



Klamath Labor Market

Rural Innovation and Business Summit

Workforce Today and Tomorrow

Klamath Falls
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OUTLINE

Local labor market – current conditions

Forecast for the local labor market (occupational side)

Skills in demand: local and national trends

Focus on the existing workforce: from youth to seniors

LOCAL LABOR MARKET

- Small and relatively isolated
- Slow population growth, aging population/workforce
- Lower level of educational attainment
- Low labor force participation rate (53.3 percent)
- Moderate job growth but there are job openings that are difficult to fill
- Employers can't find enough of skilled workers (truck drivers, nurses etc.)

Workers Age in Different Industries

Workers, 45 years and older

- All industries 47 percent (44.5 percent in Oregon)
- Manufacturing 52 percent
- Public Administration 55 percent

- Accommodation and Food Services 32 percent

Employment Forecast for Klamath & Lake counties

2014-2024

Klamath and Lake area employment is expected to grow by **6.6 percent***.

Statewide, employment growth is estimated at 14 percent.

Growth job openings	– 2,080
Replacement openings	– 6,470

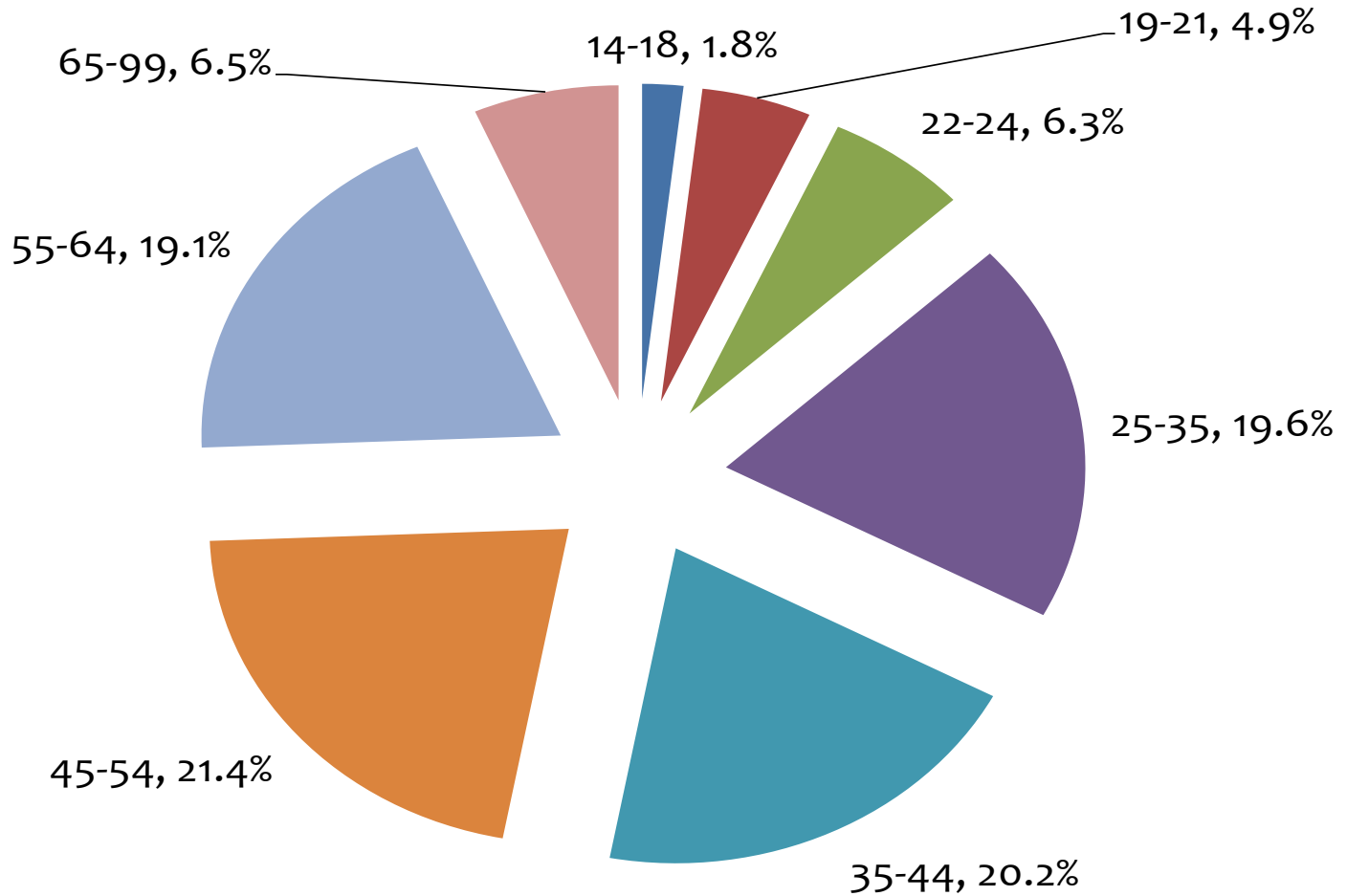
Replacement opening are created by workers leaving the industry/workforce due to retirements, migration, career changes. These are not turnover openings.

Fastest Growing Occupations

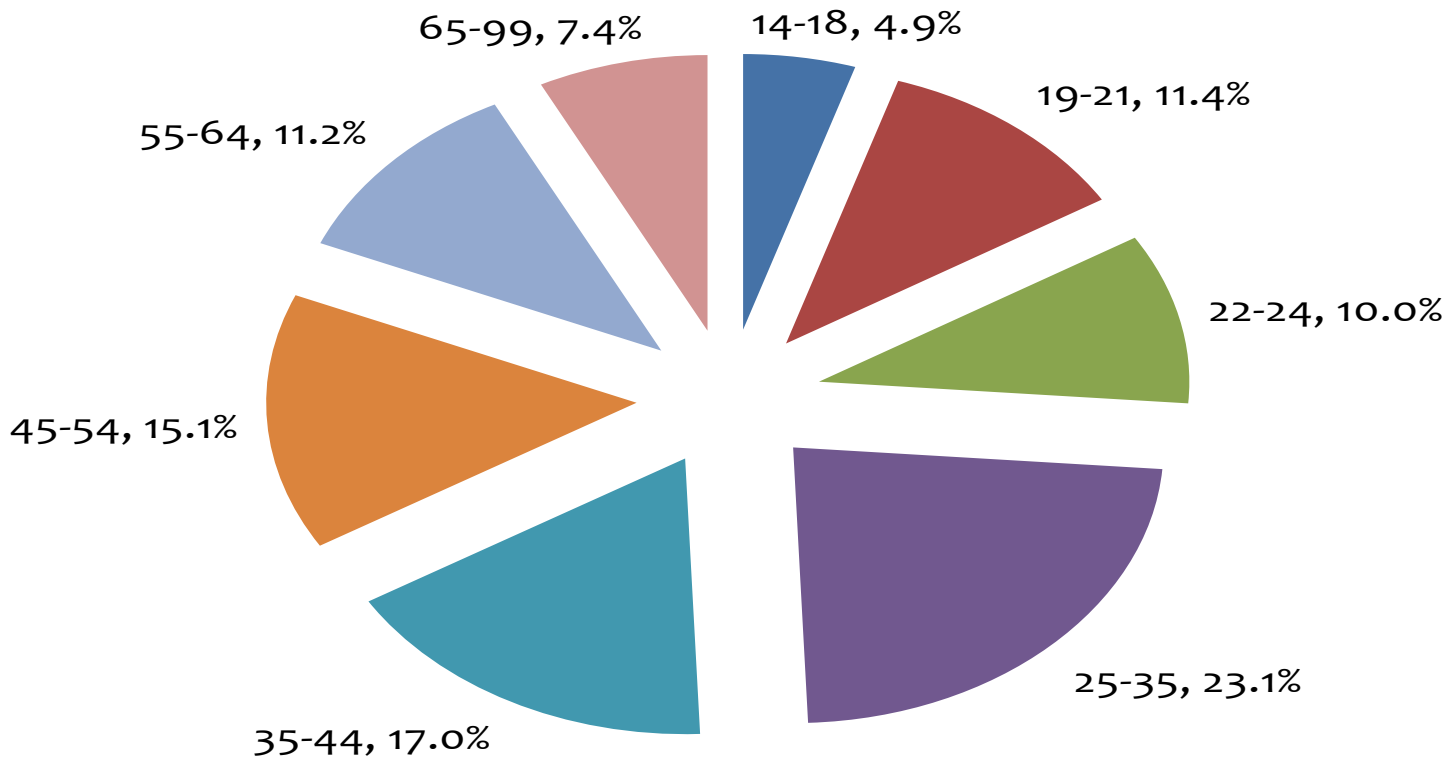
- Counselors, Social Workers, Other Community and Social Service Specialists
- Healthcare Practitioners (Registered Nurses etc), Health Technicians and Health Support Occupations (CNAs)
- Food Preparation and Services Workers
- Building and Grounds Cleaning and Maintenance
- Construction Trades Workers (carpenters, painters etc)
- Truck Drivers

Workforce Characteristics Census

Klamath County Employed by Age 2015 4th quarter



Klamath County Hires by Age 2015 4th quarter



Employers made more hires of younger people, in age groups 14-35
But they also hired more workers 65 years and older.

The turnover rates were the lowest and most stable among older workers

Local Jobs from Help Wanted Online, HWOL

Top Employers in August 2016

by Number of Online Advertisements, Klamath County

Employers	Number of Ads
Klamath County SD	44
Supplemental Health Care	30
Klamath Community College	22
Air National Guard	16
Bureau of Land Management	15
Lithia Auto Stores	13
Klamath Falls City School	10
State of Oregon	10
BAS HealthCare	9
Petco	8
Forest Service	8
UPS	8
Wells Fargo	6
DaVita, Inc.	6
Wyndham Worldwide	6
Sky Lakes Medical Center	6
The Mentor Network	5
Southwest Gas Corporation	5
Soliant	4
Wyndhame Hotel Group	4
U.S. Bank	4
C&A Industries	4

Total number of job listings
820,
a six percent decrease
from last year.

From Help Wanted Online, HWOL JOBS

Top Occupations in August 2016 by Number of Online Advertisements, Klamath County

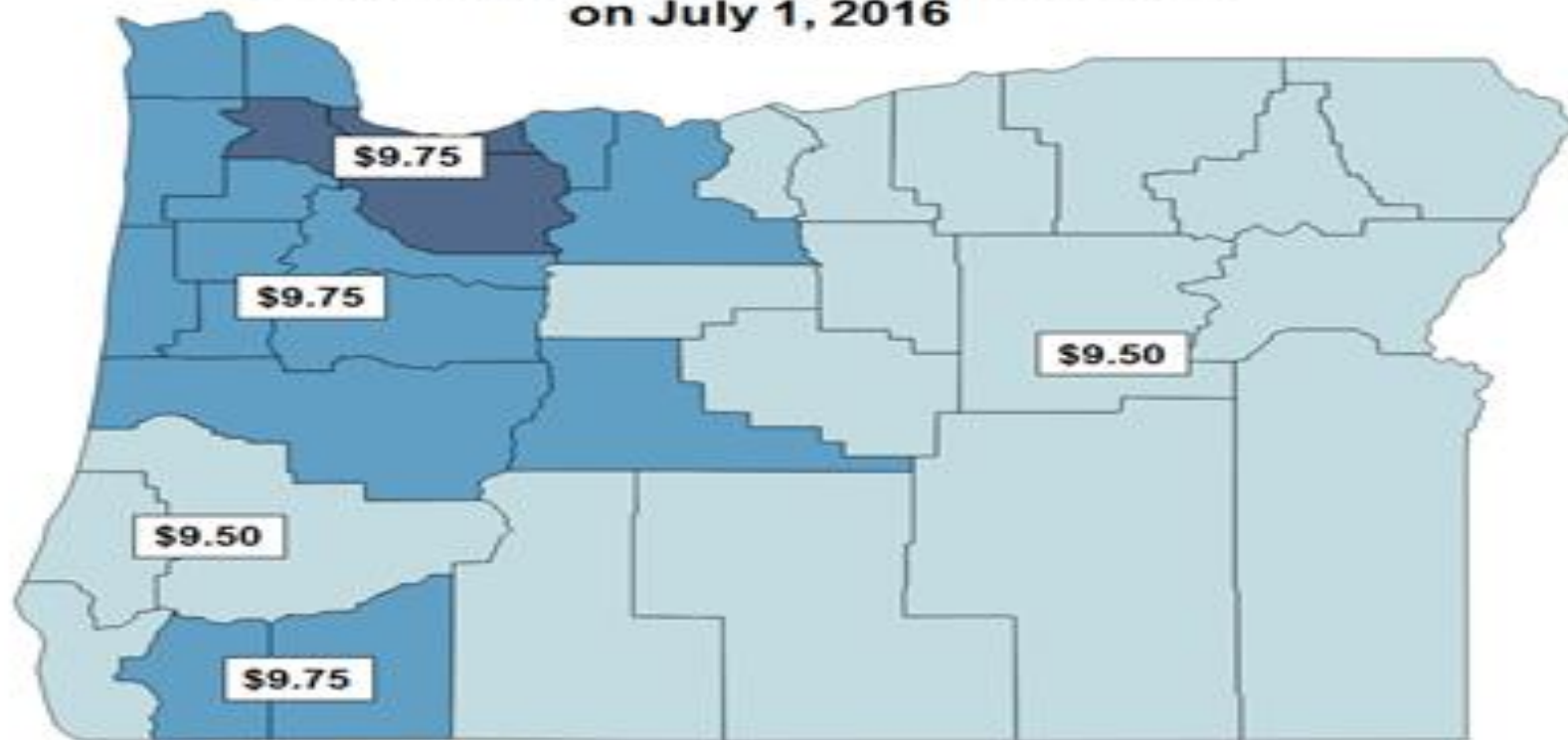
Occupation	Number of Ads
Registered Nurses	66
Heavy and Tractor-Trailer Truck Drivers	49
Social and Human Service Assistants	24
Retail Salespersons	20
Maintenance and Repair Workers, General	14
Vocational Education Teachers, Postsecondary	13
Maids and Housekeeping Cleaners	12
Bus and Truck Mechanics and Diesel Engine Specialists	12
First-Line Supervisors of Retail Sales Workers	12
Teacher Assistants	12
Elementary School Teachers, Except Special Education	11
Preschool Teachers, Except Special Education	11
Customer Service Representatives	11
Light Truck or Delivery Services Drivers	10
Actors	10
Physical Therapists	9
Occupational Therapists	9
First-Line Supervisors of Office and Administrative Support Workers	9
Office Clerks, General	9
First-Line Supervisors of Mechanics, Installers, and Repairers	9
Accountants	9

Examples of Average Wages * Klamath Area and Oregon:

- Registered Nurses = \$37 / \$40 per hour
- Heavy Truck Drivers = \$20 / \$19
- Supervisors, retail = \$18 / \$19
- Retail Salespersons = \$12 / \$13
- Customer Service Representatives = \$12 / \$17

* - wage data from OED's annual survey of employers

Oregon's Minimum Wage will Increase on July 1, 2016



Oregon Minimum Wage by Year

	2016	2017	2018	2019	2020	2021	2022
Portland UGB	\$9.75	\$11.25	\$12.00	\$12.50	\$13.25	\$14.00	\$14.75
Nonurban areas	\$9.50	\$10.00	\$10.50	\$11.00	\$11.50	\$12.00	\$12.50
Other areas	\$9.75	\$10.25	\$10.75	\$11.25	\$12.00	\$12.75	\$13.50

Minimum wage increases go into effect on July 1 of each year

From Help Wanted Online: TOP SKILLS IN DEMAND

Top Skills in August 2016 by Number of Online Advertisements, Klamath County

Skills Mentioned	Number of Ads
Quality Assurance	25
Bilingual	15
Quality control	14
Technical support	13
Preventative maintenance inspections	10
Auto sales	10
Food preparation	9
Emergency room	8
Preventive maintenance	7
Internal audit	6
Security administration	6
Medicaid	6
Electrical systems	5
Pediatrics	5
20/20 software	5
Equipment Maintenance	5
Accounts payable	5
Multilingual	4
Good Manufacturing Practice	4
Avionics	4
Health Information Management	4
Check processing	4
Critical care	4

From Help Wanted Online: TOP CERTIFICATIONS IN DEMAND

Top Certifications in August 2016 by Number of Online Advertisements, Klamath County

Certifications Mentioned	Number of Ads
Commercial Driver's License	142
Driver's License	142
Certified Registered Nurse	39
HAZMAT	18
Occupational Safety & Health Administration Certification	17
First Aid certification	16
Certification in Cardiopulmonary Resuscitation	12
DOT Medical card	12
Early Childhood Education	11
Basic Life Support	10
Child Development Associate	9
Certified Nursing Assistant	9
Certified Purchasing Manager	9
Advanced Cardiac Life Support	8
Certified in Nursing Administration	8
Nationwide Mortgage Licensing System	7
Class A Commercial Drivers License	7
Certified Family Nurse Practitioner	7
Automotive Service Excellence	6
Licensed Practical Nurse	5
Special Education	5
Law Enforcement Officer	5

LOCAL LABOR MARKET: EDUCATIONAL REQUIREMENTS

The majority of jobs today do not require advanced education

In 2014, about **67 percent** of all jobs required only High School diploma or less; about 9 percent required Associate's degree or postsecondary training (non degree).

According for OED's estimate for 2024, about **69 percent** of all jobs will require only High school diploma or less; and 11 percent will require Associate's degree or postsecondary training (non degree).

Does this mean there is no need for training and education?

NATIONAL WORKFORCE TRENDS

Looking beyond formal education

- Skills, education become obsolete faster than before
- Core skills are important (communication, problem solving, emotional intelligence etc.)
- Social skills will be more in demand than narrow technical skills
- There will be jobs in near future that did not exist a few years ago
- Technological advances in almost every job. About 85 percent of all jobs require some level of computer skills

More than formal education, developing flexible and adaptable individuals to survive in the 21 century.

<http://reports.weforum.org/future-of-jobs-2016/skills-stability/>

Examples of Important Skills Beyond Formal Education

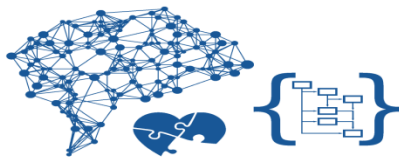
Top 10 skills

in 2020

1. Complex Problem Solving
2. Critical Thinking
3. Creativity
4. People Management
5. Coordinating with Others
6. Emotional Intelligence
7. Judgment and Decision Making
8. Service Orientation
9. Negotiation
10. Cognitive Flexibility

in 2015

1. Complex Problem Solving
2. Coordinating with Others
3. People Management
4. Critical Thinking
5. Negotiation
6. Quality Control
7. Service Orientation
8. Judgment and Decision Making
9. Active Listening
10. Creativity



Lets Talk About Self* Employment

* Self employed in own not incorporated businesses

U.S.	–	6.1 percent
Oregon	–	7.9 percent
Klamath	–	7.6 percent
Lake	–	11.9 percent
Jackson	–	10.5 percent
Josephine	-	10.7 percent

In the Knowledge Economy, self-employed workers do not have to live in big cities,

thanks to the power of modern technology.

The percentage in Klamath County is lower than in many rural areas. Why?

WorkSource Klamath

- Oregon Employment Department
- Central Oregon Intergovernmental Council COIC
- Vocational Rehabilitation OVR
- Klamath Community College KCC
- Experience Works
- Department of Human Services DHS
- Oregon Human Development Corporation OHDC



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THANK YOU!

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