



Help Wanted in Eastern Oregon

**Results from the 2021
Job Vacancy Survey**



Eastern Oregon had roughly 4,200 job vacancies at any given time in 2021.

We surveyed 1,300 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.



Across Oregon, businesses reported roughly 97,000 vacancies at any given time in 2021.

Oregon Job Vacancies

	2019	2020	2021
Vacancies	57,241	44,408	96,887
Average Hourly Wage	\$18.81	\$18.05	\$19.69
Full-time Positions	77%	79%	78%
Permanent Positions	93%	92%	93%
Requiring Education Beyond High School	34%	33%	30%
Requiring Previous Experience	57%	53%	53%
Difficult to Fill	57%	51%	72%

Source: Oregon Employment Department

The number of vacancies reached record levels in 2021, as the economy recovered from the pandemic recession in 2020. In another record, employers reported about seven out of 10 openings were difficult to fill in 2021.

Other characteristics Oregon employers are looking for didn't change much during the pandemic recession and recovery. 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.



The number of Eastern Oregon vacancies was higher in 2021 than at any time in the survey's history since 2015.



Two out of five (39%) vacancies in 2021 had been open for 60 days or longer – up from 26% in 2019. Almost all of these vacancies were reported as difficult to fill.

**Eastern Oregon Job Vacancies by Length of Time Job
has been Open, 2021**

Length of Time Job has been Open	Vacancies	Average Wage	Difficult to Fill
All Vacancies	4,199	\$18.06	73%
< 30 Days	758	\$15.17	58%
30-59 Days	512	\$18.77	88%
60+ Days	1,419	\$19.04	92%
Always Open	965	\$18.86	85%
Unknown	545	\$15.94	13%



Private health care and social assistance reported the most vacancies of any industry.

Eastern Oregon Job Vacancies by Industry, 2021

Industry	Vacancies	Average Hourly Wage
All Industries	4,199	\$18.06
Health care and social assistance	1,443	\$19.95
Leisure and hospitality	663	\$13.65
Retail trade	622	\$15.22
Construction	354	\$19.68
Transportation, warehousing, and utilities	280	\$29.06
Wholesale trade	189	\$17.34
Natural resources and mining	155	\$18.51
Manufacturing	122	\$16.92
Management, administrative, and waste services	106	\$15.44
Other services	97	\$19.40
Financial activities	73	\$18.10
Private educational services	54	\$18.58
Information	41	\$12.90



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

Eastern Oregon Job Vacancies by Occupation Group, 2021

Occupation Group	Vacancies
All Occupations	4,199
Transportation and Material Moving	602
Food Preparation and Serving Related	582
Health Care Support	545
Construction and Extraction	327
Sales and Related	317
Health Care Practitioners and Technical	283
Installation, Maintenance, and Repair	281
Office and Administrative Support	233
Farming, Fishing, and Forestry	183
Community and Social Service	175
Building and Grounds Cleaning and Maintenance	170
Education, Training, and Library	145
Management	136
Production	127



Area businesses were hiring for a variety of jobs across the economy in 2021. They reported vacancies for 142 different occupations.

Top Eastern Oregon Occupations With the Highest Number of Job Vacancies, 2021

Occupation	Vacancies
All Occupations	4,199
Heavy and Tractor-Trailer Truck Drivers	253
Personal Care Aides	249
Nursing Assistants	164
Cashiers	154
Cooks, Restaurant	148
Registered Nurses	139
Retail Salespersons	119
Fast Food and Counter Workers	104
Waiters and Waitresses	94
Construction Laborers	92
Automotive Service Technicians and Mechanics	85
Carpenters	78
Medical Assistants	75
Janitors and Cleaners, Except Maids and Housekeeping Cleaners	73
Maids and Housekeeping Cleaners	72
Bus and Truck Mechanics and Diesel Engine Specialists	71
Packers and Packagers, Hand	71
Mental Health Counselors	70



Employers had more difficulty filling vacancies in some occupations.

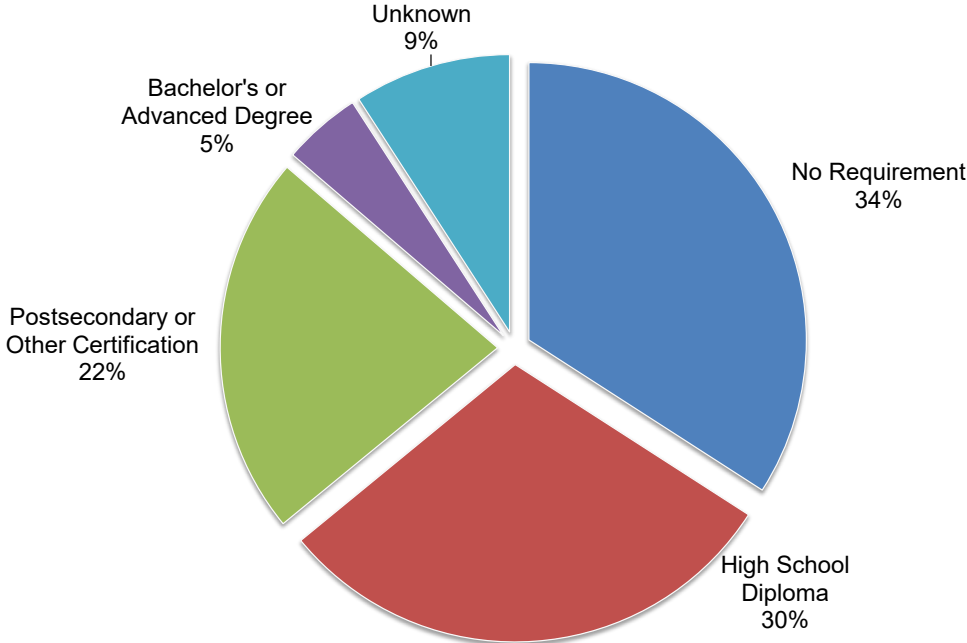
Top Eastern Oregon Occupations With the Highest Number of Difficult-to-Fill Job Vacancies, 2021

Occupation	Vacancies
Difficult-to-Fill Vacancies in All Occupations	3,084
Heavy and Tractor-Trailer Truck Drivers	228
Personal Care Aides	212
Nursing Assistants	148
Cashiers	142
Cooks, Restaurant	140
Waiters and Waitresses	94
Automotive Service Technicians and Mechanics	85
Construction Laborers	80
Registered Nurses	79
Retail Salespersons	74
Bus and Truck Mechanics and Diesel Engine Specialists	71
Mental Health Counselors	70
Bartenders	69
Farmworkers and Laborers, Crop, Nursery, and Greenhouse	66
Janitors and Cleaners, Except Maids and Housekeeping Cleaners	61
Fast Food and Counter Workers	54
Office Clerks, General	53



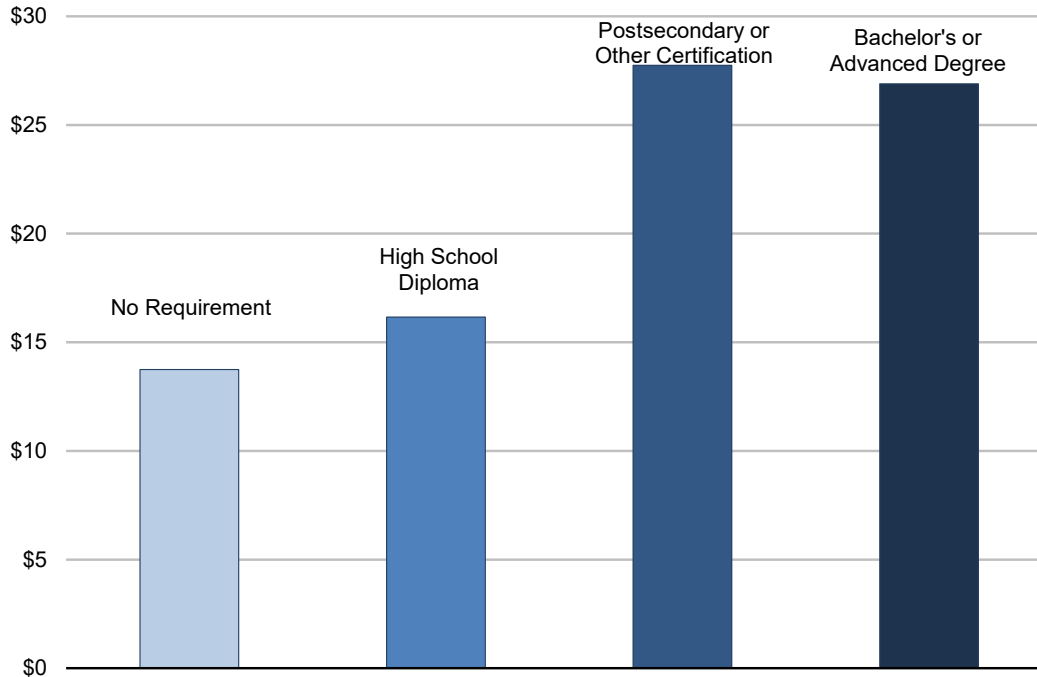
More than half (64%) of Eastern Oregon job vacancies required no education beyond high school.

Eastern Oregon Job Vacancies by Education Requirement, 2021



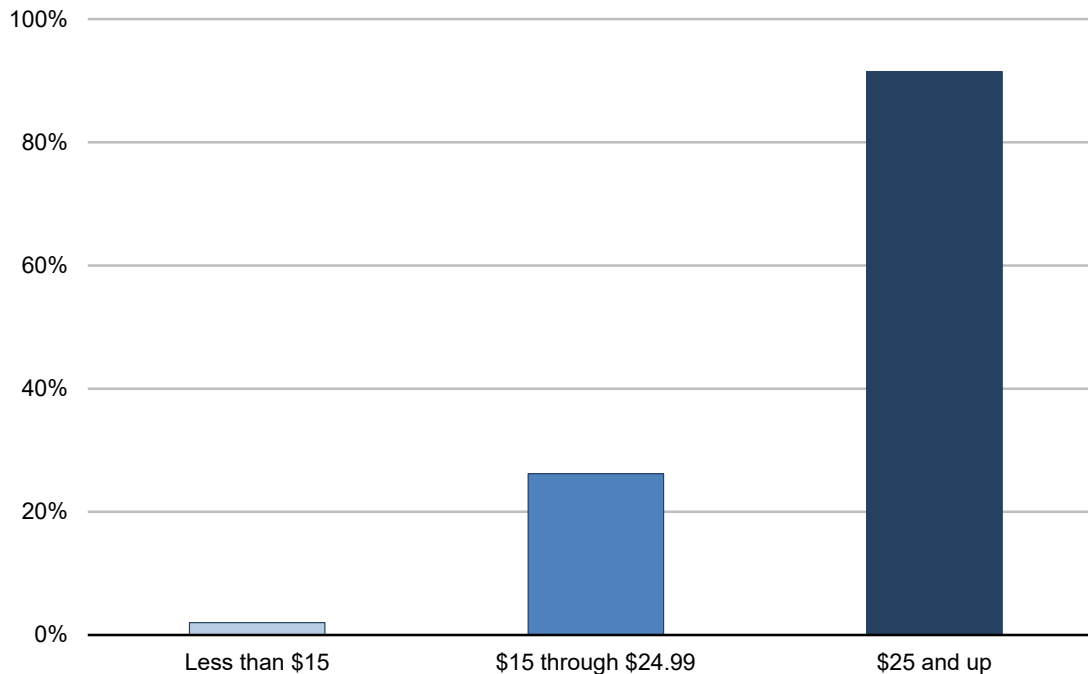
Average hourly wages generally increase along with education requirements for job vacancies...

Average Hourly Wage for Eastern Oregon Job Vacancies
by Education Requirement, 2021



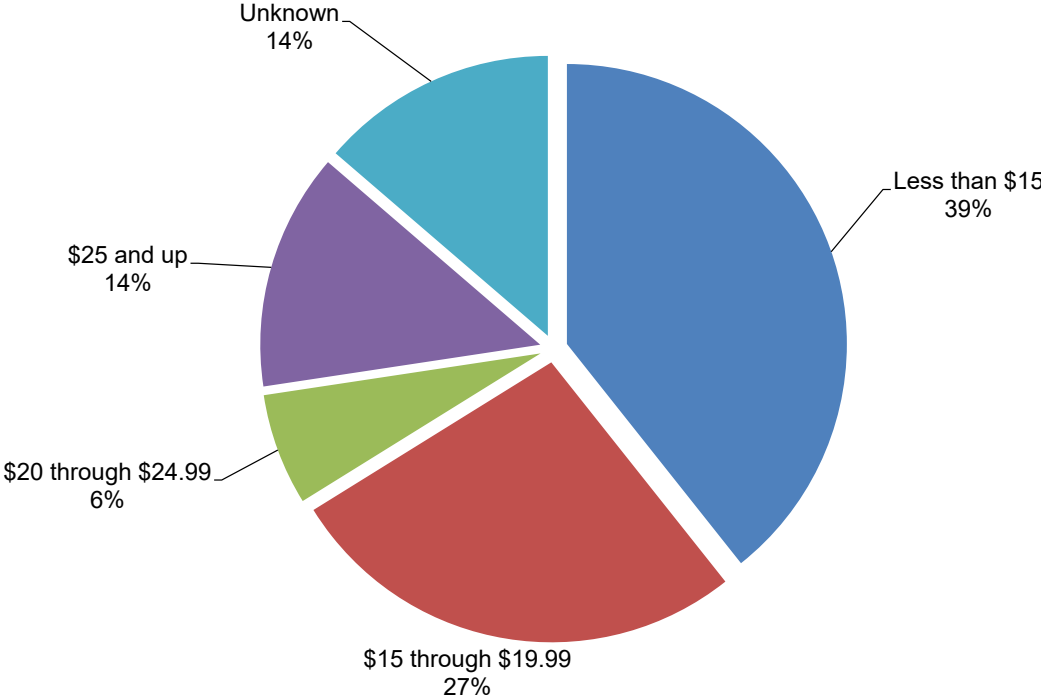
...and high-paying vacancies are more likely to require education beyond high school.

Share of Eastern Oregon Job Vacancies Requiring Education Beyond High School by Hourly Wage Range, 2021



Most vacancies in Eastern Oregon pay starting wages of less than \$20 per hour.

Eastern Oregon Job Vacancies by Hourly Wage, 2021



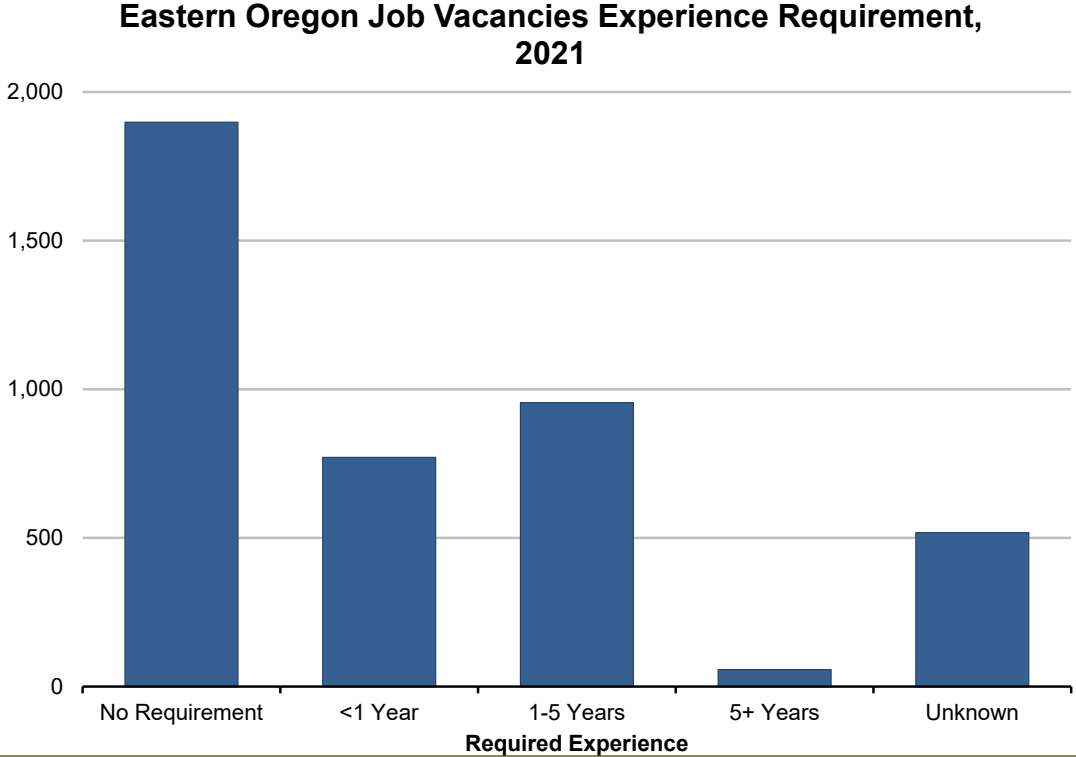
Vacancies requiring higher education are more likely to be high-paying, full-time, and require previous experience.

Eastern Oregon Job Vacancies by Required Education Level, 2021

Required Education Level	Vacancies	Average Hourly Wage	Full-time Positions	Permanent Positions	Requiring Previous Experience	Difficult to Fill
All Education Levels	4,199	\$18.06	76%	92%	42%	73%
No Requirement	1,432	\$13.75	62%	87%	30%	83%
High School Diploma	1,258	\$16.17	72%	95%	47%	77%
Postsecondary or Other Certification	933	\$27.74	95%	94%	68%	77%
Bachelor's or Advanced Degree	192	\$26.90	87%	100%	57%	68%
Unknown	384	\$12.54	88%	94%	3%	21%



Two out of five (42%) of the Eastern Oregon vacancies require previous work experience.



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

Eastern Oregon Job Vacancies by Hourly Wage Range, 2021

Wage (per hour)	Vacancies	Average Hourly Wage	Full-time Positions	Permanent Positions	Requiring Education Beyond High School	Requiring Previous Experience	Difficult to Fill
All Wage Ranges	4,199	\$18.06	76%	92%	29%	42%	73%
Less than \$15	1,651	\$12.73	55%	91%	2%	26%	79%
\$15 through \$19.99	1,127	\$16.83	87%	94%	25%	50%	75%
\$20 through \$24.99	271	\$21.77	89%	91%	32%	79%	96%
\$25 and up	575	\$34.03	93%	99%	91%	85%	92%
Unknown	575	-	89%	85%	75%	15%	24%

Employers had the most difficulty filling their higher-wage vacancies, with more than nine out of 10 jobs starting at \$20 per hour or more reported as difficult.



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

Two out of five vacancies in Oregon were in the Portland Tri-County (Portland Metro and Clackamas) area.

Oregon Job Vacancies by Geography, 2021

Geography	Vacancies	Average Hourly Wage	Full-time Positions	Permanent Positions	Require Education Beyond High School	Require Previous Experience	Difficult to Fill
Oregon Statewide	96,887	\$19.69	78%	93%	30%	53%	72%
Portland Metro	28,014	\$22.41	78%	96%	41%	64%	64%
Mid-Valley	12,681	\$19.09	82%	97%	30%	45%	72%
East Cascades	10,771	\$19.31	79%	91%	30%	53%	81%
Clackamas	10,088	\$19.78	76%	96%	30%	52%	72%
Lane	8,857	\$18.62	82%	94%	29%	53%	74%
Rogue Valley	8,752	\$17.54	80%	91%	21%	45%	81%
Northwest Oregon	7,311	\$16.96	71%	87%	20%	44%	77%
Southwestern Oregon	4,801	\$16.46	74%	83%	16%	38%	71%
Eastern Oregon	4,199	\$18.06	76%	92%	29%	42%	73%
Multi-area or unknown	1,413	\$32.95	100%	93%	33%	78%	62%



Job vacancies are above pre-pandemic levels in all areas of the state, with the largest increases in Southwestern Oregon, Northwest Oregon, and the Rogue Valley.

Oregon Job Vacancies by Geography, 2019-2021

Geography	2019	2020	2021	Change from 2019
Oregon Statewide	57,241	44,408	96,887	69%
Portland Metro	21,218	13,429	28,014	32%
Mid-Valley	7,091	6,995	12,681	79%
East Cascades	5,673	4,402	10,771	90%
Clackamas	5,795	3,921	10,088	74%
Lane	5,414	4,029	8,857	64%
Rogue Valley	4,134	3,749	8,752	112%
Northwest Oregon	3,357	2,255	7,311	118%
Southwestern Oregon	1,745	2,195	4,801	175%
Eastern Oregon	2,147	2,527	4,199	96%
Multi-area or unknown	667	906	1,413	112%





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