



Help Wanted in Oregon and the Mid-Valley

Marion County Economic Development Webinar
February 2, 2022



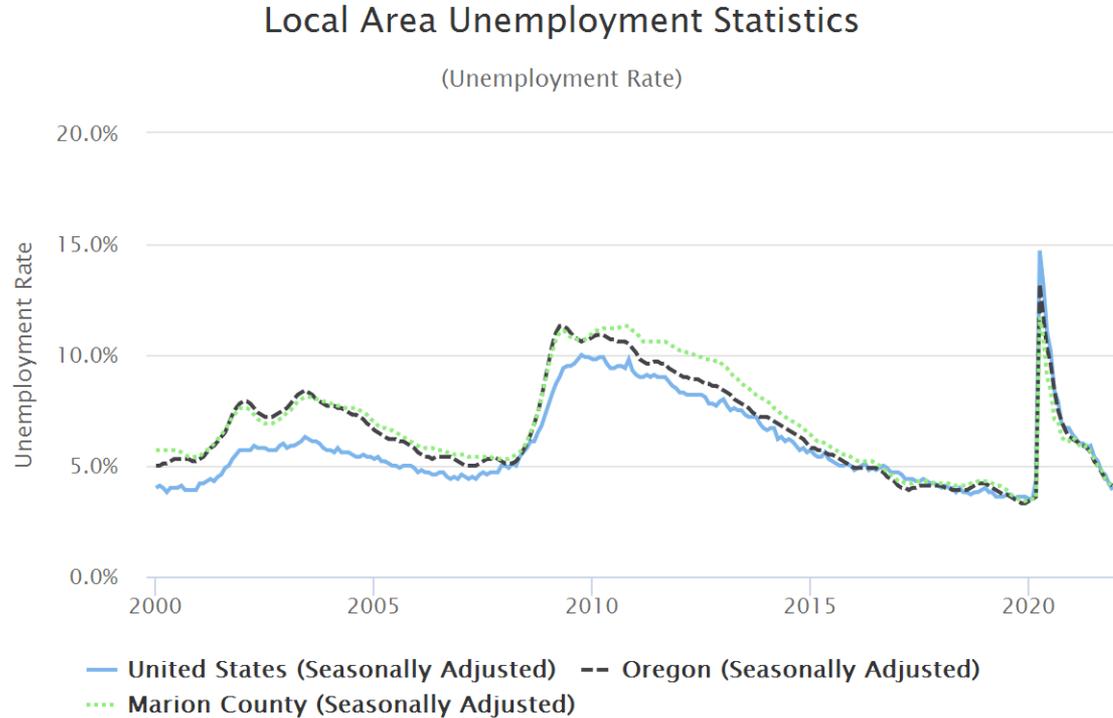
Oregon Employment Department's Research Division.

Our main products:

- Current industry employment estimates (State & County)
- Unemployment statistics (State, County, and City)
- Covered Employment and Wages by industry (State, county & geocoded)
- 10-Year Industry and Occupation Employment Projections (State & Workforce Areas)
- Occupational Wages (State & Workforce Areas)
- Consumer Price Index



Marion County's unemployment rate is back below 5%.

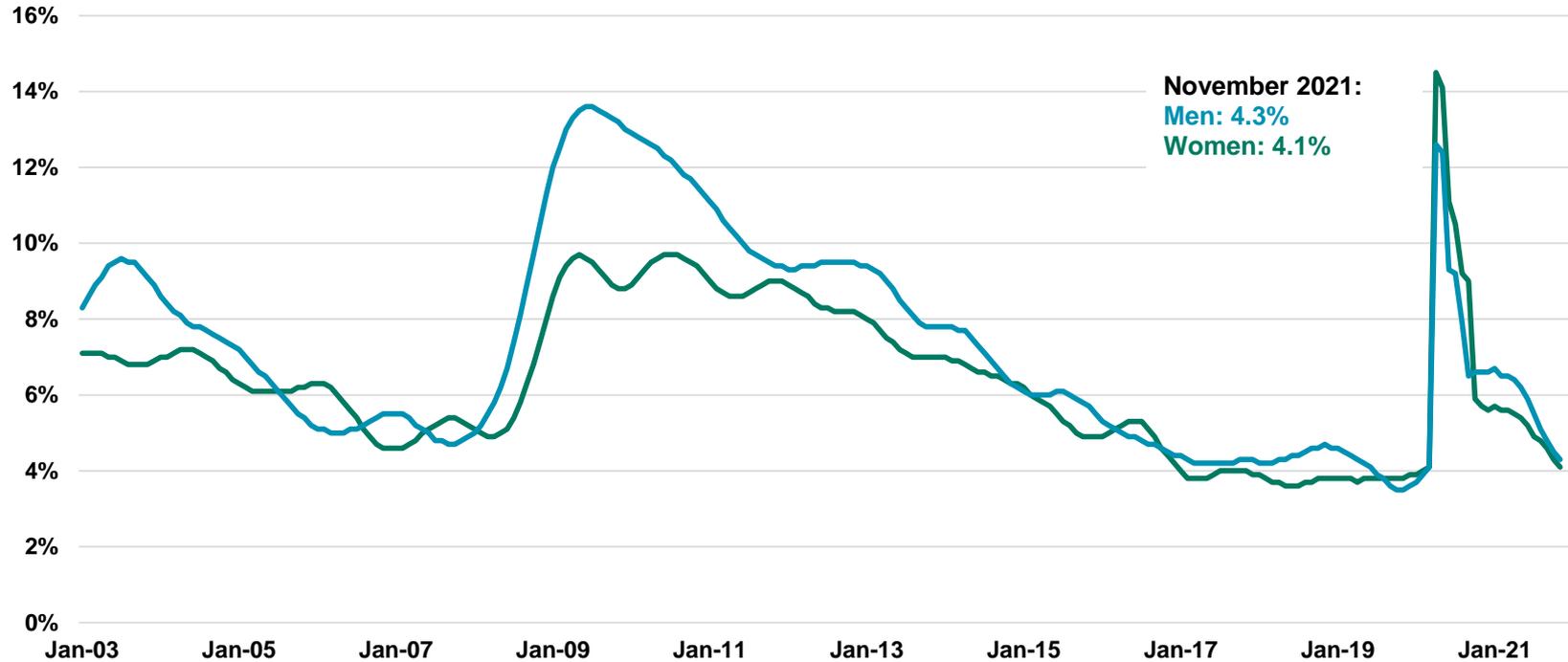


Source: Oregon Employment Department Qualityinfo.org



Women's and men's unemployment rates were similar in November.

Monthly Unemployment Rates by Gender
Oregon, 2003 - Present



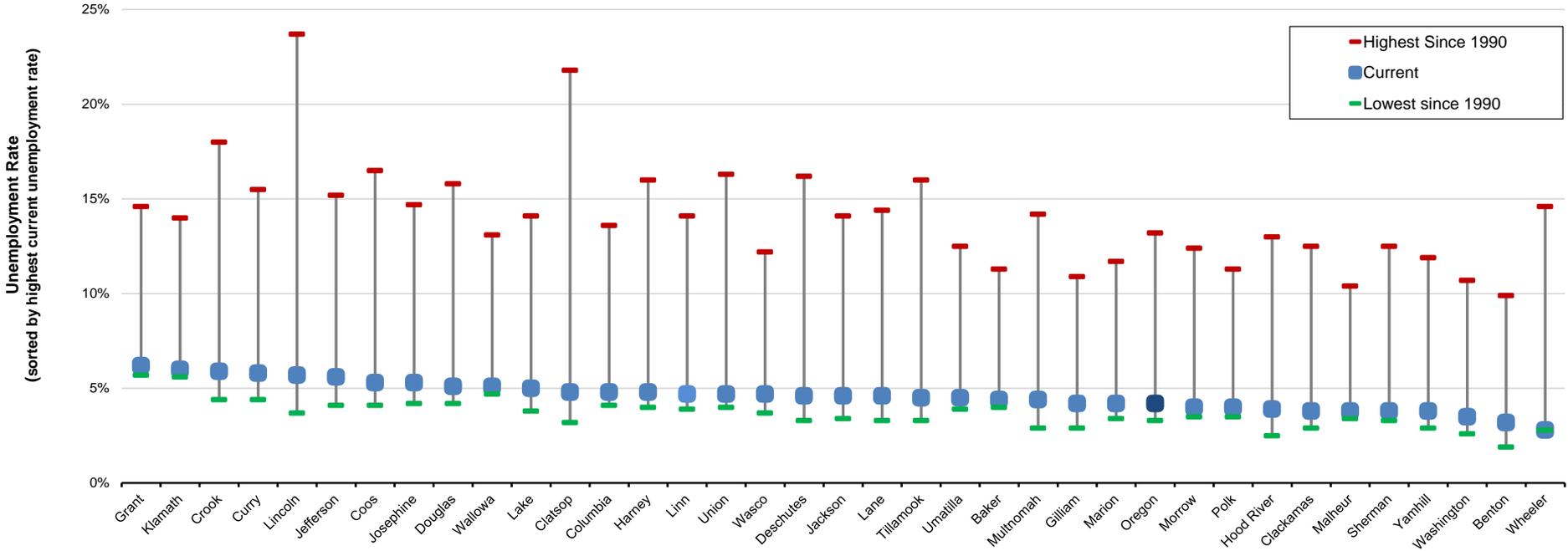
Source: Oregon Employment Department, Current Population Survey



Many counties are at or near their historic low unemployment rates.

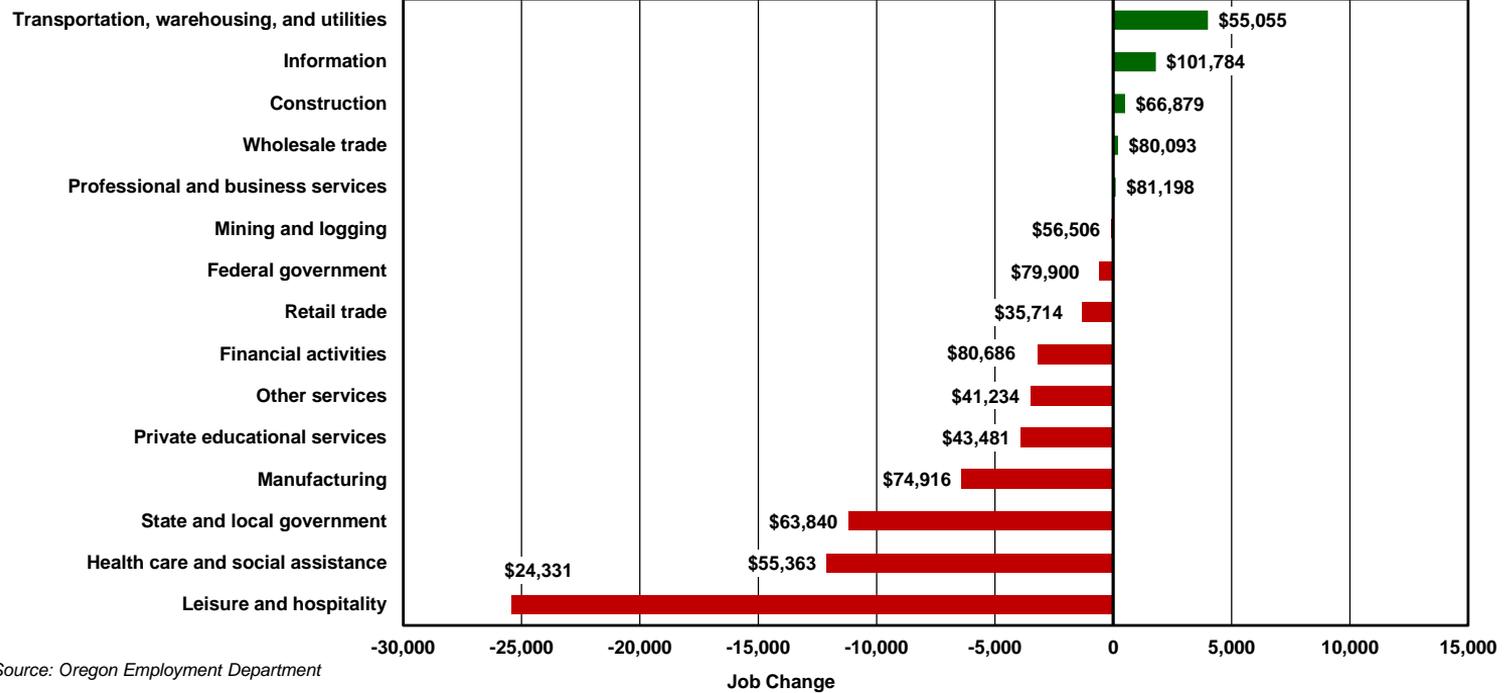
Unemployment Rates in Oregon Counties

Current Rate (November 2021), Record High, and Record Low for Each County, Seasonally Adjusted



Transportation, warehousing, and utilities and information are the two broad sectors with employment well above February 2020 levels.

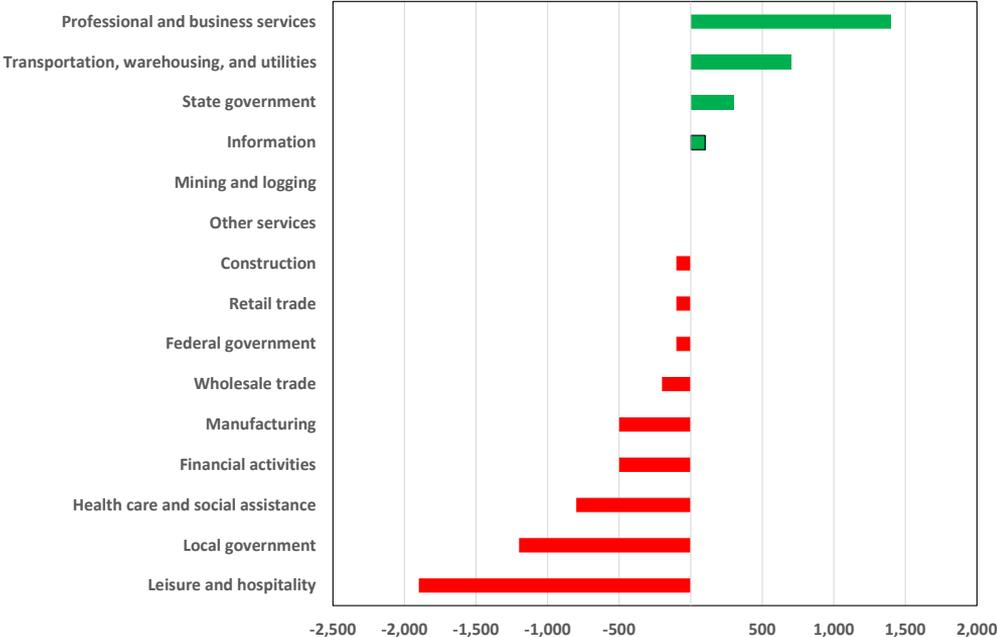
Oregon Job Change and Average Pay by Industry
 February 2020 - November 2021 Job Change, 2020 Average Pay



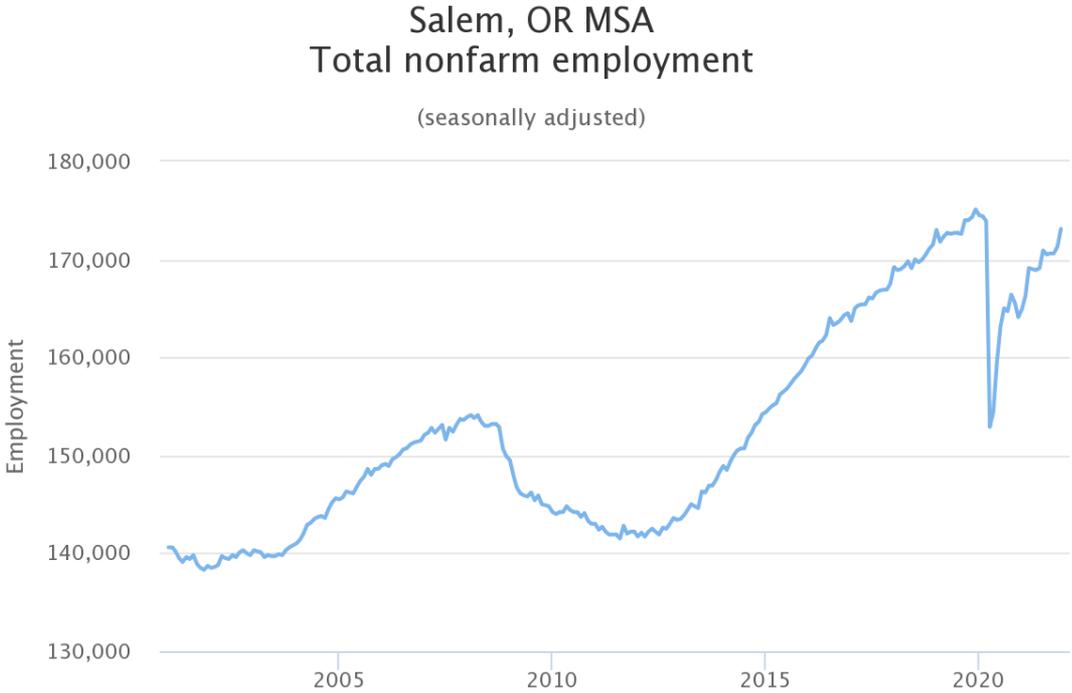
Source: Oregon Employment Department

Similar to the state, Salem’s leisure and hospitality and local government has had the most job loss. Warehousing has grown significantly during the pandemic.

Salem MSA Job Change
November 2019-November 2021



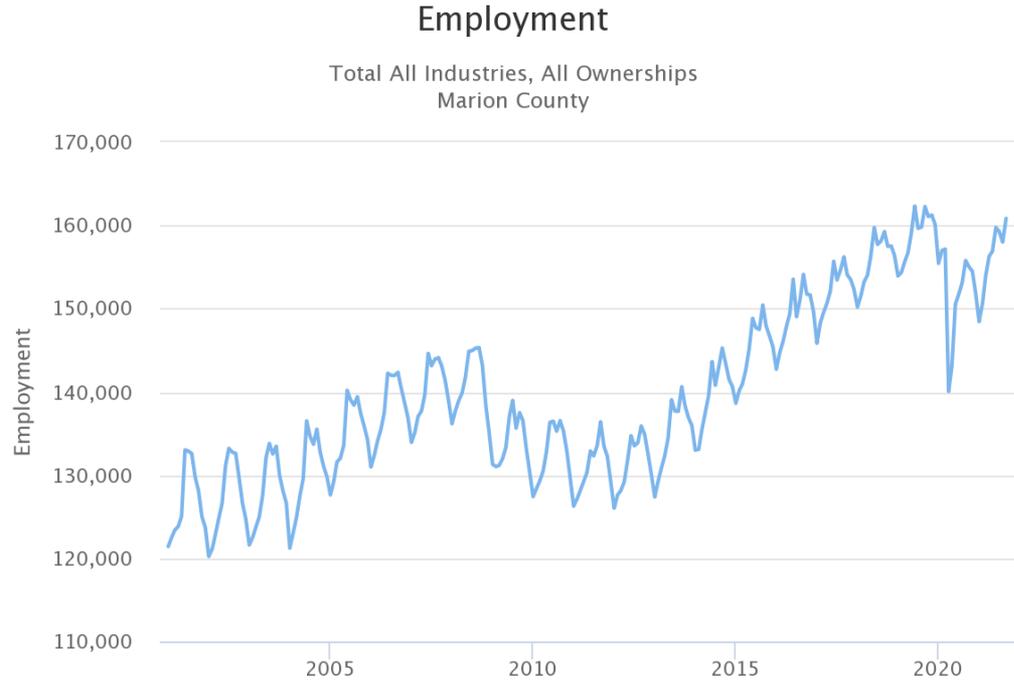
Salem's employment in December was 1,300 or 0.7% below its pre-pandemic level. Oregon was down 2.7%



Source: Oregon Employment Department QualityInfo.org



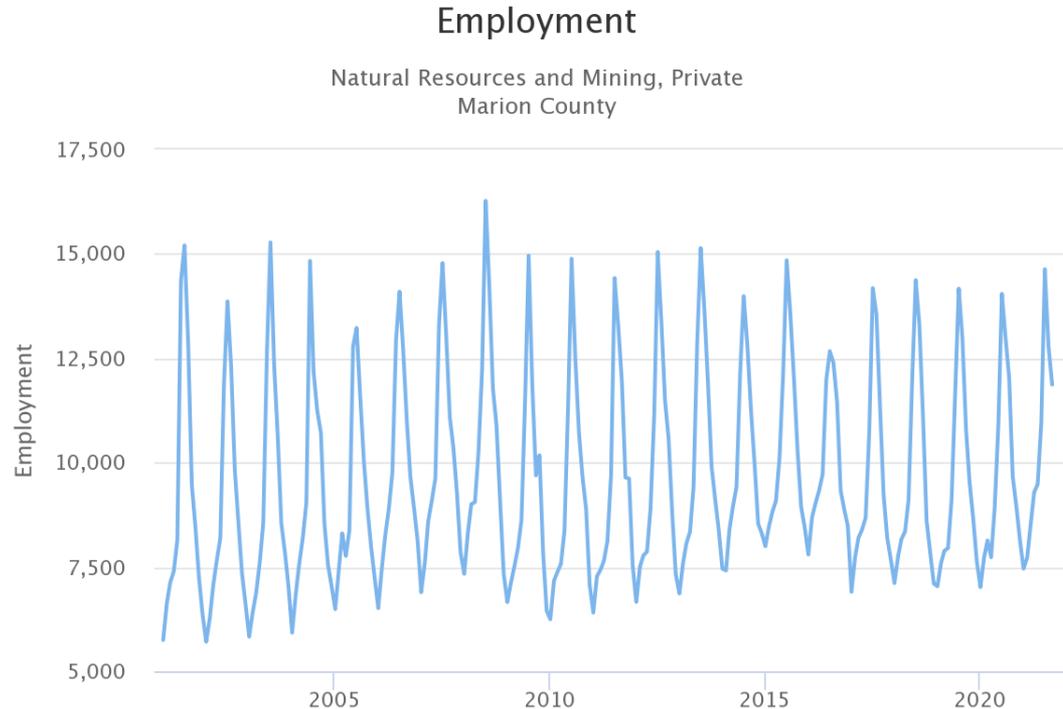
Marion County's total employment is down 1,200 or 1% from Q3 2019 to Q3 2021. Oregon was down 3.1%.



Source: Oregon Employment Department Qualityinfo.org



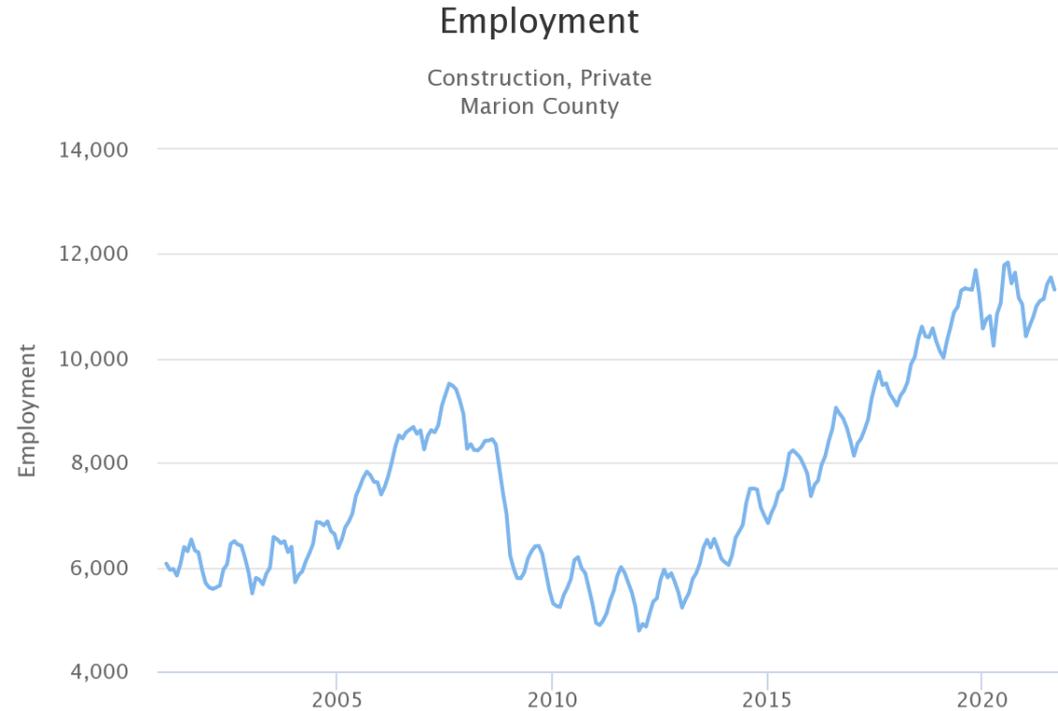
Agriculture Employment in Marion County has been steady during the pandemic.



Source: Oregon Employment Department Qualityinfo.org



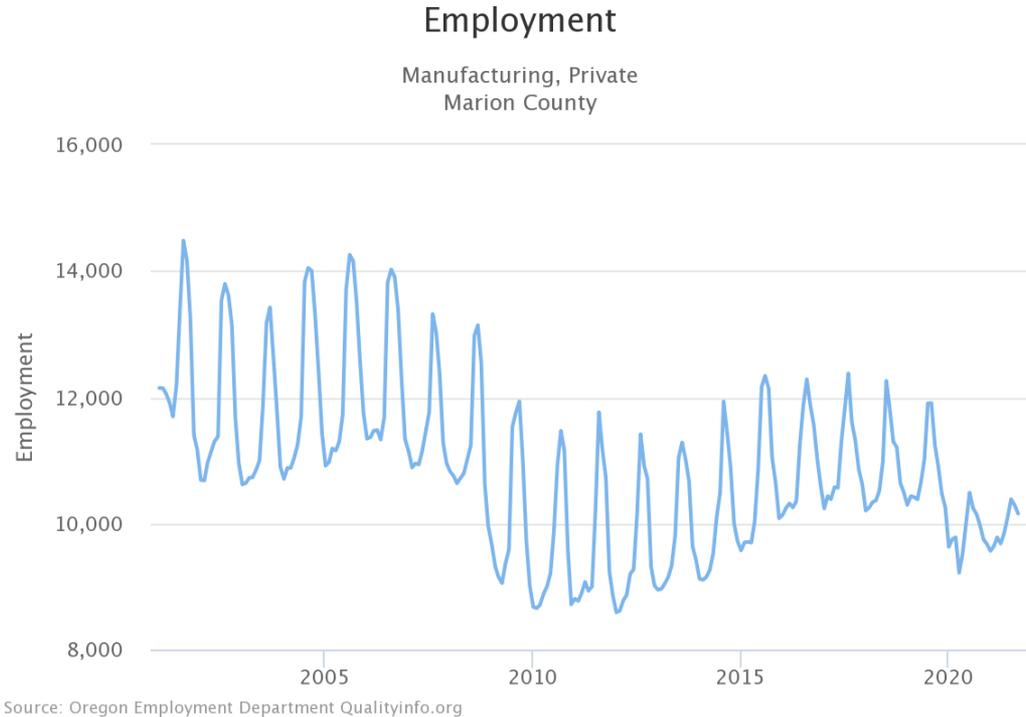
Construction Employment in Marion County has also held steady during the pandemic.



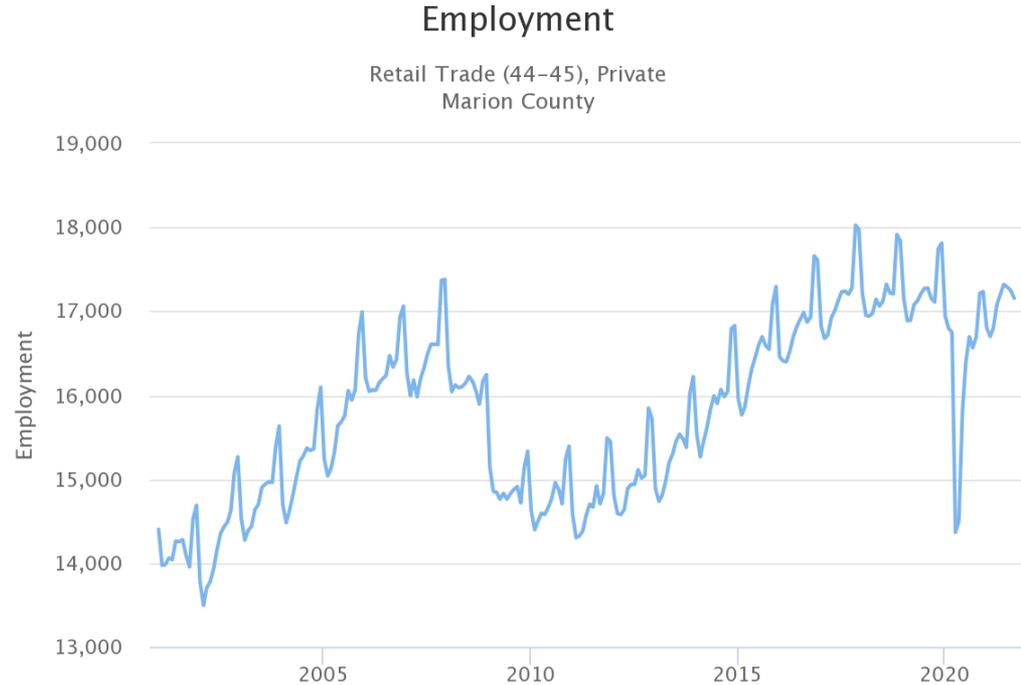
Source: Oregon Employment Department Qualityinfo.org



Manufacturing employment is down more than 1,000 jobs over the last two years.



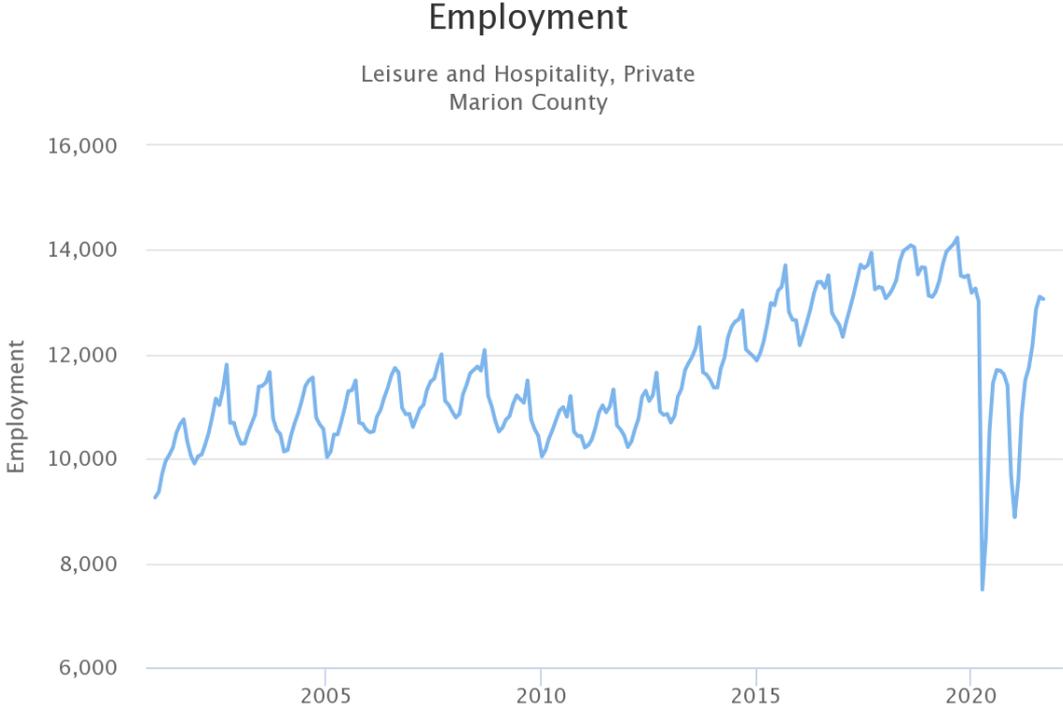
After a steep employment decline in spring of 2020, retail trade has returned to a pre-pandemic level.



Source: Oregon Employment Department QualityInfo.org



Leisure and hospitality employment is still down nearly 1,200 or -8.3%.



Source: Oregon Employment Department Qualityinfo.org



Warehousing employment has been growing quickly during the pandemic. Employment is up 26% since 2019 and 118% since 2018.



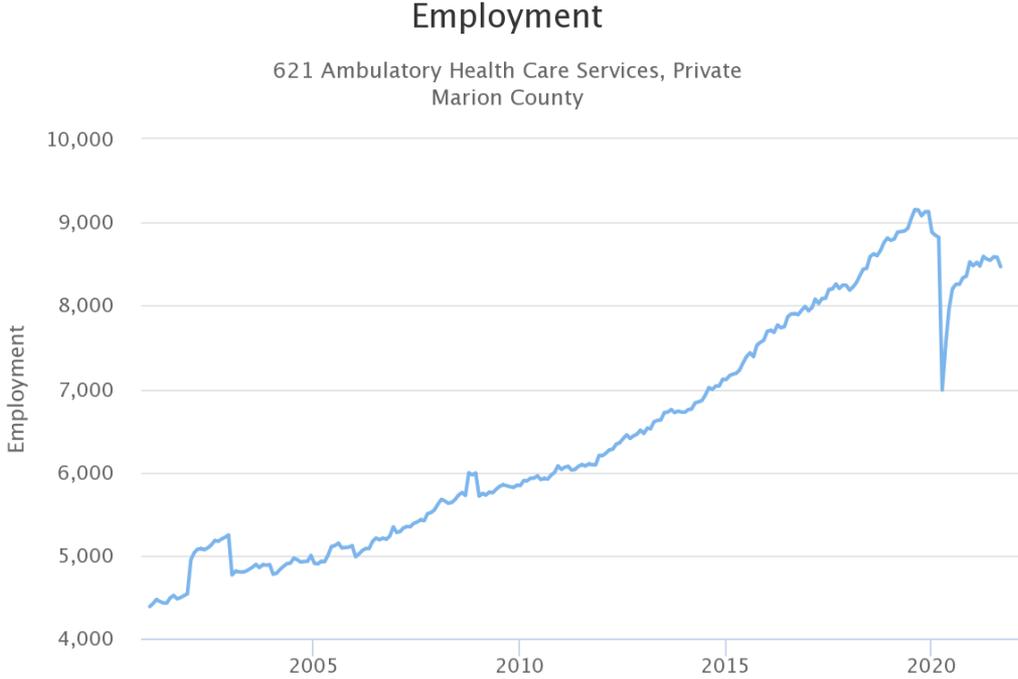
Health care and social assistance employment in Sept. 2021 was 200 jobs (-0.8%) below the level in Sept. 2019.



Source: Oregon Employment Department Qualityinfo.org



Employment at clinics and doctor's offices is down nearly 700 jobs or 7.4%.



Source: Oregon Employment Department Qualityinfo.org



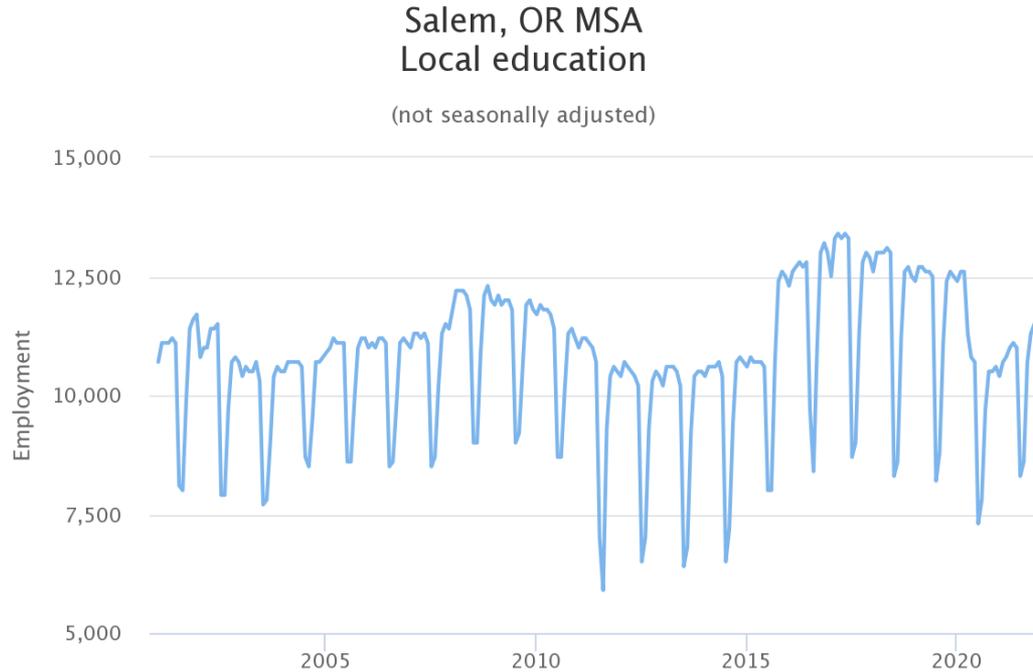
Residential care facilities employment is down more than 400 jobs, or nearly 9%.



Source: Oregon Employment Department QualityInfo.org



In December 2021, local govt. education was down 900 or -7.2% since December 2019.

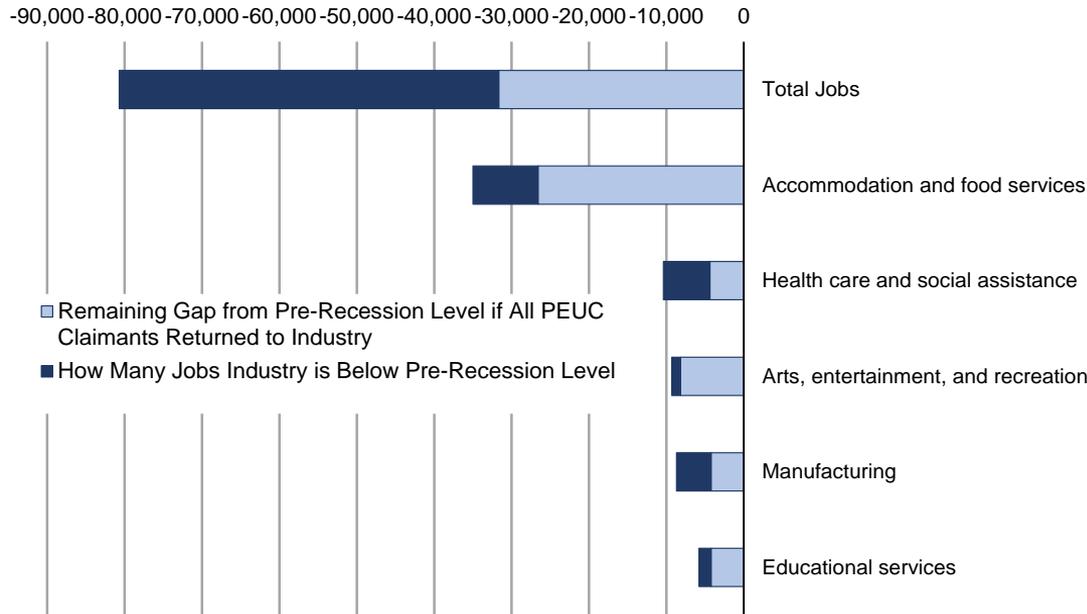


Source: Oregon Employment Department QualityInfo.org



The end of enhanced UI didn't end worker shortages.

Labor Shortages Bigger than Possible Workforce Gains from Expired Federal Pandemic Emergency Unemployment Compensation Benefits



Source: Oregon Employment Department

The workers who were on PEUC benefits worked for payroll employers before they lost their jobs.

If you assume all those who lost benefits go back to payroll employers in their previous industries, there would still be notable gaps in restaurants and hotels, manufacturing, education, and health care.

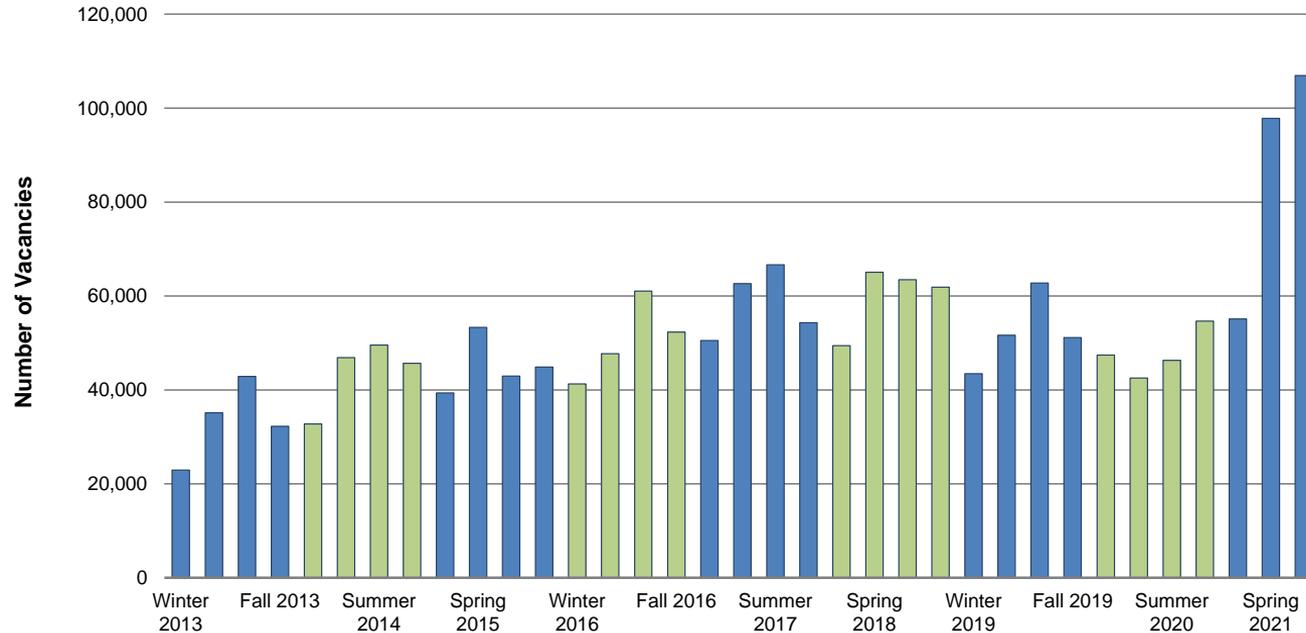
By contrast, the recovery gaps would appear to be filled – if workers returned to their main industries of pre-COVID employment – in construction, wholesale and retail trade, and administrative and waste services.

*That's ***IF*** all the workers who lost benefits went back to prior industry, and right away.*



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

Oregon's Quarterly Job Vacancies, 2013-2021



This only represents private job vacancies, and we've seen hiring demand for public schools and higher education.

So 107,000 is at least as many job openings as businesses have been trying to fill in recent months.

Source: Oregon Employment Department, Quarterly Job Vacancy Survey



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

Source: Oregon Employment Department

Employers were hiring for jobs in 270 different occupations in summer. Those with the most vacancies included:

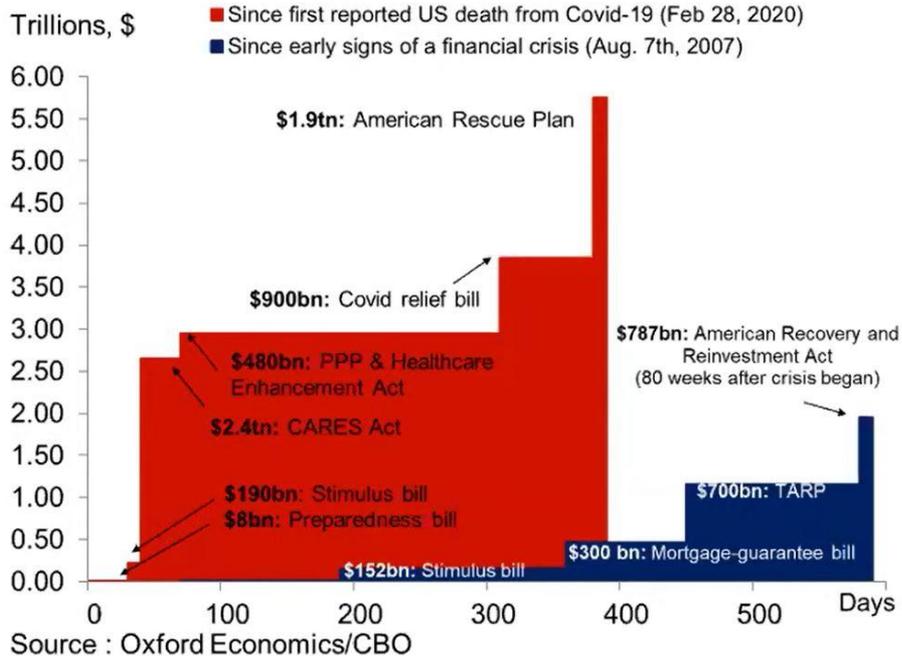
- Retail salespersons (5,500)
- Restaurant cooks (4,800)
- Personal care aides (4,100)
- Heavy truck drivers (2,800)
- Maids and housekeeping cleaners (2,600)

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.



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, from stimulus and built-up savings, fuel more demand for goods and services (and jobs to make/provide them)
- Record quits
- Retirements

Not all workers have the same urgency as employers right now.

Indeed Hiring Lab research shows active job search rates among the jobless have been stagnant since June.

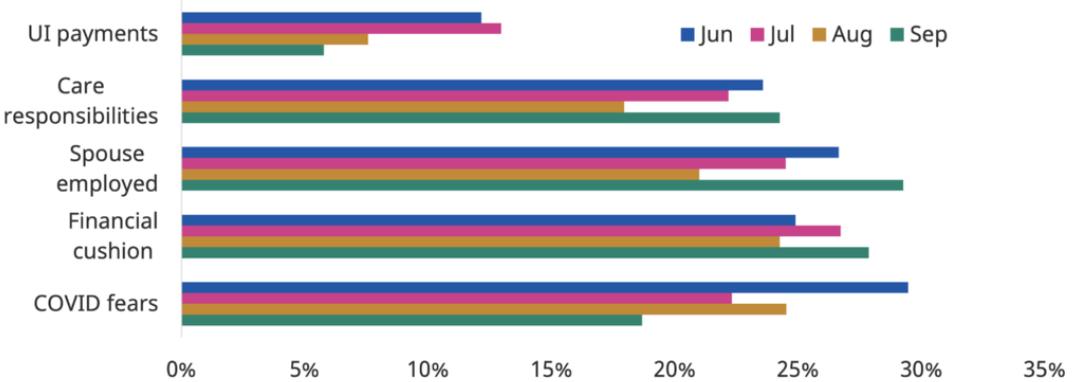
Of those who are actively seeking, there's a notable share (about 2 out of 5) who are looking start their next job 1 to 3 months, or even further, into the future rather than immediately.

Financial cushion:

- Total personal incomes in Oregon still higher now than before recession.
- Multiple direct stimulus to households (even for those who kept their jobs the whole time), more unemployment benefits, other enhanced safety net programs too
- Financial cushion + any barrier returning to work allows opportunity to sideline for a while

Having an employed spouse is the most commonly cited reason for lack of urgency

% of unemployed workers not searching urgently, Jun - Sep 2021

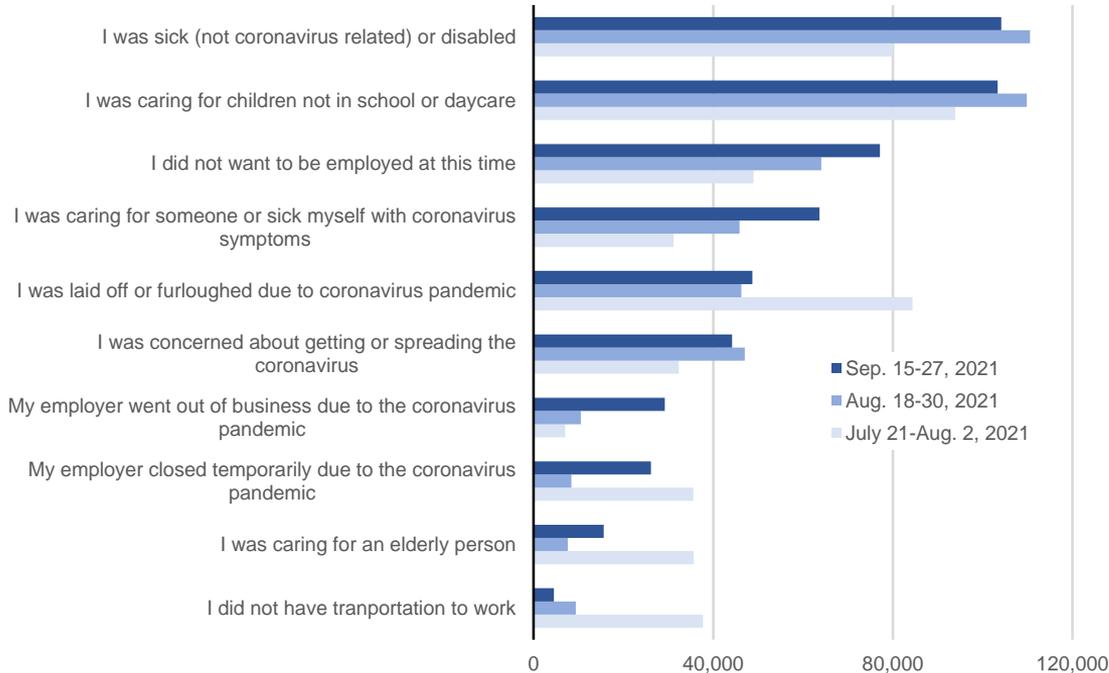


Source: Indeed Hiring Lab Job Search Survey. Note: respondents were able to choose multiple reasons 



Some workers still have barriers to getting back to work.

Oregon Adults Not Working and Not Retired at Time of Survey
by Reason for Not Working (Where Reported)



Source: Oregon Employment Department and U.S. Census Bureau, Household Pulse Survey, Oregon estimates from survey weeks 34, 36, and 38.

Not least among these has been the Delta wave of COVID-19 cases, which hit a recent peak in early September.

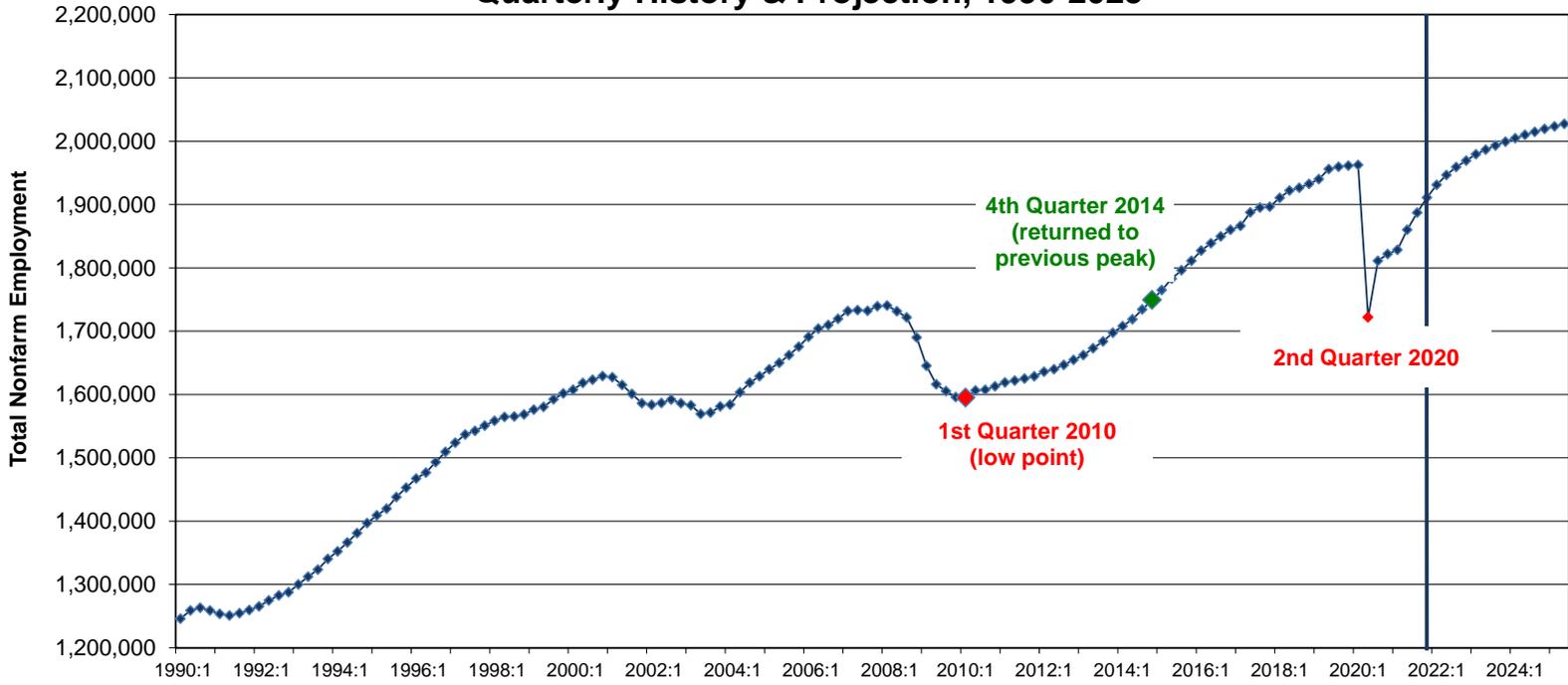
There are also many workers who still fear getting or spreading COVID, and they're staying on the sidelines.

There's also likely some disruptions with class closures and quarantines still occurring regularly in K-12 schools.

And some of these factors could be interrelated. Difficulty finding bus drivers, child care workers – who work in close proximity to children who are not yet eligible to get vaccinated.

The Office of Economic Analysis expects a return to pre-pandemic job levels by late 2022.

Oregon Nonfarm Payroll Employment Quarterly History & Projection, 1990-2025

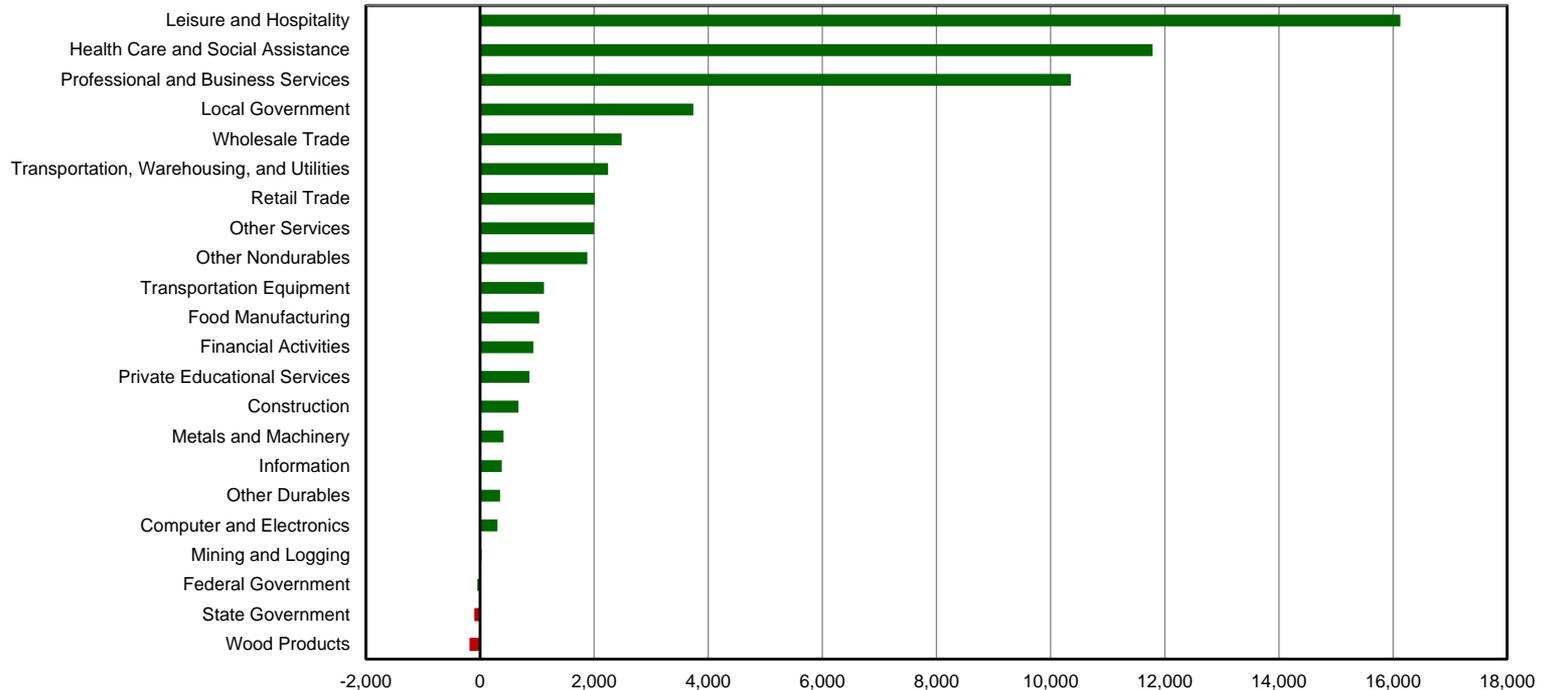


Source: Office of Economic Analysis, Department of Administrative Services, December 2021



OEA expects Oregon to add about 58,400 jobs in the next 12 months.

Expected Job Changes by Industry Sector Over The Year (4Q 2021 - 4Q 2022)



Source: Oregon Employment Department analysis using Oregon Office Economic Analysis Forecast, December 2021



THE MID-VALLEY'S FUTURE WORKFORCE NEEDS



The Big Picture

Oregon's total employment will grow by 16 percent between 2020 and 2030.

- 318,000 new jobs over the decade
- 251,000 average annual total job openings, mostly to replace workers who leave the labor force or transfer into significantly different occupations

Leisure and hospitality is projected to increase the fastest and add the largest number of jobs.

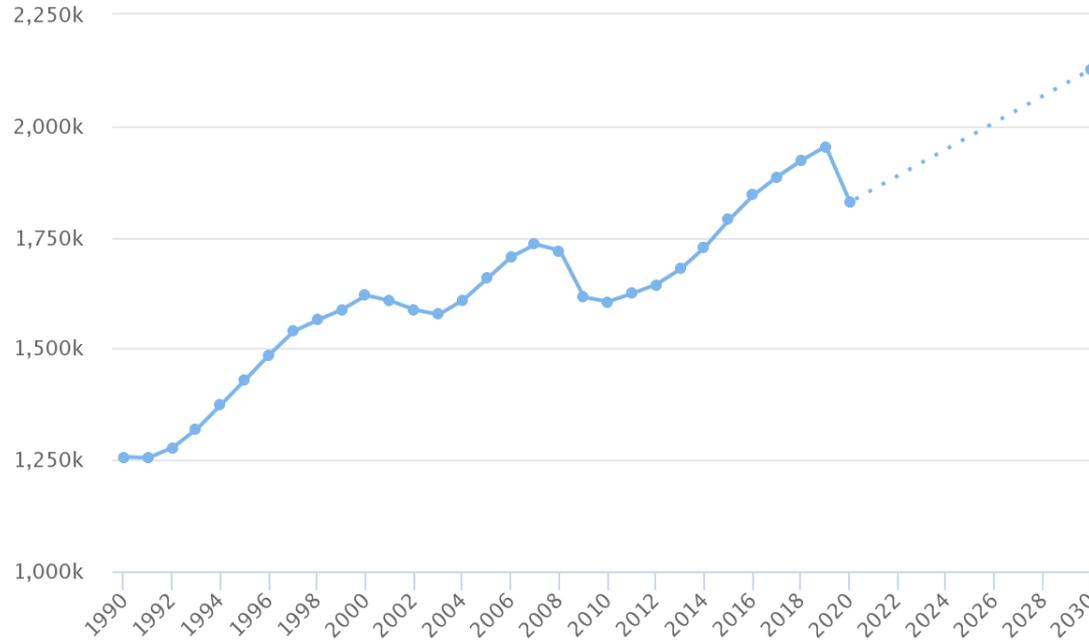
- Leisure and hospitality accounts for one out of every four new jobs in Oregon by 2030.
- Among detailed industries with 1,000 jobs or higher, leisure and hospitality accounts for 8 of the 20 fastest-growing industries.
- Ten of the 20 fastest-growing occupations in Oregon are heavily concentrated in leisure and hospitality.

A broad array of future career opportunities exist across Oregon's economy.

- All sectors statewide and all regions of the state are expected to add jobs.
- Even slower-growing sectors and regions need an abundance of newly trained workers to replace those who retire or otherwise leave the labor force.

Oregon's total employment is projected to grow by 16 percent.

Oregon to Add More Than 300,000 New Jobs by 2030



Source: Oregon Employment Department

Private-sector growth of 283,500 jobs (18%)

Slower growth in government, adding 26,000 jobs (9%)

Additional 8,000 self-employed Oregonians (7%)

Similar to the state, the Mid-Valley's total employment is projected to grow 16%. The private sector will grow 19%. The public sector is projected to grow 8% and self-employment will grow 5%.

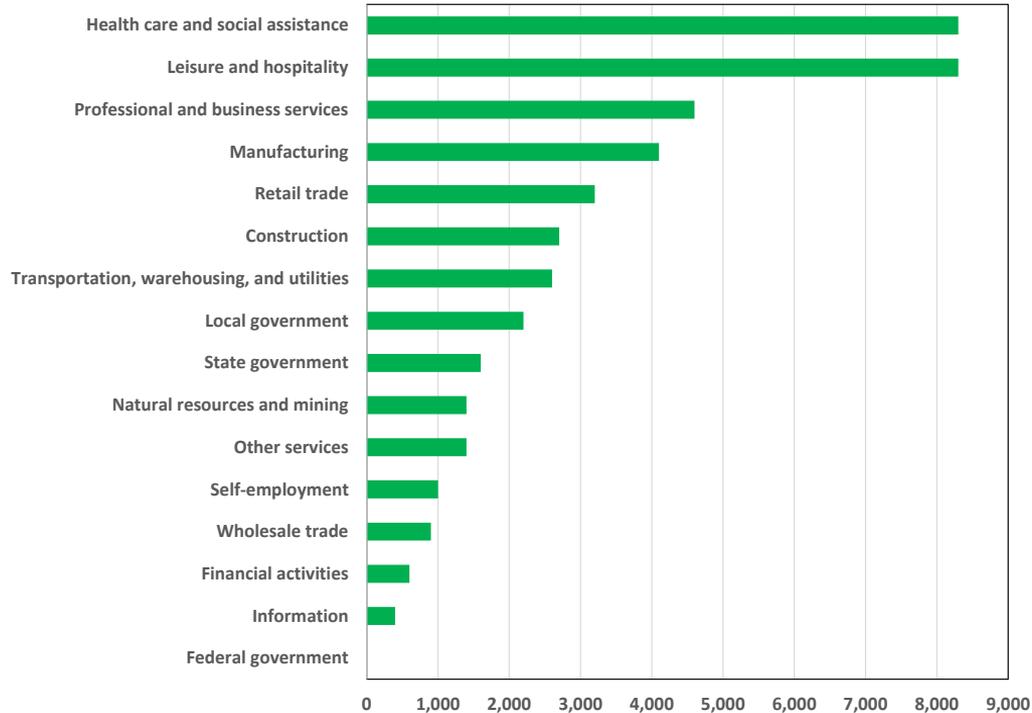
Industry Employment Projections, 2020-2030
Linn, Marion, Polk, and Yamhill Counties

	2020	2030	Change	% Change
Total employment	276,800	320,500	43,700	16%
Total payroll employment	257,000	299,700	42,700	17%
Total private	206,300	245,200	38,900	19%
Mining and logging	1,100	1,200	100	9%
Construction	17,300	20,000	2,700	16%
Manufacturing	26,100	30,200	4,100	16%
Wholesale trade	6,300	7,200	900	14%
Retail trade	26,900	30,100	3,200	12%
Transportation, warehousing, and utilities	10,400	13,000	2,600	25%
Information	1,900	2,300	400	21%
Financial activities	9,300	9,900	600	6%
Professional and business services	19,100	23,700	4,600	24%
Private educational and health services	43,900	52,700	8,800	20%
Leisure and hospitality	19,300	27,600	8,300	43%
Other services	7,500	8,900	1,400	19%
Federal government	2,400	2,400	0	0%
State government	21,300	22,900	1,600	8%
Local education	14,000	15,000	1,000	7%
Self-employment	19,800	20,800	1,000	5%



Health care and social assistance and leisure and hospitality are both projected to add 8,300 jobs over the decade.

Mid-Valley Employment Growth: 2020-2030

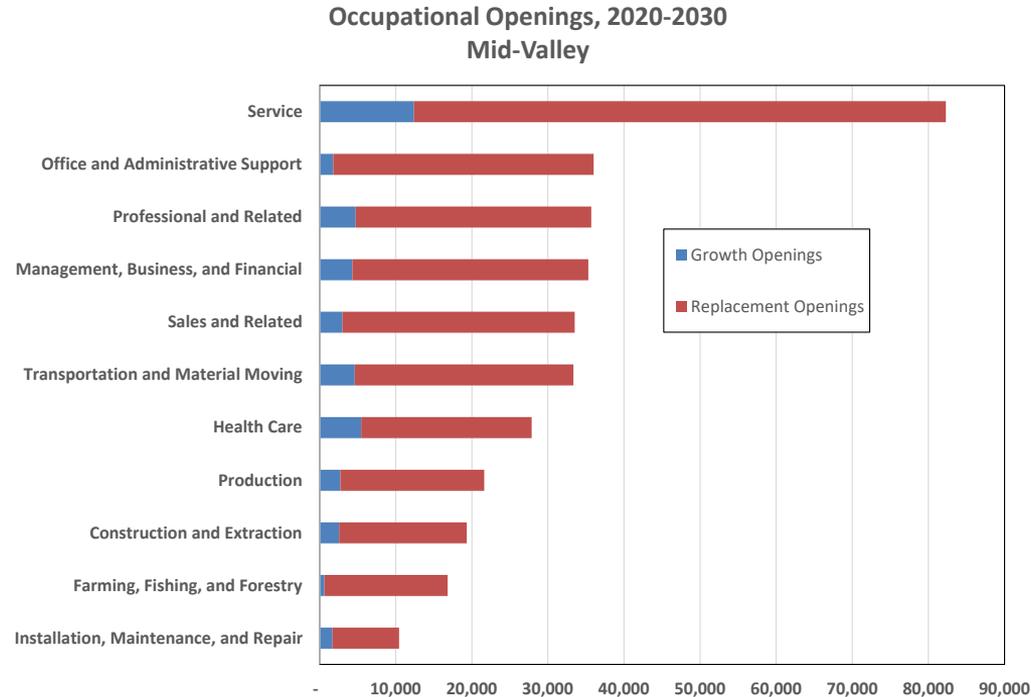


Leisure and hospitality and transportation, warehousing, and utilities (think Amazon) are the fastest growing sectors in the Mid-Valley.

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Local education	14,000	15,000	1,000	7%
Self-employment	19,800	20,800	1,000	5%

Nearly 90 percent (87.6%) of job openings in the Mid-Valley are replacement openings.

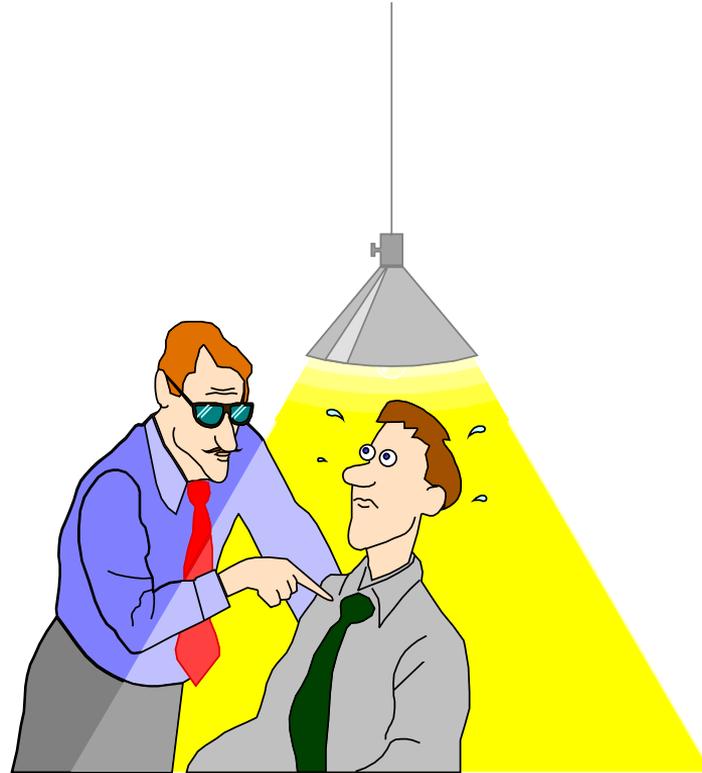


Here are the Mid-Valley's numbers for those that like to see the numbers.

Occupation Group	Employment 2020	Projected Employment 2030	Percent Change	Growth Openings	Replacement Openings	Total Openings
Service	43,195	55,586	28.7%	12,391	69,917	82,308
Office and Administrative Support	32,016	33,806	5.6%	1,790	34,225	36,015
Professional and Related	36,023	40,753	13.1%	4,730	30,967	35,697
Management, Business, and Financial	36,428	40,735	11.8%	4,307	31,007	35,314
Sales and Related	23,080	26,078	13.0%	2,998	30,517	33,515
Transportation and Material Moving	23,464	28,072	19.6%	4,608	28,733	33,341
Health Care	25,806	31,272	21.2%	5,466	22,398	27,864
Production	17,385	20,107	15.7%	2,721	18,918	21,640
Construction and Extraction	16,952	19,509	15.1%	2,557	16,772	19,329
Farming, Fishing, and Forestry	10,992	11,607	5.6%	615	16,201	16,816
Installation, Maintenance, and Repair	9,280	10,959	18.1%	1,679	8,757	10,436
Nonclassifiable	542	558	3.0%	16	797	813
Total, All Occupations	275,163	319,042	15.9%	43,878	309,209	353,088



Questions?





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