

HELP WANTED IN EASTERN OREGON

**RESULTS FROM THE 2024
JOB VACANCY SURVEY**

FEBRUARY 2025

EASTERN OREGON HAD ROUGHLY 2,600 JOB VACANCIES AT ANY GIVEN TIME IN 2024.

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 57,800 VACANCIES AT ANY GIVEN TIME IN 2024.

Oregon Private Job Vacancies

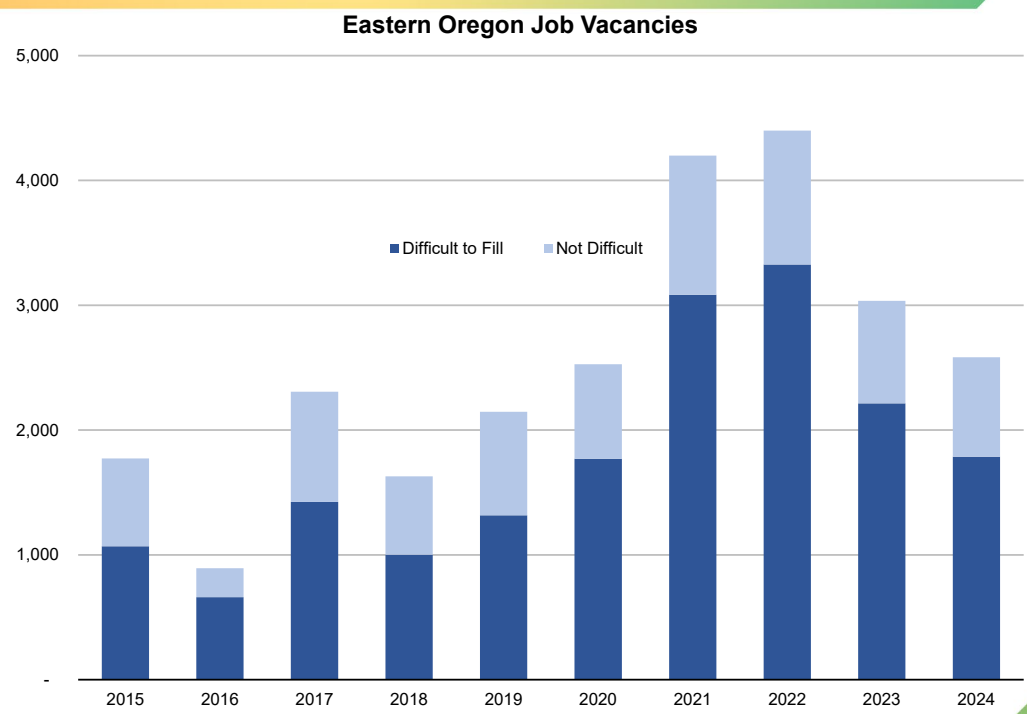
	2019	2020	2021	2022	2023	2024
Vacancies	57,241	44,408	96,887	103,977	72,815	57,767
Average Hourly Wage	\$18.81	\$18.05	\$19.69	\$21.66	\$25.13	\$25.37
Full-time Positions	77%	79%	78%	81%	82%	79%
Permanent Positions	93%	92%	93%	94%	94%	94%
Requiring Education Beyond High School	34%	33%	30%	29%	39%	39%
Requiring Previous Experience	57%	53%	53%	52%	58%	55%
Difficult to Fill	57%	51%	72%	72%	61%	55%

Source: Oregon Employment Department

The number of Oregon job vacancies declined from 2023 to 2024, matching the level seen in 2019 prior to the pandemic recession.

A typical job vacancy tends to be for a full-time, permanent position. 39% require education beyond high school and 55% require previous experience.

THE NUMBER OF EASTERN OREGON VACANCIES DROPPED TO PRE-PANDEMIC LEVELS AFTER RECORD HIGHS IN 2021 AND 2022.



Source: Oregon Employment Department

35% OF VACANCIES IN 2024 HAD BEEN OPEN FOR 60 DAYS OR LONGER – UP FROM 23% IN 2023. MANY OF THESE VACANCIES WERE REPORTED AS DIFFICULT TO FILL.

**Eastern Oregon Job Vacancies by Length of Time Job
has been Open, 2024**

Length of Time Job has been Open	Vacancies	Average Wage	Difficult to Fill
All Vacancies	2,583	\$24.81	69%
< 30 Days	554	\$20.47	44%
30-59 Days	170	\$21.88	64%
60+ Days	882	\$29.75	76%
Always Open	907	\$22.95	82%
Unknown	70	\$28.35	31%

Source: Oregon Employment Department

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

Eastern Oregon Job Vacancies by Industry, 2024

Industry	Vacancies	Average Hourly Wage
All Industries	2,583	\$24.81
Health care and social assistance	849	\$31.27
Leisure and hospitality	333	\$15.25
Construction	274	\$26.81
Retail trade	242	\$18.49
Transportation, warehousing, and utilities	155	\$32.08
Other services	152	\$19.13
Manufacturing	117	\$16.51
Financial activities	107	\$18.99
Professional, scientific, and technical services	80	\$33.85
Private educational services	70	\$26.33
Natural resources and mining	64	\$17.81
Management, administrative, and waste services	62	\$31.18
Information	42	\$19.18
Wholesale trade	36	\$19.73

Source: Oregon Employment Department

HEALTH CARE OCCUPATIONS REPRESENTED THE GROUPS WITH THE MOST VACANCIES.

Eastern Oregon Job Vacancies by Occupation Group, 2024

Occupation Group	Vacancies
All Occupations	2,583
Health Care Practitioners and Technical	289
Health Care Support	264
Food Preparation and Serving Related	256
Transportation and Material Moving	205
Construction and Extraction	198
Office and Administrative Support	185
Installation, Maintenance, and Repair	174
Education, Training, and Library	170
Personal Care and Service	142
Community and Social Service	128

Source: Oregon Employment Department

AREA BUSINESSES WERE HIRING FOR A VARIETY OF JOBS ACROSS THE ECONOMY IN 2024. THEY REPORTED VACANCIES FOR 125 DIFFERENT OCCUPATIONS.

Top Eastern Oregon Occupations With the Highest Number of Job Vacancies, 2024

Occupation	Vacancies
All Occupations	2,583
Registered Nurses	137
Hairdressers, Hairstylists, and Cosmetologists	122
Nursing Assistants	117
Personal Care Aides	93
Maids and Housekeeping Cleaners	73
Cooks, Restaurant	68
Teaching Assistants, Preschool, Elementary, Middle, and Secondary Sch	68
Tellers	67
Elementary School Teachers, Except Special Education	62
Cashiers	60

Source: Oregon Employment Department

EMPLOYERS HAD MORE DIFFICULTY FILLING VACANCIES IN SOME OCCUPATIONS.

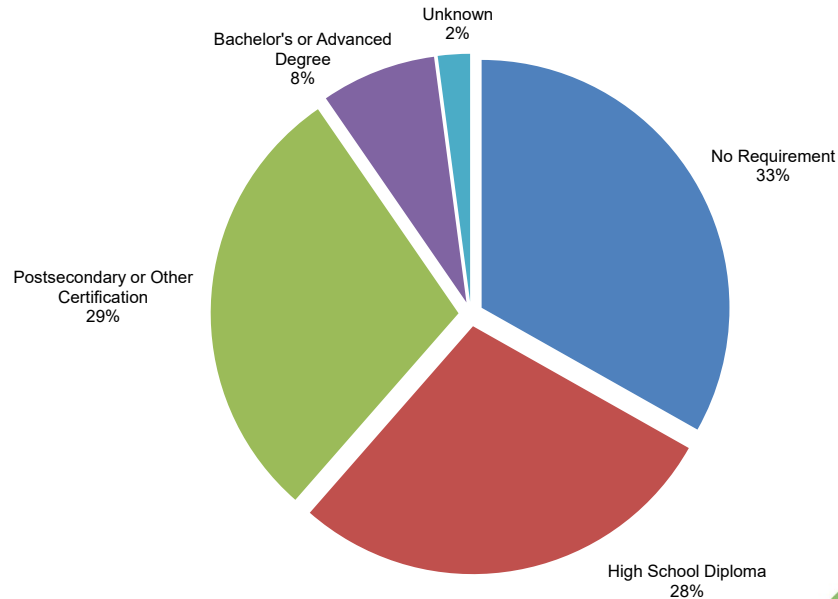
Top Eastern Oregon Occupations With the Highest Number of Difficult-to-Fill Job Vacancies, 2024

Occupation	Vacancies
Difficult-to-Fill Vacancies in All Occupations	1,787
Registered Nurses	129
Hairdressers, Hairstylists, and Cosmetologists	122
Nursing Assistants	109
Personal Care Aides	73
Cooks, Restaurant	68
Maids and Housekeeping Cleaners	65
Automotive Service Technicians and Mechanics	50
Licensed Practical and Licensed Vocational Nurses	44
Heavy and Tractor-Trailer Truck Drivers	40
Preschool Teachers, Except Special Education	40
Accountants and Auditors	40
Farmworkers and Laborers, Crop, Nursery, and Greenhouse	40

Source: Oregon Employment Department

MORE THAN HALF (61%) OF EASTERN OREGON JOB VACANCIES REQUIRED NO EDUCATION BEYOND HIGH SCHOOL.

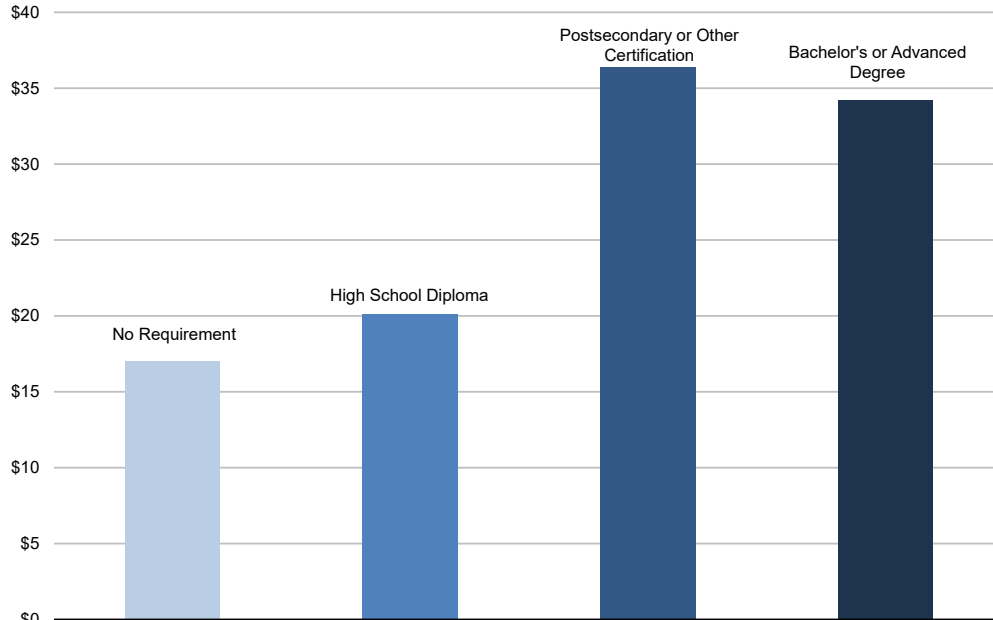
Eastern Oregon Job Vacancies by Education Requirement, 2024



Source: Oregon Employment Department

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

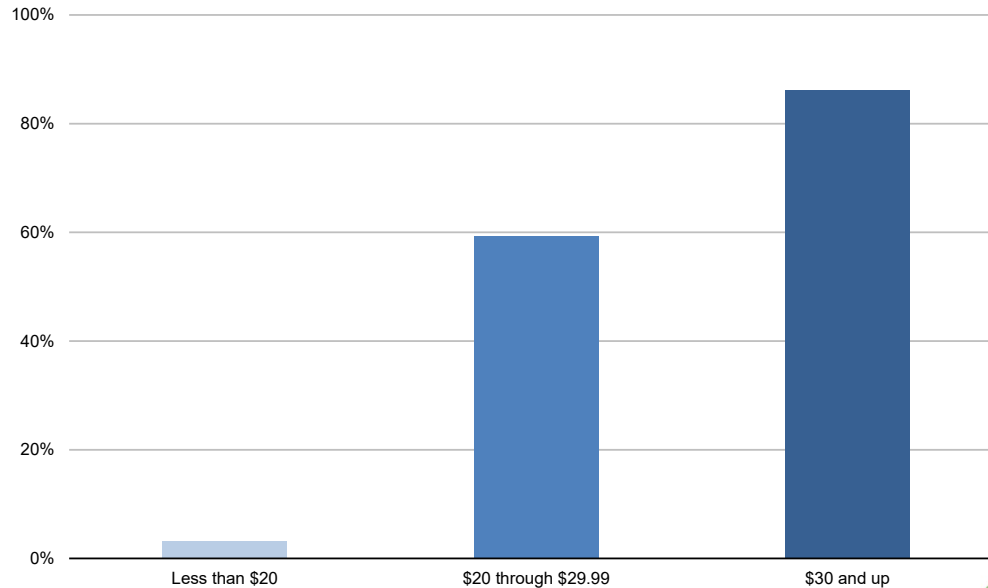
Average Hourly Wage for Eastern Oregon Job Vacancies by Education Requirement, 2024



Source: Oregon Employment Department

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

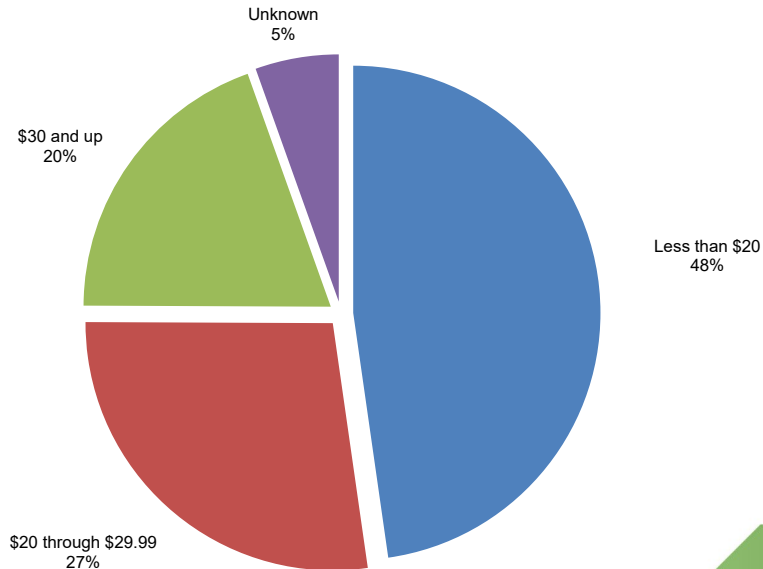
Share of Eastern Oregon Job Vacancies Requiring Education Beyond High School by Hourly Wage Range, 2024



Source: Oregon Employment Department

HALF (48%) OF VACANCIES IN EASTERN OREGON PAY STARTING WAGES OF LESS THAN \$20 PER HOUR.

Eastern Oregon Job Vacancies by Hourly Wage, 2024



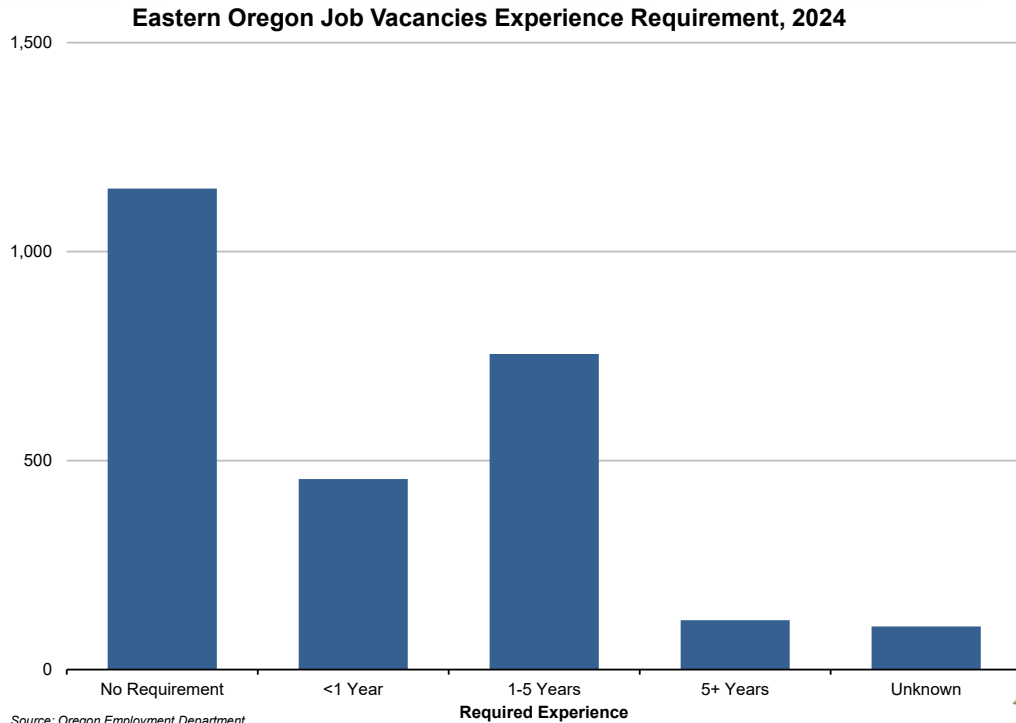
VACANCIES REQUIRING HIGHER EDUCATION ARE MORE LIKELY TO BE HIGH-PAYING, AND TO REQUIRE PREVIOUS EXPERIENCE.

Eastern Oregon Job Vacancies by Required Education Level, 2024

Required Education Level	Vacancies	Average Hourly Wage	Full-time Positions	Permanent Positions	Requiring Previous Experience	Difficult to Fill
All Education Levels	2,583	\$24.81	78%	89%	51%	69%
No Requirement	857	\$17.04	60%	85%	27%	71%
High School Diploma	730	\$20.12	85%	87%	64%	52%
Postsecondary or Other Certification	748	\$36.41	85%	94%	65%	87%
Bachelor's or Advanced Degree	194	\$34.19	100%	95%	60%	64%
Unknown	54	\$25.82	85%	85%	44%	56%

Source: Oregon Employment Department

ABOUT HALF (51%) OF THE EASTERN OREGON VACANCIES REQUIRE PREVIOUS WORK EXPERIENCE.



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

Eastern Oregon Job Vacancies by Hourly Wage Range, 2024

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	2,583	\$24.81	78%	89%	37%	51%	69%
Less than \$20	1,233	\$16.23	66%	87%	3%	37%	63%
\$20 through \$29.99	706	\$22.78	82%	82%	59%	76%	70%
\$30 and up	503	\$48.69	94%	100%	86%	58%	92%
Unknown	141	-	97%	100%	54%	27%	43%

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

41% VACANCIES IN OREGON WERE IN THE PORTLAND TRI-COUNTY (PORTLAND METRO AND CLACKAMAS) AREA.

Oregon Job Vacancies by Geography, 2024

Geography	Vacancies	Average Hourly Wage	Full-time Positions	Permanent Positions	Require Education Beyond High School	Require Previous Experience	Difficult to Fill
Oregon Statewide	57,767	\$25.37	79%	94%	39%	55%	55%
Portland Metro	16,941	\$27.63	84%	97%	40%	61%	43%
Mid-Valley	8,382	\$24.30	75%	90%	45%	49%	49%
Clackamas	6,695	\$28.00	79%	94%	44%	54%	51%
Lane	6,396	\$23.94	70%	93%	32%	50%	59%
East Cascades	5,941	\$22.68	78%	92%	24%	53%	74%
Rogue Valley	3,763	\$23.82	75%	94%	46%	46%	60%
Northwest Oregon	3,346	\$23.75	83%	91%	36%	56%	68%
Eastern Oregon	2,583	\$24.81	78%	89%	37%	51%	69%
Southwestern Oregon	2,476	\$21.86	75%	96%	31%	49%	64%
Multi-area or unknown	1,244	\$32.73	94%	97%	67%	95%	52%

Source: Oregon Employment Department

JOB VACANCIES HAVE DECREASED SINCE 2023 IN ALL AREAS OF THE STATE.

Oregon Job Vacancies by Geography, 2019-2024

Geography	2019	2020	2021	2022	2023	2024	Change from 2023
Oregon Statewide	57,241	44,408	96,887	103,977	72,815	57,767	-21%
Portland Metro	21,218	13,429	28,014	30,991	21,685	16,941	-22%
Mid-Valley	7,091	6,995	12,681	15,083	9,190	8,382	-9%
East Cascades	5,673	4,402	10,771	10,697	9,024	5,941	-34%
Clackamas	5,795	3,921	10,088	11,934	7,481	6,695	-11%
Lane	5,414	4,029	8,857	10,003	7,704	6,396	-17%
Rogue Valley	4,134	3,749	8,752	8,934	5,214	3,763	-28%
Northwest Oregon	3,357	2,255	7,311	6,624	4,684	3,346	-29%
Southwestern Oregon	1,745	2,195	4,801	4,298	3,301	2,476	-25%
Eastern Oregon	2,147	2,527	4,199	4,399	3,035	2,583	-15%
Multi-area or unknown	667	906	1,413	1,014	1,497	1,244	-17%

Source: Oregon Employment Department



SHARE YOUR FEEDBACK!

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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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