

# HEADWINDS AND TAILWINDS

A DATA DRIVEN NARRATIVE

Oregon Aspire Conference  
October 3, 2025

## THE STORY OF THE OREGON WE KNOW

- What is going on out there?
- What opportunities will be coming up in the future?
- How can I get this information to my students?

# KEY FACTS FROM RECENT NEWS RELEASE

Oregon's unemployment rate was 5.0% in August and 4.9% in July.

- That was 1.4 percentage points higher than the recent low of 3.6% in spring 2023.
- Oregon's rate was also slightly higher than the U.S. unemployment rate of 4.3% in August.

Oregon nonfarm payroll employment rose by 6,900 jobs in August.

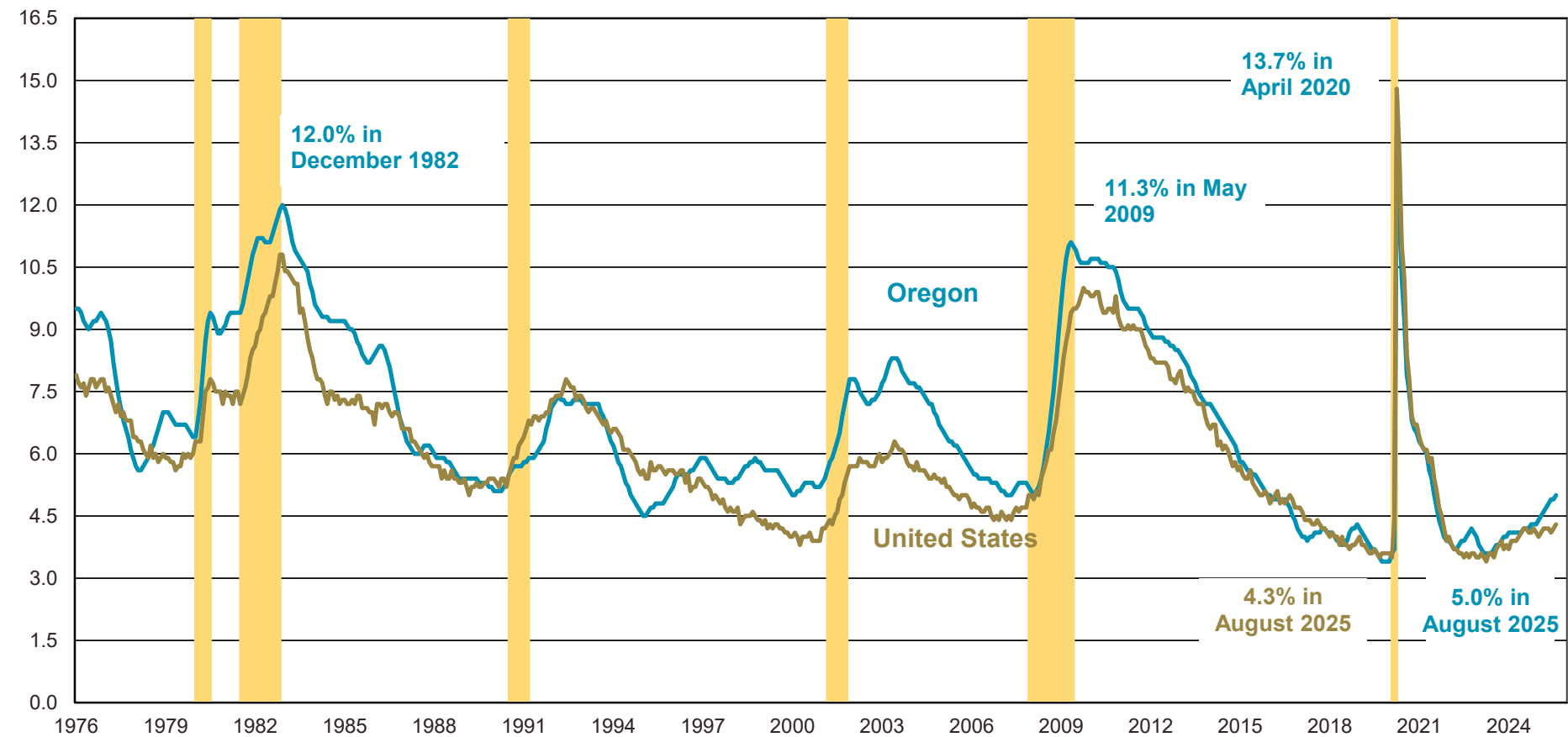
- August's gains were largest in health care and social assistance (+2,500 jobs); leisure and hospitality (+1,500); local government (+1,300); and other services (+1,000).
- Losses were largest in wholesale trade (-1,100 jobs).

Employers dropped 18,300 nonfarm payroll jobs over the past year, a loss of 0.9%.

- Wholesale trade declined rapidly in the past 12 months (-4,300 jobs, or -5.5%).
- Only two major industries expanded: health care and social assistance (+11,600 jobs, or 3.8%) and leisure and hospitality (+4,100 jobs, or 2.0%).

OREGON'S UNEMPLOYMENT RATE WAS 5.0% IN AUGUST.

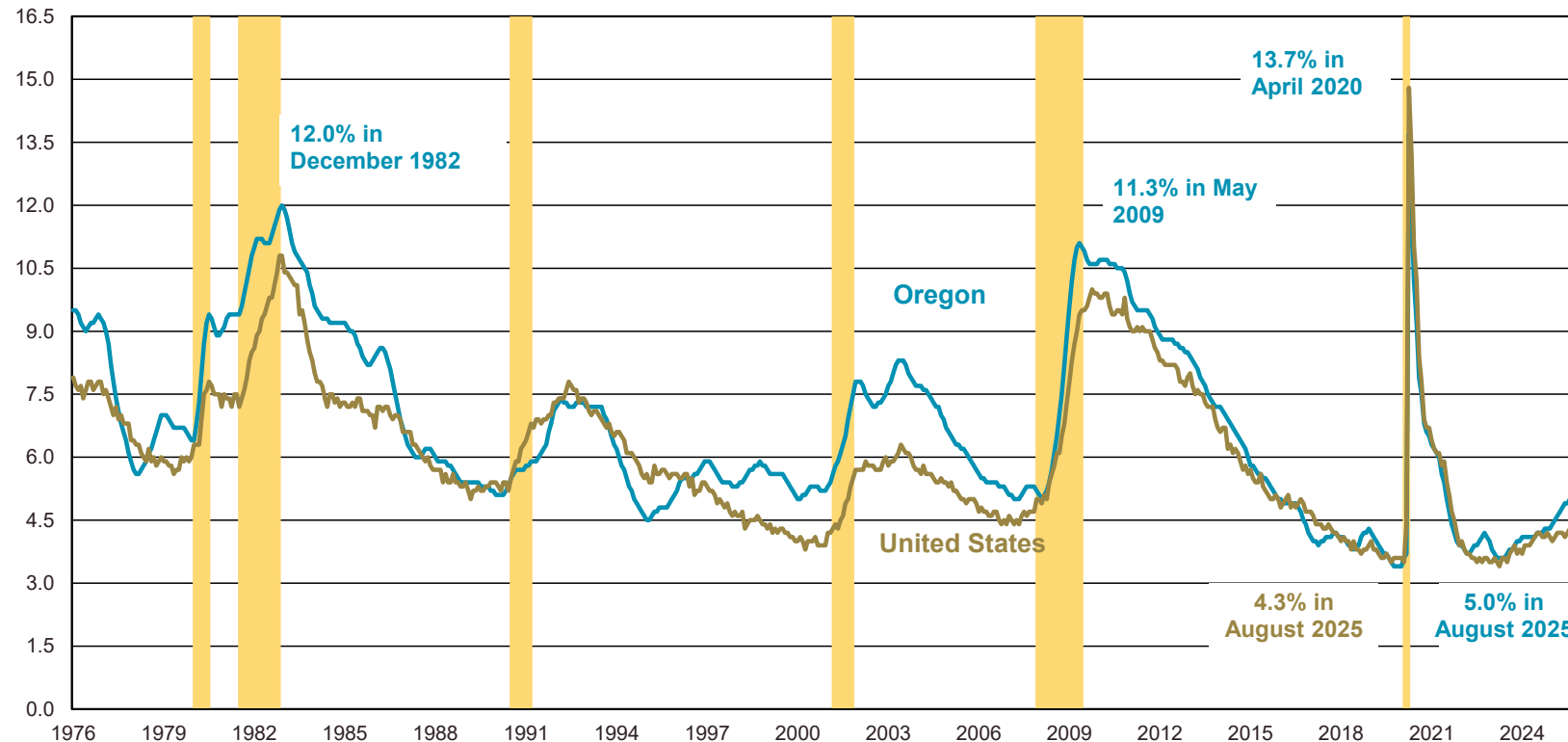
Oregon's Unemployment Rate Was 5.0% in August 2025  
Unemployed % of Labor Force (Bars Represent Recessions)



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

# SWEATER WEATHER MIX TAP OF NATIONAL RECESSIONS

**Oregon's Unemployment Rate Was 5.0% in August 2025**  
**Unemployed % of Labor Force (Bars Represent Recessions)**



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

1980 – “Easy Money”,  
Billy Joel

1983 – “Change The Locks”,  
Tom Petty

1991 – “Rock The Casbah”,  
The Clash

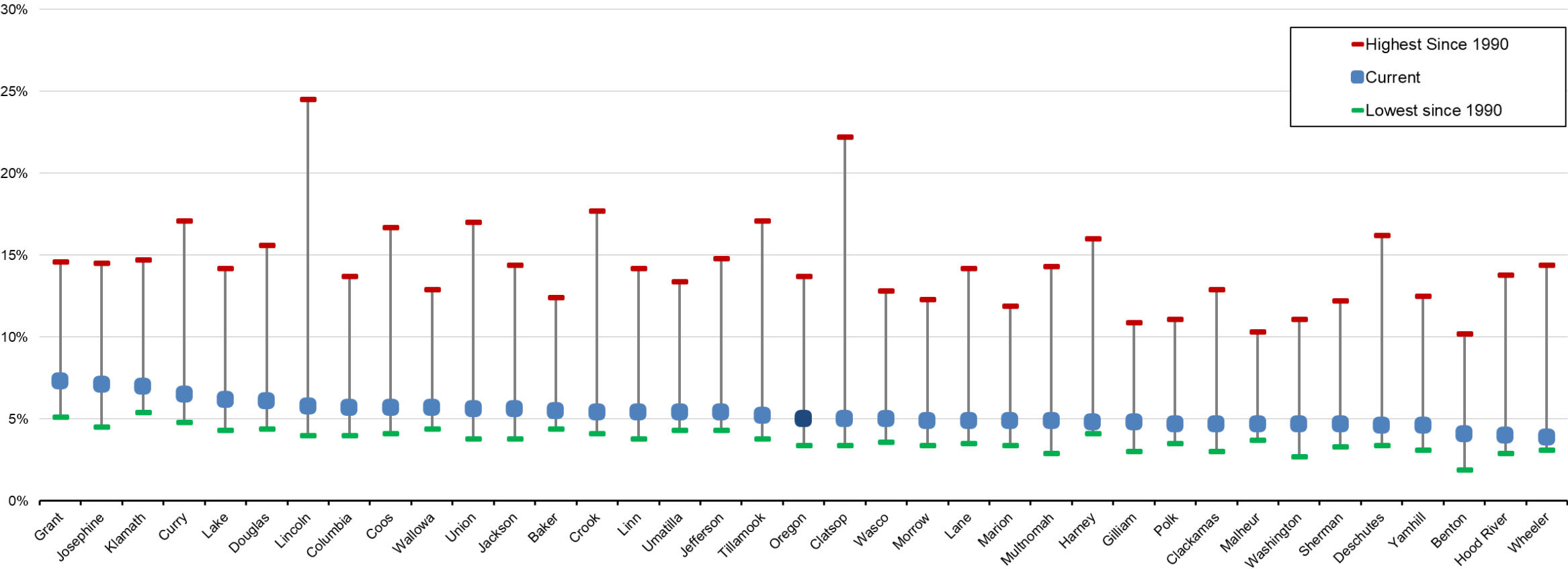
2001 – “Boulevard of broken dreams”,  
Green Day

2007 – “Burning down the house”,  
Talking heads

2020 – “It’s the end of the world”,  
R.E.M

Unemployment Rates in Oregon Counties

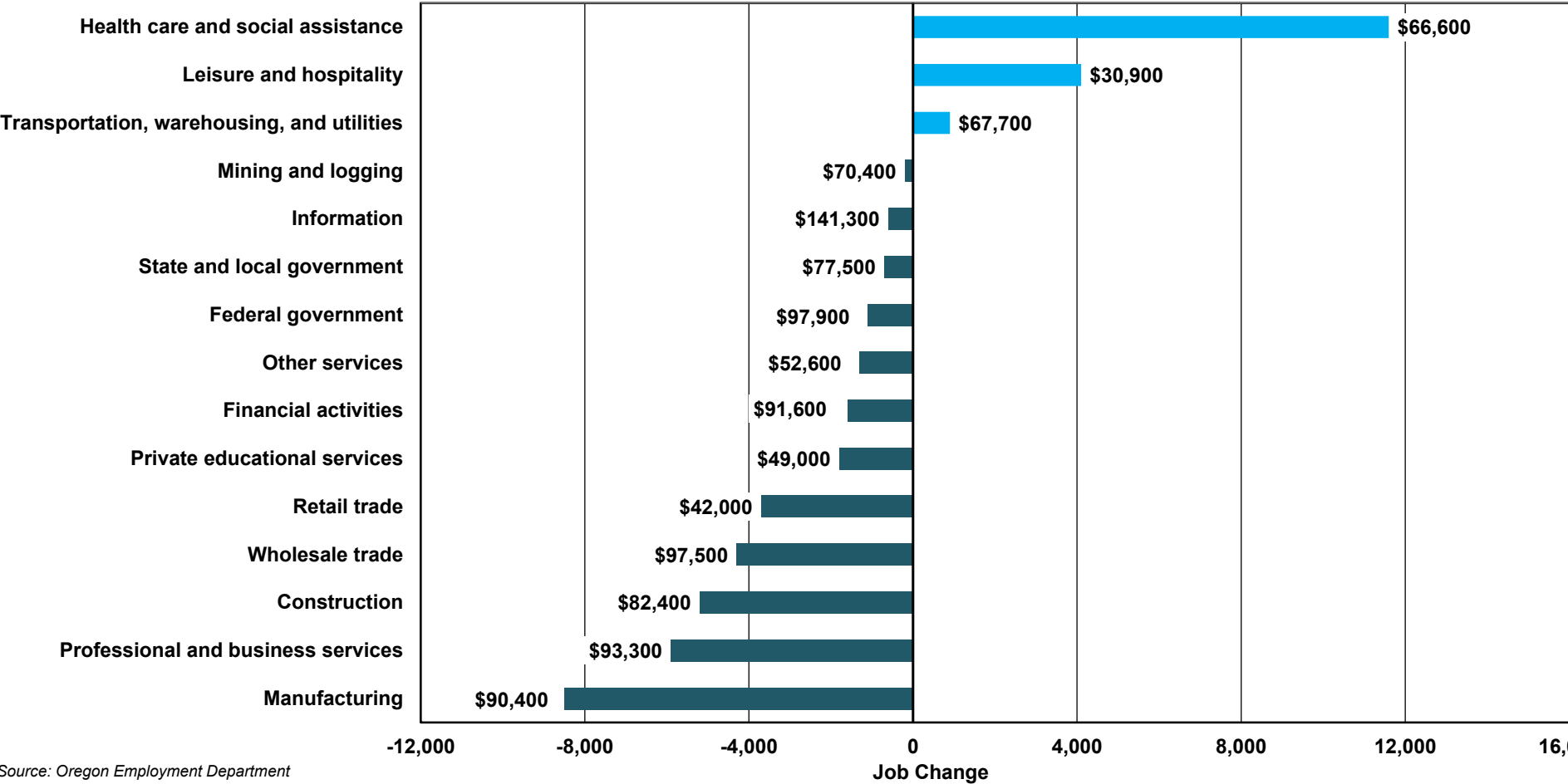
Current Rate (August 2025), Record High, and Record Low for Each County, Seasonally Adjusted



Source: Oregon Employment Department, Local Area Unemployment Statistics

OREGON'S JOB GAINS HAVE BEEN CONCENTRATED IN HEALTH CARE AND SOCIAL ASSISTANCE.

Oregon Job Change and Average Pay by Industry  
August 2024 - August 2025 Job Change, 2024 Average Pay

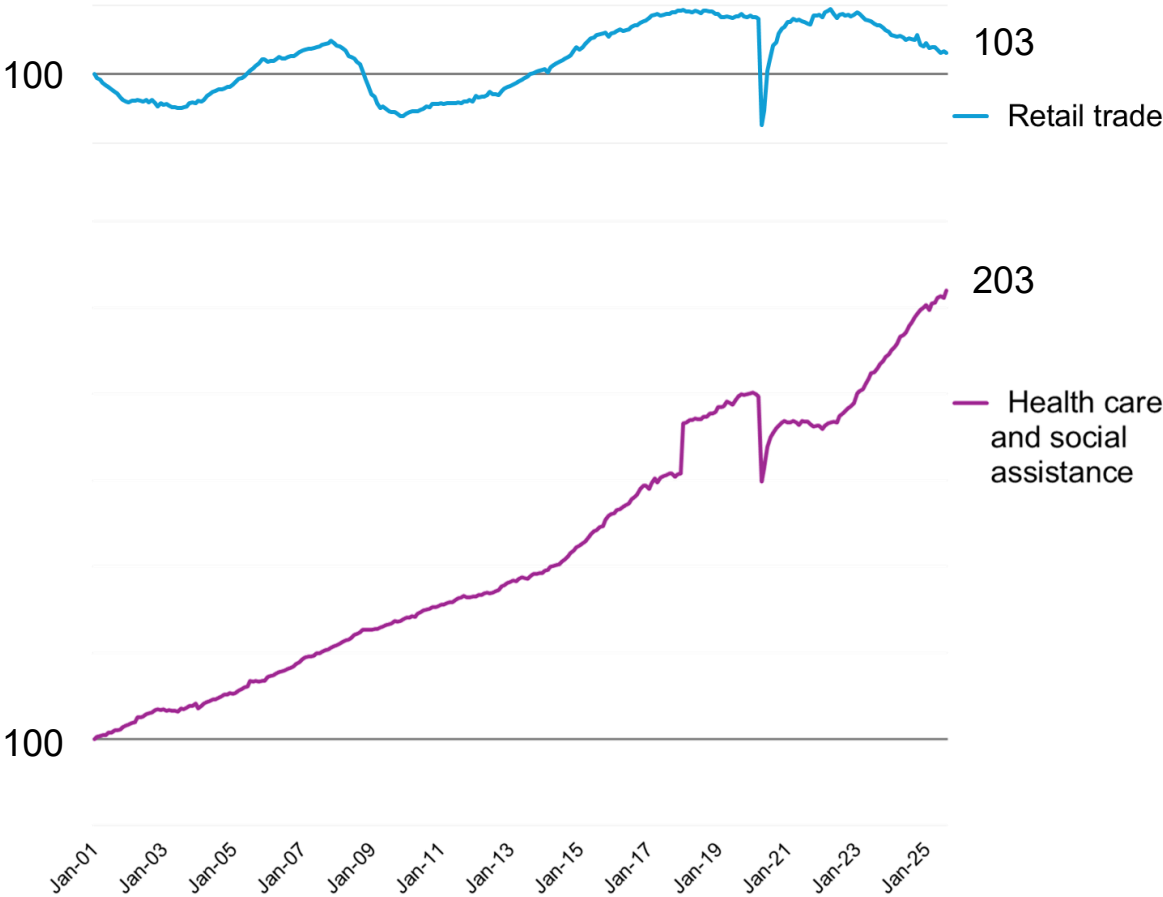
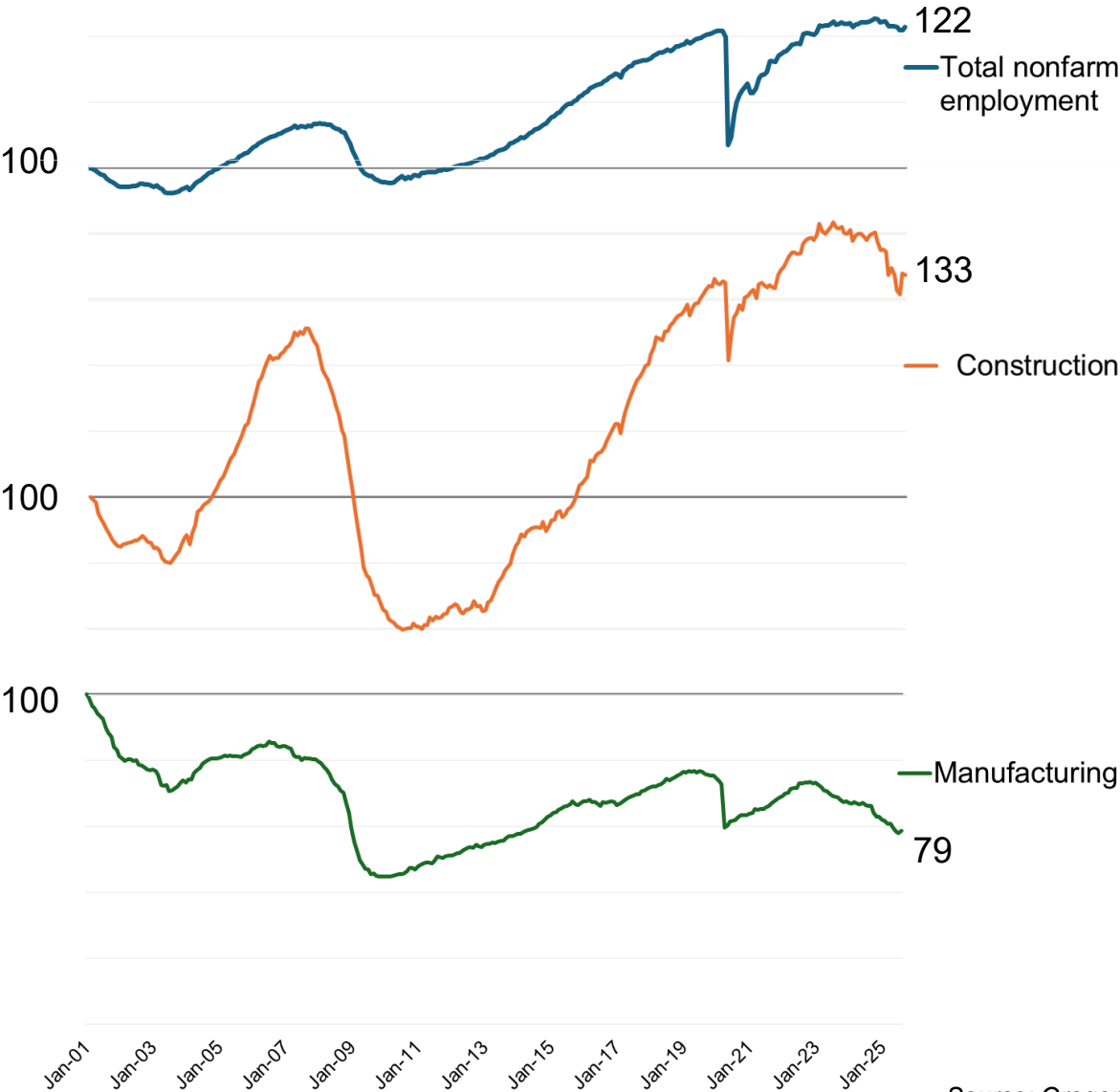


2024 All-Industry  
Average = \$71,300

Source: Oregon Employment Department

# INDEXED EMPLOYMENT SHOWS DIFFERENT NARRATIVES ACROSS INDUSTRIES

Employment Index  
100 = January 2001 Employment



Source: Oregon Employment Department,  
Current Employment Statistics (Seasonally Adjusted)



# OREGON BUSINESSES REPORTED 51,000 VACANCIES IN SPRING 2025.

## Oregon Private Job Vacancies Spring 2025

<b>Vacancies</b>	<b>51,048</b>
Average Hourly Wage	\$28.38
Full-time Positions	79%
Permanent Positions	94%
Requiring Education Beyond High School	32%
Experience	62%
Difficult to Fill	58%

Source: Oregon Employment Department

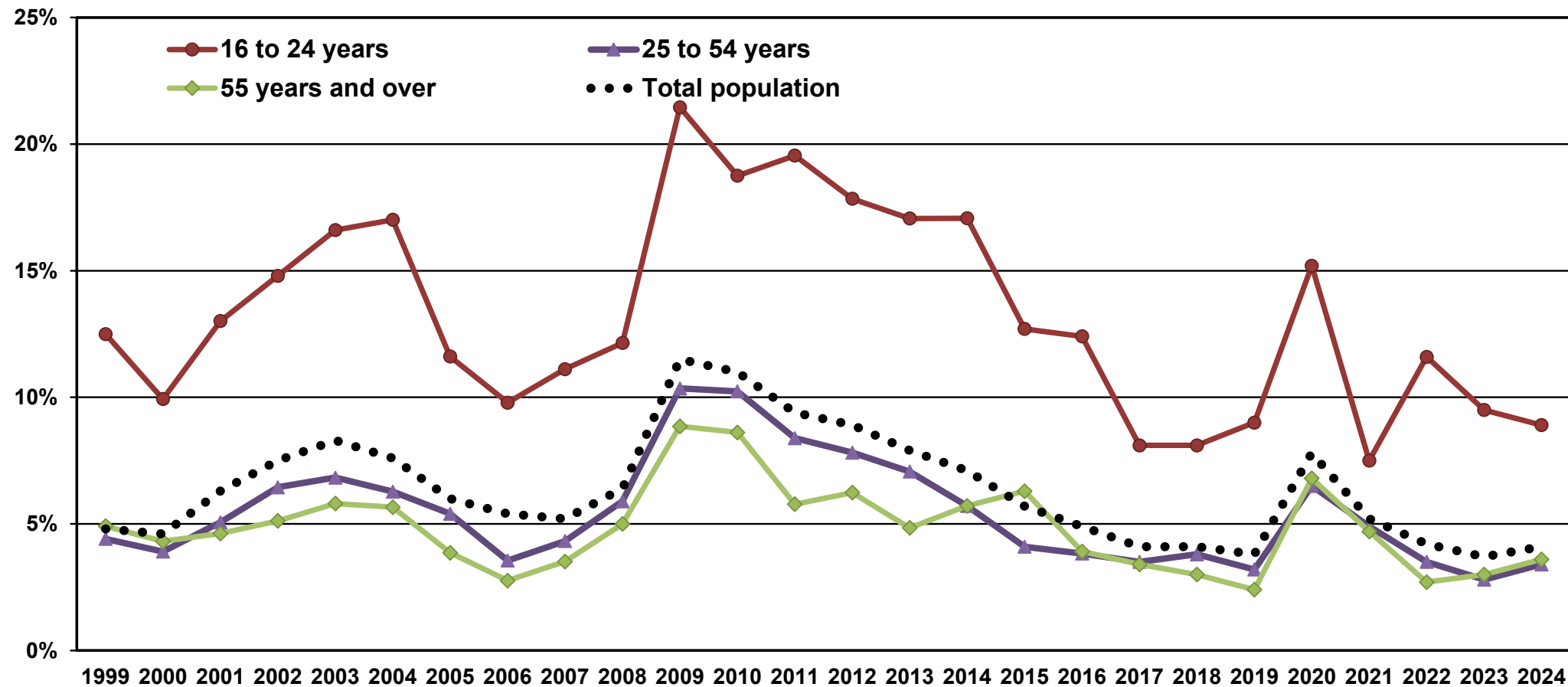
Oregon businesses reported 51,000 vacancies in spring 2025. Vacancies stayed flat from the winter and decreased 12% from spring 2024. Employers reported difficulty filling 58% of spring 2025 vacancies.

The average starting wage among this group of vacancies was \$28.38 per hour, an inflation-adjusted increase of 6% from spring 2024, and a 11% increase from winter 2025.

Characteristics of Oregon job vacancies were consistent with prior quarters. A typical job vacancy tends to be for a full-time, permanent position.

UNEMPLOYMENT RATES WERE RELATIVELY LOW FOR EACH AGE GROUP IN 2024.

Average Annual Unemployment Rate by Age Category  
Oregon, 1999-2024



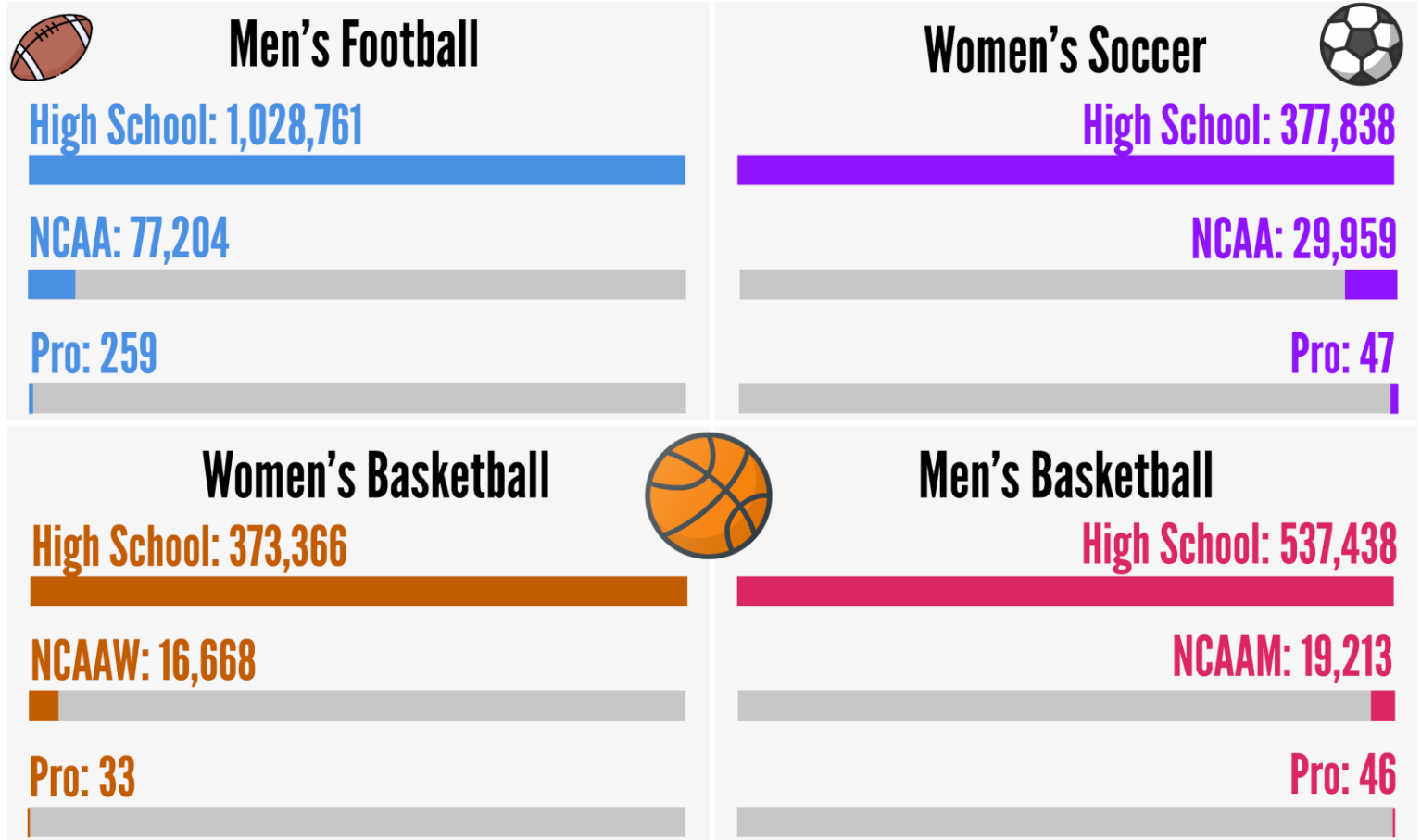
Source: Current Population Survey, <http://www.bls.gov/lau>

## POSITIVE OUTCOMES BEGIN WITH SETTING THE EXPECTATION

Most high school students do not have accurate expectations of what they could earn in a given career, or whether or not they have a good chance of entering into a given career path. Helping a student who aspires to be a professional athlete is a great example of setting expectations.

It's great for students to have dreams. A successful outcome is preparing that student for both the eventuality of achieving that dream, and the possibility that another path is in their future.

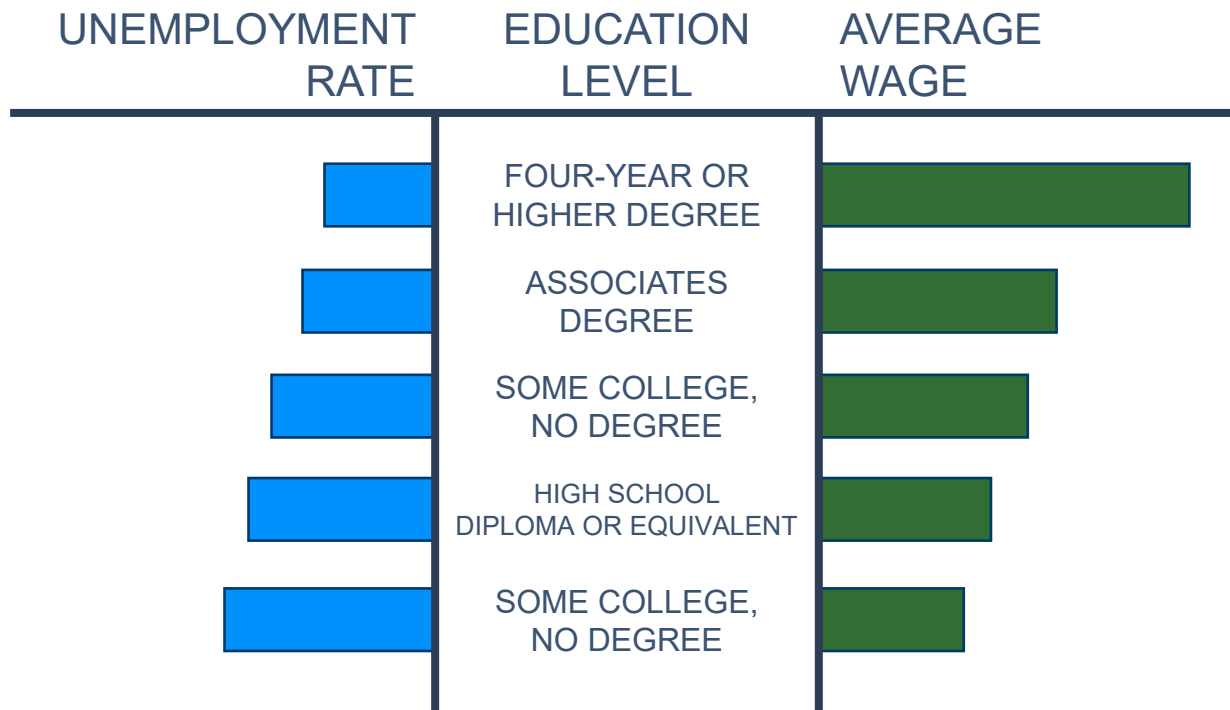
That same message is important for all kinds of careers.



Source: NCAA Research. Figures based on 2022-2023 school year.  
Professional figures include only those drafted from NCAA.

## HOW MANY TIMES HAVE YOU HEARD, “I HAVE THIS, I CAN JUST GET A JOB...”

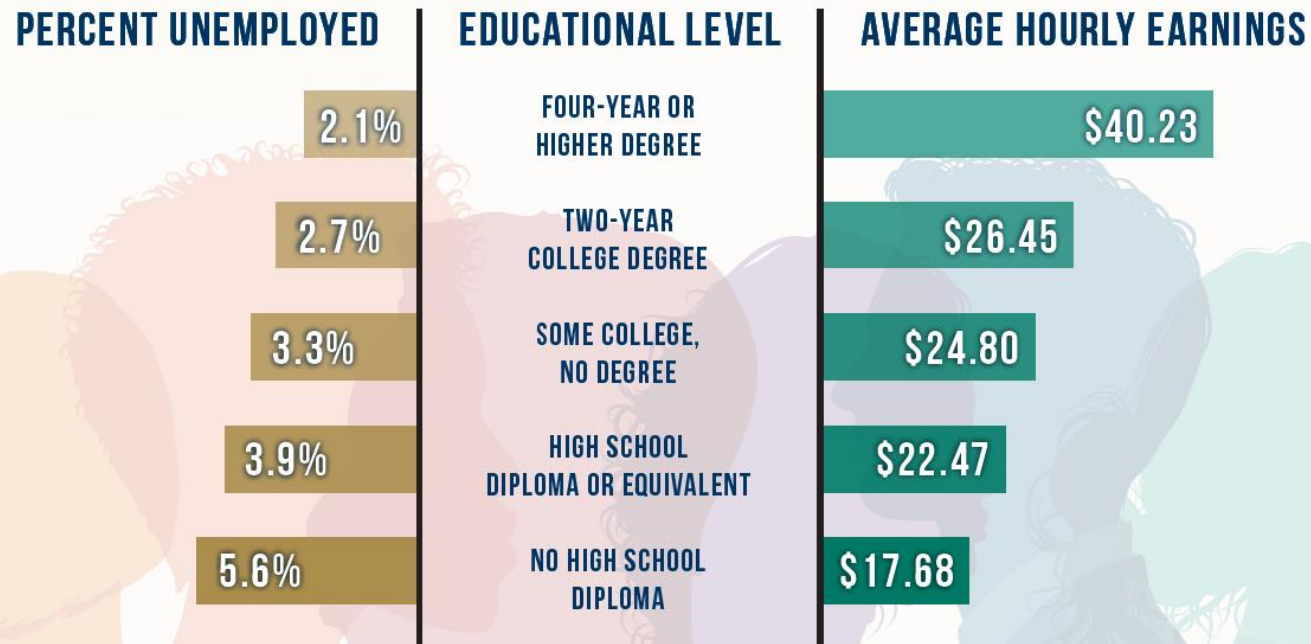
IT CAN BE HARD FOR A STUDENT TO PLAN PAST TODAY, LET ALONE NEXT MONTH, OR NEXT YEAR



Committing to a lifetime of skilling up leads to improved employment and wage outcomes.

There is a direct relationship between skilling up through apprenticeships, postsecondary education, and on-the-job experience to improved wages, and lower unemployment rates.

## EDUCATION PAYS



[WWW.QUALITYINFO.ORG](http://WWW.QUALITYINFO.ORG)

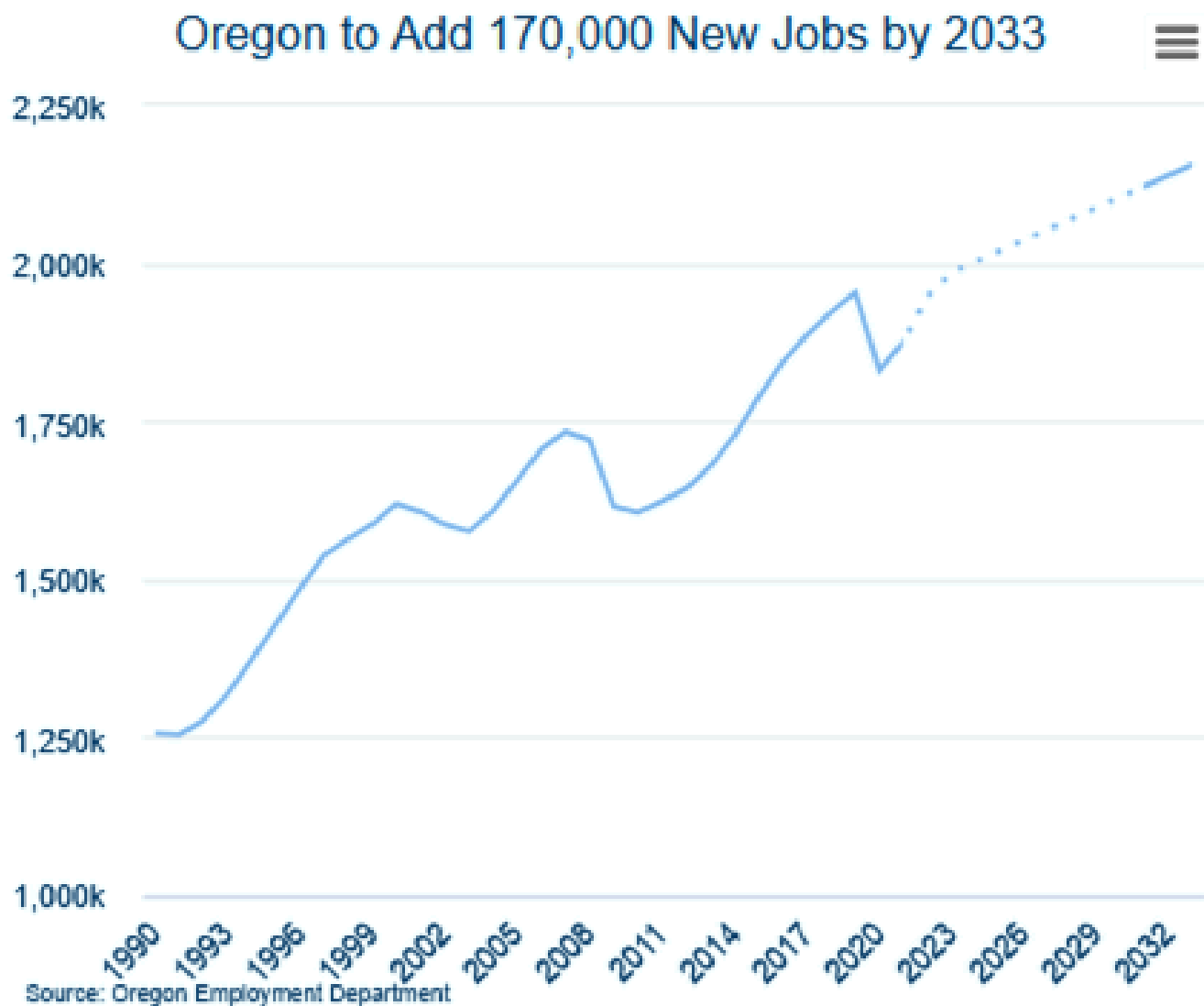
APPRENTICESHIP • CAREER SCHOOL • CERTIFICATION • COLLEGE OR UNIVERSITY • COMMUNITY COLLEGE • GRADUATE SCHOOL

To help emphasize this message we produce education pays posters showing national estimates of average wages, unemployment, and education attainment.

Copies of Education Pays posters may be ordered at [www.QualityInfo.org](http://www.QualityInfo.org),

Or by contacting  
[OED\\_LMIPUBS@employ.oregon.gov](mailto:OED_LMIPUBS@employ.oregon.gov)

# OREGON JOBS PROJECTED TO GROW 8 PERCENT BETWEEN 2023 AND 2033



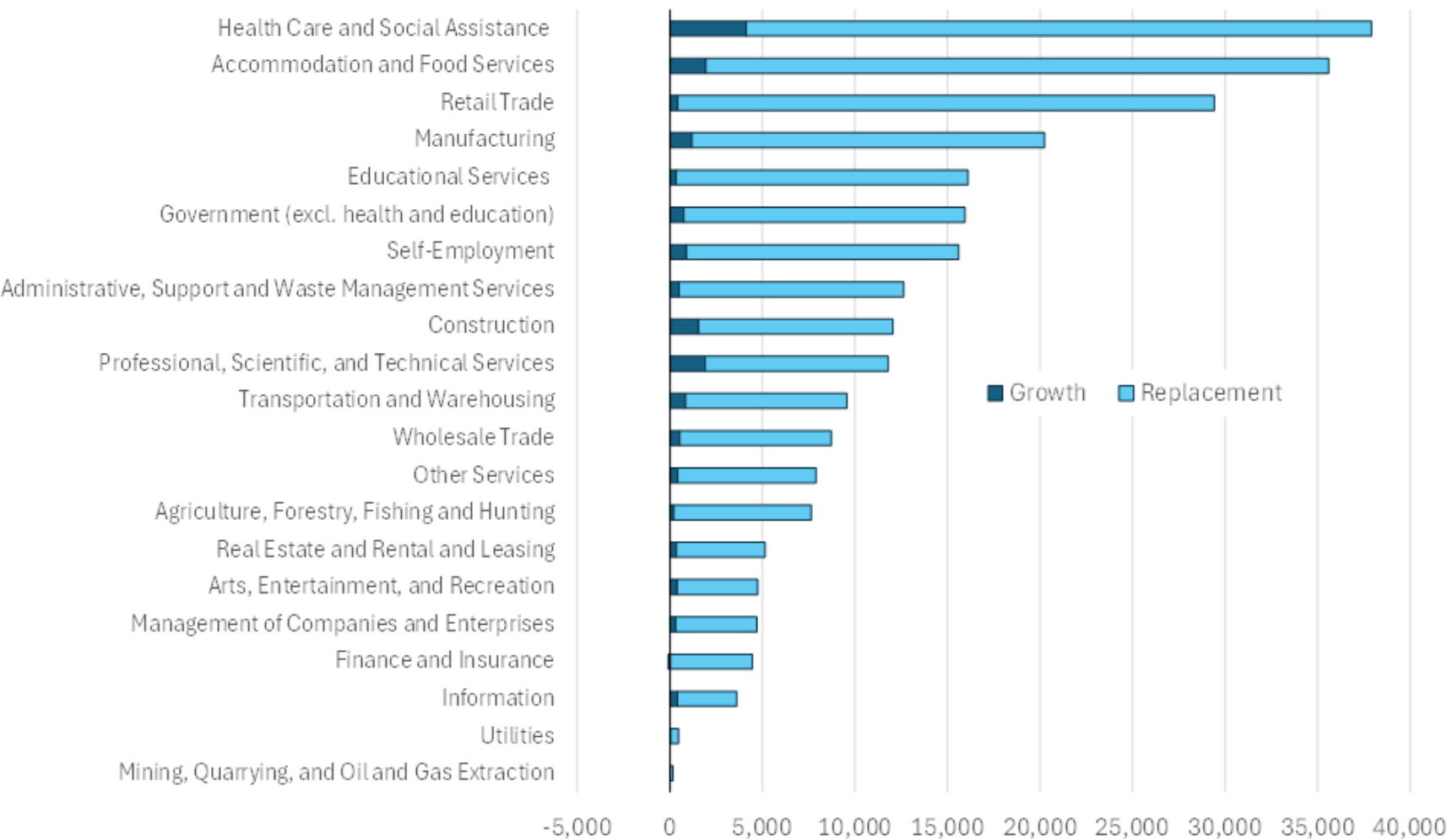
## Oregon to Add 170,000 New Jobs by 2033

Oregon's job growth will total 8% between 2023 and 2033. Private payrolls are expected to grow by 150,500 (9%), while government employment will increase by 10,700 (6%), and self-employment will grow by 8,800 (6%).

For every new job added by growing and expanding businesses, Oregon employers will have another nine job openings requiring newly trained workers to replace those who leave the labor force or make a major occupational change.

# HEALTH CARE WILL CONTINUE TO LEAD JOB OPENINGS IN OREGON.

2023 - 2033 Projected Annual Job Openings by Industry in Oregon



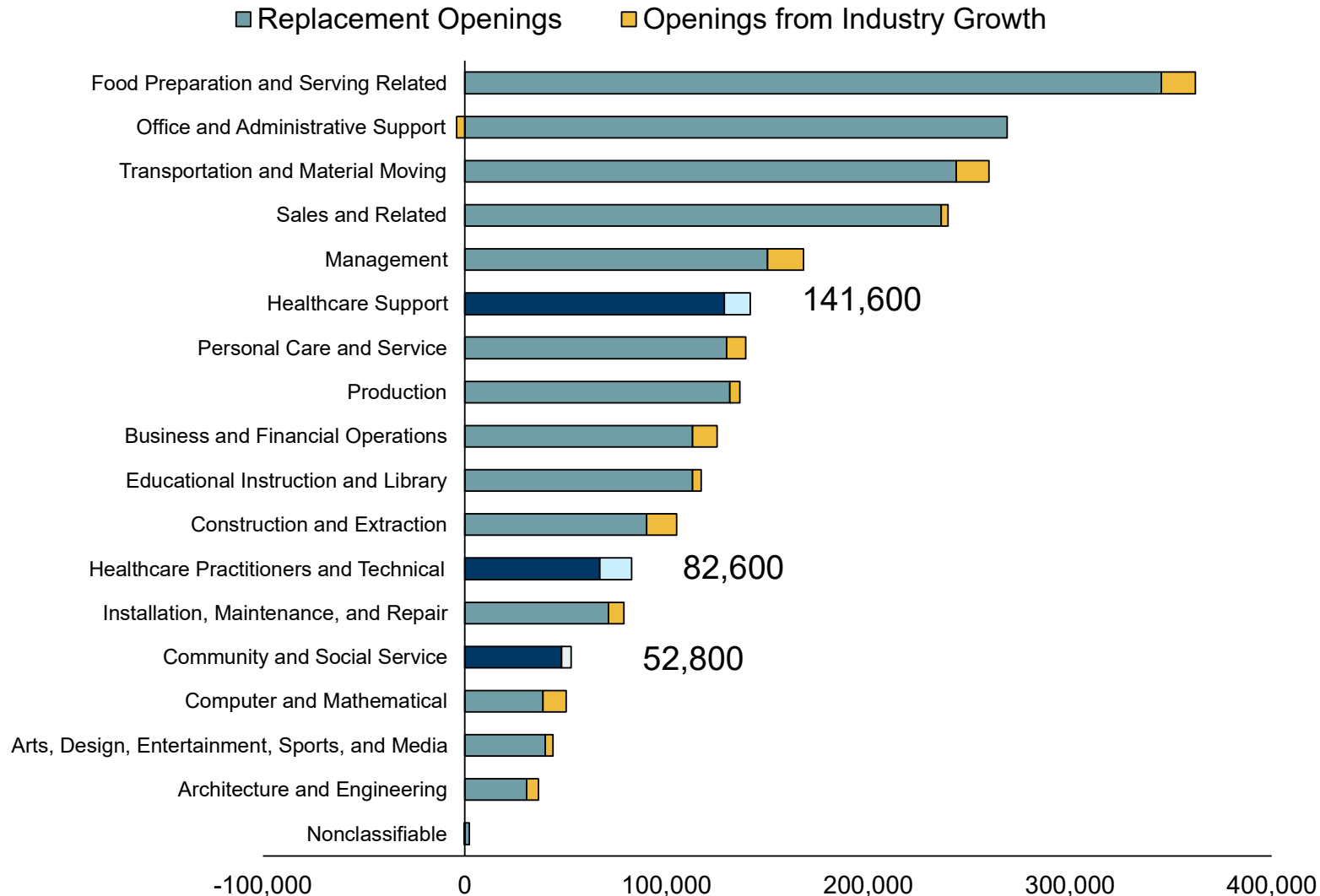
Nine out of every 10 job openings over the decade will be due to the need to replace retiring workers, or those who leave the labor force, or make major occupational changes.

In health care, there will be eight replacement openings for every one new job added by 2033.

Source: Oregon Employment Department, 2023-2033 Employment Projections

# OVER 22,000 ANNUAL JOB OPENINGS PROJECTED IN HEALTH CARE OCCUPATIONS.

## Job Openings Projected in Every Major Occupation Group



Job Openings Come from three major sources:

- Openings due to industry growth.
- Openings that arise when people retire and exit the workforce.
- Openings due to workers who transfer careers.

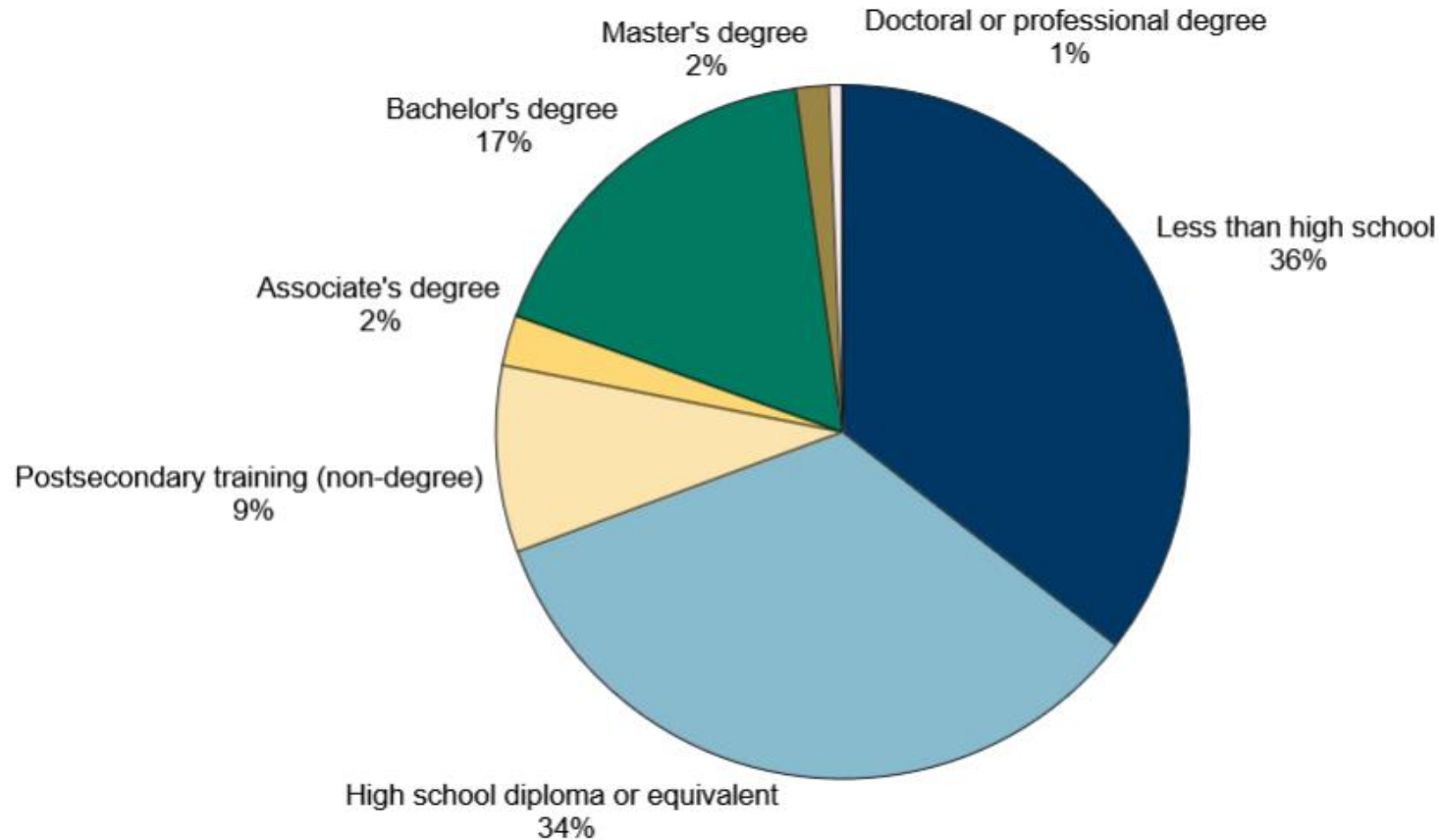
## 224,000+

Projected job openings in health care practitioner and support occupations between 2023 and 2033.



## WHEN PLANNING STUDENTS NEED TO KNOW WHAT EMPLOYERS ARE EXPECTING

2023 - 2033 Job Openings in Oregon, by Typical Entry-Level Education



Typical entry-level education gives us a sense of what is required in order for a jobseeker to apply for a particular job.

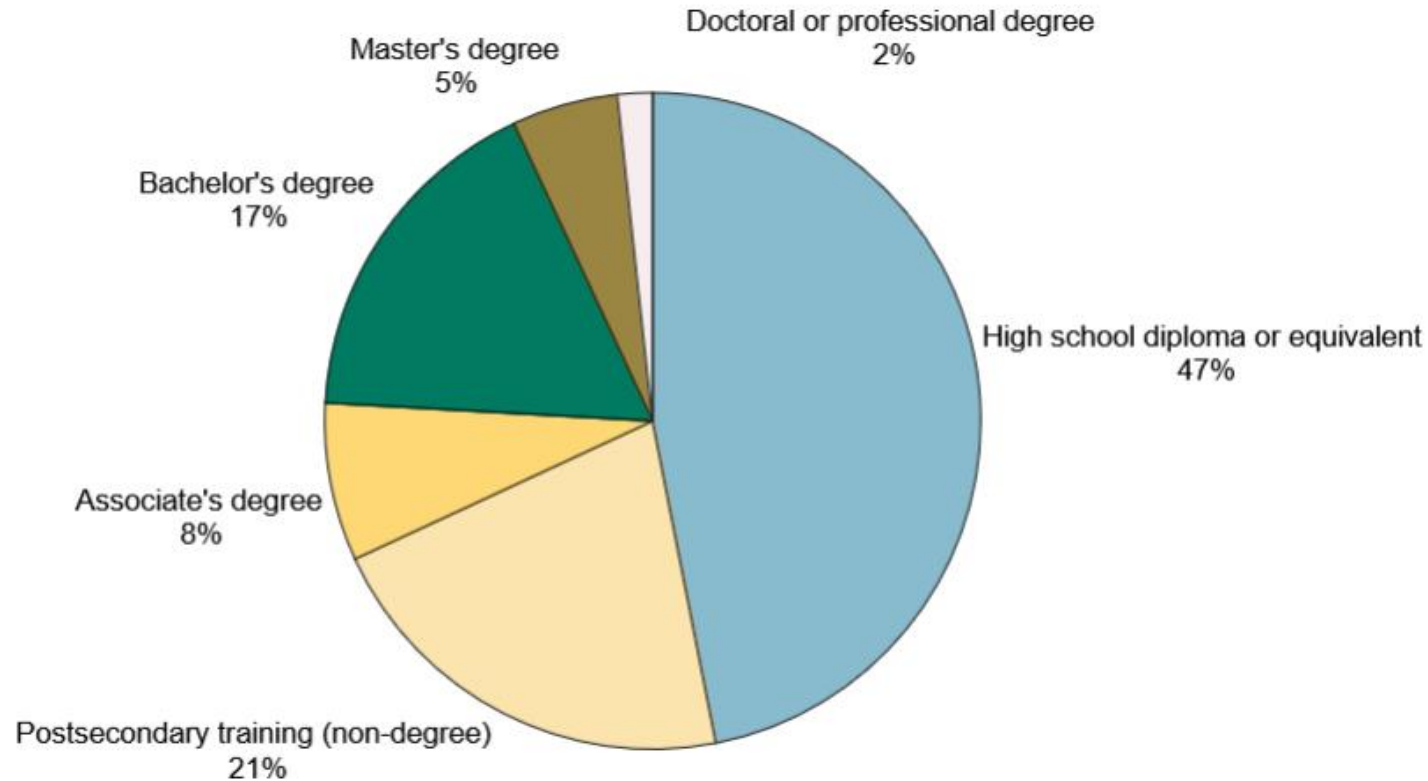
The majority of projected job openings do not require postsecondary education.

They are also in occupations that generally have higher turnover, and lower wages.

Confidentiality: Some occupation details have been suppressed due to the confidentiality of the estimate or projection.  
Source: Oregon Employment Department, Workforce and Economic Research Division, Oregon Occupational Projections 2023-2033.  
Regional Contact: Sarah Cunningham, Projections Economist, 503-871-0046, Sarah.E.Cunningham@employ.oregon.gov

## THEY ALSO NEED TO KNOW WHO THEY ARE COMPETING WITH

2023 - 2033 Job Openings in Oregon, by Competitive Education Level



The labor market includes a wide range of jobseekers with different education and experience levels.

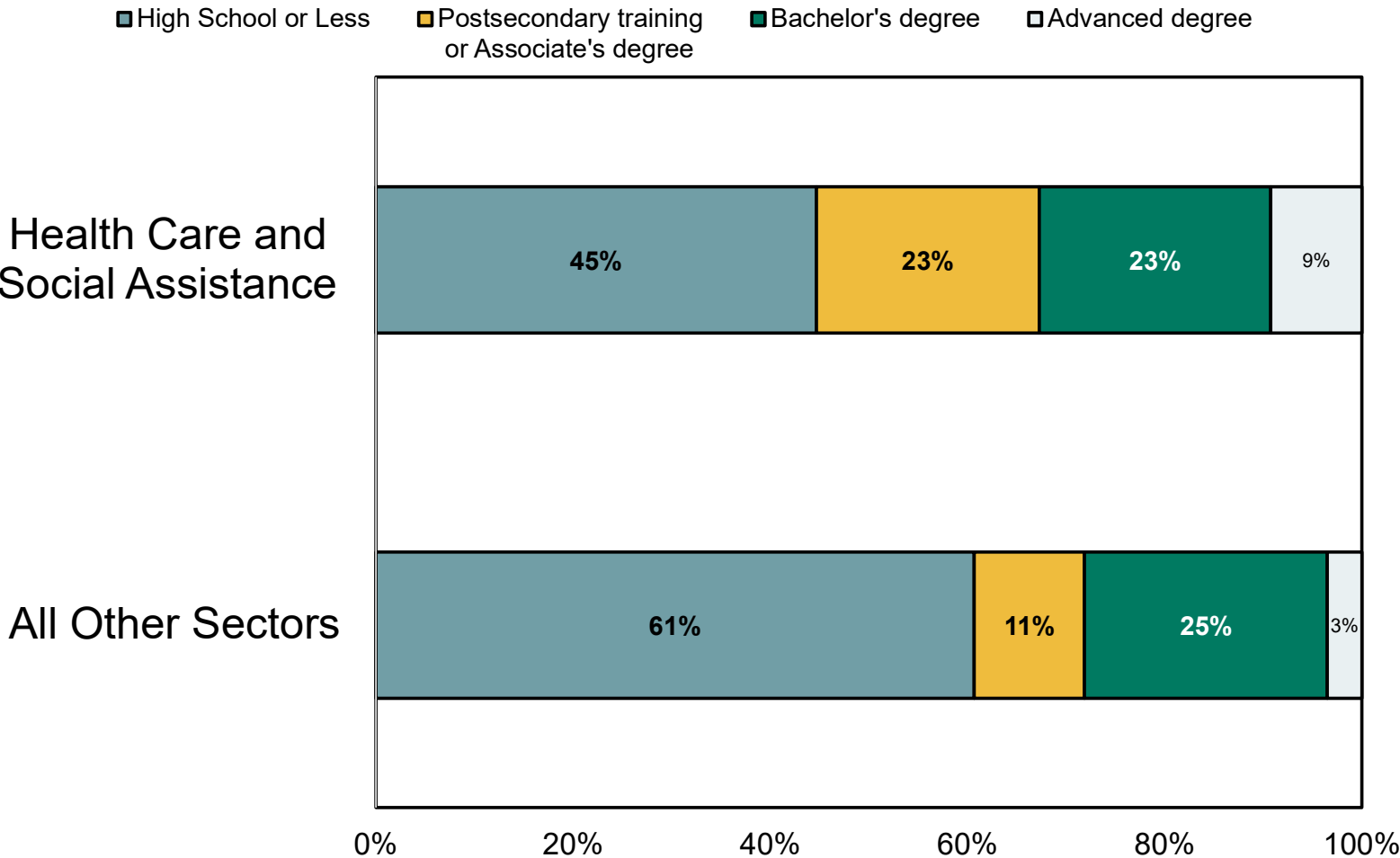
We've already seen how many job vacancies requires some form of experience.

Jobseekers and students should be ready, not to just meet the minimum requirements, but compete against other workers already in a give career.

Confidentiality: Some occupation details have been suppressed due to the confidentiality of the estimate or projection.  
Source: Oregon Employment Department, Workforce and Economic Research Division, Oregon Occupational Projections 2023-2033.  
Regional Contact: Sarah Cunningham, Projections Economist, 503-871-0046, Sarah.E.Cunningham@employ.oregon.gov

# HEALTH CARE SECTOR REQUIRES A HIGHLY EDUCATED WORKFORCE.

## Projected Openings in Health Care Rely More on Educated Workforce than Other Sectors



The health care sector relies on a highly skilled, talented workforce.

A higher share of jobs in health care require some form of postsecondary training (55%) than what we generally see for all other industries in Oregon (39%).

The current workforce reflects this need. According to recent U.S. Census estimates over 80% of workers in Oregon’s health care sector have some form of postsecondary education.

Source: Oregon Employment Department, Occupational Employment Projections 2023 - 2033  
Chart based on the distribution of 2023 sector employment by typical entry-level education

# So how can I get this information into the hands of students?

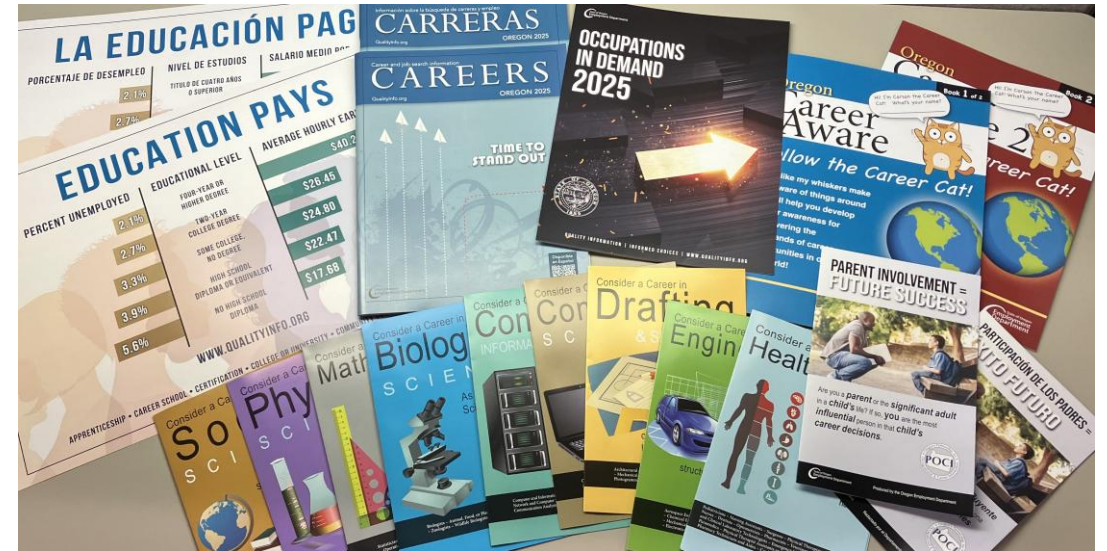
## QualityInfo.org

### Printed Publications

- Magazines, brochures, and posters
- English and Spanish

### Subscription Services

- Email delivery of articles and releases by topic and region
- Business News from Around-the-State (1,960 subscribers)



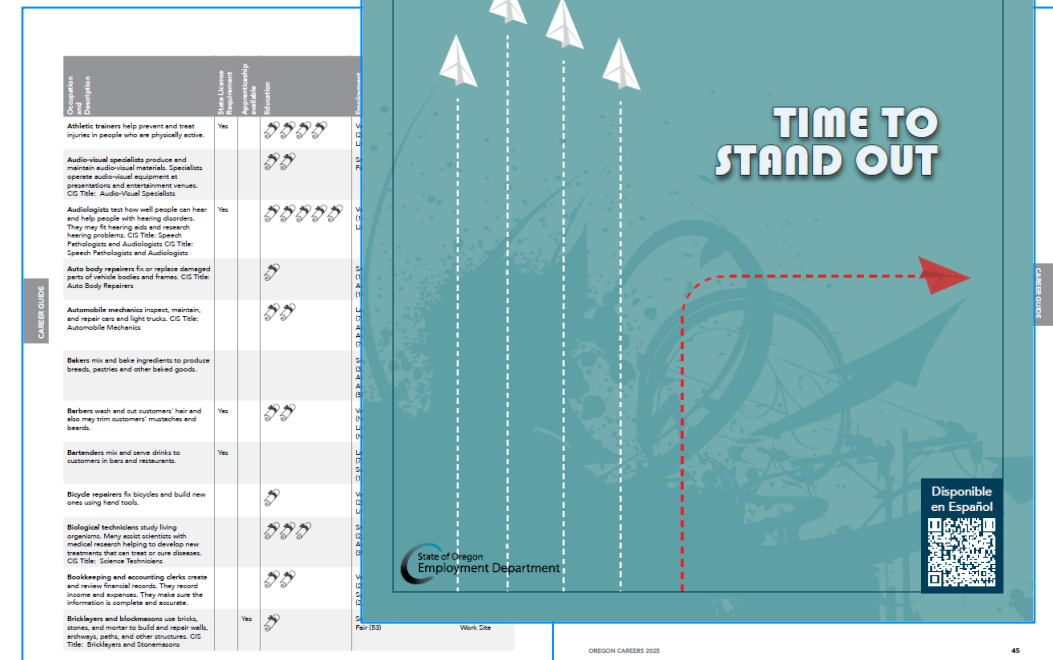
# Oregon Careers Magazine

Is a compilation of careers exploration resources from Oregon Higher Ed, Oregon Career Information System (CIS), and the Oregon Employment Department.

Activity and Teacher guides for the magazine are available in case you walk a class through the material.

You can order free copies of Oregon Careers Magazine by going to our [Publication Order Page](#), or contacting [OED\\_LMIPubs@employ.Oregon.gov](mailto:OED_LMIPubs@employ.Oregon.gov)

**We are now taking orders for Oregon Careers 2026!**





# Occupations in Demand

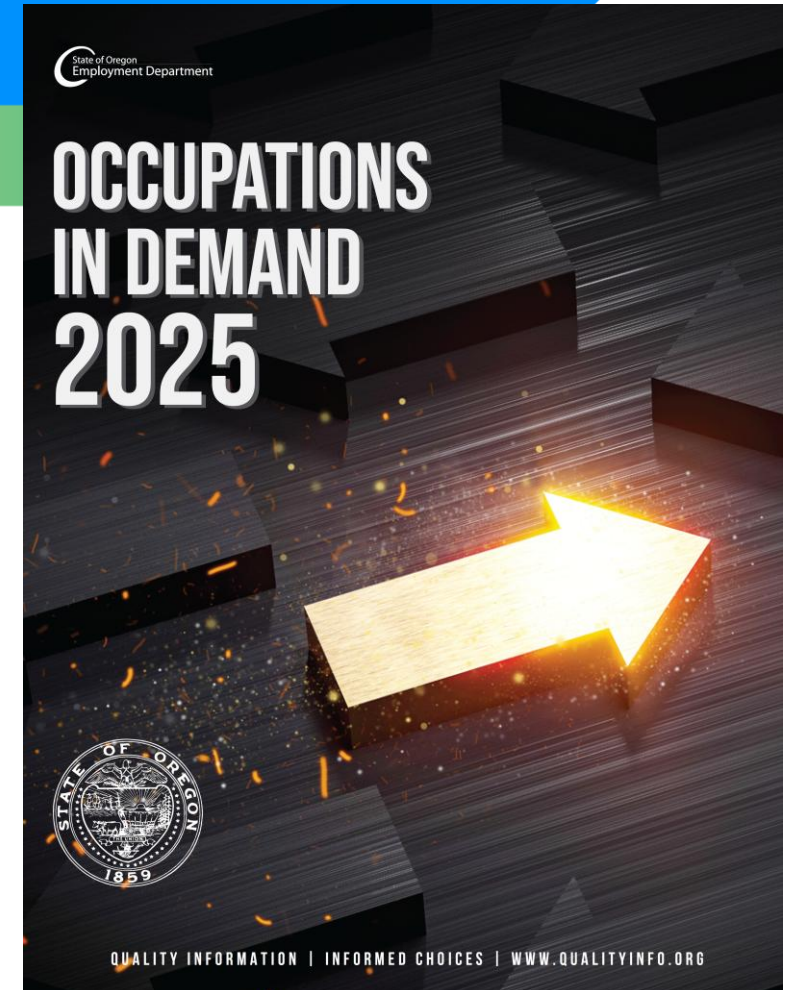
Is a compact, and accelerated way of sharing the story of

- What occupations will have the most openings?
- What are the average wages for high-demand occupations?
- What is the typical entry-level education for a career?

Activity and Teacher guides for the magazine are available in case you walk a class through the material.

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# Occupation Profile Tool

The screenshot shows the 'Occupation Profiles' page for 'Electricians (472111) Oregon (All Counties)'. The page features a navigation bar with links to Home, Tools, Regional Info, Data, Publications, and Press Release. Below the navigation bar, the title 'Occupation Profiles' is displayed. The main content area shows four key statistics: Median Hourly Wage (\$48.17), 2023 Employment (10,029), Job Openings per Year (1,162), and 10-Year Growth (19.8%). A description of the occupation is provided, followed by a list of expandable sections including Job Openings, State of Oregon Licenses & Certifications, Wage Range 2025, Employment Outlook, Area Employment Projections, and Industries of Employment. A video player titled 'Electricians Career Video' is also visible.

Tools Regional Info Data Publications Press Release

Occupation Profiles

Electricians (472111)  
Oregon (All Counties)

Median Hourly Wage	2023 Employment	Job Openings per Year	10-Year Growth
\$48.17	10,029	1,162	19.8%

Description

Install, maintain, and repair electrical wiring, equipment, and fixtures. Ensure that work is in accordance with relevant codes. May install or service street lights, intercom systems, or electrical control systems. Excludes Security and Fire Alarm Systems Installers (49-2098).

- + Expand All
- + Job Openings Listed with the Oregon Employment Department
- + Job Openings from Other Websites
- + State of Oregon Licenses & Certifications
- + Wage Range 2025
- + Employment Outlook
- + Area Employment Projections
- + Industries of Employment

Electricians Career Video

If you have a student wanting to take a deeper dive in a particular career, we have profiles available for over 800 different careers in Oregon.

- Current job postings
- Education requirements
- Wage Ranges
- Knowledge, skills, and abilities
- Area employment levels

Profiles for hundreds of careers can be found at [www.QualityInfo.org](http://www.QualityInfo.org)

# QUESTIONS

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