



Help Wanted in Clackamas County

**Results from the 2022
Job Vacancy Survey**



Clackamas County had roughly 12,000 job vacancies at any given time in 2022.

We surveyed 1,700 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 104,000 vacancies at any given time in 2022.

Oregon Job Vacancies

	2019	2020	2021	2022
Vacancies	57,241	44,408	96,887	103,977
Average Hourly Wage	\$18.81	\$18.05	\$19.69	\$21.66
Full-time Positions	77%	79%	78%	81%
Permanent Positions	93%	92%	93%	94%
Requiring Education Beyond High School	34%	33%	30%	29%
Requiring Previous Experience	57%	53%	53%	52%
Difficult to Fill	57%	51%	72%	72%

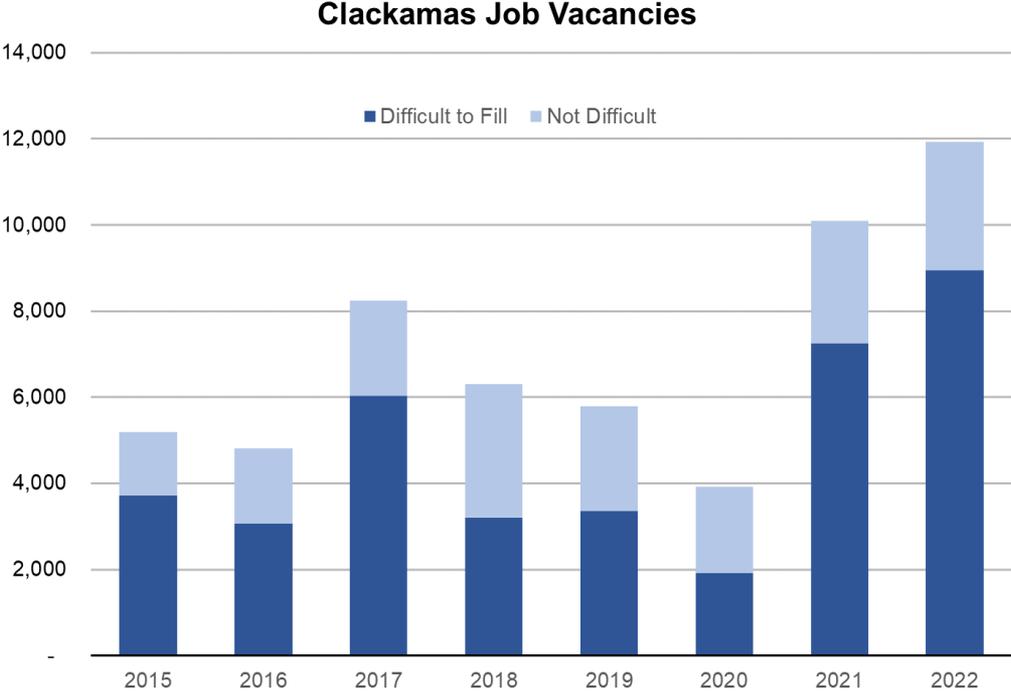
The number of Oregon job vacancies reached record levels in 2022, as the economy recovered from the pandemic recession in 2020. In another record, employers reported about seven out of 10 openings were difficult to fill in 2022.

Other characteristics Oregon employers are looking for didn't change much during the pandemic recession and recovery. A typical job vacancy tends to be for a full-time, permanent position. About one-third require education beyond high school and half require previous experience.

Source: Oregon Employment Department



The number of Clackamas vacancies was higher in 2022 than at any time in the survey's history since 2015.



Source: Oregon Employment Department



Two out of five (40%) of vacancies in 2022 had been open for 60 days or longer – up from 35% in 2021. Almost all of these vacancies were reported as difficult to fill.

Clackamas County Job Vacancies by Length of Time Job has been Open, 2022

Length of Time Job has been Open	Vacancies	Average Wage	Difficult to Fill
All Vacancies	11,934	\$21.62	75%
< 30 Days	1,832	\$20.91	52%
30-59 Days	1,977	\$21.34	77%
60+ Days	4,306	\$22.63	94%
Always Open	2,634	\$20.64	83%
Unknown	1,185	\$22.70	20%

Source: Oregon Employment Department



Leisure and hospitality reported the most vacancies of any industry, closely followed by health care and social assistance.

Clackamas County Job Vacancies by Industry, 2022

Industry	Vacancies	Average Wage
All Industries	11,934	\$21.62
Leisure and hospitality	2,457	\$15.75
Health care and social assistance	2,277	\$23.88
Construction	1,489	\$25.20
Management, administrative, and waste services	1,382	\$20.42
Retail trade	1,039	\$17.83
Manufacturing	988	\$22.21
Professional, scientific, and technical services	645	\$35.02
Other services	440	\$28.20
Financial activities	394	\$20.66
Natural resources and mining	320	\$17.91
Wholesale trade	223	\$20.05
Transportation, warehousing, and utilities	162	\$28.33
Private educational services	118	\$20.17

Source: Oregon Employment Department



Food preparation and serving related occupations represented the group with the most vacancies.

Clackamas County Job Vacancies by Occupation Group, 2022

<u>Occupation Group</u>	<u>Vacancies</u>	<u>Average Wage</u>
All Occupations	11,934	\$21.62
Food Preparation and Serving Related	1,848	\$15.58
Health Care Support	1,214	\$21.20
Construction and Extraction	1,174	\$25.32
Transportation and Material Moving	961	\$20.94
Building and Grounds Cleaning and Maintenance	850	\$16.93
Health Care Practitioners and Technical	849	\$34.93
Installation, Maintenance, and Repair	843	\$22.85
Sales and Related	754	\$20.86
Production	654	\$21.91
Office and Administrative Support	615	\$18.91
Business and Financial Operations	404	\$33.33
Personal Care and Service	323	\$15.95
Farming, Fishing, and Forestry	313	\$17.90
Protective Service	267	\$17.92
Community and Social Service	225	\$23.77
Management	210	\$27.12

Source: Oregon Employment Department



Area businesses were hiring for a variety of jobs across the economy in 2022. They reported vacancies for 171 different occupations.

Top Occupations in Clackamas County With the Highest Number of Job Vacancies, 2022

Occupation	Vacancies
All Occupations	11,934
Personal Care Aides	508
Fast Food and Counter Workers	467
Nursing Assistants	463
Cooks, Restaurant	367
Construction Laborers	366
Retail Salespersons	339
Maids and Housekeeping Cleaners	319
Waiters and Waitresses	285
Landscaping and Groundskeeping Workers	280
Security Guards	238
Dishwashers	237
Automotive Service Technicians and Mechanics	225
Bartenders	221
Farmworkers and Laborers, Crop, Nursery, and Gre	199
Stockers and Order Fillers	181

Source: Oregon Employment Department



Employers had more difficulty filling vacancies in some occupations.

Top Clackamas County Occupations With the Highest Number of Difficult-to-Fill Job Vacancies, 2022

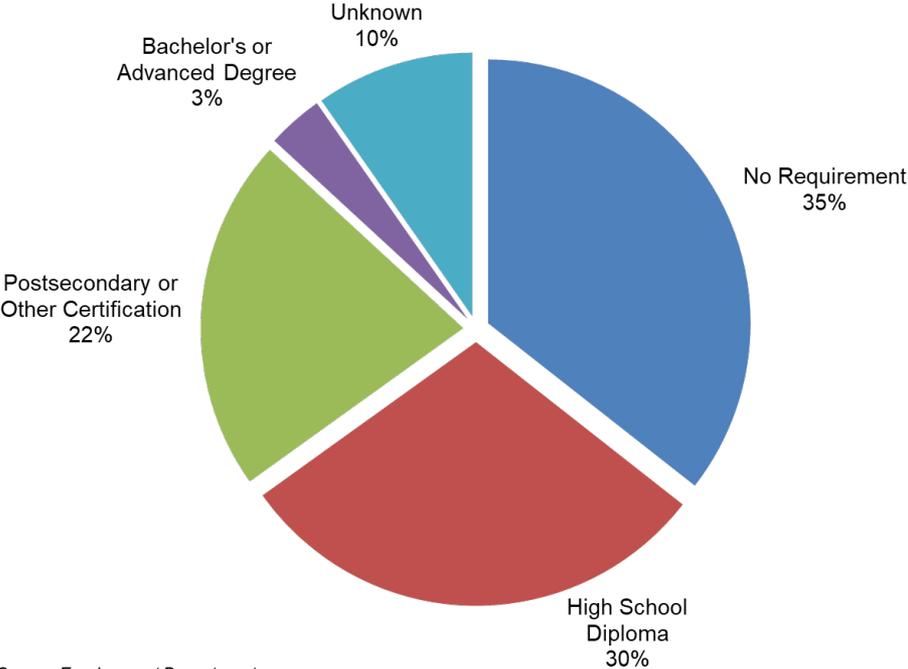
<u>Occupation</u>	<u>Vacancies</u>
Difficult-to-Fill Vacancies in All Occupations	8,953
Personal Care Aides	396
Nursing Assistants	342
Cooks, Restaurant	340
Construction Laborers	338
Maids and Housekeeping Cleaners	266
Retail Salespersons	249
Landscaping and Groundskeeping Workers	244
Security Guards	238
Bartenders	221
Farmworkers and Laborers, Crop, Nursery, and Greenhouse	199
Telecommunications Equipment Installers and Repairers, E	170
Automotive Service Technicians and Mechanics	160
Dishwashers	153
Carpenters	148
Waiters and Waitresses	148
Pump Operators, Except Wellhead Pumps	142
Welders, Cutters, Solderers, and Brazers	141

Source: Oregon Employment Department



Nearly two-thirds (65%) of all Clackamas job vacancies required no education beyond high school.

Clackamas County Job Vacancies by Education Requirement, 2022

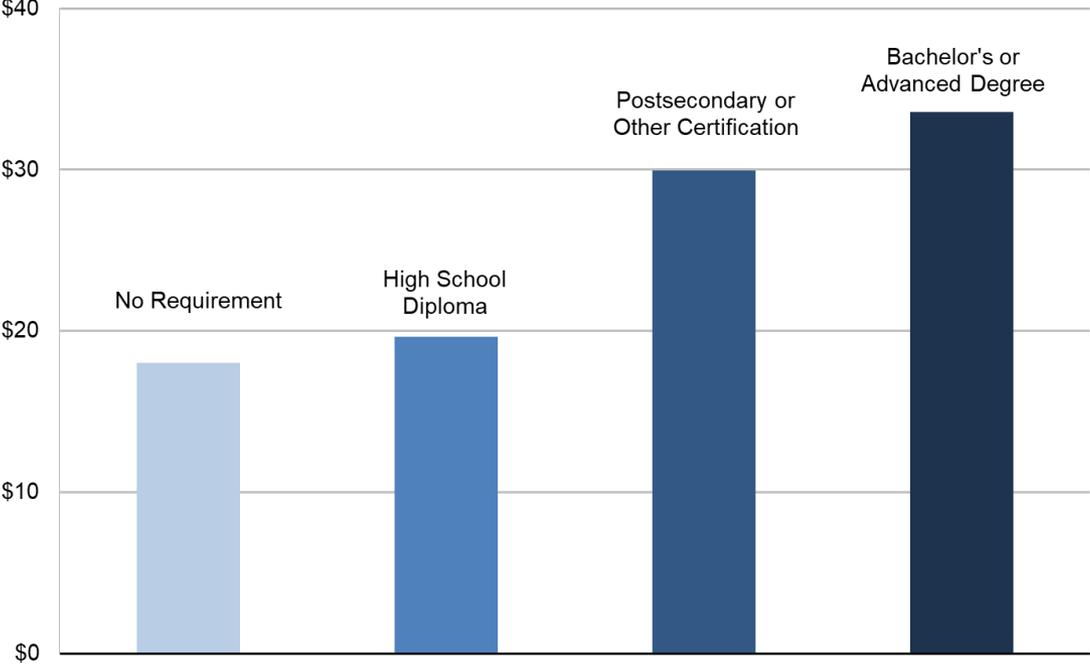


Source: Oregon Employment Department



Average hourly wages generally increase along with education requirements for job vacancies...

Average Hourly Wage for Clackamas County Job Vacancies by Educational Requirement, 2022

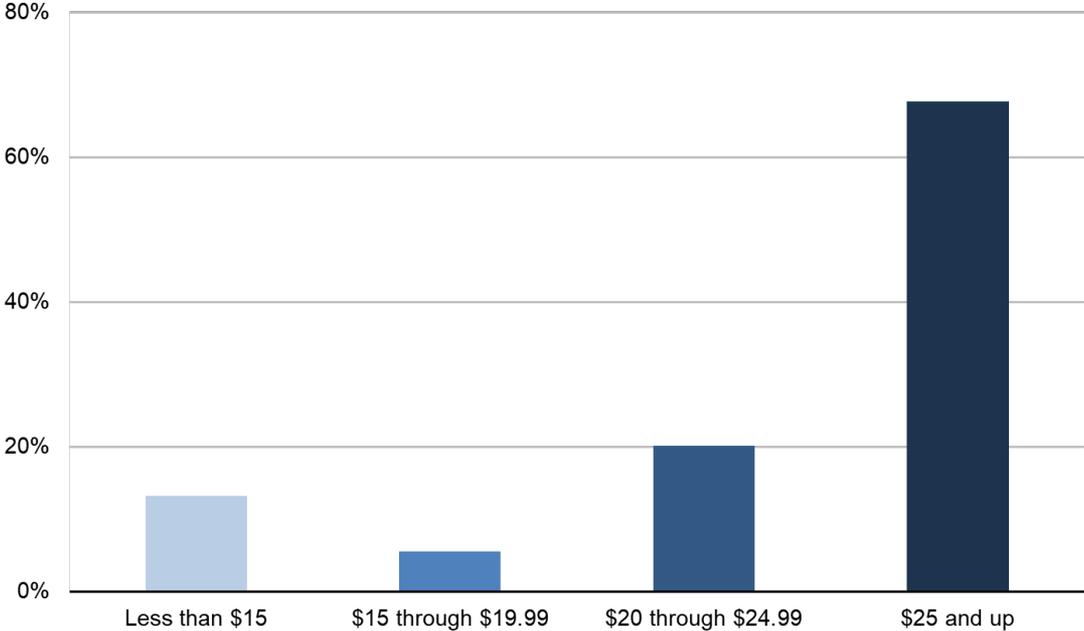


Source: Oregon Employment Department



...and high-paying vacancies are more likely to require education beyond high school.

Share of Clackamas County Vacancies Requiring Education Beyond High School by Hourly Wage Range, 2022

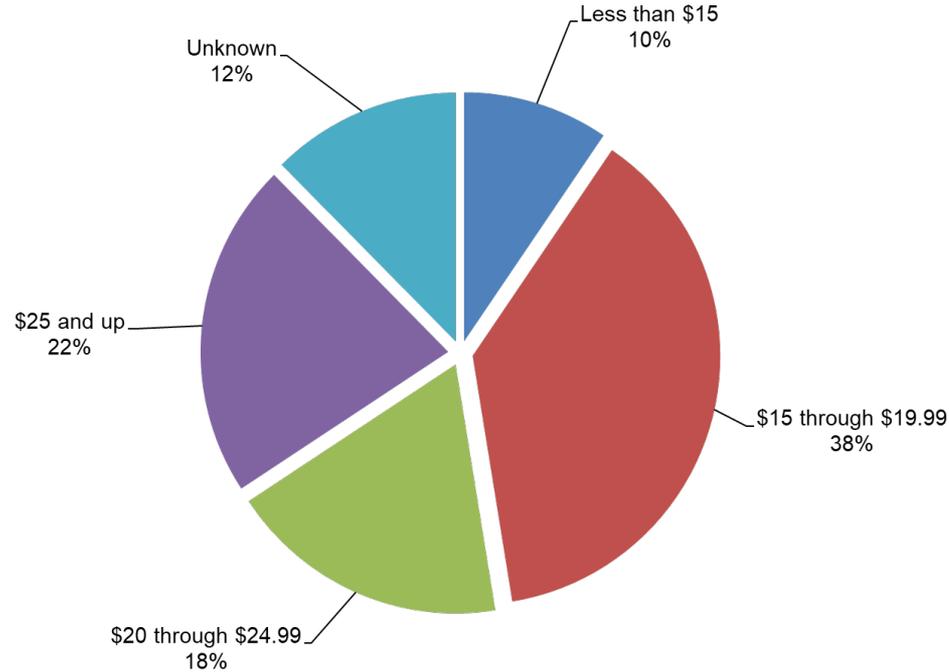


Source: Oregon Employment Department



Almost half (48%) of the 2022 vacancies in Clackamas County paid starting wages less than \$20 per hour.

Clackamas County Job Vacancies by Hourly Wage, 2022



Source: Oregon Employment Department

Vacancies requiring higher education are more likely to be high-paying and require prior experience.

Clackamas County Job Vacancies by Required Education Level, 2022

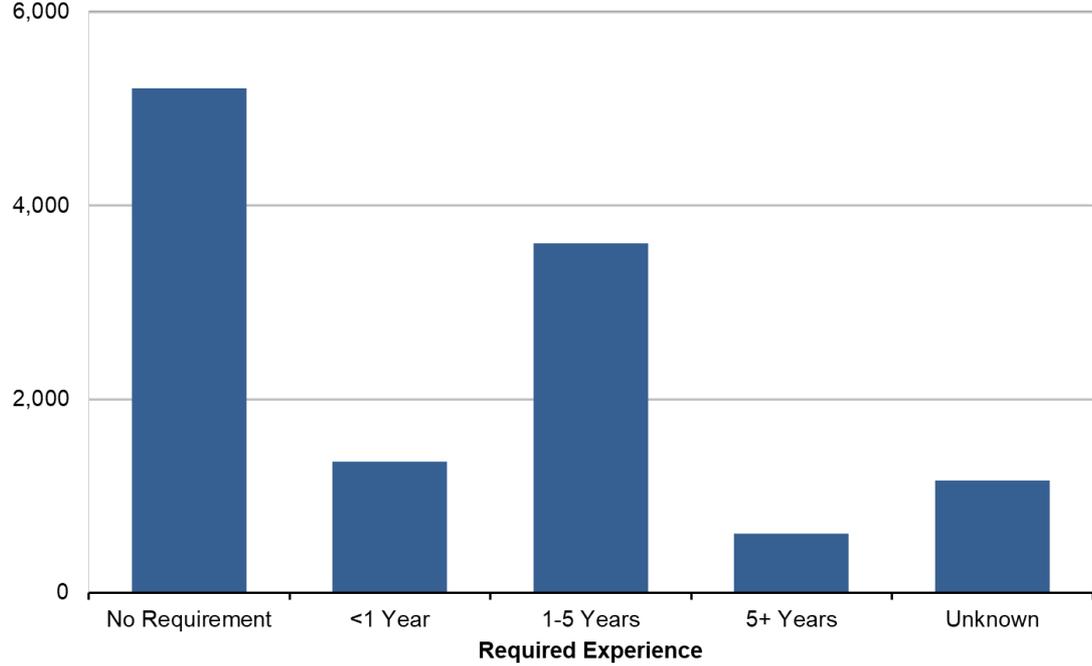
Required Education Level	Vacancies	Average Hourly Wage	Full-time Positions	Permanent Positions	Require Previous Experience	Difficult to Fill
All Education Levels	11,934	\$21.62	81%	98%	47%	75%
No Requirement	4,244	\$18.04	75%	97%	27%	82%
High School Diploma	3,528	\$19.62	80%	96%	59%	74%
Postsecondary or Other Certification	2,589	\$29.95	85%	100%	74%	93%
Bachelor's or Advanced Degree	410	\$33.57	96%	100%	87%	31%
Unknown	1,163	\$19.46	88%	100%	6%	31%

Source: Oregon Employment Department



About half (47%) of all Clackamas County vacancies require previous work experience.

Clackamas County Job Vacancies by Required Previous Experience, 2022



Source: Oregon Employment Department



High-paying vacancies are more likely to be full-time and require a combination of education and previous experience.

Clackamas County Job Vacancies by Hourly Wage Range, 2022

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	11,934	\$21.62	81%	98%	28%	47%	75%
Less than \$15	1,135	\$14.18	55%	100%	13%	31%	73%
\$15 through \$19.99	4,526	\$16.74	73%	97%	6%	34%	75%
\$20 through \$24.99	2,185	\$21.50	92%	97%	20%	55%	91%
\$25 and up	2,606	\$33.45	89%	98%	68%	78%	86%
Unknown	1,482	-	94%	100%	69%	29%	32%

Source: Oregon Employment Department

Employers in Clackamas had a high rate of difficulty filling their vacancies at all wage levels, whereas in many areas higher-wage vacancies proved more 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

Two out of five (41%) vacancies in Oregon were in the Portland Tri-County (Portland Metro and Clackamas) area.

Oregon Job Vacancies by Geography, 2022

Geography	Vacancies	Average Hourly Wage	Full-time Positions	Permanent Positions	Require Education Beyond High School	Require Previous Experience	Difficult to Fill
Oregon Statewide	103,977	\$21.66	81%	94%	29%	52%	72%
Portland Metro	30,991	\$24.72	87%	94%	37%	62%	65%
Mid-Valley	15,083	\$20.51	76%	96%	26%	51%	70%
Clackamas	11,934	\$21.62	81%	98%	28%	47%	75%
East Cascades	10,697	\$20.74	81%	93%	24%	48%	74%
Lane	10,003	\$19.36	72%	93%	32%	46%	72%
Rogue Valley	8,934	\$20.14	78%	95%	24%	48%	76%
Northwest Oregon	6,624	\$20.18	74%	90%	21%	47%	79%
Eastern Oregon	4,399	\$19.03	82%	95%	29%	51%	76%
Southwestern Oregon	4,298	\$19.87	80%	95%	25%	43%	76%
Multi-area or unknown	1,014	\$24.09	86%	85%	31%	49%	76%

Source: Oregon Employment Department



Job vacancies have increased since 2021 in many areas of the state, with the largest increases in Mid-Valley, Clackamas, Lane, and Portland Metro.

Oregon Job Vacancies by Geography, 2019-2022

Geography	2019	2020	2021	2022	Change from 2021
Oregon Statewide	57,241	44,408	96,887	103,977	7%
Portland Metro	21,218	13,429	28,014	30,991	11%
Mid-Valley	7,091	6,995	12,681	15,083	19%
East Cascades	5,673	4,402	10,771	10,697	-1%
Clackamas	5,795	3,921	10,088	11,934	18%
Lane	5,414	4,029	8,857	10,003	13%
Rogue Valley	4,134	3,749	8,752	8,934	2%
Northwest Oregon	3,357	2,255	7,311	6,624	-9%
Southwestern Oregon	1,745	2,195	4,801	4,298	-10%
Eastern Oregon	2,147	2,527	4,199	4,399	5%
Multi-area or unknown	667	906	1,413	1,014	-28%

Source: Oregon Employment Department





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