

# Employment Trends – March 2026

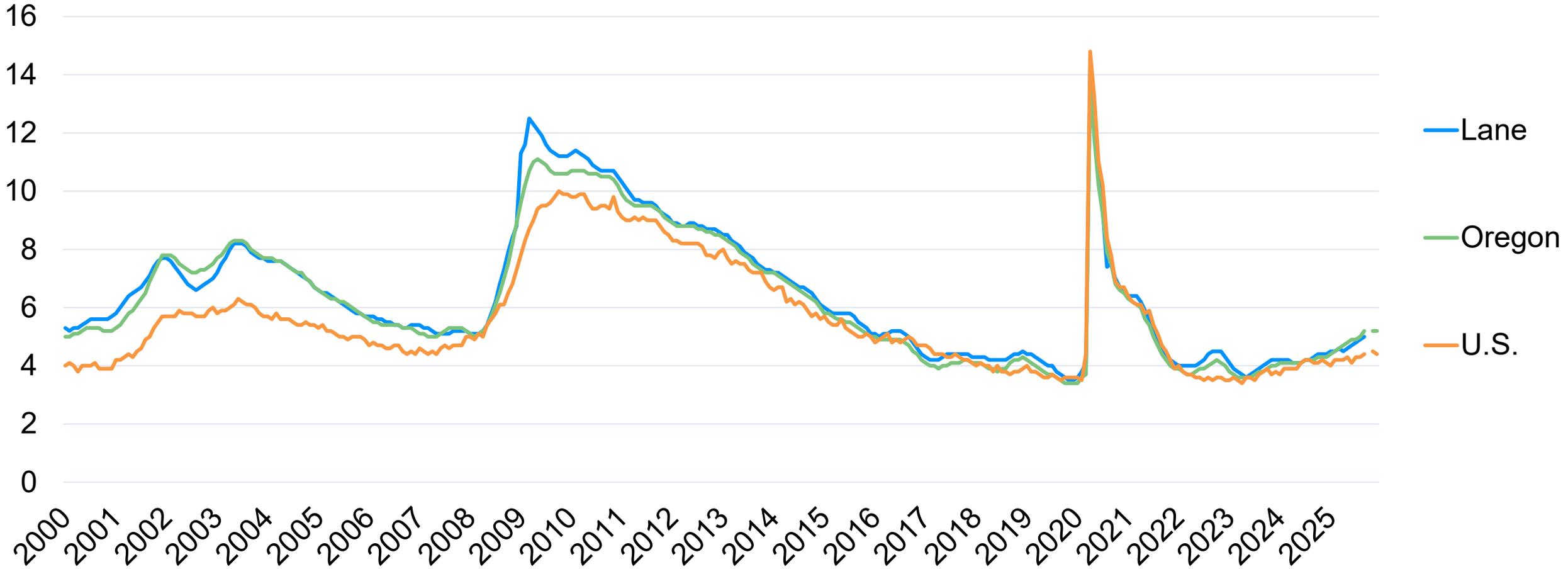
Lane Economic Committee, LCOG  
March 9<sup>th</sup>, 2026

Henry Fields, Economist serving Lane County  
with the Oregon Employment Department

# Local Labor Market and Employment

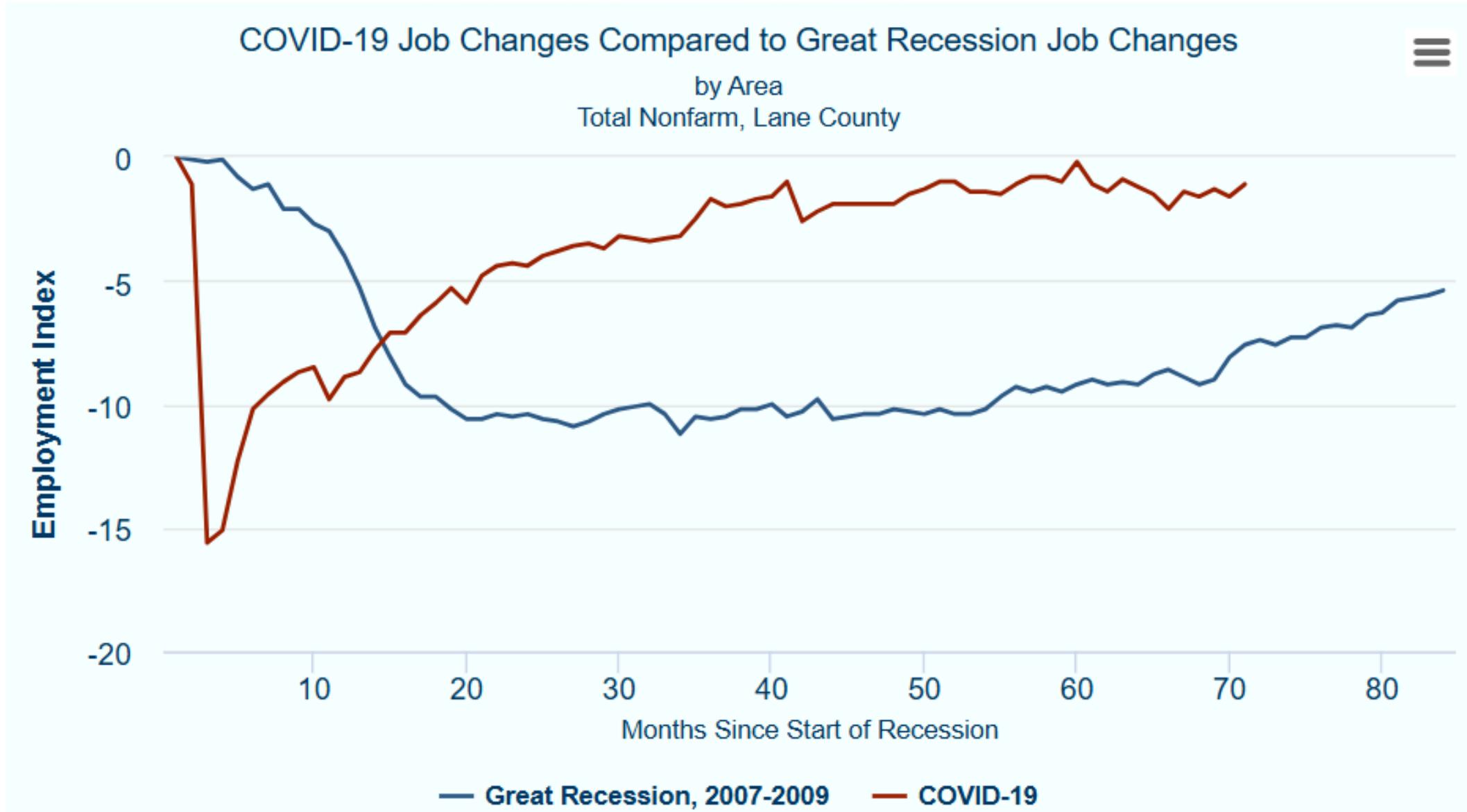
# Unemployment has increased, but is still below long-term average

## Seasonally Adjusted Unemployment Rate



Source: Oregon Employment Department, Local Area Unemployment Statistics

# Job recovery from 2020 has been much faster than 2008



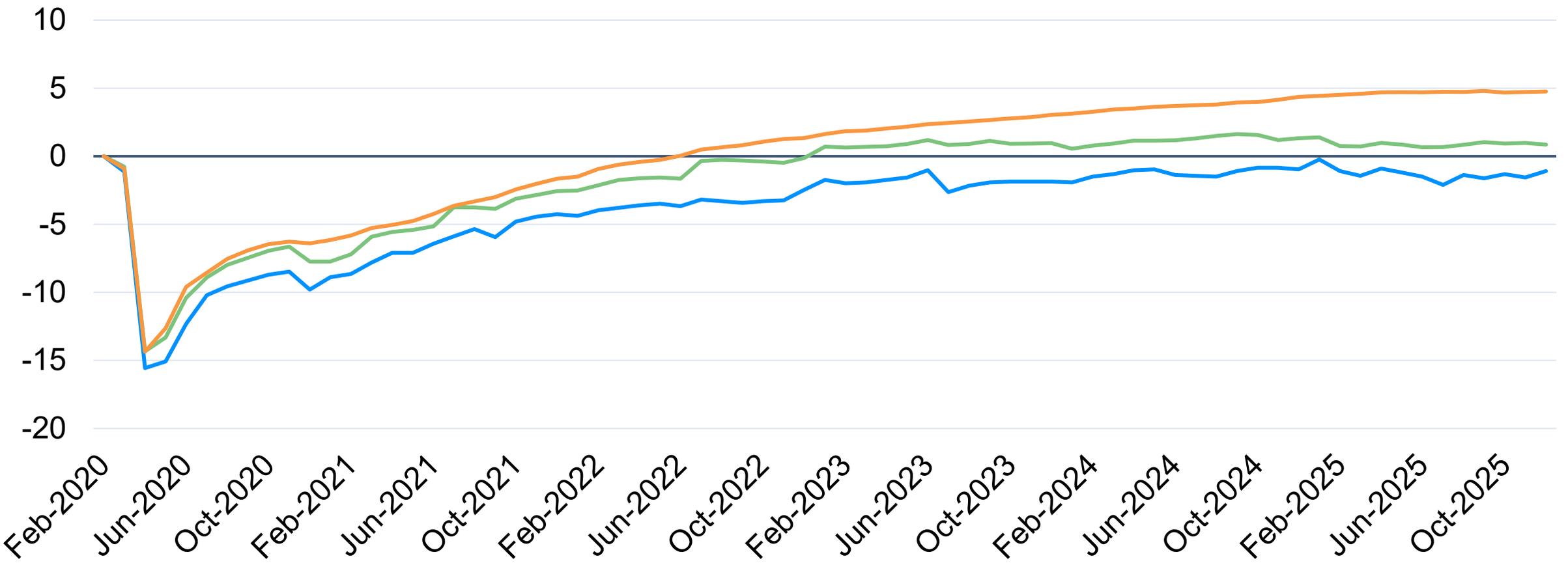
Source: Oregon Employment Department QualityInfo.org

However, job growth has been slower in Oregon this recovery

# Total Nonfarm Employment Index

Seasonally Adjusted, Feb. 2020 = 0

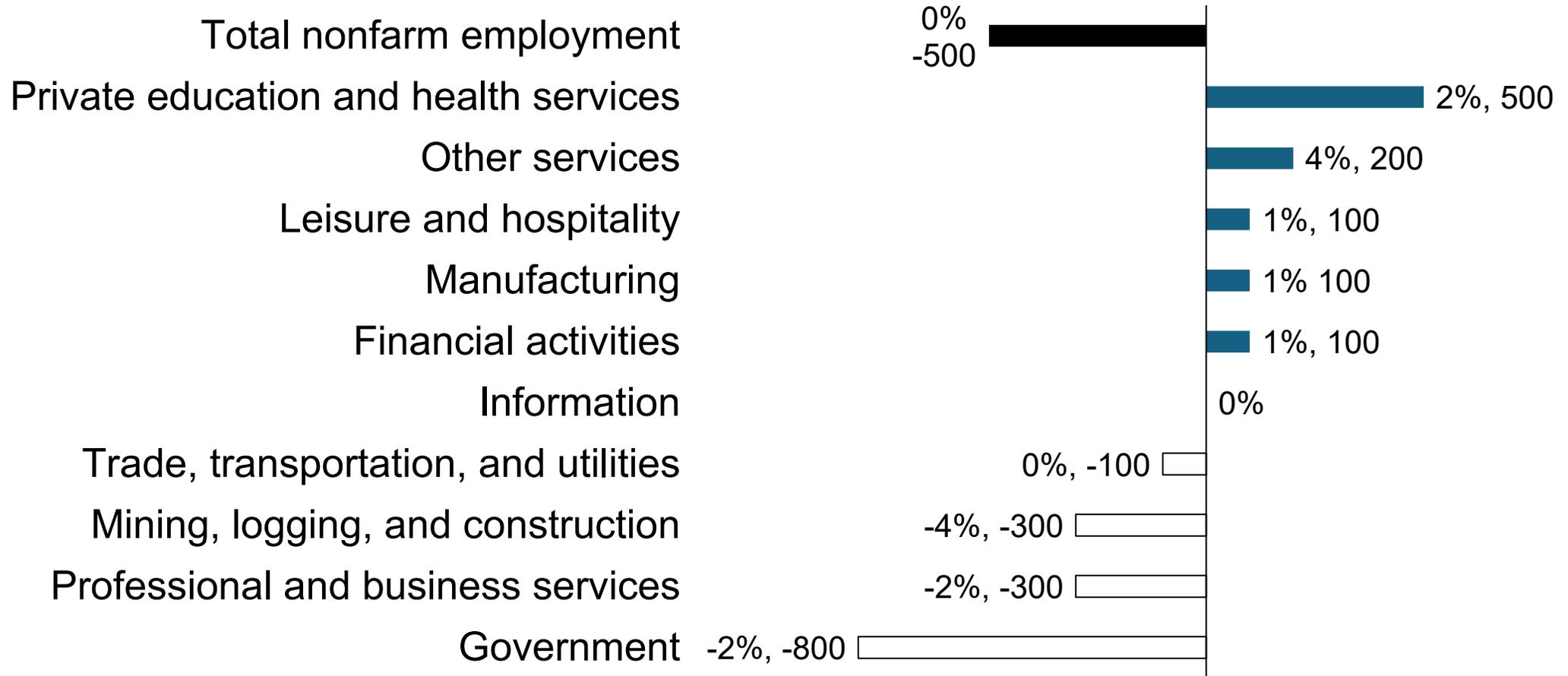
— Lane — Oregon — U.S.



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

# Employment growth is concentrated in health care

## Lane County Job Change, December 2024-December 2025



Source: Oregon Employment Department, Current Employment Statistics

# Eugene ranks in the low-mid range for MSA job growth

## Job Growth, Dec. 2025 (Year-over-Year)

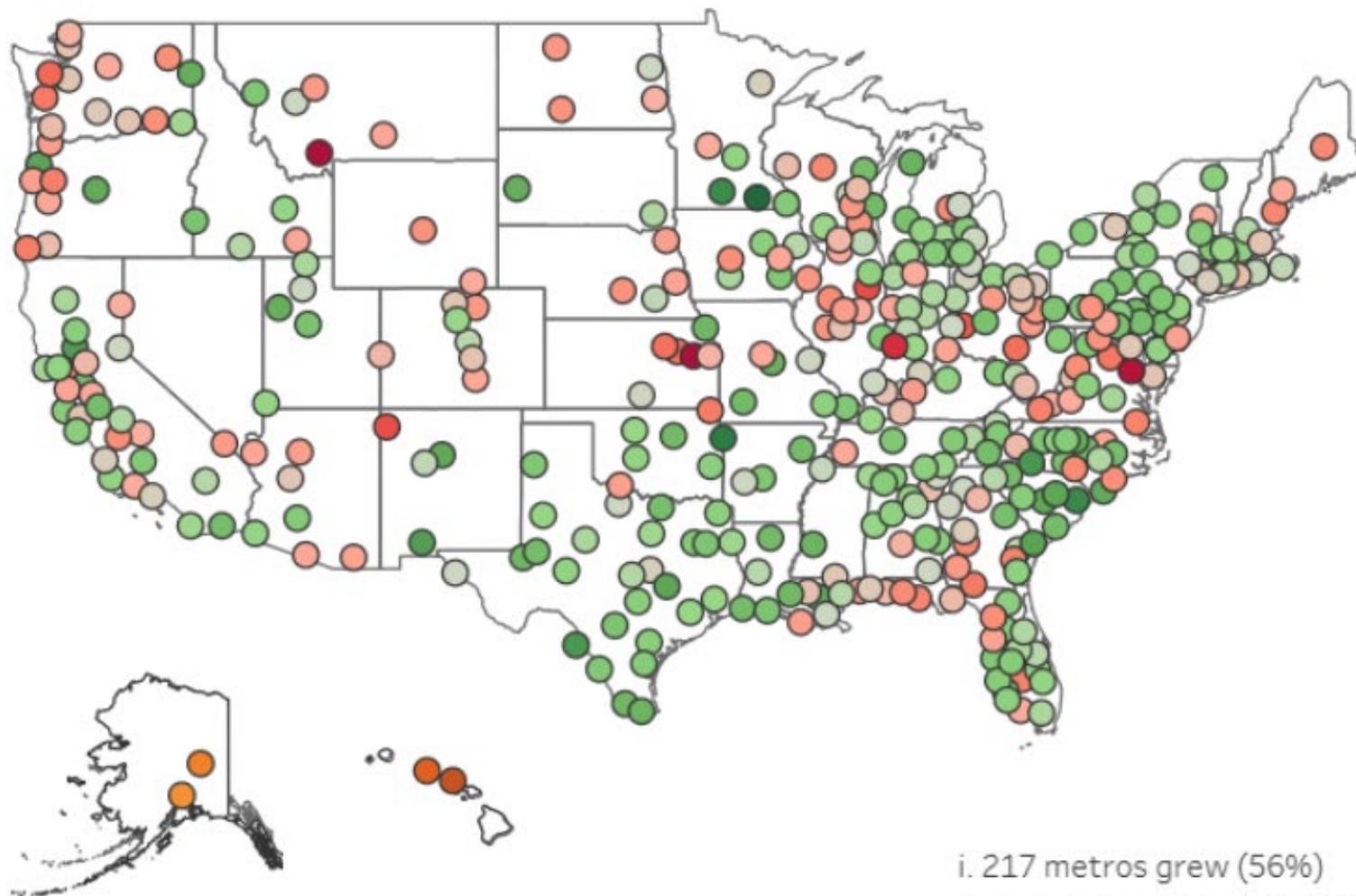
Size Category:

(All) ▼

Industry:

Total Nonfarm ▼

% Growth



- i. 217 metros grew (56%)
- ii. 156 metros shrunk (40%)

Source:  
Headlight data  
visualization of  
Bureau of  
Labor Statistics  
Current  
Employment  
Estimates data

[Headlight Data](#)  
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# Eugene ranks in the low-mid range for MSA job growth

## Job Growth, Dec. 2025 (Year-over-Year)

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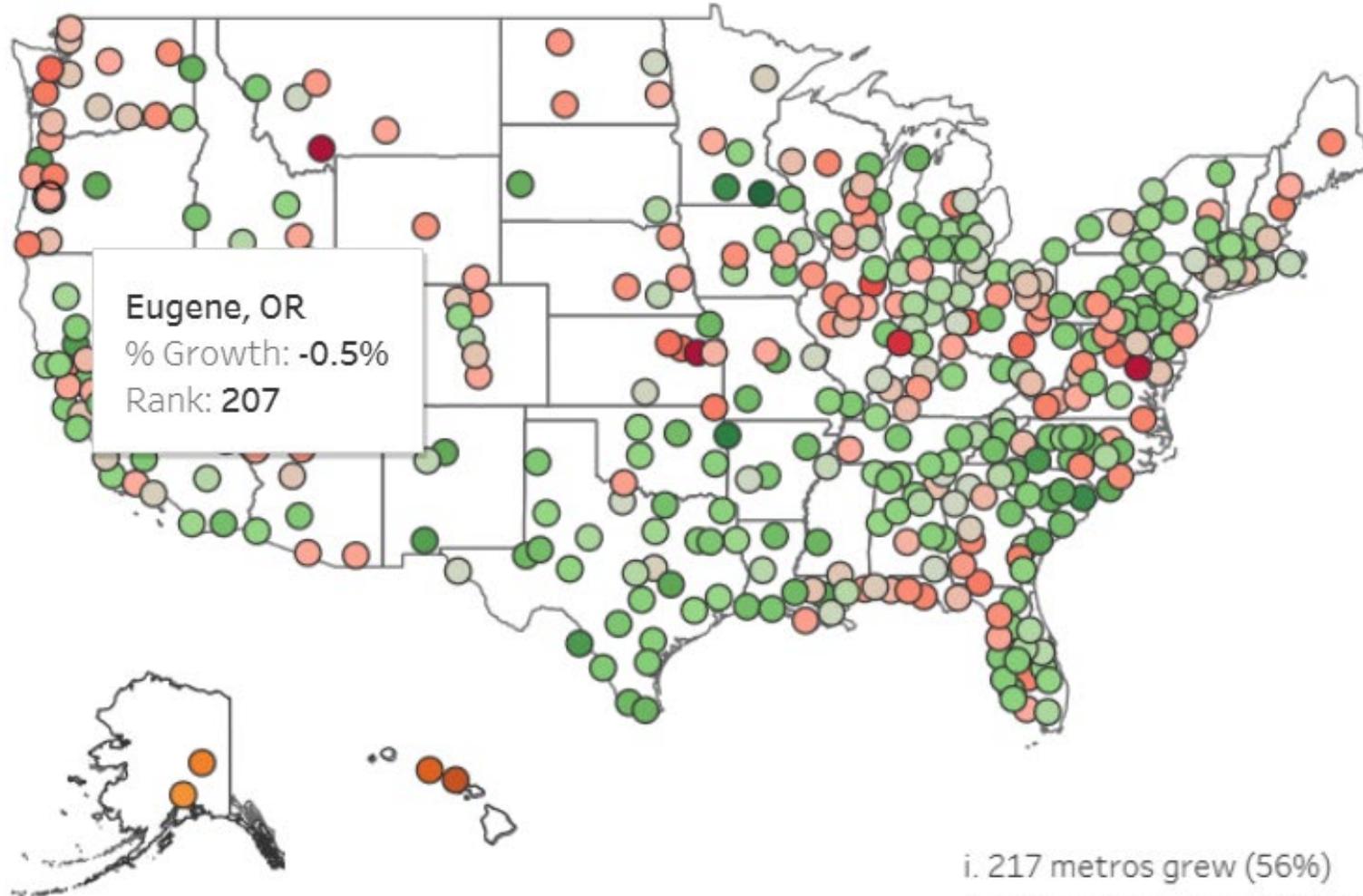
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Industry:

Total Nonfarm

% Growth

-4.3%  4.3%



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# Lane has a diverse economic base

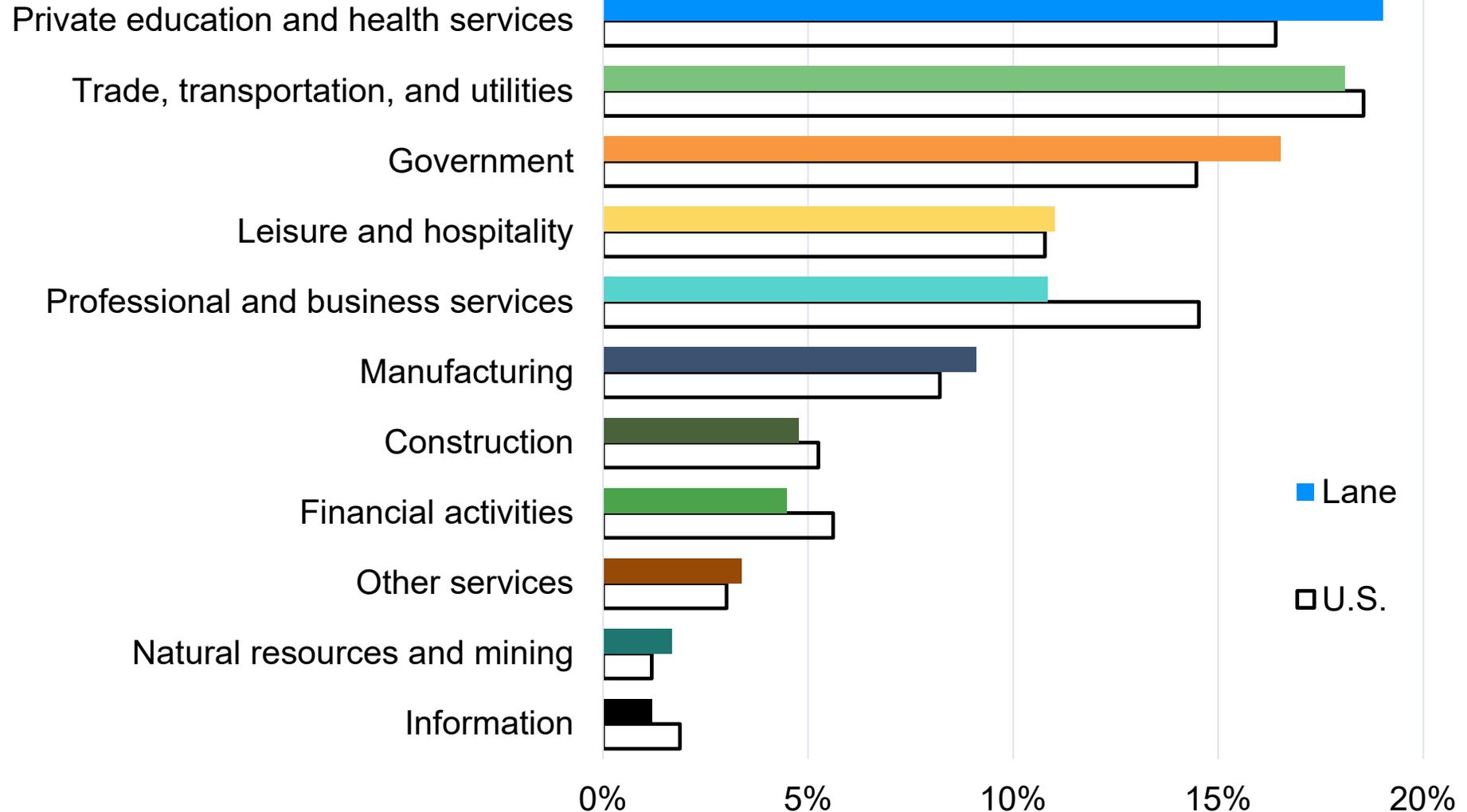
## Percentage of Employment by Industry, 2024

Greater concentration in:

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

Less concentration in:

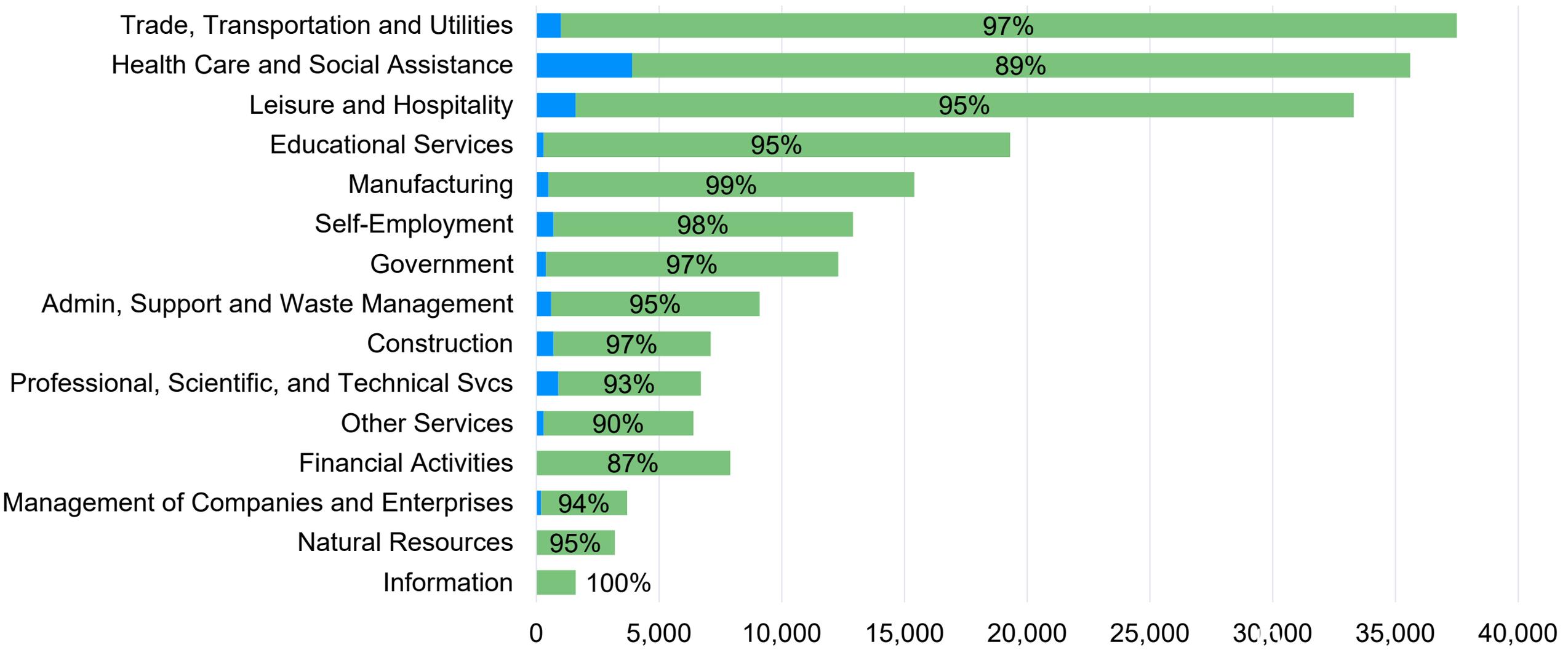
- Professional services
- Financial activities



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

# Long term growth and replacement needs are projected

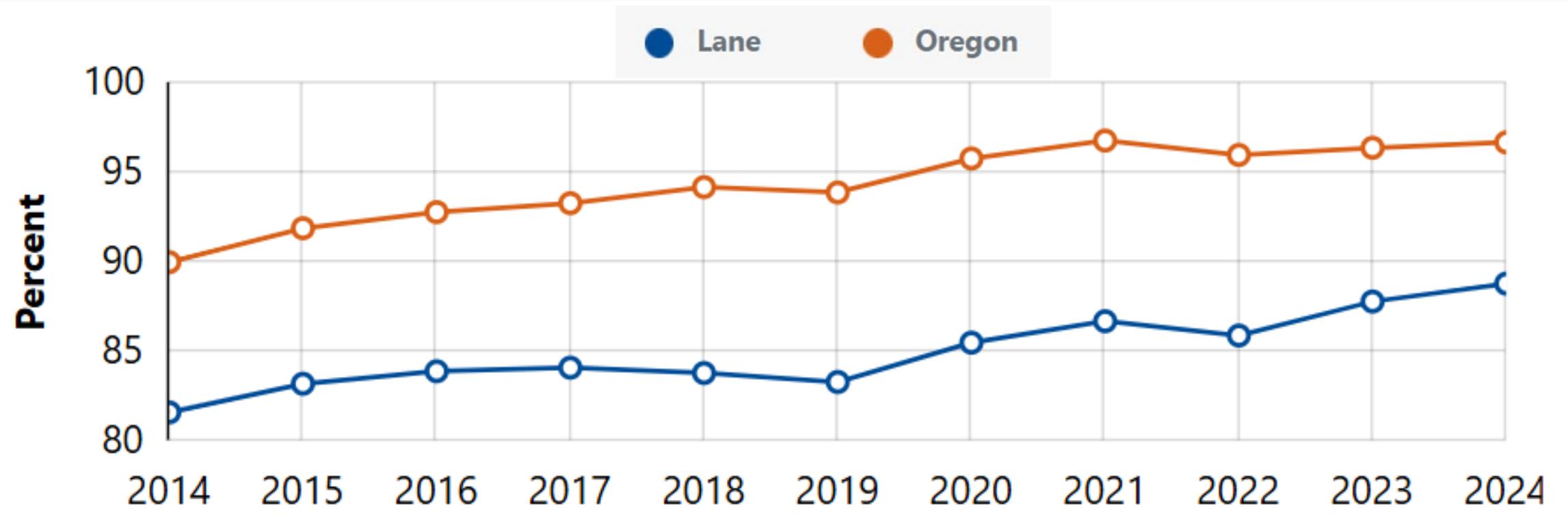
## 2024-2034 Industry Employment Projections, Lane County



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

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

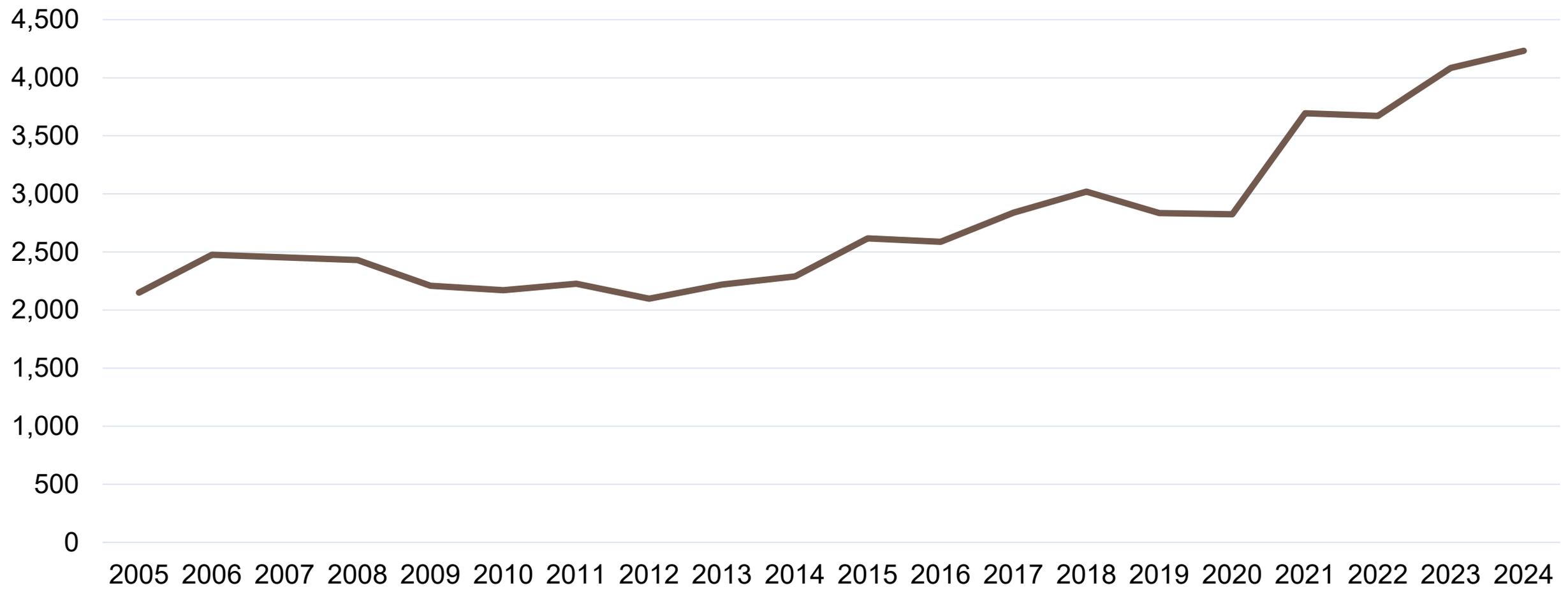
## Per Capita Income as a Percent of the United States



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

# New business formation continues to rise post-2020

## Lane County Business Applications

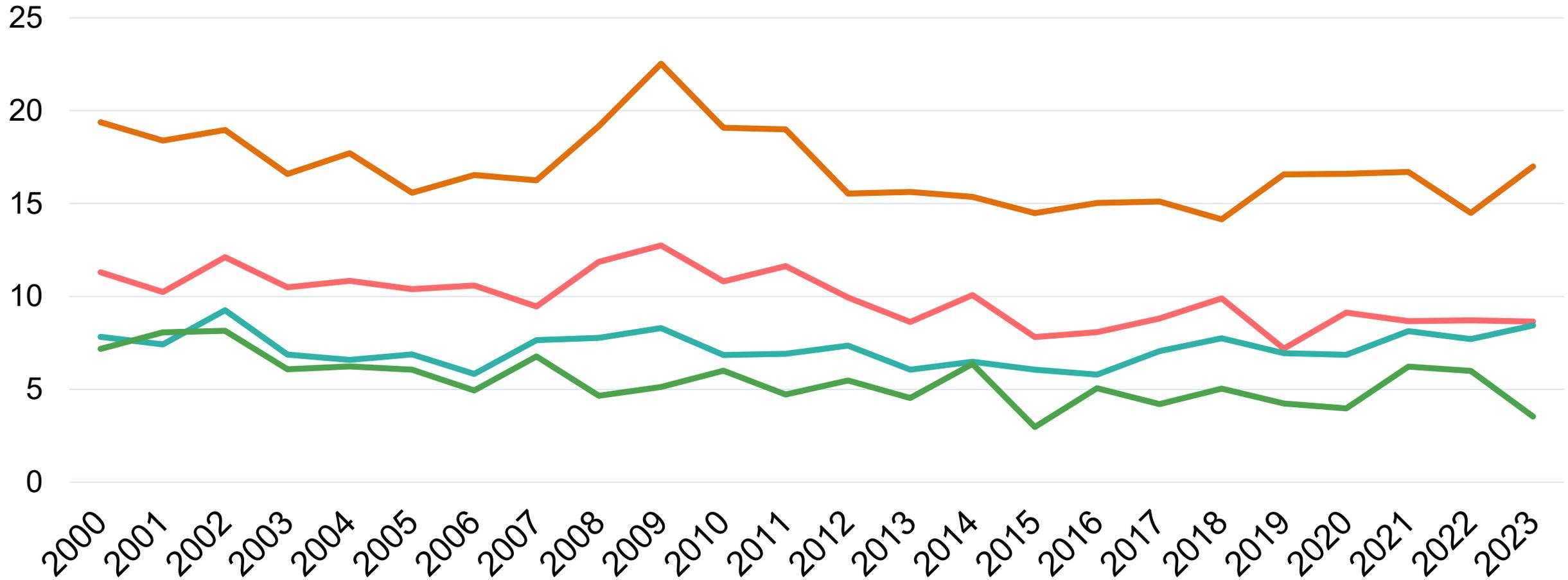


Source: U.S. Census Bureau Business Formation Statistics  
<https://www.census.gov/econ/bfs/data.html>

According to most recent data, closure rates haven't spiked

### Establishment Exit Rate, Lane County

1-5 years    6-10 years    11-46 years    >46 years

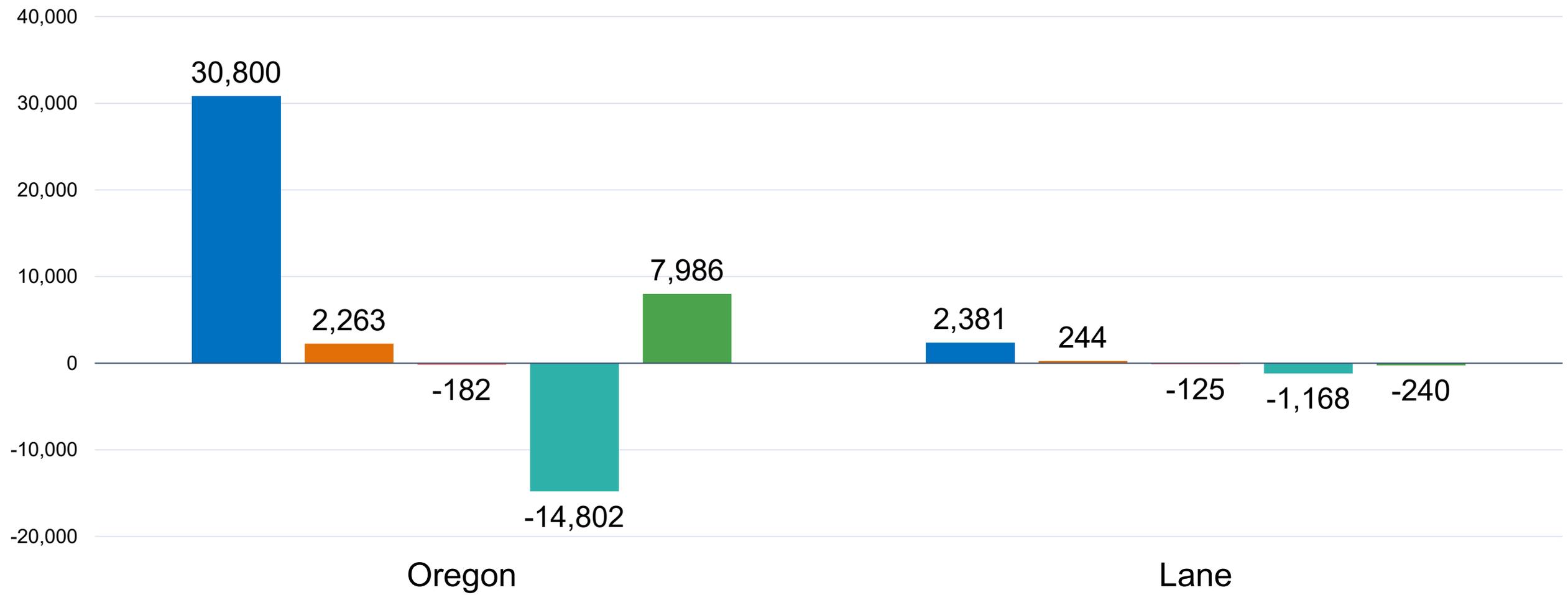


Source: U.S. Census Bureau - Center for Economic Studies - [Business Dynamics Statistics \(2023\)](#)

# New business formation is the engine of job creation

## Net Job Creation by Firm Age, 2023

■ <1 year    ■ 1-5 years    ■ 6-10 years    ■ 11-46 years    ■ >46 years

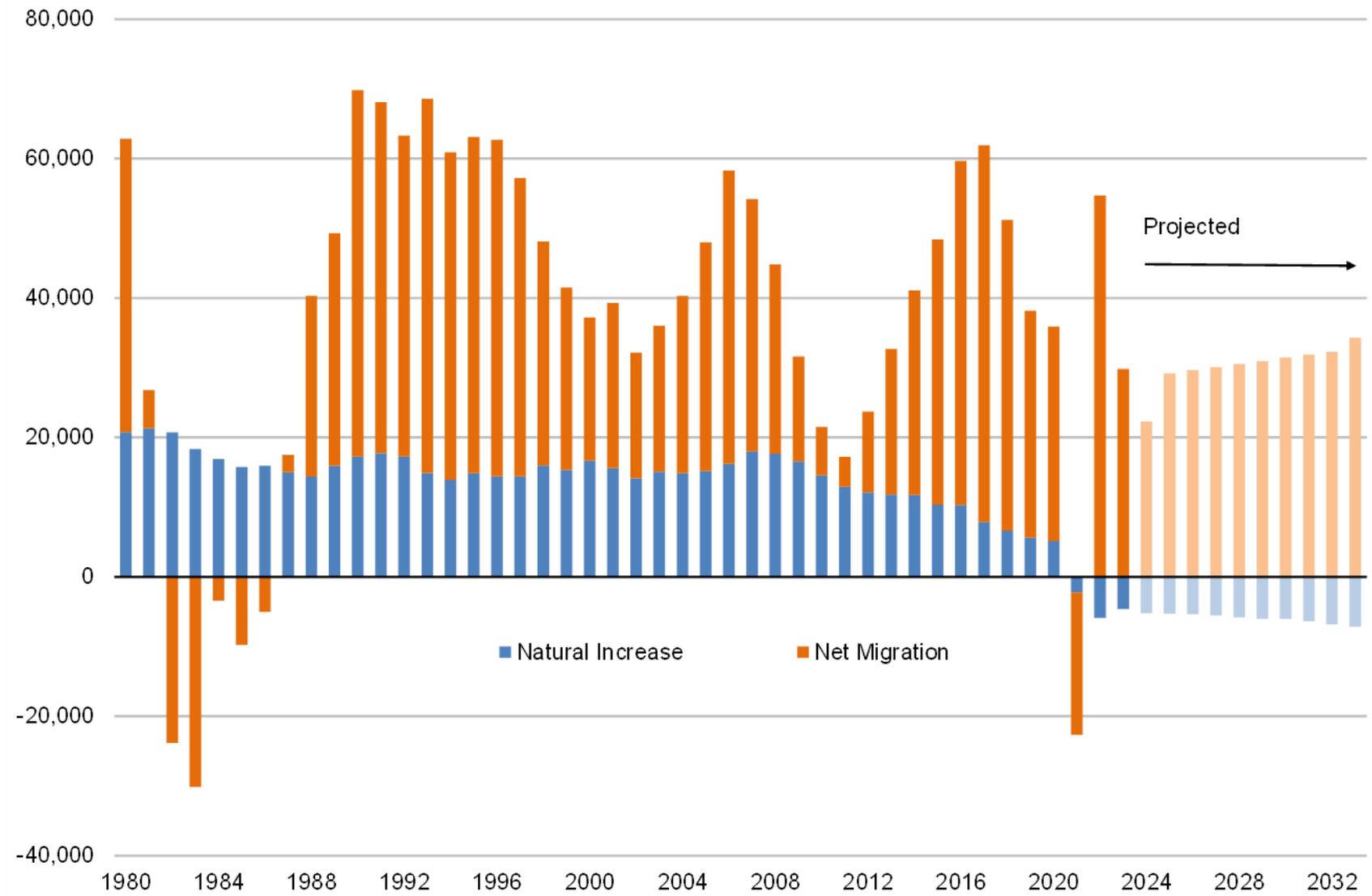


Source: U.S. Census Bureau - Center for Economic Studies - [Business Dynamics Statistics \(2023\)](#)

# Population and Demographic Trends

# Net migration into Oregon has driven population growth for 40 years

## Oregon's Population Components of Change



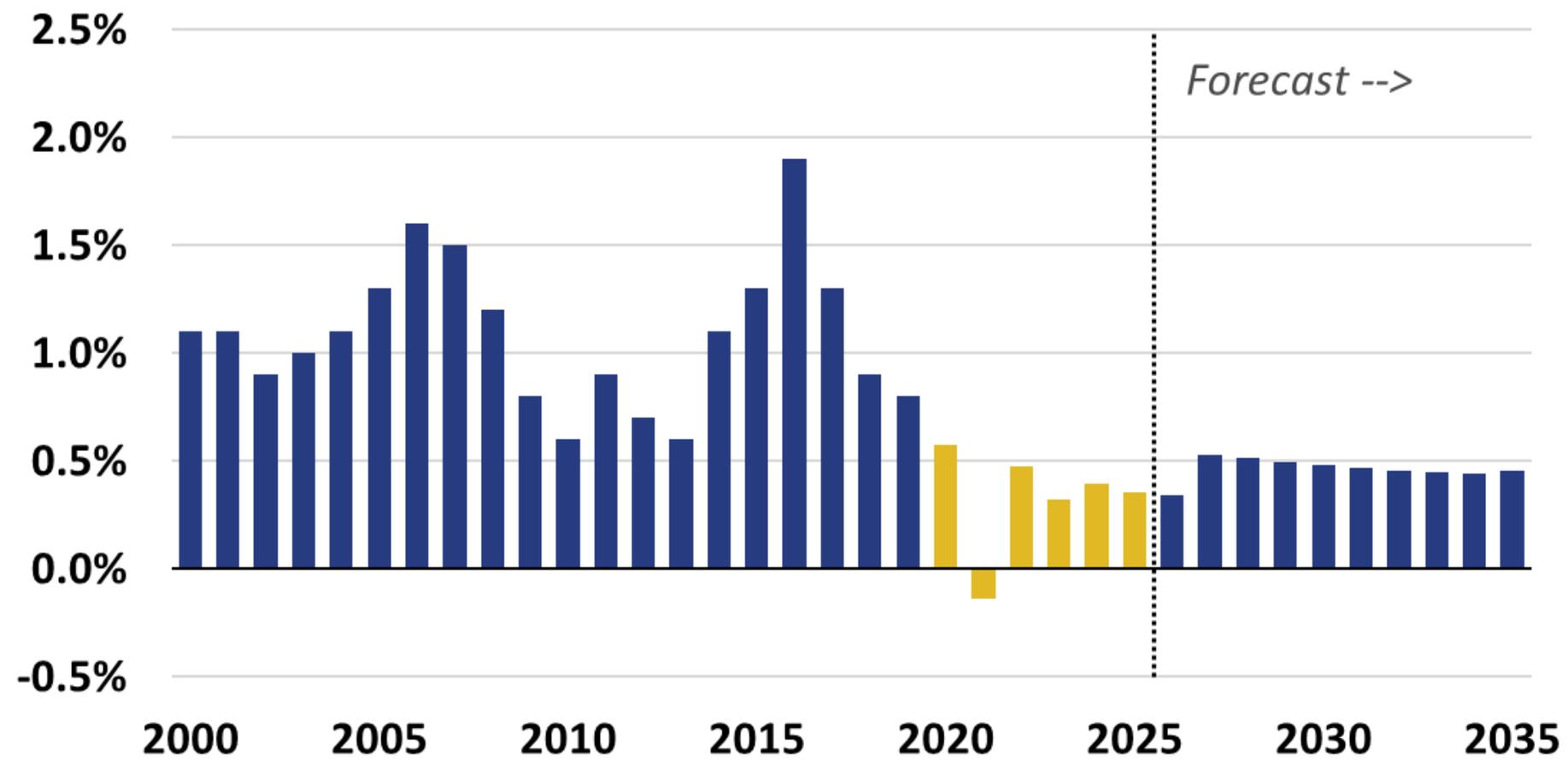
Source: Oregon Employment Department, Oregon Office of Economic Analysis

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

# Oregon Population Growth

Annual change in total state population

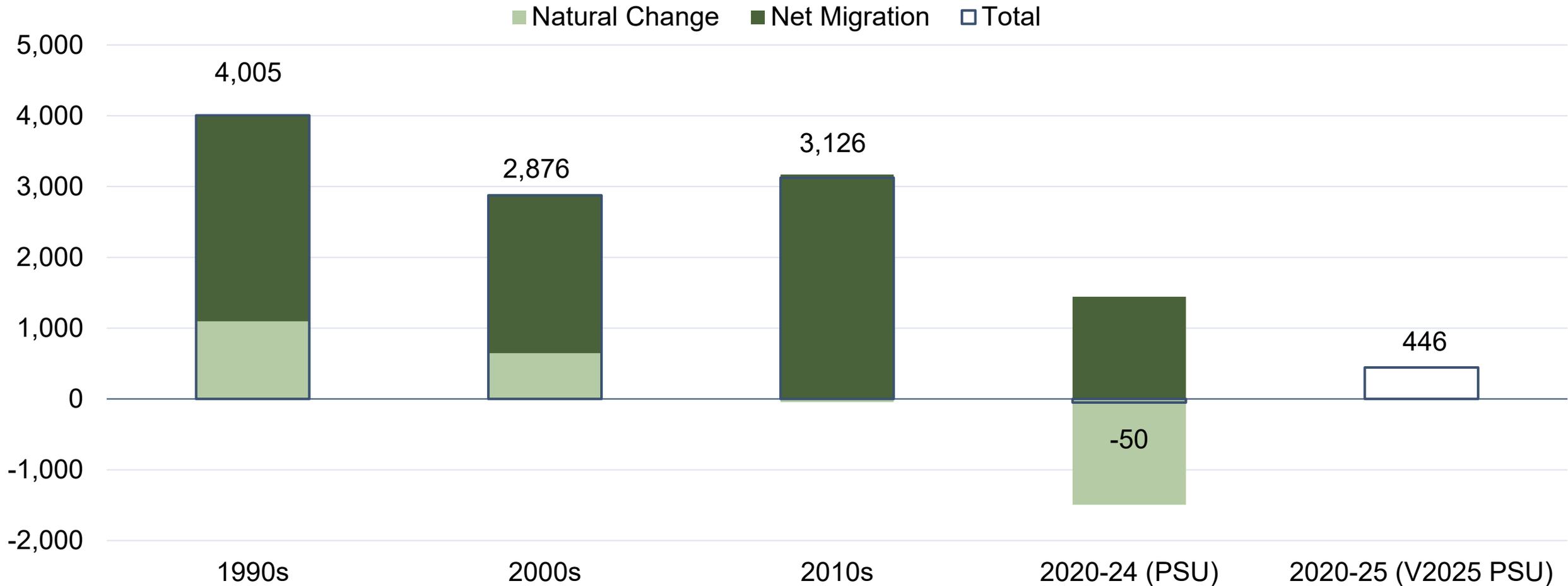
History/Forecast and PSU Estimates



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

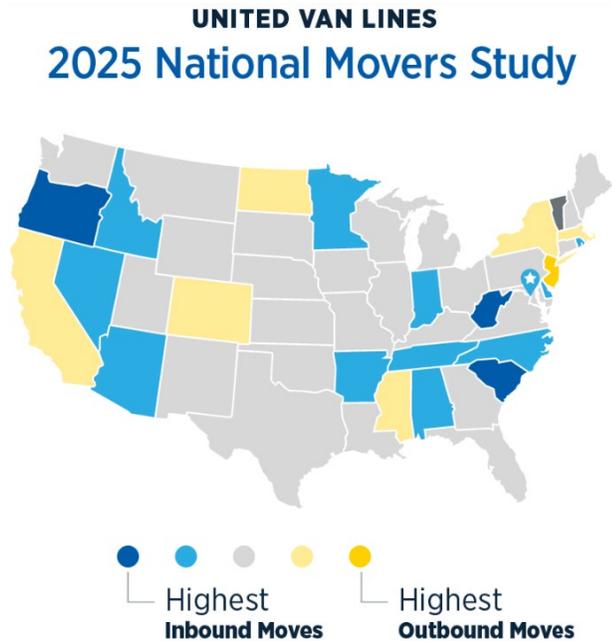
| Destination                     | # of returns | # of individuals |
|---------------------------------|--------------|------------------|
| Lane County Total Migration     | 14           | -151             |
| Total Migration-US              | -9           | -190             |
| Oregon                          | -312         | -454             |
| Different State                 | 303          | 264              |
| <b>Top 5: Net In-Migration</b>  |              |                  |
| Los Angeles, CA                 | 106          | 200              |
| Jackson                         | 78           | 145              |
| Coos                            | 55           | 65               |
| Riverside, CA                   | 50           | 78               |
| San Diego, CA                   | 49           | 95               |
| <b>Top 5: Net Out-Migration</b> |              |                  |
| 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?**

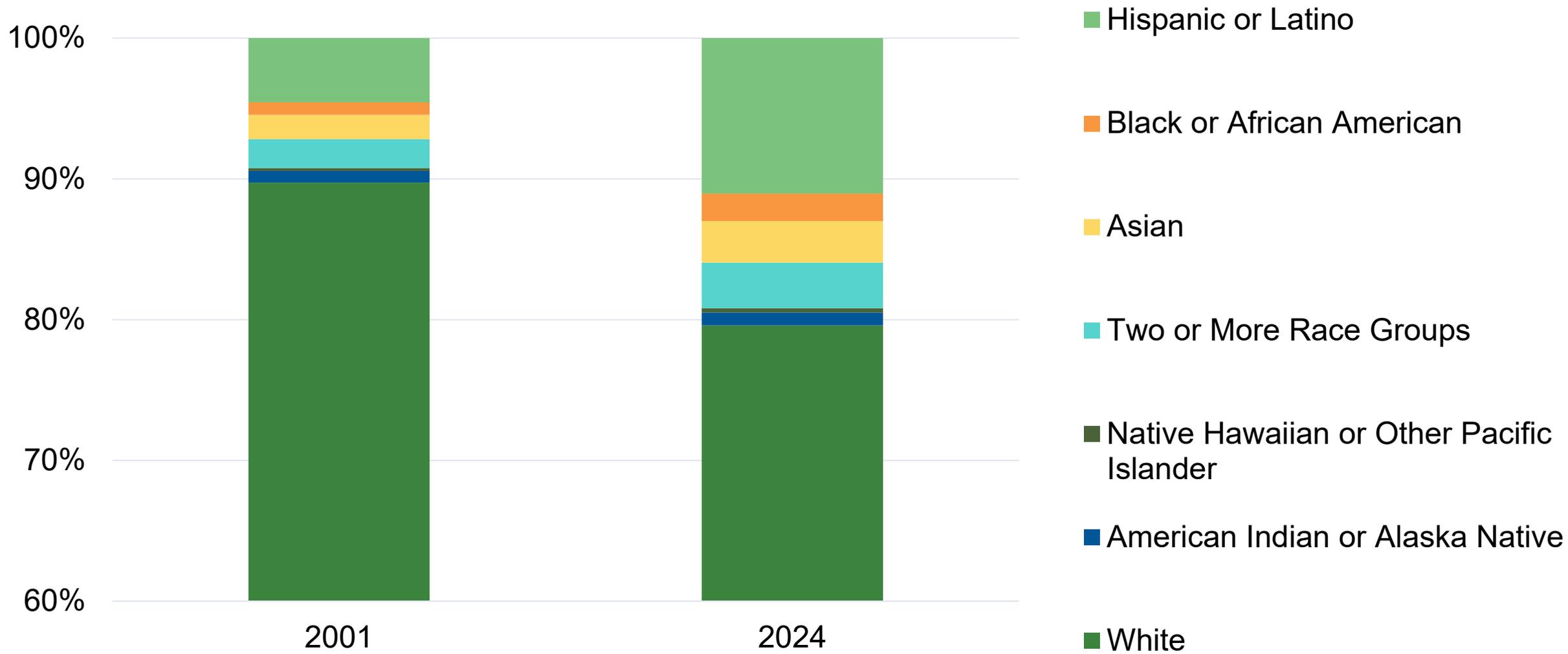
New study says Oregon tops nation for inbound out-of-state movers. Will economic growth follow? • Oregon Capital Chronicle



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%).

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

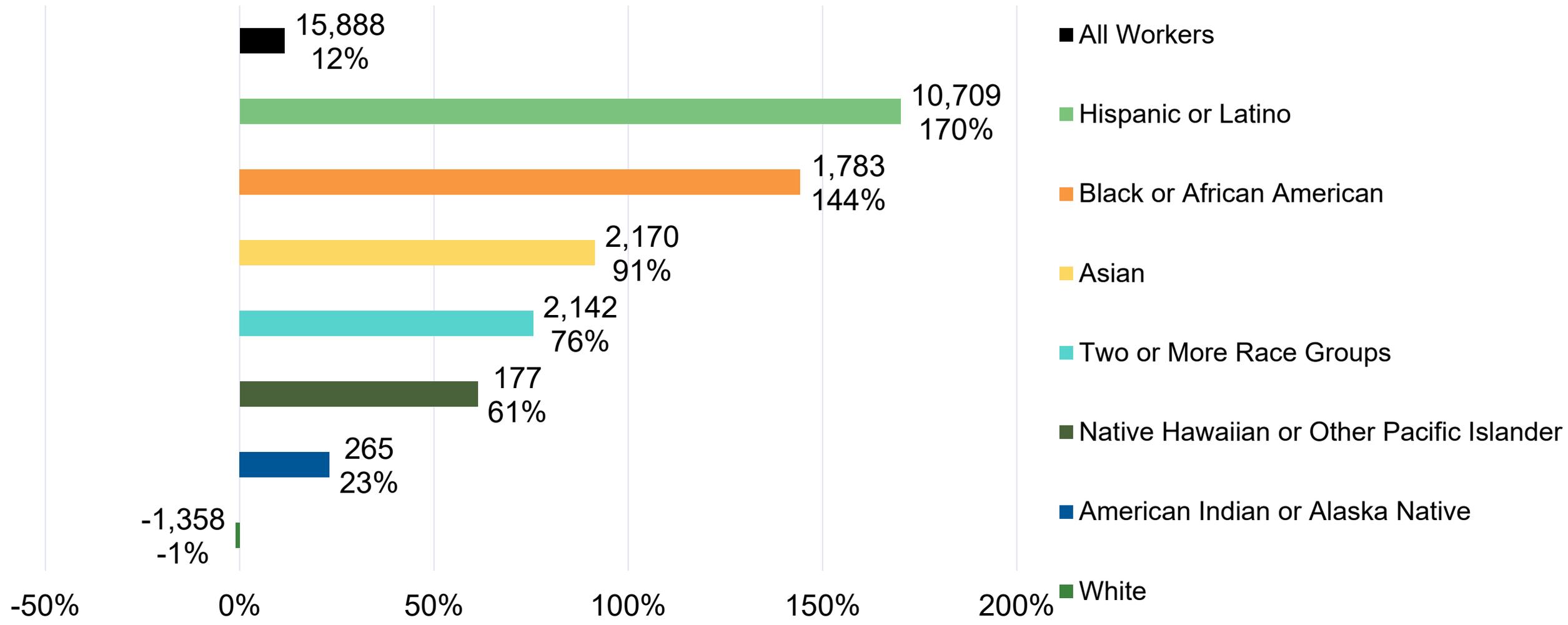
### Lane County Workers by Race and Ethnicity



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

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

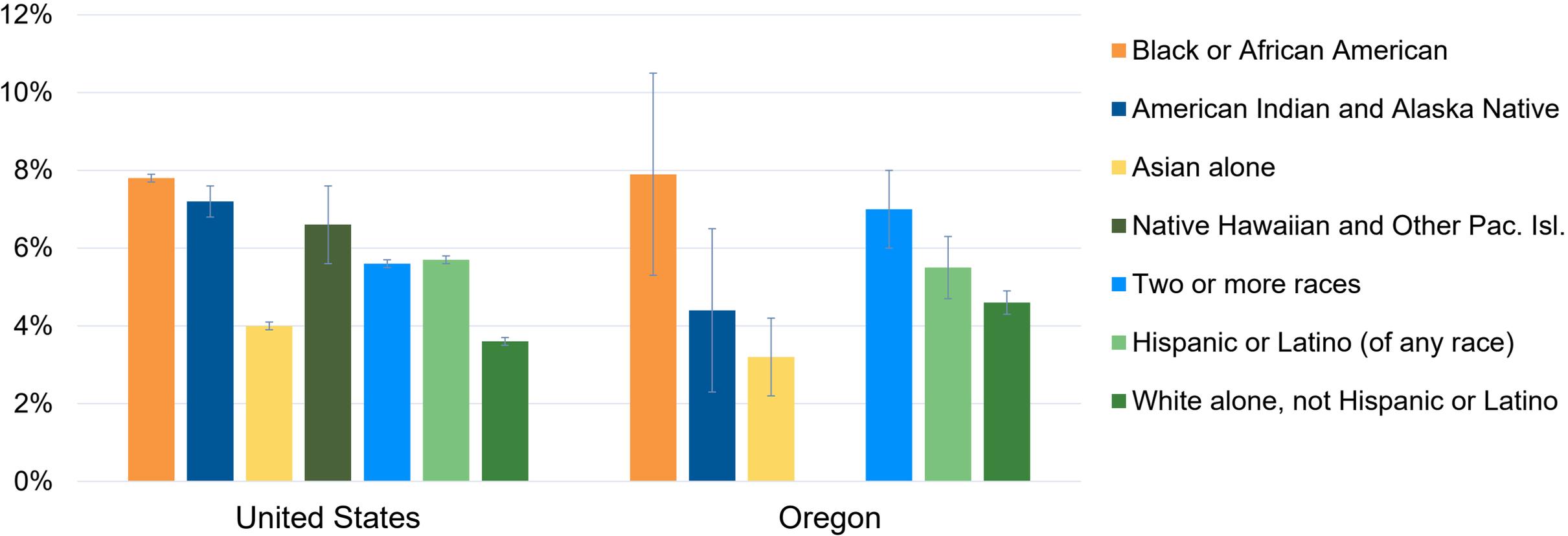
### Lane County Net Change in Workers, 2001-2024



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

There's some variation in unemployment rates, but local data is limited

### Unemployment by race or ethnicity 2024

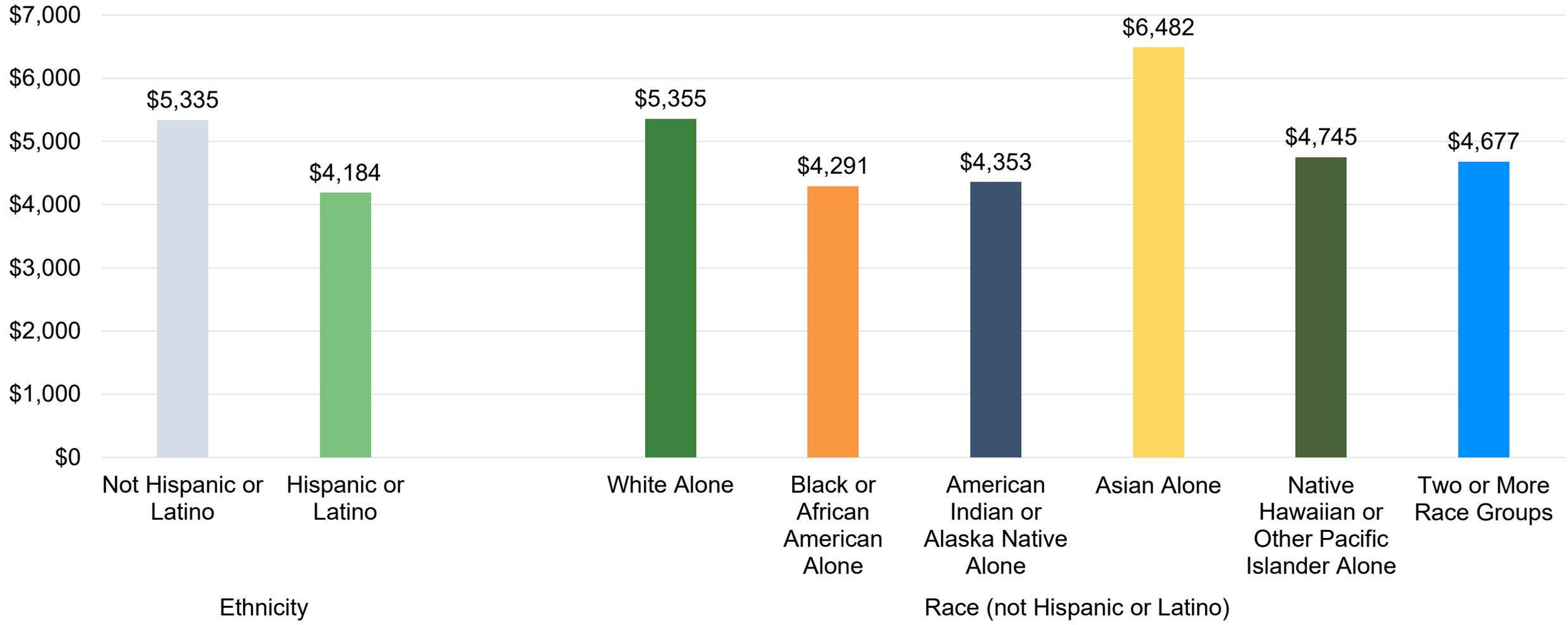


Source: U.S. Census Bureau, American Community Survey 1-Year Estimates  
Table S2301



Earnings vary, but it's not always an apples-to-apples comparison

### Average Monthly Earnings (Stable) by Race and Ethnicity Lane County, Annual Average 2024



Ethnicity

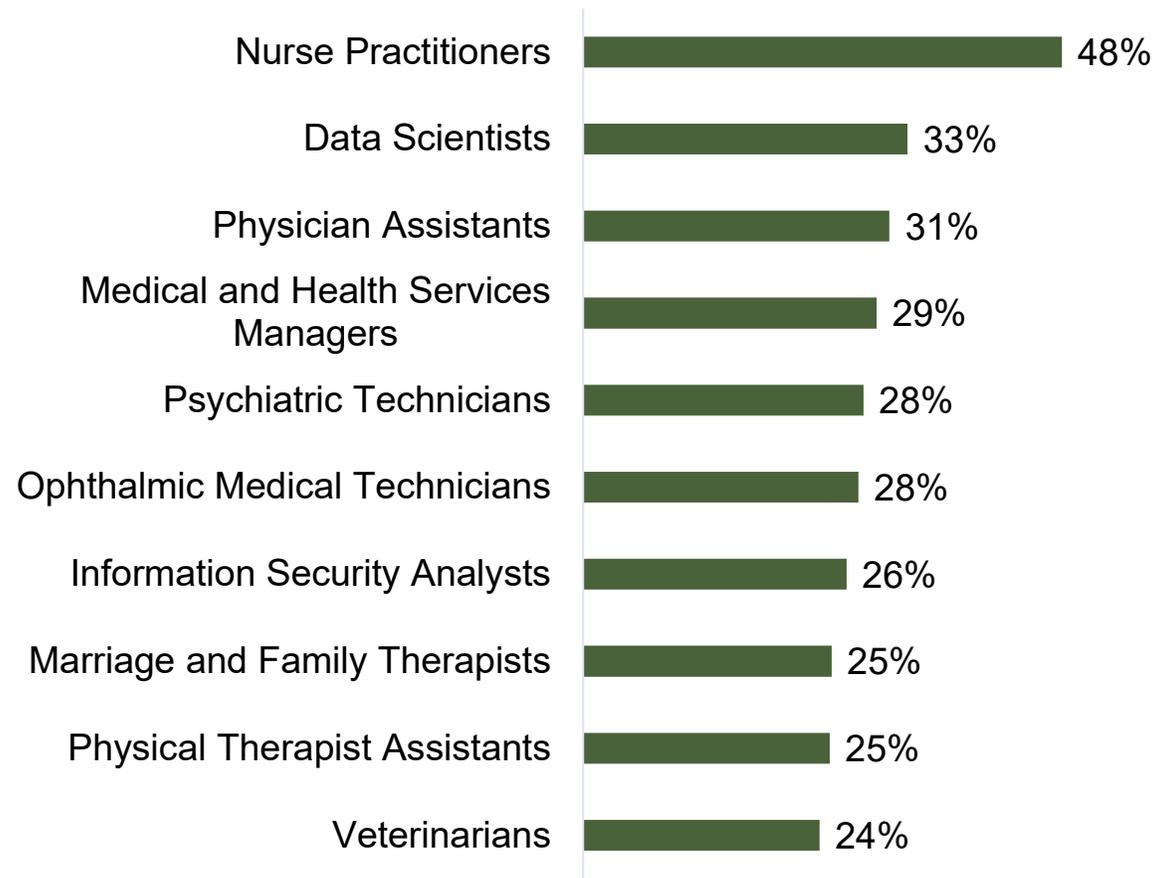
Race (not Hispanic or Latino)

Source: U.S. Census Bureau, Quarterly Workforce Indicators [qwexplorer.ces.census.gov/exp-r/1383f7.html](https://qwexplorer.ces.census.gov/exp-r/1383f7.html)

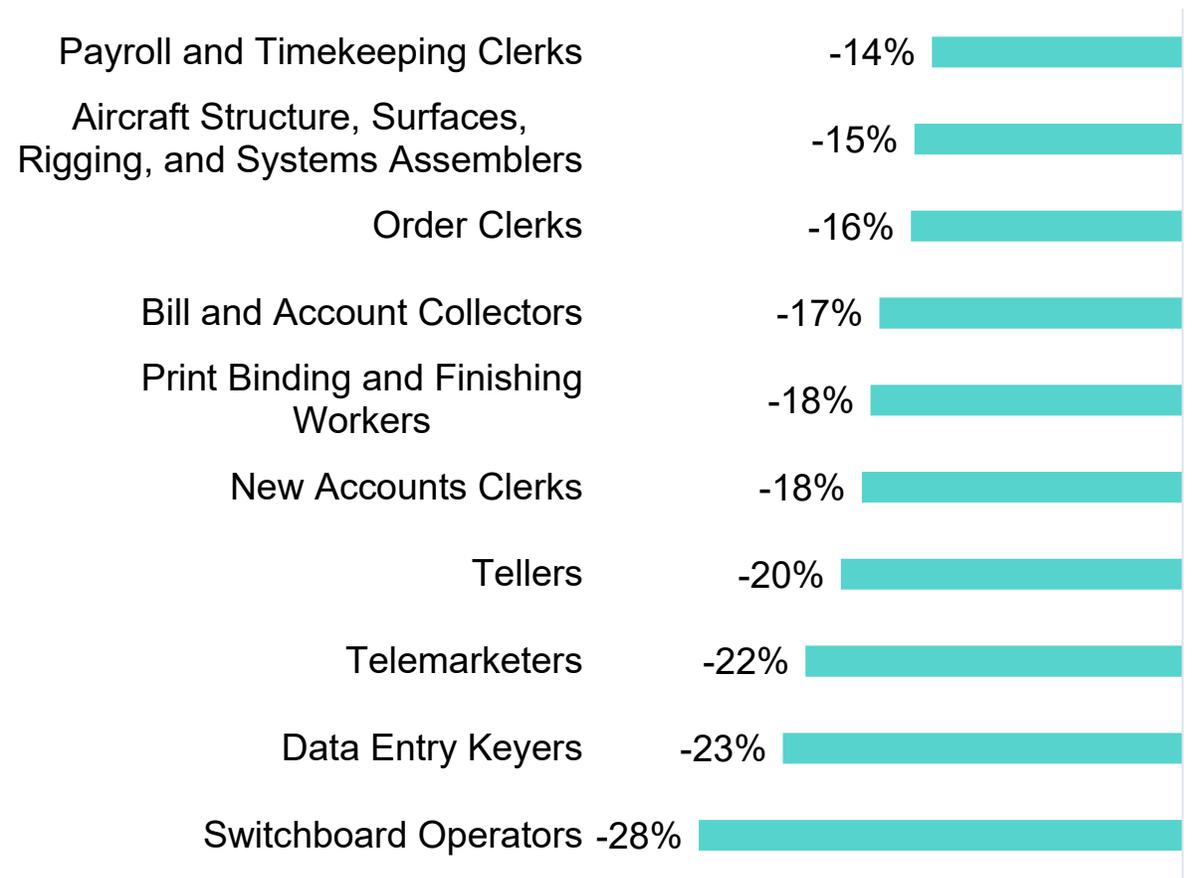
# Technology Shifts

# Occupation change is more about industry shift than AI

## Fastest Growing Occupations 2024-2034, Oregon



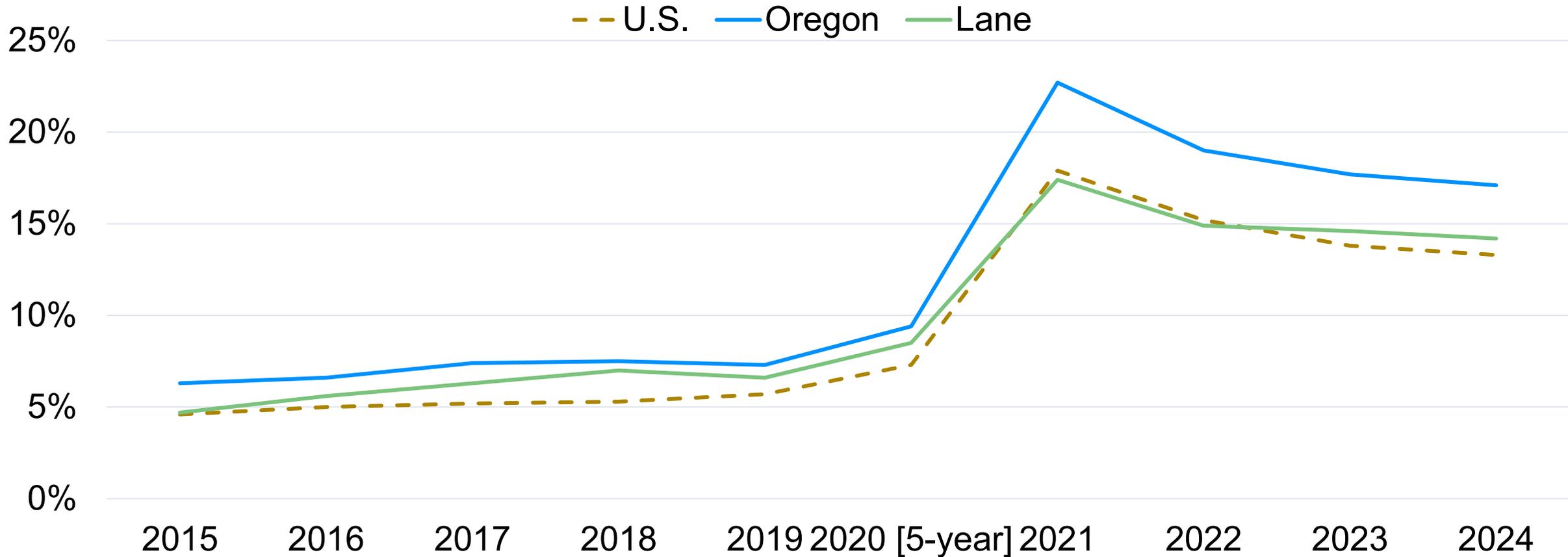
## Fastest Declining Occupations 2024-2034, Oregon



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

# Working from home is here to stay

## Percentage of Workers 16+ Who Worked From Home

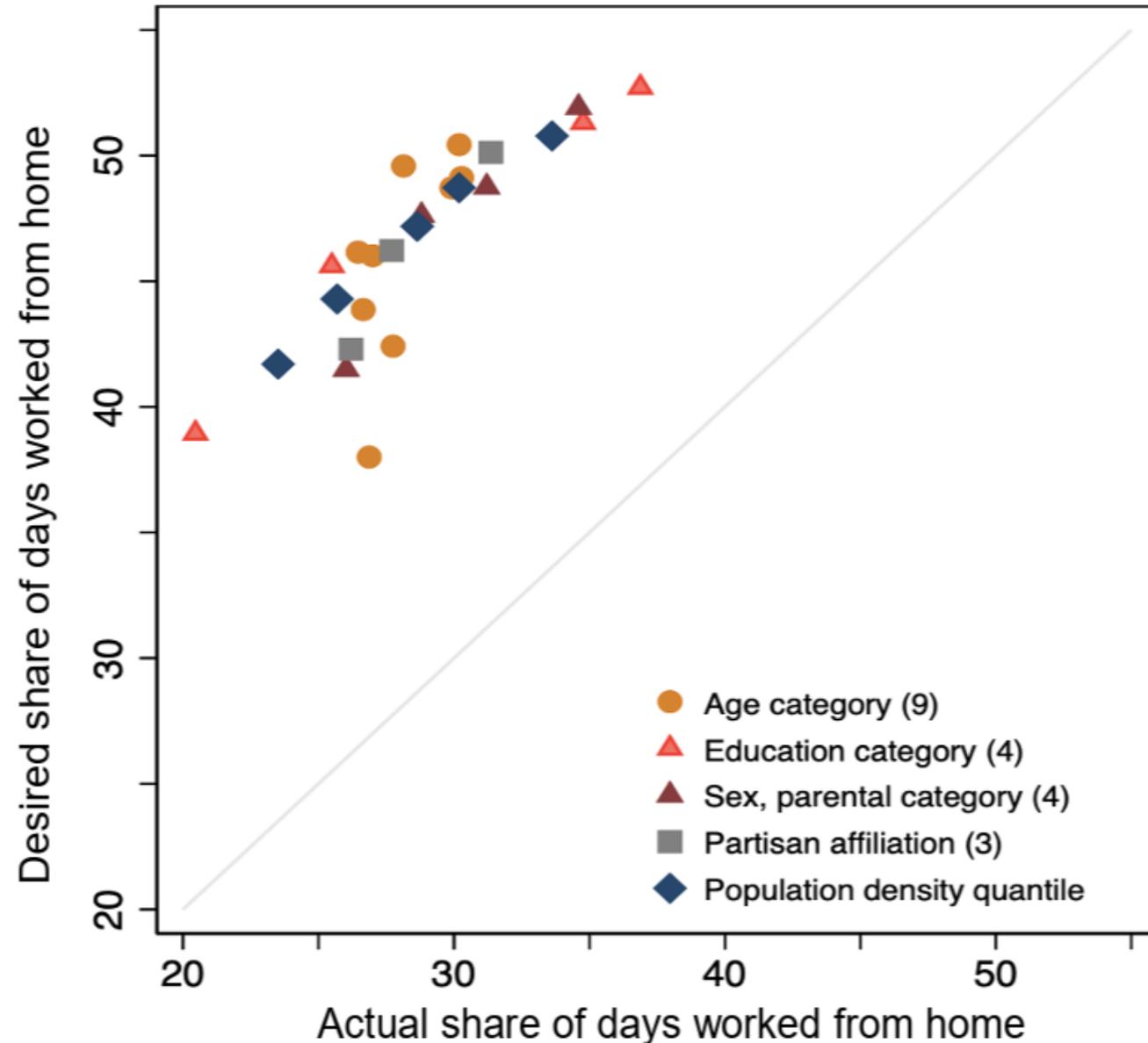


Source: U.S. Census Bureau, American Community Survey table S0801

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>



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