

The background of the slide features a large, faint, light blue seal of the State of Oregon. The seal is circular and contains an eagle with spread wings perched on a shield. Below the eagle is a banner with the text "THE UNION". At the bottom of the seal, the year "1859" is inscribed. The words "STATE OF OREGON" are written around the perimeter of the seal.

# Oregon's Labor Force Outlook

May 18<sup>th</sup>, 2023

Oregon Office of Economic Analysis  
Josh Lehner



# Oregon is at or near full employment

## Oregon's Labor Force Participation

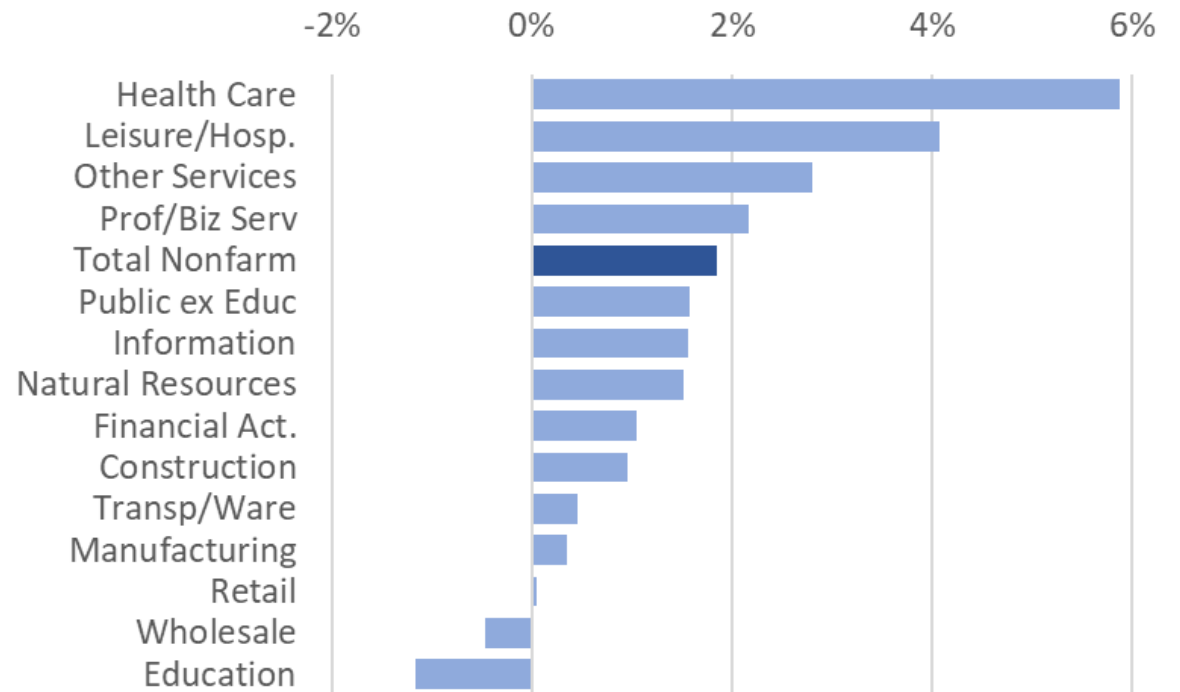
Share of all Oregonians 16 years and older with a job or looking for work



Latest Actual: March 2023 | Source: BLS, Census, Oregon Office of Economic Analysis

## Oregon's Industry Outlook

Percent change 2023q1 to 2025q1





# Increasing labor supply

## Oregon's Latent Labor Force

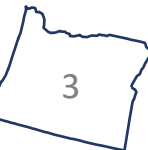
Scenario Addressing Disparity	Labor Force Increase in 2031		Annual Population Growth Equivalent
	Number	% Above Baseline	
Gender Equality (Female Employment Rates Match Male for All Cohorts)	156,000	6.8%	0.54%
Maximum Historical Employment Rate for All Cohorts	86,000	3.8%	0.33%
Eliminate Educational Attainment Gap among Younger Cohorts	21,000	0.9%	0.12%
Combined	308,000	13.5%	1.00%

Source: BLS, Census, IPUMS-USA, Roosevelt Institute, Oregon Office of Economic Analysis

- Labor market is structurally tight due to increased retirements, and smaller gains among new entrants due to Oregon's low birth rate
- Underlying labor force gains based on demographics and migration
- Increases in labor force participation among existing Oregonians
  - 16-24 year olds
  - Latent Labor Force

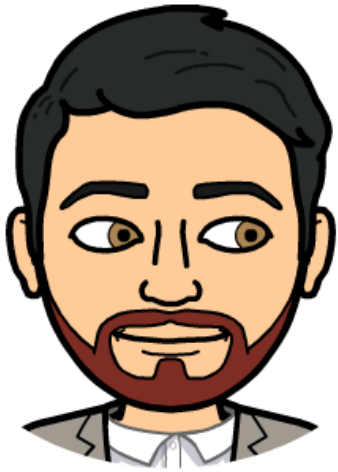


<https://oregoneconomicanalysis.com/2021/09/09/report-oregons-latent-labor-force/> -





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