



Help Wanted in Southwestern Oregon

**Results from the 2021
Job Vacancy Survey**



Southwestern Oregon had roughly 4,800 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 Southwestern Oregon vacancies was higher in 2021 than at any time in the survey's history since 2015.



More vacancies in 2021 had been open for 60 days or longer, accounting for 29% – up from 24% in 2019. Almost all of these vacancies were reported as difficult to fill.

**Southwestern 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	4,801	\$16.46	71%
< 30 Days	1,242	\$15.66	53%
30-59 Days	701	\$15.48	81%
60+ Days	1,327	\$17.92	91%
Always Open	1,374	\$16.23	68%
Unknown	157	\$20.88	17%



Leisure and hospitality businesses reported the most vacancies of any industry.

Southwestern Oregon Job Vacancies by Industry, 2021

Industry	Vacancies	Average Hourly Wage
All Industries	4,801	\$16.46
Leisure and hospitality	1,374	\$12.69
Health care and social assistance	527	\$18.39
Manufacturing	455	\$19.14
Retail trade	449	\$12.81
Natural resources and mining	436	\$13.54
Construction	404	\$20.69
Professional, scientific, and technical services	246	\$22.40
Transportation, warehousing, and utilities	239	\$25.22
Other services	221	\$18.61
Financial activities	153	\$19.58
Wholesale trade	120	\$14.35
Management, administrative, and waste services	119	\$15.01
Information	58	\$21.16



Food prep and serving occupations had more vacancies than any other group.

Southwestern Oregon Job Vacancies by Occupation Group, 2021

Occupation Group	Vacancies
All Occupations	4,801
Food Preparation and Serving Related	1,162
Transportation and Material Moving	551
Construction and Extraction	470
Sales and Related	366
Health Care Support	343
Production	320
Farming, Fishing, and Forestry	302
Office and Administrative Support	260
Building and Grounds Cleaning and Maintenance	229
Health Care Practitioners and Technical	170
Community and Social Service	119
Installation, Maintenance, and Repair	97
Management	85
Computer and Mathematical	60
Business and Financial Operations	53
Architecture and Engineering	51



Area businesses were hiring for a variety of jobs across the economy in 2021. They reported vacancies for 154 different occupations.

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

<u>Occupation</u>	<u>Vacancies</u>
All Occupations	4,801
Fast Food and Counter Workers	407
Farmworkers and Laborers, Crop, Nursery, and Greenhouse	299
Heavy and Tractor-Trailer Truck Drivers	259
Food Preparation Workers	218
Carpenters	167
Cashiers	164
Personal Care Aides	159
Retail Salespersons	159
Cooks, Restaurant	157
Landscaping and Groundskeeping Workers	125
Construction Laborers	124
Automotive and Watercraft Service Attendants	116
Cooks, Fast Food	108
Waiters and Waitresses	99
Maids and Housekeeping Cleaners	77
Woodworkers, All Other	75
Nursing Assistants	72



Employers had more difficulty filling vacancies in some occupations.

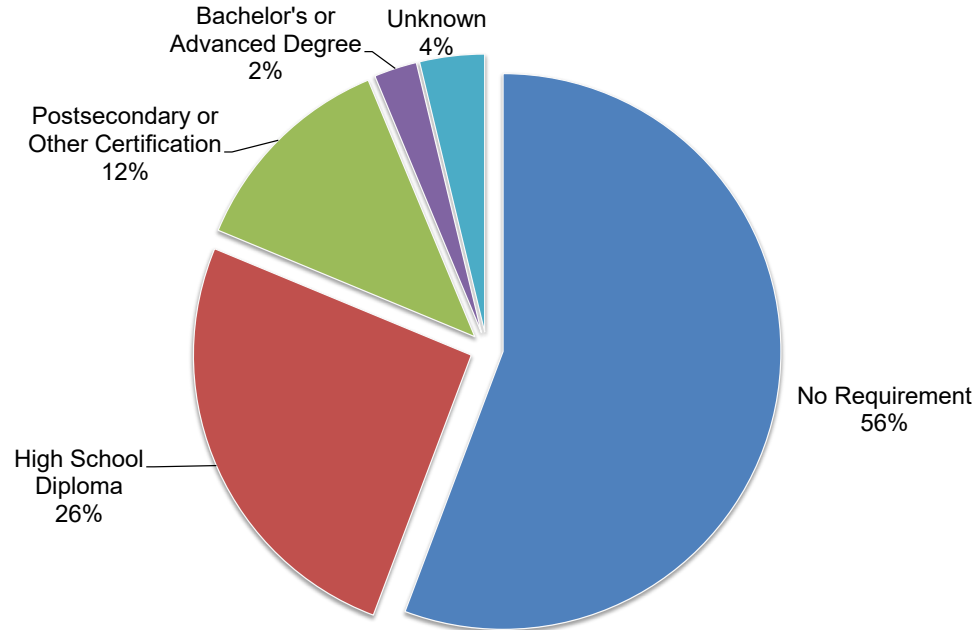
Top Southwestern Oregon Occupations With the Highest Number of Job Vacancies, 2021

Occupation	Vacancies
Difficult-to-Fill Vacancies in All Occupations	3,387
Heavy and Tractor-Trailer Truck Drivers	243
Food Preparation Workers	195
Cooks, Restaurant	157
Personal Care Aides	140
Retail Salespersons	137
Carpenters	135
Automotive and Watercraft Service Attendants	116
Fast Food and Counter Workers	113
Landscaping and Groundskeeping Workers	112
Cashiers	90
Construction Laborers	86
Waiters and Waitresses	80
Maids and Housekeeping Cleaners	77
Nursing Assistants	72
Bartenders	65



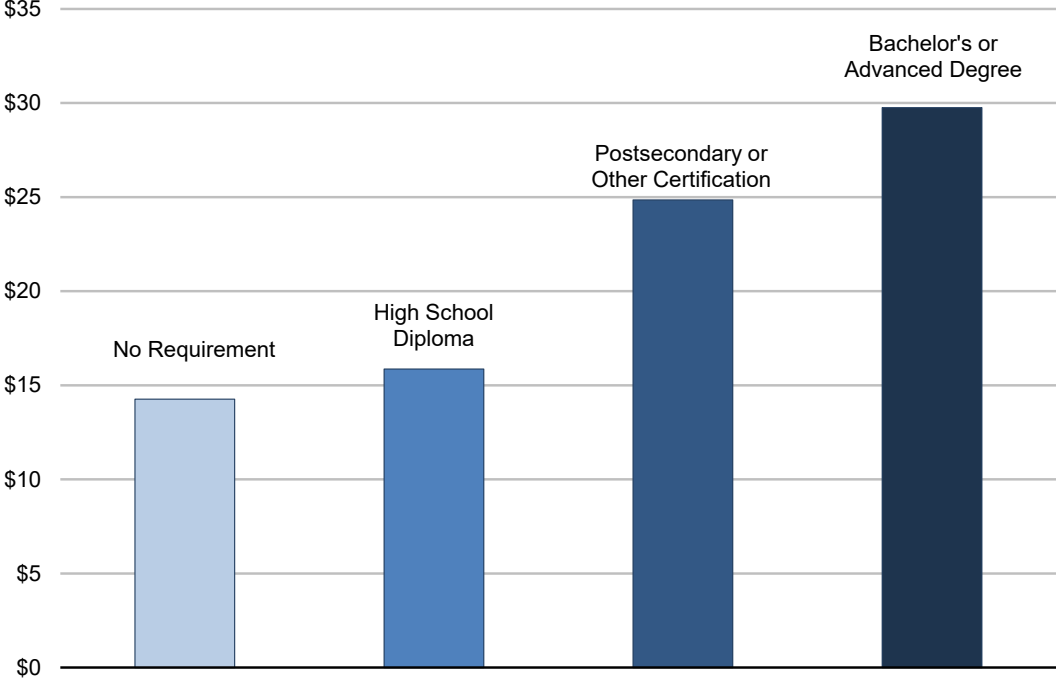
Most (82%) Southwestern Oregon job vacancies required no education beyond high school.

Southwestern Oregon Job Vacancies by Education Requirement, 2021



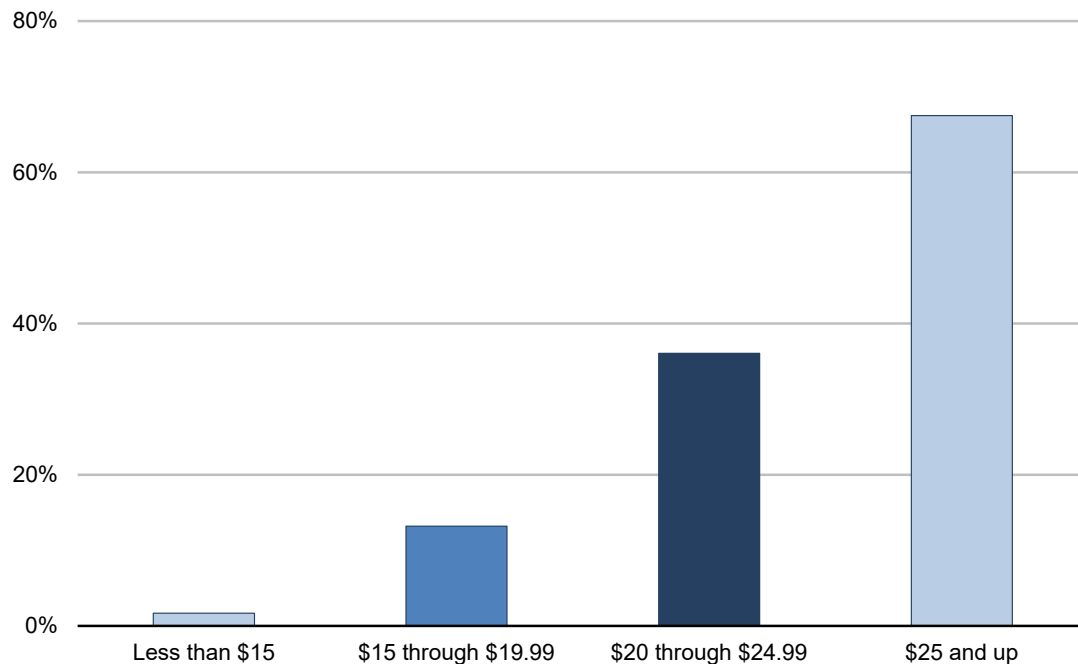
Average hourly wages generally increase along with education requirements for job vacancies...

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



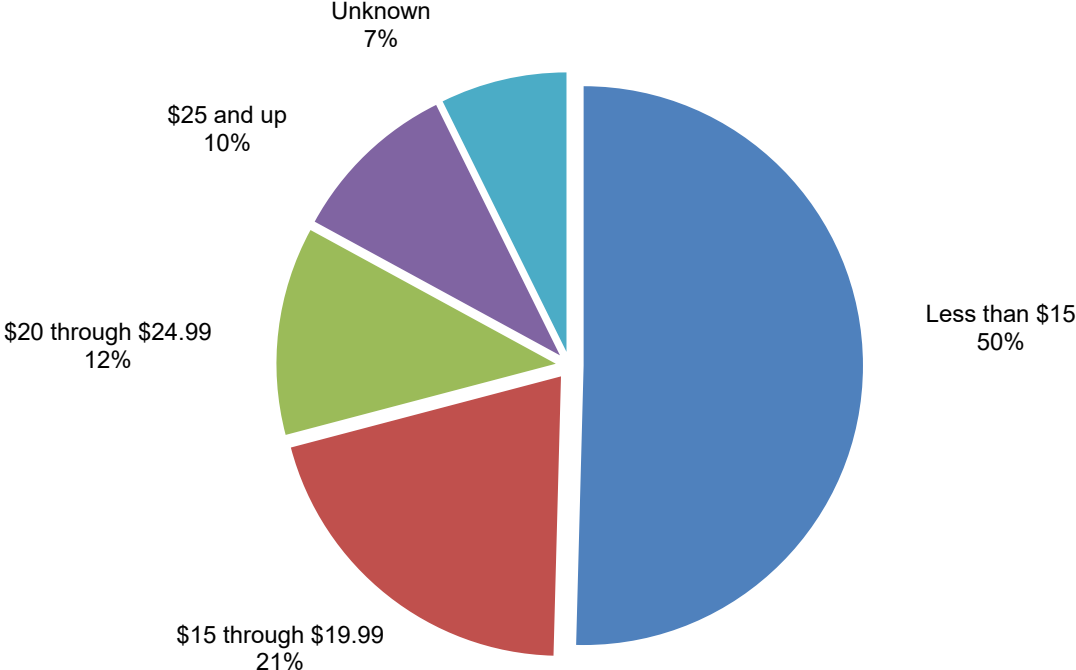
...and high-paying vacancies are far more likely to require education beyond high school.

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



Half of the vacancies in Southwestern Oregon pay starting wages of less than \$15 per hour.

Southwestern Oregon Job Vacancies by Hourly Wage, 2021



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

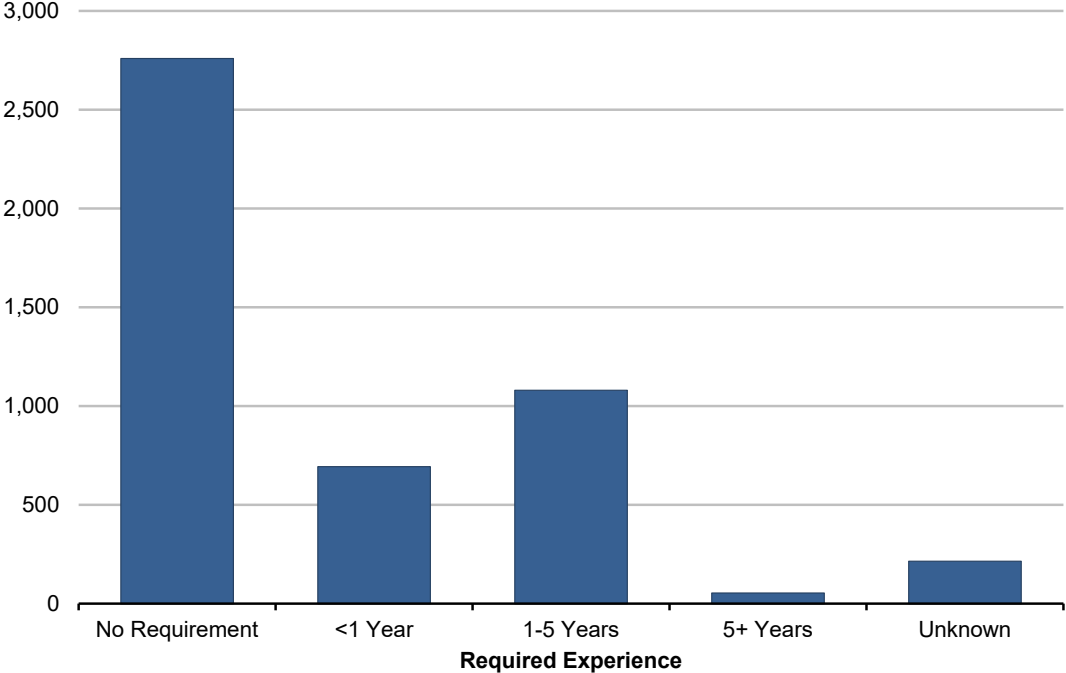
Southwestern Oregon Job Vacancies by Required Education Level, 2021

Required Education Level	Vacancies	Average Hourly Wage	Full-time Positions	Permanent Positions	Requiring Previous Experience	Difficult to Fill
All Education Levels	4,801	\$16.46	74%	83%	38%	71%
No Requirement	2,676	\$14.27	67%	73%	20%	64%
High School Diploma	1,225	\$15.87	78%	94%	62%	79%
Postsecondary or Other Certification	599	\$24.85	86%	96%	71%	95%
Bachelor's or Advanced Degree	120	\$29.76	100%	100%	89%	88%
Unknown	181	\$16.71	80%	100%	2%	15%



Two out of five (38%) Southwestern Oregon vacancies require previous work experience.

Southwestern Oregon Job Vacancies by Experience Requirement, 2021



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

Southwestern 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	4,801	\$16.46	74%	83%	16%	38%	71%
Less than \$15	2,421	\$12.41	62%	78%	2%	17%	61%
\$15 through \$19.99	983	\$16.13	90%	94%	13%	57%	82%
\$20 through \$24.99	578	\$21.08	72%	71%	36%	69%	86%
\$25 and up	468	\$32.39	93%	94%	68%	78%	97%
Unknown	351	-	84%	91%	15%	23%	44%

Employers had the most difficulty filling their higher-wage vacancies, with 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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