



# Employment Opportunities in Oregon. The Time is Now.

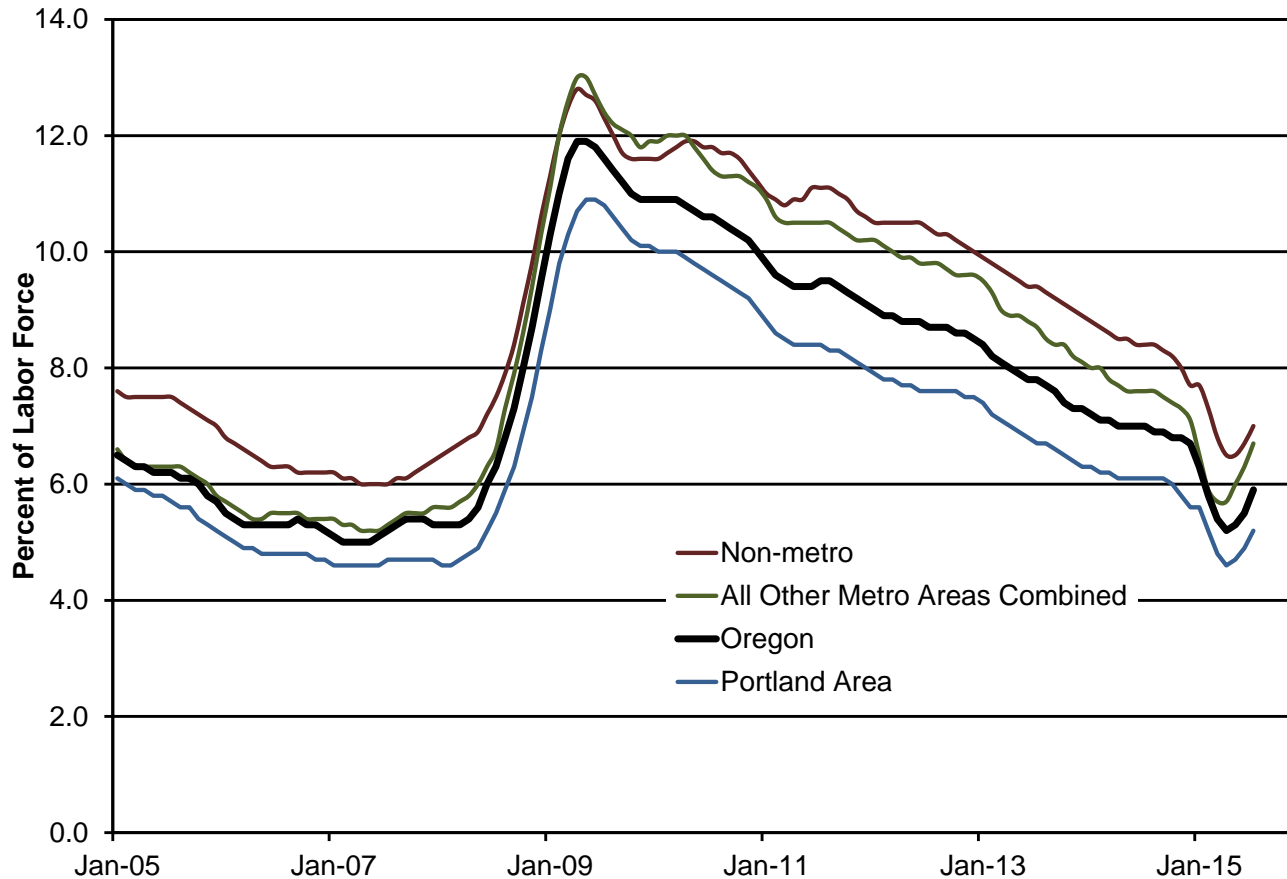
Oregon Supported Employment Center for Excellence

September 16, 2015

Unemployment Down.  
Employment Up.  
A Good Time for Job Seekers

Unemployment rates are at or near pre-recession, historically low levels.

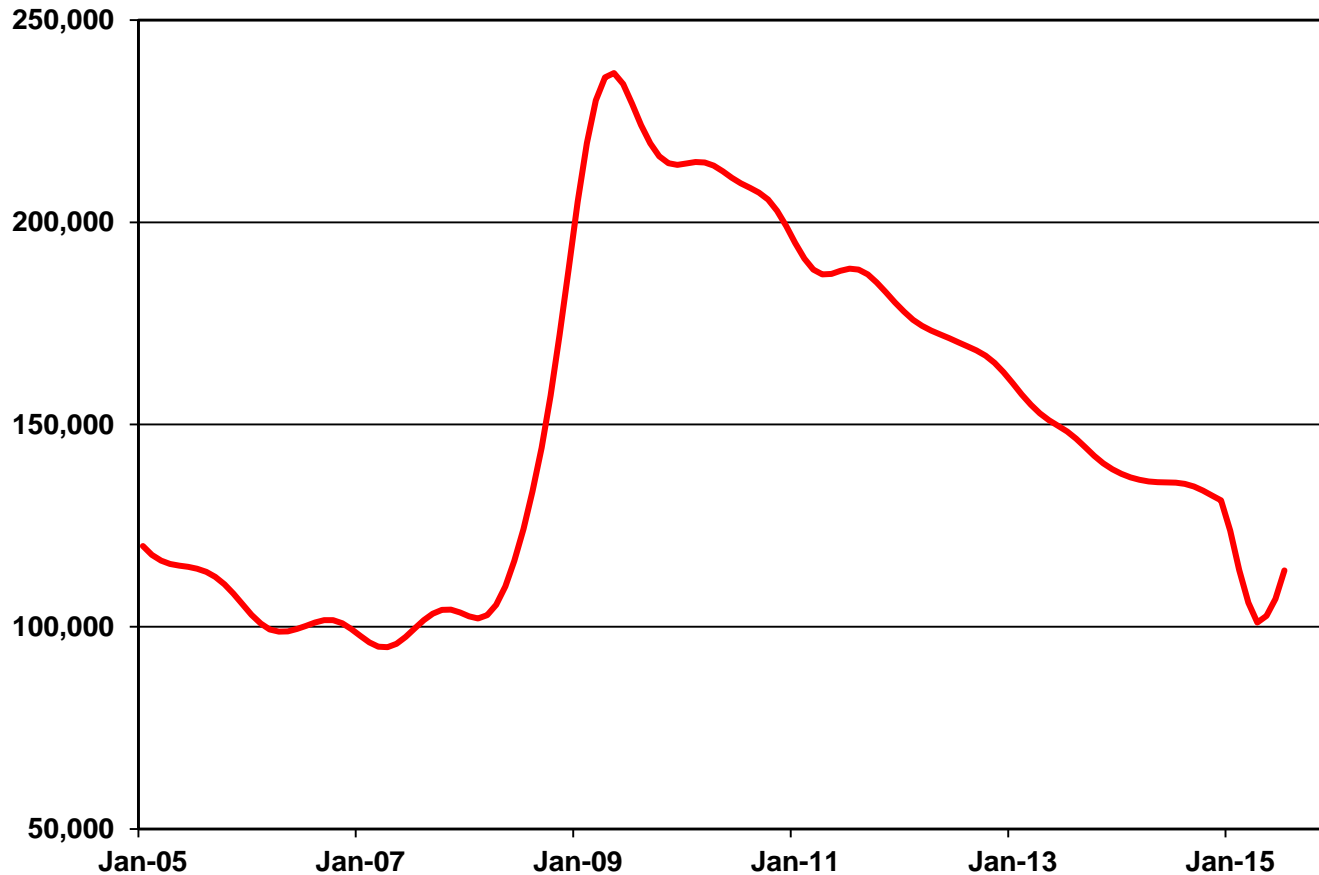
Oregon Seasonally Adjusted Unemployment Rates



Source: Oregon Employment Department, Local Area Unemployment Statistics

The number of unemployed in Oregon is near where it was during the previous economic expansion.

**Unemployed Persons, Oregon Statewide**  
Seasonally Adjusted, 2005 to Present



**Seasonally Adjusted  
Unemployment:**

**Lowest**

April 2007: 95,000

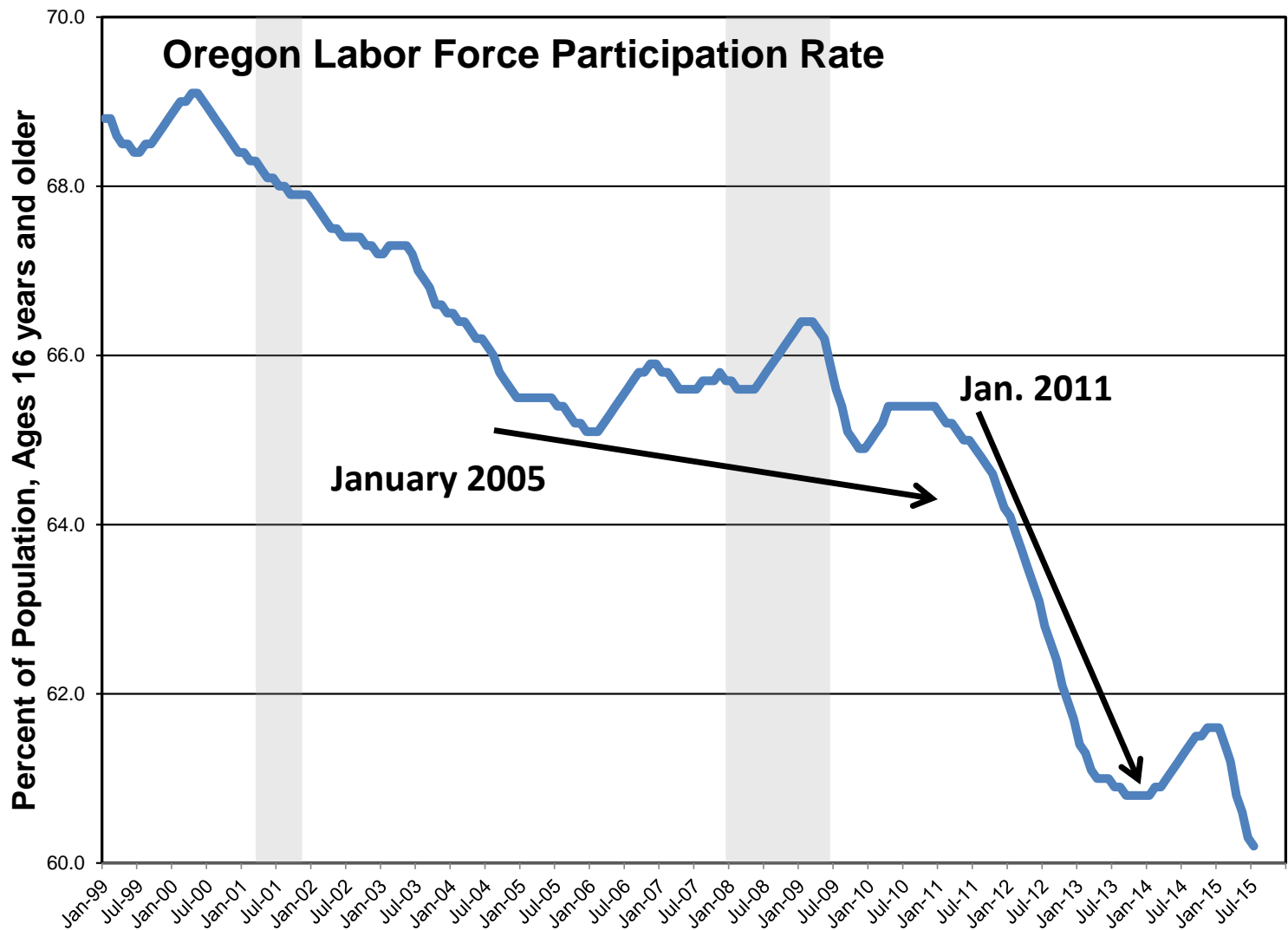
**Highest**

May 2009: 237,000

**Current**

July 2015: 114,000

Participation in Oregon's labor force is declining ... even as jobs are being added.



Job growth is running at a strong 3.2 percent over the year.

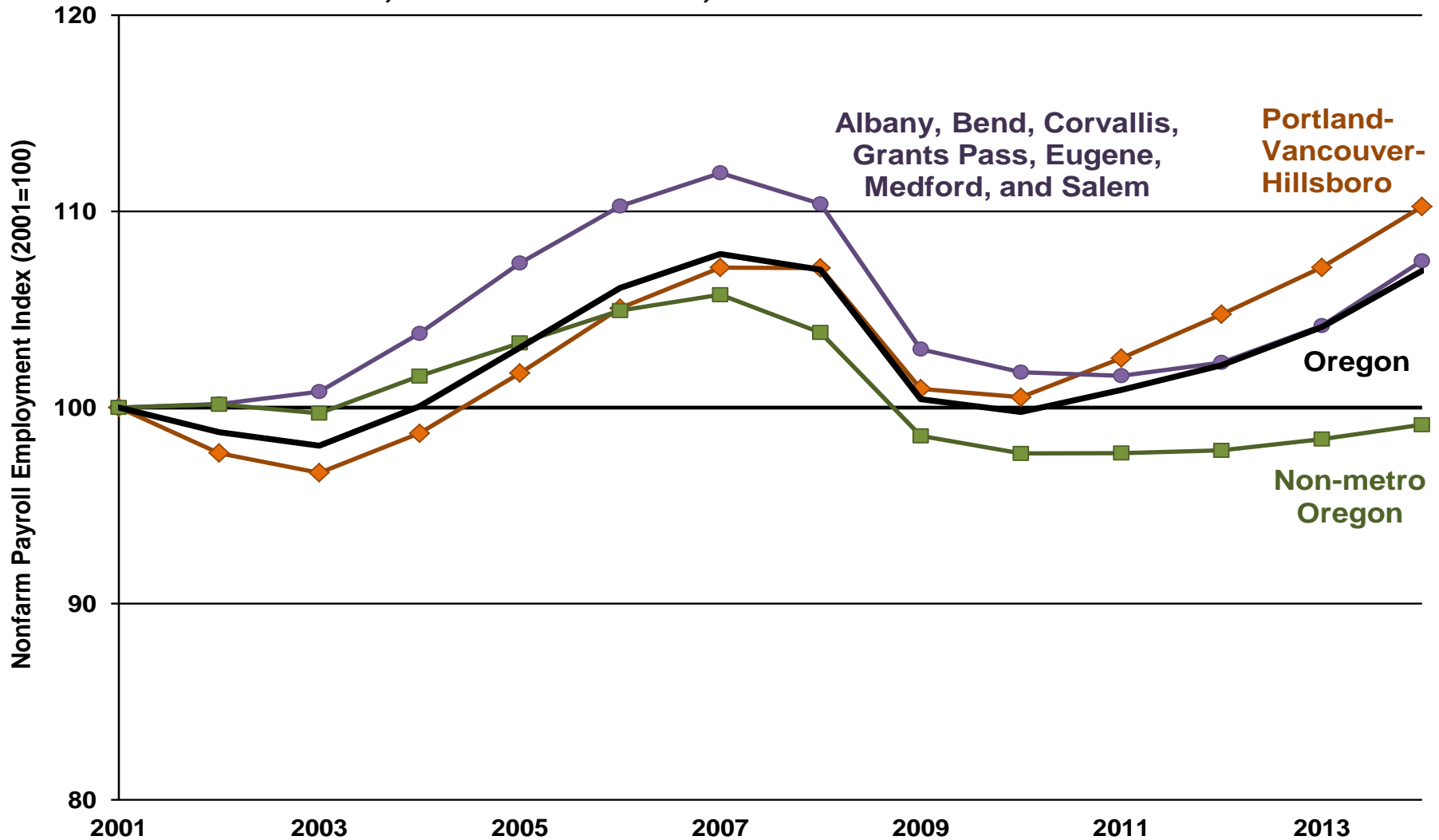
## Seasonally Adjusted Employment in Oregon Total Nonfarm Payroll: 1990 - 2015



# All parts of Oregon are showing growth, but not all at the same pace.

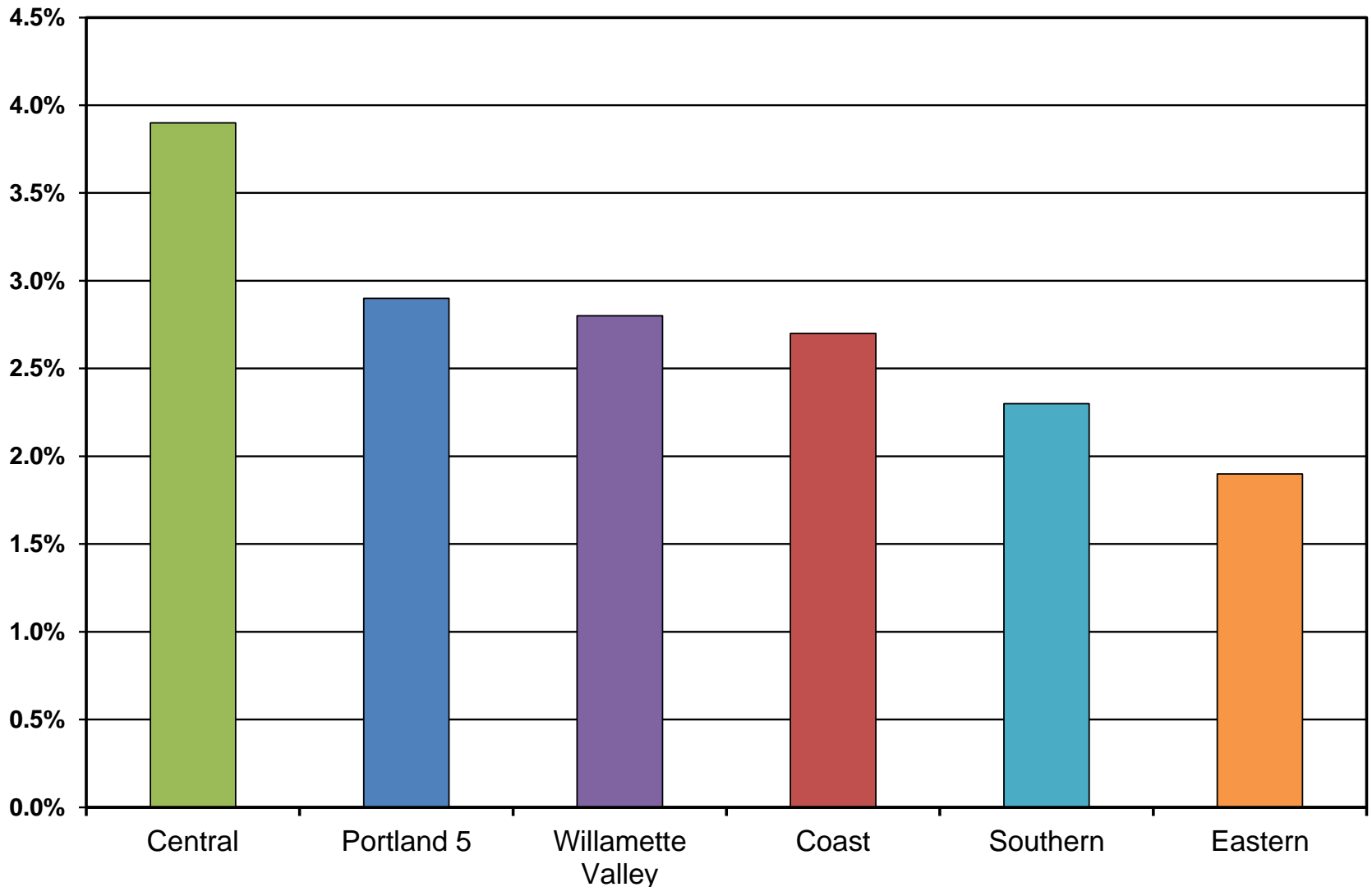
## Employment Levels Relative to 2001

Portland Area, Other Metro Areas, and Combined Non-Metro Counties



# As usual, Bend and Portland lead the growth.

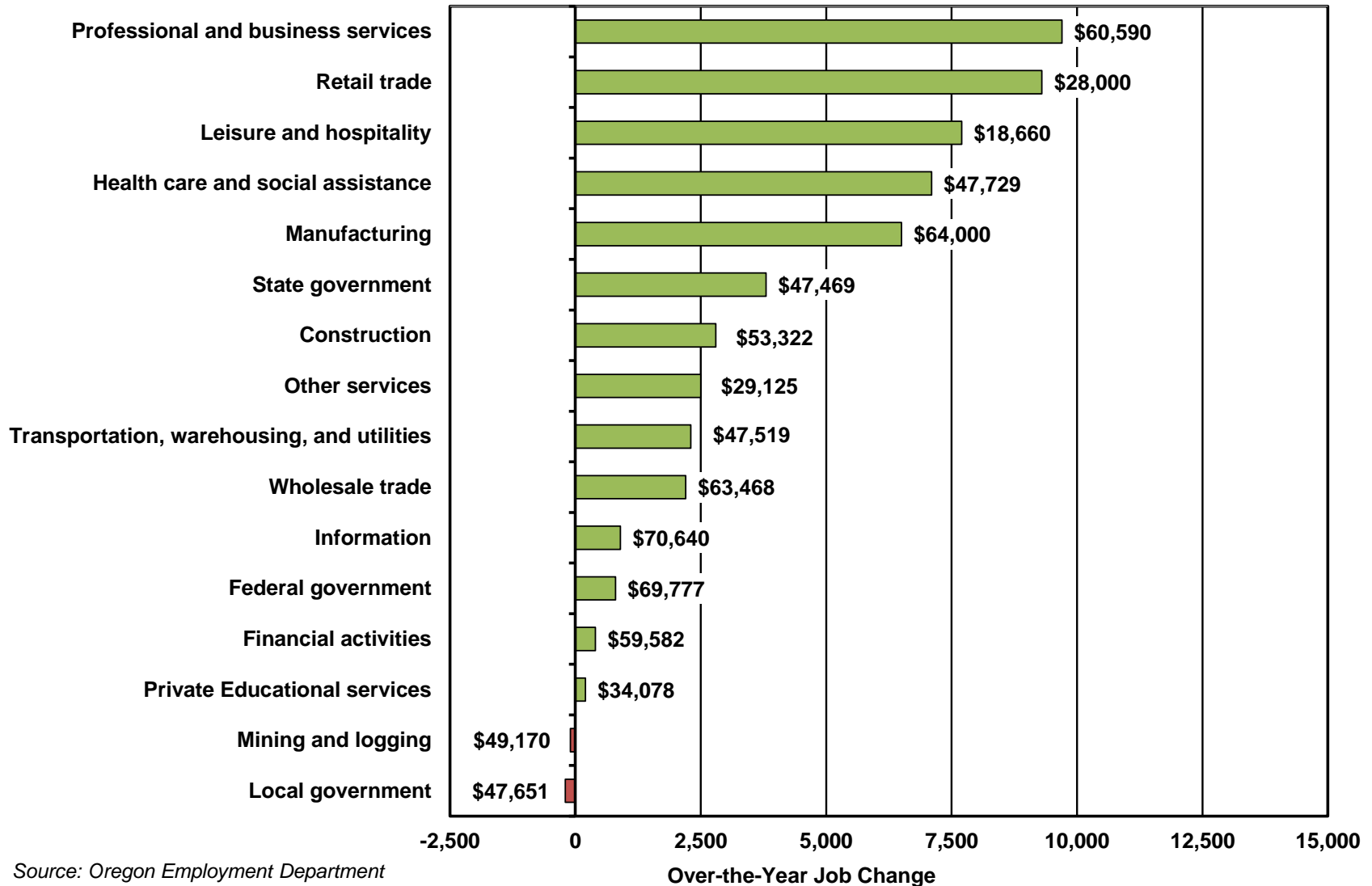
**Over-the-Year Nonfarm Payroll Employment Change by Region**  
July 2014 to July 2015, Not Seasonally Adjusted





You may have heard that all the new jobs are low-wage jobs. Not true.

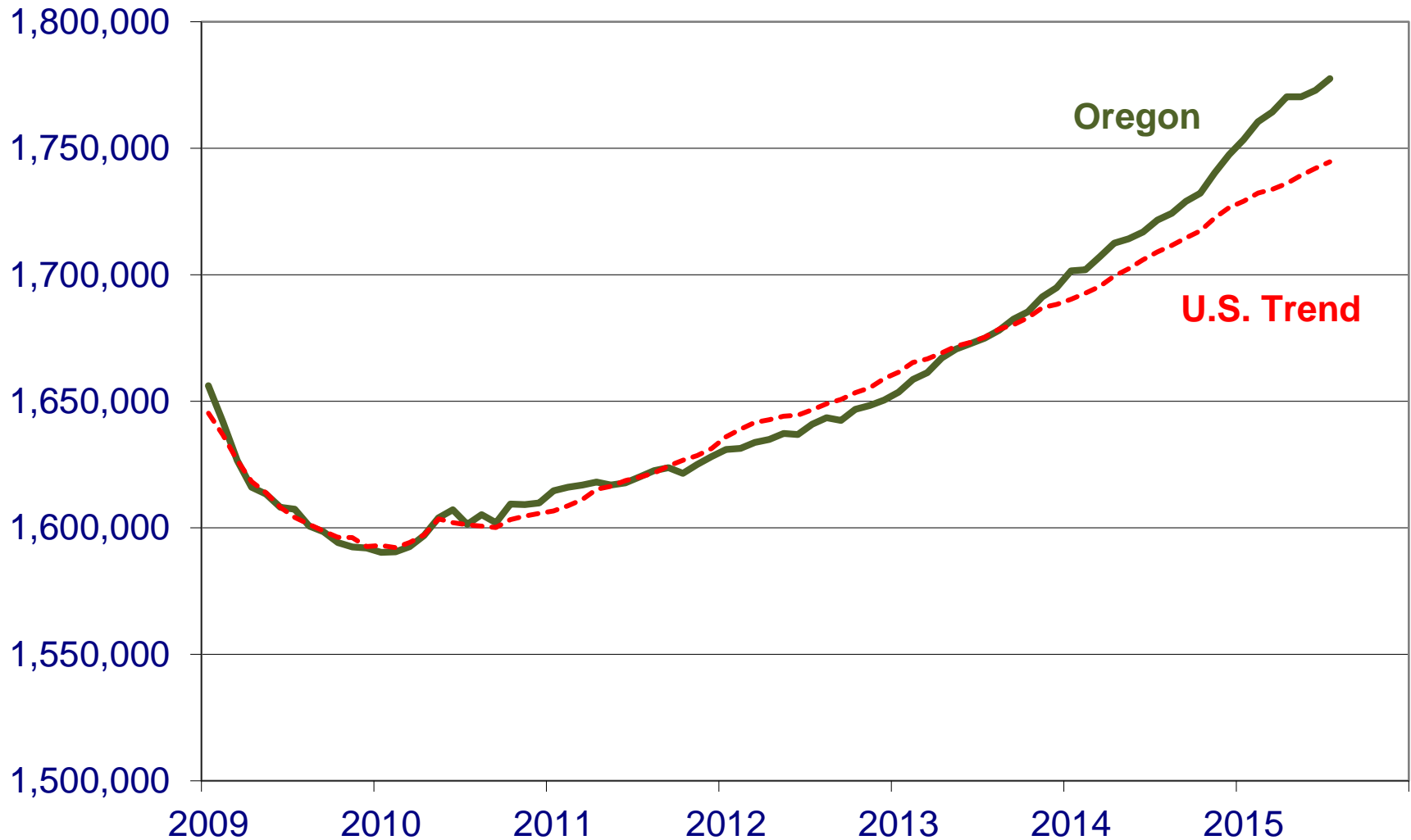
### Oregon Job Growth and Average Pay by Industry July 2014 - July 2015 Job Growth, 2014 Average Pay



Source: Oregon Employment Department

You may have heard that Oregon always grows more slowly than the nation. Not true.

## Oregon and US Employment Trends\* January 2009 to Current: US Trend Indexed to June 2009



\* Seasonally Adjusted

More Vacancies.  
More Difficult-to-Fill Vacancies.  
A Good Time for Job Seekers

# Oregon businesses reported 53,300 vacancies this spring.

## Snapshot of Oregon Job Vacancies

**Spring 2015**

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<b>Vacancies</b>	<b>53,308</b>
Average Hourly Wage	\$15.78
Full-time Positions	76%
Permanent Positions	89%
Requiring Education Beyond High School	25%
Requiring Previous Experience	60%
Difficult to Fill	61%

- Surveyed 2,900 private employers with two or more employees
- Largest number of vacancies in the history of the Job Vacancy Survey.

# Health care and social assistance accounted for about one-fifth of job vacancies.

## Oregon Job Vacancies by Industry, Spring 2015

<u>Industry</u>	<u>Vacancies</u>
<b>All Industries</b>	<b>53,308</b>
Health care and social assistance	11,151
Leisure and hospitality	7,656
Manufacturing	6,213
Retail trade	4,073
Financial activities	3,490
Wholesale trade	3,433
Construction	3,406
Transportation, warehousing, and utilities	3,285
Administrative and waste services	2,509
Information	2,269
Other services	2,243
Natural resources and mining	1,720
Professional and technical services	1,372
Private educational services	488

- Health care and social assistance regularly tops the list of industries with vacancies.
- Leisure and hospitality and manufacturing also had many job openings in spring.

# Many occupation groups had large numbers of vacancies – employers are hiring for many different jobs.

## Oregon Job Vacancies by Occupation Group, Spring 2015

<b>Occupation Group</b>	<b>Vacancies</b>
<b>All Occupations</b>	<b>53,308</b>
Food Preparation and Serving Related	6,567
Sales and Related	5,196
Production	4,717
Office and Administrative Support	4,255
Transportation and Material Moving	4,185
Community and Social Service	3,110
Installation, Maintenance, and Repair	3,008
Building and Grounds Cleaning and Maintenance	2,997
Management	2,939
Personal Care and Service	2,813
Construction and Extraction	2,584
Computer and Mathematical	2,171
Health Care Practitioners and Technical	2,163
Health Care Support	1,650
Architecture and Engineering	1,241
Protective Service	997
Business and Financial Operations	914
Farming, Fishing, and Forestry	788
Education, Training, and Library	512
Arts, Design, Entertainment, Sports, and Media	283
Legal	171
Life, Physical, and Social Science	47

- Personal care aides, medical and nursing assistants, cooks, waiters and waitresses, maids, were some of the most frequent vacancies in the top occupational groups.

# Employers responding to the Oregon Job Vacancy Survey are asked:

- \* “Is this position difficult to fill? If so, please briefly tell us the most important reason why.”
- \* Employers had A LOT to say on the topic.
- \* Half (51%) of Oregon’s job vacancies in 2014 were reported as “difficult to fill” – totaling 23,247 positions.

# The profile of difficult-to-fill vacancies differs by primary reason.

**Characteristics of Difficult-to-Fill Vacancies by Primary Reason**

<b>Primary Reason</b>	<b>Vacancies</b>	<b>Average Wage</b>	<b>Full-time</b>	<b>Permanent</b>	<b>Require Ed Beyond HS</b>	<b>Require Previous Experience</b>
<b>All Reasons</b>	<b>23,247</b>	<b>\$16.37</b>	<b>74%</b>	<b>80%</b>	<b>24%</b>	<b>70%</b>
Lack of applicants	6,668	\$14.61	75%	77%	15%	60%
Lack of qualified candidates	4,330	\$21.11	85%	91%	42%	87%
Unfavorable working conditions	3,393	\$12.07	44%	67%	11%	59%
Lack of work experience	1,820	\$16.52	84%	95%	22%	83%
Other	1,389	\$17.21	70%	66%	13%	66%
Lack of soft skills	1,269	\$12.26	73%	84%	15%	73%

- \* Lack of qualified candidates has highest average wage
- \* Unfavorable working conditions has lowest average wage and less full-time openings



**Top 25 Occupations in Oregon  
With the Highest Number of Vacancies Reported as Difficult to Fill, 2014**

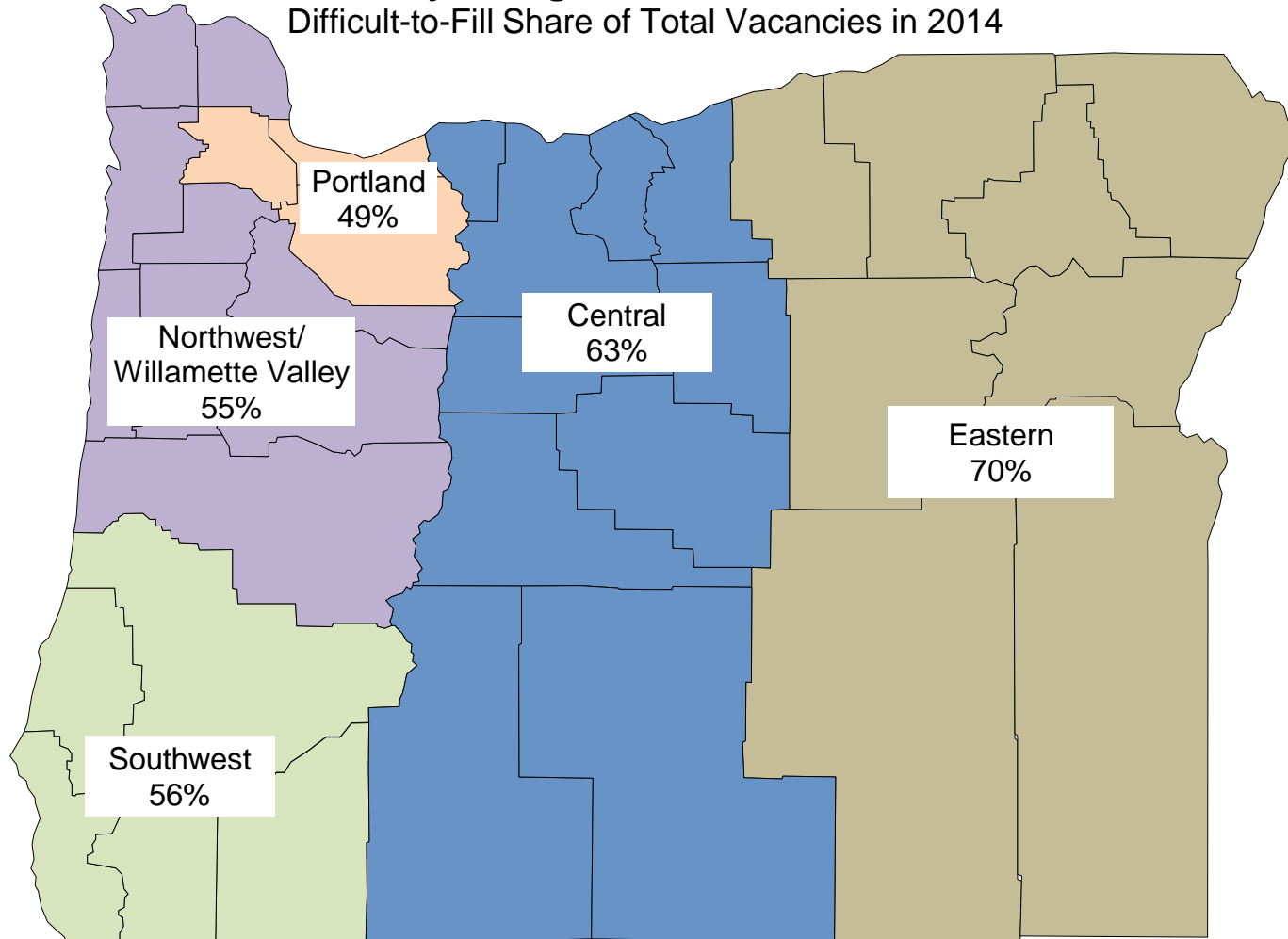
<b>Occupation</b>	<b>Vacancies</b>	<b>Difficult to Fill</b>	<b>Share of Total</b>
<b>All Occupations</b>	<b>45,402</b>	<b>23,247</b>	<b>51%</b>
Farmworkers and Laborers for Crops, Nurseries, and Greenhouses	1,087	1,084	100%
Personal Care Aides	1,483	957	65%
Heavy and Tractor-Trailer Truck Drivers	1,176	952	81%
Retail Salespersons	1,807	754	42%
Nursing Assistants	1,221	704	58%
Registered Nurses	1,339	666	50%
Maids and Housekeeping Cleaners	1,038	574	55%
Janitors and Cleaners, Except Maids and Housekeeping Cleaners	891	473	53%
Construction Laborers	610	471	77%
Stock Clerks and Order Fillers	570	366	64%
Social and Community Service Managers	364	321	88%
Cooks, Restaurant	504	319	63%
Bus Drivers, School or Special Client	319	312	98%
Maintenance and Repair Workers, General	362	299	83%
Cooks, Fast Food	379	276	73%
Customer Service Representatives	1,147	267	23%
Waiters and Waitresses	457	250	55%
Light Truck or Delivery Services Drivers	608	245	40%
Operating Engineers and Other Construction Equipment Operators	243	243	100%
Cashiers	1,194	242	20%
Medical Assistants	367	231	63%
Supervisors and Managers of Production and Operating Workers	246	222	90%
Production Worker's Helpers	300	220	73%
Combined Food Preparation and Serving Workers, Including Fast Food	1,222	217	18%
Laborers and Freight, Stock, and Material Movers, Hand	815	214	26%

These 25 occupations accounted for almost half (47%) of the total difficult-to-fill vacancies.

# Businesses east of the Cascades reported greater difficulty filling vacancies.

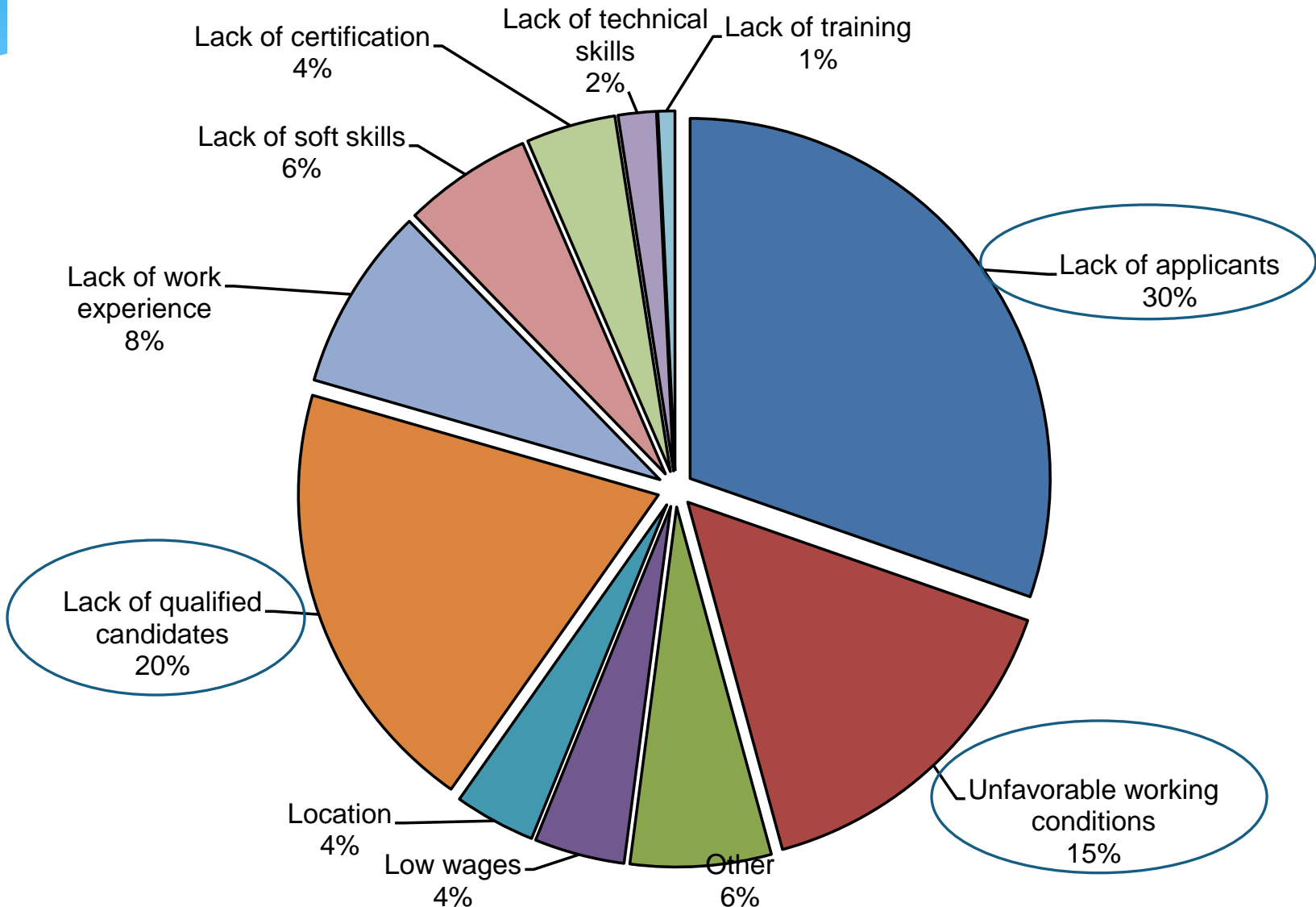
## Greater Difficulty Filling Vacancies East of the Cascades

Difficult-to-Fill Share of Total Vacancies in 2014



# Why are some vacancies difficult to fill?

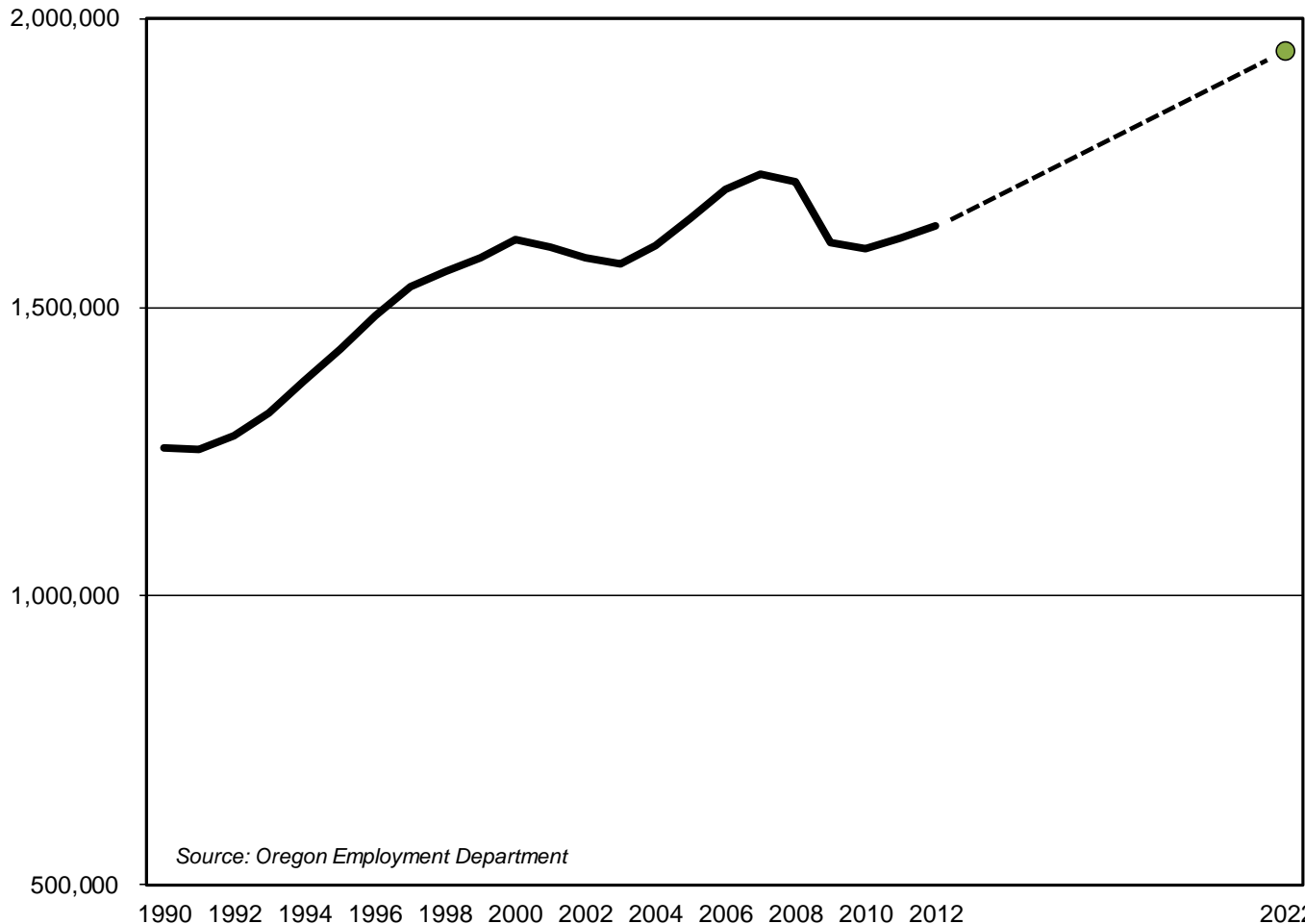
## Reasons Provided for Difficult-to-Fill Vacancies



# Looking Out Ten Years: Job Growth and Many Retirements. A Good Time for Job Seekers

# The number of jobs in Oregon is expected to grow by 15 percent from 2012 to 2022.

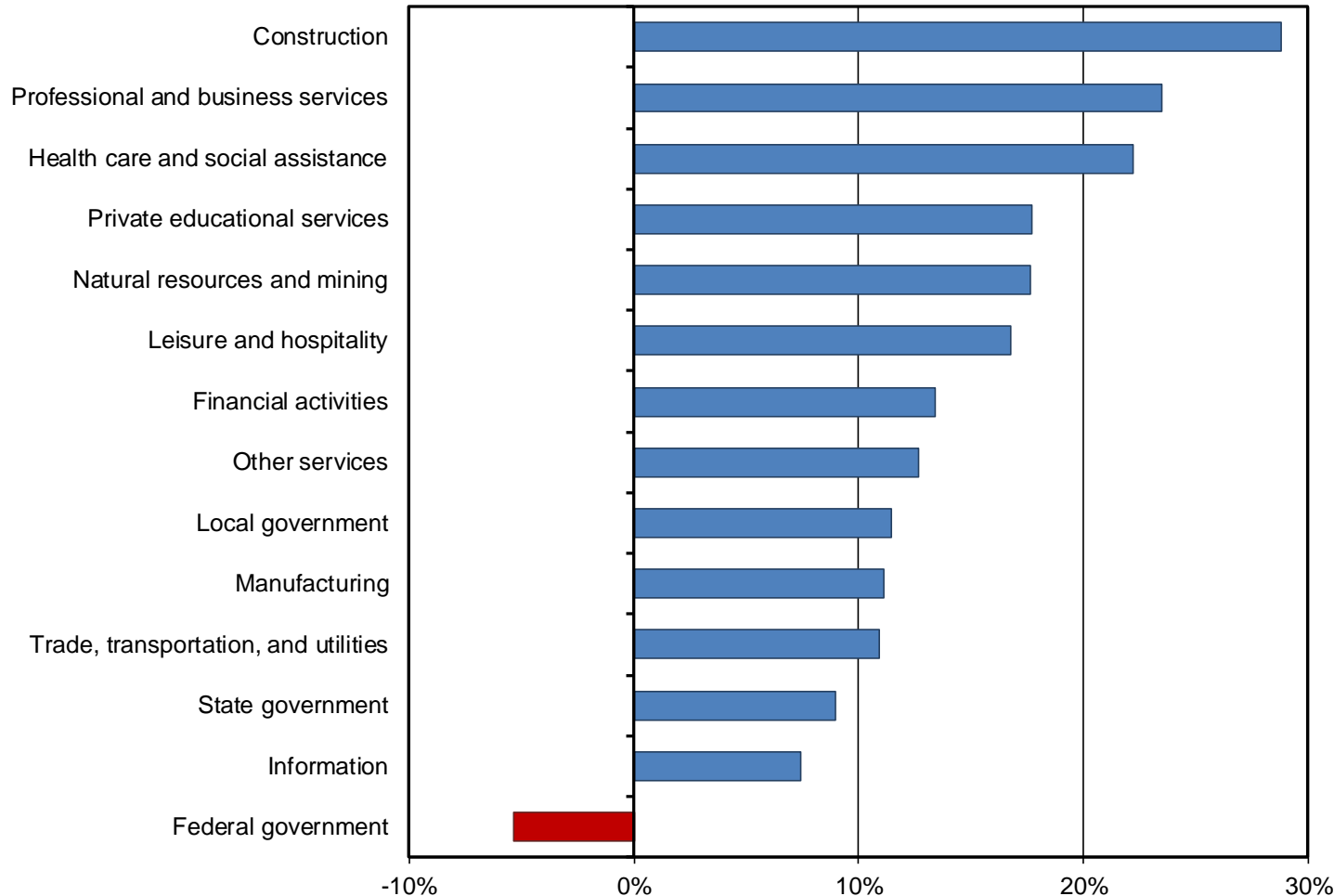
## Oregon to Add 258,000 Jobs by 2022



- \* 258,000 jobs due to economic growth
- \* Additional 392,000 job openings due to replacement
- \* Private-sector growing faster (17%)
- \* Government growing slower (9%)

# Construction will grow the fastest, at 29 percent.

All Oregon Private Industry Sectors Expected to Add Jobs, 2012-2022



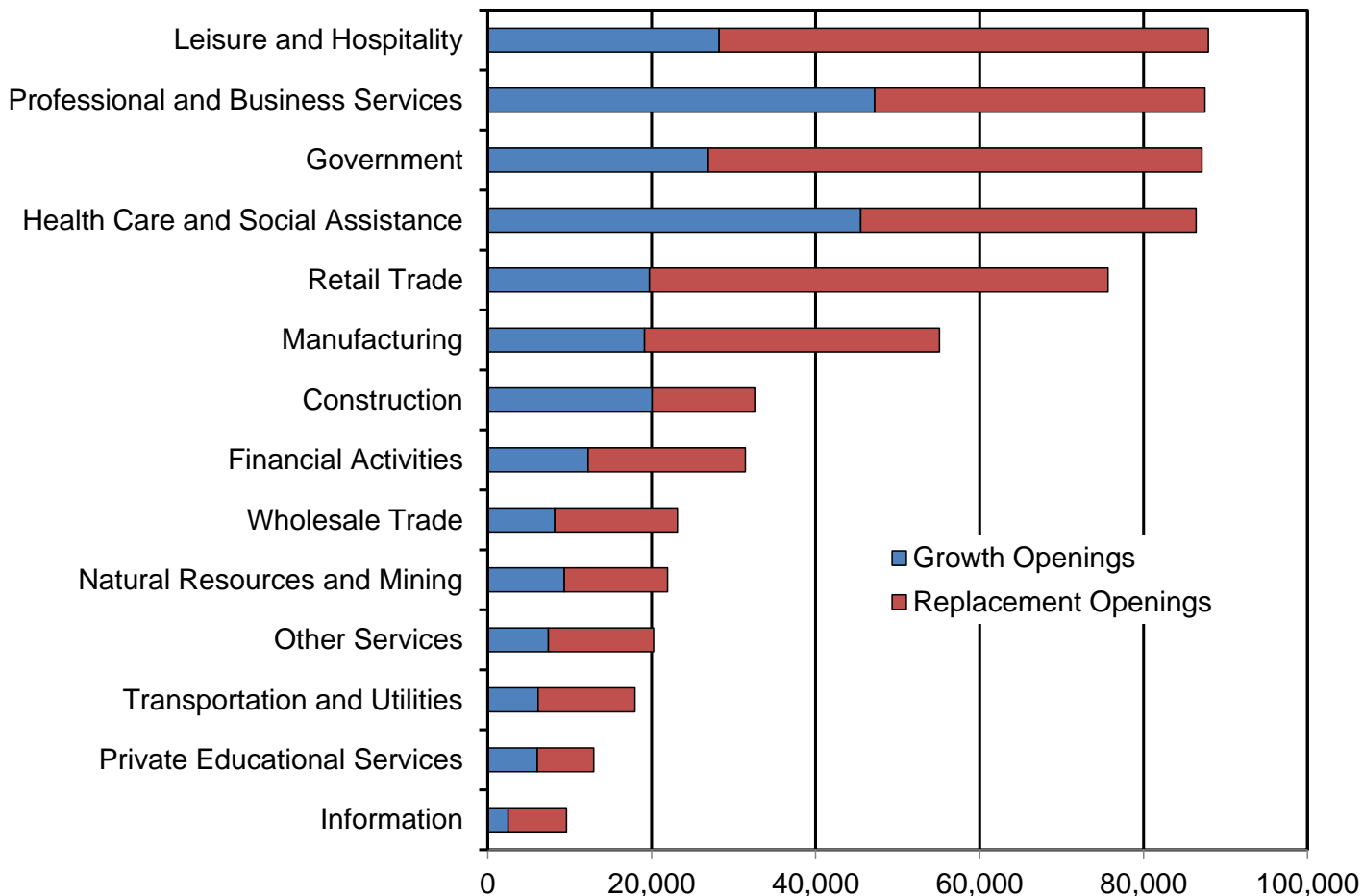
\* Fast construction growth due in part to a late rebound from deep recessionary job losses

\* Slowest-growing industries include information (7%) and state government (9%)

Source: Oregon Employment Department

# But job seekers don't just apply for the new, economic growth jobs. They apply for any jobs that are vacant ...

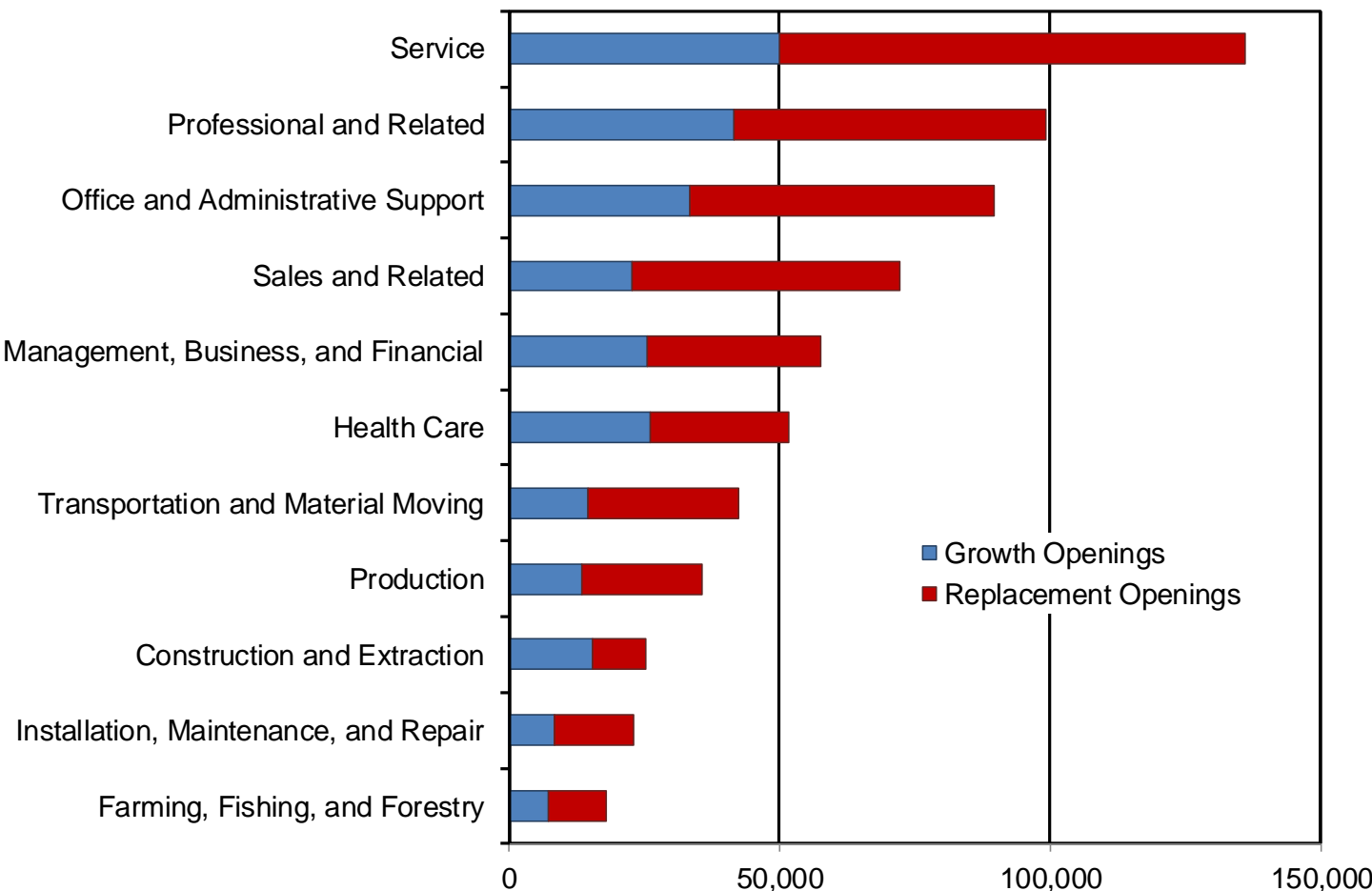
**Growth and Replacement Openings by Industry, 2012-2022**



\* Three out of five industry openings are expected to come from replacement.

# And that means lots of potential in a wide variety of occupations.

**Growth Openings vs. Replacement Openings in Oregon, 2012-2022**



- \* A total of 653,000 openings are expected
- \* 261,000 (40%) are due to growth
- \* 392,000 (60%) are due to replacement
- \* The most openings will be in the service group (136,000)



# A Brief Mention of Green Jobs

*Older Data: Circa 2009.*

# We defined “Green Job”...

- \* For our survey, a green job is one that provides a service or produces a product in any of the following categories:
  1. Increasing energy efficiency
  2. Producing renewable energy
  3. Preventing, reducing, or mitigating environmental degradation
  4. Cleaning up and restoring the natural environment
  5. Providing education, consulting, policy promotion, accreditation, trading and offsets, or similar services supporting any of the other categories

*Note: we wanted one or more of these things to be an “essential function” of the job.*

# We surveyed Oregon businesses ...

- \* In early 2009, surveyed 10,500 employers in all industries across the state
- \* We asked them the following:
  - \* How many jobs in 2008 included green activities as an essential part of the job
  - \* The minimum education required for these jobs
  - \* The types of special training, certification, or other requirements that exist for these jobs
  - \* The wages associated with these jobs
  - \* How many of these jobs they expect to have in 2010

# Key Finding: Oregon had roughly 51,000 green jobs.

- \* 51,402 green jobs in 2008, spread across...
  - \* 5,025 employers
  - \* all major industry groups
  - \* 226 different occupations
- \* Represents about 3 percent of the employment in the private sector and state and local government
- \* To give perspective ... this is roughly the same as the number of employees working in Oregon's private hospitals.

# Eleven occupations had at least 1,000 green jobs.

## Top 11 Occupations with More Than 1,000 Green Jobs Examples of Green Work From the Oregon Green Jobs Survey

Occupation	Selected Green Job Description and Employer
Carpenters (4,025 jobs)	"home weatherization" - local community action center "energy efficiency construction" - temp agency
Farmworkers and Laborers (3,189 jobs)	"herbsman" - 100% organic dairy "Assistant grower" - organic nursery
Truck Drivers (2,337 jobs)	"compost truck driver" - waste management company "truck drivers" - biomass company
Hazardous Materials Removal Workers (2,123 jobs)	"asbestos abatement worker" - remediation business "special waste technician" - at county waste center
Landscaping and Groundskeeping Workers (2,044 jobs)	"riparian crew leader" - local watershed restoration "restoration of native plants" - forestry consulting firm
Civil Engineers (1,889 jobs)	"civil inspector" - wind energy firm "LEED AP Project Engineer" - construction company
Production Workers (1,728 jobs)	"paper machine tender" - mill making 100% recycled paper "processing recycling" - oil recycler
Freight, Stock, and Material Movers (1,628 jobs)	"sorter" - recycling company "auto parts dismantler" - auto salvage yard
Retail Salespersons (1,149 jobs)	"sells systems, customer care" - solar panel retailer "retail manager" - organic nursery
Biological Technicians (1,115 jobs)	"Coho life cycle monitoring" - local watershed "fisheries technician" - tribal government
Fire Fighters (1,021 jobs)	"rehab after fires, forest hazard fuel reduction" - environmental consulting firm

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