

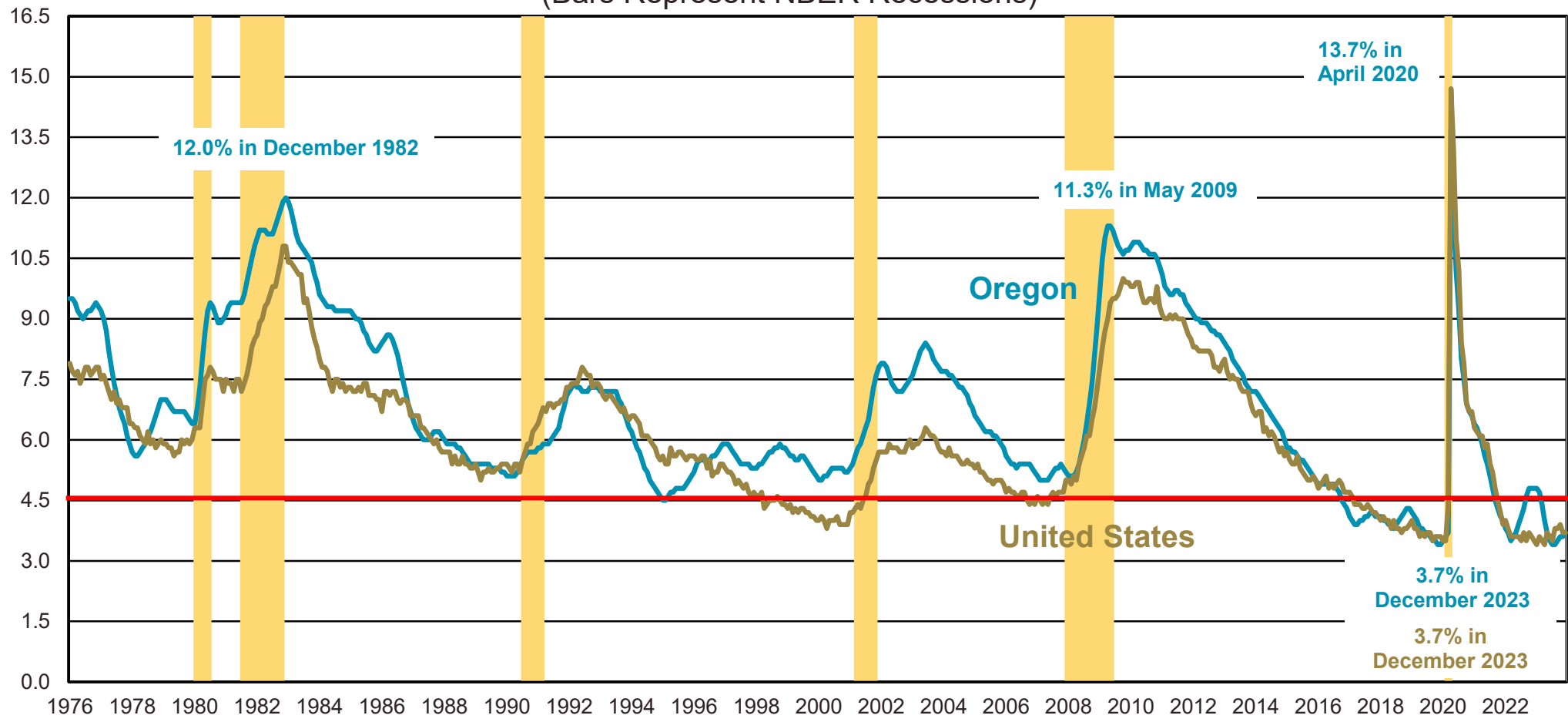
Manufacturing Employment in Oregon

Future Ready Oregon
Manufacturing Industry Consortium

January 31, 2024

OREGON'S UNEMPLOYMENT RATE WAS 3.7% IN DECEMBER.

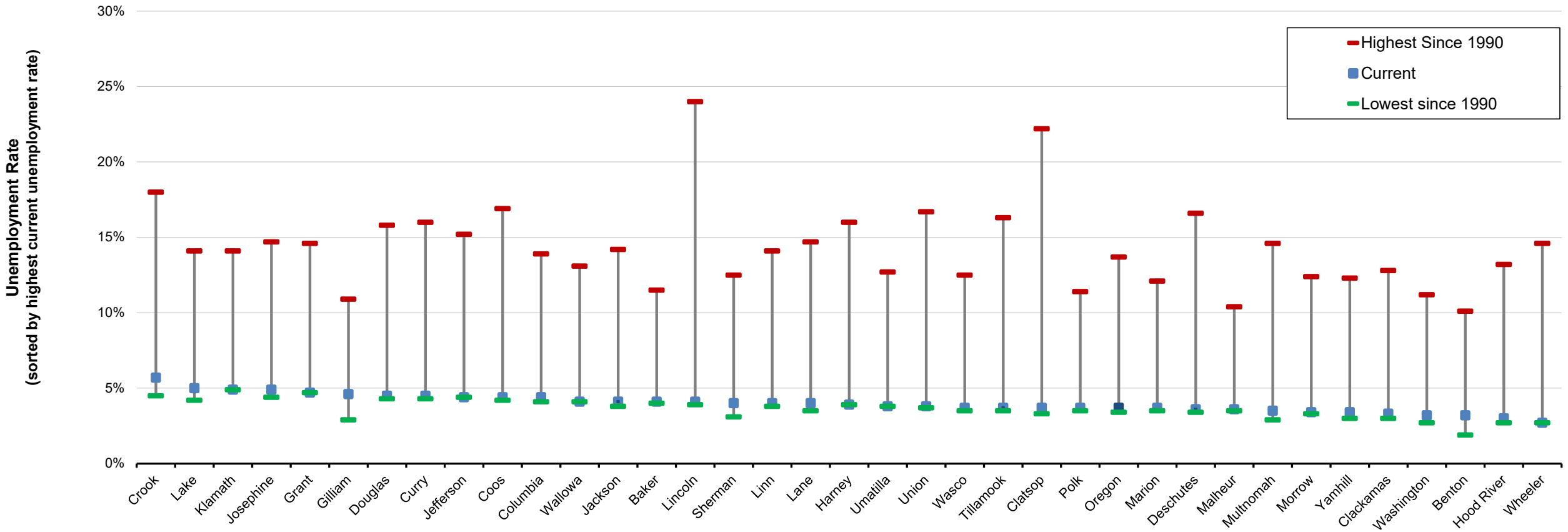
Oregon's Unemployment Rate Was 3.7% in December 2023 (Bars Represent NBER Recessions)



Source: Oregon Employment Department and National Bureau of Economic Research

Unemployment Rates in Oregon Counties

Current Rate (December 2023), Record High, and Record Low for Each County, Seasonally Adjusted

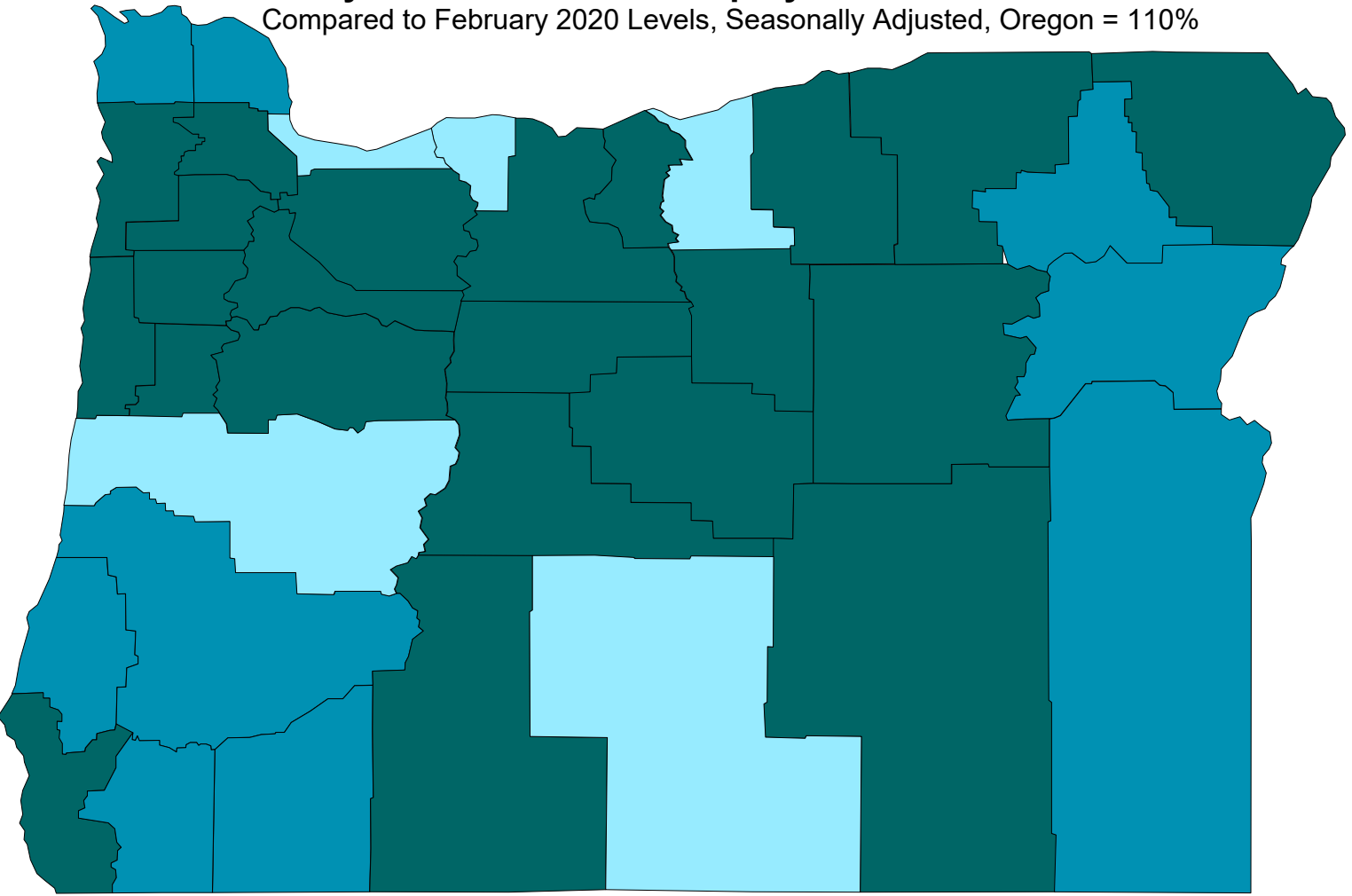


Source: Oregon Employment Department, Local Area Unemployment Statistics

OREGON HAS MORE JOBS NOW THAN BEFORE THE PANDEMIC RECESSION.

Recovery of Total Nonfarm Employment as of December 2023

Compared to February 2020 Levels, Seasonally Adjusted, Oregon = 110%



More than half (22) of all counties have regained their total pandemic recession job losses.

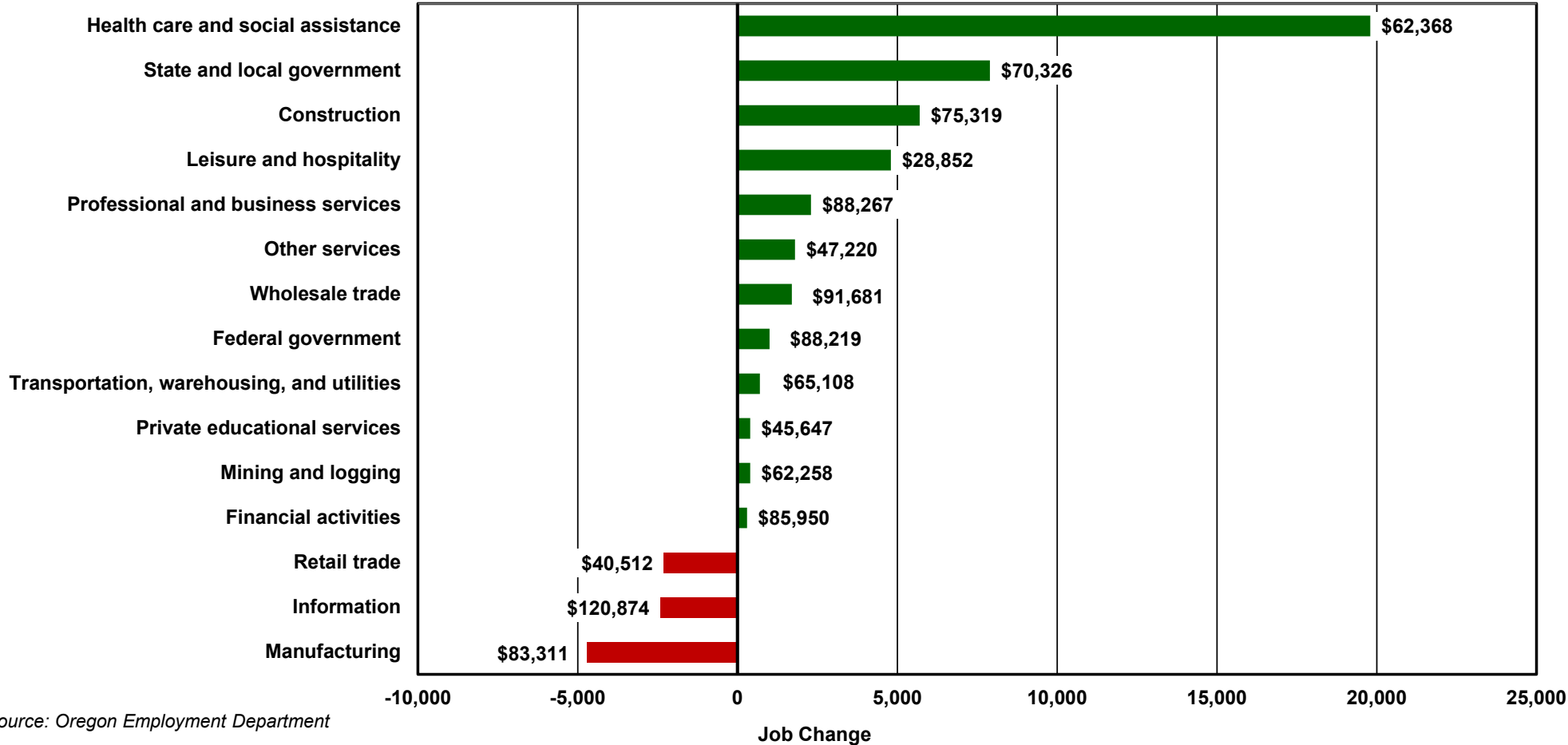
Recovery has been slower in parts of coastal, Southern, and Eastern Oregon.

Source: Oregon Employment Department



MOST BROAD SECTORS OF OREGON'S ECONOMY HAVE ADDED JOBS OVER THE PAST YEAR.

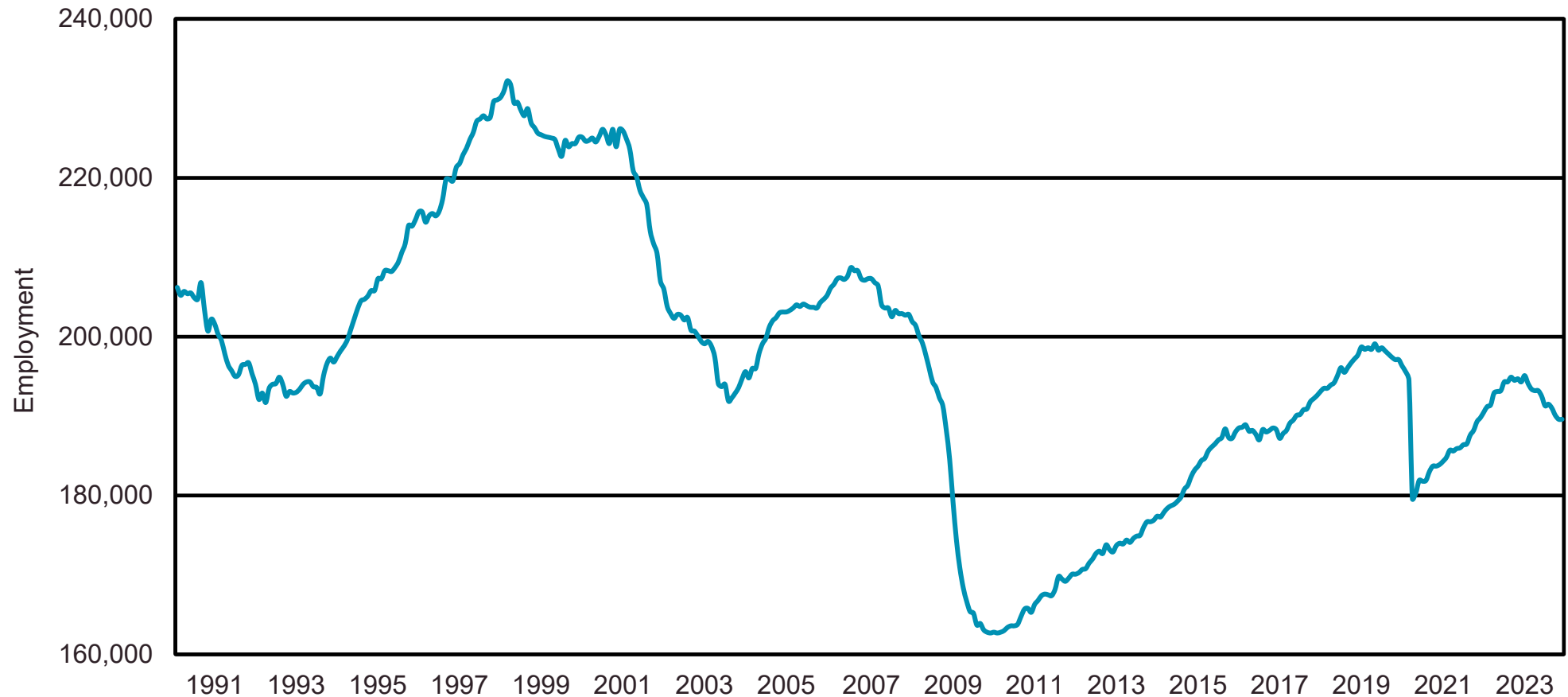
Oregon Job Change and Average Pay by Industry
 December 2022 - December 2023 Job Change, 2022 Average Pay



Source: Oregon Employment Department

MANUFACTURING EMPLOYMENT WAS UNCHANGED IN DECEMBER.

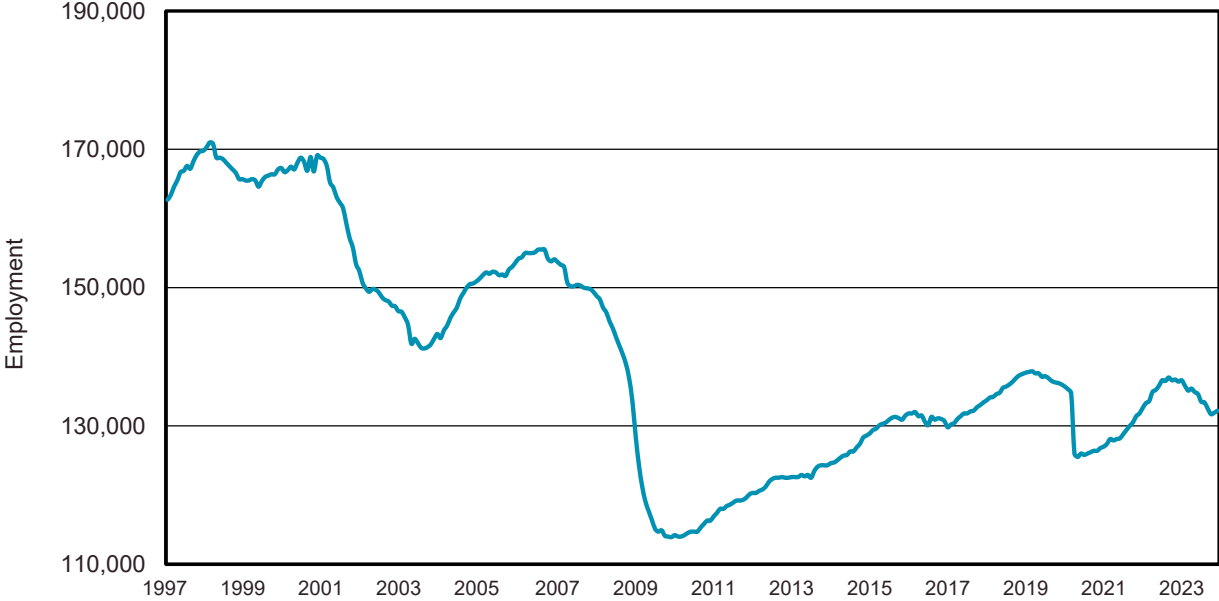
Seasonally Adjusted Employment in Oregon Manufacturing: 1990 - 2023



Source: Oregon Employment Department, Current Employment Statistics

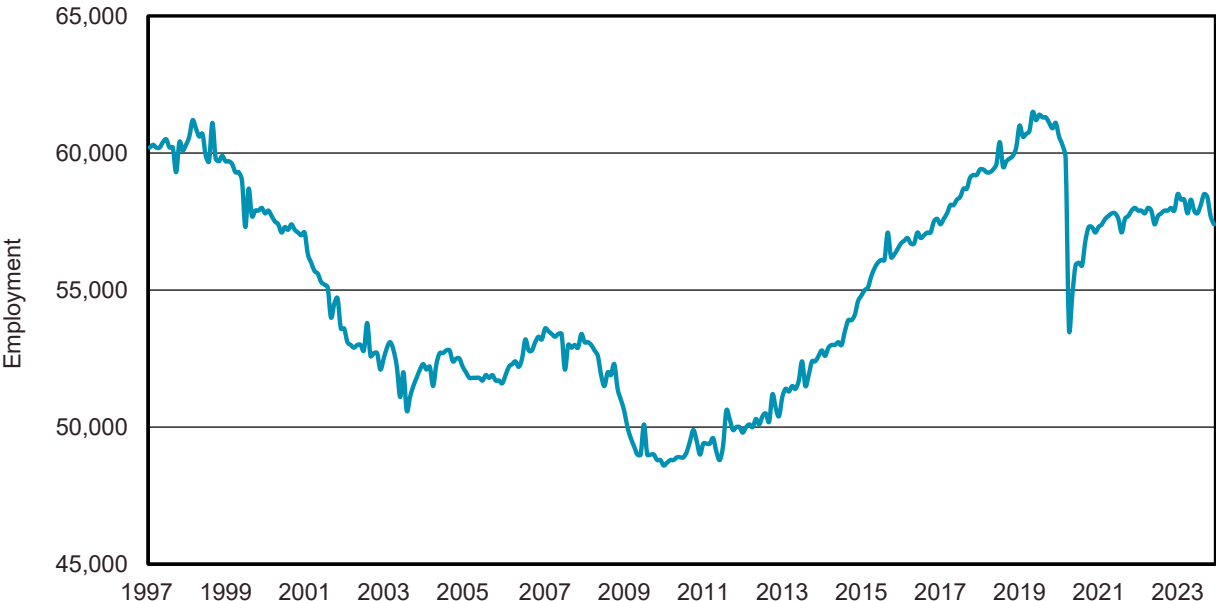
DURABLE GOODS ADDED 300 JOBS IN DECEMBER. NONDURABLE GOODS LOST 300 JOBS.

Seasonally Adjusted Employment in Oregon Durable Goods Manufacturing: 1997 - 2023



Source: Oregon Employment Department, Current Employment Statistics

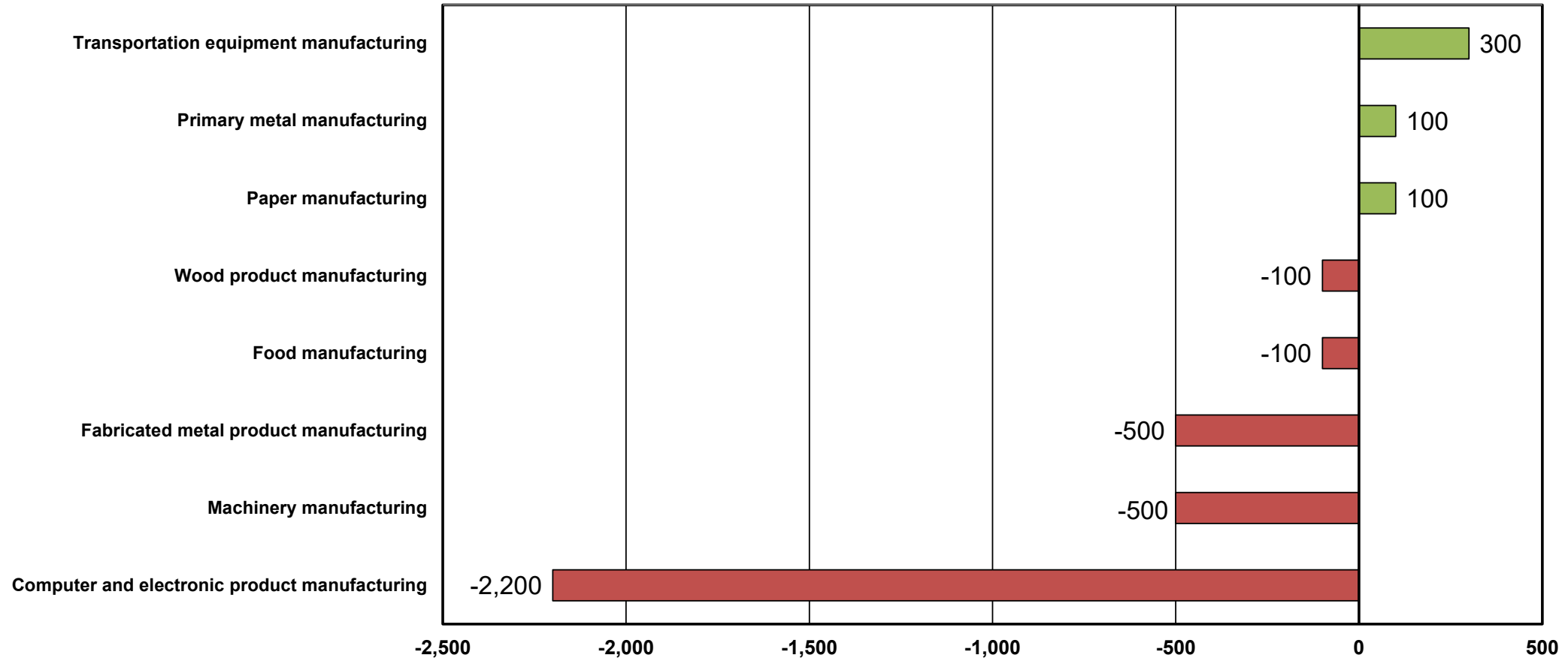
Seasonally Adjusted Employment in Oregon Nondurable Goods Manufacturing: 1997 - 2023



Source: Oregon Employment Department, Current Employment Statistics

THE MANUFACTURING SECTOR HAS MIXED EMPLOYMENT TRENDS.

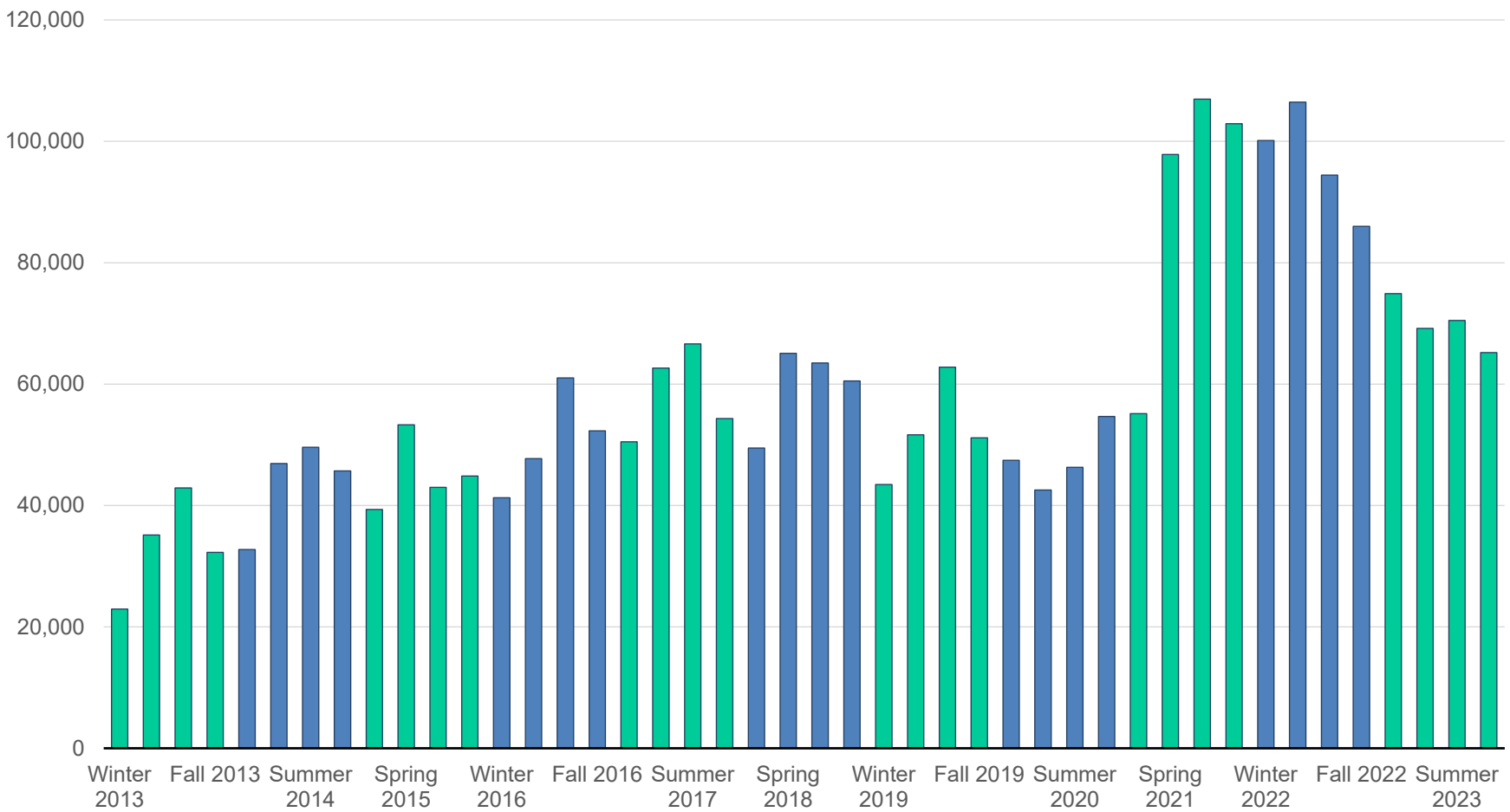
Oregon Manufacturing Employment Compared with Last Year December 2022 to December 2023



Source: Oregon Employment Department, Current Employment Statistics

OREGON EMPLOYERS HAD 65,200 JOB VACANCIES IN THE FOURTH QUARTER OF 2023.

Job Vacancies at Private Employers in Oregon, 2013 - 2023



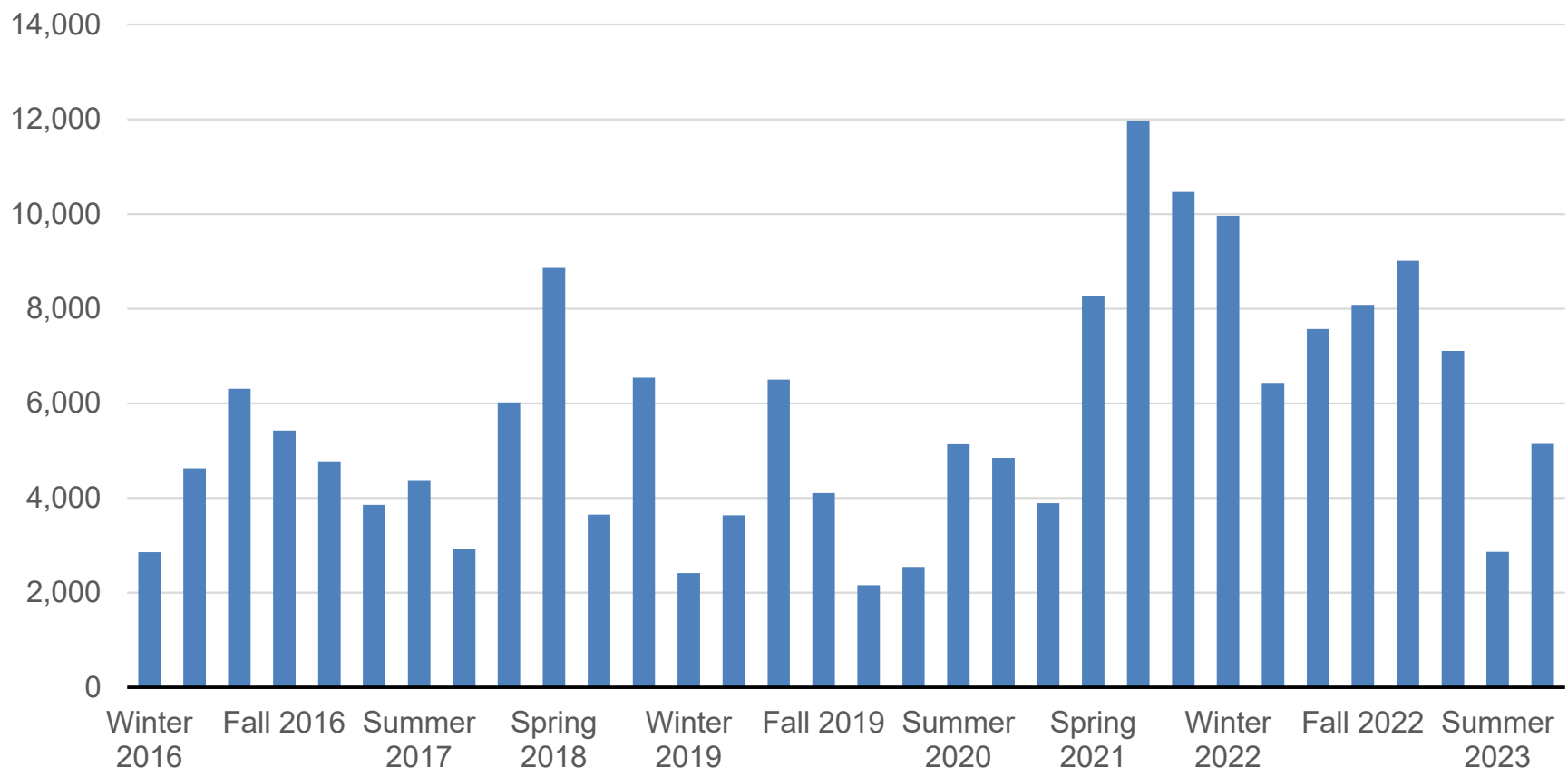
Source: Oregon Employment Department, Quarterly Job Vacancy Survey

Characteristics of Job Vacancies:

- Average \$25.62/hr
- Full-time (83%)
- Permanent (96%)
- Require education beyond HS (38%)
- Require previous work experience (57%)
- Difficult to fill (63%)

MANUFACTURING VACANCIES REBOUNDED IN THE FOURTH QUARTER OF 2023.

Oregon Job Vacancies in Manufacturing, 2016 - 2023



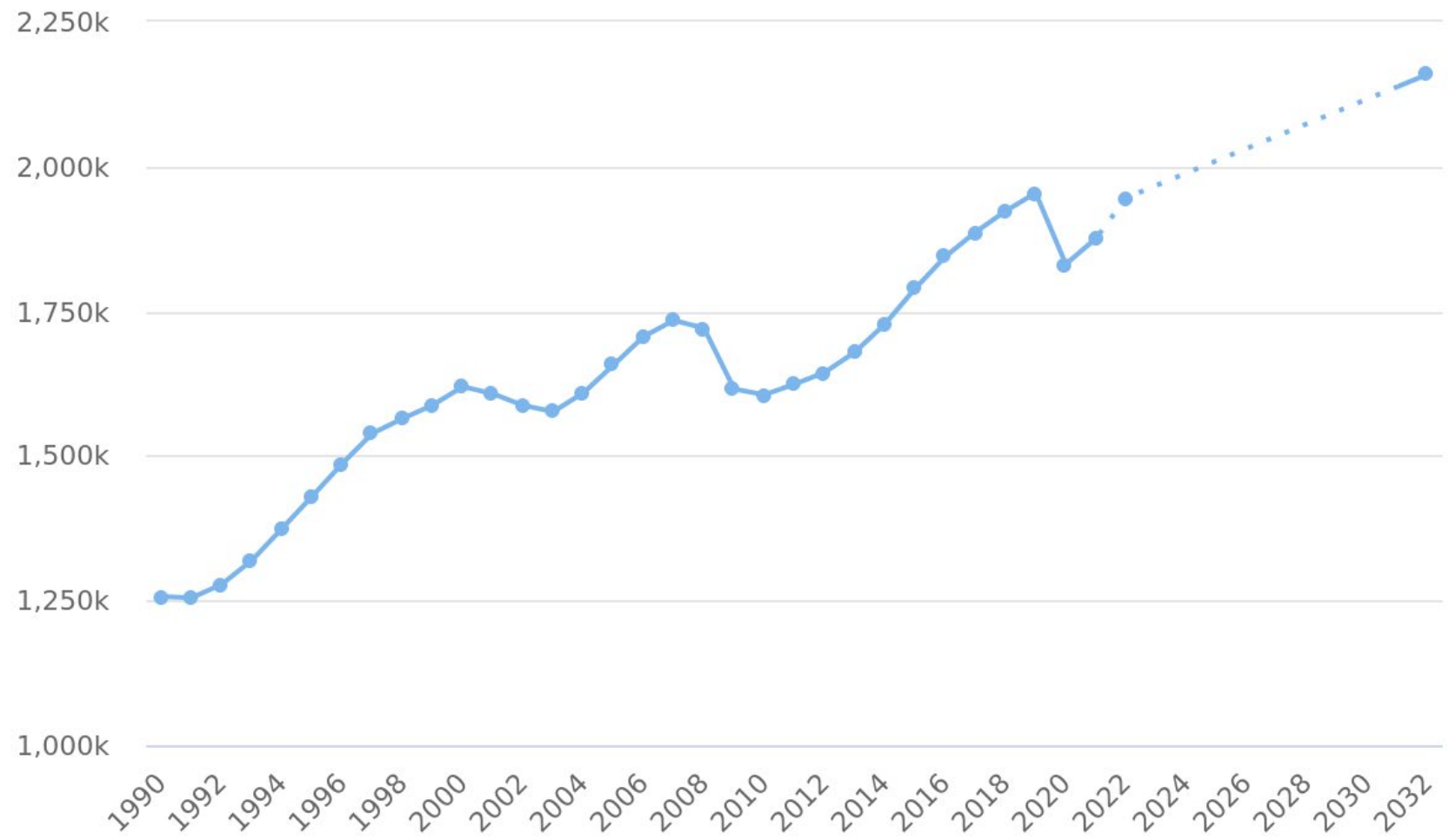
Source: Oregon Employment Department, Quarterly Job Vacancy Survey

Manufacturers had the largest number of vacancies for:

- Production workers, all other
- Team assemblers
- Industrial machinery mechanics
- CNC operators
- General maintenance and repair workers

WE EXPECT TOTAL PAYROLL EMPLOYMENT IN OREGON TO GROW BY 10% FROM 2022 TO 2032.

Oregon to Add More than 221,000 New Jobs by 2032



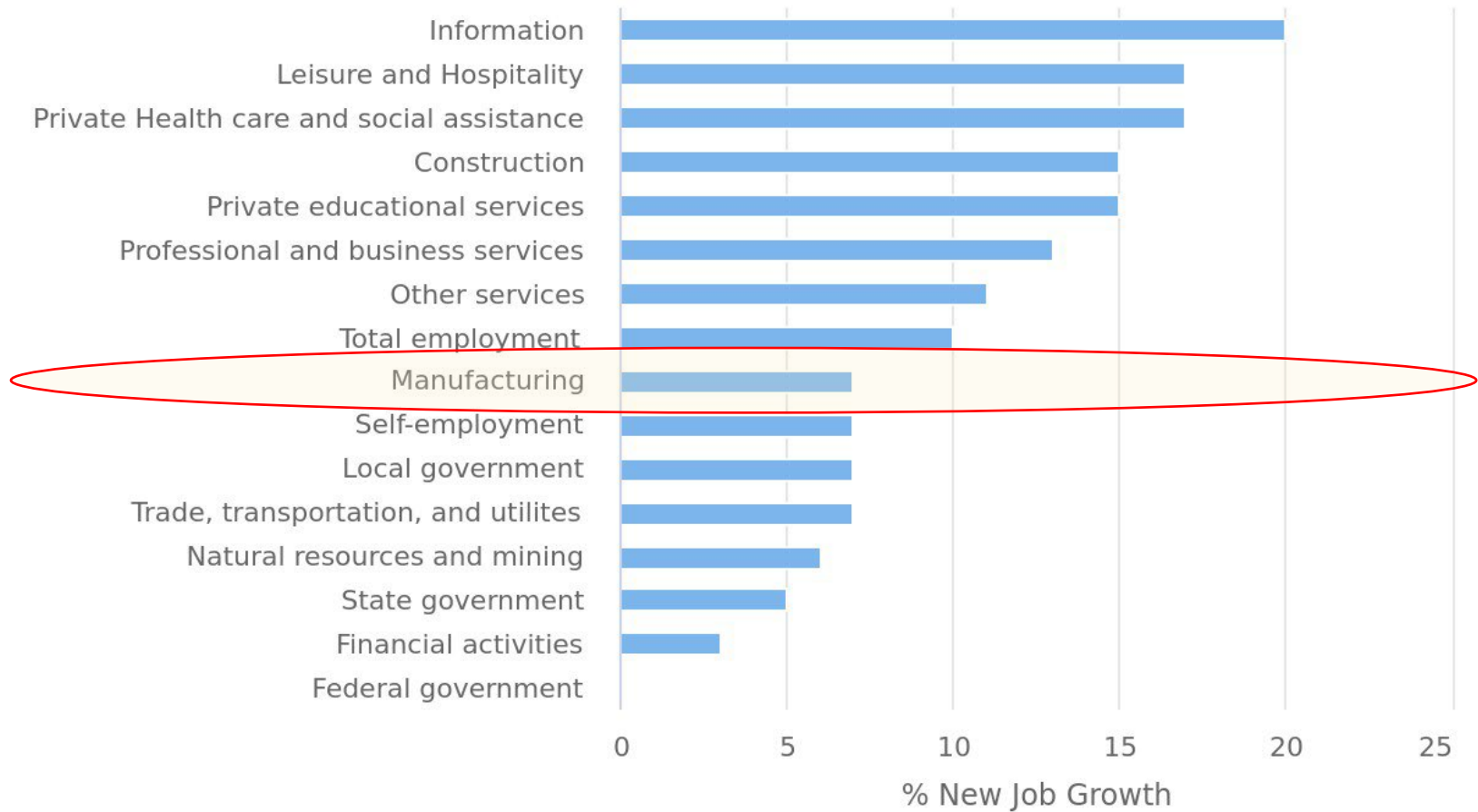
Source: Oregon Employment Department

Growth rates by business ownership:

- Private sector: +11%
- Government: +6%
- Self-employment: +7%

MANUFACTURING IS EXPECTED TO ADD 14,100 JOBS BY 2032.

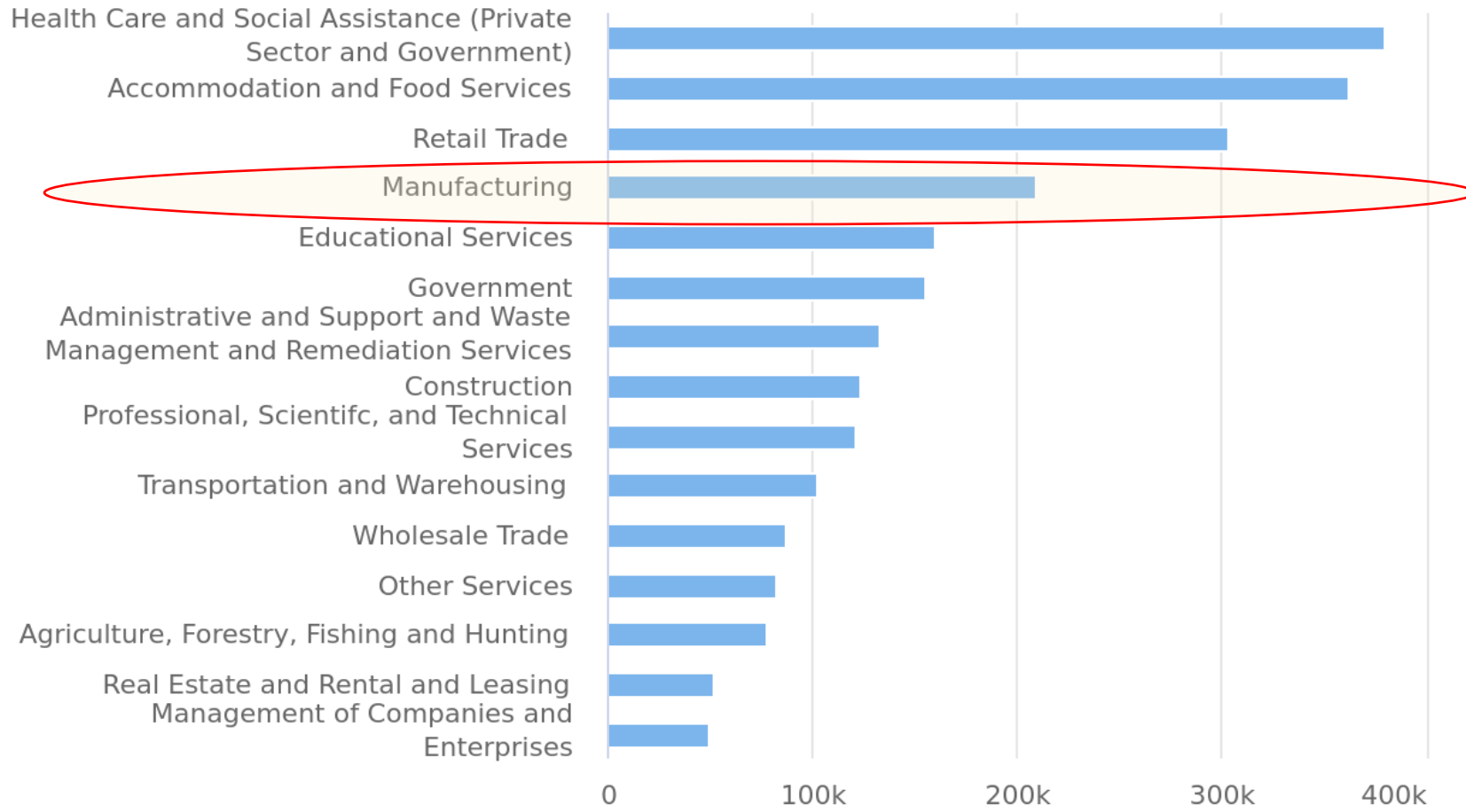
Oregon Industry Projections, 2022-2032



Source: Oregon Employment Department

MANUFACTURING WILL HAVE MANY REPLACEMENT OPENINGS FOR WORKERS.

Job Openings by Industry, 2022-2032



Source: Oregon Employment Department

THERE WILL BE A VARIETY OF OPPORTUNITIES IN THE MANUFACTURING SECTOR.

Oregon Top Occupations in Manufacturing by Projected Employment Change, 2022 - 2032

Occ Code	Occupation	2022 Employment	2032 Employment	Change	Change (%)
-	Total, All Manufacturing	191,700	205,800	14,100	7%
49-9041	Industrial Machinery Mechanics	4,169	5,145	976	23%
17-2112	Industrial Engineers	3,216	3,886	670	21%
15-1252	Software Developers	2,798	3,453	655	23%
17-2061	Computer Hardware Engineers	8,195	8,803	608	7%
51-4121	Welders, Cutters, Solderers, and Brazers	3,318	3,884	566	17%
51-1011	First-Line Supervisors of Production and Operating Workers	5,621	6,130	509	9%
11-1021	General and Operations Managers	4,661	5,107	446	10%
51-4041	Machinists	2,754	3,148	394	14%
51-9111	Packaging and Filling Machine Operators and Tenders	4,981	5,356	375	8%
17-2141	Mechanical Engineers	1,868	2,216	348	19%
41-4012	Sales Representatives, Wholesale and Manufacturing, Except Technical and Scientific Products	3,300	3,646	346	10%
51-9141	Semiconductor Processing Technicians	4,878	5,216	338	7%
51-3092	Food Batchmakers	3,127	3,417	290	9%

Source: Oregon Employment Department, 2022-2032 Employment Projections

GAIL KRUMENAUER, STATE EMPLOYMENT ECONOMIST
GAIL.K.KRUMENAUER@EMPLOY.OREGON.GOV

SIGN UP FOR THE LATEST WORKFORCE AND ECONOMIC RESEARCH
WWW.QUALITYINFO.ORG/SUBSCRIBE

FOLLOW US ON TWITTER / X [@OED_RESEARCH](https://twitter.com/OED_RESEARCH)



Manufacturing Industry Consortium

Member Survey Results

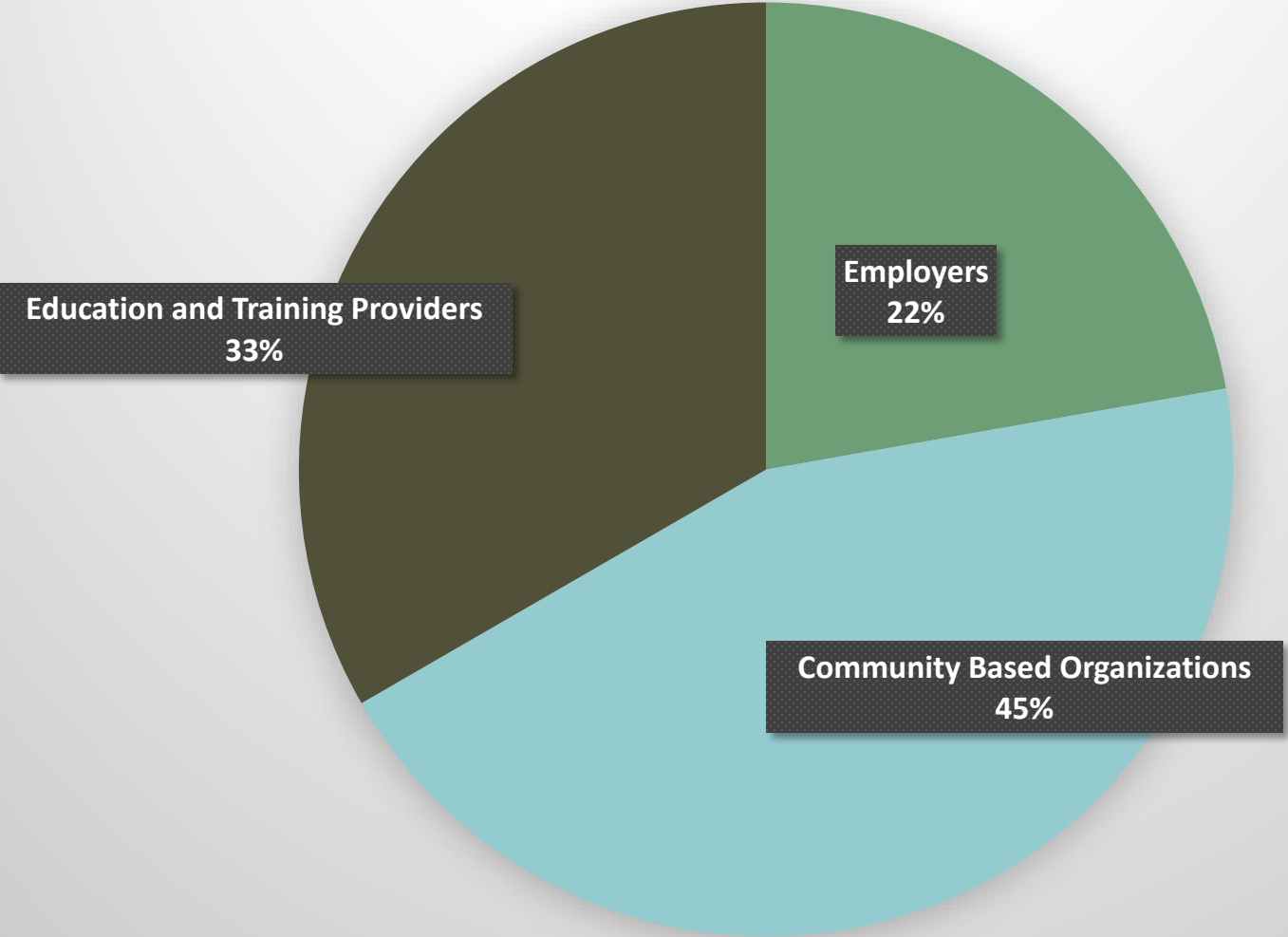
Dr. Carrie Weikel-Delaplane, Manufacturing
Consortium Strategist, Higher Education
Coordinating Commission

January 31, 2024

Guiding Questions

- What do you consider to be the three highest priority manufacturing workforce development needs?
- What specific workforce development priorities or strategies has your organization/association identified to advance a diverse workforce?
- Are there any policy barriers that impact our ability to move these or other critical workforce priorities forward?
- What are the priorities or strategies that can be advanced with funding?

Survey Responses



Survey Insights

What do you consider to be the three highest priority manufacturing workforce development needs?

Education and Training

- Incumbent worker training / upskilling
- Integrated English Language Learner (ELL) training opportunities in manufacturing
- Additive manufacturing curriculum
- Removal of barriers = increase prevalence of earn and learn models
- Competency based training opportunities

Essential Worker Supports

- Childcare
- Transportation and accessibility of opportunities for people throughout the state

Outreach, Engagement, and Marketing

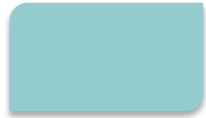
- Clear definitions of training and career paths in manufacturing
- Engagement with families
- Engagement with children in middle school
- Work closely with CBOs to provide culturally specific outreach and training opportunities
- Leverage WIOA money for marketing to public

Advocacy for Industry

- Payroll tax breaks for employers to directly provide on-the-job training to new employees and upskilling for incumbent employees
- Outreach and support for small manufacturers

Survey Insights

What specific workforce development priorities or strategies has your organization identified to advance a diverse workforce?



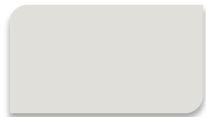
Wrap around supports for participants of training



Integrated English Language Learner (ELL) training



Partner with Community Based Organizations



Provide wage transparency

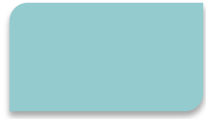


Low-barrier education and career pathways

- Leverage AR / VR Tools and remote training

Survey Insights

What are the policy barriers that impact our ability to move these priorities forward?



Education and Training

- Lack of incentives for industry to train directly
- Less of a focus on training incumbent workers and promoting from within than just “job creation”
- Lack of support for different learning styles and need for remedial education redesign



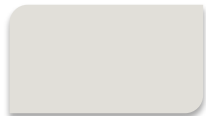
Internships and earn-and-learn opportunities

- Challenges exist for earn and learn opportunities for under 18



Worker Support

- Lack of integration of wrap-around support services for perspective and incumbent workers including childcare
- Federal requirements for background checks- barrier for formally incarcerated workers
- Lack of funding to support ALL incarcerated folks moving into employment post-incarceration



Perception there is more support for big industry versus smaller employers



Additional Themes

- Inability to track K12 student outcomes post-facto
- Lack of funding and support for outreach and recruitment efforts

Survey Insights

What priorities or strategies can be advanced with funding?



Education and Training

- Develop curriculum in cultural competency and trauma informed care
- Support like tax breaks for employers to provide training to new employees and incumbent worker
- Support to align curriculum between employer needs and CTE State plan and other training programs and ensure there are multiple modalities



Worker Support

- Childcare and stipends for housing, food, behavioral health, social and other supports
- Provide less restrictive funding opportunities that cover the general operating and overhead costs related to organizations providing job readiness activities



Marketing and Outreach

- Train educators in computer science, artificial intelligence, and STEM
- Strategic outreach and partnership with CBOs



Internships and earn-and-learn opportunities

- Incentives for small businesses to train interns and offer apprenticeships; rethink minimum qualifications; engage on-the-job training programs



Credit for Prior Learning (CPL)

- Expand CPL policies at all Oregon institutions of higher education to provide more seamless and affordable pathways for adult learners to advance their education and careers