



Help Wanted in the East Cascades

**Results from the 2021
Job Vacancy Survey**



The East Cascades had roughly 10,800 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
- 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%

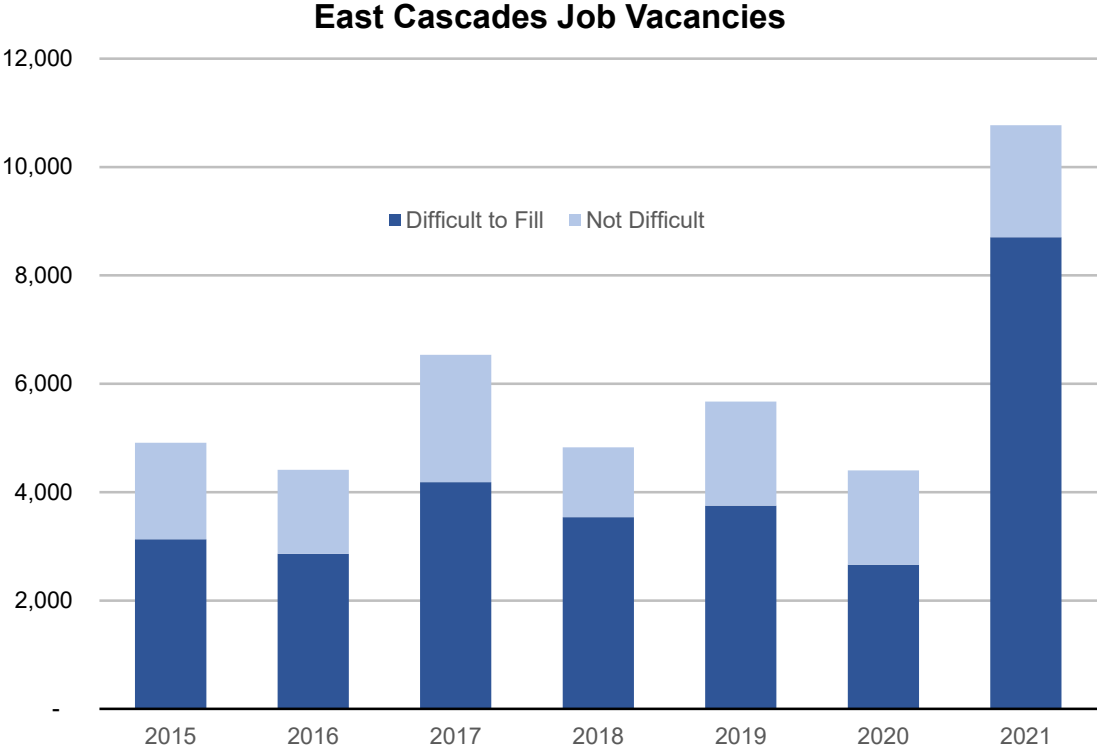
Source: Oregon Employment Department

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



More than one-third (38%) of the vacancies in 2021 had been open for 60 days or longer – up from 18% in 2019. Almost all of these vacancies were reported as difficult to fill.

East Cascades 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	10,771	\$19.31	81%
< 30 Days	1,966	\$18.33	71%
30-59 Days	1,944	\$19.18	83%
60+ Days	3,862	\$20.00	92%
Always Open	2,274	\$19.28	92%
Unknown	725	\$14.29	10%



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

East Cascades Job Vacancies by Industry, 2021

Industry	Vacancies	Average Wage
All Industries	10,771	\$19.31
Health care and social assistance	2,100	\$20.34
Construction	1,649	\$24.30
Leisure and hospitality	1,645	\$14.10
Manufacturing	1,372	\$18.85
Retail trade	1,063	\$17.06
Management, administrative, and waste services	729	\$20.17
Other services	481	\$18.57
Financial activities	423	\$17.75
Professional, scientific, and technical services	402	\$22.26
Natural resources and mining	308	\$17.65
Private educational services	237	\$16.13
Wholesale trade	208	\$17.53
Transportation, warehousing, and utilities	119	\$21.95
Information	35	n/a



Food prep and serving occupations represented the group with the most vacancies.

East Cascades Job Vacancies by Occupation Group, 2021

Occupation Group	Vacancies	Average Wage
All Occupations	10,771	\$19.31
Food Preparation and Serving Related	1,543	\$14.27
Construction and Extraction	1,319	\$24.01
Transportation and Material Moving	1,244	\$18.25
Health Care Support	1,147	\$17.41
Production	853	\$16.84
Office and Administrative Support	747	\$18.19
Sales and Related	715	\$16.32
Building and Grounds Cleaning and Maintenance	632	\$16.15
Installation, Maintenance, and Repair	493	\$21.90
Health Care Practitioners and Technical	411	\$33.15
Community and Social Service	282	\$18.62
Management	219	\$33.66
Farming, Fishing, and Forestry	198	\$13.47
Personal Care and Service	186	\$12.87
Education, Training, and Library	183	\$18.44
Architecture and Engineering	179	\$29.47
Business and Financial Operations	148	\$29.34
Arts, Design, Entertainment, Sports, and Media	123	\$12.93
Computer and Mathematical	79	\$32.32



Area businesses were hiring for a variety of jobs across the economy in 2021. They reported vacancies for 168 different occupations.

Top East Cascades Occupations With the Highest Number of Job Vacancies, 2021

Occupation	Vacancies
All Occupations	10,771
Cooks, Restaurant	455
Personal Care Aides	426
Heavy and Tractor-Trailer Truck Drivers	401
Retail Salespersons	381
Production Workers, All Other	338
Landscaping and Groundskeeping Workers	319
Painters, Construction and Maintenance	273
Carpenters	256
Maids and Housekeeping Cleaners	249
Nursing Assistants	248
Receptionists and Information Clerks	207
Fast Food and Counter Workers	203
Hosts and Hostesses, Restaurant, Lounge, and Coffee Shop	189
Laborers and Freight, Stock, and Material Movers, Hand	187
Automotive and Watercraft Service Attendants	171
Stockers and Order Fillers	165
Waiters and Waitresses	162



Employers had more difficulty filling vacancies in some occupations.

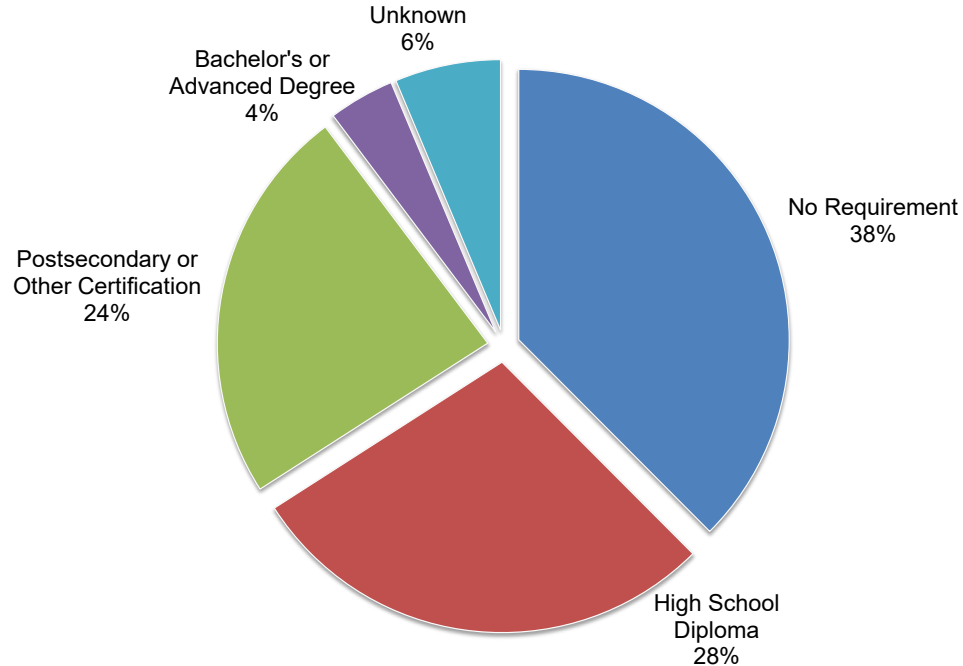
Top East Cascades Occupations With the Highest Number of Difficult-to-Fill Job Vacancies, 2021

Occupation	Vacancies
Difficult-to-Fill Vacancies in All Occupations	8,706
Heavy and Tractor-Trailer Truck Drivers	394
Personal Care Aides	377
Landscaping and Groundskeeping Workers	319
Cooks, Restaurant	310
Painters, Construction and Maintenance	273
Carpenters	256
Nursing Assistants	248
Maids and Housekeeping Cleaners	228
Production Workers, All Other	220
Retail Salespersons	216
Hosts and Hostesses, Restaurant, Lounge, and Coffee Shop	189
Laborers and Freight, Stock, and Material Movers, Hand	180
Roofers	151
Receptionists and Information Clerks	150
Registered Nurses	147
Stockers and Order Fillers	145



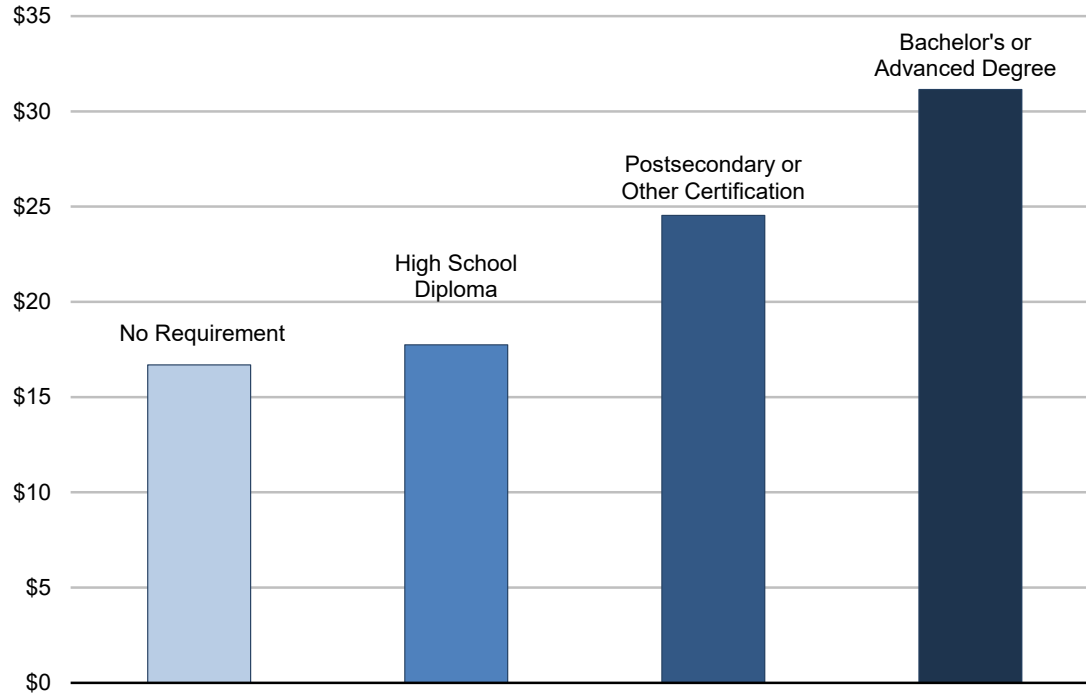
Most (66%) East Cascades job vacancies required no education beyond high school.

East Cascades Job Vacancies by Education Requirement, 2021



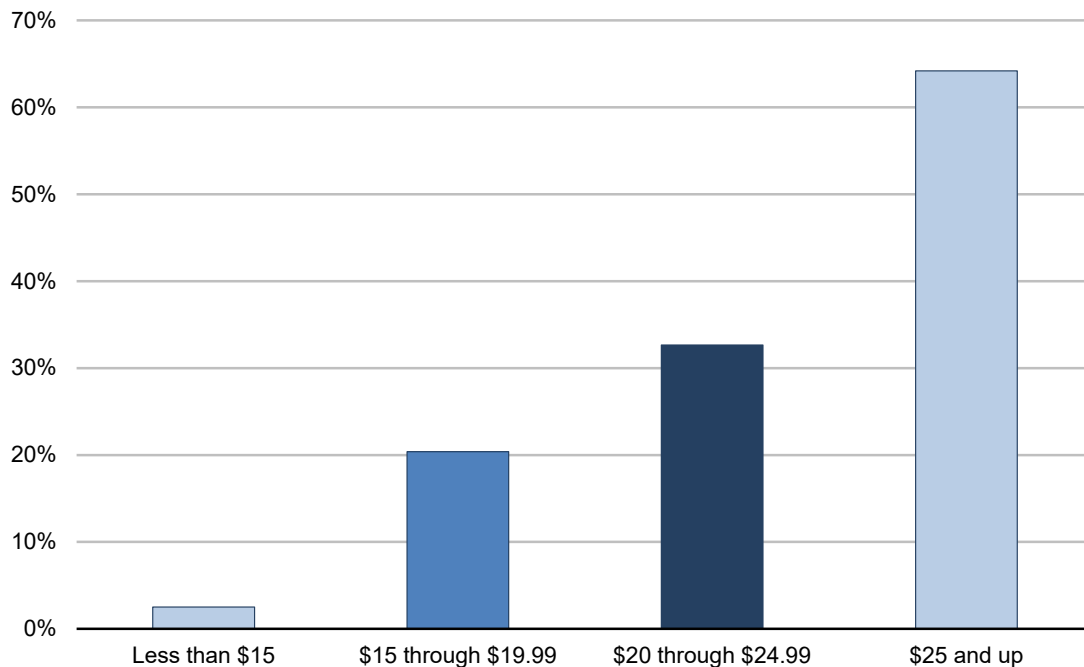
Average hourly wages generally increase along with education requirements for job vacancies...

Average Hourly Wage for East Cascades Job Vacancies
by Educational Requirement, 2021



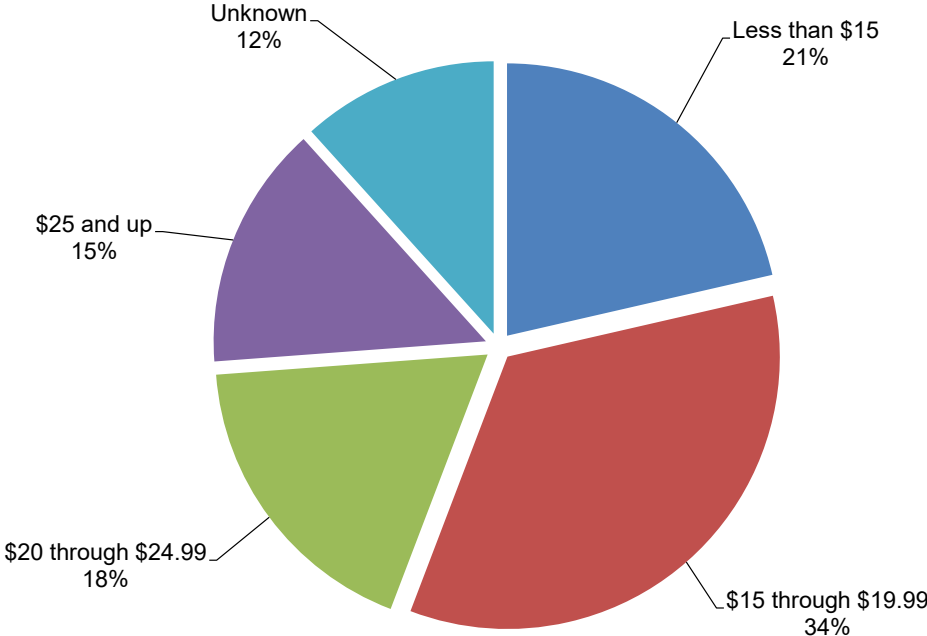
...and high-paying vacancies are more likely to require education beyond high school.

Share of East Cascades Job Vacancies Requiring Education Beyond High School by Hourly Wage Range, 2021



Most job vacancies in the East Cascades pay starting wages of less than \$20 per hour.

East Cascades Job Vacancies by Hourly Wage, 2021



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

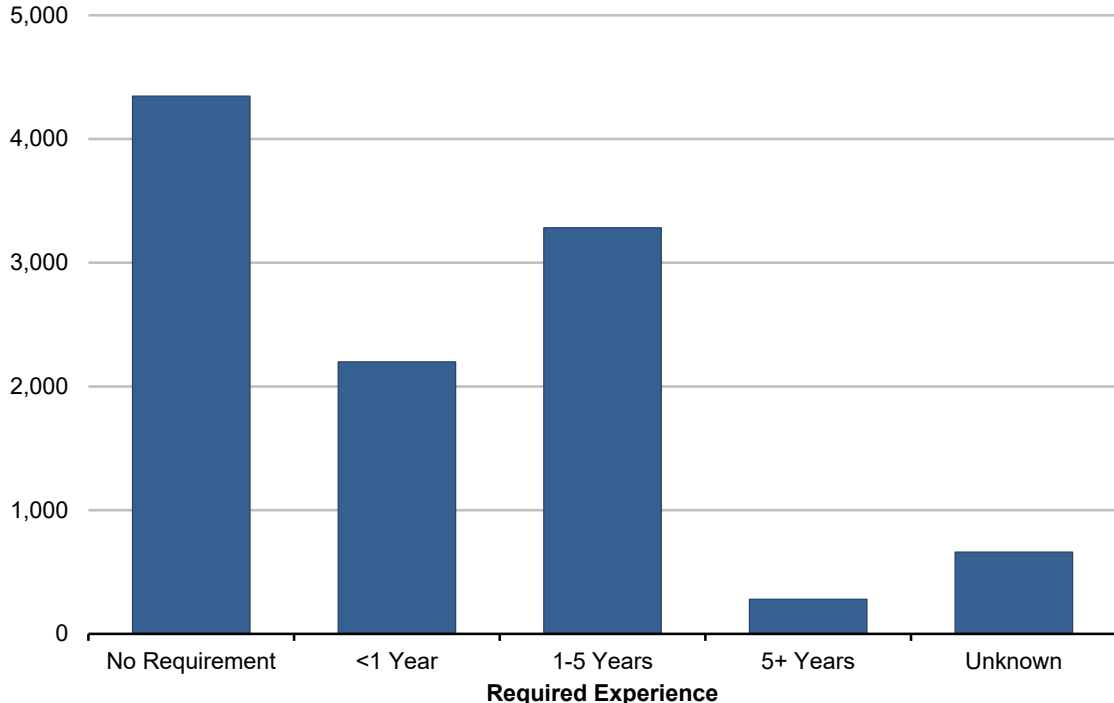
East Cascades Job Vacancies by Required Education Level, 2021

Required Education Level	Vacancies	Average Hourly Wage	Full-time Positions	Permanent Positions	Require Previous Experience	Difficult to Fill
All Education Levels	10,771	\$19.31	79%	91%	53%	81%
No Requirement	4,042	\$16.69	73%	82%	36%	81%
High School Diploma	3,059	\$17.74	76%	94%	67%	87%
Postsecondary or Other Certification	2,565	\$24.54	86%	96%	68%	87%
Bachelor's or Advanced Degree	424	\$31.15	97%	100%	85%	83%
Unknown	681	\$16.82	97%	100%	23%	22%



Just over half (53%) of all East Cascades vacancies require previous work experience.

East Cascades Job Vacancies by Experience Requirement, 2021



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

East Cascades 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	10,771	\$19.31	79%	91%	30%	53%	81%
Less than \$15	2,306	\$13.01	48%	81%	3%	34%	76%
\$15 through \$19.99	3,704	\$16.34	80%	90%	20%	47%	86%
\$20 through \$24.99	1,941	\$21.34	97%	93%	33%	75%	93%
\$25 and up	1,562	\$33.13	94%	100%	64%	85%	98%
Unknown	1,258	-	88%	95%	79%	37%	36%

Employers in the East Cascades had a high rate of difficulty filling their vacancies at all wage levels, and virtually all of the vacancies at \$25 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

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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