

**HELP WANTED IN THE ROGUE VALLEY**

**RESULTS FROM THE 2023  
JOB VACANCY SURVEY**

**FEBRUARY 2024**

# THE ROGUE VALLEY HAD ROUGHLY 5,200 JOB VACANCIES AT ANY GIVEN TIME IN 2023.

We surveyed 1,800 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 72,800 VACANCIES AT ANY GIVEN TIME IN 2023.

## Oregon Job Vacancies

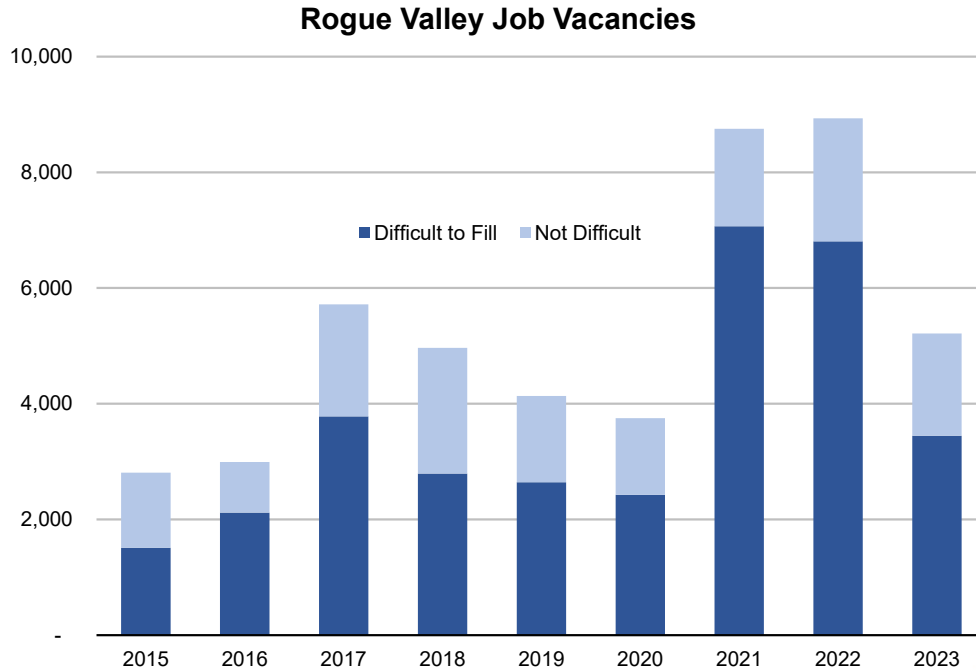
	2019	2020	2021	2022	2023
<b>Vacancies</b>	<b>57,241</b>	<b>44,408</b>	<b>96,887</b>	<b>103,977</b>	<b>72,815</b>
Average Hourly Wage	\$18.81	\$18.05	\$19.69	\$21.66	\$25.13
Full-time Positions	77%	79%	78%	81%	82%
Permanent Positions	93%	92%	93%	94%	94%
Requiring Education Beyond High School	34%	33%	30%	29%	39%
Requiring Previous Experience	57%	53%	53%	52%	58%
Difficult to Fill	57%	51%	72%	72%	61%

The number of Oregon job vacancies declined from 2022 to 2023, as the recovery from the 2020 pandemic recession slowed. Employers reported about six out of 10 openings were difficult to fill in 2023.

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. 39% require education beyond high school and 58% require previous experience.

Source: Oregon Employment Department

# THE NUMBER OF ROGUE VALLEY VACANCIES DROPPED TO PRE-PANDEMIC LEVELS AFTER RECORD HIGHS IN 2021 AND 2022.



Source: Oregon Employment Department

**19% OF VACANCIES IN 2023 HAD BEEN OPEN FOR 60 DAYS OR LONGER.  
87% OF THESE VACANCIES WERE REPORTED AS DIFFICULT TO FILL.**

**Rogue Valley Job Vacancies by Length of Time Job has  
been Open, 2023**

<b>Length of Time Job has been Open</b>	<b>Vacancies</b>	<b>Average Wage</b>	<b>Difficult to Fill</b>
<b>All Vacancies</b>	<b>5,214</b>	<b>\$22.87</b>	<b>66%</b>
< 30 Days	1,243	\$21.59	50%
30-59 Days	917	\$22.36	74%
60+ Days	916	\$20.80	87%
Always Open	1,770	\$25.00	76%
Unknown	368	-	less than 1%

*Source: Oregon Employment Department*

# PRIVATE HEALTH CARE AND SOCIAL ASSISTANCE REPORTED THE MOST VACANCIES OF ANY INDUSTRY.

**Rogue Valley Job Vacancies by Industry, 2023**

<b>Industry</b>	<b>Vacancies</b>	<b>Average Wage</b>
<b>All Industries</b>	<b>5,214</b>	<b>\$22.87</b>
Health care and social assistance	1,976	\$26.61
Leisure and hospitality	468	\$16.12
Retail trade	445	\$15.47
Construction	435	\$26.19
Manufacturing	403	\$25.74
Management, administrative, and waste services	328	\$18.61
Other services	266	\$21.29
Natural resources and mining	232	\$19.44
Professional, scientific, and technical services	208	\$23.88
Wholesale trade	158	\$23.97
Transportation, warehousing, and utilities	144	\$23.06
Financial activities	80	\$16.63
Information	40	n/a
Private educational services	31	n/a

Source: Oregon Employment Department

# HEALTH CARE OCCUPATIONS REPRESENTED THE GROUPS WITH THE MOST VACANCIES.

Rogue Valley Job Vacancies by Occupation Group, 2023

<b>Occupation Group</b>	<b>Vacancies</b>	<b>Average Wage</b>
<b>All Occupations</b>	<b>5,214</b>	<b>\$22.87</b>
Health Care Support	778	\$20.21
Health Care Practitioners and Technical Sales and Related	582	\$43.01
Office and Administrative Support	426	\$15.50
Installation, Maintenance, and Repair	385	\$17.60
Construction and Extraction	364	\$26.29
Community and Social Service	337	\$27.80
Food Preparation and Serving Related	328	\$20.91
Transportation and Material Moving	290	\$15.72
Education, Training, and Library	289	\$18.56
Protective Service	245	\$18.87
Production	223	\$19.15
Business and Financial Operations Management	204	\$17.97
Personal Care and Service	183	\$27.94
Arts, Design, Entertainment, Sports, and Media	168	\$28.19
Farming, Fishing, and Forestry	102	\$17.19
	101	\$20.93
	100	\$16.96

Source: Oregon Employment Department

# AREA BUSINESSES WERE HIRING FOR A VARIETY OF JOBS ACROSS THE ECONOMY IN 2023. THEY REPORTED VACANCIES FOR 153 DIFFERENT OCCUPATIONS.

## Top Rogue Valley Occupations With the Highest Number of Job Vacancies, 2023

<b>Occupation</b>	<b>Vacancies</b>
<b>All Occupations</b>	<b>5,214</b>
Nursing Assistants	362
Personal Care Aides	263
Retail Salespersons	233
Registered Nurses	190
Teaching Assistants, Preschool, Elementary, Middle, and Secondary School, Except Special Education	179
Electricians	144
Customer Service Representatives	117
Bus and Truck Mechanics and Diesel Engine Specialists	111
Farmworkers and Laborers, Crop, Nursery, and Greenhouse	100
Firefighters	100
Construction Laborers	95
Automotive Service Technicians and Mechanics	92
Receptionists and Information Clerks	88
Licensed Practical and Licensed Vocational Nurses	82
Food Preparation Workers	77

Source: Oregon Employment Department



# EMPLOYERS HAD MORE DIFFICULTY FILLING VACANCIES IN SOME OCCUPATIONS.

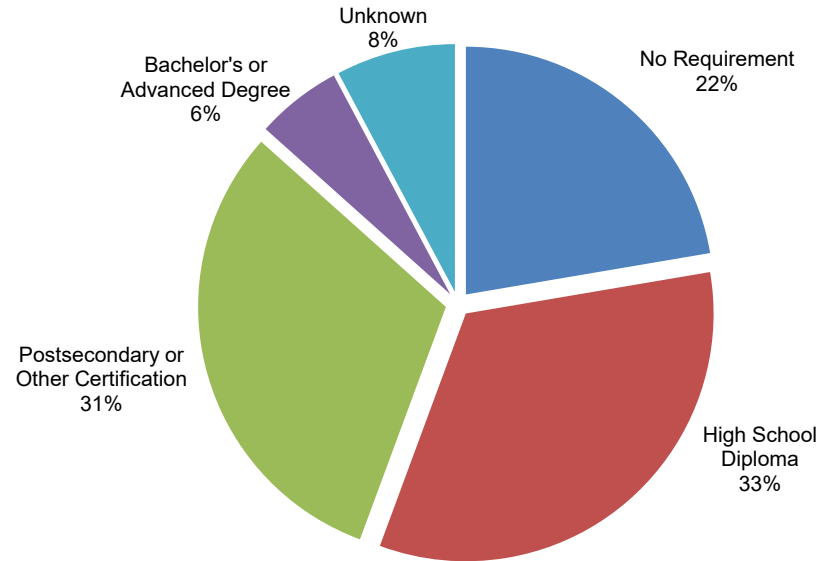
## Top Rogue Valley Occupations With the Highest Number of Difficult-to-Fill Job Vacancies, 2023

<u>Occupation</u>	<u>Vacancies</u>
<b>Difficult-to-Fill Vacancies in All Occupations</b>	<b>3,447</b>
Nursing Assistants	270
Registered Nurses	185
Teaching Assistants, Preschool, Elementary, Middle, and Secondary School, Except Special Education	179
Retail Salespersons	163
Electricians	124
Bus and Truck Mechanics and Diesel Engine Specialists	86
Licensed Practical and Licensed Vocational Nurses	82
Automotive Service Technicians and Mechanics	81
Construction Laborers	79
Child, Family, and School Social Workers	77
Food Preparation Workers	77
Security Guards	71
Therapists, All Other	66
Cashiers	64
Personal Care Aides	63

Source: Oregon Employment Department

# 55% OF THE ROGUE VALLEY JOB VACANCIES REQUIRED NO EDUCATION BEYOND HIGH SCHOOL.

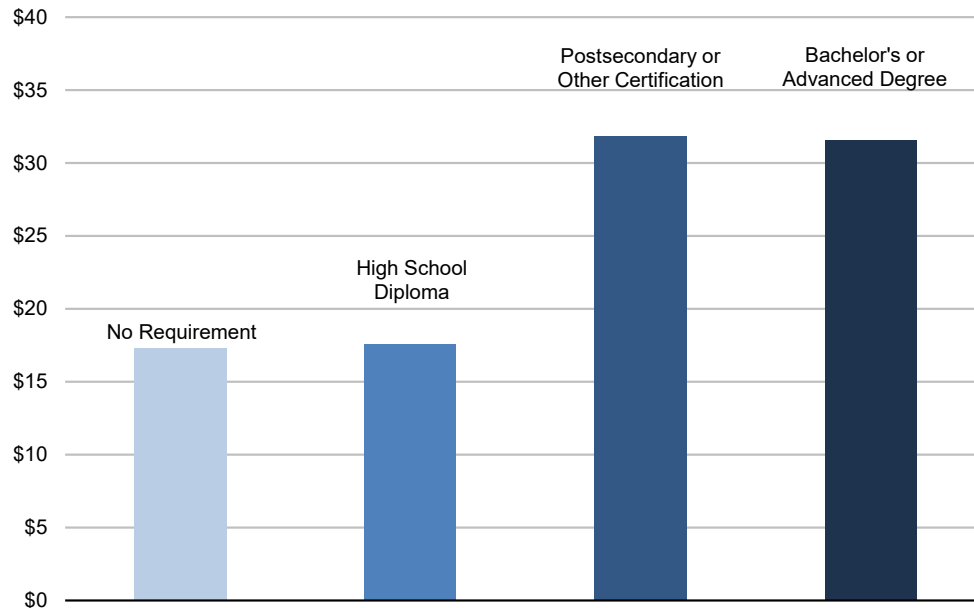
Rogue Valley Job Vacancies by Education Requirement, 2023



Source: Oregon Employment Department

# AVERAGE HOURLY WAGES GENERALLY INCREASE ALONG WITH EDUCATION REQUIREMENTS FOR JOB VACANCIES...

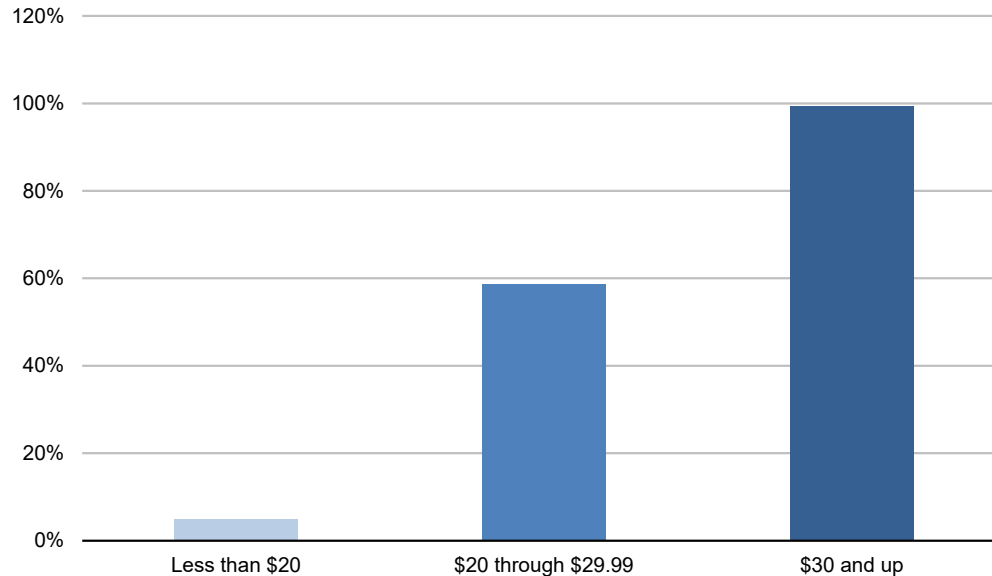
**Average Hourly Wage for Rogue Valley Job Vacancies  
by Education Requirement, 2023**



Source: Oregon Employment Department

# ...AND HIGH-PAYING VACANCIES ARE MORE LIKELY TO REQUIRE EDUCATION BEYOND HIGH SCHOOL.

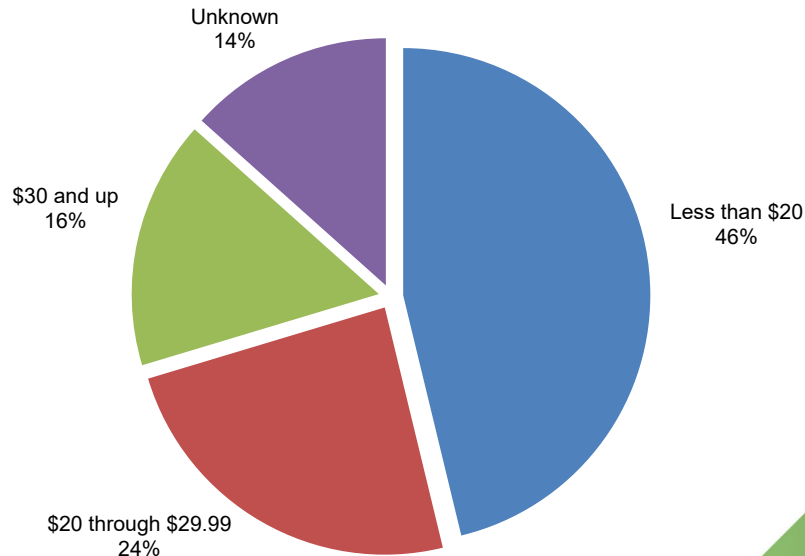
Share of Rogue Valley Job Vacancies Requiring Education Beyond High School by Hourly Wage Range, 2023



Source: Oregon Employment Department

# NEARLY HALF (46%) OF THE VACANCIES IN THE ROGUE VALLEY PAY STARTING WAGES OF LESS THAN \$20 PER HOUR.

Rogue Valley Job Vacancies by Hourly Wage, 2023



Source: Oregon Employment Department

# VACANCIES REQUIRING HIGHER EDUCATION ARE MORE LIKELY TO BE HIGH-PAYING AND REQUIRE PRIOR EXPERIENCE.

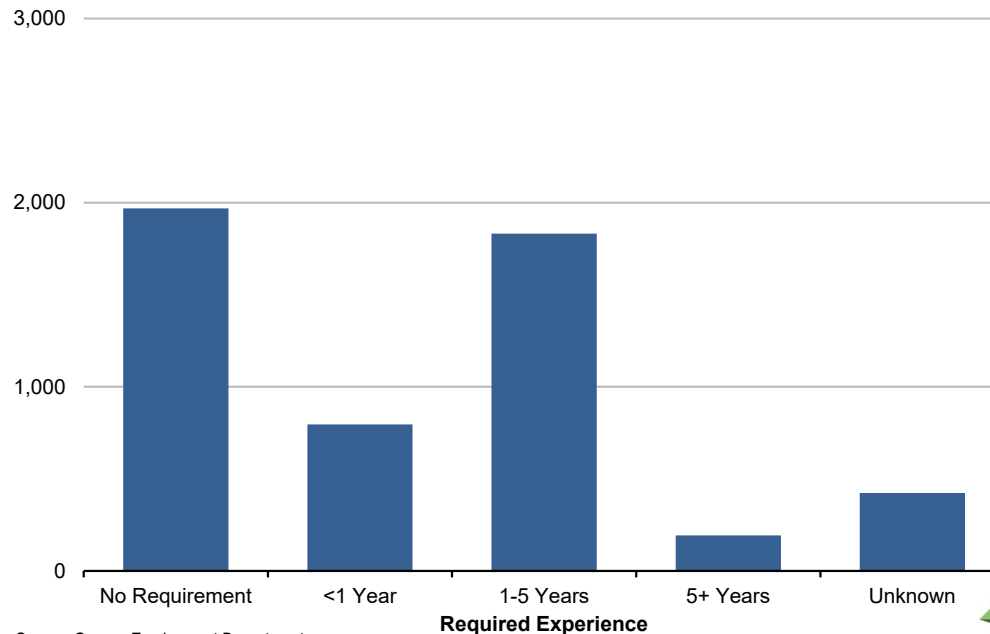
**Rogue Valley Job Vacancies by Required Education Level, 2023**

<b>Required Education Level</b>	<b>Vacancies</b>	<b>Average Hourly Wage</b>	<b>Full-time Positions</b>	<b>Permanent Positions</b>	<b>Require Previous Experience</b>	<b>Difficult to Fill</b>
<b>All Education Levels</b>	<b>5,214</b>	<b>\$22.87</b>	<b>80%</b>	<b>94%</b>	<b>54%</b>	<b>66%</b>
No Requirement	1,164	\$17.31	67%	84%	32%	53%
High School Diploma	1,737	\$17.60	77%	94%	72%	62%
Postsecondary or Other Certification	1,615	\$31.84	86%	99%	52%	90%
Bachelor's or Advanced Degree	292	\$31.53	98%	100%	98%	90%
Unknown	406	\$17.81	97%	95%	17%	10%

*Source: Oregon Employment Department*

# OVER HALF (54%) OF THE ROGUE VALLEY VACANCIES REQUIRE PREVIOUS WORK EXPERIENCE.

Rogue Valley Job Vacancies by Experience Requirement, 2023



Source: Oregon Employment Department

# HIGH-PAYING VACANCIES ARE MORE LIKELY TO REQUIRE A COMBINATION OF EDUCATION AND PREVIOUS EXPERIENCE.

Rogue Valley Job Vacancies by Hourly Wage Range, 2023

Wage (per hour)	Vacancies	Average Hourly Wage	Full-time Positions	Permanent Positions	Requiring Education Beyond High School	Requiring Previous Experience	Difficult to Fill
<b>All Wage Ranges</b>	<b>5,214</b>	<b>\$22.87</b>	<b>80%</b>	<b>94%</b>	<b>40%</b>	<b>54%</b>	<b>66%</b>
Less than \$20	2,410	\$16.35	73%	92%	5%	53%	59%
\$20 through \$29.99	1,258	\$23.00	81%	91%	59%	64%	80%
\$30 and up	848	\$41.18	90%	100%	99%	55%	95%
Unknown	698	-	91%	100%	62%	41%	31%

Source: Oregon Employment Department

Employers had the most difficulty filling their higher-wage vacancies, with almost all vacancies starting at \$30 per hour or more reported as difficult.



# THE OREGON JOB VACANCY SURVEY CAPTURES INFORMATION FOR NINE SUB-STATE AREAS.

## **Survey Region**

## **Counties**

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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

# 40% VACANCIES IN OREGON WERE IN THE PORTLAND TRI-COUNTY (PORTLAND METRO AND CLACKAMAS) AREA.

Oregon Job Vacancies by Geography, 2023

Geography	Vacancies	Average Hourly Wage	Full-time Positions	Permanent Positions	Require Education Beyond High School	Require Previous Experience	Difficult to Fill
<b>Oregon Statewide</b>	<b>72,815</b>	<b>\$25.13</b>	<b>82%</b>	<b>94%</b>	<b>39%</b>	<b>58%</b>	<b>61%</b>
Portland Metro	21,685	\$28.81	91%	97%	47%	66%	51%
Mid-Valley	9,190	\$23.51	79%	96%	41%	60%	61%
East Cascades	9,024	\$23.62	74%	92%	34%	55%	70%
Lane	7,704	\$23.53	82%	97%	34%	54%	55%
Clackamas	7,481	\$26.13	80%	95%	41%	54%	60%
Rogue Valley	5,214	\$22.87	80%	94%	40%	54%	66%
Northwest Oregon	4,684	\$21.18	66%	82%	30%	48%	75%
Southwestern Oregon	3,301	\$22.05	83%	91%	30%	54%	73%
Eastern Oregon	3,035	\$20.74	80%	90%	31%	41%	73%
Multi-area or unknown	1,497	\$34.69	95%	95%	54%	86%	61%

Source: Oregon Employment Department

# JOB VACANCIES HAVE DECREASED SINCE 2022 IN ALL AREAS OF THE STATE.

Oregon Job Vacancies by Geography, 2019-2023

Geography	2019	2020	2021	2022	2023	Change from 2022
<b>Oregon Statewide</b>	<b>57,241</b>	<b>44,408</b>	<b>96,887</b>	<b>103,977</b>	<b>72,815</b>	<b>-30%</b>
Portland Metro	21,218	13,429	28,014	30,991	21,685	-30%
Mid-Valley	7,091	6,995	12,681	15,083	9,190	-39%
East Cascades	5,673	4,402	10,771	10,697	9,024	-16%
Clackamas	5,795	3,921	10,088	11,934	7,481	-37%
Lane	5,414	4,029	8,857	10,003	7,704	-23%
Rogue Valley	4,134	3,749	8,752	8,934	5,214	-42%
Northwest Oregon	3,357	2,255	7,311	6,624	4,684	-29%
Southwestern Oregon	1,745	2,195	4,801	4,298	3,301	-23%
Eastern Oregon	2,147	2,527	4,199	4,399	3,035	-31%
Multi-area or unknown	667	906	1,413	1,014	1,497	48%

Source: Oregon Employment Department

## **GUY TAUER, REGIONAL ECONOMIST**

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**FOR MORE INFORMATION ABOUT JOB VACANCIES IN OREGON, VISIT THE JOB VACANCY SURVEY BOX ON THE [PUBLICATIONS](#) PAGE AT [QUALITYINFO.ORG](http://QUALITYINFO.ORG)**

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