



# Oregon's Current Workforce Gaps & Future Workforce Needs

Nick Beleiciks, State Employment Economist

January 31, 2019

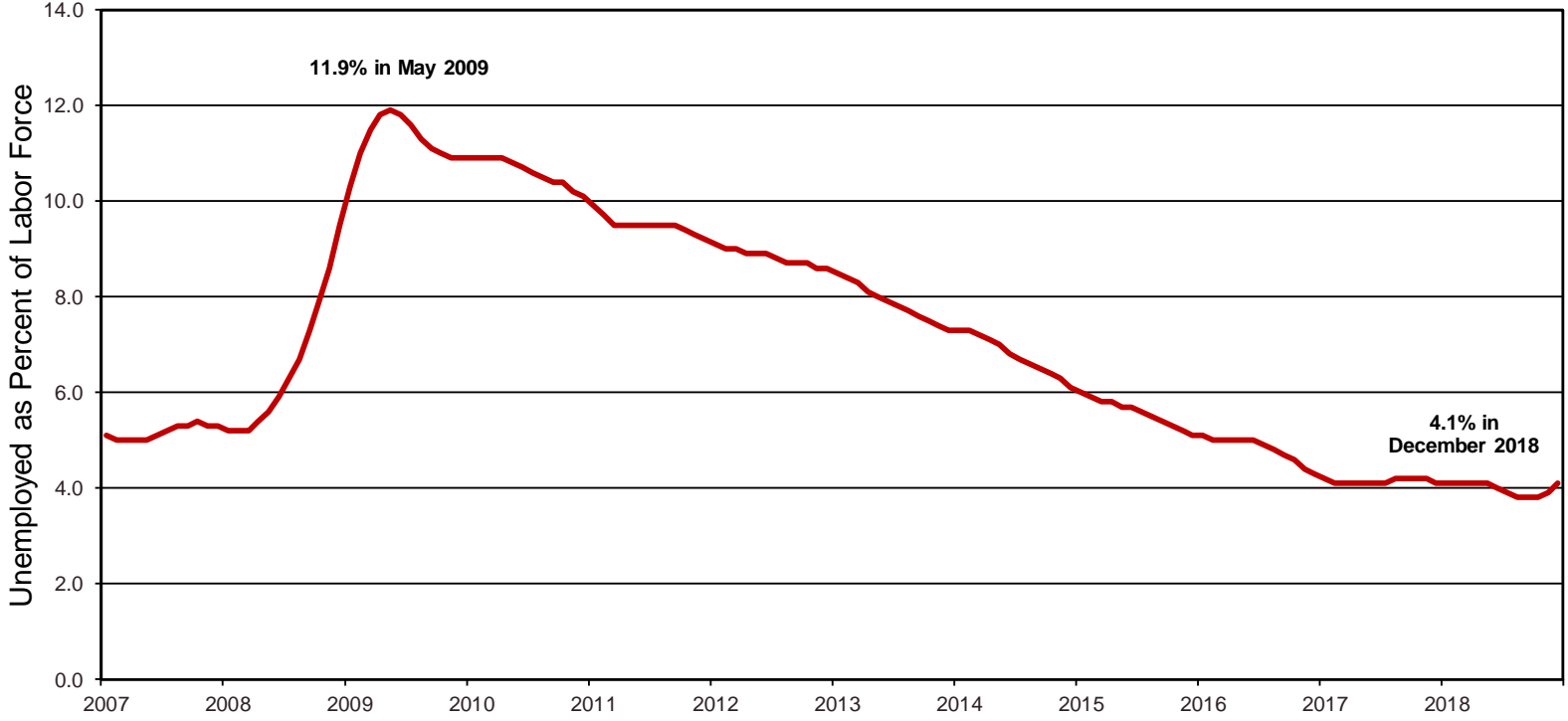
Presentation to the Senate Committee on Workforce

# Labor Market Conditions



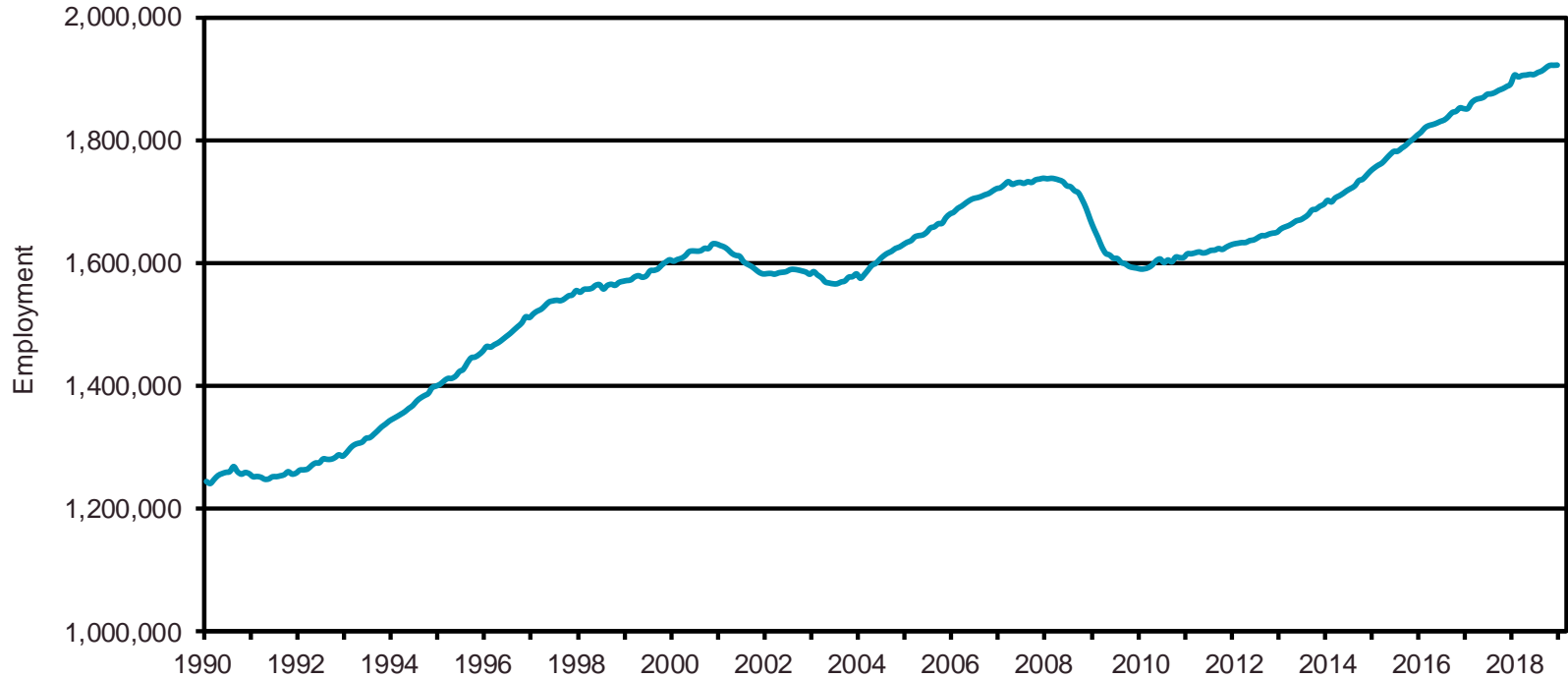
# Low Unemployment → Fewer Jobs Seekers for Hire

## Oregon's Unemployment Rate at Record Low in 2018



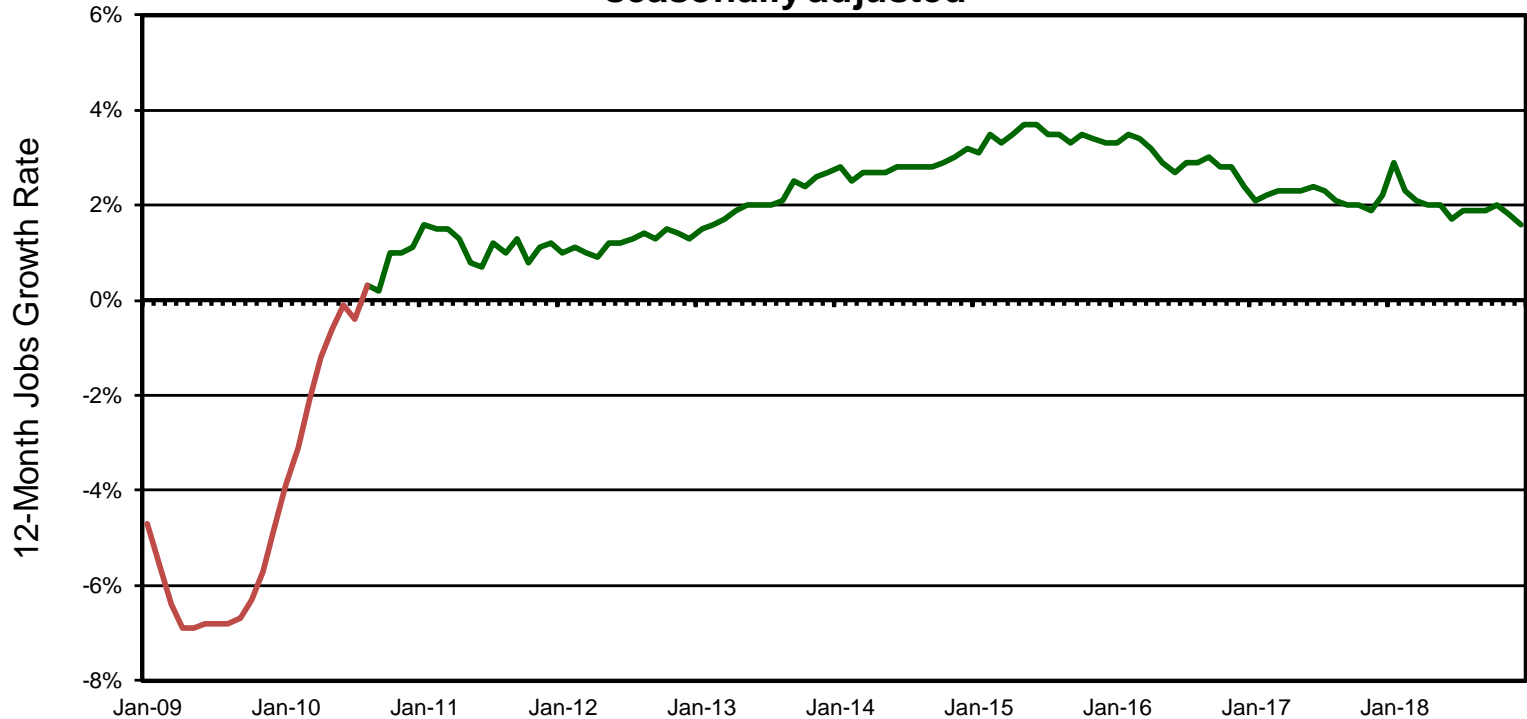
# Job Growth Continues

Seasonally Adjusted Employment in Oregon  
Total Nonfarm Payroll: 1990 - 2018



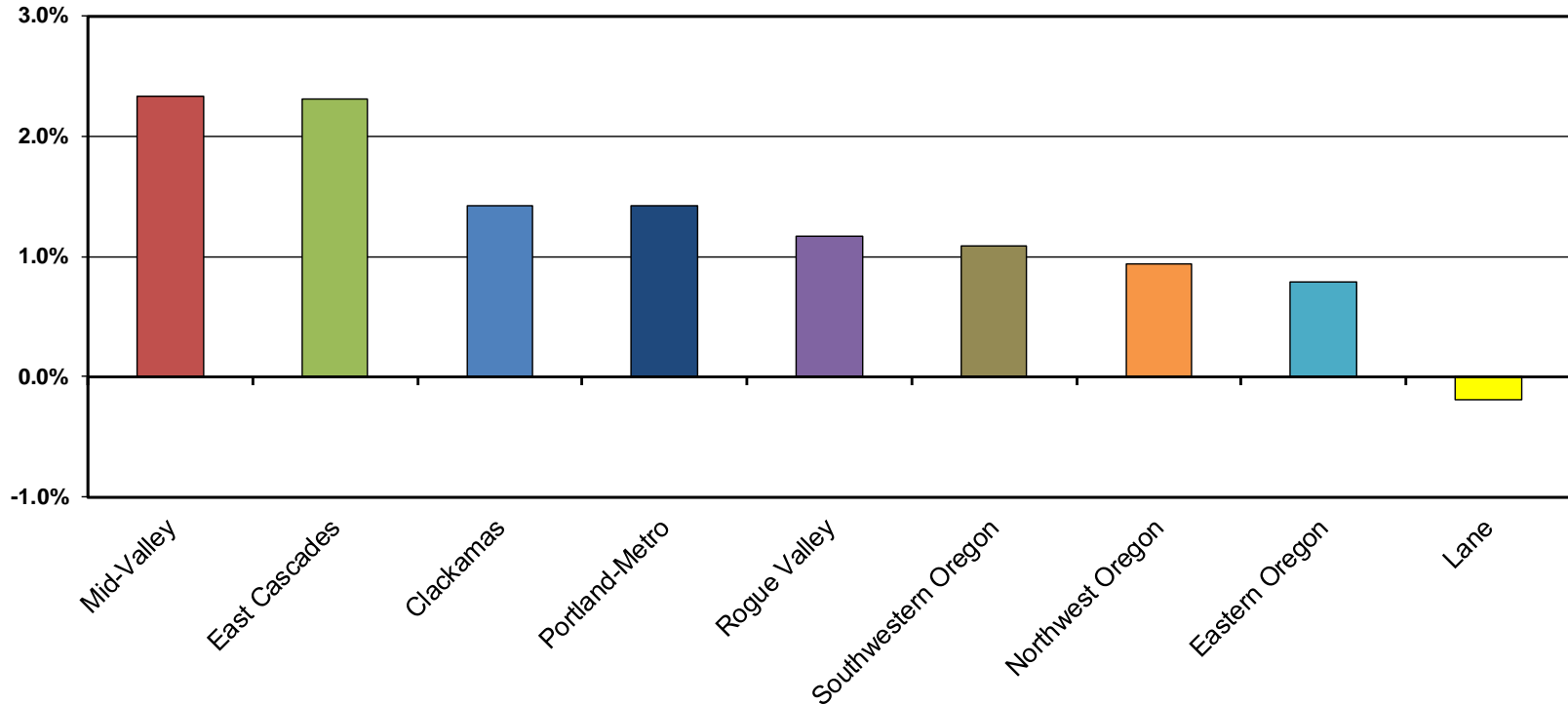
# Job Growth Rate Slowing

Oregon's Year-Over-Year Percentage Change in Jobs  
seasonally adjusted



# Mid-Valley and East Cascades Lead Job Growth

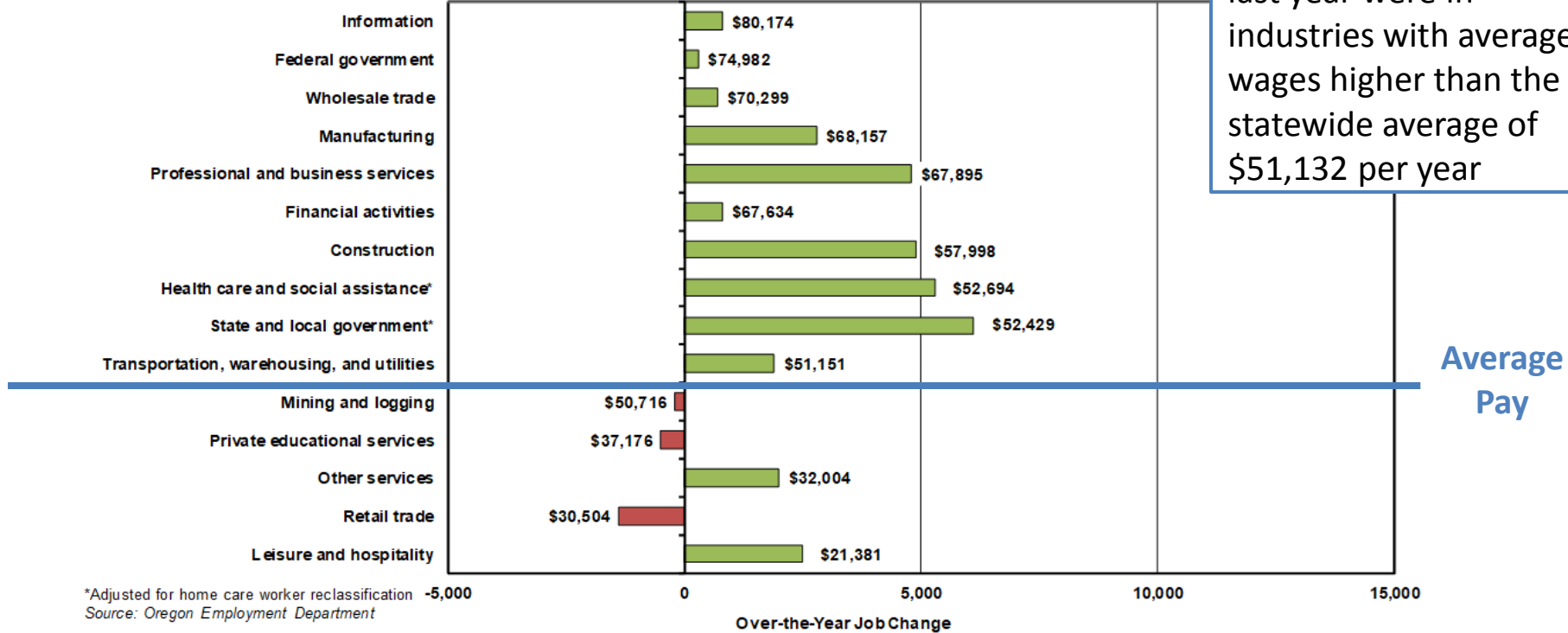
12-Month Job Growth Rates by Local Workforce Area  
December 2017 to December 2018, Seasonally Adjusted



# Oregon Job Growth and Average Pay

**Oregon Job Growth and Average Pay by Industry**  
December 2017 - December 2018 Job Growth, 2017 Average Pay

92% of the jobs added last year were in industries with average wages higher than the statewide average of \$51,132 per year



# Current Workforce Needs





# 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



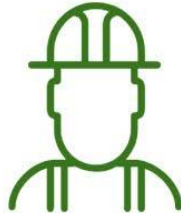
**TRUCK DRIVERS**  
1,500



**CARPENTERS**  
1,500



**PERSONAL CARE AIDES**  
1,400



**CONSTRUCTION LABORERS**  
1,100



**FARM WORKERS**  
1,000



**RESTAURANT COOKS**  
900

# Educational Requirements

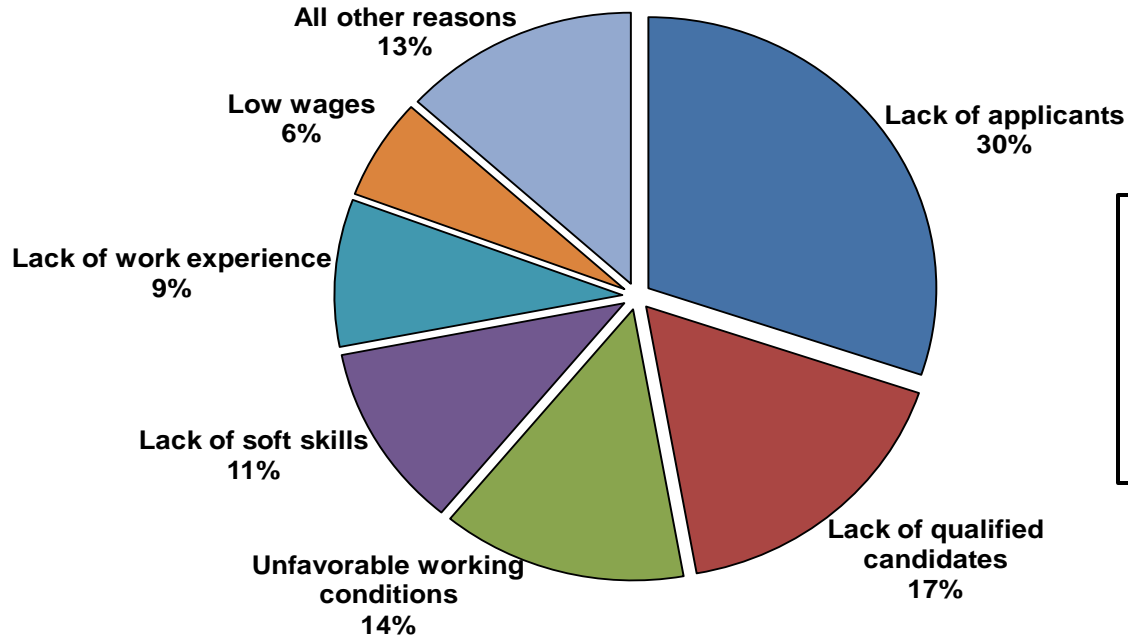
Characteristics of Difficult-to-Fill Vacancies by Education Level Requirement, 2017

	Difficult-to-Fill Vacancies	Average Wage	Full time	Permanent	Require Previous Experience
<b>All Education Levels</b>	<b>38,691</b>	<b>\$18.28</b>	<b>77%</b>	<b>85%</b>	<b>67%</b>
No requirement	12,889	\$14.57	73%	76%	49%
High school or equivalent	13,650	\$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%



# 64% of Job Vacancies Difficult to Fill

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



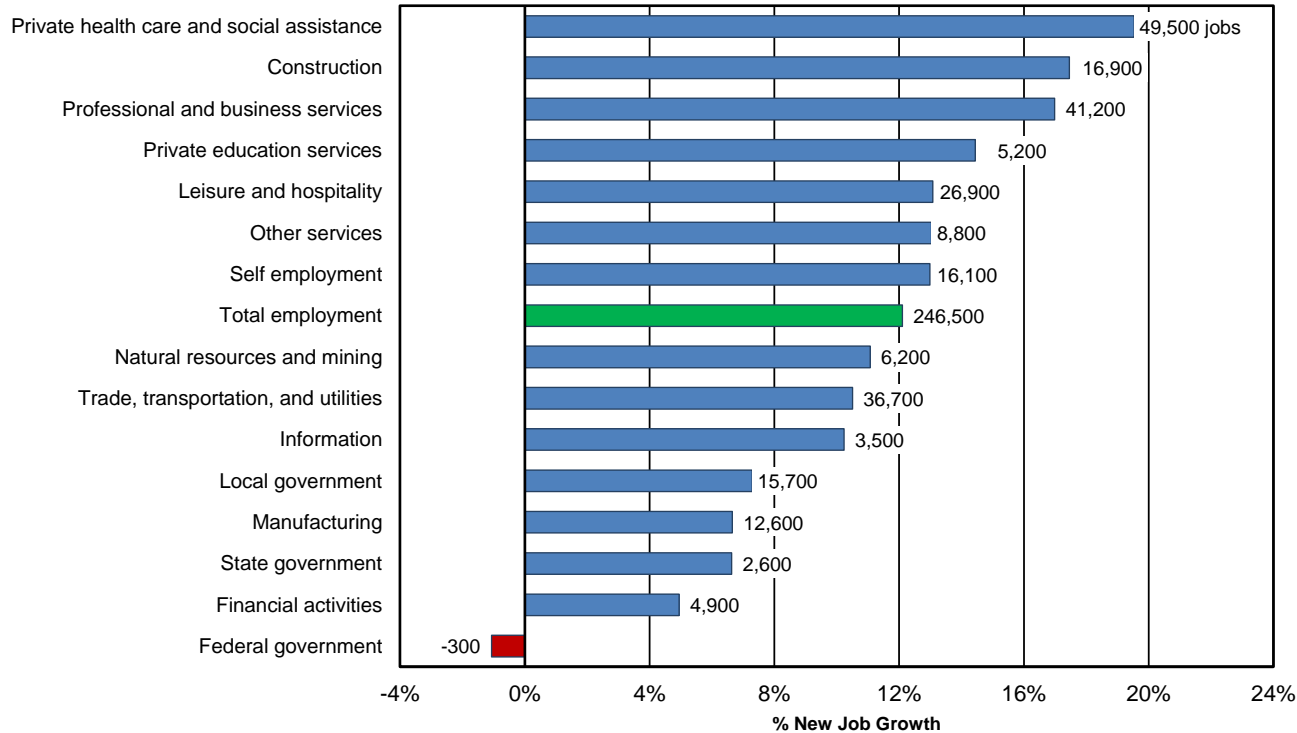
Job growth and low unemployment exposes gaps in the workforce: 60,700 vacancies, 64% are difficult to fill

# 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

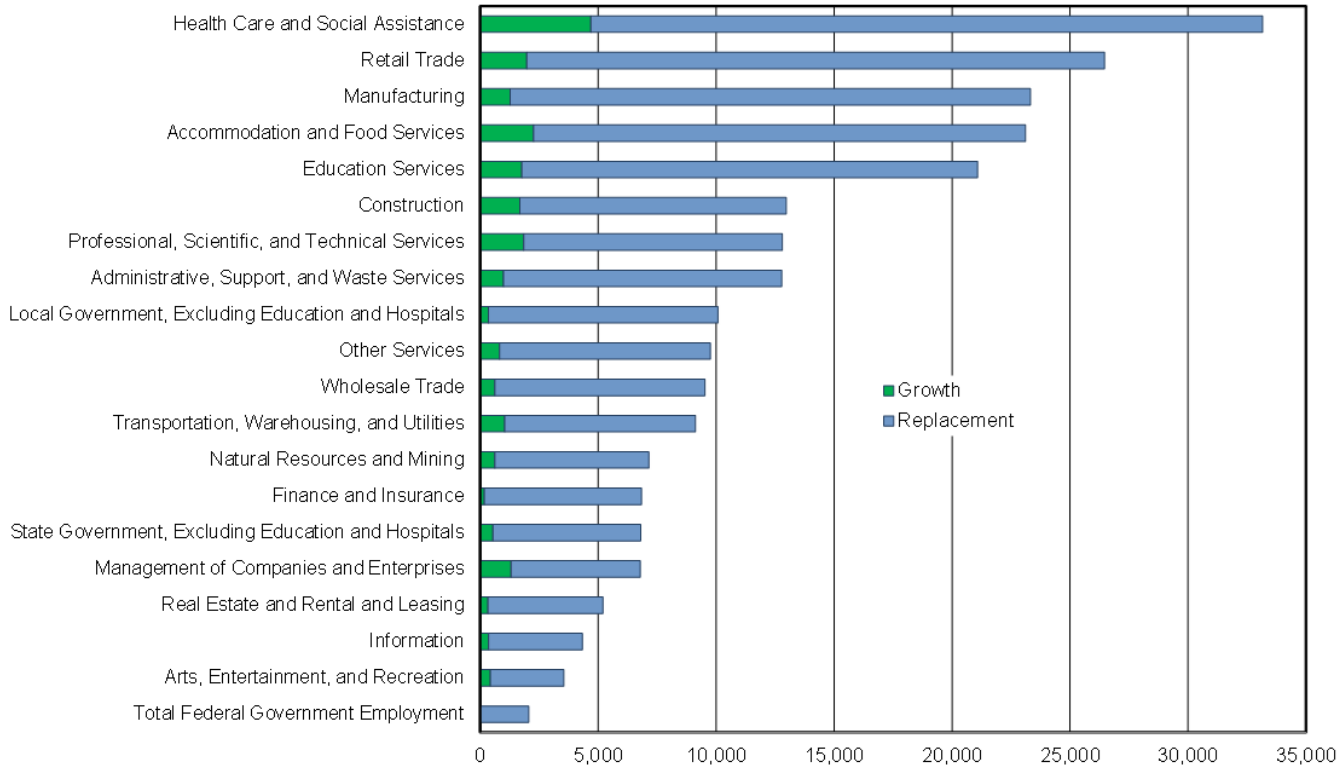
Construction will be the second-fastest growing sector (17%)

Federal government is the only broad sector expected to decline



# Replacement Openings Create Jobs Openings

2017-2027 Average Annual Openings by Sector in Oregon



For every new job added by growing and expanding businesses, Oregon employers will have another nine job openings requiring newly trained workers to replace those who leave the labor force or make a major occupational change

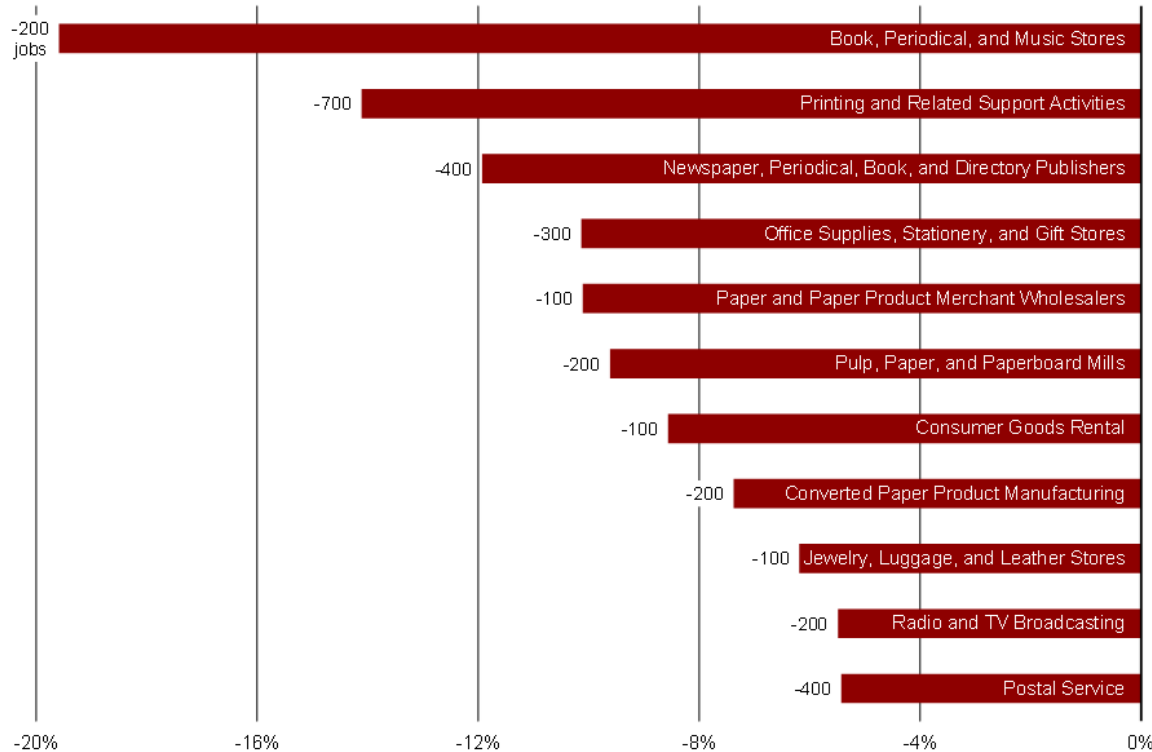




# Industries Projected to Lose Jobs

Oregon Industry Groups with Fastest Job Declines, 2017-2027

*At Least 1,000 Jobs in 2017*

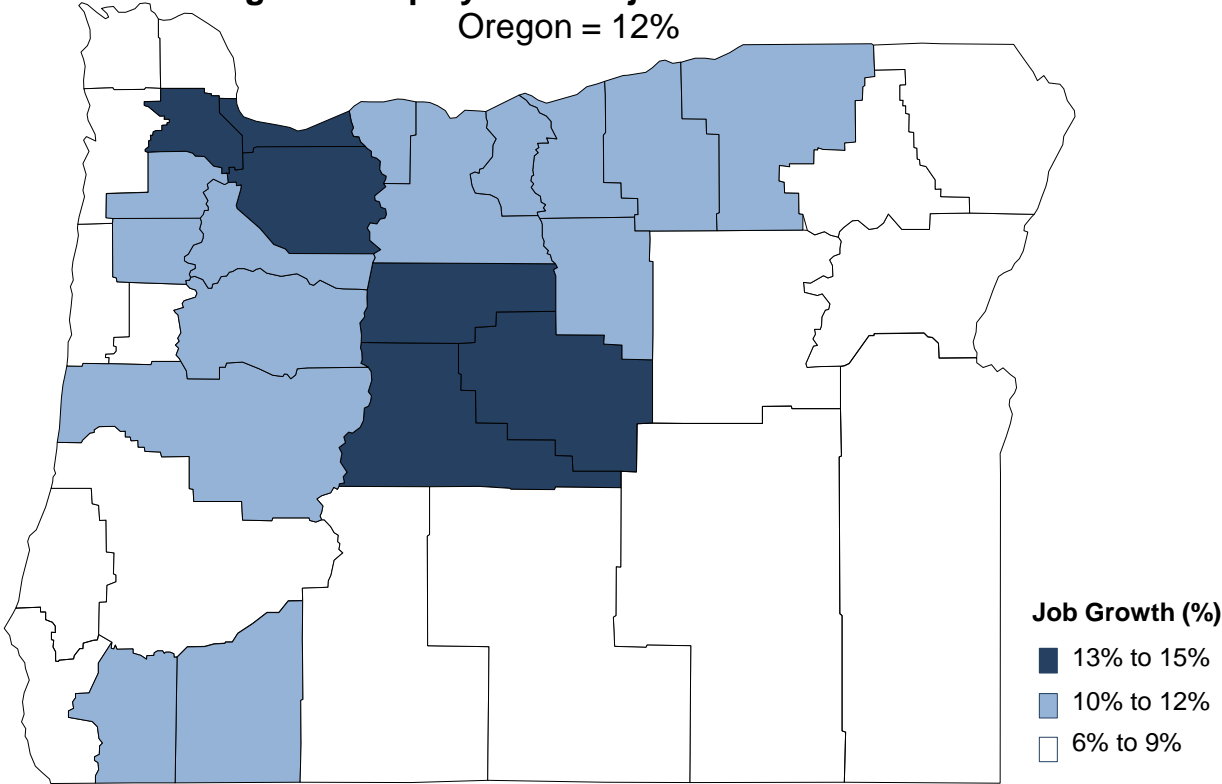


Despite a net loss of jobs, these industries will still need many newly trained workers to replace those who retire and leave the labor force

# Projected Growth by Industry

Regional Employment Projections 2017-2027

Oregon = 12%



All areas of Oregon are projected to add jobs between 2017 and 2027

Slower growing areas still offer many jobs opportunities





**Nick Beleiciks, State Employment Economist**

[Nick.J.Beleiciks@Oregon.gov](mailto:Nick.J.Beleiciks@Oregon.gov)

503-947-1267

Get the latest workforce and economic research delivered to your inbox!

Sign up at <https://www.qualityinfo.org/p-sofrm/>

**Join the conversation:**

[OregonEmployment.Blogspot.com](http://OregonEmployment.Blogspot.com)

Twitter [@OREmployment](https://twitter.com/OREmployment)