

OREGON'S JOB VACANCY SURVEY OF PRIVATE EMPLOYERS

**PACIFIC NORTHWEST REGIONAL ECONOMIC CONFERENCE
MAY 2025**

ABOUT THE JOB VACANCY SURVEY

- The Oregon Employment Department conducts the survey each quarter.
 - Survey private firms with at least two payroll employees covered by the state's Unemployment Insurance program.
- Random sample of establishments each quarter.
 - Based on size class and region.
 - Assume a 30% response rate.
- Typically do three rounds of mailings and conduct follow up calls.

CURRENT JOB VACANCIES

JOB TITLES OF VACANT POSITIONS		NUMBER OF CURRENT OPENINGS	LENGTH OF TIME JOB HAS BEEN OPEN	PREVIOUS EXPERIENCE REQUIRED	EDUCATION LEVEL REQUIRED	STARTING WAGE OR SALARY	SEASONAL OR TEMPORARY	DIFFICULT-TO-FILL POSITIONS	
<p>Reply online at <<ONLINE_URL>></p> <ul style="list-style-type: none">List positions for which you are actively recruiting.Include full time, part time, seasonal, temporary, and permanent positions.Exclude consultants, outside contractors, and others not considered employees.Include only vacancies for locations within Oregon.		Enter number of openings for each position.	Enter one of the following codes: 1. <30 days 2. 30-59 days 3. 60+ days 4. Always Open If there are multiple openings, report for the oldest one.	Please indicate the previous experience, if any, required for this position. 1. No experience required 2. Less than 1 year 3. 1 through 5 years 4. More than 5 years	Enter one of the following codes: 1. None 2. High school diploma or equivalent 3. Postsecondary training 4. Associate's degree 5. Bachelor's degree 6. Graduate degree 7. Other (please specify)	Enter actual wage or wage range. Please indicate if monthly, hourly, or annual. If part time, enter hourly wages only.	Is this vacancy for a seasonal or temporary position? Please indicate with a check mark.	Is this position difficult to fill? Please indicate with a check mark.	If the position has been difficult to fill, please briefly describe the most important reason why.
FULL TIME									
FULL TIME	Example: Registered Nurse	5	2	2	7-Nursing License	\$32.50 hr	<input type="checkbox"/> Yes <input checked="" type="checkbox"/> No	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No	Nurse shortage
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PART TIME									
PART TIME							<input type="checkbox"/> Yes <input type="checkbox"/> No	<input type="checkbox"/> Yes <input type="checkbox"/> No	
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ABOUT THE JOB VACANCY SURVEY

- Over the four quarterly panels in 2024:
 - Sent out 16,300 surveys
 - 4,600 surveys were returned
 - 1,300 of returned surveys reported vacancies
- Responses are weighted
 - $\text{Employment in Universe} / \text{Employment in Set of Responding Firms}$
 - 20 different weights based on ten survey regions and two size classes

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

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

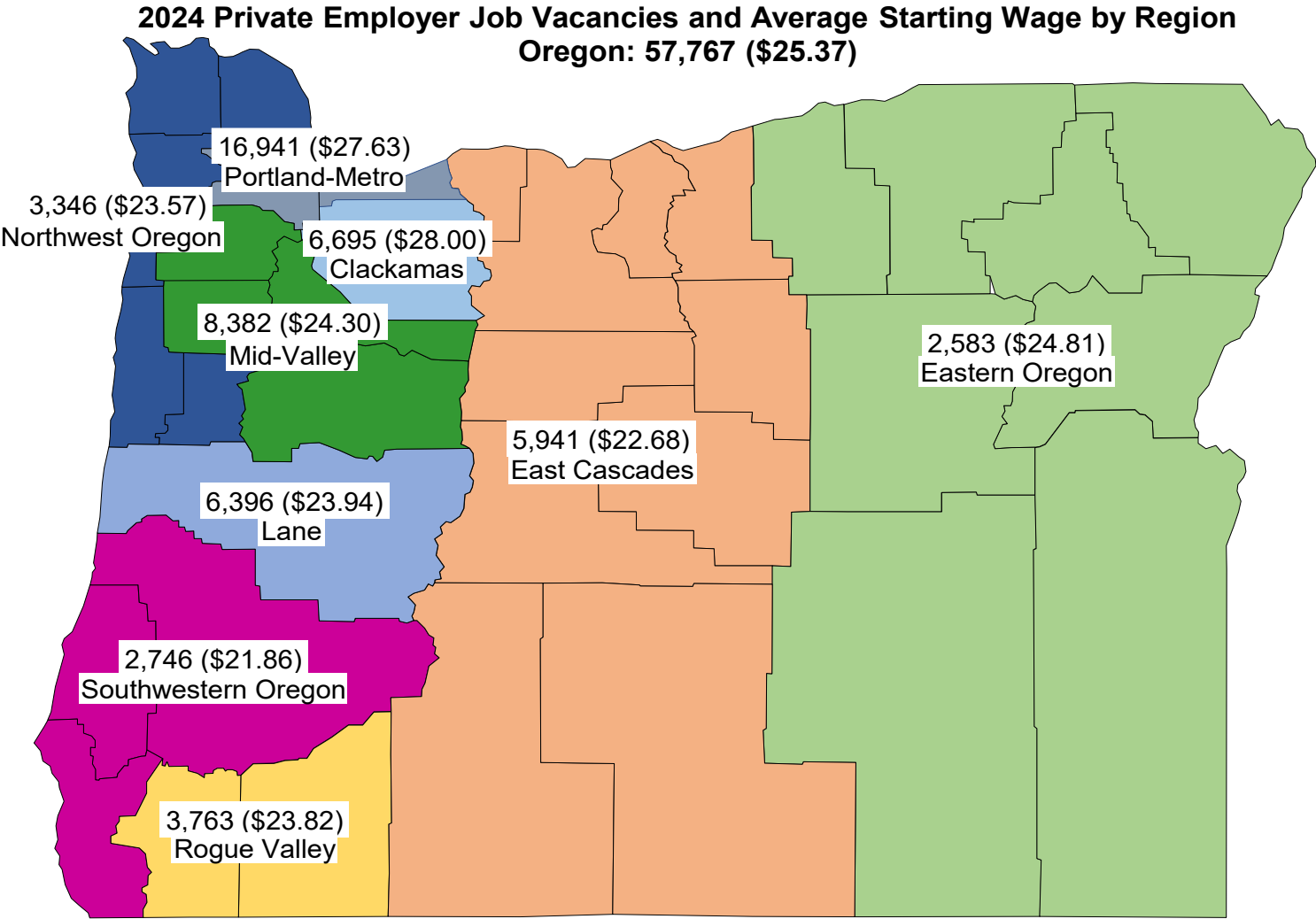
BUSINESSES WERE HIRING FOR A VARIETY OF JOBS ACROSS THE ECONOMY IN 2024. THEY REPORTED VACANCIES FOR 400 DIFFERENT OCCUPATIONS.

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

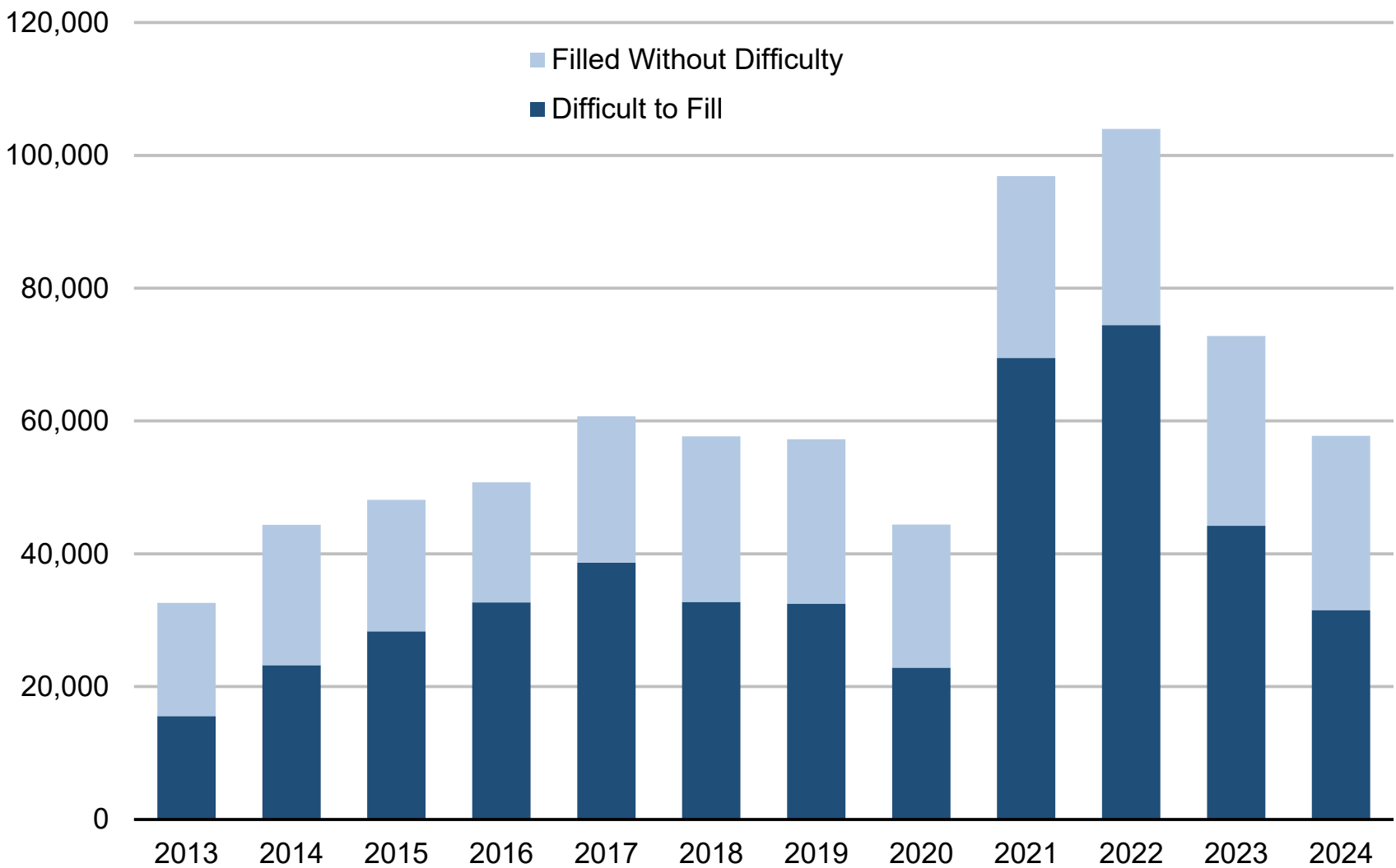
41% OF VACANCIES IN OREGON WERE IN THE PORTLAND TRI-COUNTY AREA.



Source: Oregon Employment Department's Job Vacancy Survey of Private Employers

55% OF JOB VACANCIES IN 2024 WERE CONSIDERED DIFFICULT TO FILL BY EMPLOYERS.

Oregon Job Vacancies Continued to Decline in 2024



Source: Oregon Employment Department, Oregon Job Vacancy Survey

SELECT 2024 DIFFICULT TO FILL RESPONSES

- “No one responding to ad.”- Electrician
- “The pre-employment drug screening has been an issue.”- Fast food and counter workers
- “Specialized skill.”- Electrical engineer
- “Very few training facilities.” Motorboat mechanic
- “No homes to move to in this area.” Radiologic tech
- “Nursing shortage and competition with hospital (which pays higher wages).” RN
- “Experience- Not too much and not too little. Needs to be able to manage solo but still defer to the Service Manager.”- First line supervisor of food prep and serving workers
- “Evening and weekend shift”- Cashier
- “Job is considered spooky and gruesome.”- Mortician, undertaker, funeral arranger

DIFFICULT TO FILL BUCKETING

Difficult-to-Fill Vacancies in Oregon, 2024 Primary Reason Provided by Employer

		Difficult-to-Fill Vacancies	Share with Reasons Provided
Difficult-to-Fill Categories for Employer-Provided Responses	Lack of qualified candidates	7,965	28%
	Lack of applicants	6,726	24%
	Lack of work experience	3,106	11%
	Unfavorable working conditions	2,677	10%
	Low wages	2,643	9%
	Location	1,498	5%
	Lack of soft skills	1,372	5%
	Lack of technical skills	560	2%
	Right fit	542	2%
	Lack of certification	450	2%
	Lack of training	370	< 1%
	Other	210	< 1%
	Reason not provided	3,400	
Total with reasons provided		28,119	
All difficult-to-fill vacancies		31,519	

Source: Oregon Employment Department, Oregon Job Vacancy Survey

Thank you to all the Oregon Employment Department staff who contribute greatly to the JVS process!

- Luke Coury
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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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