

HELP WANTED IN THE MID-VALLEY

**RESULTS FROM THE 2023
JOB VACANCY SURVEY**

FEBRUARY 2024

THE MID-VALLEY HAD ROUGHLY 9,200 JOB VACANCIES AT ANY GIVEN TIME IN 2023.

We surveyed 1,900 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 72,800 VACANCIES AT ANY GIVEN TIME IN 2023.

Oregon Job Vacancies

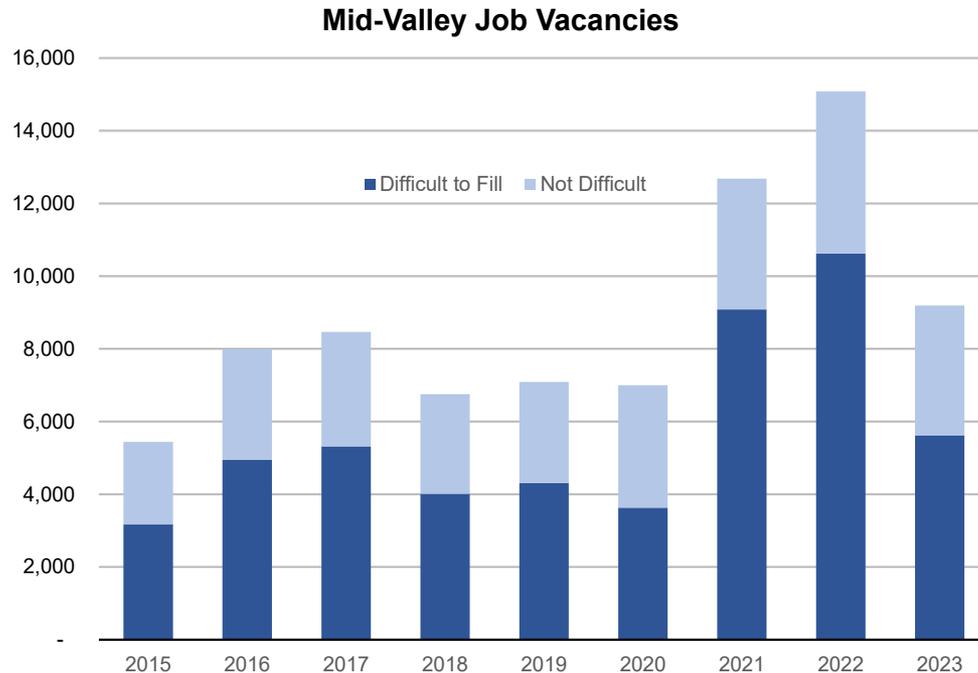
	2019	2020	2021	2022	2023
Vacancies	57,241	44,408	96,887	103,977	72,815
Average Hourly Wage	\$18.81	\$18.05	\$19.69	\$21.66	\$25.13
Full-time Positions	77%	79%	78%	81%	82%
Permanent Positions	93%	92%	93%	94%	94%
Requiring Education Beyond High School	34%	33%	30%	29%	39%
Requiring Previous Experience	57%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

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.

Source: Oregon Employment Department

THE NUMBER OF MID-VALLEY VACANCIES DECLINED IN 2023 AFTER TWO YEARS OF RECORD HIGHS.



Source: Oregon Employment Department

24% OF VACANCIES IN 2023 HAD BEEN OPEN FOR 60 DAYS OR LONGER. 80% OF THESE VACANCIES WERE REPORTED AS DIFFICULT TO FILL.

Mid-Valley 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	9,190	\$23.51	61%
< 30 Days	2,512	\$21.96	36%
30-59 Days	1,562	\$23.27	71%
60+ Days	2,116	\$25.36	78%
Always Open	2,449	\$23.54	80%
Unknown	551	\$32.51	4%

Source: Oregon Employment Department

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

Mid-Valley Job Vacancies by Industry, 2023

Industry	Vacancies	Average Wage
All Industries	9,190	\$23.51
Health care and social assistance	3,329	\$25.21
Management, administrative, and waste services	1,104	\$22.28
Construction	996	\$29.69
Leisure and hospitality	839	\$15.56
Manufacturing	578	\$21.23
Retail trade	516	\$17.68
Financial activities	385	\$27.94
Natural resources and mining	379	\$21.42
Other services	357	\$18.98
Transportation, warehousing, and utilities	206	\$20.62
Professional, scientific, and technical services	183	\$23.44
Private educational services	162	\$14.00
Wholesale trade	156	\$30.76

Source: Oregon Employment Department

HEALTH CARE SUPPORT OCCUPATIONS REPRESENTED THE GROUP WITH THE MOST VACANCIES, FOLLOWED BY OFFICE AND ADMINISTRATIVE SUPPORT.

Mid-Valley Job Vacancies by Occupation Group, 2023

<u>Occupation Group</u>	<u>Vacancies</u>	<u>Average Wage</u>
All Occupations	9,190	\$23.51
Health Care Support	1,306	\$20.77
Office and Administrative Support	924	\$19.72
Health Care Practitioners and Technical	836	\$40.83
Food Preparation and Serving Related	810	\$15.32
Construction and Extraction	686	\$30.70
Installation, Maintenance, and Repair	625	\$25.58
Sales and Related	572	\$21.20
Education, Training, and Library	478	\$17.59
Production	463	\$19.62
Community and Social Service	410	\$21.85
Business and Financial Operations	368	\$26.98
Management	318	\$31.38
Transportation and Material Moving	287	\$20.02
Building and Grounds Cleaning and Maintenance	229	\$18.05

Source: Oregon Employment Department

AREA BUSINESSES WERE HIRING FOR A VARIETY OF JOBS ACROSS THE ECONOMY IN 2023. THEY REPORTED VACANCIES FOR 160 DIFFERENT OCCUPATIONS.

Top Mid-Valley Occupations With the Highest Number of Job Vacancies, 2023

<u>Occupation</u>	<u>Vacancies</u>
All Occupations	9,190
Personal Care Aides	631
Customer Service Representatives	369
Registered Nurses	293
Teaching Assistants, Preschool, Elementary, Middle, and Secondary School, Except Special Education	266
Medical Assistants	254
Fast Food and Counter Workers	249
Landscaping and Groundskeeping Workers	202
Retail Salespersons	189
Heavy and Tractor-Trailer Truck Drivers	179
Nursing Assistants	177
Construction Laborers	175
Office Clerks, General	174
Dental Assistants	173
Licensed Practical and Licensed Vocational Nurses	169
Dental Hygienists	138

Source: Oregon Employment Department

EMPLOYERS HAD MORE DIFFICULTY FILLING VACANCIES IN SOME OCCUPATIONS.

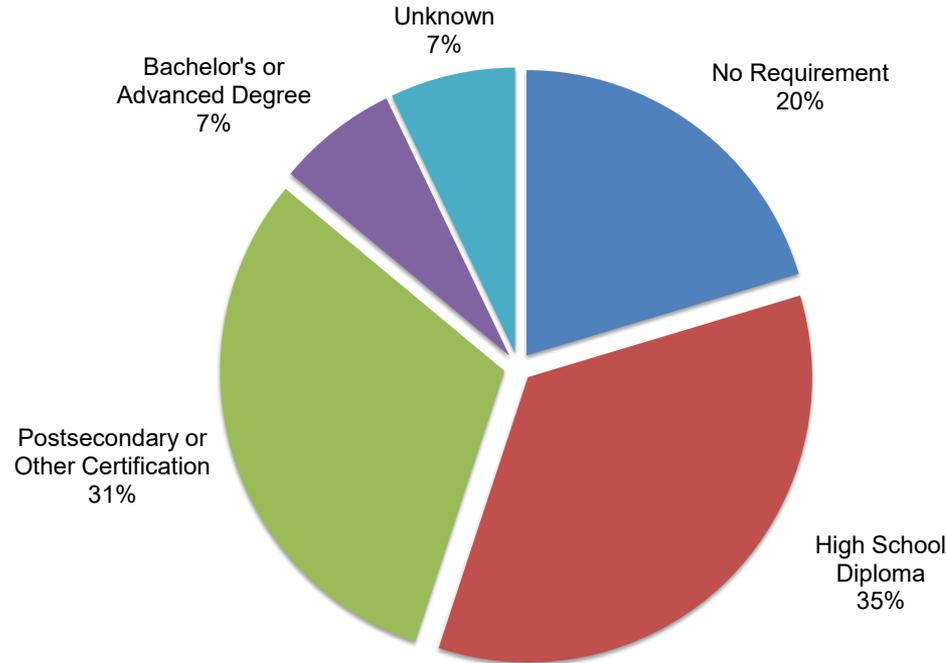
Top Mid-Valley Occupations With the Highest Number of Difficult-to-Fill Job Vacancies, 2023

<u>Occupation</u>	<u>Vacancies</u>
Difficult-to-Fill Vacancies in All Occupations	5,622
Personal Care Aides	444
Registered Nurses	248
Medical Assistants	236
Customer Service Representatives	221
Licensed Practical and Licensed Vocational Nurses	169
Dental Assistants	164
Landscaping and Groundskeeping Workers	150
Dental Hygienists	138
Production Workers, All Other	126
Welders, Cutters, Solderers, and Brazers	126
Construction Laborers	122
Lifeguards, Ski Patrol, and Other Recreational Protective	
Service Workers	117
Heavy and Tractor-Trailer Truck Drivers	115
Brickmasons and Blockmasons	97
Office Clerks, General	95

Source: Oregon Employment Department

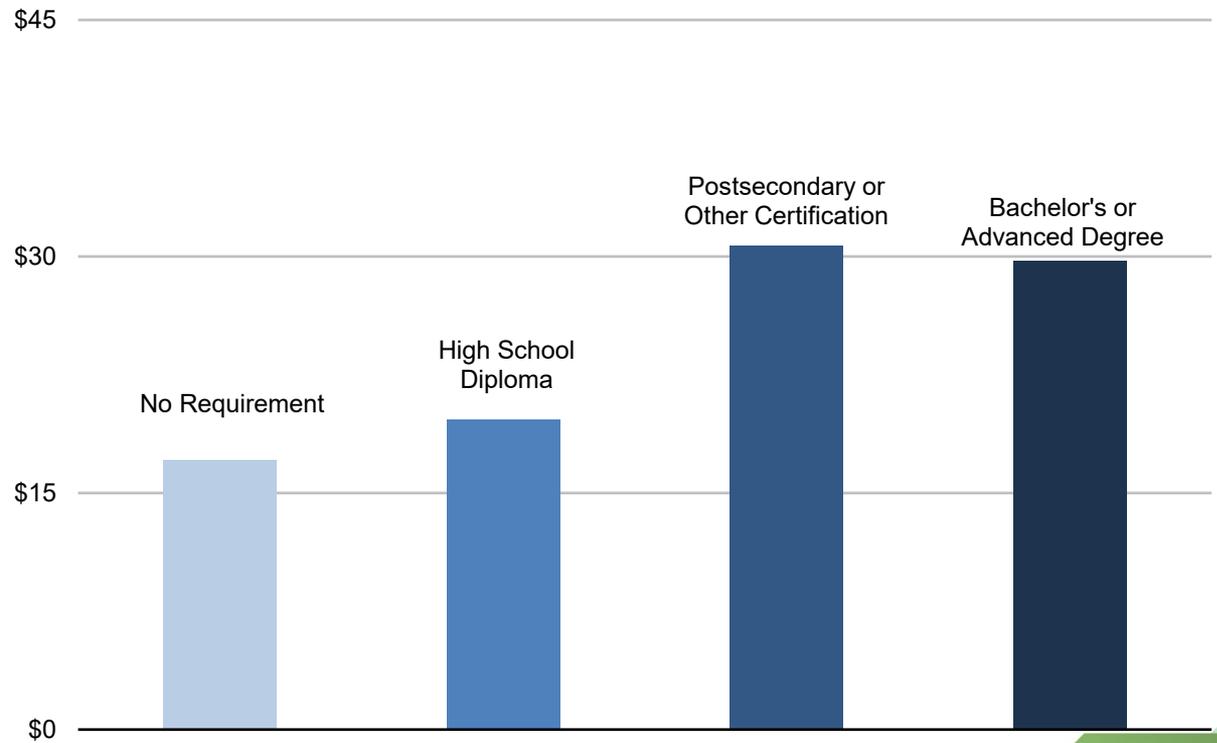
OVER HALF (55%) OF MID-VALLEY JOB VACANCIES REQUIRED NO EDUCATION BEYOND HIGH SCHOOL.

Mid-Valley Job Vacancies by Education Requirement, 2023



Source: Oregon Employment Department

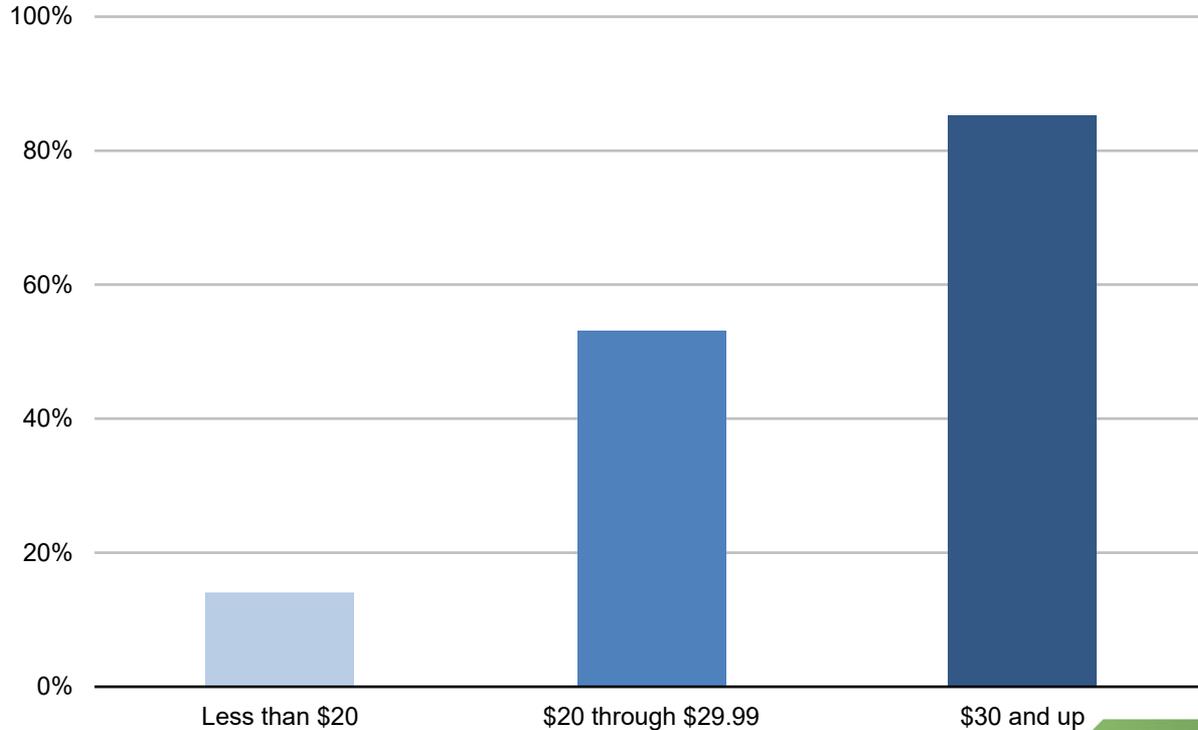
Average Hourly Wage for Mid-Valley Job Vacancies by Education Requirement, 2023



Source: Oregon Employment Department

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

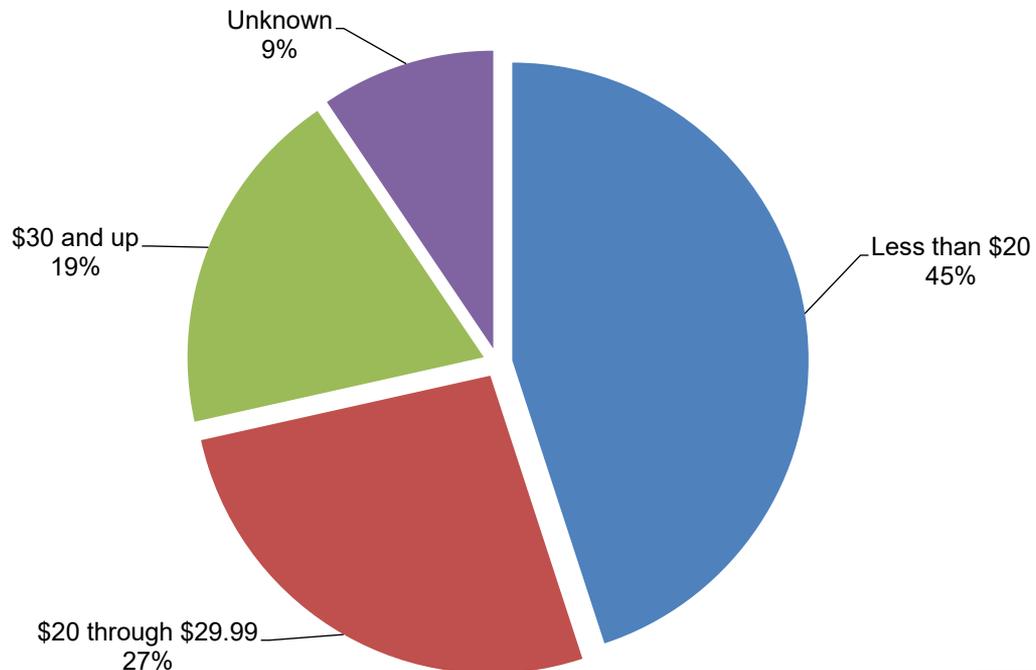
Share of Mid-Valley Job Vacancies Requiring Education Beyond High School by Hourly Wage Range, 2023



Source: Oregon Employment Department

A BIT LESS THAN HALF (45%) OF JOB VACANCIES PAID LESS THAN \$20 PER HOUR.

Mid-Valley Job Vacancies by Hourly Wage, 2023



Source: Oregon Employment Department

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

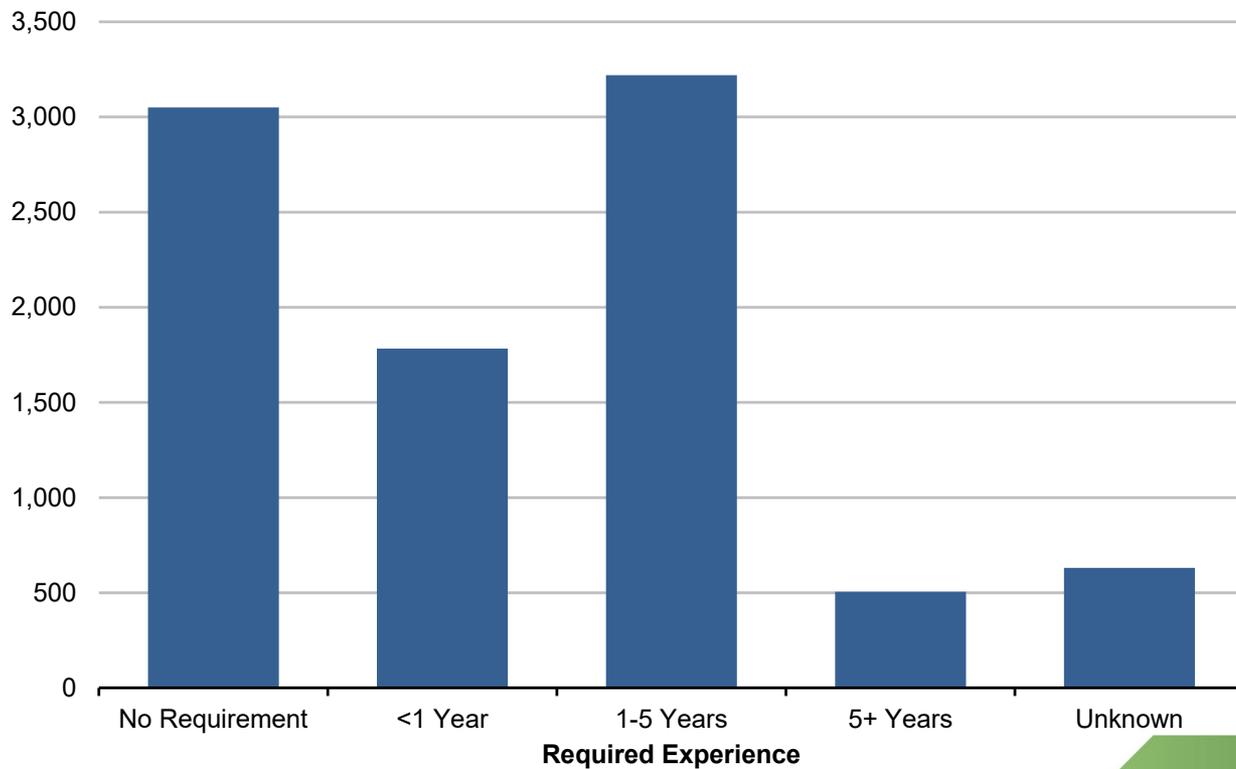
Mid-Valley Job Vacancies by Required Education Level, 2023

Required Education Level	Vacancies	Average Hourly Wage	Full-time Positions	Permanent Positions	Require Previous Experience	Difficult to Fill
All Education Levels	9,190	\$23.51	79%	96%	60%	61%
No Requirement	1,873	\$17.06	54%	90%	36%	62%
High School Diploma	3,190	\$19.66	81%	99%	53%	58%
Postsecondary or Other Certification	2,841	\$30.71	86%	97%	87%	80%
Bachelor's or Advanced Degree	631	\$29.74	96%	100%	93%	41%
Unknown	655	\$26.46	90%	93%	15%	13%

Source: Oregon Employment Department

MORE THAN HALF (60%) OF ALL MID-VALLEY VACANCIES REQUIRE PREVIOUS WORK EXPERIENCE.

Mid-Valley Job Vacancies by Required Previous Experience, 2023



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, 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	9,190	\$23.51	79%	96%	41%	60%	61%
Less than \$20	4,132	\$16.55	63%	94%	14%	49%	56%
\$20 through \$29.99	2,441	\$23.14	93%	97%	53%	71%	68%
\$30 and up	1,745	\$40.54	92%	98%	85%	84%	87%
Unknown	872	-	88%	96%	53%	34%	15%

Source: Oregon Employment Department

Employers had the most difficulty filling their high-wage vacancies, with 87% 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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