

# **Job Opportunities for Bilingual Workers**

**Henry Fields**

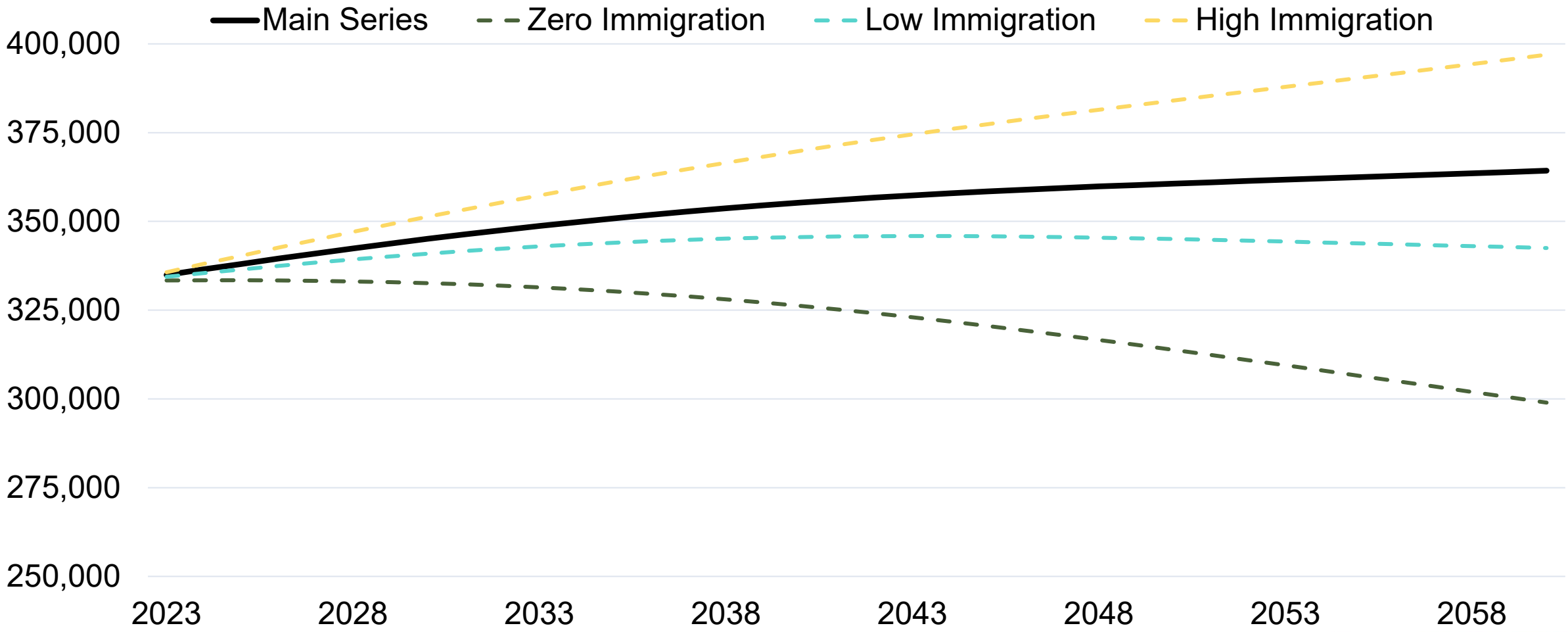
**Lane & Douglas Workforce Analyst,  
Oregon Employment Department**

**November 22<sup>nd</sup>, 2024**

# Demographics and Population

# U.S. population is projected to grow over the long term...

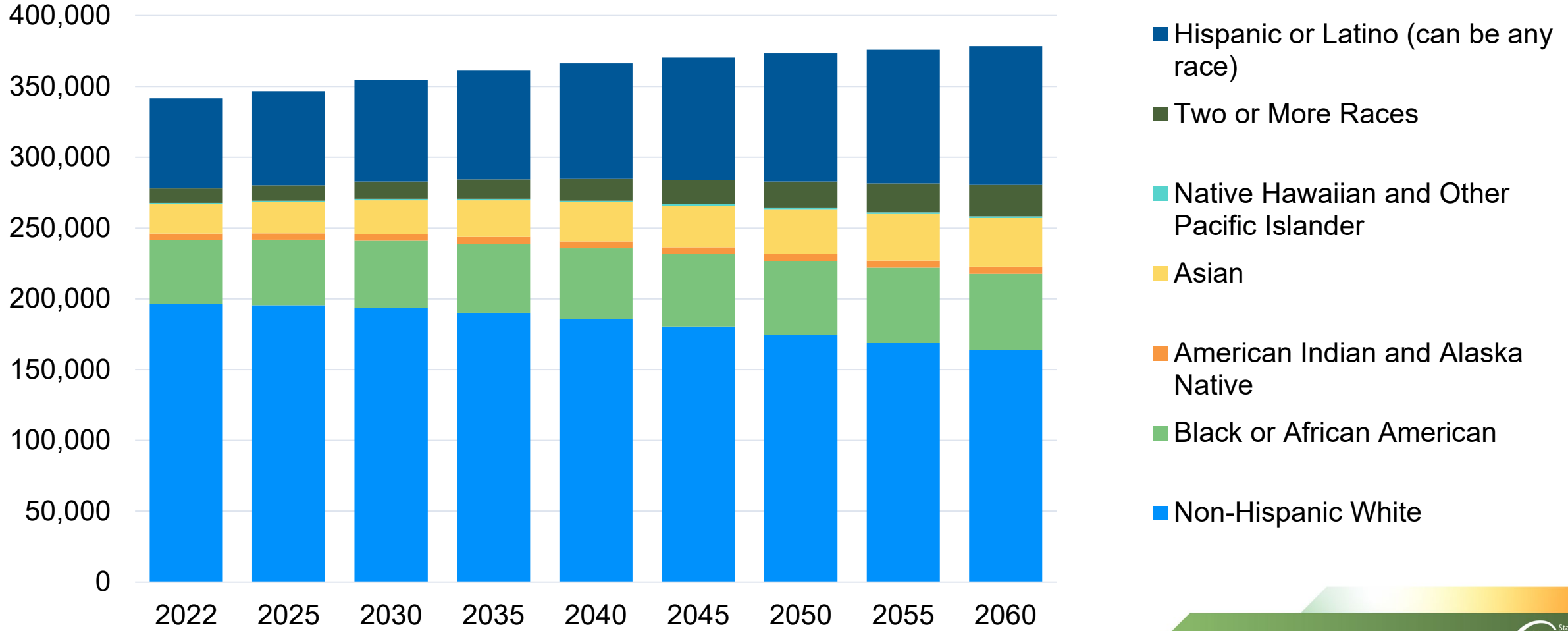
## U.S. Population Projections (Thousands), 2023-2060



Source: U.S. Census Bureau, Population Projections

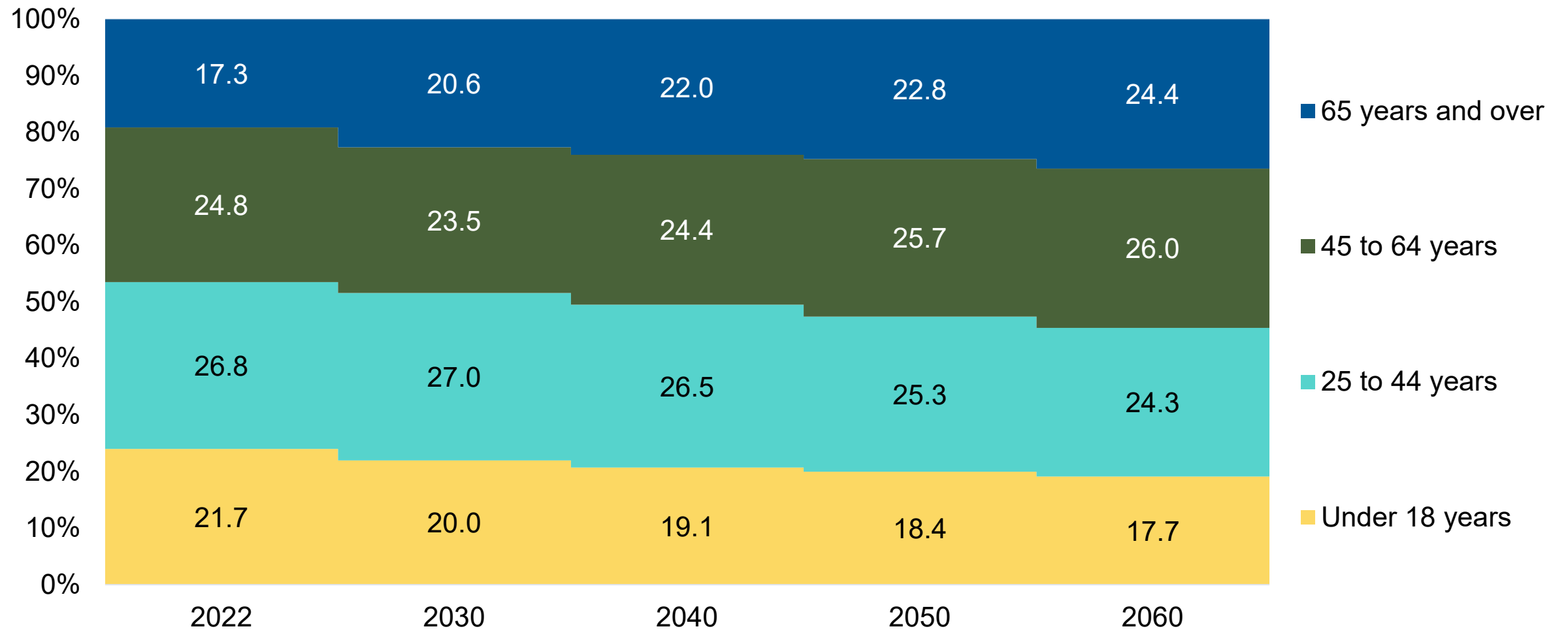
...growing more diverse by race and ethnicity...

### Population by Race/Ethnicity U.S. 2022-2060



Source: U.S. Census Bureau, Population Projections

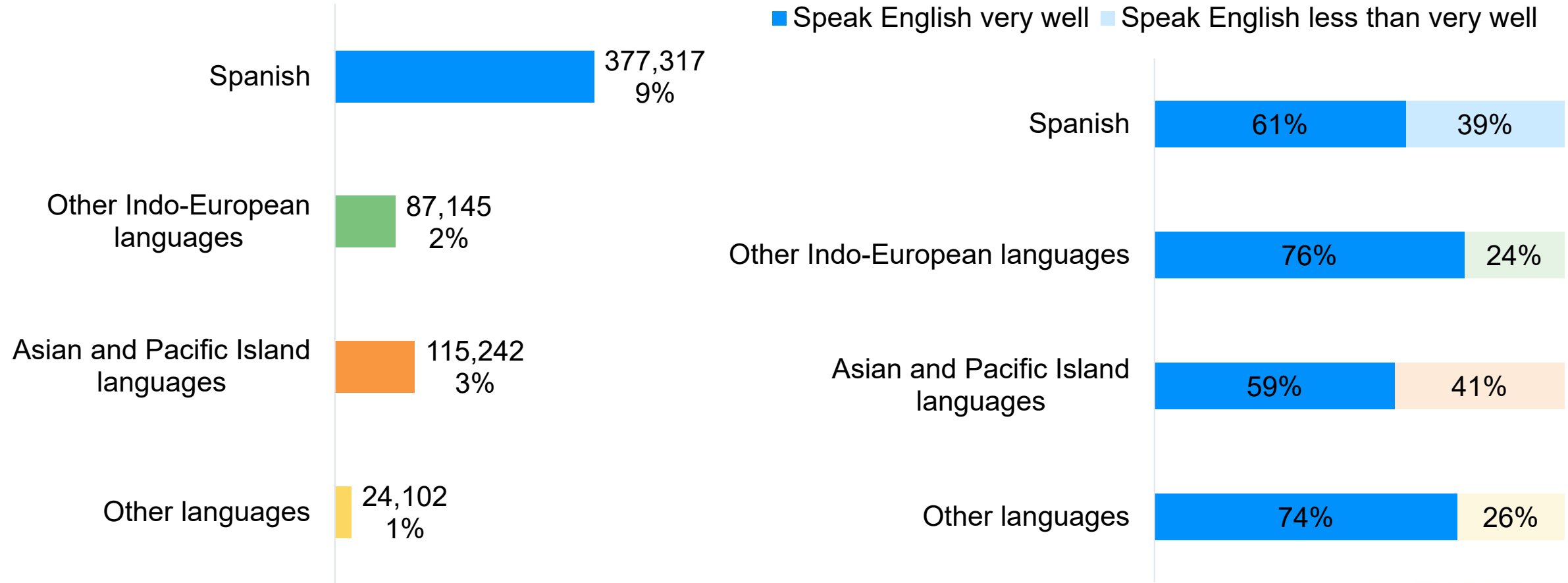
...and older over that time.



Source: U.S. Census Bureau, Population Projections

# 15% of Oregonians speak a language other than English at home

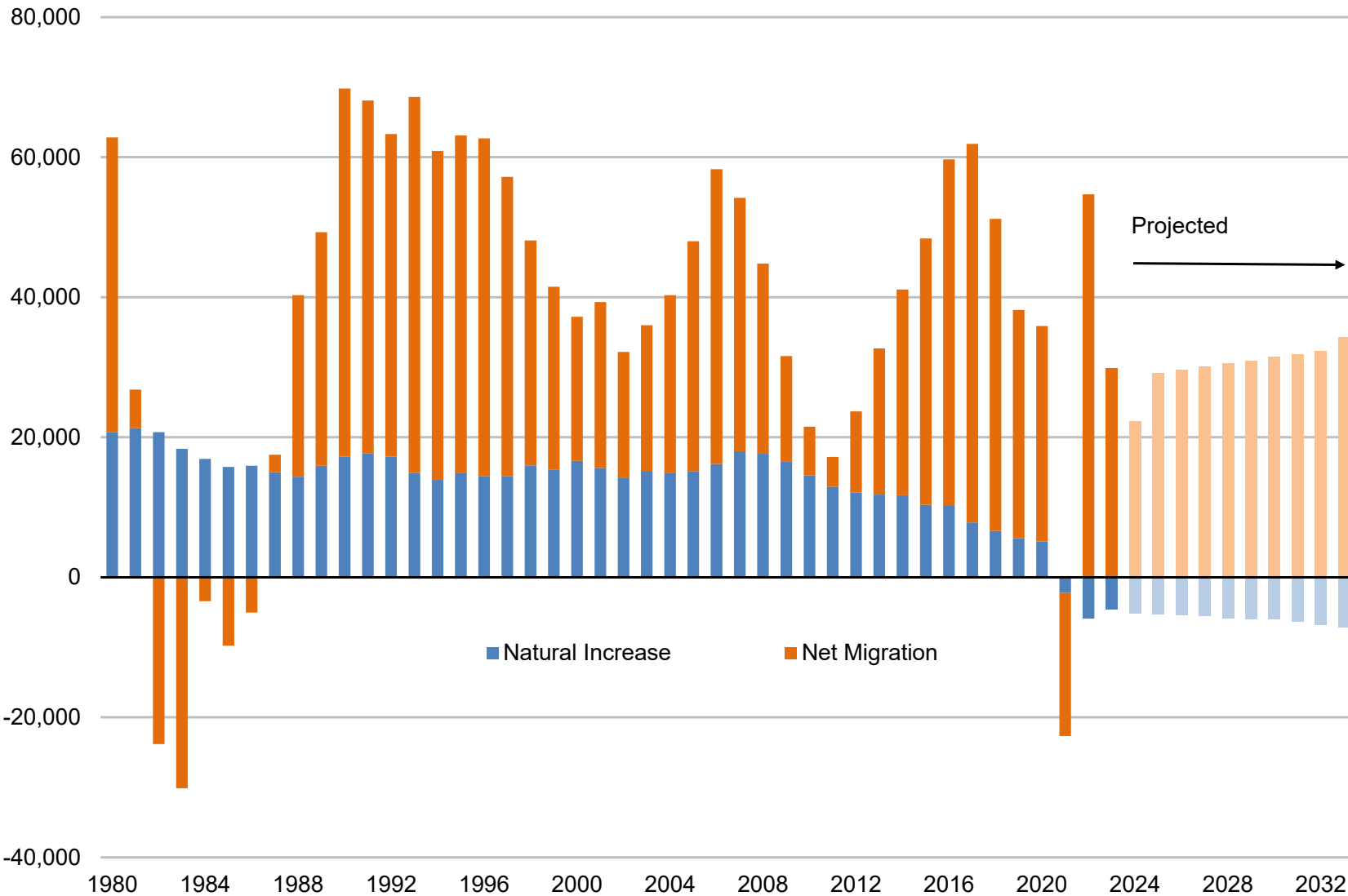
## Language Spoken at home (individuals) Oregon, 2022



Source: U.S. Census Bureau, Population Projections

# Slowing Labor Force Growth: slower population growth

## Oregon's Population Components of Change

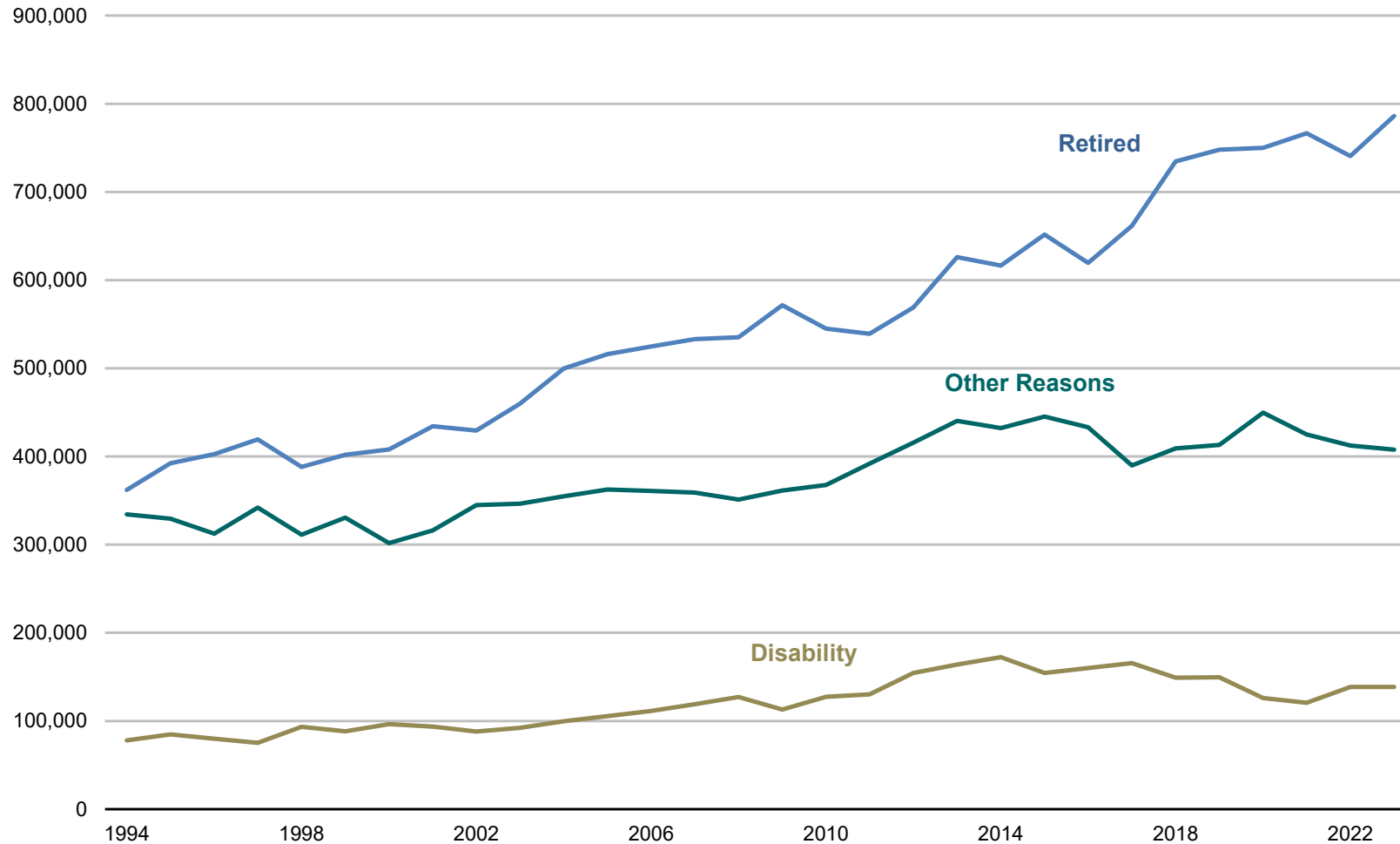


Portland State University estimates show a rebound in 2022, but population growth is projected to be slower in the coming years than historical norms.

Source: Oregon Employment Department, Oregon Office of Economic Analysis

# 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



# The workforce continues aging, in Oregon and the U.S.

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

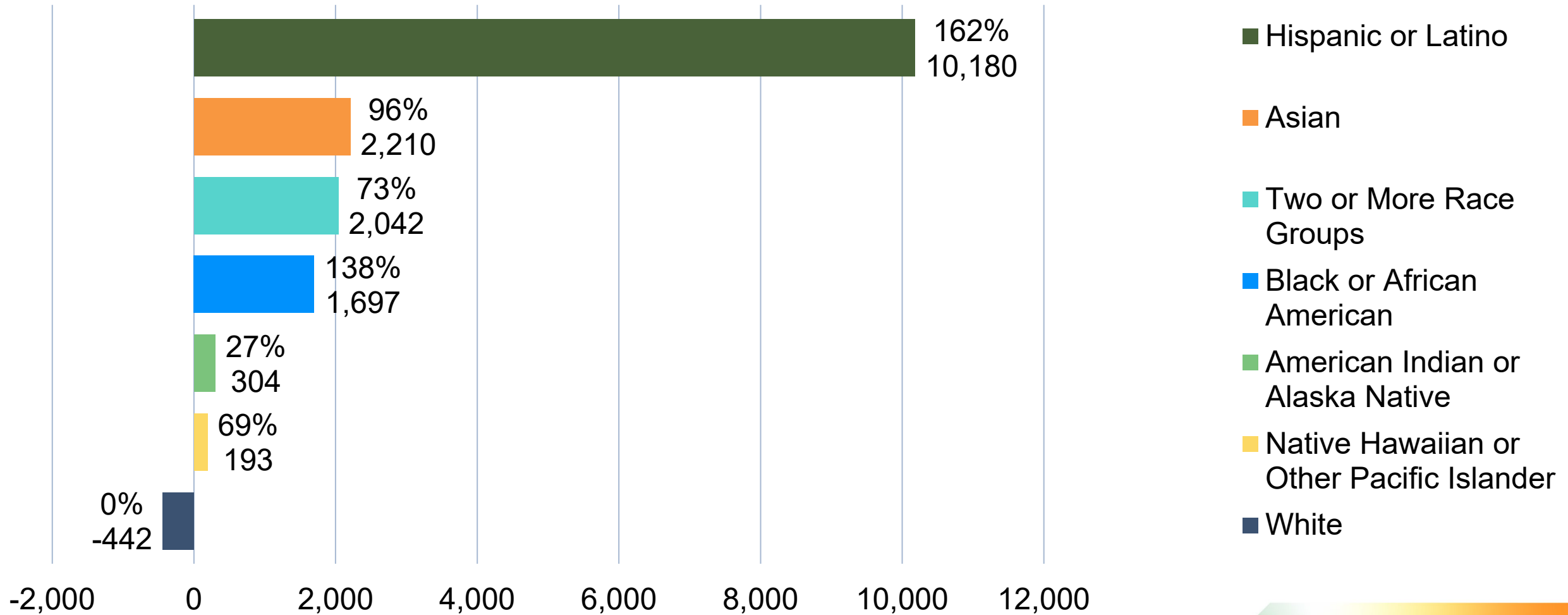
Oregon Jobs in 2022	All Workers	Age 55+	% Age 55+
<b>All Sectors</b>	<b>1,908,164</b>	<b>455,792</b>	<b>24%</b>
Agriculture, Forestry, Fishing and Hunting	52,269	17,026	33%
Mining, Quarrying, and Oil and Gas Extraction	1,787	574	32%
Real Estate and Rental and Leasing	30,756	8,795	29%
Utilities	8,025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

# The workforce is diversifying rapidly in recent years

## Lane County Net Change in Workers 2001-2023



Source: U.S. Census Bureau Quarterly Workforce Indicators

# Bilingual Jobs and Skills Demand

# Overview of bilingual jobs at OED

## Non-English Language Proficiency

	<b>Total OED workers</b>
Total	437
Spanish	250
Russian	23
Vietnamese	17
German	17
American Sign Language	10
French	10
Arabic	9
Chinese (simplified and traditional)	8
Japanese	7
Mandarin	7
Hindi	7
All others (30 languages)	64

Of the 1,700 workers at OED, 437 (26%) have some sort of language ability.

They're important parts of every program area:

- workforce operations
- paid leave
- unemployment insurance
- research

and help us serve each diverse region of the state.

*Note: Individuals may be double counted if proficient in multiple languages.*

# Overview of bilingual jobs at OED

<b>Language Differential</b>	<b>Total OED workers</b>
Total	271
Spanish	147
Russian	15
Vietnamese	11
Arabic	4
Ukrainian	3
Japanese	2
Korean	2
All others and blank	87

Qualifying state workers in customer facing positions can qualify for 5% differential pay.

271 OED workers (16%) qualify for bilingual differentials.

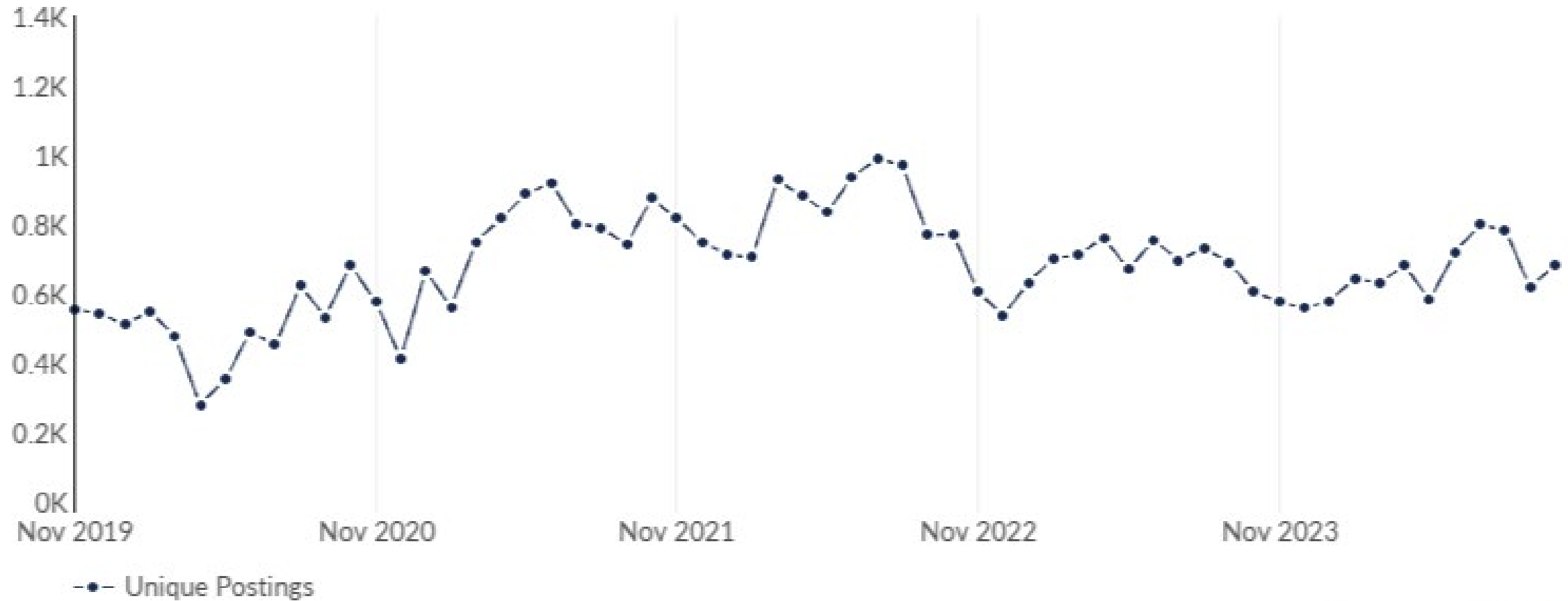
That involves passing a certification test through an online service provider.

*Note: Individuals may be double counted if proficient in multiple languages.*

Search for state jobs requiring or requesting bilingual skills at [Oregon.gov](https://www.oregon.gov) (external career search site linked)

# Bilingual Spanish-English job postings

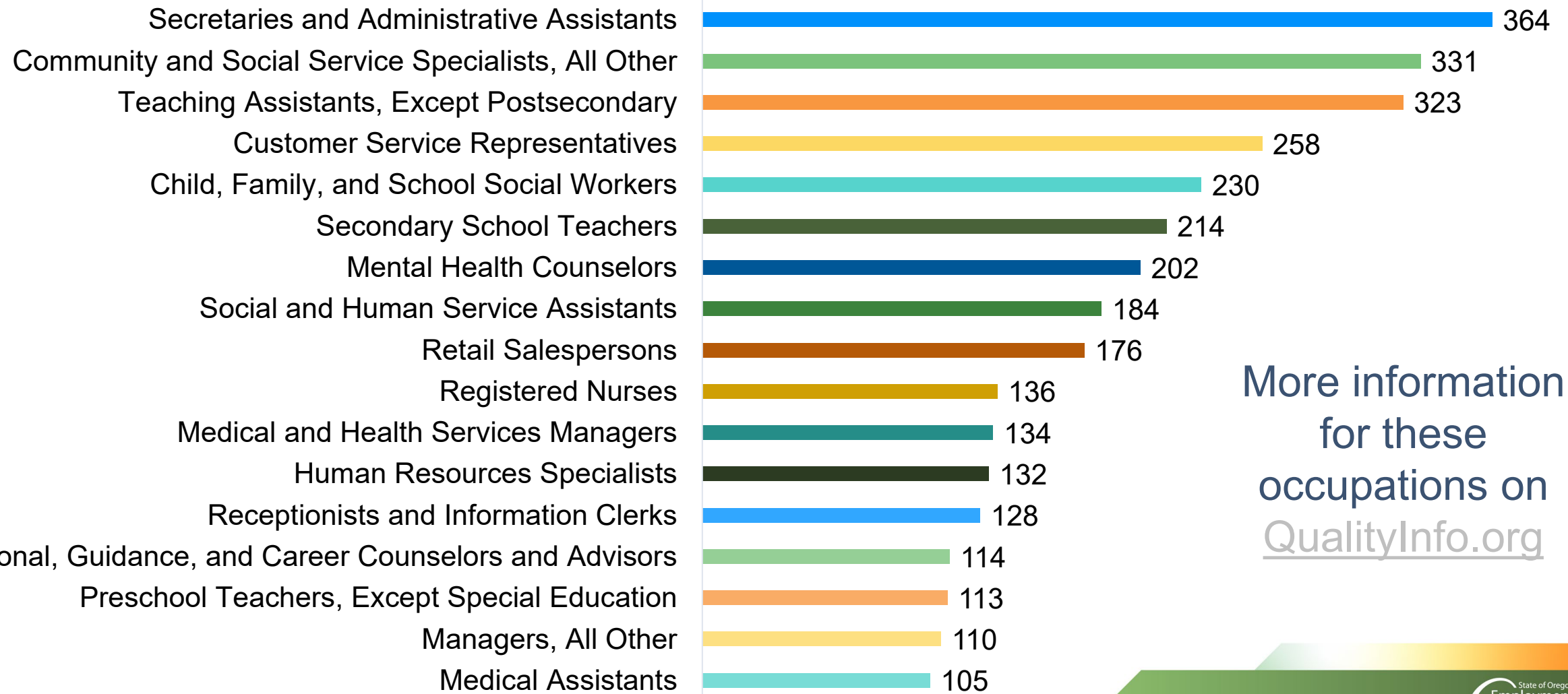
New, unique job postings in Oregon for “Bilingual English-Spanish”



Source: Lightcast Help Wanted Online (HWOL)

# What kind of jobs ask for bilingual skills?

Unique Postings by Occupation Type













More information  
for these  
occupations on  
[QualityInfo.org](https://QualityInfo.org)

Source: Lightcast Help Wanted Online (HWOL)

# Bilingual Spanish-English job postings – top employers

## Top Companies Posting

Company	Total/Unique (November 13, 2023 - November 11, 2024)	Posting Intensity	Median Postin Duratio
Medford School District 549C	390 / 279	1 : 1 	20 day
Transition Projects	749 / 216	3 : 1 	32 day
Virginia Garcia Memorial Health Center	606 / 208	3 : 1 	28 day
Community Action Organization	390 / 127	3 : 1 	31 day
Department Of Human Services	327 / 120	3 : 1 	24 day
Good Shepherd Health Care System	147 / 117	1 : 1 	19 day
Mid-Willamette Valley Community Action Agency	327 / 107	3 : 1 	25 day
Forest Grove SD 15	157 / 97	2 : 1 	18 day
Chemeketa Community College	259 / 85	3 : 1 	27 day
Oregon State University	331 / 78	4 : 1 	32 day

Many of the employers with the most openings are health care systems, school districts, and social service organizations



# Bilingual Spanish-English job postings – top public employers










## Top Companies Posting

Company	Total/Unique (November 13, 2023 - November 11, 2024)	Posting Intensity	Median Postin Duratio
Department Of Human Services	327 / 120	3 : 1	24 day
Clackamas County	157 / 61	3 : 1	33 day
Multnomah County	99 / 55	2 : 1	21 day
Deschutes County	86 / 46	2 : 1	15 day
Marion County	125 / 24	5 : 1	5 day
City Of Woodburn	59 / 23	3 : 1	29 day
State of Oregon	44 / 23	2 : 1	27 day
Adelante Mujeres	42 / 22	2 : 1	28 day
Washington County	66 / 17	4 : 1	26 day
Neighborimpact	24 / 13	2 : 1	35 day

More specific public sector employers include cities and counties with diverse populations

# Bilingual Spanish-English job postings – top industries (1/2)

## Top Industries

Industry	Total/Unique (November 13, 2023 - November 11, 2024)	Posting Intensity	Median Postin Duratio
Elementary and Secondary Schools	1,825 / 957	2 : 1 	23 day
Individual and Family Services	2,411 / 799	3 : 1 	31 day
Offices of Physicians	1,539 / 437	4 : 1 	31 day
Executive, Legislative, and Other General Government Support	955 / 325	3 : 1 	30 day
Junior Colleges	757 / 272	3 : 1 	28 day
Community Food and Housing, and Emergency and Other Relief Services	571 / 204	3 : 1 	31 day
General Medical and Surgical Hospitals	342 / 171	2 : 1 	19 day
Justice, Public Order, and Safety Activities	344 / 167	2 : 1 	25 day
Colleges, Universities, and Professional Schools	672 / 159	4 : 1 	32 day
Child Care Services	275 / 120	2 : 1 	32 day

Top industries reflect demand in health care, education and social services

# Bilingual Spanish-English job postings – top industries (2/2)

## Top Industries

Industry	Total/Unique (November 13, 2023 - November 11, 2024)	Posting Intensity	Median Postin Duratio
Management, Scientific, and Technical Consulting Services	250 / 101	2 : 1	25 day
Other Food Manufacturing	486 / 100	5 : 1	32 day
Other Schools and Instruction	198 / 93	2 : 1	32 day
Residential Intellectual and Developmental Disability, Mental Health, and Substance Abuse Facilities	254 / 93	3 : 1	26 day
Automotive Parts, Accessories, and Tire Retailers	314 / 88	4 : 1	40 day
Wired and Wireless Telecommunications (except Satellite)	237 / 82	3 : 1	21 day
Services to Buildings and Dwellings	168 / 81	2 : 1	31 day
Agencies, Brokerages, and Other Insurance Related Activities	413 / 80	5 : 1	30 day
Offices of Other Health Practitioners	157 / 65	2 : 1	28 day
Depository Credit Intermediation	227 / 56	4 : 1	33 day

Also substantial demand from industries with diverse workforces and customers, such as manufacturing, auto services, and banks

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