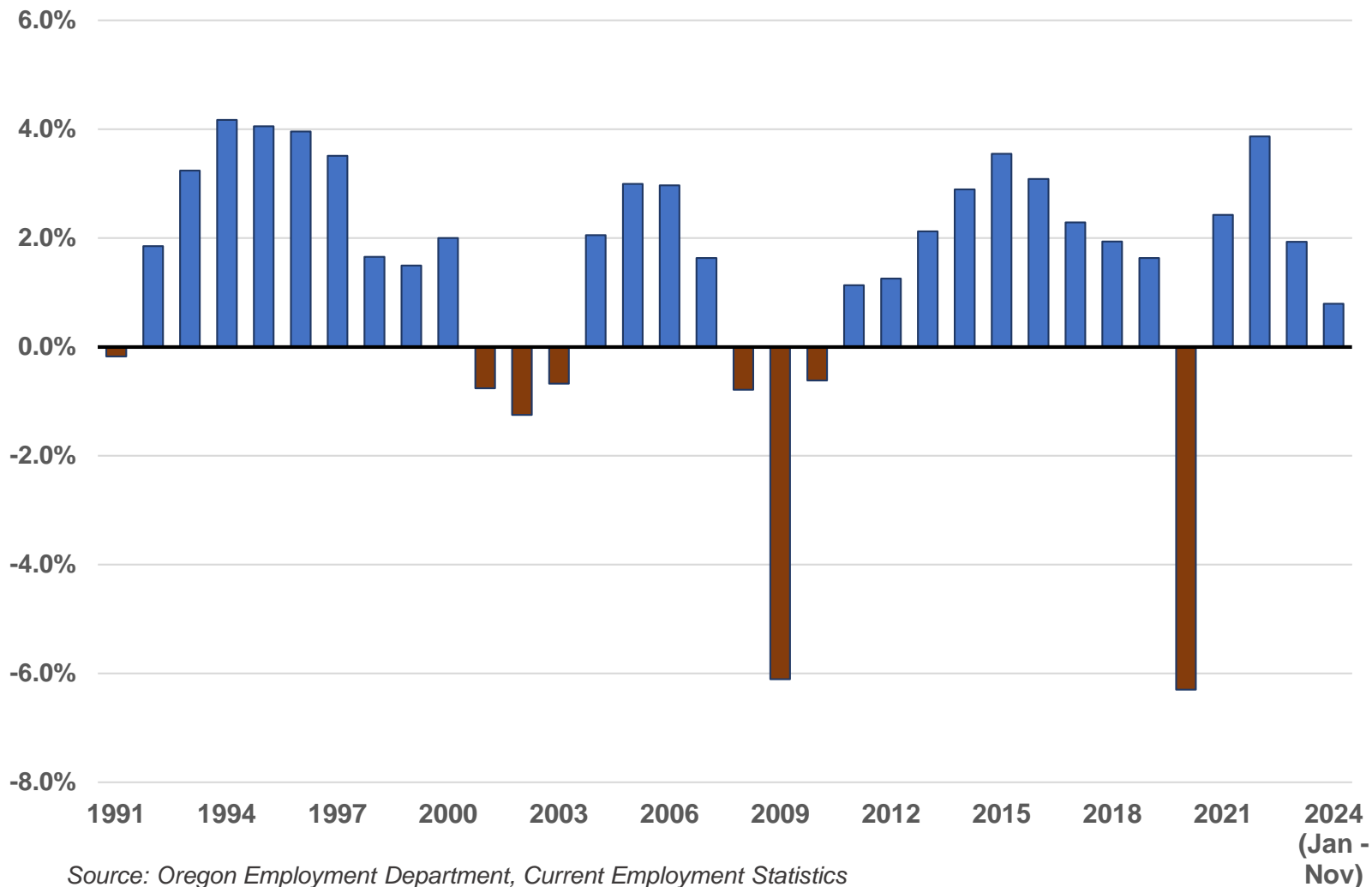


Job Growth in Health Care and Future Workforce Needs

Senate Committee on Health Care
January 21, 2025

JOB GROWTH CONTINUES, ALTHOUGH SLOWLY, IN OREGON.

Annual Total Nonfarm Job Growth in Oregon, 1991 - 2024

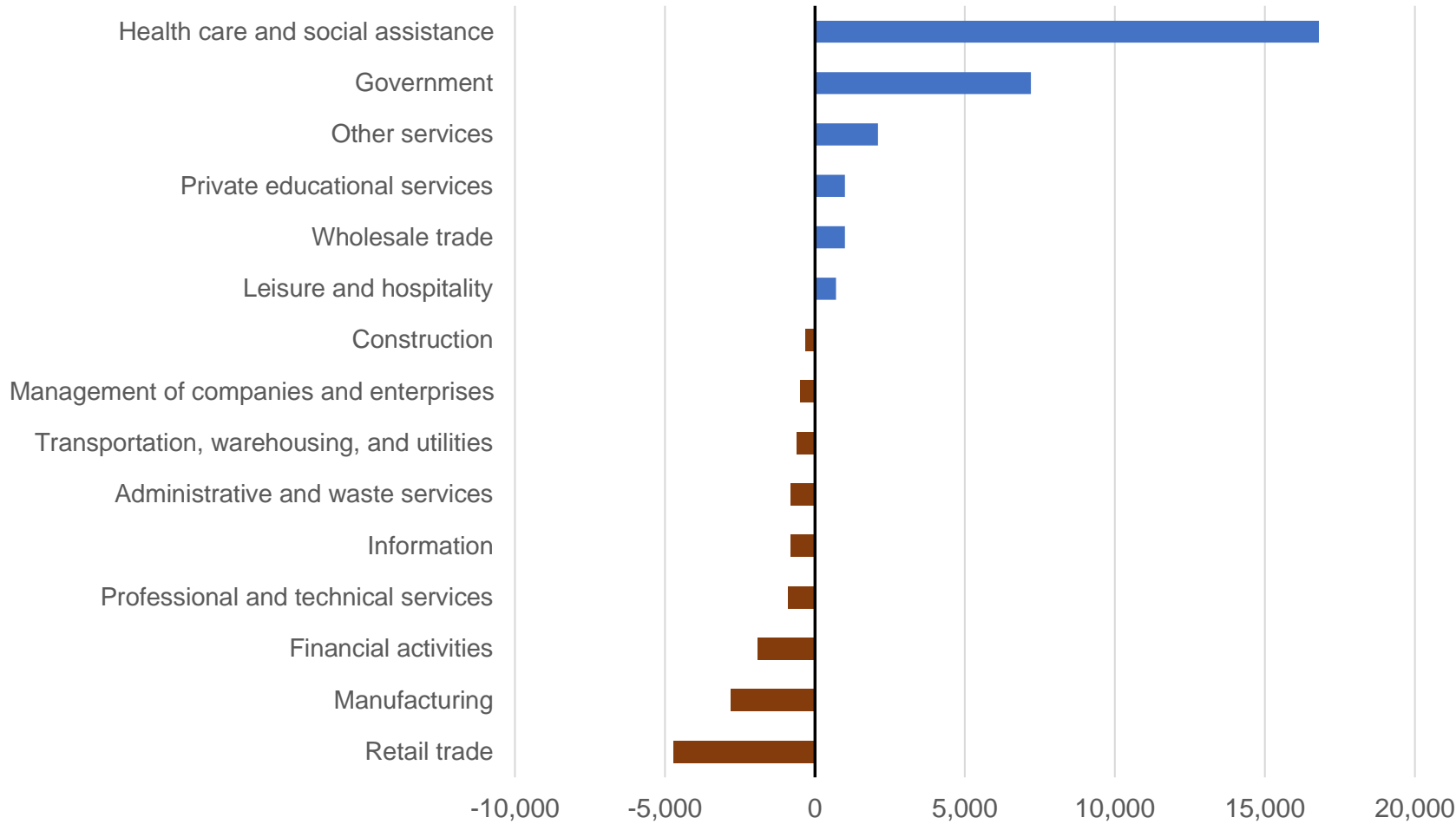


Source: Oregon Employment Department, Current Employment Statistics

Job growth has slowed in Oregon. Employers added 15,700 jobs between 2023 and 2024. That's a growth rate of 0.8%.

PRIVATE HEALTH CARE AND SOCIAL ASSISTANCE ACCOUNTS FOR MOST OF THE JOB GAINS.

Annual Job Change in Oregon by Sector, 2023 - 2024*



Private health care and social assistance alone added 16,800 jobs in 2024.

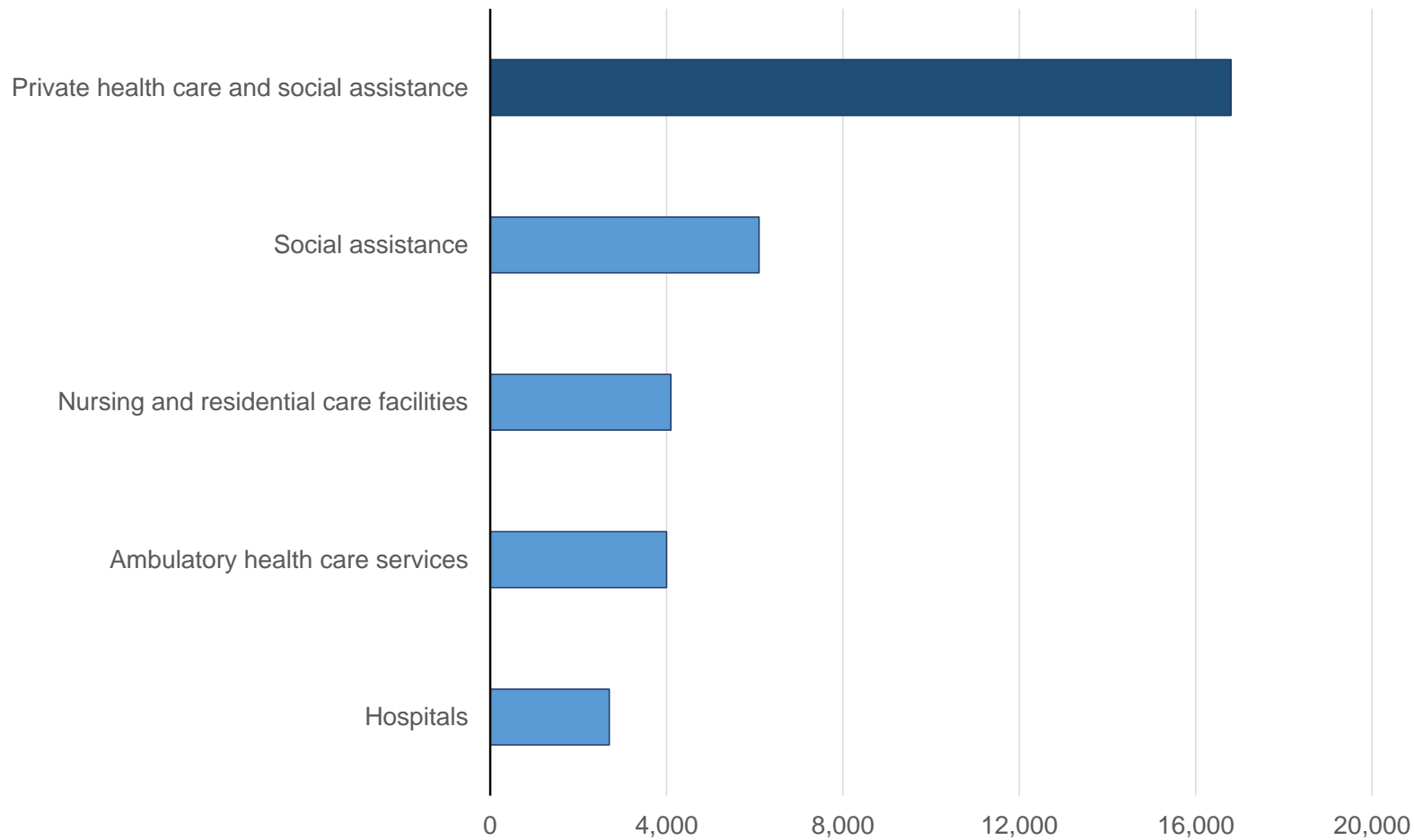
That was a gain of 5.9%.

Source: Oregon Employment Department, Current Employment Statistics

*2024 annual data is Jan-Nov

ALL MAJOR PARTS OF HEALTH CARE AND SOCIAL ASSISTANCE ADDED JOBS.

Job Growth by Subsector, Private Health Care and Social Assistance
2023-2024*



Annual Average Gain:

Ambulatory:
+4,000 jobs (or 4.0%)

Hospitals:
+2,700 (4.5%)

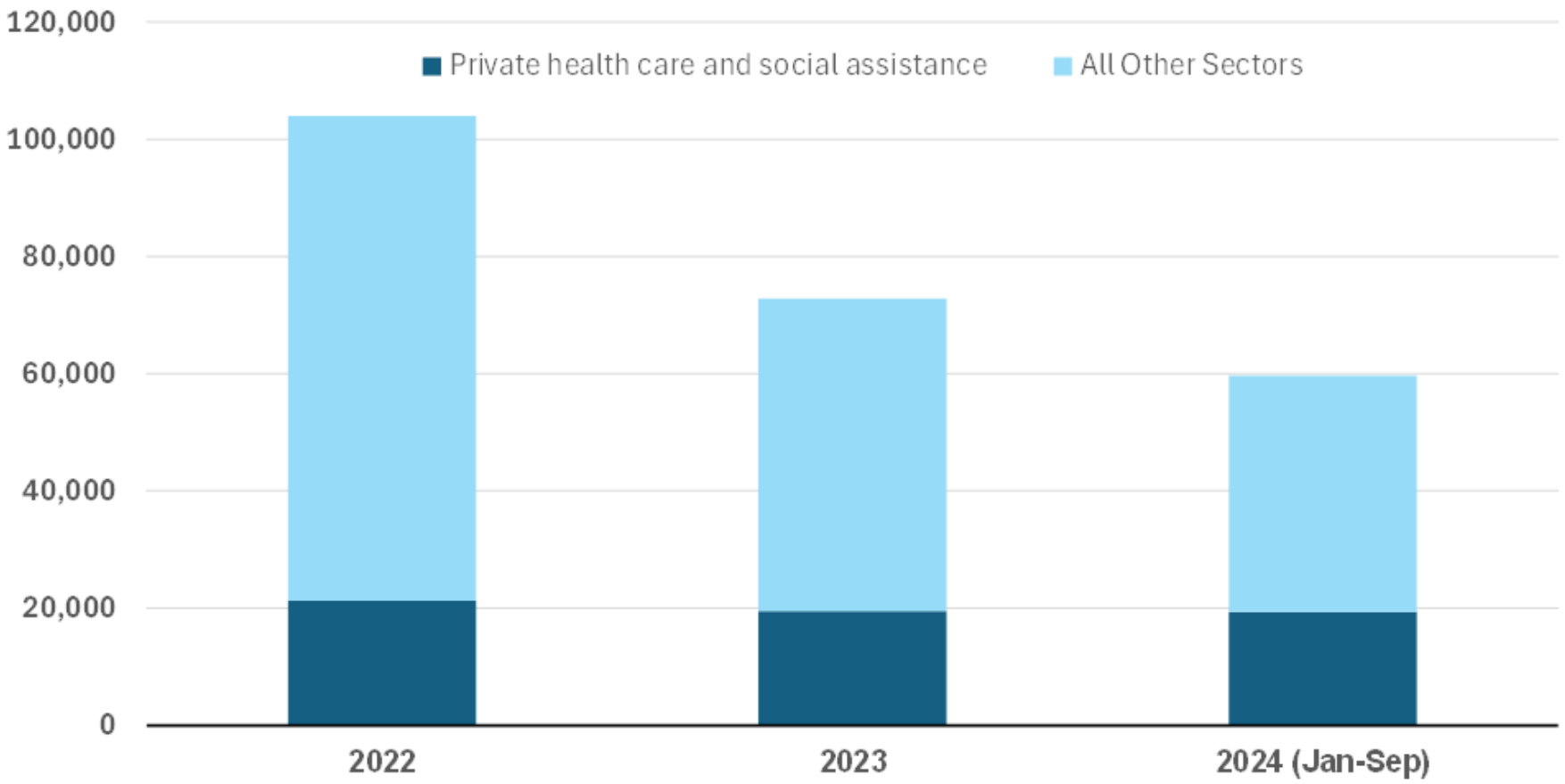
Nursing and residential:
+4,100 (7.8%)

Social assistance:
+6,100 (8.4%)

Source: Oregon Employment Department, Current Employment Statistics *2024 data is Jan-Nov

HEALTH CARE JOB OPENINGS STABLE DESPITE OVERALL DROP IN VACANCIES

Increasing Share of all Oregon Private Job Vacancies in Health Care and Social Assistance



The share of all private job openings in health care and social assistance rose from 20% in 2022 to 32% of the total at any given time in the first nine months of 2024.

Source: Oregon Employment Department, Job Vacancy Survey

JOB VACANCIES ARE TYPICALLY FOR FULL-TIME, PERMANENT POSITIONS.

Characteristics of Private Health Care and Social Assistance Job Vacancies Oregon, January - September 2024

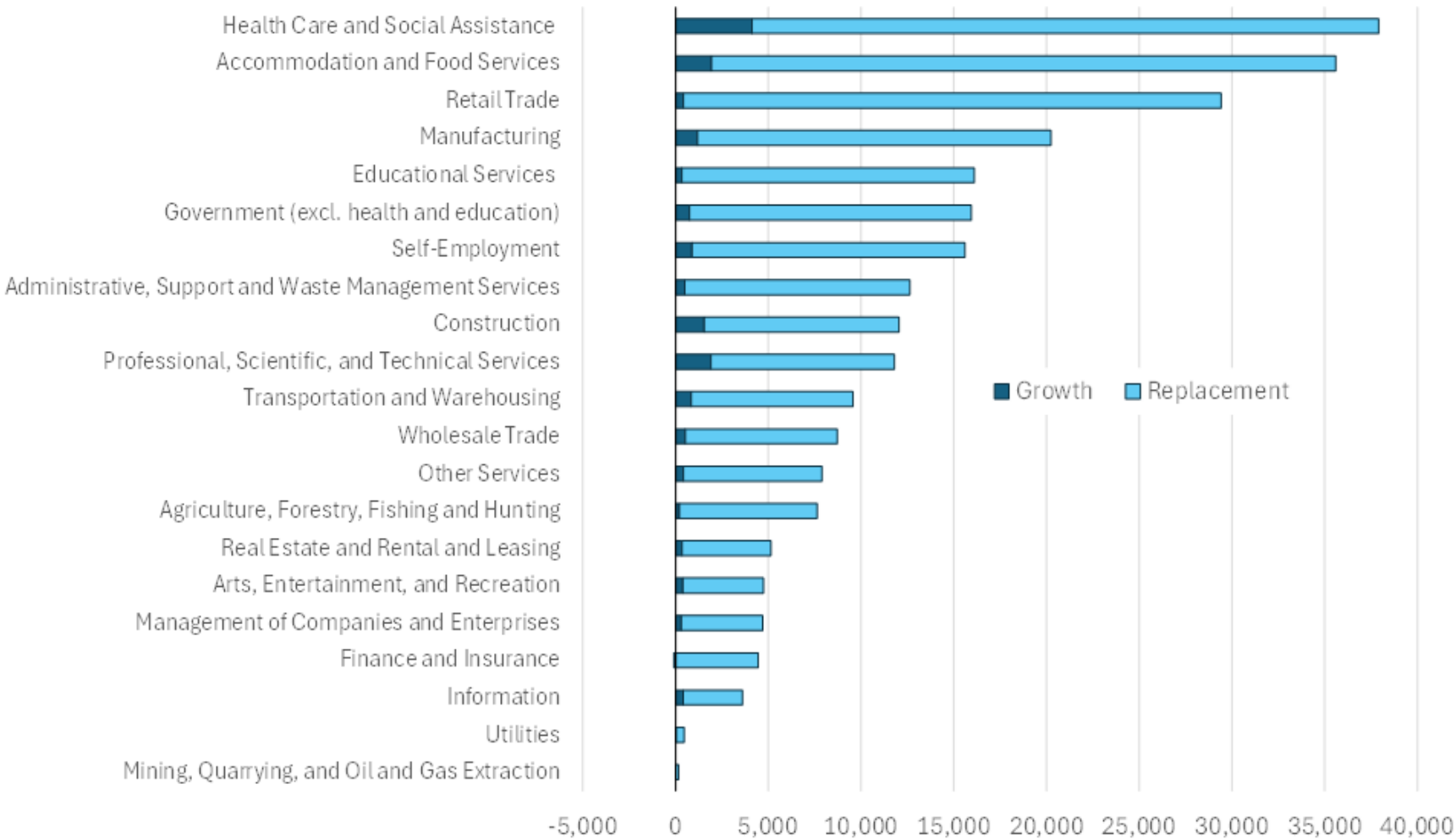
Occupational Title	Vacancies	Average Hourly Starting Wage	% Full-Time Positions	% Permanent Positions	% Requiring Experience	% Difficult to Fill
Personal Care Aides	2,367	\$18.58	68%	100%	12%	56%
Preschool Teachers, Except Special Education	1,044	\$21.61	99%	95%	81%	72%
Registered Nurses	967	\$43.27	75%	99%	44%	67%
Medical Assistants	890	\$20.13	95%	98%	52%	65%
Teaching Assistants, Preschool, Elementary, Middle, and Secondary School, Except Special Education	744	\$18.21	78%	88%	35%	27%
Nursing Assistants	735	\$21.95	78%	99%	17%	78%
Dental Assistants	718	\$26.79	92%	100%	43%	74%
Business Operations Specialists, All Other	680	\$22.81	64%	91%	56%	39%
Mental Health Counselors	572	\$30.28	99%	100%	52%	57%
All Private Health Care and Social Assistance	19,349	\$26.02	77%	97%	44%	55%
All Private-Sector Job Vacancies	59,660	\$24.94	80%	94%	58%	55%

Source: Oregon Employment Department, Job Vacancy Survey

The top three occupations by total number of job vacancies in health care and social assistance are typically personal care aides, nursing assistants, and registered nurses.

HEALTH CARE WILL CONTINUE TO LEAD JOB GROWTH IN OREGON.

2023 - 2033 Projected Annual Job Openings by Industry in Oregon



Nine out of every 10 job openings over the decade will be due to the need to replace retiring workers, or those who leave the labor force, or make major occupational changes.

In health care, there will be eight replacement openings for every one new job added by 2033.

Source: Oregon Employment Department, 2023-2033 Employment Projections

SEVERAL HEALTH CARE OCCUPATIONS EXPECTED TO OUTPACE OREGON HEALTH CARE GROWTH.

Several health care occupations are projected to grow faster than Oregon health care is projected to grow. This can be due to changes in the delivery of medicine, advancements to the treatment of diseases, or evolution of who is providing those services.

13%
 Projected job growth in private health care and social assistance between 2023 and 2033.

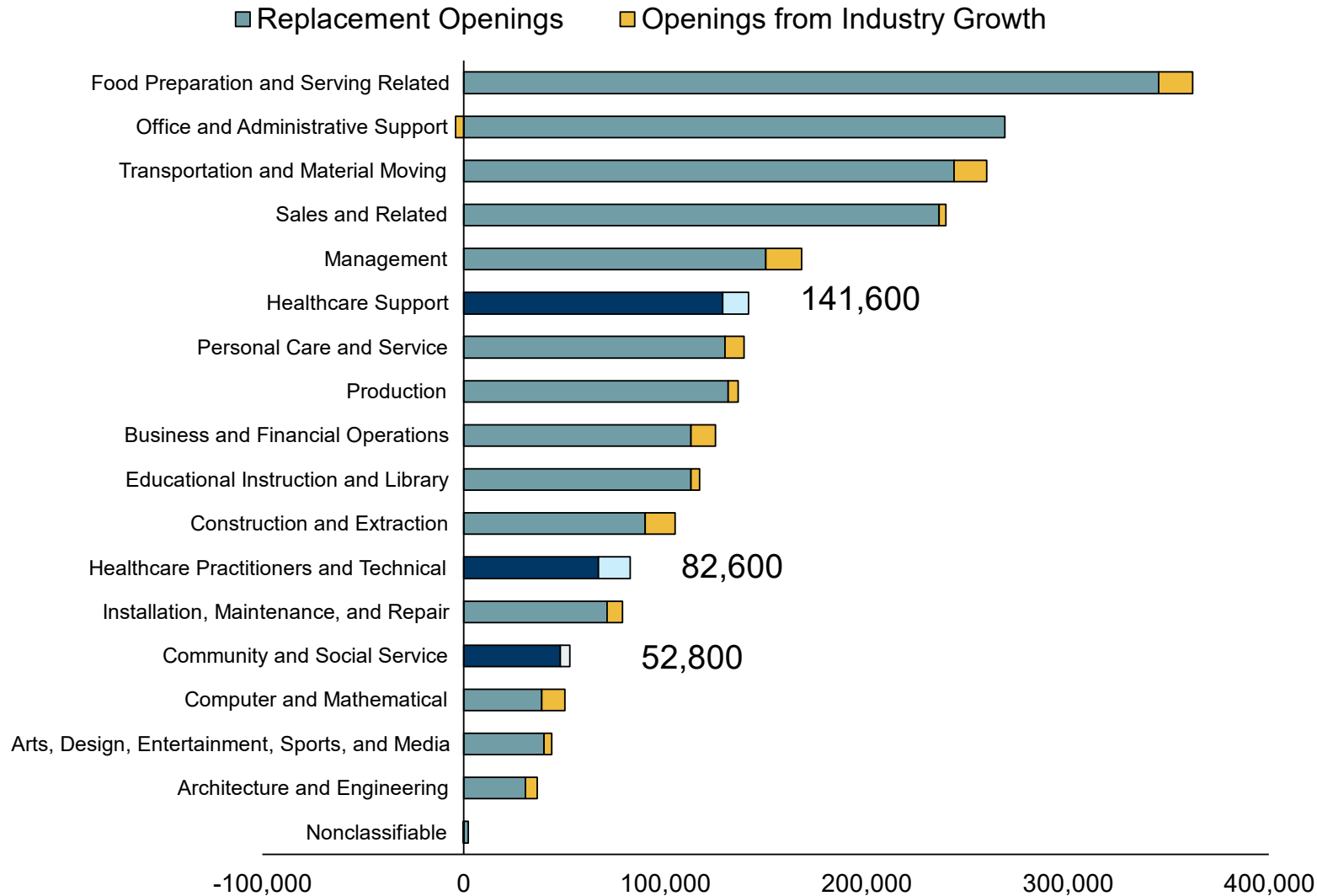
Fastest Growing Health Care Practitioner and Health Care Support Occupations

Occupation Title	Employment 2023	Projected Employment 2033	Employment Change	Percent Change
Nurse Practitioners	2,589	3,939	1,350	52.1%
Physician Assistants	1,536	2,092	556	36.2%
Physical Therapist Assistants	728	970	242	33.2%
Nurse Anesthetists	438	545	107	24.4%
Genetic Counselors	29	36	7	24.1%
Ophthalmic Medical Technicians	901	1,093	192	21.3%
Diagnostic Medical Sonographers	1,231	1,492	261	21.2%
Occupational Therapy Aides	96	116	20	20.8%
Medical Assistants	12,285	14,834	2,549	20.7%
Exercise Physiologists	115	138	23	20.0%
Health Information Technologists and Medical Registrars	689	826	137	19.9%
Physical Therapists	3,561	4,265	704	19.8%
Speech-Language Pathologists	1,728	2,068	340	19.7%

Source: Oregon Employment Department, Occupational Employment Projections 2023 - 2033

OVER 22,000 ANNUAL JOB OPENINGS PROJECTED IN HEALTH CARE OCCUPATIONS.

Job Openings Projected in Every Major Occupation Group



Job Openings Come from three major sources:

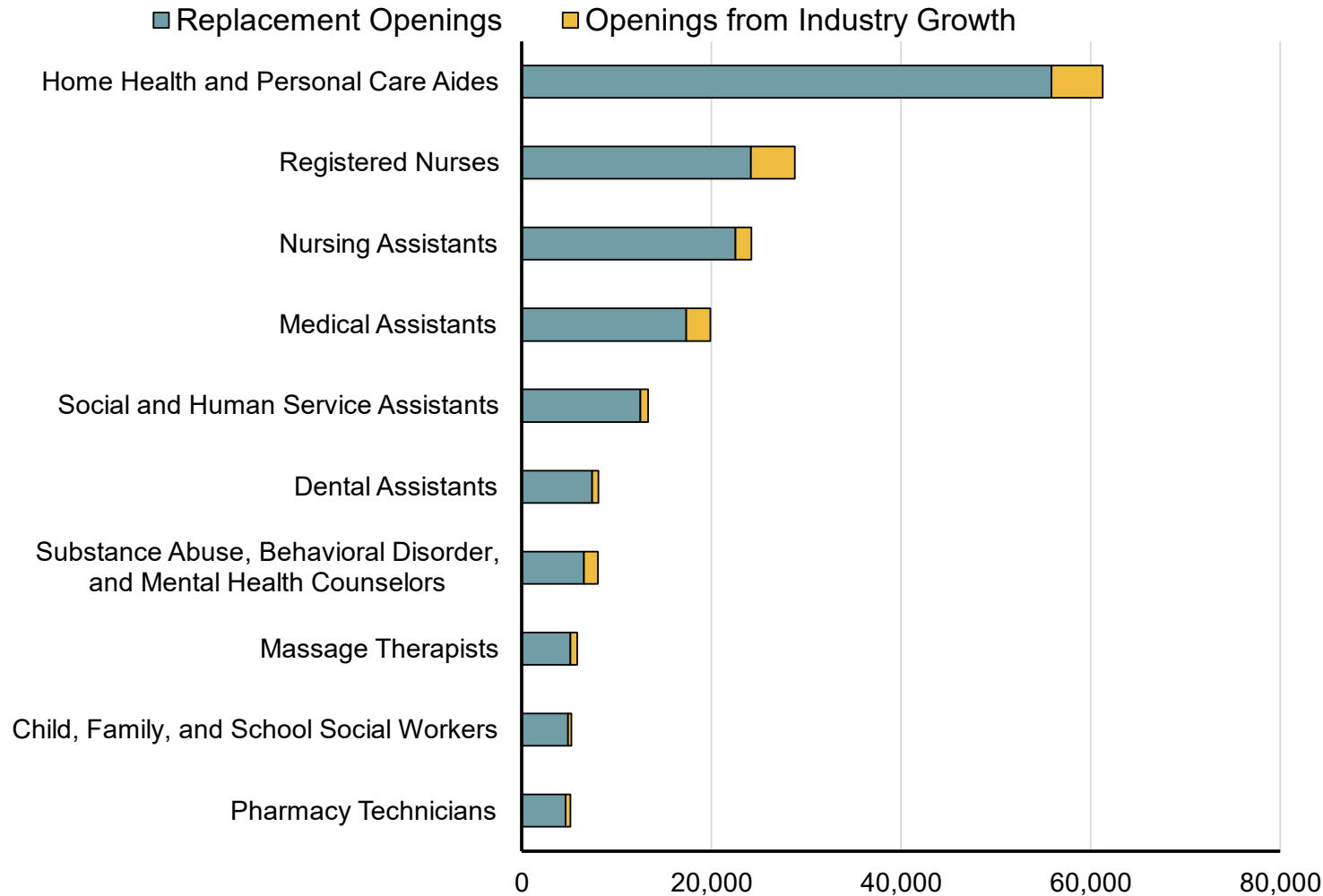
- Openings due to industry growth.
- Openings that arise when people retire and exit the workforce.
- Openings due to workers who transfer careers.

224,000+

Projected job openings in health care practitioner and support occupations between 2023 and 2033.

MANY OPENINGS PROJECTED FOR CAREERS IN HOME HEALTH AND NURSING.

Health Care and Behavioral Health Occupations With the Most Openings



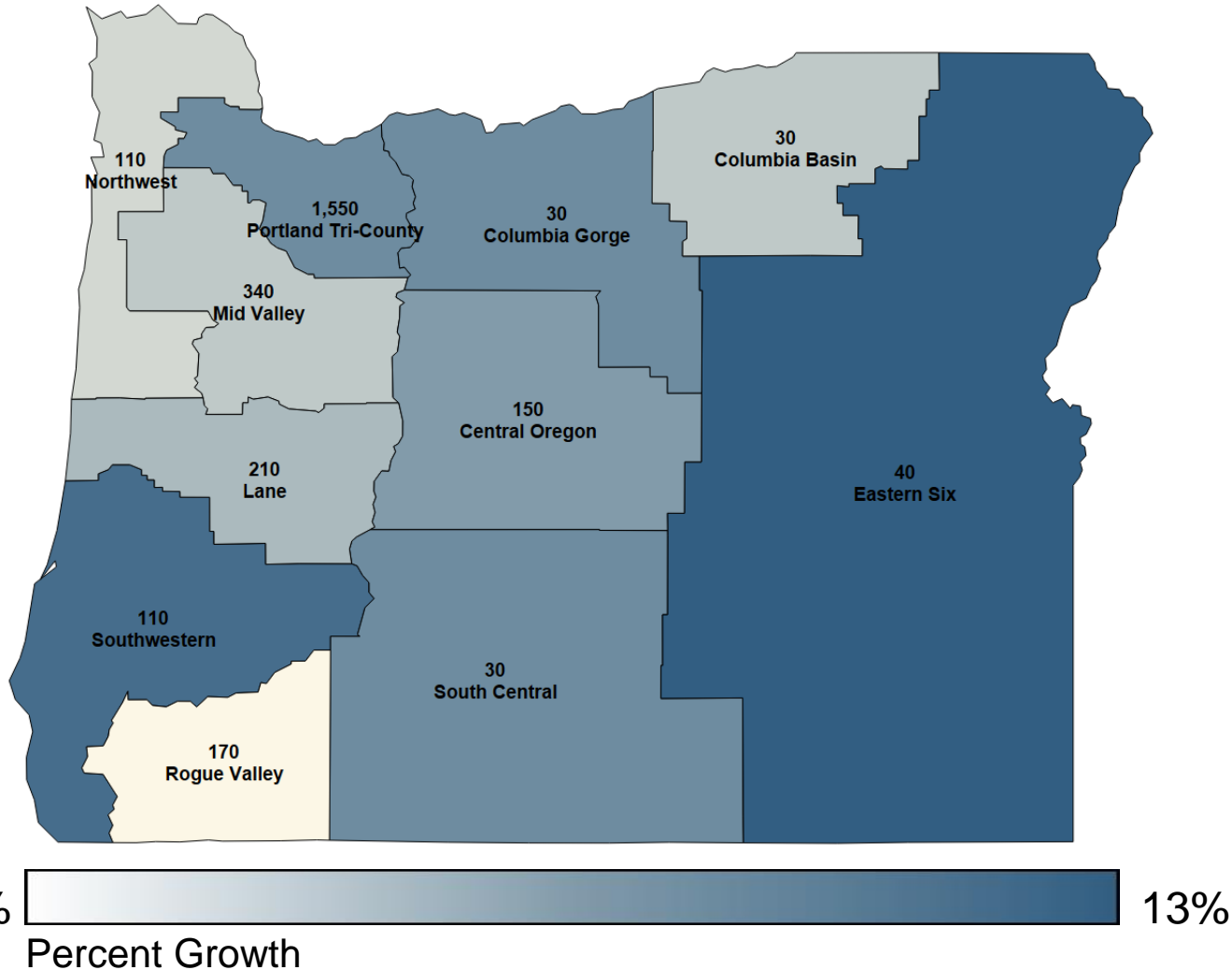
Many occupations with the most openings can be seen as entry-level occupations to health care.

Large occupations can have a lot of openings, even if they do not have much turnover.

We can also see that many behavioral health, and community service occupations will be in high demand as well.

NURSING AND OTHER HEALTH CARE OPENINGS PROJECTED ACROSS THE STATE.

Percent Growth and Annual Openings Projected for Registered Nurses
By Workforce Area



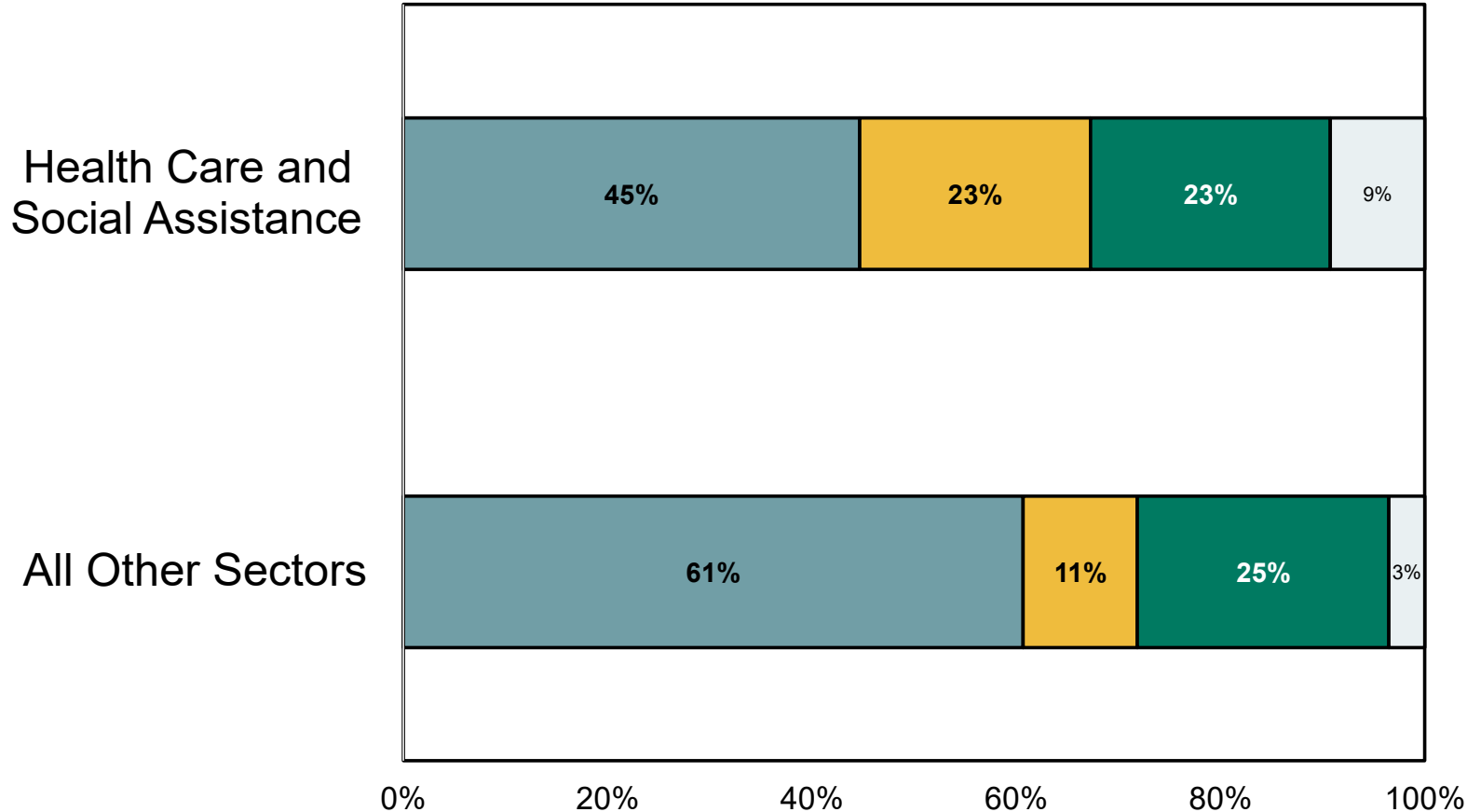
Health Care Openings are projected throughout the state. The projected openings for an occupation like registered nurse can be found across the state.

The projected 2,800 openings for registered nurses can be found in the Rogue Valley (170), Central Oregon (150), and Eastern Oregon (40).

HEALTH CARE SECTOR REQUIRES A HIGHLY EDUCATED WORKFORCE.

Projected Openings in Health Care Rely More on Educated Workforce than Other Sectors

■ High School or Less ■ Postsecondary training or Associate's degree ■ Bachelor's degree ■ Advanced degree



The health care sector relies on a highly skilled, talented workforce.

A higher share of jobs in health care require some form of postsecondary training (55%) than what we generally see for all other industries in Oregon (39%).

The current workforce reflects this need. According to recent U.S. Census estimates over 80% of workers in Oregon's health care sector have some form of postsecondary education.

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