

HELP WANTED IN OREGON

**RESULTS FROM THE 2025
JOB VACANCY SURVEY**

FEBRUARY 2026

OREGON HAD ROUGHLY 58,500 JOB VACANCIES AT ANY GIVEN TIME IN 2025.

We surveyed 16,300 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.

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
Vacancies	57,241	44,408	96,887	103,977	72,815	57,767	58,465
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.

A QUARTER OF VACANCIES IN 2025 HAD BEEN OPEN FOR 60 DAYS OR LONGER. VACANCIES THAT HAVE BEEN OPEN LONGER, TEND TO BE MORE DIFFICULT TO FILL.

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

Length of Time Job has been Open	Vacancies	Average Hourly Wage	Full-time Positions	Permanent Positions	Requiring Education Beyond High School	Requiring Previous Experience	Difficult to Fill
All Vacancies	58,465	\$26.72	80%	93%	33%	63%	54%
< 30 Days	20,062	\$24.40	76%	91%	25%	66%	36%
30-59 Days	9,132	\$26.16	82%	89%	32%	69%	52%
60+ Days	14,007	\$30.98	86%	96%	44%	70%	78%
Always Open	12,937	\$25.89	77%	94%	32%	57%	65%
Unknown	2,327	\$33.21	83%	98%	90%	4%	25%

Source: Oregon Employment Department

HEALTH CARE AND SOCIAL ASSISTANCE ACCOUNTED FOR OVER A QUARTER (28%) OF ALL VACANCIES IN 2025.

Oregon Private Job Vacancies by Industry, 2025

Industry	Vacancies	Average Hourly Wage	Full-time Positions	Permanent Positions	Require Education Beyond High School	Require Previous Experience	Difficult to Fill
All Industries	58,465	\$26.72	80%	93%	33%	63%	54%
Health care and social assistance	16,110	\$28.95	80%	99%	42%	53%	52%
Retail trade	5,815	\$27.13	85%	96%	13%	62%	49%
Leisure and hospitality	5,426	\$16.95	45%	79%	3%	48%	53%
Construction	5,137	\$29.01	96%	89%	18%	88%	75%
Professional, scientific, and technical services	4,951	\$36.42	88%	96%	73%	68%	63%
Manufacturing	4,164	\$26.10	93%	97%	35%	72%	51%
Management, administrative, and waste services	3,667	\$23.49	81%	83%	22%	52%	37%
Financial activities	3,278	\$24.07	79%	98%	32%	73%	52%
Other services	3,191	\$22.49	76%	97%	42%	63%	60%
Transportation, warehousing, and utilities	2,590	\$27.27	86%	88%	54%	79%	58%
Wholesale trade	2,068	\$26.02	91%	97%	18%	59%	38%
Private educational services	951	\$22.91	30%	95%	27%	83%	59%
Natural resources and mining	747	\$22.56	78%	32%	10%	68%	78%
Information	351	\$49.19	100%	100%	33%	57%	19%

Unknown industry excluded

Source: Oregon Employment Department

HEALTH CARE SUPPORT OCCUPATIONS HAD THE MOST VACANCIES, FOLLOWED BY TRANSPORTATION AND MATERIAL MOVING OCCUPATIONS.

Oregon Private Job Vacancies by Occupation Group, 2025

Occupation Group	Vacancies	Average Hourly Wage	Full-time Positions	Permanent Positions	Require Education Beyond High School	Require Previous Experience	Difficult to Fill
All Occupations	58,465	\$26.72	80%	93%	33%	63%	54%
Health Care Support	8,266	\$21.53	74%	100%	27%	35%	45%
Transportation and Material Moving	5,494	\$22.98	81%	90%	36%	66%	52%
Health Care Practitioners and Technical	4,756	\$49.76	84%	100%	92%	63%	70%
Food Preparation and Serving Related	4,661	\$16.70	43%	88%	3%	51%	55%
Sales and Related	4,421	\$25.64	77%	90%	9%	48%	46%
Installation, Maintenance, and Repair	4,388	\$27.09	95%	96%	23%	88%	63%
Office and Administrative Support	4,244	\$21.48	76%	93%	13%	73%	33%
Construction and Extraction	3,279	\$29.45	95%	95%	16%	87%	68%
Production	3,060	\$21.74	95%	97%	11%	58%	53%
Community and Social Service	2,716	\$26.04	79%	100%	50%	48%	51%

Source: Oregon Employment Department

BUSINESSES WERE HIRING FOR A VARIETY OF JOBS ACROSS THE ECONOMY IN 2025. THEY REPORTED VACANCIES NEARLY 350 DIFFERENT OCCUPATIONS

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

Occupation	Vacancies	Full-time Positions	Permanent Positions	Difficult-to-Fill Vacancies
All Occupations	58,465	80%	93%	54%
Personal Care Aides	5,102	68%	100%	40%
Heavy and Tractor-Trailer Truck Drivers	2,271	92%	95%	82%
Retail Salespersons	2,102	77%	95%	51%
Nursing Assistants	1,803	87%	100%	34%
Fast Food and Counter Workers	1,363	17%	92%	36%
Maintenance and Repair Workers, General	1,121	84%	88%	41%
Registered Nurses	1,023	75%	99%	80%
Social and Human Service Assistants	975	73%	100%	26%
Cooks, Restaurant	950	53%	86%	86%
Automotive Service Technicians and Mechanics	938	95%	95%	67%
Production Workers, All Other	814	100%	100%	31%
Customer Service Representatives	713	86%	89%	34%
Construction Laborers	712	88%	85%	38%
Cashiers	689	48%	87%	37%
Waiters and Waitresses	682	43%	69%	63%

Source: Oregon Employment Department

EMPLOYERS HAD MORE DIFFICULTY FILLING VACANCIES IN SOME OCCUPATIONS.

Top Occupations in Oregon With the Highest Number of Private Vacancies Reported as Difficult to Fill, 2025

Occupation	Vacancies	Difficult to Fill	Share of Total
All Occupations	58,465	31,799	54%
Personal Care Aides	5,102	2,049	40%
Heavy and Tractor-Trailer Truck Drivers	2,271	1,864	82%
Retail Salespersons	2,102	1,081	51%
Cooks, Restaurant	950	816	86%
Registered Nurses	1,023	814	80%
Automotive Service Technicians and Mechanics	938	627	67%
Nursing Assistants	1,803	616	34%
Hairdressers, Hairstylists, and Cosmetologists	681	555	81%
Fast Food and Counter Workers	1,363	494	36%
Maintenance and Repair Workers, General	1,121	455	41%
Waiters and Waitresses	682	432	63%
Landscaping and Groundskeeping Workers	529	417	79%

Source: Oregon Employment Department

IN SOME OCCUPATIONS, MANY VACANCIES STAYED OPEN FOR 60 DAYS OR MORE.

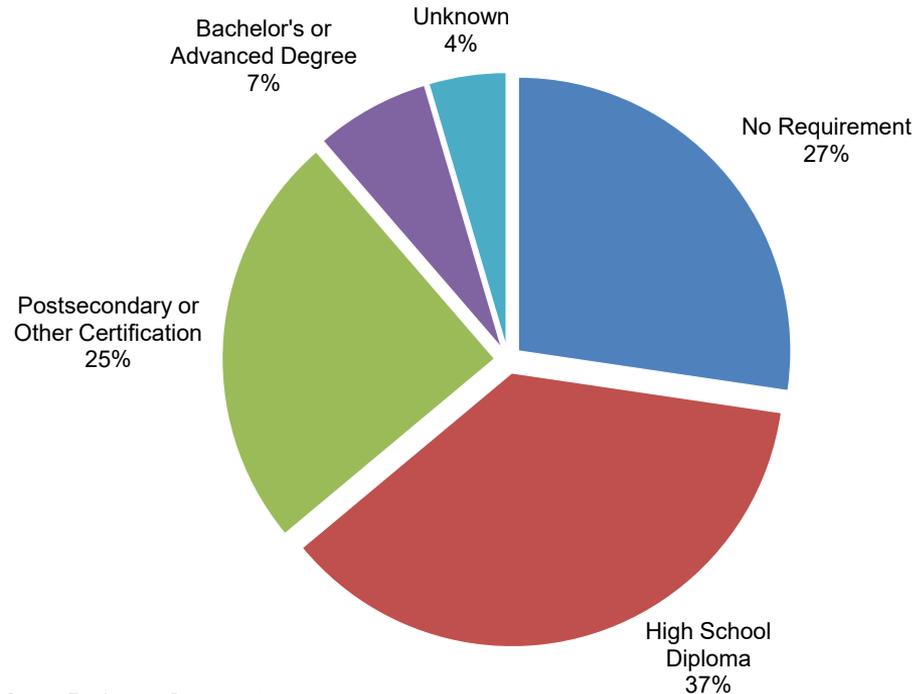
Top Occupations in Oregon With the Highest Number of Private Job Vacancies Open 60+ Days, 2025

Occupation	Vacancies	Open 60+ Days	Share of Total
All Occupations	58,465	14,007	24%
Personal Care Aides	5,102	708	14%
Heavy and Tractor-Trailer Truck Drivers	2,271	630	28%
Hairdressers, Hairstylists, and Cosmetologists	681	555	81%
Registered Nurses	1,023	534	52%
Automotive Service Technicians and Mechanics	938	400	43%
Retail Salespersons	2,102	396	19%
Bus and Truck Mechanics and Diesel Engine Specialists	504	324	64%
Dental Hygienists	355	299	84%
Social and Community Service Managers	439	264	60%
Maintenance and Repair Workers, General	1,121	254	23%
Surgical Technologists	260	238	92%
Acupuncturists	274	231	84%
Lawyers	378	231	61%

Source: Oregon Employment Department

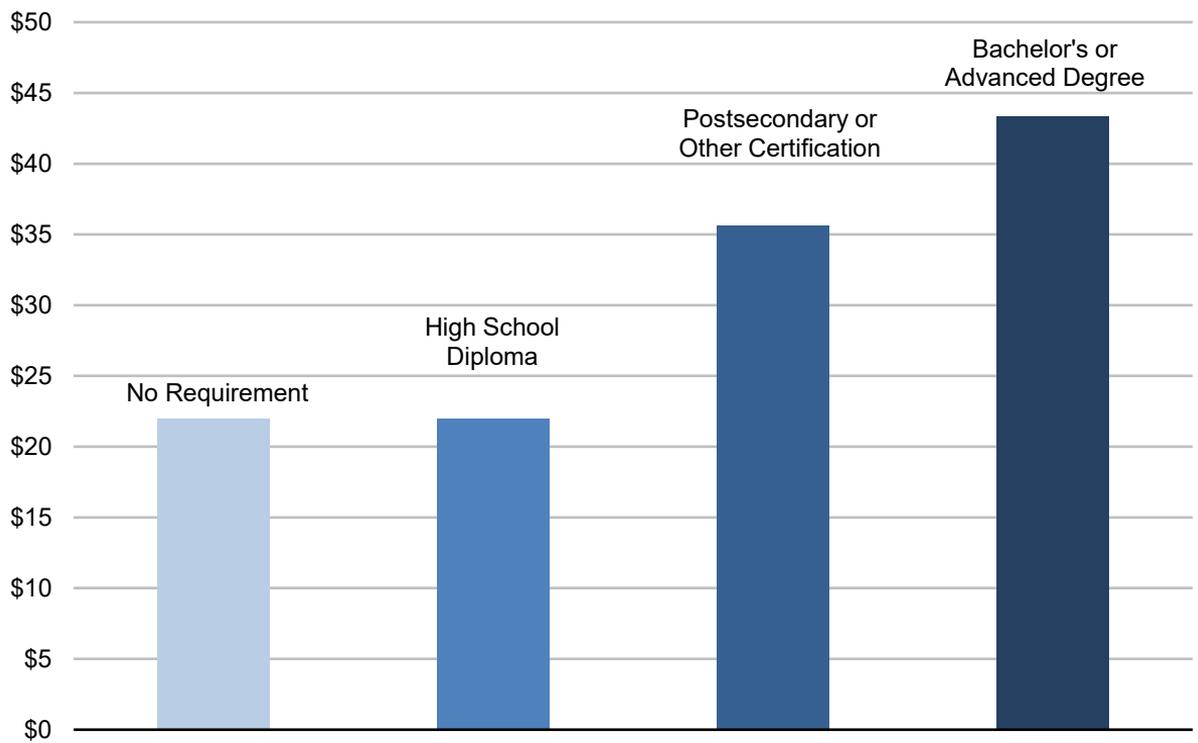
NEARLY TWO-THIRDS (64%) OF ALL JOB VACANCIES REQUIRE NO EDUCATION BEYOND HIGH SCHOOL.

Oregon Job Vacancies by Education Requirement, 2025



Source: Oregon Employment Department

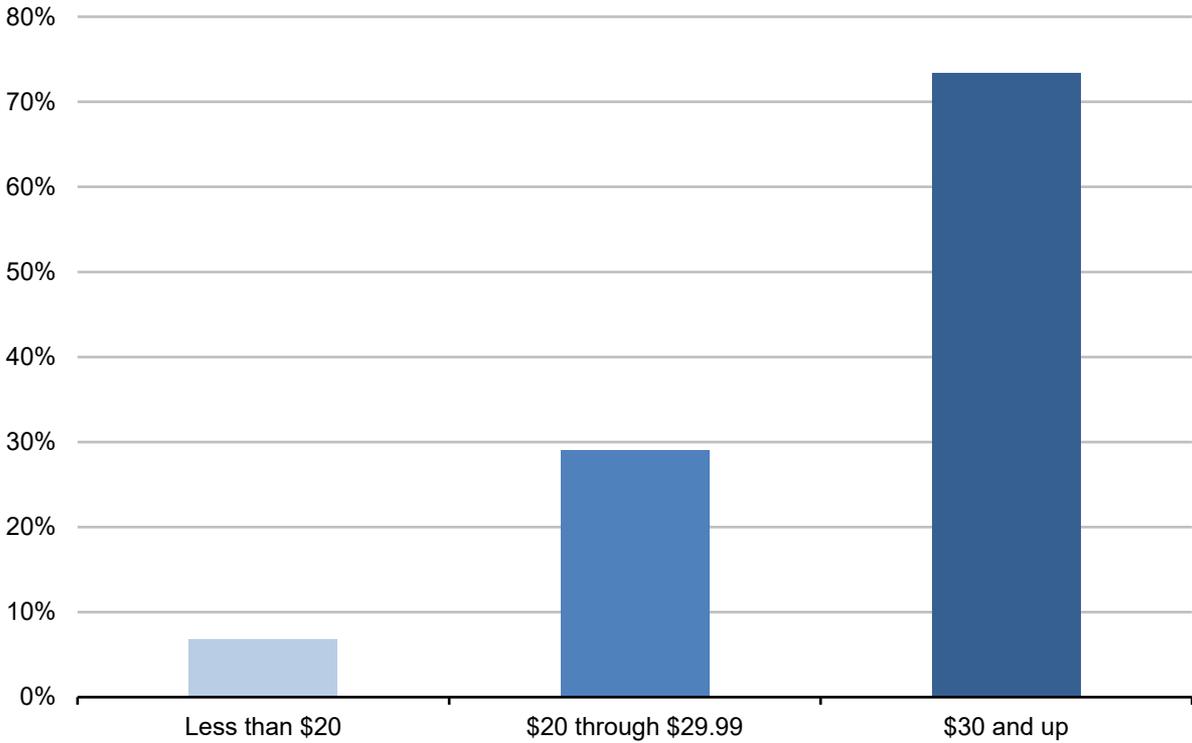
Average Hourly Wage for Oregon Job Vacancies by Education Requirement, 2025



Source: Oregon Employment Department

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

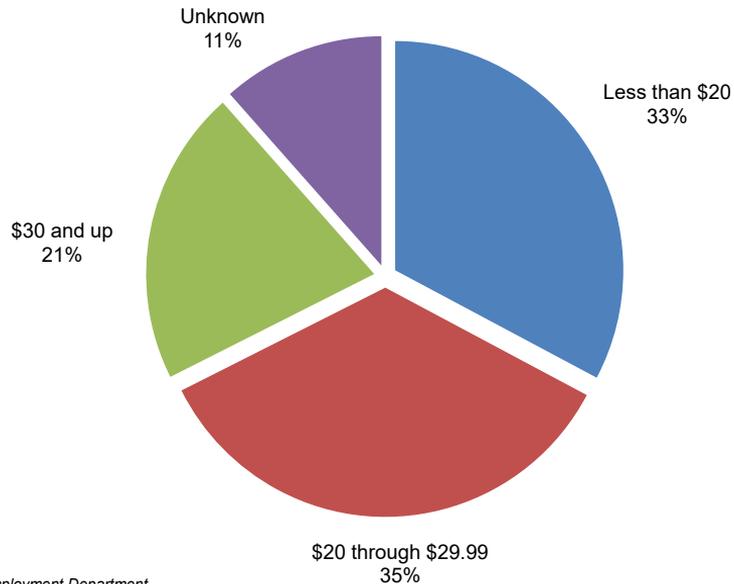
Share of Oregon Job Vacancies Requiring Education Beyond High School by Hourly Wage Range, 2025



Source: Oregon Employment Department

ABOUT A THIRD (33%) OF ALL VACANCIES IN OREGON PAY A STARTING WAGE OF LESS THAN \$20 PER HOUR.

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.

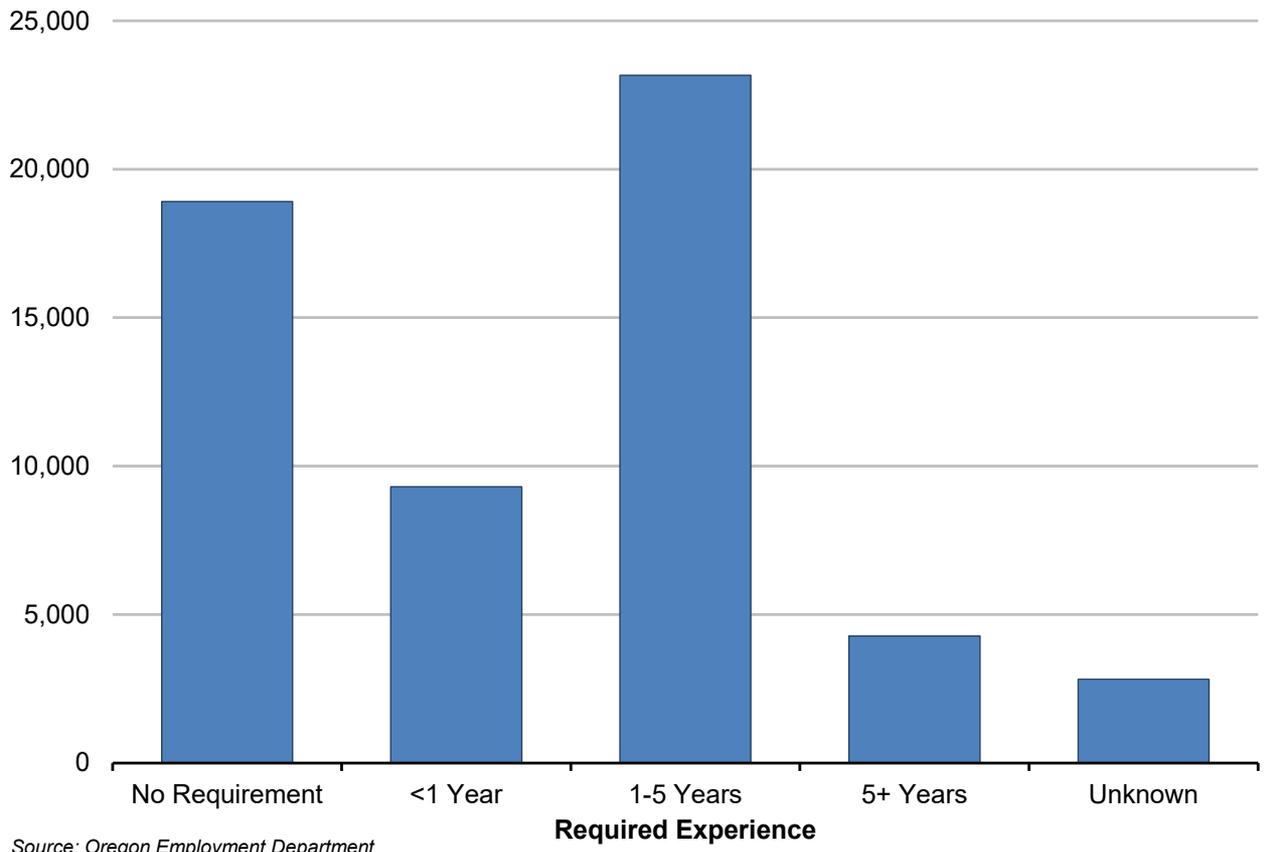
Oregon Private Job Vacancies by Required Education Level, 2025

Required Education Level	Vacancies	Average Hourly Wage	Full-time Positions	Permanent Positions	Requiring Previous Experience	Difficult to Fill
All Education Levels	58,465	\$26.72	80%	93%	63%	54%
No Requirement	15,972	\$21.99	68%	87%	47%	53%
High School Diploma	21,426	\$21.97	81%	94%	67%	46%
Postsecondary or Other Certification	14,424	\$35.66	87%	97%	75%	71%
Bachelor's or Advanced Degree	3,968	\$43.33	95%	99%	88%	63%
Unknown	2,675	\$24.17	86%	94%	21%	27%

Source: Oregon Employment Department

NEARLY TWO-THIRDS (63%) OF ALL VACANCIES REQUIRE PREVIOUS WORK EXPERIENCE.

Oregon Job Vacancies by Experience Requirement, 2025



Source: Oregon Employment Department

VACANCIES THAT REQUIRE MORE EXPERIENCE ARE FAR MORE LIKELY TO REQUIRE EDUCATION BEYOND HIGH SCHOOL.

Oregon Job Vacancies by Experience Requirement, 2025

Prior Experience Required	Average Hourly Wage	Full-time Positions	Permanent Positions	Require Education Beyond High School	Difficult to Fill	
All Requirements	58,465	\$26.72	80%	93%	33%	54%
No Requirement	18,907	\$21.48	68%	89%	18%	43%
<1 Year	9,302	\$22.79	76%	90%	26%	60%
1-5 Years	23,165	\$28.82	87%	96%	39%	61%
5+ Years	4,275	\$46.18	99%	98%	73%	75%
Unknown	2,816	\$42.05	83%	95%	89%	26%

Source: Oregon Employment Department

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

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
All Wage Ranges	58,465	\$26.72	80%	93%	33%	63%	54%
Less than \$20	19,155	\$17.21	64%	89%	7%	43%	46%
\$20 through \$29.99	20,364	\$23.35	85%	92%	29%	74%	54%
\$30 and up	12,189	\$47.29	92%	99%	73%	86%	75%
Unknown	6,757		89%	96%	50%	46%	40%

Source: Oregon Employment Department

Employers also had the most difficulty filling their higher-wage vacancies, with 75% of jobs starting above \$30 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

44% 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
Oregon Statewide	58,465	\$26.72	80%	93%	33%	63%	54%
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 excluded.

Source: Oregon Employment Department

JOB VACANCIES INCREASED OVER THE YEAR IN THE PORTLAND-METRO, EAST CASCADES, AND SOUTHWESTERN AREAS OF OREGON.

Oregon Job Vacancies by Geography, 2019-2025

Geography	2019	2020	2021	2022	2023	2024	2025	Change from 2024
Oregon Statewide	57,241	44,408	96,887	103,977	72,815	57,767	58,465	1%
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 excluded.

Source: Oregon Employment Department



SHARE YOUR FEEDBACK!

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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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