

# HELP WANTED IN THE EAST CASCADES

## RESULTS FROM THE 2024 JOB VACANCY SURVEY

FEBRUARY 2025

# THE EAST CASCADES HAD ROUGHLY 5,900 JOB VACANCIES AT ANY GIVEN TIME IN 2024.

We surveyed 1,700 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 57,800 VACANCIES AT ANY GIVEN TIME IN 2024.

## Oregon Private Job Vacancies

	2019	2020	2021	2022	2023	2024
<b>Vacancies</b>	<b>57,241</b>	<b>44,408</b>	<b>96,887</b>	<b>103,977</b>	<b>72,815</b>	<b>57,767</b>
Average Hourly Wage	\$18.81	\$18.05	\$19.69	\$21.66	\$25.13	\$25.37
Full-time Positions	77%	79%	78%	81%	82%	79%
Permanent Positions	93%	92%	93%	94%	94%	94%
Requiring Education Beyond High School	34%	33%	30%	29%	39%	39%
Requiring Previous Experience	57%	53%	53%	52%	58%	55%
Difficult to Fill	57%	51%	72%	72%	61%	55%

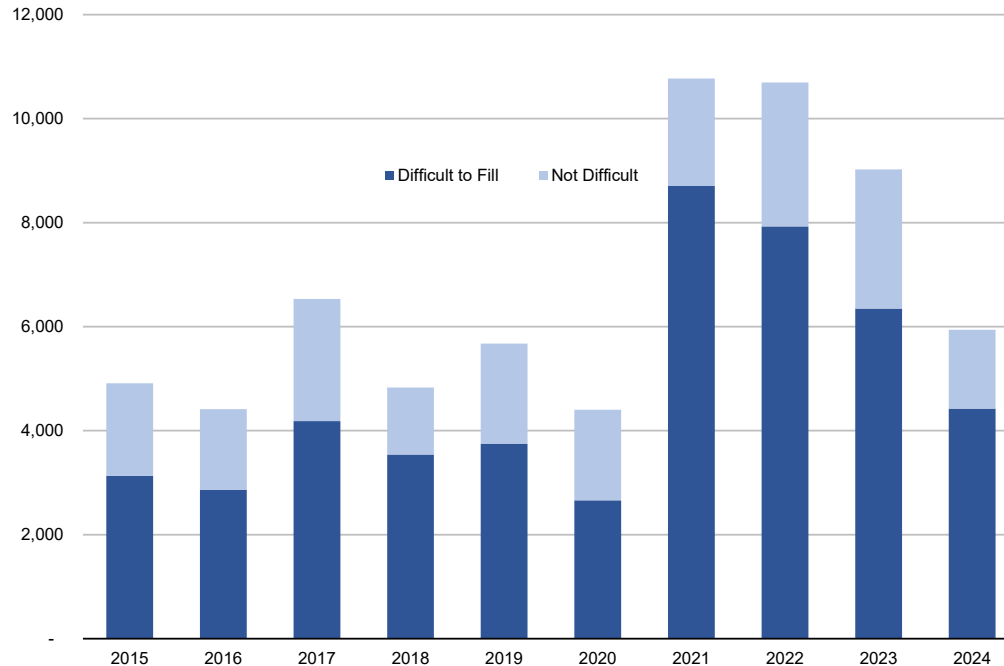
Source: Oregon Employment Department

The number of Oregon job vacancies declined from 2023 to 2024, matching the level seen in 2019 prior to the pandemic recession.

A typical job vacancy tends to be for a full-time, permanent position. 39% require education beyond high school and 55% require previous experience.

# THE NUMBER OF EAST CASCADES VACANCIES DROPPED TO PRE-PANDEMIC LEVELS IN 2024.

East Cascades Job Vacancies



Source: Oregon Employment Department

**26% OF THE VACANCIES IN 2024 HAD BEEN OPEN FOR 60 DAYS OR LONGER – DOWN SLIGHTLY FROM 28% IN 2023. ALMOST ALL OF THESE VACANCIES WERE REPORTED AS DIFFICULT TO FILL.**

**East Cascades Job Vacancies by Length of Time Job has been Open, 2024**

<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>5,941</b>	<b>\$22.68</b>	<b>74%</b>
< 30 Days	1,975	\$21.22	64%
30-59 Days	806	\$22.09	72%
60+ Days	1,490	\$26.27	93%
Always Open	1,442	\$21.32	77%
Unknown	228	\$21.39	37%

*Source: Oregon Employment Department*

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

East Cascades Job Vacancies by Industry, 2024

<b>Industry</b>	<b>Vacancies</b>	<b>Average Wage</b>
<b>All Industries</b>	<b>5,941</b>	<b>\$22.68</b>
Health care and social assistance	1,373	\$28.46
Leisure and hospitality	1,157	\$16.79
Manufacturing	925	\$22.30
Retail trade	702	\$17.38
Construction	604	\$24.47
Management, administrative, and waste services	319	\$21.32
Professional, scientific, and technical services	240	\$30.16
Other services	180	\$26.64
Natural resources and mining	149	\$15.59
Financial activities	92	\$19.66
Information	68	\$23.89
Wholesale trade	60	\$23.32
Transportation, warehousing, and utilities	56	\$32.25
Private educational services	16	n/a

Source: Oregon Employment Department

# FOOD PREP AND SERVING OCCUPATIONS REPRESENTED THE GROUP WITH THE MOST VACANCIES.

East Cascades Job Vacancies by Occupation Group, 2024

Occupation Group	Vacancies	Average Wage
<b>All Occupations</b>	<b>5,941</b>	<b>\$22.68</b>
Food Preparation and Serving Related	1,026	\$16.51
Production	589	\$19.82
Construction and Extraction	496	\$24.68
Health Care Practitioners and Technical	492	\$41.40
Sales and Related	405	\$22.35
Installation, Maintenance, and Repair	401	\$24.78
Transportation and Material Moving	395	\$18.54
Community and Social Service	316	\$31.06
Health Care Support	307	\$20.53
Building and Grounds Cleaning and Maintenance	266	\$19.78
Office and Administrative Support	244	\$19.65
Education, Training, and Library	204	\$19.26
Personal Care and Service	203	\$15.54
Protective Service	171	\$18.81
Management	152	\$25.20
Business and Financial Operations	84	\$33.68
Arts, Design, Entertainment, Sports, and Media	80	\$20.47
Architecture and Engineering	52	\$35.96
Farming, Fishing, and Forestry	50	\$14.20
Computer and Mathematical	8	n/a

Source: Oregon Employment Department

# AREA BUSINESSES WERE HIRING FOR A VARIETY OF JOBS ACROSS THE ECONOMY IN 2024. THEY REPORTED VACANCIES FOR 125 DIFFERENT OCCUPATIONS.

## Top East Cascades Occupations With the Highest Number of Job Vacancies, 2024

<b>Occupation</b>	<b>Vacancies</b>
<b>All Occupations</b>	<b>5,941</b>
Fast Food and Counter Workers	410
Teaching Assistants, Preschool, Elementary, Middle, and Secondary School, Except Special Education	193
Woodworkers, All Other	186
Cashiers	177
Medical Assistants	164
Retail Salespersons	152
Installation, Maintenance, and Repair Workers, All Other	139
Dental Hygienists	138
Food Preparation Workers	125
Cooks, Restaurant	119

Source: Oregon Employment Department



# EMPLOYERS HAD MORE DIFFICULTY FILLING VACANCIES IN SOME OCCUPATIONS.

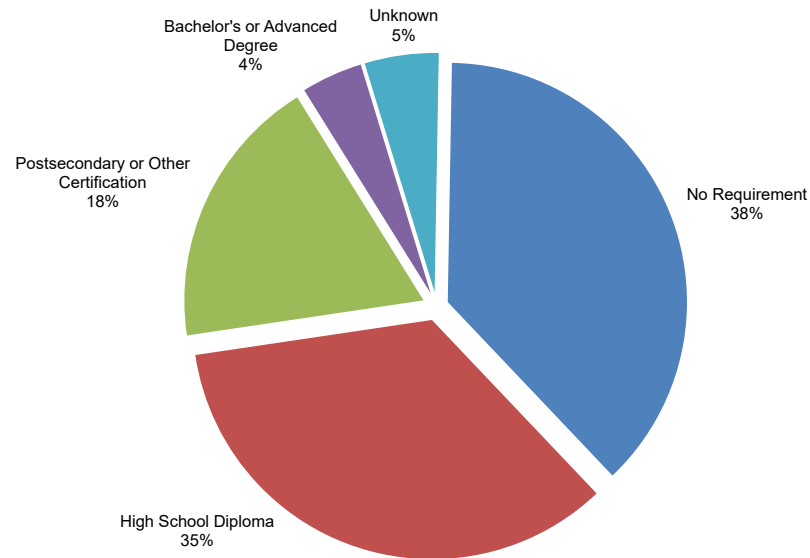
## Top East Cascades Occupations With the Highest Number of Difficult-to-Fill Job Vacancies, 2024

<b>Occupation</b>	<b>Vacancies</b>
<b>Difficult-to-Fill Vacancies in All Occupations</b>	<b>4,425</b>
Fast Food and Counter Workers	224
Medical Assistants	164
Dental Hygienists	138
Teaching Assistants, Preschool, Elementary, Middle, and Secondary School, Except Special Education	138
Cashiers	137
Cooks, Restaurant	119
Installation, Maintenance, and Repair Workers, All Other	111
Janitors and Cleaners, Except Maids and Housekeeping Cleaners	107
Stockers and Order Fillers	99
Crossing Guards and Flaggers	93

Source: Oregon Employment Department

# 72% OF EAST CASCADES JOB VACANCIES REQUIRED NO EDUCATION BEYOND HIGH SCHOOL.

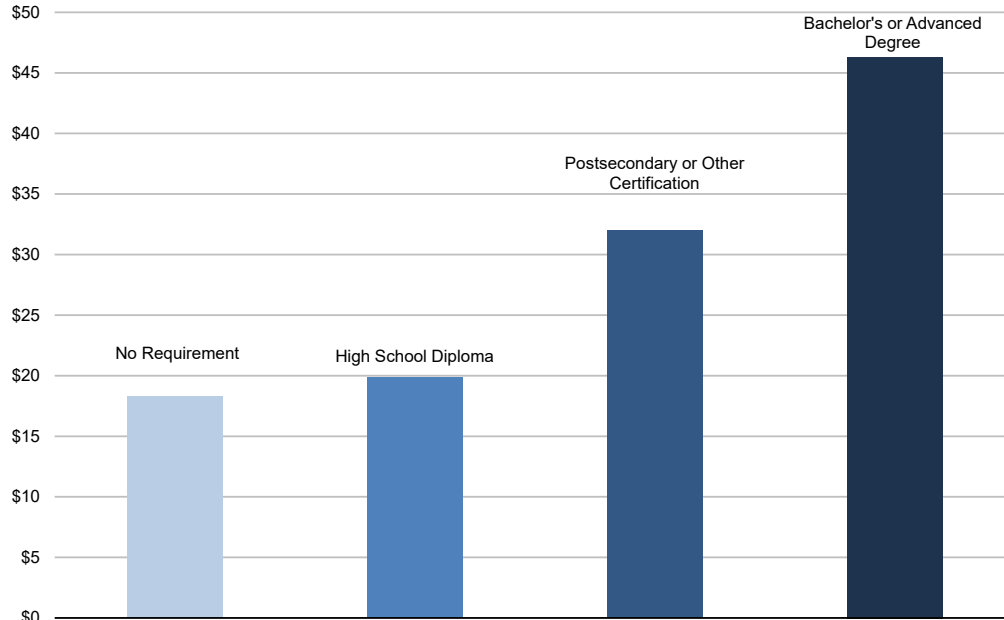
East Cascades Job Vacancies by Education Requirement, 2024



Source: Oregon Employment Department

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

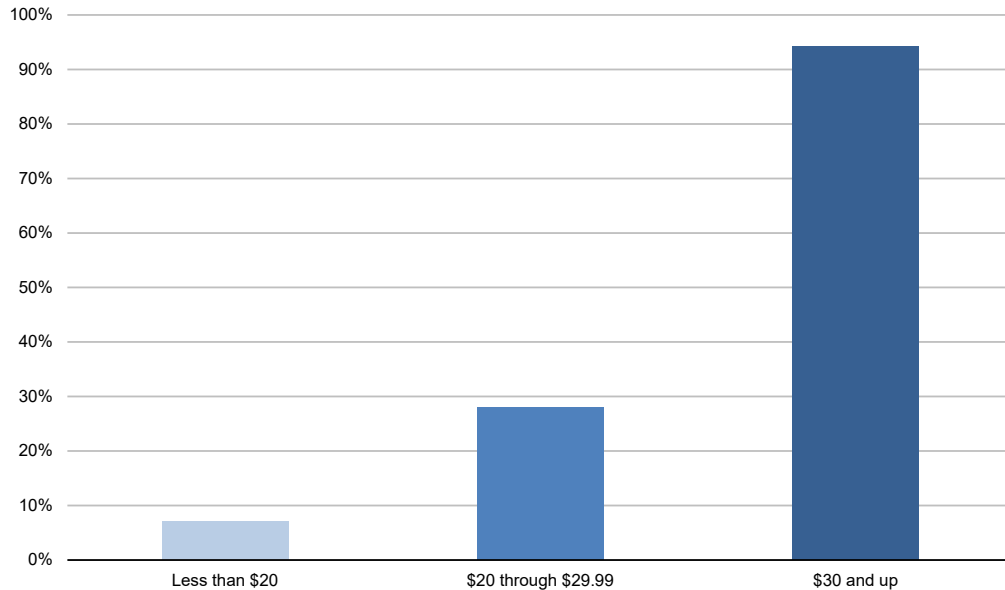
Average Hourly Wage for East Cascades Job Vacancies by Educational Requirement, 2024



Source: Oregon Employment Department

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

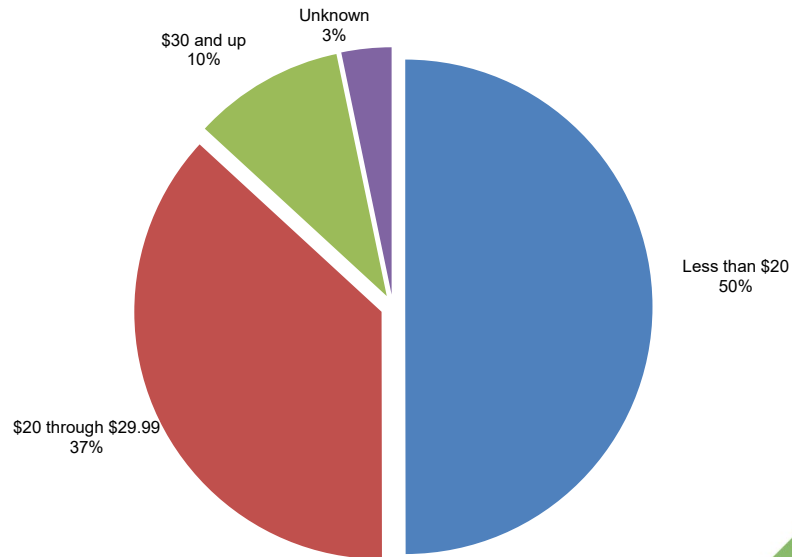
Share of East Cascades Job Vacancies Requiring Education Beyond High School by Hourly Wage Range, 2024



Source: Oregon Employment Department

# 50% OF JOB VACANCIES IN THE EAST CASCADES PAY STARTING WAGES OF LESS THAN \$20 PER HOUR.

East Cascades Job Vacancies by Hourly Wage, 2024



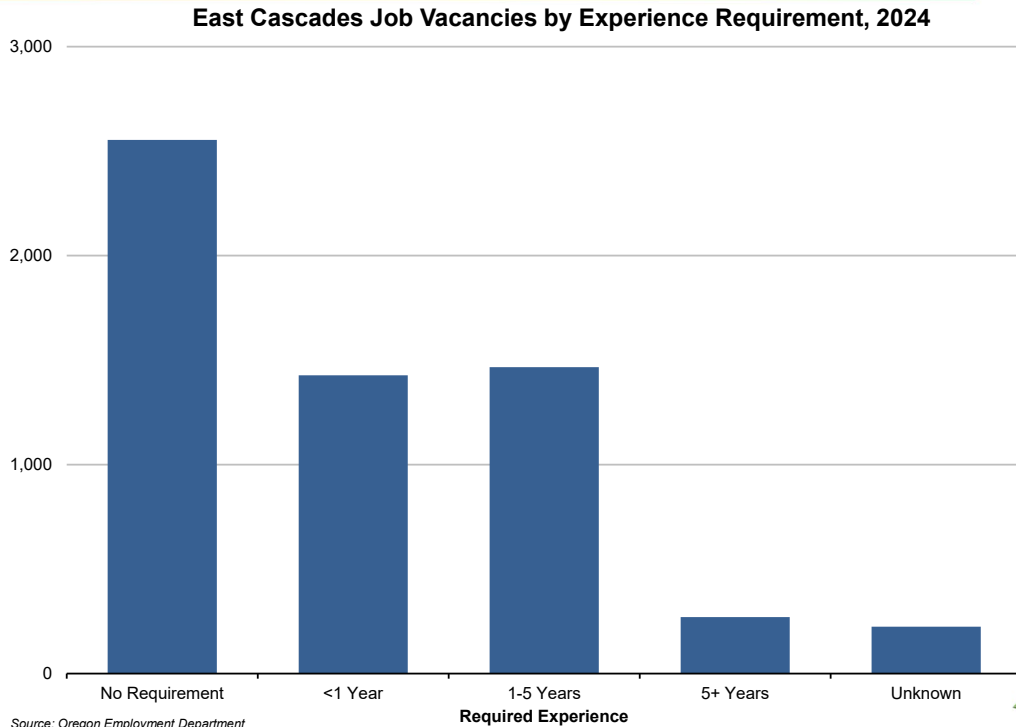
# VACANCIES REQUIRING HIGHER EDUCATION ARE MORE LIKELY TO BE HIGH-PAYING, FULL-TIME, AND REQUIRE PRIOR EXPERIENCE.

**East Cascades Job Vacancies by Required Education Level, 2024**

<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>5,941</b>	<b>\$22.68</b>	<b>78%</b>	<b>92%</b>	<b>53%</b>	<b>74%</b>
No Requirement	2,236	\$18.32	77%	86%	30%	73%
High School Diploma	2,064	\$19.88	77%	93%	59%	74%
Postsecondary or Other Certification	1,098	\$31.99	83%	100%	88%	88%
Bachelor's or Advanced Degree	246	\$46.32	100%	100%	89%	79%
Unknown	297	\$19.38	54%	97%	28%	40%

Source: Oregon Employment Department

# ABOUT HALF (53%) OF ALL EAST CASCADES VACANCIES REQUIRE PREVIOUS WORK EXPERIENCE.



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

East Cascades Job Vacancies by Hourly Wage Range, 2024

Wage (per hour)	Vacancies	Average Hourly Wage	Full-time Positions	Permanent Positions	Require Education Beyond High School	Require Previous Experience	Difficult to Fill
<b>All Wage Ranges</b>	<b>5,941</b>	<b>\$22.68</b>	<b>78%</b>	<b>92%</b>	<b>24%</b>	<b>53%</b>	<b>74%</b>
Less than \$20	2,969	\$16.65	65%	90%	7%	30%	72%
\$20 through \$29.99	2,190	\$23.37	91%	94%	28%	79%	80%
\$30 and up	588	\$50.52	89%	100%	94%	82%	88%
Unknown	194	-	84%	86%	19%	37%	12%

Source: Oregon Employment Department

Employers in the East Cascades had a high rate of difficulty filling their vacancies at all wage levels, and most of the vacancies at \$30 per hour or more were 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

# 41% VACANCIES IN OREGON WERE IN THE PORTLAND TRI-COUNTY (PORTLAND METRO AND CLACKAMAS) AREA.

Oregon Job Vacancies by Geography, 2024

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>57,767</b>	<b>\$25.37</b>	<b>79%</b>	<b>94%</b>	<b>39%</b>	<b>55%</b>	<b>55%</b>
Portland Metro	16,941	\$27.63	84%	97%	40%	61%	43%
Mid-Valley	8,382	\$24.30	75%	90%	45%	49%	49%
Clackamas	6,695	\$28.00	79%	94%	44%	54%	51%
Lane	6,396	\$23.94	70%	93%	32%	50%	59%
East Cascades	5,941	\$22.68	78%	92%	24%	53%	74%
Rogue Valley	3,763	\$23.82	75%	94%	46%	46%	60%
Northwest Oregon	3,346	\$23.75	83%	91%	36%	56%	68%
Eastern Oregon	2,583	\$24.81	78%	89%	37%	51%	69%
Southwestern Oregon	2,476	\$21.86	75%	96%	31%	49%	64%
Multi-area or unknown	1,244	\$32.73	94%	97%	67%	95%	52%

Source: Oregon Employment Department

# JOB VACANCIES HAVE DECREASED SINCE 2023 IN ALL AREAS OF THE STATE.

Oregon Job Vacancies by Geography, 2019-2024

Geography	2019	2020	2021	2022	2023	2024	Change from 2023
<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>57,767</b>	<b>-21%</b>
Portland Metro	21,218	13,429	28,014	30,991	21,685	16,941	-22%
Mid-Valley	7,091	6,995	12,681	15,083	9,190	8,382	-9%
East Cascades	5,673	4,402	10,771	10,697	9,024	5,941	-34%
Clackamas	5,795	3,921	10,088	11,934	7,481	6,695	-11%
Lane	5,414	4,029	8,857	10,003	7,704	6,396	-17%
Rogue Valley	4,134	3,749	8,752	8,934	5,214	3,763	-28%
Northwest Oregon	3,357	2,255	7,311	6,624	4,684	3,346	-29%
Southwestern Oregon	1,745	2,195	4,801	4,298	3,301	2,476	-25%
Eastern Oregon	2,147	2,527	4,199	4,399	3,035	2,583	-15%
Multi-area or unknown	667	906	1,413	1,014	1,497	1,244	-17%

Source: Oregon Employment Department



**SHARE YOUR FEEDBACK!**

## **NICOLE RAMOS, REGIONAL ECONOMIST**

**[NICOLE.S.RAMOS@EMPLOY.OREGON.GOV](mailto:NICOLE.S.RAMOS@EMPLOY.OREGON.GOV)**    **(541) 706-0779**

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

**SIGN UP FOR THE LATEST WORKFORCE AND ECONOMIC RESEARCH  
[WWW.QUALITYINFO.ORG/SUBSCRIBE](http://WWW.QUALITYINFO.ORG/SUBSCRIBE)**