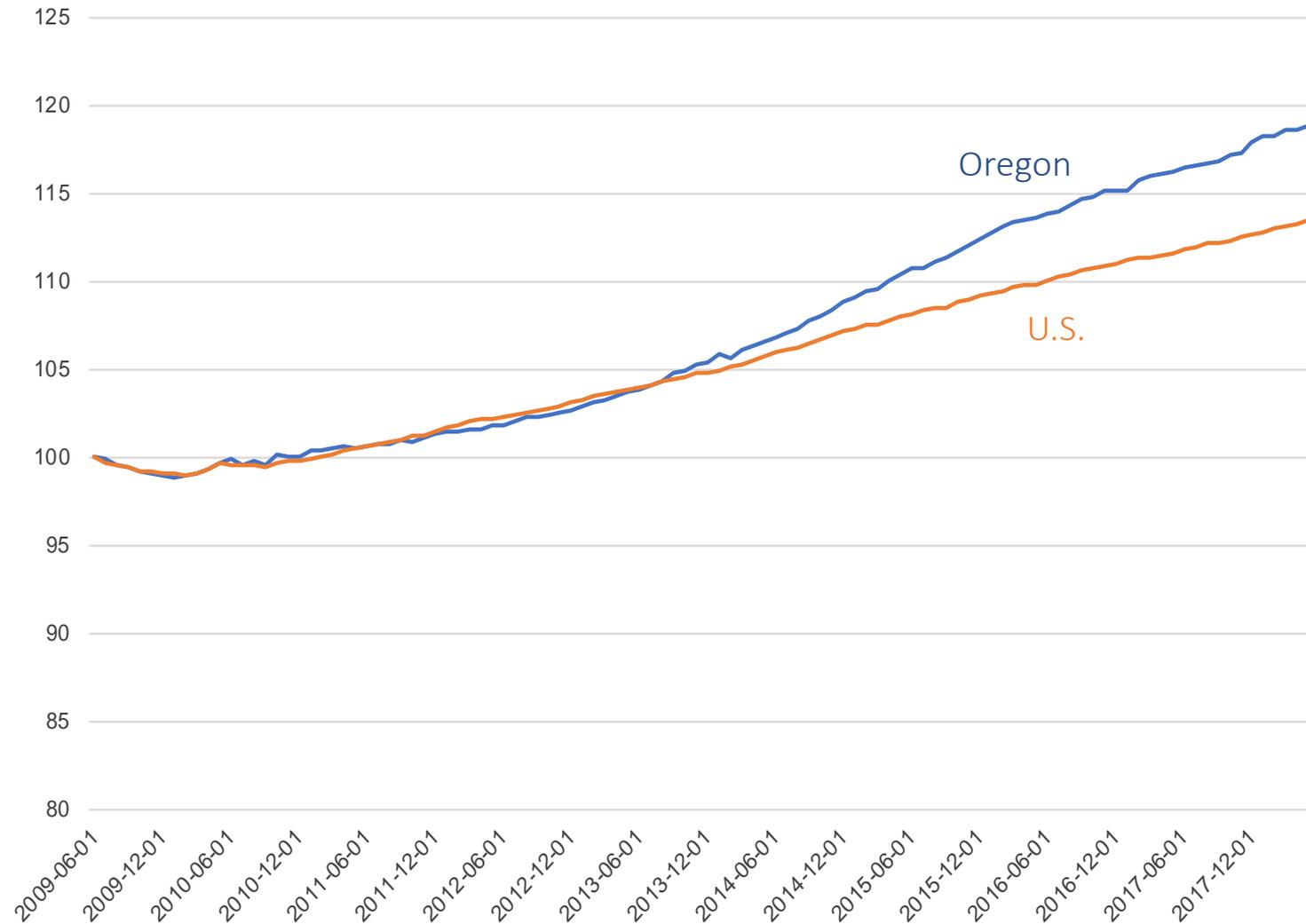


Oregon Talent Assessment

Perspectives on Skill Gaps, Shortages, and Mismatches

Talent has supported strong job growth

Total nonfarm employment, indexed (June 2009 = 100), Oregon and U.S.



Data source: American Community Survey PUMS

Skill Problems

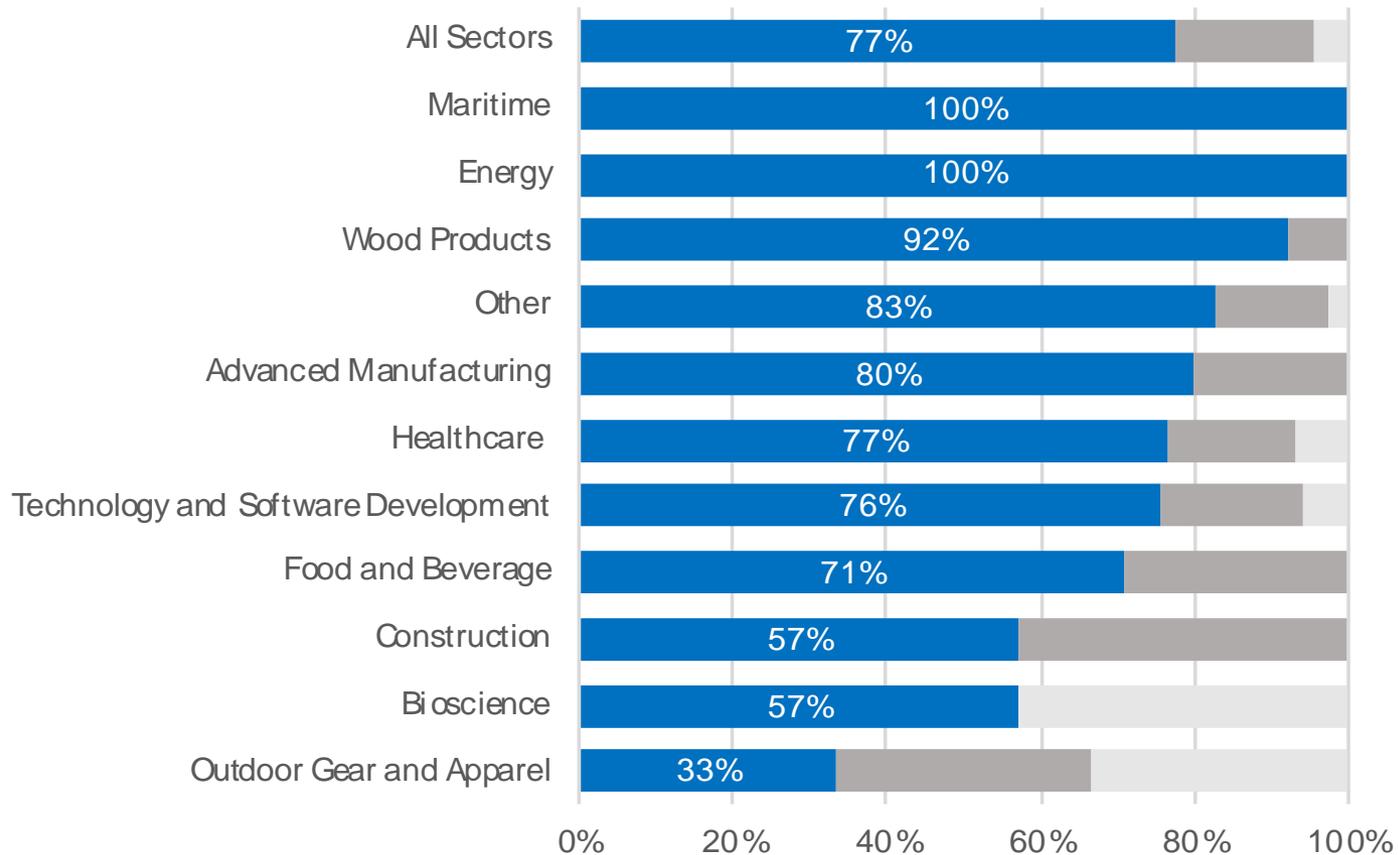
Categories of Skill Problems

- **Skill Gaps:** Widespread shortfalls in basic skills usually associated with a failure of the education system
- **Skill Shortages:** Shortfall of skills required by specific occupations
- **Skill Mismatches:** Supply and demand for skills is out of sync in either direction—oversupply or undersupply

Skill Gaps: Employers' Perspectives

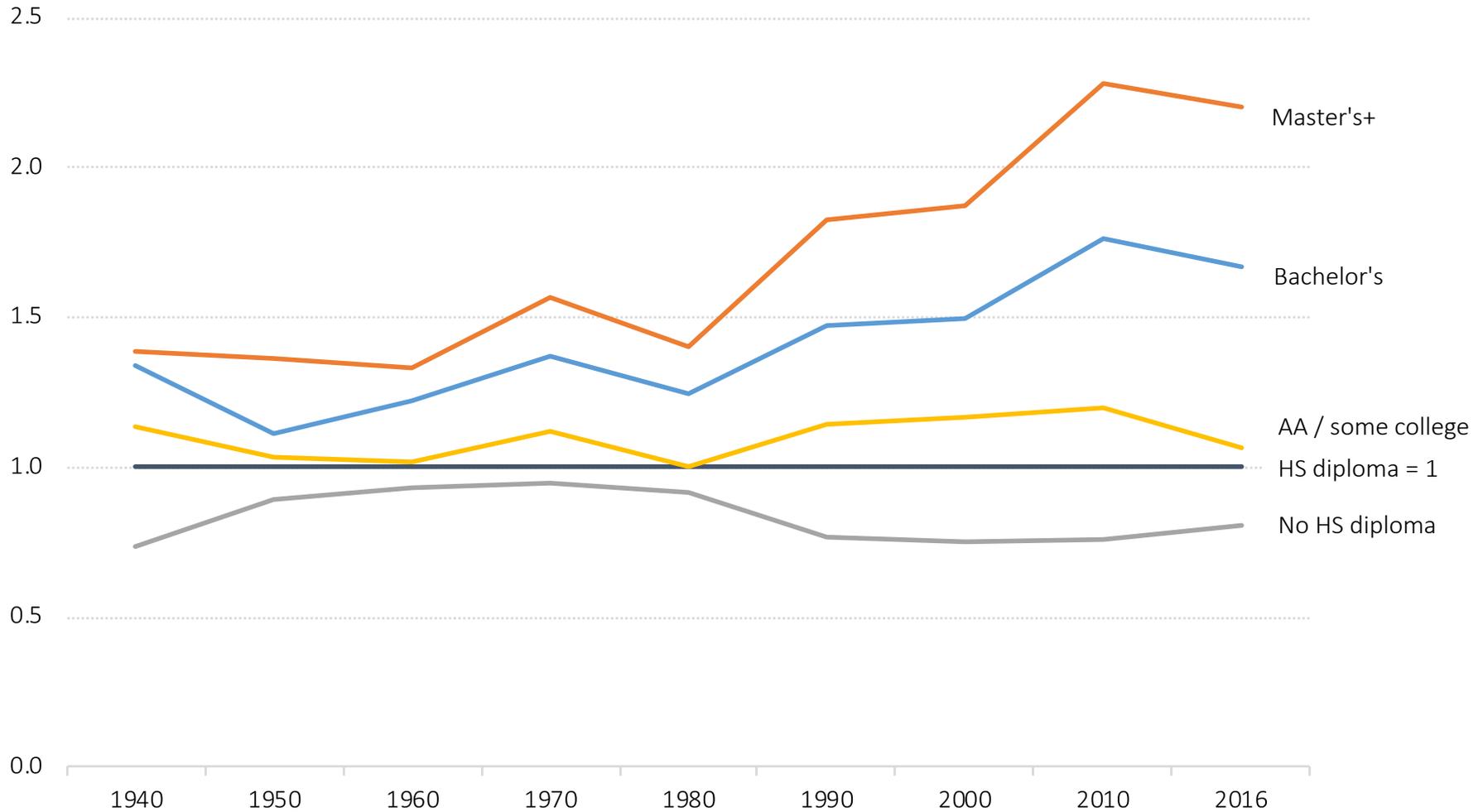
Percent of survey respondents, by industry, who agree that applicants have the basic skills required for vacant positions

■ Agree ■ Disagree ■ Don't Know/ Not Applicable



Skill Gaps: What the Data Say

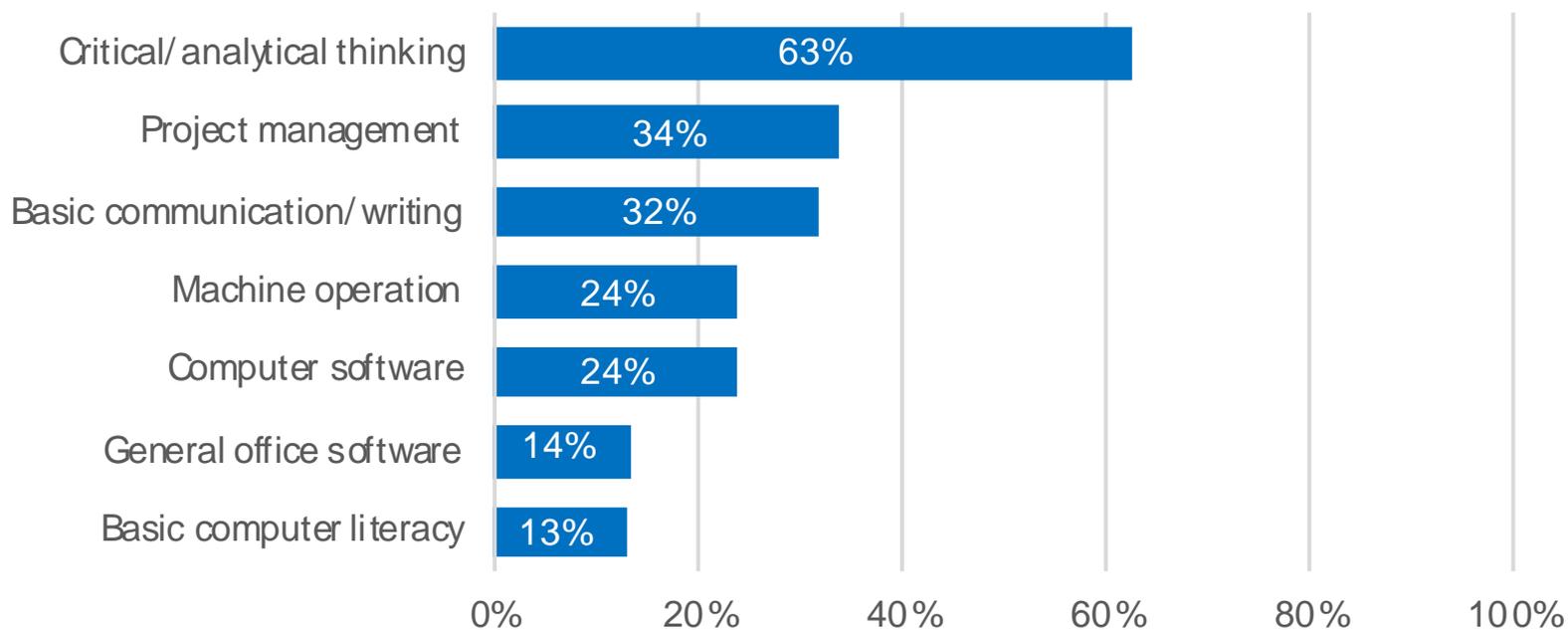
Median wages by educational attainment, relative to high school, Oregon, 1940-2016



Data source: US Census; American Community Survey PUMS

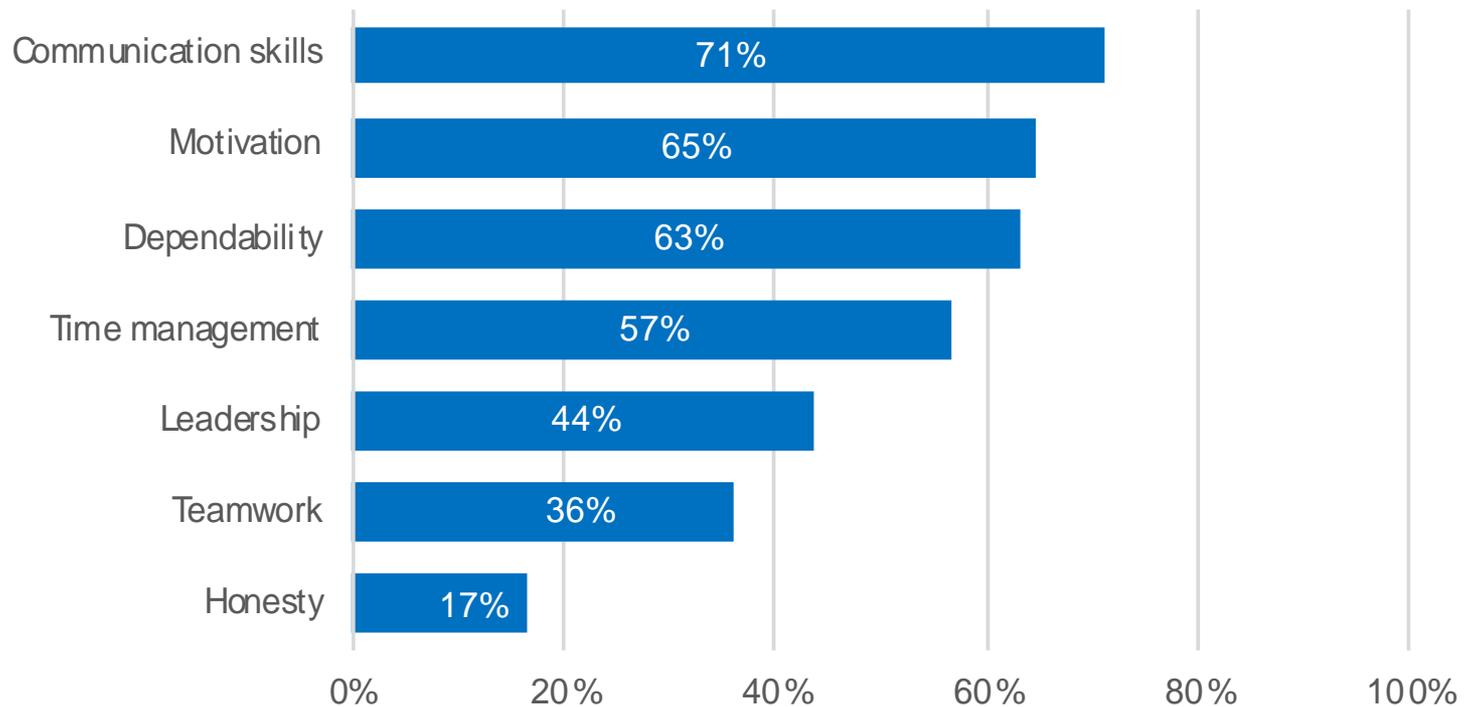
Skill Shortages: Employers' Perspectives

Percent of survey respondents who identified specific hard or occupation skills that are hard to find



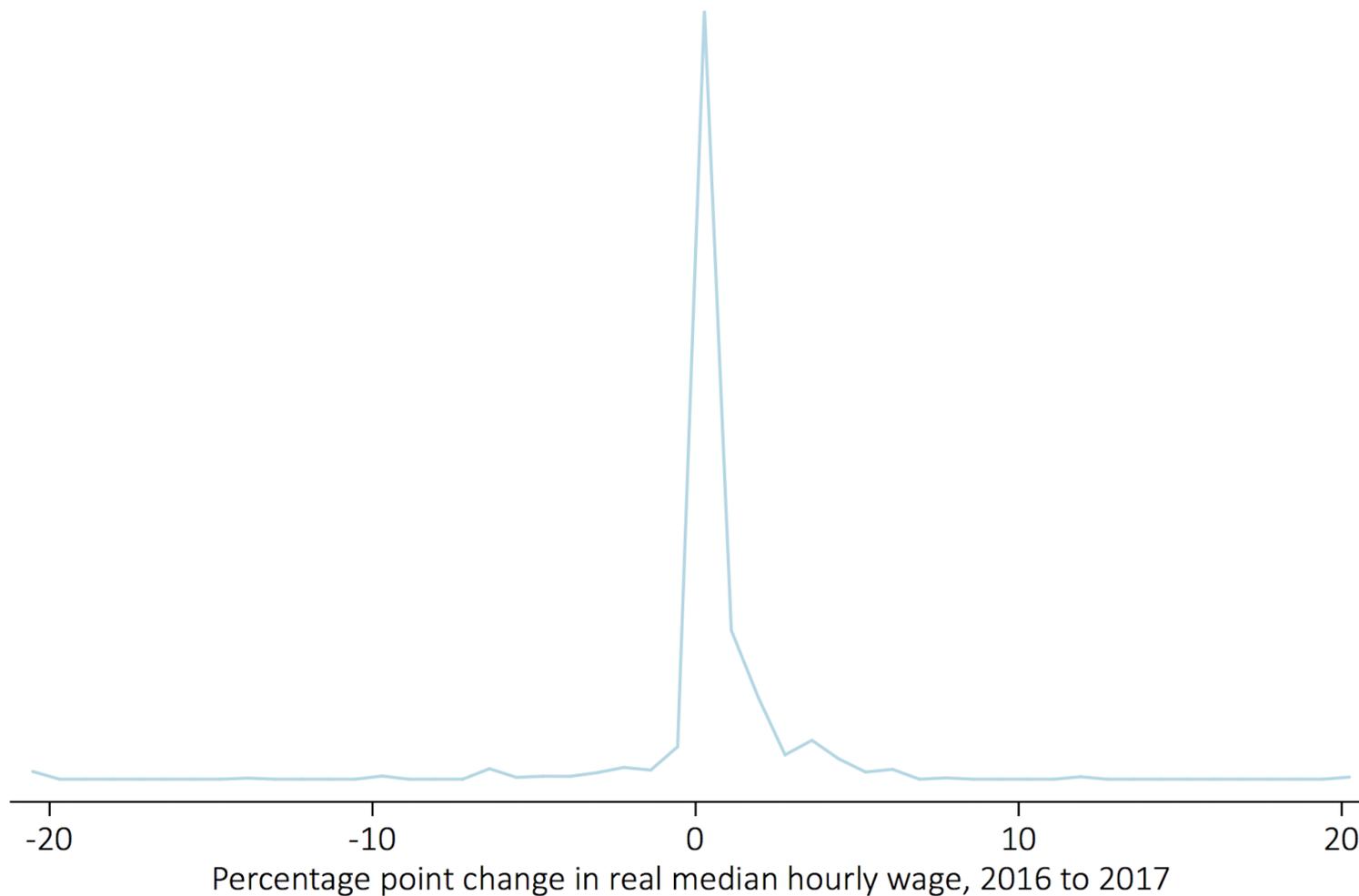
Skill Shortages: Employers' Perspectives

Percent of survey respondents who identified specific soft or interpersonal skills that are hard to find



Skill Shortages: What the Data Say

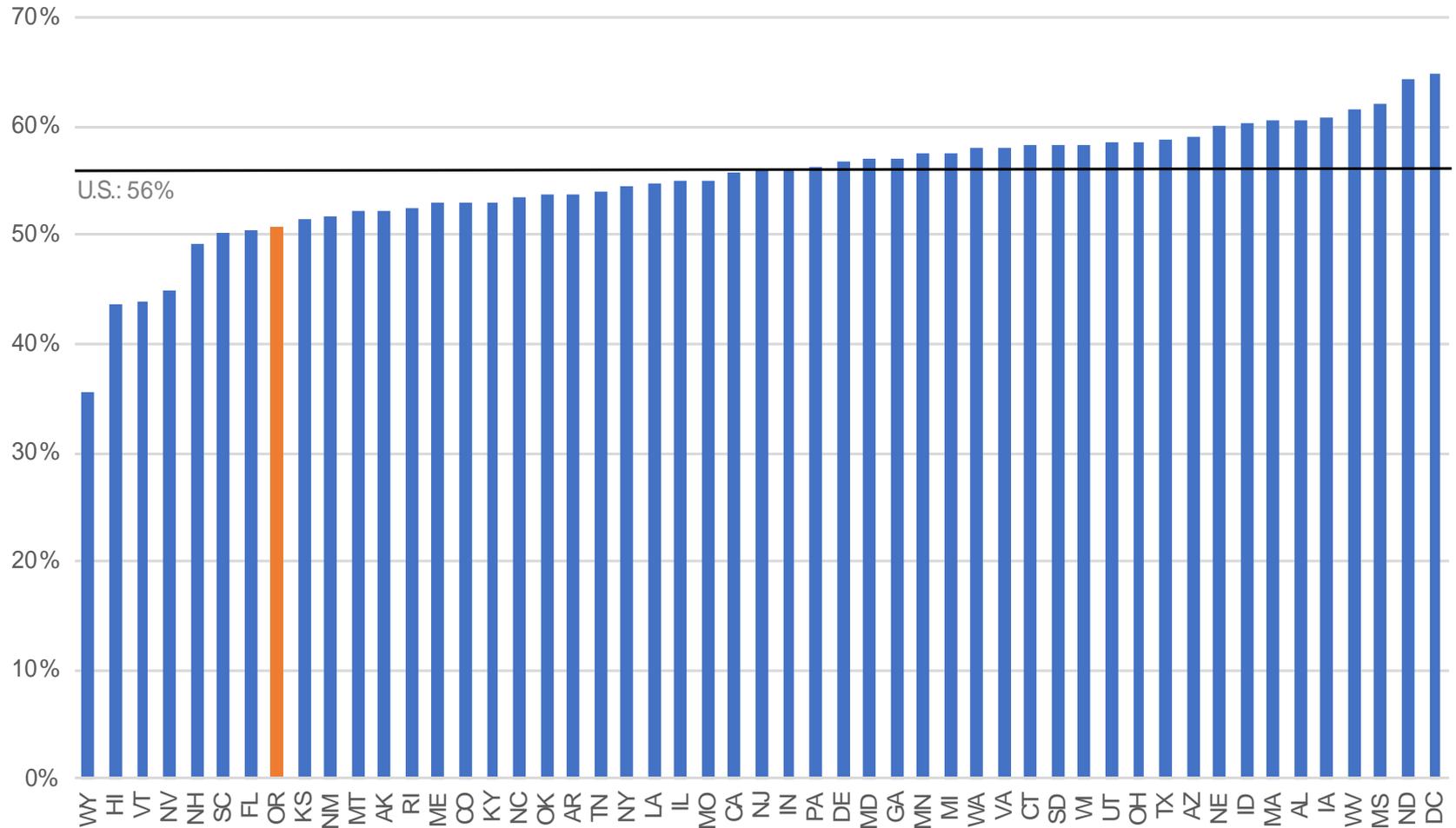
Distribution of Oregon occupations by percentage point change in real median hourly wage, 2016 to 2017



Data source: US Bureau of Labor Statistics

Skill Mismatches: What the Data Say

Share of college-educated 23-29 year old workers in occupations requiring college degrees

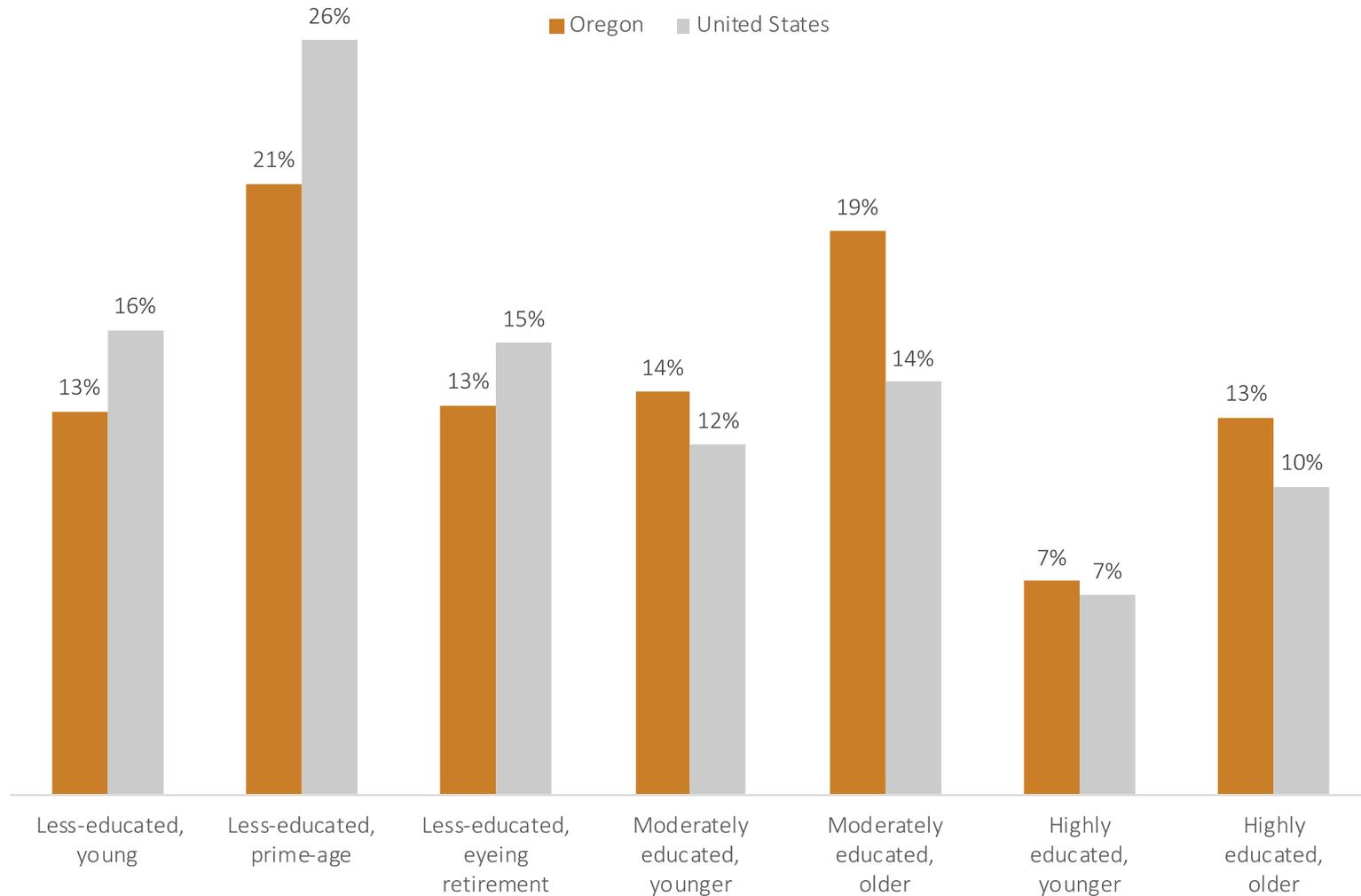


Data source: American Community Survey PUMS data and Oregon Employment Department

The Outlook

Sidelined Talent Late in the Economic Expansion

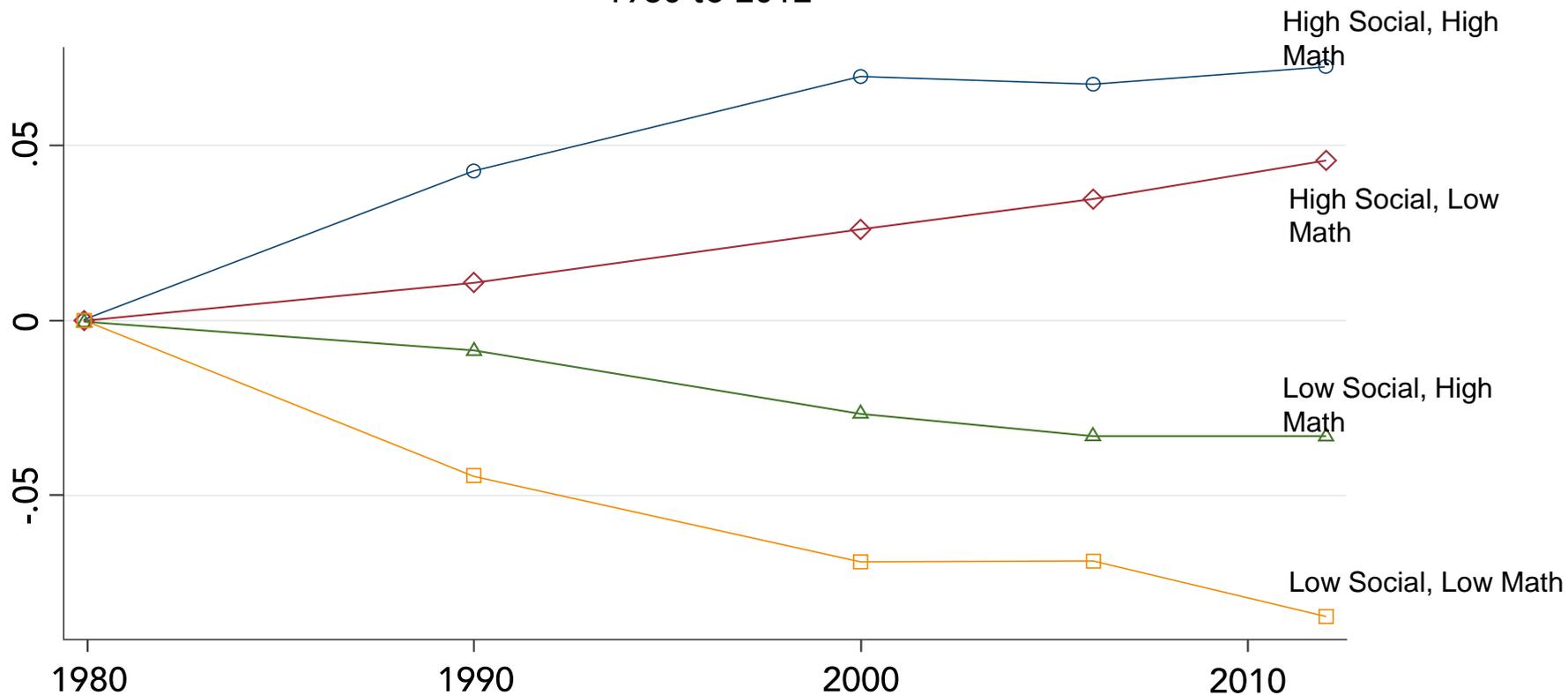
Distribution of the out-of-work population (ages 25-64), Oregon and U.S., 2014-2016



Source: American Community Survey PUMS data; Ross & Holmes (2017), The Brookings Institution.

Job Market Rewarding Humans for Being Human

Cumulative Changes in Employment Share by Occupation Task Intensity
1980 to 2012



Source: Deming, D.J. (2017). The Growing Importance of Social Skills in the Labor Market. *Quarterly Journal of Economics*, vol. 132 issue 4.

2017-2027 Job Projections by Skill Emphasis

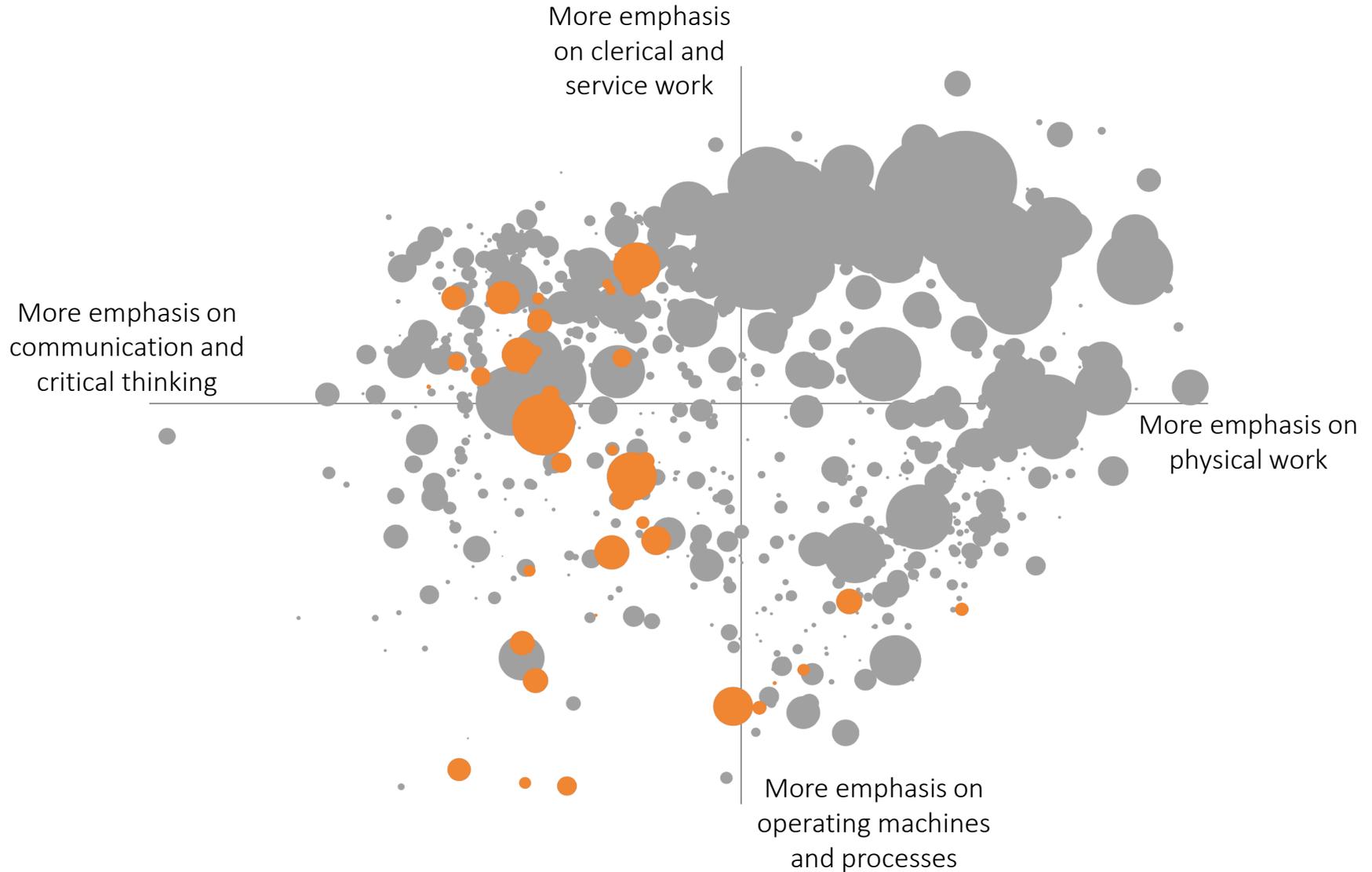
More emphasis
on clerical and
service work

More emphasis on
communication and
critical thinking

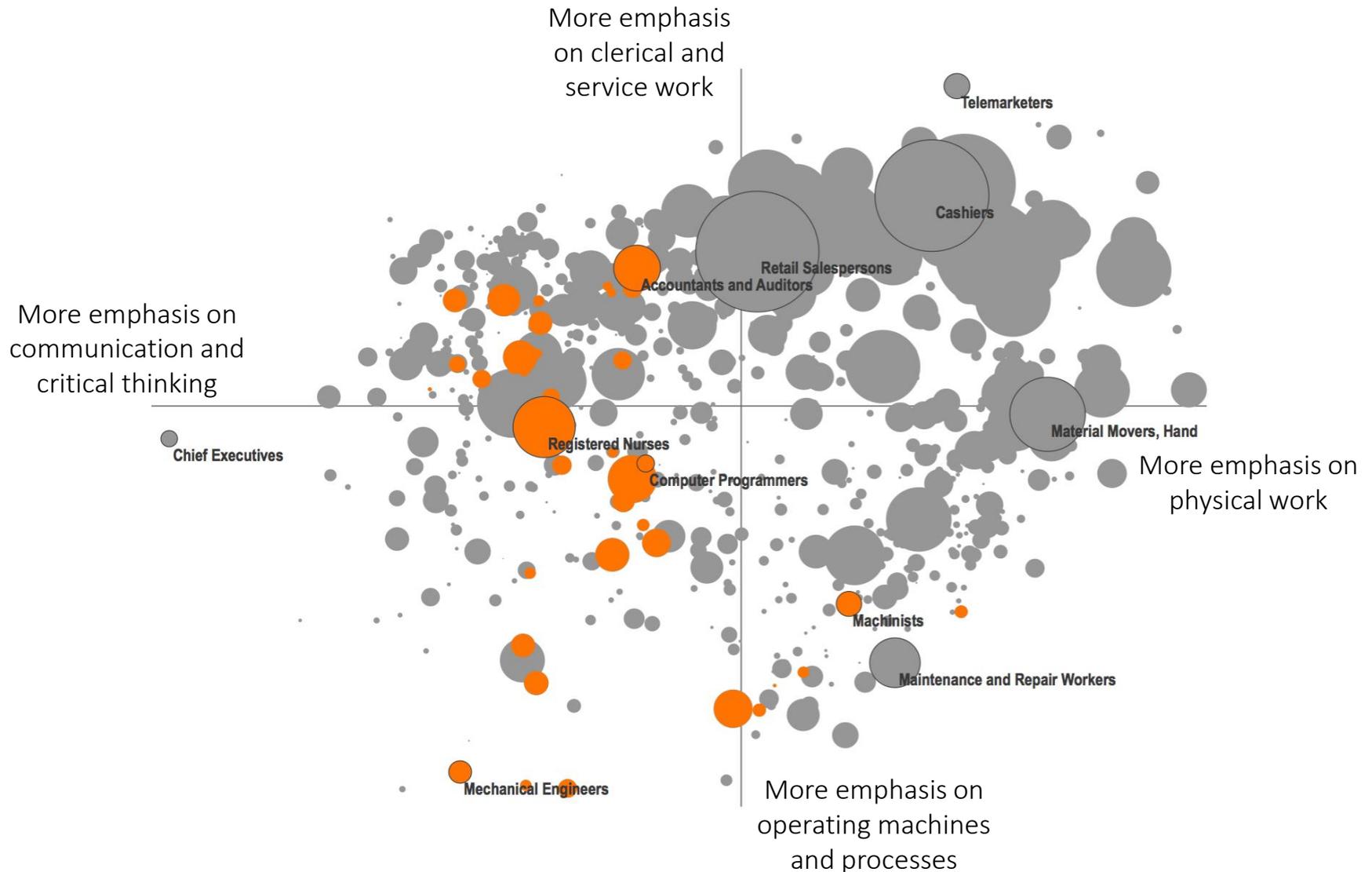
More emphasis on
physical work

More emphasis on
operating machines
and processes

2017-2027 Job Projections by Skill Emphasis



2017-2027 Job Projections by Skill Emphasis



The Work Ahead

1. Humans have to get better at being human, which has broad implications for education and training delivery.

2. “Known knowns” in the occupational and skill forecasts are limited—but exist. They create the space for employer-educator collaboration (e.g., around project management, communication, and writing skills, plus occupations that serve an aging demography, hard-to-automate occupations, and occupations that will serve a growing state).

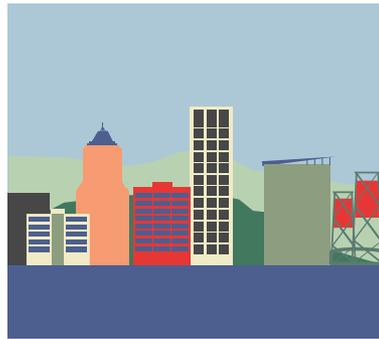
3. Oregonians who are unemployed or underemployed late in this economic expansion deserve priority attention as the state takes action under a new adult attainment goal.

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