

HELP WANTED IN OREGON

**RESULTS FROM THE 2023
JOB VACANCY SURVEY**

FEBRUARY 2024

OREGON HAD ROUGHLY 72,900 JOB VACANCIES AT ANY GIVEN TIME IN 2023.

We surveyed 16,900 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
- 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 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%

Source: Oregon Employment Department

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.

A QUARTER OF VACANCIES IN 2023 HAD BEEN OPEN FOR 60 DAYS OR LONGER. VACANCIES THAT HAVE BEEN OPEN LONGER, TEND TO BE MORE DIFFICULT TO FILL.

Oregon Job Vacancies by Length of Time Job has been Open, 2023

Length of Time Job has been Open	Vacancies	Average Hourly Wage	Full-time Positions	Permanent Positions	Requiring Education Beyond High School	Requiring Previous Experience	Difficult to Fill
All Vacancies	72,815	\$25.13	82%	94%	39%	58%	61%
< 30 Days	21,587	\$24.08	80%	91%	34%	65%	40%
30-59 Days	10,299	\$25.49	85%	95%	39%	74%	68%
60+ Days	16,492	\$27.03	83%	97%	50%	73%	86%
Always Open	16,641	\$24.25	76%	93%	33%	51%	85%
Unknown	7,796	\$28.70	97%	100%	66%	1%	5%

Source: Oregon Employment Department

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

Oregon Job Vacancies by Industry, 2023

Industry	Vacancies	Average Hourly Wage	Full-time Positions	Permanent Positions	Require Education Beyond High School	Require Previous Experience	Difficult to Fill
All Industries	72,815	\$25.13	82%	94%	39%	58%	61%
Health care and social assistance	19,499	\$27.32	82%	99%	58%	57%	62%
Leisure and hospitality	8,131	\$17.00	57%	89%	6%	46%	62%
Management, administrative, and waste services	7,567	\$23.95	85%	92%	30%	46%	59%
Retail trade	6,378	\$19.99	76%	92%	13%	44%	50%
Manufacturing	6,338	\$22.87	87%	97%	20%	60%	69%
Construction	5,845	\$29.70	98%	97%	41%	75%	73%
Professional, scientific, and technical services	5,324	\$36.21	92%	98%	85%	80%	46%
Other services	3,650	\$25.96	79%	96%	55%	66%	73%
Wholesale trade	2,726	\$22.22	93%	97%	36%	54%	46%
Financial activities	2,047	\$23.61	93%	92%	35%	61%	50%
Natural resources and mining	1,736	\$19.90	80%	56%	15%	52%	72%
Transportation, warehousing, and utilities	1,643	\$24.22	93%	99%	50%	68%	81%
Information	1,219	\$34.63	84%	86%	49%	81%	41%
Private educational services	691	\$30.03	76%	99%	74%	81%	38%

Source: Oregon Employment Department

HEALTH CARE SUPPORT OCCUPATIONS HAD THE MOST VACANCIES, FOLLOWED BY FOOD PREPARATION AND SERVING RELATED.

Oregon Job Vacancies by Occupation Group, 2023

Occupation Group	Vacancies	Average Hourly Wage	Full-time Positions	Permanent Positions	Require Education Beyond High School	Require Previous Experience	Difficult to Fill
All Occupations	72,815	\$25.13	82%	94%	39%	58%	61%
Health Care Support	6,630	\$21.23	75%	99%	40%	38%	68%
Food Preparation and Serving Related	6,613	\$16.21	53%	91%	1%	39%	57%
Office and Administrative Support	5,883	\$20.26	85%	96%	20%	61%	43%
Health Care Practitioners and Technical	5,786	\$42.25	81%	99%	95%	69%	89%
Sales and Related	5,765	\$19.47	72%	91%	11%	36%	41%
Installation, Maintenance, and Repair	4,942	\$27.01	99%	99%	35%	75%	77%
Construction and Extraction	4,603	\$29.42	97%	96%	34%	69%	74%
Transportation and Material Moving	4,501	\$20.18	91%	97%	31%	60%	67%
Business and Financial Operations	4,384	\$32.97	95%	94%	75%	82%	46%
Production	4,034	\$19.99	89%	94%	13%	52%	63%

Source: Oregon Employment Department

BUSINESSES WERE HIRING FOR A VARIETY OF JOBS ACROSS THE ECONOMY IN 2023. THEY REPORTED VACANCIES FOR 380 DIFFERENT OCCUPATIONS.

Top Occupations in Oregon With the Highest Number of Job Vacancies, 2023

Occupation	Vacancies	Full-time Positions	Permanent Positions	Difficult-to-Fill Vacancies
All Occupations	72,815	82%	94%	61%
Personal Care Aides	2,700	74%	100%	62%
Retail Salespersons	2,567	71%	84%	42%
Heavy and Tractor-Trailer Truck Drivers	1,753	97%	98%	86%
Nursing Assistants	1,731	76%	100%	58%
Registered Nurses	1,643	81%	99%	84%
Customer Service Representatives	1,617	85%	96%	49%
Cooks, Restaurant	1,445	67%	89%	86%
Production Workers, All Other	1,419	86%	97%	55%
Cashiers	1,356	50%	95%	31%
Business Operations Specialists, All Other	1,247	99%	95%	48%
Construction Laborers	1,224	94%	91%	63%
Waiters and Waitresses	1,211	44%	85%	31%
Social and Human Service Assistants	1,200	90%	100%	29%
Fast Food and Counter Workers	1,139	40%	98%	31%

Source: Oregon Employment Department

EMPLOYERS HAD MORE DIFFICULTY FILLING VACANCIES IN SOME OCCUPATIONS.

Top Occupations in Oregon With the Highest Number of Vacancies Reported as Difficult to Fill, 2023

Occupation	Vacancies	Difficult to Fill	Share of Total
All Occupations	72,815	44,232	61%
Personal Care Aides	2,700	1,662	62%
Heavy and Tractor-Trailer Truck Drivers	1,753	1,510	86%
Registered Nurses	1,643	1,382	84%
Cooks, Restaurant	1,445	1,244	86%
Retail Salespersons	2,567	1,073	42%
Nursing Assistants	1,731	1,005	58%
Customer Service Representatives	1,617	798	49%
Production Workers, All Other	1,419	778	55%
Carpenters	859	774	90%
Construction Laborers	1,224	765	63%

Source: Oregon Employment Department

IN SOME OCCUPATIONS, MANY VACANCIES STAYED OPEN FOR 60 DAYS OR MORE.

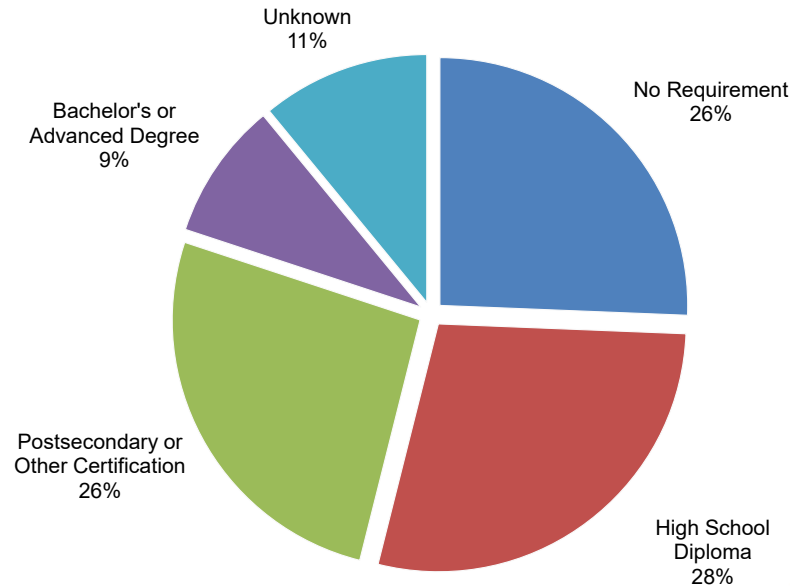
Top Occupations in Oregon With the Highest Number of Vacancies Open 60+ Days, 2023

Occupation	Vacancies	Open 60+ Days	Share of Total
All Occupations	72,815	16,492	23%
Registered Nurses	1,643	645	39%
Heavy and Tractor-Trailer Truck Drivers	1,753	483	28%
Teaching Assistants, Preschool, Elementary, Middle, and Secondary School, Except Special Education	996	442	44%
Business Operations Specialists, All Other	1,247	408	33%
Construction Laborers	1,224	373	30%
Managers, All Other	878	365	42%
Retail Salespersons	2,567	321	13%
Cooks, Restaurant	1,445	312	22%
Medical Assistants	933	310	33%
First-Line Supervisors of Mechanics, Installers, and Repairers	393	288	73%
Project Management Specialists	850	285	34%
Licensed Practical and Licensed Vocational Nurses	733	282	38%
Customer Service Representatives	1,617	271	17%

Source: Oregon Employment Department

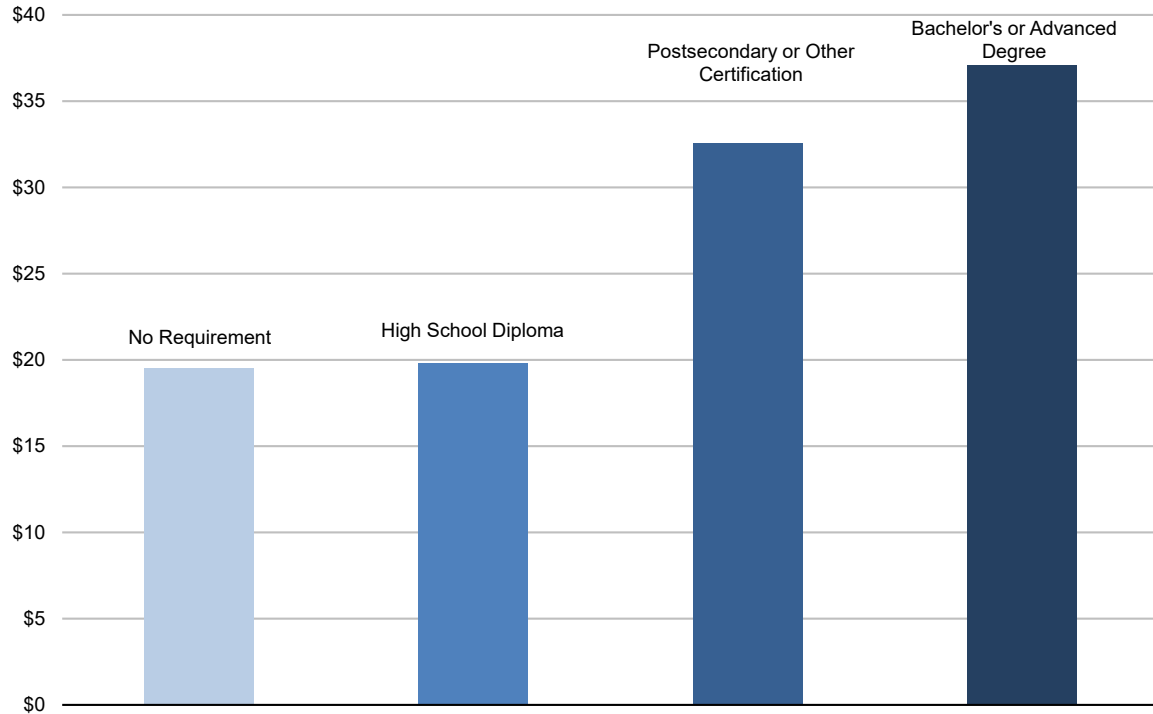
ABOUT HALF (54%) OF ALL JOB VACANCIES REQUIRE NO EDUCATION BEYOND HIGH SCHOOL.

Oregon Job Vacancies by Education Requirement, 2023



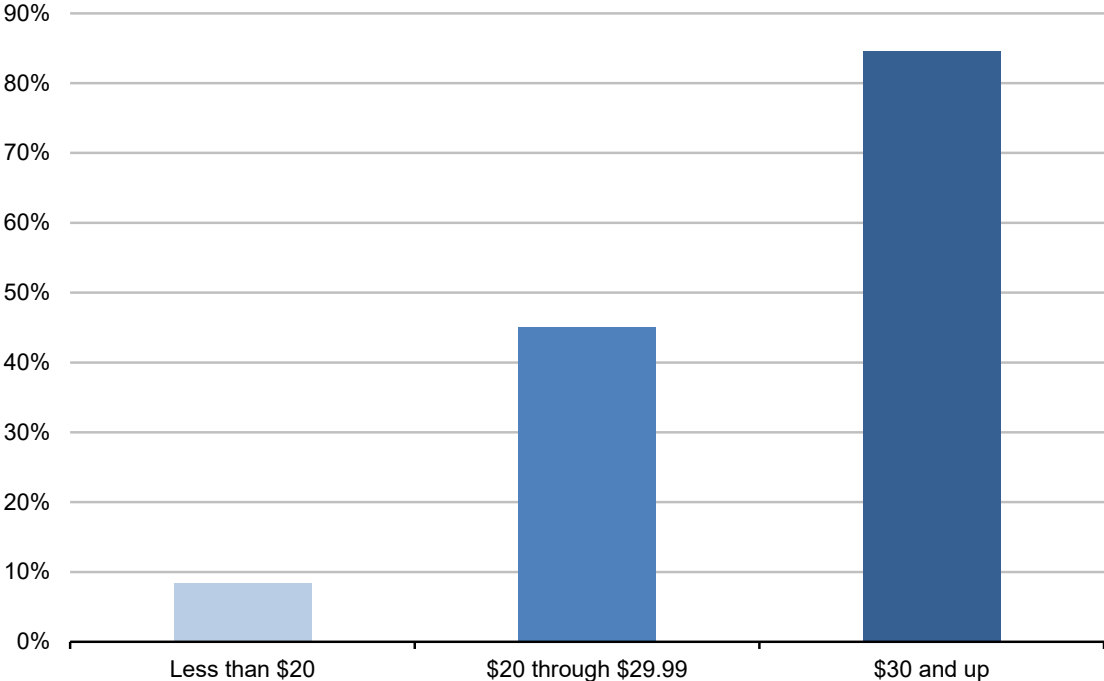
Source: Oregon Employment Department

Average Hourly Wage for Oregon Job Vacancies by Education Requirement, 2023



Source: Oregon Employment Department

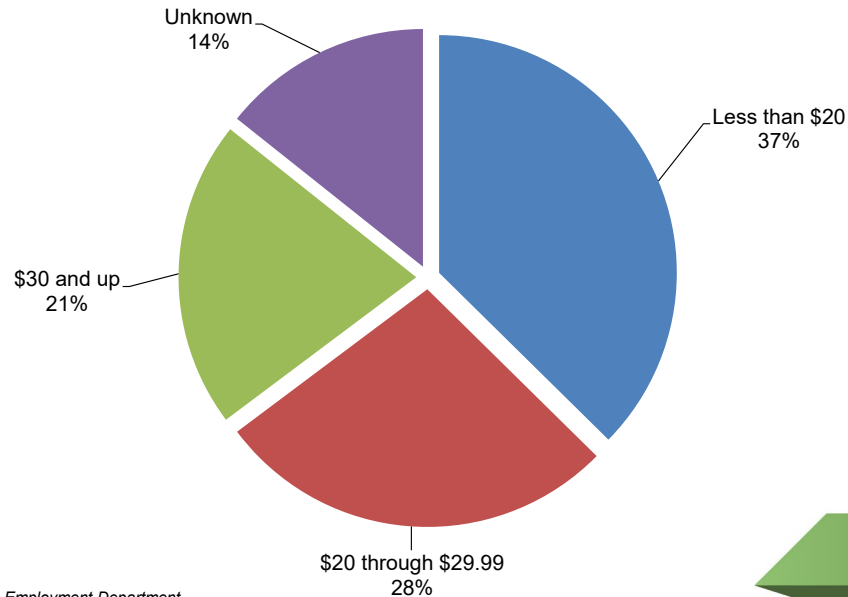
Share of Oregon Job Vacancies Requiring Education Beyond High School by Hourly Wage Range, 2023



Source: Oregon Employment Department

ABOUT A THIRD (37%) OF ALL VACANCIES IN OREGON PAY A STARTING WAGE OF LESS THAN \$20 PER HOUR.

Oregon Job Vacancies by Hourly Wage, 2023



Source: Oregon Employment Department

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

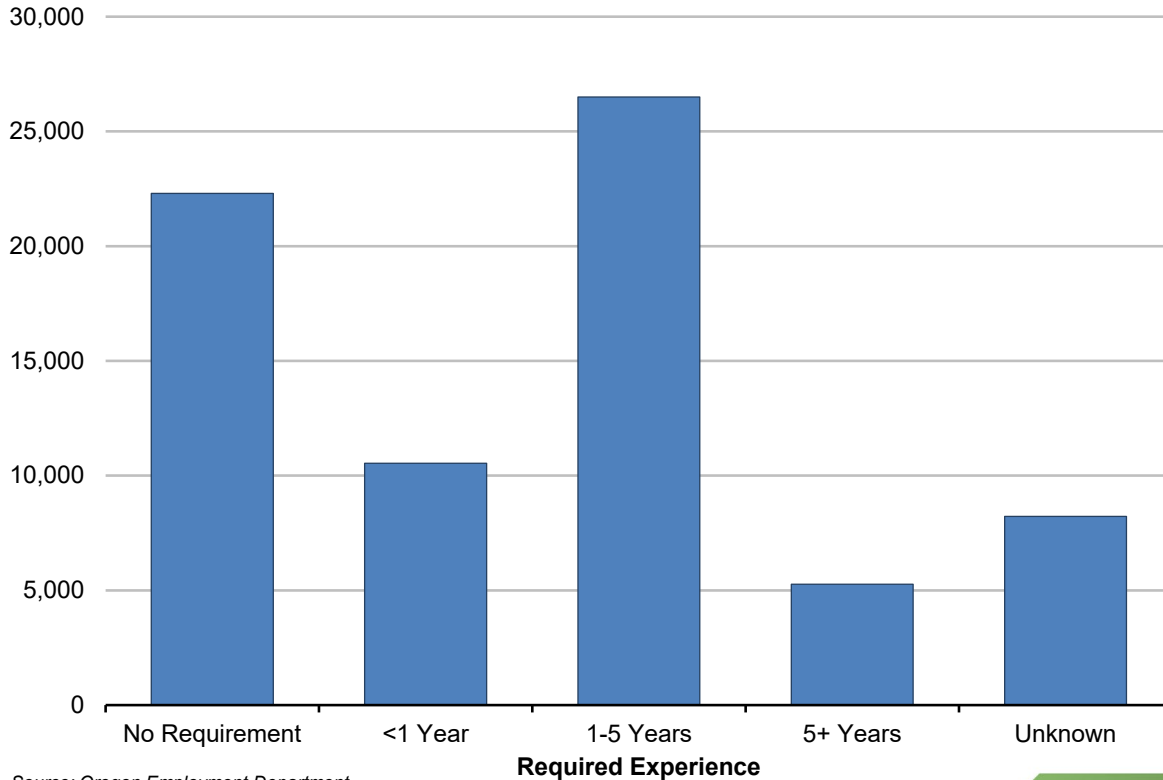
Oregon Job Vacancies by Required Education Level, 2023

Required Education Level	Vacancies	Average Hourly Wage	Full-time Positions	Permanent Positions	Requiring Previous Experience	Difficult to Fill
All Education Levels	72,815	\$25.13	82%	94%	58%	61%
No Requirement	18,665	\$19.51	69%	87%	44%	63%
High School Diploma	20,594	\$19.83	82%	95%	60%	61%
Postsecondary or Other Certification	19,044	\$32.54	85%	97%	76%	77%
Bachelor's or Advanced Degree	6,535	\$37.04	95%	98%	94%	62%
Unknown	7,977	\$29.09	97%	99%	12%	14%

Source: Oregon Employment Department

MORE THAN HALF (58%) OF ALL VACANCIES REQUIRE PREVIOUS WORK EXPERIENCE.

Oregon Job Vacancies by Experience Requirement, 2023



Source: Oregon Employment Department

VACANCIES THAT REQUIRE MORE EXPERIENCE ARE FAR MORE LIKELY TO REQUIRE EDUCATION BEYOND HIGH SCHOOL.

Oregon Job Vacancies by Experience Requirement, 2023

Prior Experience Required	Vacancies	Average Hourly Wage	Full-time Positions	Permanent Positions	Require Education Beyond High School	Difficult to Fill
All Requirements	72,815	\$25.13	82%	94%	39%	61%
No Requirement	22,299	\$19.69	67%	89%	18%	64%
<1 Year	10,535	\$22.09	76%	95%	32%	69%
1-5 Years	26,495	\$27.05	90%	96%	52%	70%
5+ Years	5,266	\$44.97	95%	99%	77%	74%
Unknown	8,220	\$29.08	96%	99%	75%	5%

Source: Oregon Employment Department

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

Oregon 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	72,815	\$25.13	82%	94%	39%	58%	61%
Less than \$20	27,220	\$16.58	67%	89%	8%	44%	59%
\$20 through \$29.99	19,940	\$23.40	88%	96%	45%	74%	72%
\$30 and up	15,241	\$42.67	93%	99%	85%	85%	76%
Unknown	10,414	-	94%	99%	60%	26%	22%

Source: Oregon Employment Department

Employers had the most difficulty filling their higher-wage vacancies, with more than 76% of jobs starting above \$30 per hour 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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