

## Long-Term Industry Projections Show Broad-Based Job Growth in Oregon

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Oregon will add 258,000 jobs between 2012 and 2022, according to recently released projections from the Oregon Employment Department. This represents a 15 percent increase in employment over 10 years. The growth stems from anticipated private-sector gains of 232,000 jobs (17%) and the addition of 26,000 jobs (9%) in government.

The 2012 to 2022 employment projections reflect several ongoing trends: continuing recovery from the Great Recession, particularly

Table 1

Oregon Long-Term Employment Projections by Major Industry, 2012-2022

	2012	2022	Change	% Change
Total payroll employment	1,685,300	1,943,200	257,900	15%
Professional and business services	201,200	248,400	47,200	23%
Health care and social assistance	204,100	249,400	45,300	22%
Trade, transportation, and utilities	311,200	345,100	33,900	11%
Leisure and hospitality	169,800	198,300	28,500	17%
Local government	180,500	201,200	20,700	11%
Construction	70,100	90,300	20,200	29%
Manufacturing	172,100	191,200	19,100	11%
Financial activities	90,800	103,000	12,200	13%
Natural resources and mining	52,700	62,000	9,300	18%
Other services	58,300	65,700	7,400	13%
State government	80,200	87,400	7,200	9%
Private educational services	33,900	39,900	6,000	18%
Information	32,300	34,700	2,400	7%
Federal government	28,100	26,600	-1,500	-5%

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for the construction industry; a growing health care sector, due in part to an aging population; and the need for replacement workers due to baby boomer retirements.

### Job Gains From Economic Growth

Projected job growth spans across all broad private industry sectors. The largest private industries in Oregon – professional and business services; health care and social assistance; and trade, transportation, and utilities – are expected to have the most employment gains (Table 1). Professional and business services – which includes computer systems design, temporary employment agencies, business support services, and other firms – will add 47,000 jobs. Health care follows

### Additional Information

Every two years, the Oregon Employment Department updates long-term employment projections to account for changes in the economy. The 2012 to 2022 statewide projections cover 97 industries and 717 occupations.

All statewide and regional employment projections are available at QualityInfo.org. Select a region from the map at the top-right of the home page, then look under the Publications tab for the region to find industry and occupation projections to 2022.

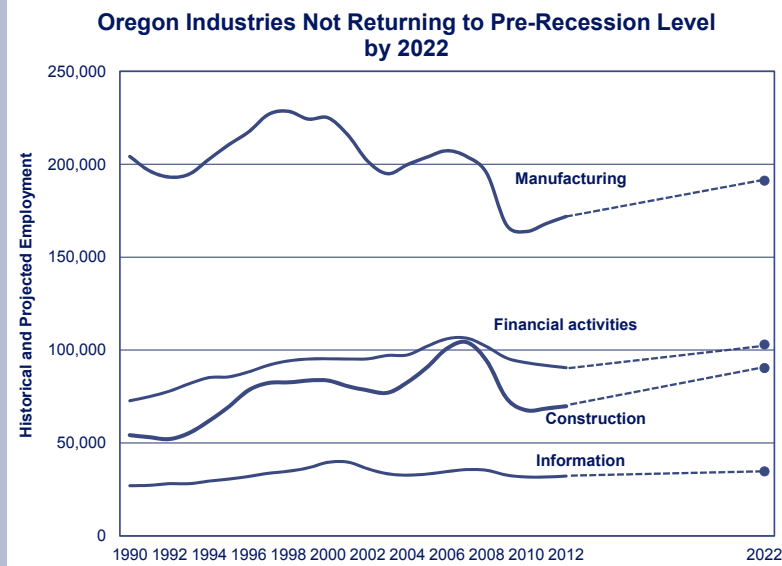
closely, with the anticipated addition of 45,000 jobs. Trade, transportation, and utilities will pick up 34,000 jobs over the 10-year period.

The information sector – which includes software publishers and newspaper, directory, periodical, and book publishers, among others – will see the smallest gains statewide, adding 2,400.

### Fast-Growth Industries

The construction industry is projected to have the fastest rate of employment growth (29%) in Oregon. The

**Graph 1**



fast growth is expected due in part to a late rebound from tremendous job losses in the Great Recession. Even with its relatively fast growth rate, the industry's employment will not return to its peak level by 2022 (Graph 1). Other industries not expected to reach pre-recession levels over the decade include manufacturing, financial activities, and information.

At a more detailed level, the industry projected to grow the fastest is computer systems design and related services, which will add 5,000 jobs, or 42 percent, to payrolls over the decade (Graph 2). Computer systems design firms include those that design systems integrating hardware, software, and communication technologies; write, test, or support computer software; and data processing facilities, among others.

Others with high employment growth rates in Oregon include several

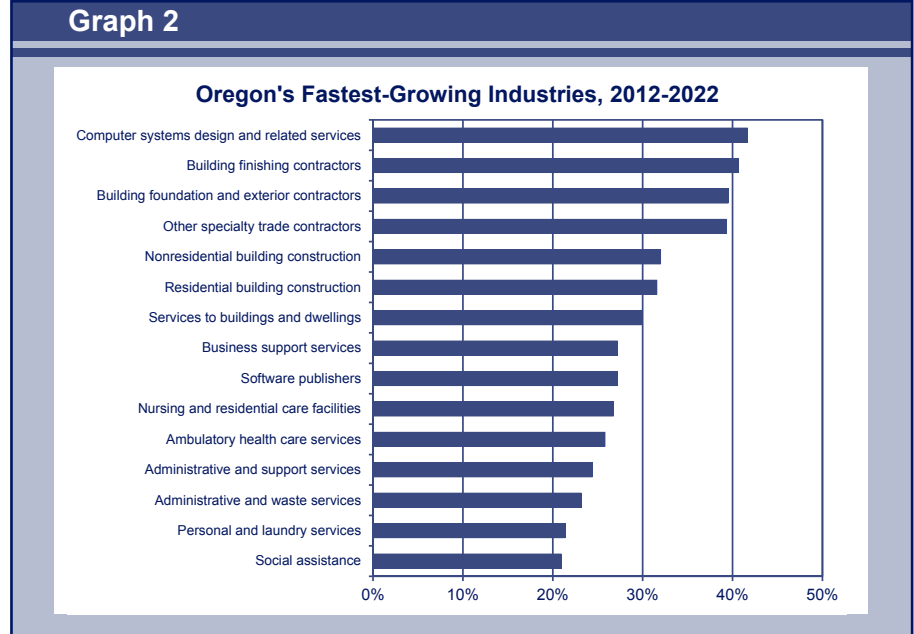
construction industry groups. A few examples are building finishing contractors (41%), nonresidential building construction (32%), and residential building construction (32%). Health care sub-sectors – particularly those that serve an aging population – also fall in the fastest-growth category. These include nursing and residential care facilities (27%), and ambulatory health care services (26%).

Although at a broad level the information sector shows the slowest projected growth in Oregon, its software publishers subset is among the top 10 fastest-growing industries statewide. Projections show an employment gain of 27 percent for software publishers over the decade.

**Industries With Projected Job Losses**

Federal government is the only major industry expected to shed jobs over

**Graph 2**



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Oregon CAREERS is aimed at the career planning needs of students. It is distributed primarily to high schools around the state, and also available in WorkSource Oregon locations, libraries, middle schools, and college career centers. It contains information about how to select and prepare for a career, job search tips, and more.

To order copies in English or Spanish at no charge, contact 503-947-1204 or [Lmipubs.emp@state.or.us](mailto:Lmipubs.emp@state.or.us)

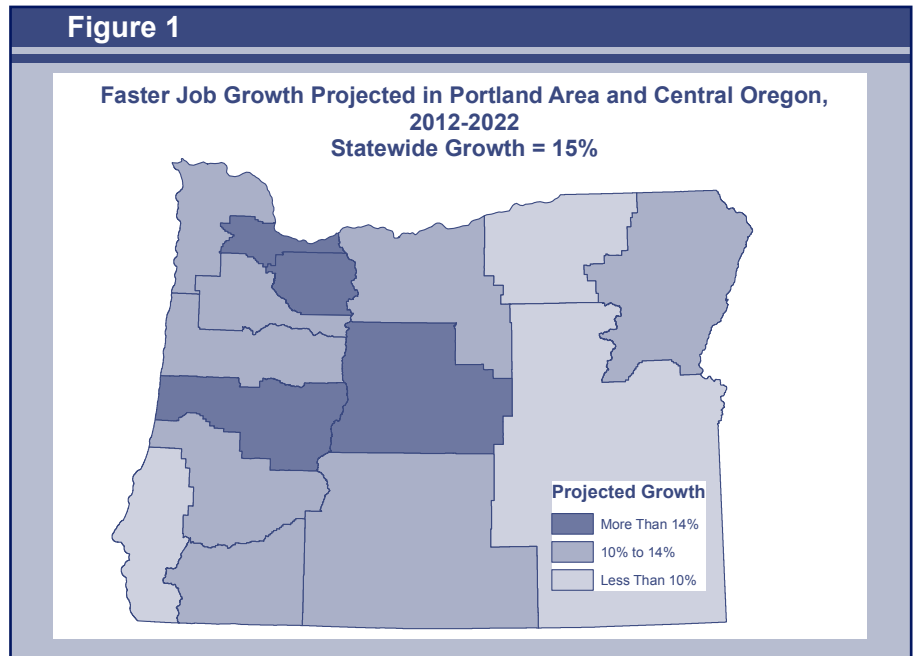
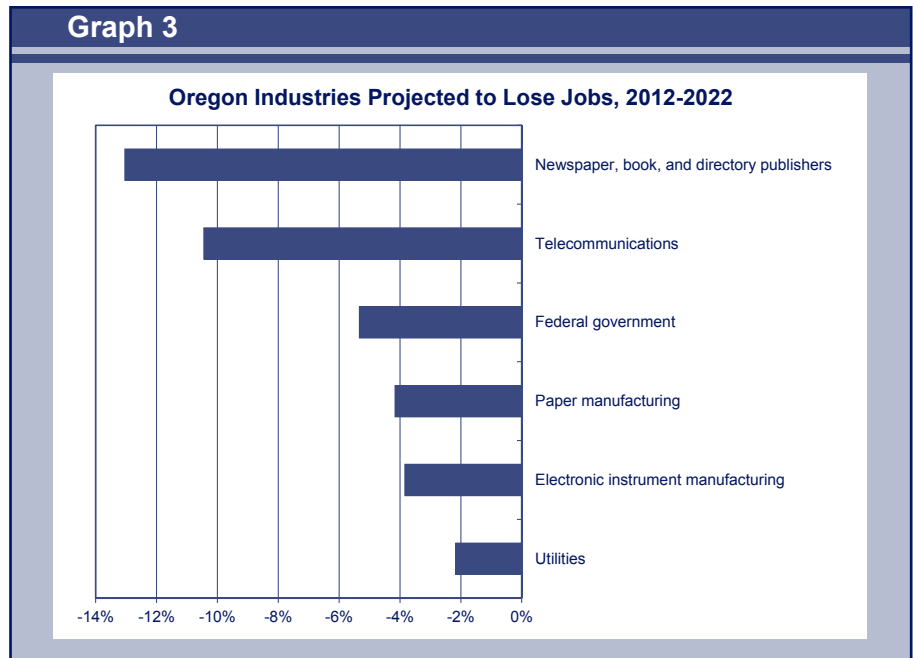


the decade. The loss of 1,500 jobs (-5%) will be primarily due to federal postal declines (Graph 3). Even at a more detailed level, few industries will lose jobs by 2022. The steepest projected job losses are anticipated for newspaper, book, and directory publishers (-13%) and telecommunications firms (-10%). Within the broad information sector, these two relatively fast-declining industries offset roughly half the job growth in software publishing between 2012 and 2022.

**Fastest Growth Expected Around Portland and Central Oregon**

The Portland area and Central Oregon expect the fastest employment growth over the 10-year period, according to projections from the Employment Department’s regional economists. The Portland tri-county area of Multnomah, Washington, and Clackamas counties anticipates 16 percent employment growth by 2022 (Figure 1). The Central Oregon region made up of Crook, Deschutes, and Jefferson counties also expects employment gains of 16 percent. Lane County’s anticipated 15 percent growth will match the statewide rate. The sub-state areas with the slowest growth include the South Coast (7%), Southeastern Oregon (9%), and the Columbia Basin counties of Morrow and Umatilla (9%).

*This article marks the first in a two-part series by highlighting industry trends. Next month, an article focused on occupational projections will provide additional insight on the need to replace departing workers, and other occupational highlights. ■*



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## LOCAL HIGHLIGHTS:

## A Quick Look at New Employers in Eastern Oregon

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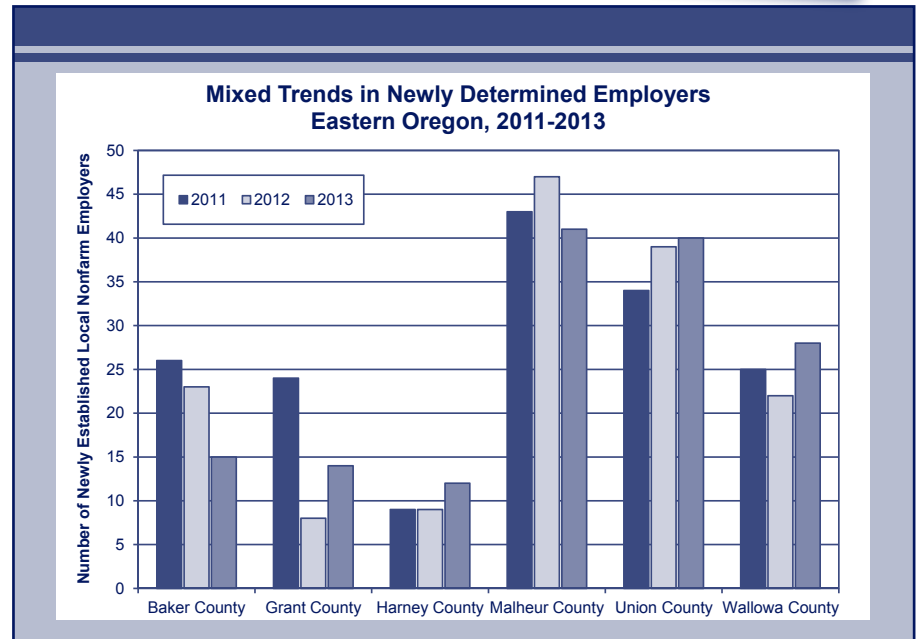
And now for something completely unscientific.

The La Grande office of the Oregon Employment Department receives a monthly summary of all employers newly registered with the agency that have an Eastern Oregon or Idaho address. The agency generates these reports primarily for tax purposes, but a few years ago your author reckoned it might be worth tracking the contents of these reports for any potential regional trends.

So, beginning in late 2010, we logged the number of newly determined nonfarm employers in those monthly summaries from each Eastern Oregon county. We excluded domestic household employers as well as new employers that were simply successors to existing businesses.

What was left was thought to be a proxy for the number of genuinely new, locally based nonfarm employers. The graph shows how the number of such new establishments varied from 2011 to 2013 in the Eastern Oregon region.

For what it's worth, the trends depicted here are perhaps most encouraging



for Union County and most discouraging for Baker County.

But please don't read too much into these trends. For example, an auto parts store recently opened in Baker City. Even though that new establishment is adding to commerce in Baker County, it's not counted in the graph because the store is part of a national chain that was already doing business in Oregon. It wasn't a newly established, locally based business, which is what the graph tries to measure.

Typically, the employers captured by the graph's columns are very small businesses. The graph isn't the final word – and not even close to the most important word – in Eastern Oregon's economic story. It's merely one minor but hopefully interesting piece of a much larger puzzle.

For more information on specific regions, visit [www.QualityInfo.org](http://www.QualityInfo.org), then choose an area on the map in the upper right-hand corner. ■

## Top Recruited Occupations are Similar Across Oregon's Metro Areas

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The hiring spree Oregon employers are on has spread out from the Portland area to the smaller metropolitan areas such as Bend, Medford, and Salem. The need for workers in these

areas is growing across a wide range of occupations, according to the types of job openings employers are advertising for online.

With the exception of some in-demand computer-related occupations around Portland, employers are heavily recruiting the same types of jobs in nearly every area of the state. Reg-

istered nurses, truck drivers, retail sales workers, and customer service representatives are near the top of every area's list of occupations with the most online advertisements. But the job opportunities don't stop there; employers are hiring for hundreds of different occupations in all areas of the state.

### Recruiting's Always Most Active in Portland, but Now Growing Faster in Bend

The demand for labor in Oregon grew 5 percent during the past 12 months, as measured by the 3,600 increase in the number of Help Wanted Online (HWOL) advertisements posted by employers through January 2014 (Table 1).

As is usually the case, the seven-county area making up the Portland-Vancouver-Hillsboro, OR-WA metropolitan statistical area had the largest increase in number of ads over the year, increasing by 2,700 ads. The fastest growth rate was in the Bend area, where ads grew an impressive 42 percent. Help wanted ads grew at respectable rates in the Medford, Salem, and Eugene metro areas. Labor demand in Corvallis was unchanged over the year.

### Nurses Needed STAT in All Areas of Oregon

Registered nurses led the list of occupations with the most advertisements in all areas except Portland and Salem, where registered nurses came in

Area	January 2014	January 2013	Change	Percent Change
Oregon	69,300	65,700	3,600	5%
Bend	3,400	2,400	1,000	42%
Medford	4,100	3,500	600	17%
Salem	4,900	4,300	600	14%
Portland	43,700	41,000	2,700	7%
Eugene	5,200	4,900	300	6%
Corvallis	1,500	1,500	0	0%
Non-Metro Combined (not seasonally adjusted)	6,900	6,600	300	5%

*Source: Oregon Employment Department, The Conference Board, and Wanted Analytics*

second. In Salem, the number of ads for nurses was surpassed by ads for supervisors of retail sales workers, a complementary occupation for the also highly recruited retail salespersons.

In Portland, employers were advertising for software developers, computer systems analysts, and web developers

more so than in other areas. Software developers might feel most needed near the City of Roses because of the 1,527 advertisements for openings, but they might also find opportunities in the High Desert where employers posted 91 help wanted ads for software developers.

Portland-Vancouver-Hillsboro, OR-WA		Eugene-Springfield	
Software Developers, Applications	1,527	Registered Nurses	305
Registered Nurses	1,414	Heavy and Tractor-Trailer Truck Drivers	127
Computer Systems Analysts	806	Retail Salespersons	120
Web Developers	753	First-Line Supervisors of Food Preparation and Serving Workers	97
Customer Service Representatives	728	First-Line Supervisors of Retail Sales Workers	96
Salem		Medford	
First-Line Supervisors of Retail Sales Workers	162	Registered Nurses	272
Registered Nurses	156	Heavy and Tractor-Trailer Truck Drivers	106
Heavy and Tractor-Trailer Truck Drivers	132	Retail Salespersons	96
Retail Salespersons	124	Personal Care Aides	85
Customer Service Representatives	121	Customer Service Representatives	79
Bend		Corvallis	
Registered Nurses	141	Registered Nurses	51
Software Developers, Applications	91	Heavy and Tractor-Trailer Truck Drivers	46
Heavy and Tractor-Trailer Truck Drivers	68	Executive Secretaries and Executive Administrative Assistants	32
Retail Salespersons	65	Customer Service Representatives	23
Insurance Sales Agents	63	First-Line Supervisors of Retail Sales Workers	22
Oregon (statewide)		Non-Metro Counties (combined)	
Registered Nurses	2,934	Registered Nurses	526
Software Developers, Applications	1,697	Occupational Therapists	248
Heavy and Tractor-Trailer Truck Drivers	1,240	First-Line Supervisors of Food Preparation and Serving Workers	212
Retail Salespersons	1,237	Physical Therapists	205
Customer Service Representatives	1,180	Heavy and Tractor-Trailer Truck Drivers	199

*Source: Oregon Employment Department, The Conference Board, and Wanted Analytics*

Truck drivers, customer service representatives and retail sales workers were near the top in all areas, although they did not always make the top five lists shown in Table 2.

### Employers Recruiting for Plenty of Other Occupations

Job seekers not fitting the mold of these top recruited positions should not

feel discouraged by the limited lists. Employers are advertising for plenty of other occupations too. Help wanted ads could be found for 764 different occupations statewide in January, 676 in the Portland area, 416 in Eugene, 361 in Salem, 346 in Bend, 344 in Medford, and 280 in Corvallis, and 467 in the non-metro areas of

the state. Although there is a consistent demand for certain occupations across the state, employers are advertising for a wide range of different occupations. ■

## Population Growth Faster Among Minority Groups

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Oregon's total population reached roughly 3.9 million in 2012, an increase of 11.0 percent (+386,000) since 2002. Among different race and ethnic groups, minority groups grew much faster than the statewide rate of 11.0 percent, and those reporting Hispanic ethnicity grew faster than non-Hispanics.

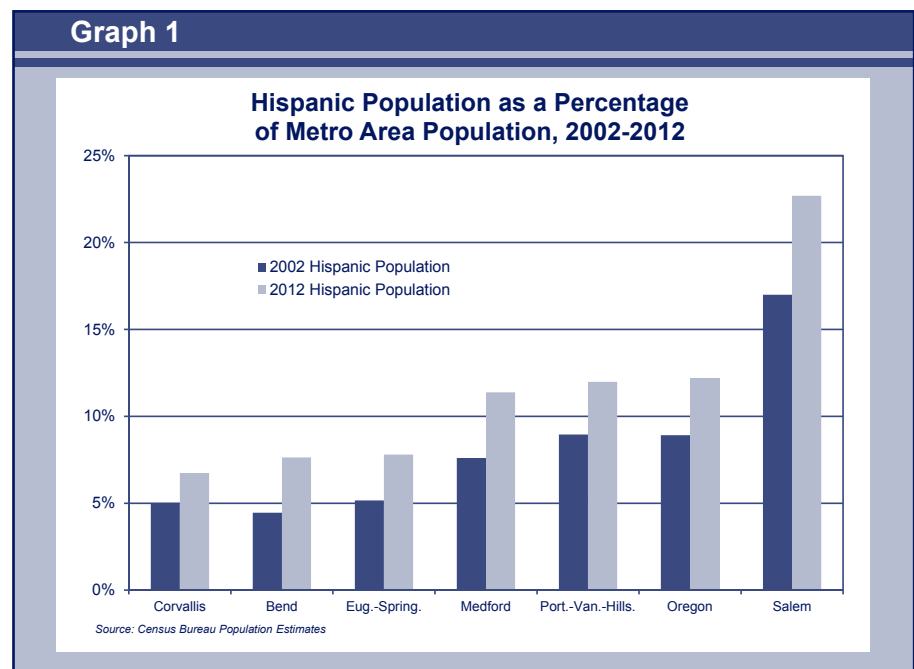
### Hispanic Oregonians are a Larger Part of All Oregon Metro Areas

In 2012, 12.2 percent (474,157) of Oregonians were of Hispanic ethnicity, which was less than the 16.9 percent share nationwide. This was, however, an increase from the 8.5 percent figure for the 2002 Oregon population. Over the same period, the entire Oregon Hispanic population grew by 51.4 percent.

Oregonians of Hispanic ethnicity increased in population in all metro areas between 2002 and 2012. Only Salem had a greater percentage of Hispanics (22.7%) than the statewide 12.2 percent (Graph 1). Corvallis had the lowest percentage (6.7%) of Hispanics relative to all other Oregon metro areas. The Portland-Vancouver-Hillsboro Metropolitan Statistical Area had a Hispanic population of about 220,500, which accounted for 46.5 percent of the statewide Hispanic population.

Data from the Census Bureau's Population Estimates Program distinguish

Graph 1



between race and ethnicity. In studying population trends in Oregon and across the United States, it is important to know that the term Hispanic is in reference to ethnicity. Identifying as a certain ethnicity is separate from race identification. For example, one who identifies as an American Indian can be of Hispanic or non-Hispanic ethnicity.

### Population Grows Faster for Minority Groups

Race is broken into six major groups by the Census Bureau: white alone; black or African American alone; Asian alone; American Indian and Alaska Native alone; Native Hawaiian and other Pacific Islander alone; and two or more races. Since white alone

makes up the majority of the Oregon population, we refer to the other five categories as minority groups.

In 2012, minority groups made up about 12.0 percent of Oregon's total population by race, but between 2002 and 2012, these same groups accounted for about 34 percent of total population growth. The fastest growing groups in Oregon were similar to those in the United States as a whole, but the United States was led by the two or more races group with a growth rate of 67.5 percent. The Native Hawaiian and other Pacific Islander population grew by 39.4 percent across the nation, while Asian alone grew by 38.6 percent. For Oregon's leaders, see Table 1.

Each of the minority groups in Oregon grew at a faster rate than the Oregon statewide growth of 11.0 percent between 2002 and 2012. Only the white alone group grew at a slower rate (7.9%) than the Oregon average. Across all groups in Oregon, 96.5 percent of the population reported only one race. Those who reported more than one race grew 59.5 percent between 2002 and 2012, but only accounted for 3.5 percent of Oregon's population in 2012.

Population growth among race groups becomes more complex when considering ethnicity. For the Hispanic population, minority groups made up 13.3 percent of the population, while minority groups accounted for 11.4 percent of the non-Hispanic population. Compared with the Hispanic population's growth rate of 51.4 percent, the non-Hispanic population grew by just 7.0 percent between 2002 and 2012.

Each minority group of Hispanic ethnicity grew faster, and in most cases much faster, than its non-Hispanic counterpart (Table 2). For example,

**Table 1**

**Oregon Population Growth by Major Race Group, 2002-2012**

Major Race Group	2002	2012	10-Year	2012
	Population	Population	Growth	Percent of Population
Native Hawaiian and Other Pacific Islander	9,925	15,848	59.7%	0.4%
Two or More Races	85,349	136,142	59.5%	3.5%
Asian Alone	114,037	156,077	36.9%	4.0%
American Indian and Alaska Native Alone	50,737	68,955	35.9%	1.8%
Black or African American Alone	62,011	77,564	25.1%	2.0%
Oregon	3,513,424	3,899,353	11.0%	100.0%
White Alone	3,191,365	3,444,767	7.9%	88.3%

Source: Census Bureau Population Estimates

**Table 2**

**10-Year Growth by Race and Ethnicity, Oregon, 2002-2012**

Race	10-Year Growth, Non-Hispanic		10-Year Growth, Hispanic	
	Growth, Non-Hispanic	Percent Change	Growth, Hispanic	Percent Change
American Indian and Alaska Native Alone	2,588	6.3%	15,630	162.5%
Two or More Races	37,533	48.9%	13,260	153.9%
Asian Alone	39,578	35.4%	2,462	107.0%
Black or African American Alone	10,925	19.1%	4,628	94.1%
Native Hawaiian and Other Pacific Islander	5,253	59.5%	670	61.4%
White Alone	129,127	4.4%	124,275	43.3%

Source: Census Bureau Population Estimates

among the non-Hispanic population, those reporting race as American Indian and Alaska Native grew from about 41,100 to 43,700 (6.3%). Among the Hispanic population, the American Indian and Alaska Native group grew

from about 9,600 to 25,300 (162.5%). Growth of the two or more races population was more than three times higher for Hispanics than for non-Hispanics. ■

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# Oregon's Unemployment Rate Falls Below 7 Percent

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Oregon's seasonally adjusted unemployment rate was 6.9 percent in February, its first time below 7.0 percent in more than five years. The last time the state's rate was lower was in August 2008 when the rate was 6.7 percent.

Oregon's unemployment rate has been steadily trending down for more than four years as the economy recovers from the Great Recession. Recent declines were coupled with moderate employment growth as indicated by the more than 2,000 jobs added in both January and February.

In February, seasonally adjusted nonfarm payroll employment rose by 2,900 following a revised gain of 2,100 in January. February marked the 8th consecutive monthly gain. The private sector has expanded even longer;

the last private-sector job loss was 20 months ago.

Manufacturing added 1,000 jobs in February when a loss of 100 is the normal seasonal pattern. The components with the largest gains were food manufacturing (+400 jobs), computer and electronic product manufacturing (+200), and transportation equipment manufacturing (+200).

Food manufacturing continued its steady expansion of the past eight years, hitting a new February record of 25,300 jobs. Gains in recent years accelerated in most component industries with particularly rapid expansions in these three: tortilla, confectionery, and seasoning and dressing.

Construction also performed better than expected, with a gain of 1,100 jobs on a seasonally adjusted basis. A strong winter season put construction up 7,000 jobs, or up nearly 10 percent since February 2013.

The bulk of construction's job gains over the year came in two of the specialty trade contractors industries. Building finishing contractors employed 11,000 in February, which was an increase of 2,500 from February 2013. And building equipment contractors employed 21,700, an increase of 1,400 over the year.

Two industries that added jobs lately continued to do so in February. Professional and business services added 2,100 jobs in February, continuing its trend of being one of the fastest growing industries over the last few years. Meanwhile, local government added 4,000 jobs in February, which was 1,100 more than its normal seasonal pattern. This industry – which is comprised largely of local K-through-12 schools, community colleges, city and county governments – saw substantial job losses throughout 2009 to mid-2013. But it has turned the corner and started to expand in recent months. ■

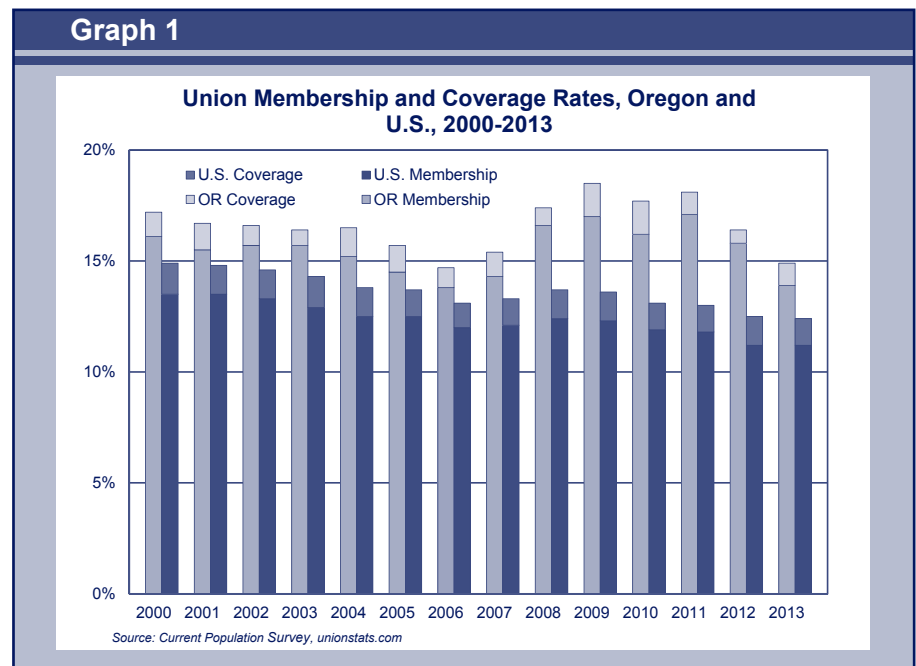
## Oregon's Union Membership

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Oregon consistently outpaces the U.S. in union membership as a share of total employment. In 2013, 13.9 percent of Oregon's workers were union members, compared with 11.2 percent for the U.S. (Graph 1). Employees who are not union members but whose jobs are covered by union contracts slightly increased the share of union coverage beyond membership rates in both the U.S. and Oregon. The share of covered workers in Oregon totaled 14.9 percent, while the U.S. coverage rate was 12.4 percent in 2013.

Although Oregon's union membership exceeded the nation's each year from 2000 to 2013, both saw nearly equiva-

Graph 1





lent membership declines over the period. Nationwide, unions shed 10.7 percent of their membership, generally through incremental losses from year to year. Oregon's membership bounced up and down more than the nation's over the years, but from 2000 to 2013 membership declined by a similar total of 11.0 percent.

Comparable union membership data are available back to 1983, when union membership totaled 17.7 million nationwide and 222,900 in Oregon. The U.S. has not since matched the 1983 membership level; the U.S. coverage level also peaked in 1983 at 20.5 million. Oregon reached its highest union membership (275,300) and coverage (295,000) totals in 1994.

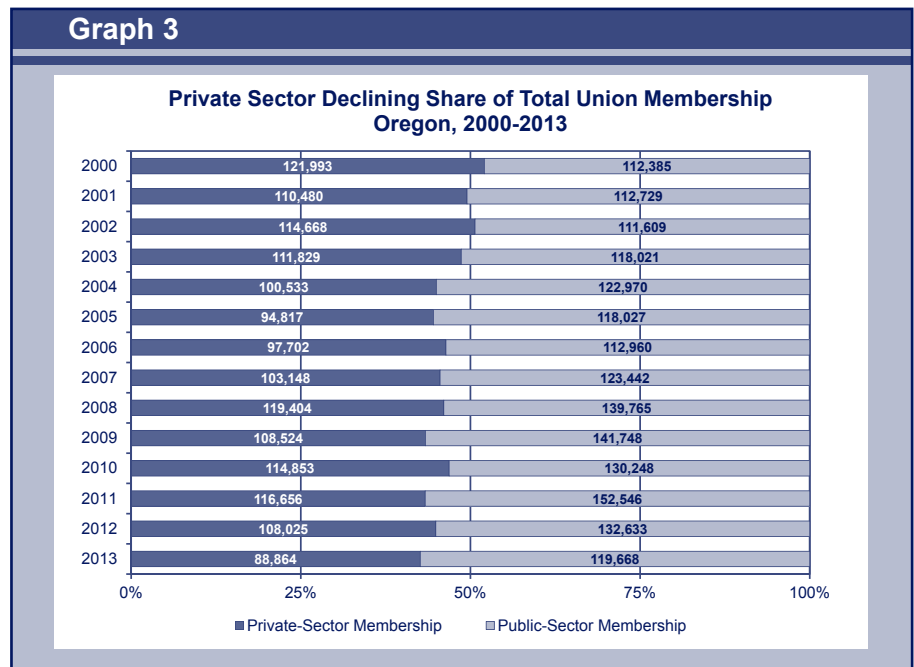
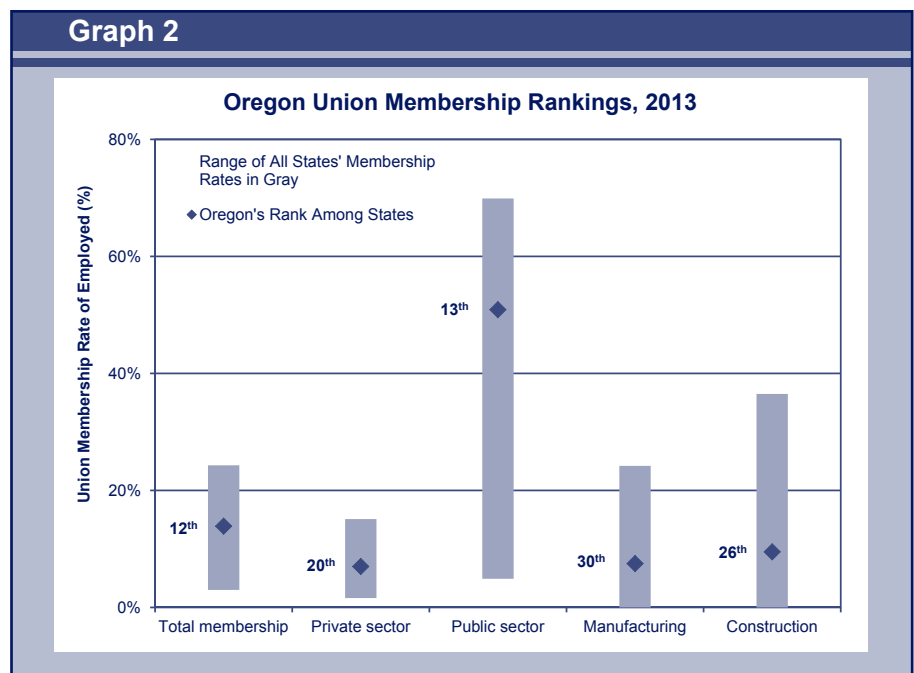
### Oregon and Other States

Despite declines in recent years, Oregon remains among the most unionized states. In 2013, Oregon's concentration of total union membership ranked 12th highest among the 50 states and the District of Columbia (Graph 2). The state's public-sector membership (50.9%) ranked 13th highest, and the private sector's 7.0 percent rate ranked 20th.

Oregon has relatively smaller union membership concentration in private manufacturing and construction compared with other states. In 2013, the union membership rate in manufacturing (7.5%) fell in the middle of the pack, ranking 26th. In construction, Oregon ranked 30th highest among the states with 9.5 percent membership.

### Private-Sector Losses Drive Recent Trend

Oregon's overall union membership reductions from 2000 to 2013 reflect losses in private sector union membership (Graph 3). The state's membership decline of 25,800 (-11.0%) over the period resulted from a private-sector drop of 33,100 members (-27.2%), paired with a public-sector increase of 7,300 (+6.5%). Within the private sector, membership fell by more than half in private construction (-57.5%); significant declines also occurred in manufacturing (-43.0%). Since Oregon began this period of time with



the private sector as a slight majority (52.0%) of union member totals, the steeper private-sector declines have impacted the total unionization rate in the state more than the smaller public-sector gains. By 2013, the private sector accounted for 42.6 percent of all union membership.

Year to year, the union membership trend fluctuates, and has shown gains as recently as 2011, when total membership rose by 24,100 (9.8%) on a combination of private-sector (1,800

or 1.6%) and public-sector (22,300 or 17.1%) increases. Still, the longer-term tendency has been lower union membership as a share of employment. This has been the case in both the private and public sectors: peak membership rates occurred in 1984 for private employment (18.7%), and 1995 for public employment (60.7%).

*More information on union membership and coverage in Oregon, the U.S., and all other states can be found at [unionstats.com](http://unionstats.com). ■*

# Ready, Willing, and Able

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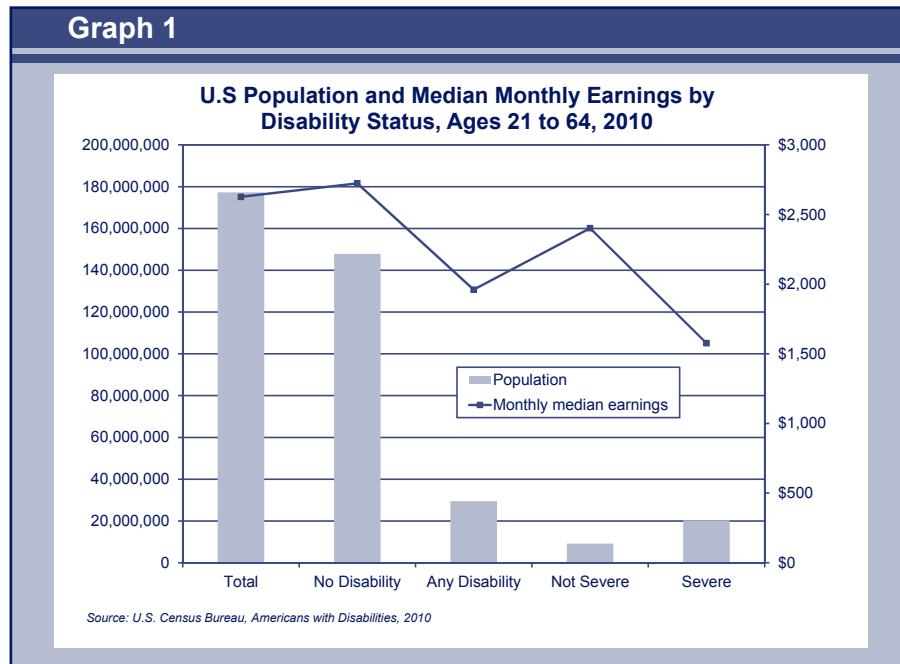
Nearly 20 million U.S. residents ages 18 through 64 identified themselves as disabled in 2012, according to the U.S. Census Bureau's American Community Survey, a number that represents 10 percent of the U.S. population in those age groups. About 284,000 of those were Oregonians.

Around 79 percent of the U.S. population ages 21 through 64 with no disability had jobs that year. Only about 41 percent of those with any disability and 28 percent with a severe disability were employed.

A 2010 report *Americans With Disabilities* showed that the severity of a disability affected earnings and employment. Employed people ages 21 through 64 without a disability had median monthly earnings of \$2,724. For people with a severe disability, median earnings dropped to \$1,577. (Graph 1)

Why did workers with disabilities earn less? Most (about 73%) of these workers reported that they were limited in the kind or amount of work they could perform. About 47 percent reported that they had difficulty remaining employed.

Graph 1



## What is a Disability?

Definitions of “disability” and “disabled” vary. The Americans with Disabilities Act (ADA), which governs many state and federal programs, defines a disability as a physical or mental impairment that substantially limits one or more major life activities. Other programs have different definitions.

The U.S. Census Bureau asks a series of questions to determine the type and severity of disabilities. Disabilities are categorized into communicative, physical and mental domains. Each domain includes specific disabilities. For example, difficulty with seeing or speaking could be a communicative disability. People can have more than one type of disability.

A U.S. Bureau of Labor Statistics research survey published in the May 2003 edition of *Monthly Labor Review* identifies people with a disability if they affir-

**A**bout 537,000 Oregonians – roughly 14 percent of that population – have a disability.

matively answer this question: “Are you limited in any way in any activities because of a long-term physical or mental impairment or medical condition?” A long-term condition is defined for respondents as “a condition which has already lasted three months, or if it began less than three months ago, can be expected to last that long.” This measure is based on the National Health Interview Survey and is consistent with the definition of disability established by the ADA.

Common to all these definitions are the conditions that a disability may be mental or physical and that it significantly limits activity.

Many conditions can be disabling. While functional limitations from physical and sensory disabilities may be the more obvious barriers to employment, many other conditions can make it difficult to find or keep a job. Reading disabilities, mental-health problems, chemical sensitivities, and medical conditions may not be as noticeable, but they can be just as limiting.

## Oregonians With Disabilities

According to the 2012 American Community Survey, about 537,000 Oregonians – roughly 14 percent of that population – have a disability. Older people are more likely to have a disability. About 38 percent of Oregonians over 65 have a disability, but only about 6 percent of those between 5 and 17 have a disability. Men and women have about the same rates of reporting a disability.

Whites are the largest group of people who are disabled. White, not Hispanic or Latino, people are about 78 percent of all Oregonians, but accounted for nearly 84 percent of Oregonians with a disability in 2012. Hispanics and Latinos account for 7 percent of Oregonians with a disability. Blacks and African Americans, Asians, and American Indians each represent

about 2 percent of Oregonians with a disability.

Although the frequency of most types of disabilities increases with age, ambulatory (walking) and independent living difficulties show the most dramatic increases for people over age 65. Twenty-three percent of seniors report ambulatory difficulty and 16 percent report difficulty with living independently.

Relatively fewer Oregonians with disabilities have college degrees or have attended college than Oregonians without disabilities. Nearly 70 percent of Oregonians without any disability have either attended some college or hold a college degree, but only about 50 percent of Oregonians with a disability do. The difference in education can be one more challenge to holding and keeping a job.

Graph 2 shows some major categories of disabilities and the percentage of people in Oregon who have each type. People can be counted in more than one disability category. However, counting each disabled person only once, there were approximately 284,000 (12%) Oregonians in the principal working ages 18 to 64 with disabilities in 2012.

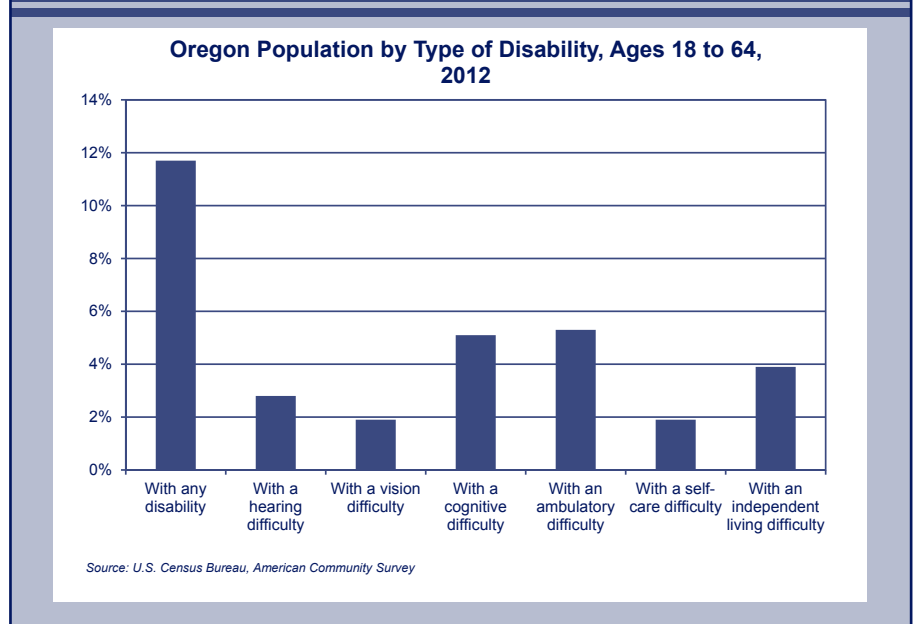
Graph 3 shows employment levels for Oregonians ages 16 and over who had a disability in 2012, and for those in that age group who did not. Oregon's employment participation rate was fairly close to the nation's rate in 2012. About 63 percent of Oregonians and 65 percent of U.S. residents without a disability were employed. Oregonians with a disability had essentially the same rate of employment (22%) as the national average.

The big difference, as shown in the graph, is in employment rates between those with a disability and those without a disability. Nearly three times the portion of people without a disability are employed compared with people with a disability. For people with a disability, employment is the exception.

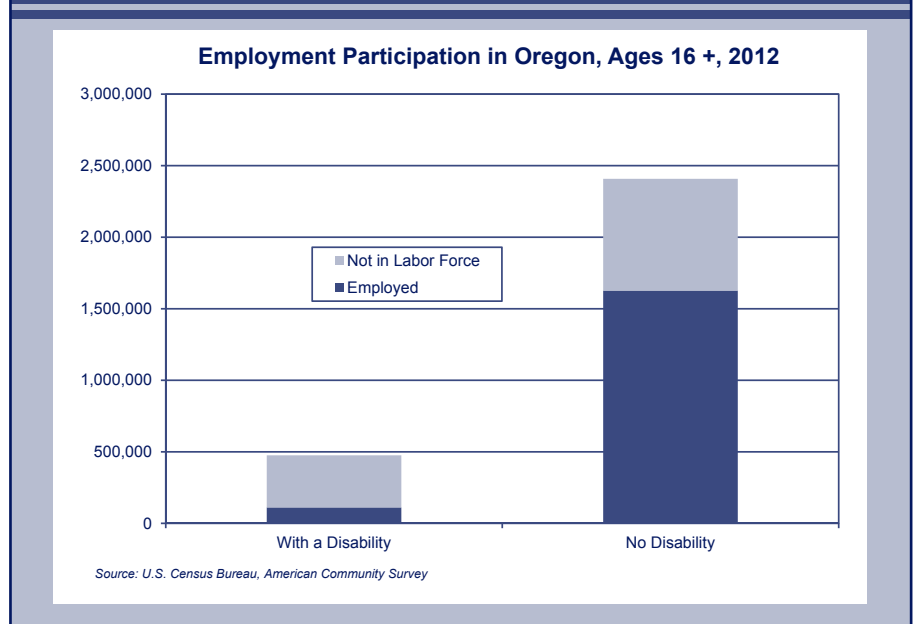
**Employment in Oregon**

Oregonians with disabilities hold a variety of jobs. Graph 4 shows the percent of workers aged 16 and over in

**Graph 2**



**Graph 3**



each occupational group who reported having a disability in 2012.

The relative popularity of occupations is fairly similar for people with and without a disability, with one exception: far fewer people with a disability work in management, business, science and arts occupations.

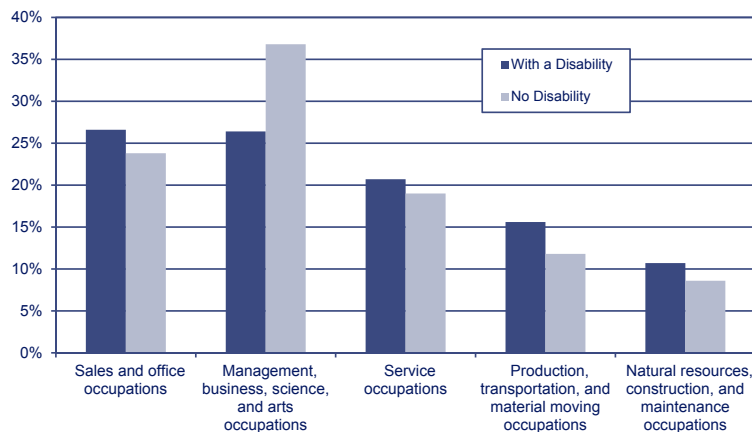
This may be a reflection of educational success for people with disabilities; fewer than half as many held a bachelor's degree or higher. It also portends the smaller proportion of people with

disabilities in higher income groups. Nearly 27 percent of people aged 16 and over without a disability earned \$50,000 or more in 2012 versus only 17 percent of people with a disability.

Oregon may soon see changes in employment of people with disabilities. In April 2013 Governor Kitzhaber signed Executive Order 13-04, which directed state agencies to increase employment services to people with intellectual and developmental disabilities and to reduce state support of sheltered workshops.

Graph 4

## Occupational Frequency for Oregonians With and Without a Disability, Ages 16+, 2012



Source: U.S. Census Bureau, American Community Survey

This change will affect organizations, such as Marie Mills Center in Tillamook, that provide services to individuals with disabilities. Marie Mills Center supports about 50 individuals in community jobs with job coaching and other employment supports. They also run a facility-based program for about 17 individuals who choose not to work or are unable to work in the community. Executive Director Ron Rush noted that the Governor's executive order has increased the uncertainty about programs in the future and made planning more difficult. Marie Mills Center is working more on community placements for its clients, but not everyone wants or is able to work in the community. "We value individuals having a choice in their lives about how they are employed and how they receive services," he stated. The change will also offer new opportunities for Oregon's employers as more of them will be asked to provide jobs for people with disabilities.

### Barriers to Optimal Employment

A U.S. Bureau of Labor Statistics study on employment and disability in California in 2003 showed that many people with disabilities had lower employment rates and less desirable jobs.

Such factors as age, race, and education can influence employment rates and job quality. To compensate for this, researchers collected information on many factors. Then, they adjusted their analysis to remove effects of other factors and examined only the effects of having a disability.

They found that 43 percent of people with a disability versus 73 percent of people without a disability held jobs. People with a disability lost jobs at twice the rate of people without a disability. People with a disability had higher rates of part-time and episodic employment. They also had shorter job tenure and higher poverty rates and were less likely to be promoted or move to a better job.

A 2010 national study by the U.S. Bureau of Labor Statistics of disability and employment of people aged 21 to 64 also found different rates of employment for people with disabilities. People with only communicative disabilities were more likely (73%) to be employed than any other group and they were close to the employment rate for people without any disability (79%). People with only a mental disability had an employment rate of 52 percent and

people with a physical disability had a 41 percent employment rate.

People with multiple disabilities face even greater hurdles to employment; only 24 percent of people with all three types of disability were employed during the survey period.

The 2010 study also found that about 23.5 million U.S. residents (nearly 12%) had a disability that directly limited the kind or amount of work they could do. Of these, about 14.5 million were actually prevented from working and about 9 million could work.

### Gateways to Employment

Although the employment outlook for people with disabilities can be discouraging, there seem to be advantages for businesses that hired disabled workers. Lower turnover may be one. This is consistent with BLS findings that show employed people with a disability have greater job satisfaction.

Several Oregon businesses offer specialized training and job coaching services to people with disabilities. Besides helping disabled workers find and keep jobs, these services can reduce company costs associated with new hires.

To find out more about the benefits of hiring workers with disabilities, visit these websites: Oregon Rehabilitation Association, [www.oregonrehabilitation.org/](http://www.oregonrehabilitation.org/)

or DHS Supported Employment for People with Developmental Disabilities at [www.dhs.state.or.us/dd/supp\\_emp/](http://www.dhs.state.or.us/dd/supp_emp/) or Ticket to Work Program at <https://yourtickettowork.com/web/ttw/home>.

**People with multiple disabilities face even greater hurdles to employment.**

For assistance in hiring people with disabilities, visit the Employer Services site of the Office of Vocational and Rehabilitation Services at [www.oregon.gov/dhs/vr/Pages/employment/services.aspx](http://www.oregon.gov/dhs/vr/Pages/employment/services.aspx); also visit the Services for Employers site of the Oregon Commission for the Blind at [www.oregon.gov/blind/Pages/employers.aspx](http://www.oregon.gov/blind/Pages/employers.aspx). ■

# Where Women Work and How Much They Earn

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More than 789,000 jobs at Oregon businesses or state and local governments were held by women in 2012. Women represent 49 percent of employment in Oregon, but the share of jobs held by women varies considerably by industry.

Women's average earnings were \$2,992 per month in 2012, which was 67 percent of the \$4,486 average monthly earnings of men. The average woman brings home nearly \$1,500 a month less than the average man. Like employment, the earnings of women relative to men varies by industry.

The average monthly paycheck for women is about two-thirds the average monthly paycheck for men, but this fact is not a very useful measure of gender pay inequality. Average monthly earnings figures do not take into account other factors affecting pay, such as total hours worked and hourly wages. Adjusting for the number of hours worked narrows the earnings gap between women and men, but still does not account for other factors that can significantly affect pay.

## Women's Employment by Industry

Women outnumbered men in seven of Oregon's 20 major industry sectors (Table 1). The biggest difference is in health care and social assistance, where three out of four jobs are held by women. Other noticeable majorities of women in the workplace are in educa-

tional services (66% women) and the finance and insurance industry (65%). In contrast, women are most noticeably missing from mining (14% women) and construction (17%) worksites.

The health care and educational services industries also have the most number of jobs held by women. Nearly 177,000 of the jobs in health care and social assistance were held by women, and the industry employed 22 percent of Oregon's female workforce. Retail trade also employs a large number of women, but retail jobs are split 50-50 between women and men. Accommodation and food services ranks fourth in terms of number of women workers, and women represent over half of the industry's workforce.

## Women's Average Earnings by Industry

Average monthly paychecks of women were lower than that of men in every industry. The ratio of women's to

men's earnings ranged from a relatively close 85 percent in accommodation and food services to a disparate 51 percent in arts, entertainment, and recreation (Table 2). There are many factors behind these disparities in earnings, such as the number of hours worked and the relative wages of occupations with higher concentrations of women, but that information is not available from this data source.

Women working in Oregon's health care and social assistance sector have an average monthly paycheck of \$3,259, which is just 58 percent of the men's average. Women working in finance and insurance have a higher average paycheck than women in most other industries, but their earnings pale in comparison to what men are bringing in. With earnings just 54 percent of men's, women in finance and insurance receive an average of nearly \$3,700 a month less than what men were making.

**Table 1**

### Women Outnumber Men in Seven of Oregon's Major Industries Average Quarterly Employment in 2012

Industry	Employment*			Percent Female
	Male	Female	Both	
All Industry Sectors	816,469	789,238	1,605,707	49%
Health Care and Social Assistance	54,171	176,519	230,690	77%
Educational Services	49,050	95,253	144,303	66%
Finance and Insurance	19,936	36,897	56,833	65%
Accommodation and Food Services	66,399	82,146	148,545	55%
Other Services	29,864	32,593	62,457	52%
Management of Companies and Enterprises	15,560	16,221	31,781	51%
Professional, Scientific, and Technical Services	39,014	39,076	78,090	50%
Arts, Entertainment, and Recreation	12,978	12,916	25,894	50%
Retail Trade	92,977	91,778	184,755	50%
Public Administration	38,539	36,233	74,772	48%
Real Estate and Rental and Leasing	12,837	11,991	24,828	48%
Administrative Support and Waste Management Information	53,308	35,981	89,289	40%
Agriculture, Forestry, Fishing and Hunting	21,012	12,642	33,654	38%
Wholesale Trade	29,449	12,881	42,330	30%
Utilities	51,742	21,790	73,532	30%
Transportation and Warehousing	5,183	2,097	7,280	29%
Manufacturing	37,606	14,250	51,856	27%
Construction	125,324	45,014	170,338	26%
Mining, Quarrying, and Oil and Gas Extraction	60,160	12,733	72,893	17%
	1,362	230	1,592	14%

\* Does not include federal jobs, student workers, real estate agents, or the self-employed.

Source: Oregon Employment Department and Local Employment Dynamics

The smallest disparity is in accommodation and food services, where women's earnings average 85 percent that of men's. The large share of minimum wage earners in this industry likely contributes to this relative earnings equality. That near equity has a cost though, as average paychecks of both women and men were lower in accommodation and food services than in any other major industry.

### Narrowing Oregon's Gender Pay Gap

The above data provide industry detail about the earnings of women and men in Oregon that is not available from other sources, but they do not help explain why women have smaller paychecks than men. On average, women in Oregon earn 67 percent what men do. A different source of earnings data show that when comparing just full-time wage and salary workers, the gender pay gap narrows to 84 percent of the median weekly earnings of men. In other words, the number of hours worked could account for roughly one-half of the difference in earnings between women and men in Oregon.

**Table 2**

**Not Accounting for Hours Worked or Occupation, Women's Paychecks are Two-Thirds of Men's Average Monthly Earnings of Stable Workers in 2012**

Industry	Average Monthly Earnings		Female Earnings as Percent of Male
	Male	Female	
All Industry Sectors	\$4,486	\$2,992	67%
Accommodation and Food Services	1,706	1,448	85%
Administrative Support and Waste Management	2,945	2,413	82%
Real Estate and Rental and Leasing	3,432	2,616	76%
Mining, Quarrying, and Oil and Gas Extraction	4,129	3,097	75%
Public Administration	4,924	3,681	75%
Transportation and Warehousing	3,748	2,796	75%
Educational Services	4,343	3,227	74%
Utilities	6,975	5,133	74%
Wholesale Trade	5,708	4,181	73%
Manufacturing	5,514	3,871	70%
Retail Trade	2,845	1,970	69%
Construction	4,492	3,105	69%
Information	6,024	4,064	67%
Agriculture, Forestry, Fishing and Hunting	2,922	1,971	67%
Management of Companies and Enterprises	7,003	4,423	63%
Other Services	3,146	1,860	59%
Professional, Scientific, and Technical Services	6,880	4,034	59%
Health Care and Social Assistance	5,661	3,259	58%
Finance and Insurance	7,886	4,229	54%
Arts, Entertainment, and Recreation	3,107	1,588	51%

\* Does not include earnings at federal jobs, student workers, real estate agents, or the self-employed.

Source: Oregon Employment Department and Local Employment Dynamics

There are a number of articles on our website that address the topic of women in the workforce. Visit [QualityInfo.org](http://QualityInfo.org) and search for "women" to see a list of available articles.

### Employment and Earnings by Sex Data

Information about employment and earnings by industry is from the U.S. Census Bureau's Local Employment Dynamics (LED) partnership with the

states. LED provides the most comprehensive data available for employment and earnings of women and men at the state and county level. Employment data is the average of quarterly employment for 2012. Earnings are the average of quarterly earnings in 2012 of workers who worked at least one full quarter during the year.

To explore and use the data available from LED, visit [lehd.ces.census.gov](http://lehd.ces.census.gov). ■

## Fast Facts

*Fast Facts* is a monthly snapshot of key workforce indicators produced by the Workforce & Economic Research Division of the Oregon Employment Department.

If you would like to be added to the Fast Facts email list, contact Kathi Riddell at [Kathi.R.Riddell@state.or.us](mailto:Kathi.R.Riddell@state.or.us) or (503) 947-1266



## Oregon Current Labor Force and Industry Employment

	February 2014	January 2014	February 2013	Change From January 2014	Change From February 2013
<b>Labor Force Status</b>					
Civilian labor force	1,917,330	1,911,641	1,918,056	5,689	-726
Unemployed	150,036	146,560	172,709	3,476	-22,673
Unemployment rate	7.8	7.7	9.0	0.1	-1.2
Unemployment rate, seasonally adjusted	6.9	7.0	8.1	-0.1	-1.2
Employed	1,767,294	1,765,081	1,745,347	2,213	21,947
<b>Other Labor Force Indicators</b>					
Labor force participation rate, seasonally adjusted	61.2	61.2	61.8	0.0	-0.6
Labor underutilization rate – U-6, seasonally adjusted	15.6	15.8	16.2	-0.2	-0.6
<b>Nonfarm Payroll Employment</b>					
Total nonfarm payroll employment	1,683,400	1,673,500	1,639,700	9,900	43,700
Total private	1,384,800	1,380,300	1,344,200	4,500	40,600
Mining and logging	7,300	7,200	7,100	100	200
Construction	72,500	72,500	66,200	0	6,300
Manufacturing	174,100	173,100	171,000	1,000	3,100
Durable goods	123,400	122,900	121,700	500	1,700
Nondurable goods	50,700	50,200	49,300	500	1,400
Trade, transportation, and utilities	318,300	320,500	309,100	-2,200	9,200
Wholesale trade	72,600	72,600	70,500	0	2,100
Retail trade	190,700	192,400	184,600	-1,700	6,100
Transportation, warehousing, and utilities	55,000	55,500	54,000	-500	1,000
Information	32,000	32,400	32,100	-400	-100
Financial activities	90,100	90,200	89,900	-100	200
Professional and business services	210,700	208,600	201,100	2,100	9,600
Professional and technical services	82,800	82,300	79,600	500	3,200
Management of companies and enterprises	38,700	38,800	37,000	-100	1,700
Administrative and waste services	89,200	87,500	84,500	1,700	4,700
Educational and health services	248,100	244,500	243,800	3,600	4,300
Educational services	38,300	34,400	36,600	3,900	1,700
Health care and social assistance	209,800	210,100	207,200	-300	2,600
Leisure and hospitality	171,500	172,300	166,600	-800	4,900
Other services	60,200	59,000	57,300	1,200	2,900
Government	298,600	293,200	295,500	5,400	3,100
Federal government	26,400	26,500	26,900	-100	-500
State government	84,200	82,700	81,900	1,500	2,300
State education	34,400	32,900	34,100	1,500	300
Local government	188,000	184,000	186,700	4,000	1,300
Local education	101,500	97,900	101,100	3,600	400
Labor-management disputes	0	0	0	0	0

The most recent month is preliminary, the prior month is revised. Prepared in cooperation with the U.S. Department of Labor, Bureau of Labor Statistics.

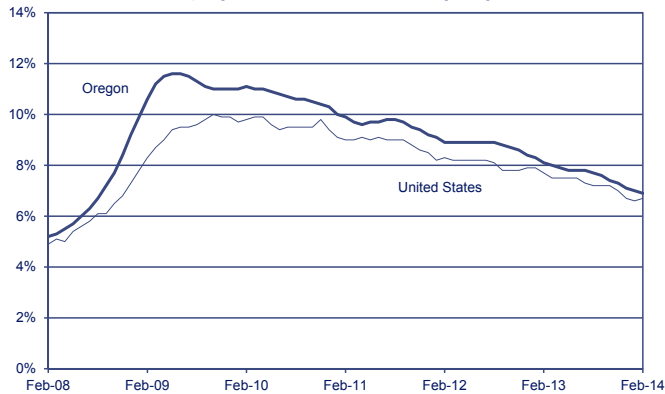
Labor Force Status: Civilian labor force includes employed and unemployed individuals 16 years and older by place of residence. Employed includes nonfarm payroll employment, self-employed, unpaid family workers, domestics, agriculture and labor disputants. Unemployment rate is calculated by dividing unemployed by civilian labor force.

U-6 is the total unemployed plus all persons marginally attached to the labor force plus total employed part-time for economic reasons, as a percent of the civilian labor force plus all persons marginally attached to the labor force.

Nonfarm Payroll Employment: Data are by place of work and cover full- and part-time employees who worked or received pay for the pay period that includes the 12th of the month. The data exclude the self-employed, volunteers, unpaid family workers, and domestics. These survey-based estimates are revised quarterly, based on more complete information from employer tax records.

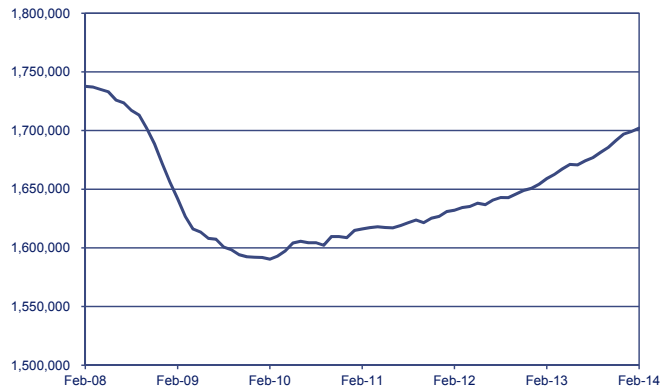
## Unemployment Rates

**Oregon's Unemployment Rate Falls Below 7.0 Percent**  
Unemployment Rates, Seasonally Adjusted



## Total Nonfarm Payroll Employment

**Nonfarm Employment Gained 2,900 in February**  
Oregon Nonfarm Payroll Employment, Seasonally Adjusted



## Indicators

### Unemployment Rate (Seasonally adjusted)

	Oregon	U.S.
Feb. 2014	6.9	6.7
Jan. 2014	7.0	6.6
Feb. 2013	8.1	7.7

### Seasonally Adjusted Employment (Total Nonfarm Payroll Jobs)

	Oregon	U.S.
Feb. 2014	1,702,000	137,699,000
Jan. 2014	1,699,100	137,524,000
Feb. 2013	1,659,100	135,541,000
Change From		
Feb. 2013	42,900	2,158,000
% Change	2.6%	1.6%

### Consumer Price Index (CPI)

(All urban consumers, 1982-84=100)

Port.-Sale, OR-WA	Index	Yearly Change
July-Dec. 2013	237.322	2.8%
Annual Average 2013	235.528	2.5%
<b>United States</b>		
Feb. 2014	234.781	1.1%
Annual Average 2013	232.957	1.5%



## OREGON LABOR TRENDS

Oregon Labor Trends is published by the Workforce & Economic Research Division of the Oregon Employment Department. Oregon Labor Trends can be found under "Publications" on OED's labor market information Web site, [www.QualityInfo.org](http://www.QualityInfo.org).

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