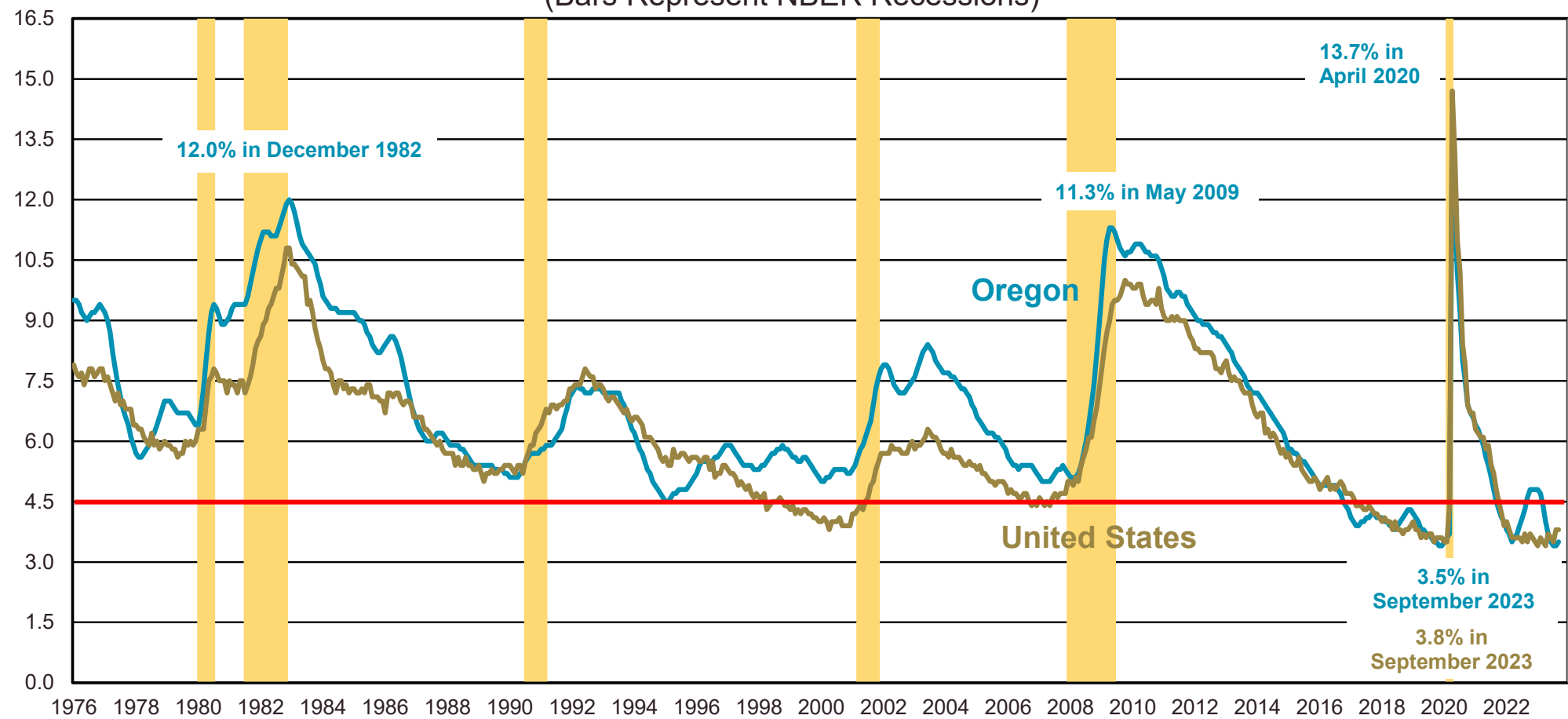


Workforce Trends and Difficulty Finding Workers in Oregon

Senate Interim Committee on Labor and Business
November 7, 2023

Oregon's unemployment rate was near a record low at 3.5% in September.

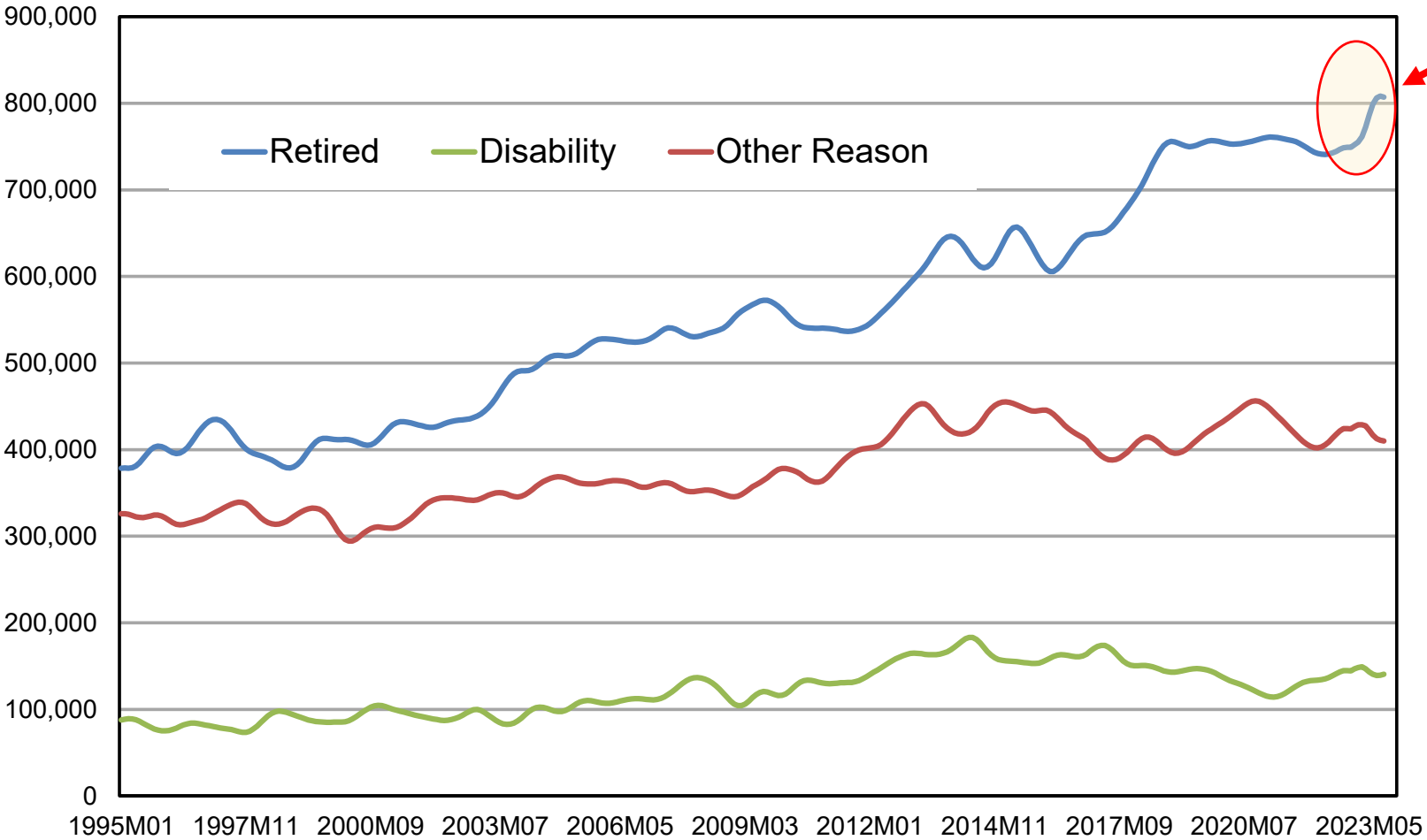
Oregon's Unemployment Rate Was 3.5% in September 2023 (Bars Represent NBER Recessions)



Source: Oregon Employment Department and National Bureau of Economic Research

THE SIZE OF OREGON'S LABOR FORCE IS DECLINING. RETIREMENTS HAVE INCREASED.

Not in Oregon's Labor Force, by Reason 1994 - 2023



**Retired Oregonians
not in labor force**

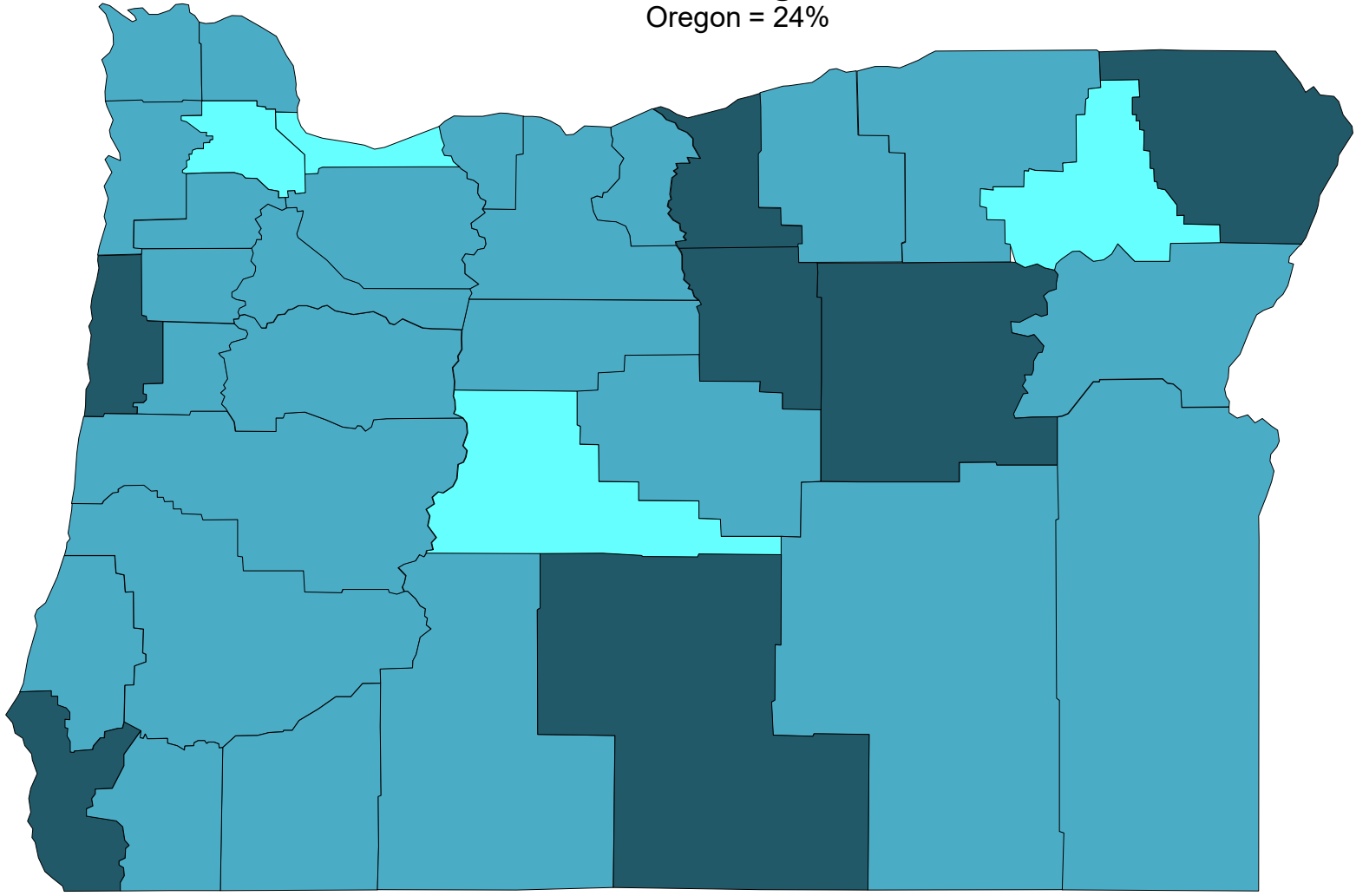
In the first nine months of 2023, the number of people out of Oregon's labor force due to retirement has increased by more than 50,000.

Source: Oregon Employment Department, Local Area Unemployment Statistics

ONE OUT OF EVERY FOUR JOBS IN OREGON IS HELD BY A WORKER 55 YEARS OR OLDER.

Share of Workers Ages 55+ in 2022

Oregon = 24%



Workers 55+ in Selected Sectors:

Health care and social assistance, 69,300 (24%)

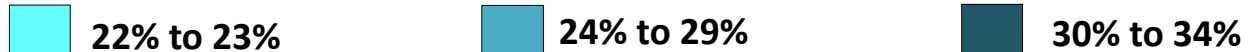
Manufacturing, 49,200 (26%)

Agriculture, forestry, and fishing, 17,000 (33%)

Real estate, rental, and leasing, 8,800 (29%)

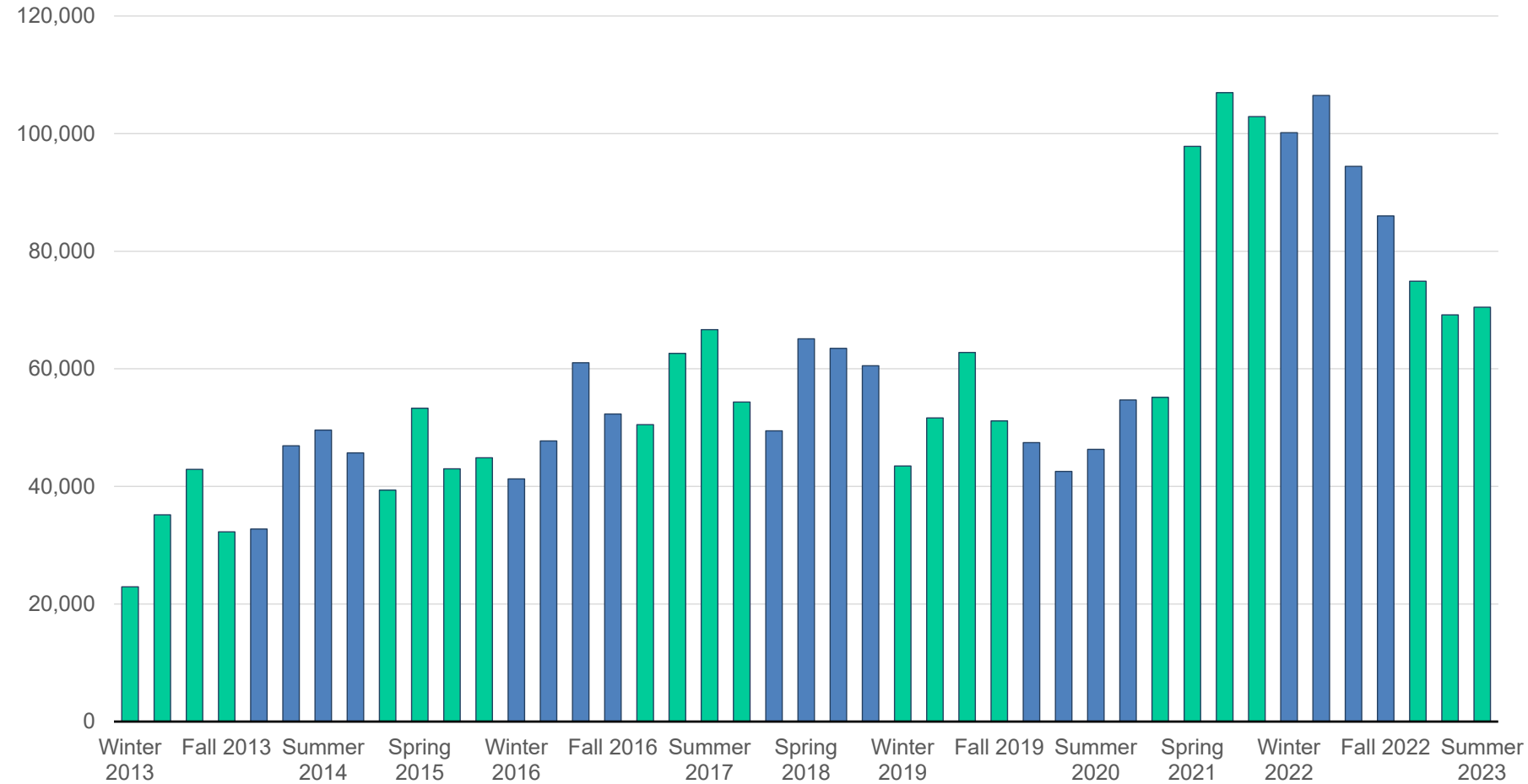
Utilities, 2,200 (28%)

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



Hiring Demand Remains Strong in Oregon

Job Vacancies at Private Employers in Oregon, Winter 2013 - Summer 2023



Source: Oregon Employment Department, Quarterly Job Vacancy Survey

Summer 2023 Job Vacancies:

Health care and social assistance: 19,100

Leisure and hospitality: 9,200

Retail trade: 9,200

Administrative and waste services: 7,700

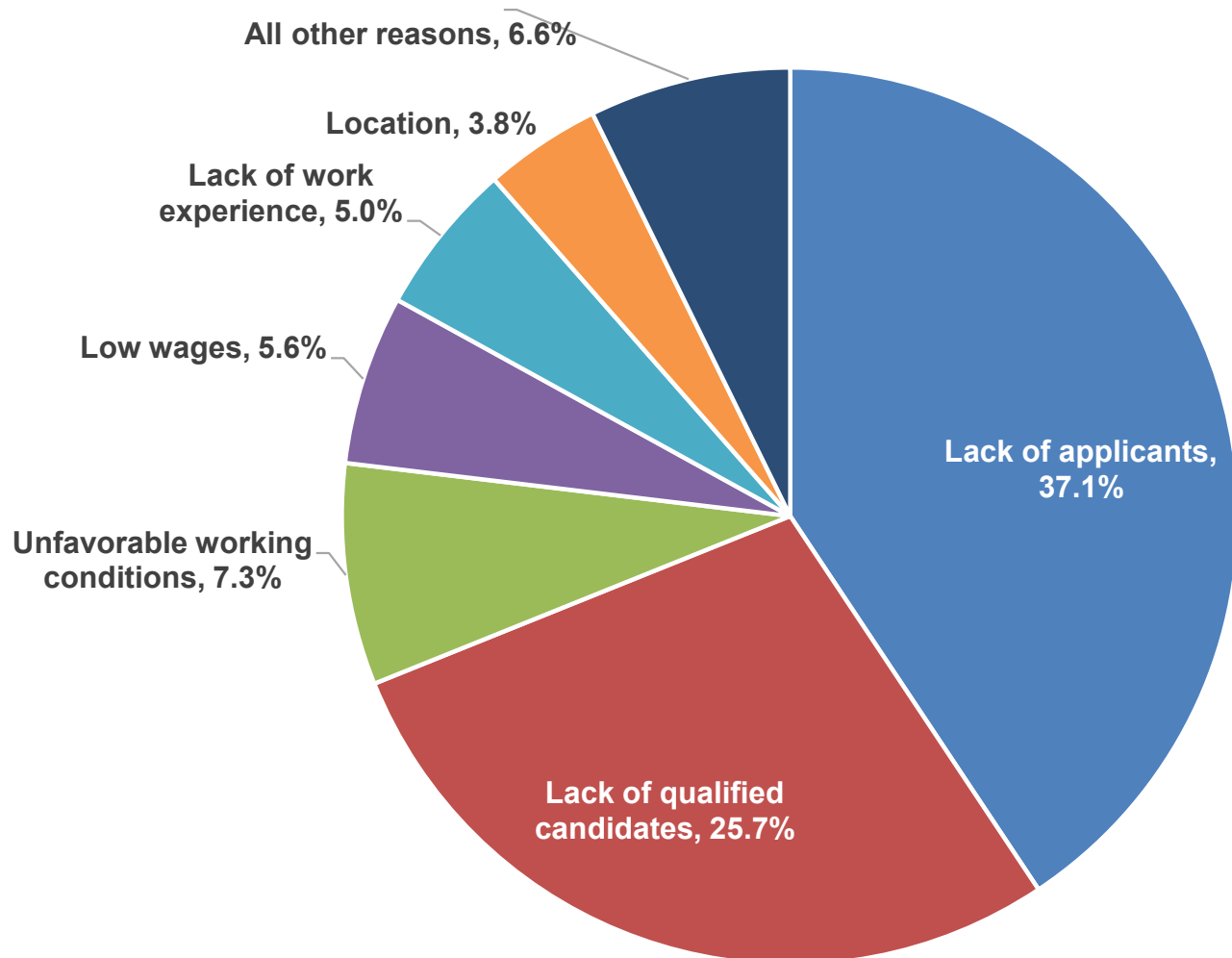
Characteristics of Private-Sector Job Vacancies in Oregon, January-September 2023

Sector	Vacancies	Average Wage	% Full time	% Permanent	% Education Beyond HS	% Require experience	% Difficult to fill
All Sectors	71,519	\$25.17	82%	95%	40%	61%	60%
Private health care and social assistance	17,789	\$28.01	85%	100%	61%	63%	62%
Leisure and hospitality	8,643	\$17.13	54%	87%	6%	42%	59%
Management and administrative and waste services	7,593	\$23.80	90%	95%	29%	48%	49%
Retail trade	7,232	\$20.96	76%	93%	15%	48%	48%
Manufacturing	6,329	\$23.22	88%	98%	22%	65%	74%
Professional and technical services	5,694	\$36.34	91%	97%	87%	84%	47%
Construction	5,467	\$29.05	96%	96%	42%	78%	74%
Other services	4,049	\$26.51	80%	96%	60%	65%	73%
Wholesale trade	2,307	\$21.37	91%	94%	34%	68%	51%
Financial activities	1,997	\$24.65	90%	90%	39%	66%	45%
Natural resources and mining	1,808	\$20.35	90%	70%	20%	56%	78%
Transportation, warehousing, and utilities	1,192	\$23.95	89%	99%	34%	70%	80%
Private education services	847	\$31.21	81%	98%	80%	81%	34%
Information	573	\$28.46	66%	67%	64%	59%	45%

Source: Oregon Employment Department, Quarterly Job Vacancy Survey

MOST COMMON DIFFICULTY FILLING JOB OPENINGS IS LACK OF APPLICANTS

Employer-Provided Reasons for Difficulty Filling Job Openings January - September 2023



The top three most commonly cited reasons by employers for difficulty filling job vacancies in Oregon were the same in 2019 as they were in 2023.

ILLUSTRATIVE EXAMPLES OF DIFFICULTY FILLING JOB OPENINGS

Sector / Location	Position	Employer-Provided Response
Lack of Applicants...		
Health Care / Salem	Personal care aides	"Nationwide caregiver shortage....worse after COVID"
Social Assistance / Portland	Light truck drivers	"Not enough applicants"
Health Care / Bend	Health care support workers	"Staffing shortage. Cost of living."
Lack of Qualified Candidates...		
Manufacturing / Mid-Valley	Bookkeeping, accounting, and auditing clerks	"Finding qualified applicants"
Health Care / Portland	Personal care aides	"insufficient number of qualified applicants"
Health Care / Clackamas County	Social and human services assistants	"Per our grant, we need a 'youth under 25 with "lived experience"."
Unfavorable Working Conditions...		
Manufacturing / Clackamas	Vehicle and Equipment Cleaners	"This is a graveyard position and involves wearing a chemical suit and cleaning equipment"
Manufacturing / Eastern Oregon	Freight, Stock, and Material Laborers	"Freezing work environment, need standup forklift experience"
Manufacturing / Columbia Gorge	Supervisors of Production Workers	"Not finding qualified applicants willing to work night shift."



HIRING AND RETENTION IN A TIGHT LABOR MARKET

What can employers do in a tight labor market when hiring is really competitive, and it's hard to find enough workers?

In times of low unemployment and plentiful jobs, it's important to layer as many of these as possible for both new and existing workers.

Raise Wages

Over the past year, average starting wages rose to \$24 per hour, a gain of 4% after adjusting for inflation.

Benefits, Perks, Bonuses

Some might be monetary, others might be things like schedule flexibility or hybrid remote/in-person work.

Reduce Previous Experience Requirements

Allows more people to be eligible for your job openings

Recruitment Intensity

Layer help wanted signs with online job postings; list with WorkSource; work with recruiters regionally/nationally

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