



Help Wanted in Clackamas County

**Results from the 2021
Job Vacancy Survey**



Clackamas County had roughly 10,100 job vacancies at any given time in 2021.

We surveyed 1,500 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
- Education 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%

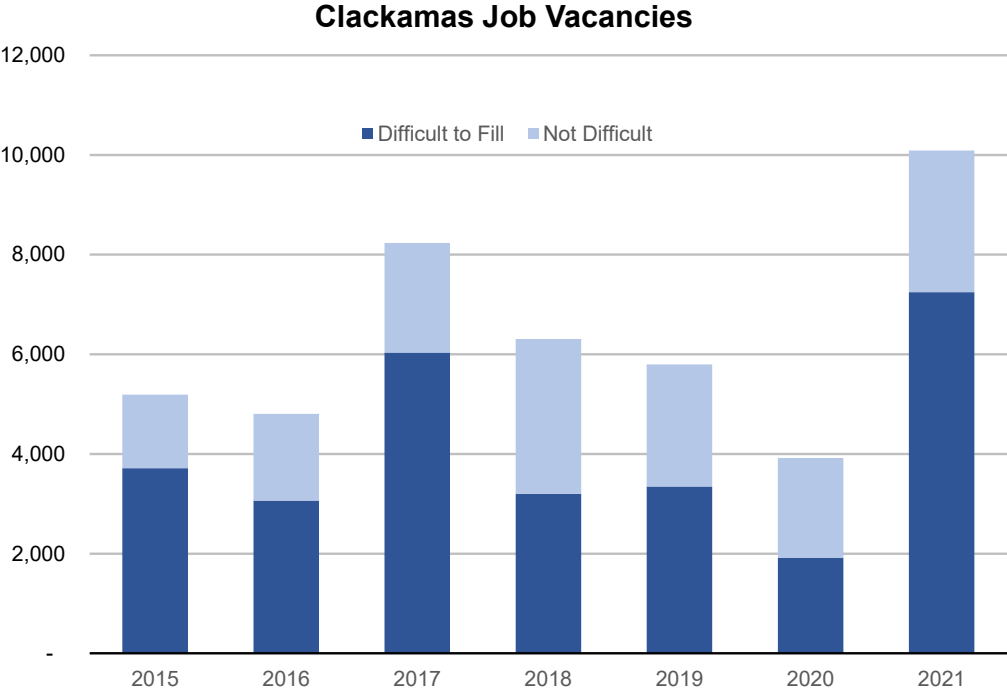
Source: Oregon Employment Department

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 Clackamas vacancies was higher in 2021 than at any time in the survey's history since 2015.



One-third (35%) of vacancies in 2021 had been open for 60 days or longer – up from 21% in 2019. Almost all of these vacancies were reported as difficult to fill.

Clackamas County 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	10,088	\$19.78	72%
< 30 Days	1,784	\$19.52	49%
30-59 Days	2,389	\$19.41	88%
60+ Days	3,343	\$20.72	84%
Always Open	2,040	\$18.84	72%
Unknown	532	-	-



Private health care and social assistance reported the most vacancies of any industry.

Clackamas County Job Vacancies by Industry, 2021

Industry	Vacancies	Average Wage
All Industries	10,088	\$19.78
Health care and social assistance	3,372	\$20.42
Retail trade	901	\$18.70
Construction	863	\$23.72
Management, administrative, and waste services	762	\$18.85
Leisure and hospitality	722	\$15.87
Manufacturing	708	\$19.80
Wholesale trade	632	\$18.62
Other services	606	\$20.66
Transportation, warehousing, and utilities	470	\$20.91
Natural resources and mining	361	\$16.22
Financial activities	275	\$20.18
Professional, scientific, and technical services	275	\$17.74
Private educational services	92	\$19.35
Information	49	\$27.31



Health care support occupations represented the group with the most vacancies.

Clackamas County Job Vacancies by Occupation Group, 2021

Occupation Group	Vacancies	Average Wage
All Occupations	10,088	\$19.78
Health Care Support	1,573	\$16.68
Transportation and Material Moving	1,041	\$18.22
Food Preparation and Serving Related	967	\$14.97
Installation, Maintenance, and Repair	884	\$23.20
Construction and Extraction	867	\$23.58
Office and Administrative Support	823	\$17.32
Health Care Practitioners and Technical	790	\$36.11
Education, Training, and Library	573	\$16.66
Production	548	\$18.23
Sales and Related	532	\$16.91
Farming, Fishing, and Forestry	295	\$15.40
Personal Care and Service	256	\$15.80
Building and Grounds Cleaning and Maintenance	222	\$18.64
Business and Financial Operations	189	\$23.23
Community and Social Service	155	\$17.76
Management	113	\$28.67
Protective Service	113	\$17.31
Arts, Design, Entertainment, Sports, and Media	84	\$18.89
Computer and Mathematical	49	\$25.21



Area businesses were hiring for a variety of jobs across the economy in 2021. They reported vacancies for 155 different occupations.

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

Occupation	Vacancies
All Occupations	10,088
Personal Care Aides	830
Nursing Assistants	456
Registered Nurses	417
Automotive Service Technicians and Mechanics	380
Stockers and Order Fillers	300
Retail Salespersons	274
Farmworkers and Laborers, Crop, Nursery, and Greenhouse	239
Dental Assistants	224
Heavy and Tractor-Trailer Truck Drivers	220
Dishwashers	210
Construction Laborers	206
Light Truck Drivers	203
Receptionists and Information Clerks	196
Carpenters	187
Teaching Assistants, Preschool, Elementary, Middle, and Secondary School, E	187
Preschool Teachers, Except Special Education	183
Dispatchers, Except Police, Fire, and Ambulance	168
Bartenders	168
Customer Service Representatives	154



Employers had more difficulty filling vacancies in some occupations.

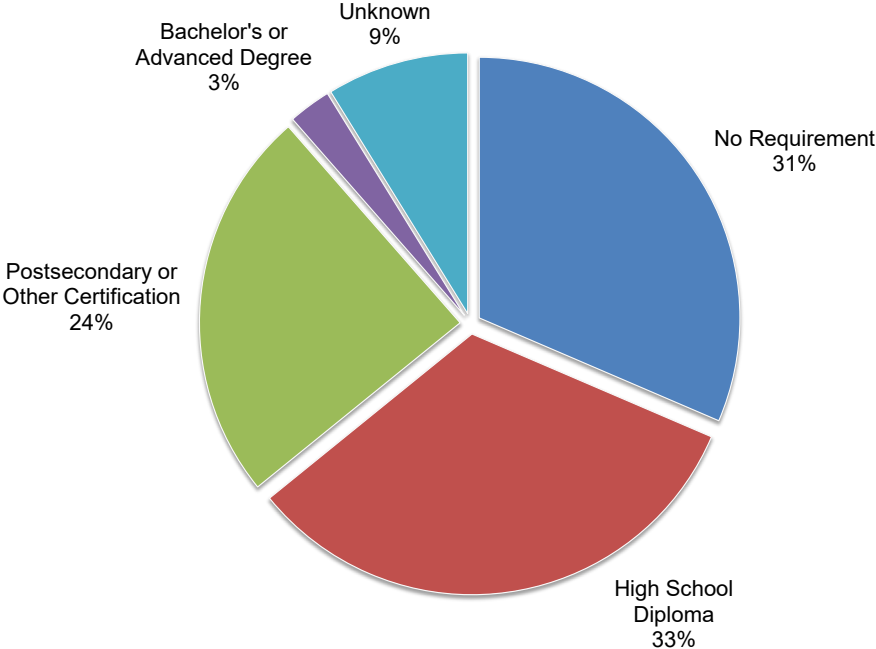
Top Clackamas County Occupations With the Highest Number of Difficult-to-Fill Job Vacancies, 2021

<u>Occupation</u>	<u>Vacancies</u>
Difficult-to-Fill Vacancies in All Occupations	7,247
Personal Care Aides	692
Nursing Assistants	341
Automotive Service Technicians and Mechanics	289
Farmworkers and Laborers, Crop, Nursery, and Greenhouse	239
Dishwashers	203
Receptionists and Information Clerks	196
Registered Nurses	189
Carpenters	187
Teaching Assistants, Preschool, Elementary, Middle, and Secondary School, E	187
Preschool Teachers, Except Special Education	183
Bartenders	168
Dental Assistants	168
Dispatchers, Except Police, Fire, and Ambulance	168
Construction Laborers	150
Heavy and Tractor-Trailer Truck Drivers	149
Cooks, Restaurant	147
Light Truck Drivers	145
Childcare Workers	140

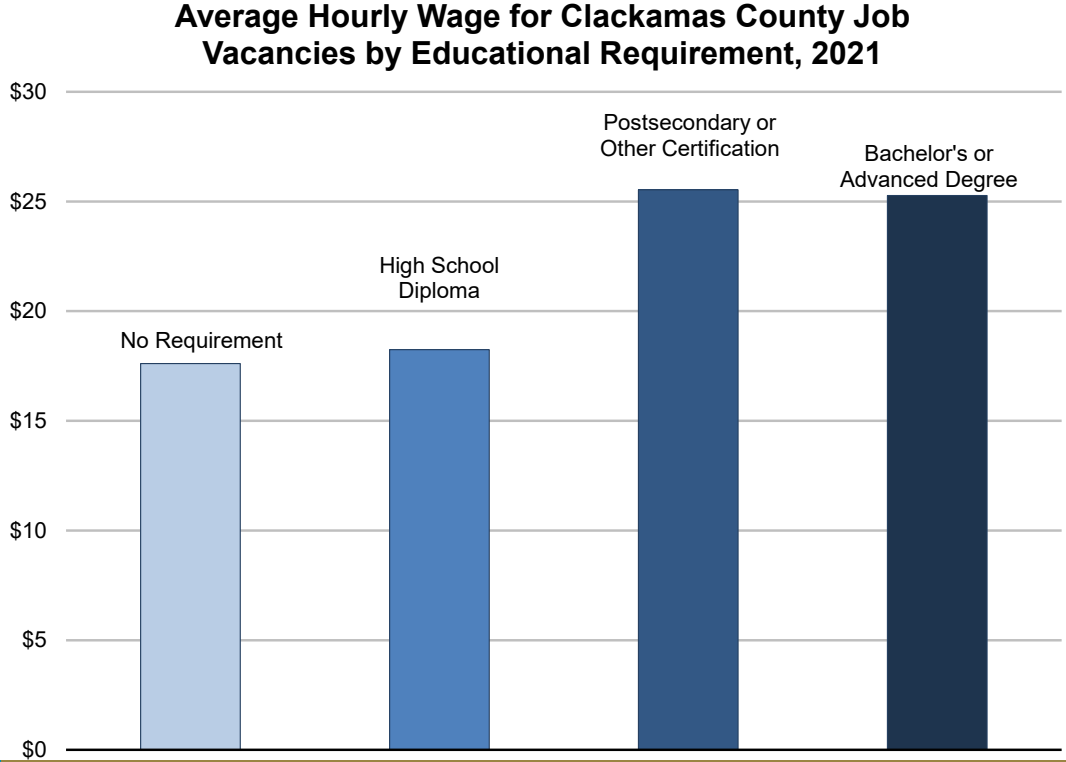


More than half (64%) of all Clackamas job vacancies required no education beyond high school.

Clackamas County Job Vacancies by Education Requirement, 2021

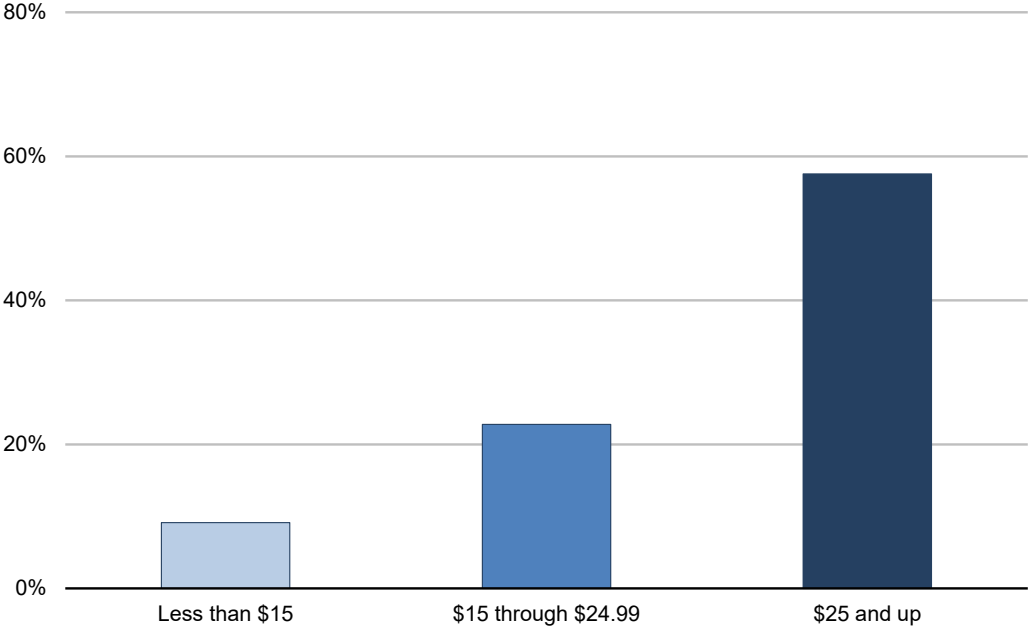


Average hourly wages generally increase along with education requirements for job vacancies...



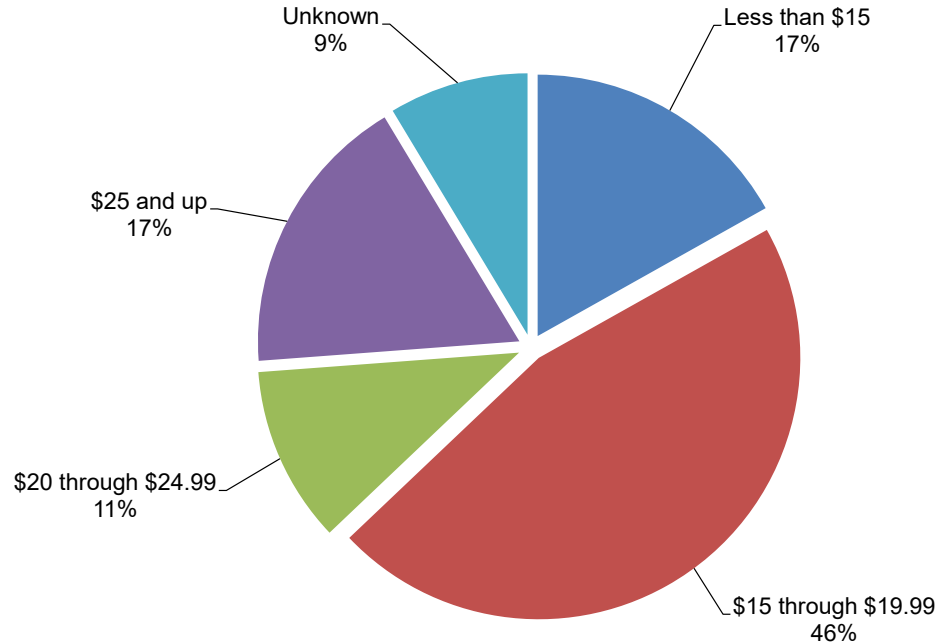
...and high-paying vacancies are more likely to require education beyond high school.

Share of Clackamas County Vacancies Requiring Education Beyond High School by Hourly Wage Range 2021



Almost half of the 2021 vacancies in Clackamas County paid starting wages of \$15 to \$19.99 per hour.

Clackamas County Job Vacancies by Hourly Wage, 2021



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

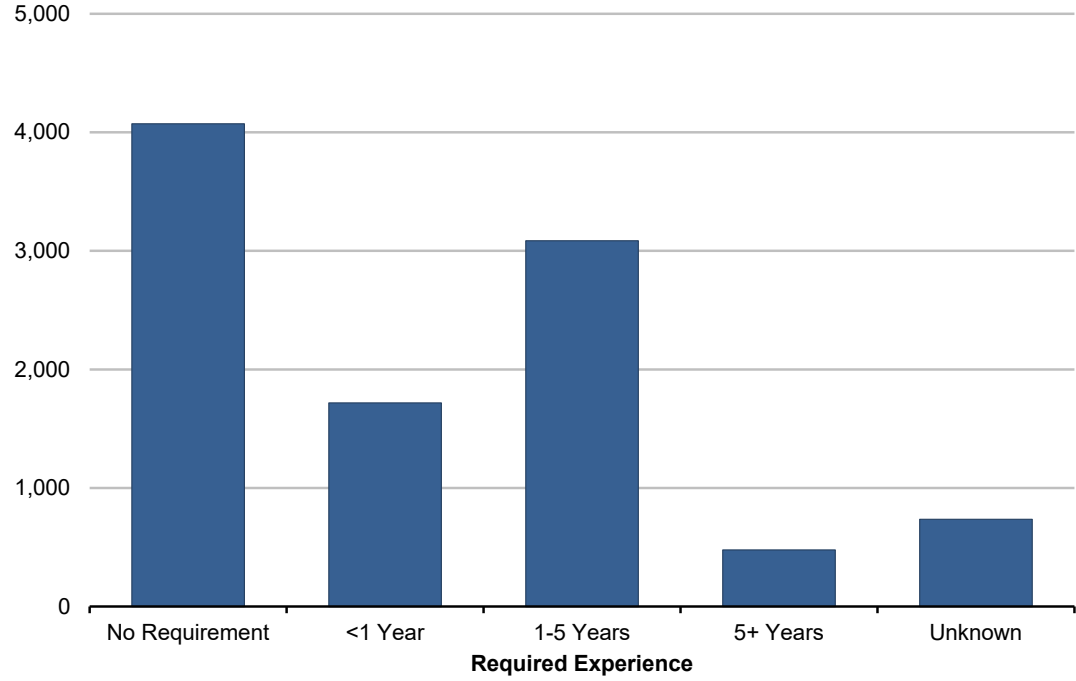
Clackamas County Job Vacancies by Required Education Level, 2021

Required Education Level	Vacancies	Average Hourly Wage	Full-time Positions	Permanent Positions	Require Previous Experience	Difficult to Fill
All Education Levels	10,088	\$19.78	76%	96%	52%	72%
No Requirement	3,173	\$17.61	82%	95%	36%	76%
High School Diploma	3,299	\$18.25	81%	99%	66%	78%
Postsecondary or Other Certification	2,461	\$25.53	63%	95%	62%	69%
Bachelor's or Advanced Degree	267	\$25.27	66%	100%	100%	90%
Unknown	888	\$15.28	77%	91%	20%	35%



About half (52%) of all Clackamas County vacancies require previous work experience.

Clackamas County Job Vacancies by Required Previous Experience, 2021



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

Clackamas County 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	10,088	\$19.78	76%	96%	30%	52%	72%
Less than \$15	1,701	\$13.76	63%	95%	9%	31%	73%
\$15 through \$19.99	4,645	\$16.78	72%	94%	21%	50%	78%
\$20 through \$24.99	1,100	\$21.53	97%	99%	29%	80%	79%
\$25 and up	1,772	\$32.32	85%	100%	58%	81%	78%
Unknown	870	-	82%	98%	78%	16%	15%

Employers in Clackamas had a high rate of difficulty filling their vacancies at all wage levels, whereas in many areas higher-wage vacancies proved more 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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