

# HELP WANTED IN NORTHWEST OREGON

## RESULTS FROM THE 2025 JOB VACANCY SURVEY

FEBRUARY 2026

# NORTHWEST OREGON HAD ROUGHLY 3,200 JOB VACANCIES AT ANY GIVEN TIME IN 2025.

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 58,500 VACANCIES AT ANY GIVEN TIME IN 2025.

## Oregon Private Job Vacancies

	2019	2020	2021	2022	2023	2024	2025
<b>Vacancies</b>	<b>57,241</b>	<b>44,408</b>	<b>96,887</b>	<b>103,977</b>	<b>72,815</b>	<b>57,767</b>	<b>58,465</b>
Average Hourly Wage	\$18.81	\$18.05	\$19.69	\$21.66	\$25.13	\$25.37	\$26.72
Full-time Positions	77%	79%	78%	81%	82%	79%	80%
Permanent Positions	93%	92%	93%	94%	94%	94%	93%
Requiring Education Beyond High School	34%	33%	30%	29%	39%	39%	33%
Requiring Previous Experience	57%	53%	53%	52%	58%	55%	63%
Difficult to Fill	57%	51%	72%	72%	61%	55%	54%

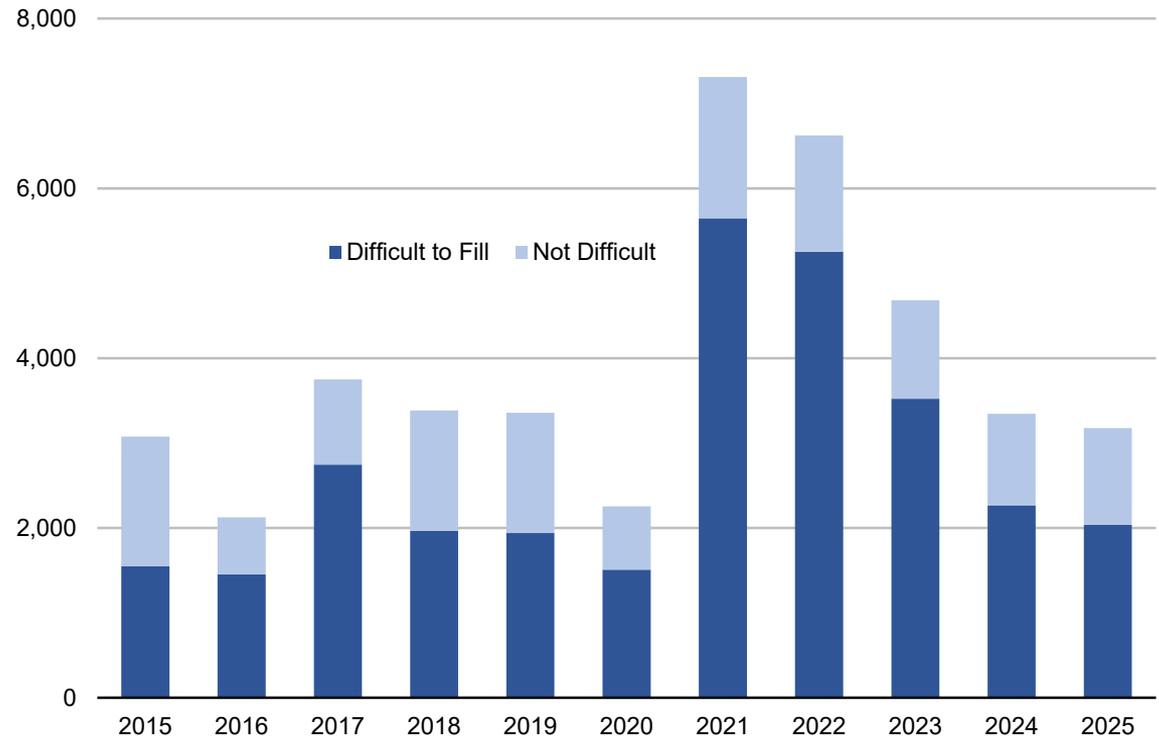
Source: Oregon Employment Department

The number of Oregon job vacancies remained essentially unchanged from 2024 to 2025, matching the level seen in 2019 prior to the pandemic recession.

A typical job vacancy tends to be for a full-time, permanent position. 33% require education beyond high school and 63% require previous experience.

**THE NUMBER OF NORTHWEST OREGON VACANCIES IN 2025 WERE SIMILAR TO PRE-PANDEMIC LEVELS.**

**Northwest Oregon Job Vacancies**



Source: Oregon Employment Department

**33% OF VACANCIES IN 2025 HAD BEEN OPEN FOR 60 DAYS OR LONGER. MANY (80%) OF THESE VACANCIES WERE REPORTED AS DIFFICULT TO FILL.**

**Northwest Oregon Job Vacancies by Length of Time Job  
has been Open, 2025**

<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>3,176</b>	<b>\$27.88</b>	<b>64%</b>
< 30 Days	803	\$22.49	48%
30-59 Days	358	\$27.44	52%
60+ Days	1,009	\$28.46	80%
Always Open	886	\$28.75	63%
Unknown	120	\$58.40	87%

*Source: Oregon Employment Department*

**Northwest Oregon Job Vacancies by Industry, 2025**

<b>Industry</b>	<b>Vacancies</b>	<b>Average Wage</b>
<b>All Industries</b>	<b>3,176</b>	<b>\$27.88</b>
Health care and social assistance	1,312	\$29.08
Leisure and hospitality	451	\$17.57
Professional, scientific, and technical services	400	\$41.58
Retail trade	220	\$19.74
Private educational services	140	\$31.48
Other services	132	\$18.72
Construction	109	\$20.81
Financial activities	105	\$23.58
Transportation, warehousing, and utilities	91	\$26.90
Information	64	\$40.52
Manufacturing	55	\$19.73
Wholesale trade	48	\$38.28

*Source: Oregon Employment Department*

# HEALTH CARE SUPPORT OCCUPATIONS HAD THE MOST JOB VACANCIES.

## Northwest Oregon Job Vacancies by Occupation Group, 2025

<b>Occupation Group</b>	<b>Vacancies</b>	<b>Average Wage</b>
<b>All Occupations</b>	<b>3,176</b>	<b>\$27.88</b>
Health Care Support	600	\$19.72
Health Care Practitioners and Technical	469	\$44.17
Community and Social Service	281	\$37.32
Food Preparation and Serving Related	267	\$16.08
Office and Administrative Support	223	\$21.21
Sales and Related	212	\$17.77
Business and Financial Operations	150	\$30.95
Education, Training, and Library	139	\$28.78
Transportation and Material Moving	139	\$23.08
Installation, Maintenance, and Repair	111	\$25.28

Source: Oregon Employment Department

# AREA BUSINESSES WERE HIRING FOR A VARIETY OF JOBS ACROSS THE ECONOMY IN 2025. THEY REPORTED VACANCIES FOR 123 DIFFERENT OCCUPATIONS.

## Top Occupations in Northwest Oregon With the Highest Number of Job Vacancies, 2025

<b>Occupation</b>	<b>Vacancies</b>
<b>All Occupations</b>	<b>3,176</b>
Personal Care Aides	484
Mental Health Counselors	130
Waiters and Waitresses	112
Cashiers	110
Veterinary Technologists and Technicians	103
Registered Nurses	92
Rehabilitation Counselors	89
Retail Salespersons	86
Veterinarians	80
Heavy and Tractor-Trailer Truck Drivers	68

Source: Oregon Employment Department

# EMPLOYERS HAD MORE DIFFICULTY FILLING VACANCIES IN SOME OCCUPATIONS.

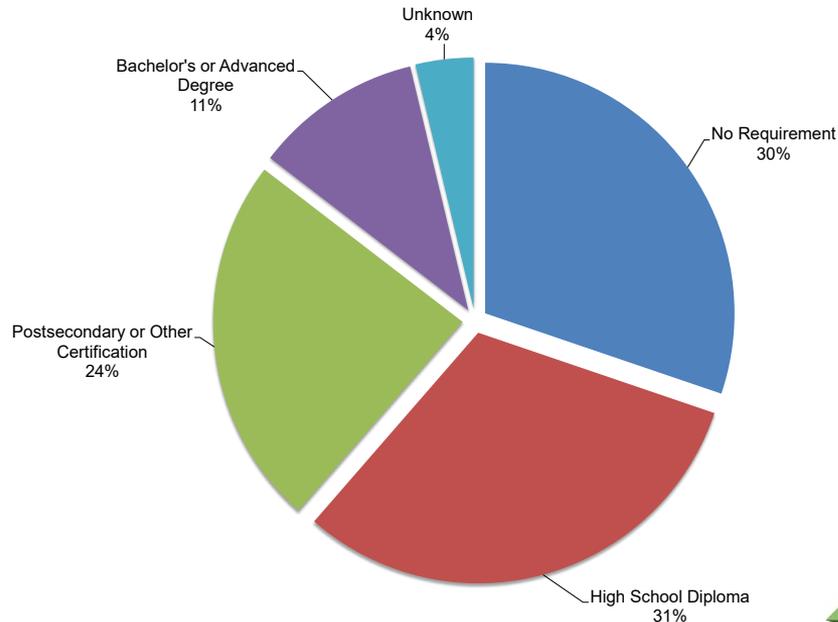
## Top Northwest Oregon Occupations With the Highest Number of Difficult-to-Fill Job Vacancies, 2025

<b>Occupation</b>	<b>Vacancies</b>
<b>Difficult-to-Fill Vacancies in All Occupations</b>	<b>2,037</b>
Personal Care Aides	246
Mental Health Counselors	126
Veterinary Technologists and Technicians	103
Waiters and Waitresses	96
Veterinarians	80
Heavy and Tractor-Trailer Truck Drivers	68
Secondary School Teachers, Except Special a	64
Retail Salespersons	59
Registered Nurses	56
Carpenters	55

*Source: Oregon Employment Department*

# 61% OF NORTHWEST OREGON JOB VACANCIES REQUIRED NO EDUCATION BEYOND HIGH SCHOOL.

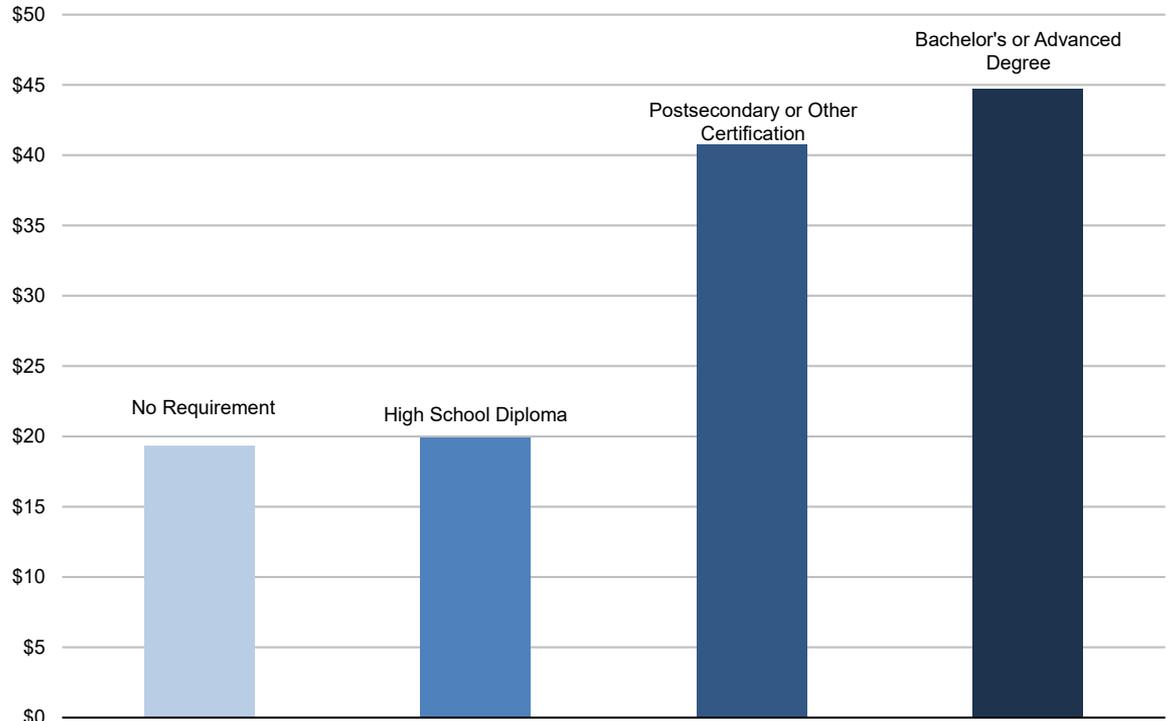
Northwest Oregon Job Vacancies by Educational Requirement, 2025



Source: Oregon Employment Department

# AVERAGE HOURLY WAGES INCREASE WHEN JOB VACANCIES REQUIRE EDUCATION BEYOND HIGH SCHOOL.

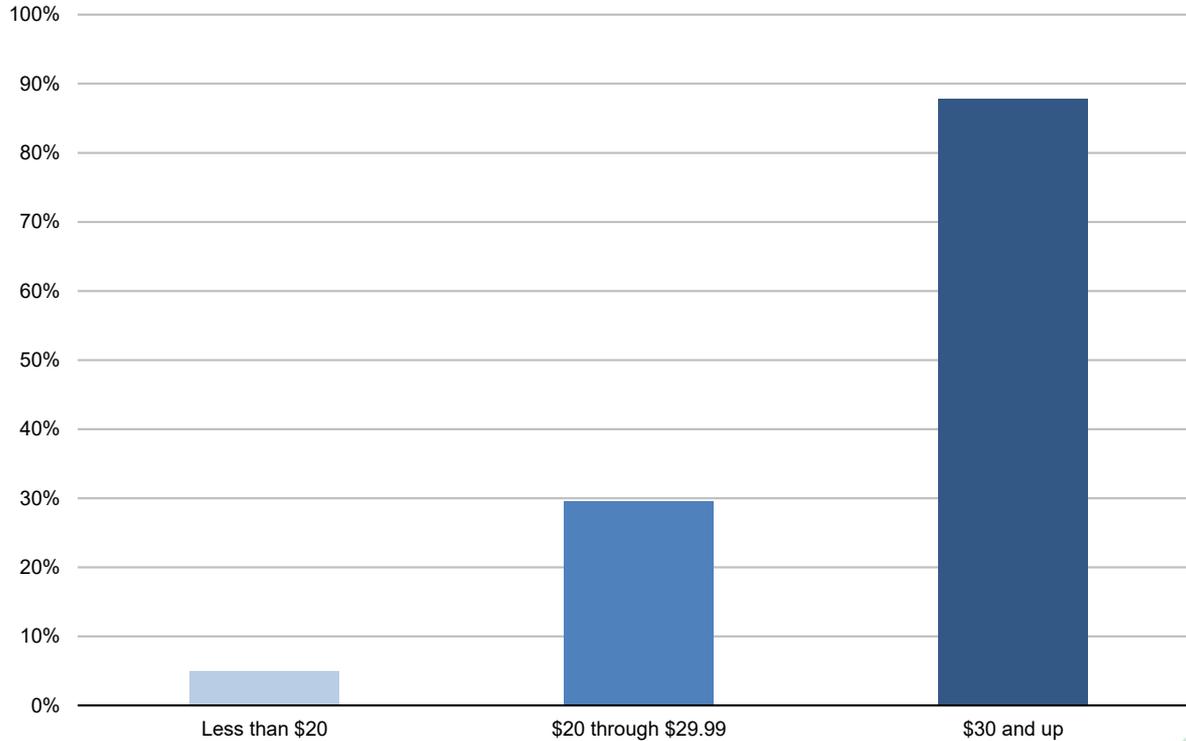
## Average Hourly Wage for Northwest Oregon Job Vacancies by Education Requirement, 2025



Source: Oregon Employment Department

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

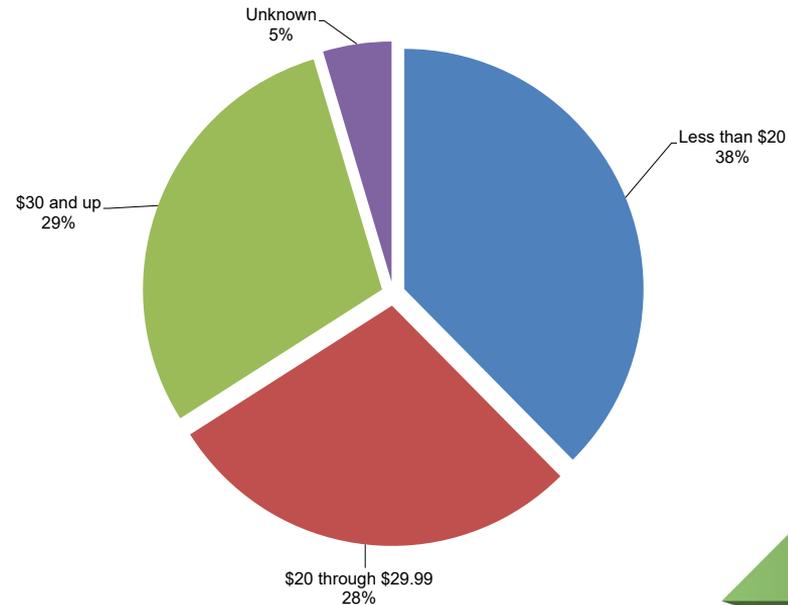
**Share of Northwest Oregon Job Vacancies Requiring Education Beyond High School by Hourly Wage Range, 2025**



Source: Oregon Employment Department

**38% OF VACANCIES IN NORTHWEST OREGON PAY LESS THAN \$20 PER HOUR.  
28% OF VACANCIES STARTED AT \$20 TO \$29.99.**

**Northwest Oregon Job Vacancies by Hourly Wage, 2025**



Source: Oregon Employment Department

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

Northwest Oregon Job Vacancies by Required Education Level, 2025

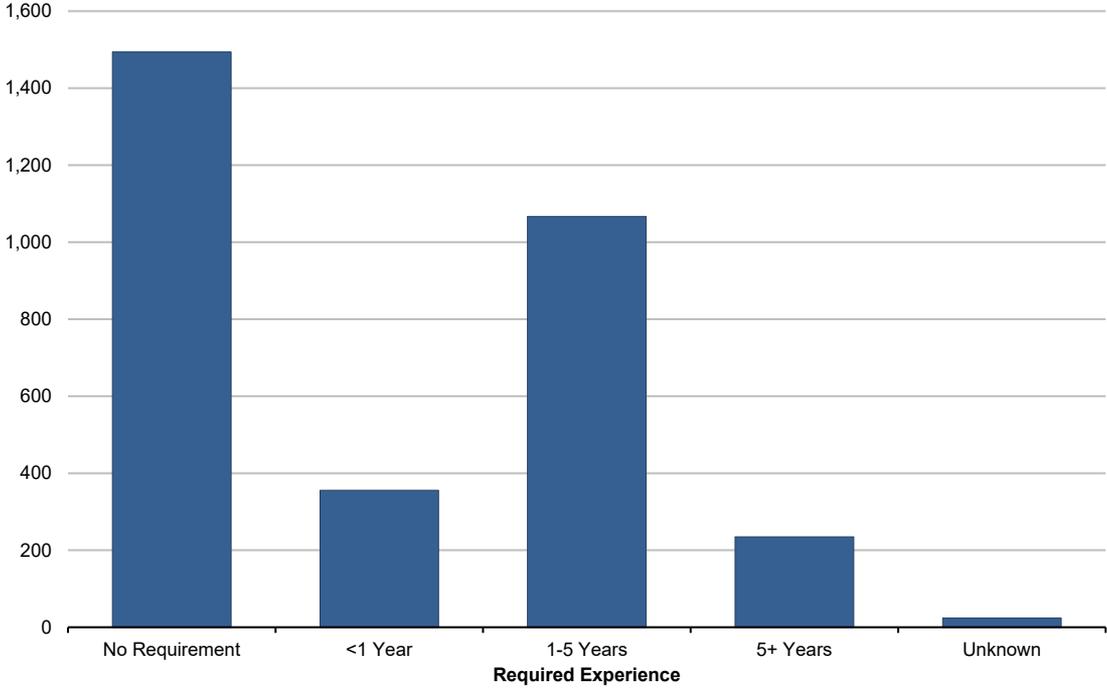
Required Education Level	Vacancies	Average Hourly Wage	Full-time Positions	Permanent Positions	Require Previous Experience	Difficult to Fill
<b>All Education Levels</b>	<b>3,176</b>	<b>\$27.88</b>	<b>74%</b>	<b>90%</b>	<b>52%</b>	<b>64%</b>
No Requirement	959	\$19.34	62%	80%	27%	57%
High School Diploma	992	\$19.91	80%	89%	55%	61%
Postsecondary or Other Certification	761	\$40.72	80%	99%	71%	72%
Bachelor's or Advanced Degree	345	\$44.72	86%	100%	66%	78%
Unknown	119	\$29.18	30%	87%	71%	61%

Source: Oregon Employment Department

Employers had the most difficulty filling jobs requiring bachelor's or advanced degrees.

**ABOUT HALF (52%) OF ALL NORTHWEST OREGON VACANCIES REQUIRED PREVIOUS WORK EXPERIENCE.**

**Northwest Oregon Job Vacancies Requiring Previous Experience, 2025**



Source: Oregon Employment Department

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

Northwest Oregon Job Vacancies by Hourly Wage Range, 2025

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>3,176</b>	<b>\$27.88</b>	<b>74%</b>	<b>90%</b>	<b>36%</b>	<b>52%</b>	<b>64%</b>
Less than \$20	1,193	\$17.10	67%	78%	5%	29%	57%
\$20 through \$29.99	903	\$22.55	85%	100%	30%	57%	59%
\$30 and up	933	\$46.81	71%	98%	88%	76%	81%
Unknown	147	-	79%	78%	24%	60%	54%

Source: Oregon Employment Department

Employers had the most difficulty filling their high-wage vacancies, with 81% 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

# 45% OF VACANCIES IN OREGON WERE IN THE PORTLAND TRI-COUNTY (PORTLAND METRO AND CLACKAMAS) AREA.

Oregon Private Job Vacancies by Geography, 2025

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>58,465</b>	<b>\$26.72</b>	<b>80%</b>	<b>93%</b>	<b>33%</b>	<b>63%</b>	<b>54%</b>
Portland Metro	19,321	\$28.46	86%	97%	36%	71%	49%
East Cascades	8,137	\$23.68	72%	88%	33%	57%	68%
Mid-Valley	6,818	\$27.06	81%	92%	27%	62%	54%
Clackamas	5,610	\$28.13	81%	93%	32%	65%	46%
Lane	4,395	\$25.23	75%	95%	33%	61%	55%
Rogue Valley	3,787	\$24.97	82%	86%	34%	67%	69%
Southwestern Oregon	3,406	\$23.92	72%	95%	28%	48%	55%
Northwest Oregon	3,176	\$27.88	74%	90%	36%	52%	64%
Eastern Oregon	2,483	\$21.05	74%	88%	17%	39%	55%
Multi-area or unknown	1,332	\$43.07	100%	100%	43%	81%	14%

Source: Oregon Employment Department

# JOB VACANCIES HAVE DECREASED SINCE 2024 IN SOME AREAS OF THE STATE AND INCREASED IN OTHERS.

**Oregon Job Vacancies by Geography, 2019-2025**

<b>Geography</b>	<b>2019</b>	<b>2020</b>	<b>2021</b>	<b>2022</b>	<b>2023</b>	<b>2024</b>	<b>2025</b>	<b>Change from 2024</b>
<b>Oregon Statewide</b>	<b>57,241</b>	<b>44,408</b>	<b>96,887</b>	<b>103,977</b>	<b>72,815</b>	<b>57,767</b>	<b>58,465</b>	<b>1%</b>
Portland Metro	21,218	13,429	28,014	30,991	21,685	16,941	19,321	14%
Mid-Valley	7,091	6,995	12,681	15,083	9,190	8,382	6,818	-19%
East Cascades	5,673	4,402	10,771	10,697	9,024	5,941	8,137	37%
Clackamas	5,795	3,921	10,088	11,934	7,481	6,695	5,610	-16%
Lane	5,414	4,029	8,857	10,003	7,704	6,396	4,395	-31%
Rogue Valley	4,134	3,749	8,752	8,934	5,214	3,763	3,787	1%
Northwest Oregon	3,357	2,255	7,311	6,624	4,684	3,346	3,176	-5%
Southwestern Oregon	1,745	2,195	4,801	4,298	3,301	2,476	3,406	38%
Eastern Oregon	2,147	2,527	4,199	4,399	3,035	2,583	2,483	-4%
Multi-area or unknown	667	906	1,413	1,014	1,497	1,244	1,332	7%

Source: Oregon Employment Department



**SHARE YOUR FEEDBACK!**

## **SHAUN BARRICK, REGIONAL ECONOMIST**

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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](http://QUALITYINFO.ORG)**

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