



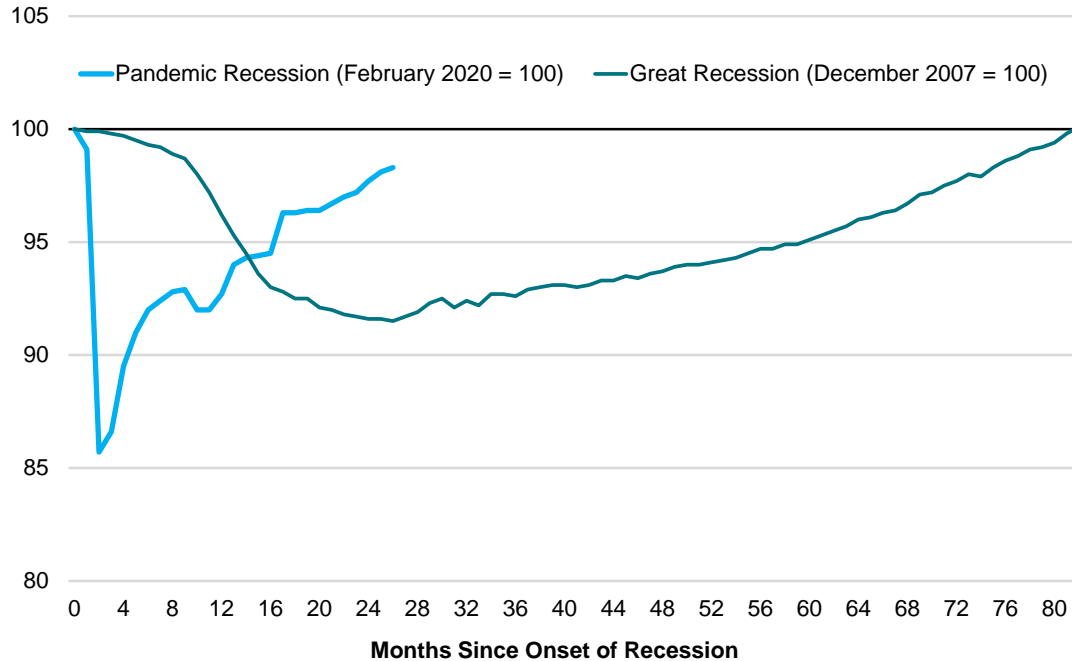
# Health Care Workforce Trends in Oregon

Workforce Talent and Development Board  
September 2022



# Rapid Reversal of Pandemic Recession Job Losses

## Indexed Total Nonfarm Employment in Oregon

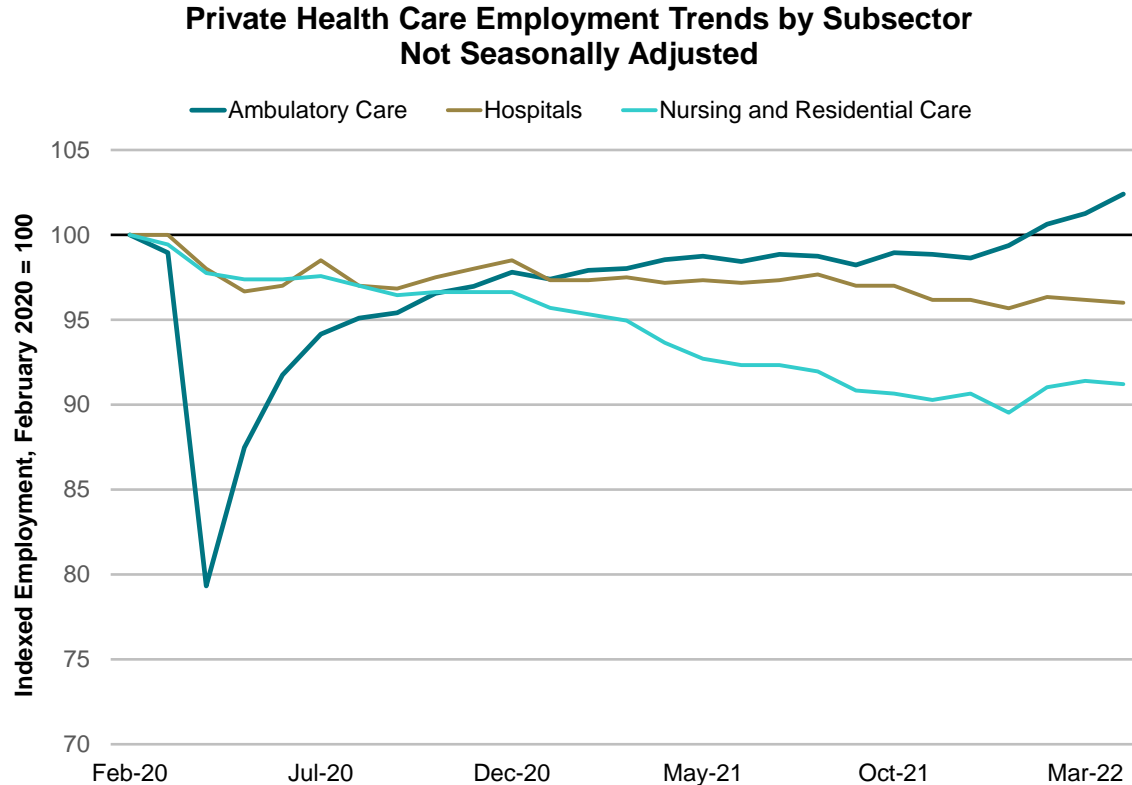


Source: Oregon Employment Department, Current Employment Statistics

Two years after Oregon hit its recessionary bottom, Oregon had regained nine out of 10 jobs lost in spring 2020.

By comparison, it took Oregon more than six years to recover the jobs lost in the Great Recession.

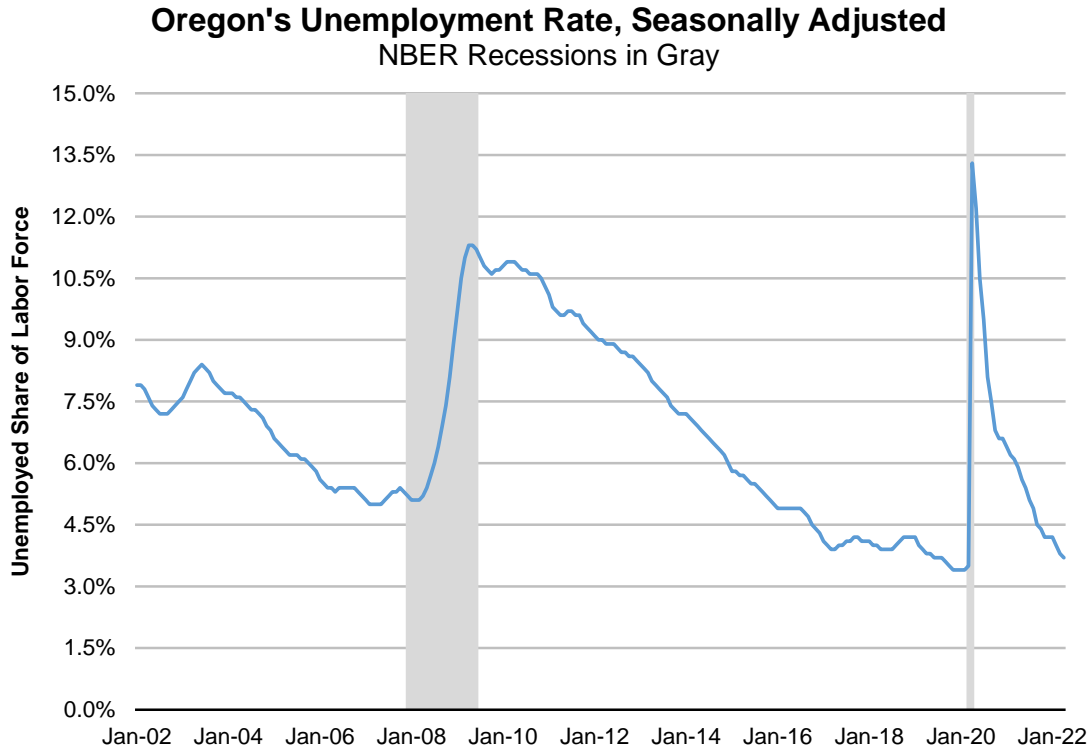
# Employment Trends Varied Within Health Care



Source: Oregon Employment Department, Current Employment Statistics



# Rapid Recovery Brings Unemployment Near Record Lows Again



Source: Oregon Employment Department, Local Area Unemployment Statistics

Oregon's unemployment rate hit a record high of 13.3% in April 2020. Oregon's unemployment rate is now near a record low again.

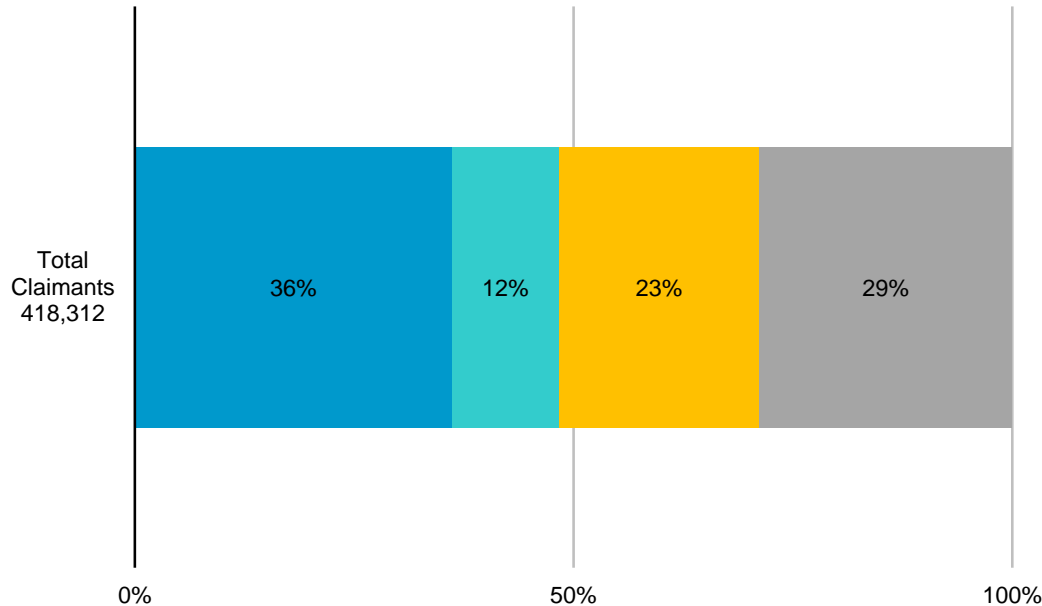
There have only been three periods in the past 46 years when Oregon's unemployment rate was at or below 4.5%. They included a few months in the mid-1990s, the two years immediately preceding the pandemic recession, and now.



# Many Unemployment Claimants Returned to Their Employer

## Re-employment Patterns of Pandemic Recession Unemployment Claimants in Oregon by Winter 2022

■ Recalled by same employer ■ Changed employer but in same sector ■ Changed employer in different sector ■ Not in Payroll Records



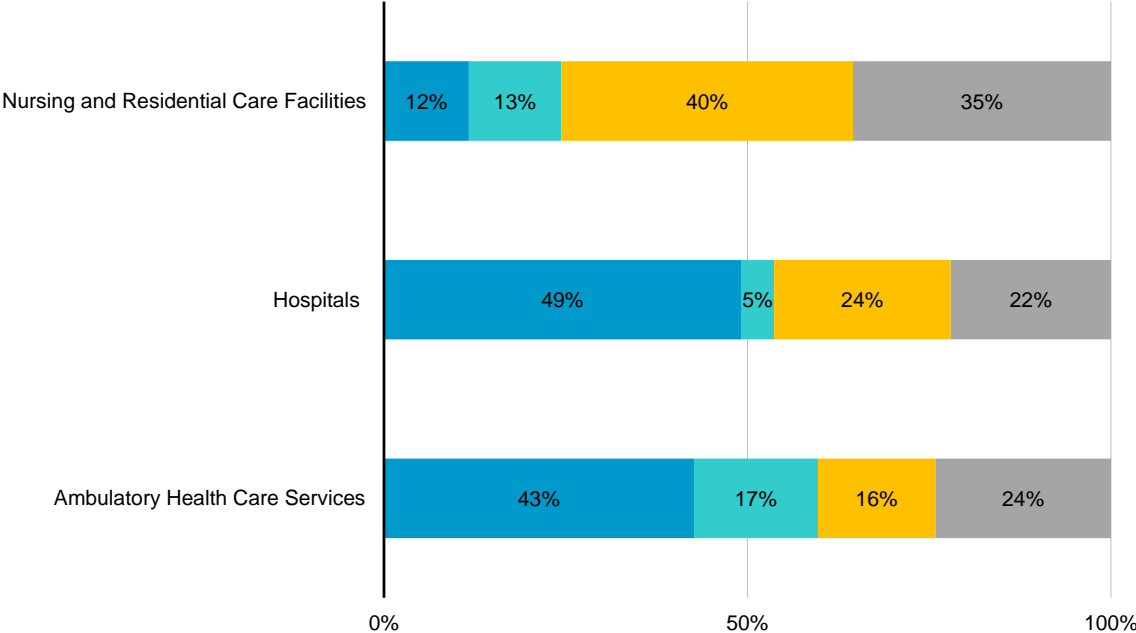
Source: Oregon Employment Department, Unemployment Insurance Wage Records

- 36% returned to and still worked for the same employer by winter 2022.
- 12% worked for a different employer in the same sector of the economy.
- One out of four (23%) changed broad sectors of employment by winter 2022.
- Three out of 10 regular unemployment claimants were no longer found in Oregon's payroll records.

# Re-Employment Patterns Varied Within Health Care

## Re-employment Patterns of Health Care Workers with Pandemic Unemployment Claims in Oregon by Winter 2022

■ Recalled by same employer ■ Different employer but same sector ■ Employed in different sector ■ Not in Payroll Records

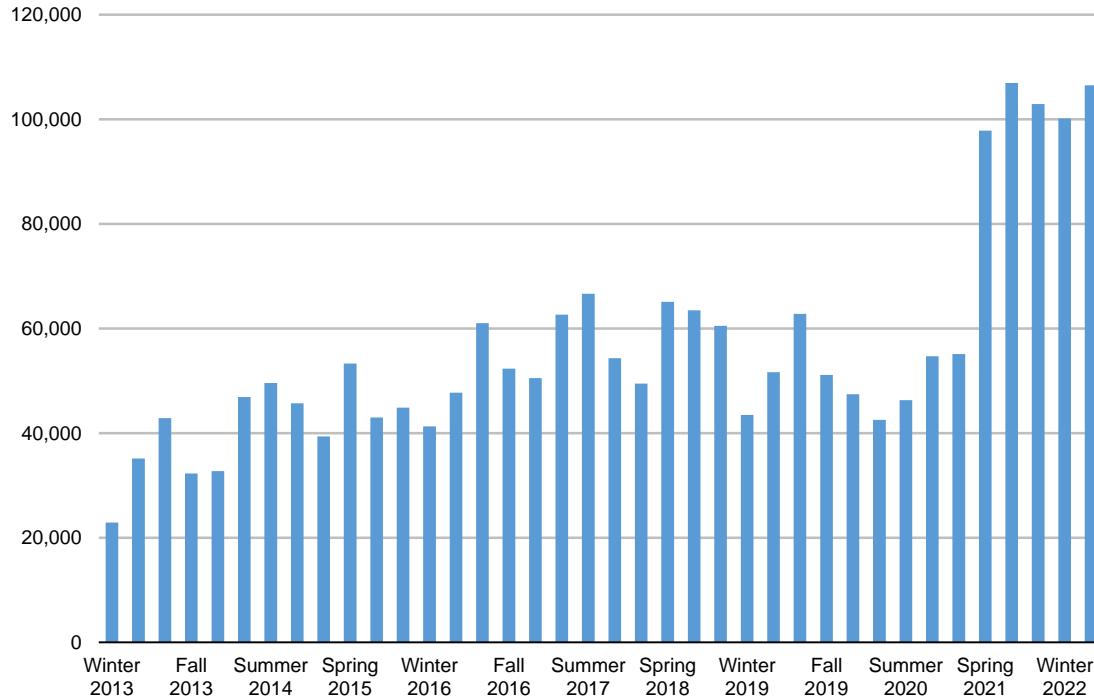


Source: Oregon Employment Department, Unemployment Insurance Records



# Record-High Job Openings Amid Low Unemployment

Job Openings with Private Employers in Oregon, 2013-2022



Source: Oregon Employment Department, Quarterly Job Vacancy Survey

Employers are looking to fill about twice as many job openings now as the last time unemployment was this low.

That contributes to record difficulty filling vacancies. Seven out of 10 job openings were reported as hard to fill over the past year.



# Difficulty Filling Health Care Vacancies

**Major Indicators from Oregon Health Care Job Vacancies  
By Vacancy Type, Spring 2022**

	All Health Care Vacancies	Not Difficult-to- Fill	Difficult-to- Fill
Vacancies	9,846	2,089	7,757
Average Hourly Wage	\$24.62	\$25.88	\$24.48
Full-time Positions	76%	92%	72%
Permanent Positions	99%	94%	100%
Requiring Education Beyond High School	60%	92%	53%
Requiring Previous Experience	38%	34%	39%
Difficult to Fill	79%	0%	100%

Source: Oregon Employment Department, Oregon Job Vacancy Survey

- Health care occupations in the health care and social assistance industry represented nearly 10% of job vacancies in Oregon
- Hard-to-fill vacancies are far more likely to require previous experience and less likely to be full-time positions.
- Personal care aides, nursing assistants, and registered nurses accounted for majority (63%) of difficult-to-fill vacancies.
- Many employers simply mentioned “shortage” as the reason positions were difficult to fill.



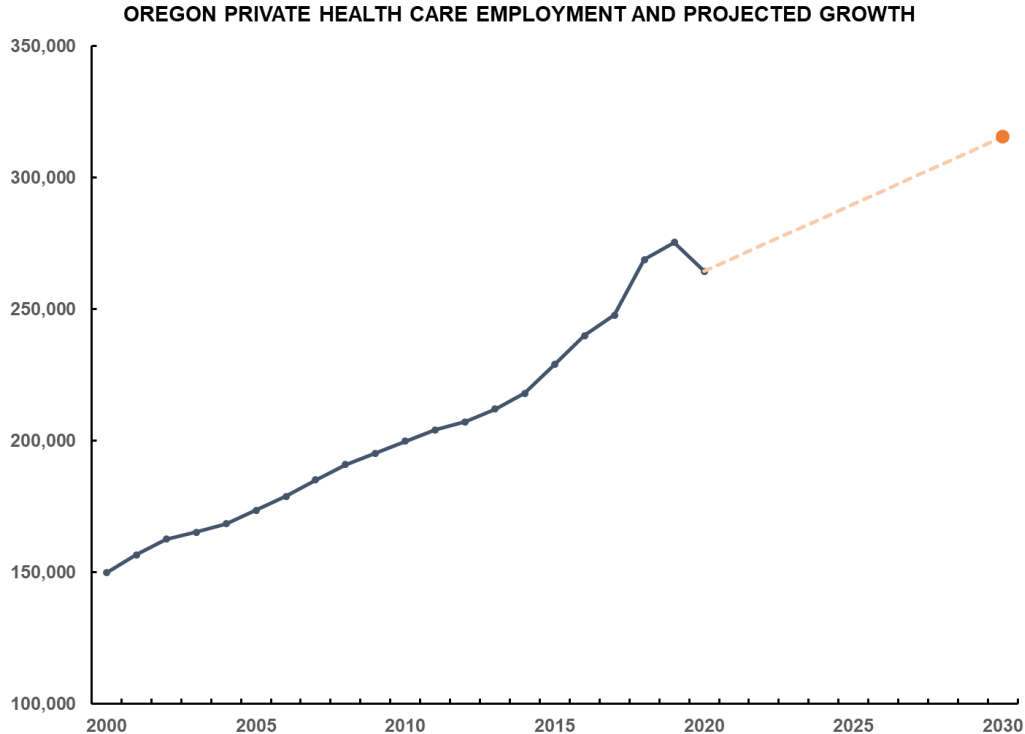


**One of the interesting things about our job vacancy survey is that, if a job opening is difficult to fill, we give employers space to write open-ended responses. Here are some from April-June 2022 in health care:**

- All clinical positions are tough to fill. Vaccination requirements made difficult positions to fill even harder in conservative areas in Oregon like ours.
- High turnover rate in long term care environment.
- Housing and candidate availability since COVID.
- No local CNA program.
- No one wants to work nights.
- There are more incentives for traveling/contract Medical Technicians vs. full-time employees.
- Requires associate degree. Only one class per year locally.



# Health care to grow 19% between 2020 and 2030



Source: Oregon Employment Department; Current Employment Statistics, Industry Projections 2020-2030

The growth of the number of older Oregonians, and the continued development of medical treatments will drive strong growth in Health Care.

Health Care will grow at a faster rate than state employment as a whole (16%).

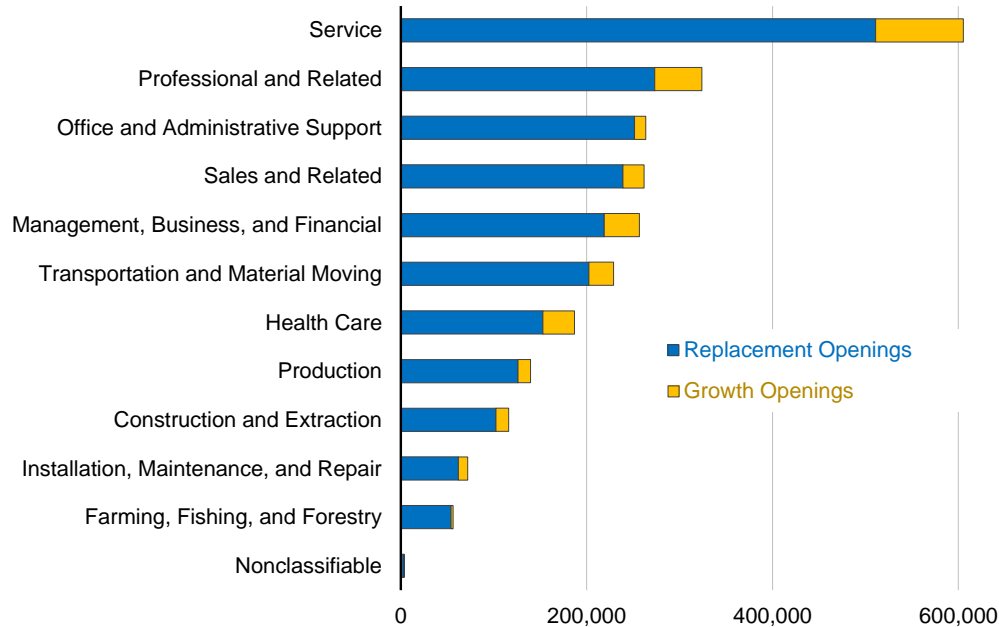
Private and public health care employers projected to add more than 53,400 jobs over the next decade.



# Nearly 200,000 job openings are projected in health care between 2020 and 2030.

## Occupational Openings, 2020-2030, Oregon

Replacement Openings vs. Growth Openings

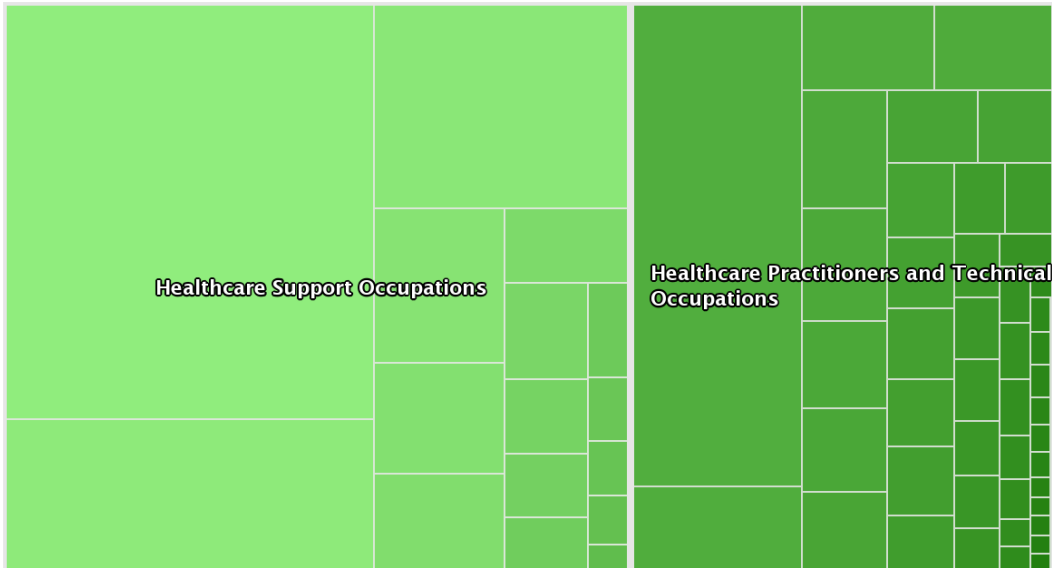


Source: Oregon Employment Department, Occupational Employment Projections, 2020-2030



# Health care practitioners and support occupations will make up the largest share of openings.

## Projected Health Care Job Openings 2020 - 2030

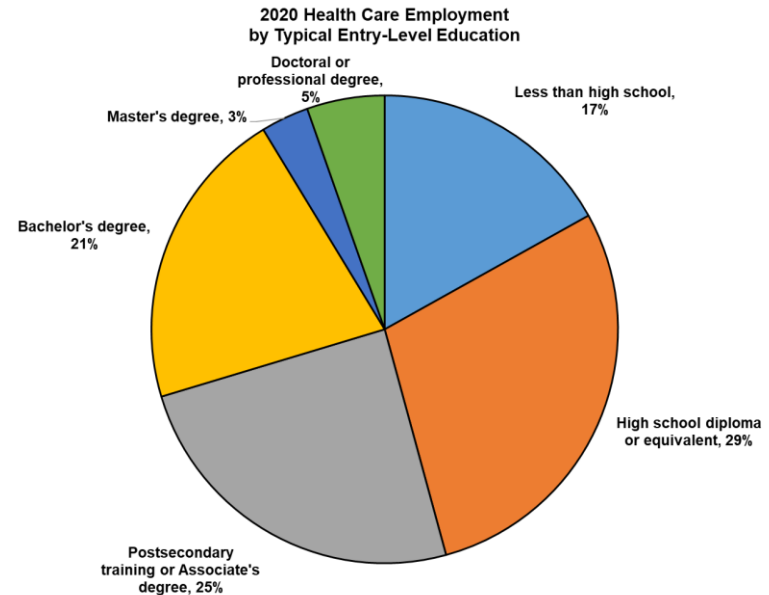
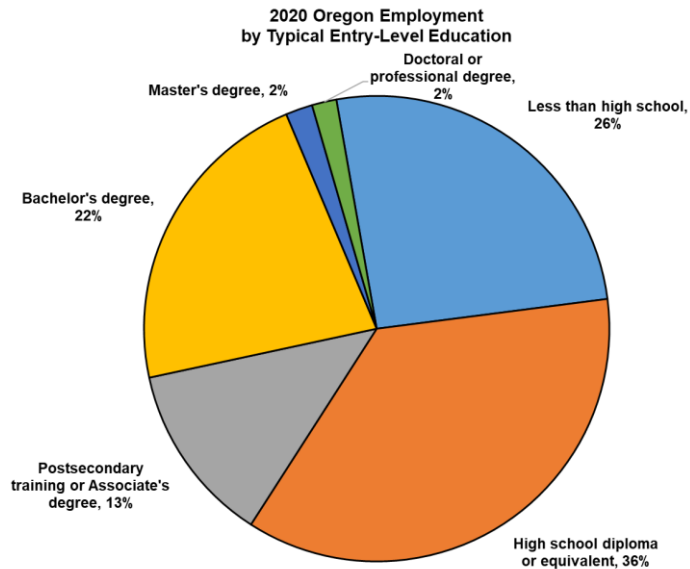


Source: Oregon Employment Department

### Fastest growing large occupations

- Education and Childcare Administrators, Preschool and Daycare
- Preschool Teachers, Except Special Education
- Teaching Assistants, Except Postsecondary
- Physician Assistants
- Speech-Language Pathologists
- Nurse Practitioners
- Occupational Therapy Assistants
- Physical Therapist Assistants
- Massage Therapists
- Childcare Workers

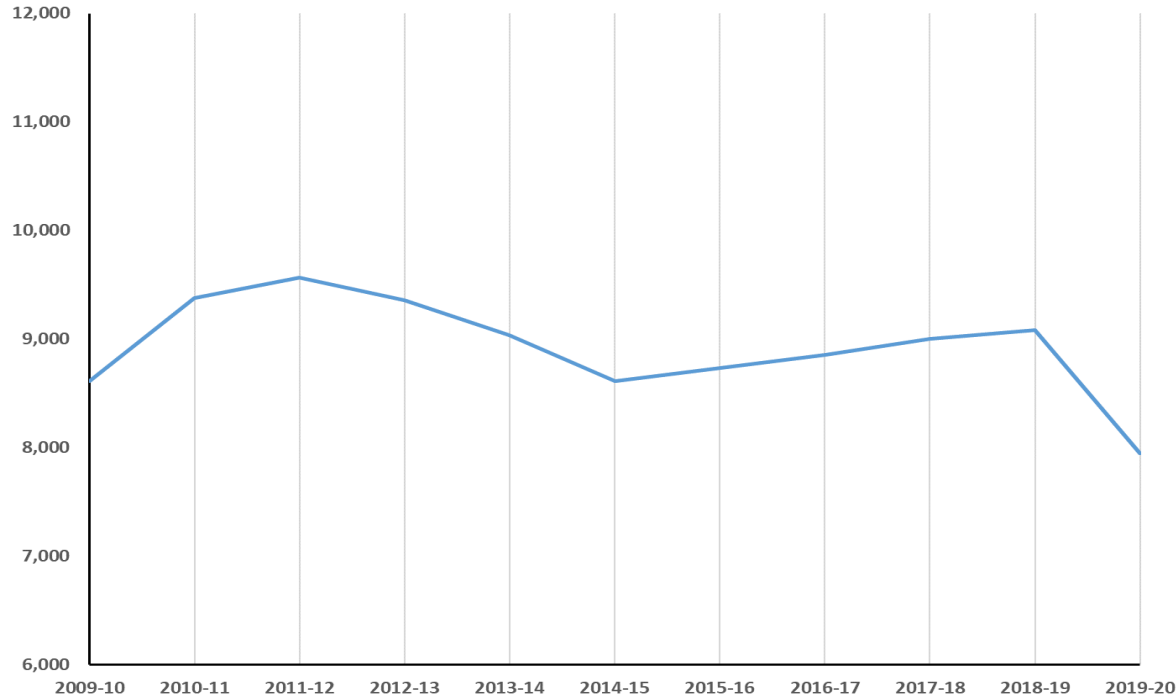
# More than half (54%) of jobs found in health care require postsecondary education



Source: Oregon Employment Department, Oregon Occupational Projections 2020-2030

# Health care is exposed to disruptions to the education pipeline

Degrees or Certificates Awarded in Health Care Professions by Oregon Schools



Source: US Department of Education, National Center for Education Statistics

The pandemic directly impacted the ability for student to complete education programs.

Oregon private and public schools typically awarded about 9,000 degrees or certificates in healthcare professional programs. That was down by 13% in the first year of the pandemic.



# Hiring and Retention in a Tight Labor Market

- Raising wages
- Adding or increasing benefits, perks, and bonuses either in addition to or instead of raising wages.
- Relaxing previous experience requirements when possible, and when it doesn't pose a safety risk, can increase the number of people who qualify for jobs.
- Recruitment intensity; layer help wanted signs with other efforts such as referral incentives, signing bonuses, posting with online job boards, and working with recruiters outside of their immediate geographical area. This includes listing job openings with [WorkSource Oregon](#).

**In a low unemployment environment with record numbers of job openings, it's important to layer these strategies, for both newly hired and existing workers.**





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