

HELP WANTED IN EASTERN OREGON

**RESULTS FROM THE 2023
JOB VACANCY SURVEY**

FEBRUARY 2024

EASTERN OREGON HAD ROUGHLY 3,000 JOB VACANCIES AT ANY GIVEN TIME IN 2023.

We surveyed 1,600 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 EASTERN OREGON VACANCIES DECLINED IN 2023 AFTER TWO YEARS OF RECORD HIGHS.



Source: Oregon Employment Department

23% OF VACANCIES IN 2023 HAD BEEN OPEN FOR 60 DAYS OR LONGER – DOWN FROM 38% IN 2022. MANY OF THESE VACANCIES WERE REPORTED AS DIFFICULT TO FILL.

**Eastern Oregon 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	3,035	\$20.74	73%
< 30 Days	860	\$17.99	57%
30-59 Days	439	\$21.82	60%
60+ Days	679	\$24.82	86%
Always Open	949	\$20.30	90%
Unknown	108	\$12.50	22%

Source: Oregon Employment Department

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

Eastern Oregon Job Vacancies by Industry, 2023

Industry	Vacancies	Average Hourly Wage
All Industries	3,035	\$20.74
Health care and social assistance	738	\$24.13
Leisure and hospitality	675	\$14.10
Retail trade	375	\$16.06
Construction	228	\$26.40
Transportation, warehousing, and utilities	210	\$32.00
Natural resources and mining	162	\$16.24
Wholesale trade	142	\$20.92
Professional, scientific, and technical services	106	\$31.66
Other services	105	\$23.98
Manufacturing	96	\$20.62
Financial activities	90	\$20.28
Management, administrative, and waste services	64	\$27.08
Private educational services	34	n/a
Information	10	n/a

Source: Oregon Employment Department

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

Eastern Oregon Job Vacancies by Occupation Group, 2023

Occupation Group	Vacancies
All Occupations	3,035
Food Preparation and Serving Related	488
Transportation and Material Moving	419
Installation, Maintenance, and Repair	312
Health Care Support	259
Office and Administrative Support	218
Health Care Practitioners and Technical	215
Sales and Related	197
Community and Social Service	184
Construction and Extraction	178
Farming, Fishing, and Forestry	157

Source: Oregon Employment Department

AREA BUSINESSES WERE HIRING FOR A VARIETY OF JOBS ACROSS THE ECONOMY IN 2023. THEY REPORTED VACANCIES FOR 113 DIFFERENT OCCUPATIONS.

Top Eastern Oregon Occupations With the Highest Number of Job Vacancies, 2023

Occupation	Vacancies
All Occupations	3,035
Fast Food and Counter Workers	165
Heavy and Tractor-Trailer Truck Drivers	150
Personal Care Aides	128
Retail Salespersons	120
Waiters and Waitresses	118
Farmworkers and Laborers, Crop, Nursery, and Greenhouse	109
Registered Nurses	73
Light Truck Drivers	68
Customer Service Representatives	66
Heating, Air Conditioning, and Refrigeration Mechanics and Installers	65
Cooks, Restaurant	64
Laborers and Freight, Stock, and Material Movers, Hand	63
Automotive Service Technicians and Mechanics	61
Cashiers	60
Mental Health Counselors	59

Source: Oregon Employment Department

EMPLOYERS HAD MORE DIFFICULTY FILLING VACANCIES IN SOME OCCUPATIONS.

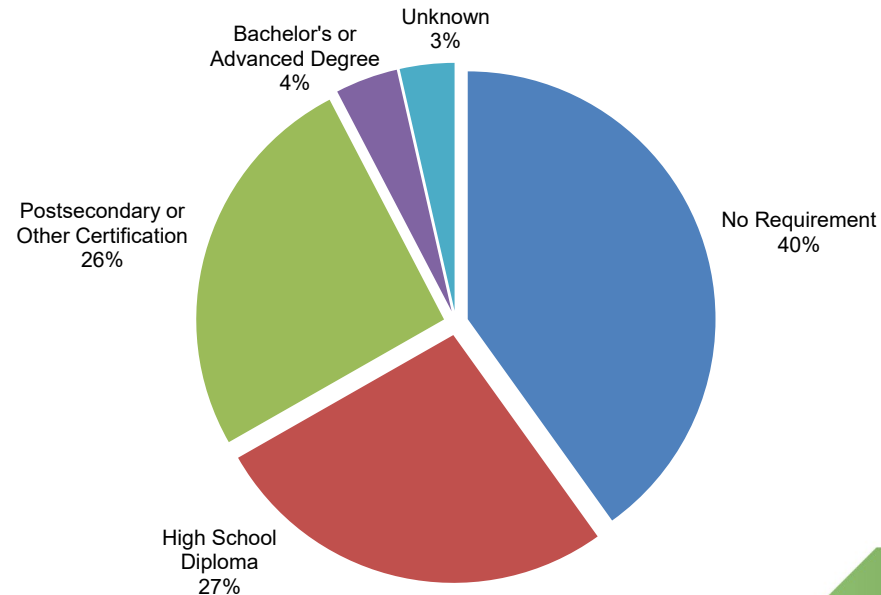
Top Eastern Oregon Occupations With the Highest Number of Difficult-to-Fill Job Vacancies, 2023

Occupation	Vacancies
Difficult-to-Fill Vacancies in All Occupations	2,214
Fast Food and Counter Workers	142
Heavy and Tractor-Trailer Truck Drivers	133
Personal Care Aides	113
Retail Salespersons	95
Waiters and Waitresses	73
Registered Nurses	73
Bartenders	57
Customer Service Representatives	56
Heating, Air Conditioning, and Refrigeration Mechanics and Installers	53
Cooks, Restaurant	52
Mental Health Counselors	45
Automotive Service Technicians and Mechanics	44

Source: Oregon Employment Department

MORE THAN HALF (67%) OF EASTERN OREGON JOB VACANCIES REQUIRED NO EDUCATION BEYOND HIGH SCHOOL.

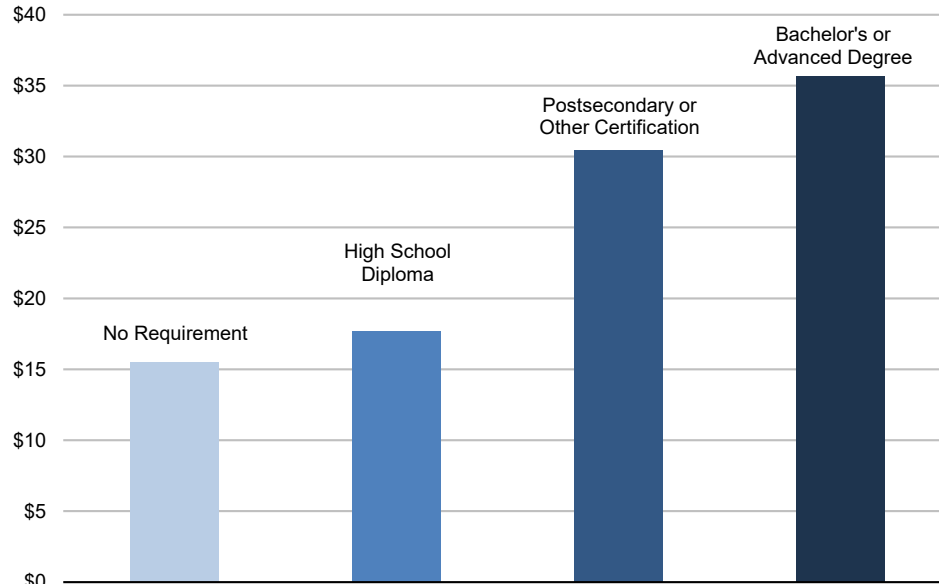
Eastern Oregon Job Vacancies by Education Requirement, 2023



Source: Oregon Employment Department

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

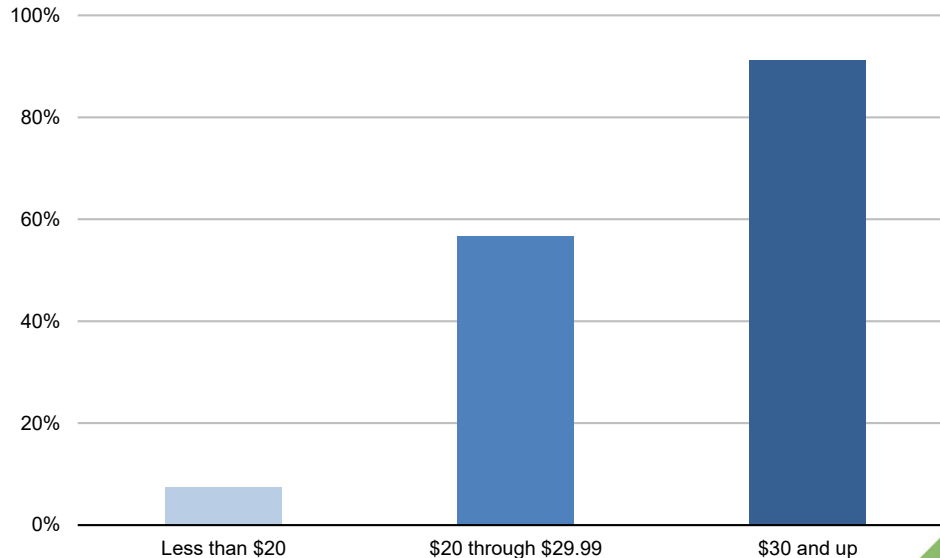
**Average Hourly Wage for Eastern Oregon Job Vacancies
by Education Requirement, 2023**



Source: Oregon Employment Department

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

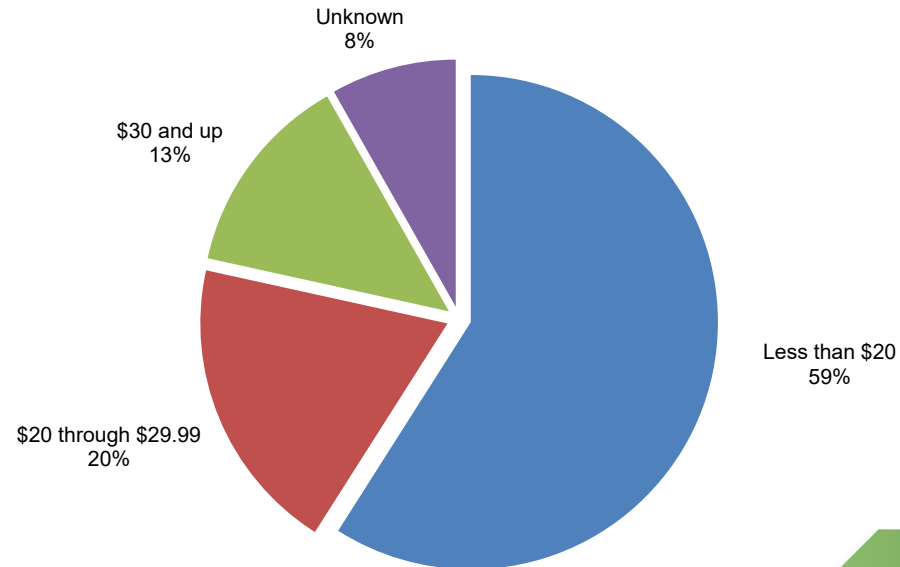
Share of Eastern Oregon Job Vacancies Requiring Education Beyond High School by Hourly Wage Range, 2023



Source: Oregon Employment Department

MOST VACANCIES IN EASTERN OREGON PAY STARTING WAGES OF LESS THAN \$20 PER HOUR.

Eastern Oregon Job Vacancies by Hourly Wage, 2023



Source: Oregon Employment Department

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

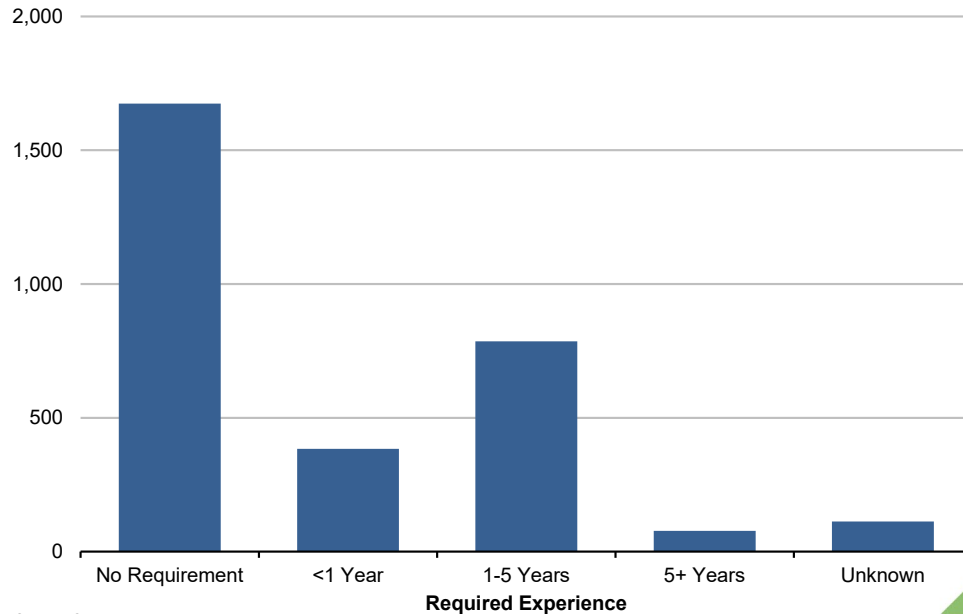
Eastern Oregon Job Vacancies by Required Education Level, 2023

Required Education Level	Vacancies	Average Hourly Wage	Full-time Positions	Permanent Positions	Requiring Previous Experience	Difficult to Fill
All Education Levels	3,035	\$20.74	80%	90%	41%	73%
No Requirement	1,217	\$15.51	77%	81%	20%	68%
High School Diploma	809	\$17.67	72%	94%	43%	73%
Postsecondary or Other Certification	777	\$30.42	89%	98%	73%	91%
Bachelor's or Advanced Degree	124	\$35.68	100%	96%	73%	66%
Unknown	108	\$18.56	84%	100%	8%	8%

Source: Oregon Employment Department

ALMOST HALF (41%) OF THE EASTERN OREGON VACANCIES REQUIRE PREVIOUS WORK EXPERIENCE.

Eastern Oregon Job Vacancies Experience Requirement, 2023



Source: Oregon Employment Department

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

Eastern Oregon Job Vacancies by Hourly Wage Range, 2023

Wage (per hour)	Vacancies	Average Hourly Wage	Full-time Positions	Permanent Positions	Requiring Education Beyond High School	Requiring Previous Experience	Difficult to Fill
All Wage Ranges	3,035	\$20.74	80%	90%	31%	41%	73%
Less than \$20	1,791	\$15.03	72%	86%	7%	23%	69%
\$20 through \$29.99	590	\$23.21	92%	93%	57%	75%	80%
\$30 and up	405	\$42.40	93%	100%	91%	79%	98%
Unknown	249	-	90%	100%	44%	27%	47%

Source: Oregon Employment Department

Employers had the most difficulty filling their higher-wage vacancies, almost all of jobs starting at \$30 per hour or more 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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