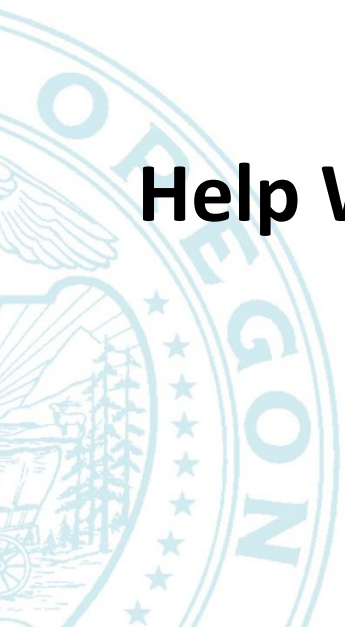




Help Wanted in Oregon: Results from the 2019 Oregon Job Vacancy Survey



Oregon had roughly 57,000 job vacancies at any given time in 2019.

We surveyed 13,800 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.

Health care reported the most vacancies of any industry.

Oregon Job Vacancies by Industry, 2019

| Industry | Vacancies | Average Hourly Wage | Full-time Positions | Permanent Positions | Require Education Beyond High School | Require Previous Experience | Difficult to Fill |
|--|---------------|---------------------|---------------------|---------------------|--------------------------------------|-----------------------------|-------------------|
| All Industries | 57,241 | \$18.81 | 77% | 93% | 34% | 57% | 57% |
| Health care and social assistance | 11,223 | \$20.67 | 72% | 96% | 53% | 61% | 57% |
| Leisure and hospitality | 7,740 | \$13.67 | 51% | 90% | 8% | 44% | 53% |
| Retail trade | 7,443 | \$14.47 | 74% | 96% | 10% | 36% | 43% |
| Construction | 4,982 | \$22.08 | 95% | 98% | 37% | 76% | 74% |
| Manufacturing | 4,925 | \$19.11 | 97% | 92% | 26% | 54% | 48% |
| Management, administrative, and waste services | 4,588 | \$16.56 | 77% | 93% | 24% | 52% | 58% |
| Professional, scientific, and technical services | 3,901 | \$27.72 | 92% | 94% | 73% | 71% | 62% |
| Other services | 3,317 | \$16.51 | 70% | 92% | 31% | 62% | 66% |
| Wholesale trade | 2,231 | \$20.03 | 87% | 92% | 28% | 72% | 65% |
| Transportation, warehousing, and utilities | 1,729 | \$20.05 | 81% | 80% | 51% | 55% | 56% |
| Natural resources and mining | 1,687 | \$17.92 | 84% | 69% | 20% | 49% | 72% |
| Financial activities | 1,676 | \$18.27 | 89% | 100% | 22% | 66% | 44% |
| Private educational services | 1,066 | \$19.76 | 29% | 94% | 87% | 88% | 71% |
| Information | 733 | \$26.53 | 95% | 96% | 76% | 94% | 49% |



Transportation and material moving represented the occupational group with the most vacancies.

Oregon Job Vacancies by Occupation Group, 2019

| Occupation Group | Vacancies | Average Hourly Wage | Full-time Positions | Permanent Positions | Require Education Beyond High School | Require Previous Experience | Difficult to Fill |
|--|---------------|---------------------------|------------------------|------------------------|---|-----------------------------------|----------------------|
| All Occupations | 57,241 | \$18.81 | 77% | 93% | 34% | 57% | 57% |
| Transportation and Material Moving | 6,318 | \$16.21 | 79% | 89% | 28% | 44% | 60% |
| Food Preparation and Serving Related | 5,955 | \$12.66 | 46% | 93% | 5% | 43% | 49% |
| Sales and Related | 5,346 | \$15.17 | 73% | 94% | 10% | 47% | 37% |
| Health Care Support | 4,628 | \$15.00 | 69% | 99% | 44% | 43% | 63% |
| Office and Administrative Support | 4,525 | \$15.59 | 77% | 95% | 15% | 68% | 39% |
| Installation, Maintenance, and Repair | 4,236 | \$21.20 | 95% | 99% | 23% | 78% | 86% |
| Health Care Practitioners and Technical | 3,428 | \$35.84 | 69% | 99% | 95% | 80% | 76% |
| Construction and Extraction | 3,237 | \$21.67 | 96% | 97% | 41% | 73% | 73% |
| Production | 3,042 | \$16.23 | 96% | 94% | 10% | 39% | 48% |
| Business and Financial Operations | 2,623 | \$23.01 | 90% | 99% | 56% | 76% | 45% |
| Management | 2,562 | \$30.78 | 97% | 99% | 67% | 81% | 45% |
| Building and Grounds Cleaning and Maintenance | 2,033 | \$13.91 | 67% | 83% | 1% | 36% | 71% |
| Education, Training, and Library | 1,786 | \$16.34 | 56% | 90% | 56% | 76% | 51% |
| Personal Care and Service | 1,444 | \$12.44 | 62% | 76% | 30% | 40% | 54% |
| Community and Social Service | 1,217 | \$18.92 | 71% | 92% | 70% | 65% | 56% |
| Architecture and Engineering | 1,125 | \$28.32 | 99% | 87% | 86% | 70% | 58% |
| Computer and Mathematical | 1,018 | \$34.35 | 88% | 99% | 70% | 76% | 67% |
| Protective Service | 849 | \$13.41 | 49% | 51% | 15% | 16% | 45% |
| Farming, Fishing, and Forestry | 840 | \$16.72 | 92% | 73% | 14% | 62% | 76% |
| Arts, Design, Entertainment, Sports, and Media | 578 | \$23.17 | 82% | 98% | 79% | 68% | 41% |
| Life, Physical, and Social Science | 282 | \$19.44 | 72% | 54% | 41% | 24% | 60% |
| Legal | 169 | \$27.34 | 93% | 100% | 100% | 39% | 69% |



Businesses were hiring for a variety of jobs across the economy in 2019. They reported vacancies for 394 different occupations.

Top Occupations in Oregon With the Highest Number of Job Vacancies, 2019

| Occupation | Vacancies | Full-time Positions | Permanent Positions | Difficult-to-Fill Vacancies |
|--|---------------|---------------------|---------------------|-----------------------------|
| All Occupations | 57,241 | 77% | 93% | 57% |
| Retail Salespersons | 2,254 | 78% | 91% | 31% |
| Personal Care Aides | 2,191 | 61% | 98% | 56% |
| Laborers and Freight, Stock, and Material Movers, Hand | 1,628 | 75% | 80% | 54% |
| Heavy and Tractor-Trailer Truck Drivers | 1,593 | 98% | 92% | 71% |
| Cashiers | 1,448 | 59% | 92% | 31% |
| Fast Food and Counter Workers | 1,260 | 33% | 100% | 22% |
| Registered Nurses | 1,247 | 66% | 100% | 80% |
| Nursing Assistants | 1,136 | 76% | 100% | 74% |
| Customer Service Representatives | 1,111 | 75% | 97% | 34% |
| Receptionists and Information Clerks | 997 | 67% | 91% | 47% |
| Cooks, Restaurant | 986 | 74% | 94% | 70% |
| Production Workers, All Other | 903 | 99% | 98% | 62% |
| Carpenters | 875 | 100% | 99% | 87% |
| Maintenance and Repair Workers, General | 865 | 91% | 100% | 94% |
| Business Operations Specialists, All Other | 796 | 99% | 97% | 46% |



Some occupational vacancies are more difficult to fill than others.

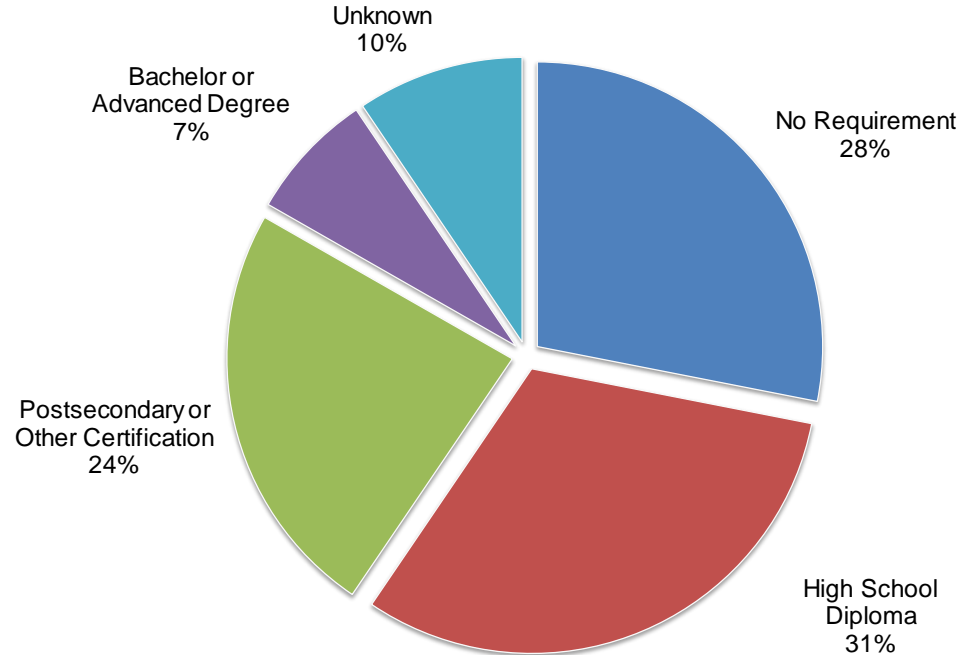
Top Occupations in Oregon With the Highest Number of Vacancies Reported as Difficult to Fill, 2019

| Occupation | Vacancies | Difficult to Fill | Share of Total |
|---|---------------|-------------------|----------------|
| All Occupations | 57,241 | 32,485 | 57% |
| Personal Care Aides | 2,191 | 1,220 | 56% |
| Heavy and Tractor-Trailer Truck Drivers | 1,593 | 1,133 | 71% |
| Registered Nurses | 1,247 | 993 | 80% |
| Laborers and Freight, Stock, and Material Movers, Hand | 1,628 | 885 | 54% |
| Nursing Assistants | 1,136 | 841 | 74% |
| Maintenance and Repair Workers, General | 865 | 813 | 94% |
| Carpenters | 875 | 763 | 87% |
| Heating, Air Conditioning, and Refrigeration Mechanics and Installers | 752 | 720 | 96% |
| Retail Salespersons | 2,254 | 704 | 31% |
| Cooks, Restaurant | 986 | 688 | 70% |
| Production Workers, All Other | 903 | 557 | 62% |
| Automotive Service Technicians and Mechanics | 665 | 526 | 79% |
| Maids and Housekeeping Cleaners | 670 | 496 | 74% |
| Receptionists and Information Clerks | 997 | 468 | 47% |
| Cashiers | 1,448 | 442 | 31% |



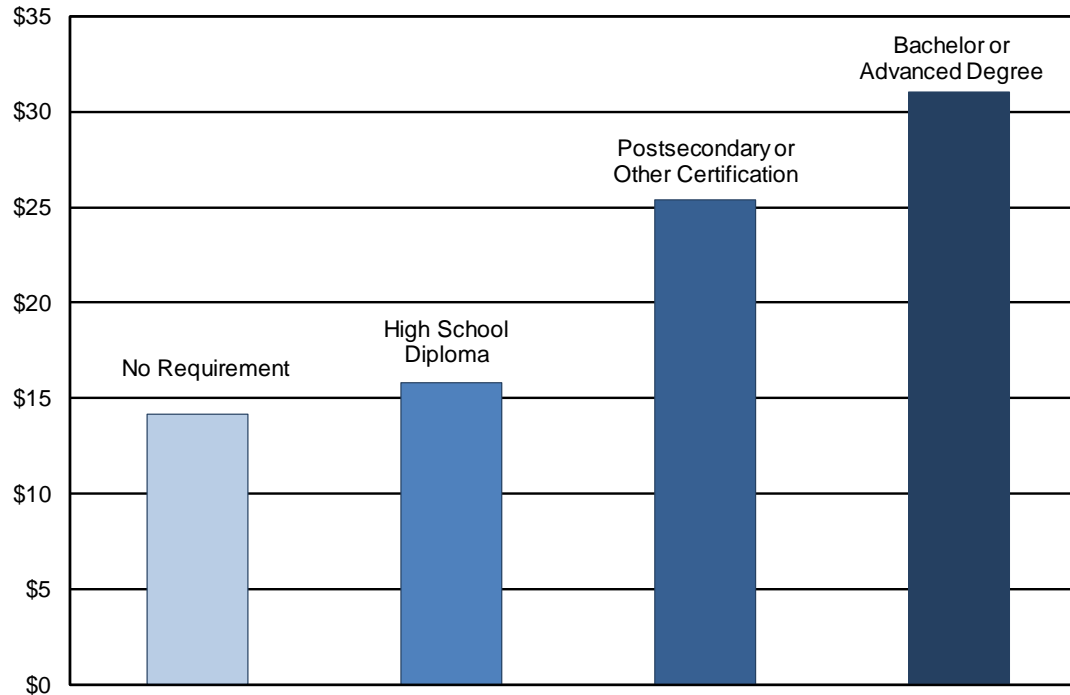
More than half (59%) of all job vacancies require no education beyond high school.

Oregon Job Vacancies by Educational Requirement, 2019



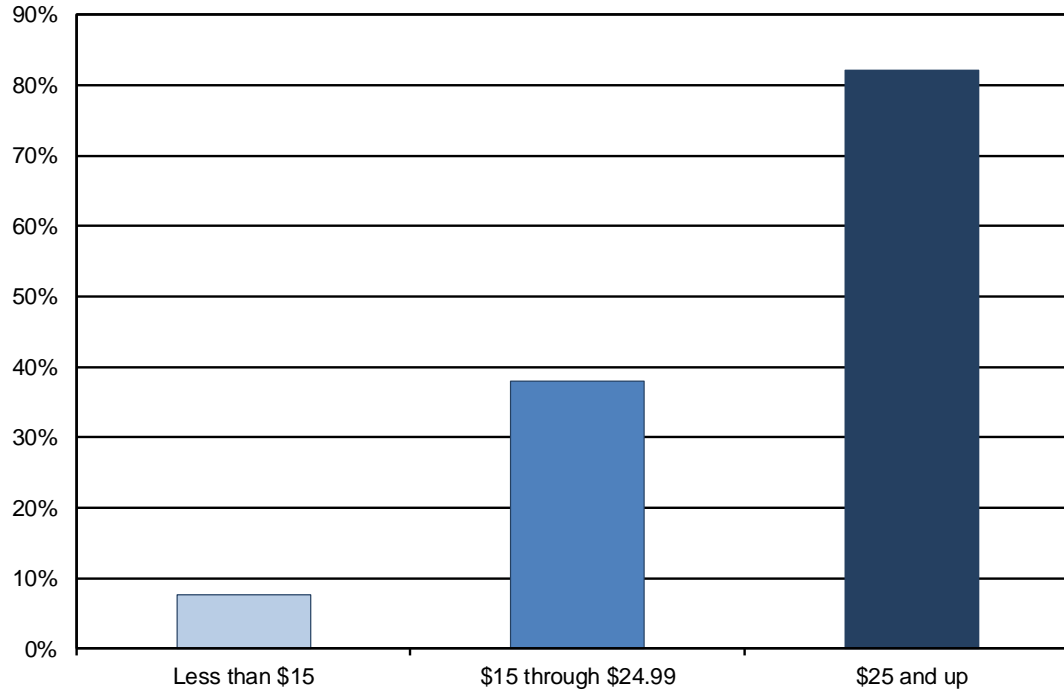
Average hourly wages increase along with education requirements for job vacancies...

Average Hourly Wage for Oregon Job Vacancies by Education Requirement, 2019



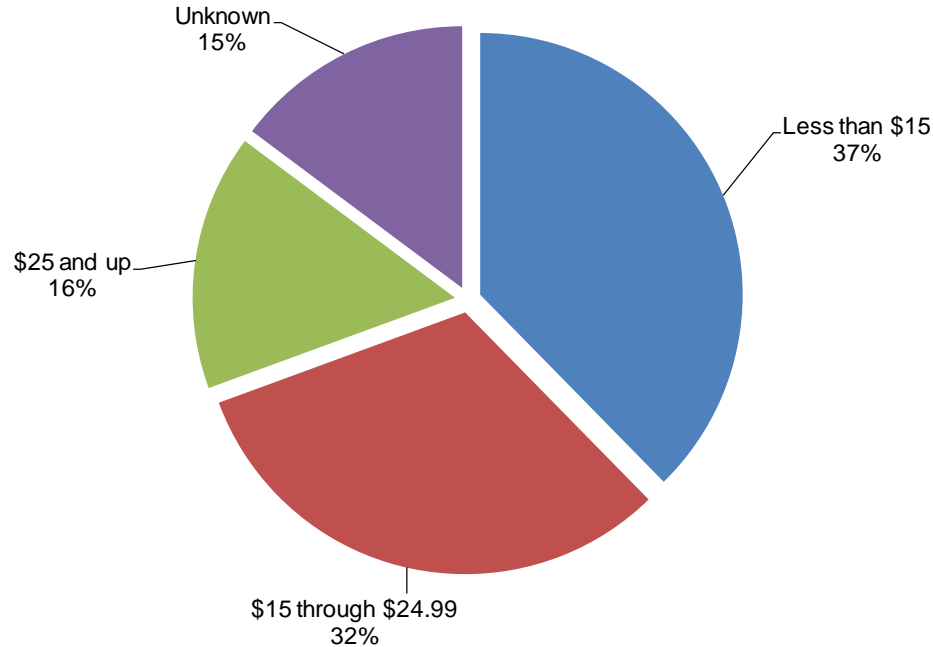
...and high-paying vacancies are more likely to require education beyond high school.

Share of Oregon Job Vacancies Requiring Education Beyond High School by Hourly Wage Range, 2019



More than one-third (37%) of all vacancies in Oregon pay less than \$15 per hour.

Oregon Job Vacancies by Hourly Wage, 2019



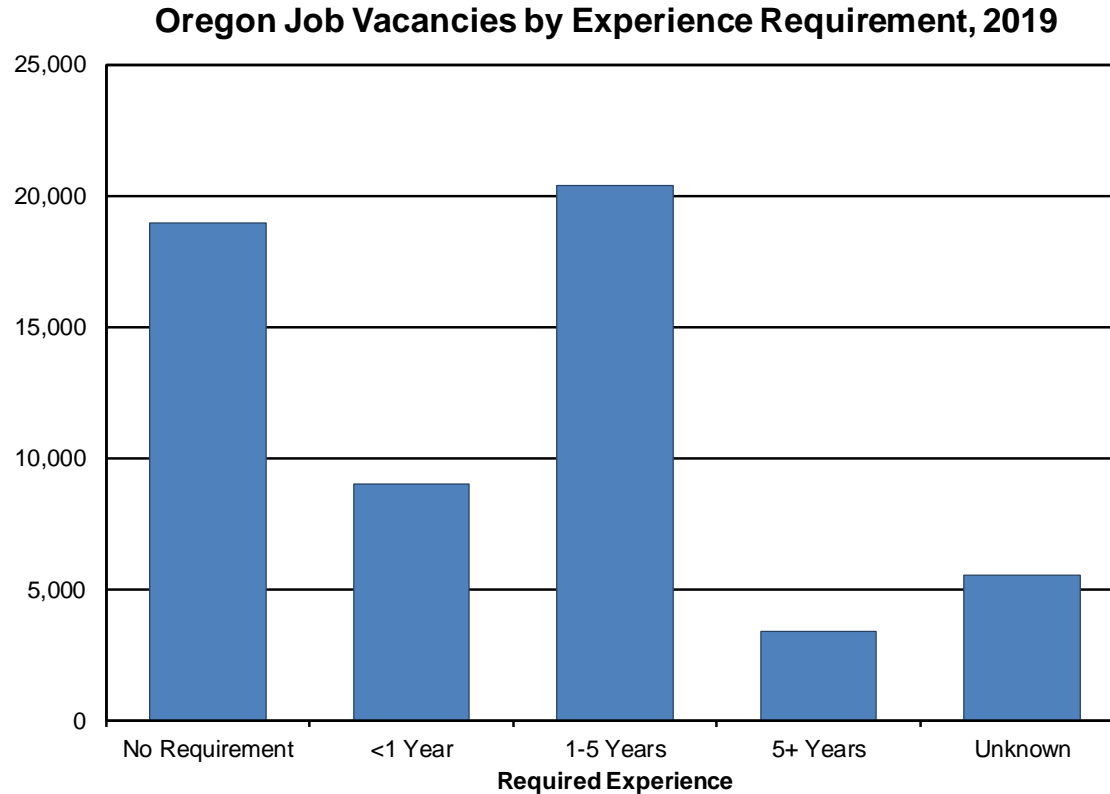
Vacancies requiring higher education are more likely to be high-paying, full-time, and require prior experience.

Oregon Job Vacancies by Required Education Level, 2019

| Required Education Level | Vacancies | Average Hourly Wage | Full-time Positions | Permanent Positions | Requiring Previous Experience | Difficult to Fill |
|--------------------------------------|---------------|---------------------|---------------------|---------------------|-------------------------------|-------------------|
| All Education Levels | 57,241 | \$18.81 | 77% | 93% | 57% | 57% |
| No Requirement | 16,078 | \$14.14 | 66% | 91% | 37% | 56% |
| High School Diploma | 17,967 | \$15.78 | 76% | 92% | 62% | 55% |
| Postsecondary or Other Certification | 13,624 | \$25.39 | 80% | 94% | 82% | 77% |
| Bachelor or Advanced Degree | 4,168 | \$31.02 | 93% | 98% | 93% | 57% |
| Unknown | 5,404 | \$19.22 | 88% | 97% | 10% | 13% |



More than half (57%) of all vacancies require previous work experience.



Vacancies that require more experience are far more likely to require education beyond high school.

Oregon Job Vacancies by Experience Requirement, 2019

| Prior Experience Required | Vacancies | Average Hourly Wage | Full-time Positions | Permanent Positions | Require Education Beyond High School | Difficult to Fill |
|---------------------------|---------------|---------------------|---------------------|---------------------|--------------------------------------|-------------------|
| All Requirements | 57,241 | \$18.81 | 77% | 93% | 34% | 57% |
| No Requirement | 18,941 | \$13.98 | 62% | 89% | 12% | 53% |
| <1 Year | 8,989 | \$17.73 | 74% | 93% | 31% | 65% |
| 1-5 Years | 20,393 | \$21.35 | 86% | 95% | 48% | 66% |
| 5+ Years | 3,371 | \$34.63 | 92% | 98% | 78% | 80% |
| Unknown | 5,547 | \$19.55 | 86% | 98% | 76% | 6% |



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

Oregon Job Vacancies by Hourly Wage Range, 2019

| 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 | 57,241 | \$18.81 | 77% | 93% | 34% | 57% | 57% |
| Less than \$15 | 21,566 | \$12.49 | 60% | 88% | 8% | 36% | 50% |
| \$15 through \$24.99 | 18,155 | \$18.23 | 87% | 96% | 38% | 77% | 68% |
| \$25 and up | 9,061 | \$35.02 | 89% | 99% | 82% | 90% | 74% |
| Unknown | 8,459 | - | 81% | 92% | 52% | 35% | 32% |



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 |

Almost half (47%) of all vacancies in Oregon were in the Portland Tri-County area.

Oregon Job Vacancies by Geography, 2019

| Geography | Vacancies | Average Hourly Wage | Full-time Positions | Permanent Positions | Require Education Beyond High School | Require Previous Experience | Difficult to Fill |
|------------------------------|------------------|----------------------------|----------------------------|----------------------------|---|------------------------------------|--------------------------|
| Oregon Statewide | 57,241 | \$18.81 | 77% | 93% | 34% | 57% | 57% |
| Portland Metro | 21,218 | \$20.46 | 79% | 94% | 36% | 57% | 50% |
| Mid-Valley | 7,091 | \$16.87 | 79% | 97% | 31% | 55% | 61% |
| Clackamas | 5,795 | \$18.22 | 74% | 90% | 30% | 59% | 58% |
| Central Oregon/East Cascades | 5,673 | \$18.55 | 74% | 92% | 34% | 54% | 66% |
| Lane | 5,414 | \$17.31 | 73% | 95% | 37% | 62% | 55% |
| Rogue Valley | 4,134 | \$18.66 | 77% | 91% | 34% | 65% | 64% |
| Northwest Oregon | 3,357 | \$18.34 | 69% | 90% | 30% | 48% | 58% |
| Eastern Oregon | 2,147 | \$18.83 | 78% | 84% | 43% | 54% | 61% |
| Southwestern Oregon | 1,745 | \$16.41 | 72% | 87% | 30% | 58% | 63% |
| Multi-area or unknown | 667 | \$21.48 | 81% | 94% | 32% | 61% | 70% |





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