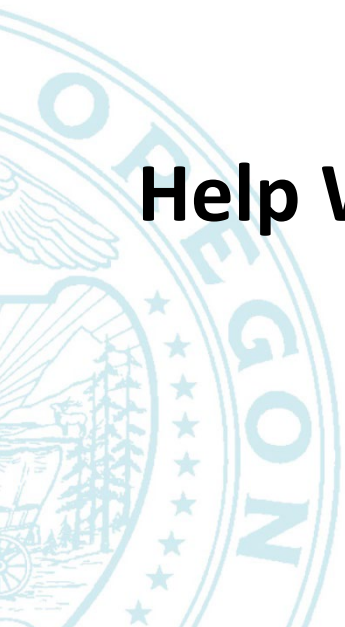




Help Wanted in Oregon: Results from the 2021 Oregon Job Vacancy Survey



Oregon had roughly 97,000 job vacancies at any given time in 2021.

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.



Hiring in 2021 outpaced hiring prior to the pandemic.

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.



One-third of vacancies in 2021 had been open for 60 days or longer – up from 19% in 2019. Almost all of these vacancies were reported as difficult to fill.

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

Length of Time Job has been Open	Vacancies	Average Hourly Wage	Full-time Positions	Permanent Positions	Requiring Education Beyond High School	Requiring Previous Experience	Difficult to Fill
All Vacancies	96,887	\$19.69	78%	93%	30%	53%	72%
< 30 Days	23,318	\$18.95	76%	88%	26%	61%	53%
30-59 Days	18,749	\$20.00	76%	91%	32%	59%	81%
60+ Days	30,906	\$20.37	82%	97%	32%	60%	91%
Always Open	15,672	\$19.37	74%	95%	28%	47%	81%
Unknown	8,242	\$16.19	85%	96%	60%	3%	11%



Health care reported the most vacancies of any industry.

Oregon Job Vacancies by Industry, 2021

Industry	Vacancies	Average Hourly Wage	Full-time Positions	Permanent Positions	Require Education Beyond High School	Require Previous Experience	Difficult to Fill
All Industries	96,887	\$19.69	78%	93%	30%	53%	72%
Health care and social assistance	22,947	\$20.91	75%	99%	46%	53%	76%
Leisure and hospitality	13,753	\$14.67	55%	86%	6%	41%	70%
Retail trade	10,053	\$15.76	73%	95%	12%	37%	63%
Manufacturing	9,702	\$18.40	92%	93%	19%	50%	76%
Construction	8,266	\$24.01	98%	98%	31%	68%	83%
Other services	6,237	\$19.57	77%	93%	46%	60%	50%
Management, administrative, and waste services	5,342	\$18.25	80%	89%	18%	39%	80%
Professional, scientific, and technical services	4,841	\$32.11	91%	90%	70%	82%	73%
Wholesale trade	3,755	\$19.05	93%	99%	18%	61%	72%
Transportation, warehousing, and utilities	3,659	\$21.67	86%	95%	43%	61%	72%
Financial activities	3,284	\$18.94	84%	98%	19%	63%	61%
Natural resources and mining	2,529	\$17.48	91%	61%	16%	33%	74%
Private educational services	2,033	\$20.90	71%	90%	70%	88%	74%
Information	486	\$36.42	92%	99%	52%	76%	51%



Food preparation and serving represented the occupational group with the most vacancies, followed by health care support.

Oregon Job Vacancies by Occupation Group, 2021

Occupation Group	Vacancies	Average Hourly Wage	Full-time Positions	Permanent Positions	Require Education Beyond High School	Require Previous Experience	Difficult to Fill
All Occupations	96,887	\$19.69	78%	93%	30%	53%	72%
Food Preparation and Serving Related	11,665	\$14.28	53%	93%	6%	43%	70%
Health Care Support	10,121	\$17.07	75%	99%	38%	43%	79%
Transportation and Material Moving	9,858	\$18.12	86%	93%	30%	44%	76%
Sales and Related	8,830	\$18.30	65%	93%	12%	41%	61%
Office and Administrative Support	8,714	\$17.22	81%	94%	12%	60%	59%
Production	6,837	\$17.67	93%	93%	14%	49%	74%
Construction and Extraction	6,493	\$23.66	99%	96%	29%	63%	84%
Installation, Maintenance, and Repair	5,784	\$20.97	92%	98%	23%	69%	77%
Health Care Practitioners and Technical	5,696	\$34.21	76%	98%	93%	64%	78%
Building and Grounds Cleaning and Maintenance	4,502	\$15.90	68%	81%	3%	27%	79%
Business and Financial Operations	3,126	\$23.51	95%	96%	52%	86%	53%
Community and Social Service	2,641	\$21.51	81%	96%	59%	66%	64%
Education, Training, and Library	2,543	\$16.45	69%	88%	49%	64%	80%
Management	2,106	\$32.09	97%	97%	57%	80%	69%
Personal Care and Service	1,950	\$15.10	75%	83%	51%	49%	57%
Farming, Fishing, and Forestry	1,694	\$15.68	88%	55%	2%	24%	72%
Computer and Mathematical	1,474	\$39.17	98%	100%	88%	80%	72%
Architecture and Engineering	1,125	\$34.55	100%	100%	93%	98%	84%



Businesses were hiring for a variety of jobs across the economy in 2021. They reported vacancies for 432 different occupations.

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

Occupation	Vacancies	Full-time Positions	Permanent Positions	Difficult-to-Fill Vacancies
All Occupations	96,887	78%	93%	72%
Retail Salespersons	4,878	63%	96%	64%
Personal Care Aides	4,747	73%	100%	80%
Heavy and Tractor-Trailer Truck Drivers	2,973	95%	94%	90%
Cooks, Restaurant	2,695	72%	93%	84%
Nursing Assistants	2,540	77%	98%	87%
Maids and Housekeeping Cleaners	2,479	54%	87%	78%
Registered Nurses	2,099	76%	99%	76%
Customer Service Representatives	1,859	84%	95%	57%
Fast Food and Counter Workers	1,856	35%	95%	43%
Cashiers	1,837	46%	85%	58%
Automotive Service Technicians and Mechanics	1,663	98%	99%	71%
Stockers and Order Fillers	1,537	88%	96%	59%
Production Workers, All Other	1,449	98%	100%	75%
Receptionists and Information Clerks	1,438	79%	98%	71%
Waiters and Waitresses	1,402	47%	86%	62%
Landscaping and Groundskeeping Workers	1,322	92%	66%	77%
Construction Laborers	1,225	100%	95%	80%
Laborers and Freight, Stock, and Material Movers, Hand	1,191	91%	93%	77%
Carpenters	1,172	100%	100%	83%
Farmworkers and Laborers, Crop, Nursery, and Greenhouse	1,159	94%	41%	65%



Employers had more difficulty filling vacancies in some occupations.

Top Occupations in Oregon
With the Highest Number of Vacancies Reported as Difficult to Fill, 2021

Occupation	Vacancies	Difficult to Fill	Share of Total
All Occupations	96,887	69,491	72%
Personal Care Aides	4,747	3,801	80%
Retail Salespersons	4,878	3,125	64%
Heavy and Tractor-Trailer Truck Drivers	2,973	2,676	90%
Cooks, Restaurant	2,695	2,263	84%
Nursing Assistants	2,540	2,203	87%
Maids and Housekeeping Cleaners	2,479	1,931	78%
Registered Nurses	2,099	1,593	76%
Automotive Service Technicians and Mechanics	1,663	1,184	71%
Production Workers, All Other	1,449	1,085	75%
Cashiers	1,837	1,067	58%
Customer Service Representatives	1,859	1,065	57%
Landscaping and Groundskeeping Workers	1,322	1,020	77%
Receptionists and Information Clerks	1,438	1,019	71%
Construction Laborers	1,225	981	80%
Carpenters	1,172	972	83%
Dental Assistants	1,133	939	83%
Laborers and Freight, Stock, and Material Movers, Hand	1,191	920	77%
Stockers and Order Fillers	1,537	903	59%
Food Preparation Workers	1,049	898	86%
Waiters and Waitresses	1,402	876	62%



In some occupations, many vacancies stayed open for 60 days or more.

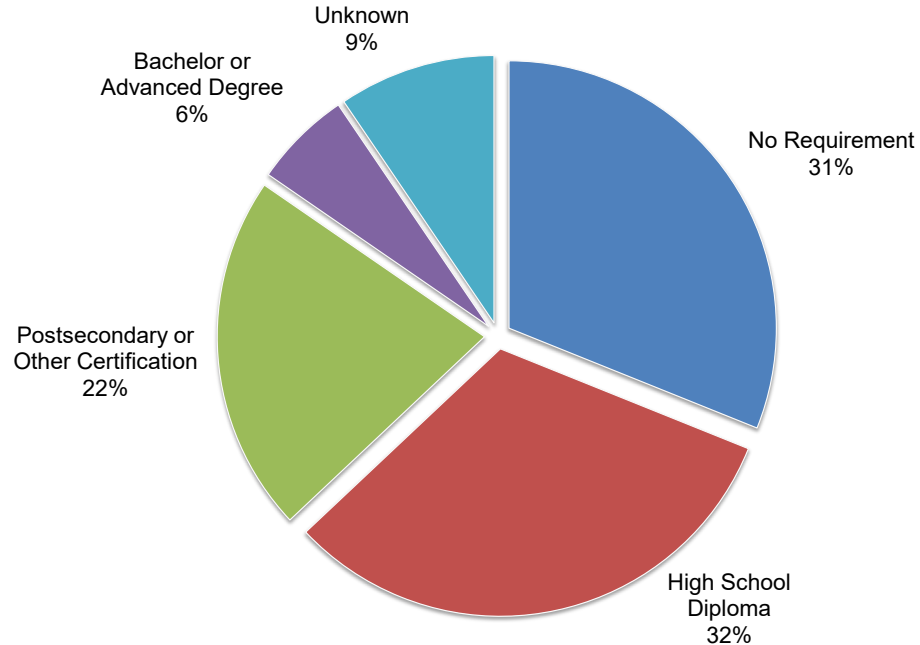
Top Occupations in Oregon
With the Highest Number of Vacancies Open 60+ Days, 2021

Occupation	Vacancies	Open 60+ Days	Share of Total
All Occupations	96,887	30,906	32%
Retail Salespersons	4,878	1,572	32%
Personal Care Aides	4,747	1,202	25%
Maids and Housekeeping Cleaners	2,479	1,192	48%
Heavy and Tractor-Trailer Truck Drivers	2,973	1,001	34%
Cooks, Restaurant	2,695	924	34%
Automotive Service Technicians and Mechanics	1,663	868	52%
Registered Nurses	2,099	823	39%
Nursing Assistants	2,540	764	30%
Production Workers, All Other	1,449	704	49%
Customer Service Representatives	1,859	570	31%
Carpenters	1,172	561	48%
Hotel, Motel, and Resort Desk Clerks	887	546	62%
Preschool Teachers, Except Special Education	743	483	65%
Dental Assistants	1,133	470	41%
Fast Food and Counter Workers	1,856	464	25%
Construction Laborers	1,225	417	34%
Waiters and Waitresses	1,402	399	28%
Farmworkers and Laborers, Crop, Nursery, and Greenhouse	1,159	376	32%
Receptionists and Information Clerks	1,438	370	26%
Medical Assistants	618	347	56%



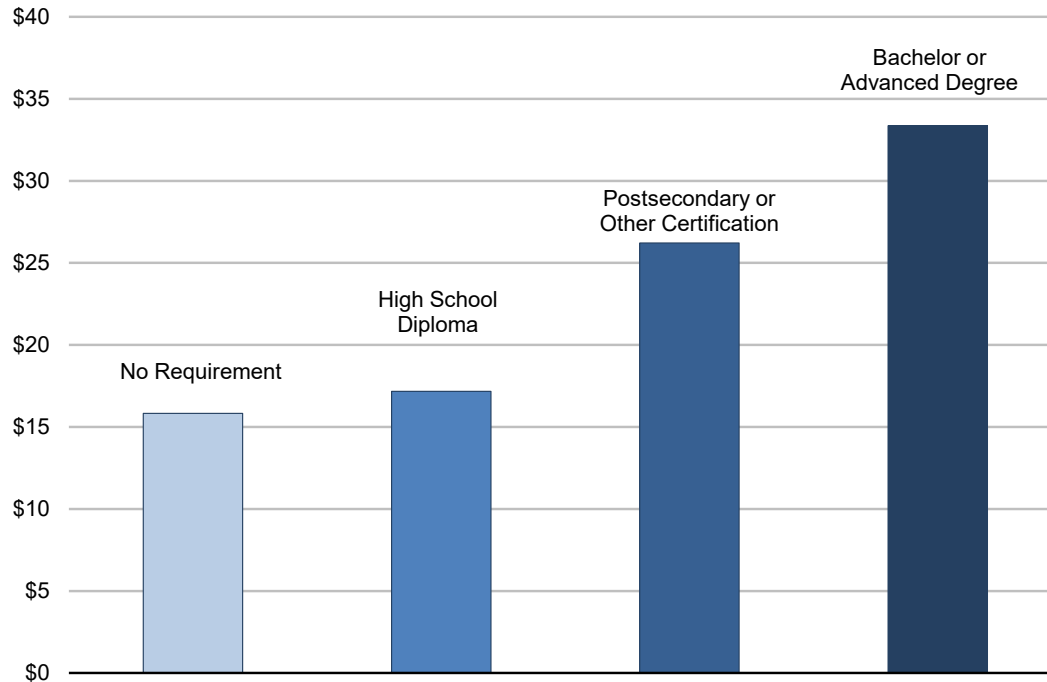
More than half (63%) of all job vacancies require no education beyond high school.

Oregon Job Vacancies by Education Requirement, 2021



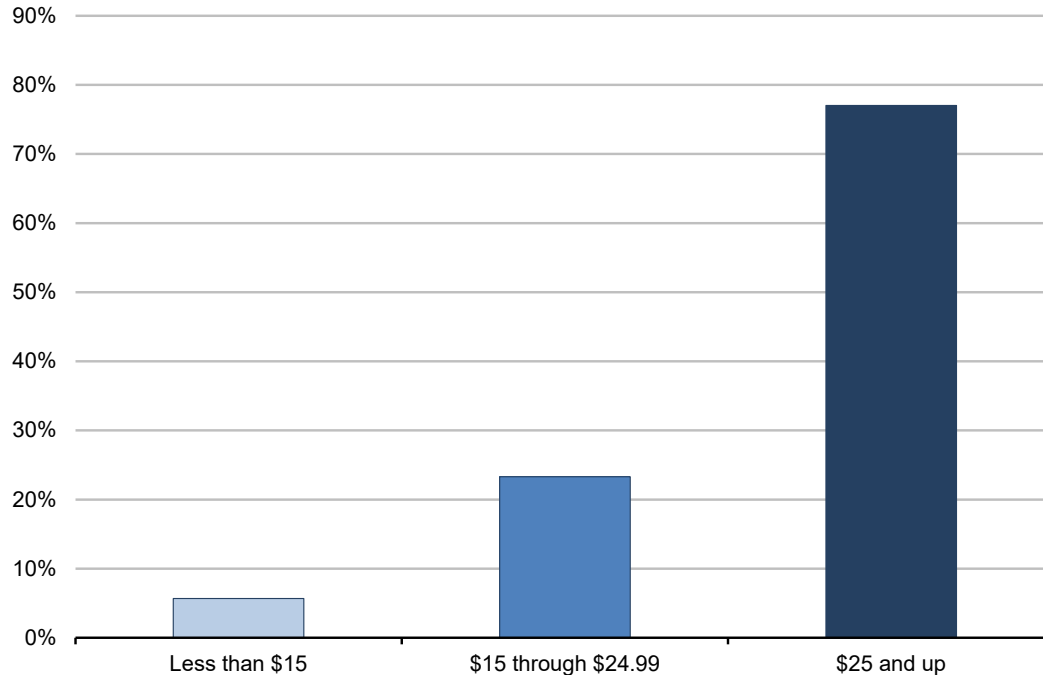
Average hourly wages increase along with education requirements for job vacancies...

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



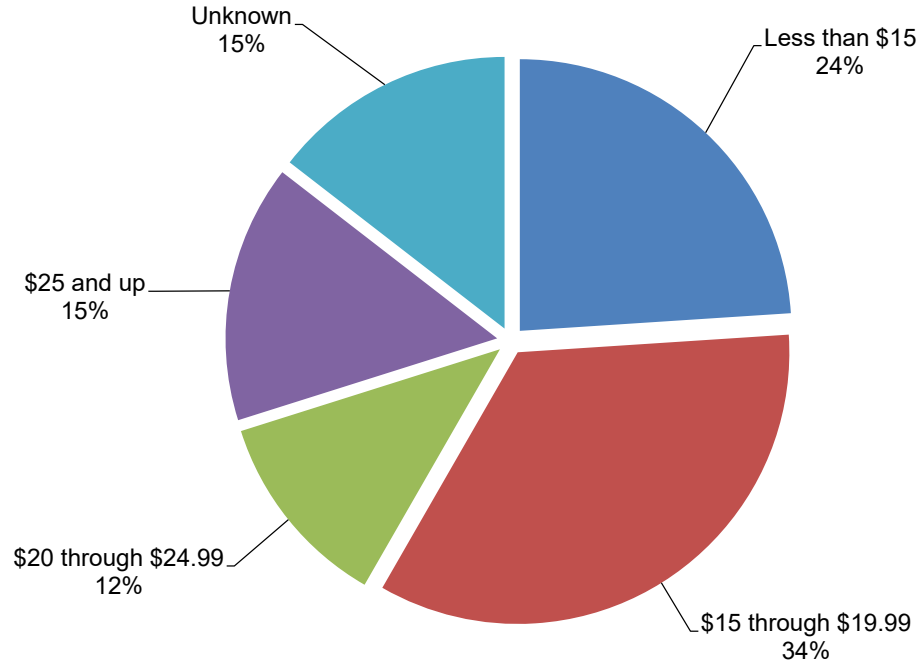
...and high-paying vacancies are more likely to require education beyond high school.

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



More than half (58%) of all vacancies in Oregon pay a starting wage of less than \$20 per hour.

Oregon Job Vacancies by Hourly Wage, 2021



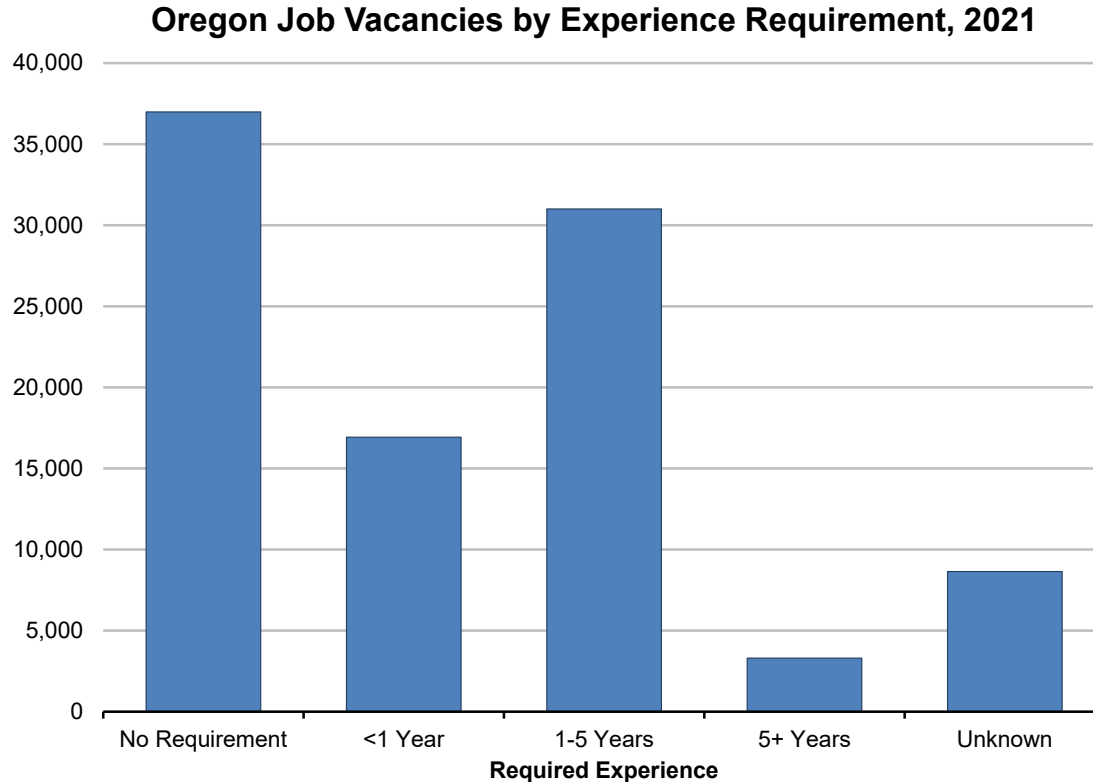
Vacancies requiring higher education are more likely to be high-paying, full-time, and require prior experience.

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	96,887	\$19.69	78%	93%	53%	72%
No Requirement	30,122	\$15.83	73%	88%	33%	77%
High School Diploma	30,897	\$17.17	78%	95%	61%	73%
Postsecondary or Other Certification	20,944	\$26.22	79%	96%	75%	80%
Bachelor or Advanced Degree	5,728	\$33.36	94%	97%	89%	73%
Unknown	9,196	\$21.20	87%	96%	21%	29%



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



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

Oregon Job Vacancies by Experience Requirement, 2021

Prior Experience Required	Vacancies	Average Hourly Wage	Full-time Positions	Permanent Positions	Require Education Beyond High School	Difficult to Fill
All Requirements	96,887	\$19.69	78%	93%	30%	72%
No Requirement	36,992	\$15.91	70%	90%	13%	75%
<1 Year	16,934	\$18.24	74%	93%	25%	76%
1-5 Years	31,009	\$23.89	87%	96%	48%	81%
5+ Years	3,310	\$35.50	94%	98%	73%	86%
Unknown	8,642	\$18.08	86%	95%	71%	12%



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

Oregon 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	96,887	\$19.69	78%	93%	30%	53%	72%
Less than \$15	23,218	\$13.22	59%	87%	6%	27%	72%
\$15 through \$19.99	33,272	\$16.48	80%	95%	16%	53%	78%
\$20 through \$24.99	11,458	\$21.40	90%	95%	44%	80%	85%
\$25 and up	14,868	\$35.66	90%	98%	77%	86%	84%
Unknown	14,071	-	83%	94%	58%	39%	32%

Employers had the most difficulty filling their higher-wage vacancies, with more than 80% of 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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