

HELP WANTED IN OREGON RESULTS FROM THE WINTER 2025 JOB VACANCY SURVEY

APRIL 24, 2025

OREGON BUSINESSES REPORTED 51,300 VACANCIES IN WINTER 2025, THE LOWEST WINTER SINCE 2020.

Oregon Job Vacancies, Winter 2025

Vacancies	51,295
Average Hourly Wage	\$25.38
Full-time Positions	83%
Permanent Positions	94%
Requiring Education Beyond High School	34%
Requiring Previous Experience	68%
Difficult to Fill	54%

Source: Oregon Employment Department

Oregon businesses reported 51,300 vacancies in winter 2025. Vacancies increased 3% from the fall and decreased 15% from winter 2024. Employers reported difficulty filling 54% of winter 2025 vacancies.

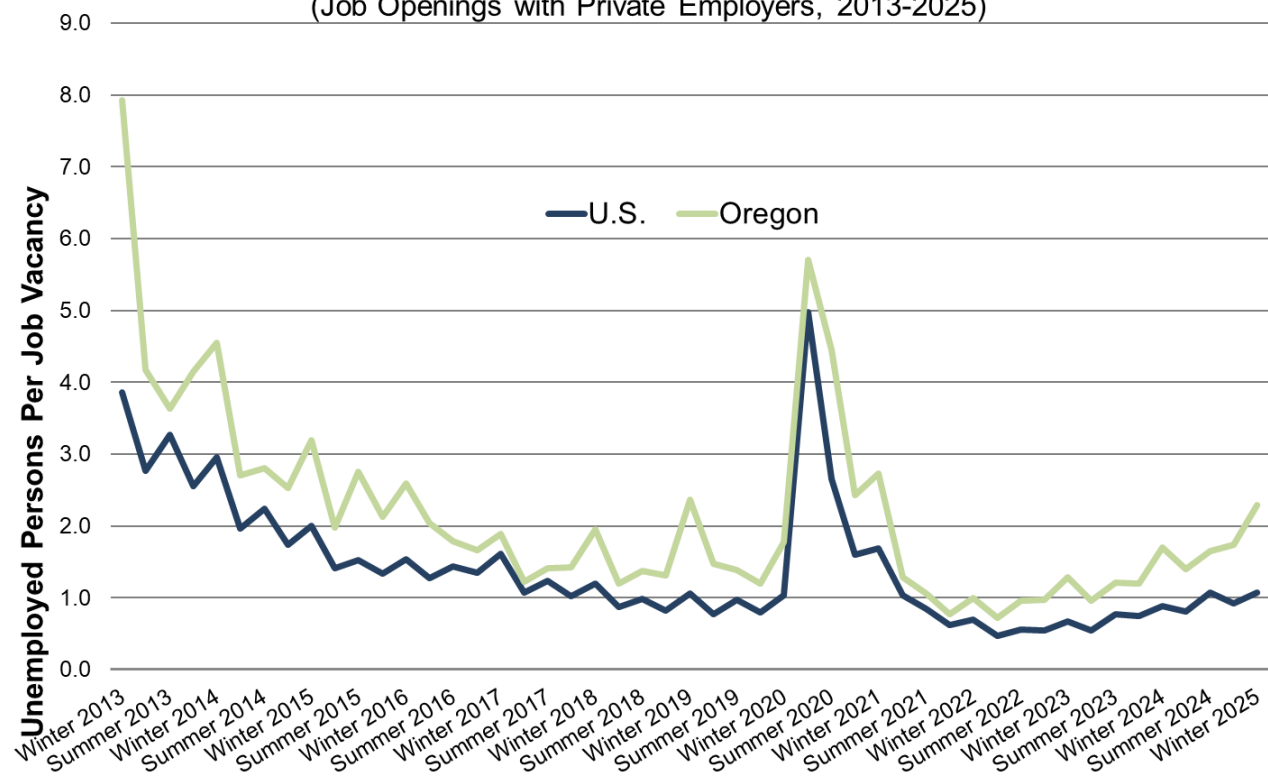
The average starting wage among this group of vacancies was \$25.38 per hour, an inflation-adjusted increase of 6% from winter 2024, and a 5% decrease from fall 2024.

Characteristics of Oregon job vacancies were consistent with prior quarters. A typical job vacancy tends to be for a full-time, permanent position.

WINTER UNEMPLOYMENT ROSE MORE THAN VACANCIES IN OREGON, CAUSING A MORE PRONOUNCED INCREASE TO THE UNEMPLOYED TO JOB VACANCY RATIO.

U.S. and Oregon Unemployed to Job Vacancy Ratios Rising After Record Lows

(Job Openings with Private Employers, 2013-2025)



Source: Oregon Employment Department

The U.S. ratio was around 1.0 in January 2025. It reached 5.0 in April 2020 after several years around 1-to-1.

Oregon had 2.3 unemployed per job vacancy in winter 2025, the highest level since winter 2021, but still much lower than the peak of 5.7 in May 2020.

BUSINESSES REPORTED HIRING IN VARIOUS INDUSTRIES.

Oregon Job Vacancies by Industry, Winter 2025

Industry	Vacancies
All Industries	51,295
Health care and social assistance	15,458
Retail trade	5,857
Leisure and hospitality	5,381
Construction	5,020
Manufacturing	4,479
Other services	3,079
Professional, scientific, and technical services	2,793
Wholesale trade	2,500
Management, administrative, and waste services	2,062
Transportation, warehousing, and utilities	1,954
Private educational services	1,280
Financial activities	1,079
Natural resources and mining	212
Information	54

Health care and social assistance represented 30% of all vacancies, with 15,500. Retail trade had 5,900 and leisure and hospitality had 5,400.

Note: The Oregon Job Vacancy Survey includes only private-sector businesses with two or more employees.

THE STARTING WAGE FOR JOB VACANCIES AVERAGED \$25.38 PER HOUR IN THE WINTER.

Oregon Job Vacancies by Hourly Wage Range

Wage (per hour)	Winter 2024	Winter 2025
All Wage Ranges	60,282	51,295
Less than \$20	23,620	17,863
\$20 through \$29.99	18,255	18,672
\$30 and up	10,379	9,733

Unknown excluded

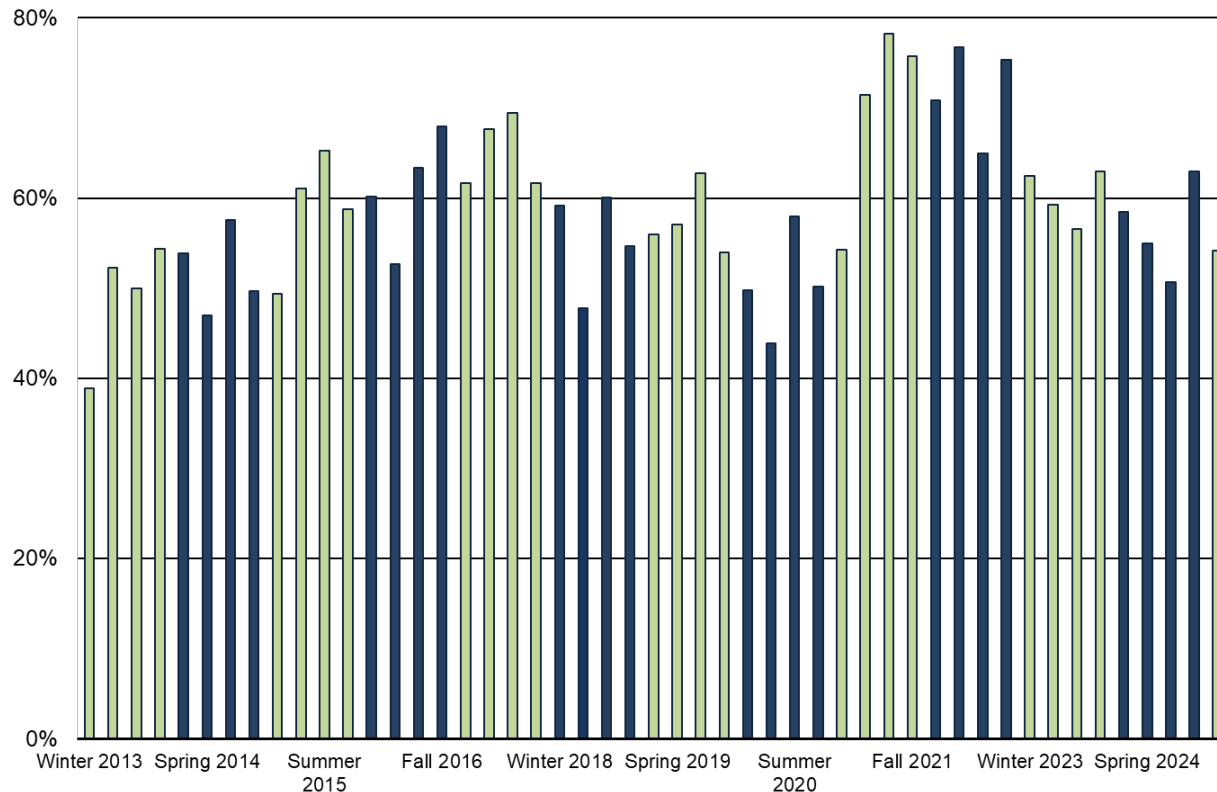
Source: Oregon Employment Department

The average starting wage among this group of vacancies was around \$25.38 per hour, an inflation-adjusted increase of 6% from winter 2024, and a 5% decrease from fall 2024.

The number of vacancies offering a starting wage below \$20 per hour decreased 24% over the year. The number of vacancies offering between \$20 and \$30 per hour rose 2%, and vacancies paying above \$30 per hour decreased 6%.

54% OF WINTER JOB VACANCIES WERE REPORTED AS DIFFICULT TO FILL.

**Businesses Report Difficulty Filling
54% of Vacancies in Winter 2025**



Source: Oregon Employment Department, Quarterly Job Vacancy

The occupations with the highest number of difficult-to-fill vacancies:

- Personal care aides
- Nursing assistants
- Heavy and tractor-trailer truck drivers
- Registered nurses
- Restaurant cooks
- Civil engineers

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

VACANCIES DECREASED OVER THE YEAR IN EIGHT OF THE NINE REGIONS

Oregon Job Vacancies by Geography, Winter 2025

Geography	Vacancies
Oregon Statewide	51,295
Portland Metro	16,706
Mid-Valley	7,064
East Cascades	6,027
Lane	4,762
Rogue Valley	4,558
Clackamas	3,843
Northwest Oregon	2,885
Southwestern Oregon	2,421
Eastern Oregon	1,940

Multi-area or unknown regions excluded
Source: Oregon Employment Department

Winter vacancies were distributed across the state, with the Portland tri-county area accounting for about 40%.

Vacancies decreased over the year in every region in the state, except for Southwestern Oregon.

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