

A black and white photograph of two surgeons in an operating room. They are wearing surgical masks, hairnets, and scrubs, focused on a procedure. The image is partially covered by a green diagonal banner on the left and a dark blue banner at the bottom.

2022

# HEALTHCARE LABOR MARKET REPORT

THE COLUMBIA-WILLAMETTE WORKFORCE COLLABORATIVE  
Working together to develop and support regional talent



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## INTRODUCTION

► **THE HEALTHCARE INDUSTRY HAS LONG BEEN A CORNERSTONE** of our regional economy in the Portland-Vancouver Metro Area (PVMA). Currently, healthcare makes up approximately 10% of the region's private sector employment and 10% of payroll and is projected to grow by 17% over the next ten years.

During the past three years, the healthcare sector has faced multiple challenges. More than any other sector, healthcare was acutely impacted by the COVID-19 pandemic. Healthcare providers found their jobs increasingly stressful and dangerous. This led to an increase in worker turnover as older workers opted for early retirement and younger workers left the industry.

At the same time, many of the local institutions that train the healthcare labor force have closed. The high rates of turnover combined with a shrinking pipeline of new workers entering the field is creating an employment crisis. For the past two years, registered nurse has been the most in-demand occupation in any sector in the PVMA.

Healthcare has many high-paying job opportunities, with nearly 60% of the jobs in the industry paying \$22 or more an hour. Due to the 24-7 demand, hours are flexible and can accommodate employees' personal schedules. While 40% of jobs in healthcare require a 4-year degree or higher education, many jobs require just a short vocational training for entry-level positions with unlimited opportunity for career advancement. With the increase in an aging population, retirements, and the number of people needing access to healthcare, the industry is hard at work to meet its capacity. Additionally, as the population in the region becomes more diverse, the number of diverse healthcare employees will also need to increase to reflect the demographics of the changing population.

In 2015, the Columbia-Willamette Workforce Collaborative (CWWC) published its first Healthcare Workforce Plan for the PVMA. Recognizing that long-term care was a growing and indispensable industry within our communities, the CWWC focused on long-term care in the 2015–2017 workforce plan.

The 2018–2021 Healthcare Workforce Plan expanded to be inclusive of all components within the healthcare industry, including long-term care.

In fall 2021, the CWWC held several healthcare workforce convenings to discuss these challenges and to begin the process of engaging employers, educators, and other stakeholders in the development of the 2022–2024 regional Healthcare Workforce Plan. Creating a regional healthcare plan allows the collaborative to identify common industry workforce challenges, coalesce around shared goals, and align the efforts of the public workforce system to make a greater overall impact for the healthcare sector.

Employers, training providers, and stakeholders identified priority areas for the 2022–2024 Healthcare Workforce Plan; prioritize diversity, equity, and inclusion in healthcare, recruit and retain healthcare practitioners.

The CWWC will collaborate with employers, training providers, industry experts, and job seekers from diverse communities and backgrounds to meet the high demand in this industry, foster inclusive working environments, and facilitate partnerships between employers and educators. Meeting with the healthcare panel quarterly allows the CWWC to regularly engage the industry to ensure that workforce development strategies adapt to the ever-changing needs of employers. Over the next three years the CWWC will convene workgroups of industry experts to strategize on the designated goals.

## ABOUT THE COLUMBIA-WILLAMETTE WORKFORCE COLLABORATIVE

The Columbia-Willamette Workforce Collaborative (Collaborative) is a partnership between Clackamas Workforce Partnership, Workforce Southwest Washington and Worksystems: the three Workforce Development Boards covering the Portland-Vancouver Metropolitan Area. The Collaborative delivers a unified approach to serving industry, supporting economic development, and guiding public workforce training investments to better address the needs of our combined labor shed. We know that people are willing to travel throughout the region for the best opportunities and that employers need the most qualified workers regardless of where they live. By working together, we can cultivate our regional talent pool and build the foundation for a strong economy.

## ABOUT THE GEOGRAPHIES

Throughout this report, data is often provided for all nine counties found on the map at right. These nine counties, when combined, are referred to as the Portland-Vancouver Metro Area (PVMA). The PVMA is a combination of the seven-county Portland-Vancouver-Hillsboro Metro Statistical Area (MSA) and two additional counties served by the Collaborative—Cowlitz and Wahkiakum counties in Southwest Washington.



Columbia, Yamhill, and Skamania counties are not a part of the Collaborative's geography, however, remain an important part of this report as they are included with the Portland MSA. In instances where data is not available for the nine-county region combined, data instead is provided for the seven-county MSA.

## ABOUT THIS REPORT

The Collaborative is focused on aligning and investing resources to support the workforce needs of four sectors: Advanced Manufacturing, Healthcare, Technology, and Construction. Sectors are chosen based on factors such as their economic significance to the region, current number of openings and job growth projections, average wages that support self-sufficiency, and career ladder opportunities across the skill continuum. By examining labor market intelligence (such as the data contained in this report) and vetting the information with business partners, we are able to better understand industry trends, identify current and emergent workforce needs, and develop customized solutions for each sector.

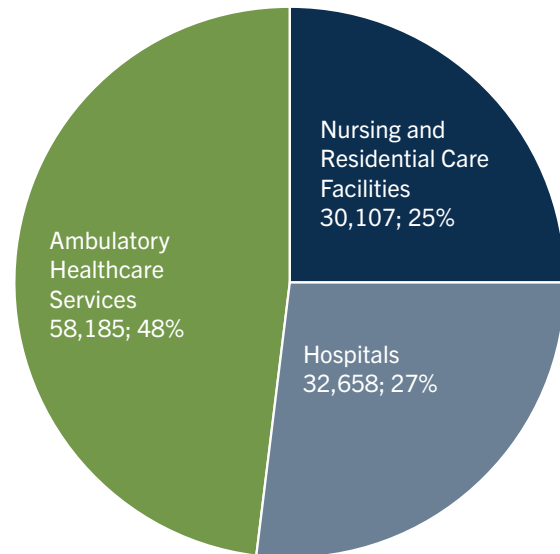
## OVERVIEW

With more than 120,000 jobs and a payroll over \$10 billion, healthcare accounts for 10% of the PVMA's private-sector employment and 10% of payroll.

The healthcare sector contributed approximately \$11.1 billion to the metro area's Gross Domestic Product in 2021; 10% of all output.

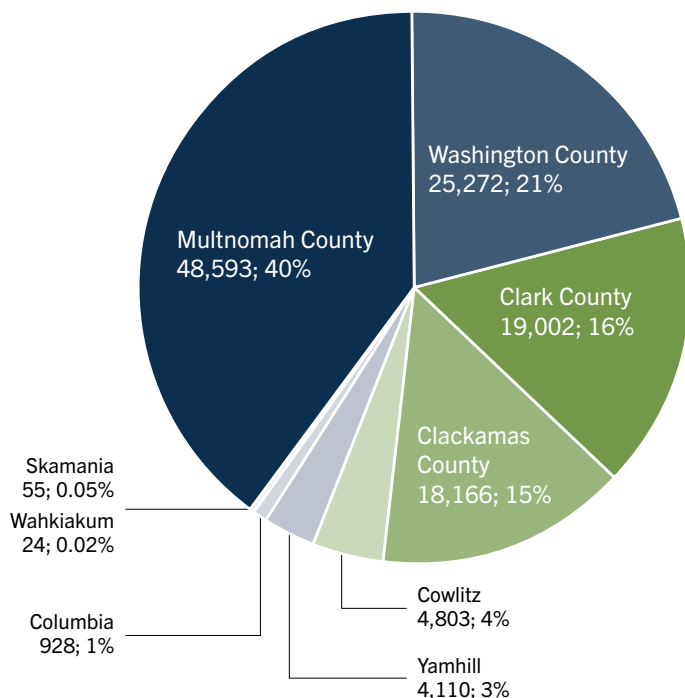
The healthcare sector includes hospitals, offices of physicians, dentists, and other healthcare providers, such as outpatient health clinics (ambulatory care), nursing and residential facilities.

**FIGURE 1: Healthcare Employment by Component, Portland-Vancouver Metro Area, 2021**



Source: EMSI

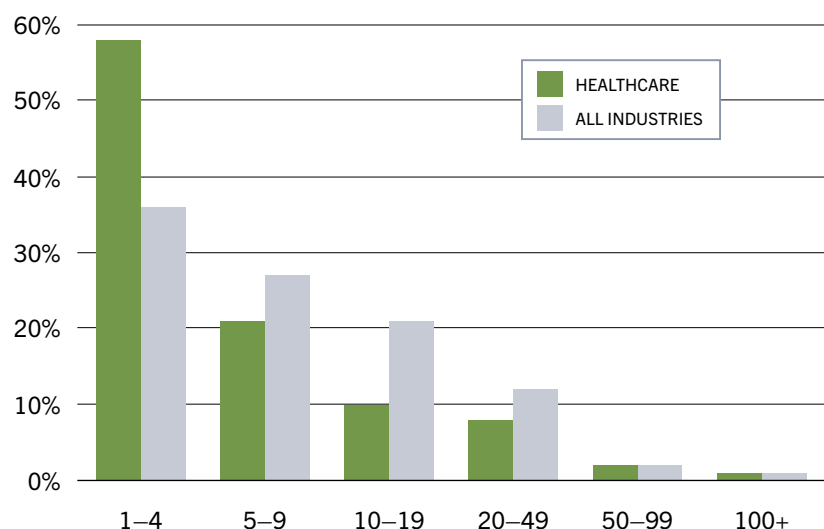
**FIGURE 2: Healthcare Jobs by County, Portland-Vancouver Metro Area, 2021**



Source: EMSI

Healthcare employment is proportionately distributed across the region; each county's share of the region's sector employment roughly matches its share of total employment.

**FIGURE 3: Firms by Size Class, Healthcare, Portland-Vancouver Metro Area, 2021**



Source: EMSI

There are roughly 13,400 healthcare establishments in the region. The average size of a healthcare firm is slightly larger than the average for all firms: 16 employees versus 14 overall. More than 60% of the region's healthcare employment is in establishments employing more than 100 people. The vast majority of healthcare establishments are smaller offices of healthcare professionals. However, more than one-quarter of employment is found in the region's major hospitals.

## MAJOR EMPLOYERS

**TABLE 1: Major Employers by Healthcare Sector, Portland-Vancouver Metro Area, 2021**

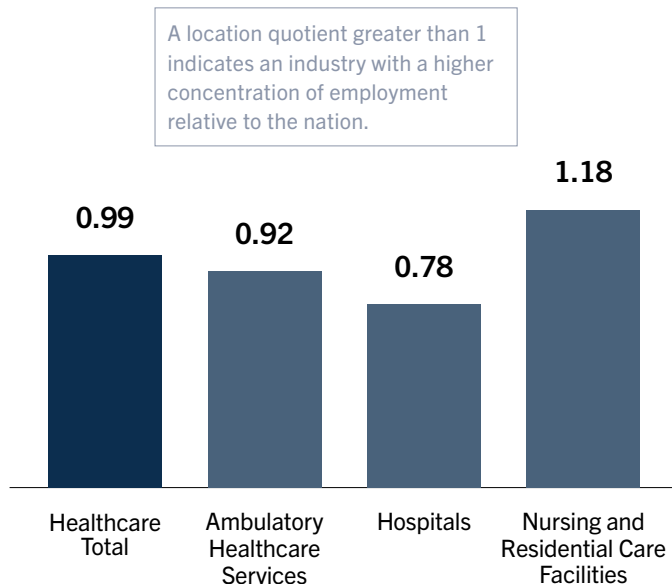
AMBULATORY CARE	HOSPITAL SYSTEMS	NURSING AND RESIDENTIAL CARE
AVAMERE HEALTH SERVICES	KAISER PERMANENTE	LAURELHURST VILLAGE
BLUE CROSS BLUE SHIELD ASSOCIATION	LEGACY HEALTH SYSTEM	LONGVIEW HOSPICE CARE CENTER
KAISER PERMANENTE	OHSU	MARY'S WOODS AT MARYLHURST
LEGACY HEALTH SYSTEM	PEACEHEALTH	MARYVILLE
MULTNOMAH FAMILY CARE CENTER	PROVIDENCE	ROBINSON JEWISH HEALTH CENTER
CEDAR HILLS OUTPATIENT	TUALITY	TOWN CENTER VILLAGE RETIREMENT COMMUNITY
NORTHWEST PERMANENTA		WILLAMETTE VIEW HEALTH CENTER

Source: DatabaseUSA



## CONCENTRATION

**FIGURE 4: Location Quotients, Healthcare and Components, Portland-Vancouver Metro Area, 2021**



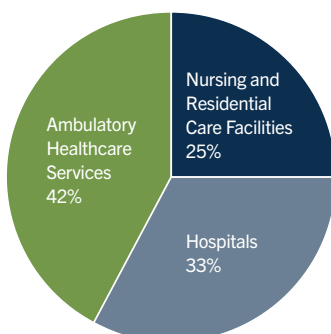
Location quotients are used to measure a sector's employment concentration in an area. A number greater than one indicates a higher concentration of employment relative to the nation.

Healthcare employment is slightly less concentrated in the PVMA region compared to the nation. This is largely due to economies of scale that occur in densely populated areas.

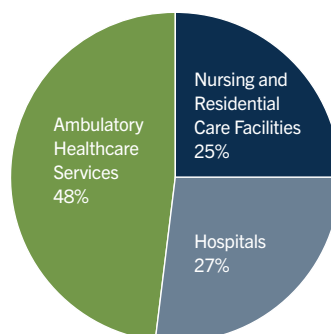
Source: EMSI

## SHIFTS IN HEALTHCARE DELIVERY

**FIGURE 5A: 1990**



**FIGURE 5B: 2021**

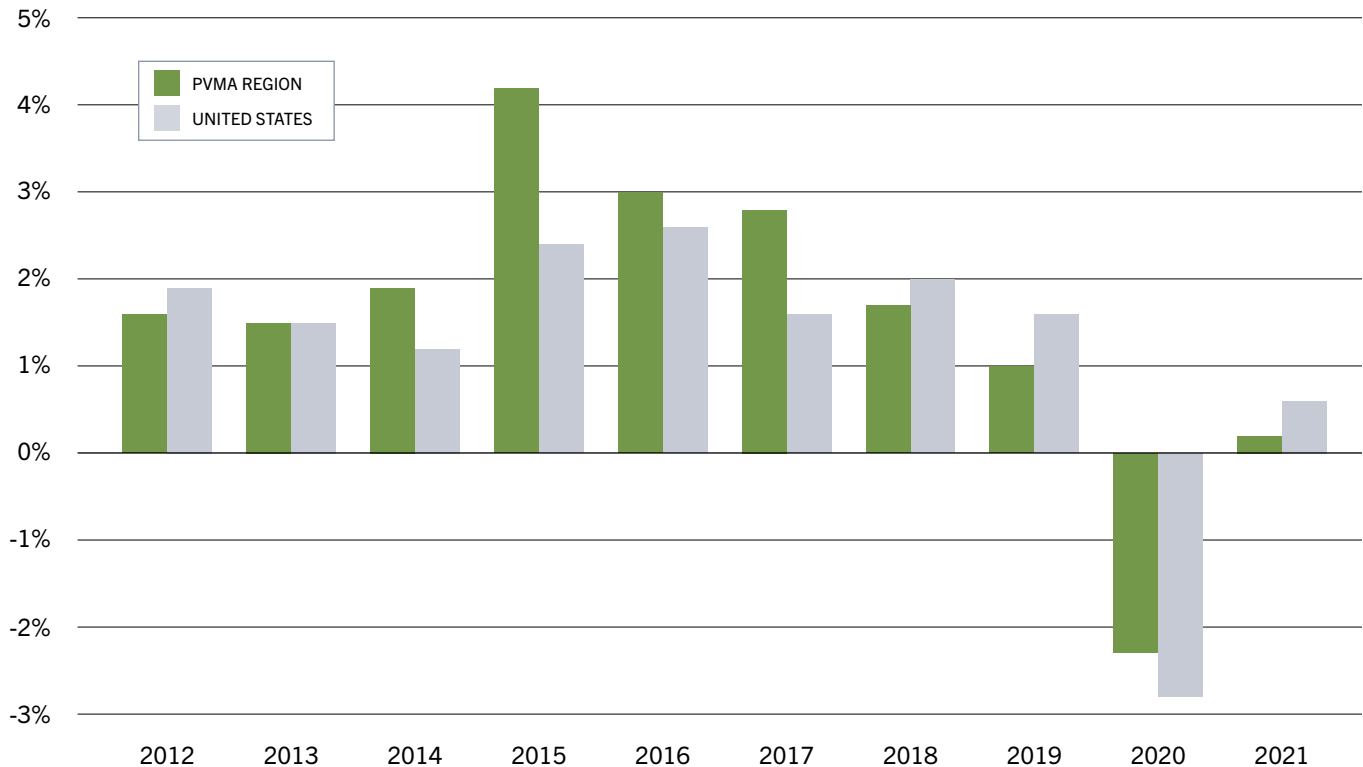


The landscape of healthcare has changed over the past few decades, reflecting a shift in the way services are delivered. Ambulatory healthcare (i.e. outpatient care) is growing rapidly, and consequently representing a greater share of employment. More people are turning to doctors' offices and clinics (outpatient services) for healthcare. This trend primarily grew in recent years because of the Affordable Care Act, as more people attach to primary care practitioners. Also, as health reform shifts practitioners' focus from treatment to prevention, there will likely be shifts in delivery that result in workforce changes—such as an increased need for community health workers.

The COVID-19 pandemic led to a sharp increase in the use of tele-health services, a paradigm shift in care delivery throughout patient care.

## EMPLOYMENT TRENDS

**FIGURE 6: Healthcare Annual Growth Rates,  
Portland-Vancouver Metro Area vs. United States, 2011–2021**



Source: EMSI

Healthcare is a key driver of employment growth at both the national and local level.

Overall, the PVMA region's healthcare sector outperformed national growth between 2012 and 2021. Although both lost jobs in 2020, the PVMA region lost a smaller percentage of healthcare jobs compared to the nation as a whole.

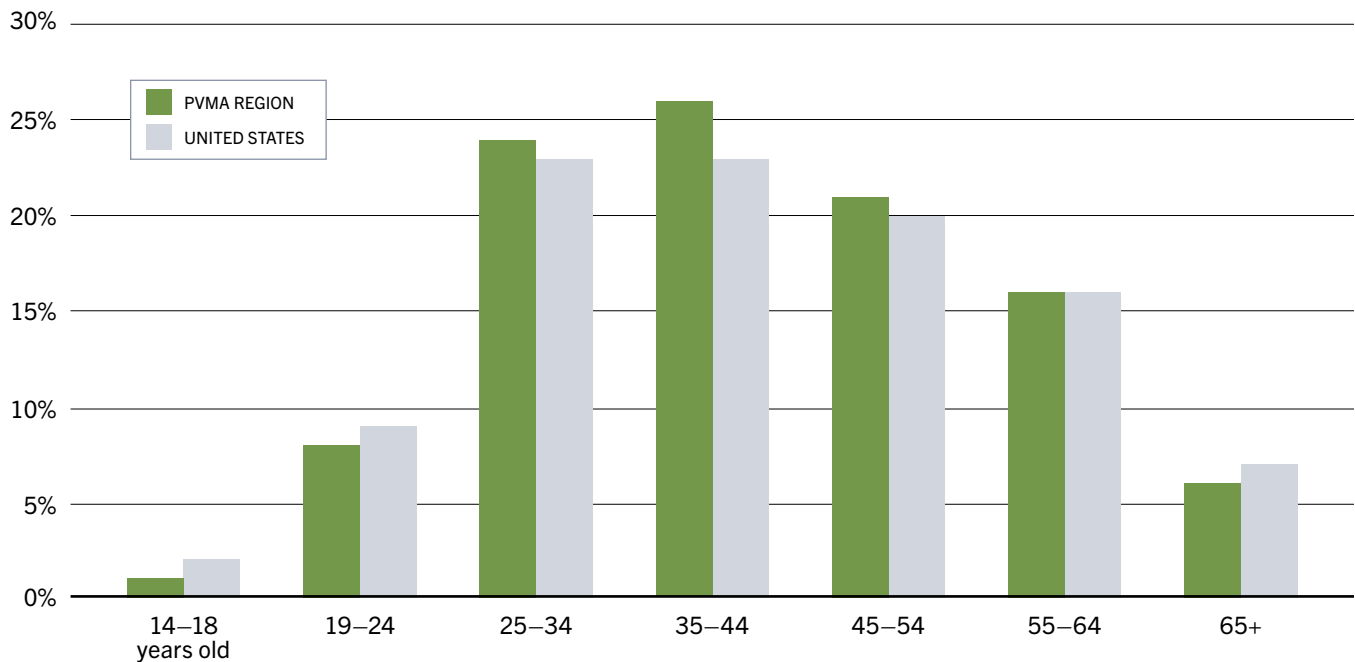
Of the more than 126,000 jobs added to the region since 2012, nearly 14% have been in the healthcare sector.

The COVID-19 pandemic exacerbated an existing healthcare workers shortage. Key frontline healthcare opportunities, including registered nurses, medical assistants and certified nursing assistants continue to be difficult to fill. The labor shortage is likely depressing job growth.



## CHARACTERISTICS OF WORKFORCE

**FIGURE 7: Healthcare Employment by Age, Portland-Vancouver Metro Area, 2021**



Source: EMSI

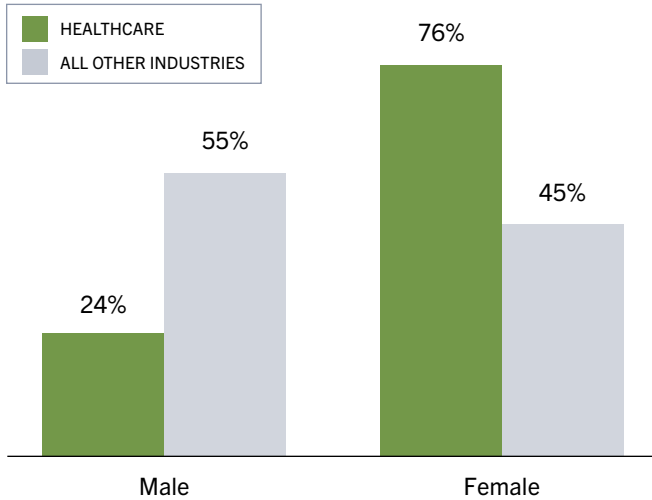
Twenty-two percent of the region's healthcare workforce is at, or nearing, retirement age.

Due in part to the aging workforce, area employers have identified leadership training as a key industry need.

The regional workforce in 14 healthcare occupations is aged 55 or older. Twenty-six percent of registered nurses, one of the most in-demand occupations across all sectors, is near retirement age. Other occupations with older-than-average workforces include home health and personal care aides (32%), family practice practitioners (29%), and medical records technicians (26%).

The COVID-19 pandemic accelerated retirements across multiple sectors, including healthcare. Faced with uncertainty and in some cases dangerous working conditions, many workers who could opt to retire earlier.

**FIGURE 8: Healthcare Employment by Gender, Portland-Vancouver Metro Area, 2021**



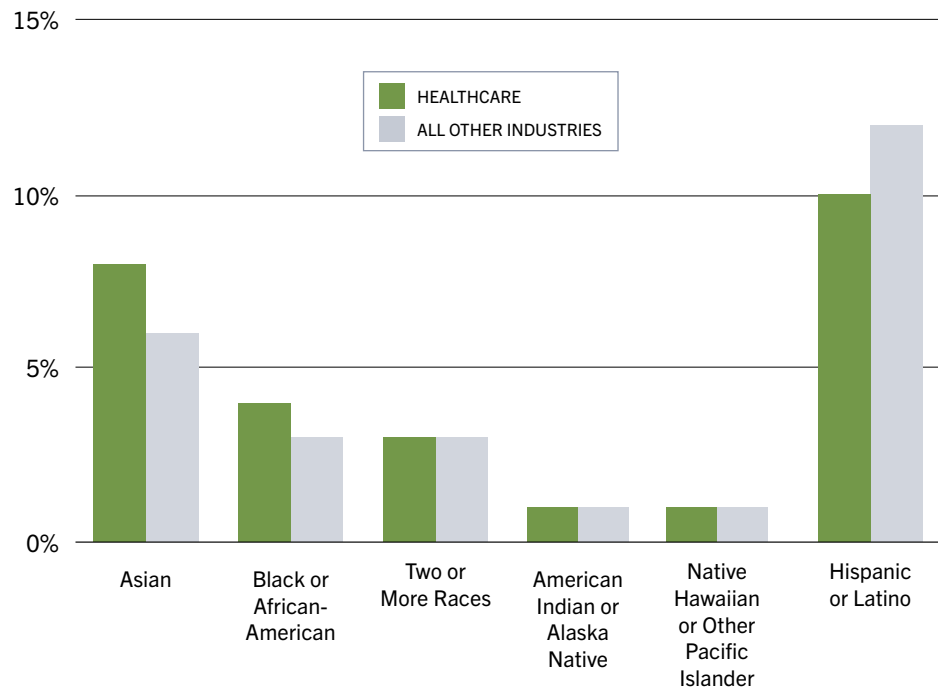
The healthcare workforce is overwhelmingly female: women outnumber men by more than three-to-one.

Although workers identifying as male are underrepresented in healthcare occupations overall, they are overrepresented in the healthcare occupations with the highest median wages. Workers identifying as male are 53% of workers in occupations with median wage of \$50/hour or more. The disparity is even greater in the highest paying occupations. Sixty-six percent of workers in the nine healthcare occupations with median wages above \$100/hour identify as male.

Source: EMSI

**FIGURE 9: Healthcare Employment by Race (Nonwhite) and Ethnicity, Portland-Vancouver Metro Area, 2021**

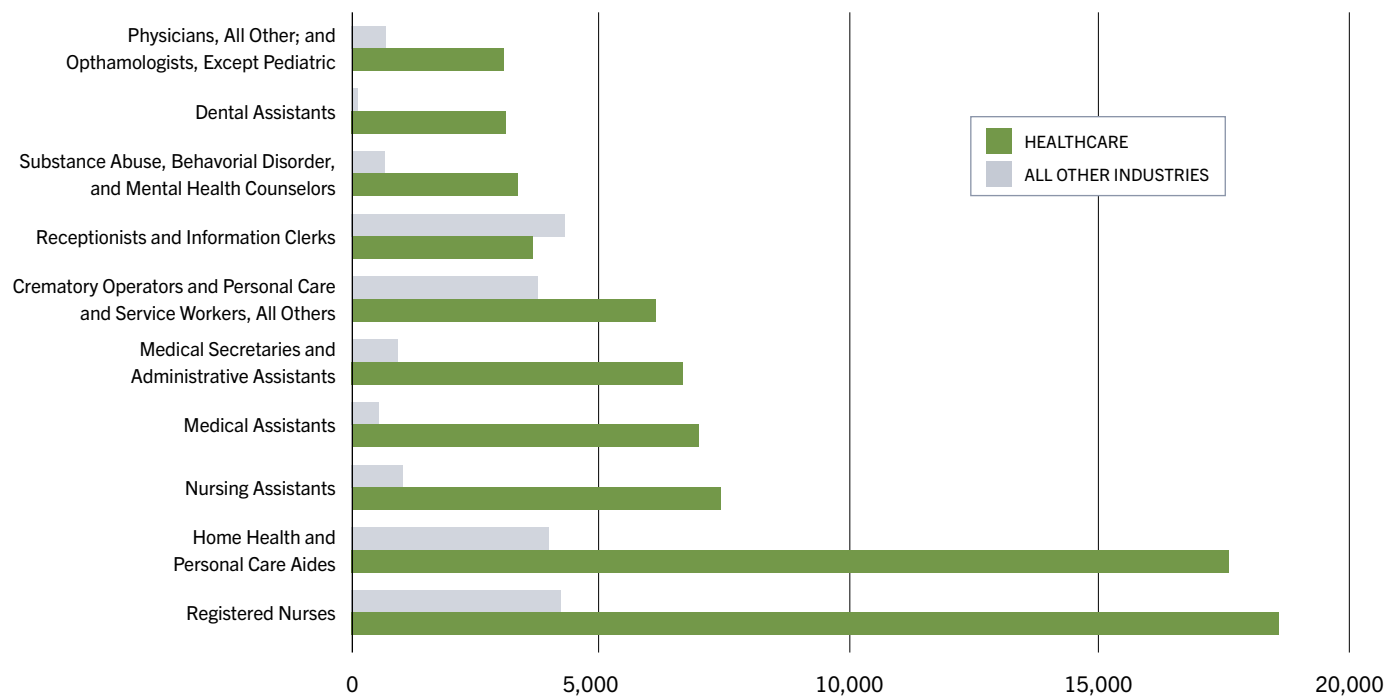
People who identify as white make up the vast majority of the healthcare workforce (74%), about the same as the workforce as a whole. There are more workers who identify as Asian and fewer who identify as Hispanic in healthcare than the average across all industries.



Source: EMSI

## OCCUPATIONS

**FIGURE 10: Top 10 Healthcare Sector Occupations, Employment within Sector vs. Outside of Sector, Portland-Vancouver Metro Area, 2021**



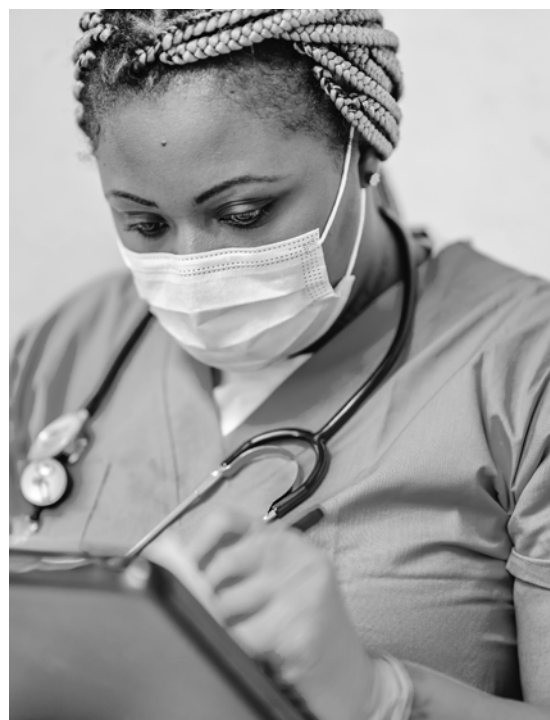
Source: EMSI

More than 400 occupations are found in the healthcare sector.

Eight of the ten largest occupations are unique to the sector and not usually found elsewhere in the economy.

Fifty-five percent of workers are directly involved in patient care.

The two largest occupations, registered nurses and home health and personal care aides, account for 30% of all healthcare employment.



**TABLE 2: Top Healthcare Occupations (All Industries), Portland-Vancouver Metro Area, 2021–2031**

OCCUPATION	2021 JOBS	2031 JOBS	PROJECTED ANNUAL GROWTH OPENINGS
Crematory Operators and Personal Care and Service Workers, All Other	9,840	11,704	1,434
Dental Assistants	3,220	3,509	389
Home Health and Personal Care Aides	21,602	37,556	4,128
Medical Assistants	7,520	8,832	947
Medical Secretaries and Administrative Assistants	7,582	8,356	852
Nursing Assistants	8,443	10,578	1,144
Physicians, All Other; and Ophthalmologists, Except Pediatric	3,740	4,063	105
Receptionists and Information Clerks	7,930	8,486	1,022
Registered Nurses	22,848	25,530	1,256
Substance Abuse, Behavioral Disorder, and Mental Health Counselors	3,982	5,052	417

Source: EMSI



**TABLE 3: Top Healthcare Occupations (All Industries), Portland-Vancouver Metro Area, 2021**

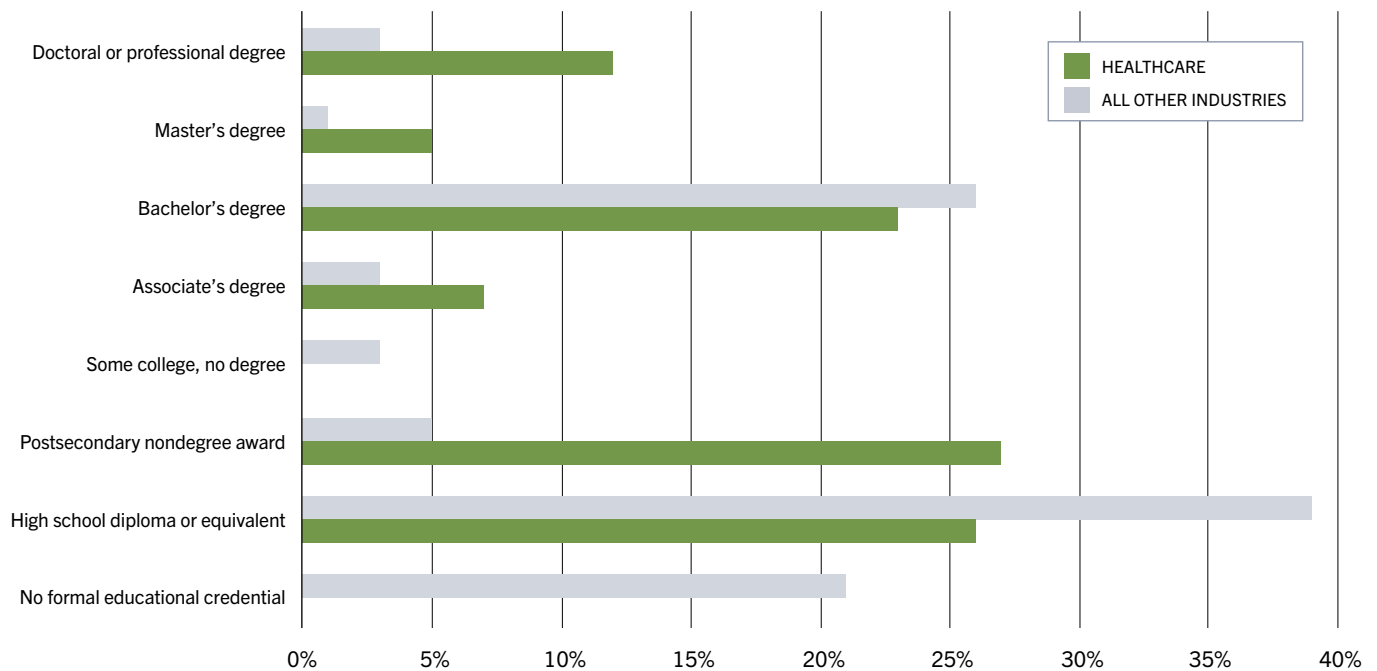
DESCRIPTION	EMPLOYED IN INDUSTRY GROUP (2021)	% OF TOTAL JOBS IN INDUSTRY GROUP (2021)	MEDIAN HOURLY EARNINGS	% OF MEDIAN WAGE, ALL OCCUPATIONS	LOCATION QUOTIENT	TYPICAL ENTRY LEVEL EDUCATION
Registered Nurses	18,645	11.50%	\$46.64	151%	0.91	Bachelor's Degree
Home Health and Personal Care Aides	17,637	10.90%	\$14.54	47%	0.72	High School Diploma or Equivalent
Nursing Assistants	7,413	4.60%	\$17.58	57%	0.75	Postsecondary nondegree award
Medical Assistants	6,971	4.30%	\$21.41	69%	1.22	Postsecondary nondegree award
Medical Secretaries and Administrative Assistants	6,663	4.10%	\$21.36	69%	1.48	High School Diploma or Equivalent
Crematory Operators and Personal Care and Service Workers, All Other	6,105	3.80%	\$15.95	52%	14.02	High School Diploma or Equivalent
Receptionists and Information Clerks	3,639	2.20%	\$16.55	54%	0.94	High School Diploma or Equivalent
Substance Abuse, Behavioral Disorder, and Mental Health Counselors	3,329	2.10%	\$27.85	90%	1.55	Bachelor's Degree
Dental Assistants	3,102	1.90%	\$24.36	79%	1.10	Postsecondary nondegree award
Physicians, All Other; and Ophthalmologists, Except Pediatric	3,047	1.90%	\$83.40	270%	1.14	Doctoral or professional degree

Source: EMSI

The top 10 occupations make up 63% of all healthcare employment.

## EDUCATIONAL REQUIREMENTS

**FIGURE 11: Healthcare Employment by Typical Entry-Level Education, Portland-Vancouver Metro Area, 2021**



Source: EMSI

Forty-seven percent of jobs in healthcare require an Associate's degree or higher compared to just 33% of all industries.



**TABLE 4: Training and Degree Graduate Completer Data for Healthcare-Related Programs, Portland-Vancouver Metro Area, 2021**

DESCRIPTION	REGIONAL COMPLETIONS 2020	AWARD LESS THAN 1 ACADEMIC YEAR	AWARD AT LEAST 1 AND LESS THAN 2 YEARS	ASSOCIATE'S DEGREE	BACHELOR'S DEGREE	POSTBACCALAUREATE CERTIFICATE	MASTER'S DEGREE	DOCTORAL DEGREE
Audiology/Audiologist and Speech-Language Pathology/Pathologist	24							24
Chiropractic	163							163
Clinical Nutrition/Nutritionist	179	16				4	159	
Community Health and Preventive Medicine	108				108			
Dental Assisting/Assistant	191	68	123					
Dental Hygiene/Hygienist	31				31			
Dentistry	70							70
Emergency Care Attendant (EMT Ambulance)	0							
Health Information/Medical Records Technology/ Technician	34		2	32				
Health Services/Allied Health/Health Sciences, General	171			70	101			
Licensed Practical/Vocational Nurse Training	200		200					
Medical Administrative/Executive Assistant and Medical Secretary	15			15				
Medical Insurance Coding Specialist/Coder	45		26	19				
Medical Insurance Specialist/Medical Biller	15		11	4				
Medical Office Management/Administration	89		89					
Medical Radiologic Technology/Science - Radiation Therapist	66			58	8			
Medical/Clinical Assistant	838	134	652	52				
Medicine	151							1
Mental Health Counseling/Counselor	83			17			65	151
Nursing Assistant/Aide and Patient Care Assistant/ Aide	25	25						
Ophthalmic Technician/Technologist	0							
Optometry	91							91
Pharmacy	100							100
Pharmacy Technician/Assistant	43		38	5				
Phlebotomy Technician/Phlebotomist	36	36						
Physical Therapy Assistant	18			18				
Physical Therapy/Therapist	82							82
Physician Assistant	98				1		97	
Public Health, General	66				23	6	32	5
Registered Nursing/Registered Nurse	1,454			459	989			6
Respiratory Care Therapy/Therapist	45			45				
Surgical Technology/Technologist	41			41				
<b>TOTAL</b>	<b>4,572</b>	<b>279</b>	<b>1,141</b>	<b>835</b>	<b>1,261</b>	<b>10</b>	<b>353</b>	<b>693</b>

Source: EMSI



**TABLE 5: Training and Degree Graduate Completer Data for Healthcare-Related Programs, Portland-Vancouver Metro Area, Change, 2010–2020**

DESCRIPTION	COMPLETIONS CHANGE (2010–2020)	% COMPLETIONS (2010–2020)
Advanced General Dentistry	0	0%
Audiology/Audiologist and Speech-Language Pathology/ Pathologist	24	Insf. Data
Chiropractic	37	29%
Clinical Nutrition/Nutritionist	179	Insf. Data
Community Health and Preventive Medicine	8	8%
Dental Assisting/Assistant	(215)	(53%)
Dental Hygiene/Hygienist	(55)	(64%)
Emergency Care Attendant (EMT Ambulance)	0	0%
Health Information/Medical Records Technology/ Technician	4	13%
Health Services/Allied Health/Health Sciences, General	171	Insf. Data
Licensed Practical/Vocational Nurse Training	(83)	(29%)
Medical Administrative/Executive Assistant and Medical Secretary	(24)	(62%)
Medical Insurance Coding Specialist/Coder	(388)	(90%)
Medical Insurance Specialist/Medical Biller	(172)	(92%)
Medical Office Management/Administration	32	56%
Medical Radiologic Technology/Science - Radiation Therapist	25	61%
Medical/Clinical Assistant	(802)	(49%)
Medicine	28	23%
Mental Health Counseling/Counselor	24	41%
Nursing Assistant/Aide and Patient Care Assistant/Aide	(215)	(90%)
Ophthalmic Technician/Technologist	(18)	(100%)
Optometry	5	6%
Pharmacy	15	18%
Pharmacy Technician/Assistant	(254)	(86%)
Phlebotomy Technician/Phlebotomist	(2)	(5%)
Physical Therapy Assistant	(5)	(22%)
Physical Therapy/Therapist	34	71%
Physician Assistant	16	20%
Public Health, General	34	106%
Registered Nursing/Registered Nurse	264	22%
Respiratory Care Therapy/Therapist	16	55%
Surgical Technology/Technologist	(21)	(34%)
	(1,338)	(23%)

Source: EMSI

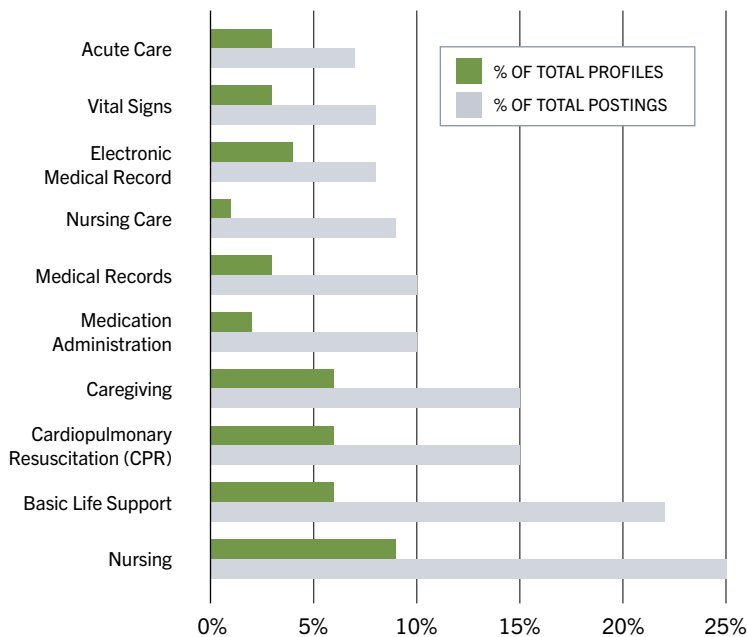
During the past decade, a number of college closures in the PVMA have impacted the regional healthcare pipeline. Despite increased need for medical professionals, 1,338 fewer students completed medical education programs in 2020 than in 2010.

The most impacted professions were medical assistant, pharmacy technician, medical insurance coding specialist, nursing assistant, and dental assistant.

The training and education pipeline was further interrupted by COVID-19. As schools transitioned to distance learning, many students chose to take a break from school. Students who did not have internet access and who faced increased caregiving responsibilities at home were disproportionately impacted.

In some cases, such as medical insurance coding, the decrease in completions reflects a regional decrease in demand.

**FIGURE 12: Top Ten Healthcare Occupations, Hard Skills, Frequency in Postings Vs. Workforce Profiles, Portland-Vancouver Metro Area, 2021**



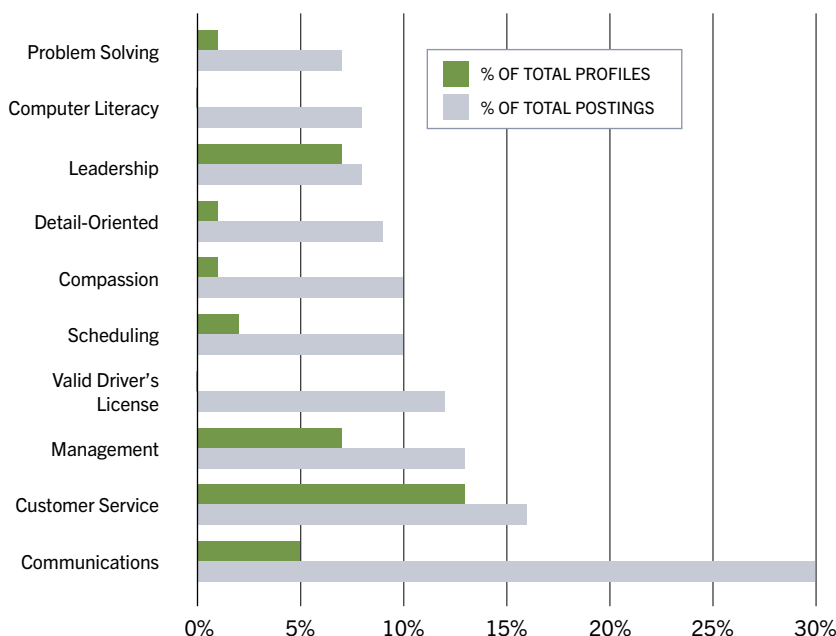
Source: EMSI

Aggregate data from online job postings can provide insights to hiring trends in the region. There appears to be a mismatch between in-demand hard skills and the availability of these skills in workforce profiles. For example, over 25% of healthcare-related online postings in the region mention nursing as a skill, however, just 9% of the regional workforce has this skill listed in their profile.

Mismatches also exist in common skills such as management and problem solving.

Job posting data is a valuable source of information about employers' needs. Training providers and job training programs can use them to inform education and training programs. They can also help future workers and career coaches identify skills and experiences to highlight in resumes and job seeker profiles.

**FIGURE 13: Top Ten Healthcare Occupations, Common Skills, Frequency in Postings Vs. Workforce Profiles, Portland-Vancouver Metro Area, 2021**



Source: EMSI

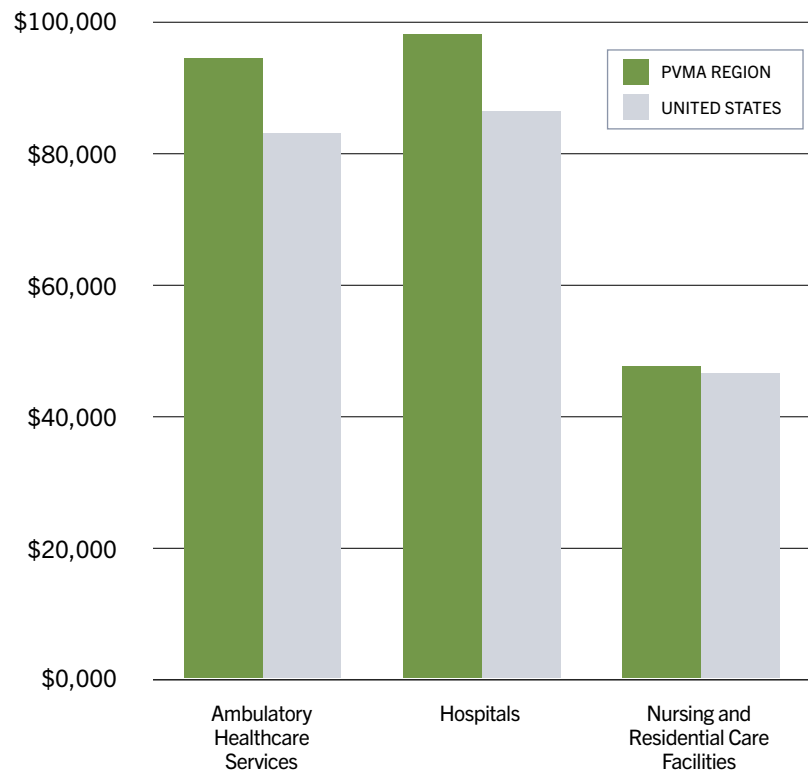
## WAGES

**FIGURE 14: Annual Average Wages for Components of Healthcare, Portland-Vancouver Metro Area and US, 2021**

The average annual wage for healthcare in the region is \$83,847, which is 9% higher than the average across all industries and 8% higher than its national counterpart.

Wages in the nursing and residential care component are lower than average due in part to the prevalence of low-paying occupations: four of the five largest occupations, which comprise nearly half of total employment, pay an average of \$16/hour. Registered nurses are the only exception in this component with median hourly earnings of nearly \$46/hour.

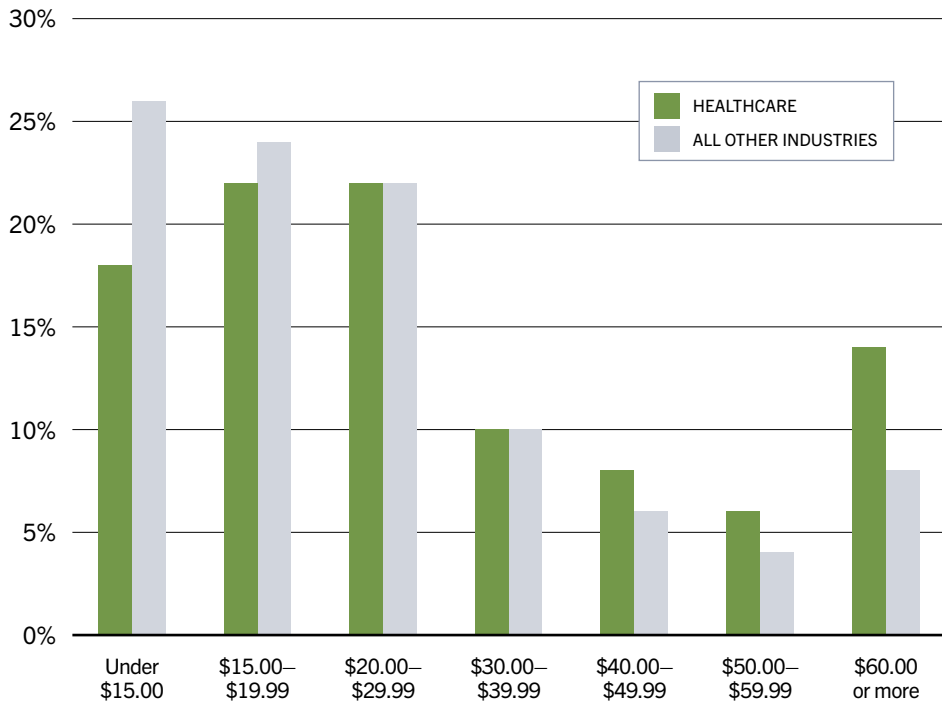
As the labor shortage continues, we can expect to see wages increase for the most in-demand professions.



Source: EMSI



**FIGURE 15: Healthcare Share of Employment  
by Hourly Wage, Oregon, 2020**



Source: Oregon Employment Department

In Oregon, healthcare's median hourly wage is \$23.12 (2020); 16% higher than that of all industries (\$19.97).

Overall, there are relatively fewer lower-paying jobs and more higher-paying jobs than the rest of the economy.

Sixty percent of Oregon healthcare jobs pay \$20/hour or more.

**FIGURE 16: Healthcare Share of Hourly Wage,  
Washington, 2020**



Source: Washington Office of Employment Security

In Washington, nearly half of healthcare jobs paid \$28/hour or more in 2020.

## TURNOVER

**TABLE 6: Turnover Rate in Healthcare,  
Portland-Vancouver Metro Area, 2021**

Turnover refers to the change in the workforce due to employee separations and hiring.

Overall, healthcare has less turnover than the overall economy. The exception is long-term care workers at 87%, which is significantly higher than economy-wide turnover rate of 69%. According to the National Commission for Quality Long-Term Care, this is attributed to low job satisfaction, poor pay and benefits, and the emotional and physical toll of providing long-term care.

The COVID-19 pandemic accelerated worker turnover across the economy. The impact was particularly acute in healthcare. Many healthcare workers faced increasingly stressful and dangerous working conditions.

***Note:** A separation is recorded when an individual's Social Security number that appeared on a company's payroll is no longer present. By comparing separations to the total number of jobs in an occupation, we can benchmark the level of movement taking place in that occupation.*

<b>TOTAL, HEALTHCARE</b>	<b>51%</b>
Ambulatory Healthcare Services	50%
Hospitals	20%
Nursing and Residential Care Facilities	87%
<b>TOTAL, ALL INDUSTRIES</b>	<b>69%</b>

*Source: EMSI*



## CURRENT DEMAND

**TABLE 7: Healthcare Occupations with Largest Number of Online Job Postings, Portland-Vancouver Metro Area**

OCCUPATION	UNIQUE POSTINGS FROM APRIL 2021–MARCH 2022	MONTHLY UNIQUE JOB POSTINGS (FEB 2021–MARCH 2022)
Registered Nurses	19,037	1,586
Home Health and Personal Care Aides	7,928	661
Medical Dosimetrists, Medical Records Specialists, and Health Technologists and Technicians, All Other	5,392	449
Nursing Assistants	4,091	341
Medical Assistants	3,328	277
Licensed Practical and Licensed Vocational Nurses	2,557	213
Dental Assistants	2,197	183
Clinical Laboratory Technologists and Technicians	2,100	175
Speech-Language Pathologists	1,899	158
Nurse Practitioners	1,704	142
Physicians, All Other; and Ophthalmologists, Except Pediatric	1,584	132
Pharmacy Technicians	1,391	116
Physical Therapists	1,142	95
Cardiovascular Technologists and Technicians	912	76
Dental Hygienists	882	74
Pharmacists	853	71
Occupational Therapists	700	58
Surgical Technologists	692	58
General Internal Medicine Physicians	680	57
Phlebotomists	676	56
Veterinary Technologists and Technicians	640	53
Radiologic Technologists and Technicians	627	52

Source: EMSI

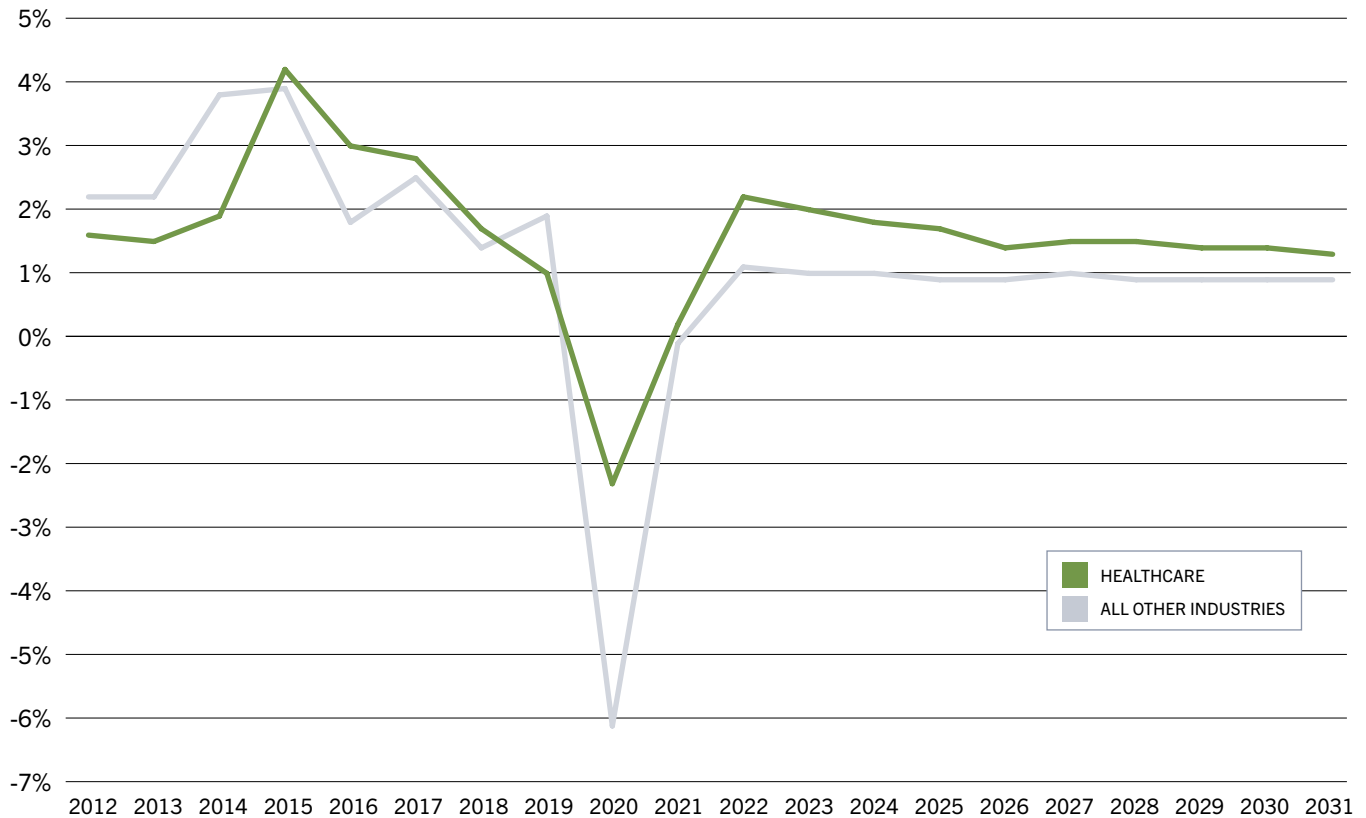
Unique job postings denote the number of unique job advertisements listed by different companies on career sites and job boards.

Registered nurse was the most in demand of all occupations in all sectors in the PVMA in 2021. It was the top postings every month. Between January and December 2021, the hourly median advertised salary for registered nurses increased 20% (\$40.25 to \$48.12).

The demand for workers is also driving up the advertised salary for home health and personal care aides. In 2020, the median advertised starting salary for this position was just under \$15/hour. By March 2022, it had risen 17% to \$17.50/hour.

## LONG-TERM DEMAND

FIGURE 17: Historical and Projected Growth, Portland-Vancouver Metro Area, 2012–2031



Source: EMSI

The healthcare sector is projected to grow 17% by 2031 (+21,000 jobs); faster than the overall economy (+10%). The greatest number of new jobs will be in Multnomah County. Healthcare job growth of over 20% is expected for the Washington portion of the CWWC.

Healthcare will account for roughly one-in-six new jobs throughout the region between 2021 and 2031.

Growth will be driven by:

- An expanding population: the Portland-Vancouver Metro Area is expected to add more than 253,900 new residents between 2020 and 2030, a growth of 10% compared to just 5% across the nation.
- An aging population: The 65+ age group will make up 42% of population growth through 2030.
- Longer life expectancies combined with new treatments and technologies.



**TABLE 8: Healthcare Occupations Adding the Largest Number of Jobs, Portland-Vancouver Metro Area, 2021–2031**

OCCUPATIONS	2021	2031	GROWTH	PERCENT GROWTH	SHARE OF SECTOR GROWTH	ANNUAL REPLACEMENT JOBS
Registered Nurses	22,848	25,530	2,682	12%	9%	1,256
Home Health and Personal Care Aides	21,602	37,556	15,954	74%	54%	4,128
Nursing Assistants	8,443	10,578	2,135	25%	7%	1,144
Medical Assistants	7,520	8,832	1,312	17%	4%	947
Physicians, All Other; and Ophthalmologists, Except Pediatric	3,720	4,063	323	9%	1%	105
Dental Assistants	3,220	3,509	289	9%	1%	389
Pharmacy Technicians	3,129	3,255	126	4%	0%	224
Pharmacists	2,791	2,800	9	0%	0%	106
Licensed Practical and Licensed Vocational Nurses	2,566	3,322	756	29%	3%	218
Dental Hygienists	2,463	2,672	209	9%	1%	156

Source: EMSI



Home health and personal care aides is the fastest growing profession, expected to add nearly 16,000 new jobs during the next decade for a growth rate of 74%. Licensed practical nurses and nursing assistants are expected to grow by 29% and 25% respectively.

Much of the growth in these occupations will be the result of increased demand for long-term healthcare services as the expanding elderly population requires more care.



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