

HELP WANTED IN OREGON RESULTS FROM THE FALL 2025 JOB VACANCY SURVEY

JANUARY 29, 2026

OREGON BUSINESSES REPORTED 46,300 VACANCIES IN FALL 2025.

Oregon Private Job Vacancies Fall 2025

Vacancies	46,265
Average Hourly Wage	\$26.56
Full-time Positions	79%
Permanent Positions	91%
Requiring Education Beyond High School	32%
Experience	65%
Difficult to Fill	47%

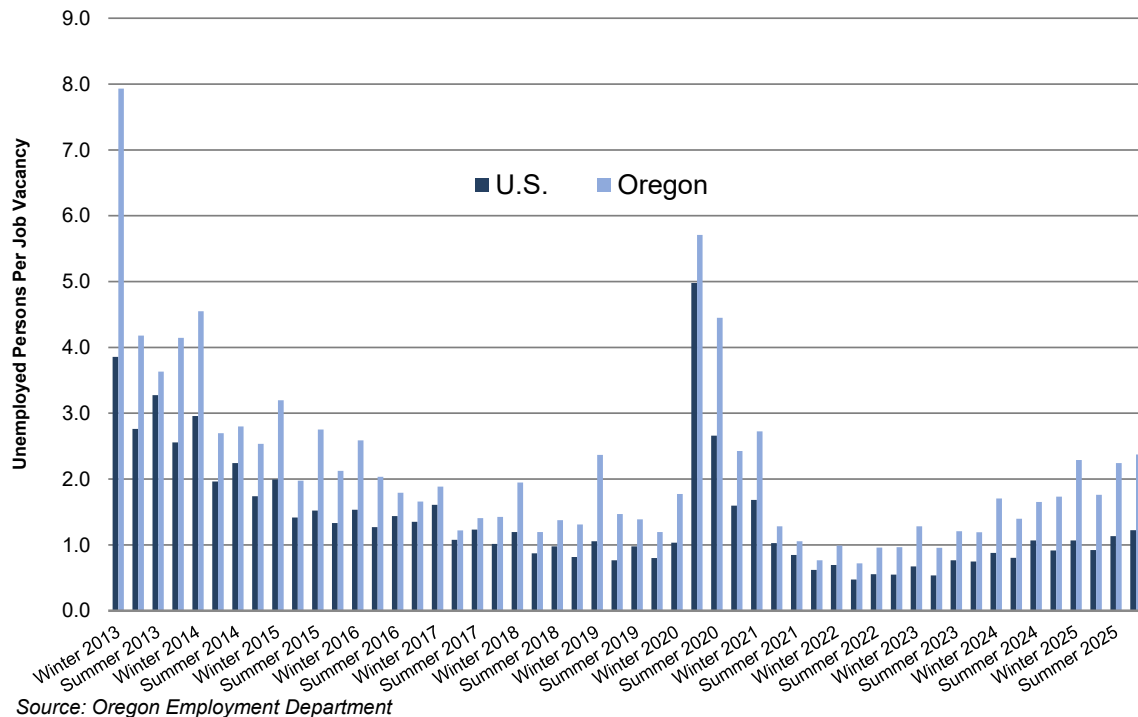
Source: Oregon Employment Department

Oregon businesses reported 46,300 vacancies in fall 2025. Vacancies decreased 14% from the summer and decreased 7% from fall 2024. Employers reported difficulty filling 47% of fall 2025 vacancies.

Characteristics of Oregon job vacancies were consistent with prior quarters. A typical job vacancy tends to be for a full-time, permanent position.

AS UNEMPLOYMENT INCREASED AND VACANCIES DECLINED, THE UNEMPLOYED TO JOB VACANCY RATIO IN OREGON INCREASED TO 2.4 IN THE FALL.

U.S. and Oregon Unemployed to Job Vacancy Ratios Rising Slowly after Record Lows
(Job Openings with Private Employers, 2013-2025)



The U.S. ratio was 1.2 in November 2025. It reached 4.3 in April 2020 after several years around 1-to-1.

Oregon had 2.4 unemployed per job vacancy in fall 2025, part of a steady rise since the post-pandemic recession expansion period in 2021 and 2022.

BUSINESSES REPORTED HIRING IN VARIOUS INDUSTRIES.

Oregon Private Job Vacancies by Industry, Fall 2025

Industry	Vacancies
All Industries	46,265
Health care and social assistance	14,482
Management, administrative, and waste services	5,513
Leisure and hospitality	5,486
Retail trade	4,034
Financial activities	3,682
Professional, scientific, and technical services	3,373
Construction	3,042
Other services	2,640
Manufacturing	1,786
Wholesale trade	957
Natural resources and mining	604
Transportation, warehousing, and utilities	570

Source: Oregon Employment Department

Health care and social assistance represented 31% of all vacancies, with 14,500. Management, administrative, and waste services had 5,500 and leisure and hospitality had 5,500.

Note: The Oregon Job Vacancy Survey includes only private-sector businesses with two or more employees.

THE STARTING WAGE FOR JOB VACANCIES AVERAGED \$26.56 PER HOUR IN THE FALL.

Oregon Private Job Vacancies by Hourly Wage Range

Wage (per hour)	Fall 2024	Fall 2025
All Wage Ranges	49,903	46,265
Less than \$20	16,273	16,954
\$20 through \$29.99	16,733	15,882
\$30 and up	11,488	9,716

Unknown excluded

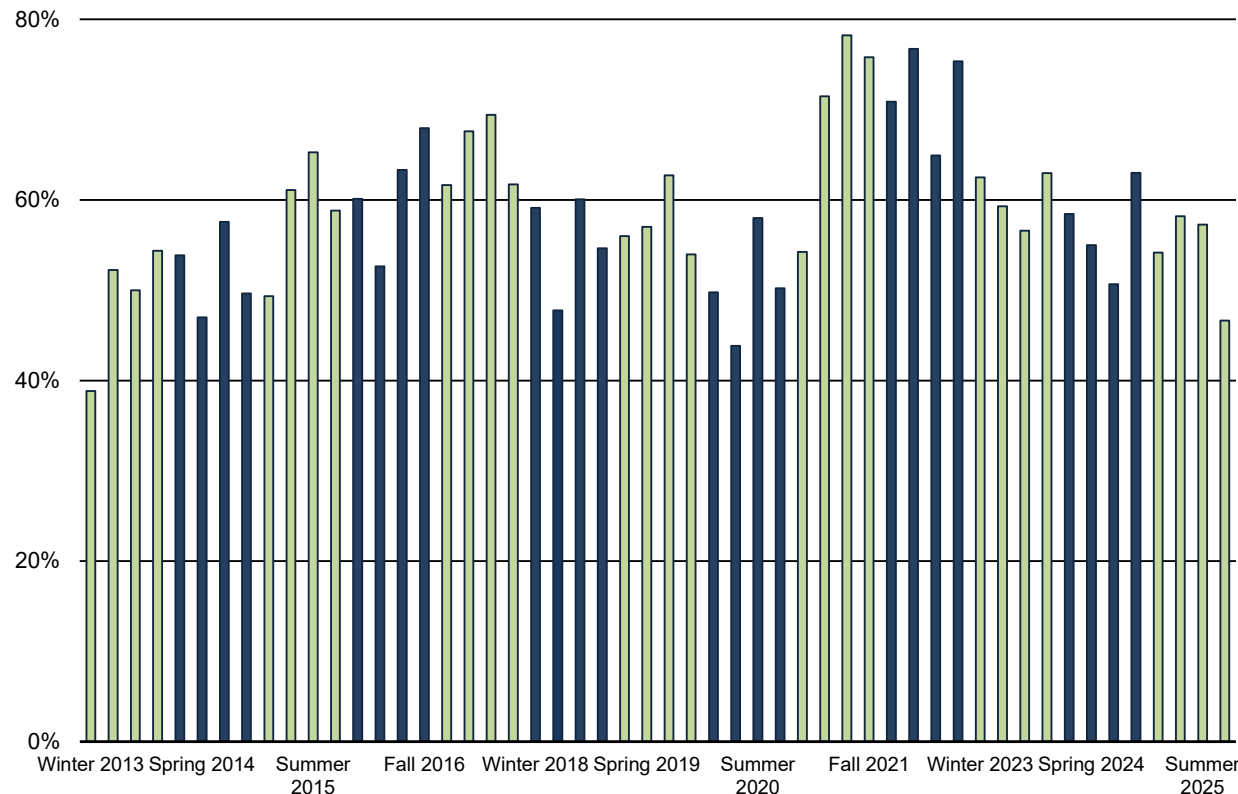
Source: Oregon Employment Department

The average starting wage among this group of vacancies was \$26.56 per hour, an inflation-adjusted decrease of 2% from fall 2024, and 1% decrease from summer 2025.

The number of vacancies offering a starting wage below \$20 per hour increased 4% over the year. The number of vacancies offering between \$20 and \$30 per hour decreased 5% over the year and vacancies paying above \$30 per hour decreased 15%.

47% OF FALL JOB VACANCIES WERE REPORTED AS DIFFICULT TO FILL.

**Businesses Report Difficulty Filling
47% of Vacancies in Fall 2025**



Source: Oregon Employment Department, Quarterly Job Vacancy

The occupations with the highest number of difficult-to-fill vacancies:

- Restaurant cooks
- Personal care aides
- Social and human service assistants
- Truck drivers

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

THE PORTLAND TRI-COUNTY AREA REPRESENTED 33% OF FALL 2025 VACANCIES.

Oregon Private Job Vacancies by Geography, Fall 2025

Geography	Vacancies
Oregon Statewide	46,265
Portland Metro	11,675
East Cascades	8,914
Mid-Valley	4,858
Southwestern Oregon	4,635
Clackamas	3,799
Rogue Valley	3,149
Eastern Oregon	2,570
Lane	2,515
Northwest Oregon	2,036

Fall vacancies were distributed across the state, with the Portland tri-county area (Portland Metro and Clackamas County) accounting for 33%.

Multi-area or unknown regions excluded
Source: Oregon Employment Department

ANNA JOHNSON, SENIOR ECONOMIC ANALYST

ANNA.L.JOHNSON@EMPLOY.OREGON.GOV

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