

HELP WANTED IN OREGON

**RESULTS FROM THE 2024
JOB VACANCY SURVEY**

FEBRUARY 2025

OREGON HAD ROUGHLY 57,800 JOB VACANCIES AT ANY GIVEN TIME IN 2024.

We surveyed 16,300 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 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.

**A QUARTER OF VACANCIES IN 2024 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, 2024

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	57,767	\$25.37	79%	94%	39%	55%	55%
< 30 Days	18,566	\$22.48	76%	90%	27%	58%	42%
30-59 Days	9,917	\$25.13	84%	95%	34%	65%	51%
60+ Days	13,523	\$30.42	82%	95%	59%	68%	77%
Always Open	10,598	\$22.88	73%	95%	31%	49%	75%
Unknown	5,163	\$36.42	86%	98%	82%	2%	5%

Source: Oregon Employment Department

HEALTH CARE AND SOCIAL ASSISTANCE ACCOUNTED FOR NEARLY ONE THIRD OF ALL VACANCIES IN 2024.

Oregon Job Vacancies by Industry, 2024

Industry	Vacancies	Average Hourly Wage	Full-time Positions	Permanent Positions	Require Education Beyond High School	Require Previous Experience	Difficult to Fill
All Industries	57,767	\$25.37	79%	94%	39%	55%	55%
Health care and social assistance	18,203	\$26.83	76%	97%	55%	42%	53%
Leisure and hospitality	6,367	\$17.11	53%	87%	5%	42%	58%
Manufacturing	5,384	\$24.49	87%	92%	24%	63%	60%
Retail trade	4,793	\$18.56	75%	97%	11%	48%	40%
Management, administrative, and waste services	4,006	\$30.74	84%	89%	31%	71%	40%
Professional, scientific, and technical services	3,875	\$34.27	87%	95%	84%	62%	59%
Other services	3,447	\$24.63	77%	95%	47%	65%	65%
Construction	3,132	\$29.02	94%	93%	33%	83%	80%
Wholesale trade	2,180	\$23.88	90%	99%	22%	77%	54%
Financial activities	1,882	\$27.21	95%	99%	43%	72%	47%
Private educational services	1,632	\$32.41	82%	91%	77%	27%	16%
Transportation, warehousing, and utilities	1,508	\$26.14	94%	94%	53%	80%	77%
Natural resources and mining	645	\$22.53	87%	57%	10%	49%	89%
Information	403	\$23.99	90%	98%	47%	93%	66%

Unknown industry excluded

Source: Oregon Employment Department

HEALTH CARE SUPPORT OCCUPATIONS HAD THE MOST VACANCIES, FOLLOWED BY HEALTH CARE PRACTITIONERS AND TECHNICAL OCCUPATIONS.

Oregon Job Vacancies by Occupation Group, 2024

Occupation Group	Vacancies	Average Hourly Wage	Full-time Positions	Permanent Positions	Require Education Beyond High School	Require Previous Experience	Difficult to Fill
All Occupations	57,767	\$25.37	79%	94%	39%	55%	55%
Health Care Support	6,366	\$21.50	72%	99%	43%	31%	57%
Health Care Practitioners and Technical	5,744	\$43.72	75%	96%	95%	41%	53%
Food Preparation and Serving Related	5,534	\$16.46	52%	95%	0%	39%	46%
Transportation and Material Moving	4,787	\$20.53	85%	93%	23%	58%	52%
Office and Administrative Support	3,954	\$20.04	75%	95%	10%	57%	38%
Sales and Related	3,875	\$21.81	84%	95%	17%	53%	44%
Production	3,409	\$20.47	87%	93%	10%	57%	56%
Installation, Maintenance, and Repair	3,381	\$27.79	99%	99%	34%	85%	84%
Business and Financial Operations	3,044	\$30.03	88%	94%	68%	72%	43%
Management	3,012	\$43.48	97%	100%	72%	78%	46%

Source: Oregon Employment Department

BUSINESSES WERE HIRING FOR A VARIETY OF JOBS ACROSS THE ECONOMY IN 2024. THEY REPORTED VACANCIES FOR 400 DIFFERENT OCCUPATIONS.

Top Occupations in Oregon With the Highest Number of Job Vacancies, 2024

Occupation	Vacancies	Full-time Positions	Permanent Positions	Difficult-to-Fill Vacancies
All Occupations	57,767	79%	94%	55%
Personal Care Aides	2,426	62%	100%	56%
Fast Food and Counter Workers	2,079	34%	91%	35%
Registered Nurses	1,477	67%	99%	51%
Business Operations Specialists, All Other	1,157	82%	96%	44%
Heavy and Tractor-Trailer Truck Drivers	1,141	94%	94%	82%
Retail Salespersons	1,056	85%	92%	36%
Automotive Service Technicians and Mechanics	951	99%	99%	92%
Preschool Teachers, Except Special Education	918	98%	94%	75%
Nursing Assistants	889	77%	99%	66%
Stockers and Order Fillers	887	94%	97%	38%
Medical Assistants	878	96%	98%	63%
Teaching Assistants, Preschool, Elementary, Middle,	844	58%	87%	48%
Cashiers	821	64%	95%	45%
Cooks, Restaurant	798	81%	98%	72%
Maids and Housekeeping Cleaners	797	42%	69%	77%

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, 2024

Occupation	Vacancies	Difficult to Fill	Share of Total
All Occupations	57,767	31,519	55%
Personal Care Aides	2,426	1,362	56%
Heavy and Tractor-Trailer Truck Drivers	1,141	931	82%
Automotive Service Technicians and Mechanics	951	877	92%
Registered Nurses	1,477	753	51%
Fast Food and Counter Workers	2,079	732	35%
Preschool Teachers, Except Special Education	918	688	75%
Maids and Housekeeping Cleaners	797	612	77%
Nursing Assistants	889	586	66%
Cooks, Restaurant	798	578	72%
Medical Assistants	878	555	63%
Business Operations Specialists, All Other	1,157	511	44%
Dental Hygienists	662	502	76%

Source: Oregon Employment Department

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

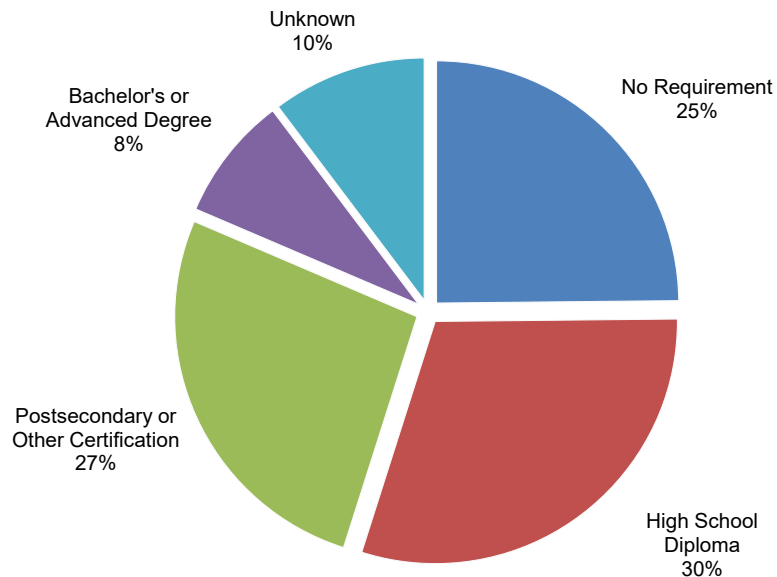
Top Occupations in Oregon With the Highest Number of Vacancies Open 60+ Days, 2024

Occupation	Vacancies	Open 60+ Days	Share of Total
All Occupations	57,767	13,523	23%
Automotive Service Technicians and Mechanics	951	466	49%
Dental Hygienists	662	366	55%
Registered Nurses	1,477	365	25%
Heavy and Tractor-Trailer Truck Drivers	1,141	350	31%
Personal Care Aides	2,426	338	14%
Business Operations Specialists, All Other	1,157	293	25%
Accountants and Auditors	406	256	63%
Licensed Practical and Licensed Vocational Nurses	371	234	63%
Massage Therapists	427	231	54%
Fast Food and Counter Workers	2,079	212	10%
Medical Assistants	878	204	23%
Physical Therapists	395	203	51%
Hairdressers, Hairstylists, and Cosmetologists	363	203	56%

Source: Oregon Employment Department

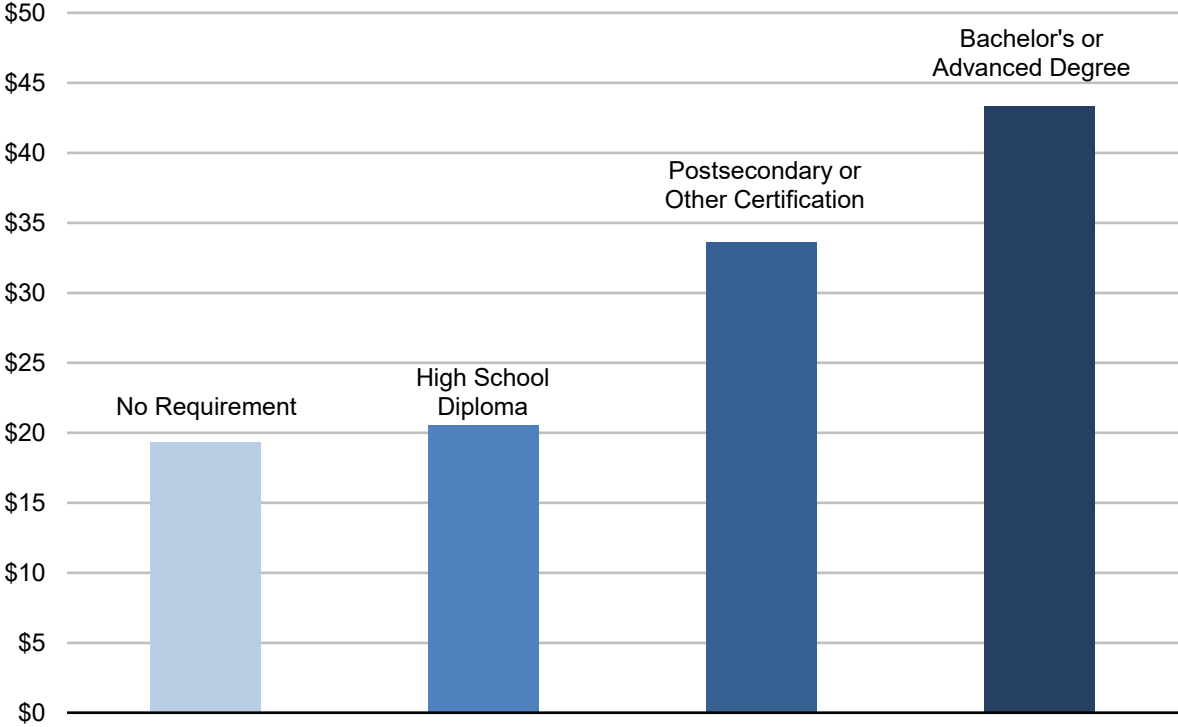
OVER HALF (55%) OF ALL JOB VACANCIES REQUIRE NO EDUCATION BEYOND HIGH SCHOOL.

Oregon Job Vacancies by Education Requirement, 2024



Source: Oregon Employment Department

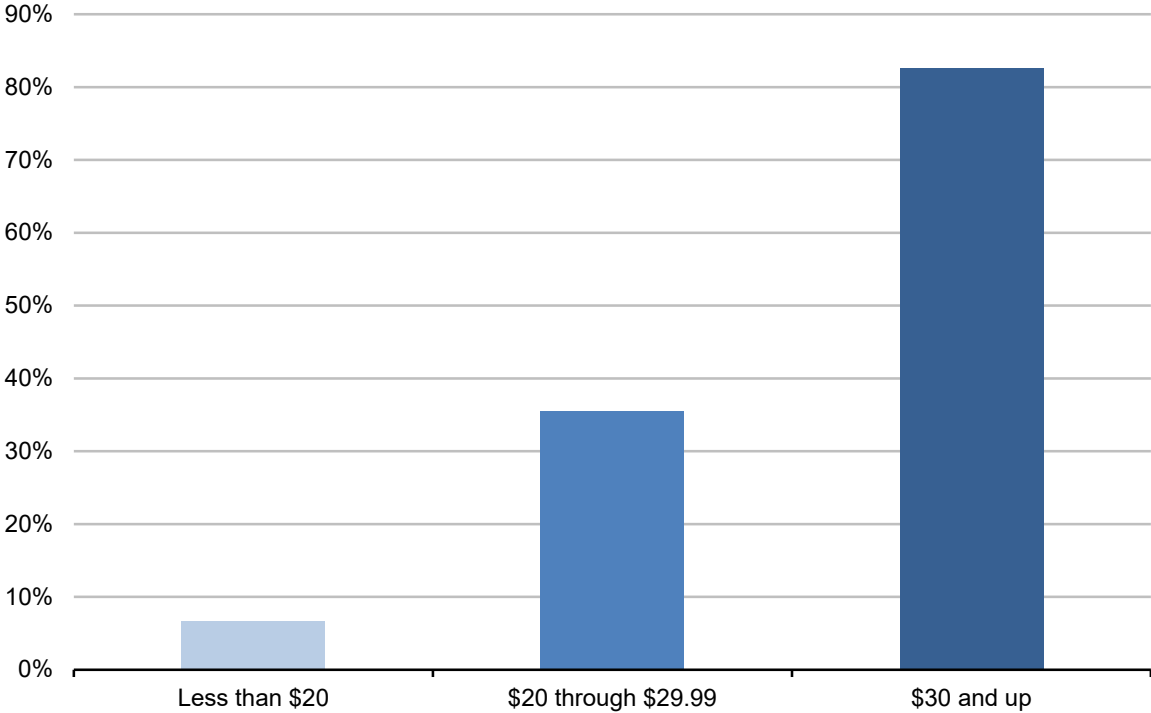
Average Hourly Wage for Oregon Job Vacancies by Education Requirement, 2024



Source: Oregon Employment Department

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

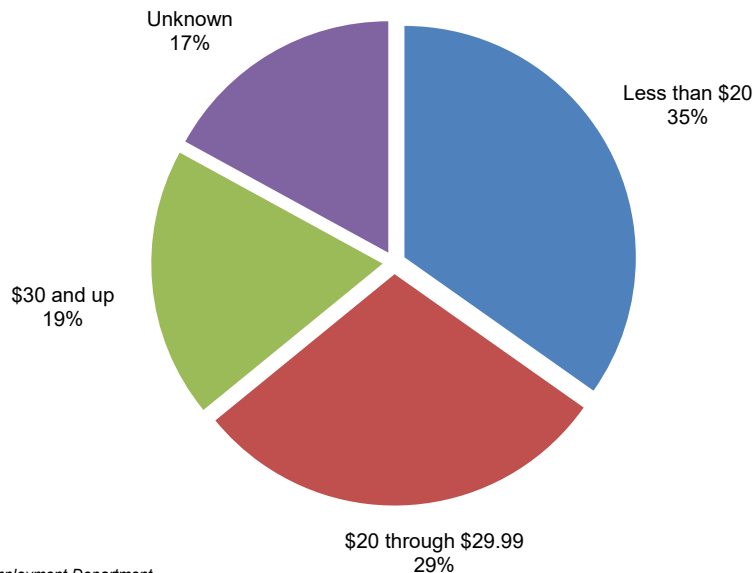
Share of Oregon Job Vacancies Requiring Education Beyond High School by Hourly Wage Range, 2024



Source: Oregon Employment Department

ABOUT A THIRD (35%) OF ALL VACANCIES IN OREGON PAY A STARTING WAGE OF LESS THAN \$20 PER HOUR.

Oregon 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.

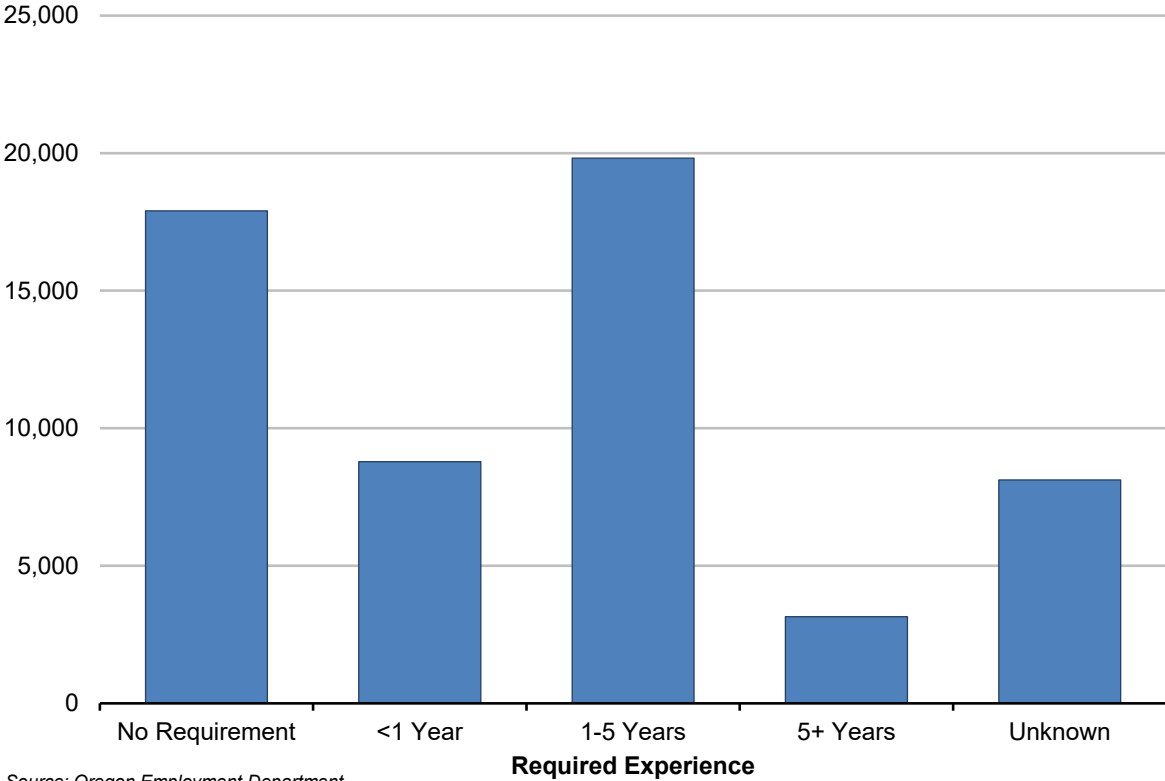
Oregon Job Vacancies by Required Education Level, 2024

Required Education Level	Vacancies	Average Hourly Wage	Full-time Positions	Permanent Positions	Requiring Previous Experience	Difficult to Fill
All Education Levels	57,767	\$25.37	79%	94%	55%	55%
No Requirement	14,350	\$19.32	71%	90%	39%	57%
High School Diploma	17,368	\$20.52	76%	93%	64%	52%
Postsecondary or Other Certification	15,321	\$33.61	81%	96%	63%	68%
Bachelor's or Advanced Degree	4,789	\$43.36	94%	99%	93%	63%
Unknown	5,939	\$22.22	91%	97%	14%	13%

Source: Oregon Employment Department

OVER HALF (55%) OF ALL VACANCIES REQUIRE PREVIOUS WORK EXPERIENCE.

Oregon Job Vacancies by Experience Requirement, 2024



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, 2024

Prior Experience Required	Vacancies	Average Hourly Wage	Full-time Positions	Permanent Positions	Require Education Beyond High School	Difficult to Fill
All Requirements	57,767	\$25.37	79%	94%	39%	55%
No Requirement	17,898	\$19.58	63%	90%	17%	52%
<1 Year	8,785	\$23.58	81%	92%	30%	62%
1-5 Years	19,818	\$27.13	88%	97%	47%	70%
5+ Years	3,150	\$50.23	94%	99%	80%	79%
Unknown	8,116	\$37.79	85%	95%	95%	6%

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, 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	57,767	\$25.37	79%	94%	39%	55%	55%
Less than \$20	20,091	\$16.77	62%	90%	7%	37%	55%
\$20 through \$29.99	16,940	\$23.17	89%	95%	36%	76%	63%
\$30 and up	10,898	\$44.63	87%	98%	83%	83%	77%
Unknown	9,838	-	87%	94%	83%	24%	15%

Source: Oregon Employment Department

Employers had the most difficulty filling their higher-wage vacancies, with 77% 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

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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