

HELP WANTED IN THE MID-VALLEY

**RESULTS FROM THE 2024
JOB VACANCY SURVEY**

FEBRUARY 2025

THE MID-VALLEY HAD ROUGHLY 8,400 JOB VACANCIES AT ANY GIVEN TIME IN 2024.

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
- 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%

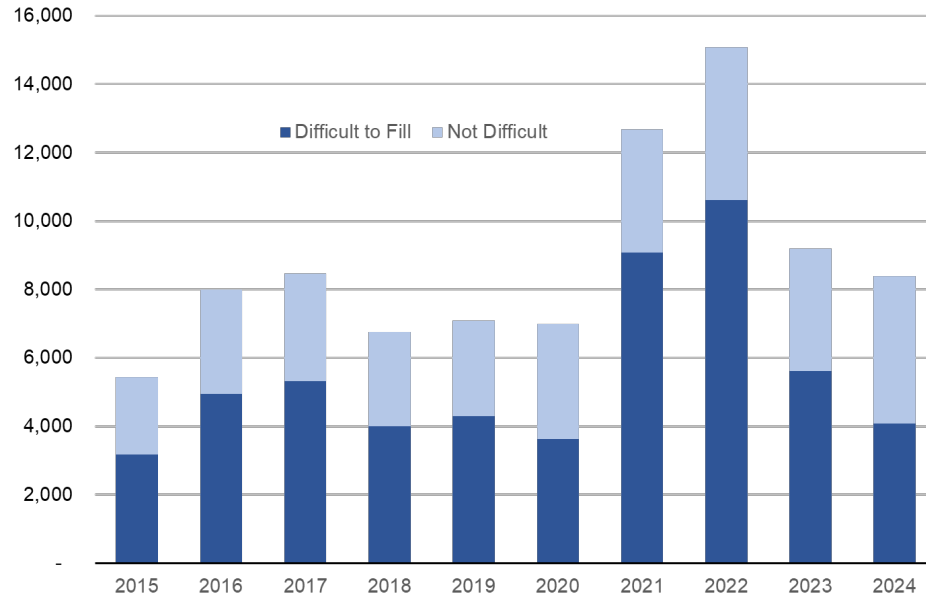
Source: Oregon Employment Department

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.

THE NUMBER OF MID-VALLEY VACANCIES RETURNED TO PRE-PANDEMIC LEVELS IN 2024.

Mid-Valley Job Vacancies



Source: Oregon Employment Department

26% OF VACANCIES IN 2024 HAD BEEN OPEN FOR 60 DAYS OR LONGER. 57% OF THESE VACANCIES WERE REPORTED AS DIFFICULT TO FILL.

Mid-Valley 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	8,382	\$24.30	49%
< 30 Days	2,861	\$20.07	34%
30-59 Days	1,865	\$26.12	58%
60+ Days	2,107	\$29.55	57%
Always Open	1,321	\$21.74	60%
Unknown	228	\$15.50	7%

Source: Oregon Employment Department

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

Mid-Valley Job Vacancies by Industry, 2024

Industry	Vacancies	Average Wage
All Industries	8,382	\$24.30
Health care and social assistance	3,249	\$28.06
Manufacturing	877	\$19.14
Leisure and hospitality	602	\$16.83
Wholesale trade	598	\$27.87
Professional, scientific, and technical services	502	\$26.07
Retail trade	449	\$16.80
Transportation, warehousing, and utilities	376	\$25.77
Management, administrative, and waste services	361	\$19.75
Construction	346	\$32.39
Other services	338	\$20.29
Financial activities	300	\$26.25
Natural resources and mining	226	\$25.37
Private educational services	18	\$17.35
<i>Unknown industry excluded</i>		

Source: Oregon Employment Department

HEALTH CARE PRACTITIONERS AND TECHNICAL OCCUPATIONS REPRESENTED THE GROUP WITH THE MOST VACANCIES, FOLLOWED BY HEALTH CARE SUPPORT.

Mid-Valley Job Vacancies by Occupation Group, 2024

Occupation Group	Vacancies	Average Wage
All Occupations	8,382	\$24.30
Health Care Practitioners and Technical	1,187	\$52.05
Health Care Support	934	\$19.18
Transportation and Material Moving	872	\$22.26
Production	684	\$19.26
Food Preparation and Serving Related	680	\$16.41
Sales and Related	609	\$22.12
Office and Administrative Support	559	\$19.97
Business and Financial Operations	497	\$31.38
Community and Social Service	491	\$27.75
Management	394	\$32.59

Source: Oregon Employment Department

AREA BUSINESSES WERE HIRING FOR A VARIETY OF JOBS ACROSS THE ECONOMY IN 2024. THEY REPORTED VACANCIES FOR 172 DIFFERENT OCCUPATIONS.

Top Mid-Valley Occupations With the Highest Number of Job Vacancies, 2024

<u>Occupation</u>	<u>Vacancies</u>
All Occupations	8,382
Personal Care Aides	447
Heavy and Tractor-Trailer Truck Drivers	376
Registered Nurses	350
Fast Food and Counter Workers	258
Family Medicine Physicians	171
Retail Salespersons	170
Pump Operators, Except Wellhead Pumpers	170
Sales Representatives, Wholesale and Manufacturing, Except Technical and Scientific Products	161
Cashiers	141
Office and Administrative Support Workers, All Other	138

Source: Oregon Employment Department

EMPLOYERS HAD MORE DIFFICULTY FILLING VACANCIES IN SOME OCCUPATIONS.

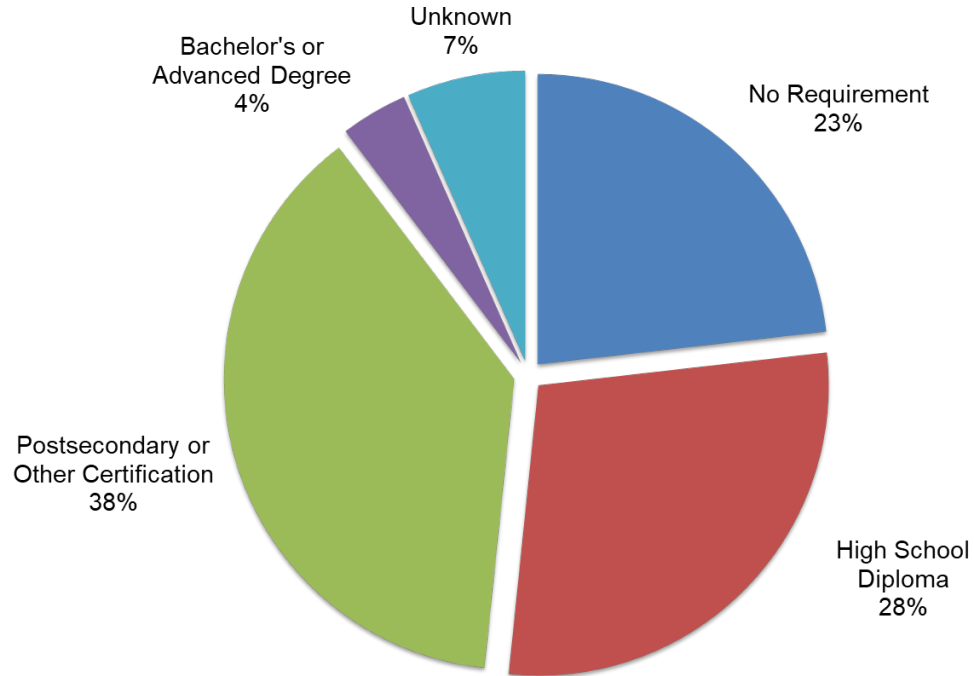
Top Mid-Valley Occupations With the Highest Number of Difficult-to-Fill Job Vacancies, 2024

<u>Occupation</u>	<u>Vacancies</u>
Difficult-to-Fill Vacancies in All Occupations	4,076
Heavy and Tractor-Trailer Truck Drivers	291
Personal Care Aides	217
Office and Administrative Support Workers, All Other	129
Team Assemblers	113
Sales Representatives, Wholesale and Manufacturing, Except Technical and Scientific Products	110
Logging Workers, All Other	102
Chefs and Head Cooks	94
Dental Hygienists	93
Brickmasons and Blockmasons	87
Food Processing Workers, All Other	85

Source: Oregon Employment Department

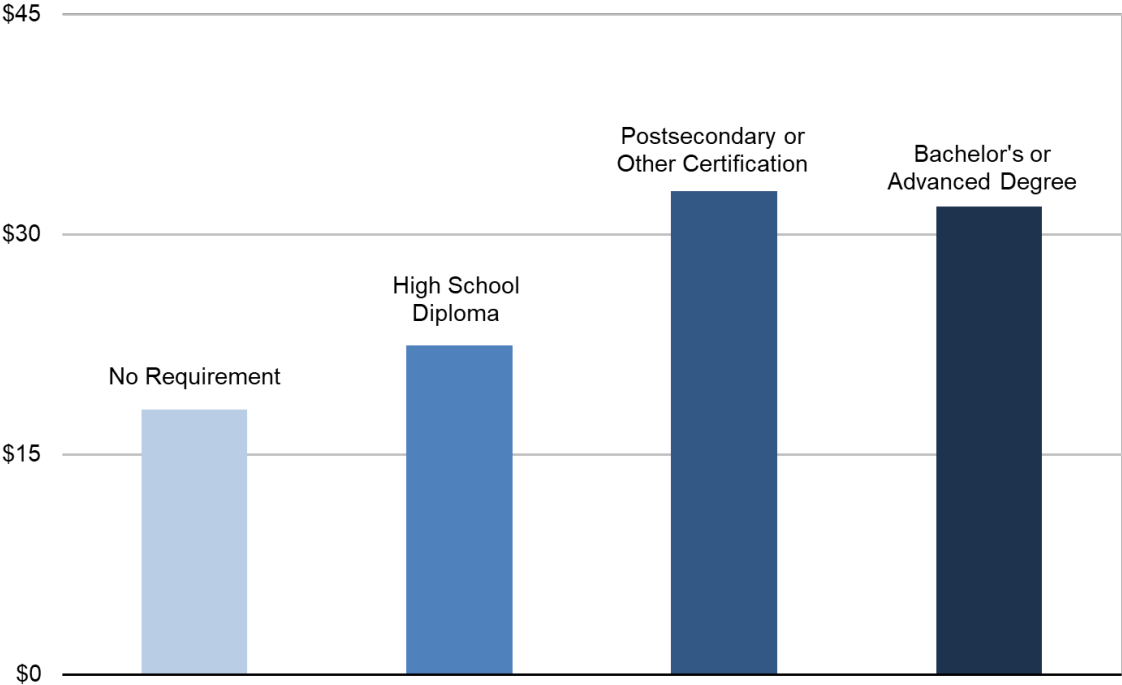
OVER HALF (51%) OF MID-VALLEY JOB VACANCIES REQUIRED NO EDUCATION BEYOND HIGH SCHOOL.

Mid-Valley Job Vacancies by Education Requirement, 2024



Source: Oregon Employment Department

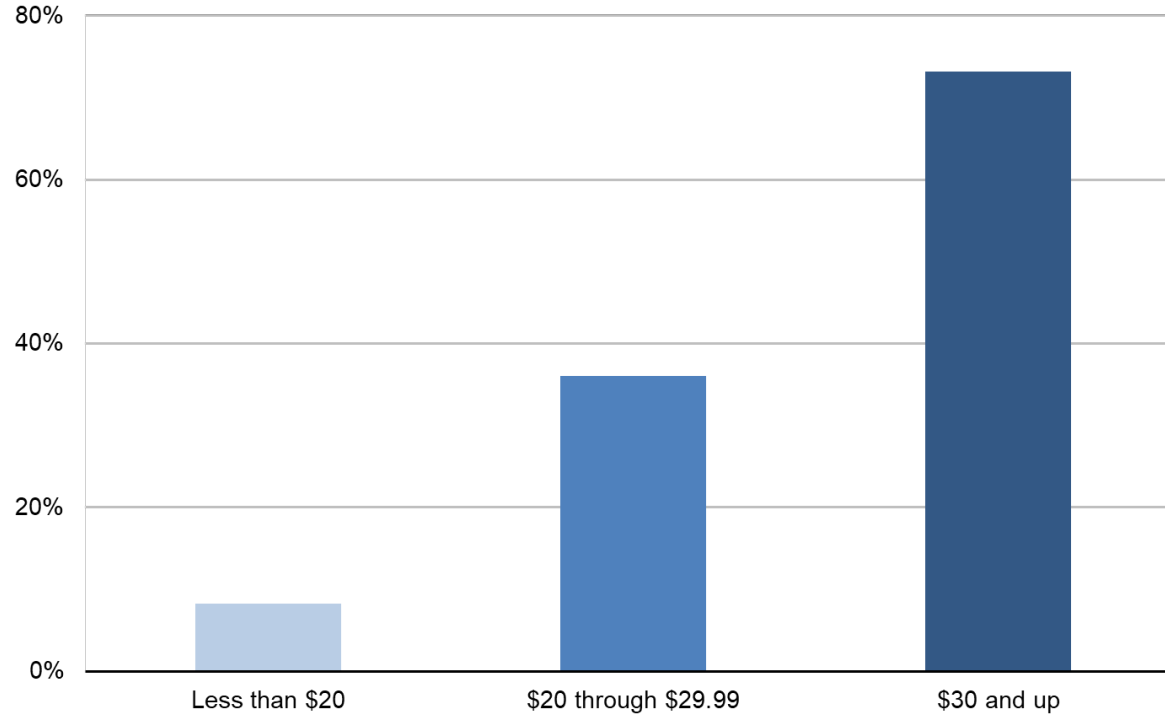
Average Hourly Wage for Mid-Valley Job Vacancies by Education Requirement, 2024



Source: Oregon Employment Department

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

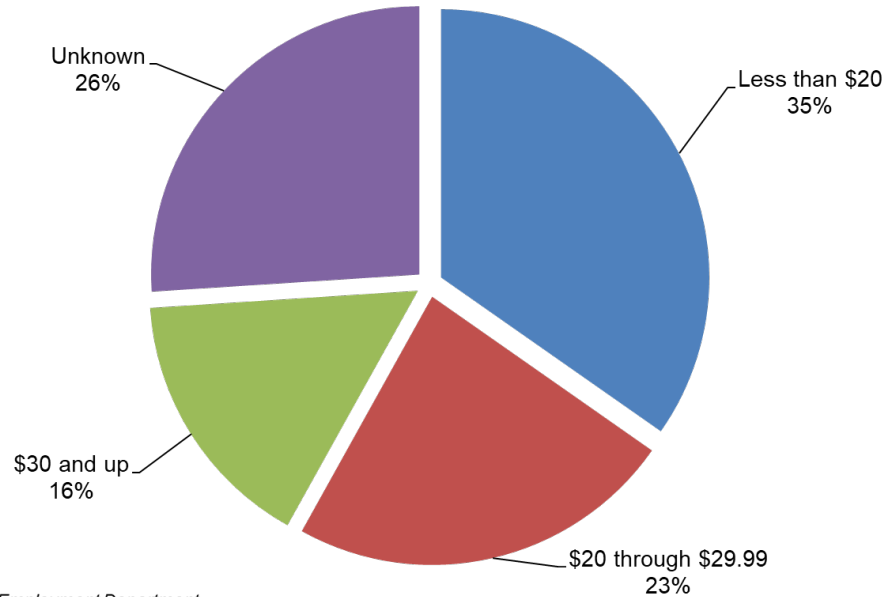
Share of Mid-Valley Job Vacancies Requiring Education Beyond High School by Hourly Wage Range, 2024



Source: Oregon Employment Department

AROUND A THIRD (35%) OF JOB VACANCIES PAID LESS THAN \$20 PER HOUR.

Mid-Valley Job Vacancies by Hourly Wage, 2024



Source: Oregon Employment Department

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

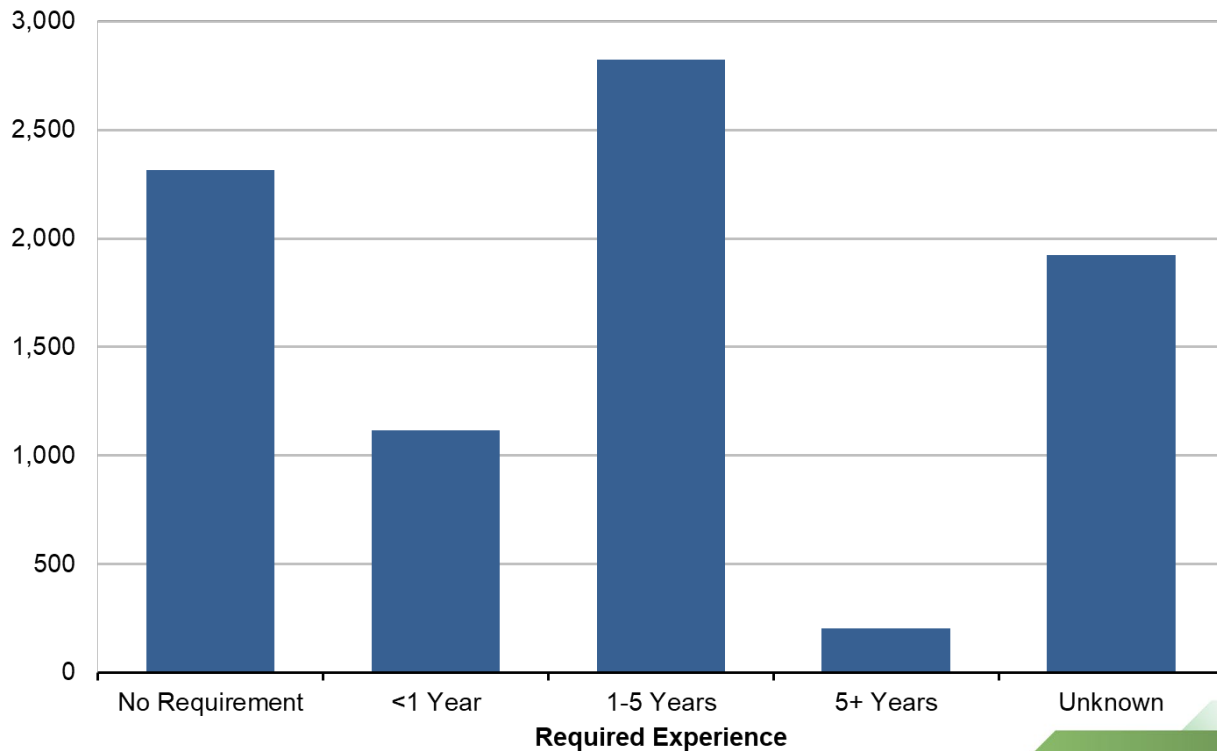
Mid-Valley Job Vacancies by Required Education Level, 2024

Required Education Level	Vacancies	Average Hourly Wage	Full-time Positions	Permanent Positions	Require Previous Experience	Difficult to Fill
All Education Levels	8,382	\$24.30	75%	90%	49%	49%
No Requirement	1,944	\$18.07	58%	85%	31%	56%
High School Diploma	2,384	\$22.44	81%	90%	70%	55%
Postsecondary or Other Certification	3,189	\$32.95	79%	91%	50%	49%
Bachelor's or Advanced Degree	312	\$31.89	97%	94%	85%	34%
Unknown	553	\$24.62	78%	93%	2%	5%

Source: Oregon Employment Department

CLOSE TO HALF (49%) OF ALL MID-VALLEY VACANCIES REQUIRE PREVIOUS WORK EXPERIENCE.

Mid-Valley Job Vacancies by Required Previous Experience, 2024



Source: Oregon Employment Department

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

Mid-Valley 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	8,382	\$24.30	75%	90%	45%	49%	49%
Less than \$20	2,910	\$16.58	58%	83%	8%	36%	55%
\$20 through \$29.99	1,958	\$23.97	90%	94%	36%	80%	65%
\$30 and up	1,333	\$41.62	90%	100%	73%	92%	83%
Unknown	2,181	-	77%	88%	96%	15%	4%

Source: Oregon Employment Department

Employers had the most difficulty filling their high-wage vacancies, with 83% 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% 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!

PAT O'CONNOR, REGIONAL ECONOMIST

PATRICK.S.OCONNOR@EMPLOY.OREGON.GOV (503) 400-4374

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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