



Help Wanted in Northwest Oregon

Results from the 2021 Job Vacancy Survey



Northwest Oregon had roughly 7,300 job vacancies at any given time in 2021.

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
- 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 97,000 vacancies at any given time in 2021.

Oregon Job Vacancies

	2019	2020	2021
Vacancies	57,241	44,408	96,887
Average Hourly Wage	\$18.81	\$18.05	\$19.69
Full-time Positions	77%	79%	78%
Permanent Positions	93%	92%	93%
Requiring Education Beyond High School	34%	33%	30%
Requiring Previous Experience	57%	53%	53%
Difficult to Fill	57%	51%	72%

Source: Oregon Employment Department

The number of vacancies reached record levels in 2021, as the economy recovered from the pandemic recession in 2020. In another record, employers reported about seven out of 10 openings were difficult to fill in 2021.

Other 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. About one-third require education beyond high school and half require previous experience.



The number of Northwest Oregon vacancies was higher in 2021 than at any time in the survey's history since 2015.



One-third (33%) of vacancies in 2021 had been open for 60 days or longer – up from 23% in 2019. Almost all of these vacancies were reported as difficult to fill.

**Northwest Oregon Job Vacancies by Length of Time Job
has been Open, 2021**

Length of Time Job has been Open	Vacancies	Average Wage	Difficult to Fill
All Vacancies	7,311	\$16.96	77%
< 30 Days	1,748	\$15.84	58%
30-59 Days	1,450	\$16.88	83%
60+ Days	2,263	\$18.34	98%
Always Open	1,305	\$16.18	86%
Unknown	545	\$18.30	17%



The leisure and hospitality and health care industries reported the most vacancies in 2021.

Northwest Oregon Job Vacancies by Industry, 2021

Industry	Vacancies	Average Wage
All Industries	7,311	\$16.96
Leisure and hospitality	1,957	\$14.29
Health care and social assistance	1,908	\$19.68
Retail trade	1,005	\$14.84
Manufacturing	580	\$16.73
Management, administrative, and waste services	537	\$16.24
Other services	410	\$19.03
Construction	355	\$21.20
Financial activities	181	\$15.62
Natural resources and mining	133	\$18.24
Transportation, warehousing, and utilities	86	\$19.55
Professional, scientific, and technical services	81	\$32.96
Wholesale trade	31	\$12.44
Private educational services	26	n/a
Information	21	n/a



Food preparation and serving, and building and grounds cleaning and maintenance occupations had the most vacancies.

Northwest Oregon Job Vacancies by Occupation Group, 2021

Occupation Group	Vacancies	Average Wage
All Occupations	7,311	\$16.96
Food Preparation and Serving Related	1,171	\$14.09
Building and Grounds Cleaning and Maintenance	1,038	\$14.93
Health Care Support	885	\$16.65
Sales and Related	738	\$14.78
Office and Administrative Support	654	\$14.98
Production	492	\$15.53
Transportation and Material Moving	468	\$17.56
Health Care Practitioners and Technical	362	\$30.49
Construction and Extraction	333	\$20.72
Installation, Maintenance, and Repair	317	\$19.58
Community and Social Service	269	\$20.75
Personal Care and Service	117	\$13.54
Education, Training, and Library	103	\$16.42
Farming, Fishing, and Forestry	80	\$17.84
Management	73	\$42.20
Protective Service	64	\$13.04
Business and Financial Operations	57	\$22.60



Area businesses were hiring for a variety of jobs across the economy in 2021. They reported vacancies for 163 different occupations.

Top Occupations in Northwest Oregon With the Highest Number of Job Vacancies, 2021

Occupation	Vacancies
All Occupations	7,311
Maids and Housekeeping Cleaners	697
Personal Care Aides	499
Retail Salespersons	417
Cashiers	228
Hotel, Motel, and Resort Desk Clerks	222
Landscaping and Groundskeeping Workers	217
Cooks, Restaurant	216
Customer Service Representatives	190
Nursing Assistants	190
Bartenders	183
Waiters and Waitresses	181
Food Preparation Workers	166
Automotive Service Technicians and Mechanics	157
Heavy and Tractor-Trailer Truck Drivers	121
Fast Food and Counter Workers	119
Mental Health Counselors	109
Food Processing Workers, All Other	106
Registered Nurses	98
Roofers	97
Massage Therapists	95



Employers had more difficulty filling vacancies in some occupations.

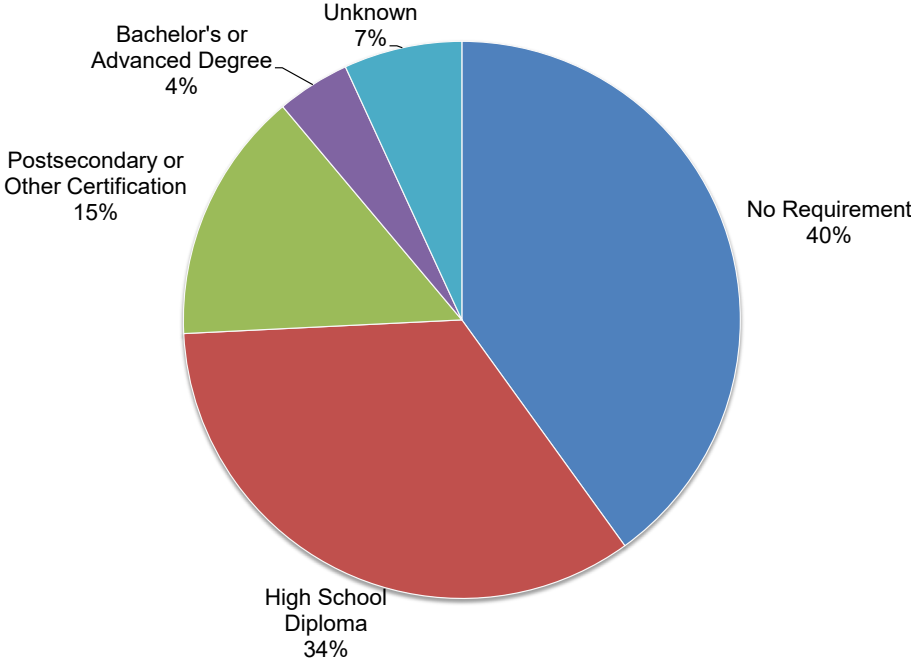
Top Northwest Oregon Occupations With the Highest Number of Difficult-to-Fill Job Vacancies, 2021

Occupation	Vacancies
Difficult-to-Fill Vacancies in All Occupations	5,644
Maids and Housekeeping Cleaners	510
Personal Care Aides	469
Retail Salespersons	331
Cooks, Restaurant	216
Nursing Assistants	186
Bartenders	147
Customer Service Representatives	147
Landscaping and Groundskeeping Workers	142
Food Preparation Workers	142
Waiters and Waitresses	127
Heavy and Tractor-Trailer Truck Drivers	113
Hotel, Motel, and Resort Desk Clerks	111
Mental Health Counselors	109
Food Processing Workers, All Other	106
Roofers	97
Massage Therapists	95

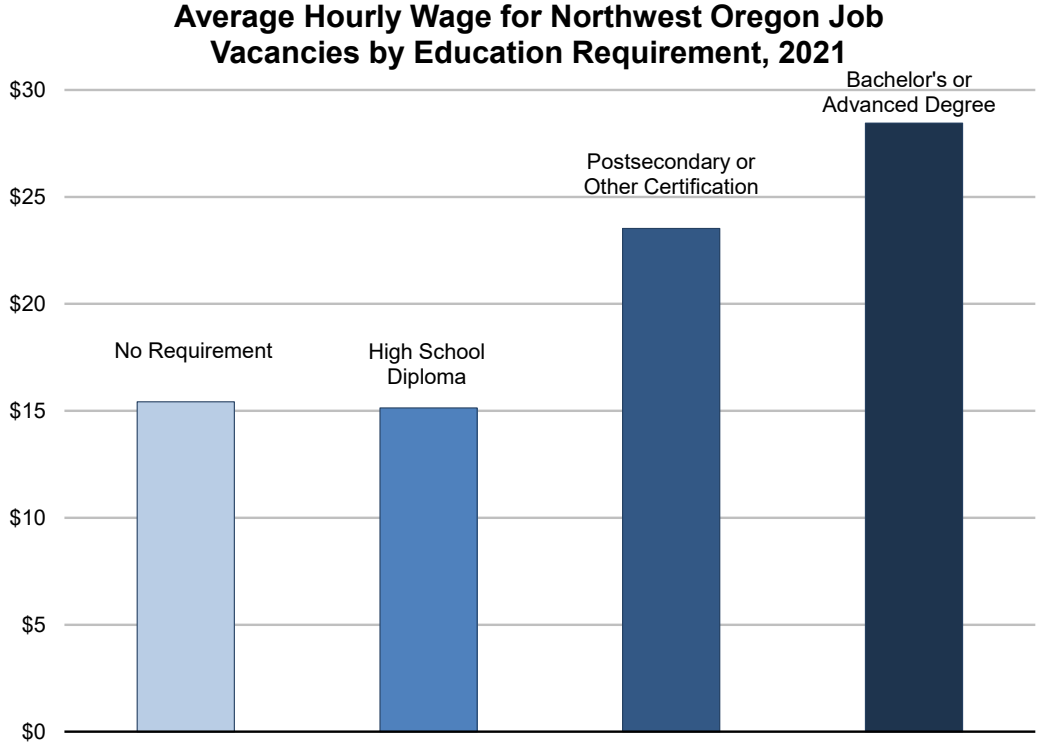


Most (74%) of the 7,300 Northwest Oregon job vacancies required no education beyond high school.

Northwest Oregon Job Vacancies by Educational Requirement, 2021

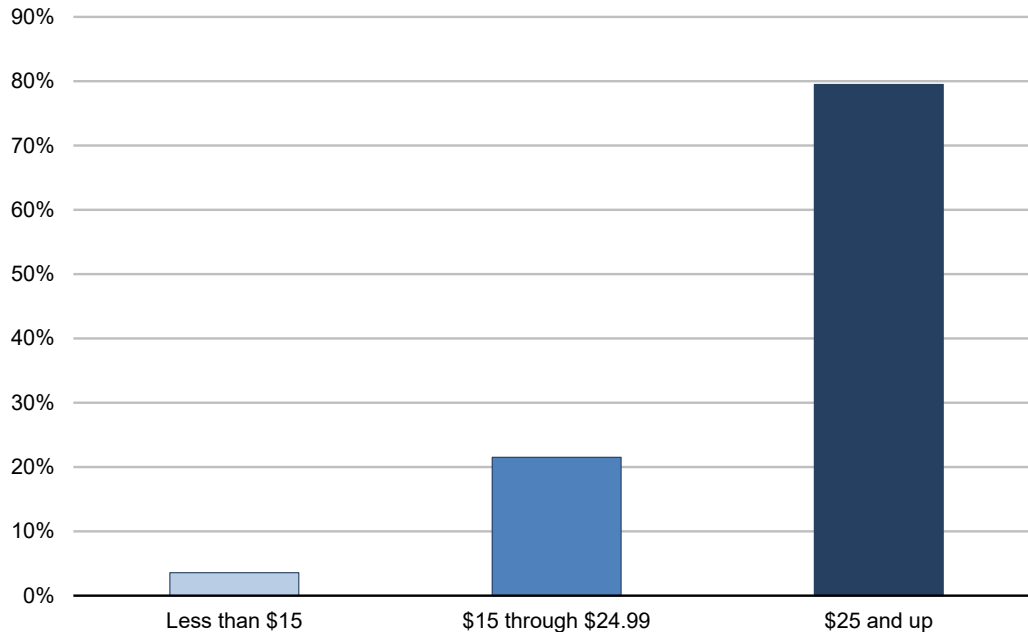


Average hourly wages increase when job vacancies require education beyond high school...



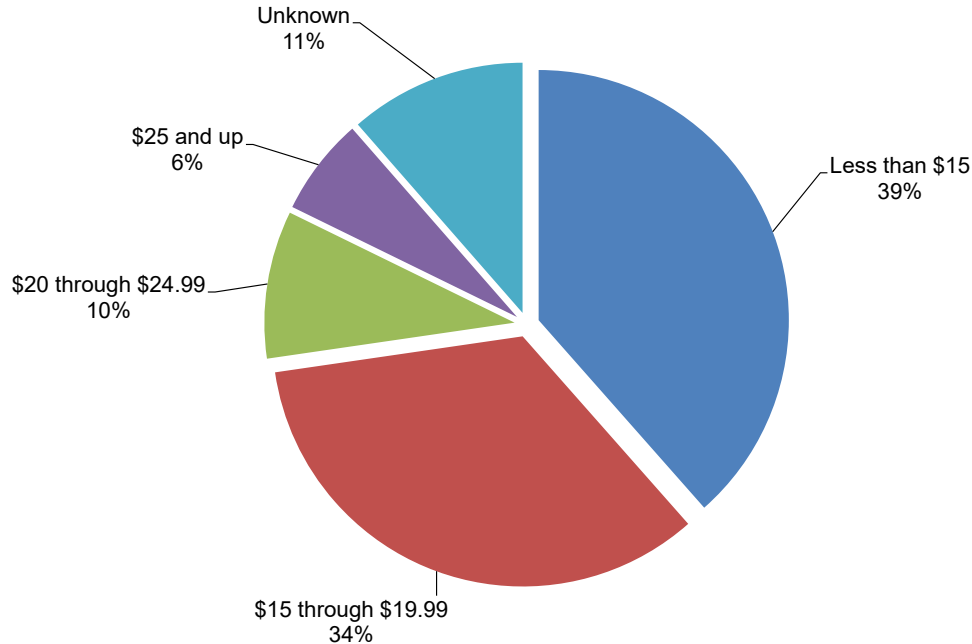
...and high-paying vacancies are more likely to require education beyond high school.

Share of Northwest Oregon Job Vacancies Requiring Education Beyond High School by Hourly Wage Range, 2021



Four out of 10 (39%) vacancies in Northwest Oregon pay less than \$15 per hour. A similar share (44%) started at \$15 to \$24.99.

Northwest Oregon Job Vacancies by Hourly Wage, 2021



Vacancies requiring higher education are more likely to be high-paying, permanent, and require prior experience.

Northwest Oregon Job Vacancies by Required Education Level, 2021

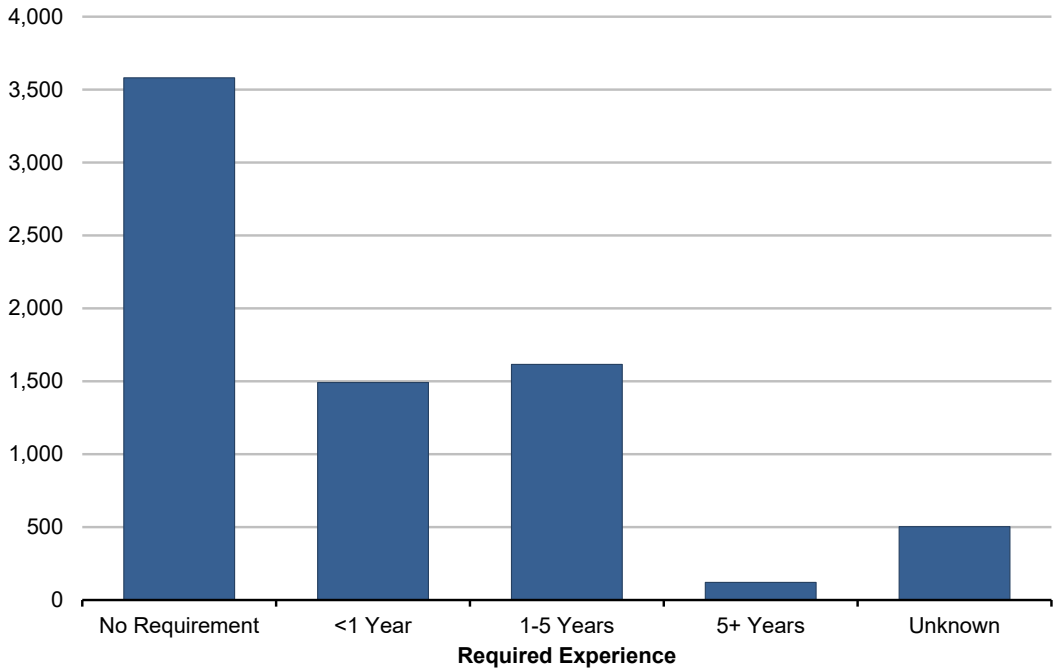
Required Education Level	Vacancies	Average Hourly Wage	Full-time Positions	Permanent Positions	Require Previous Experience	Difficult to Fill
All Education Levels	7,311	\$16.96	71%	87%	44%	77%
No Requirement	2,928	\$15.42	68%	86%	25%	84%
High School Diploma	2,498	\$15.14	62%	82%	58%	74%
Postsecondary or Other Certification	1,072	\$23.52	81%	95%	61%	95%
Bachelor's or Advanced Degree	311	\$28.45	94%	100%	87%	60%
Unknown	502	\$19.15	90%	96%	21%	24%

Employers had the most difficulty filling jobs requiring postsecondary certificates, associate's degrees and other certifications.



Almost half (44%) of all Northwest Oregon vacancies required previous work experience.

Northwest Oregon Job Vacancies Requiring Previous Experience, 2021



High-paying vacancies are more likely to require a combination of education and previous experience.

Northwest Oregon Job Vacancies by Hourly Wage Range, 2021

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	7,311	\$16.96	71%	87%	20%	44%	77%
Less than \$15	2,814	\$13.30	50%	79%	4%	33%	78%
\$15 through \$19.99	2,501	\$16.34	75%	90%	15%	47%	81%
\$20 through \$24.99	698	\$21.50	99%	100%	43%	66%	86%
\$25 and up	462	\$35.74	88%	92%	80%	80%	92%
Unknown	836	-	93%	94%	55%	36%	49%

Employers had the most difficulty filling their high-wage vacancies, with 92% of jobs starting at \$25 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

Two out of five vacancies in Oregon were in the Portland Tri-County (Portland Metro and Clackamas) area.

Oregon Job Vacancies by Geography, 2021

Geography	Vacancies	Average Hourly Wage	Full-time Positions	Permanent Positions	Require Education Beyond High School	Require Previous Experience	Difficult to Fill
Oregon Statewide	96,887	\$19.69	78%	93%	30%	53%	72%
Portland Metro	28,014	\$22.41	78%	96%	41%	64%	64%
Mid-Valley	12,681	\$19.09	82%	97%	30%	45%	72%
East Cascades	10,771	\$19.31	79%	91%	30%	53%	81%
Clackamas	10,088	\$19.78	76%	96%	30%	52%	72%
Lane	8,857	\$18.62	82%	94%	29%	53%	74%
Rogue Valley	8,752	\$17.54	80%	91%	21%	45%	81%
Northwest Oregon	7,311	\$16.96	71%	87%	20%	44%	77%
Southwestern Oregon	4,801	\$16.46	74%	83%	16%	38%	71%
Eastern Oregon	4,199	\$18.06	76%	92%	29%	42%	73%
Multi-area or unknown	1,413	\$32.95	100%	93%	33%	78%	62%



Job vacancies are above pre-pandemic levels in all areas of the state, with the largest increases in Southwestern Oregon, Northwest Oregon, and the Rogue Valley.

Oregon Job Vacancies by Geography, 2019-2021

Geography	2019	2020	2021	Change from 2019
Oregon Statewide	57,241	44,408	96,887	69%
Portland Metro	21,218	13,429	28,014	32%
Mid-Valley	7,091	6,995	12,681	79%
East Cascades	5,673	4,402	10,771	90%
Clackamas	5,795	3,921	10,088	74%
Lane	5,414	4,029	8,857	64%
Rogue Valley	4,134	3,749	8,752	112%
Northwest Oregon	3,357	2,255	7,311	118%
Southwestern Oregon	1,745	2,195	4,801	175%
Eastern Oregon	2,147	2,527	4,199	96%
Multi-area or unknown	667	906	1,413	112%





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