



GREATER PORTLAND INC TALENT RETENTION & RECRUITMENT



Talent Recruitment



Statewide Talent Retention & Recruitment Platform

Oregon needs to drive economic growth by retaining and recruiting top talent.

Showcase Oregon's metro regions as distinct destinations for skilled workers.

Platform



As workforce shortages threaten critical industries like semiconductors, food and beverage, and business services, this platform will drive economic growth by retaining and recruiting the talent Oregon needs to remain competitive across diverse regions.



Challenges

Shrinking Talent Pool

Oregon faces a decline in skilled workers, limiting growth and innovation.

Workforce Gaps

Critical sectors (e.g. semiconductor, business services, etc.) struggle to fill positions.

Attracting and Retaining Graduates

Oregon is losing graduates to other regions with clearer career paths.

Low Awareness

There's limited national visibility of Oregon's job opportunities.

Lack of a Coordinated Strategy

Without a unified recruitment strategy, Oregon risks falling behind regions like Dallas, OKC, Jacksonville, and others.

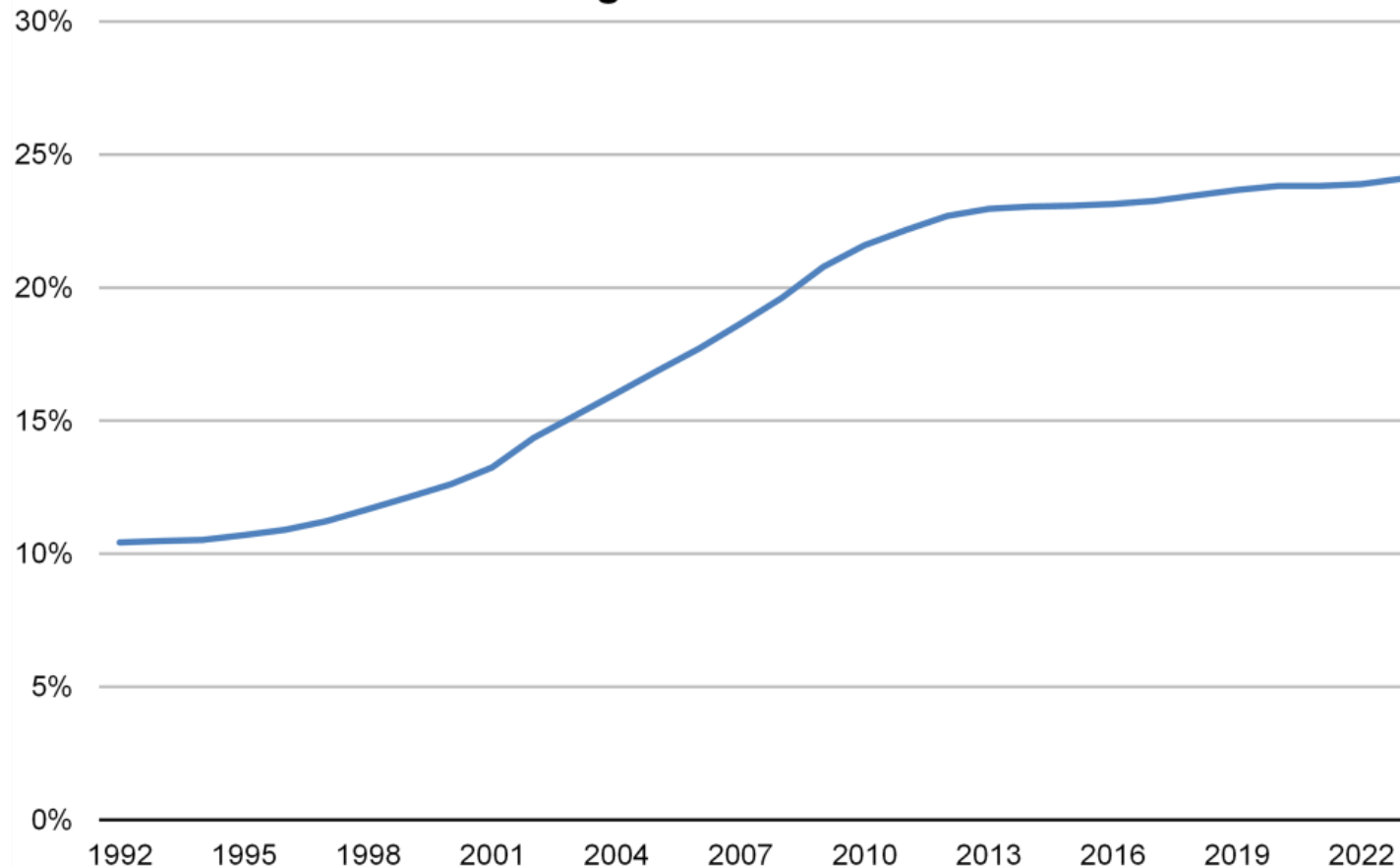


Oregon's Aging Workforce

Percent of Jobs held by workers 55 and older



**Nearly One out of Four Oregon Jobs Held by Workers
Ages 55 or Older**



Source: Oregon Employment Department and U.S. Census Bureau, Quarterly Workforce Indicators

The number of Oregon jobs held by workers age 55 and over more than tripled from 10% in 1992 to 24% in 2023.

Additionally, in 2023 Oregon reached a record number of people (786,000) who were not in the state's labor force due to retirement.

Oregon's Aging Workforce

By Industry



Workers Ages 55+ May be Within a Decade of Retirement

Oregon Jobs in 2023	All Workers	Age 55+	% Age 55+
All Sectors	1,937,646	466,892	24%
Agriculture, Forestry, Fishing and Hunting	51,599	17,129	33%
Mining, Quarrying, and Oil and Gas Extraction	1,782	571	32%
Real Estate and Rental and Leasing	31,310	8,982	29%
Transportation and Warehousing	75,268	20,177	27%
Utilities	8,198	2,189	27%
Public Administration	76,045	20,216	27%
Manufacturing	187,188	49,612	27%
Other Services (except Public Administration)	67,927	17,976	26%
Wholesale Trade	79,239	20,715	26%
Educational Services	147,653	38,323	26%
Finance and Insurance	55,456	13,844	25%
Health Care and Social Assistance	300,237	72,783	24%
Administrative and Waste Services	105,222	24,966	24%
Retail Trade	208,358	49,131	24%
Construction	124,024	28,640	23%
Professional, Scientific, and Technical Services	113,276	24,722	22%
Arts, Entertainment, and Recreation	33,491	7,042	21%
Management of Companies and Enterprises	53,138	10,926	21%
Information	41,478	7,697	19%
Accommodation and Food Services	176,757	31,251	18%

Many of Oregon's key industries have large number of workers ages 55 and above:

- Health Care = 72,783
- Manufacturing = 49,612
- Education = 38,323
- Agriculture = 17,129

1 out of 3 workers in the state's Agriculture industry are 55 or older.

Sources: Oregon Employment and Quarterly Workforce Indicators, U.S. Census Bureau

Job Vacancies

By Industry



Oregon Job Vacancies by Industry, Summer 2024

Industry	Vacancies
All Industries	61,013
Health care and social assistance	25,397
Retail trade	7,038
Manufacturing	4,929
Wholesale trade	4,375
Leisure and hospitality	3,513
Construction	3,166
Management, administrative, and waste services	2,863
Professional, scientific, and technical services	2,756
Other services	2,435
Financial activities	2,280
Private educational services	1,155
Transportation, warehousing, and utilities	550
Natural resources and mining	403
Information	153

Source: Oregon Employment Department

Recent data from the Oregon Employment Department also a larger number of current job vacancies in key industries:

- Health Care = 25,397
- Manufacturing = 4,929
- Construction = 3,166

A Decline in Population & New Residents



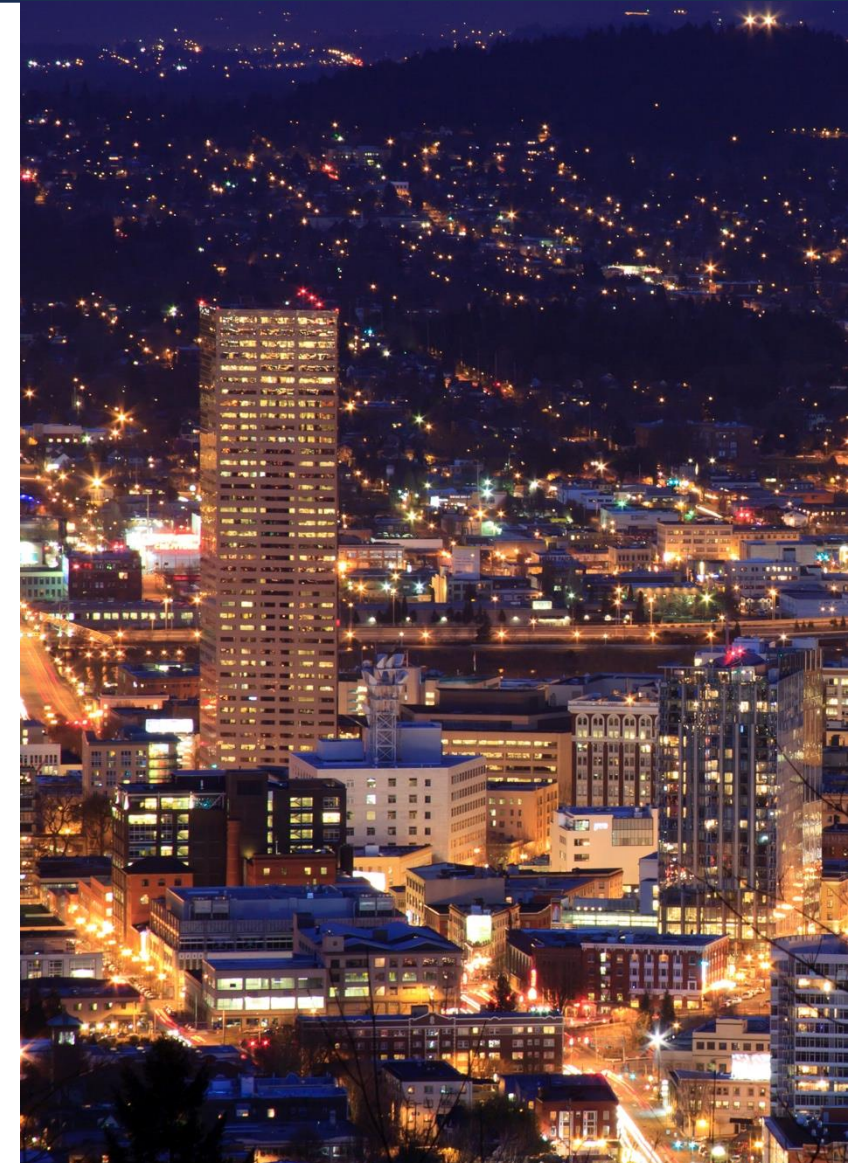
Oregon's population decreased by 6,000 from 2022 to 2023.

This decrease due to reduced natural growth, increased domestic outmigration, and insufficient gains from international migration to offset losses.

Oregon has ranked as high as 2nd in the nation for attracting new residents (migration). By 2023, the ranking fell to 45th.

In 2023, approximately 125,246 individuals moved to Oregon, while 131,403 residents left, indicating a net migration loss.

Source: Common Sense Institute, Analysis of U.S. Census data.



A Decline in Population & New Residents



The top destinations for residents leaving Oregon are Washington, California, Arizona, Texas, and Idaho.

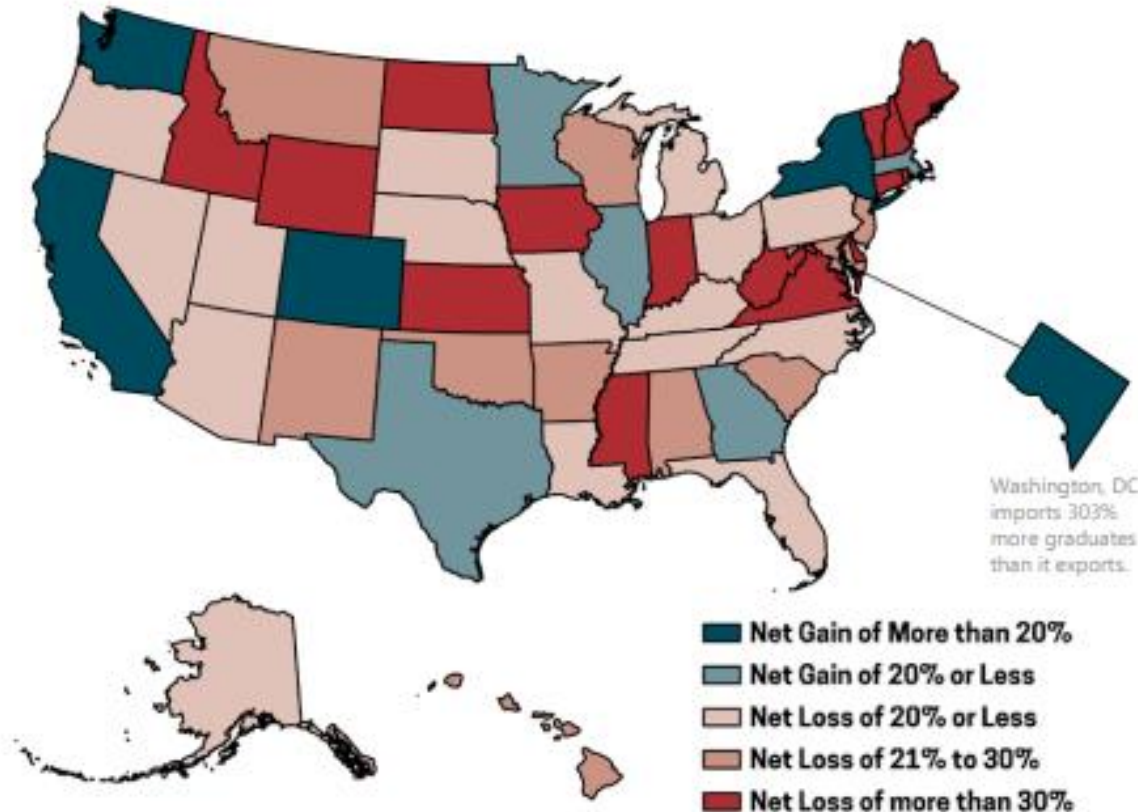
For young professionals ages 25-34 years old: Over the past decade, Oregon has increasingly attracted this group, evidenced by steady growth in net migration. However, around 2021, this demographic experienced a significant shift with increased outmigration and decreased inflows.

Source: Common Sense Institute, Analysis of U.S. Census data.

College Graduates

Percent of Jobs held by workers 55 and older

Net import rate of college graduates



NOTE: The graph focuses on alumni from bachelor's degree-granting institutions.

SOURCE: Conzelmann, Johnathan G. et al. "Grads on the Go: Measuring College-specific Labor Markets for Graduates." (2023).

A recent study by the W.E. Upjohn Institute for Employment Research Oregon's in-state retention rate of 4 year college graduates was 65% from its public universities and 54% from its private universities.

As comparison, the same figures in other states were:

- Washington = 74% and 62%
- California = 83% and 72%

SOLUTIONS



Oregon's Recruitment & Retention Platform

One-Stop-Shop for Talent
Recruitment & Retention

Lifestyle Advantages

Pathways for
Professional Growth

Each Region's Unique
Strengths and Needs will be
Showcased



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72°

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A wide-angle, high-angle photograph of the Dallas skyline at night. The city is illuminated with various lights, and the Reunion Tower's spherical top is a prominent feature on the right side of the image. The text 'Find your future in the Dallas Region' is overlaid in the center.

Find your future in the Dallas Region



Greater Oklahoma City

A Better Living. A Better Life.

Looking for...

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[Get a Welcome Guide](#)

[Watch our Relocation Video](#)

SOLUTIONS



Centralized Resource for Talent

This platform will unify resources across Oregon into a single, accessible hub, pulling together efforts from WorkSource Oregon, local workforce boards, and educational institutions. By connecting job seekers with statewide openings, it will provide seamless access to opportunities in Oregon.

Showcasing Career Opportunities

The platform will spotlight high-demand sectors like semiconductors and business services. This positions Oregon as an ideal place to start or grow a career, attracting the skilled workforce we need.

Streamlined Job Search Experience

A user-friendly interface will offer easy access to job postings, professional resources, and upskilling programs.

Upskilling and Reskilling Resources

By partnering with community colleges and training centers, the platform will offer resources for professionals looking to upskill or switch industries, ensuring Oregon's workforce remains future-ready.

Employer Collaboration

The platform will align job postings with employer needs across the state, creating a direct pipeline to fill positions and driving economic growth by addressing workforce gaps.

WHY LEGISLATIVE SUPPORT MATTERS



Fragmented Environment

Job seekers, HR departments, and regional agencies operate in silos, weakening our ability to attract and retain top talent due to the lack of a unified, compelling message.

Strong Unified Positioning

This platform will position each region as a premier destination for top talent, showcasing key industries, lifestyle benefits, and economic opportunities essential for regional growth.

Critical Funding

Legislative funding is critical to build a unified infrastructure that complements current initiatives, streamlining Oregon's workforce strategy and making it easier for skilled professionals to find their place across the state.



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