

HELP WANTED IN THE EAST CASCADES

RESULTS FROM THE 2023 JOB VACANCY SURVEY

FEBRUARY 2024

THE EAST CASCADES HAD ROUGHLY 9,000 JOB VACANCIES AT ANY GIVEN TIME IN 2023.

We surveyed 1,800 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 72,800 VACANCIES AT ANY GIVEN TIME IN 2023.

Oregon Job Vacancies

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

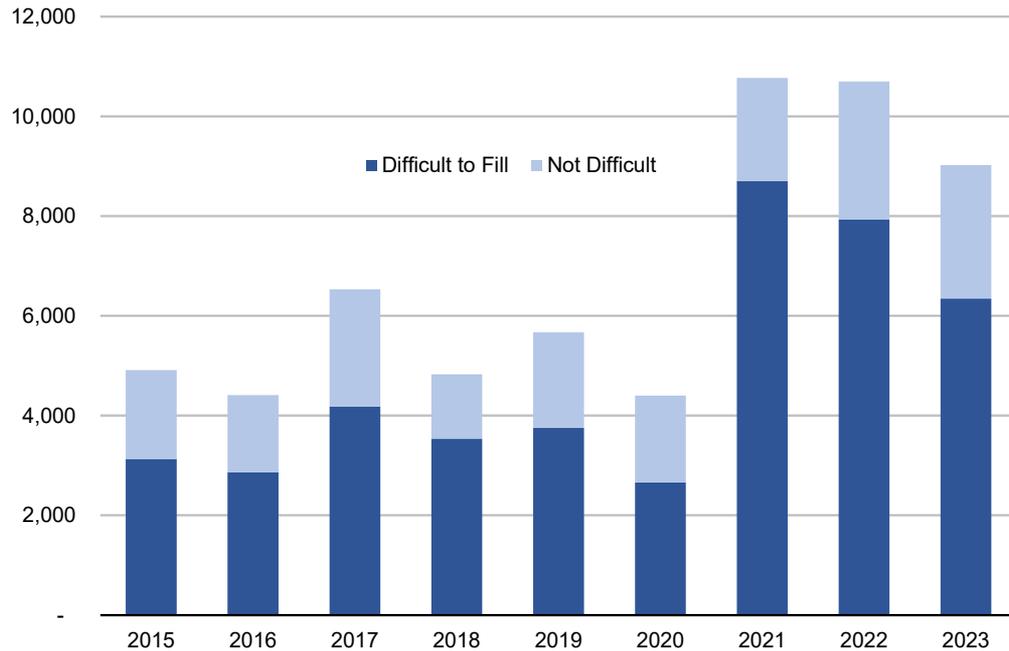
Source: Oregon Employment Department

The number of Oregon job vacancies declined from 2022 to 2023, as the recovery from the 2020 pandemic recession slowed. Employers reported about six out of 10 openings were difficult to fill in 2023.

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. 39% require education beyond high school and 58% require previous experience.

THE NUMBER OF EAST CASCADES VACANCIES IN 2023 DECLINED FROM THE PRIOR TWO YEARS, BUT WAS STILL HIGHER THAN PRE-PANDEMIC LEVELS.

East Cascades Job Vacancies



Source: Oregon Employment Department

28% OF THE VACANCIES IN 2023 HAD BEEN OPEN FOR 60 DAYS OR LONGER – DOWN SLIGHTLY FROM 37% IN 2022. ALMOST ALL OF THESE VACANCIES WERE REPORTED AS DIFFICULT TO FILL.

East Cascades Job Vacancies by Length of Time Job has been Open, 2023

Length of Time Job has been Open	Vacancies	Average Wage	Difficult to Fill
All Vacancies	9,024	\$23.62	70%
< 30 Days	2,577	\$20.85	65%
30-59 Days	964	\$25.73	72%
60+ Days	2,311	\$25.72	90%
Always Open	2,367	\$23.81	79%
Unknown	805	\$17.19	4%

Source: Oregon Employment Department

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

East Cascades Job Vacancies by Industry, 2023

<u>Industry</u>	<u>Vacancies</u>	<u>Average Wage</u>
All Industries	9,024	\$23.62
Health care and social assistance	2,452	\$26.15
Leisure and hospitality	1,835	\$19.28
Manufacturing	974	\$21.89
Construction	905	\$29.50
Retail trade	755	\$19.42
Professional, scientific, and technical services	603	\$30.59
Other services	471	\$24.94
Natural resources and mining	301	\$21.96
Wholesale trade	198	\$21.72
Transportation, warehousing, and utilities	147	\$23.45
Financial activities	133	\$25.29
Information	123	\$17.38
Management, administrative, and waste services	85	\$24.60
Private educational services	42	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, 2023

Occupation Group	Vacancies	Average Wage
All Occupations	9,024	\$23.62
Food Preparation and Serving Related	1,553	\$17.06
Health Care Support	1,080	\$25.78
Sales and Related	867	\$20.84
Construction and Extraction	851	\$28.13
Office and Administrative Support	583	\$20.01
Installation, Maintenance, and Repair	531	\$27.48
Education, Training, and Library	501	\$22.88
Health Care Practitioners and Technical	462	\$38.40
Production	391	\$18.94
Transportation and Material Moving	391	\$22.03
Business and Financial Operations	369	\$22.48
Community and Social Service	276	\$24.04
Farming, Fishing, and Forestry	258	\$20.32
Building and Grounds Cleaning and Maintenance	212	\$18.43

Source: Oregon Employment Department

AREA BUSINESSES WERE HIRING FOR A VARIETY OF JOBS ACROSS THE ECONOMY IN 2023. THEY REPORTED VACANCIES FOR 159 DIFFERENT OCCUPATIONS.

Top East Cascades Occupations With the Highest Number of Job Vacancies, 2023

Occupation	Vacancies
All Occupations	9,024
Cooks, Restaurant	476
Personal Care Aides	450
Teaching Assistants, Preschool, Elementary, Middle, and Secondary School, Except Special Education	341
Waiters and Waitresses	270
Construction Laborers	264
Heavy and Tractor-Trailer Truck Drivers	253
Nursing Assistants	248
Carpenters	247
Retail Salespersons	222
Cashiers	215
Massage Therapists	211
Plumbers, Pipefitters, and Steamfitters	211
Automotive Service Technicians and Mechanics	209
Customer Service Representatives	198
Registered Nurses	181

Source: Oregon Employment Department

EMPLOYERS HAD MORE DIFFICULTY FILLING VACANCIES IN SOME OCCUPATIONS.

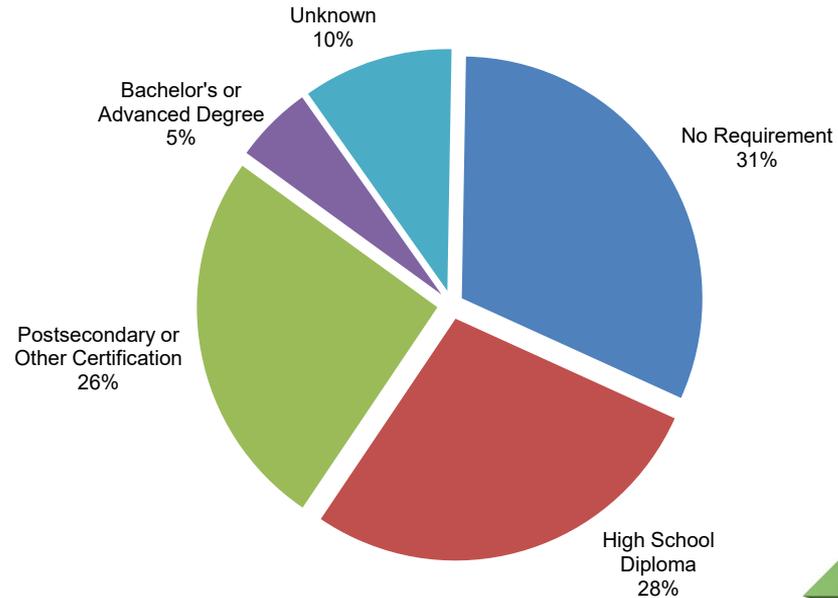
Top East Cascades Occupations With the Highest Number of Difficult-to-Fill Job Vacancies, 2023

Occupation	Vacancies
Difficult-to-Fill Vacancies in All Occupations	6,347
Cooks, Restaurant	464
Personal Care Aides	318
Carpenters	247
Heavy and Tractor-Trailer Truck Drivers	235
Plumbers, Pipefitters, and Steamfitters	211
Massage Therapists	211
Teaching Assistants, Preschool, Elementary, Middle, and Secondary School, Except Special Education	186
Automotive Service Technicians and Mechanics	178
Registered Nurses	175
Retail Salespersons	166
Cashiers	160
Construction Laborers	155

Source: Oregon Employment Department

59% OF EAST CASCADES JOB VACANCIES REQUIRED NO EDUCATION BEYOND HIGH SCHOOL.

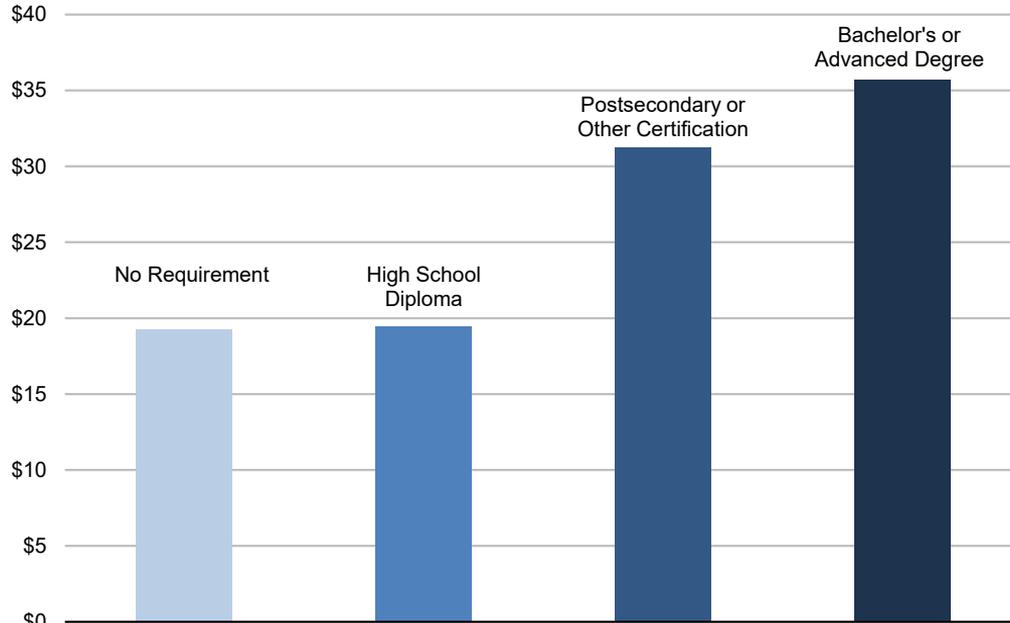
East Cascades Job Vacancies by Education Requirement, 2023



Source: Oregon Employment Department

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

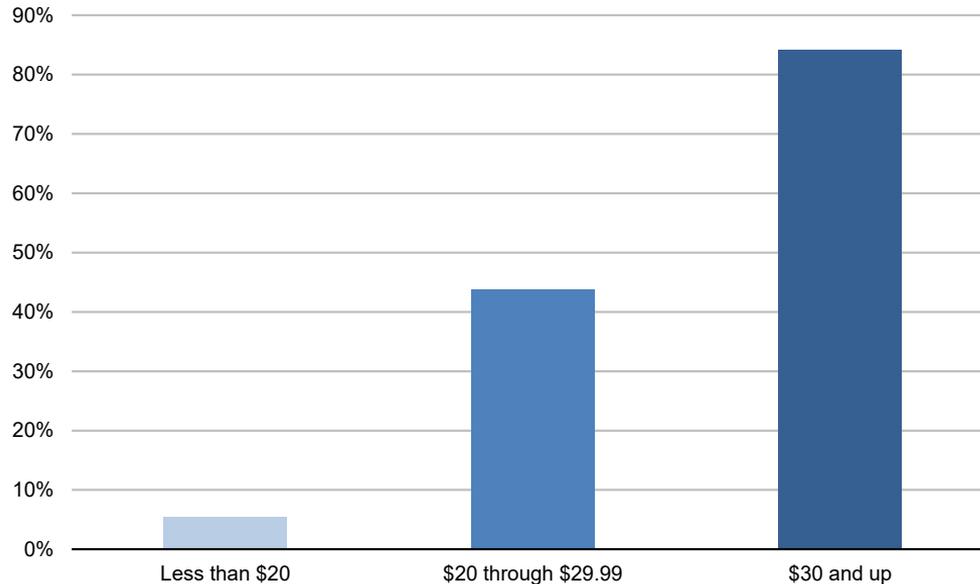
**Average Hourly Wage for East Cascades Job Vacancies
by Educational Requirement, 2023**



Source: Oregon Employment Department

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

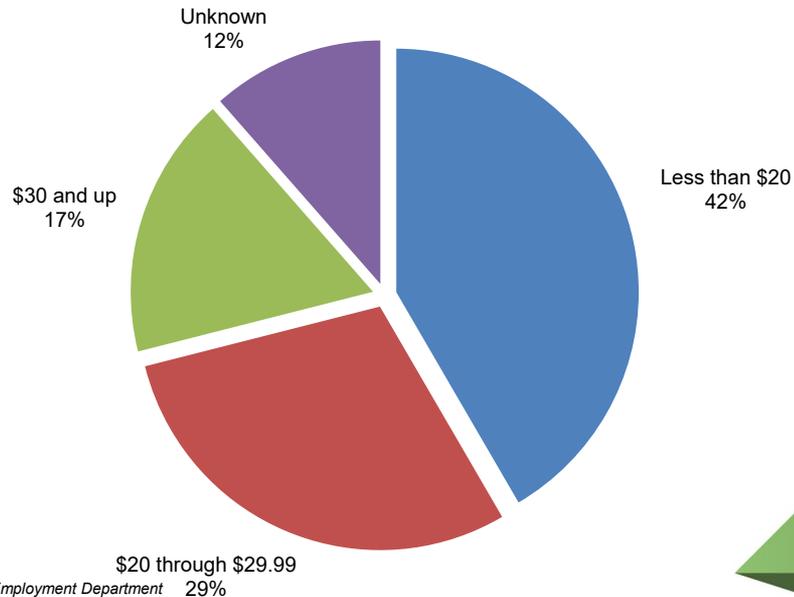
Share of East Cascades Job Vacancies Requiring Education Beyond High School by Hourly Wage Range, 2023



Source: Oregon Employment Department

42% OF JOB VACANCIES IN THE EAST CASCADES PAY STARTING WAGES OF LESS THAN \$20 PER HOUR.

East Cascades Job Vacancies by Hourly Wage, 2023



Source: Oregon Employment Department

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

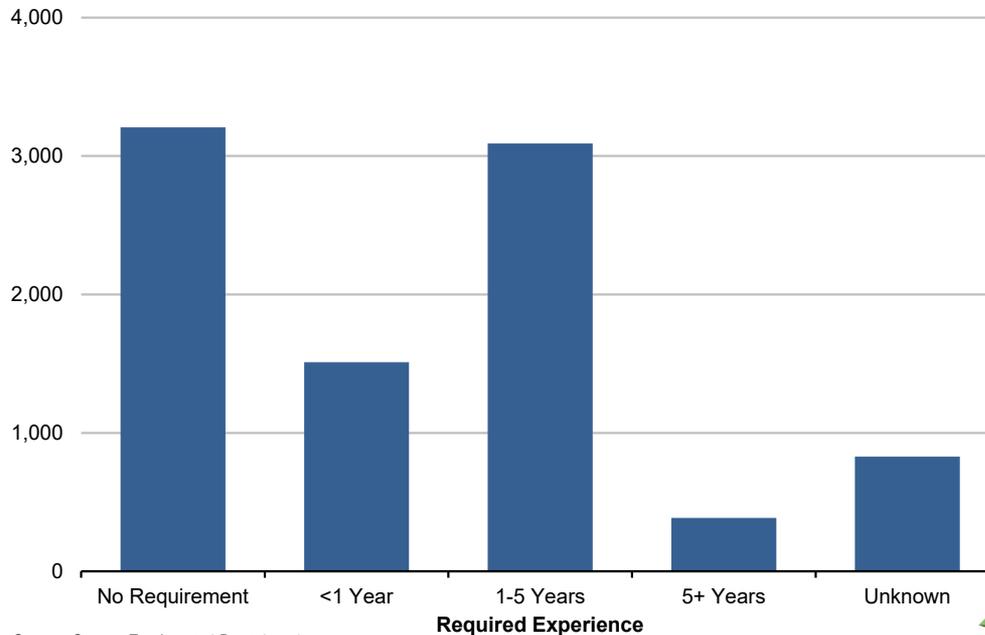
East Cascades Job Vacancies by Required Education Level, 2023

Required Education Level	Vacancies	Average Hourly Wage	Full-time Positions	Permanent Positions	Require Previous Experience	Difficult to Fill
All Education Levels	9,024	\$23.62	74%	92%	55%	70%
No Requirement	2,841	\$19.27	58%	89%	46%	80%
High School Diploma	2,500	\$19.47	76%	90%	59%	61%
Postsecondary or Other Certification	2,300	\$31.25	77%	95%	72%	88%
Bachelor's or Advanced Degree	471	\$35.71	99%	100%	100%	82%
Unknown	912	\$24.24	93%	96%	9%	15%

Source: Oregon Employment Department

ABOUT HALF (55%) OF ALL EAST CASCADES VACANCIES REQUIRE PREVIOUS WORK EXPERIENCE.

East Cascades Job Vacancies by Experience Requirement, 2023



Source: Oregon Employment Department

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

East Cascades Job Vacancies by Hourly Wage Range, 2023

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	9,024	\$23.62	74%	92%	34%	55%	70%
Less than \$20	3,753	\$16.66	61%	85%	5%	42%	69%
\$20 through \$29.99	2,659	\$23.36	77%	94%	44%	71%	78%
\$30 and up	1,575	\$40.65	91%	100%	84%	88%	95%
Unknown	1,037	-	86%	97%	53%	15%	16%

Source: Oregon Employment Department

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

40% VACANCIES IN OREGON WERE IN THE PORTLAND TRI-COUNTY (PORTLAND METRO AND CLACKAMAS) AREA.

Oregon Job Vacancies by Geography, 2023

Geography	Vacancies	Average Hourly Wage	Full-time Positions	Permanent Positions	Require Education Beyond High School	Require Previous Experience	Difficult to Fill
Oregon Statewide	72,815	\$25.13	82%	94%	39%	58%	61%
Portland Metro	21,685	\$28.81	91%	97%	47%	66%	51%
Mid-Valley	9,190	\$23.51	79%	96%	41%	60%	61%
East Cascades	9,024	\$23.62	74%	92%	34%	55%	70%
Lane	7,704	\$23.53	82%	97%	34%	54%	55%
Clackamas	7,481	\$26.13	80%	95%	41%	54%	60%
Rogue Valley	5,214	\$22.87	80%	94%	40%	54%	66%
Northwest Oregon	4,684	\$21.18	66%	82%	30%	48%	75%
Southwestern Oregon	3,301	\$22.05	83%	91%	30%	54%	73%
Eastern Oregon	3,035	\$20.74	80%	90%	31%	41%	73%
Multi-area or unknown	1,497	\$34.69	95%	95%	54%	86%	61%

Source: Oregon Employment Department

JOB VACANCIES HAVE DECREASED SINCE 2022 IN ALL AREAS OF THE STATE.

Oregon Job Vacancies by Geography, 2019-2023

Geography	2019	2020	2021	2022	2023	Change from 2022
Oregon Statewide	57,241	44,408	96,887	103,977	72,815	-30%
Portland Metro	21,218	13,429	28,014	30,991	21,685	-30%
Mid-Valley	7,091	6,995	12,681	15,083	9,190	-39%
East Cascades	5,673	4,402	10,771	10,697	9,024	-16%
Clackamas	5,795	3,921	10,088	11,934	7,481	-37%
Lane	5,414	4,029	8,857	10,003	7,704	-23%
Rogue Valley	4,134	3,749	8,752	8,934	5,214	-42%
Northwest Oregon	3,357	2,255	7,311	6,624	4,684	-29%
Southwestern Oregon	1,745	2,195	4,801	4,298	3,301	-23%
Eastern Oregon	2,147	2,527	4,199	4,399	3,035	-31%
Multi-area or unknown	667	906	1,413	1,014	1,497	48%

Source: Oregon Employment Department

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

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