



Help Wanted in Lane County

**Results from the 2021
Job Vacancy Survey**



Lane County had roughly 8,900 job vacancies at any given time in 2021.

We surveyed 1,500 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
- Education 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% |

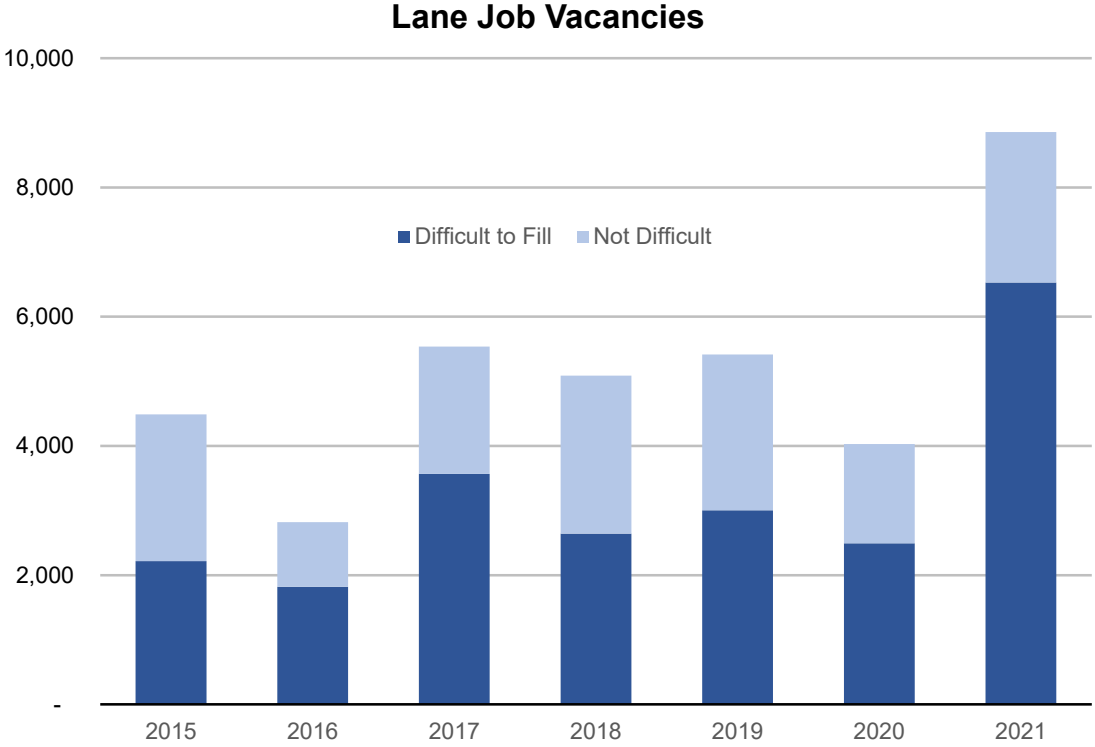
Source: Oregon Employment Department

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 Lane vacancies was higher in 2021 than at any time in the survey's history since 2015.



One-third (34%) of vacancies in 2021 had been open for 60 days or longer – up from 13% in 2019. Almost all of these vacancies were reported as difficult to fill.

Lane County 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 | 8,857 | \$18.62 | 74% |
| < 30 Days | 2,309 | \$17.13 | 53% |
| 30-59 Days | 1,319 | \$18.62 | 79% |
| 60+ Days | 2,726 | \$20.02 | 95% |
| Always Open | 1,755 | \$18.69 | 87% |
| Unknown | 748 | \$14.50 | 19% |



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

Lane County Job Vacancies by Industry, 2021

| Industry | Vacancies | Average Wage |
|--|--------------|----------------|
| All Industries | 8,857 | \$18.62 |
| Health care and social assistance | 2,301 | \$19.67 |
| Construction | 994 | \$19.59 |
| Manufacturing | 964 | \$18.35 |
| Leisure and hospitality | 913 | \$13.93 |
| Other services | 754 | \$19.07 |
| Retail trade | 711 | \$14.70 |
| Management, administrative, and waste services | 706 | \$21.29 |
| Transportation, warehousing, and utilities | 487 | \$19.58 |
| Wholesale trade | 336 | \$18.16 |
| Professional, scientific, and technical services | 258 | \$28.37 |
| Financial activities | 228 | \$21.12 |
| Natural resources and mining | 103 | \$15.13 |
| Private educational services | 102 | \$19.66 |



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

Lane County Job Vacancies by Occupation Group, 2021

| Occupation Group | Vacancies | Average Wage |
|---|--------------|----------------|
| All Occupations | 8,857 | \$18.62 |
| Transportation and Material Moving | 1,107 | \$17.38 |
| Food Preparation and Serving Related | 825 | \$13.86 |
| Office and Administrative Support | 732 | \$16.69 |
| Construction and Extraction | 726 | \$18.79 |
| Installation, Maintenance, and Repair | 717 | \$19.63 |
| Health Care Support | 710 | \$15.59 |
| Production | 570 | \$17.26 |
| Sales and Related | 523 | \$17.61 |
| Health Care Practitioners and Technical | 493 | \$32.99 |
| Building and Grounds Cleaning and Maintenance | 470 | \$18.61 |
| Community and Social Service | 453 | \$19.28 |
| Personal Care and Service | 341 | \$14.91 |
| Education, Training, and Library | 318 | \$14.43 |
| Business and Financial Operations | 294 | \$21.13 |
| Management | 197 | \$28.51 |
| Farming, Fishing, and Forestry | 140 | \$16.83 |
| Architecture and Engineering | 95 | \$28.26 |
| Computer and Mathematical | 80 | \$37.70 |



Area businesses were hiring for a variety of jobs across the economy in 2021. They reported vacancies for 181 different occupations.

Top Lane County Occupations With the Highest Number of Job Vacancies, 2021

| Occupation | Vacancies |
|---|------------------|
| All Occupations | 8,857 |
| Heavy and Tractor-Trailer Truck Drivers | 556 |
| Personal Care Aides | 545 |
| Retail Salespersons | 294 |
| Customer Service Representatives | 241 |
| Cooks, Restaurant | 215 |
| Landscaping and Groundskeeping Workers | 203 |
| Construction Laborers | 200 |
| Automotive Service Technicians and Mechanics | 164 |
| Janitors and Cleaners, Except Maids and Housekeeping Cleaners | 158 |
| Registered Nurses | 148 |
| Hairdressers, Hairstylists, and Cosmetologists | 147 |
| Social and Human Service Assistants | 140 |
| Waiters and Waitresses | 135 |
| Preschool Teachers, Except Special Education | 132 |
| Office Clerks, General | 127 |
| Carpenters | 125 |



Employers had more difficulty filling vacancies in some occupations.

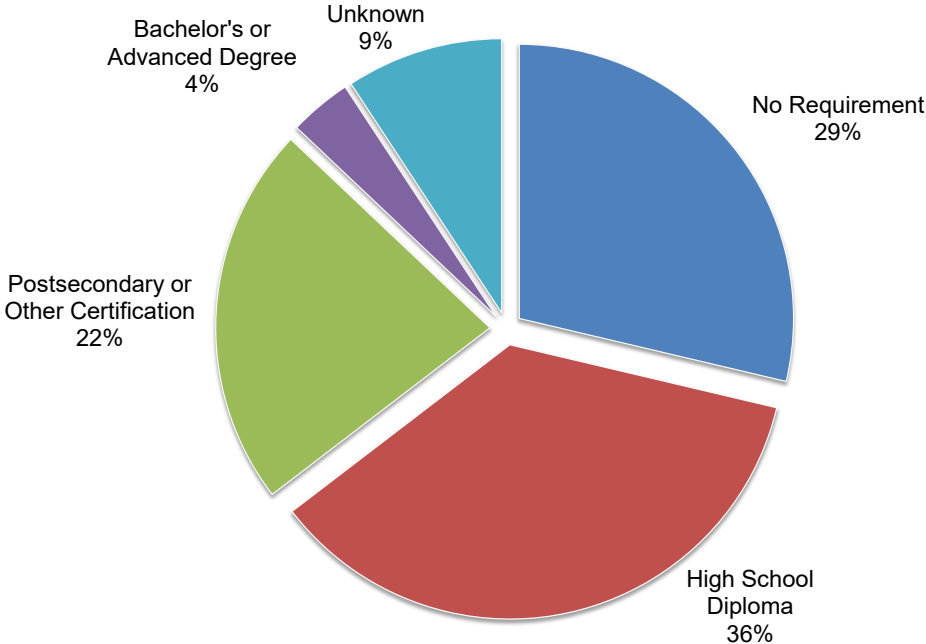
Top Lane County Occupations With the Highest Number of Difficult-to-Fill Job Vacancies, 2021

| Occupation | Vacancies |
|---|------------------|
| Difficult-to-Fill Vacancies in All Occupations | 6,528 |
| Heavy and Tractor-Trailer Truck Drivers | 479 |
| Personal Care Aides | 443 |
| Construction Laborers | 200 |
| Cooks, Restaurant | 199 |
| Automotive Service Technicians and Mechanics | 164 |
| Janitors and Cleaners, Except Maids and Housekeeping Cleaners | 153 |
| Registered Nurses | 148 |
| Retail Salespersons | 126 |
| Carpenters | 125 |
| Customer Service Representatives | 125 |
| Landscaping and Groundskeeping Workers | 123 |
| Rehabilitation Counselors | 115 |
| Social and Human Service Assistants | 109 |
| Business Operations Specialists, All Other | 104 |
| Licensed Practical and Licensed Vocational Nurses | 101 |

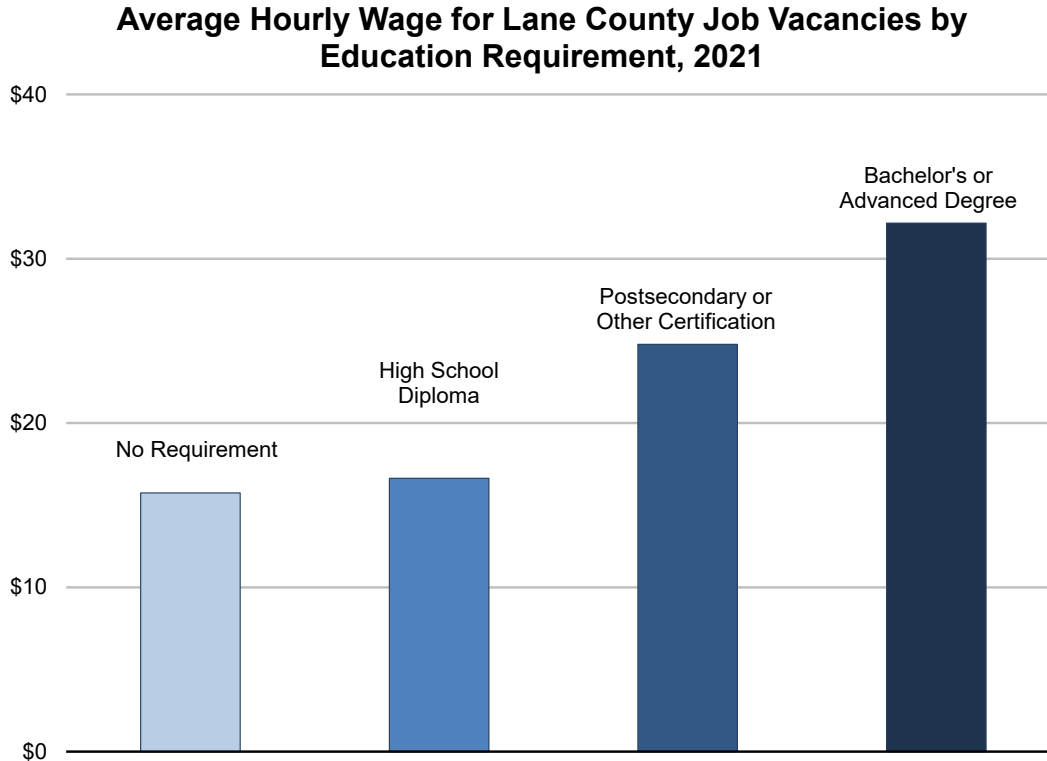


Two-thirds of all Lane County job vacancies required no education beyond high school.

Lane County Job Vacancies by Education Requirement, 2021

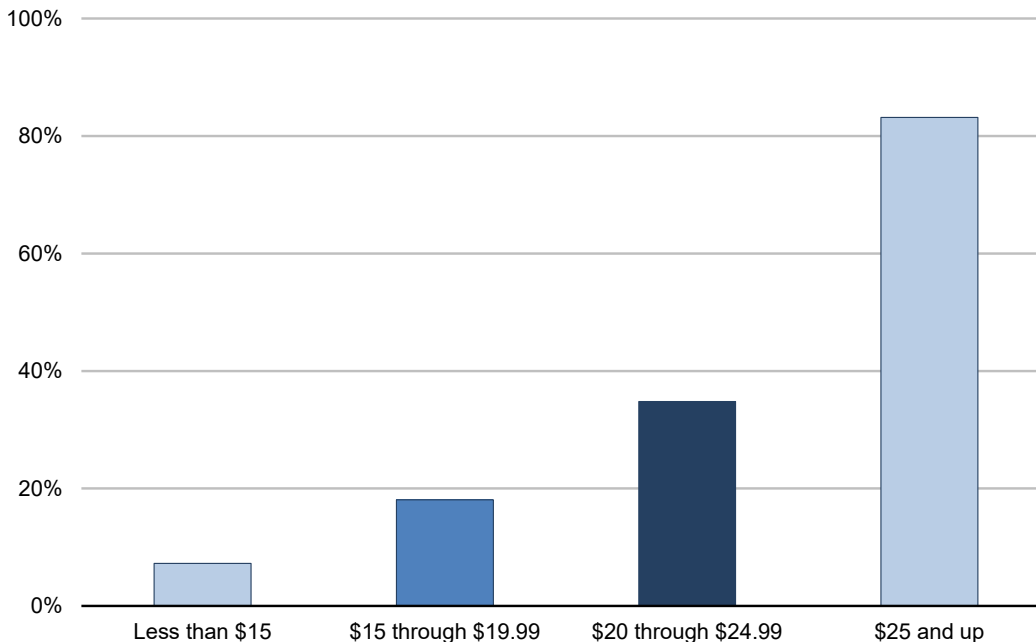


Average hourly wages generally increase along with education requirements for job vacancies...



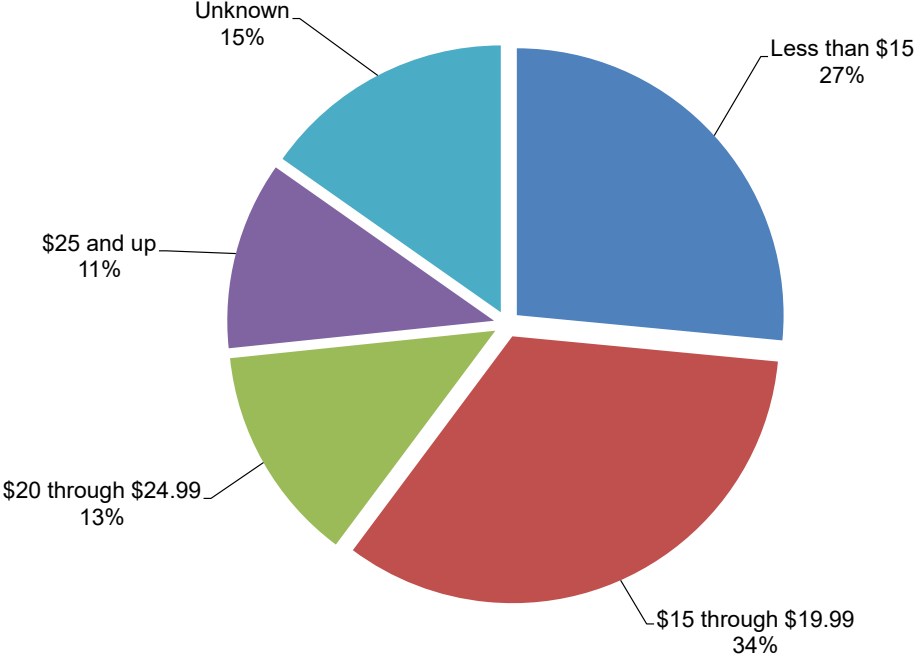
...and high-paying vacancies are more likely to require education beyond high school.

Share of Lane County Job Vacancies Requiring Education Beyond High School by Hourly Wage Range, 2021



Most vacancies in Lane County pay starting wages of less than \$20 per hour.

Lane County Job Vacancies by Hourly Wage, 2021



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

Lane County Job Vacancies by Required Education Level, 2021

| Required Education Level | Vacancies | Average Hourly Wage | Full-time Positions | Permanent Positions | Require Previous Experience | Difficult to Fill |
|--------------------------------------|--------------|---------------------|---------------------|---------------------|-----------------------------|-------------------|
| All Education Levels | 8,857 | \$18.62 | 82% | 94% | 53% | 74% |
| No Requirement | 2,541 | \$15.75 | 71% | 89% | 31% | 70% |
| High School Diploma | 3,181 | \$16.63 | 87% | 97% | 59% | 76% |
| Postsecondary or Other Certification | 1,989 | \$24.80 | 87% | 94% | 80% | 88% |
| Bachelor's or Advanced Degree | 326 | \$32.16 | 88% | 90% | 98% | 80% |
| Unknown | 820 | \$14.95 | 81% | 97% | 13% | 40% |



About half (53%) of all Lane County vacancies require previous work experience.

Lane County Job Vacancies by Experience Requirement, 2021

| Prior Experience Required | Vacancies | Average Wage |
|----------------------------------|------------------|---------------------|
| All Requirements | 8,857 | \$18.62 |
| No Requirement | 3,393 | \$15.21 |
| <1 Year | 1,464 | \$17.75 |
| 1-5 Years | 2,858 | \$21.94 |
| 5+ Years | 347 | \$31.26 |
| Unknown | 795 | \$15.93 |



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

Lane County Job Vacancies by Hourly Wage Range, 2021

| 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 | 8,857 | \$18.62 | 82% | 94% | 29% | 53% | 74% |
| Less than \$15 | 2,348 | \$13.26 | 59% | 88% | 7% | 32% | 63% |
| \$15 through \$19.99 | 2,984 | \$16.48 | 87% | 95% | 18% | 50% | 82% |
| \$20 through \$24.99 | 1,165 | \$21.26 | 97% | 94% | 35% | 91% | 88% |
| \$25 and up | 1,009 | \$34.41 | 94% | 97% | 83% | 95% | 95% |
| Unknown | 1,351 | - | 90% | 98% | 51% | 31% | 46% |

Employers had the most difficulty filling their higher-wage vacancies, with nine out of 10 jobs starting above \$20 per hour 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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