



# Help Wanted in the Mid-Valley

**Results from the 2021  
Job Vacancy Survey**



# The Mid-Valley had roughly 12,700 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
<b>Vacancies</b>	<b>57,241</b>	<b>44,408</b>	<b>96,887</b>
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%

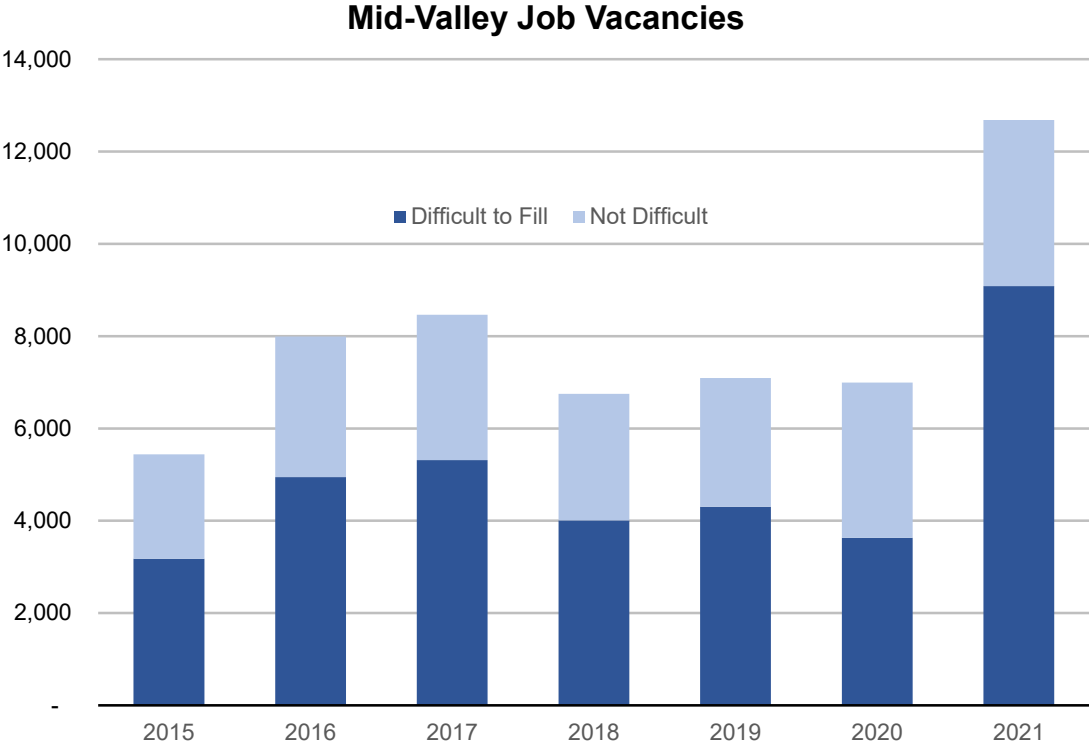
Source: Oregon Employment Department

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 Mid-Valley vacancies was higher in 2021 than at any time in the survey's history since 2015.



**Two out of five vacancies in 2021 had been open for 60 days or longer – up from 16% in 2019. Almost all of these vacancies were reported as difficult to fill.**

**Mid-Valley Job Vacancies by Length of Time Job has been Open, 2021**

<b>Length of Time Job has been Open</b>	<b>Vacancies</b>	<b>Average Wage</b>	<b>Difficult to Fill</b>
<b>All Vacancies</b>	<b>12,681</b>	<b>\$19.09</b>	<b>72%</b>
< 30 Days	2,429	\$18.77	49%
30-59 Days	2,556	\$21.17	80%
60+ Days	4,378	\$19.25	90%
Always Open	2,205	\$17.19	80%
Unknown	1,113	\$14.20	14%



# Private health care and social assistance reported the most vacancies of any industry.

Mid-Valley Job Vacancies by Industry, 2021

Industry	Vacancies	Average Wage
<b>All Industries</b>	<b>12,681</b>	<b>\$19.09</b>
Health care and social assistance	4,003	\$20.48
Manufacturing	2,085	\$17.13
Leisure and hospitality	1,403	\$14.18
Construction	1,243	\$24.01
Transportation, warehousing, and utilities	808	\$19.09
Retail trade	629	\$14.87
Other services	608	\$16.04
Financial activities	555	\$24.92
Natural resources and mining	440	\$17.25
Management, administrative, and waste services	418	\$18.82
Professional, scientific, and technical services	201	\$21.38
Wholesale trade	160	\$18.46
Information	70	\$24.26
Private educational services	58	\$25.84



# Health care support occupations represented the group with the most vacancies, followed by food prep and serving.

Mid-Valley Job Vacancies by Occupation Group, 2021

Occupation Group	Vacancies	Average Wage
<b>All Occupations</b>	<b>12,681</b>	<b>\$19.09</b>
Health Care Support	1,947	\$15.62
Food Preparation and Serving Related	1,607	\$13.76
Transportation and Material Moving	1,352	\$18.18
Health Care Practitioners and Technical	1,172	\$32.37
Construction and Extraction	1,044	\$21.86
Sales and Related	922	\$14.99
Production	905	\$16.97
Office and Administrative Support	817	\$16.10
Installation, Maintenance, and Repair	686	\$20.52
Business and Financial Operations	466	\$24.08
Building and Grounds Cleaning and Maintenance	417	\$14.58
Farming, Fishing, and Forestry	336	\$15.50
Management	331	\$32.01
Personal Care and Service	192	\$13.46
Computer and Mathematical	110	\$35.09
Community and Social Service	96	\$23.65
Arts, Design, Entertainment, Sports, and Media	84	\$12.75
Protective Service	78	\$16.60



# Area businesses were hiring for a variety of jobs across the economy in 2021. They reported vacancies for 167 different occupations.

## Top Mid-Valley Occupations With the Highest Number of Job Vacancies, 2021

<u>Occupation</u>	<u>Vacancies</u>
<b>All Occupations</b>	<b>12,681</b>
Personal Care Aides	1,112
Nursing Assistants	618
Retail Salespersons	549
Registered Nurses	509
Heavy and Tractor-Trailer Truck Drivers	401
Fast Food and Counter Workers	307
Farmworkers and Laborers, Crop, Nursery, and Greenhouse	288
Cooks, Restaurant	268
Laborers and Freight, Stock, and Material Movers, Hand	267
Licensed Practical and Licensed Vocational Nurses	253
Maids and Housekeeping Cleaners	245
Carpenters	213
Maintenance and Repair Workers, General	203
Waiters and Waitresses	201
Shipping, Receiving, and Inventory Clerks	193
Accountants and Auditors	189
Receptionists and Information Clerks	184
Cement Masons and Concrete Finishers	184
Construction Laborers	180





# Employers had more difficulty filling vacancies in some occupations.

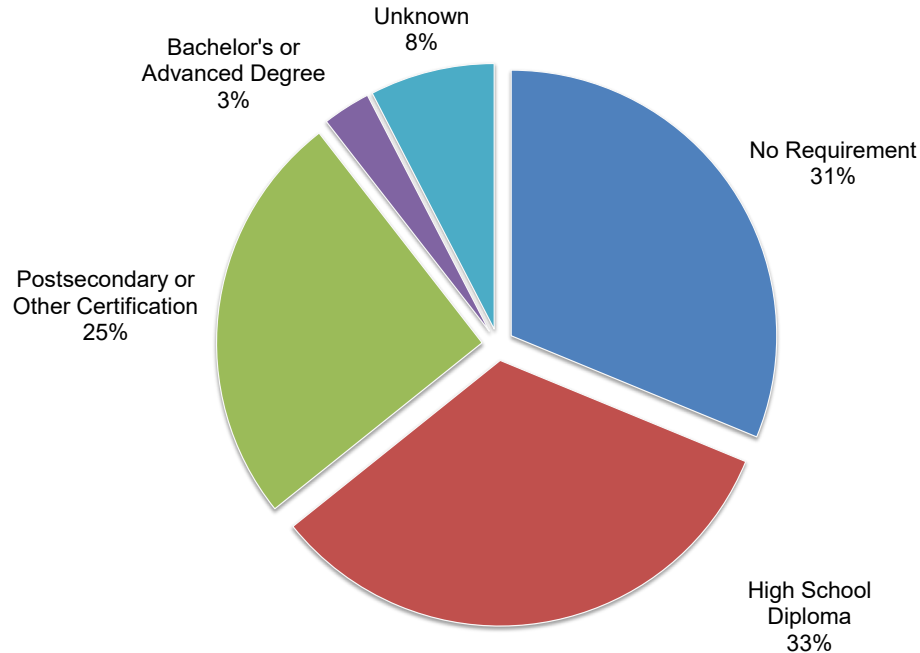
## Top Mid-Valley Occupations With the Highest Number of Difficult-to-Fill Job Vacancies, 2021

Occupation	Vacancies
<b>Difficult-to-Fill Vacancies in All Occupations</b>	<b>9,085</b>
Personal Care Aides	740
Nursing Assistants	486
Registered Nurses	414
Retail Salespersons	368
Heavy and Tractor-Trailer Truck Drivers	308
Laborers and Freight, Stock, and Material Movers, Hand	267
Farmworkers and Laborers, Crop, Nursery, and Greenhouse	248
Cooks, Restaurant	245
Fast Food and Counter Workers	214
Carpenters	193
Accountants and Auditors	189
Cement Masons and Concrete Finishers	184
Sheet Metal Workers	162
Construction Laborers	145
Maintenance and Repair Workers, General	139
Cooks, Institution and Cafeteria	131

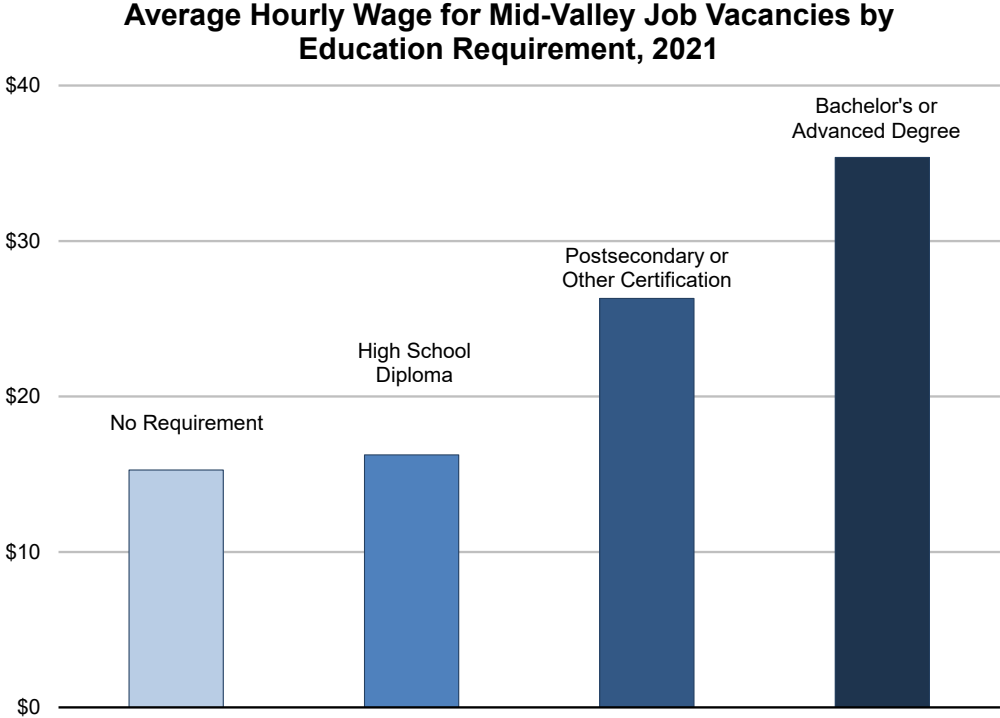


# More than half (64%) of Mid-Valley job vacancies required no education beyond high school.

Mid-Valley Job Vacancies by Education Requirement, 2021

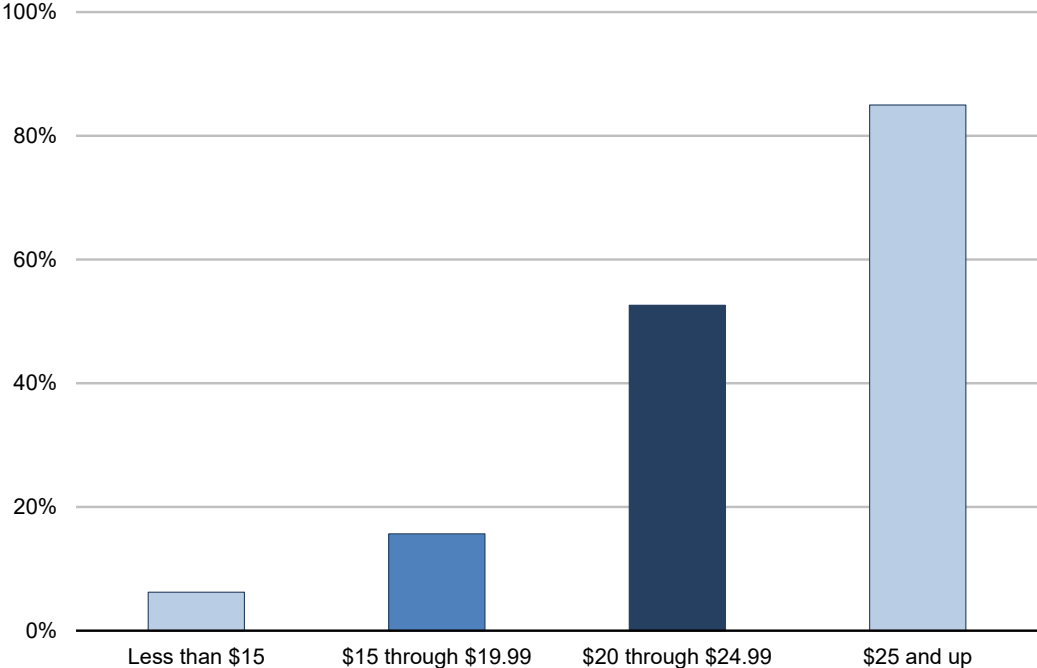


# Average hourly wages generally increase along with education requirements for job vacancies...



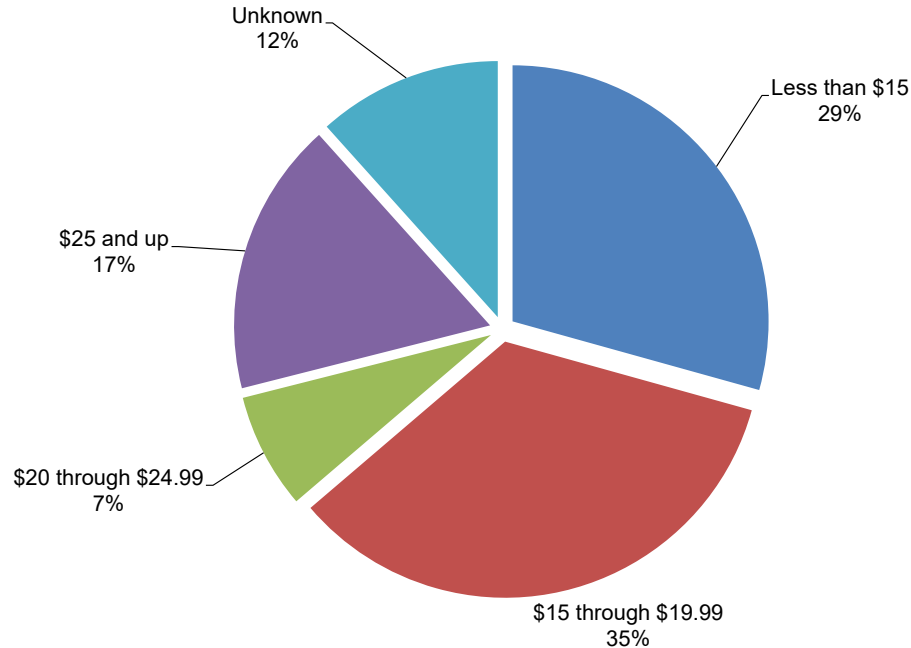
# ...and high-paying vacancies are more likely to require education beyond high school.

Share of Mid-Valley Job Vacancies Requiring Education Beyond High School by Hourly Wage Range, 2021



# Three out of 10 vacancies in the Mid-Valley pay less than \$15 per hour, and another 35% pay starting wages between \$15 and \$19.99.

Mid-Valley Job Vacancies by Hourly Wage, 2021



# Vacancies requiring higher education are generally more likely to be high-paying, full-time, and require prior experience.

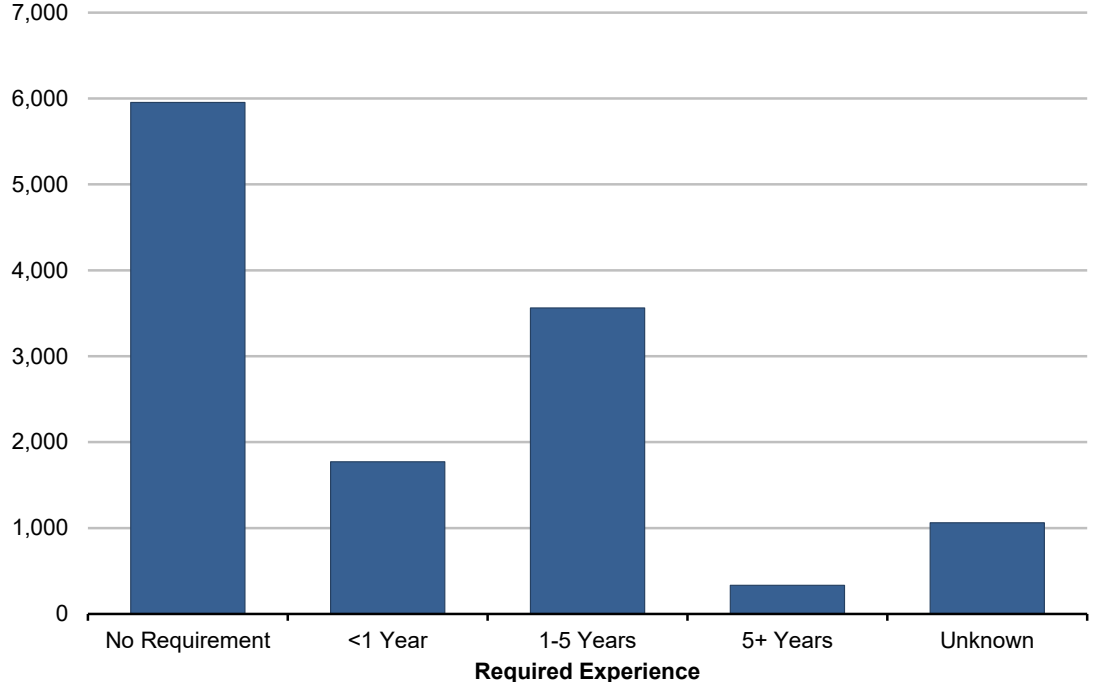
Mid-Valley Job Vacancies by Required Education Level, 2021

Required Education Level	Vacancies	Average Hourly Wage	Full-time Positions	Permanent Positions	Require Previous Experience	Difficult to Fill
<b>All Education Levels</b>	<b>12,681</b>	<b>\$19.09</b>	<b>82%</b>	<b>97%</b>	<b>45%</b>	<b>72%</b>
No Requirement	3,959	\$15.28	72%	91%	32%	85%
High School Diploma	4,189	\$16.24	84%	98%	41%	65%
Postsecondary or Other Certification	3,199	\$26.30	87%	100%	69%	77%
Bachelor's or Advanced Degree	371	\$35.37	97%	100%	90%	77%
Unknown	963	\$15.68	84%	100%	11%	22%



# Almost half (45%) of all Mid-Valley vacancies require previous work experience.

Mid-Valley Job Vacancies by Required Previous Experience, 2021



# 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, 2021

Wage (per hour)	Vacancies	Average Hourly Wage	Full-time Positions	Permanent Positions	Require Education Beyond High School	Require Previous Experience	Difficult to Fill
<b>All Wage Ranges</b>	<b>12,681</b>	<b>\$19.09</b>	<b>82%</b>	<b>97%</b>	<b>30%</b>	<b>45%</b>	<b>72%</b>
Less than \$15	3,718	\$13.12	68%	92%	6%	25%	74%
\$15 through \$19.99	4,366	\$16.38	86%	100%	16%	43%	77%
\$20 through \$24.99	926	\$21.70	94%	100%	53%	70%	77%
\$25 and up	2,194	\$33.51	90%	100%	85%	71%	76%
Unknown	1,477	-	82%	95%	45%	44%	42%

Employers in the Mid-Valley had a high rate of difficulty filling their vacancies at all wage levels, whereas in many areas higher-wage vacancies proved more difficult.





# The Oregon Job Vacancy Survey captures information for nine sub-state areas.

<b>Survey Region</b>	<b>Counties</b>
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
<b>Oregon Statewide</b>	<b>96,887</b>	<b>\$19.69</b>	<b>78%</b>	<b>93%</b>	<b>30%</b>	<b>53%</b>	<b>72%</b>
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**

<b>Geography</b>	<b>2019</b>	<b>2020</b>	<b>2021</b>	<b>Change from 2019</b>
<b>Oregon Statewide</b>	<b>57,241</b>	<b>44,408</b>	<b>96,887</b>	<b>69%</b>
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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