



Help Wanted in Portland

**Results from the 2021
Job Vacancy Survey**



Portland Metro had roughly 28,000 job vacancies at any given time in 2021.

We surveyed 1,600 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 |
|--|---------------|---------------|---------------|
| Vacancies | 57,241 | 44,408 | 96,887 |
| 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% |

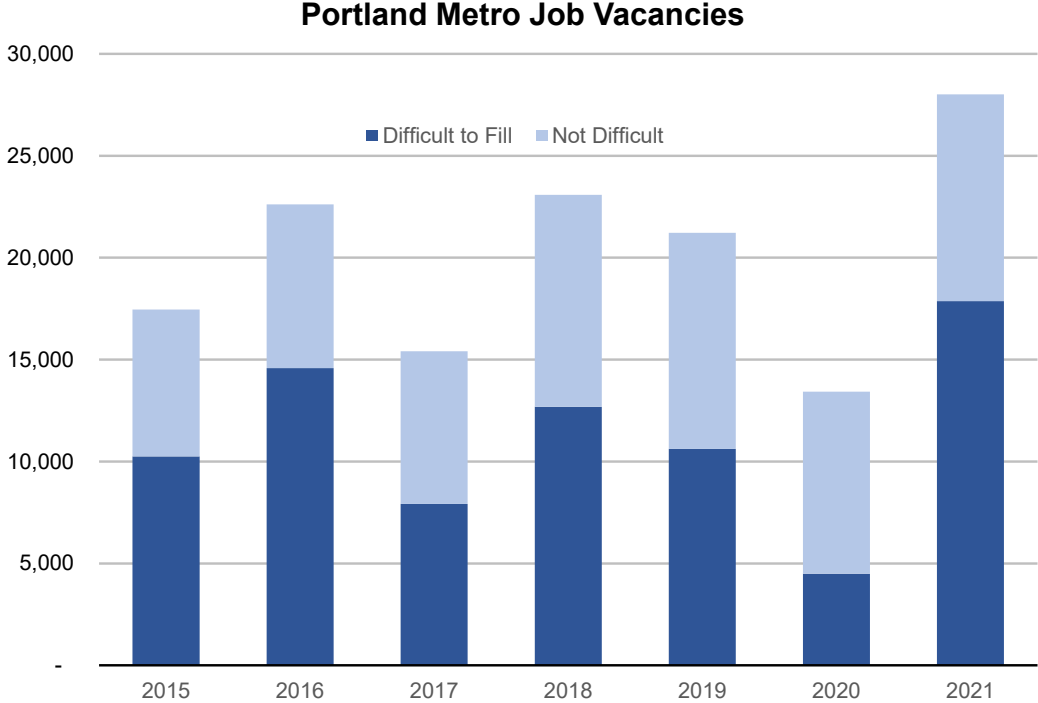
Source: Oregon Employment Department

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 Portland Metro vacancies was higher in 2021 than at any time in the survey's history since 2015.



One-third (33%) of vacancies in 2021 had been open for 60 days or longer – up from 20% in 2019. Almost all of these vacancies were reported as difficult to fill.

Portland Metro Job Vacancies by Length of Time Job has been Open, 2021

| Length of Time Job has been Open | Vacancies | Average Wage | Difficult to Fill |
|---|------------------|---------------------|--------------------------|
| All Vacancies | 28,014 | \$22.41 | 64% |
| < 30 Days | 8,949 | \$21.53 | 46% |
| 30-59 Days | 5,694 | \$22.41 | 81% |
| 60+ Days | 8,153 | \$22.56 | 93% |
| Always Open | 1,866 | \$27.95 | 66% |
| Unknown | 3,352 | \$17.04 | 9% |



Health care and social assistance reported the most vacancies of any industry in 2021.

Portland Metro Job Vacancies by Industry, 2021

| Industry | Vacancies | Average Wage |
|--|---------------|----------------|
| All Industries | 28,014 | \$22.41 |
| Health care and social assistance | 5,708 | \$23.99 |
| Retail trade | 3,390 | \$16.16 |
| Leisure and hospitality | 2,994 | \$16.91 |
| Professional, scientific, and technical services | 2,866 | \$34.67 |
| Manufacturing | 2,628 | \$19.52 |
| Other services | 2,389 | \$21.23 |
| Wholesale trade | 1,712 | \$20.86 |
| Construction | 1,463 | \$30.46 |
| Private educational services | 1,435 | \$22.81 |
| Management, administrative, and waste services | 1,414 | \$17.24 |
| Financial activities | 895 | \$16.74 |
| Transportation, warehousing, and utilities | 680 | \$20.45 |
| Natural resources and mining | 297 | \$20.53 |
| Information | 143 | \$66.77 |



Office and administrative support, and sales and related occupations represented the groups with the most vacancies.

Portland Metro Job Vacancies by Occupation Group, 2021

| Occupation Group | Vacancies | Average Wage |
|---|------------------|---------------------|
| All Occupations | 28,014 | \$22.41 |
| Office and Administrative Support | 3,849 | \$17.69 |
| Sales and Related | 3,530 | \$20.53 |
| Food Preparation and Serving Related | 2,603 | \$16.28 |
| Transportation and Material Moving | 2,194 | \$18.06 |
| Production | 2,138 | \$19.83 |
| Health Care Support | 2,065 | \$20.63 |
| Installation, Maintenance, and Repair | 1,699 | \$21.57 |
| Health Care Practitioners and Technical | 1,643 | \$37.48 |
| Business and Financial Operations | 1,472 | \$24.14 |
| Education, Training, and Library | 1,006 | \$16.46 |
| Community and Social Service | 961 | \$24.58 |
| Building and Grounds Cleaning and Maintenance | 895 | \$16.91 |
| Computer and Mathematical | 855 | \$40.87 |
| Management | 756 | \$38.06 |
| Architecture and Engineering | 720 | \$37.68 |
| Construction and Extraction | 501 | \$35.19 |



Area businesses were hiring for a variety of jobs across the economy in 2021. They reported vacancies for 171 different occupations.

Top Occupations in Portland Metro With the Highest Number of Job Vacancies, 2021

| <u>Occupation</u> | <u>Vacancies</u> |
|--|------------------|
| All Occupations | 28,014 |
| Retail Salespersons | 2,087 |
| Maids and Housekeeping Cleaners | 839 |
| Customer Service Representatives | 815 |
| Cooks, Restaurant | 779 |
| Cashiers | 720 |
| Stockers and Order Fillers | 702 |
| Dental Assistants | 584 |
| Receptionists and Information Clerks | 570 |
| Hotel, Motel, and Resort Desk Clerks | 568 |
| Registered Nurses | 542 |
| Production Workers, All Other | 483 |
| Personal Care Aides | 454 |
| Automotive Service Technicians and Mechanics | 444 |
| Nursing Assistants | 442 |
| Office and Administrative Support Workers, All Other | 439 |
| Business Operations Specialists, All Other | 430 |
| Heavy and Tractor-Trailer Truck Drivers | 425 |
| Waiters and Waitresses | 422 |



Employers had more difficulty filling vacancies in some occupations.

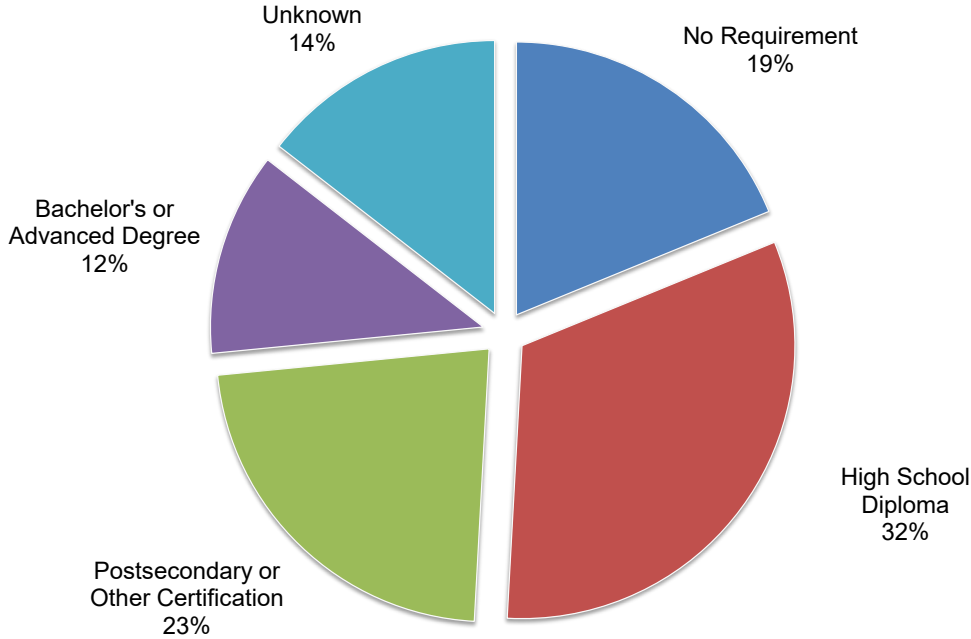
Top Portland Metro Occupations With the Highest Number of Difficult-to-Fill Job Vacancies, 2021

| Occupation | Vacancies |
|---|------------------|
| Difficult-to-Fill Vacancies in All Occupations | 17,866 |
| Retail Salespersons | 1,214 |
| Maids and Housekeeping Cleaners | 695 |
| Cooks, Restaurant | 583 |
| Dental Assistants | 486 |
| Cashiers | 478 |
| Registered Nurses | 438 |
| Hotel, Motel, and Resort Desk Clerks | 428 |
| Heavy and Tractor-Trailer Truck Drivers | 425 |
| Nursing Assistants | 395 |
| Production Workers, All Other | 390 |
| Customer Service Representatives | 379 |
| Stockers and Order Fillers | 366 |
| Personal Care Aides | 360 |
| Teaching Assistants, Preschool, Elementary, Middle, and Secondary School, Except Special Education | 327 |
| Receptionists and Information Clerks | 327 |
| Food Preparation Workers | 289 |
| Laborers and Freight, Stock, and Material Movers, Hand | 280 |

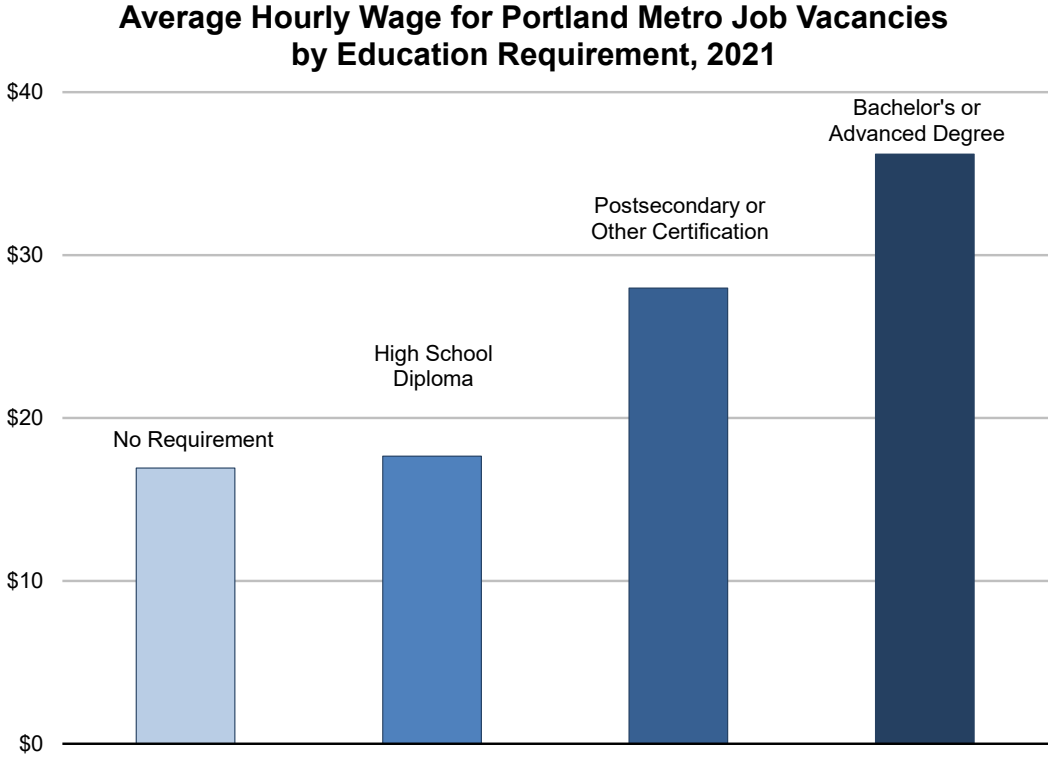


About half (51%) of the Portland Metro job vacancies required no education beyond high school.

Portland Metro Job Vacancies by Education Requirement, 2021

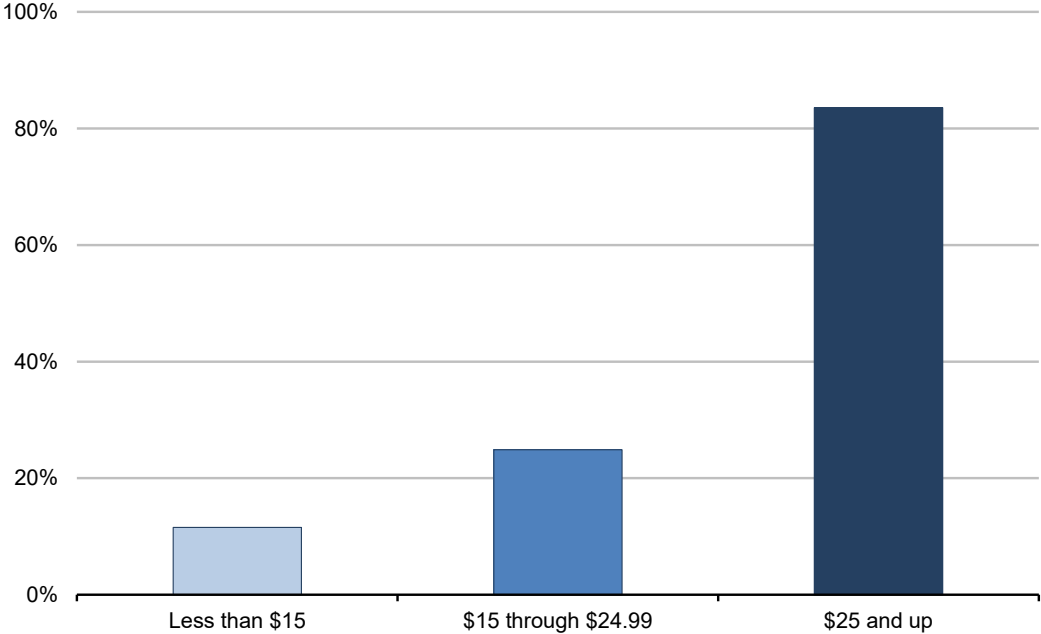


Average hourly wages increase along with education requirements for job vacancies...



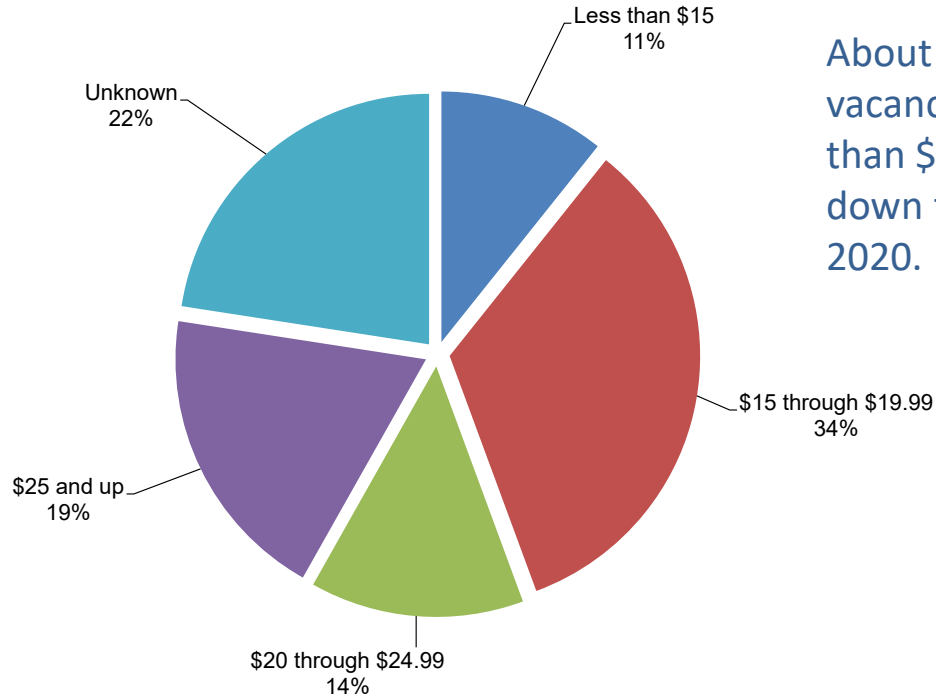
...and high-paying vacancies are more likely to require education beyond high school.

Share of Portland Metro Job Vacancies Requiring Education Beyond High School by Hourly Wage Range, 2021



Almost half of the 2021 job vacancies in Portland Metro paid starting wages of \$15 to \$24.99 per hour.

Portland Metro Job Vacancies by Hourly Wage, 2021



About one out of 10 vacancies paid less than \$15 per hour, down from 22% in 2020.

The share of vacancies paying \$25 per hour or more almost doubled in 2021, up from 10% in 2020.

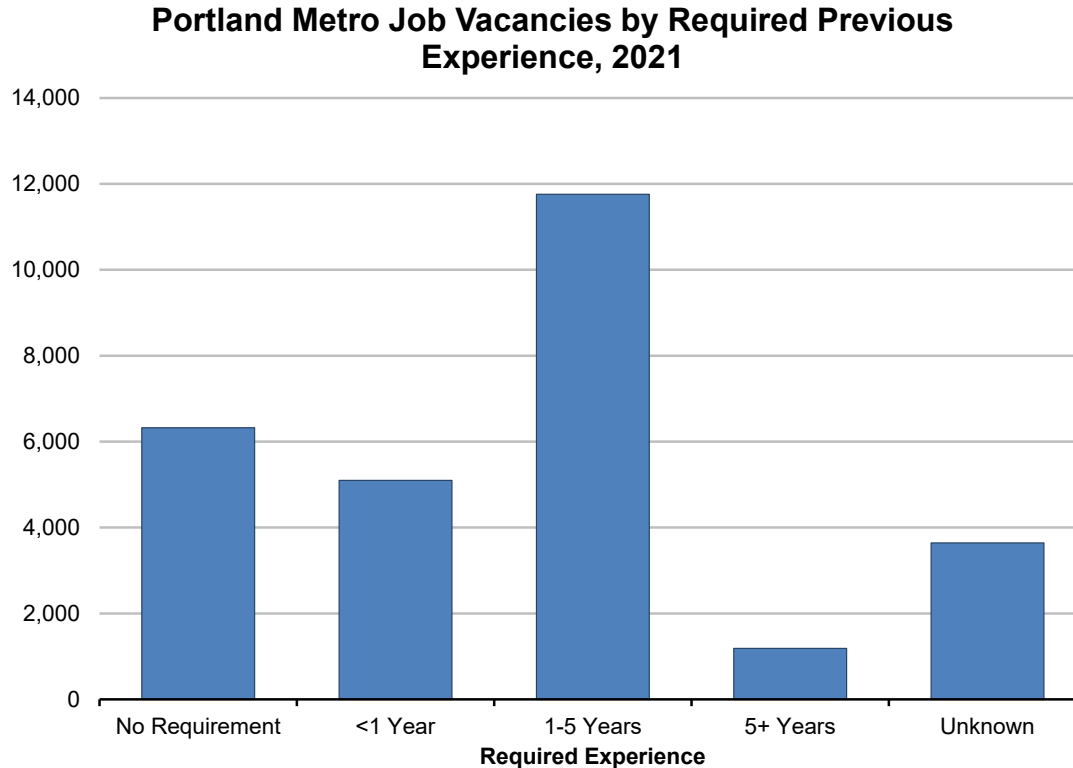
Vacancies requiring higher education are more likely to be high-paying, permanent, and require prior experience.

Portland Metro 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 |
|--------------------------------------|---------------|---------------------|---------------------|---------------------|-----------------------------|-------------------|
| All Education Levels | 28,014 | \$22.41 | 78% | 96% | 64% | 64% |
| No Requirement | 5,270 | \$16.93 | 73% | 96% | 45% | 67% |
| High School Diploma | 8,980 | \$17.66 | 76% | 96% | 71% | 69% |
| Postsecondary or Other Certification | 6,328 | \$27.98 | 70% | 94% | 85% | 73% |
| Bachelor's or Advanced Degree | 3,373 | \$36.19 | 96% | 97% | 89% | 72% |
| Unknown | 4,063 | \$20.79 | 88% | 95% | 24% | 27% |



Two out of three Portland Metro vacancies require previous work experience.



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

Portland Metro 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 |
|------------------------|---------------|---------------------|---------------------|---------------------|--------------------------------------|-----------------------------|-------------------|
| All Wage Ranges | 28,014 | \$22.41 | 78% | 96% | 41% | 64% | 64% |
| Less than \$15 | 3,005 | \$14.08 | 59% | 88% | 12% | 26% | 61% |
| \$15 through \$19.99 | 9,426 | \$16.56 | 76% | 98% | 12% | 67% | 72% |
| \$20 through \$24.99 | 3,867 | \$21.36 | 81% | 98% | 57% | 84% | 82% |
| \$25 and up | 5,396 | \$38.01 | 89% | 98% | 84% | 93% | 81% |
| Unknown | 6,320 | - | 78% | 92% | 62% | 44% | 26% |

Employers had the most difficulty filling their higher-wage vacancies, with more than 80% of jobs starting above \$20 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 |

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 |
|-------------------------|---------------|---------------------|---------------------|---------------------|--------------------------------------|-----------------------------|-------------------|
| Oregon Statewide | 96,887 | \$19.69 | 78% | 93% | 30% | 53% | 72% |
| 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

| Geography | 2019 | 2020 | 2021 | Change from 2019 |
|-------------------------|---------------|---------------|---------------|-------------------------|
| Oregon Statewide | 57,241 | 44,408 | 96,887 | 69% |
| 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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