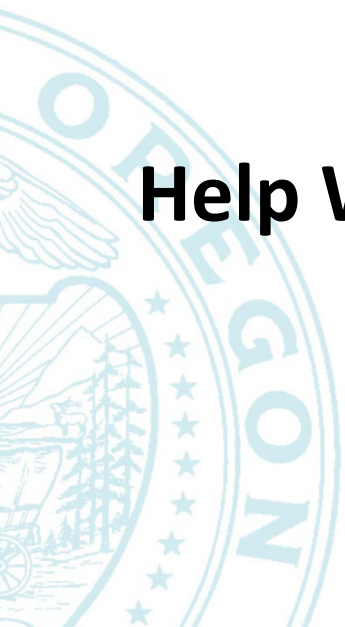




Help Wanted in Oregon: Results from the 2020 Oregon Job Vacancy Survey



Oregon had roughly 44,400 job vacancies at any given time in 2020.

We surveyed 14,000 private employers with two or more employees.

If they were hiring, employers gave details about each vacancy, including:

- Job title
- Full- or part-time status
- Permanent or temporary status
- Starting wage or salary
- Educational and experience requirements

Businesses also identified if their vacancies were difficult to fill, and if so, they wrote in the primary reason they faced hiring challenges.



Overall, Oregon businesses reported roughly 44,400 vacancies at any given time in 2020.

Oregon Job Vacancies

	2019	2020
Vacancies	57,241	44,408
Average Hourly Wage	\$18.81	\$18.05
Full-time Positions	77%	79%
Permanent Positions	93%	92%
Requiring Education Beyond High School	34%	33%
Requiring Previous Experience	57%	53%
Difficult to Fill	57%	51%

Source: Oregon Employment Department

Vacancies dropped 22% from the level in 2019. Employers continued to hire throughout the COVID pandemic.

2020 was not a typical year for Oregon businesses, yet many of the characteristics Oregon employers are looking for didn't change much during the pandemic recession.

A typical job vacancy tends to be for a full-time, permanent position. About one-third require education beyond high school and half require previous experience.



Starting in spring 2020, employers were asked “Is this location closed or operations curtailed due to COVID-19 restrictions?”

- Nearly one out of five responses (18%) indicated a closure or curtailment due to COVID-19 in spring 2020. The share dropped to 7% in summer and 6% of respondents to the fall 2020 survey.
- The leisure and hospitality and other services industries most often responded that operations were affected.
- Employers in the Portland-metro area and Northwest Oregon reported the highest shares of affected businesses.

Health care reported the most vacancies of any industry.

Oregon Job Vacancies by Industry, 2020

Industry	Vacancies	Average Hourly Wage	Full-time Positions	Permanent Positions	Require Education Beyond High School	Require Previous Experience	Difficult to Fill
All Industries	44,408	\$18.05	79%	92%	33%	53%	51%
Health care and social assistance	9,081	\$19.99	74%	97%	51%	52%	57%
Management, administrative, and waste services	5,813	\$16.69	90%	95%	25%	50%	34%
Leisure and hospitality	4,869	\$13.08	49%	88%	5%	42%	46%
Retail trade	4,618	\$14.29	73%	93%	12%	31%	40%
Construction	4,202	\$21.27	97%	96%	38%	74%	75%
Manufacturing	3,497	\$18.09	89%	93%	18%	59%	66%
Other services	2,727	\$17.65	72%	94%	40%	62%	64%
Transportation, warehousing, and utilities	2,185	\$18.21	78%	85%	52%	60%	46%
Financial activities	1,884	\$21.03	94%	97%	34%	47%	24%
Professional, scientific, and technical services	1,807	\$23.44	89%	94%	62%	57%	45%
Wholesale trade	1,537	\$20.89	87%	90%	51%	65%	39%
Natural resources and mining	1,517	\$17.75	80%	62%	22%	57%	76%
Private educational services	337	\$15.47	66%	78%	62%	85%	58%
Information	334	\$18.76	85%	91%	40%	74%	41%



Transportation and material moving represented the occupational group with the most vacancies.

Oregon Job Vacancies by Occupation Group, 2020

Occupation Group	Vacancies	Average Hourly Wage	Full-time Positions	Permanent Positions	Require Education Beyond High School	Require Previous Experience	Difficult to Fill
All Occupations	44,408	\$18.05	79%	92%	33%	53%	51%
Transportation and Material Moving	5,377	\$16.88	85%	94%	42%	52%	51%
Food Preparation and Serving Related	4,155	\$12.83	45%	91%	2%	43%	40%
Health Care Support	3,825	\$14.86	75%	99%	41%	38%	60%
Office and Administrative Support	3,613	\$15.58	74%	94%	18%	48%	33%
Sales and Related	3,528	\$14.19	80%	95%	7%	34%	41%
Production	3,353	\$15.79	94%	89%	12%	44%	50%
Construction and Extraction	3,228	\$22.20	97%	95%	34%	70%	78%
Installation, Maintenance, and Repair	2,536	\$19.41	98%	98%	18%	84%	67%
Building and Grounds Cleaning and Maintenance	2,480	\$14.26	77%	88%	2%	43%	57%
Health Care Practitioners and Technical	2,360	\$35.48	83%	97%	98%	65%	63%
Management	1,813	\$28.08	86%	92%	59%	71%	37%
Business and Financial Operations	1,657	\$23.54	87%	93%	57%	58%	30%
Personal Care and Service	1,587	\$14.86	61%	84%	49%	44%	45%
Community and Social Service	1,046	\$20.44	72%	97%	67%	82%	63%
Farming, Fishing, and Forestry	867	\$14.65	60%	44%	0%	30%	88%
Education, Training, and Library	839	\$14.87	54%	83%	63%	62%	48%
Computer and Mathematical	597	\$28.09	100%	96%	95%	68%	30%
Arts, Design, Entertainment, Sports, and Media	477	\$20.40	79%	96%	76%	72%	43%
Life, Physical, and Social Science	353	\$18.60	100%	100%	43%	71%	15%
Architecture and Engineering	315	\$34.26	97%	100%	94%	97%	74%
Protective Service	312	\$15.08	62%	81%	16%	52%	73%
Legal	90	\$17.98	74%	100%	3%	100%	90%



Businesses were hiring for a variety of jobs across the economy in 2020. They reported vacancies for 357 different occupations.

Top Occupations in Oregon With the Highest Number of Job Vacancies, 2020

Occupation	Vacancies	Full-time Positions	Permanent Positions	Difficult-to-Fill Vacancies
All Occupations	44,408	79%	92%	51%
Heavy and Tractor-Trailer Truck Drivers	1,757	89%	94%	81%
Nursing Assistants	1,436	77%	100%	69%
Personal Care Aides	1,411	74%	100%	55%
Retail Salespersons	1,301	68%	93%	36%
Stockers and Order Fillers	1,068	89%	98%	9%
Production Workers, All Other	1,015	99%	89%	48%
Fast Food and Counter Workers	1,009	11%	98%	25%
Cashiers	955	77%	93%	37%
Customer Service Representatives	914	78%	96%	21%
Janitors and Cleaners, Except Maids and Housekeeping Cleaners	901	75%	98%	42%
Laborers and Freight, Stock, and Material Movers, Hand	844	89%	90%	32%
Cooks, Restaurant	825	70%	88%	32%
Registered Nurses	739	95%	100%	52%
Construction Laborers	732	85%	93%	77%
Landscaping and Groundskeeping Workers	715	88%	78%	78%



Some occupational vacancies are more difficult to fill than others.

Top Occupations in Oregon

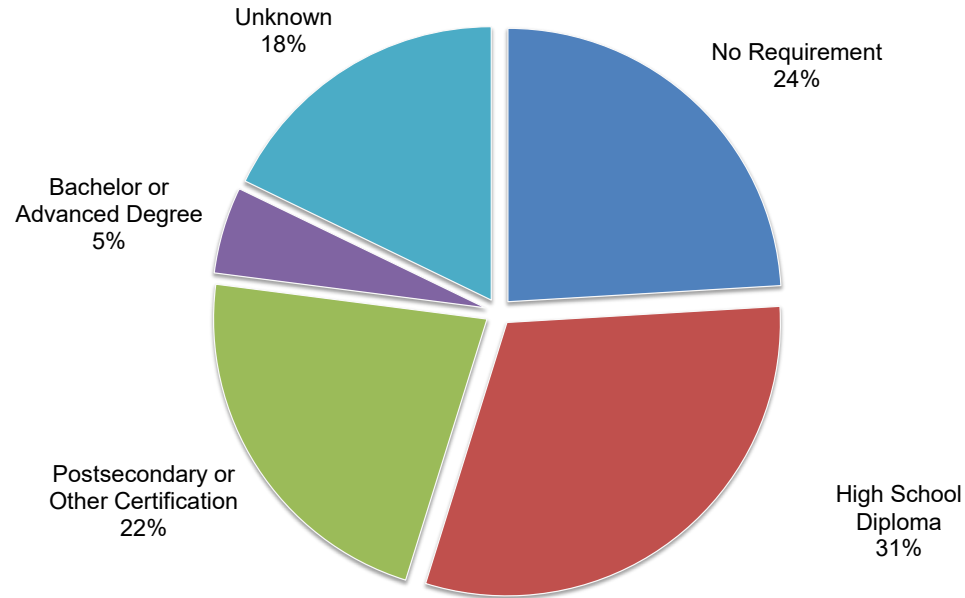
With the Highest Number of Vacancies Reported as Difficult to Fill, 2020

Occupation	Vacancies	Difficult to Fill	Share of Total
All Occupations	44,408	22,832	51%
Heavy and Tractor-Trailer Truck Drivers	1,757	1,426	81%
Nursing Assistants	1,436	1,000	70%
Personal Care Aides	1,411	782	55%
Construction Laborers	732	562	77%
Landscaping and Groundskeeping Workers	715	560	78%
Production Workers, All Other	1,015	490	48%
Electricians	484	484	100%
Retail Salespersons	1,301	462	36%
Farmworkers and Laborers, Crop, Nursery, and Greenhouse	485	420	87%
Registered Nurses	739	383	52%
Janitors and Cleaners, Except Maids and Housekeeping Cleaners	901	378	42%
Cashiers	955	351	37%
Maids and Housekeeping Cleaners	621	339	55%
Food Preparation Workers	516	305	59%

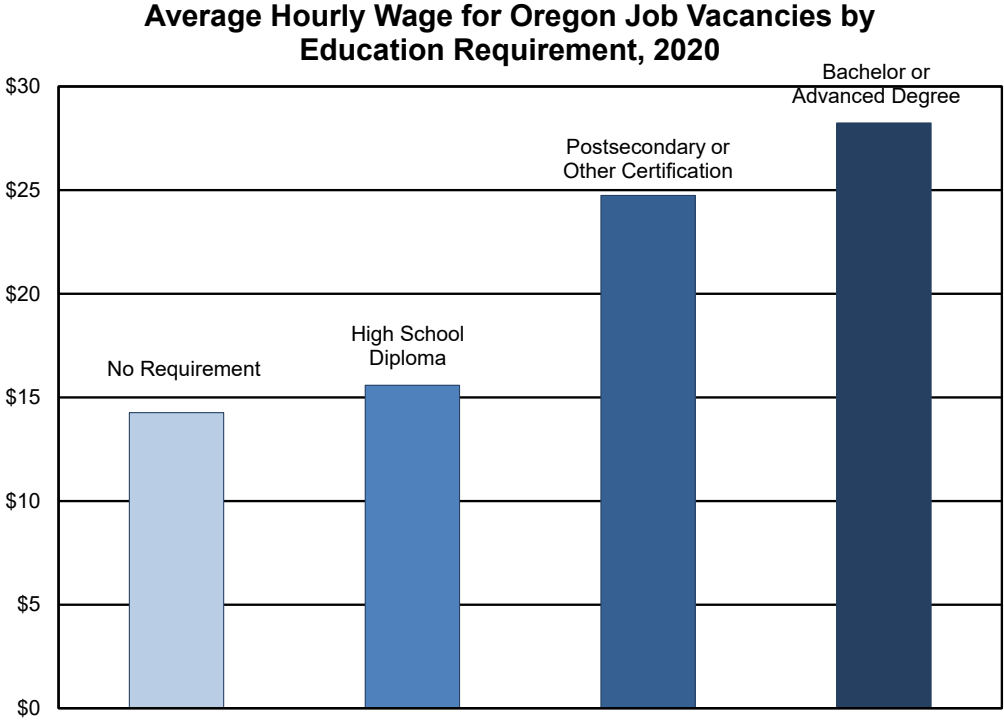


More than half (55%) of all job vacancies require no education beyond high school.

Oregon Job Vacancies by Education Requirement, 2020

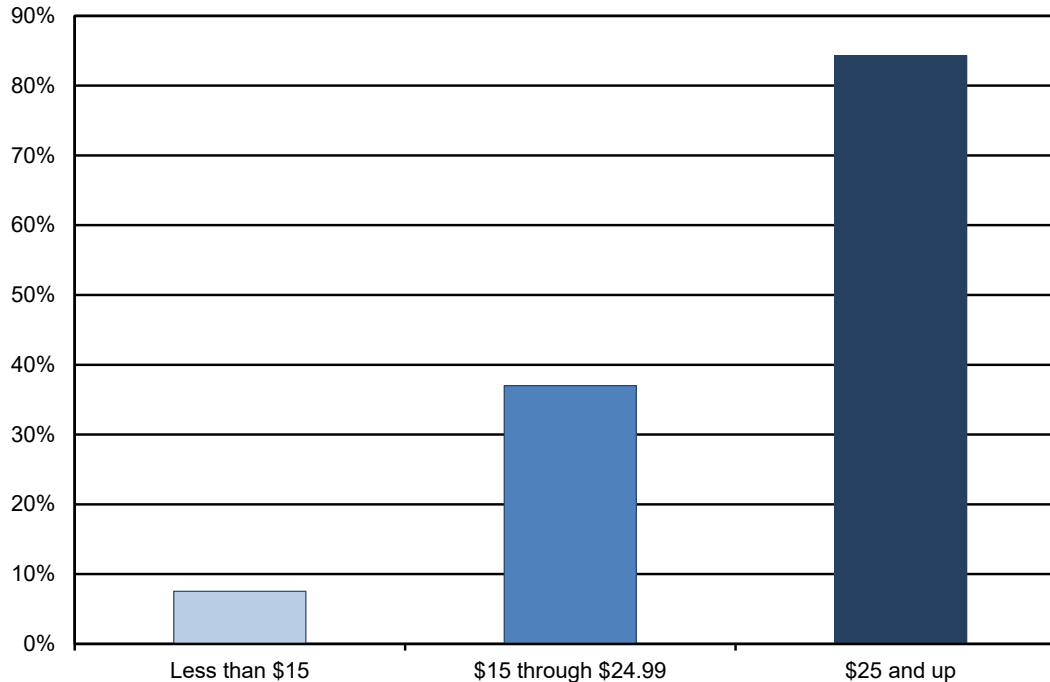


Average hourly wages increase along with education requirements for job vacancies...



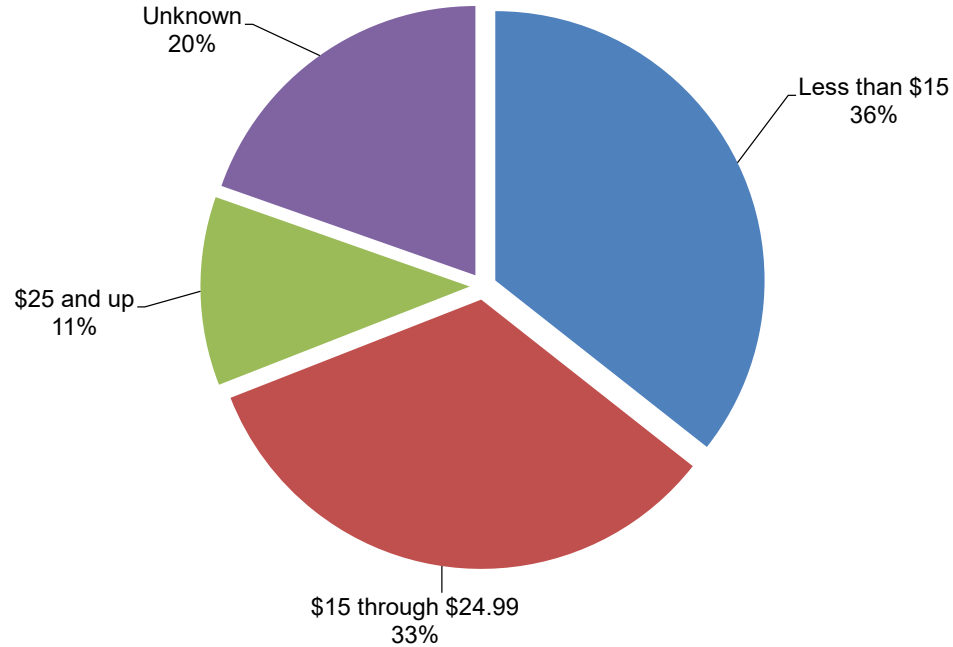
...and high-paying vacancies are more likely to require education beyond high school.

Share of Oregon Job Vacancies Requiring Education Beyond High School by Hourly Wage Range, 2020



More than one-third (36%) of all vacancies in Oregon pay less than \$15 per hour.

Oregon Job Vacancies by Hourly Wage, 2020



Vacancies requiring higher education are more likely to be high-paying, full-time, and require prior experience.

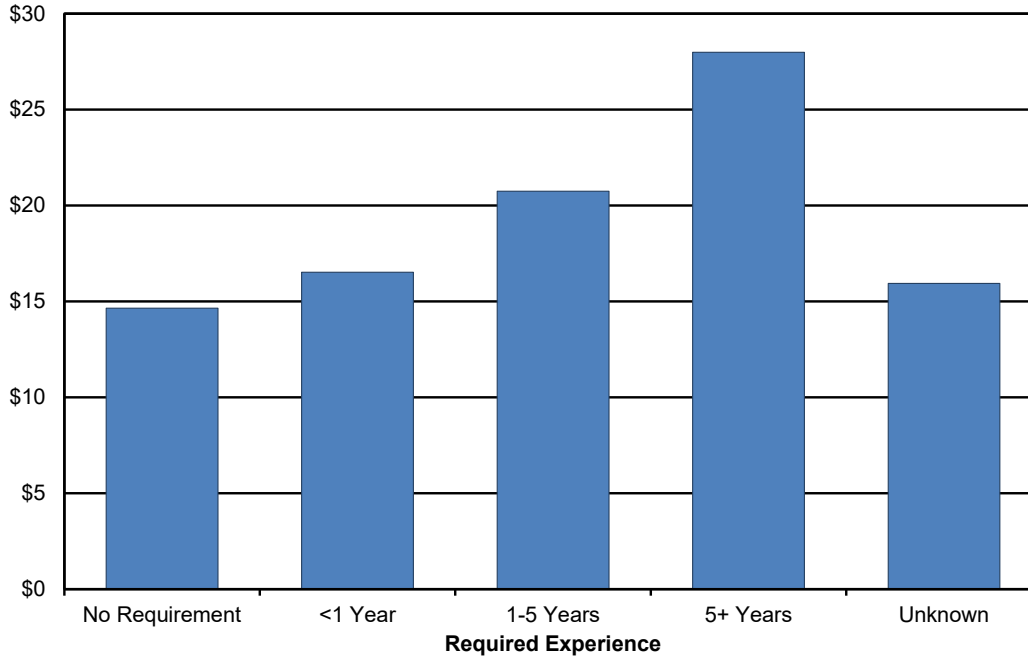
Oregon Job Vacancies by Required Education Level, 2020

Required Education Level	Vacancies	Average Hourly Wage	Full-time Positions	Permanent Positions	Requiring Previous Experience	Difficult to Fill
All Education Levels	44,408	\$18.05	79%	92%	53%	51%
No Requirement	10,684	\$14.26	67%	88%	43%	57%
High School Diploma	13,656	\$15.59	76%	92%	61%	56%
Postsecondary or Other Certification	9,871	\$24.75	86%	96%	77%	71%
Bachelor or Advanced Degree	2,280	\$28.24	84%	95%	93%	49%
Unknown	7,917	\$16.24	89%	95%	13%	13%



More than half (53%) of all vacancies require previous work experience.

Average Hourly Wage for Oregon Job Vacancies by Required Experience, 2020



Vacancies that require more experience are far more likely to require education beyond high school.

Oregon Job Vacancies by Experience Requirement, 2020

Prior Experience Required	Vacancies	Average Hourly Wage	Full-time Positions	Permanent Positions	Require Education Beyond High School	Difficult to Fill
All Requirements	44,408	\$18.05	79%	92%	33%	51%
No Requirement	12,723	\$14.65	63%	87%	14%	53%
<1 Year	6,499	\$16.52	71%	89%	20%	59%
1-5 Years	14,766	\$20.74	87%	96%	48%	66%
5+ Years	2,312	\$27.98	93%	95%	77%	80%
Unknown	8,108	\$15.93	90%	96%	53%	8%



High-paying vacancies are more likely to require a combination of education and previous experience.

Oregon Job Vacancies by Hourly Wage Range, 2020

Wage (per hour)	Vacancies	Average Hourly Wage	Full-time Positions	Permanent Positions	Require Education Beyond High School	Require Previous Experience	Difficult to Fill
All Wage Ranges	44,408	\$18.05	79%	92%	33%	53%	51%
Less than \$15	15,815	\$12.80	61%	88%	8%	40%	55%
\$15 through \$24.99	14,852	\$17.95	89%	93%	37%	74%	60%
\$25 and up	5,031	\$34.83	91%	97%	84%	86%	75%
Unknown	8,710	-	87%	96%	58%	23%	17%



The Oregon Job Vacancy Survey captures information for nine sub-state areas.

Survey Region	Counties
Central Oregon/East Cascades	Crook, Deschutes, Gilliam, Hood River, Jefferson, Klamath, Lake, Sherman, Wasco, Wheeler
Clackamas	Clackamas
Eastern Oregon	Baker, Grant, Harney, Malheur, Morrow, Umatilla, Union, Wallowa
Lane	Lane
Mid-Valley	Linn, Marion, Polk, Yamhill
Northwest Oregon	Benton, Clatsop, Columbia, Lincoln, Tillamook
Portland-Metro	Multnomah, Washington
Rogue Valley	Jackson, Josephine
Southwestern Oregon	Coos, Curry, Douglas

39% of all vacancies in Oregon were in the Portland Tri-County (Portland Metro and Clackamas) area.

Oregon Job Vacancies by Geography, 2020

Geography	Vacancies	Average Hourly Wage	Full-time Positions	Permanent Positions	Require Education Beyond High School	Require Previous Experience	Difficult to Fill
Oregon Statewide	44,408	\$18.05	79%	92%	33%	53%	51%
Portland Metro	13,429	\$19.14	86%	96%	38%	50%	33%
Mid-Valley	6,995	\$17.53	72%	92%	29%	58%	52%
East Cascades	4,402	\$17.52	79%	89%	32%	51%	60%
Lane	4,029	\$17.54	75%	88%	35%	52%	61%
Clackamas	3,921	\$19.23	80%	93%	28%	55%	49%
Rogue Valley	3,749	\$16.77	72%	95%	29%	56%	65%
Eastern Oregon	2,527	\$17.13	83%	90%	38%	47%	70%
Northwest Oregon	2,255	\$17.64	67%	85%	30%	49%	67%
Southwestern Oregon	2,195	\$17.25	73%	92%	34%	56%	68%
Multi-area or unknown	906	\$21.29	94%	86%	50%	72%	48%





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