

Lane Workforce Partnership and Lane Community College

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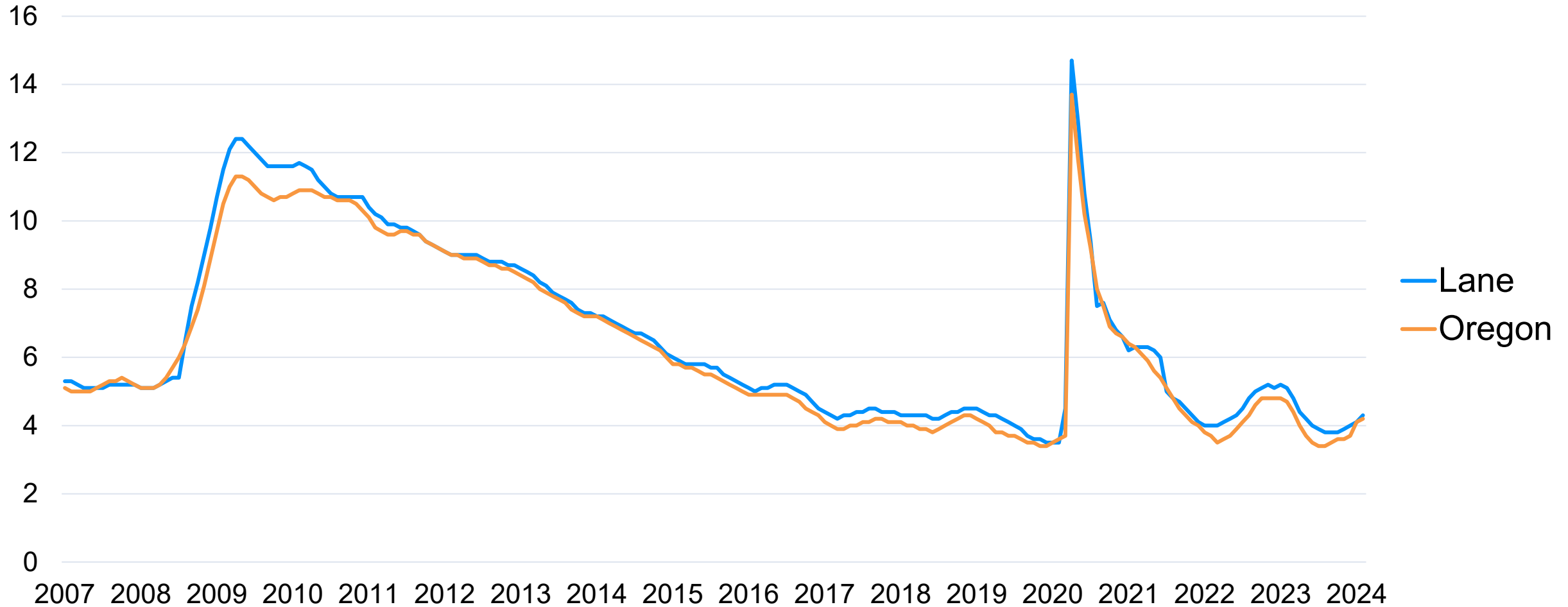
June 17th, 2024

Medium-Term Trends

- The competitive labor market is loosening somewhat
- Lane's economy continues to be diverse with lots of long-term hiring needs
- The wage gap persists, both geographically and demographically
- The workforce is changing, though equality of opportunity remains a concern

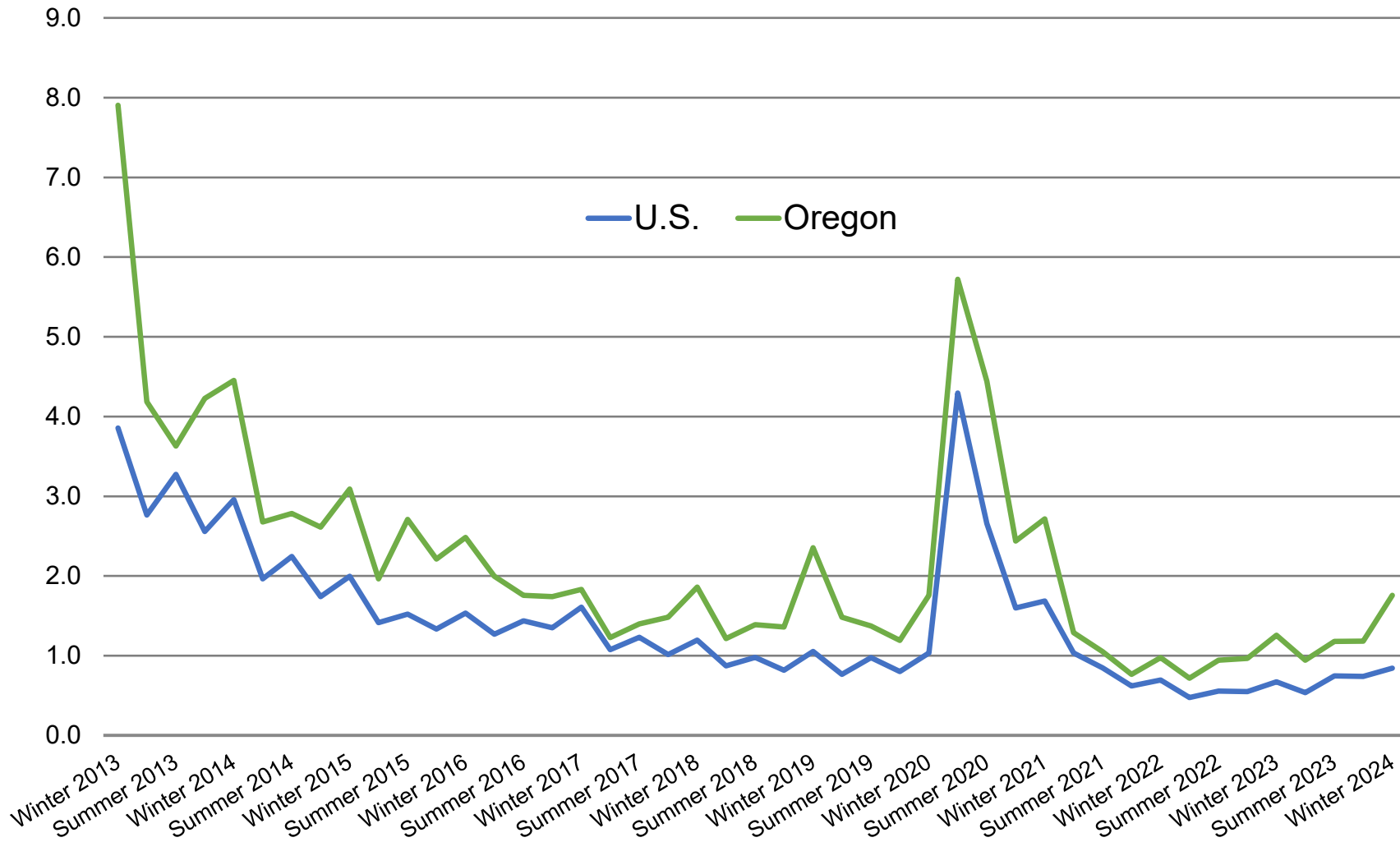
Unemployment is near record lows

Seasonally Adjusted Unemployment Rate



Source: Oregon Employment Department, Local Area Unemployment Statistics

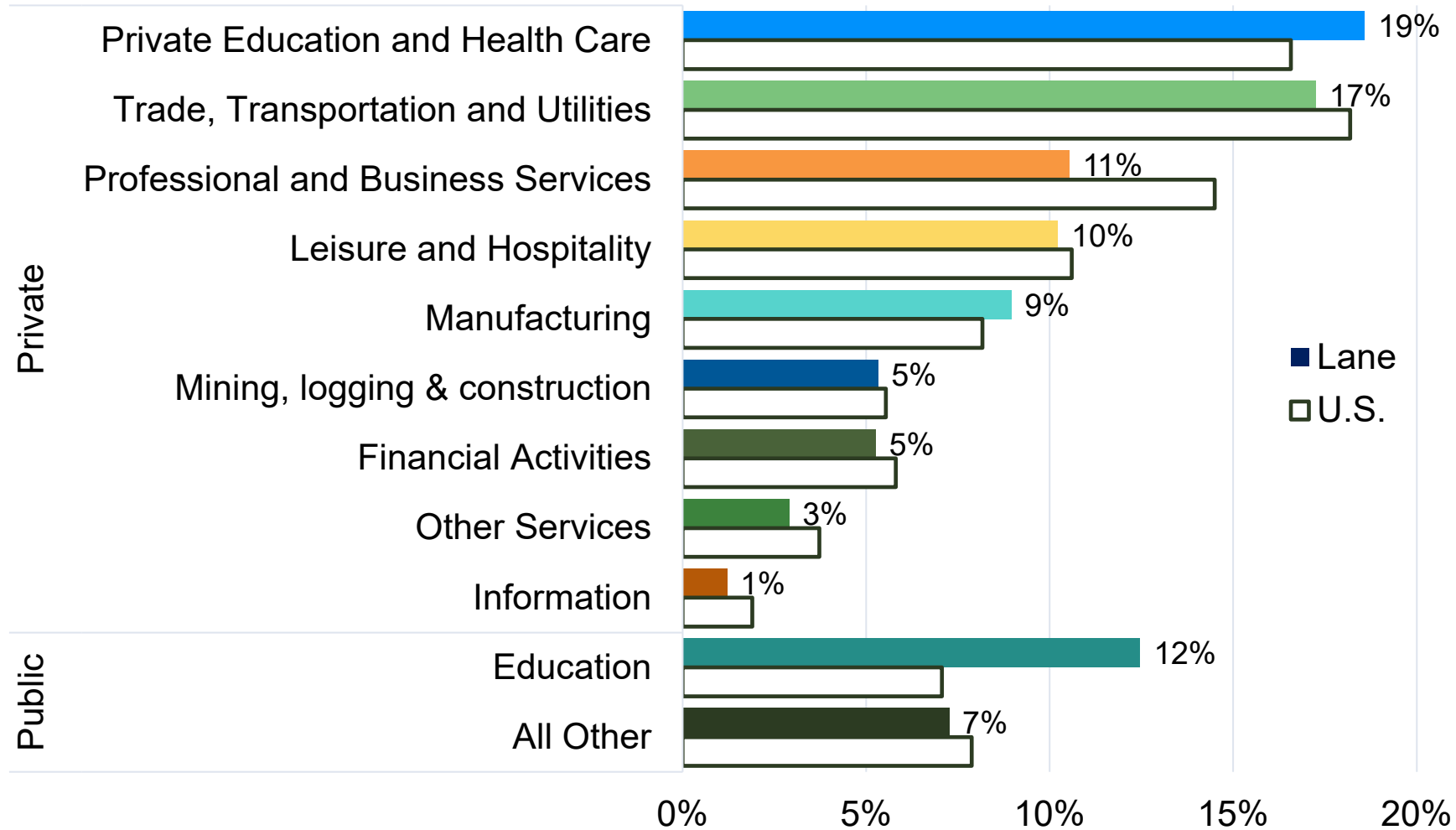
Labor market is tight, but less than in 2022



Number of unemployed people per private job opening

Lane has a diverse economy with multiple base industries

Employment by Industry, Apr. 2024
Not Seasonally Adjusted



Greater concentration in:

- Private education and health care
- Manufacturing
- Public education

Less concentration in:

- Professional services
- Information

Source: Oregon Employment Department, Current Employment Statistics

“Sector strategies” approach focuses on portfolio of important industries

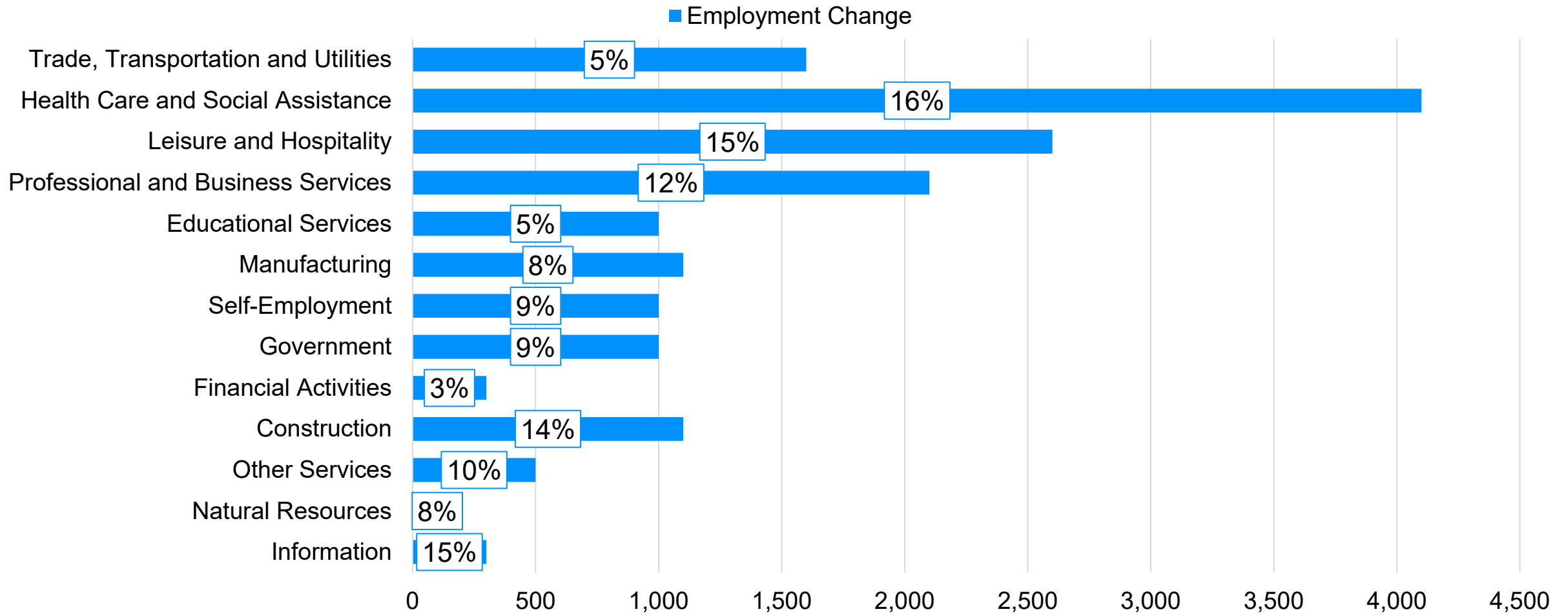
Employment and Wages in Lane County Industries, Annual Average 2023

Industry	Establishments	Annual Average Employment	Average Wage
All Industries	14,970	157,088	\$56,346
Bioscience	202	1,469	\$91,939
Construction-Aggregate	1,354	8,738	\$66,957
Food and Beverage	192	4,283	\$55,600
Health Care	1,173	21,773	\$72,400
Tech	815	3,720	\$98,621
Transportation	218	3,274	\$55,442
Wood Products	237	6,125	\$67,202

Source: Oregon Employment Department

All major industries are projected to add jobs over 10 years

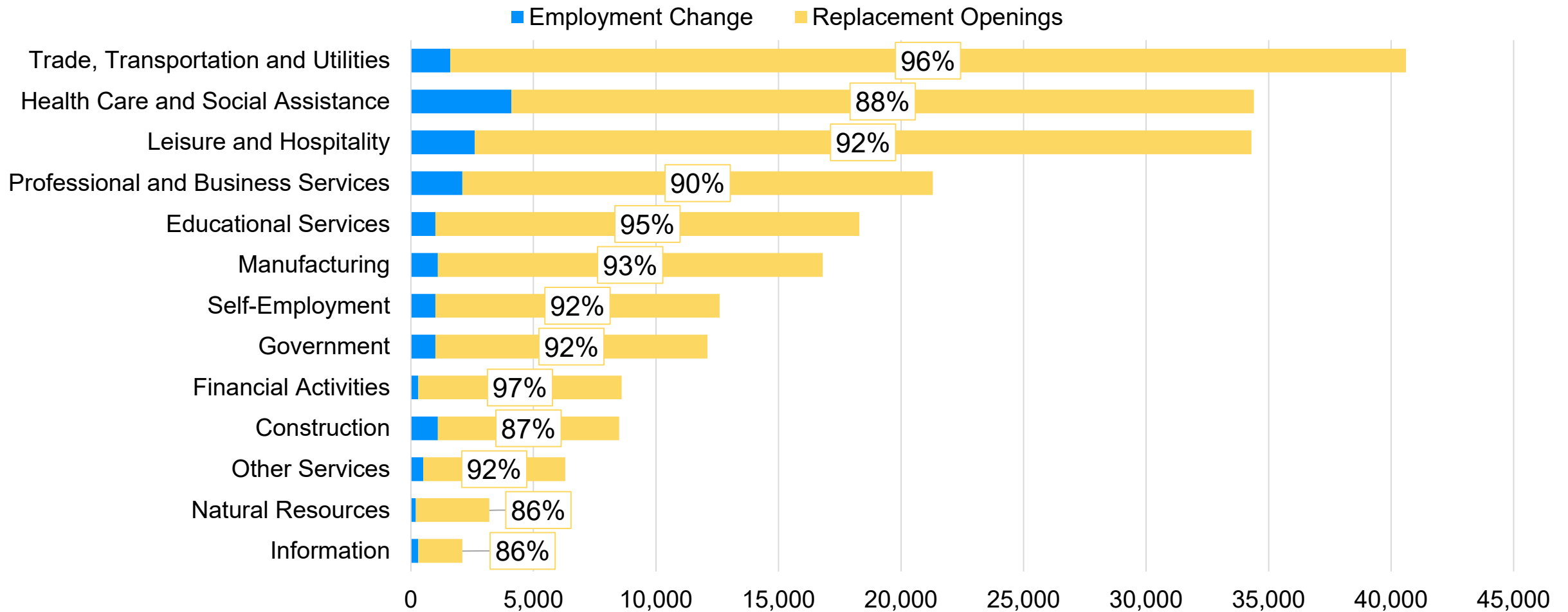
Projected Employment Change, 2022-2032



Source: Oregon Employment Department, 2022-2032 Industry Employment Projections

The vast majority of job openings are due to replacement

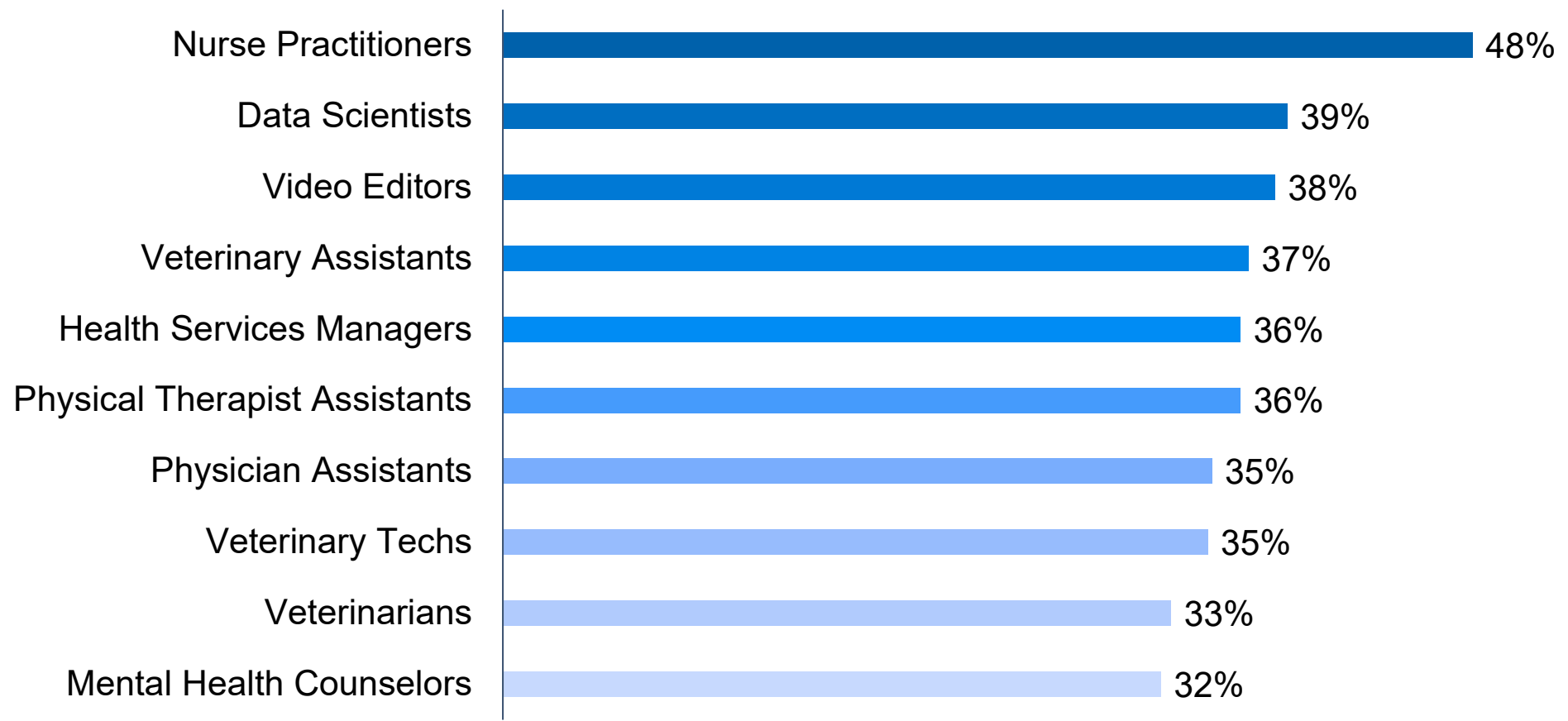
Projected Employment Change, 2022-2032



Source: Oregon Employment Department, 2022-2032 Industry Employment Projections

The *fastest growing* jobs are skewed towards health and tech

Fastest Growing Jobs 2022-2032 Lane County occupations employing 50+ in 2022



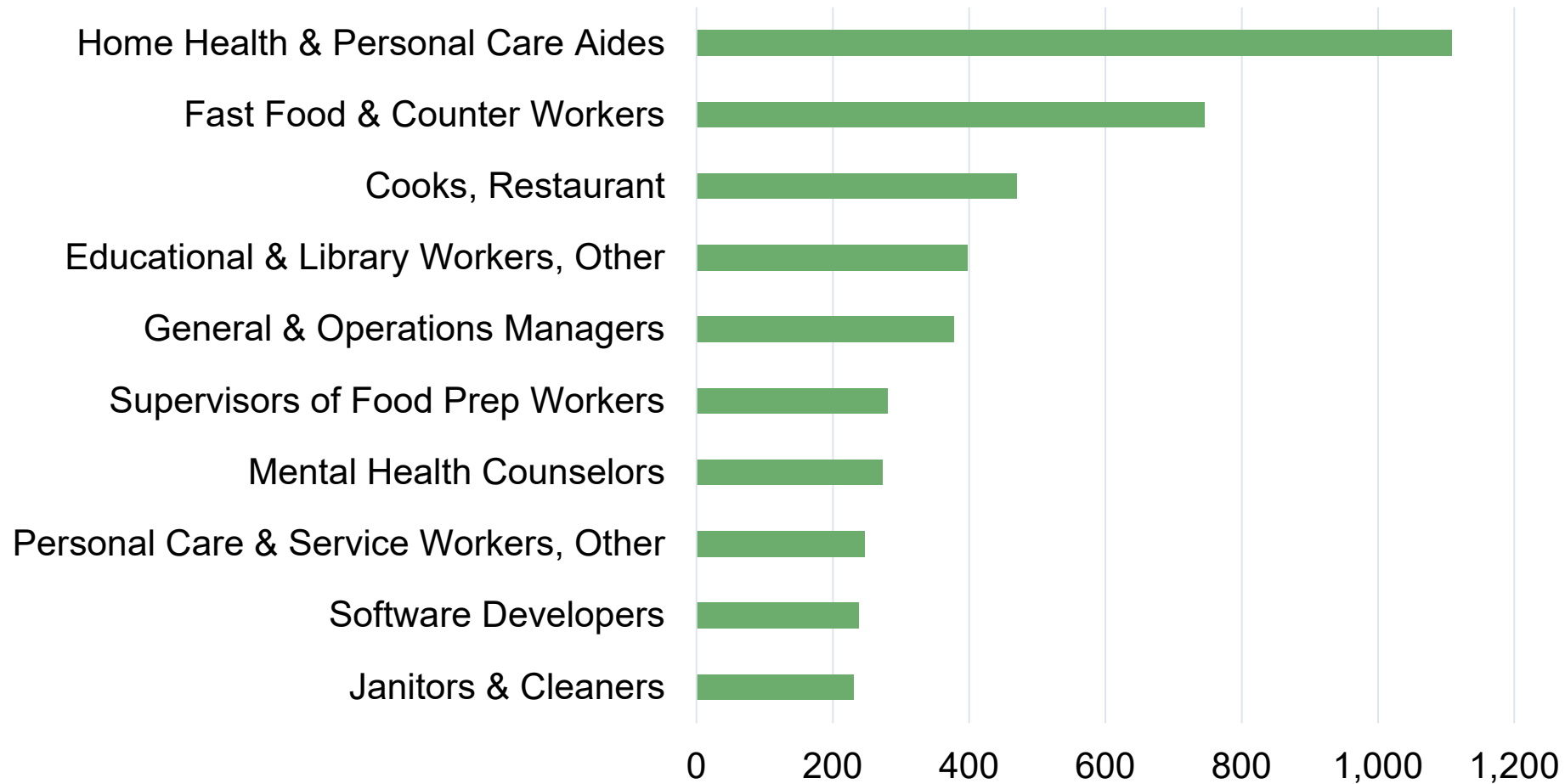
Occupations on average are projected to grow 10% during this time

Vet Assistants, Vet Techs, and PT Assistants only occupations on this list with competitive entry level education of AA or less

Source: Oregon Employment Department, 2022-2032 Occupational Employment Projections

While jobs with the most growth openings are more varied

Lane County occupations with the most growth openings, 2022-2032



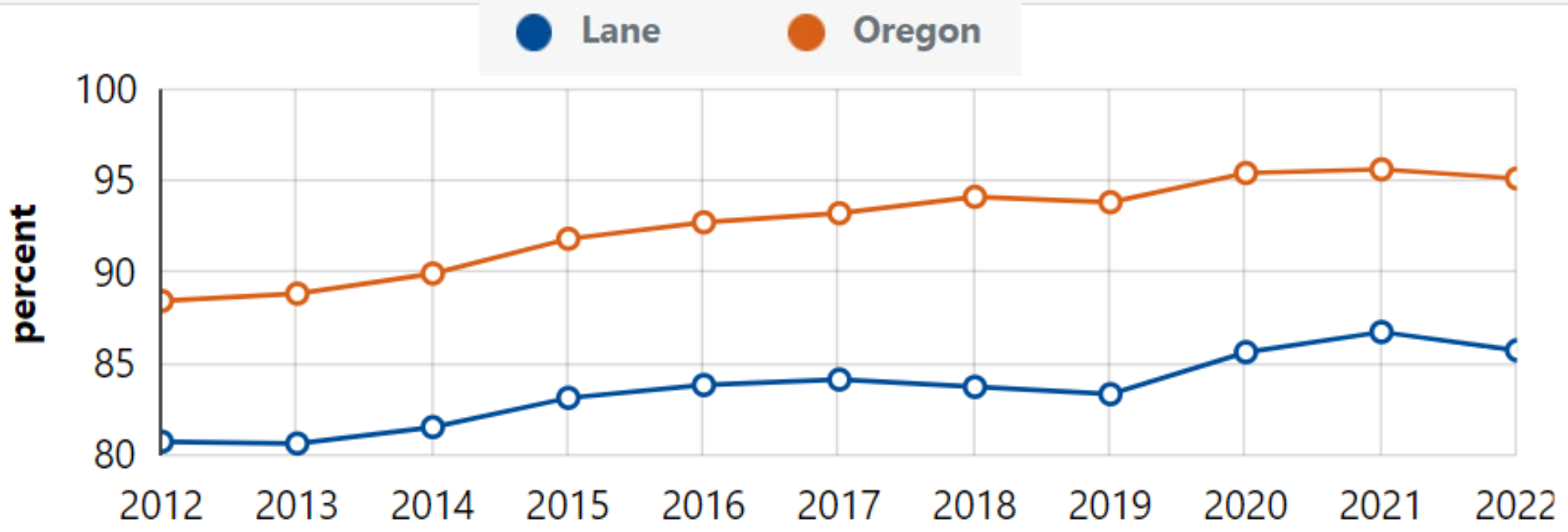
Educational requirements are more varied in this group

Four of 10 have competitive entry level education of a Bachelor's degree

Source: Oregon Employment Department, 2022-2032 Occupational Employment Projections

The income gap with the U.S. persists but has shrunk in the last 10 years

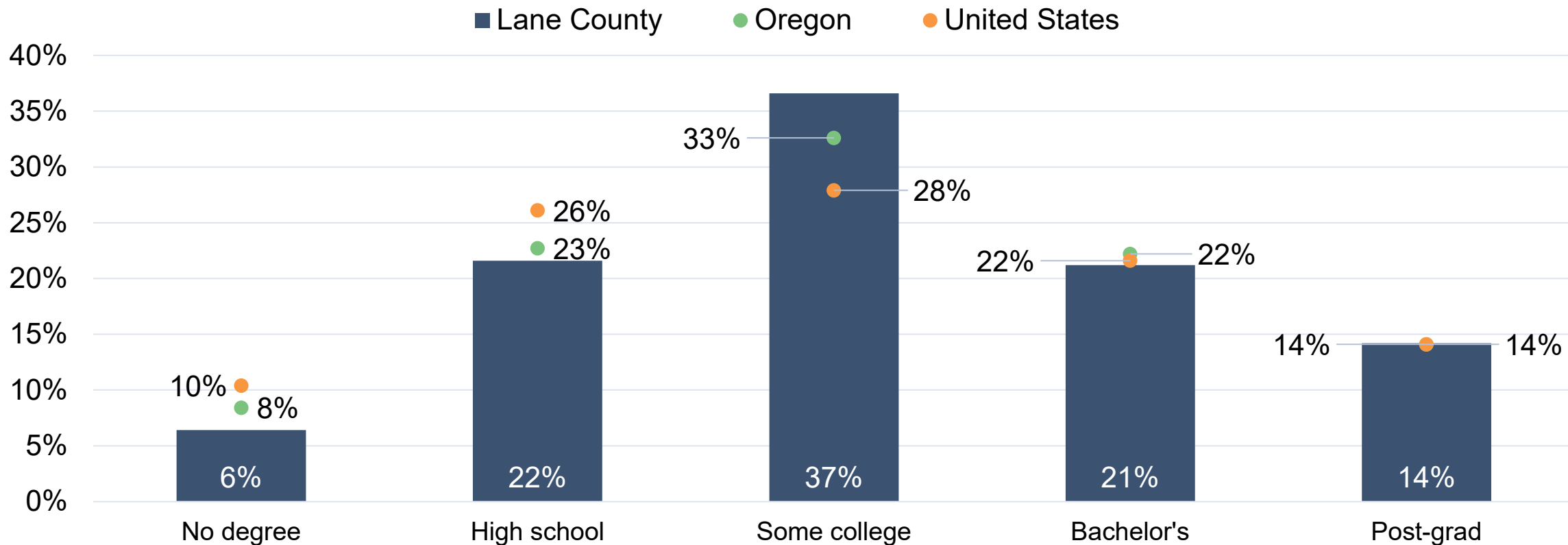
Per Capita Income as a Percent of the United States



Source: Bureau of Economic Analysis [BEARFACTS](#)

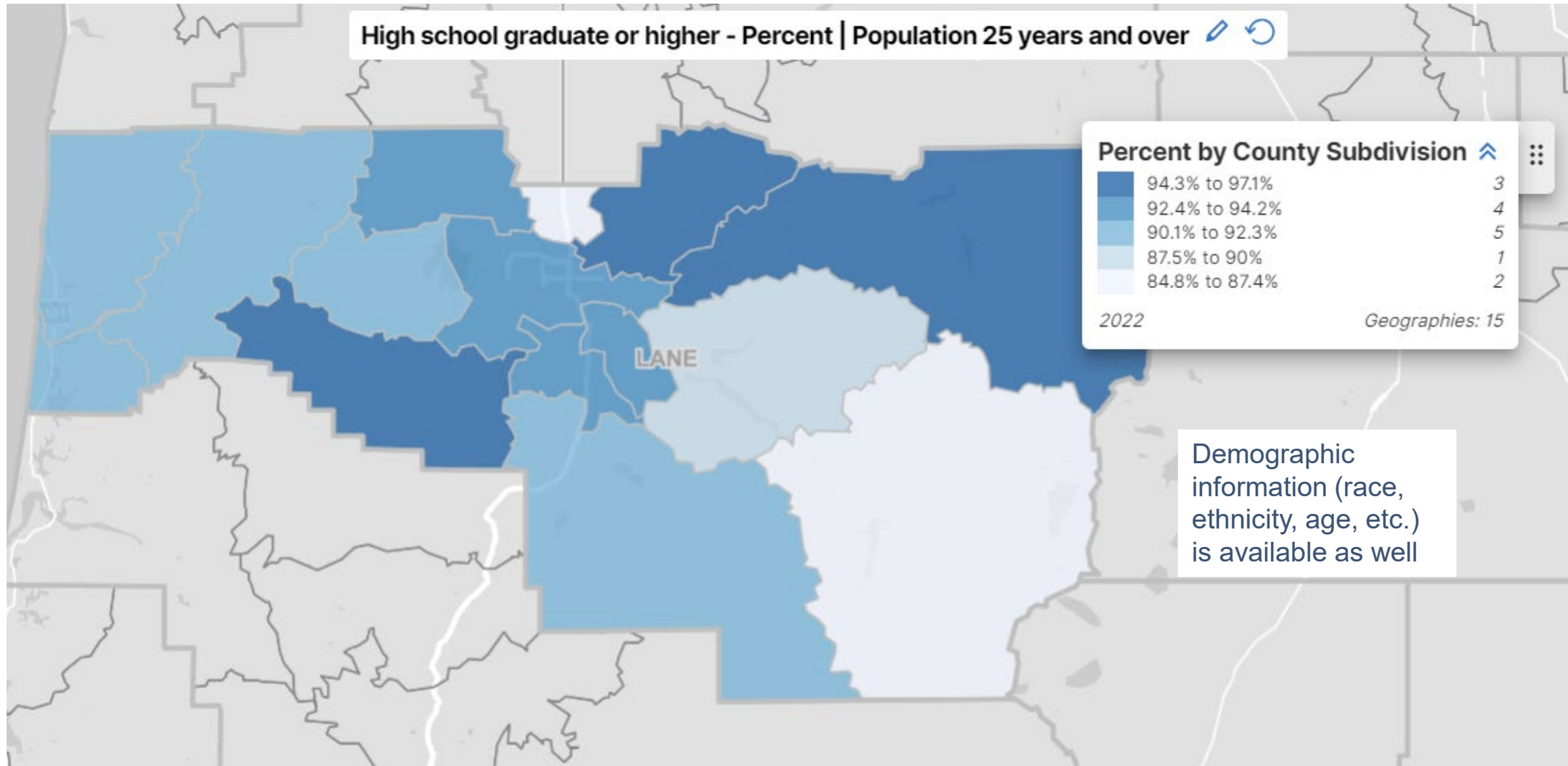
More Lane residents graduated high school and some college experience

Educational Attainment Population 25+



Source: U.S. Census Bureau ACS 2022 1-year estimates
[Population by highest level of education \(Table B15002\) View table](#)

Geographic distribution of education isn't equal



Source: U.S. Census Bureau ACS 2022 5-year estimates
[Educational Attainment map](#)

Labor Force Participation

Labor Force Participation Rate (LFPR)

Percentage of the total population that has a job (**employed**) or is making efforts to find a job but doesn't have one (**unemployed**). Both those numbers together are the **labor force**.

Some examples of **participation** in the labor force:

Someone who

- has been laid off and is looking actively for a new job
- is working two jobs (counted once)
- has been out of the workforce for five years to raise children, but is actively looking to return to work
- works part time but wishes to work full time

Some examples of **non-participation**:

Someone who

- is retired and not looking for work
- has stopped actively looking for work because of perceived or actual barriers to employment
- is caring for an elderly parent and is not able to accept employment

Labor Force Participation

The point of the thought exercise is not to maximize the rate, but instead think about what barriers could be removed to everyone's benefit.

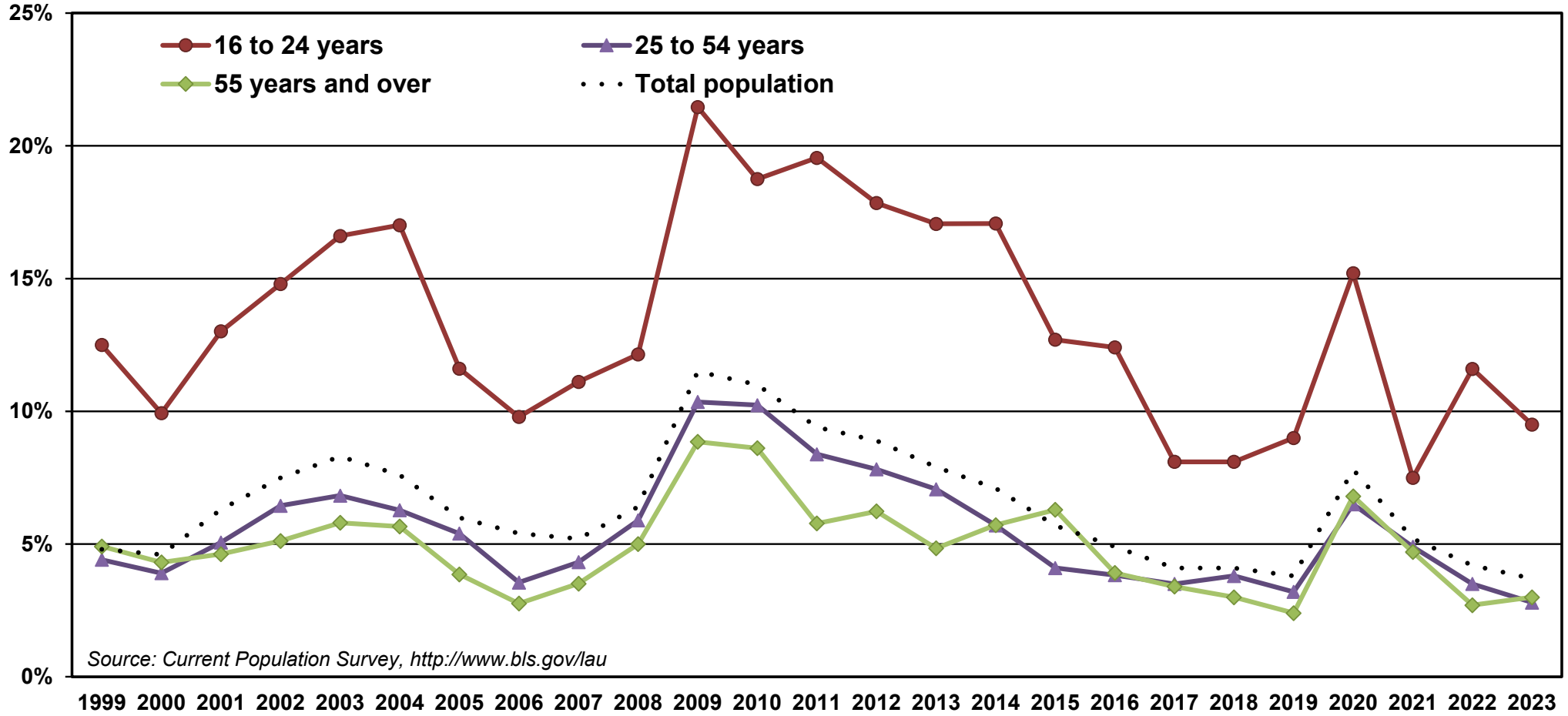
- Many reasons people may not be in the workforce
- There is no natural/"correct" rate

Questions we should ask:

- **Who/where** should we compare to?
- **When** should we compare to?
- **How** can we or do we excel?

Example of variation: unemployment is higher for young people

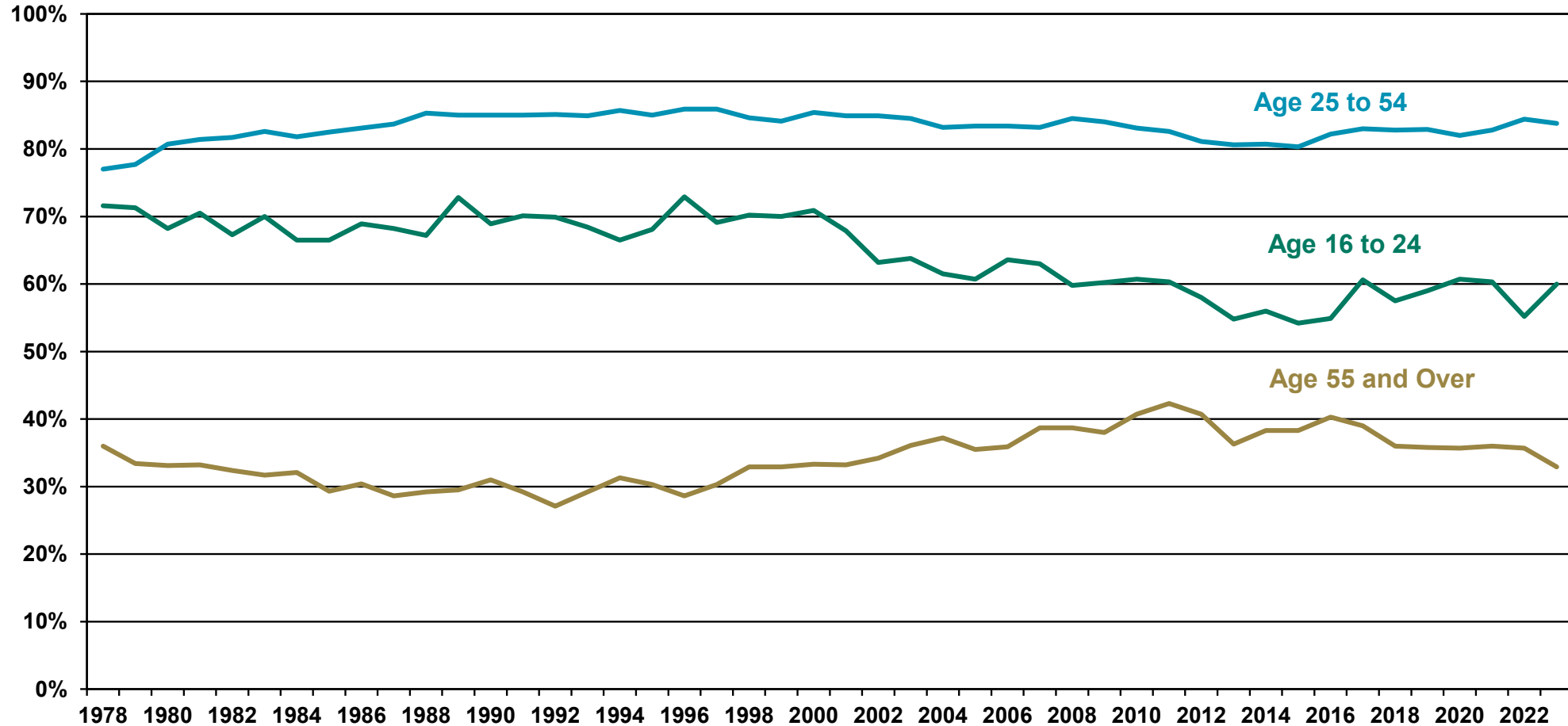
Average Annual Unemployment by Age Category Oregon, 1999-2023



Source: Current Population Survey, <http://www.bls.gov/lau>

Labor force participation rates vary by age and over time

Oregon Labor Force Participation Rates by Age Group



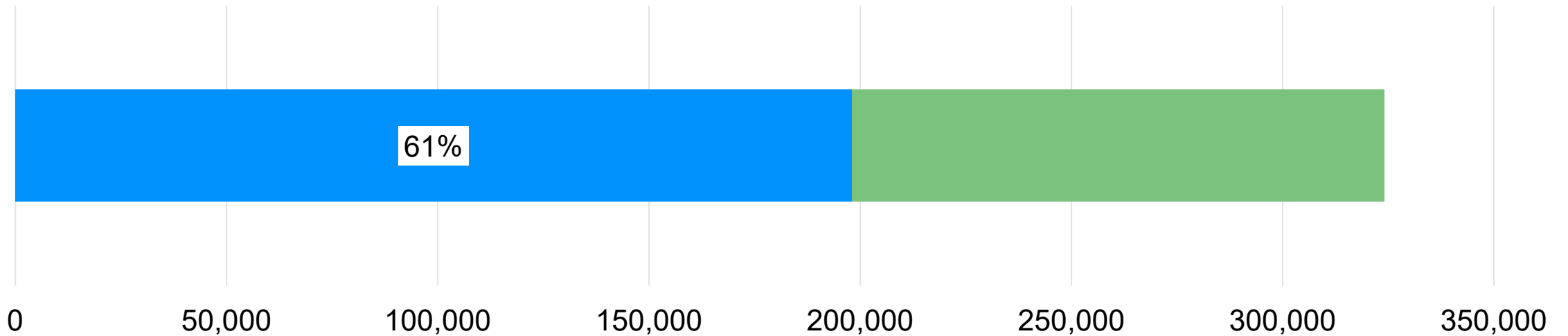
Source: U.S. Bureau of Labor Statistics, Current Population Survey

A Glimpse at Lane's "Latent Labor Force"

[Link to article on Quality Info](#)

Population 16+
Lane County, 2022

■ Current Labor Force ■ Not in labor force

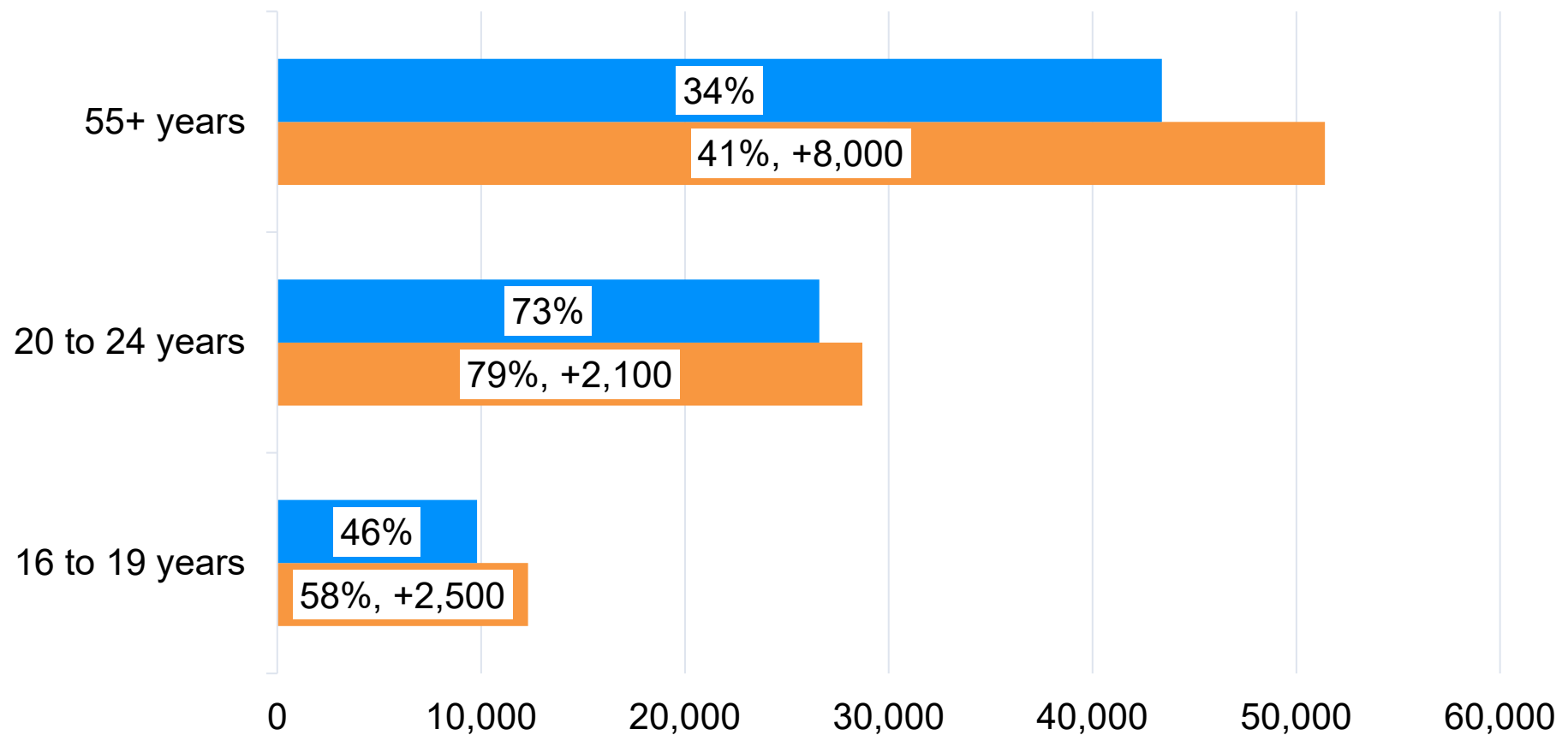


Source: Oregon Employment Department, U.S. Census Bureau ACS table S2301

Who's in the labor force, and who could be?

Labor Force participation by age
Lane County, 2022

■ Labor Force ■ Revised Labor Force



Counterfactual:
Highest historical Labor Force Participation Rate (LFPR)

55 and older: 41% - 2012

20 to 24: 79% - 1987

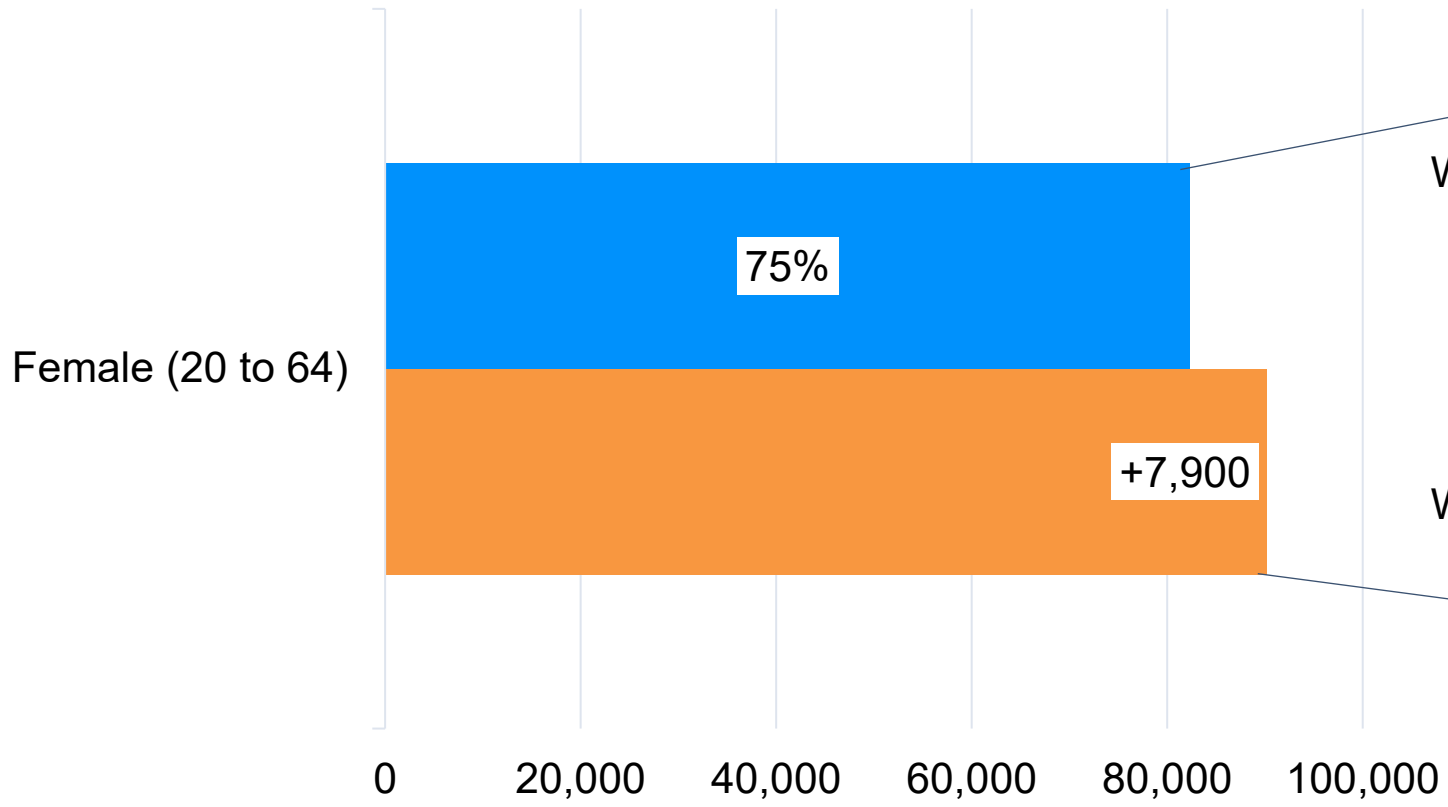
16 to 19: 58% - 1979

Source: Oregon Employment Department, U.S. Census Bureau ACS table S2301

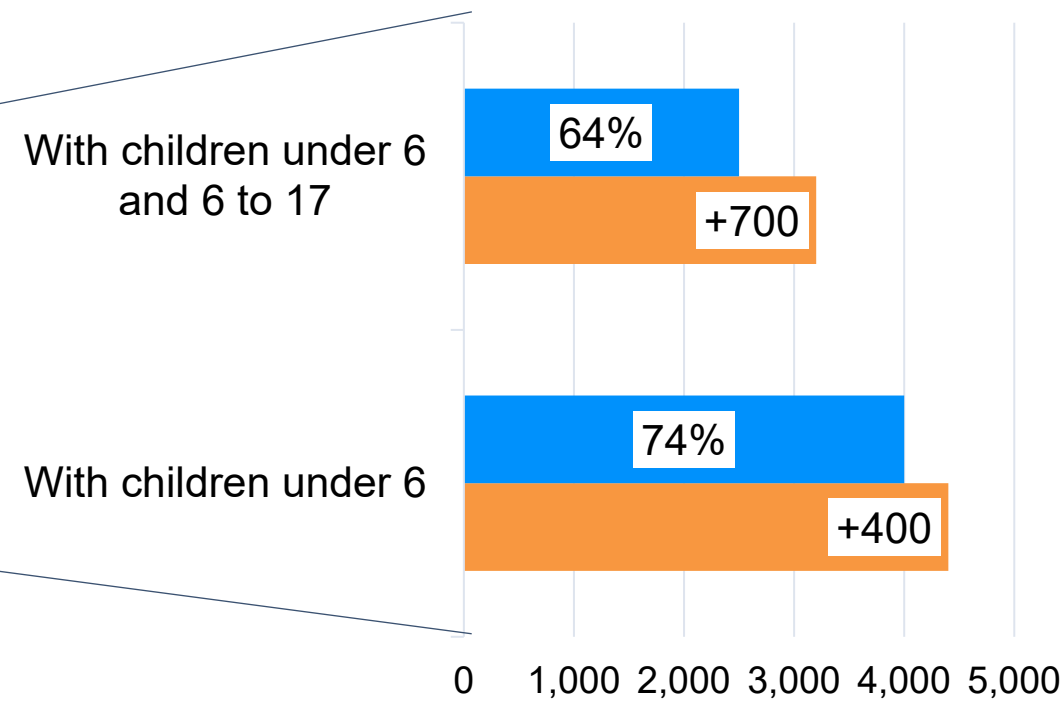
Who's in the labor force, and who could be?

Women's Labor Force Participation Lane County, 2022

■ Labor Force ■ Revised Labor Force



Counterfactual: Equivalent to similar-aged men's LFPR of 82%

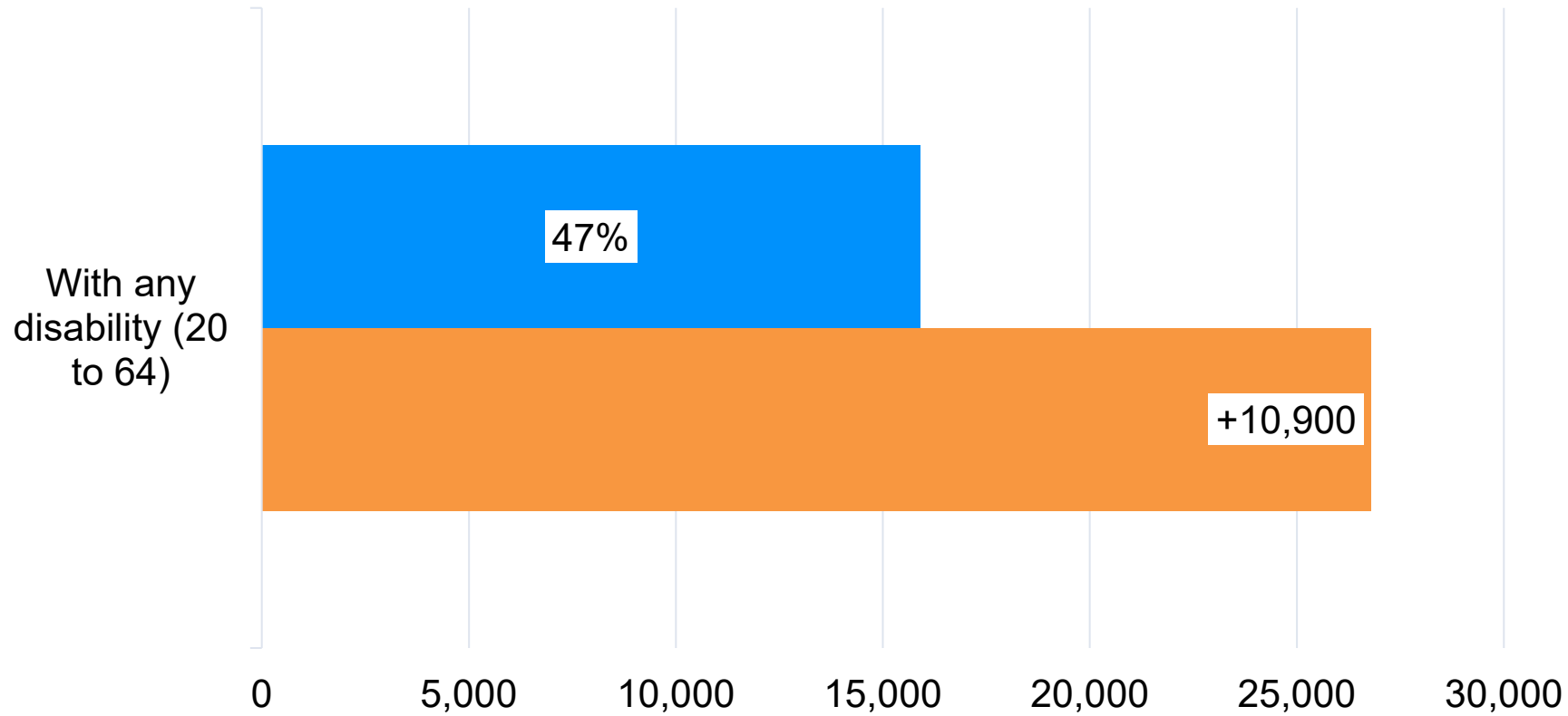


Source: Oregon Employment Department, U.S. Census Bureau ACS table S2301

Who's in the labor force, and who could be?

Labor Force Participation Rate
Lane County, 2022

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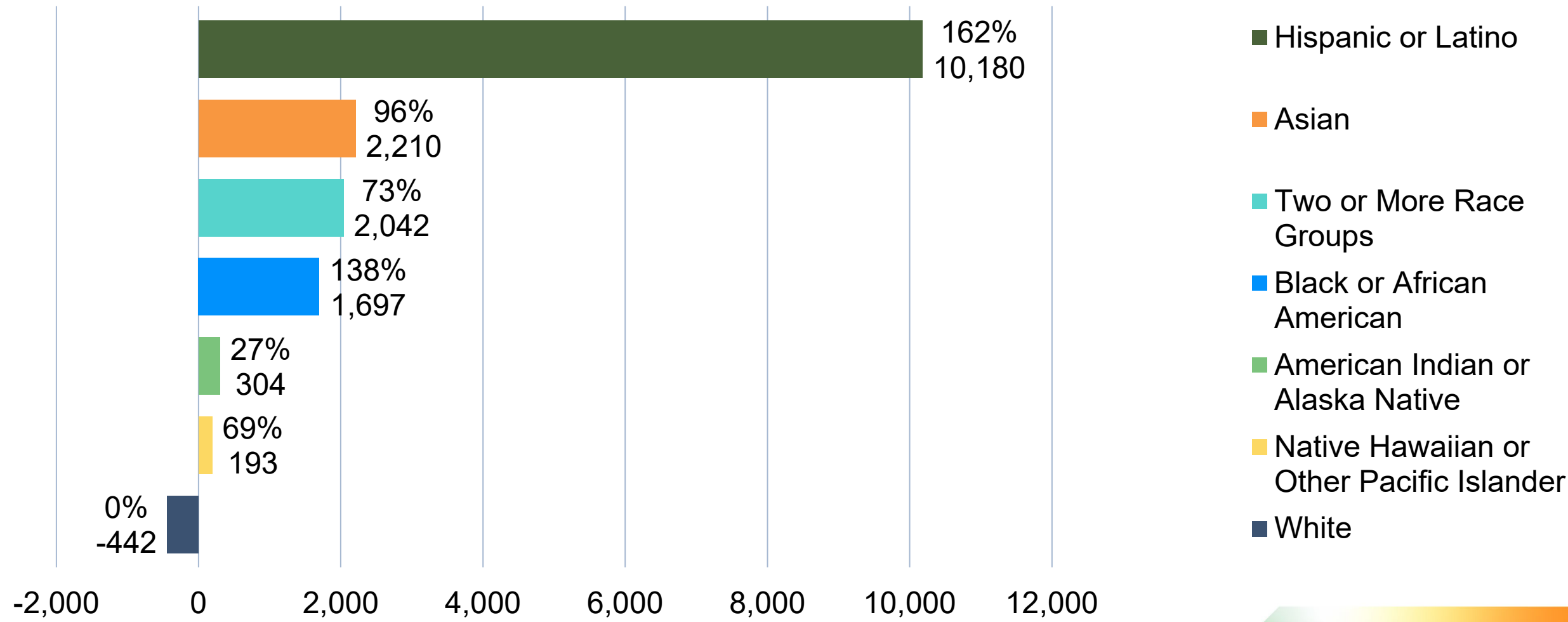


Counterfactual:
Equivalent to LFPR of
total population in age
range (79%)

Source: Oregon Employment Department, U.S. Census Bureau ACS table S2301

The workforce is diversifying rapidly in recent years

Net Change in Workers 2001-2023



Source: U.S. Census Bureau Quarterly Workforce Indicators

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