

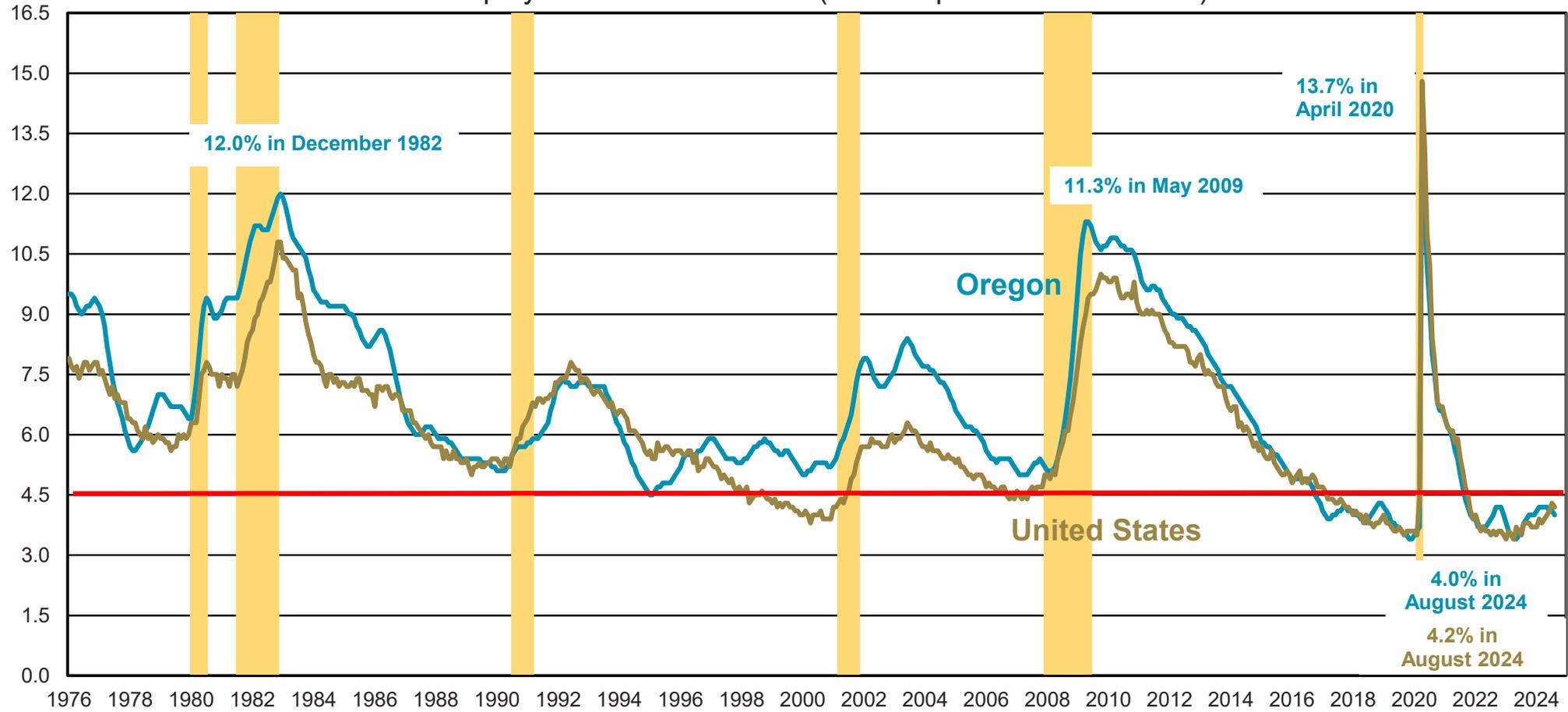
Oregon's Current Labor Market and Workforce Trends

Workers' Compensation Division Conference
October 2, 2024

UNEMPLOYMENT AND LABOR FORCE

OREGON'S UNEMPLOYMENT RATE HAS BEEN STABLE, AND RELATIVELY LOW.

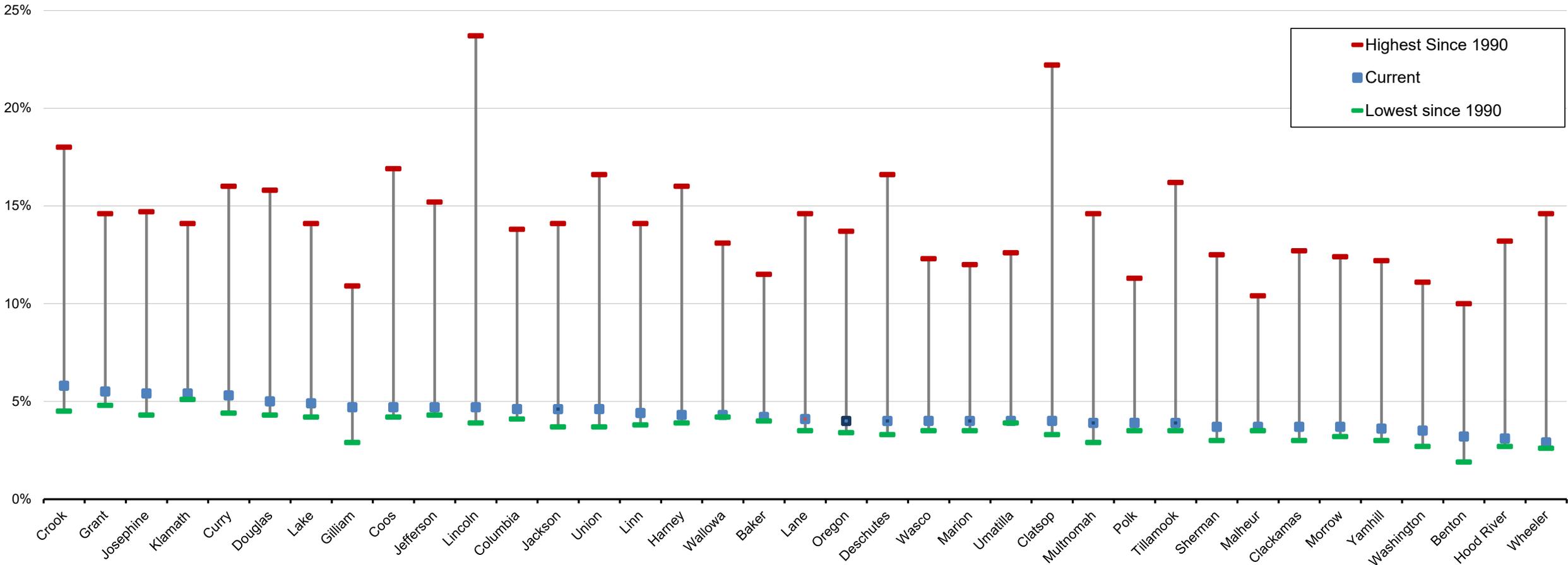
Oregon's Unemployment Rate Was 4.0% in August 2024 Unemployed % of Labor Force (Bars Represent Recessions)



Source: Oregon Employment Department and National Bureau of Economic Research

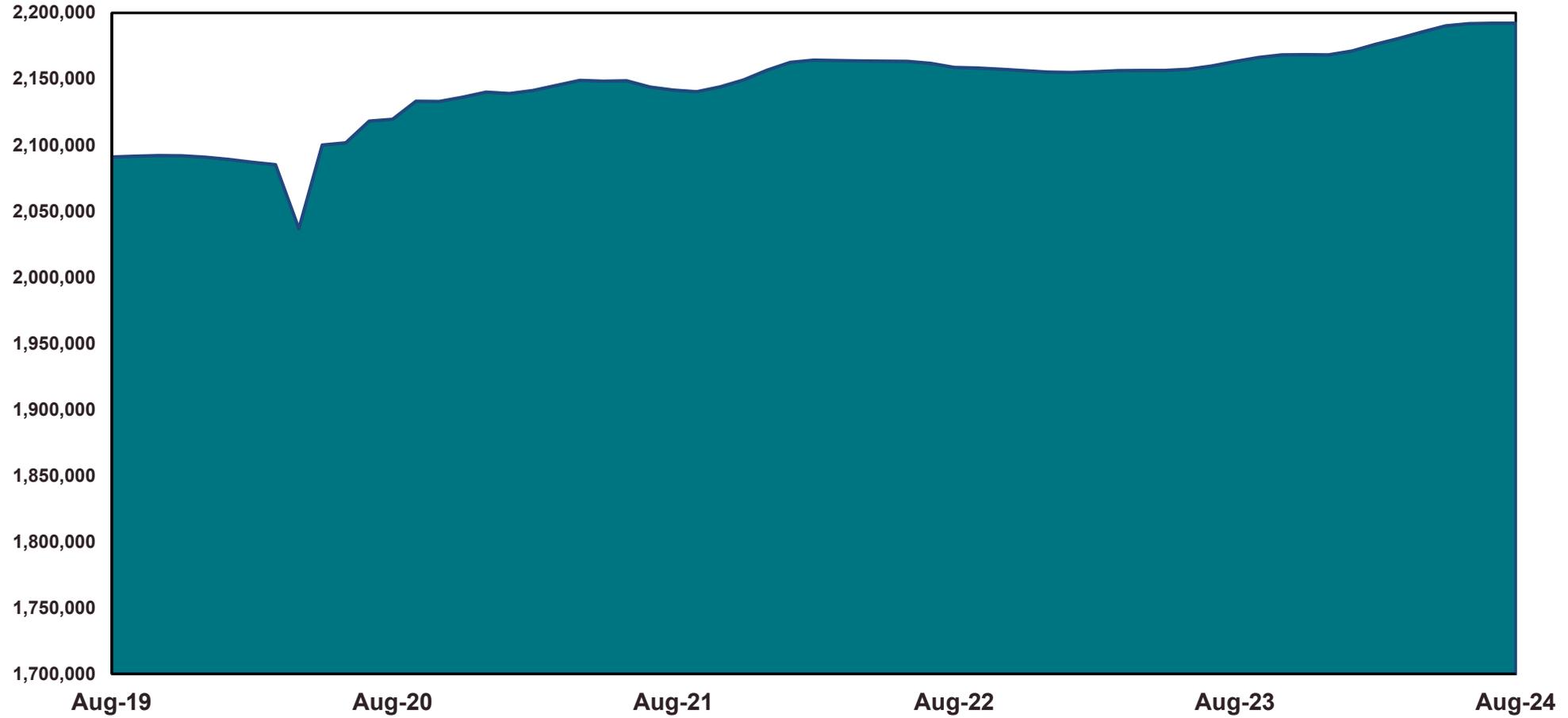
Unemployment Rates in Oregon Counties

Current Rate (August 2024), Record High, and Record Low for Each County, Seasonally Adjusted



Source: Oregon Employment Department, Local Area Unemployment Statistics

Oregon Civilian Labor Force, Seasonally Adjusted 2019 to Present

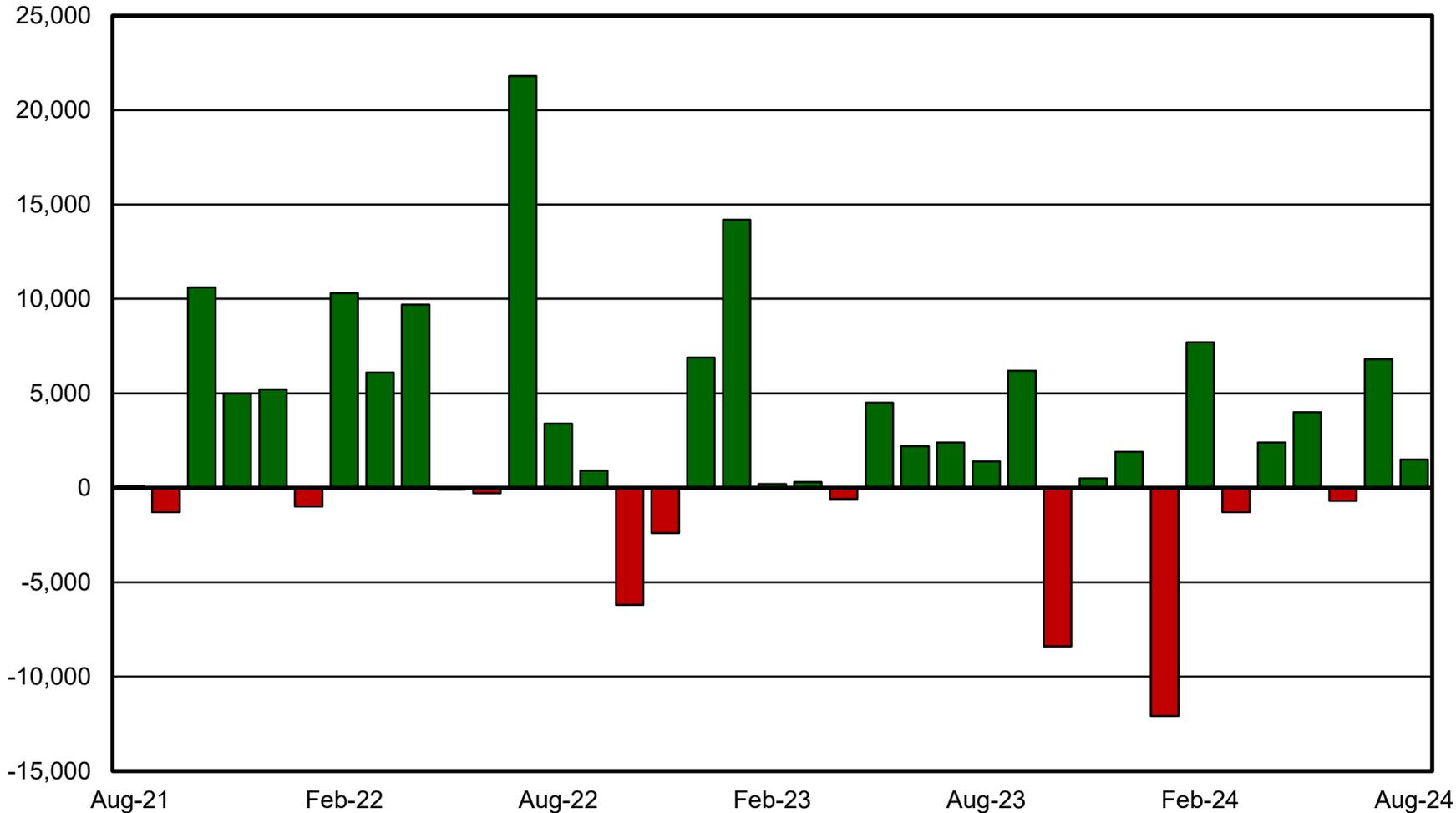


Source: Oregon Employment Department, Local Area Unemployment Statistics

JOB GROWTH BY INDUSTRY

OREGON EMPLOYERS ADDED 1,500 JOBS IN AUGUST.

Oregon's Monthly Job Change
August 2021 - August 2024, Seasonally Adjusted



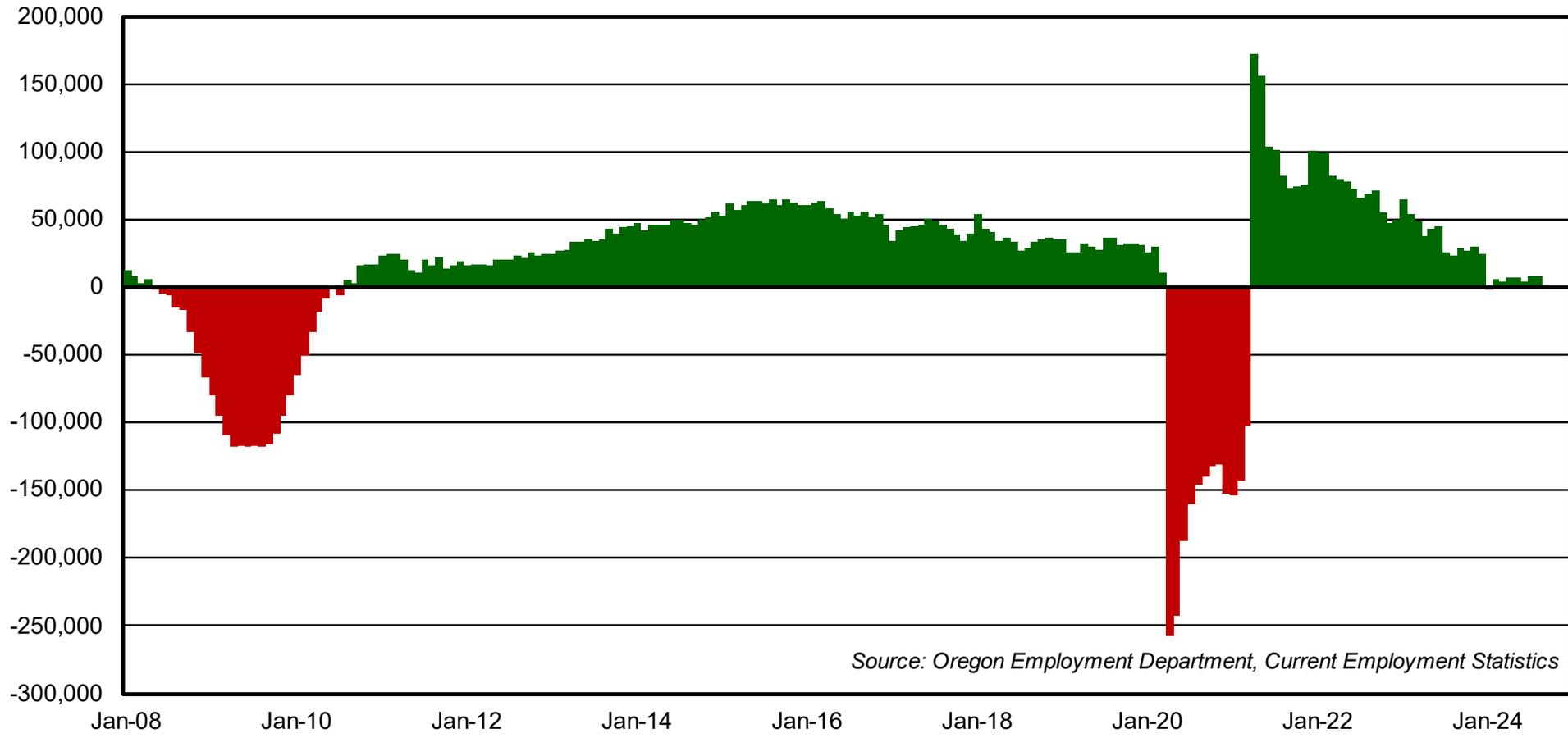
Source: Oregon Employment Department, Current Employment Statistics

Average monthly nonfarm employment changes:

- 2017**
+3,300 jobs
- 2018**
+2,900 jobs
- 2019**
+2,600 jobs
- 2020**
-12,700 jobs
- 2021**
+8,400 jobs
- 2022**
+4,100 jobs
- 2023**
+2,100 jobs
- 2024 (Jan-Aug)**
+1,000 jobs

EMPLOYMENT GREW BY 8,500 JOBS FROM AUGUST 2023 TO AUGUST 2024.

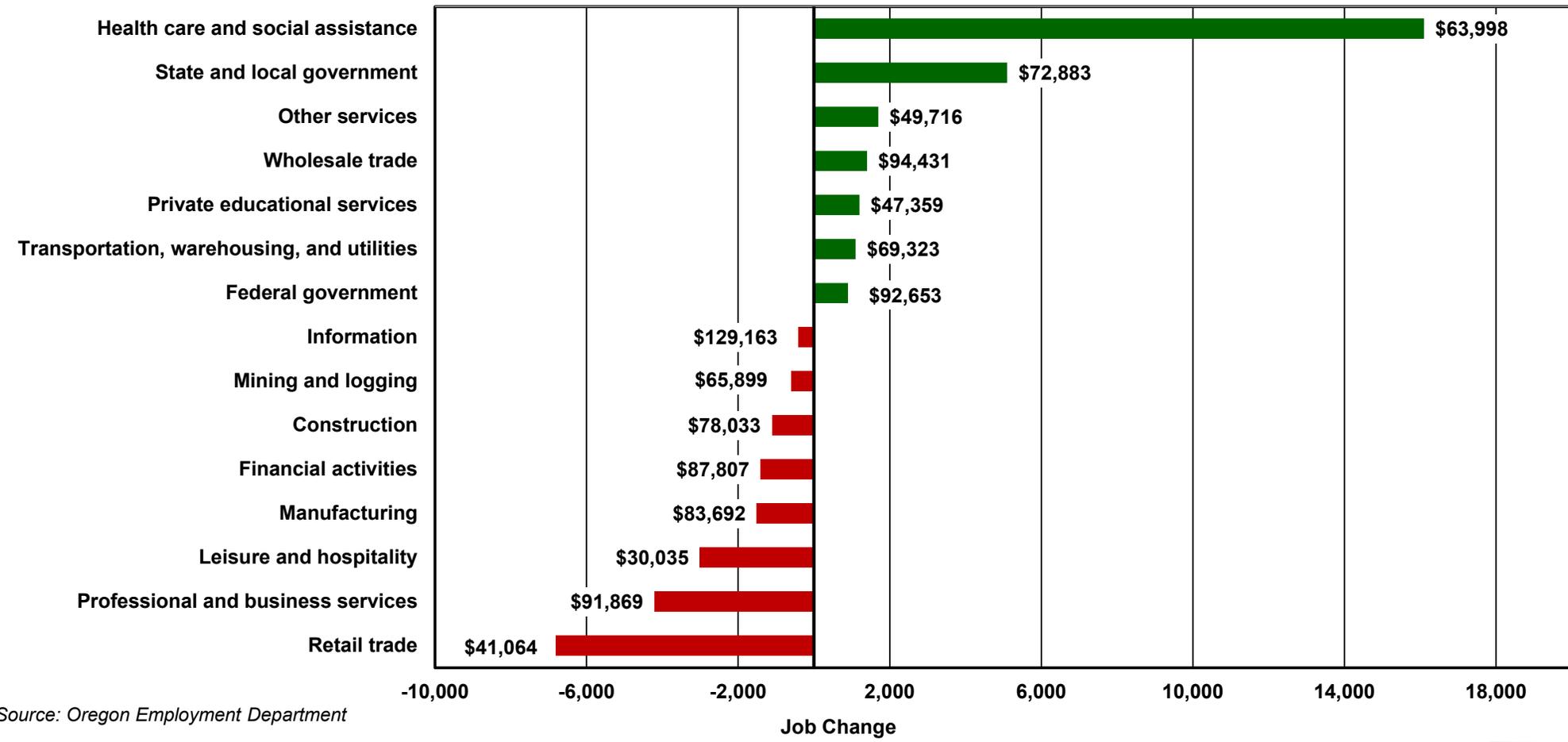
Oregon's Year-Over-Year Job Growth/Decline Seasonally Adjusted



Source: Oregon Employment Department, Current Employment Statistics

EMPLOYMENT TRENDS DIFFER ACROSS VARIOUS AREAS OF OREGON'S ECONOMY.

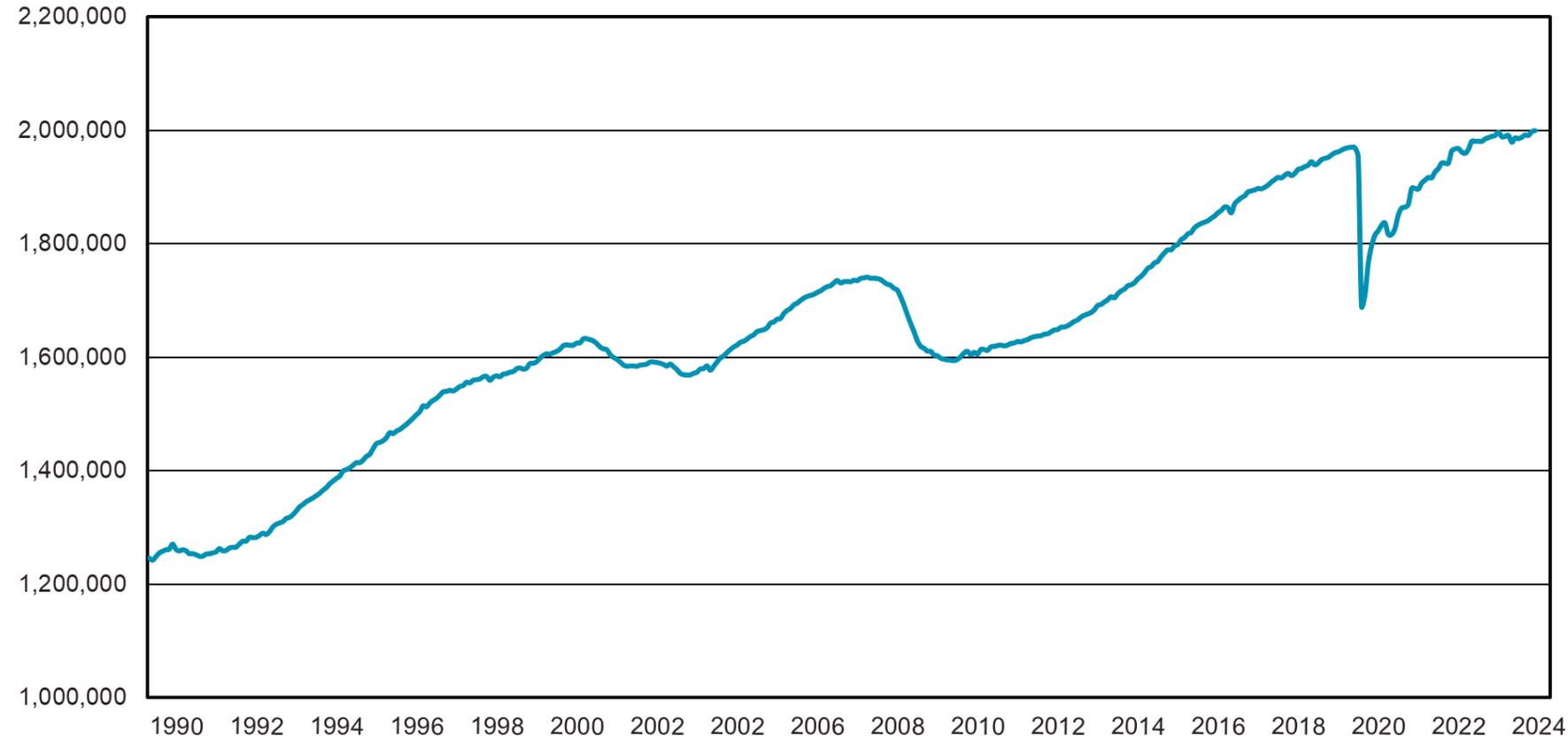
Oregon Job Change and Average Pay by Industry
 August 2023 - August 2024 Job Change, 2023 Average Pay



Source: Oregon Employment Department

NONFARM PAYROLLS IN OREGON GAINED 1,500 JOBS IN AUGUST.

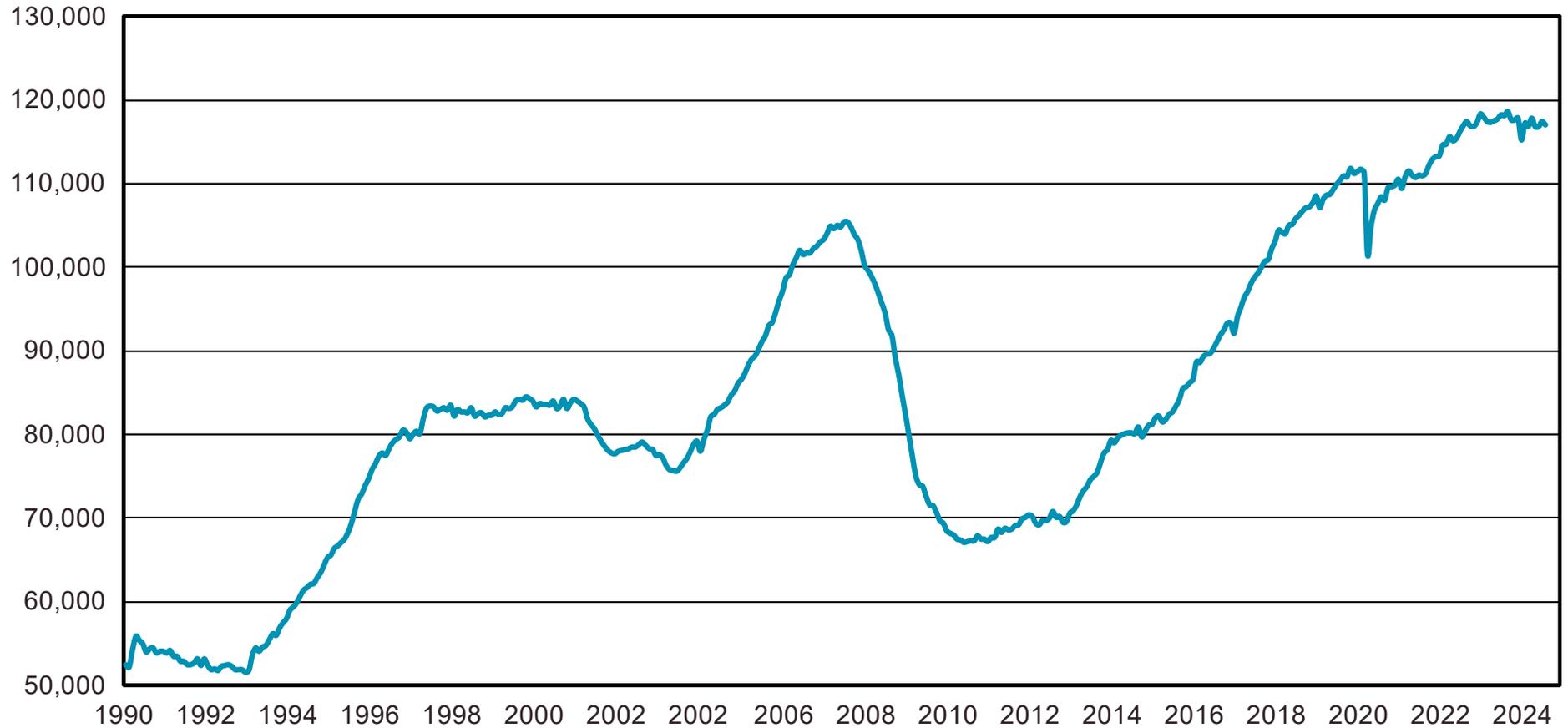
Seasonally Adjusted Employment in Oregon Total Nonfarm Payroll: 1990 - 2024



Source: Oregon Employment Department, Current Employment Statistics

CONSTRUCTION LOST 400 JOBS IN AUGUST.

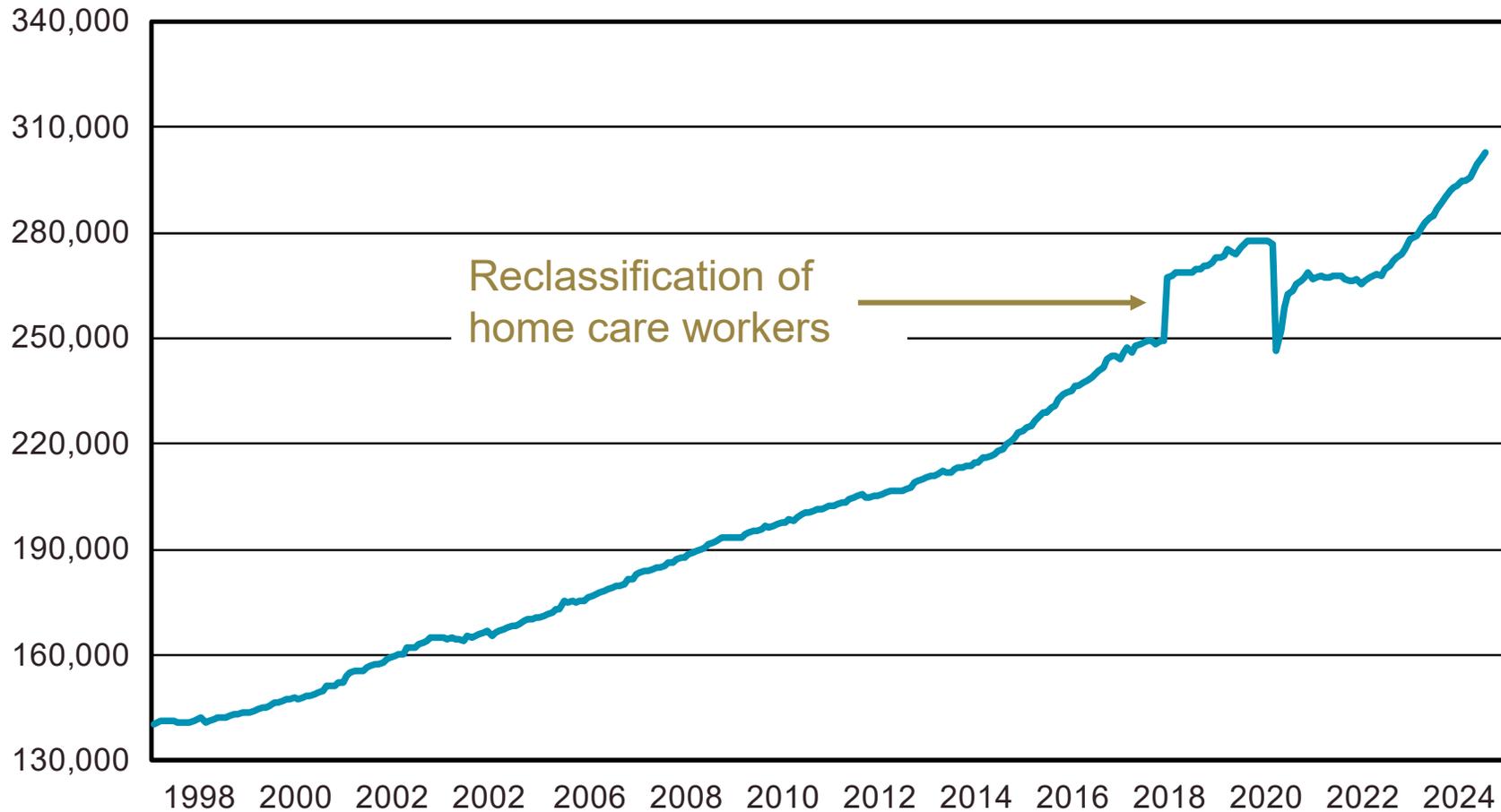
Seasonally Adjusted Employment in Oregon Construction: 1990 - 2024



Source: Oregon Employment Department, Current Employment Statistics

PRIVATE HEALTH CARE AND SOCIAL ASSISTANCE GAINED 1,200 JOBS IN AUGUST.

Seasonally Adjusted Employment in Oregon Private Health Care and Social Assistance: 1997 - 2024



Over the year (not seasonally adjusted):

Ambulatory:
+3,300

Hospitals:
+2,300

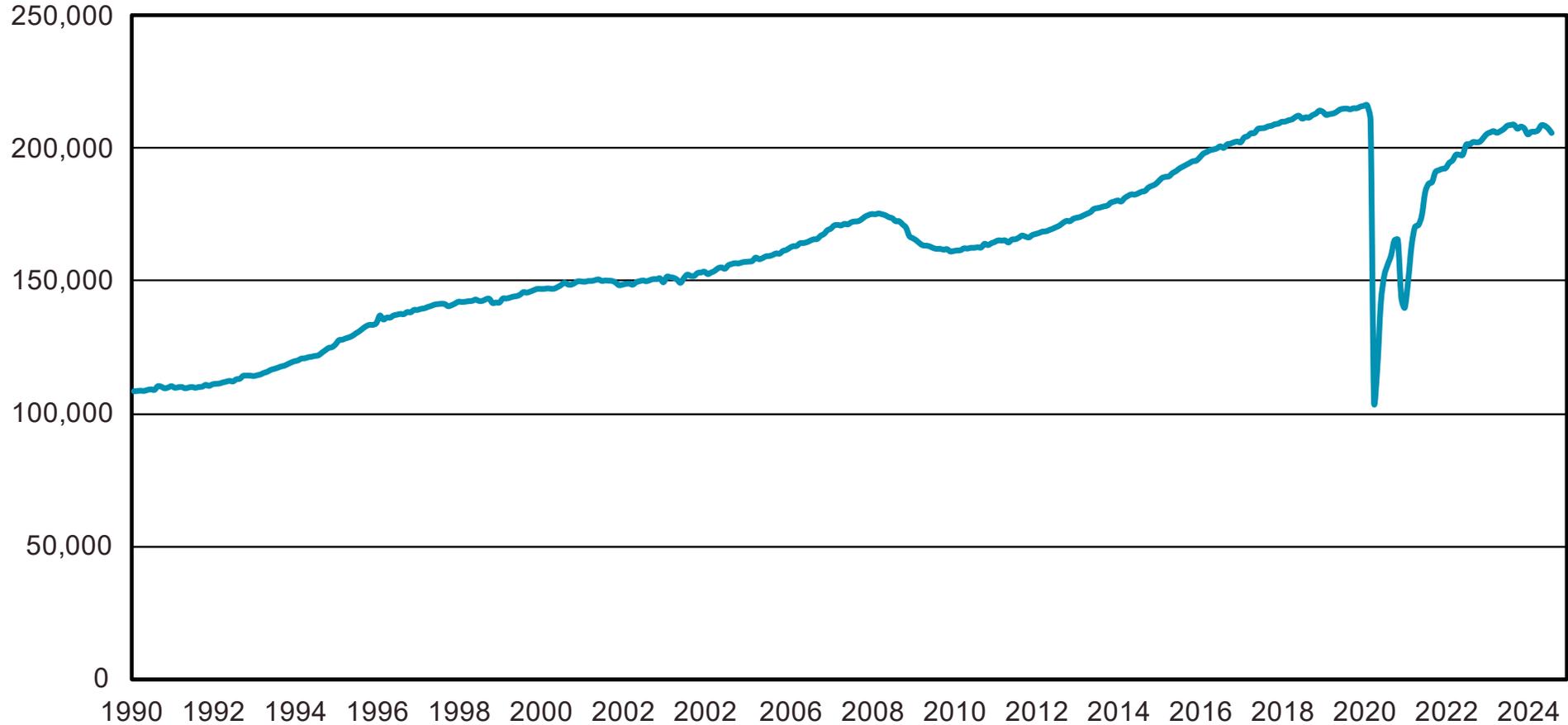
Nursing and residential:
+3,400

Social assistance:
+8,100

Source: Oregon Employment Department, Current Employment Statistics

LEISURE AND HOSPITALITY LOST 1,700 JOBS IN AUGUST.

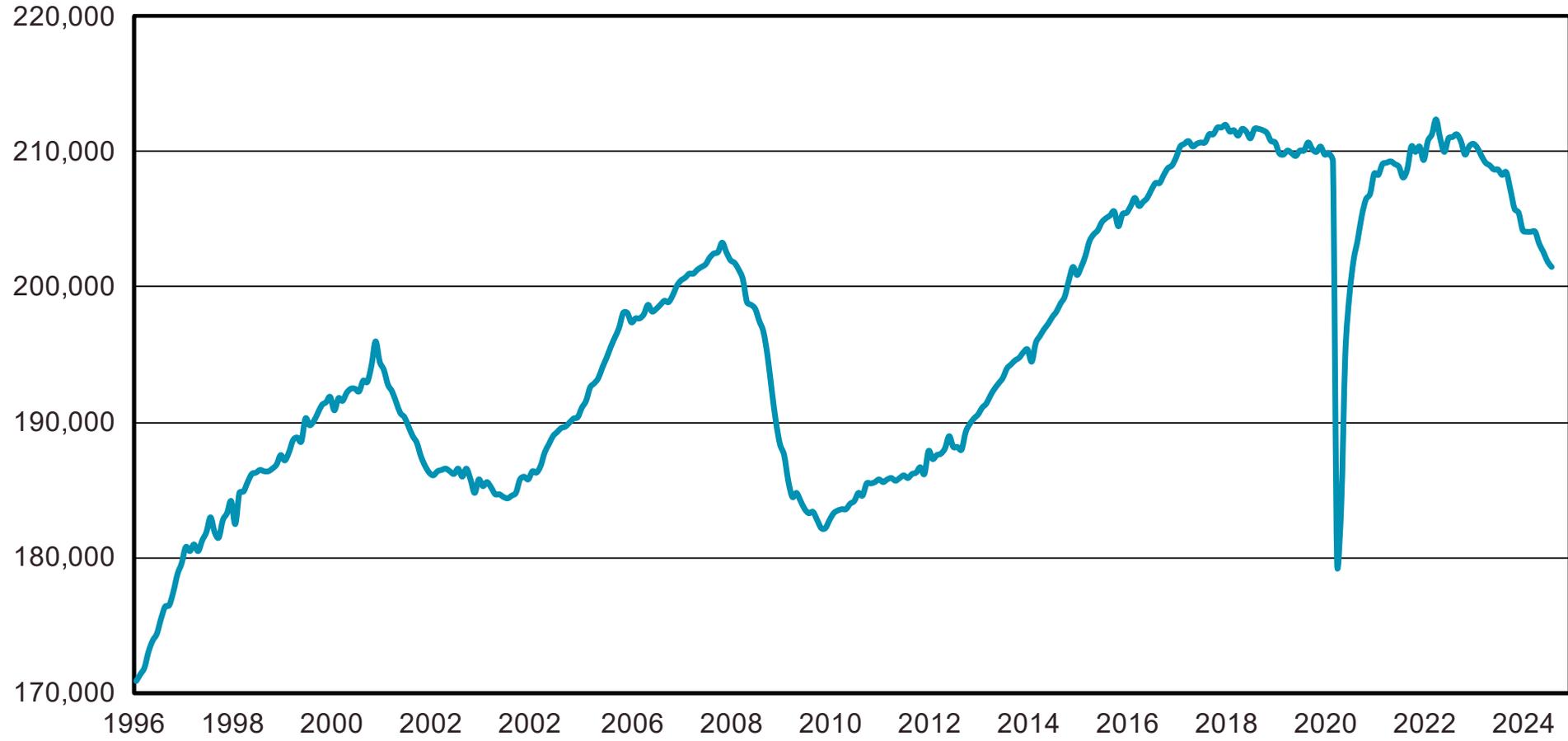
Seasonally Adjusted Employment in Oregon Leisure and Hospitality: 1990 - 2024



Source: Oregon Employment Department, Current Employment Statistics

RETAIL TRADE DECREASED BY 400 JOBS IN AUGUST.

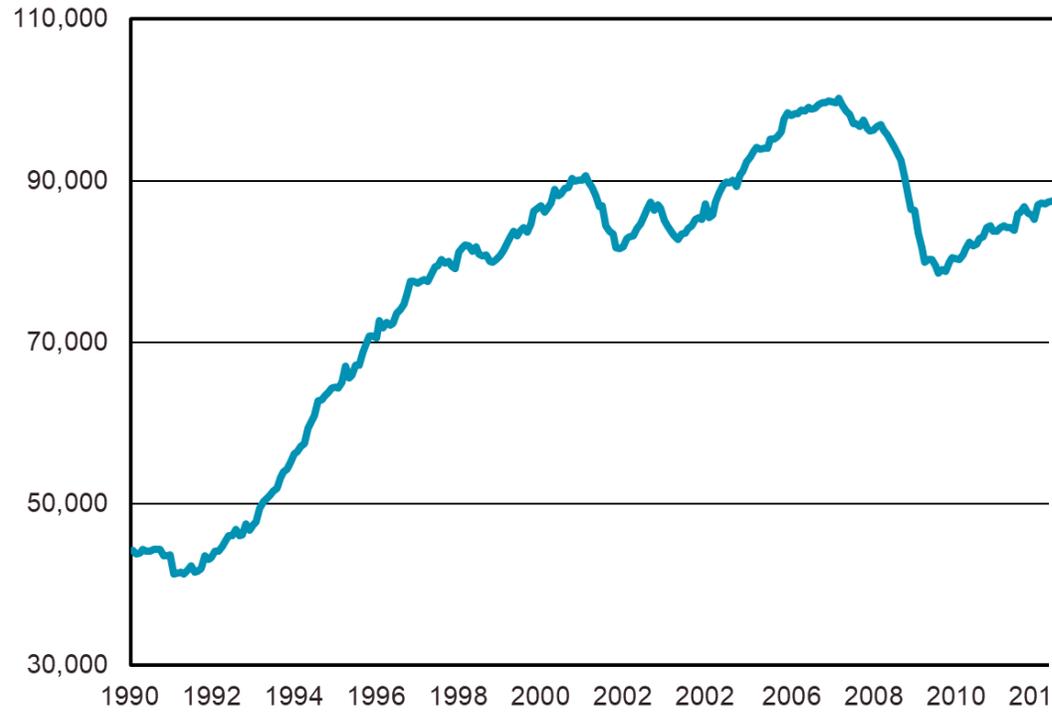
Seasonally Adjusted Employment in Oregon Retail Trade: 1996 - 2024



Source: Oregon Employment Department, Current Employment Statistics

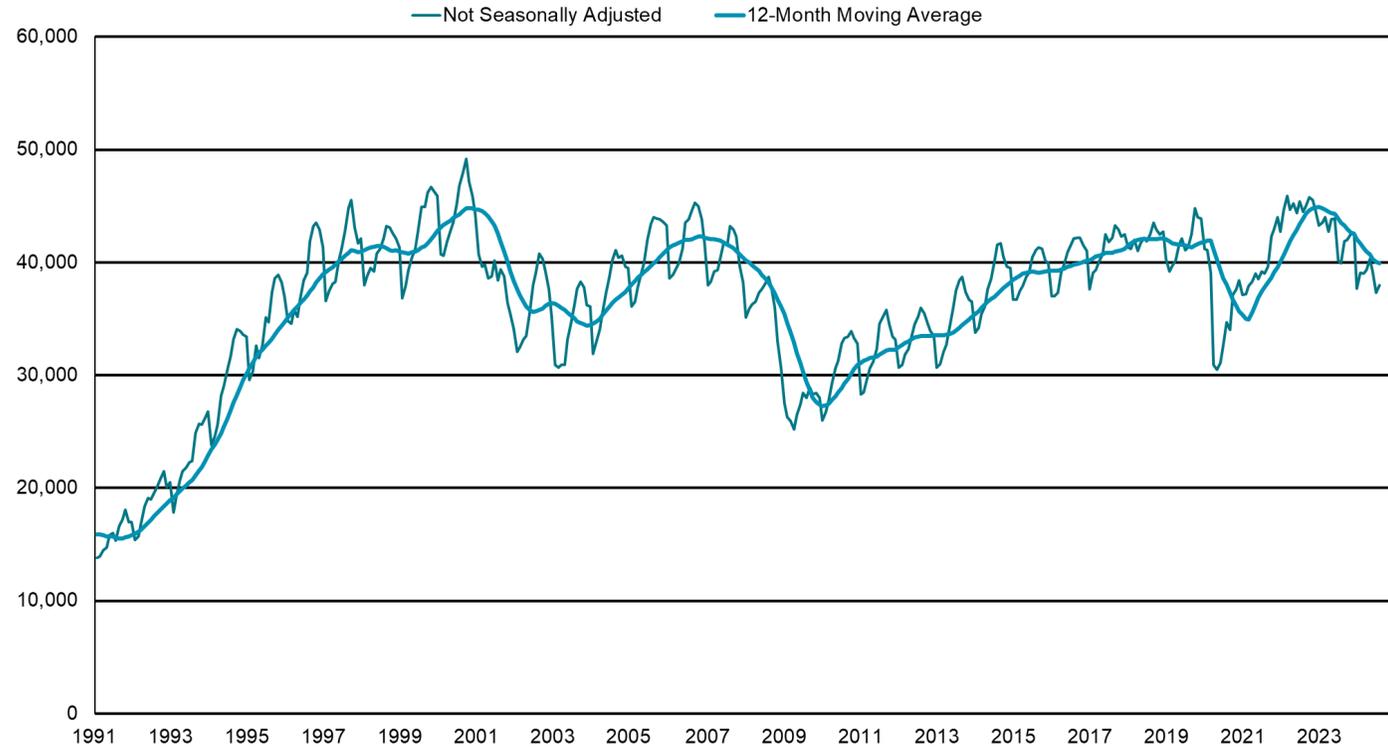
ADMINISTRATIVE AND WASTE SERVICES GAINED 300 JOBS IN AUGUST.

Seasonally Adjusted Employment in Oregon Administrative and Waste Services: 1990 - 2024



Source: Oregon Employment Department, Current Employment Statistics

Employment Services Oregon Employment: 1991 - 2024

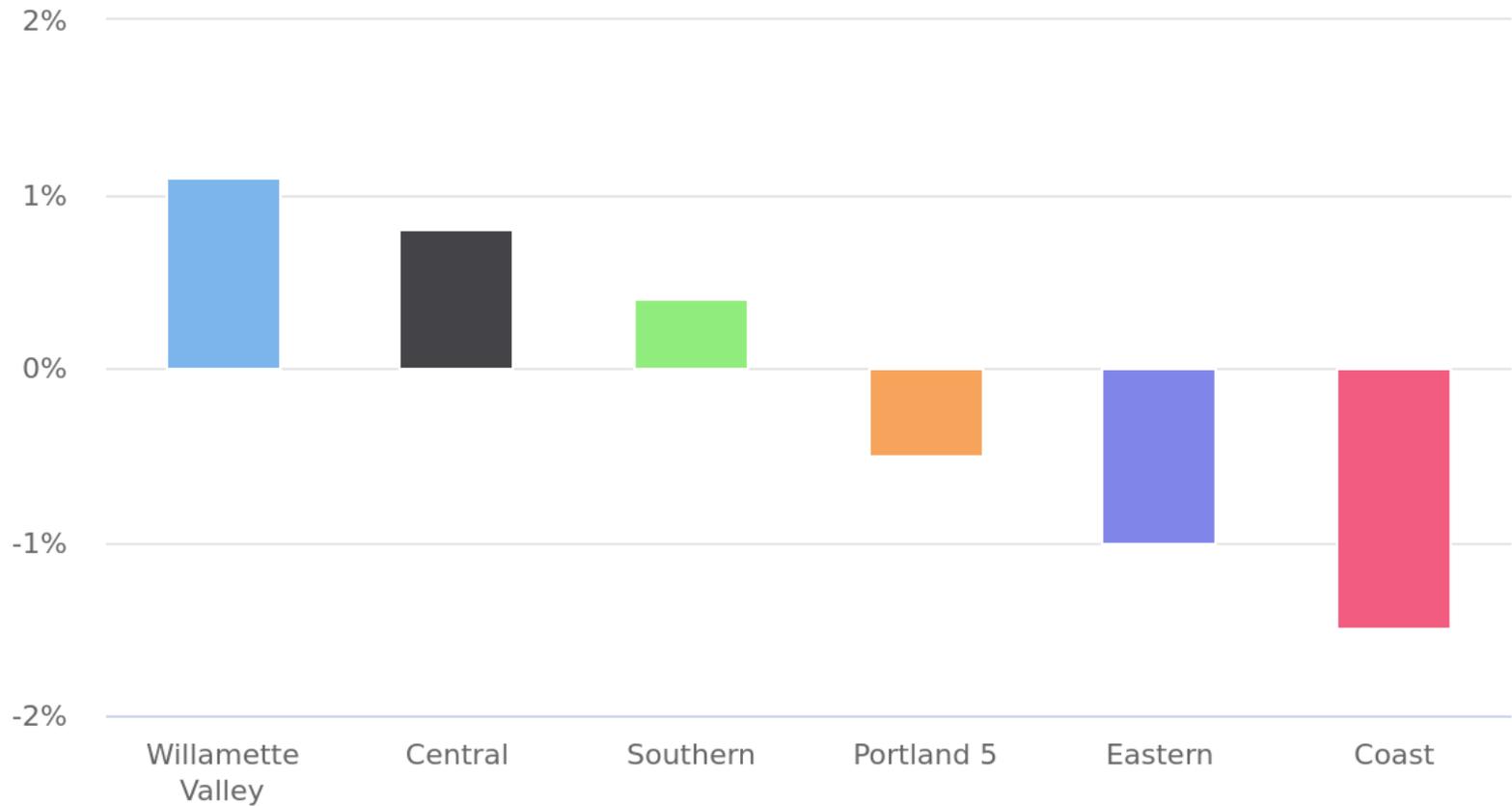


Source: Oregon Employment Department, Current Employment Statistics

THE WILLAMETTE VALLEY GREW AT THE FASTEST RATE OF ANY BROAD REGION OVER THE YEAR.

Over-the-Year Employment Change by Region

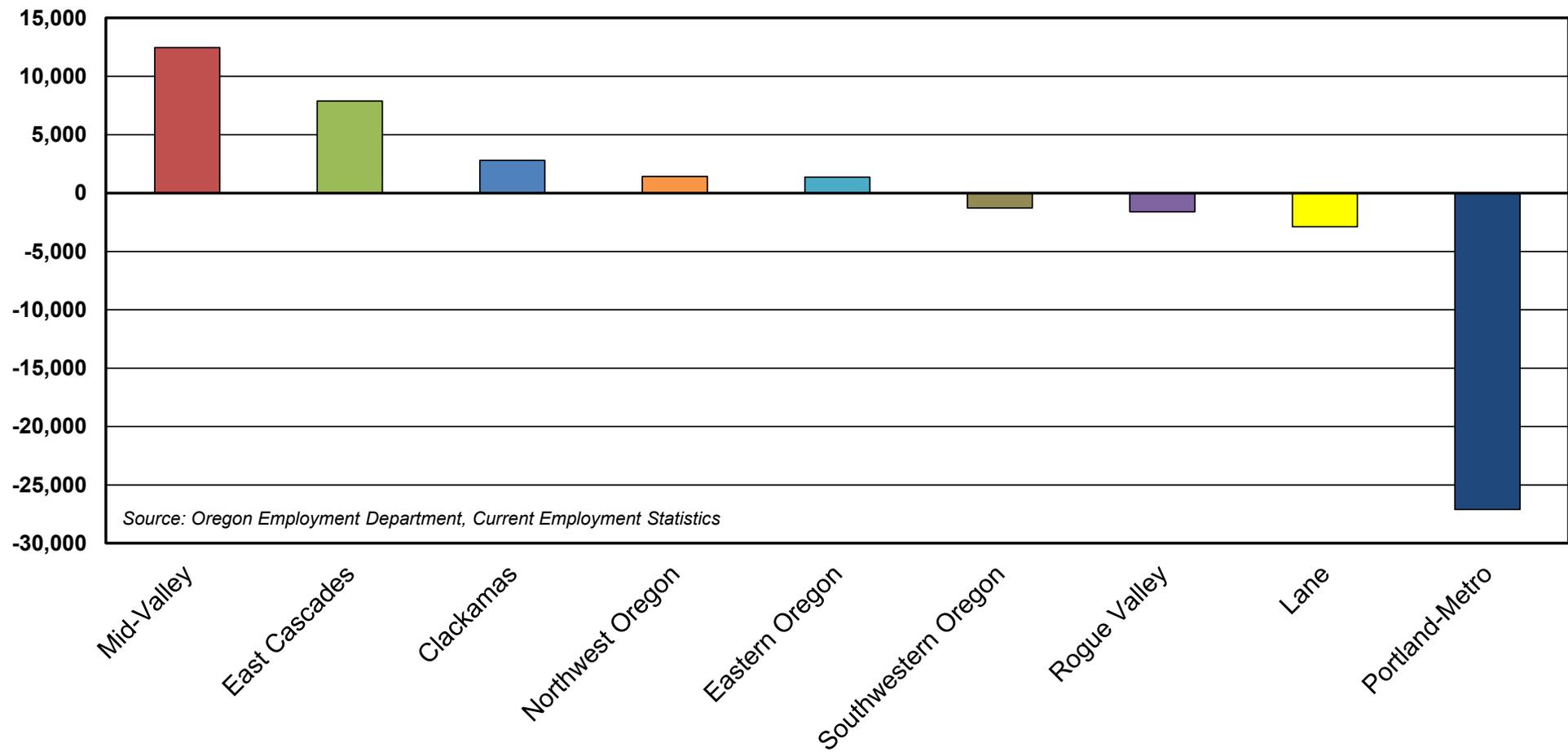
August 2023 to August 2024, Seasonally Adjusted Nonfarm Employment



Oregon Employment Department, Current Employment Statistics

EMPLOYMENT TRENDS ALSO DIFFER ACROSS VARIOUS AREAS OF THE STATE.

Job Change by Local Workforce Area as of August 2024 Since February 2020, Seasonally Adjusted

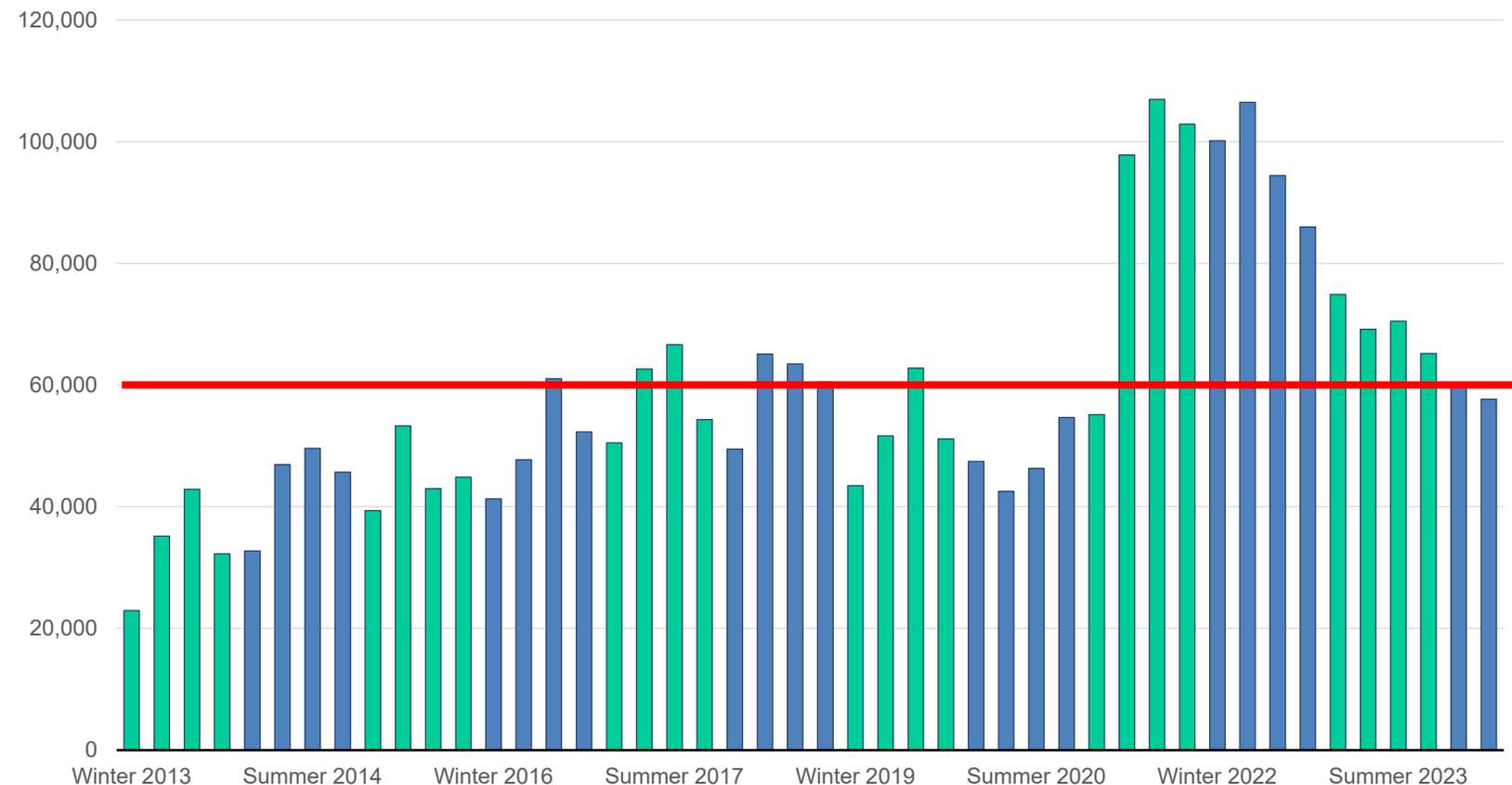


Source: Oregon Employment Department, Current Employment Statistics

BUSINESSES' NEED FOR WORKERS

OREGON BUSINESSES REPORTED 58,000 JOB VACANCIES IN SPRING 2024.

Job Vacancies at Private Employers in Oregon, 2013 - 2024

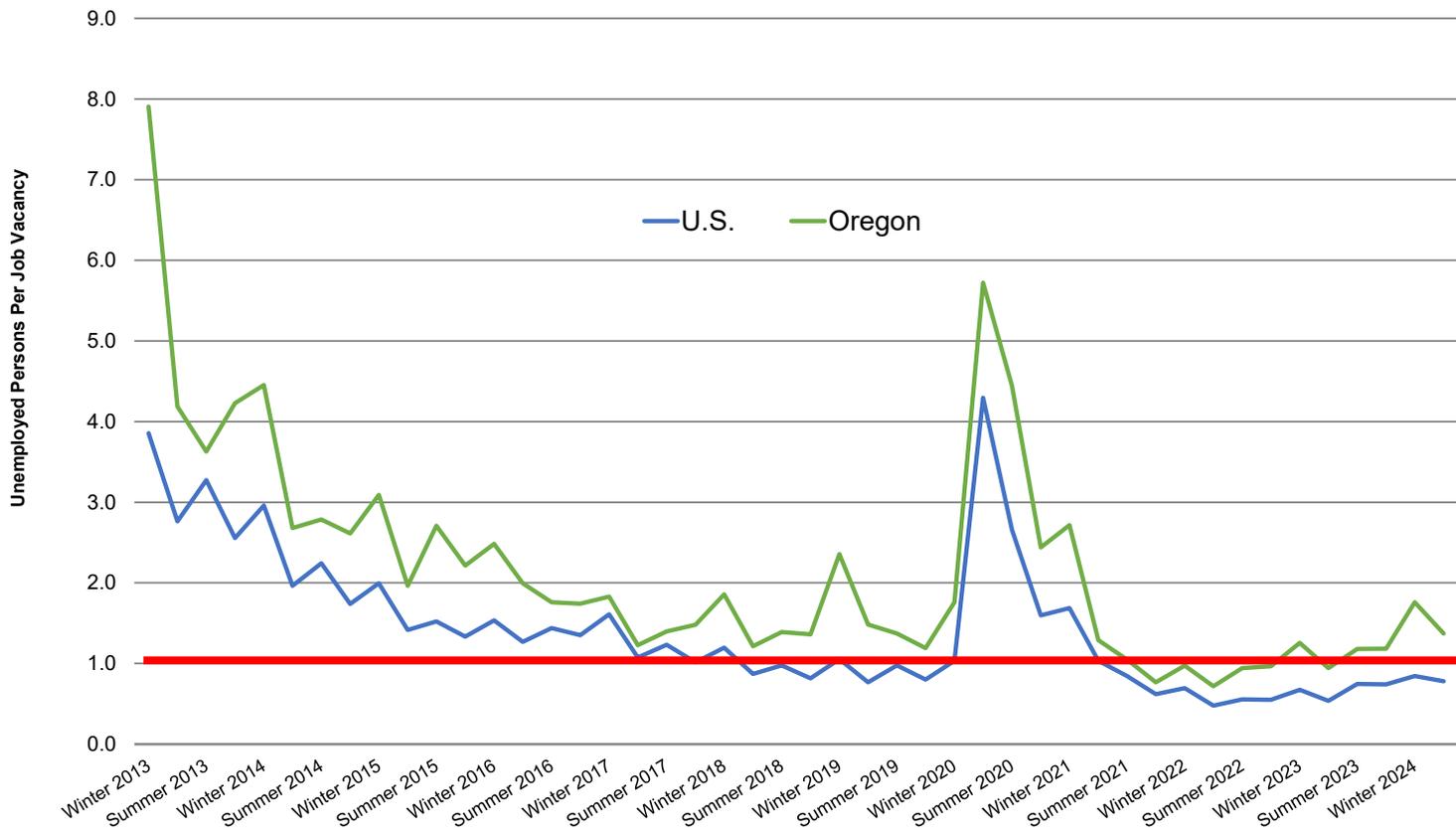


As with job growth, health care and social assistance is also the industry leader in terms of job openings, with nearly 14,000 vacancies at any given time between April and June.

Source: Oregon Employment Department, Quarterly Job Vacancy Survey

THERE IS A RELATIVELY LOW AVAILABLE LABOR POOL FOR THE NUMBER OF JOB OPENINGS IN THE ECONOMY.

U.S. and Oregon Unemployed to Job Vacancy Ratios Still Low after Spring 2020 Peak
 (Job Openings with Private Employers, 2013-2024)



The U.S. has more job openings than unemployed workers.

In Oregon, there are about 3 unemployed people for every 2 job openings.

Source: Oregon Employment Department

BUSINESSES REPORTED HIRING IN VARIOUS INDUSTRIES.

Oregon Job Vacancies by Industry, Spring 2024

Industry	Vacancies
All Industries	57,686
Health care and social assistance	13,830
Manufacturing	6,708
Leisure and hospitality	6,423
Retail trade	5,126
Management, administrative, and waste services	4,725
Construction	4,545
Private educational services	3,857
Other services	3,269
Professional, scientific, and technical services	3,233
Wholesale trade	1,599
Transportation, warehousing, and utilities	1,481
Natural resources and mining	1,107
Financial activities	1,104
Information	679

Source: Oregon Employment Department

Health care and social assistance had the most vacancies of any industry, with 13,800. Manufacturing had 6,700 vacancies in spring. Leisure and hospitality had 6,400 vacancies.

Note: The Oregon Job Vacancy Survey includes only private-sector businesses with two or more employees.

AGING WORKFORCE AND SLOWING GROWTH

FACTORS THAT COULD AFFECT FUTURE TRENDS: AGING WORKFORCE

Workers Ages 55+ Likely Within a Decade of Retirement

Oregon Jobs in 2022	All Workers	Age 55+	% Age 55+
All Sectors	1,908,164	455,792	24%
Agriculture, Forestry, Fishing and Hunting	52,269	17,026	33%
Mining, Quarrying, and Oil and Gas Extraction	1,787	574	32%
Real Estate and Rental and Leasing	30,756	8,795	29%
Utilities	8,025	2,230	28%
Other Services	65,394	17,780	27%
Public Administration	75,343	20,117	27%
Wholesale Trade	77,229	20,205	26%
Educational Services	144,633	37,806	26%
Manufacturing	188,469	49,178	26%
Transportation and Warehousing	80,059	20,392	25%
Finance and Insurance	55,032	13,480	24%
Health Care and Social Assistance	284,182	69,324	24%
Retail Trade	209,208	47,907	23%
Administrative and Waste Services	108,487	24,775	23%
Construction	122,998	28,005	23%
Professional, Scientific, and Technical Services	111,361	24,248	22%
Arts, Entertainment, and Recreation	29,817	6,345	21%
Management of Companies and Enterprises	51,883	10,705	21%
Information	41,014	7,684	19%
Accommodation and Food Services	170,218	29,216	17%

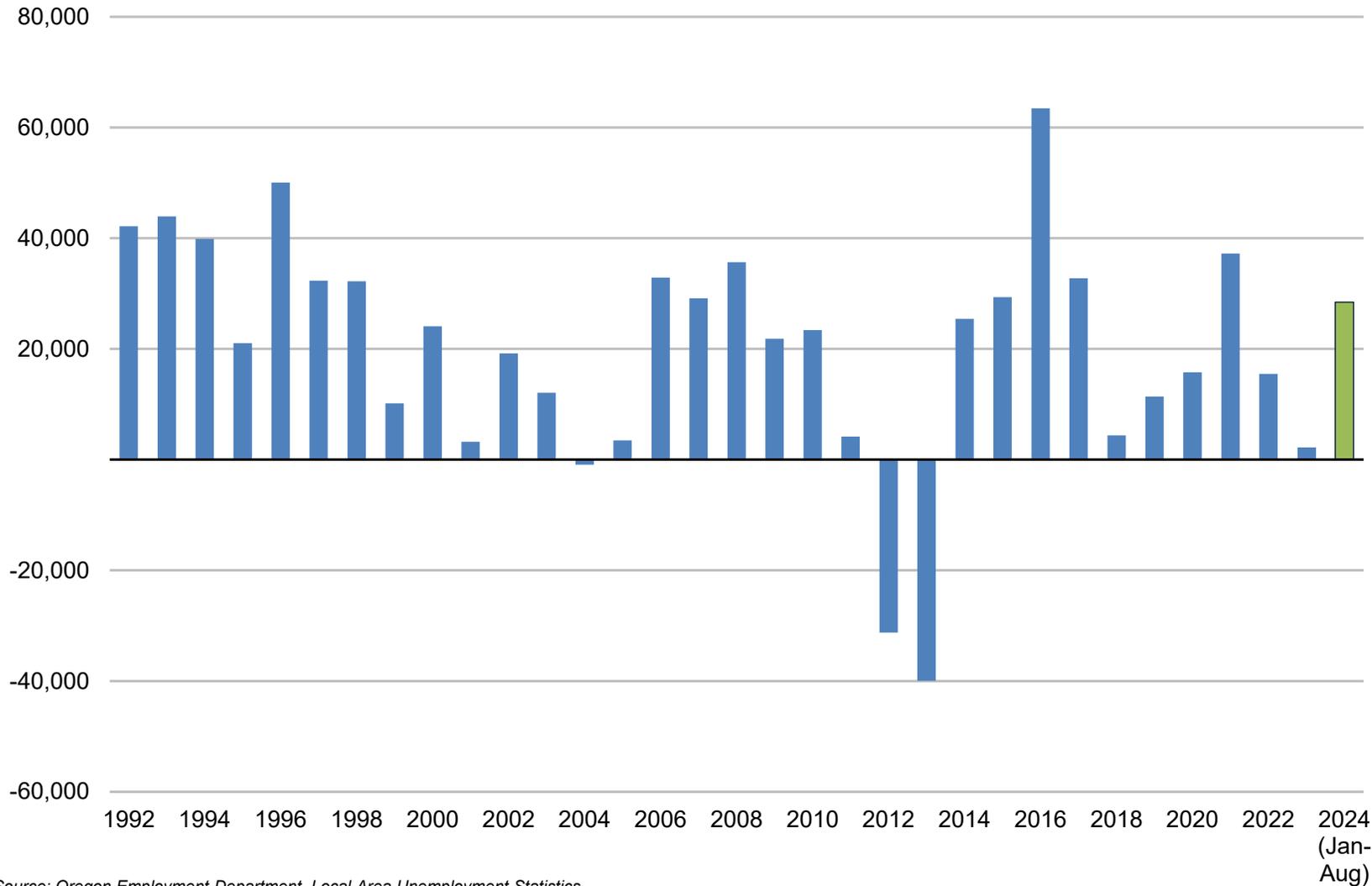
About one in four jobs in Oregon is held by a worker at least 55 years old.

Health care and social assistance has the largest number of workers ages 55+, who may be looking towards retirement in the coming decade.

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

FACTORS THAT COULD AFFECT FUTURE TRENDS: SLOW LABOR FORCE GROWTH

Annual Labor Force Change in Oregon, 1993 - 2024



In 2023, Oregon added 2,200 people to the labor force.

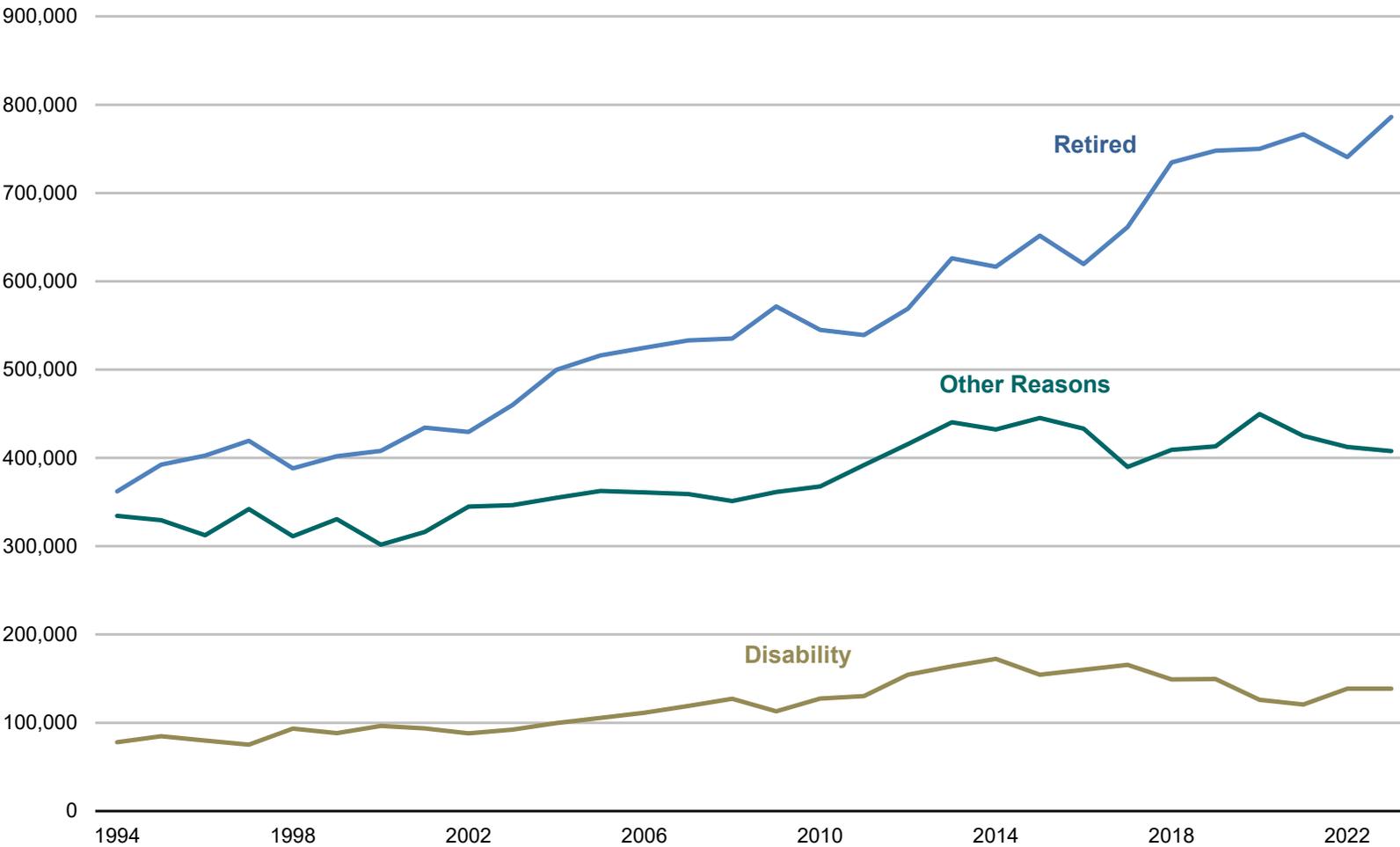
That was a gain of 0.1%.

There appears to be a rebound so far in 2024.

Source: Oregon Employment Department, Local Area Unemployment Statistics

SLOWING LABOR FORCE GROWTH: MORE RETIREMENTS

Reasons Oregonians Ages 16+ are Not in Labor Force
Annual Average, 1994-2023



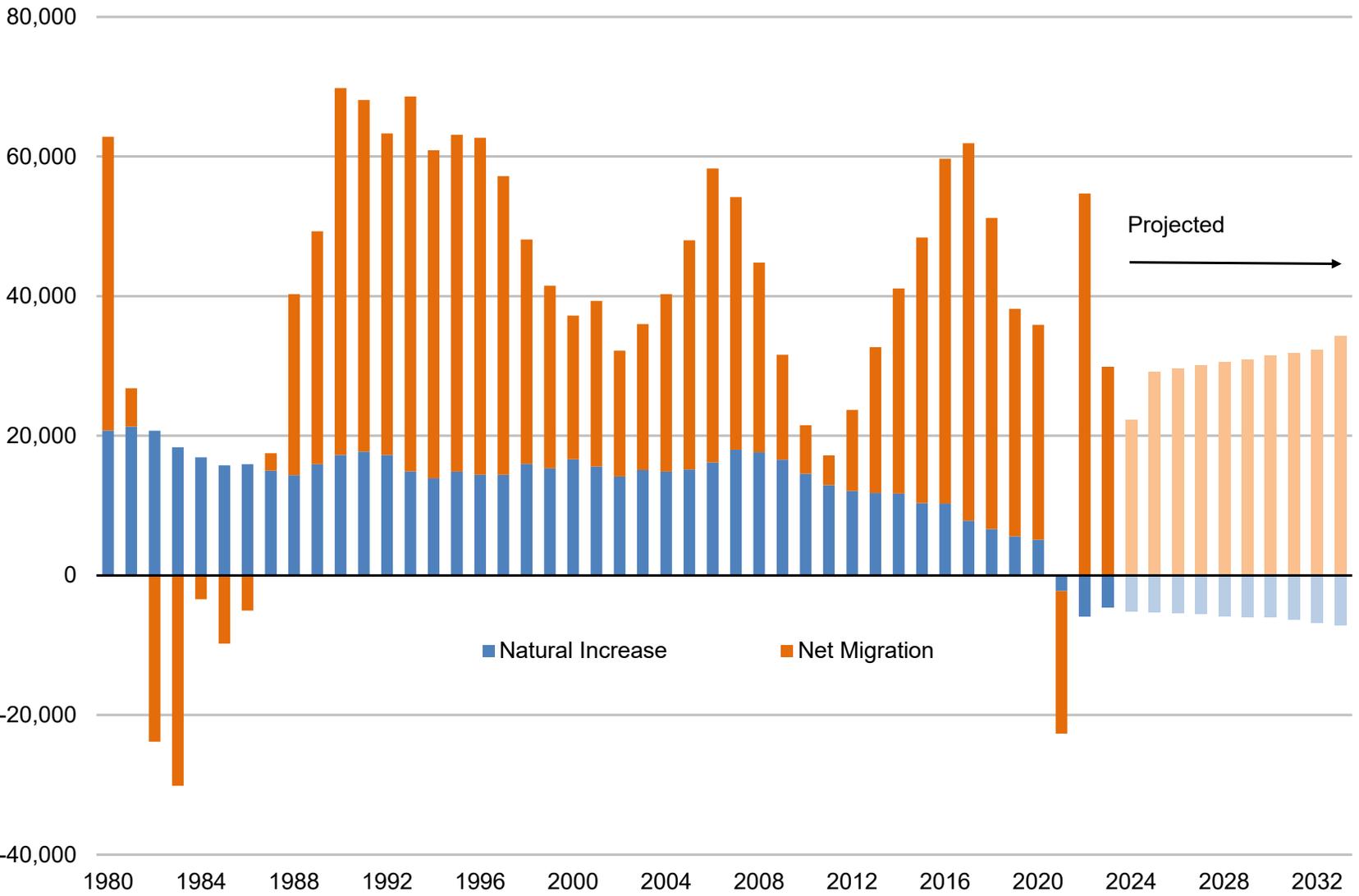
Not in Oregon's labor force due to retirement:

- Up 5% since 2019
- Rose by 26% over the past decade

Source: Oregon Employment Department, Local Area Unemployment Statistics

SLOWING LABOR FORCE GROWTH: SLOWER POPULATION GROWTH

Oregon's Population Components of Change

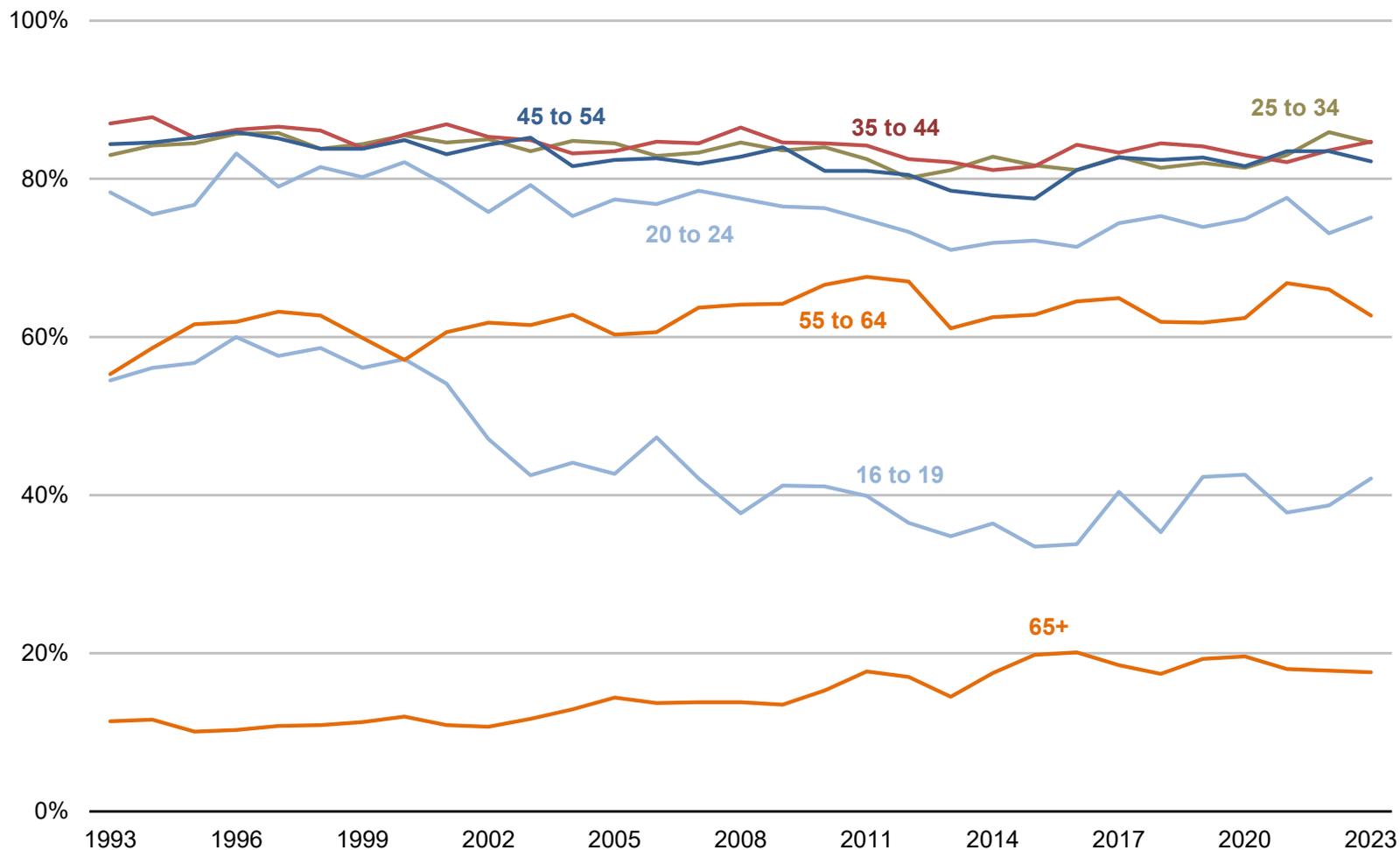


Portland State University estimates show a rebound in 2022, but population growth is projected to be slower in the coming years than historical norms.

Source: Oregon Employment Department, Oregon Office of Economic Analysis

LABOR FORCE PARTICIPATION RATES VARY WIDELY BY AGE CATEGORY

Oregon Labor Force Participation Rates by Age Category, 1993 - 2023



Participation rate rebounding slightly for teens, but well below historic highs.

The rate doubled for those 65 years and older over the past decade.

Source: Oregon Employment Department, Local Area Unemployment Statistics

UNEMPLOYMENT REMAINS LOW BY HISTORICAL STANDARDS

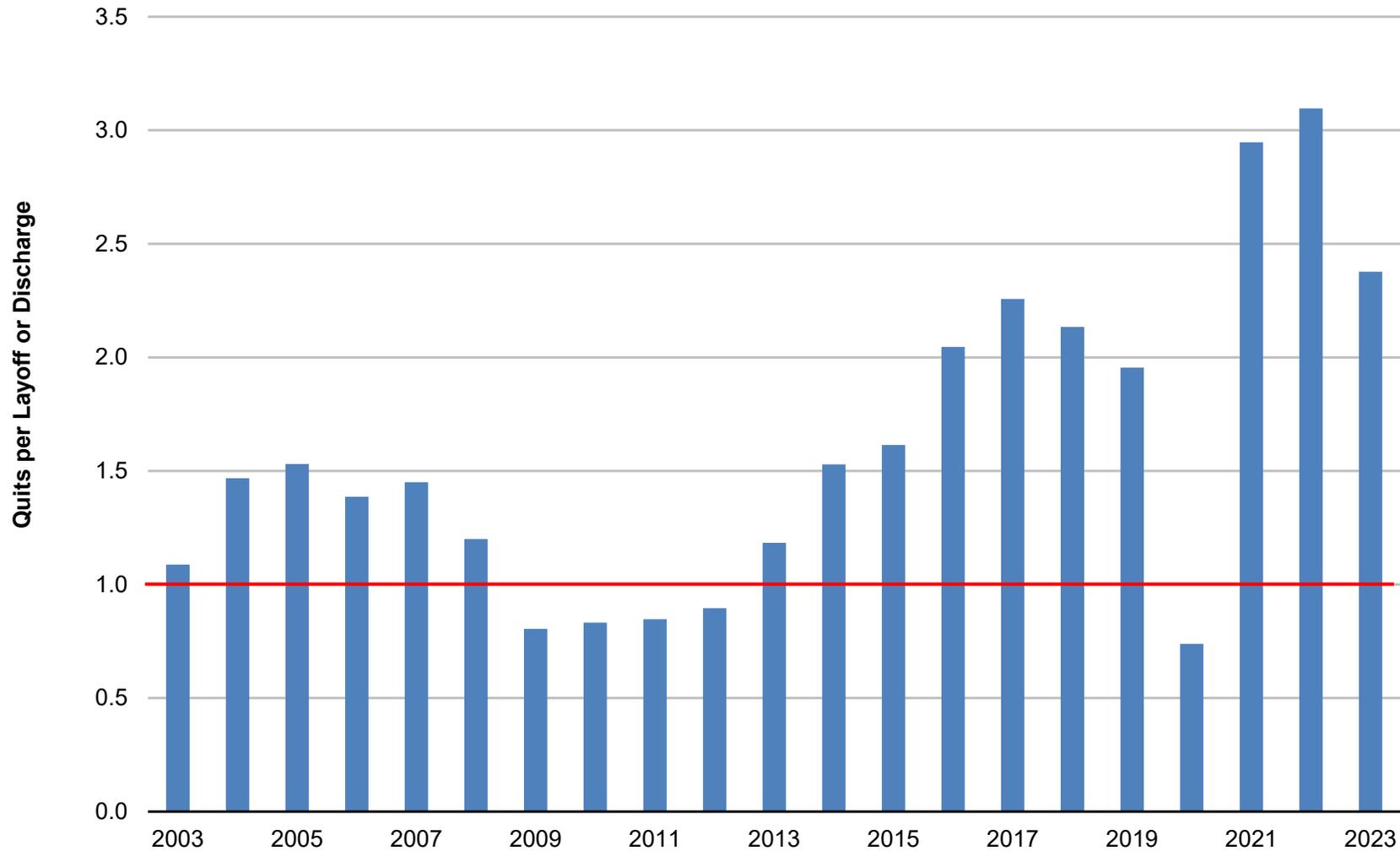
Oregon Job Vacancies and Unemployment Rates, 2019-2023

	2019	2020	2021	2022	2023
Vacancies	57,241	44,408	96,887	103,977	72,815
Average Hourly Wage (in 2023\$)	\$22.42	\$21.25	\$22.14	\$22.55	\$25.13
Full-time Positions	77%	79%	78%	81%	82%
Permanent Positions	93%	92%	93%	94%	94%
Requiring Education Beyond High School	34%	33%	30%	29%	39%
Requiring Previous Experience	57%	53%	53%	52%	58%
Difficult to Fill	57%	51%	72%	72%	61%
Unemployment Rate	3.8%	7.8%	5.2%	4.2%	3.7%

Employers still have a relatively large number of job openings.

Sources: Oregon Employment Department; Job Vacancy Survey, Local Area Unemployment Statistics

Labor Leverage Ratio in Oregon, 2003-2023



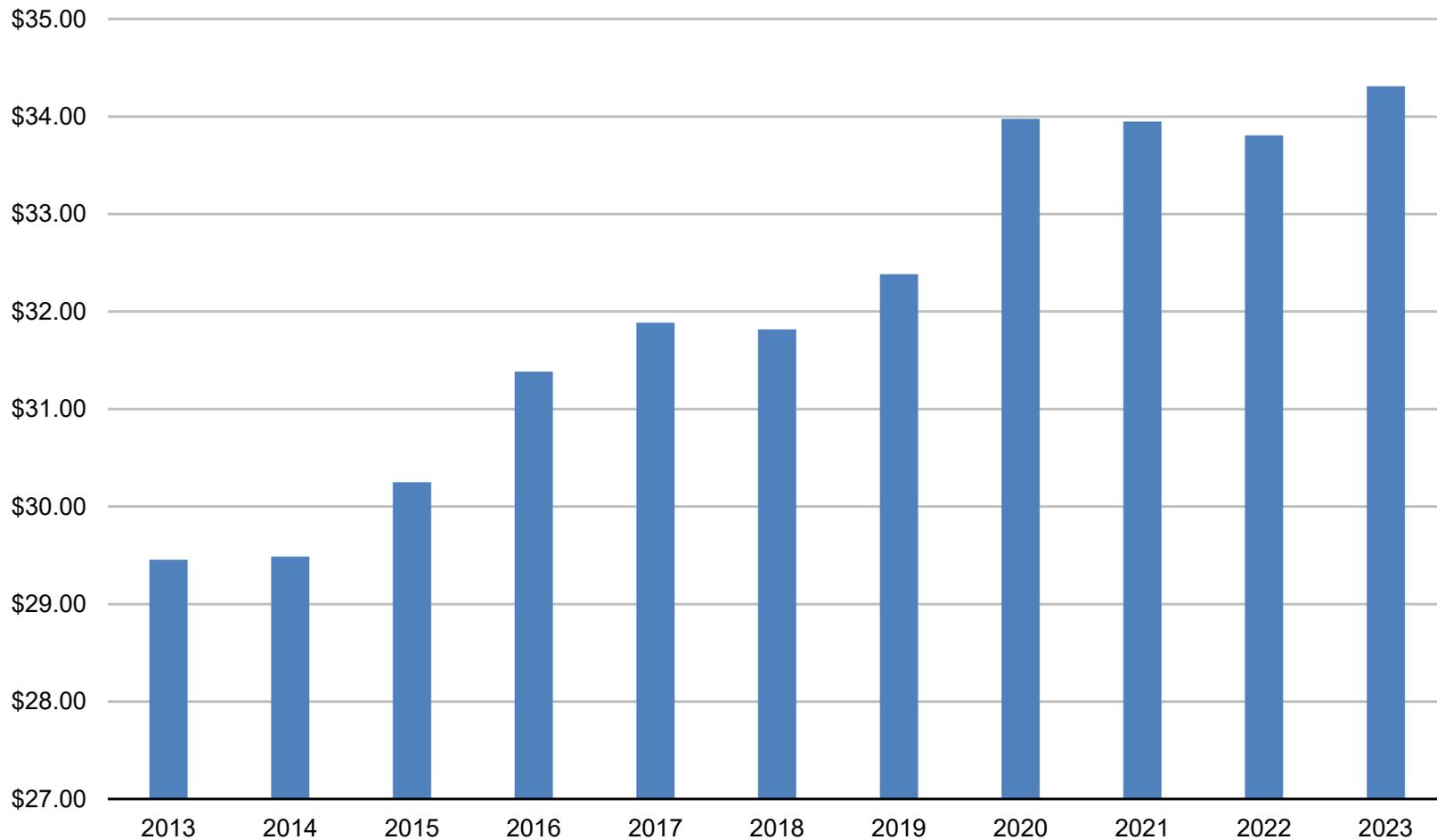
Slow labor force growth, many job openings, and low unemployment give workers the upper hand in the labor market.

Workers have quit jobs at 2-3 times the rate of employer-initiated layoffs or discharges in recent years.

Layoffs / discharges hit their lowest level in 20 years in Oregon during 2023.

Source: Oregon Employment Department and U.S. Bureau of Labor Statistics; Upjohn Institute, Soujourner

Real Average Hourly Earnings of All Private Employees in Oregon (2023 Dollars)



It has taken more than eight years for the average hourly earnings of incumbent employees to see a similar-sized gain (13%) to that of average starting wages for job openings in just the past two years.

Source: Oregon Employment Department and U.S. Bureau of Labor Statistics

ATTRACTING AND RETAINING WORKERS: MORE BENEFITS, PERKS, OR JOB FLEXIBILITY

Top 10 States by Share of Those Working from Home in 2022

Area	Worked from Home
District of Columbia	33.8%
Colorado	21.2%
Washington	20.5%
Maryland	19.2%
Arizona	19.2%
Oregon	19.0%
Massachusetts	18.4%
Virginia	18.2%
Utah	18.0%
New Hampshire	17.3%

Source: Oregon Employment Department and U.S. Census Bureau, American Community Survey

Share of U.S. Workers With Access to Selected Benefits, by Employer Class Size

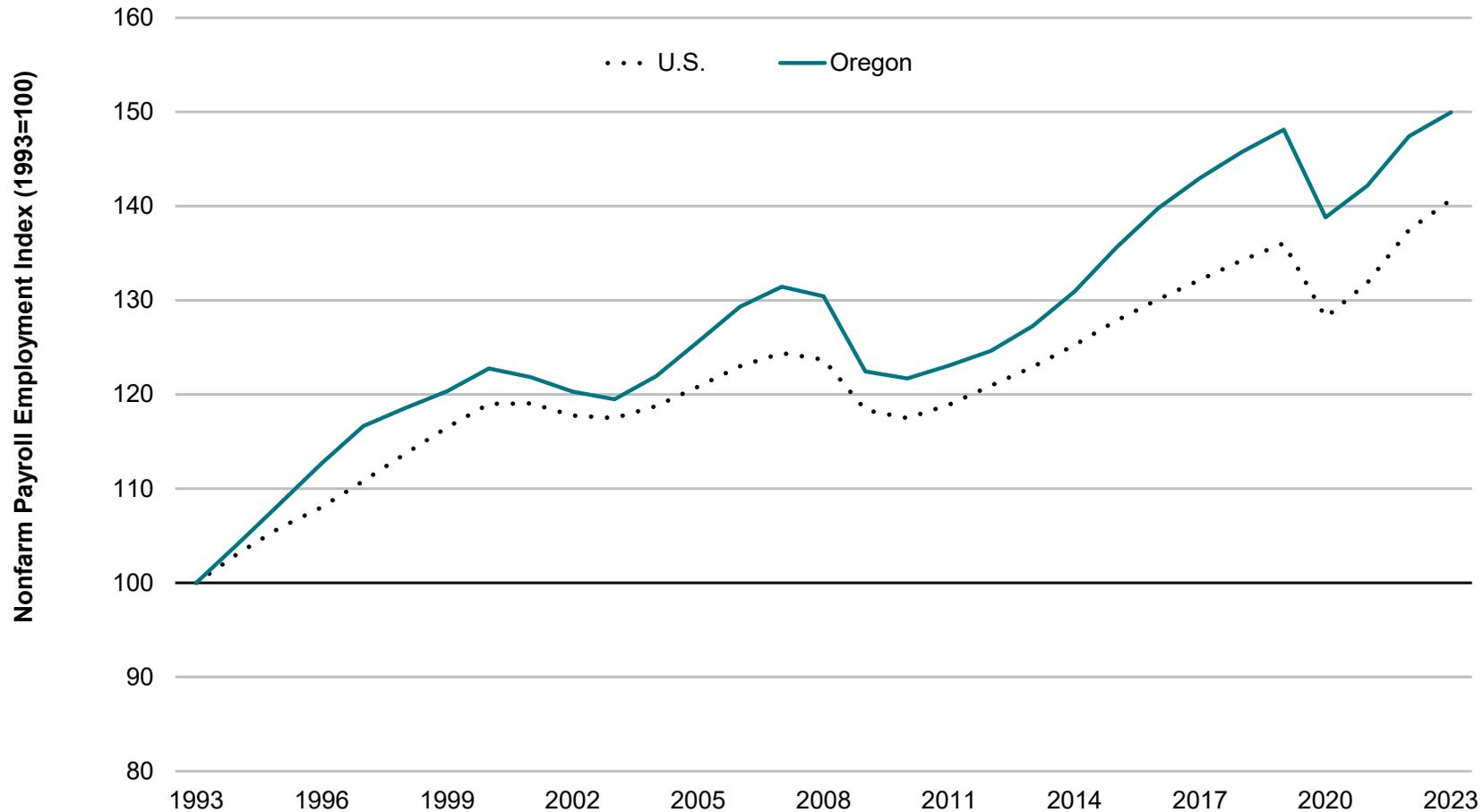
	Year	Employer Size Class				
		All	Less than 50	50 - 99	100 - 499	500+
Paid Vacation	2013	77%	66%	76%	84%	90%
	2023	79%	71%	76%	86%	91%
Paid Holidays	2013	77%	67%	74%	85%	91%
	2023	80%	73%	75%	86%	92%
Health Insurance	2013	70%	53%	69%	83%	89%
	2023	72%	56%	75%	85%	90%
Retirement Benefits	2013	64%	45%	63%	79%	87%
	2023	70%	53%	71%	83%	91%

Source: Oregon Employment Department and U.S. Bureau of Labor Statistics

Reducing previous work experience requirements – when it’s safe to do so – and increasing recruitment intensity are also considerations.

AGING WORKFORCE AND SLOWER LABOR FORCE GROWTH COULD IMPACT JOB GROWTH

Employment Levels Relative to 1993 U.S. and Oregon

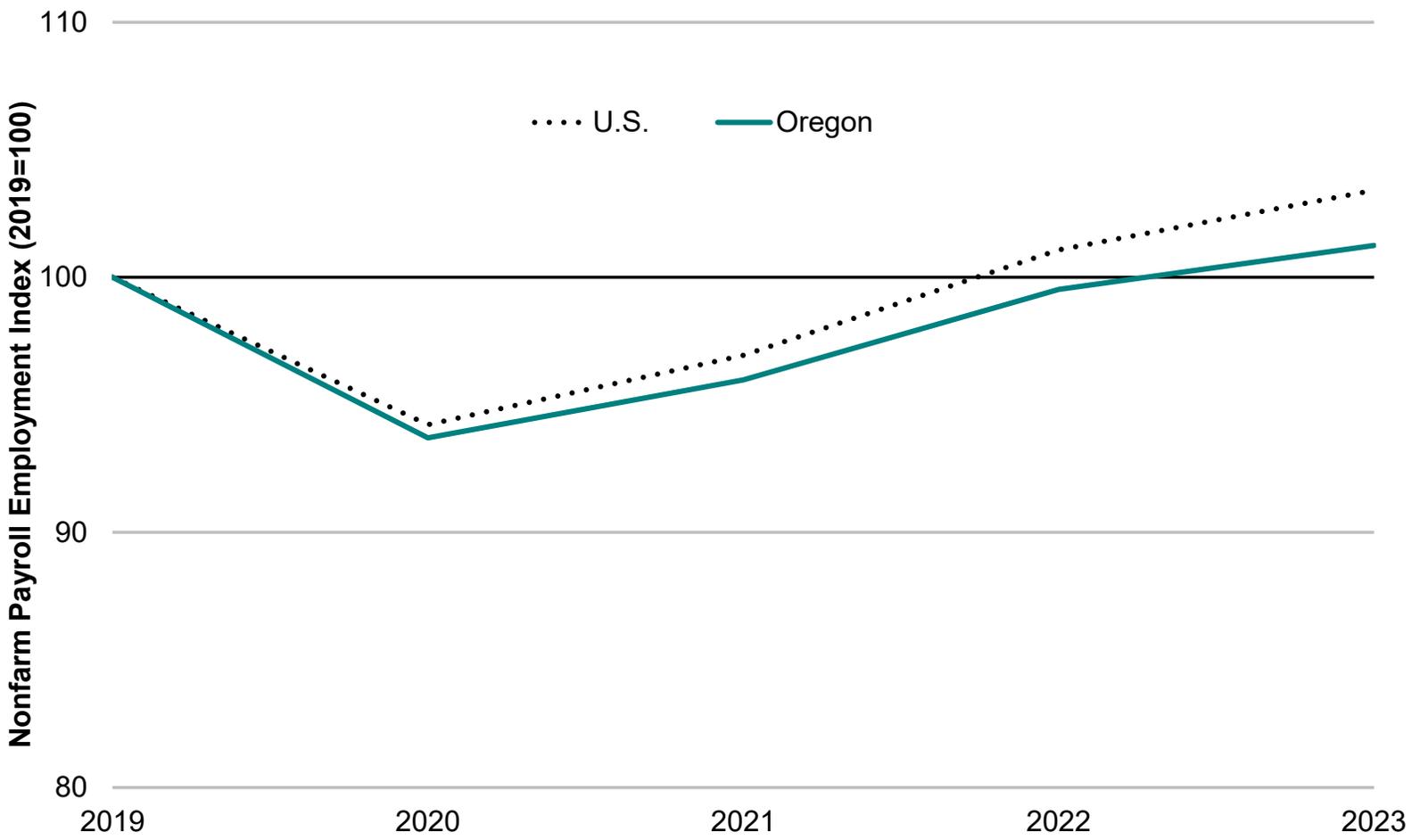


Between 1993 and 2023, Oregon's total nonfarm employment grew by 50%, compared with 41% for the U.S.

Sources: Oregon Employment Department and U.S. Bureau of Labor Statistics

AGING WORKFORCE AND SLOWER LABOR FORCE GROWTH COULD IMPACT JOB GROWTH

Employment Levels Relative to 2019 U.S. and Oregon



Oregon has lagged the U.S. in jobs recovery and expansion since 2020.

Sources: Oregon Employment Department and U.S. Bureau of Labor Statistics

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