Post COVID-19 Economy
  o Recovery
  o Missing Jobs & Shift in Industries
  o Unemployment
  o Wages

Today’s Labor Force
  o Labor Force Participation
  o Immigration
  o Birth Rate & Retirement
  o Childcare

Education
  o Student Achievement
  o Opportunity Youth
  o Educational Attainment
  o 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 Job Changes Compared to Great Recession Job Changes

Source: Oregon Employment Department
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?
Region’s Largest Occupations Don’t Pay Enough

8 of the 10 largest occupations do not pay a Self Sufficiency Wage.

- Customer Service Rep $40,031
- Office Clerks $38,733
- Laborers and Freight, Stock, and Material Movers $37,463
- Customer Service Representatives $36,736
- Stockers and Order Fillers $36,522
- Home Health/Personal Care Aides $30,846
- Fast Food & Counter Workers $30,125
Women’s earnings are 81% of men’s earnings.
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
Regional labor force grew **16.3%** between 2011 and 2021.
Labor Force Participation Rate

Persons Obtaining Lawful Permanent Resident Status, United States

Source: US Department of Homeland Security
Lower Birth Rate Means Fewer Workers

5 Generations = 1 Labor Force

<table>
<thead>
<tr>
<th>Generations</th>
<th>Years</th>
</tr>
</thead>
<tbody>
<tr>
<td>Baby Boomers</td>
<td>1946-1964</td>
</tr>
<tr>
<td>Generation X</td>
<td>1965-1980</td>
</tr>
<tr>
<td>Millennials</td>
<td>1981-1996</td>
</tr>
<tr>
<td>Generation Z</td>
<td>1997-2015</td>
</tr>
</tbody>
</table>

Births Rate, US

Older Adults Left the Labor Force and Aren’t Coming Back

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

Half of older U.S. adults are now retired

% of older adults who are retired

- **Q3 2021**
  - All adults ages 55+
    - 50.3
  - 55-64
    - 17.1
  - 65-74
    - 66.9
  - 75+
    - 86.7

- **Q3 2020**
  - All adults ages 55+
    - 49.6
  - 55-64
    - 17.4
  - 65-74
    - 66.1
  - 75+
    - 86.4

- **Q3 2019**
  - All adults ages 55+
    - 48.1
  - 55-64
    - 16.6
  - 65-74
    - 64.0
  - 75+
    - 86.3

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


Clackamas Workforce Partnership

workforce SOUTHWEST WASHINGTON

workforce systems

work.
Labor Force Participation Rate by Sex

Labor Force Participation Rate, by Sex, US

Source: St Louis Federal Reserve Bank
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).
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

- Mathematics
- English Language Arts
- Science

Source: Oregon Department of Education

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

- Mathematics
- English Language Arts
- Science

Source: Oregon Department of Education
Opportunity Youth are an Untapped Resource

Source: Worksystems analysis of US Census data
Educational attainment slowing


Population 25+ by Educational Attainment: 2020

Source: US Census
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
Domestic youth migration to Oregon

Bachelor's or Higher

In-Migration vs. Out-Migration

Net Migration

Source: US Census, American Community Survey, Table S0701
Housing & Cost of Living

Median Sale Price, All Residential

Source: Redfin Data Center

Rental Costs, Portland MSA, May 2022

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

Source: Realator
Harnessing Opportunity

- Unionization
- Critical Support for Workers
- Demand for High-Paying Jobs
- Quality Jobs
Supports workers need

Predictive Schedule Laws by State

PRESCHOOL FOR ALL
MULTNOMAH COUNTY

Map Key
- States/Cities with Work Schedule Laws
- States Enacting Work Schedule Laws
Hard-to-fill jobs

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

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

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

Mental Health
Peer Support Specialist

Substance Abuse
Peer Support Specialist

Residential Advocate,
In Shelter
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?

- Read the full report on our websites
  - www.clackamasworkforce.org
  - www.workforcesw.org
  - www.worksystems.org

- Request a custom presentation by geography or industry
Contact us for help with your workforce needs!

Amy Oakley  
Senior Business Services Manager  
Clackamas Workforce Partnership  
503.657.6770  
Amy.Oakley@clackamasworkforce.org

Darcy Hoffman  
Director of Business Services  
Workforce Southwest Washington  
360.608.4949  
dhoffman@workforcesw.org

Kelly Haines  
Business Services Manager  
Worksystems  
503.478.7331  
khaines@worksystems.org

Clackamas Workforce Partnership  
Workforce Southwest Washington  
Worksystems