



Health Care Workforce Trends in Oregon

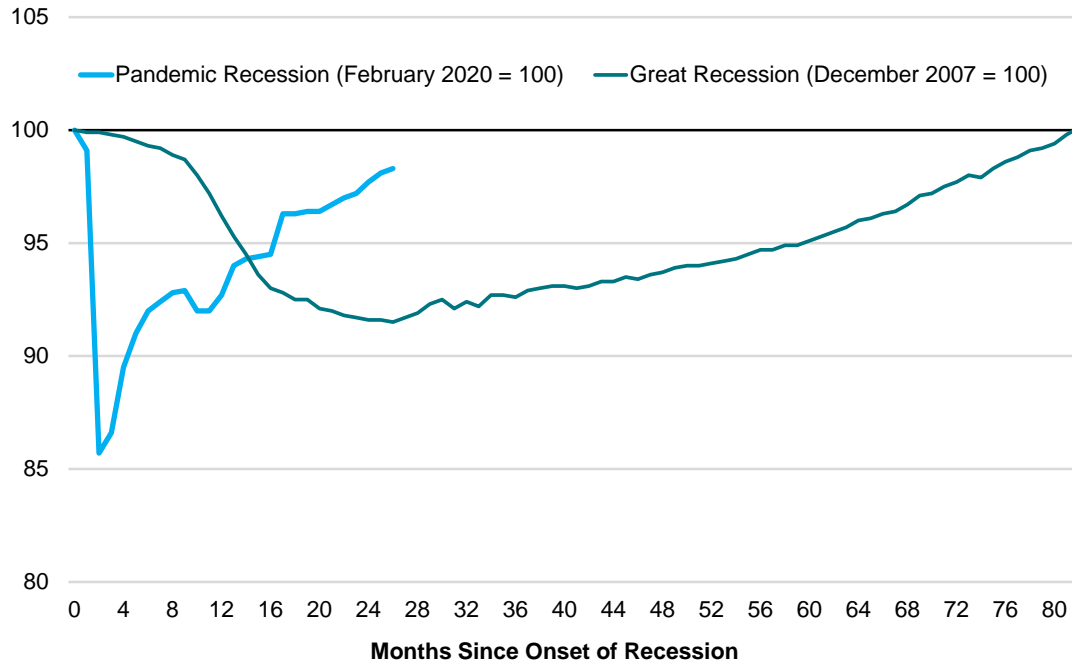
Oregon Health Care Workforce Committee

September 2022



Rapid Reversal of Pandemic Recession Job Losses

Indexed Total Nonfarm Employment in Oregon

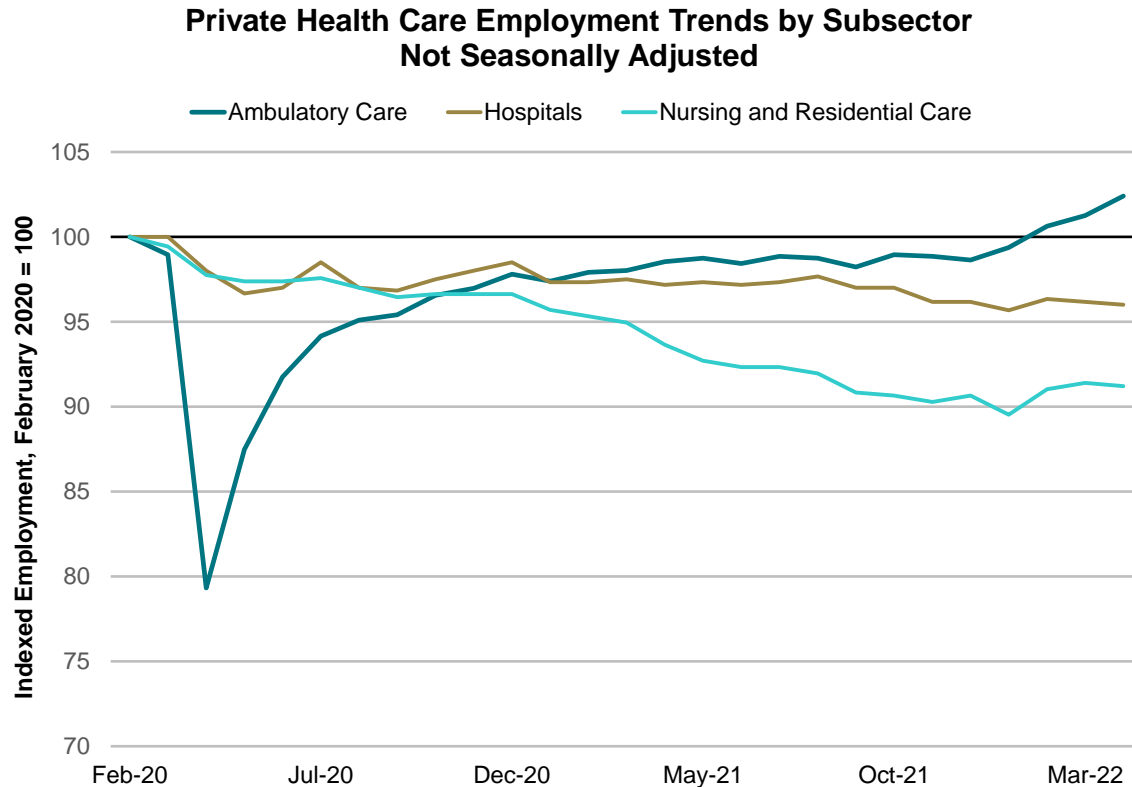


Source: Oregon Employment Department, Current Employment Statistics

Two years after Oregon hit its recessionary bottom, Oregon had regained nine out of 10 jobs lost in spring 2020.

By comparison, it took Oregon more than six years to recover the jobs lost in the Great Recession.

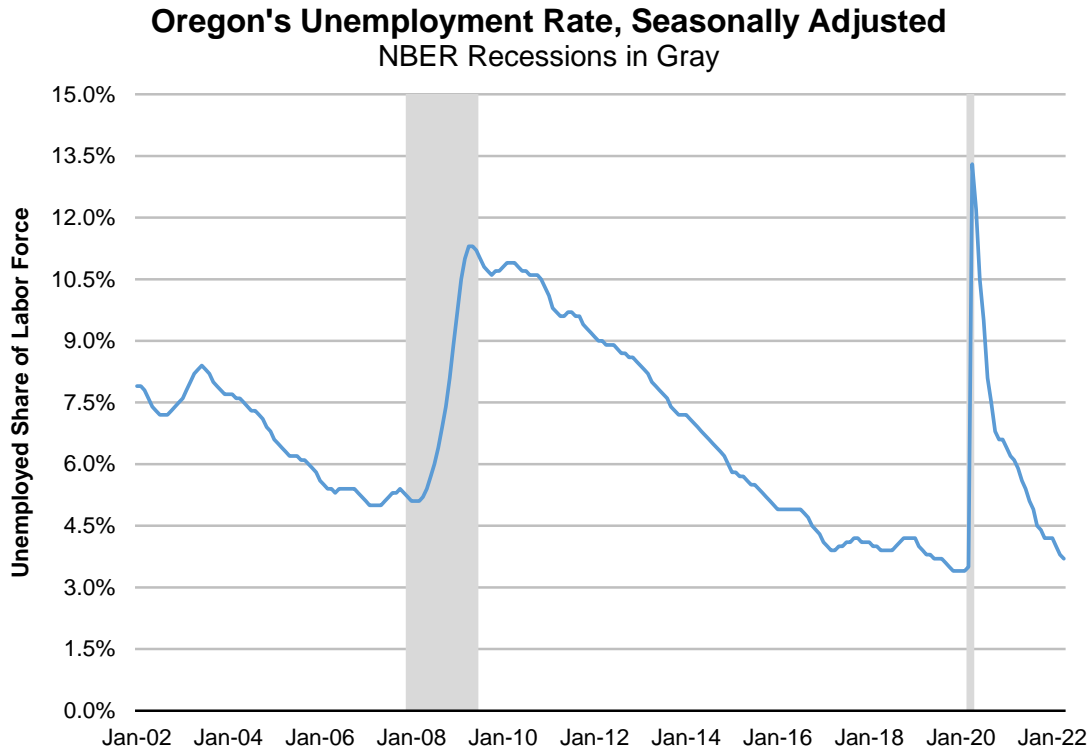
Employment Trends Varied Within Health Care



Source: Oregon Employment Department, Current Employment Statistics



Rapid Recovery Brings Unemployment Near Record Lows Again



Source: Oregon Employment Department, Local Area Unemployment Statistics

Oregon's unemployment rate hit a record high of 13.3% in April 2020. Oregon's unemployment rate is now near a record low again.

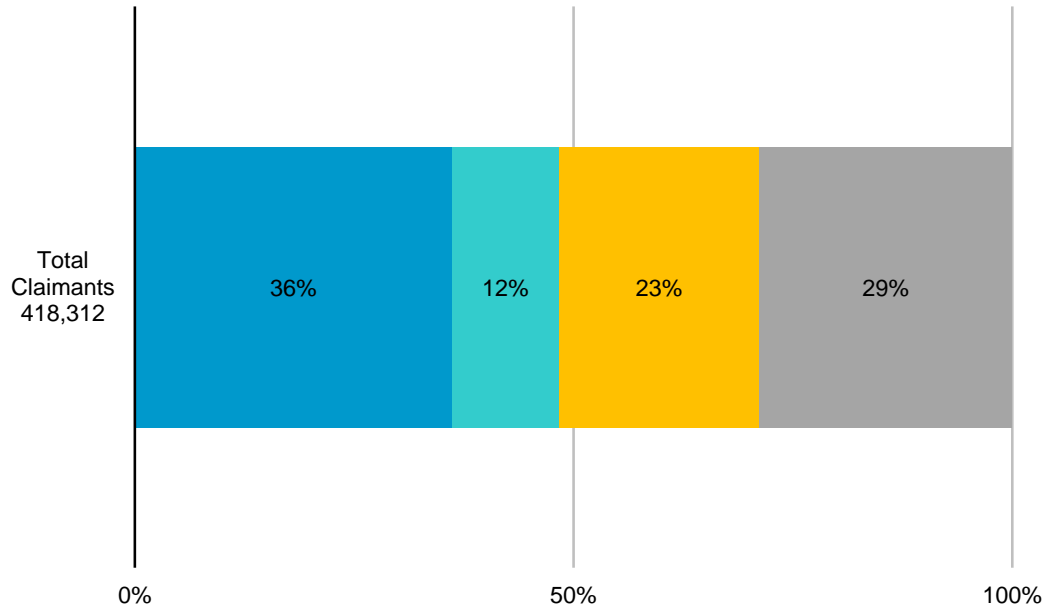
There have only been three periods in the past 46 years when Oregon's unemployment rate was at or below 4.5%. They included a few months in the mid-1990s, the two years immediately preceding the pandemic recession, and now.



Many Unemployment Claimants Returned to Their Employer

Re-employment Patterns of Pandemic Recession Unemployment Claimants in Oregon by Winter 2022

■ Recalled by same employer ■ Changed employer but in same sector ■ Changed employer in different sector ■ Not in Payroll Records



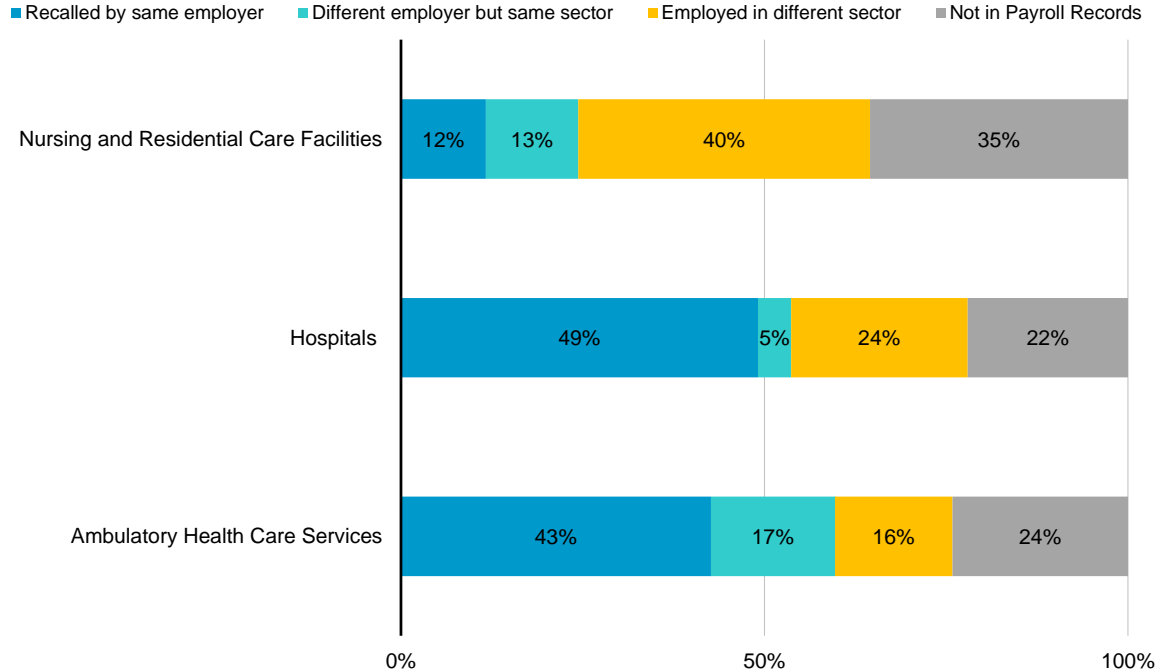
- 36% returned to and still worked for the same employer by winter 2022.
- 12% worked for a different employer in the same sector of the economy.
- One out of four (23%) changed broad sectors of employment by winter 2022.
- Three out of 10 regular unemployment claimants were no longer found in Oregon's payroll records.

Source: Oregon Employment Department, Unemployment Insurance Wage Records



Re-Employment Patterns Varied Within Health Care

Re-employment Patterns of Health Care Workers with Pandemic Unemployment Claims in Oregon by Winter 2022

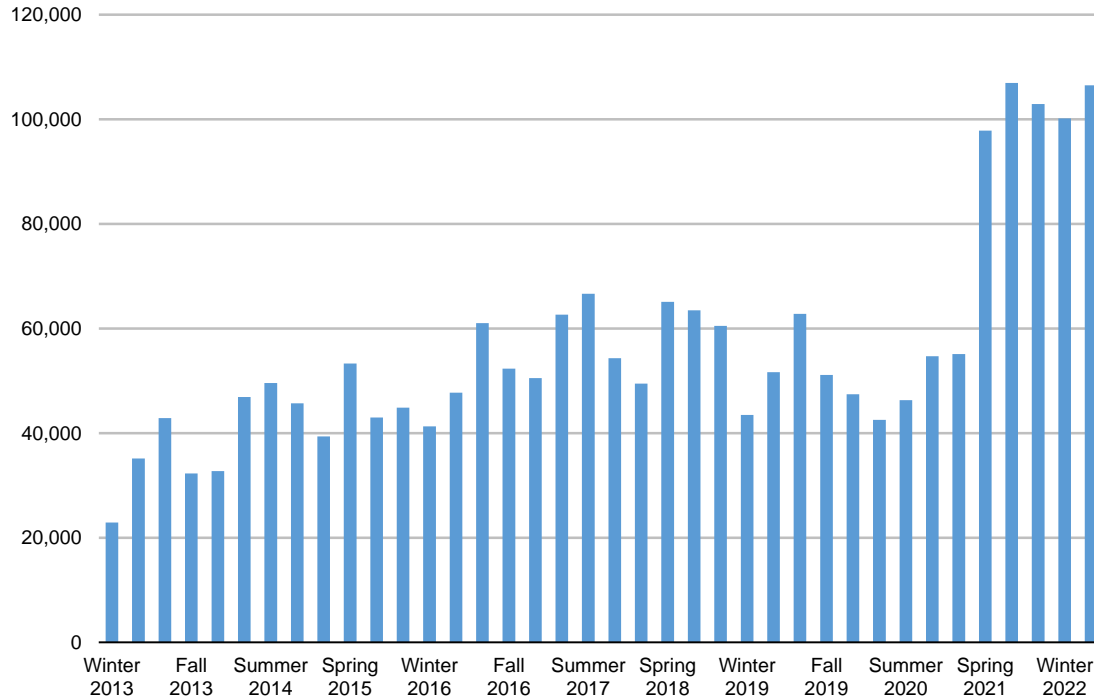


Source: Oregon Employment Department, Unemployment Insurance Records



Record-High Job Openings Amid Low Unemployment

Job Openings with Private Employers in Oregon, 2013-2022



Source: Oregon Employment Department, Quarterly Job Vacancy Survey

Employers are looking to fill about twice as many job openings now as the last time unemployment was this low.

That contributes to record difficulty filling vacancies. Seven out of 10 job openings were reported as hard to fill over the past year.



Difficulty Filling Health Care Vacancies

**Major Indicators from Oregon Health Care Job Vacancies
By Vacancy Type, Spring 2022**

	All Health Care Vacancies	Not Difficult-to- Fill	Difficult-to- Fill
Vacancies	9,846	2,089	7,757
Average Hourly Wage	\$24.62	\$25.88	\$24.48
Full-time Positions	76%	92%	72%
Permanent Positions	99%	94%	100%
Requiring Education Beyond High School	60%	92%	53%
Requiring Previous Experience	38%	34%	39%
Difficult to Fill	79%	0%	100%

Source: Oregon Employment Department, Oregon Job Vacancy Survey

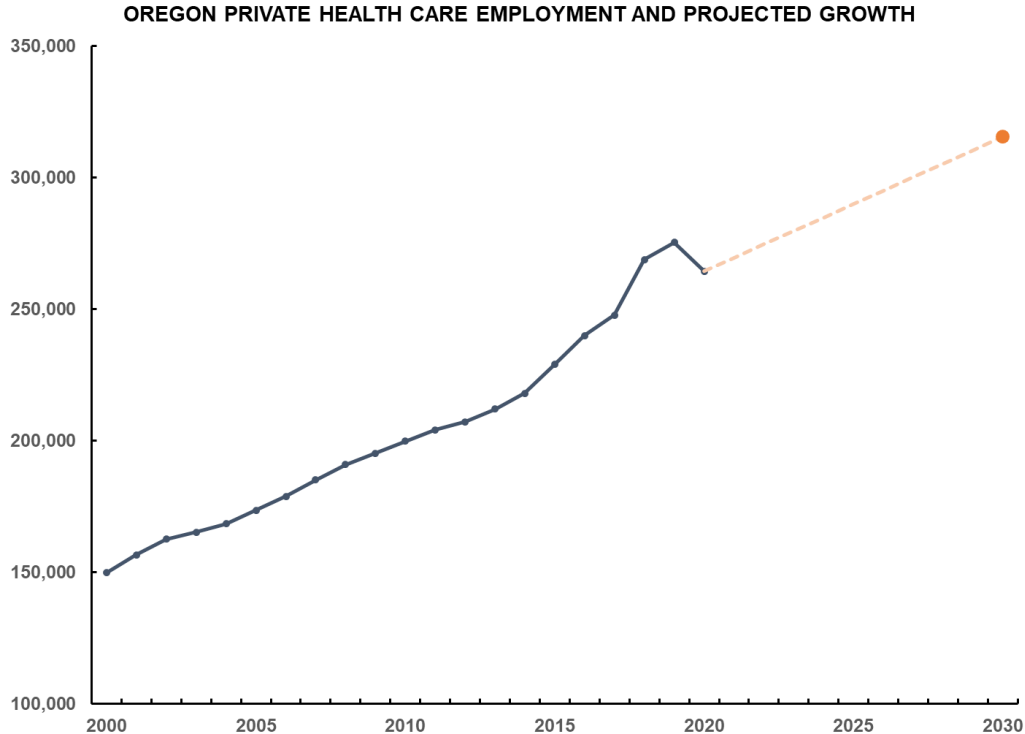
- Health care occupations in the health care and social assistance industry represented nearly 10% of job vacancies in Oregon
- Hard-to-fill vacancies are far more likely to require previous experience and less likely to be full-time positions.
- Personal care aides, nursing assistants, and registered nurses accounted for majority (63%) of difficult-to-fill vacancies.
- Many employers simply mentioned “shortage” as the reason positions were difficult to fill.

One of the interesting things about our job vacancy survey is that, if a job opening is difficult to fill, we give employers space to write open-ended responses. Here are some from April-June 2022 in health care:

- All clinical positions are tough to fill. Vaccination requirements made difficult positions to fill even harder in conservative areas in Oregon like ours.
- High turnover rate in long term care environment.
- Housing and candidate availability since COVID.
- No local CNA program.
- No one wants to work nights.
- There are more incentives for traveling/contract Medical Technicians vs. full-time employees.
- Requires associate degree. Only one class per year locally.



Health care to grow 19% between 2020 and 2030



Source: Oregon Employment Department; Current Employment Statistics, Industry Projections 2020-2030

The growth of the number of older Oregonians, and the continued development of medical treatments will drive strong growth in Health Care.

Health Care will grow at a faster rate than state employment as a whole (16%).

Private and public health care employers projected to add more than 53,400 jobs over the next decade.



Over 337,800 job openings are projected in health care between 2020 and 2030.

- Sector growth is only going to describe a small share of the workforce needs over the next decade.
- Training expectations also need to account for workers changing careers.
- Expectations need to also account for those who exit the workforce as they retire, go back to school, or take time off to care for a family member.
- For every 1 opening created from sector growth, we projected 6 openings in health care due to workers changing careers, or exiting the workforce.



Health care practitioners and support occupations will make up the largest share of openings.

Occupations with the most openings

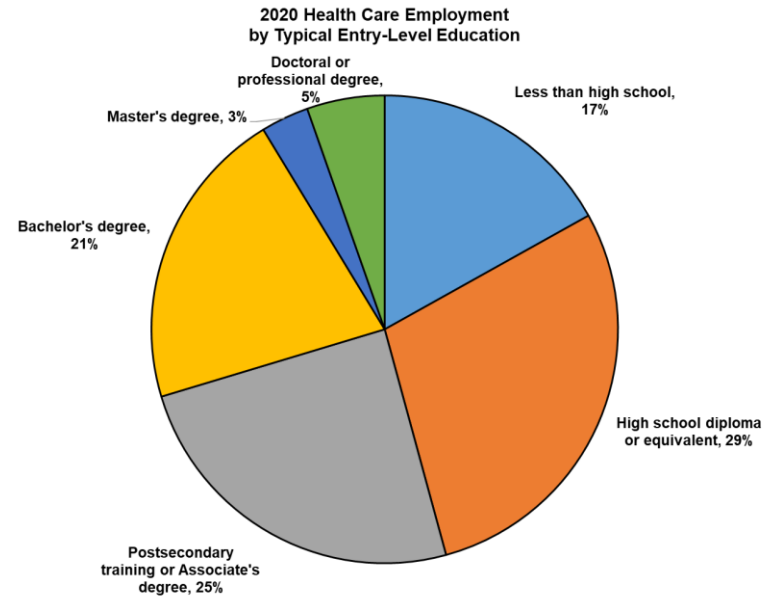
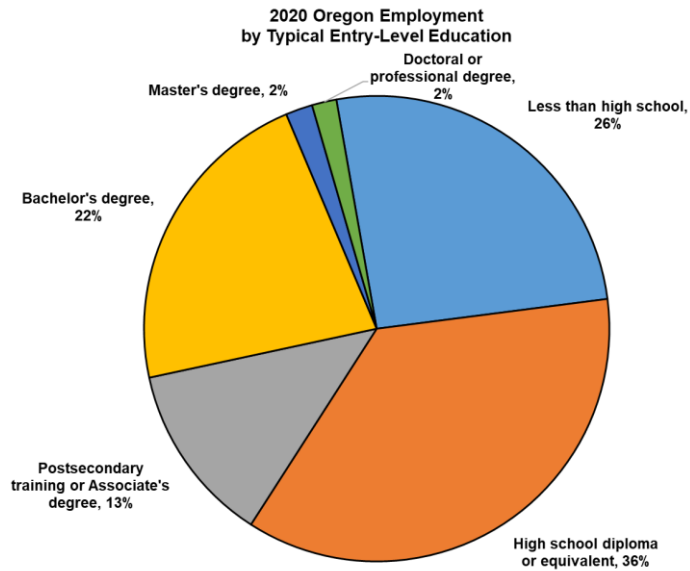
- Medical and Health Services Managers
- Substance abuse, behavioral disorder, and mental health counselors
- Preschool Teachers, Except Special Education
- Registered Nurses
- Home Health and Personal Care Aides
- Nursing Assistants
- Dental Assistants
- Medical Assistants
- Cooks, Institution and Cafeteria
- Food Servers, Nonrestaurant
- Maids and Housekeeping Cleaners
- Crematory Operators and Personal Care and Service Workers, All Other
- Receptionists and Information Clerks
- Medical Secretaries and Administrative Assistants

Fastest growing large occupations

- Education and Childcare Administrators, Preschool and Daycare
- Preschool Teachers, Except Special Education
- Teaching Assistants, Except Postsecondary
- Physician Assistants
- Speech-Language Pathologists
- Nurse Practitioners
- Occupational Therapy Assistants
- Physical Therapist Assistants
- Massage Therapists
- Childcare Workers



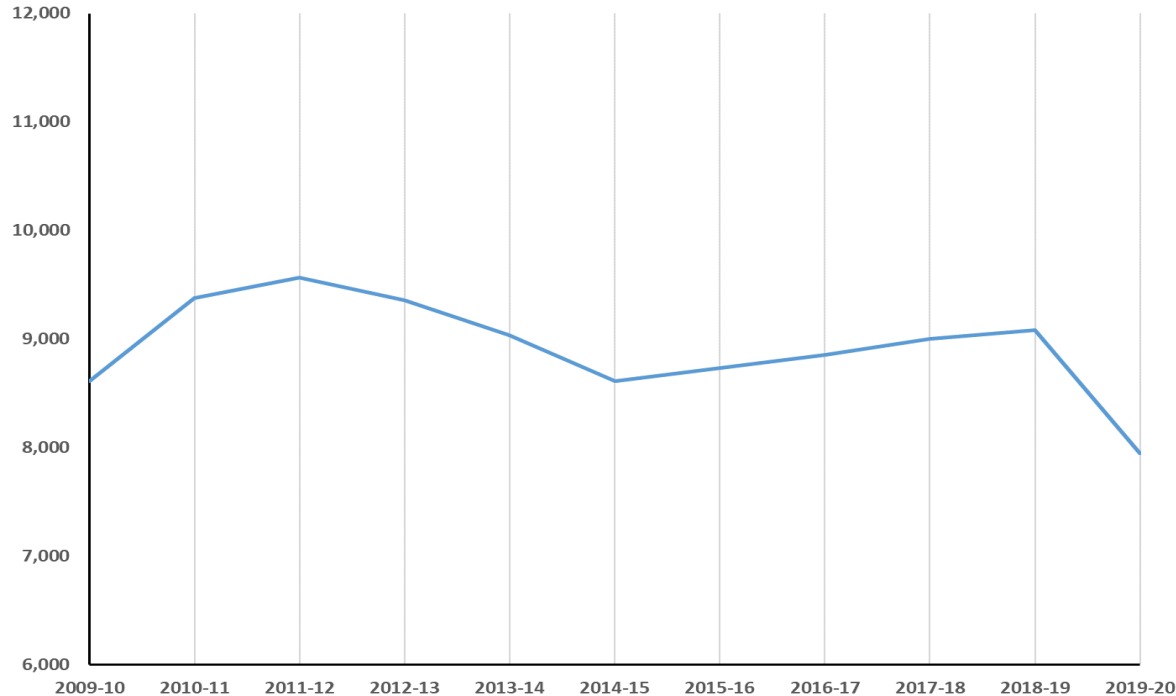
More than half (54%) of jobs found in health care require postsecondary education



Source: Oregon Employment Department, Oregon Occupational Projections 2020-2030

Health care is exposed to disruptions to the education pipeline

Degrees or Certificates Awarded in Health Care Professions by Oregon Schools



Source: US Department of Education, National Center for Education Statistics

The pandemic directly impacted the ability for student to complete education programs.

Oregon private and public schools typically awarded about 9,000 degrees or certificates in healthcare professional programs. That was down by 13% in the first year of the pandemic.



Hiring and Retention in a Tight Labor Market

- Raising wages
- Adding or increasing benefits, perks, and bonuses either in addition to or instead of raising wages.
- Relaxing previous experience requirements when possible, and when it doesn't pose a safety risk, can increase the number of people who qualify for jobs.
- Recruitment intensity; layer help wanted signs with other efforts such as referral incentives, signing bonuses, posting with online job boards, and working with recruiters outside of their immediate geographical area. This includes listing job openings with [WorkSource Oregon](#).

In a low unemployment environment with record numbers of job openings, it's important to layer these strategies, for both newly hired and existing workers.





Anna L. Johnson, Anna.L.Johnson@employ.oregon.gov
Gail Krumenauer, Gail.K.Krumenauer@employ.oregon.gov
Jason Payton, Jason.M.Payton@employ.oregon.gov

Join the conversation:
Twitter [@OED Research](https://twitter.com/OED_Research)

