



# State of the Workforce Report - 2022-2023





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Worksystems



## Post COVID-19 Economy

- Recovery
- Missing Jobs & Shift in Industries
- Unemployment
- Wages

## Today's Labor Force

- Labor Force Participation
- Immigration
- Birth Rate & Retirement
- Childcare

## Education

- Student Achievement
- Opportunity Youth
- Educational Attainment
- Interrupted Pipeline

## Opportunity

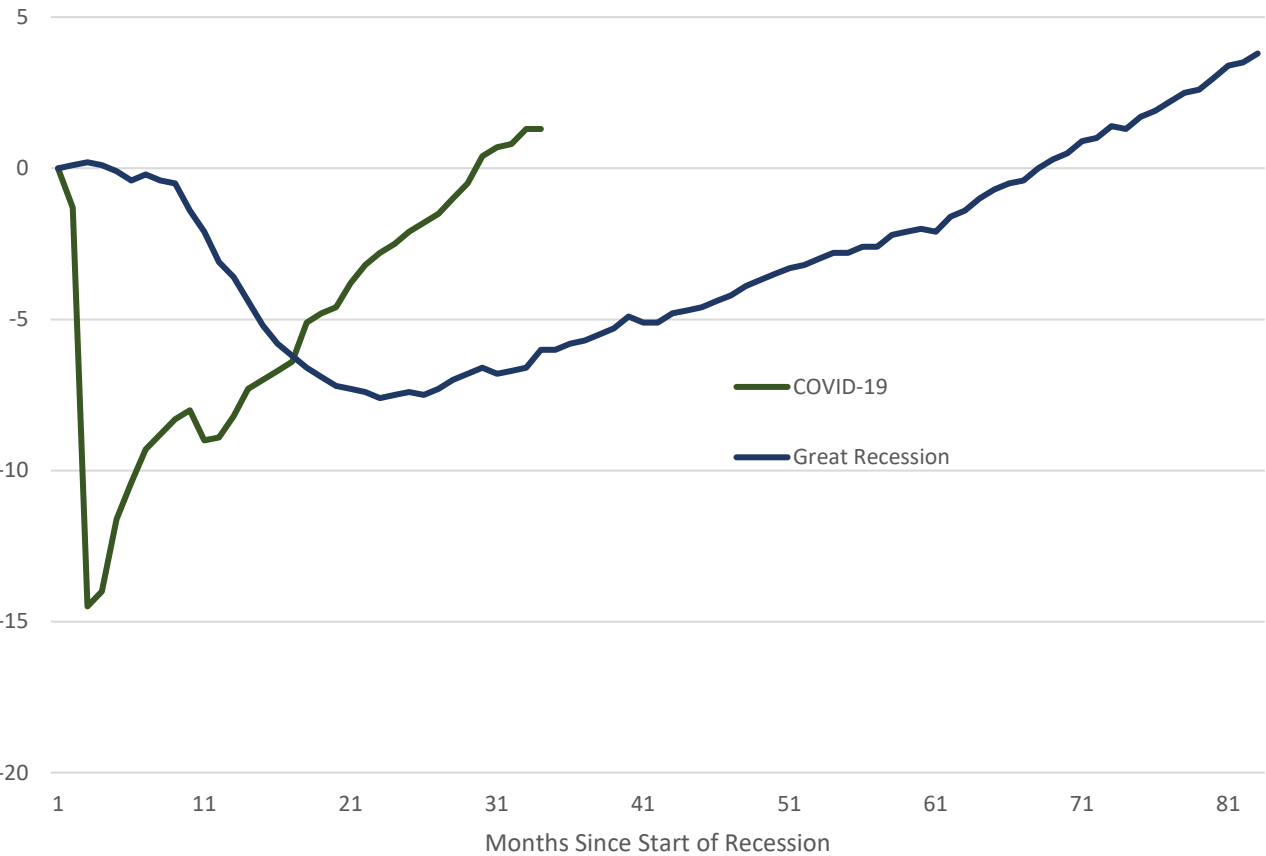


**The Columbia-Willamette Workforce Collaborative (CWWC)** is a partnership between the Southwest Washington-Portland Metropolitan Area's three Workforce Development Boards – Workforce Southwest Washington, Clackamas Workforce Partnership, and Worksystems.



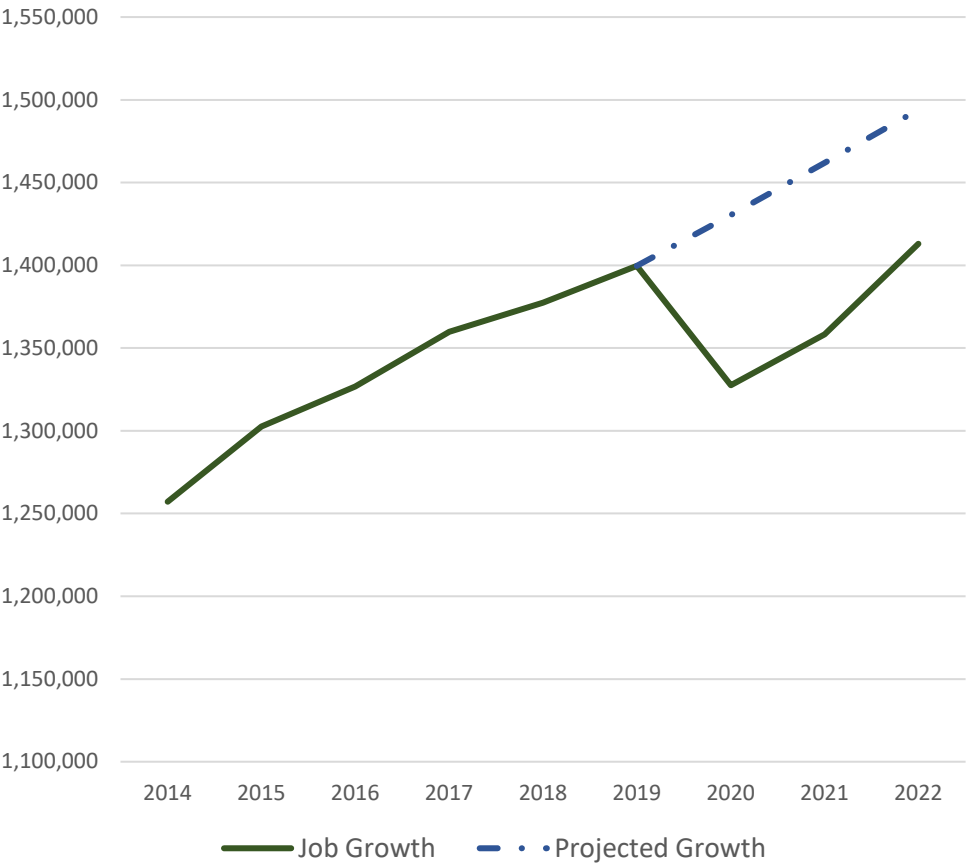
# COVID-19: Pandemic & Recession

COVID-19 Job Changes Compared to Great Recession Job Changes



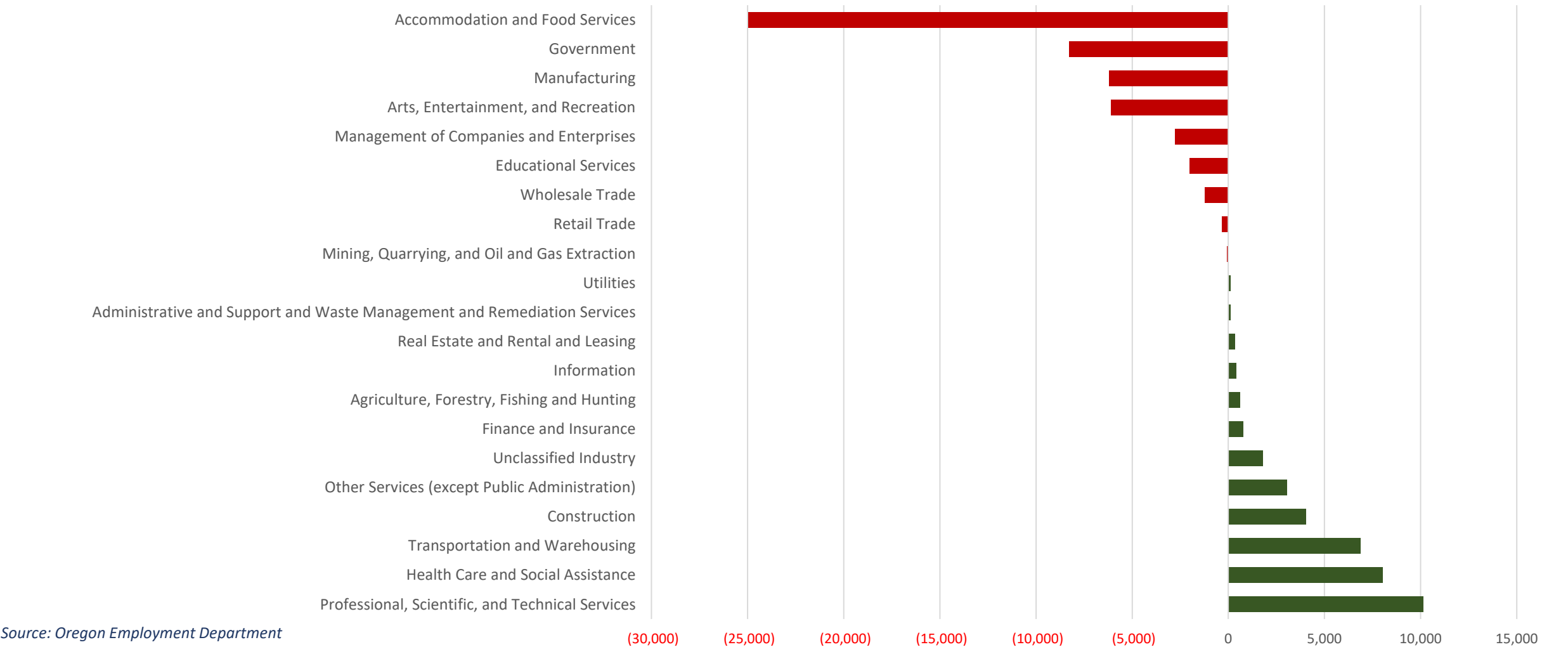
Source: Oregon Employment Department

80,000 Missing Jobs





# Change in Employment, 2019-2022



Source: Oregon Employment Department



# Unemployment Rate Nears Pre-Pandemic Lows

Unemployment Rate, Portland-Vancouver MSA



Source: Oregon Employment Department



# Self-Sufficiency Wage



How much income a family of a *certain composition* in a *given place* must earn to meet their basic needs, without public or private subsidies?

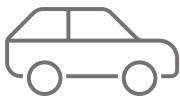
Housing



Healthcare



Transportation



Emergency Savings



Miscellaneous



Childcare



Taxes & Tax Credits

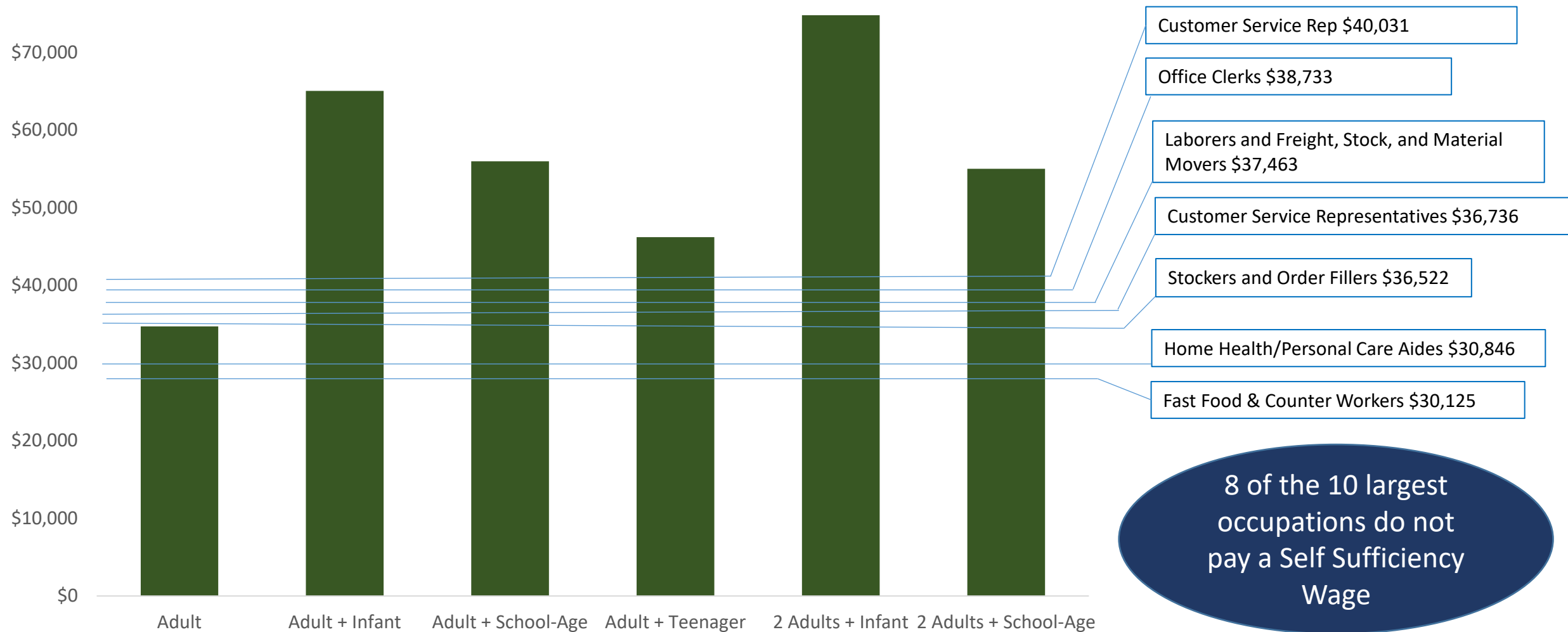


Food



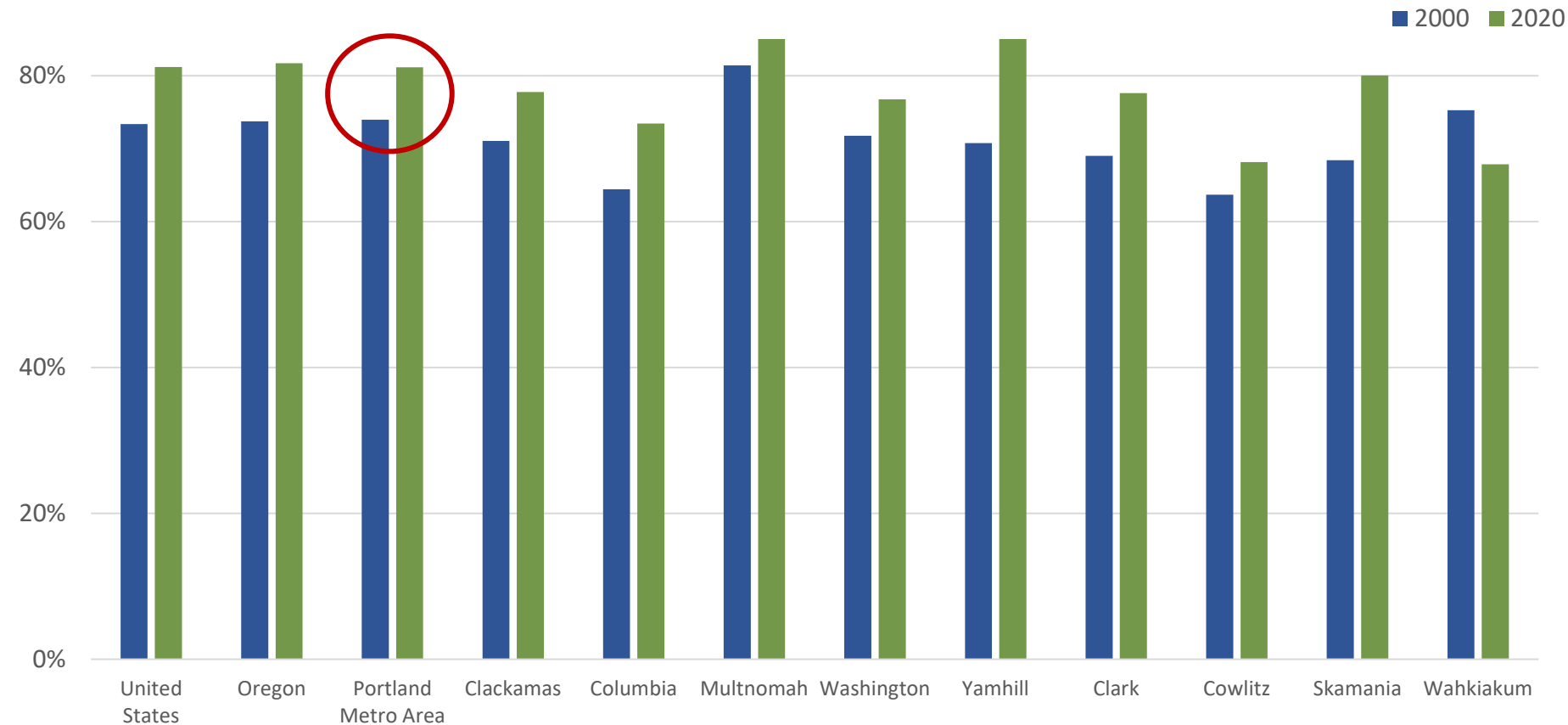


# Region's Largest Occupations Don't Pay Enough



# Earnings Disparity

Median Earnings: Female Earnings as a Percent of Male Earnings



Women’s earnings are 81% of men’s earnings

Source: U.S. Census





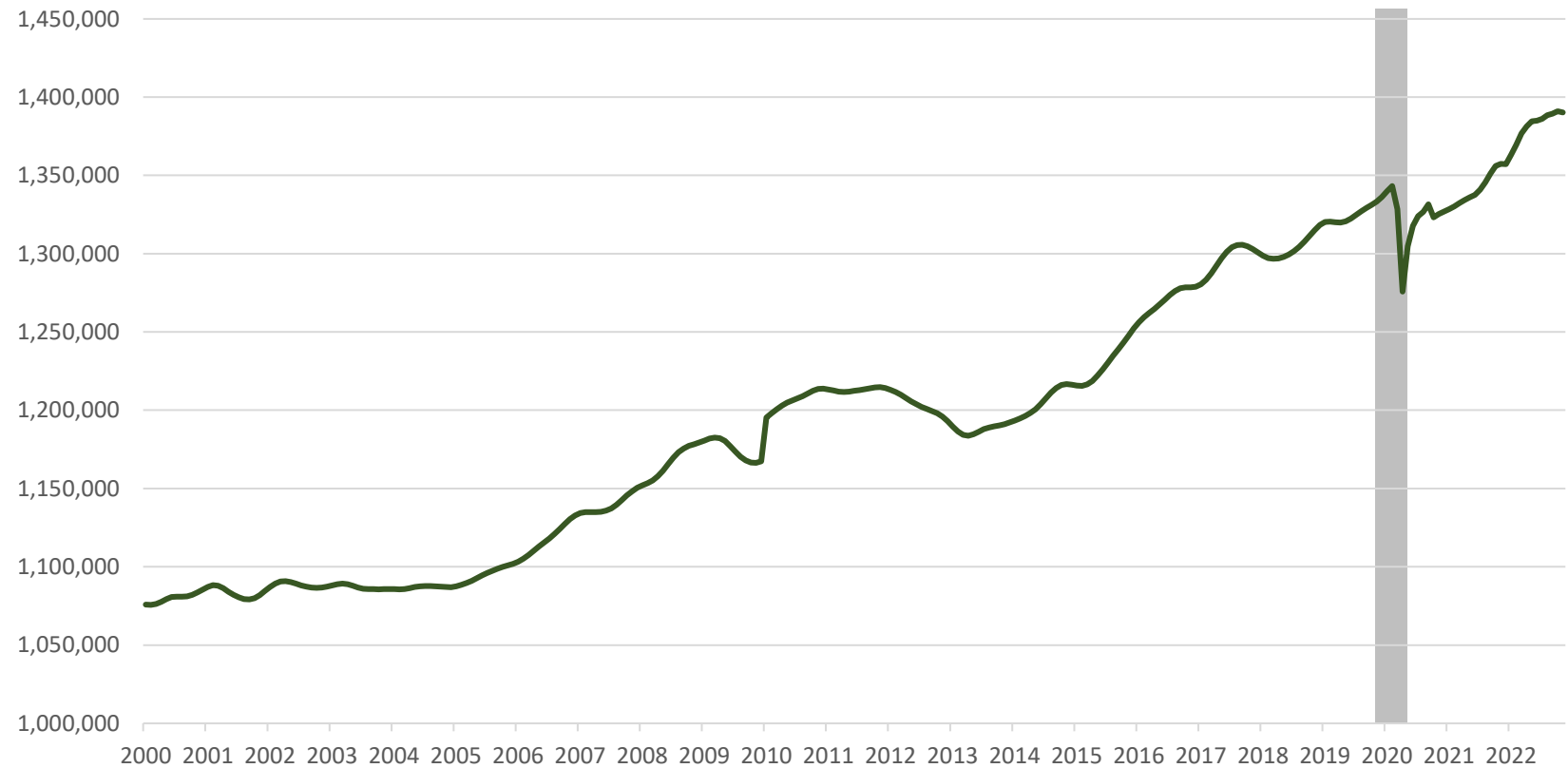
# Today's Labor Force

- Labor Force Participation
- Immigration
- Birth Rate
- Retirement

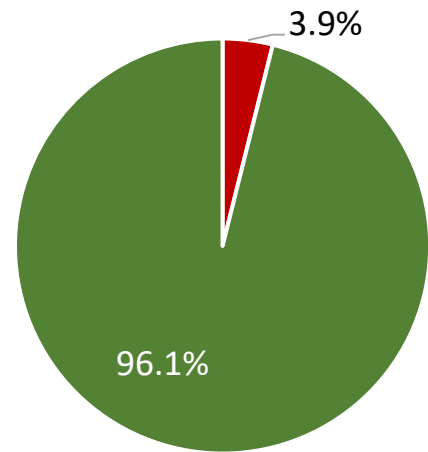


# There are more people in the labor force than ever before

Civilian Labor Force, Portland-Vancouver MSA



Source: Oregon Employment Department

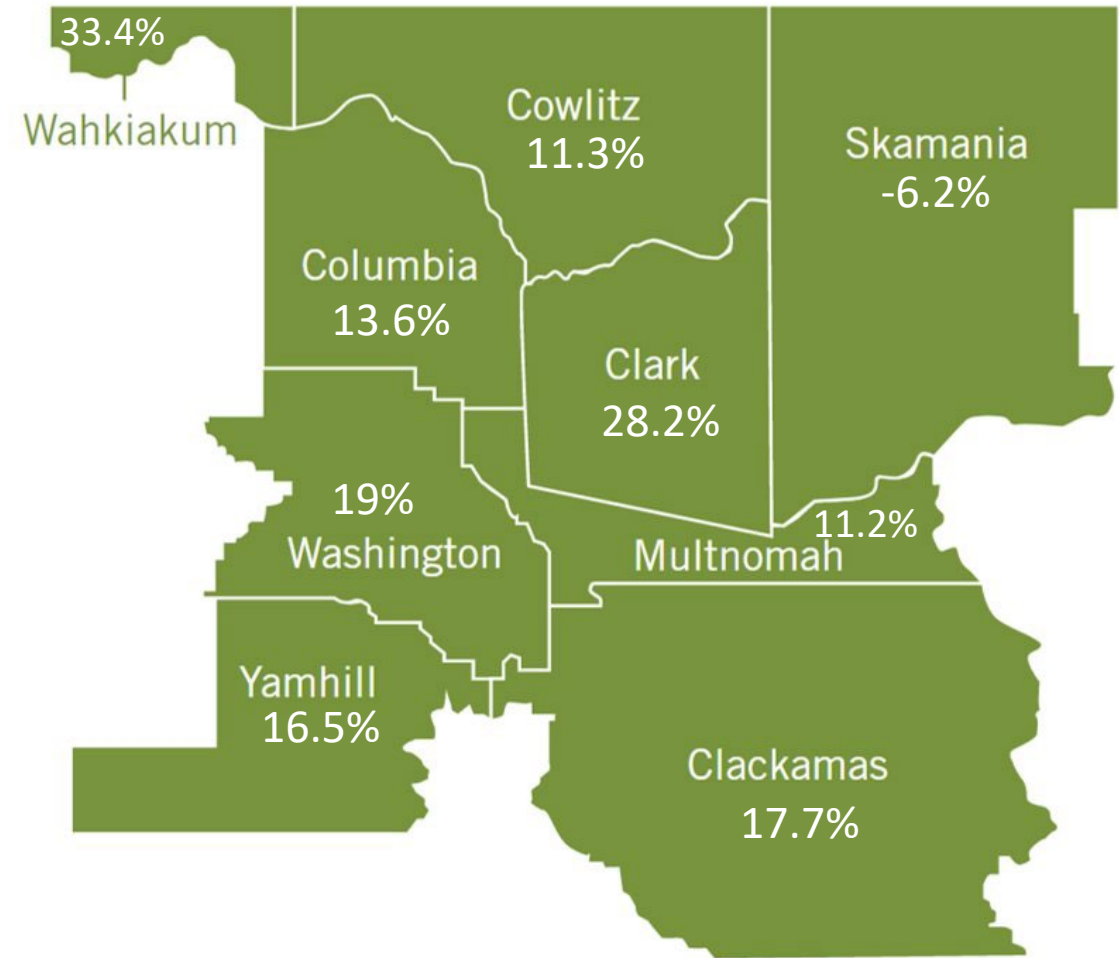


■ Unemployed ■ Employed



# Labor Force Growth, 2011-2021

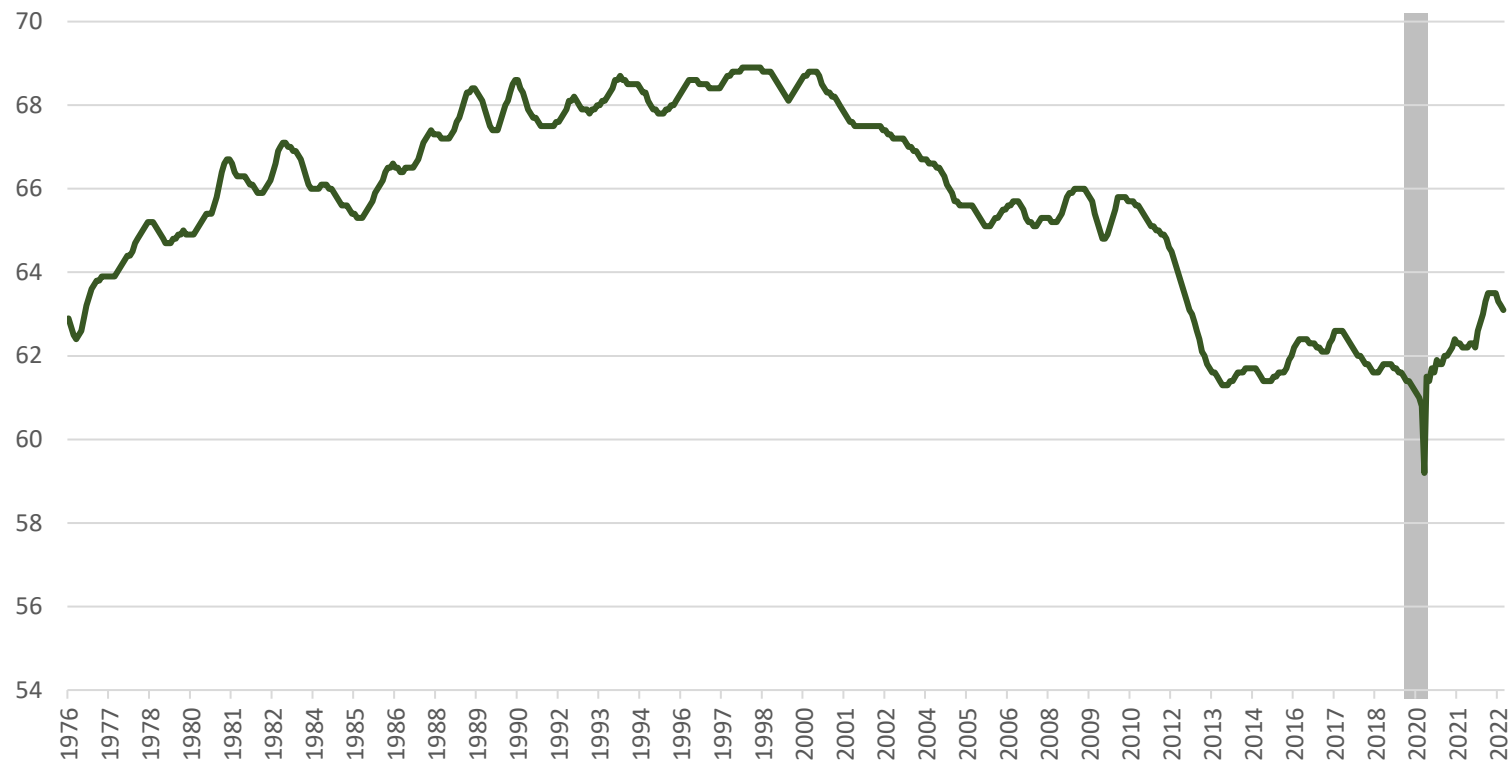
Regional labor force  
grew **16.3%** between  
2011 and 2021.





# Labor Force Participation Rate

## Labor Force Participation Rate, Oregon



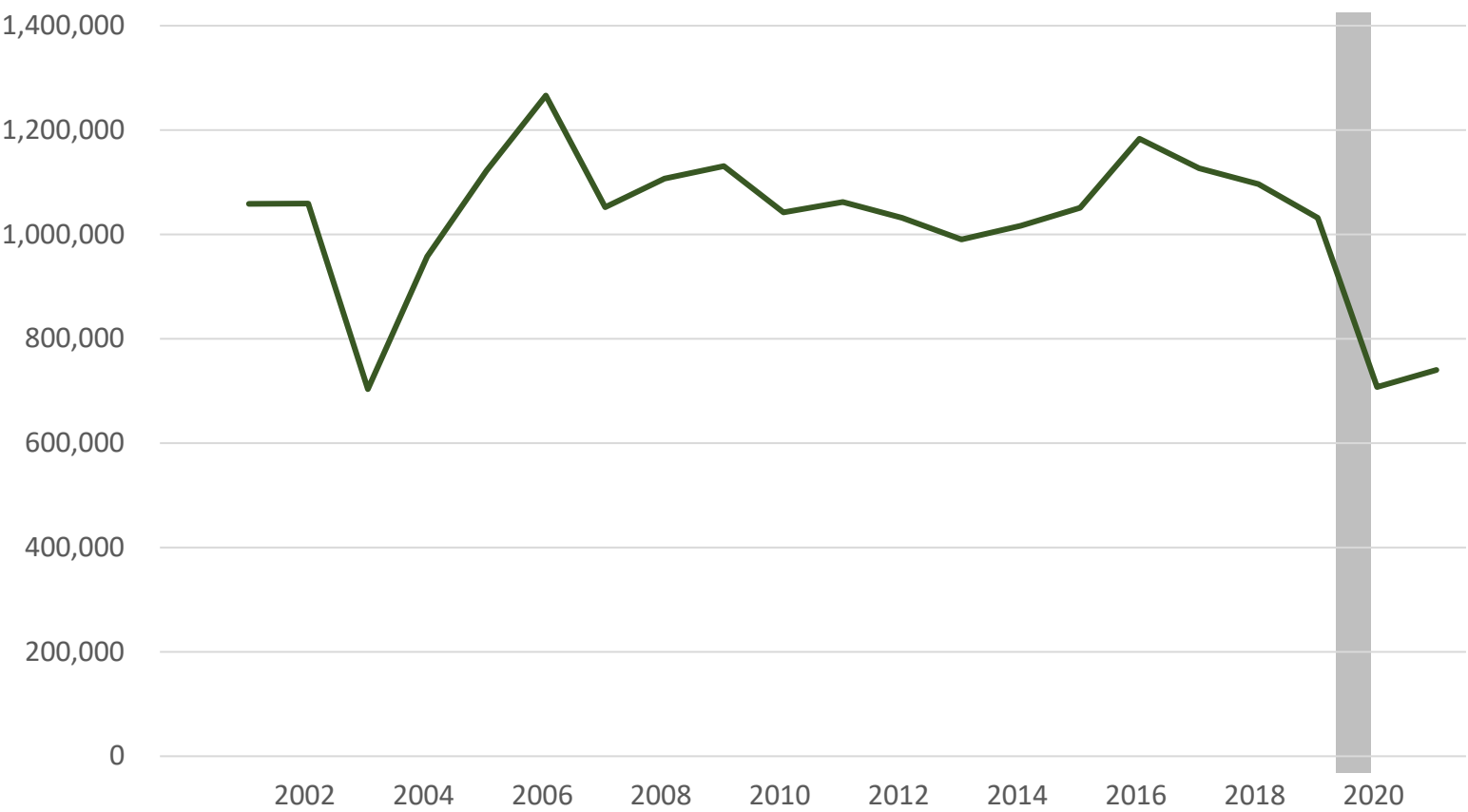
Source: US Bureau of Labor Statistics

Labor Force Participation Rate: 2016-2020		
	Portland MSA	United States
Total	66.4	62.5
16-24	61.9	58.9
25-44	84.7	83.1
45-64	75.4	73.3
65+	18.1	18.4




# Immigration

Persons Obtaining Lawful Permanent Resident Status, United States




Source: US Department of Homeland Security

**H-1B VISAS**

 **9,180**  
H-1B Visas were issued in 2021.

**H-1B VISAS**

 **1,036**  
H-1B Visas were issued in 2020.

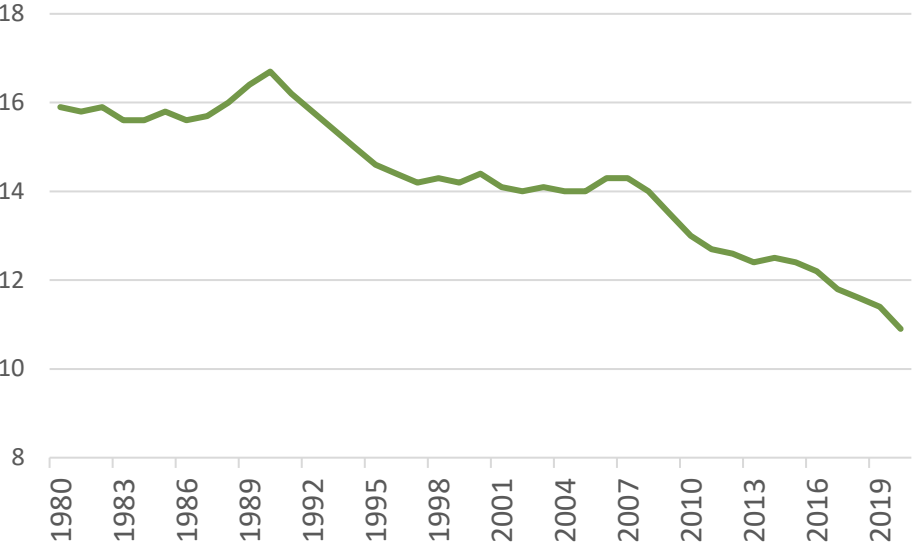


# Lower Birth Rate Means Fewer Workers

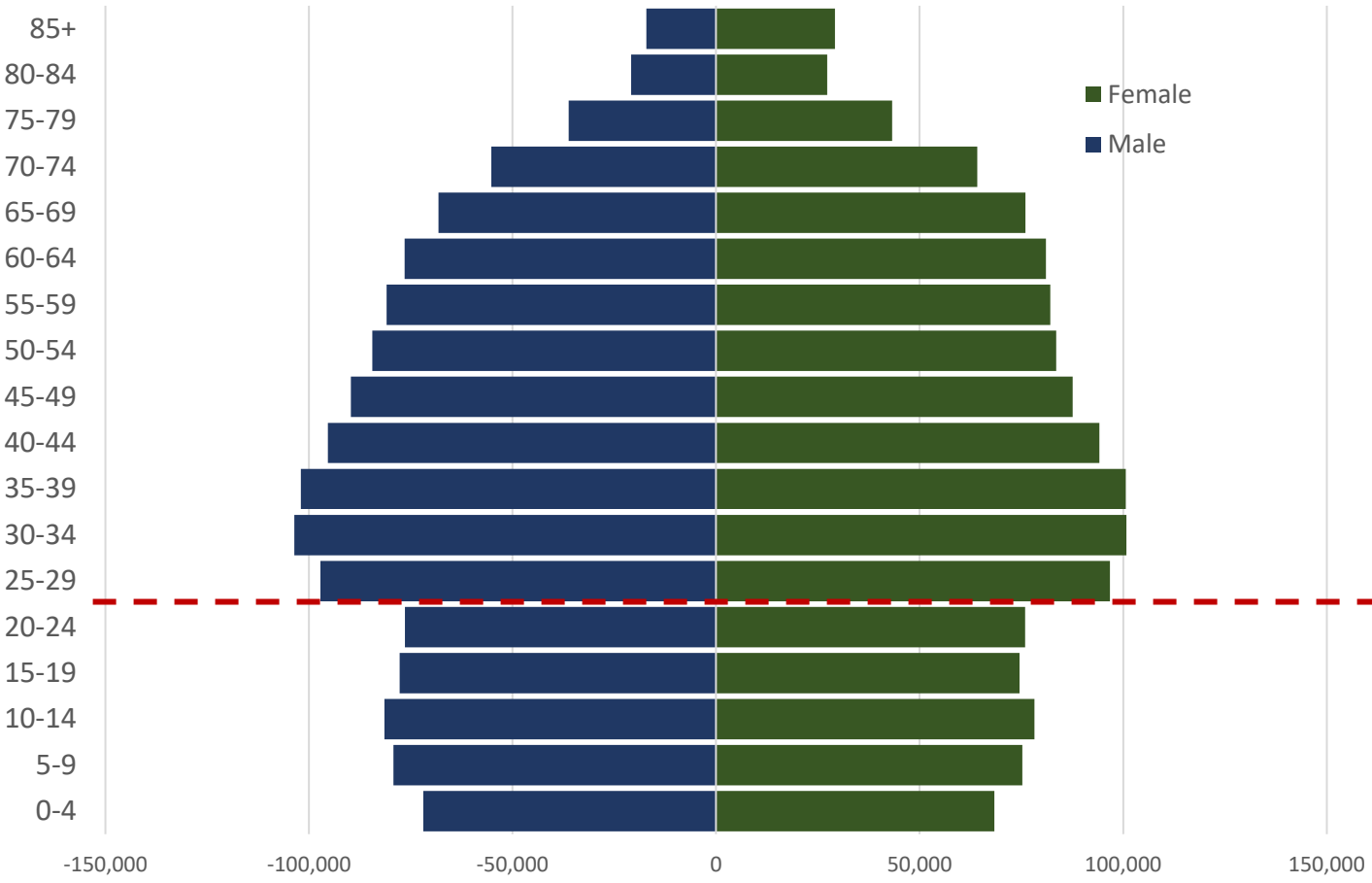
5 Generations = 1 Labor Force

Baby Boomers	1946-1964
Generation X	1965-1980
Millennials	1981-1996
Generation Z	1997-2015

## Births Rate, US



## Population, Portland-Vancouver Metro Area

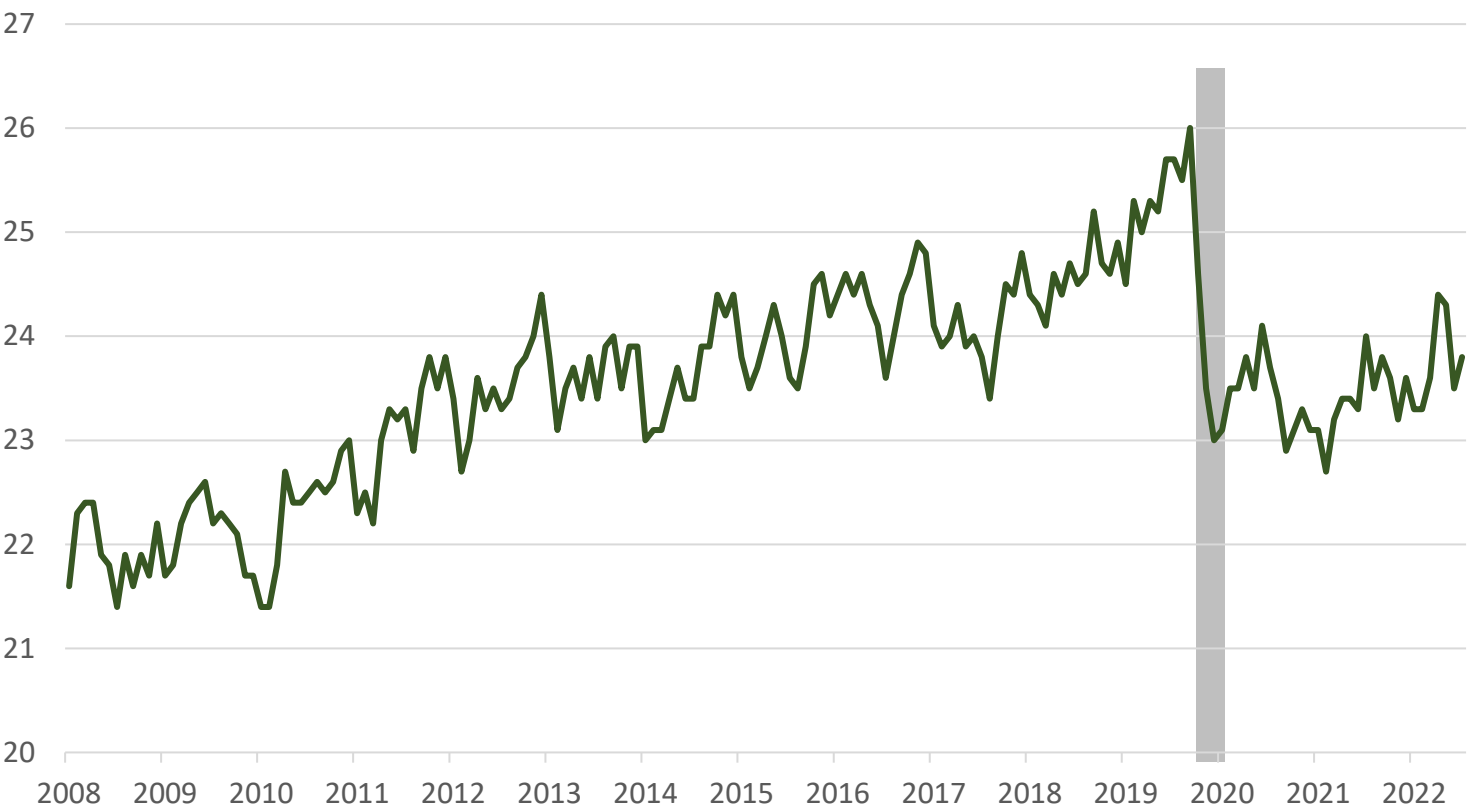


Source: Oregon Population Research Center, Washington Office of Financial Management



# Older Adults Left the Labor Force and Aren't Coming Back

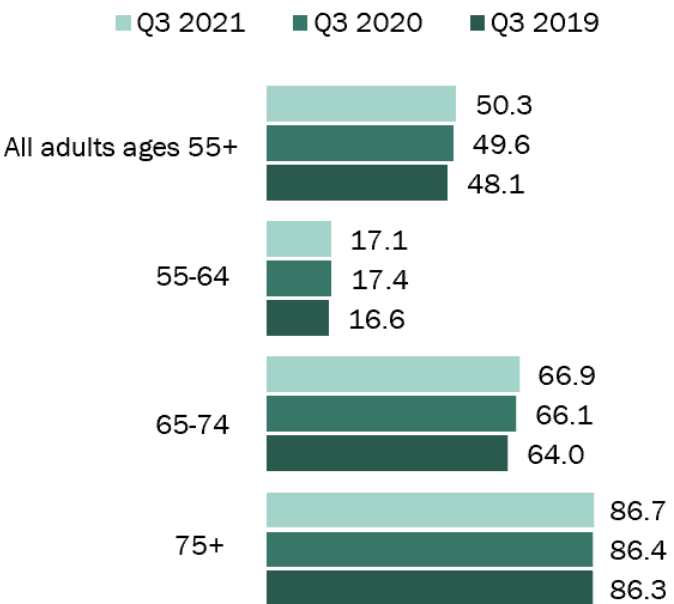
Labor Force Participation Rate – With No Disability, 65 Years and over, US



Source: US Bureau of Labor Statistics

## Half of older U.S. adults are now retired

% of older adults who are retired



Note: "Retired" refers to those not in the labor force due to retirement.

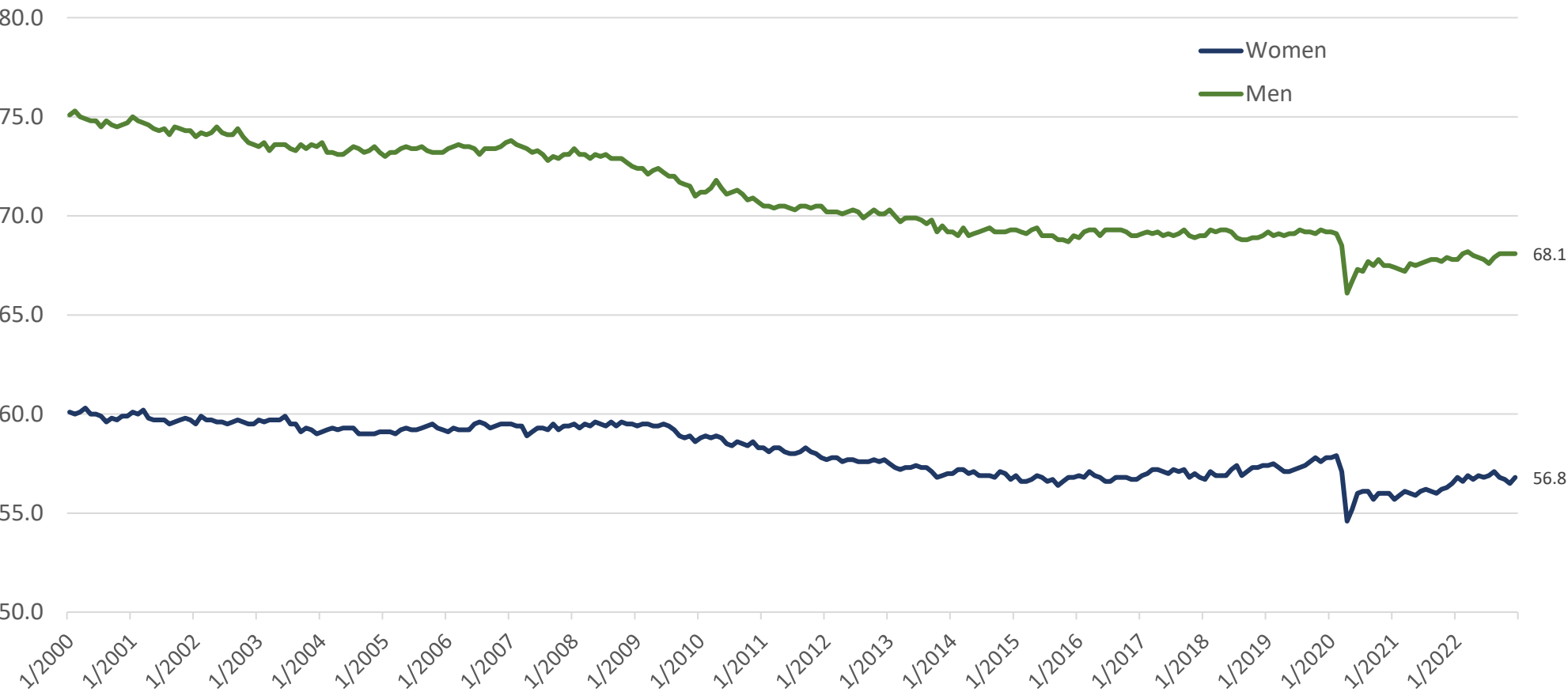
Source: Pew Research Center analysis of July, August and September Current Population Survey monthly files (IPUMS).

PEW RESEARCH CENTER



# Labor Force Participation Rate by Sex

Labor Force Participation Rate, by Sex, US



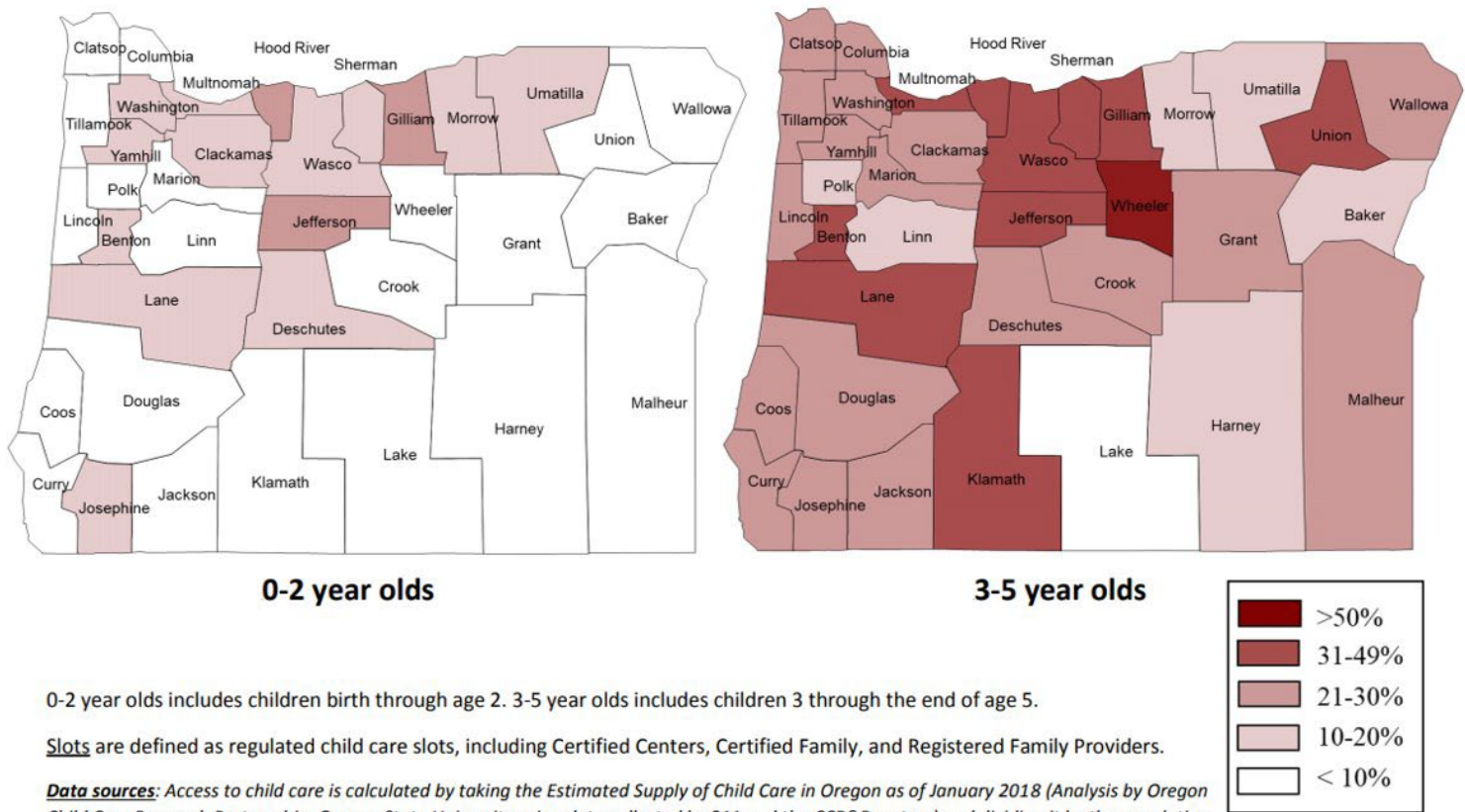
Source: St Louis Federal Reserve Bank





# Childcare Desert

## Percent of Young Children with Access to Regulated Childcare Slot by Age, 2019

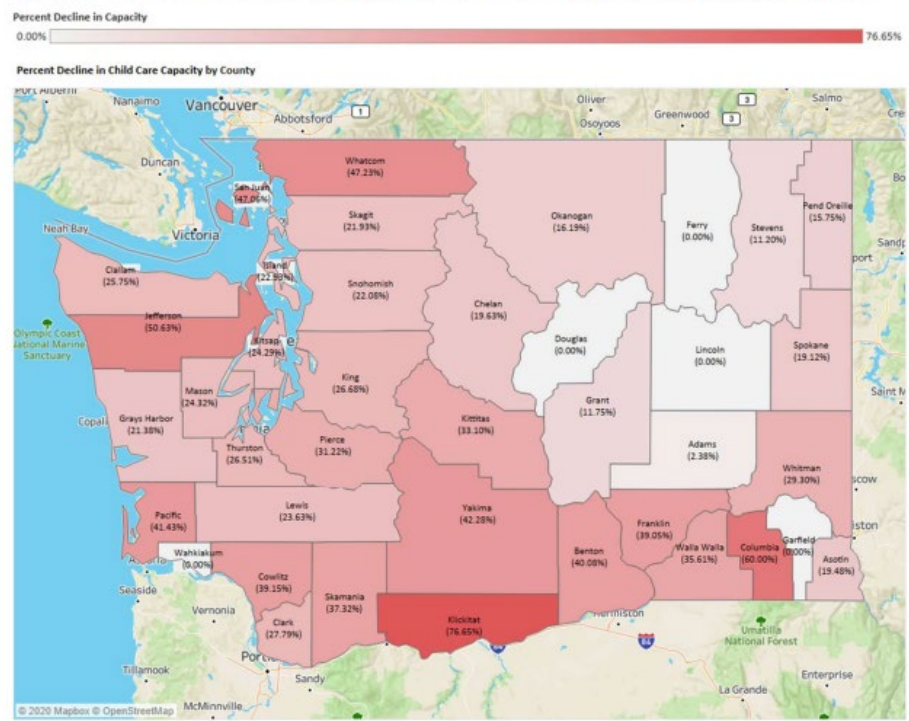


0-2 year olds includes children birth through age 2. 3-5 year olds includes children 3 through the end of age 5.

Slots are defined as regulated child care slots, including Certified Centers, Certified Family, and Registered Family Providers.

**Data sources:** Access to child care is calculated by taking the Estimated Supply of Child Care in Oregon as of January 2018 (Analysis by Oregon Child Care Research Partnership, Oregon State University using data collected by 211 and the CCR&R system) and dividing it by the population of children in the county who fall in the age group (2017 Annual Population Report Tables, Portland State University Population Research Center).

Figure 55. Decline in Child Care Capacity since COVID-19 Emergency Declaration, by County



Source: Department of Children, Youth and Families, June 25, 2020.





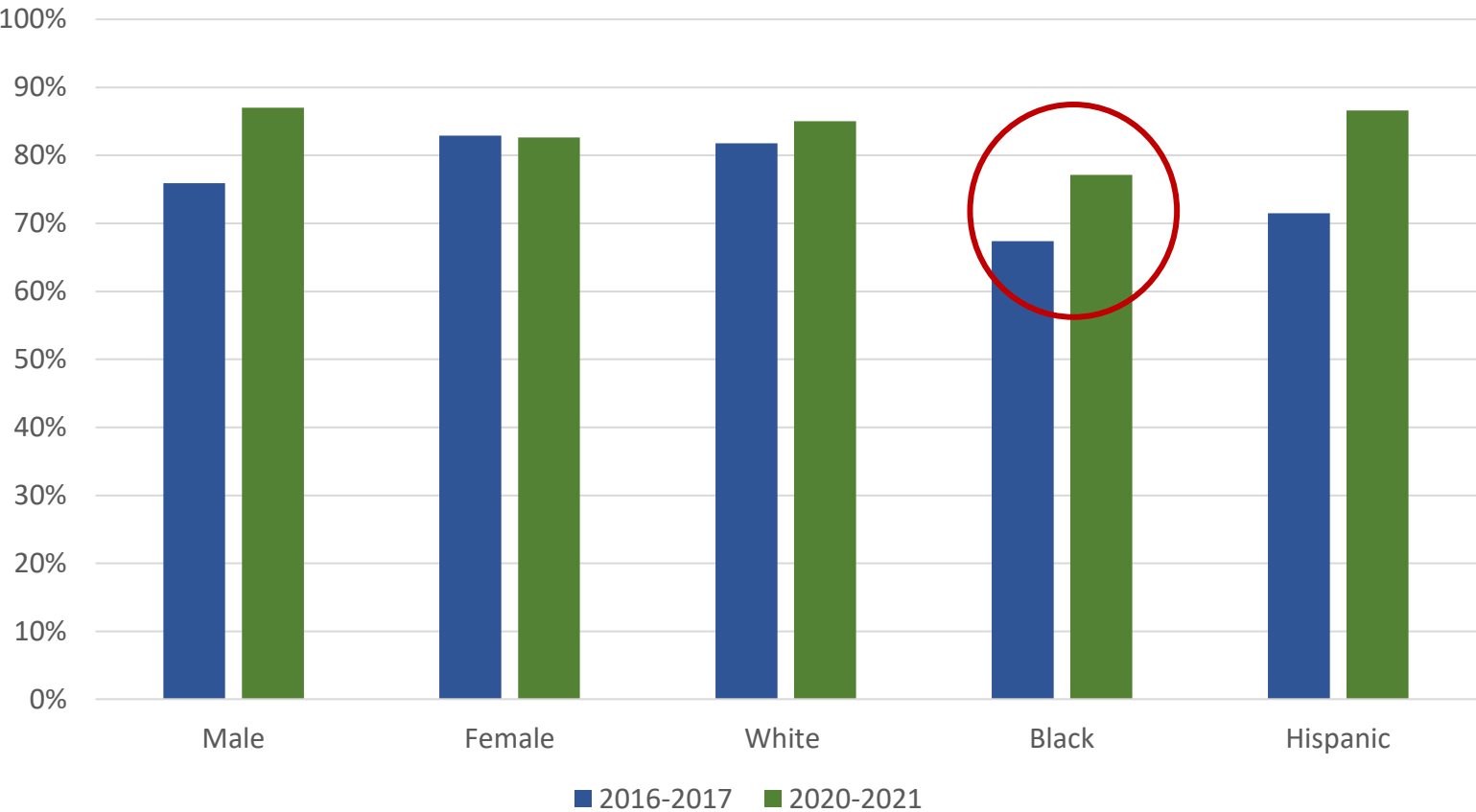
# Education

- High School Graduation
- Opportunity Youth
- Educational Attainment
- Interrupted Pipeline



# More youth are graduating from High School in four years

High School Graduation, Portland-Vancouver Metro Area



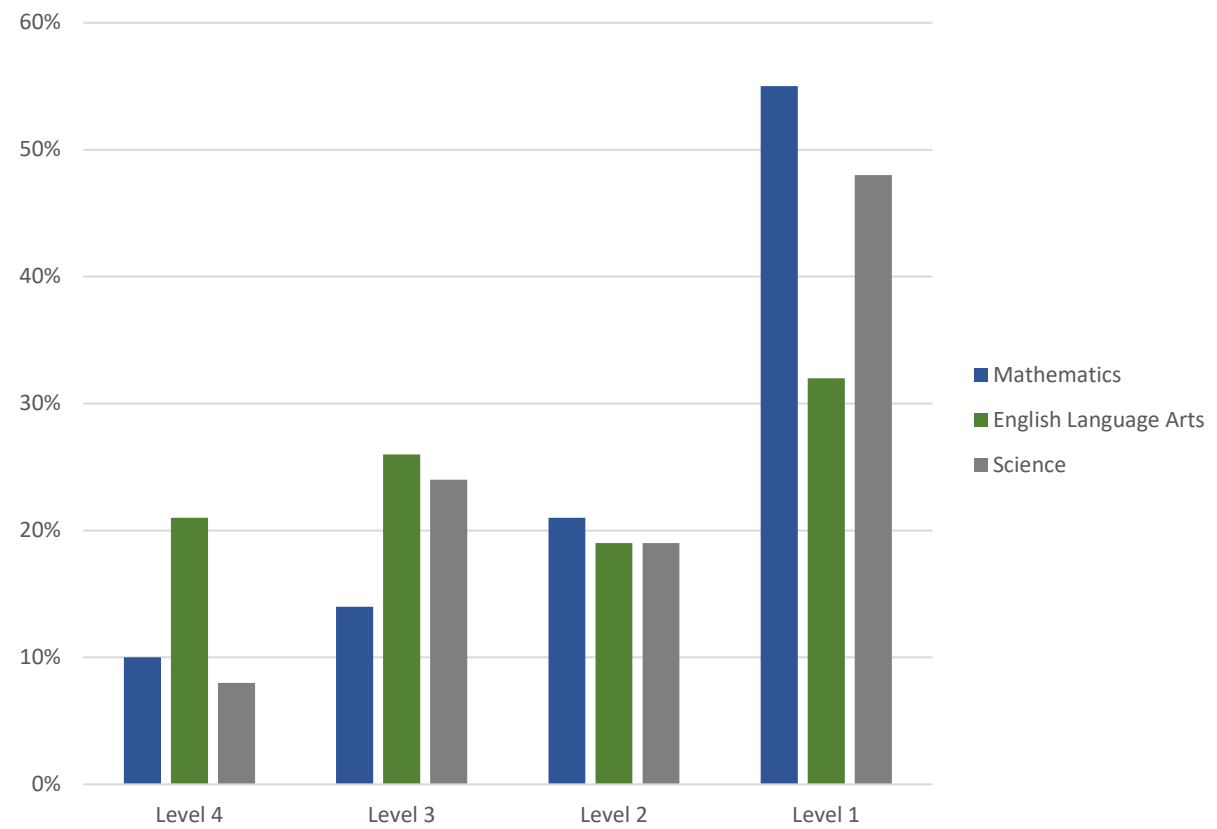
Persistent achievement gap

Source: Oregon Department of Education, Washington Superintendent of Public Instruction

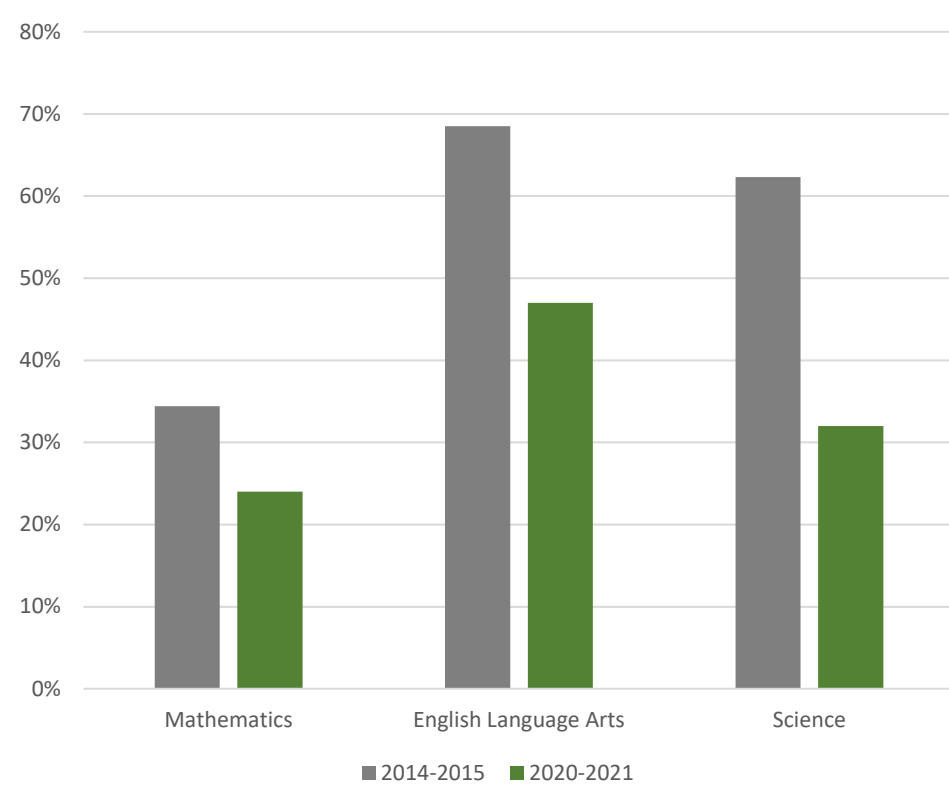


# Student Achievement

11th Grade Test Results: Portland Metro Area (OR Portion) 2020-21 School Year



11th Grade Test Results: Portland Metro Area (OR Portion), Over Time

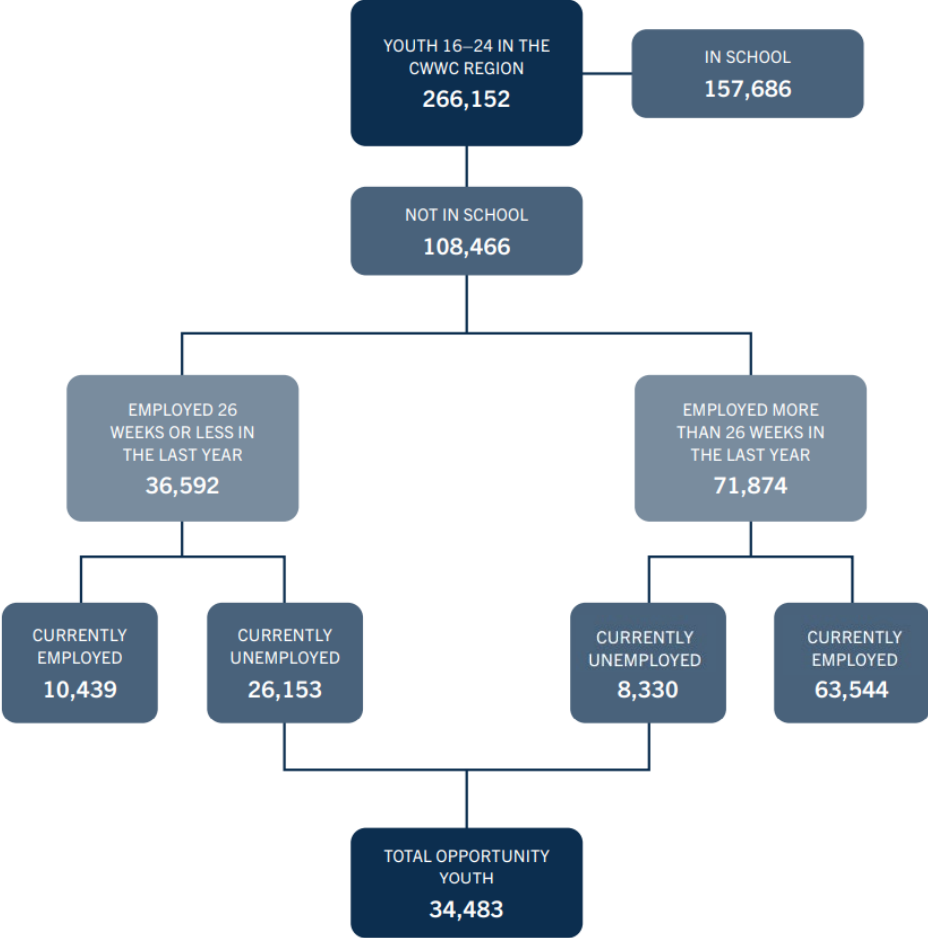


Source: Oregon Department of Education





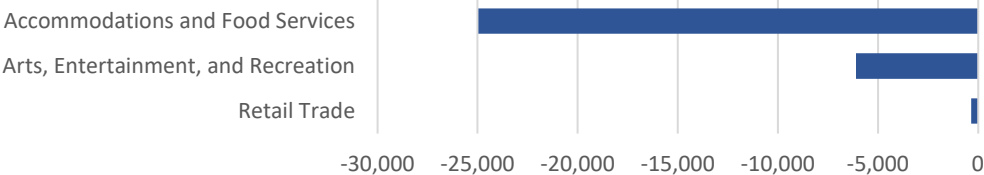
# Opportunity Youth are an Untapped Resource



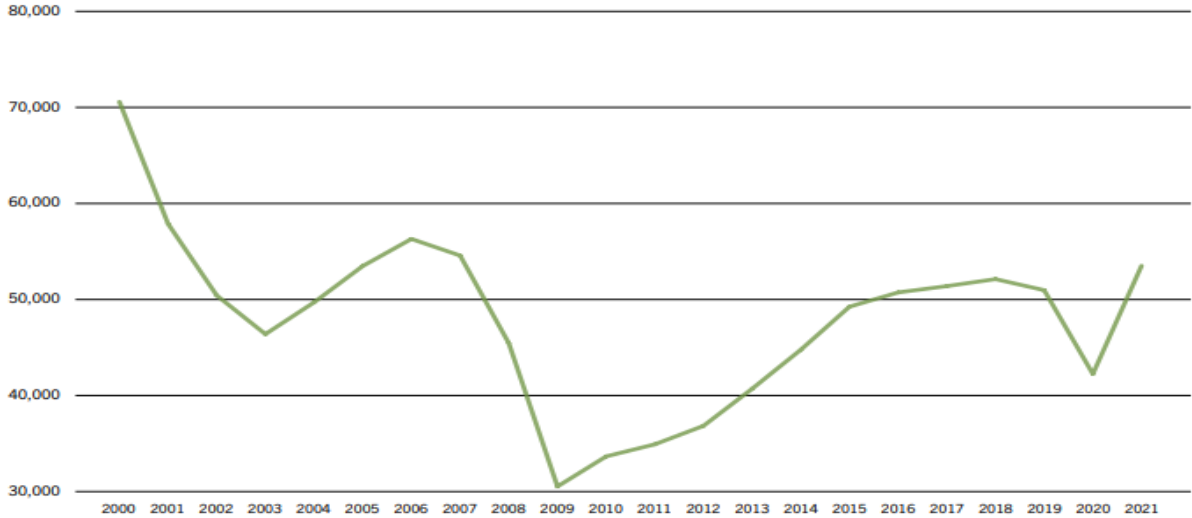
Source: Worksystems analysis of US Census data



## Change in Employment, 2019-2022



4.15 | YOUTH HIRING (AGES 14-24): 2000-2021  
NEW HIRES IN THE PORTLAND-VANCOUVER METRO AREA

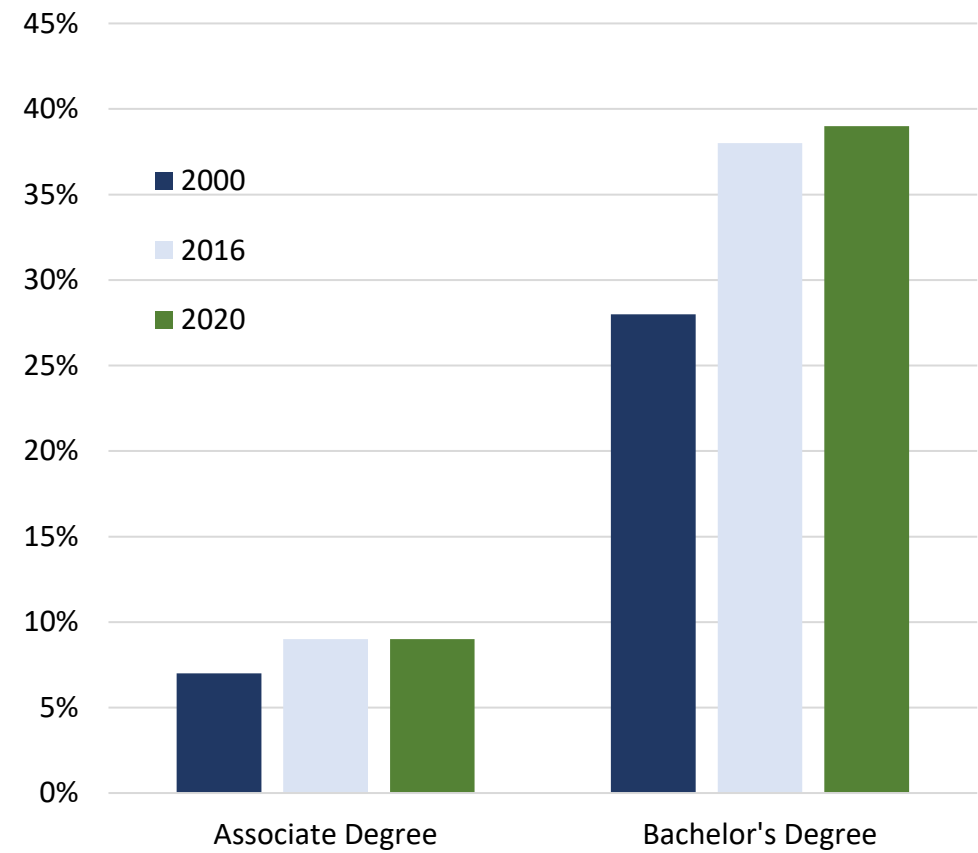


Source: U.S. Bureau of Labor Statistics, Oregon Employment Department



# Educational attainment slowing

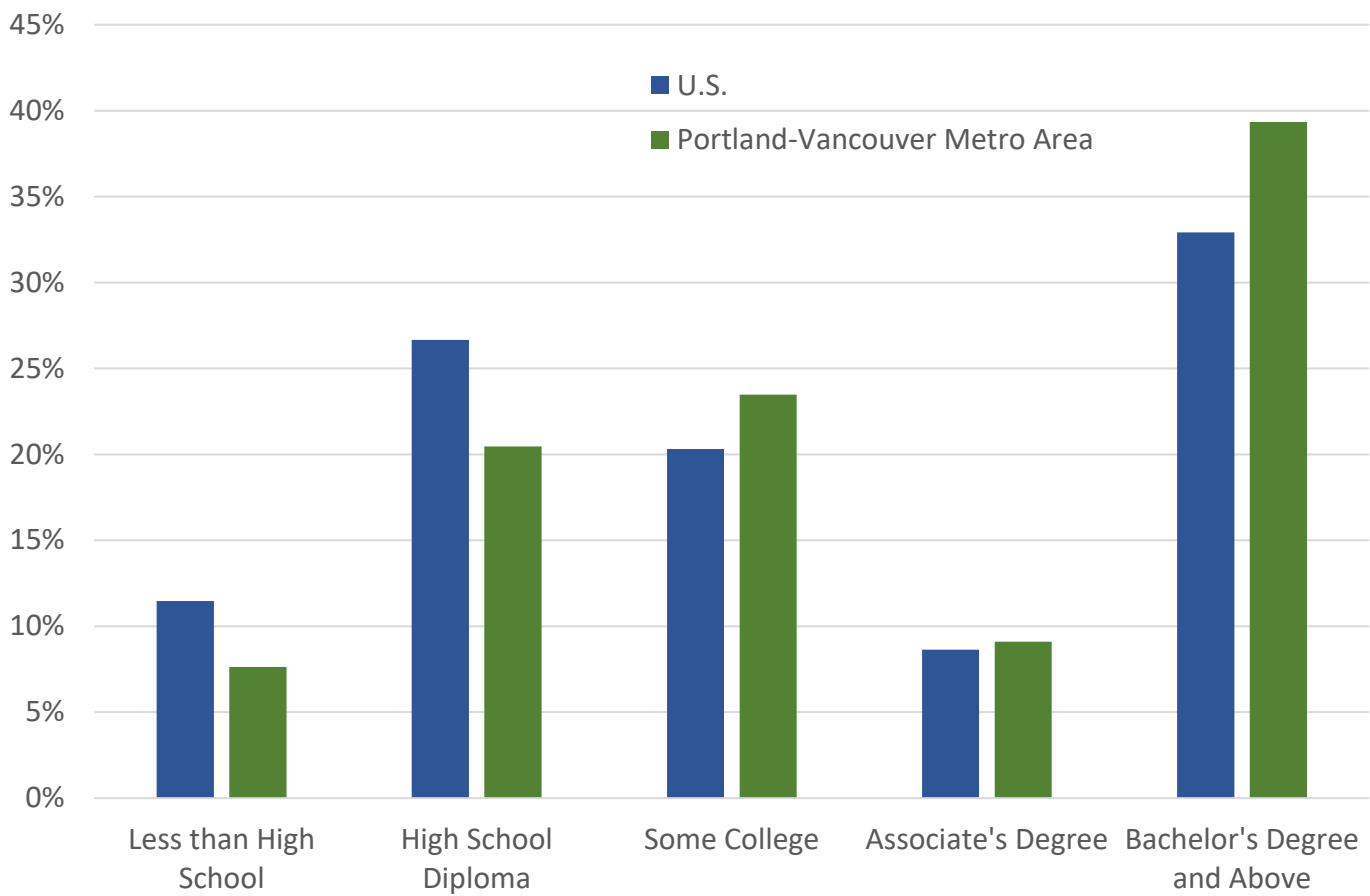
Population 25+ by Educational Attainment: 2000-2020



Source: US Census



Population 25+ by Educational Attainment: 2020



# Interrupted pipeline

Enrollment in Oregon community colleges and public universities has stabilized but not returned to pre-pandemic levels.

Decline in Community College Enrollment, Fall 2019-Fall 2020

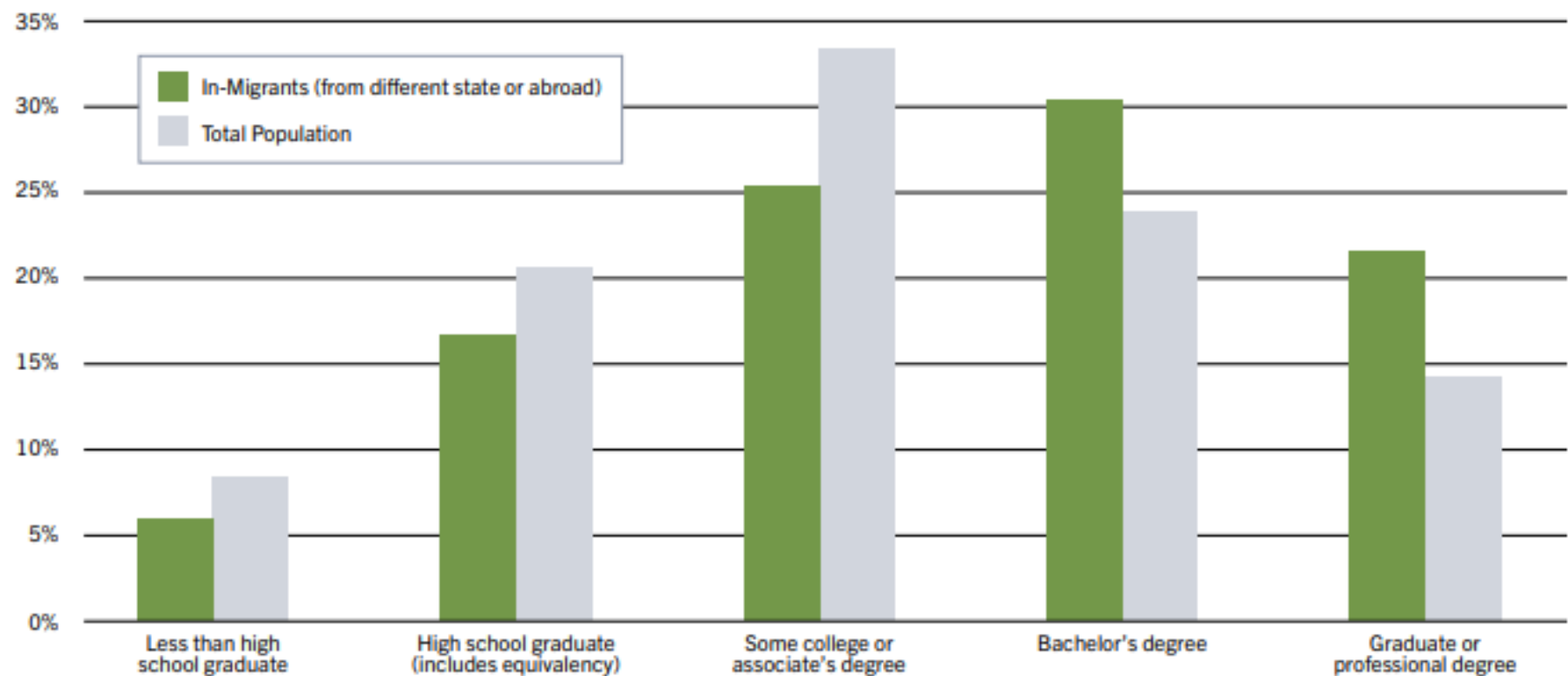


Source: Oregon Higher Education Coordinating Council, Washington Student Achievement Council



# In-Migration

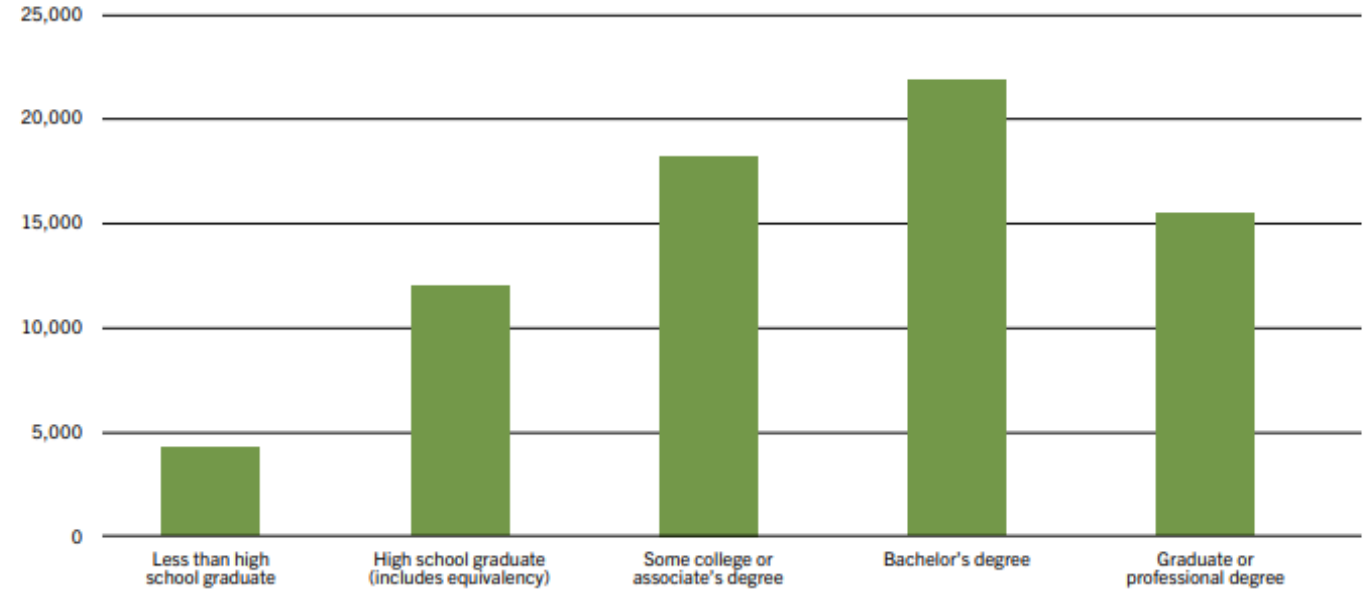
1.18 | IN-MIGRATION BY EDUCATIONAL ATTAINMENT RECENT IN-MIGRANTS  
COMPARED TO TOTAL POPULATION PORTLAND-VANCOUVER METRO AREA, 2016-2020



Source: US Census, American Community Survey, Table S0701

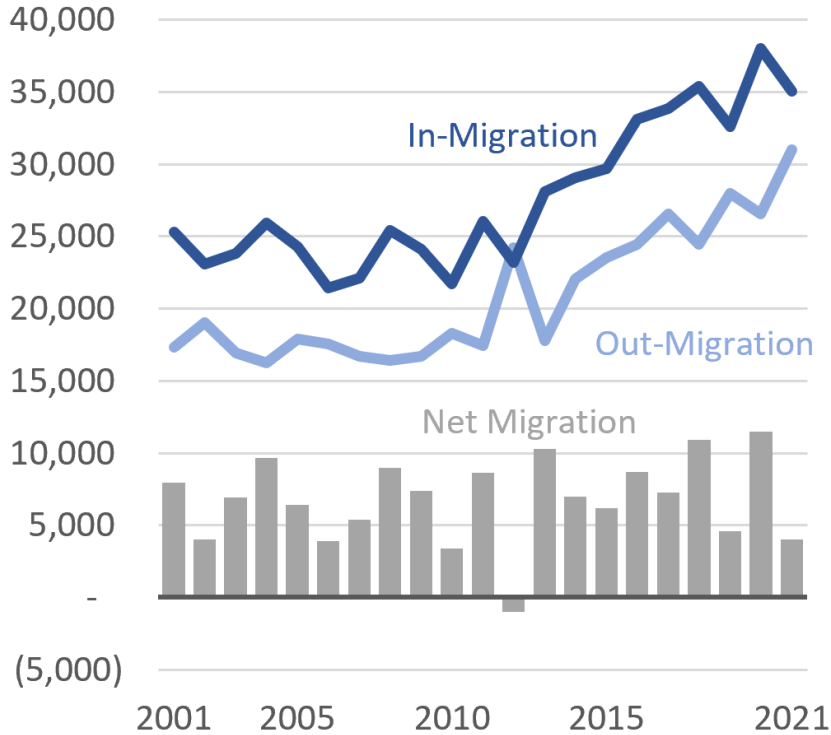
# In-Migration

1.17 | IN-MIGRATION BY EDUCATIONAL ATTAINMENT (25+ YEARS)  
MOVING FROM DIFFERENT STATE OR ABROAD IN PAST YEAR  
PORTLAND-VANCOUVER METRO AREA, 2016-2020



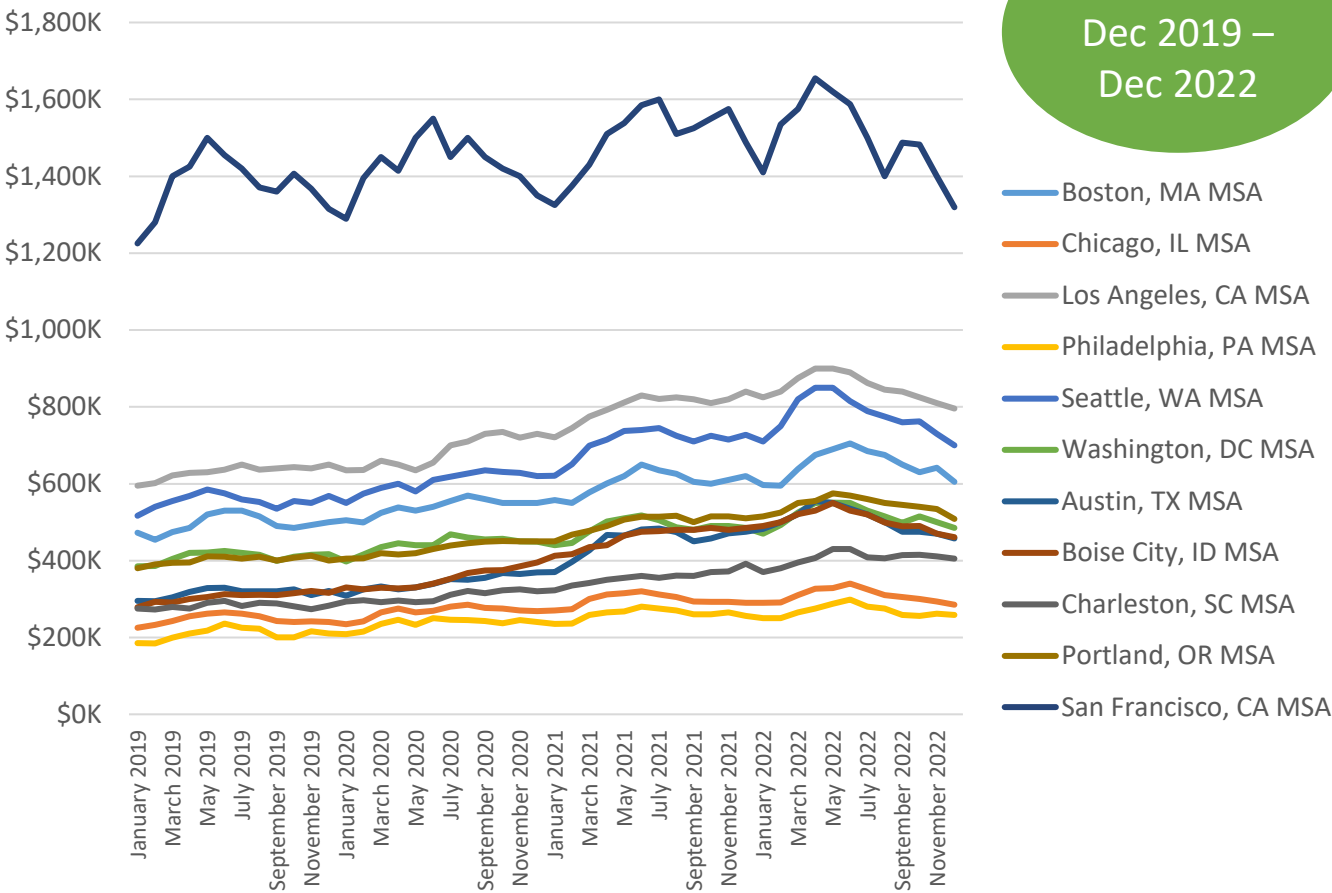
Source: US Census, American Community Survey, Table S0701

Domestic youth migration to Oregon  
*Bachelor's or Higher*



# Housing & Cost of Living

## Median Sale Price, All Residential



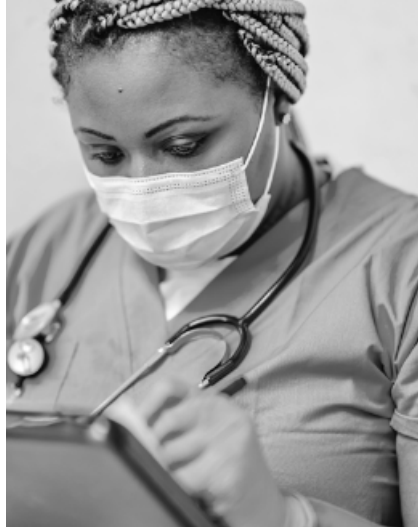
Source: Redfin Data Center

## Rental Costs, Portland MSA, May 2022

Metro	2-br Median Rent	2-br Rent YY
San Jose-Sunnyvale-Santa Clara, CA	\$3,665	19.58%
San Francisco-Oakland-Hayward, CA	\$3,522	6.76%
Los Angeles-Long Beach-Anaheim, CA	\$3,462	16.71%
San Diego-Carlsbad, CA	\$3,450	18.97%
Boston-Cambridge-Newton, MA-NH	\$3,254	25.13%
New York-Newark-Jersey City, NY-NJ-PA	\$3,254	16.20%
Miami-Fort Lauderdale-West Palm Beach, FL	\$3,201	45.48%
Riverside-San Bernardino-Ontario, CA	\$2,858	8.86%
Seattle-Tacoma-Bellevue, WA	\$2,673	15.46%
Washington-Arlington-Alexandria, DC-VA-MD-WV	\$2,562	9.91%
Providence-Warwick, RI-MA	\$2,500	31.58%
Denver-Aurora-Lakewood, CO	\$2,369	13.89%
Tampa-St. Petersburg-Clearwater, FL	\$2,342	24.55%
Sacramento-Roseville-Arden-Arcade, CA	\$2,255	7.64%
Orlando-Kissimmee-Sanford, FL	\$2,221	30.26%
Chicago-Naperville-Elgin, IL-IN-WI	\$2,175	10.97%
Portland-Vancouver-Hillsboro, OR-WA	\$2,138	8.17%

Source: Realtor

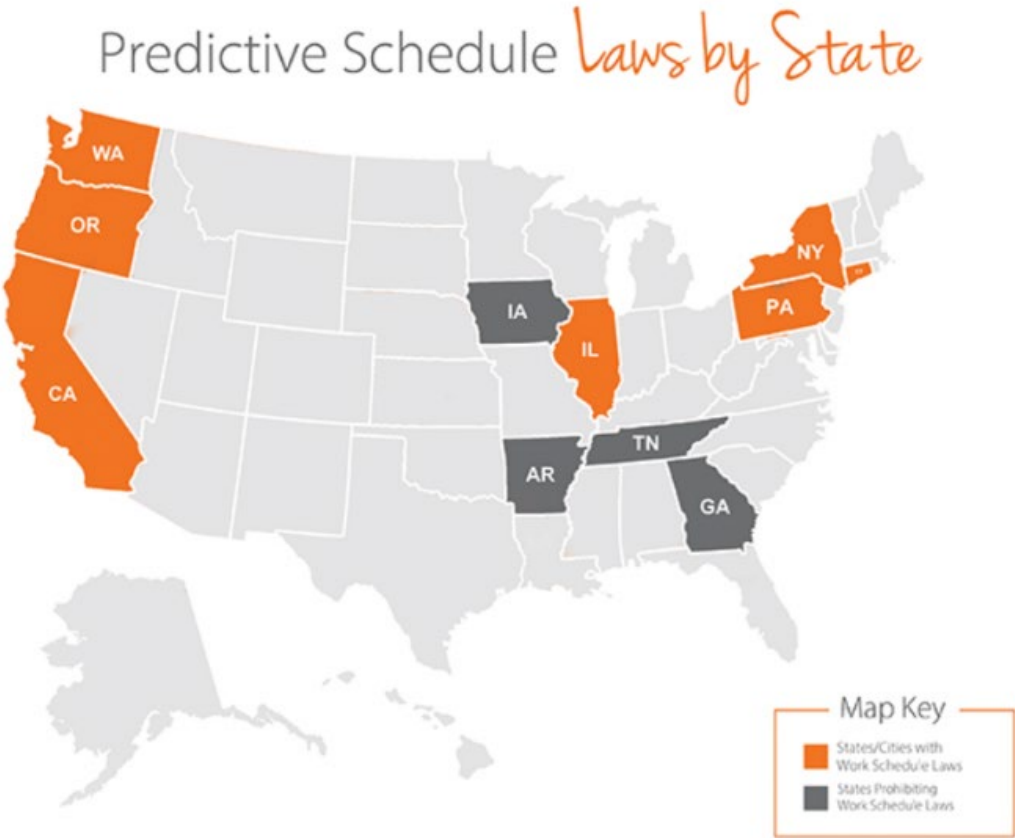




## Harnessing Opportunity

- Unionization
- Critical Support for Workers
- Demand for High-Paying Jobs
- Quality Jobs



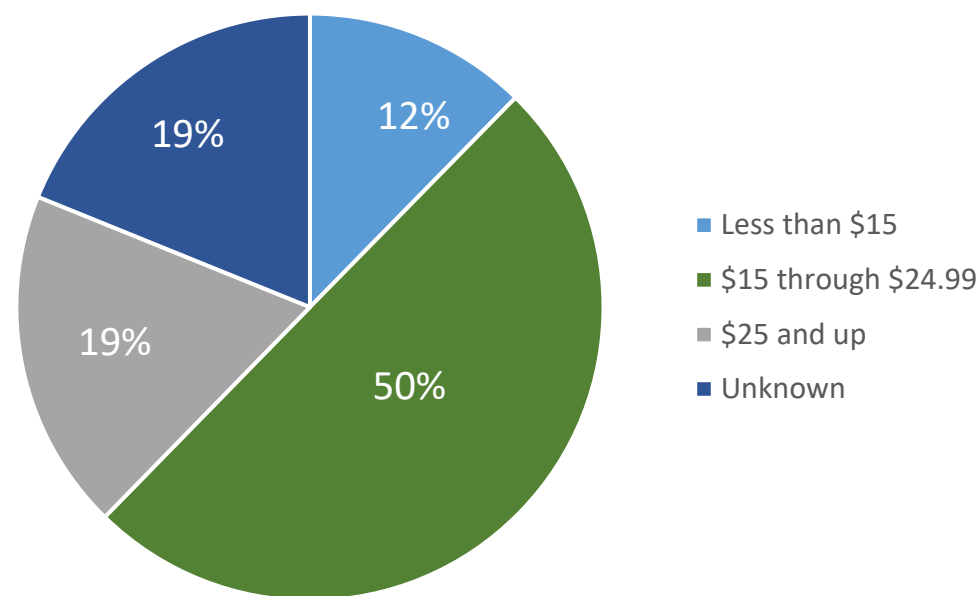


# PRESCHOOL FOR ALL

MULTNOMAH COUNTY

# Hard-to-fill jobs

Jobs that require a high school diploma or postsecondary training are the most in demand



Occupation	Vacancies	% of Vacancies
All Occupations	38,102	
Retail Salespersons	2,361	6.2%
Personal Care Aides	1,284	3.4%
Stockers and Order Fillers	1,002	2.6%
Customer Service Representatives	969	2.5%
Registered Nurses	959	2.5%
Cooks, Restaurant	926	2.4%
Maids and Housekeeping Cleaners	907	2.4%
Nursing Assistants	898	2.4%
Cashiers	845	2.2%
Automotive Service Technicians and Mechanics	824	2.2%
Dental Assistants	808	2.1%
Receptionists and Information Clerks	766	2.0%
Heavy and Tractor-Trailer Truck Drivers	645	1.7%
Production Workers, All Other	608	1.6%

# In-demand jobs: High wages

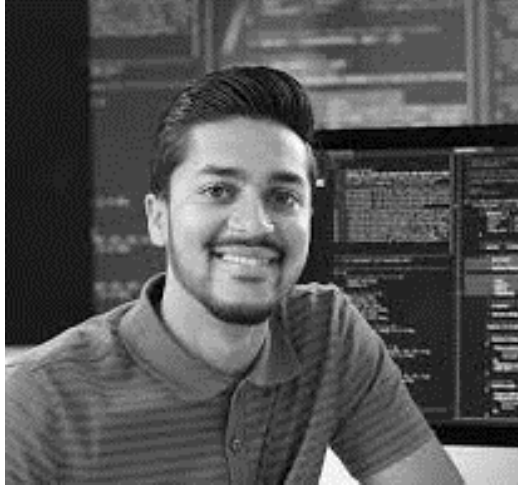


## Registered Nurse

\$103,000/yr.

BSN

+1,773/yr.



## Software Developer

\$113,000/yr.

BS

+1,660/yr.



## Electrician

\$80,000

Apprenticeship

+1,098/yr.





# Opportunities for Barriered Workers



## **Mental Health Peer Support Specialist**



## **Substance Abuse Peer Support Specialist**



## **Residential Advocate, In Shelter**

- Justice Involved
- English Language Learners
- Living with Disabling Conditions
- Lived Experience of Homelessness
- Lived Experience of Addiction
- Mental Health
- Veterans



# CWWC's Quality Jobs Initiative

## Quality Jobs Framework

Columbia-Willamette Workforce Collaborative  
Quality Jobs Initiative

A guide for advancing quality jobs in the region.



**Self-Sufficiency Wages**

A quality job provides sufficient income to afford a decent standard of living. For example, jobs that offer pay consistent with established published self-sufficiency standards that consider family composition and cost of living.



**Safe Working Conditions/Worker Engagement**

A quality job offers employees dignity and respect and welcomes engagement in workplace operations. For example, jobs that are subject to anti-discrimination and anti-discrimination policies and provide reasonable accommodation to employees with disabilities.



**Predictable Hours**

A quality job offers employees predictability on the number of hours they are offered per week to minimize hardship on employees and their families.



**Comprehensive Benefits**

A quality job provides basic benefits that increase economic security, improve health and overall well-being. Quality jobs include healthcare, childcare, transportation, wellness programs, and access to retirement savings programs, among other supports.



**Accessible Hiring and Onboarding Practices**

A quality job offers transparent and accessible hiring and onboarding practices to ensure that employer and employee are set for success.



**Training and Advancement Opportunities**

A quality job provides opportunities to build skills and access new roles and responsibilities in a workplace. For example, quality jobs offer internal pathways to support career progression, professional development, and incumbent worker training opportunities.







# How do I learn more about the State of the Workforce?

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- Read the full report on our websites
  - [www.clackamasworkforce.org](http://www.clackamasworkforce.org)
  - [www.workforcesw.org](http://www.workforcesw.org)
  - [www.worksystems.org](http://www.worksystems.org)
- Request a custom presentation by geography or industry



# Contact us for help with your workforce needs!



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