

HELP WANTED IN THE MID-VALLEY

**RESULTS FROM THE 2025
JOB VACANCY SURVEY**

FEBRUARY 2026

THE MID-VALLEY HAD ROUGHLY 6,800 JOB VACANCIES AT ANY GIVEN TIME IN 2025.

We surveyed 1,800 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
- 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

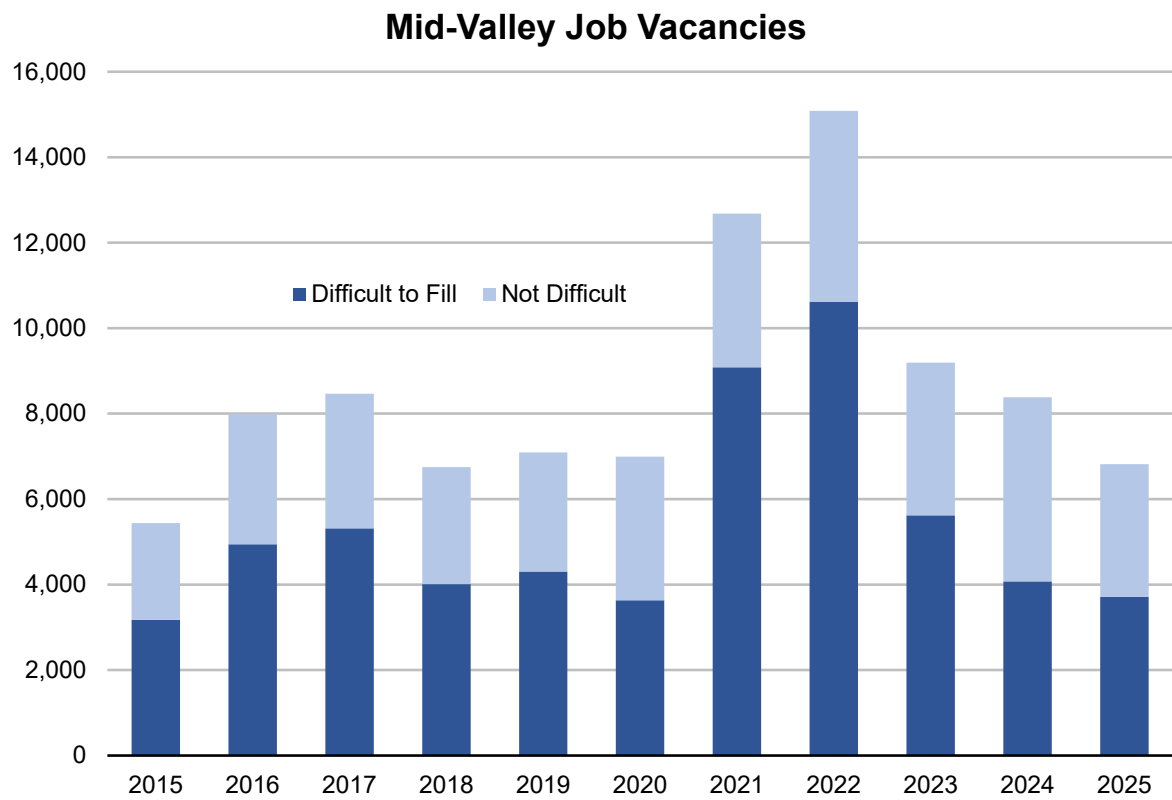
	2019	2020	2021	2022	2023	2024	2025
Vacancies	57,241	44,408	96,887	103,977	72,815	57,767	58,465
Average Hourly Wage	\$18.81	\$18.05	\$19.69	\$21.66	\$25.13	\$25.37	\$26.72
Full-time Positions	77%	79%	78%	81%	82%	79%	80%
Permanent Positions	93%	92%	93%	94%	94%	94%	93%
Requiring Education Beyond High School	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.

THE NUMBER OF MID-VALLEY VACANCIES IN 2025 WERE SIMILAR TO PRE-PANDEMIC LEVELS.



Source: Oregon Employment Department

28% OF VACANCIES IN 2025 HAD BEEN OPEN FOR 60 DAYS OR LONGER. 73% OF THESE VACANCIES WERE REPORTED AS DIFFICULT TO FILL.

Mid-Valley Job Vacancies by Length of Time Job has been Open, 2025

Length of Time Job has been Open	Vacancies	Average Wage	Difficult to Fill
All Vacancies	6,818	\$27.06	43%
< 30 Days	2,485	\$23.38	43%
30-59 Days	1,355	\$26.48	51%
60+ Days	1,891	\$29.99	73%
Always Open	1,044	\$32.50	54%
Unknown	43	N/A	N/A

Source: Oregon Employment Department

PRIVATE HEALTH CARE AND SOCIAL ASSISTANCE REPORTED THE MOST VACANCIES OF ANY INDUSTRY.

Mid-Valley Job Vacancies by Industry, 2025

Industry	Vacancies	Average Wage
All Industries	6,818	\$27.06
Health care and social assistance	2,861	\$28.82
Construction	731	\$28.92
Retail trade	576	\$21.25
Transportation, warehousing, and utilities	505	\$29.25
Manufacturing	349	\$24.19
Professional, scientific, and technical services	339	\$43.36
Other services	334	\$18.76
Leisure and hospitality	320	\$17.55
Natural resources and mining	220	\$22.97
Management, administrative, and waste services	216	\$23.32
Wholesale trade	158	\$26.81

Source: Oregon Employment Department

HEALTH CARE SUPPORT OCCUPATIONS REPRESENTED THE GROUP WITH THE MOST VACANCIES, FOLLOWED BY TRANSPORTATION AND MATERIAL MOVING.

Mid-Valley Job Vacancies by Occupation Group, 2025

Occupation Group	Vacancies	Average Wage
All Occupations	6,818	\$27.06
Health Care Support	1,712	\$20.15
Transportation and Material Moving	640	\$26.83
Construction and Extraction	622	\$29.45
Health Care Practitioners and Technical	553	\$61.36
Sales and Related	524	\$19.23
Office and Administrative Support	400	\$22.39
Food Preparation and Serving Related	382	\$16.37
Business and Financial Operations	356	\$30.34
Installation, Maintenance, and Repair	355	\$25.46
Production	284	\$23.19

Source: Oregon Employment Department

AREA BUSINESSES WERE HIRING FOR A VARIETY OF JOBS ACROSS THE ECONOMY IN 2025. THEY REPORTED VACANCIES FOR 99 DIFFERENT OCCUPATIONS.

Top Mid-Valley Occupations With the Highest Number of Job Vacancies, 2025

Occupation	Vacancies
All Occupations	6,818
Personal Care Aides	1,225
Heavy and Tractor-Trailer Truck Drivers	344
Retail Salespersons	280
Nursing Assistants	214
Business Operations Specialists, All Other	182
Medical Assistants	177
Painters, Construction and Maintenance	173
Operating Engineers and Other Construction Equipment Operators	170
Bus Drivers, School	160
Rehabilitation Counselors	143

Source: Oregon Employment Department

EMPLOYERS HAD MORE DIFFICULTY FILLING VACANCIES IN SOME OCCUPATIONS.

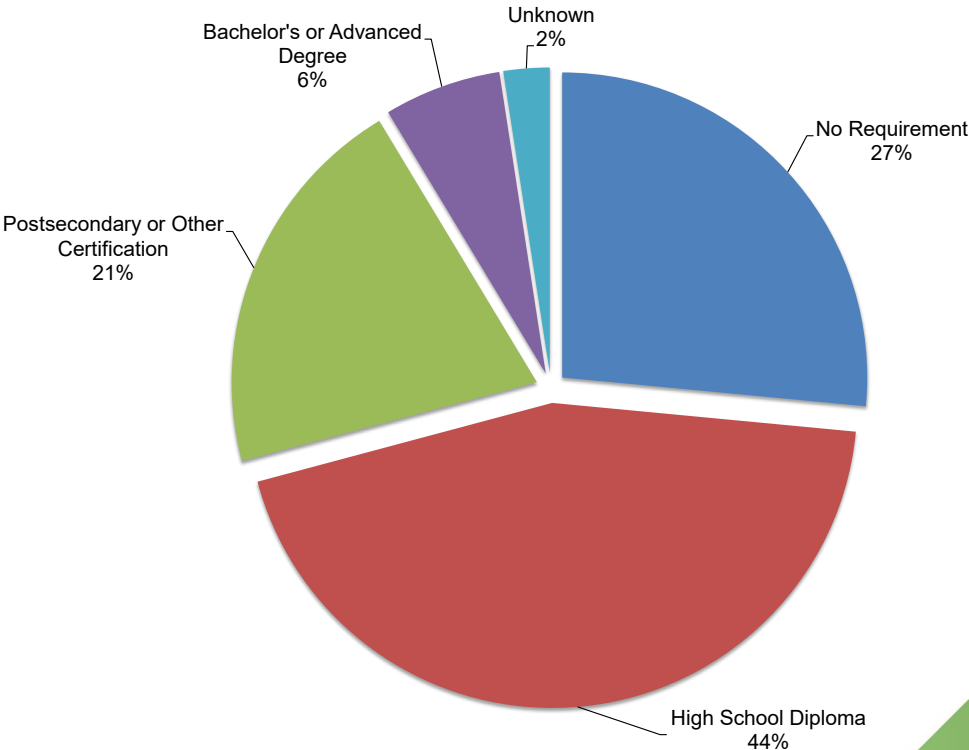
Top Mid-Valley Occupations With the Highest Number of Difficult-to-Fill Job Vacancies, 2025

Occupation	Vacancies
Difficult-to-Fill Vacancies in All Occupations	3,711
Personal Care Aides	522
Retail Salespersons	227
Heavy and Tractor-Trailer Truck Drivers	197
Operating Engineers and Other Construction Equipment Operators	157
Automotive Service Technicians and Mechanics	139
Forest and Conservation Workers	134
Dental Hygienists	129
Waiters and Waitresses	100
Rehabilitation Counselors	100
Welders, Cutters, Solderers, and Brazers	100

Source: Oregon Employment Department

NEARLY THREE-QUARTERS (71%) OF MID-VALLEY JOB VACANCIES REQUIRED NO EDUCATION BEYOND HIGH SCHOOL.

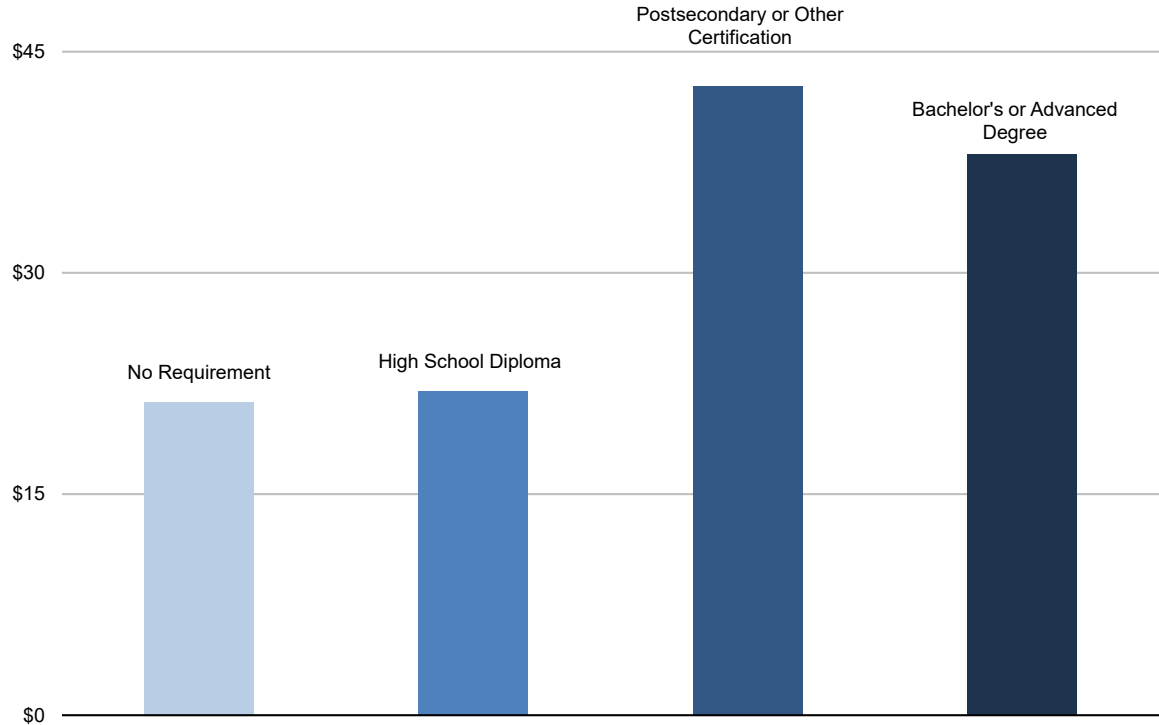
Mid-Valley Job Vacancies by Education Requirement, 2025



Source: Oregon Employment Department

AVERAGE HOURLY WAGES GENERALLY INCREASE ALONG WITH EDUCATION REQUIREMENTS FOR JOB VACANCIES...

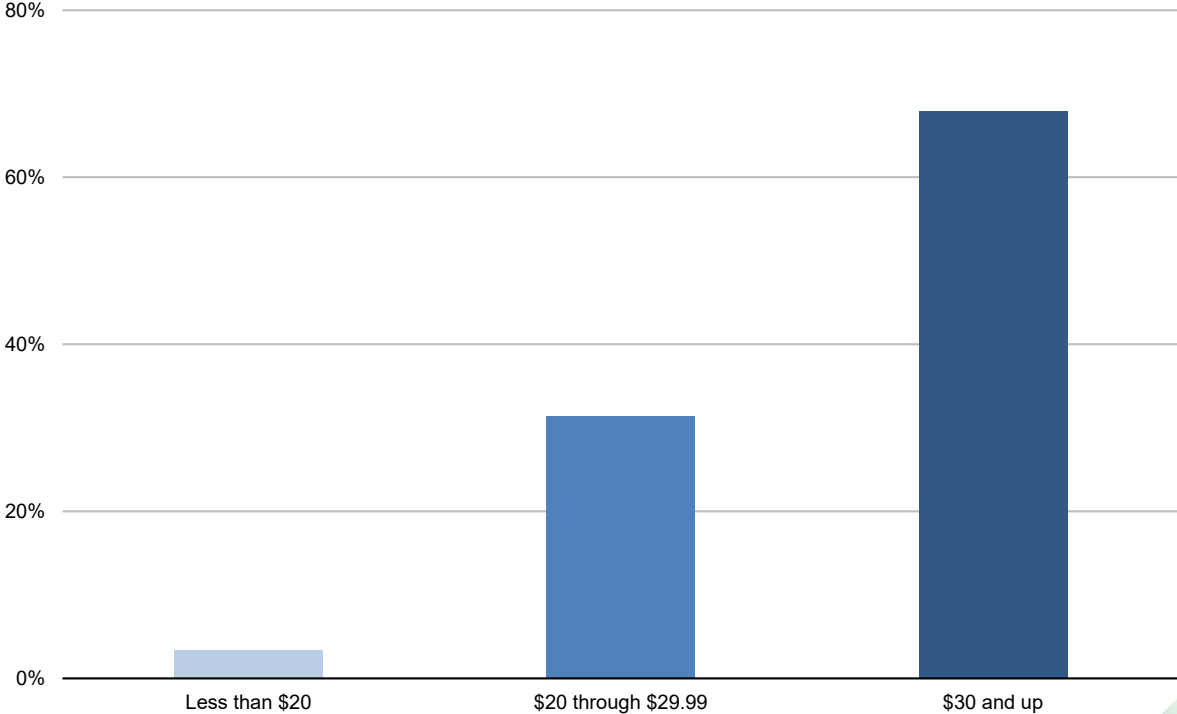
Average Hourly Wage for Mid-Valley Job Vacancies by Education Requirement, 2025



Source: Oregon Employment Department

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

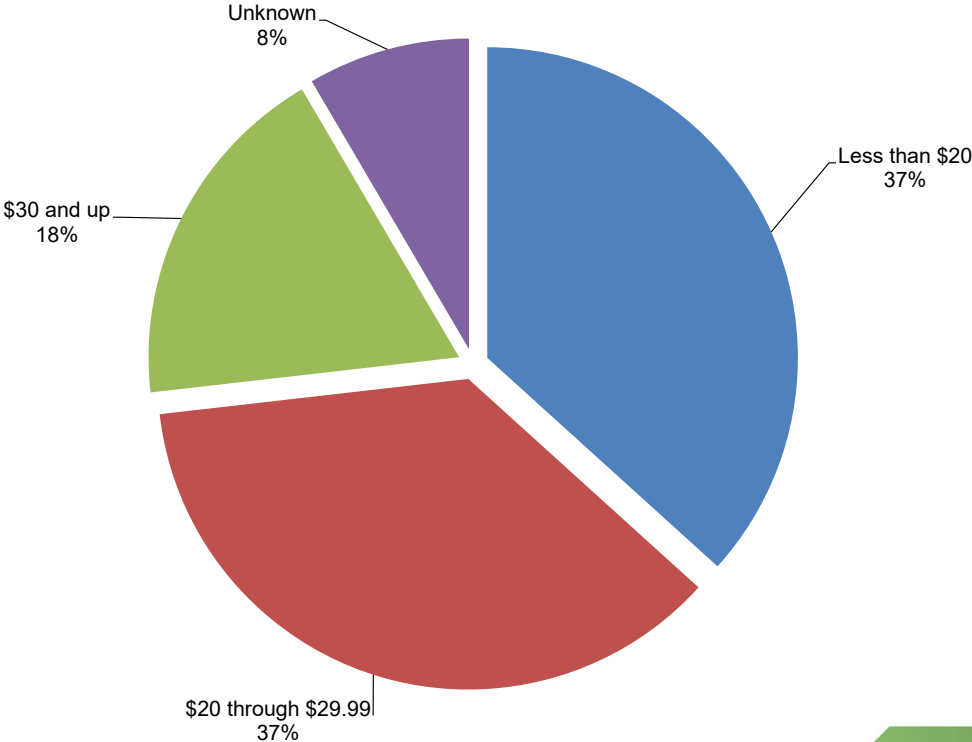
Share of Mid-Valley Job Vacancies Requiring Education Beyond High School by Hourly Wage Range, 2025



Source: Oregon Employment Department

AROUND A THIRD (37%) OF JOB VACANCIES PAID LESS THAN \$20 PER HOUR.

Mid-Valley Job Vacancies by Hourly Wage, 2025



Source: Oregon Employment Department

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

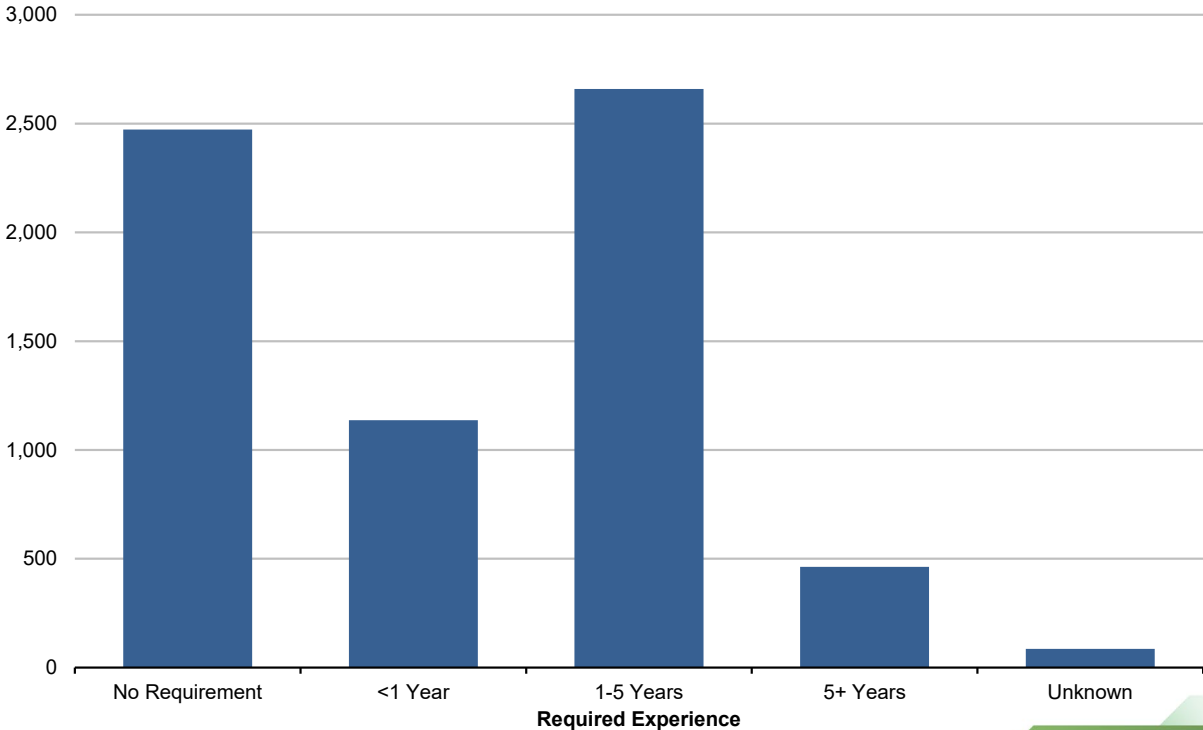
Mid-Valley Job Vacancies by Required Education Level, 2025

Required Education Level	Vacancies	Average Hourly Wage	Full-time Positions	Permanent Positions	Require Previous Experience	Difficult to Fill
All Education Levels	6,818	\$27.06	81%	92%	62%	54%
No Requirement	1,807	\$21.25	82%	86%	65%	68%
High School Diploma	3,023	\$21.99	73%	97%	53%	44%
Postsecondary or Other Certification	1,399	\$42.69	86%	87%	78%	52%
Bachelor's or Advanced Degree	423	\$38.04	100%	100%	60%	71%
Unknown	166	\$23.91	100%	100%	74%	74%

Source: Oregon Employment Department

CLOSE TO TWO-THIRDS (62%) OF ALL MID-VALLEY VACANCIES REQUIRE PREVIOUS WORK EXPERIENCE.

Mid-Valley Job Vacancies by Required Previous Experience, 2025



Source: Oregon Employment Department

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

Mid-Valley 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	6,818	\$27.06	81%	92%	27%	62%	54%
Less than \$20	2,503	\$17.70	67%	91%	3%	46%	42%
\$20 through \$29.99	2,487	\$23.94	82%	88%	31%	66%	58%
\$30 and up	1,252	\$51.94	96%	99%	68%	85%	88%
Unknown	576	-	98%	100%	28%	69%	17%

Source: Oregon Employment Department

Employers had the most difficulty filling their high-wage vacancies, with 88% 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
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	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

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	667	906	1,413	1,014	1,497	1,244	1,332	7%

Source: Oregon Employment Department



SHARE YOUR FEEDBACK!

PAT O'CONNOR, REGIONAL ECONOMIST

PATRICK.S.OCONNOR@EMPLOY.OREGON.GOV (503) 400-4374

**FOR MORE INFORMATION ABOUT JOB VACANCIES IN OREGON, VISIT THE JOB VACANCY
SURVEY BOX ON THE [PUBLICATIONS](#) PAGE AT QUALITYINFO.ORG**

**SIGN UP FOR THE LATEST WORKFORCE AND ECONOMIC RESEARCH
WWW.QUALITYINFO.ORG/SUBSCRIBE**