

HELP WANTED IN LANE COUNTY

RESULTS FROM THE 2024 JOB VACANCY SURVEY

FEBRUARY 2025

LANE COUNTY HAD ROUGHLY 6,400 JOB VACANCIES AT ANY GIVEN TIME IN 2024.

We surveyed 1,700 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 57,800 VACANCIES AT ANY GIVEN TIME IN 2024.

Oregon Private Job Vacancies

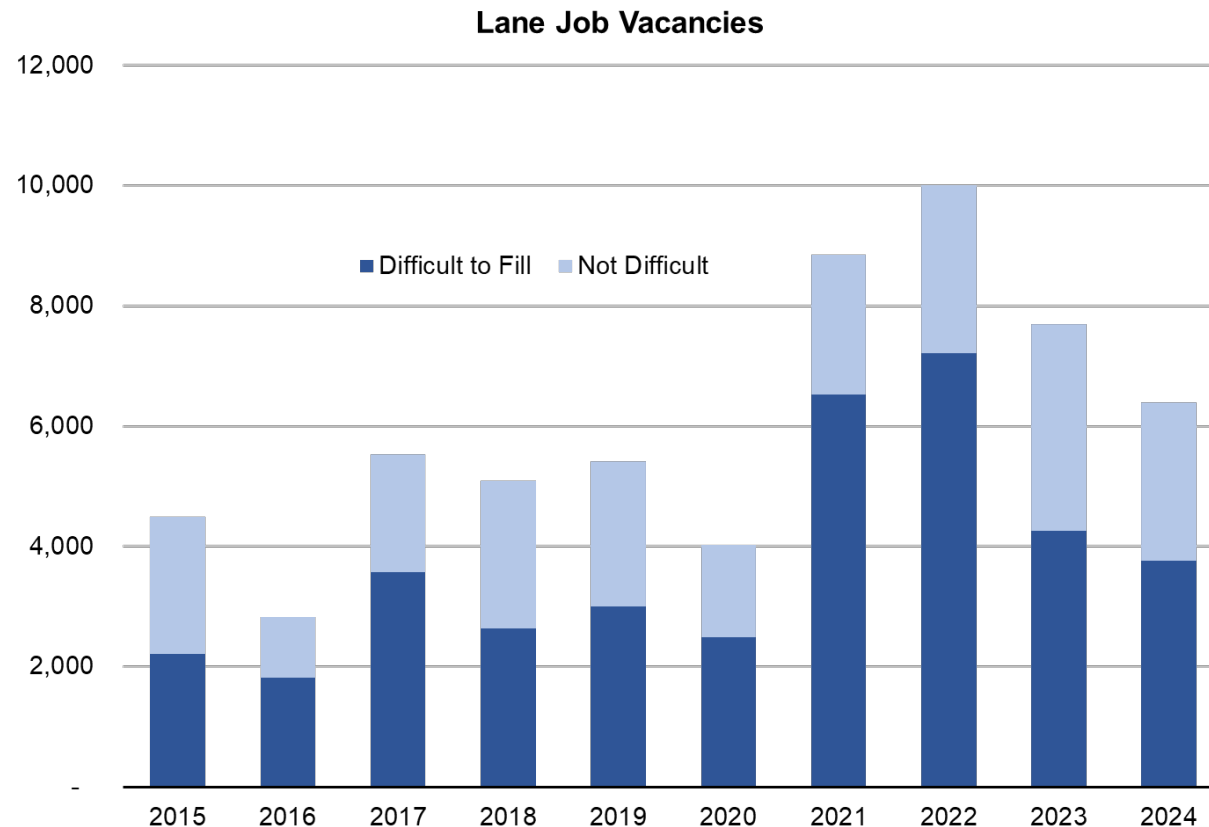
| | 2019 | 2020 | 2021 | 2022 | 2023 | 2024 |
|--|---------------|---------------|---------------|----------------|---------------|---------------|
| Vacancies | 57,241 | 44,408 | 96,887 | 103,977 | 72,815 | 57,767 |
| Average Hourly Wage | \$18.81 | \$18.05 | \$19.69 | \$21.66 | \$25.13 | \$25.37 |
| 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.

LANE VACANCIES CONTINUED TO DECLINE IN 2024.



Source: Oregon Employment Department

AROUND 18% VACANCIES HAD BEEN OPEN FOR 60 DAYS OR LONGER – DOWN FROM 25% IN 2023

Lane County 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 | 6,396 | \$23.94 | 59% |
| < 30 Days | 1,924 | \$21.77 | 45% |
| 30-59 Days | 1,459 | \$23.75 | 42% |
| 60+ Days | 1,111 | \$32.19 | 91% |
| Always Open | 1,719 | \$20.64 | 70% |
| Unknown | 183 | \$37.56 | 37% |

A higher share of these longer-term vacancies were reported as difficult to fill, at 91%.

Source: Oregon Employment Department

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

Lane County Job Vacancies by Industry, 2024

| Industry | Vacancies | Average Wage |
|--|------------------|---------------------|
| All Industries | 6,396 | \$23.94 |
| Health care and social assistance | 2,251 | \$24.84 |
| Leisure and hospitality | 917 | \$15.55 |
| Manufacturing | 722 | \$27.08 |
| Retail trade | 687 | \$20.89 |
| Financial activities | 408 | \$34.61 |
| Other services | 362 | \$22.87 |
| Construction | 337 | \$27.07 |
| Professional, scientific, and technical services | 288 | \$25.06 |
| Wholesale trade | 140 | \$22.30 |
| Management, administrative, and waste services | 137 | \$26.32 |
| Private educational services | 60 | \$26.03 |
| Information | 46 | \$25.24 |
| Transportation, warehousing, and utilities | 41 | \$23.46 |

Source: Oregon Employment Department

THE HEALTH CARE SUPPORT OCCUPATION GROUP HAD MOST VACANCIES IN 2024.

Lane County Job Vacancies by Occupation Group, 2024

| Occupation Group | Vacancies | Average Wage |
|---|------------------|---------------------|
| All Occupations | 6,396 | \$23.94 |
| Health Care Support | 1,080 | \$19.80 |
| Food Preparation and Serving Related | 797 | \$15.29 |
| Office and Administrative Support | 560 | \$19.67 |
| Production | 444 | \$19.33 |
| Transportation and Material Moving | 436 | \$19.80 |
| Management | 421 | \$49.27 |
| Health Care Practitioners and Technical | 418 | \$42.94 |
| Business and Financial Operations | 398 | \$24.45 |
| Installation, Maintenance, and Repair | 373 | \$29.22 |
| Sales and Related | 319 | \$19.01 |

Source: Oregon Employment Department

AREA BUSINESSES WERE HIRING FOR A VARIETY OF JOBS ACROSS THE ECONOMY IN 2024. THEY REPORTED VACANCIES FOR 155 DIFFERENT OCCUPATIONS.

Top Lane County Occupations With the Highest Number of Job Vacancies, 2024

| Occupation | Vacancies |
|--|--------------|
| All Occupations | 6,396 |
| Personal Care Aides | 545 |
| Fast Food and Counter Workers | 421 |
| Nursing Assistants | 293 |
| Registered Nurses | 205 |
| Automotive Service Technicians and Mechanics | 194 |
| Office Clerks, General | 193 |
| Business Operations Specialists, All Other | 178 |
| Preschool Teachers, Except Special Education | 156 |
| Cooks, Fast Food | 118 |
| Cooks, Restaurant | 117 |

Source: Oregon Employment Department

EMPLOYERS HAD MORE DIFFICULTY FILLING VACANCIES IN SOME OCCUPATIONS.

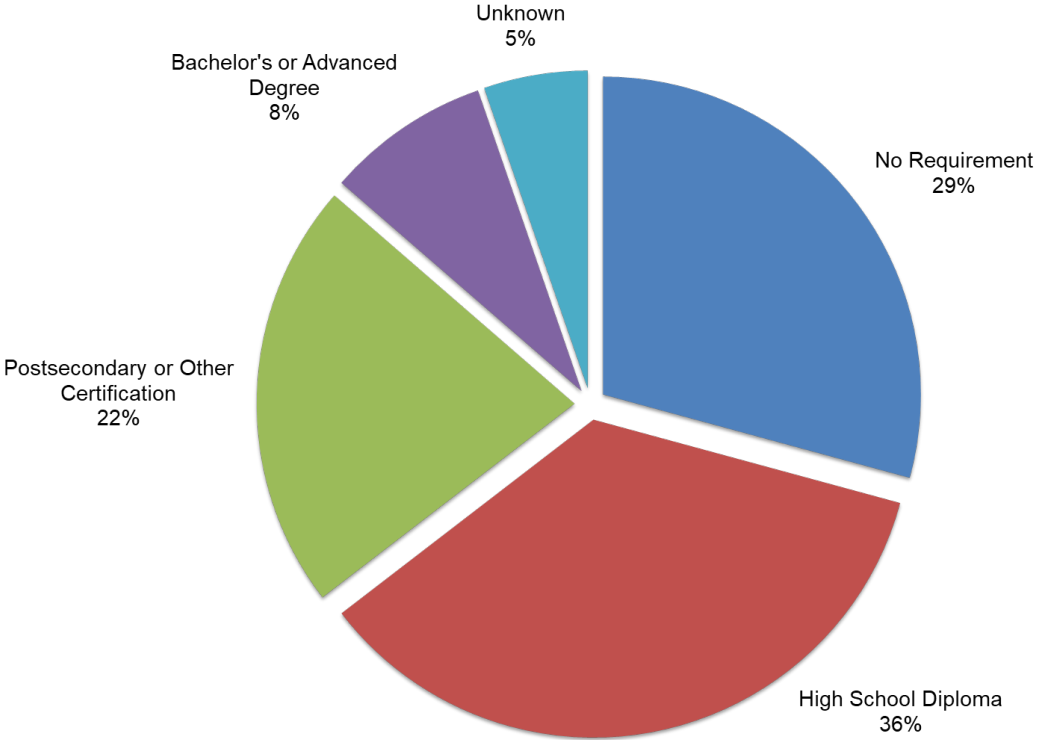
Top Lane County Occupations With the Highest Number of Difficult-to-Fill Job Vacancies, 2024

| Occupation | Vacancies |
|---|------------------|
| Difficult-to-Fill Vacancies in All Occupations | 3,764 |
| Personal Care Aides | 335 |
| Fast Food and Counter Workers | 244 |
| Nursing Assistants | 221 |
| Registered Nurses | 176 |
| Automotive Service Technicians and Mechanics | 171 |
| Business Operations Specialists, All Other | 121 |
| Cooks, Fast Food | 118 |
| Office Clerks, General | 91 |
| Sales Managers | 83 |
| Tax Preparers | 68 |

Source: Oregon Employment Department

ALMOST TWO-THIRDS OF THE LANE COUNTY JOB VACANCIES REQUIRED NO EDUCATION BEYOND HIGH SCHOOL.

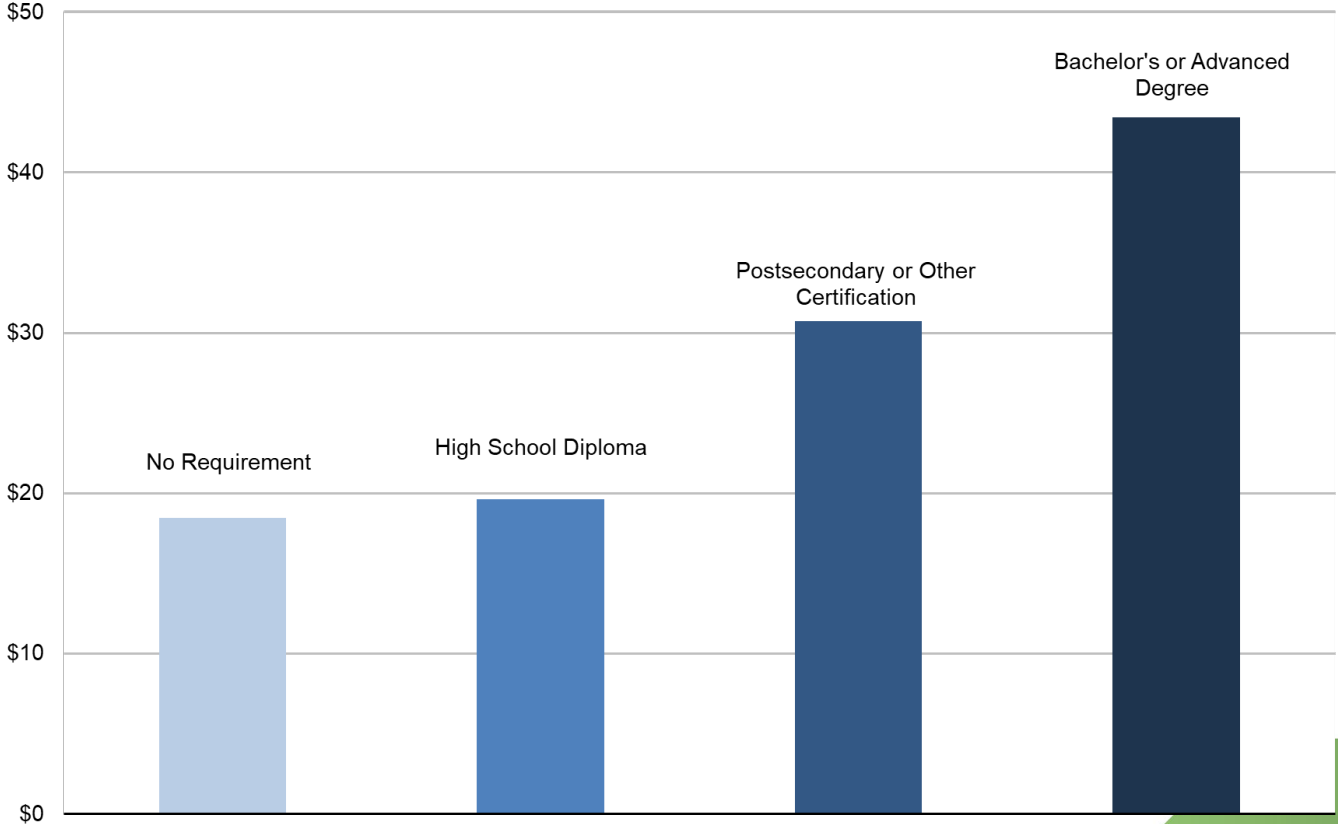
Lane County Job Vacancies by Education Requirement, 2024



Source: Oregon Employment Department

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

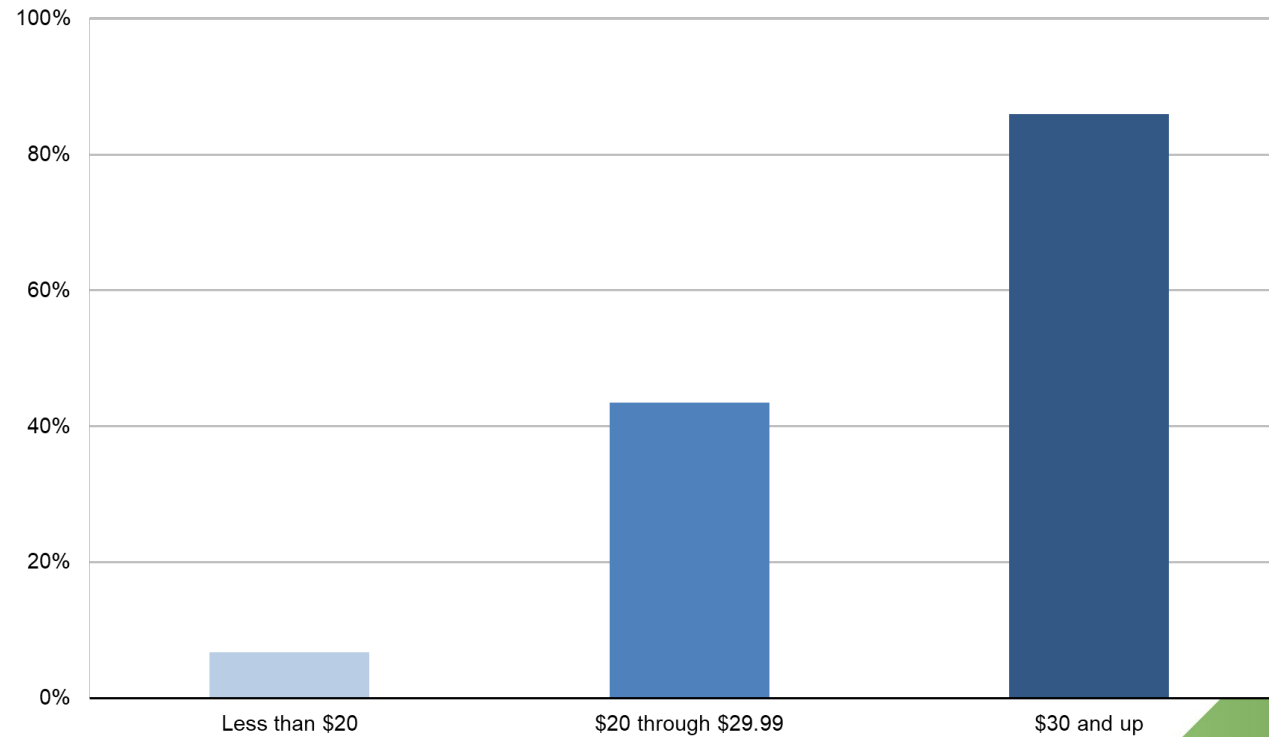
Average Hourly Wage for Lane County Job Vacancies by Education Requirement, 2024



Source: Oregon Employment Department

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

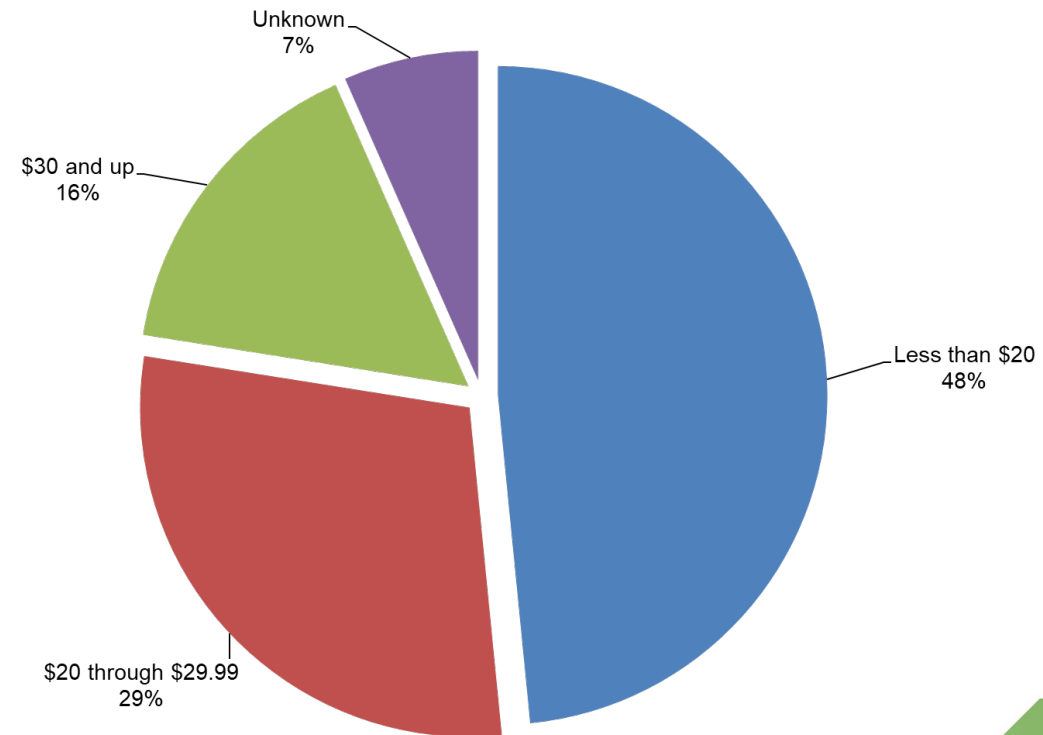
Share of Lane County Job Vacancies Requiring Education Beyond High School by Hourly Wage Range, 2024



Source: Oregon Employment Department

ALMOST HALF OF VACANCIES IN LANE COUNTY HAD WAGES STARTING AT LESS THAN \$20 PER HOUR.

Lane County Job Vacancies by Hourly Wage, 2024



Source: Oregon Employment Department

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

Lane County Job Vacancies by Required Education Level, 2024

| Required Education Level | Vacancies | Average Hourly Wage | Full-time Positions | Permanent Positions | Require Previous Experience | Difficult to Fill |
|--------------------------------------|--------------|---------------------|---------------------|---------------------|-----------------------------|-------------------|
| All Education Levels | 6,396 | \$23.94 | 70% | 93% | 50% | 59% |
| No Requirement | 1,869 | \$18.45 | 69% | 96% | 27% | 51% |
| High School Diploma | 2,261 | \$19.61 | 57% | 88% | 49% | 55% |
| Postsecondary or Other Certification | 1,394 | \$30.74 | 80% | 94% | 71% | 77% |
| Bachelor's or Advanced Degree | 534 | \$43.42 | 95% | 98% | 97% | 72% |
| Unknown | 338 | \$29.93 | 86% | 100% | 19% | 26% |

Source: Oregon Employment Department

HALF (50%) OF ALL LANE COUNTY VACANCIES REQUIRE PREVIOUS WORK EXPERIENCE.

Lane County Job Vacancies by Experience Requirement, 2024

| Prior Experience Required | Vacancies | Average Wage |
|----------------------------------|------------------|---------------------|
| All Requirements | 6,396 | \$23.94 |
| No Requirement | 2,782 | \$18.09 |
| <1 Year | 853 | \$22.61 |
| 1-5 Years | 1,954 | \$27.30 |
| 5+ Years | 374 | \$55.34 |
| Unknown | 433 | \$30.81 |

Source: Oregon Employment Department

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

Lane County Job Vacancies by Hourly Wage Range, 2024

| 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 | 6,396 | \$23.94 | 70% | 93% | 32% | 50% | 59% |
| Less than \$20 | 3,098 | \$16.62 | 51% | 92% | 7% | 25% | 53% |
| \$20 through \$29.99 | 1,859 | \$23.70 | 94% | 95% | 43% | 75% | 66% |
| \$30 and up | 1,016 | \$46.70 | 78% | 91% | 86% | 87% | 81% |
| Unknown | 423 | - | 93% | 100% | 53% | 30% | 19% |

Source: Oregon Employment Department

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% OF 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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