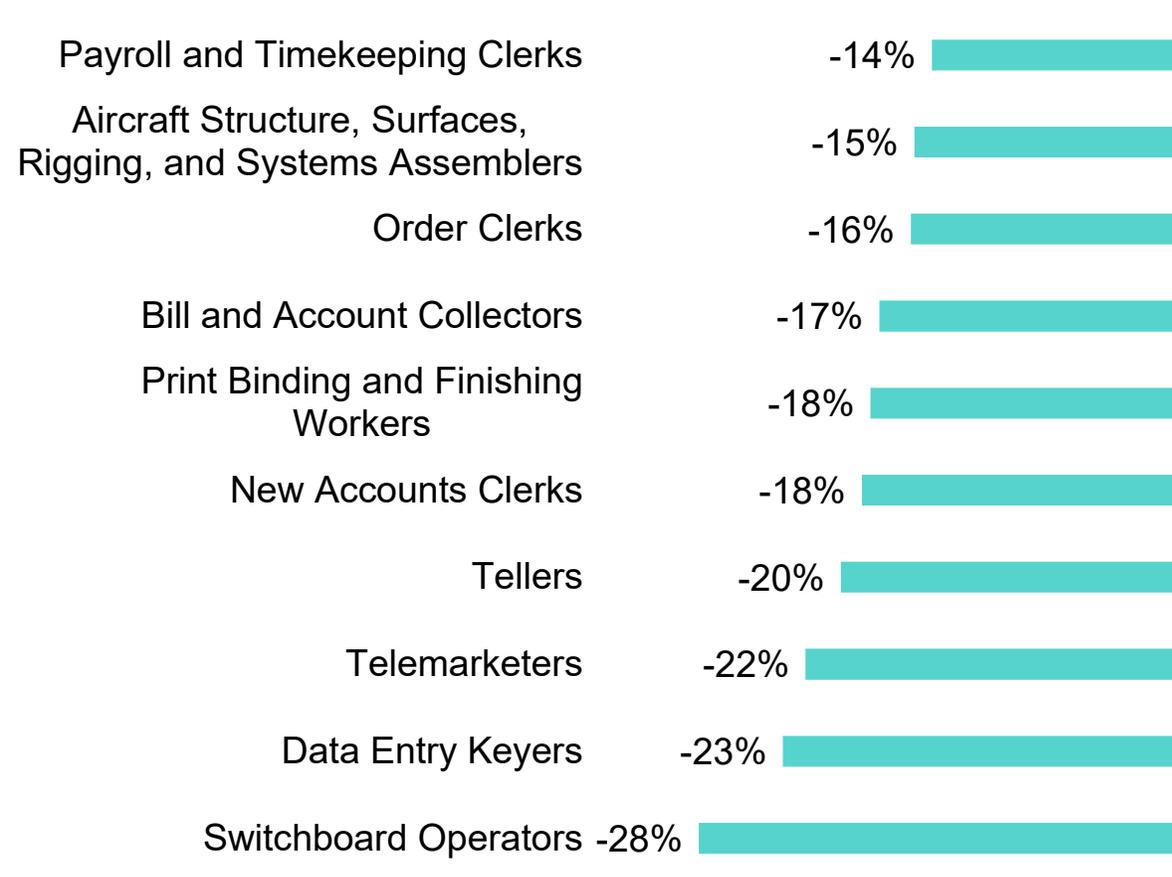
Source: SHRM Research https://shrm-res.cloudinary.com/image/upload/Al/2024-Talent-Trends-Survey_Artificial-Intelligence-Findings.pdf

Occupation change is more about industry shift than AI

Fastest Growing Occupations 2024-2034, Oregon

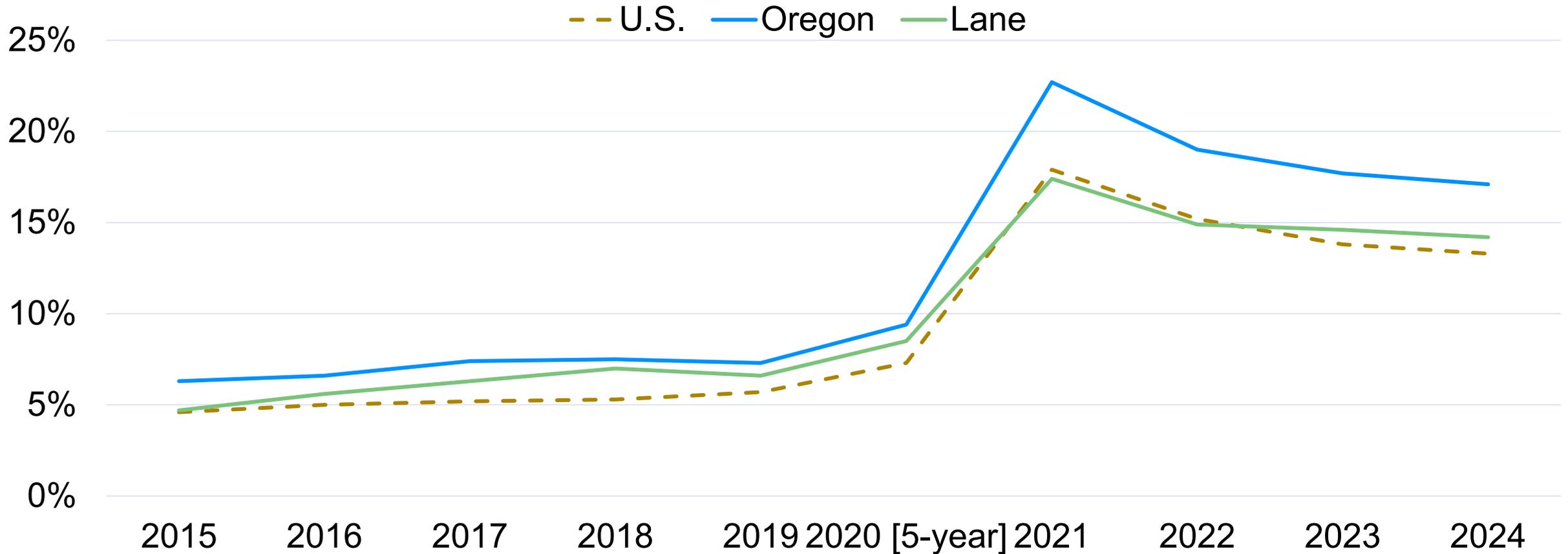


Fastest Declining Occupations 2024-2034, Oregon



Working from home is here to stay

Percentage of Workers 16+ Who Worked From Home

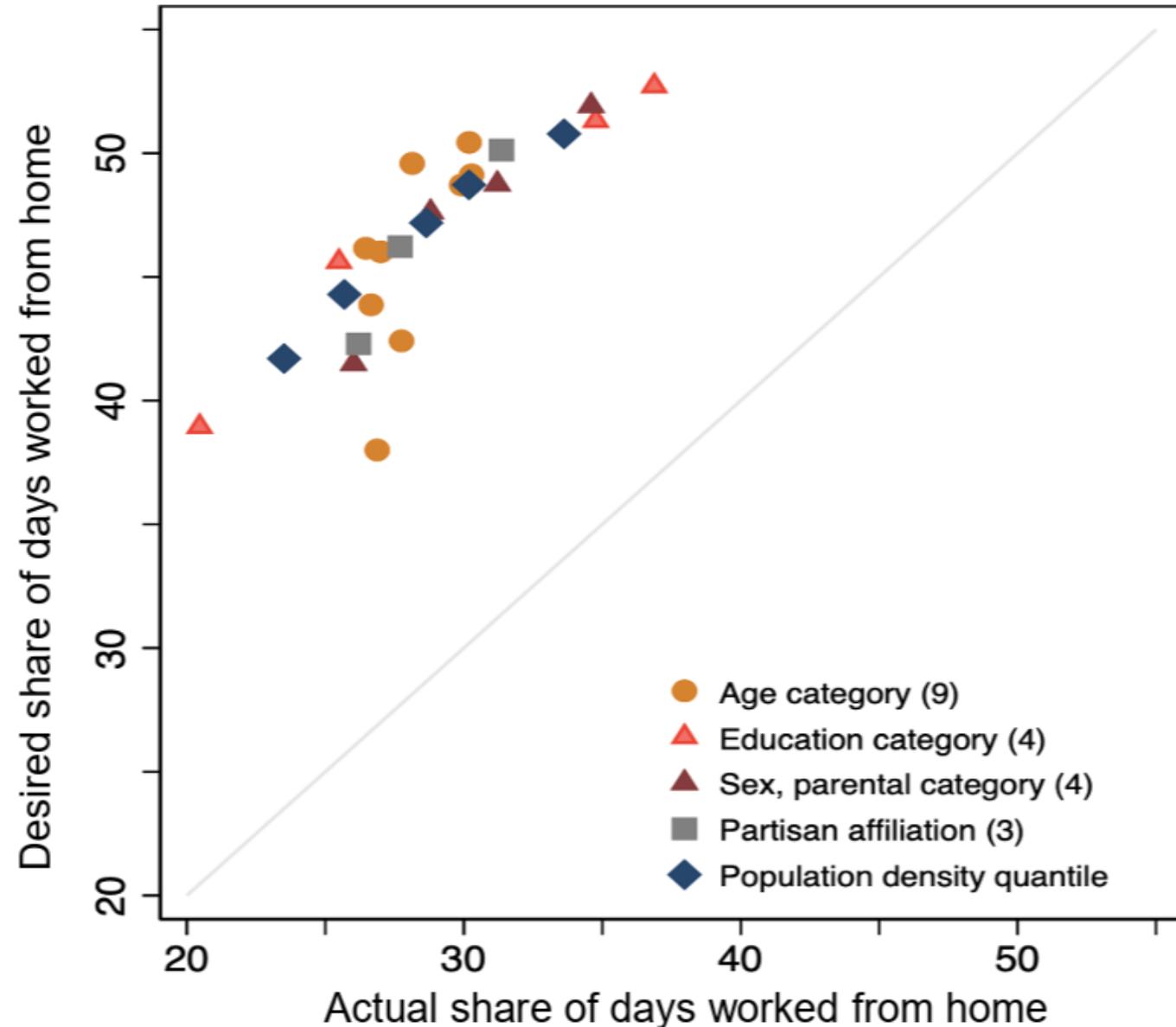


Source: U.S. Census Bureau, American Community Survey table S0801

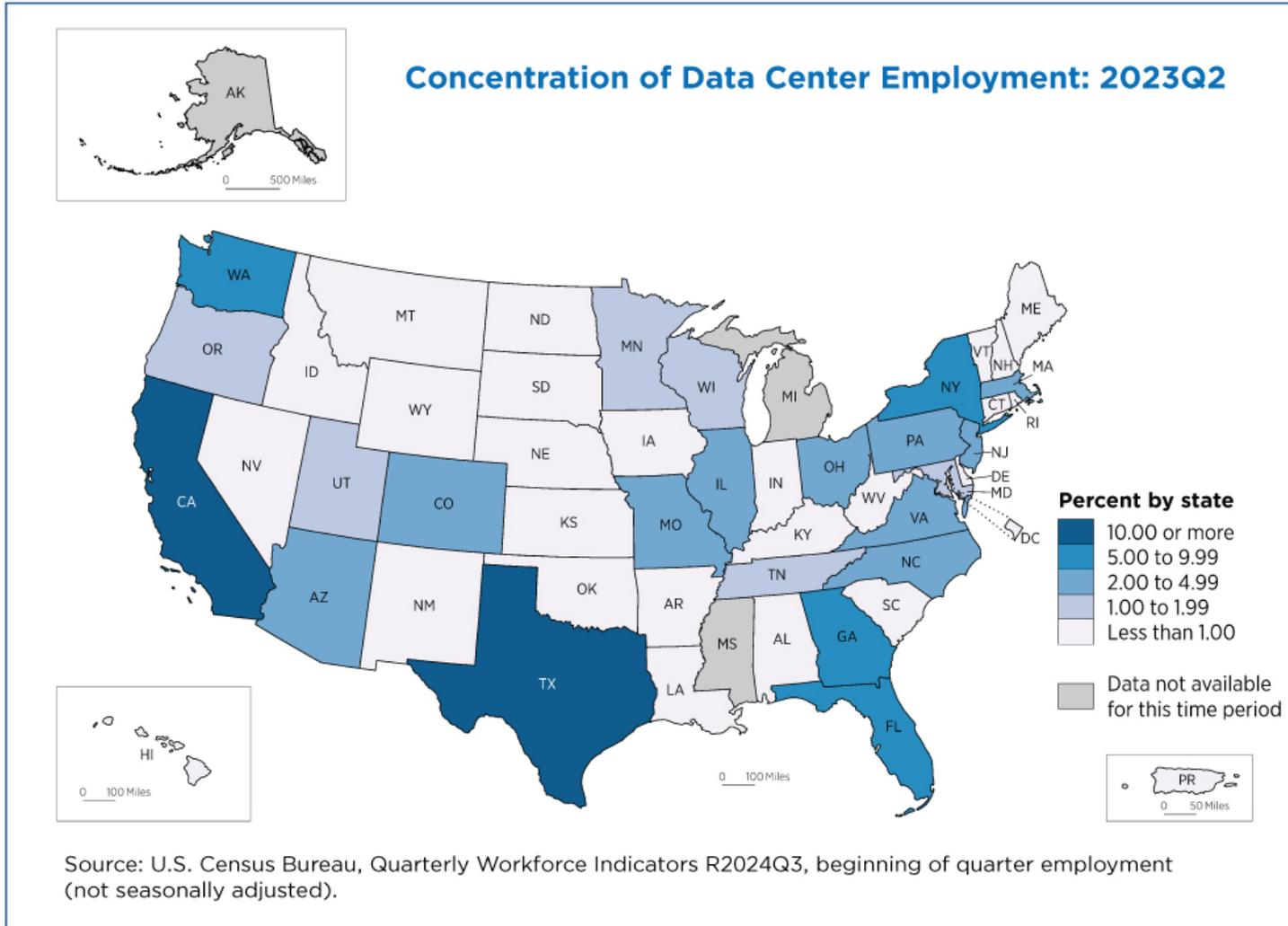
Remote work is popular – every demographic desires more.

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>



Data center growth is fast, but uneven.

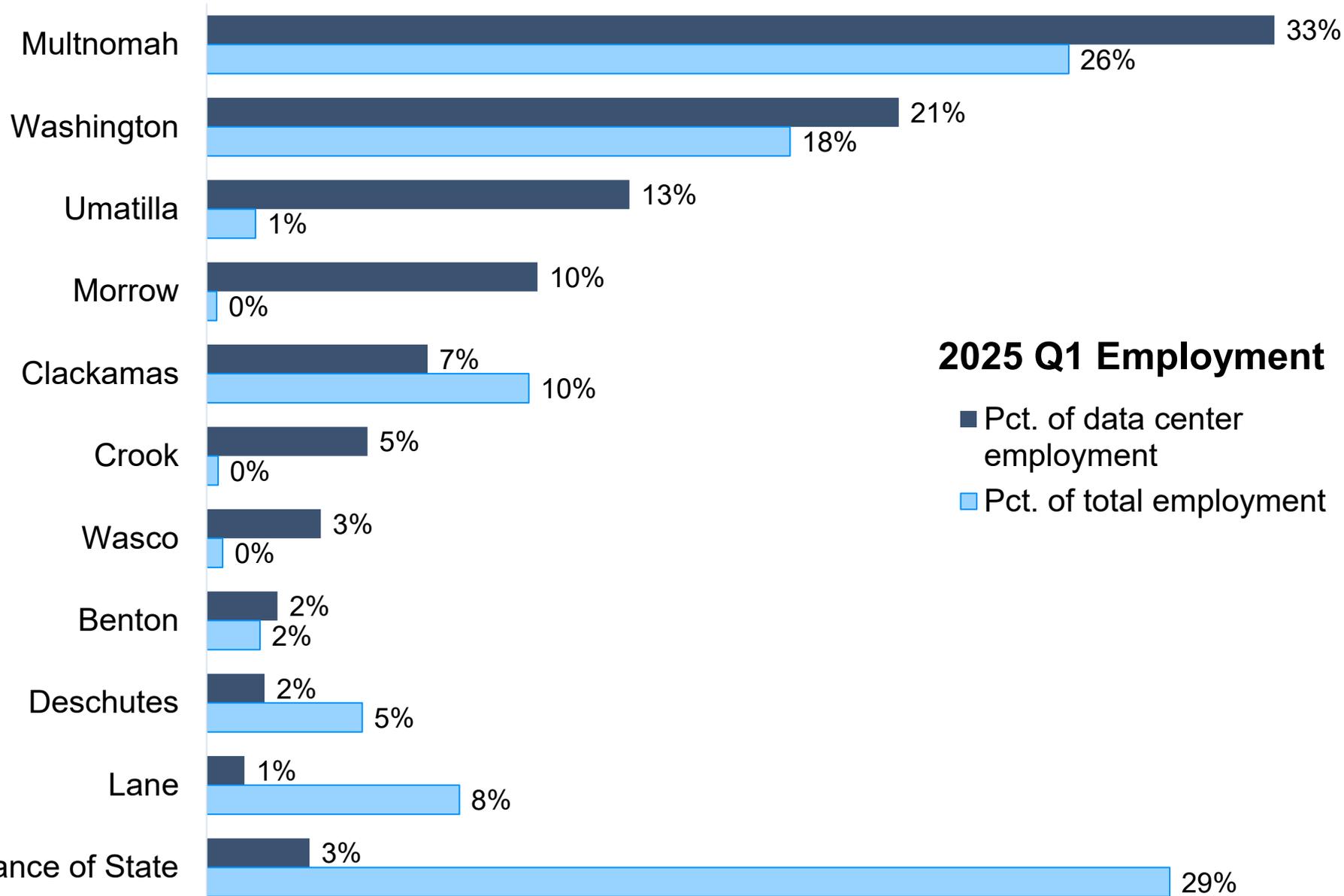


Data Centers Growing Fast and Reshaping Local Economies

Data center employment grew by 306,000 to 501,000 between 2016 and 2023 (+195,000, 64%)

Data center employment in Oregon grew 98% faster than overall job growth during that period – 10th among states and D.C.

Oregon's data center impact varies regionally, and Lane isn't seeing much.



2025 Q1 Employment

- Pct. of data center employment
- Pct. of total employment

Multnomah and Washington:

>50% of data center employment, vs. 43% of all employment

Morrow and Umatilla:

22% of data center employment vs. 2% total employment.

Small concentrations in rural central (Wasco, Crook) and suburban/small urban areas.

Lane had 1% of data center employment vs. 8% of statewide jobs.

Source: U.S. Census Bureau Quarterly Workforce Indicators

Resources and links

- Links for particular graphs and sources in presentation
- [Community Resources for Economic Development](#) – open source data sheet I put together. Feel free to use and share.
- [QualityInfo.org](#): data on wages for nearly 800 occupations. Local Research, our contact information if there's anything you want to know more about
- [Oregon Office of Economic Analysis Economic and Revenue Forecast](#)
- [FRED from the St. Louis Federal Reserve](#): excellent data application and visualization tool.

Henry Fields, Workforce Analyst

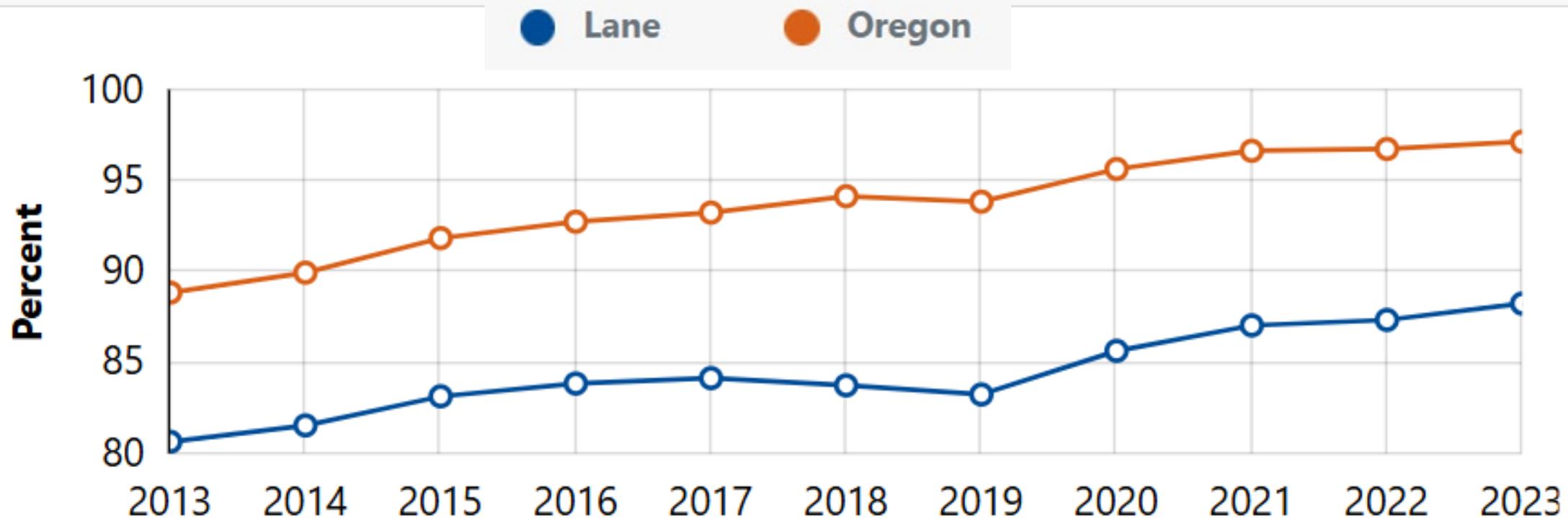
Henry.L.Fields@employ.Oregon.gov

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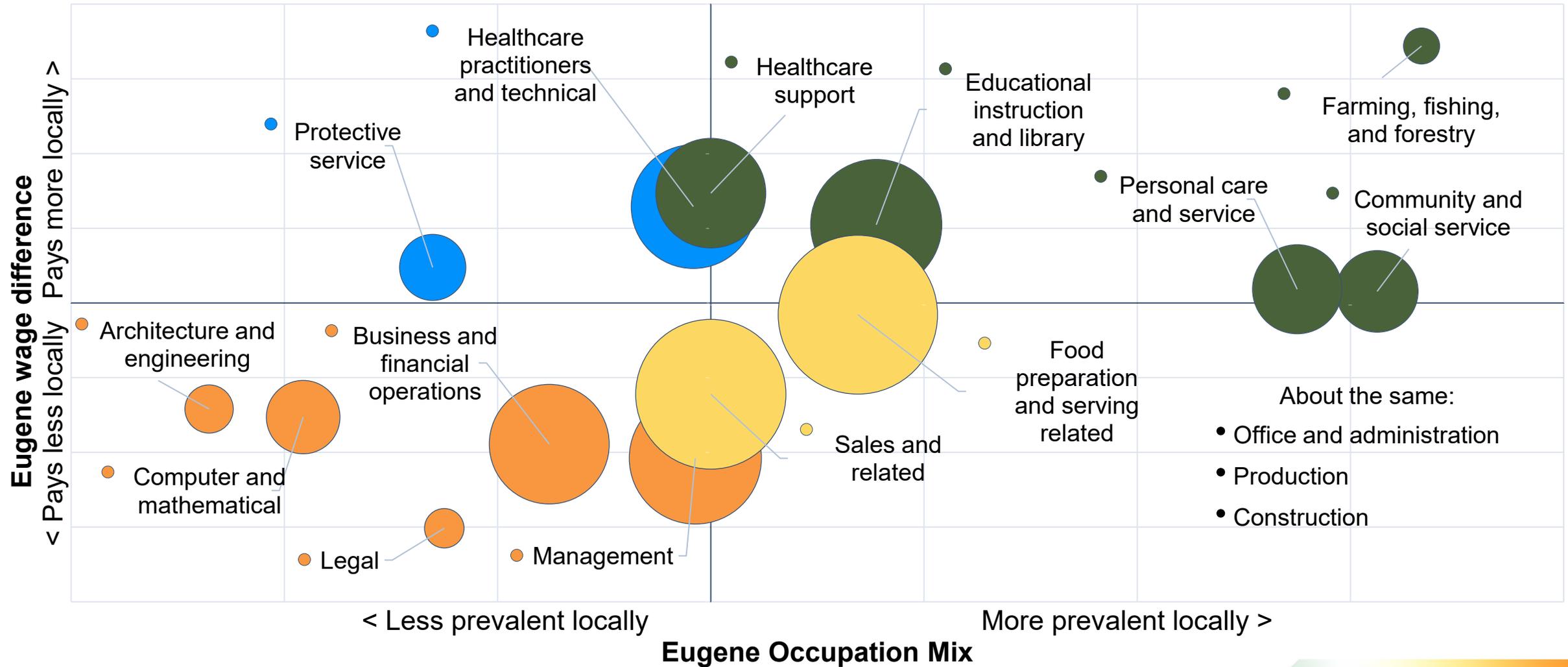
The income gap with the U.S. persists but has shrunk in the last 10 years

Per Capita Income as a Percent of the United States



Source: Bureau of Economic Analysis [BEARFACTS](#)

Key contributor to the wage gap: the occupation mix



Source: Oregon Employment Department, U.S. Bureau of Labor Statistics 2023 OEWS

Figure 1.
Reasons for Moving: 2021–2022
(In percent)

