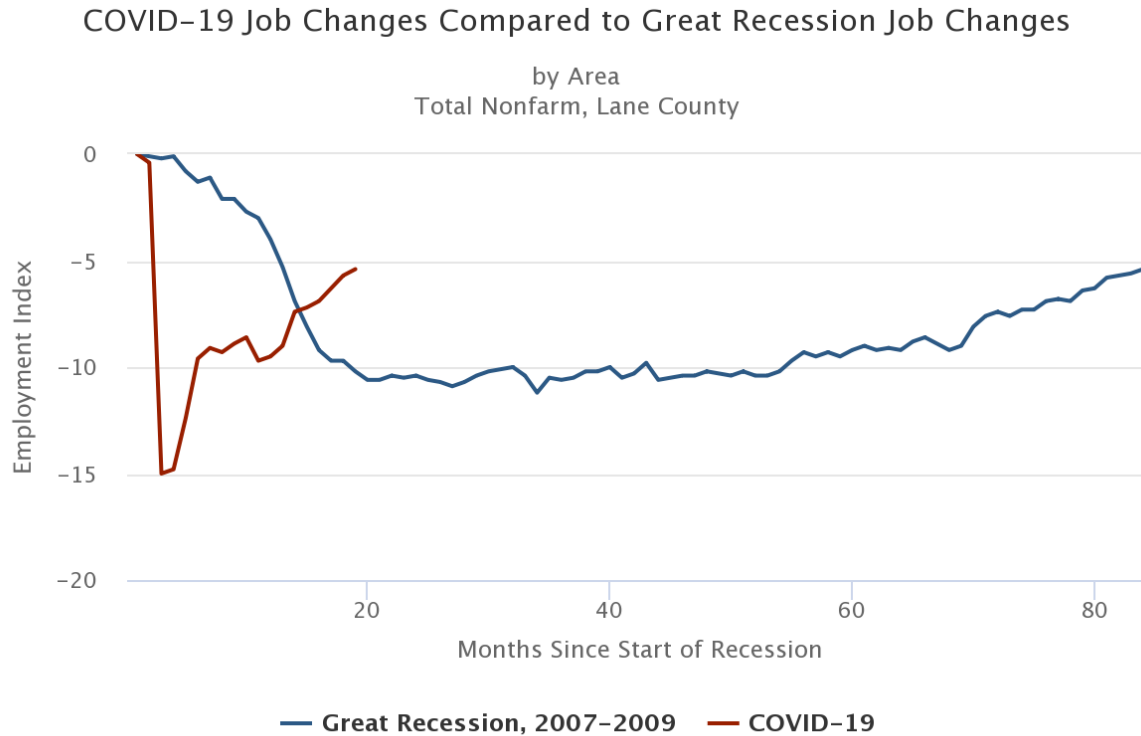




Help Wanted in Lane County

How to Obtain and Retain your Workforce, Junction City
October 21, 2021

Relatively Fast Jobs Recovery



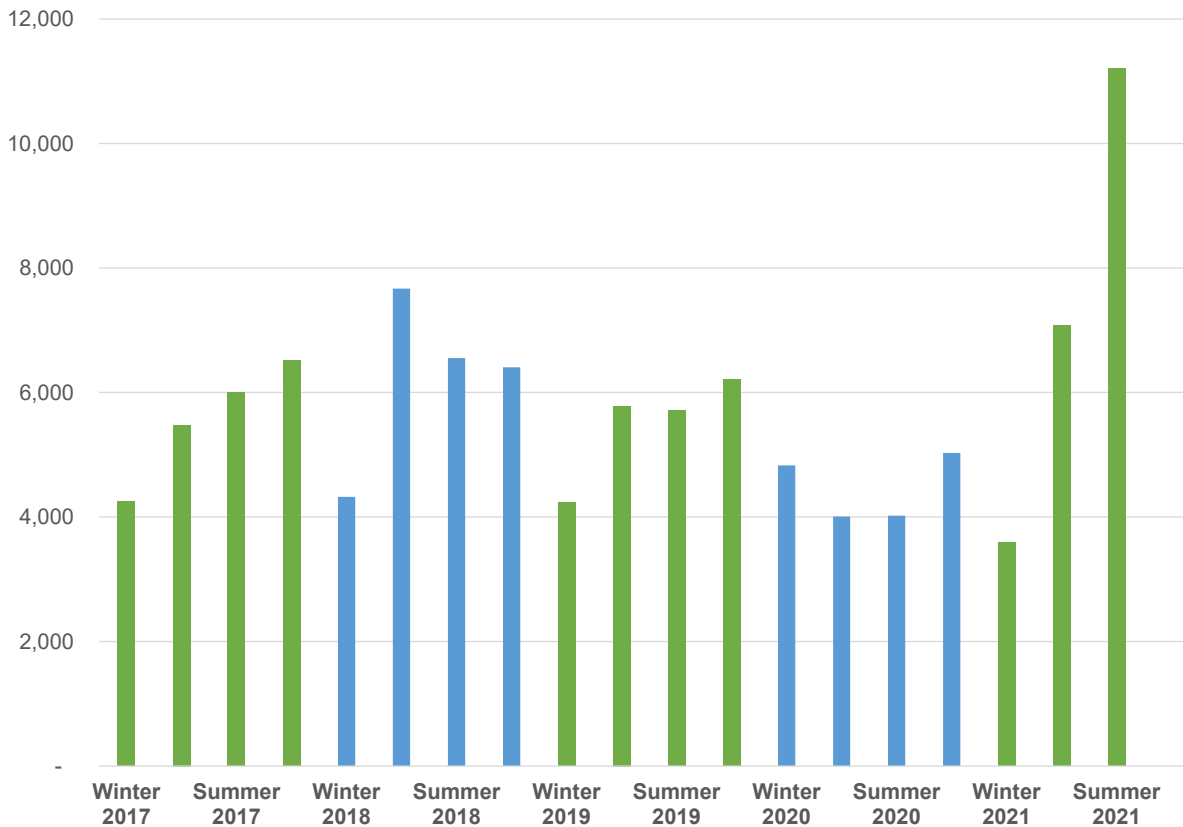
Source: Oregon Employment Department QualityInfo.org

We're 18 months past the initial downturn, and Lane County has regained almost two out of three (64%) of jobs that were lost. At 18 months past the onset of the Great Recession, we were still losing jobs.

Lane County employers added more than **6,800 jobs in the first 8 months** of 2021. That's as many jobs as they added in the 39 months leading up to the pandemic recession.

Employers aren't trying to get back to February 2020. They're way beyond it.

Lane County Quarterly Job Vacancies 2017-2021

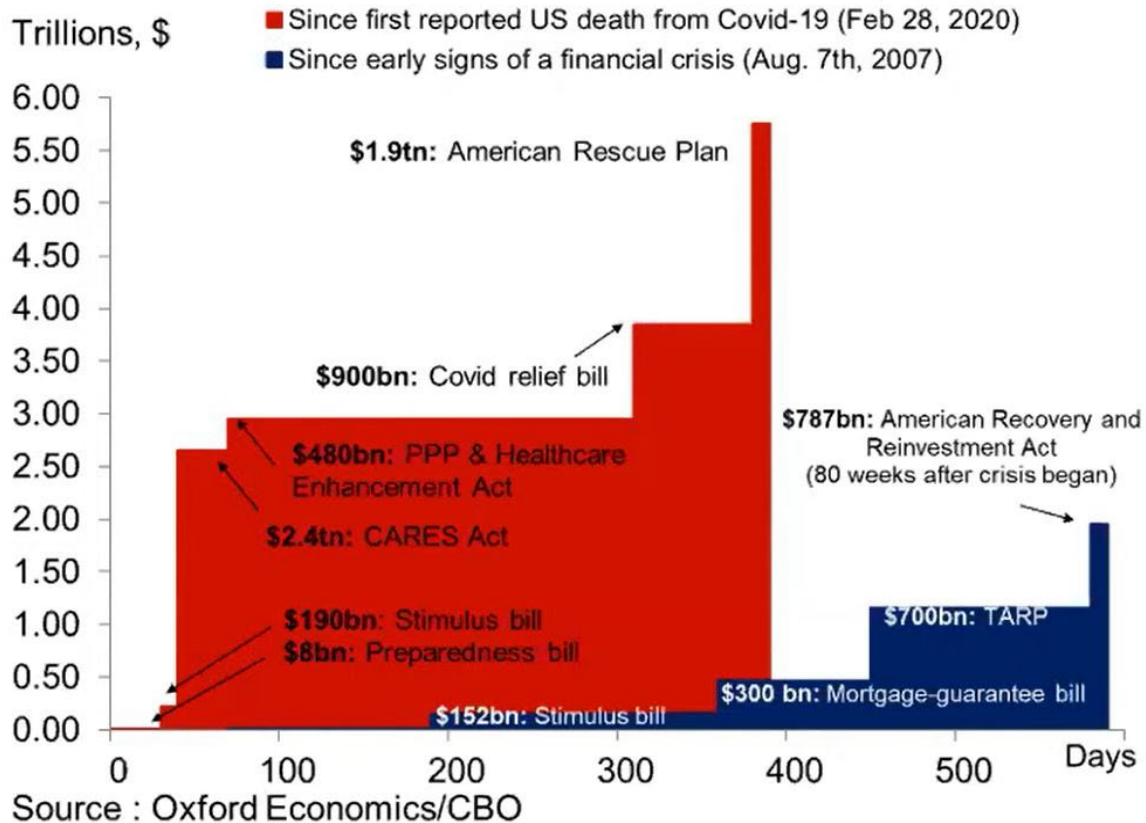


This only represents private job vacancies

So 11,203 is at least as many job openings as Lane County businesses have been trying to fill in recent months.

What's fueling record levels of job vacancies?

US: Funds authorized by Congress



- The economy got much more stimulus – and much faster than during the Great Recession.

- Higher household incomes fuel more demand for goods and services (and jobs to make/provide them)

- Record quits

- Retirements

Will the end of enhanced UI also end worker shortages?

Federal Pandemic Unemployment Claims that Ended as Share of Job Vacancies

Region	PEUC Claims Ended	All Pandemic Claims Ended	2021 Summer Job Vacancies	PEUC% of Vacancies	All Pandemic Claims % of Vacancies
Lane County	4,228	7,571	11,203	38%	68%
Oregon Statewide	46,454	77,931	106,951	43%	73%

Source: Oregon Employment Department

Even if all the Oregonians whose PEUC benefits ended were able to match to a job vacancy in their area, it would still leave notable shortfalls.

There are still the 3,300 people in Lane County whose PUA benefits ended too. As the program drew to a close, four out of five of these workers were self-employed.

Hiring demand was widespread across Oregon's economy.

Oregon Job Vacancies by Industry, Summer 2021

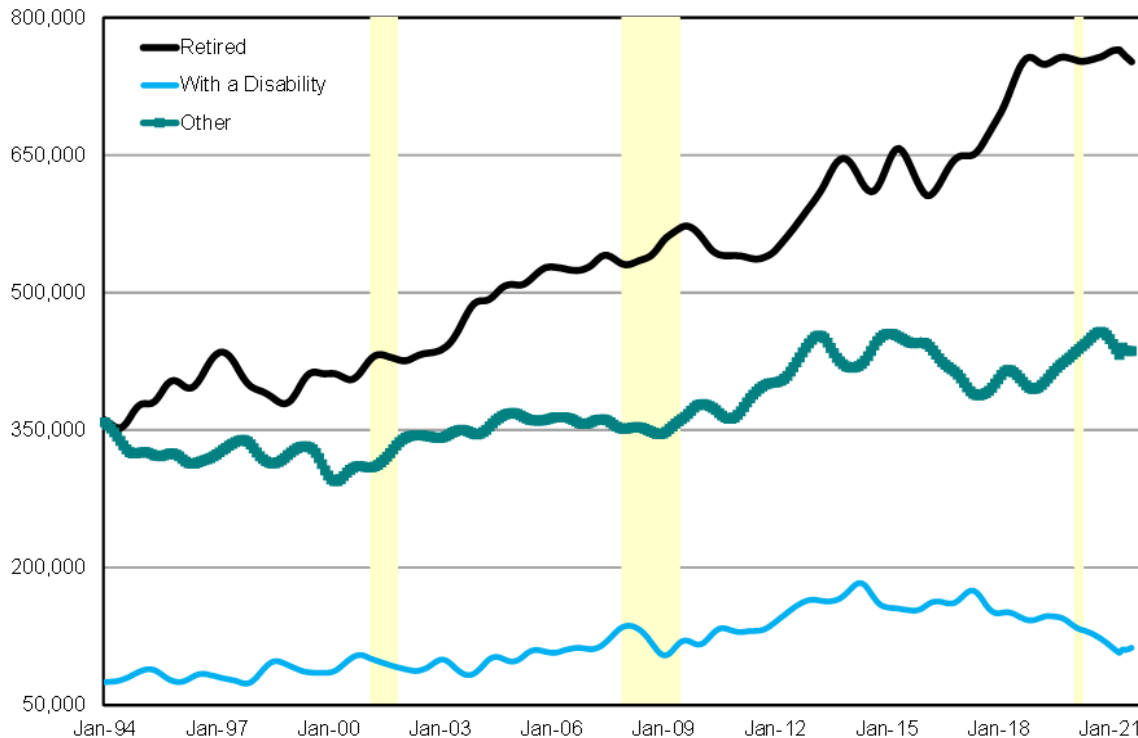
Industry	Vacancies
All Industries	106,951
Health care and social assistance	20,916
Leisure and hospitality	16,740
Retail trade	12,006
Manufacturing	11,966
Construction	8,526
Professional, scientific, and technical services	7,218
Other services	5,882
Management, administrative, and waste services	5,455
Financial activities	5,169
Wholesale trade	4,784
Transportation, warehousing, and utilities	3,194
Natural resources and mining	3,152
Private educational services	1,425
Information	198

Note: While we've all seen evidence of local school districts hiring as in-person classes resume, those openings and other government hiring aren't captured in this survey of private-sector businesses.

Source: Oregon Employment Department

Struggling Beyond September: Retirements

Reasons People Ages 16+ Are Not in Oregon's Labor Force
Shaded Bars = NBER Recessions



Source: Oregon Employment Department, Local Area Unemployment Statistics

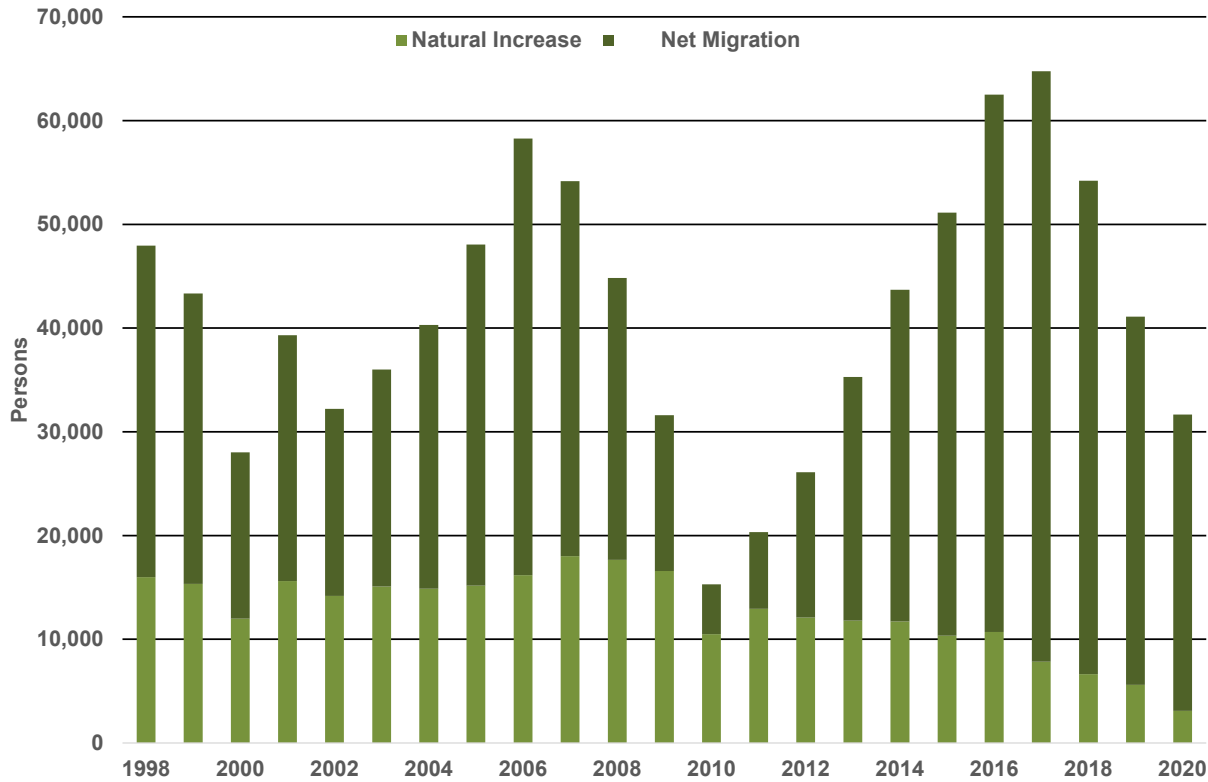
The number of people who were not in Oregon's labor force due to retirement grew by 21% between 2016 and 2019.

Lane County's share of workers 55+ = 25%, about the same as Oregon.



Struggling Beyond September: Lower Net In-Migration

Components of Oregon's Annual Population Change



Source: Oregon Employment Department and Portland State University, Population Research Center

The primary way we grow our workforce is by people moving here from other states and areas. That was down by 20% in 2020, but had been sliding for years.

Lack of affordable housing – or very little housing stock in some areas – could be a big driver here.

More Workers will Likely be Available in the (not so immediate) Future

- As we move past the pandemic more people not working because of COVID-19 (about 30,000 statewide) become available.
- Schools return to in-person teaching. More child care becomes available.
- Household savings rose dramatically during the pandemic, allowing some people to be more patient about returning to work. The extra funds won't last forever.
- The Junction City area is forecast to add population according to Portland State University Population Research Center.

Area	2020	2025	% Growth 2020-25	2030	% Growth 2020-2030	2035	% Growth 2020-2035
Lane County	381,365	397,742	4%	412,045	8%	424,423	11%
Coburg UGB	1,375	1,559	13%	1,689	23%	1,818	32%
Cottage Grove UGB	10,660	10,605	-1%	10,921	2%	11,177	5%
Creswell UGB	5,913	5,983	1%	6,642	12%	7,328	24%
Dunes City UGB	1,365	1,359	0%	1,423	4%	1,481	9%
Eugene UGB	193,768	206,740	7%	215,637	11%	223,575	15%
Florence UGB	11,182	11,145	0%	11,904	6%	12,641	13%
Junction City UGB	6,954	7,444	7%	7,895	14%	8,323	20%
Lowell UGB	1,090	1,171	7%	1,249	15%	1,324	21%
Oakridge UGB	3,458	3,727	8%	3,904	13%	4,062	17%
Springfield UGB	70,337	72,103	3%	73,838	5%	75,149	7%
Veneta UGB	4,845	4,915	1%	5,337	10%	5,759	19%
Westfir UGB	275	282	3%	303	10%	324	18%
Outside UGBs	70,144	70,709	1%	71,304	2%	71,460	2%

Thank you!

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