

# Workforce Trends in Oregon and the Mid-Valley

## Willamette Workforce Partnership Manufacturing Consortium

October 15, 2024

# HAVE YOU BEEN ASKED TO PARTICIPATE IN A BUREAU OF LABOR STATISTICS (BLS) SURVEY? *PLEASE DO!*

**BLS survey information is gathered to create data** for businesses, jobseekers, workers and policy-makers about the economy including:

Employment*	Unemployment*	Occupational Wages*
Job vacancies*	Productivity	Occupational Employment*
Consumer spending patterns	Workplace injuries	Compensation
Long-term employment projections*	Employer-provided benefits	Price movements

*\* Collected and produced by Oregon Employment Department*

**Your response is vital to ensuring accurate, complete, and unbiased data** that is representative of the people and businesses in Oregon and the United States.

Your confidential responses are protected by federal and state law and strict security policies that prohibit us from releasing any information that could reveal the identity of you or your business without your consent.

**Thank you for helping us track the Oregon economy!**

# KEY FACTS FROM RECENT NEWS RELEASE

Oregon's unemployment rate was 4.0% in August and 4.1% in July.

- Oregon's monthly unemployment rate has been in a tight range between 4.0% and 4.2% since October 2023.
- The U.S. unemployment rate was little changed at 4.2% in August from 4.3% in July.

Oregon employers added 1,500 jobs to nonfarm payrolls in August.

- This followed a revised gain of 6,800 jobs in July.
- August gains were largest in private educational services (+2,000 jobs) and health care and social assistance (+1,200).
- Declines in August were largest in leisure and hospitality (-1,700 jobs) and government (-800).

Nonfarm payroll employment grew by 8,500 jobs over the past year, or 0.4%.

- The private sector added 2,500 jobs (0.1%) over the past year.

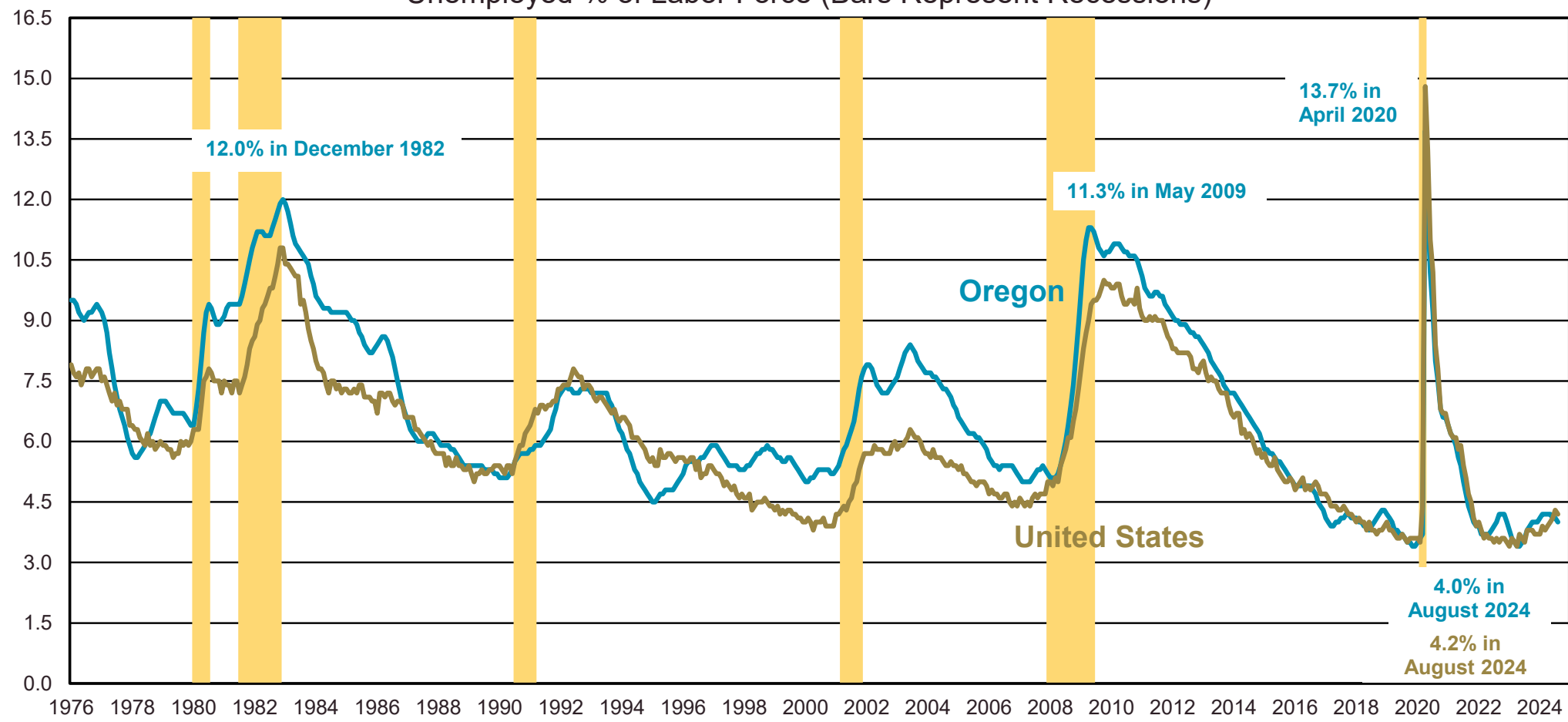
# UNEMPLOYMENT

Local Area Unemployment Statistics (LAUS)  
and Current Population Survey (CPS)

# OREGON'S UNEMPLOYMENT RATE WAS 4.0% IN AUGUST.

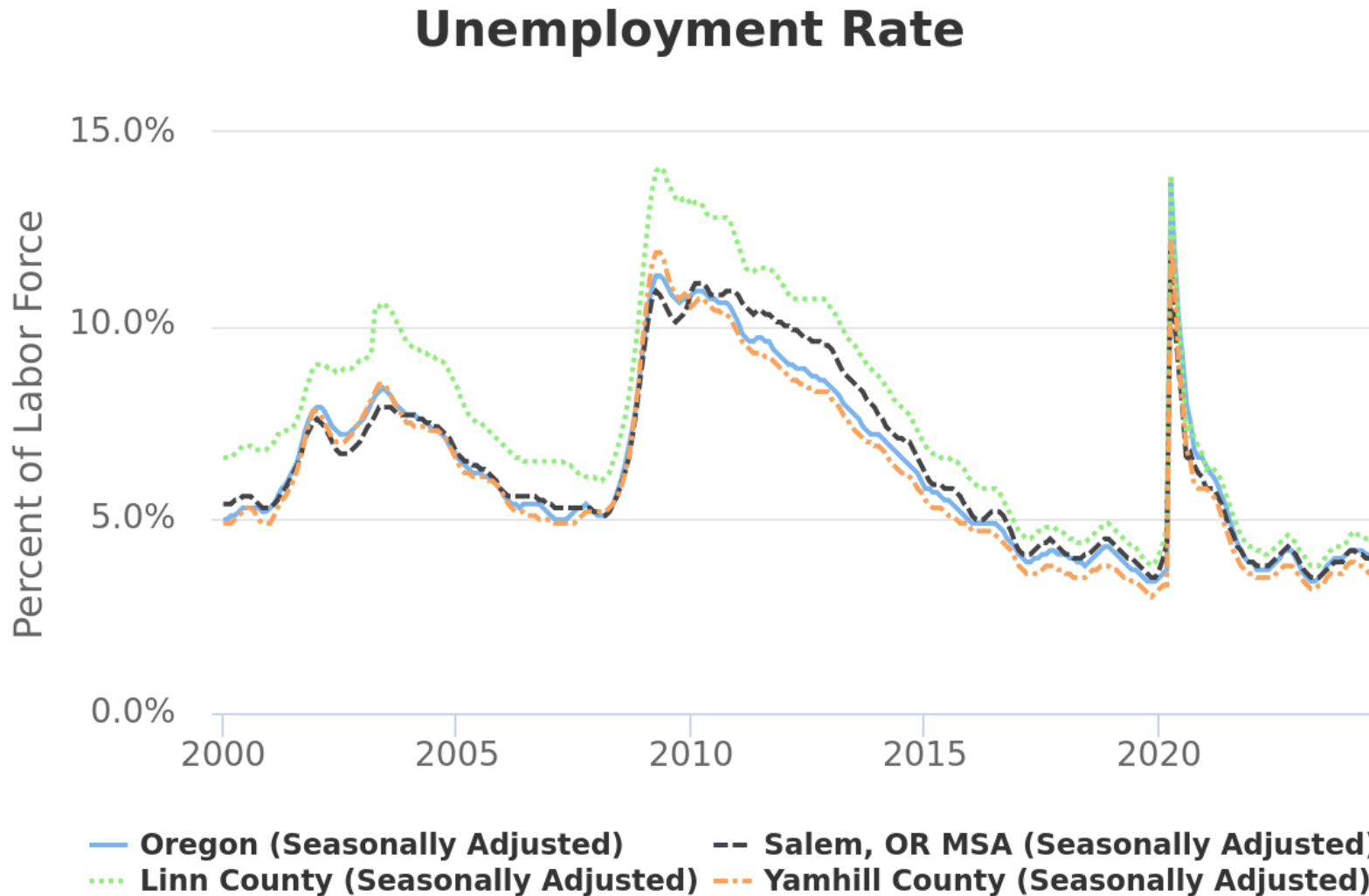
## Oregon's Unemployment Rate Was 4.0% in August 2024

Unemployed % of Labor Force (Bars Represent Recessions)



Source: Oregon Employment Department and National Bureau of Economic Research

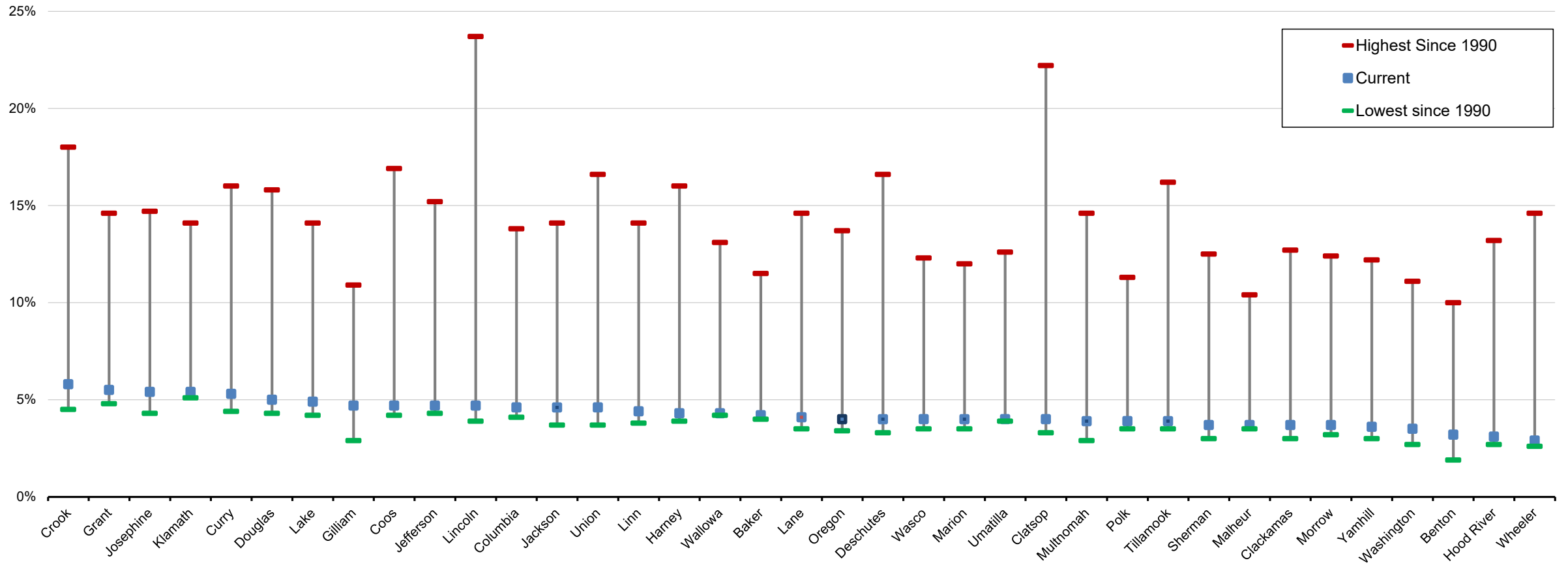
# UNEMPLOYMENT RATES THROUGHOUT THE MID-VALLEY ARE STILL NEAR HISTORIC LOWS.



Source: Oregon Employment Department Qualityinfo.org

## 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

# Slowing Population, Labor Force, and Job Growth in Oregon

Updated: June 12, 2024



# THE WORKFORCE CONTINUES AGING, IN OREGON AND THE U.S.

## Workers Ages 55+ Could Be Within a Decade of Retirement

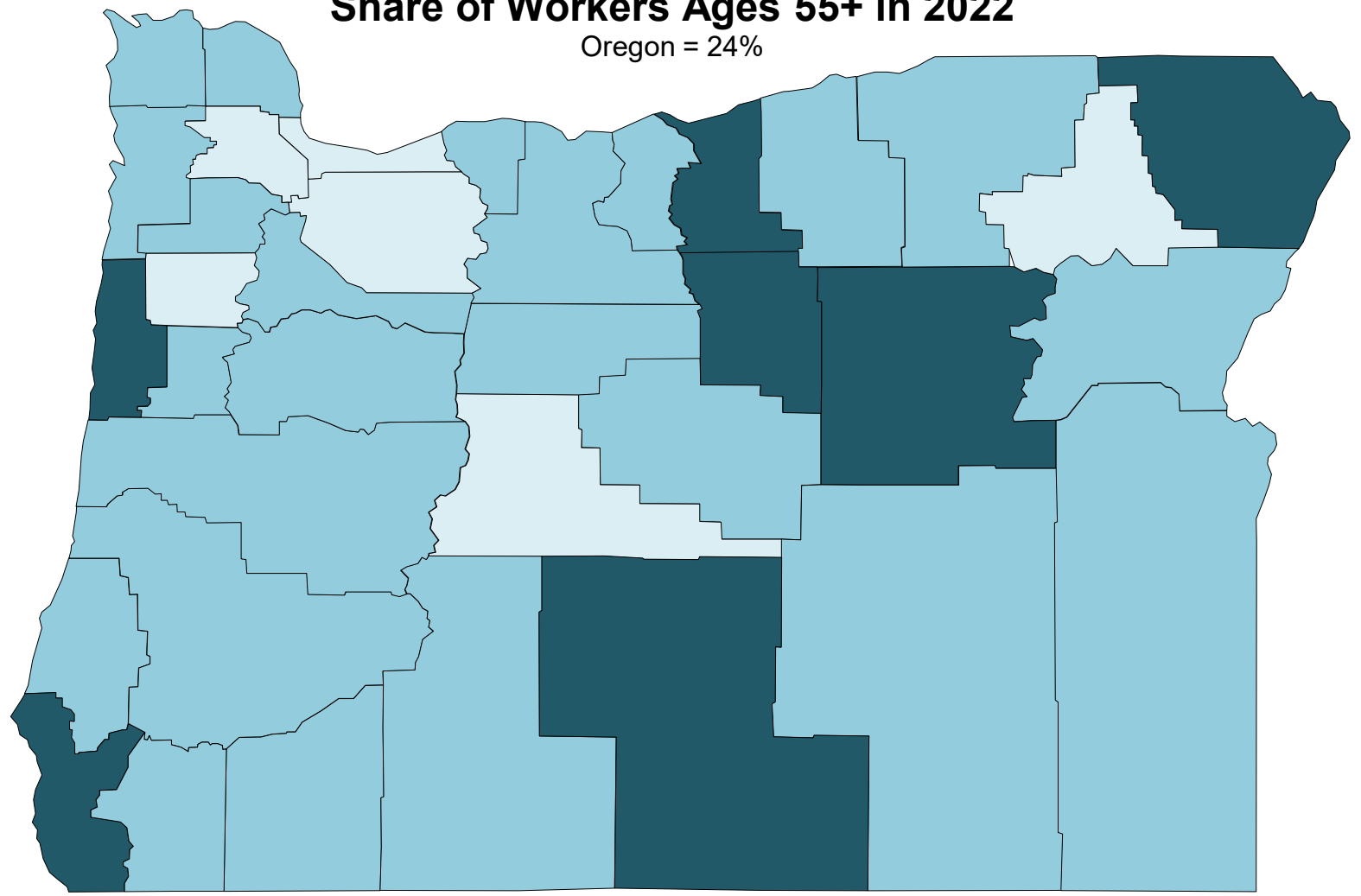
Oregon Jobs in 2022	All Workers	Age 55+	% Age 55+
<b>All Sectors</b>	<b>1,908,164</b>	<b>455,792</b>	<b>24%</b>
Agriculture, Forestry, Fishing and Hunting	52,269	17,026	33%
Mining, Quarrying, and Oil and Gas Extraction	1,787	574	32%
Real Estate and Rental and Leasing	30,756	8,795	29%
Utilities	8,025	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%

In the early 1990s, one out of 10 jobs was held by a worker age 55 or older.

By 2022, nearly one-fourth of all jobs in Oregon and the U.S. were held by workers 55+ years old.

## Share of Workers Ages 55+ in 2022

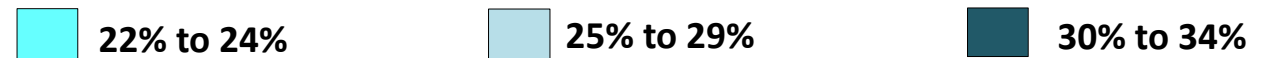
Oregon = 24%



Rural counties tend to have higher shares of workers who may be nearing retirement in the coming years.

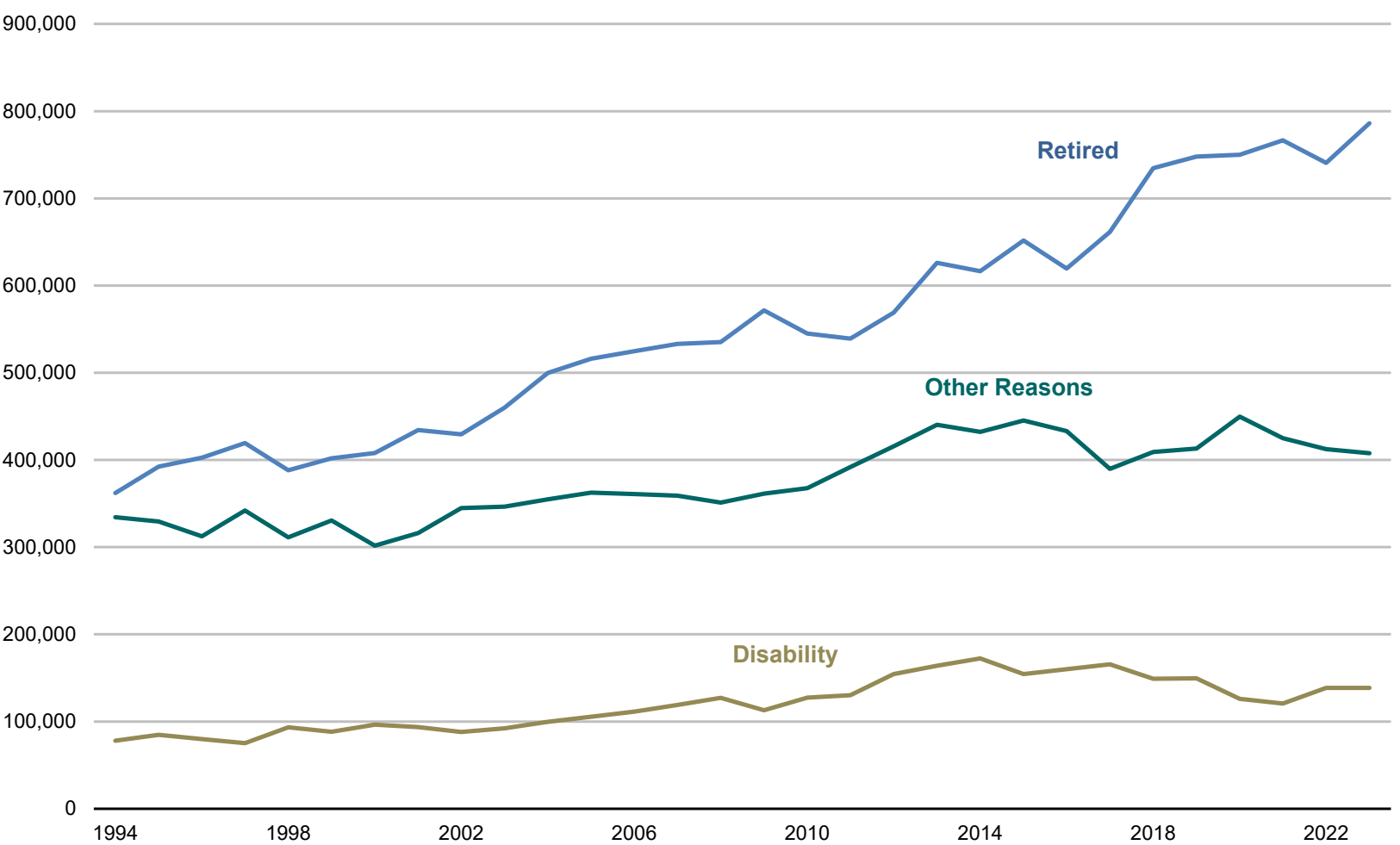
Yet, Multnomah County has more jobs held by workers 55 or older than all rural counties combined.

Source: Oregon Employment Department



# SLOWING LABOR FORCE GROWTH: MORE RETIREMENTS

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



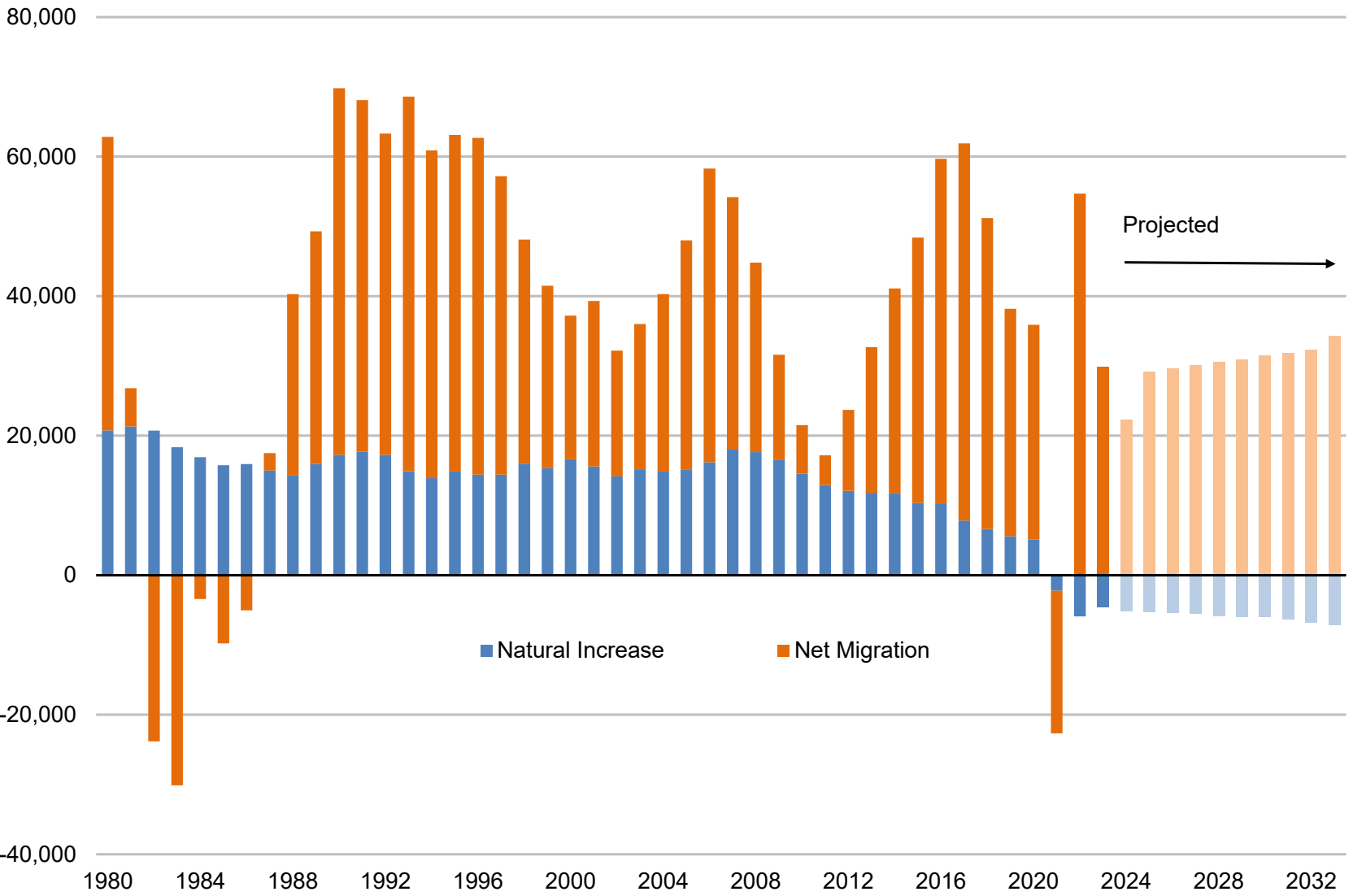
Not in Oregon's labor force due to retirement:

- 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

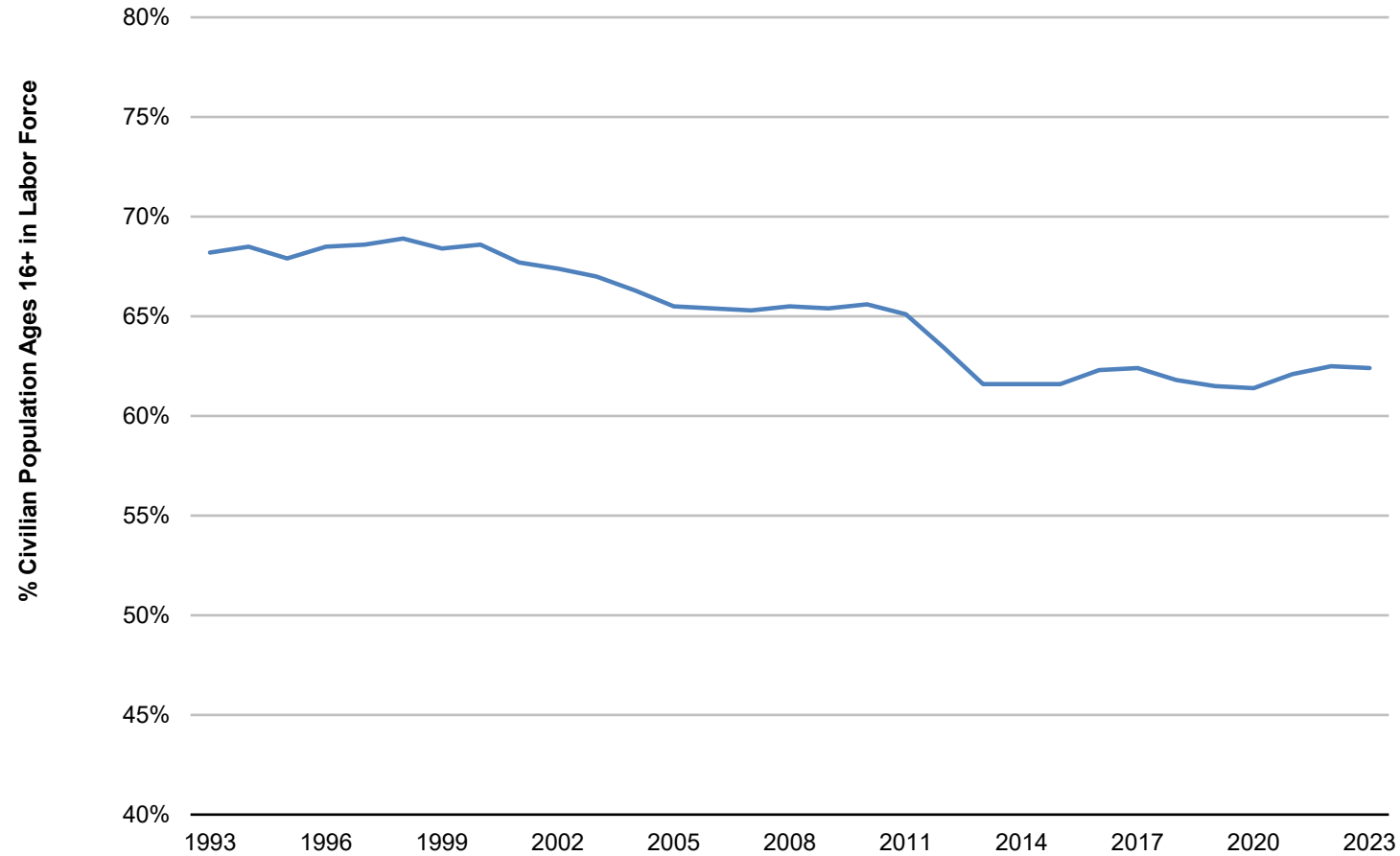


Portland State University estimates show a rebound in 2022, but population growth is projected to be slower in the coming years than historical norms.

Source: Oregon Employment Department, Oregon Office of Economic Analysis

# LABOR FORCE PARTICIPATION RATES HOLDING

## Oregon's Labor Force Participation Rate, 1993-2023

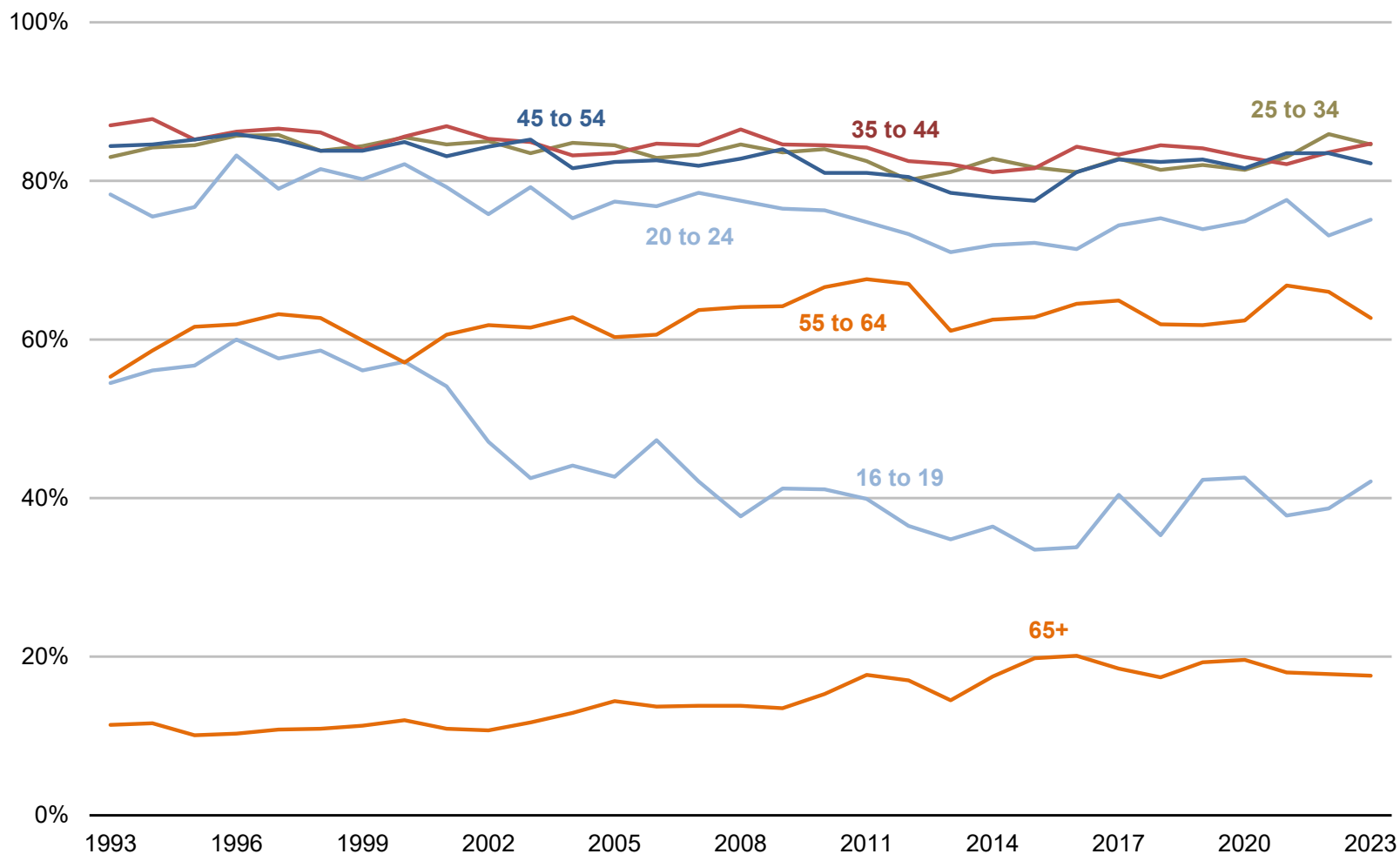


May be able to grow the labor force amid slower population and labor force growth by instead increasing participation rates within the existing population.

Source: Oregon Employment Department, Local Area Unemployment Statistics

# LABOR FORCE PARTICIPATION RATES VARY WIDELY BY AGE CATEGORY

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

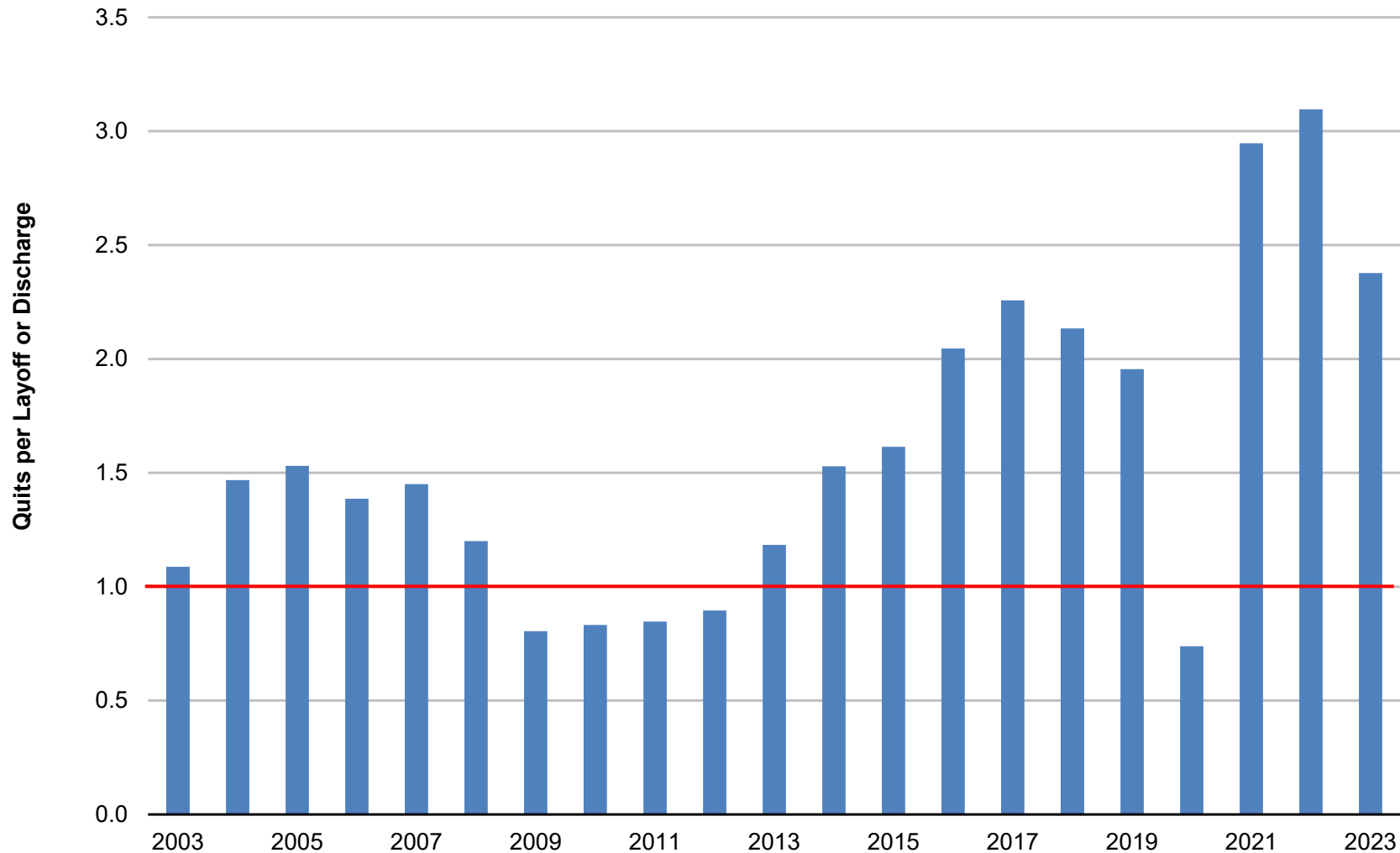


Participation rate rebounding slightly for teens, but well below historic highs.

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

Source: Oregon Employment Department, Local Area Unemployment Statistics

## Labor Leverage Ratio in Oregon, 2003-2023



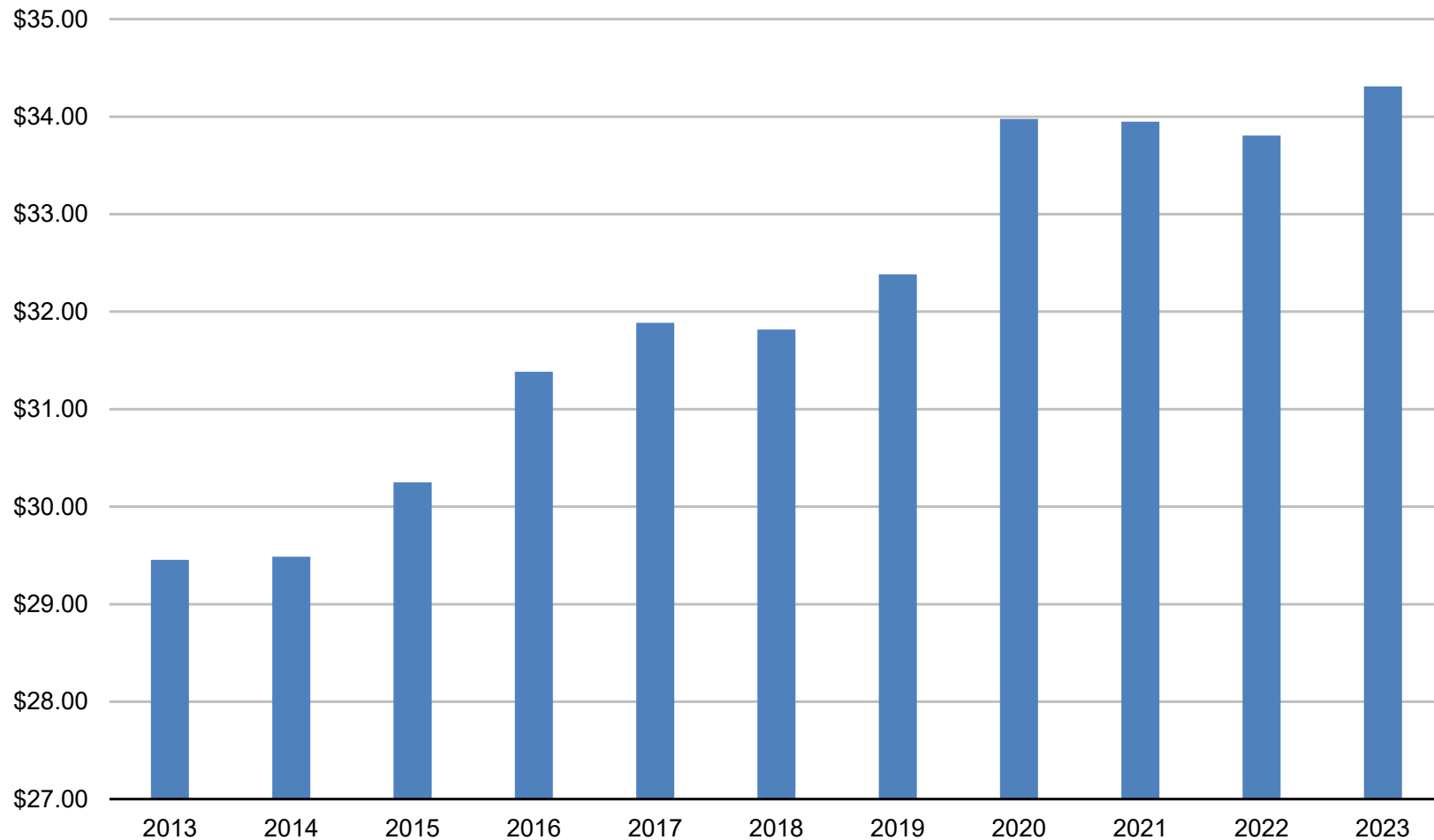
Slow labor force growth, many job openings, and low unemployment give workers the upper hand in the labor market.

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.

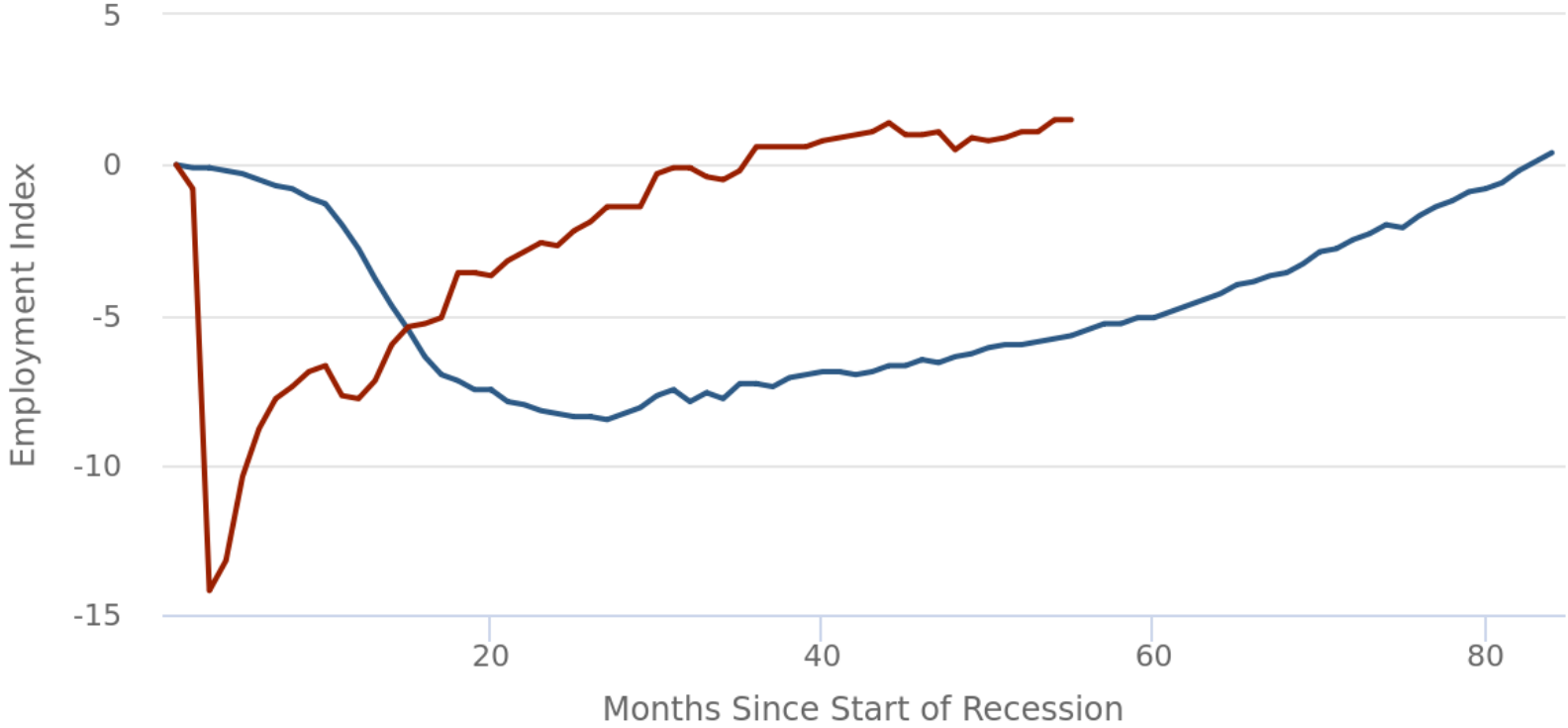
# TOTAL JOB GROWTH IN THE MID-VALLEY

Current Employment Statistics (CES)

**OREGON'S TOTAL EMPLOYMENT IS 1.5% ABOVE ITS LEVEL IN FEBRUARY 2020. DURING THE GREAT RECESSION OREGON'S EMPLOYMENT WAS -5.7% AT THIS POINT.**

COVID-19 Job Changes Compared to Great Recession Job Changes

by Industry  
Total Nonfarm, Oregon

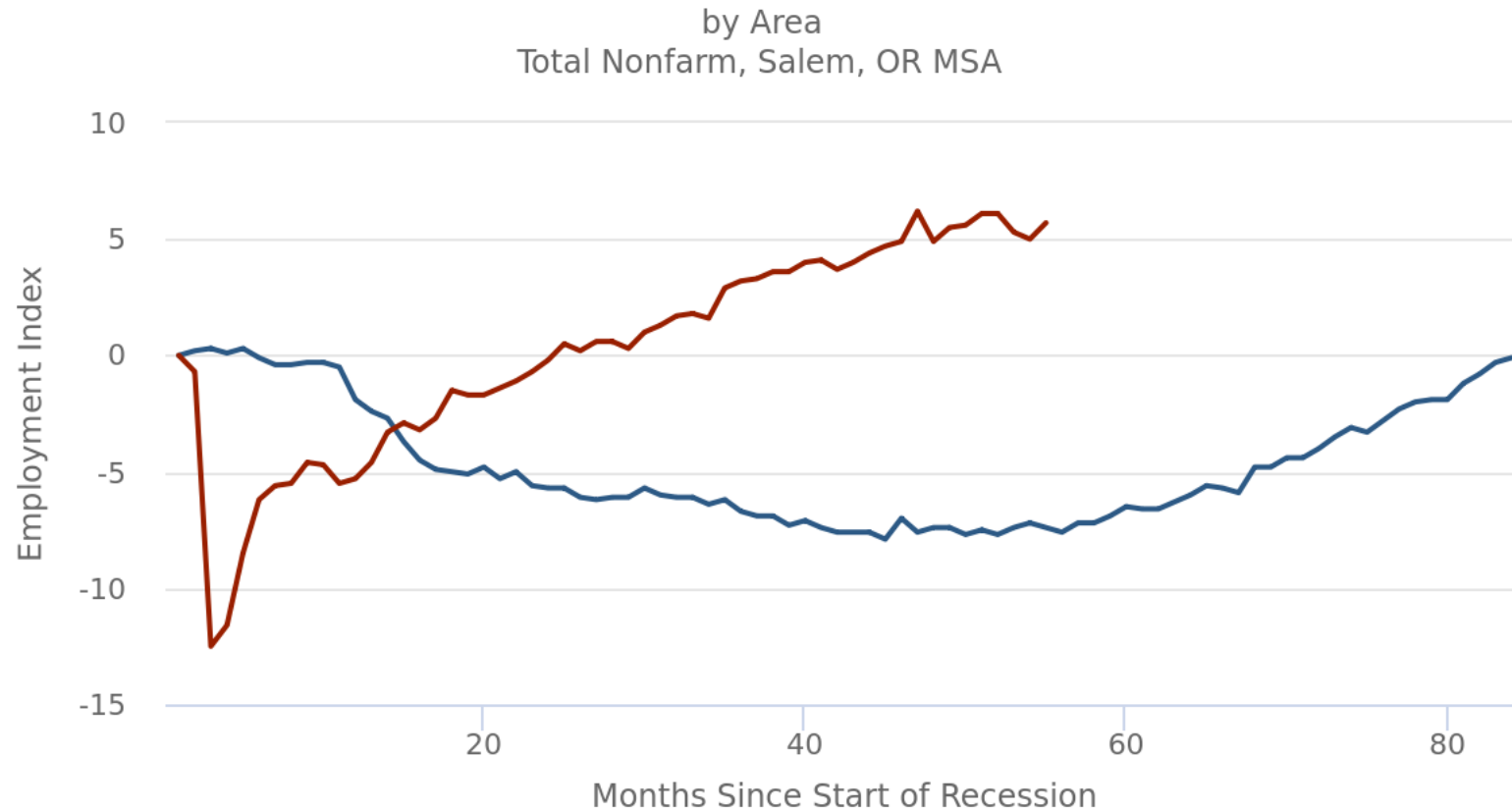


— **Great Recession, 2007-2009** — **COVID-19**

Source: Oregon Employment Department QualityInfo.org

**SALEM'S TOTAL EMPLOYMENT IS 5.7% ABOVE ITS LEVEL FROM FEBRUARY 2020. DURING THE GREAT RECESSION SALEM'S EMPLOYMENT WAS DOWN 7.4% AT THIS POINT.**

### COVID-19 Job Changes Compared to Great Recession Job Changes



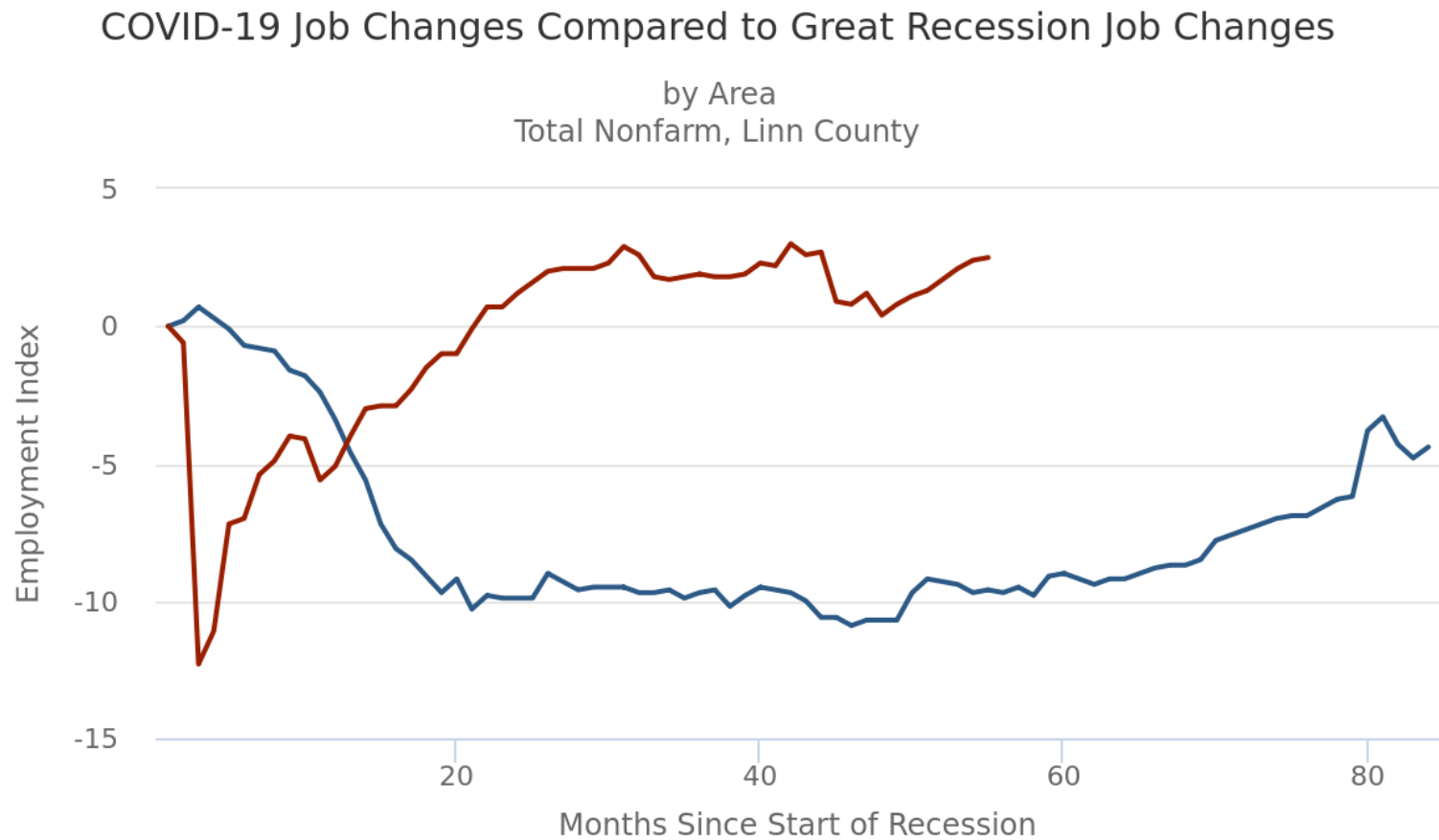
— Great Recession, 2007-2009 — COVID-19

Source: Oregon Employment Department QualityInfo.org

20

20

**LINN COUNTY'S TOTAL EMPLOYMENT IS 2.5% ABOVE ITS LEVEL FROM FEBRUARY 2020.  
DURING THE GREAT RECESSION LINN COUNTY'S EMPLOYMENT WAS -9.7% AT THIS POINT.**

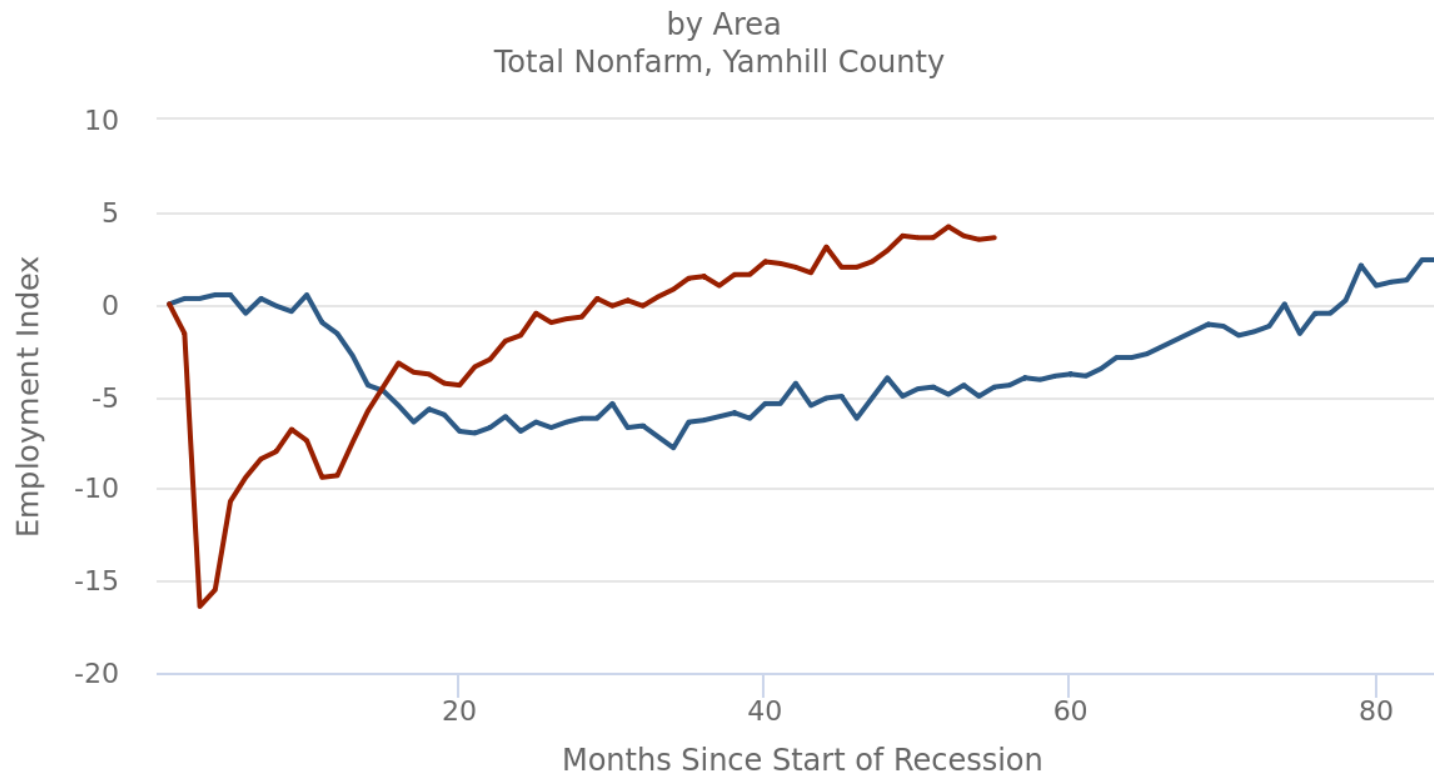


— Great Recession, 2007-2009 — COVID-19

Source: Oregon Employment Department QualityInfo.org

**YAMHILL COUNTY'S TOTAL EMPLOYMENT IS 3.6% ABOVE ITS LEVEL FROM FEBRUARY 2020. DURING THE GREAT RECESSION YAMHILL COUNTY'S EMPLOYMENT WAS -4.5% AT THIS POINT.**

### COVID-19 Job Changes Compared to Great Recession Job Changes



— Great Recession, 2007-2009 — COVID-19

Source: Oregon Employment Department QualityInfo.org

# JOB GROWTH BY INDUSTRY

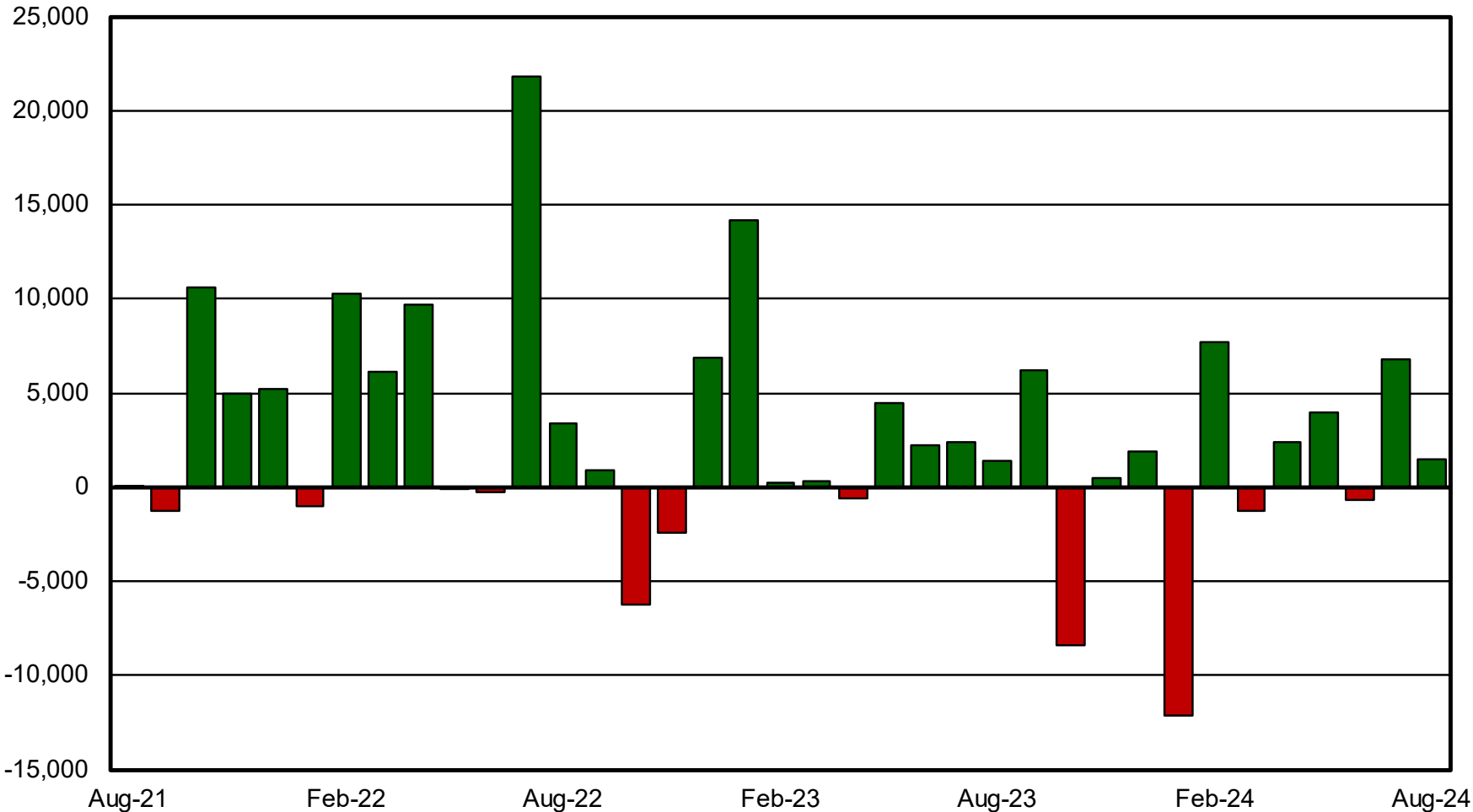
Current Employment Statistics (CES)

# OREGON EMPLOYERS GAINED 1,500 NONFARM PAYROLL JOBS IN AUGUST.

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

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

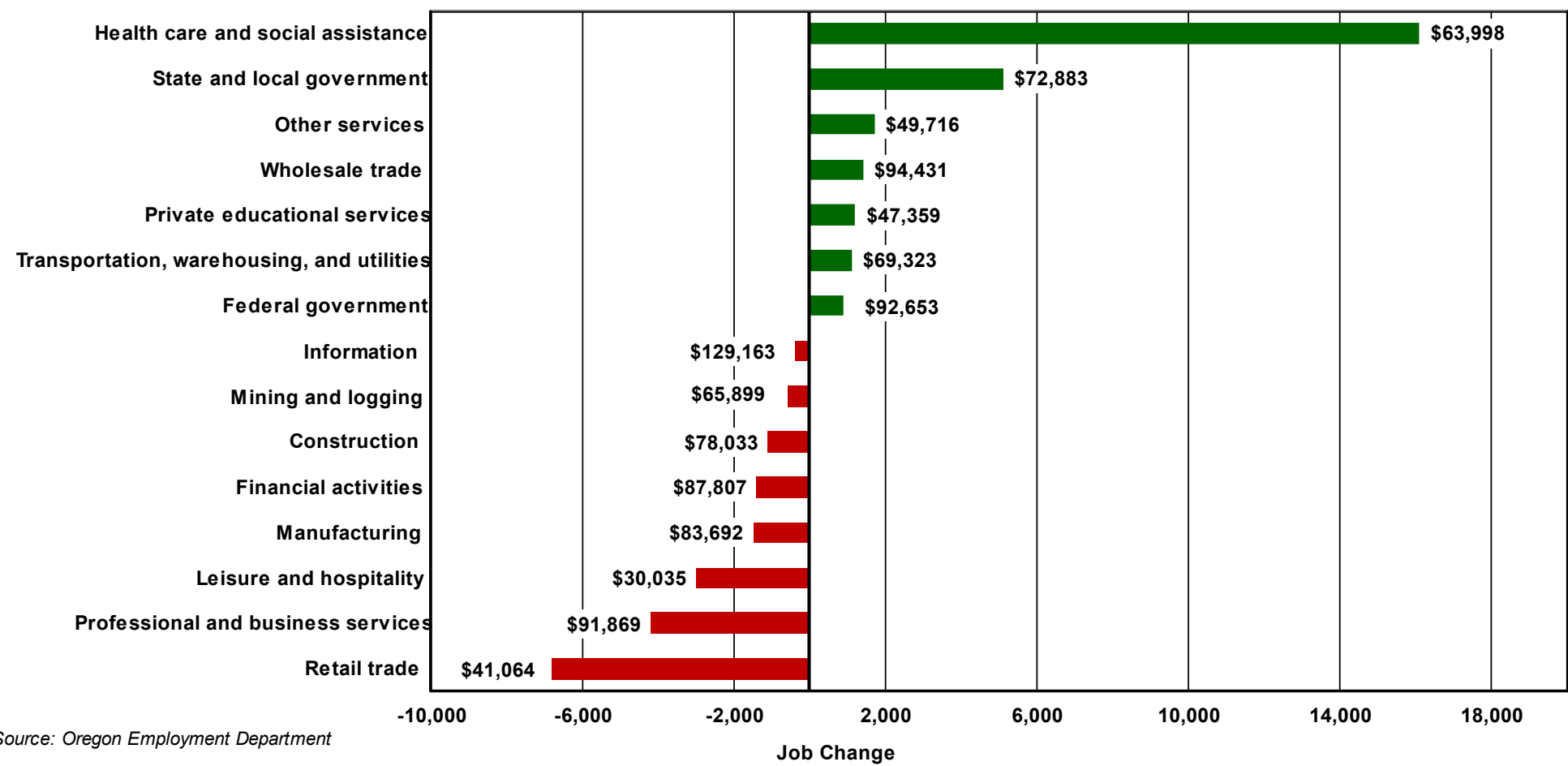


Source: Oregon Employment Department, Current Employment Statistics



# MANY BROAD SECTORS OF OREGON'S ECONOMY HAVE LOST JOBS OVER THE PAST YEAR.

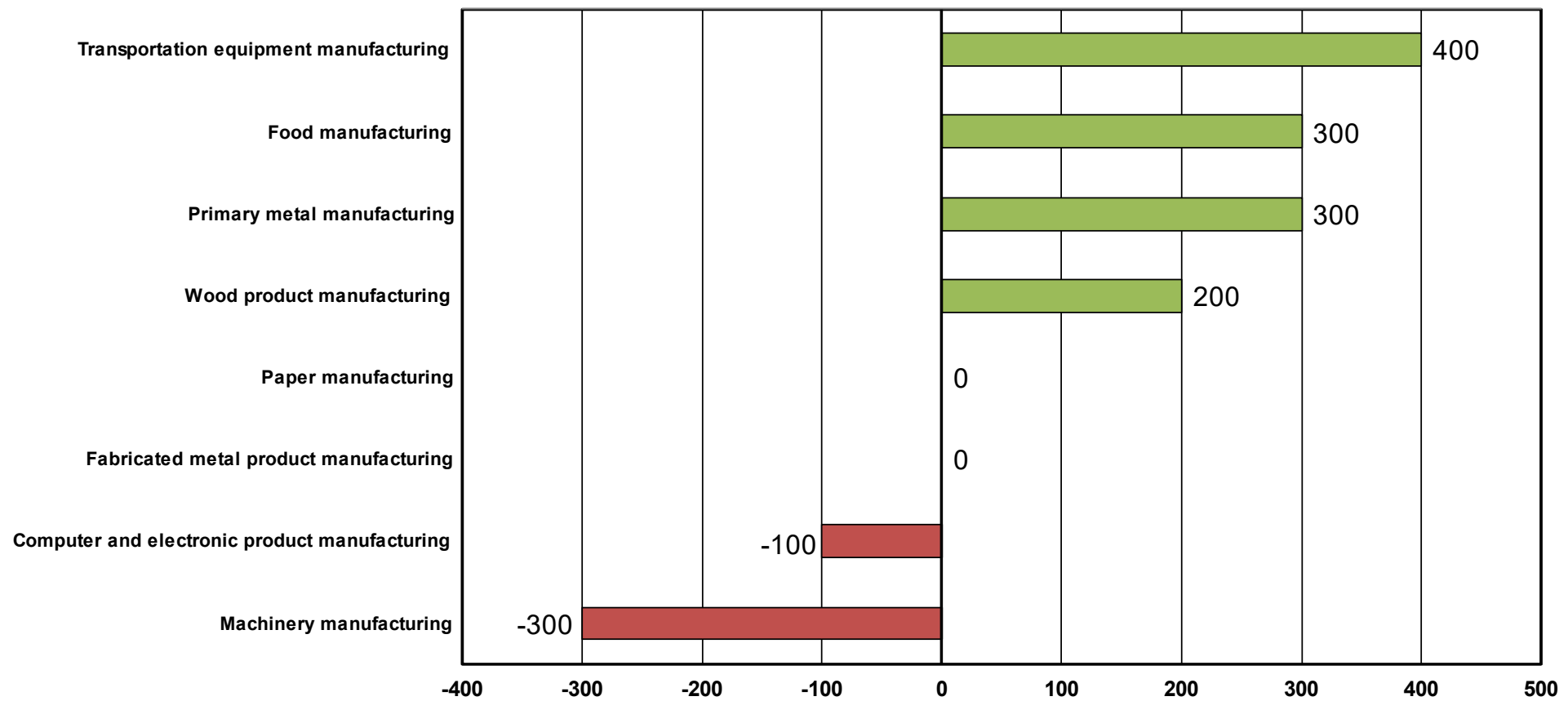
**Oregon Job Change and Average Pay by Industry**  
 August 2023 - August 2024 Job Change, 2023 Average Pay



Source: Oregon Employment Department

# FOUR MANUFACTURING SECTORS GAINED JOBS OVER THE YEAR.

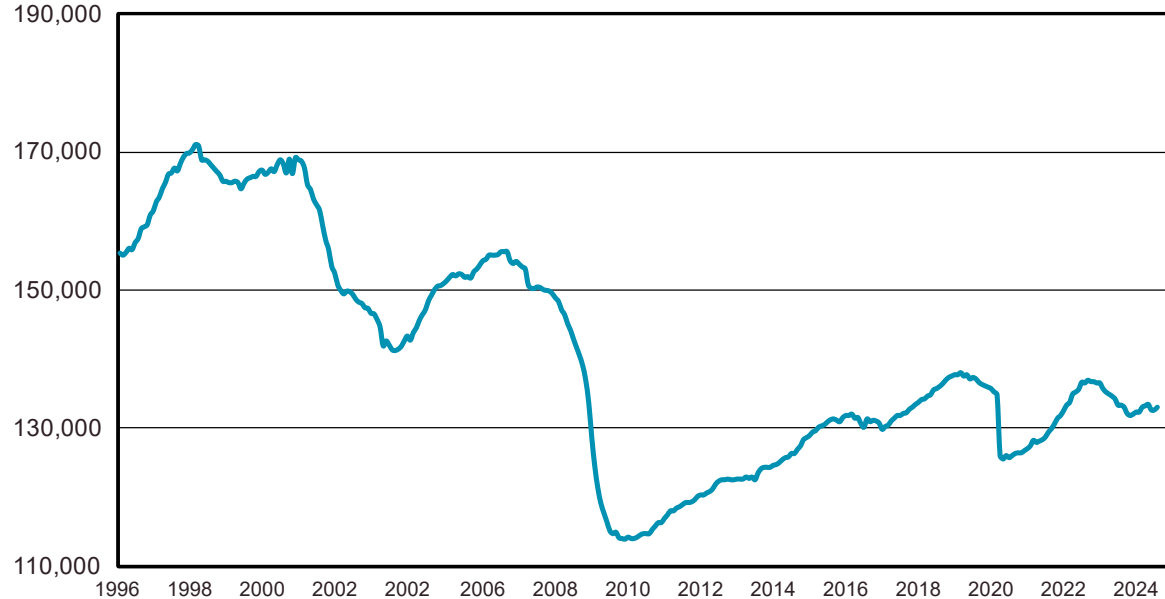
## Oregon Manufacturing Employment Compared with Last Year August 2023 to August 2024



Source: Oregon Employment Department, Current Employment Statistics

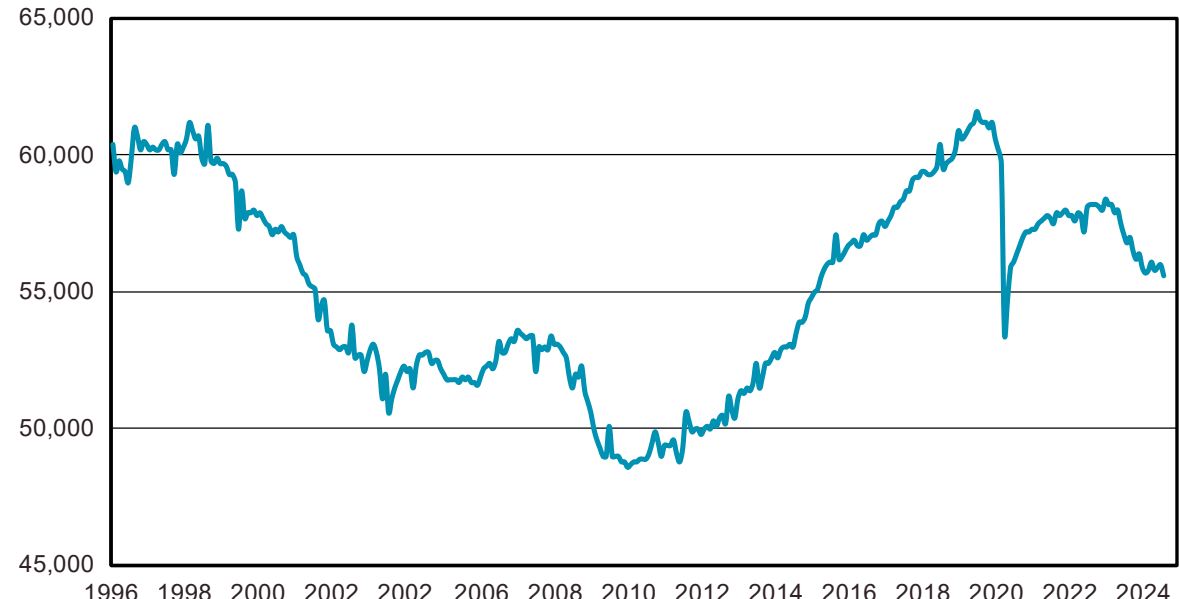
# DURABLE GOODS GAINED 400 JOBS IN AUGUST. NONDURABLE GOODS LOST 400 JOBS.

### Seasonally Adjusted Employment in Oregon Durable Goods Manufacturing: 1996- 2024



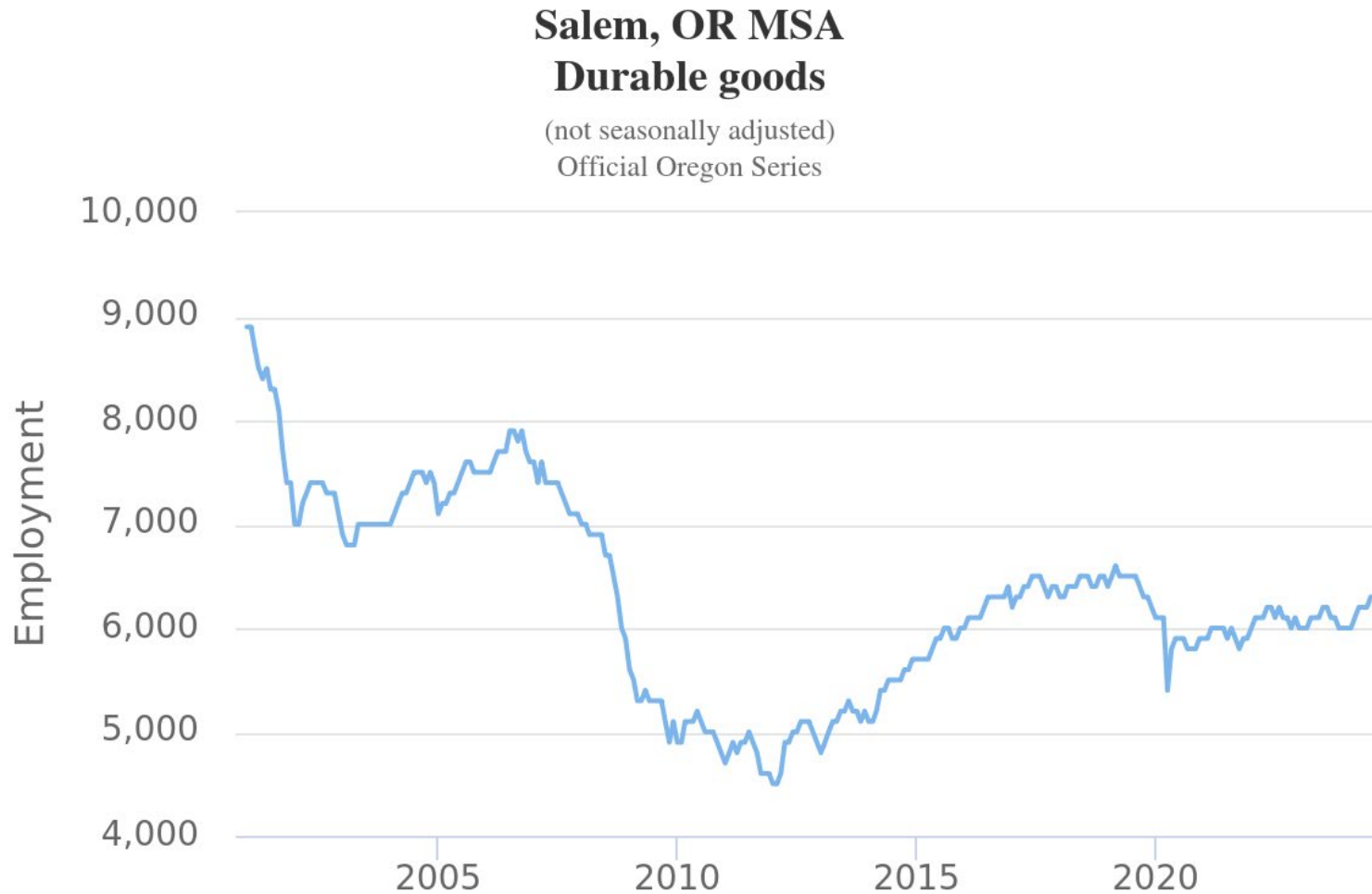
Source: Oregon Employment Department, Current Employment Statistics

### Seasonally Adjusted Employment in Oregon Nondurable Goods Manufacturing: 1996 - 2024



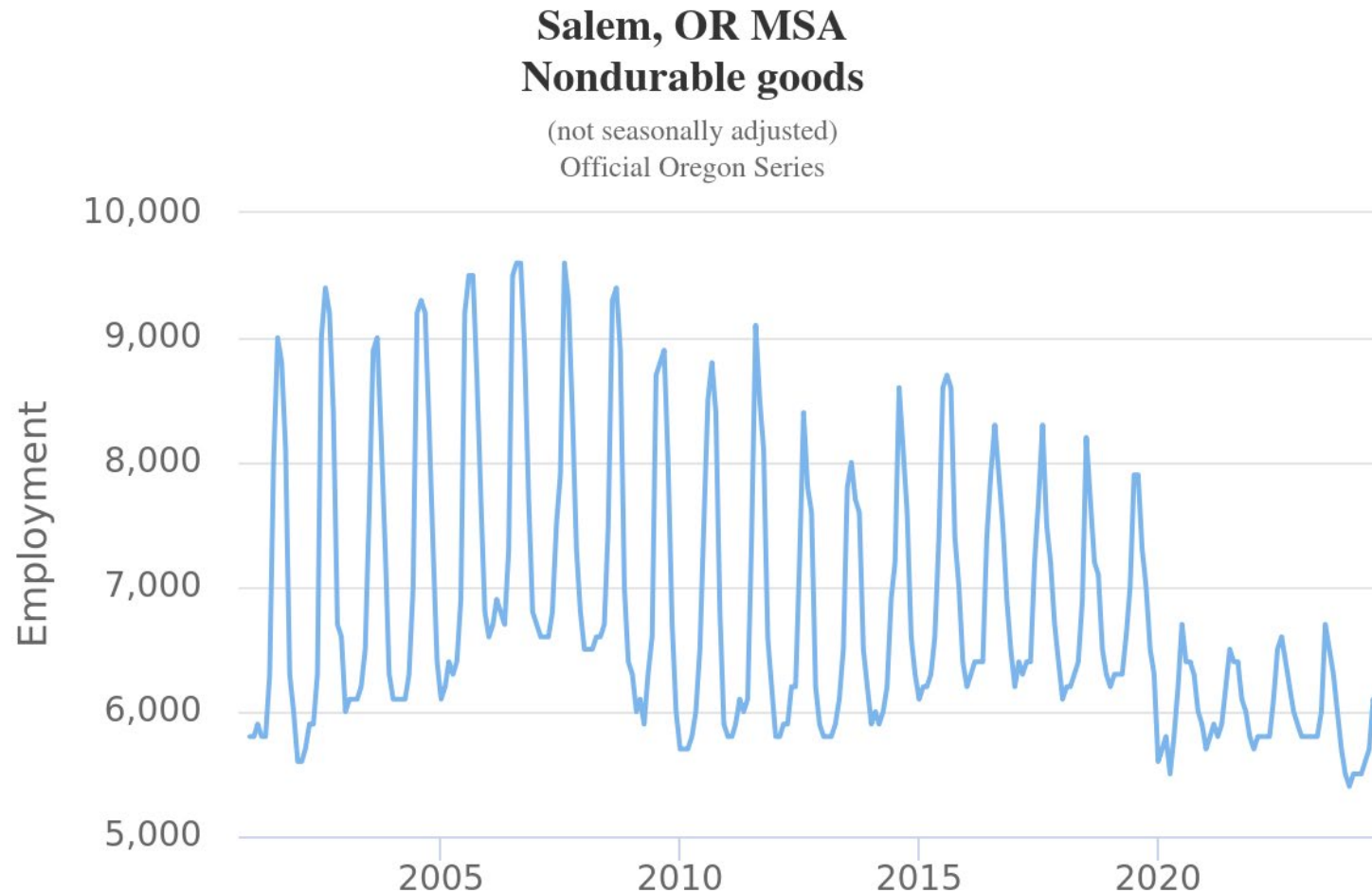
Source: Oregon Employment Department, Current Employment Statistics

**DURABLE GOODS MANUFACTURING EMPLOYMENT IN SALEM IS UP 100 OR +1.6% OVER THE PAST 12 MONTHS. SINCE AUGUST 2019, EMPLOYMENT IS DOWN 200 JOBS.**



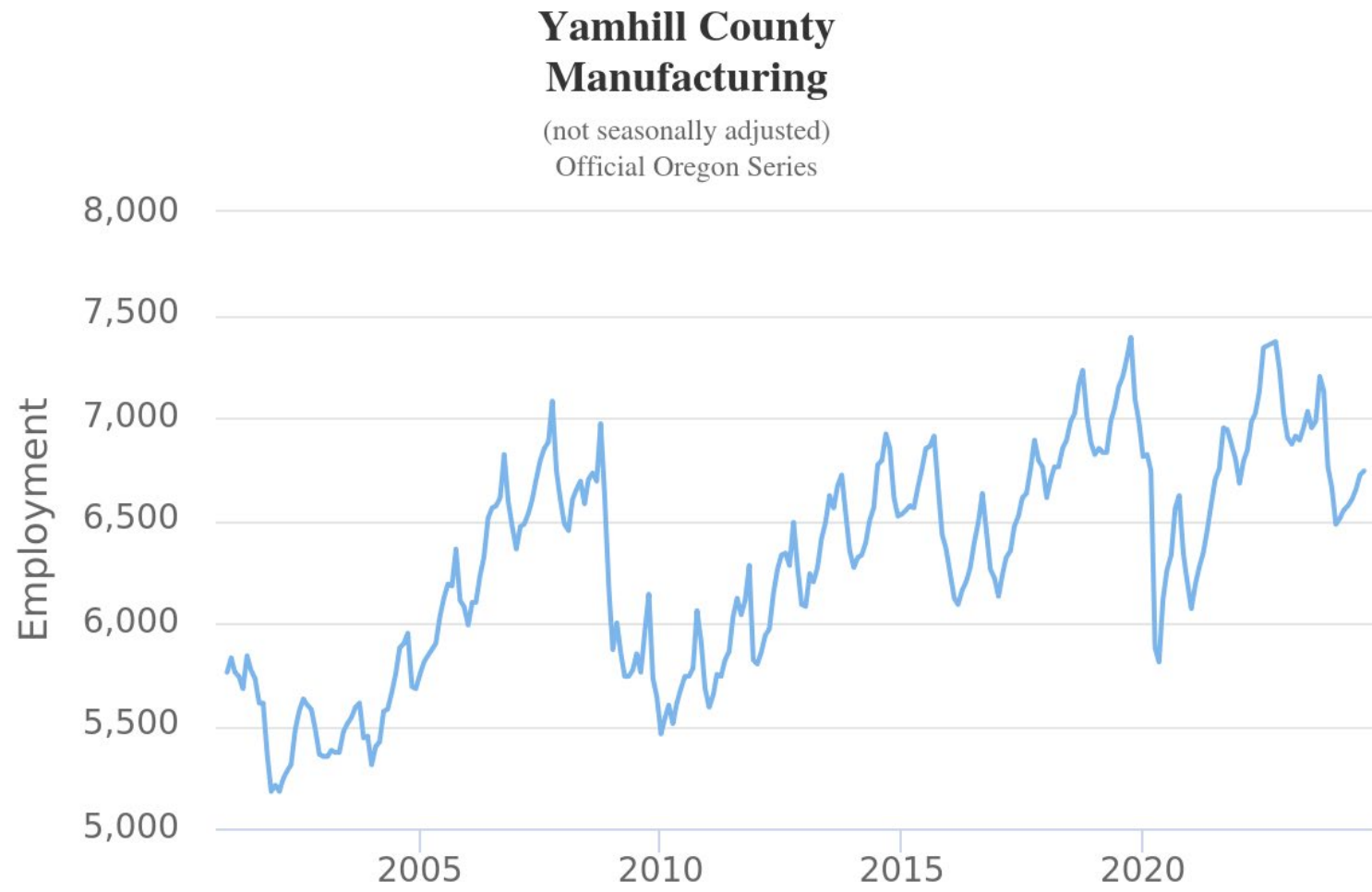
Source: Oregon Employment Department QualityInfo.org

**SALEM'S NONDURABLE GOODS MANUFACTURING EMPLOYMENT IS DOWN 500 OR -7.7% OVER THE PAST 12 MONTHS. SINCE 2020, EMPLOYMENT HAS BEEN STEADY IN THIS INDUSTRY.**



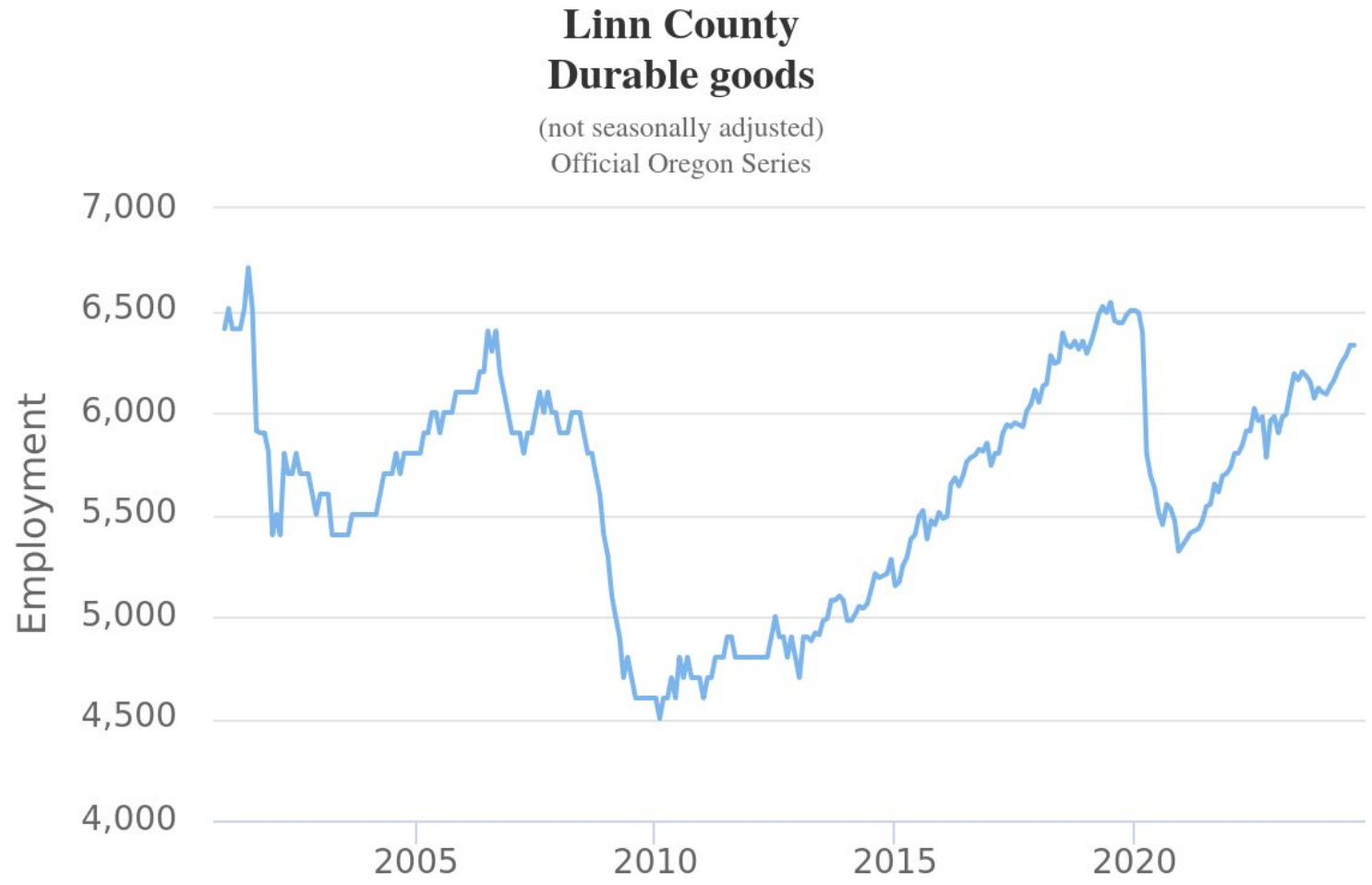
Source: Oregon Employment Department QualityInfo.org

**YAMHILL COUNTY'S MANUFACTURING EMPLOYMENT IS DOWN 240 JOBS OR -3.4% OVER THE PAST 12 MONTHS. THE SECTOR'S EMPLOYMENT IS DOWN 610 JOBS OR -8.3% OVER THE PAST TWO YEARS. MISCELLANEOUS MANUFACTURING AND WOOD PRODUCT MANUFACTURING HAVE SHOWN THE LARGEST LOSSES.**



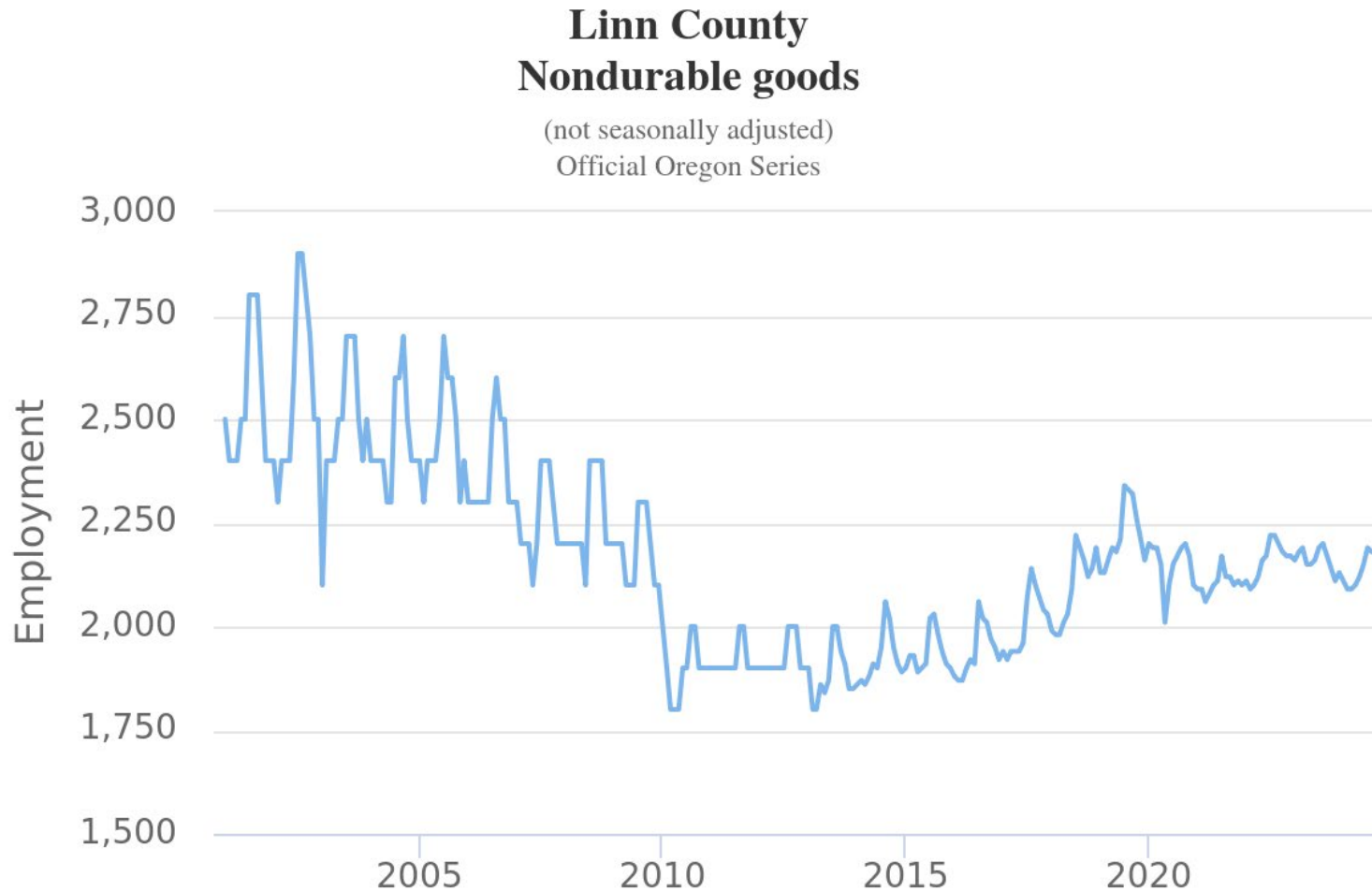
Source: Oregon Employment Department QualityInfo.org

**DURABLE GOODS EMPLOYMENT IN LINN COUNTY IS UP 150 OR +2.4% OVER THE PAST 12 MONTHS. EMPLOYMENT GROWTH IN PRIMARY METAL MANUFACTURING IS WHERE MOST OF THE GROWTH HAS OCCURRED.**



Source: Oregon Employment Department QualityInfo.org

**NONDURABLE GOODS EMPLOYMENT IN LINN COUNTY IS DOWN 20 JOBS OVER THE PAST 12 MONTHS. SLIGHT JOB LOSS IN PAPER MANUFACTURING ACCOUNT FOR THE DECLINE.**



Source: Oregon Employment Department QualityInfo.org



# BUSINESSES' NEED FOR WORKERS

Job Vacancy Survey, and Quarterly Forecast from  
the Oregon Office of Economic Analysis

# UNEMPLOYMENT REMAINS LOW BY HISTORICAL STANDARDS

## Oregon Job Vacancies and Unemployment Rates, 2019-2023

	2019	2020	2021	2022	2023
<b>Vacancies</b>	<b>57,241</b>	<b>44,408</b>	<b>96,887</b>	<b>103,977</b>	<b>72,815</b>
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%
<b>Unemployment Rate</b>	<b>3.8%</b>	<b>7.8%</b>	<b>5.2%</b>	<b>4.2%</b>	<b>3.7%</b>

Employers still have a relatively large number of job openings.

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

# OREGON BUSINESSES REPORTED 57,700 VACANCIES IN SPRING 2024.

## Oregon Job Vacancies, Spring 2024

<b>Vacancies</b>	<b>57,686</b>
Average Hourly Wage	\$26.07
Full-time Positions	83%
Permanent Positions	94%
Requiring Education Beyond High School	39%
Requiring Previous Experience	57%
Difficult to Fill	55%

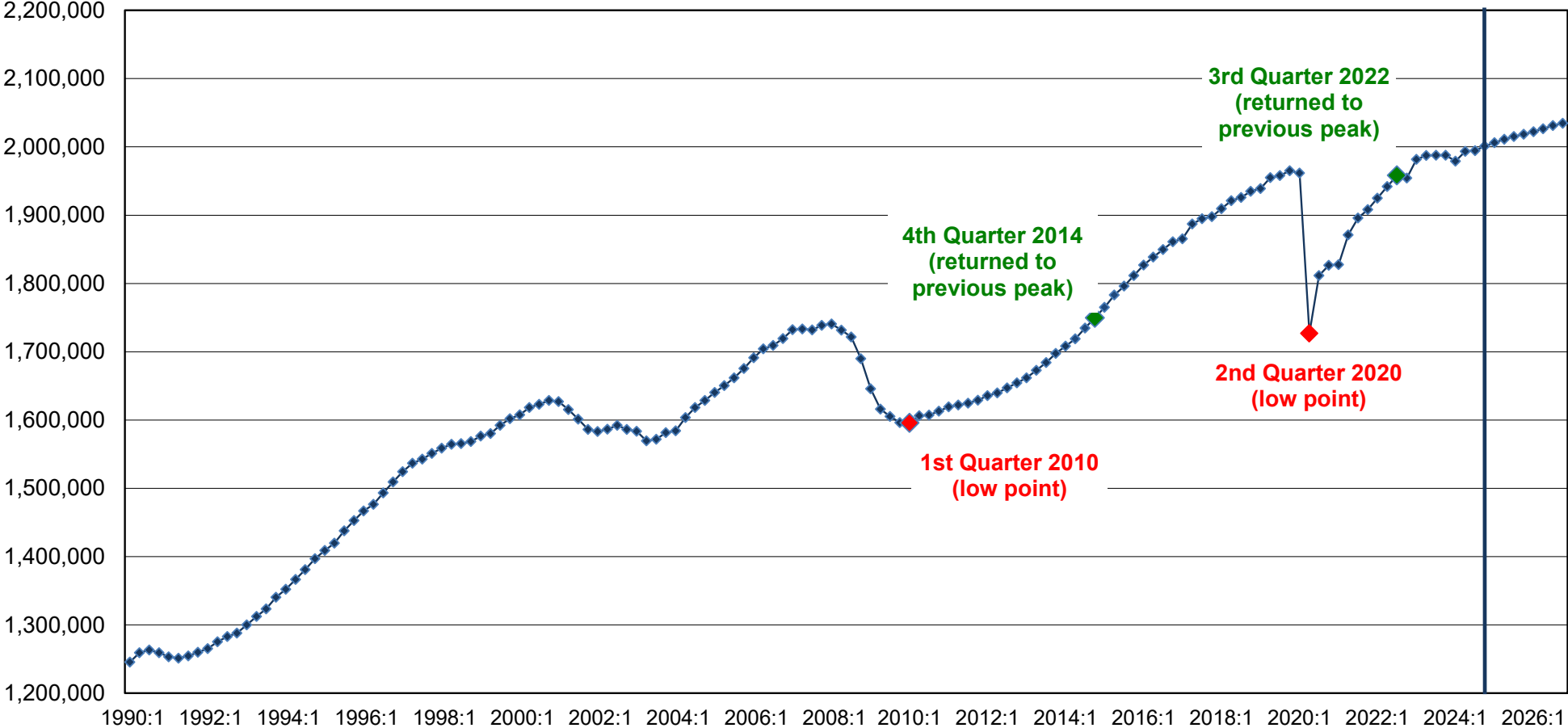
Source: Oregon Employment Department

Oregon businesses reported 57,686 vacancies in spring 2024. Vacancies decreased 4% from the winter and decreased 17% from spring 2023. Employers reported difficulty filling 55% of spring 2024 vacancies.

The average starting wage among this group of vacancies was \$26.07 per hour, an inflation-adjusted decrease of 8% from spring 2023, and a 10% increase from winter 2024.

Characteristics of Oregon job vacancies were consistent with prior quarters. A typical job vacancy tends to be for a full-time, permanent position.

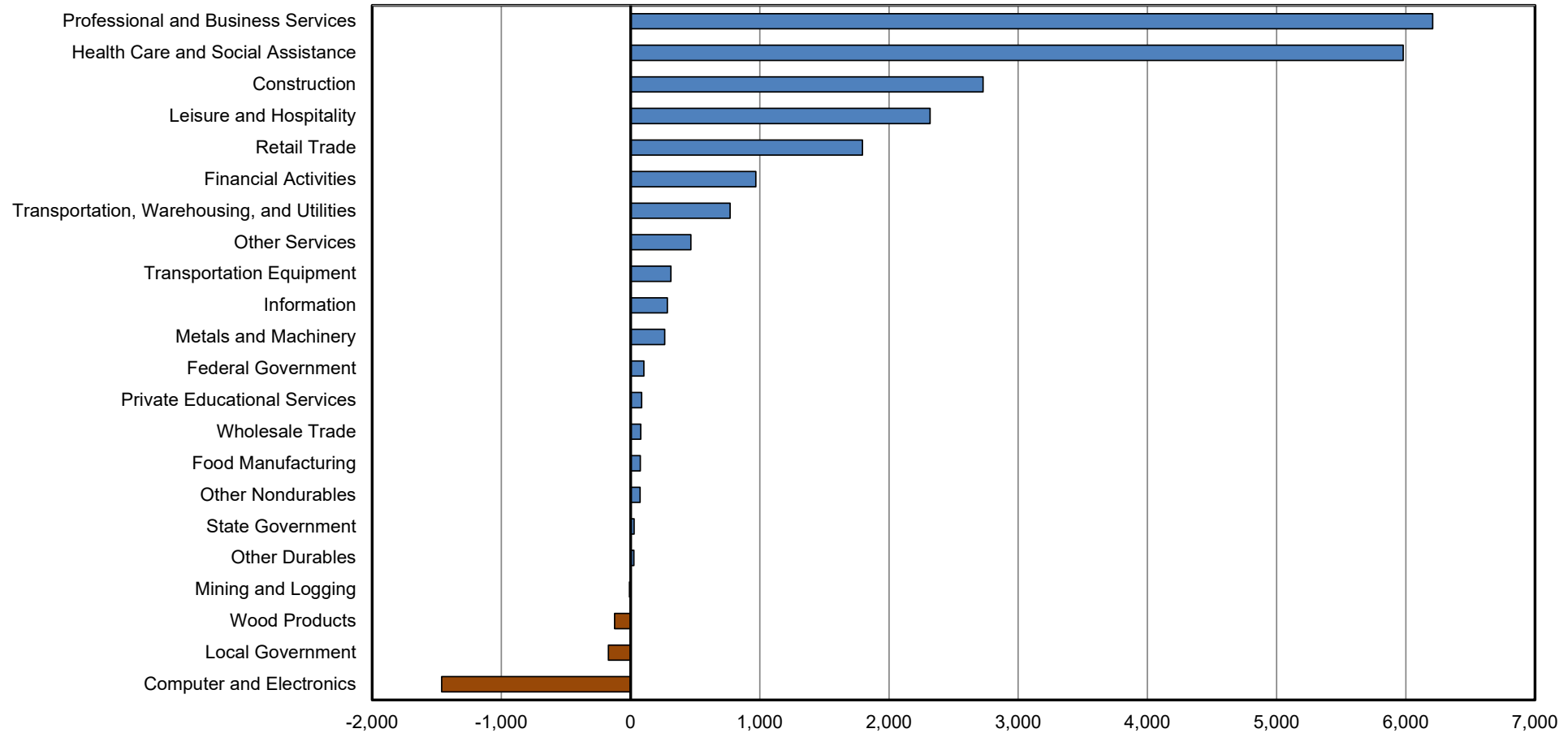
### Oregon Nonfarm Payroll Employment Quarterly History and Projection, 1990-2026



Source: Office of Economic Analysis, Department of Administrative Services, September 2024

# OEA EXPECTS OREGON TO GAIN 20,800 JOBS OVER THE NEXT YEAR.

## Expected Job Changes by Industry Sector Over The Year (3Q2024 - 3Q2025)



Source: Oregon Employment Department analysis using Oregon Office of Economic Analysis Forecast, September 2024

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