

HELP WANTED IN SOUTHWESTERN OREGON

RESULTS FROM THE 2024 JOB VACANCY SURVEY

FEBRUARY 2025

SOUTHWESTERN OREGON HAD ROUGHLY 2,500 JOB VACANCIES AT ANY GIVEN TIME IN 2024.

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
- 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

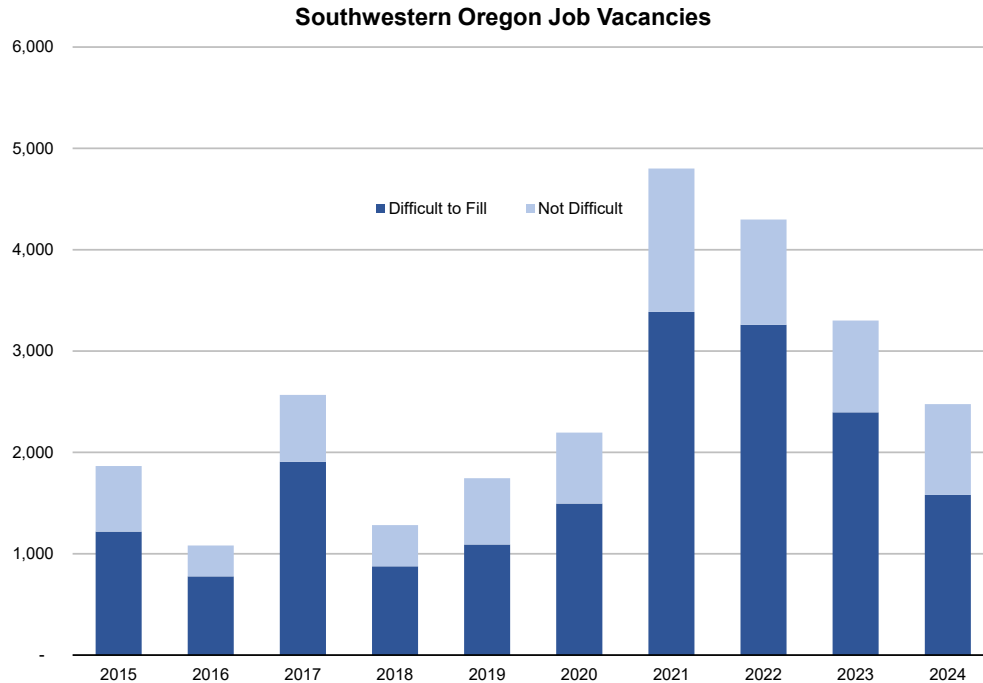
	2019	2020	2021	2022	2023	2024
Vacancies	57,241	44,408	96,887	103,977	72,815	57,767
Average Hourly Wage	\$18.81	\$18.05	\$19.69	\$21.66	\$25.13	\$25.37
Full-time Positions	77%	79%	78%	81%	82%	79%
Permanent Positions	93%	92%	93%	94%	94%	94%
Requiring Education Beyond High School	34%	33%	30%	29%	39%	39%
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.

THE NUMBER OF SOUTHWESTERN OREGON VACANCIES HAVE DECLINED SINCE PEAKING IN 2021.



Source: Oregon Employment Department

VACANCIES OPEN FOR 60 DAYS OR LONGER ACCOUNTED FOR 25% OF 2024 VACANCIES – THE SAME AS IN 2023. MOST OF THESE VACANCIES WERE REPORTED AS DIFFICULT TO FILL.

**Southwestern Oregon 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	2,476	\$21.86	64%
< 30 Days	689	\$19.07	28%
30-59 Days	392	\$19.60	57%
60+ Days	594	\$25.17	95%
Always Open	660	\$22.62	91%
Unknown	141	\$32.15	0%

Source: Oregon Employment Department

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

Southwestern Oregon Job Vacancies by Industry, 2024

Industry	Vacancies	Average Hourly Wage
All Industries	2,476	\$21.86
Health care and social assistance	649	\$23.96
Leisure and hospitality	383	\$15.21
Retail trade	319	\$16.77
Management, administrative, and waste services	300	\$27.78
Manufacturing	205	\$24.58
Natural resources and mining	123	\$22.90
Construction	117	\$19.84
Other services	110	\$17.26
Transportation, warehousing, and utilities	106	\$27.13
Professional, scientific, and technical services	87	\$27.63
Wholesale trade	40	\$16.63
Information	25	n/a
Financial activities	12	n/a

Source: Oregon Employment Department

TRANSPORTATION AND MATERIAL MOVING OCCUPATIONS HAD MORE VACANCIES THAN ANY OTHER GROUP.

Southwestern Oregon Job Vacancies by Occupation Group, 2024

Occupation Group	Vacancies
All Occupations	2,476
Transportation and Material Moving	327
Health Care Practitioners and Technical	250
Health Care Support	248
Building and Grounds Cleaning and Maintenance	200
Installation, Maintenance, and Repair	199
Sales and Related	190
Food Preparation and Serving Related	181
Office and Administrative Support	178
Construction and Extraction	164
Production	157
Community and Social Service	109
Protective Service	99
Business and Financial Operations	66
Personal Care and Service	32
Management	29
Computer and Mathematical	20
Legal	11

Source: Oregon Employment Department

AREA BUSINESSES WERE HIRING FOR A VARIETY OF JOBS ACROSS THE ECONOMY IN 2024. THEY REPORTED VACANCIES FOR 122 DIFFERENT OCCUPATIONS.

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

Occupation	Vacancies
All Occupations	2,476
Maids and Housekeeping Cleaners	160
Heavy and Tractor-Trailer Truck Drivers	143
Personal Care Aides	110
Registered Nurses	95
Cashiers	83
Production Workers, All Other	69
Nursing Assistants	68
Firefighters	68
Construction Laborers	65
Retail Salespersons	58

Source: Oregon Employment Department

EMPLOYERS HAD MORE DIFFICULTY FILLING VACANCIES IN SOME OCCUPATIONS.

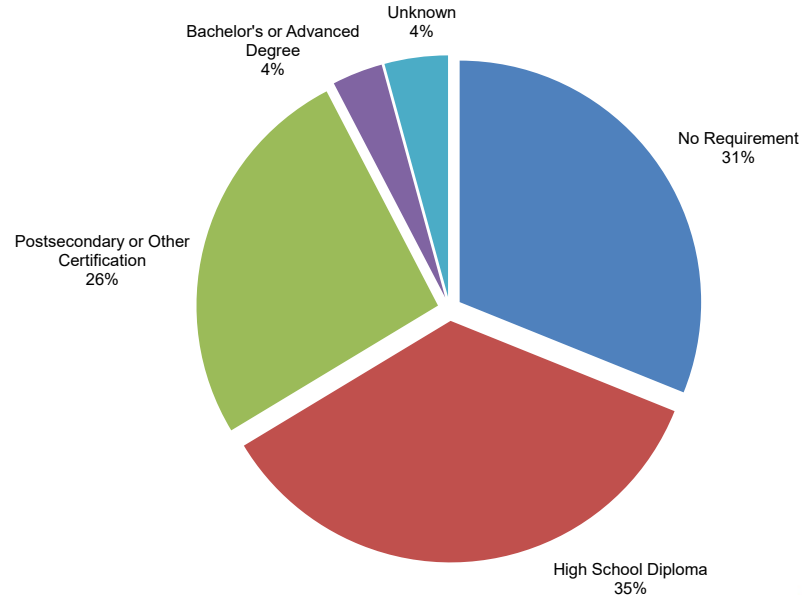
Top Southwestern Oregon Occupations With the Highest Number of Difficult-to-Fill Job Vacancies, 2024

<u>Occupation</u>	<u>Vacancies</u>
Difficult-to-Fill Vacancies in All Occupations	1,581
Heavy and Tractor-Trailer Truck Drivers	133
Maids and Housekeeping Cleaners	132
Firefighters	68
Construction Laborers	65
Nursing Assistants	55
Personal Care Aides	54
Millwrights	53
Automotive Service Technicians and Mechanics	50
Bartenders	44
Registered Nurses	44

Source: Oregon Employment Department

MANY (66%) SOUTHWESTERN OREGON JOB VACANCIES REQUIRED NO EDUCATION BEYOND HIGH SCHOOL.

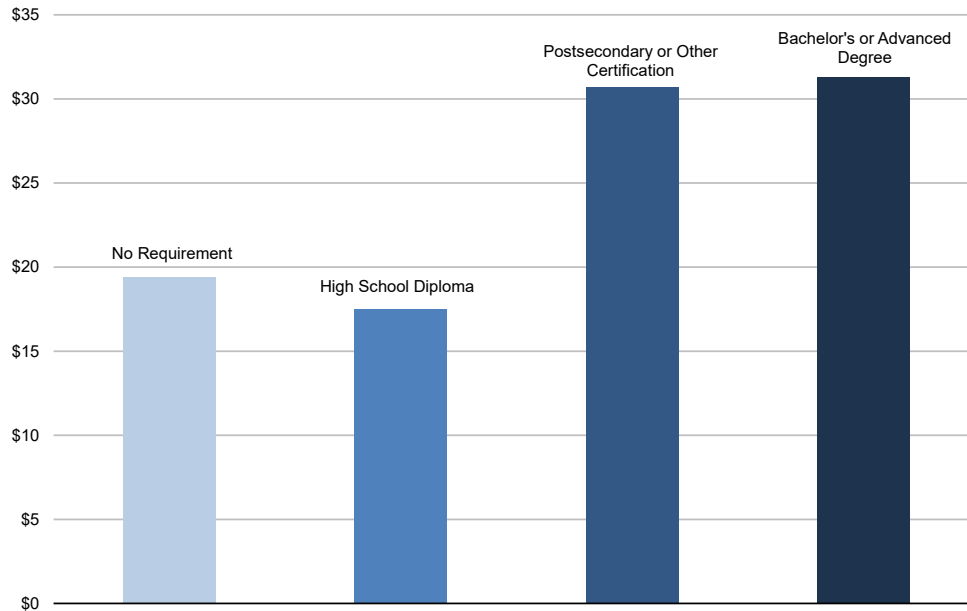
Southwestern Oregon Job Vacancies by Education Requirement, 2024



Source: Oregon Employment Department

AVERAGE HOURLY WAGES GENERALLY INCREASE ALONG WITH EDUCATION REQUIREMENTS FOR JOB VACANCIES...

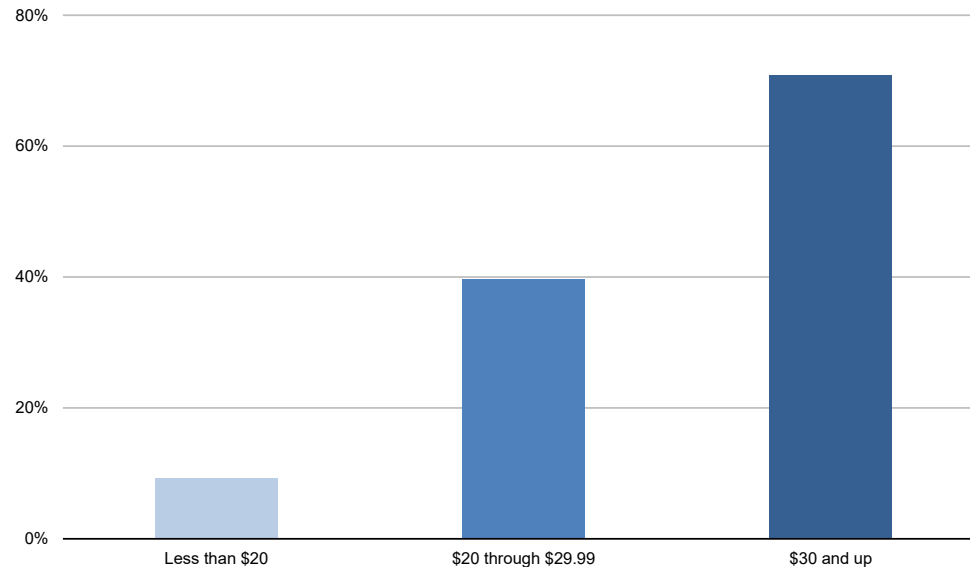
Average Hourly Wage for Southwestern Oregon Job Vacancies by Education Requirement, 2024



Source: Oregon Employment Department

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

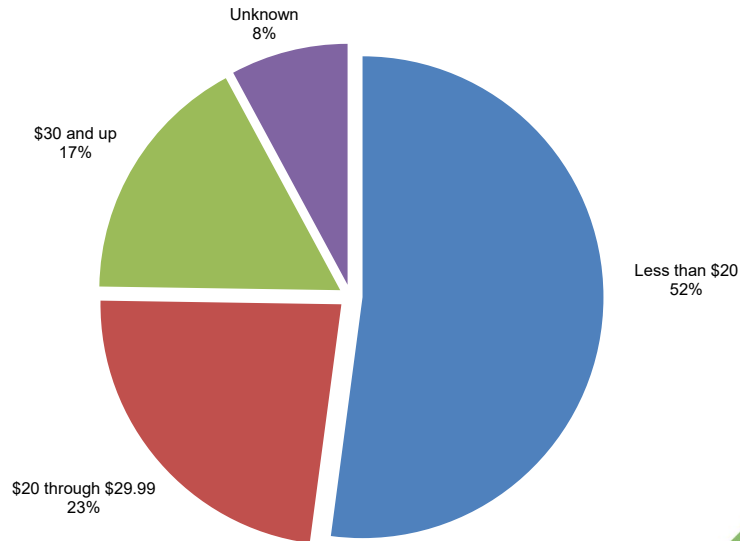
Share of Southwestern Oregon Job Vacancies Requiring Education Beyond High School by Hourly Wage Range, 2024



Source: Oregon Employment Department

HALF (52%) OF JOB VACANCIES IN SOUTHWESTERN OREGON PAY STARTING WAGES OF LESS THAN \$20 PER HOUR.

Southwestern Oregon Job Vacancies by Hourly Wage, 2024



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

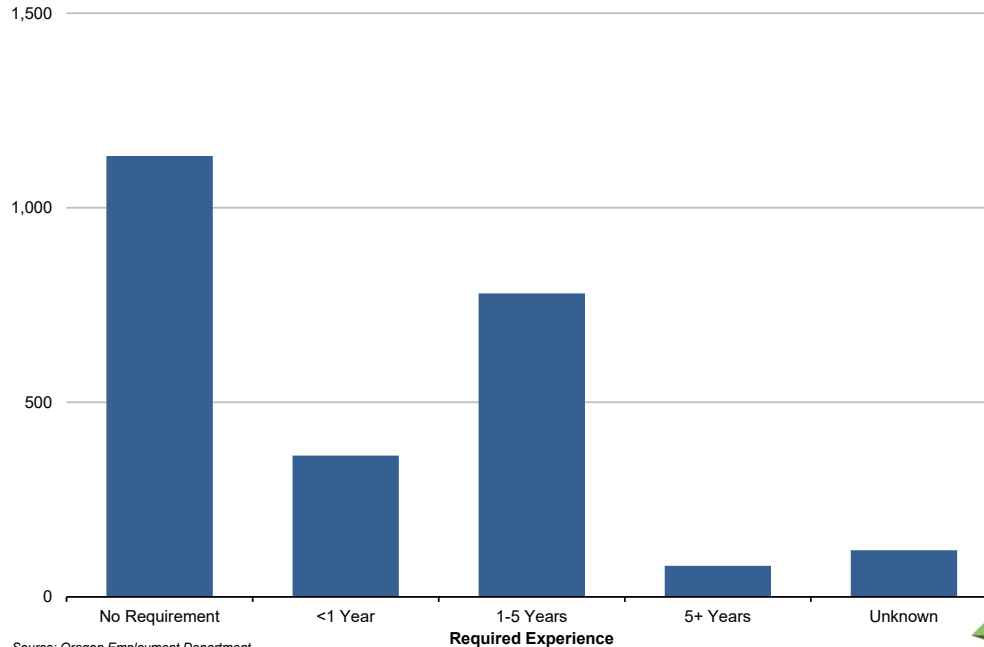
Southwestern Oregon Job Vacancies by Required Education Level, 2024

Required Education Level	Vacancies	Average Hourly Wage	Full-time Positions	Permanent Positions	Requiring Previous Experience	Difficult to Fill
All Education Levels	2,476	\$21.86	75%	96%	49%	64%
No Requirement	770	\$19.42	71%	89%	35%	64%
High School Diploma	873	\$17.54	64%	98%	45%	56%
Postsecondary or Other Certification	644	\$30.68	89%	98%	71%	82%
Bachelor's or Advanced Degree	84	\$31.29	100%	100%	100%	63%
Unknown	105	\$17.35	79%	100%	21%	21%

Source: Oregon Employment Department

HALF (49%) OF SOUTHWESTERN OREGON VACANCIES REQUIRE PREVIOUS WORK EXPERIENCE.

Southwestern Oregon Job Vacancies by Experience Requirement, 2024



Source: Oregon Employment Department

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

Southwestern Oregon Job Vacancies by Hourly Wage Range, 2024

Wage (per hour)	Vacancies	Average Hourly Wage	Full-time Positions	Permanent Positions	Requiring Education Beyond High School	Requiring Previous Experience	Difficult to Fill
All Wage Ranges	2,476	\$21.86	75%	96%	31%	49%	64%
Less than \$20	1,290	\$16.02	57%	98%	9%	39%	57%
\$20 through \$29.99	573	\$23.42	93%	84%	40%	55%	68%
\$30 and up	418	\$37.74	100%	100%	71%	77%	90%
Unknown	195	-	83%	100%	80%	42%	41%

Source: Oregon Employment Department

Employers had the most difficulty filling their high-wage vacancies, with 90% 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% 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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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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