



Help Wanted in Northwest Oregon

Results from the 2022 Job Vacancy Survey



Northwest Oregon had roughly 6,600 job vacancies at any given time in 2022.

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 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%

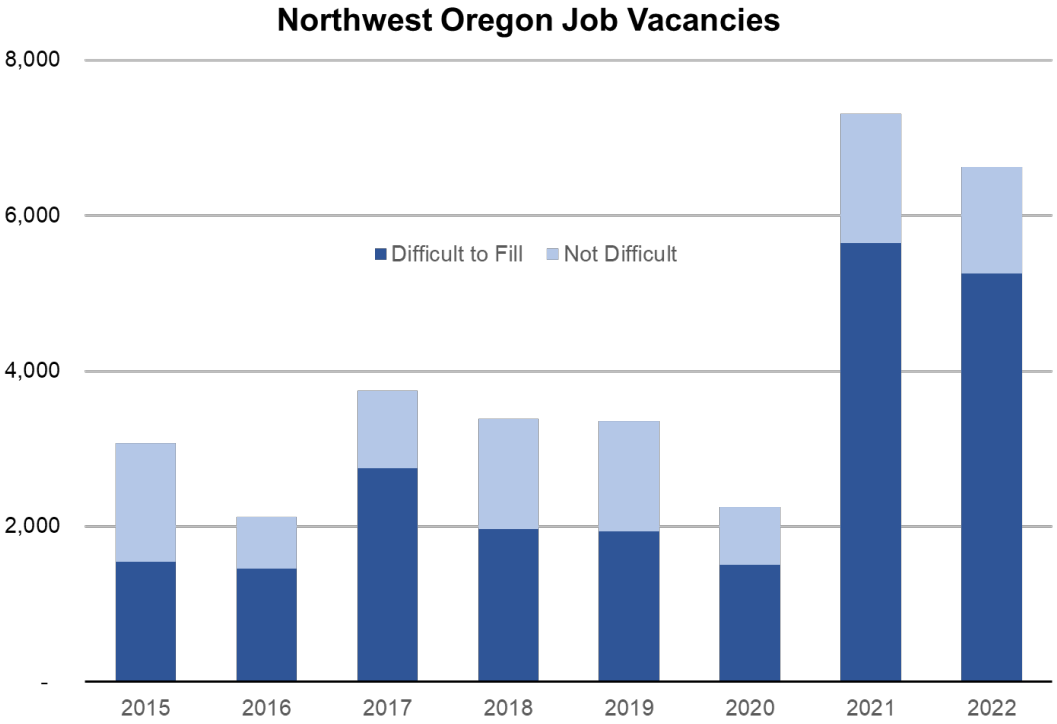
The number of Oregon job vacancies reached record levels in 2022, as the economy recovered from the pandemic recession in 2020. In another record, employers reported about seven out of 10 openings were difficult to fill in 2022.

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 Northwest Oregon vacancies remained elevated in 2022 relative to historical levels.



Source: Oregon Employment Department



Two out of five (41%) vacancies in 2022 had been open for 60 days or longer – up from 33% in 2021. Almost all of these vacancies were reported as difficult to fill.

**Northwest Oregon 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	6,624	\$20.18	79%
< 30 Days	1,341	\$19.29	52%
30-59 Days	1,035	\$18.35	79%
60+ Days	2,560	\$21.70	98%
Always Open	1,348	\$19.59	91%
Unknown	340	\$18.61	1%

Source: Oregon Employment Department



Leisure and hospitality reported the most vacancies of any industry in 2022.

Northwest Oregon Job Vacancies by Industry, 2022

<u>Industry</u>	<u>Vacancies</u>	<u>Average Wage</u>
All Industries	6,624	\$20.18
Leisure and hospitality	1,684	\$15.65
Health care and social assistance	1,517	\$25.89
Retail trade	789	\$16.41
Construction	552	\$23.24
Management, administrative, and waste services	490	\$19.75
Manufacturing	440	\$18.39
Professional, scientific, and technical services	313	\$23.21
Other services	280	\$18.26
Financial activities	250	\$19.88
Private educational services	116	\$19.30
Transportation, warehousing, and utilities	93	\$21.13
Natural resources and mining	77	\$16.28
Wholesale trade	18	n/a
Information	5	n/a

Source: Oregon Employment Department



Food preparation and serving, and health care support occupations had the most vacancies.

Northwest Oregon Job Vacancies by Occupation Group, 2022

Occupation Group	Vacancies	Average Wage
All Occupations	6,624	\$20.18
Food Preparation and Serving Related	1,343	\$15.46
Health Care Support	660	\$19.28
Sales and Related	598	\$14.96
Building and Grounds Cleaning and Maintenance	551	\$17.07
Office and Administrative Support	511	\$18.30
Transportation and Material Moving	462	\$18.39
Installation, Maintenance, and Repair	388	\$25.61
Construction and Extraction	379	\$19.89
Health Care Practitioners and Technical	334	\$53.38
Community and Social Service	328	\$20.79
Production	241	\$19.07
Education, Training, and Library	228	\$16.39
Business and Financial Operations	155	\$22.58
Personal Care and Service	134	\$14.45

Source: Oregon Employment Department



Area businesses were hiring for a variety of jobs across the economy in 2022. They reported vacancies for 156 different occupations.

Top Occupations in Northwest Oregon With the Highest Number of Job Vacancies, 2022

Occupation	Vacancies
All Occupations	6,624
Retail Salespersons	419
Personal Care Aides	332
Fast Food and Counter Workers	316
Maids and Housekeeping Cleaners	294
Waiters and Waitresses	192
Cooks, Restaurant	156
Bartenders	146
Nursing Assistants	140
Construction Laborers	134
Heavy and Tractor-Trailer Truck Drivers	124
Cashiers	123
Janitors and Cleaners, Except Maids and Housekeeping Cleaners	105
Maintenance and Repair Workers, General	101
Teaching Assistants, Preschool, Elementary, Middle, and Secondary School, Except Special Education	99
Customer Service Representatives	97
Business Operations Specialists, All Other	96
Hotel, Motel, and Resort Desk Clerks	93
Landscaping and Groundskeeping Workers	87

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, 2022

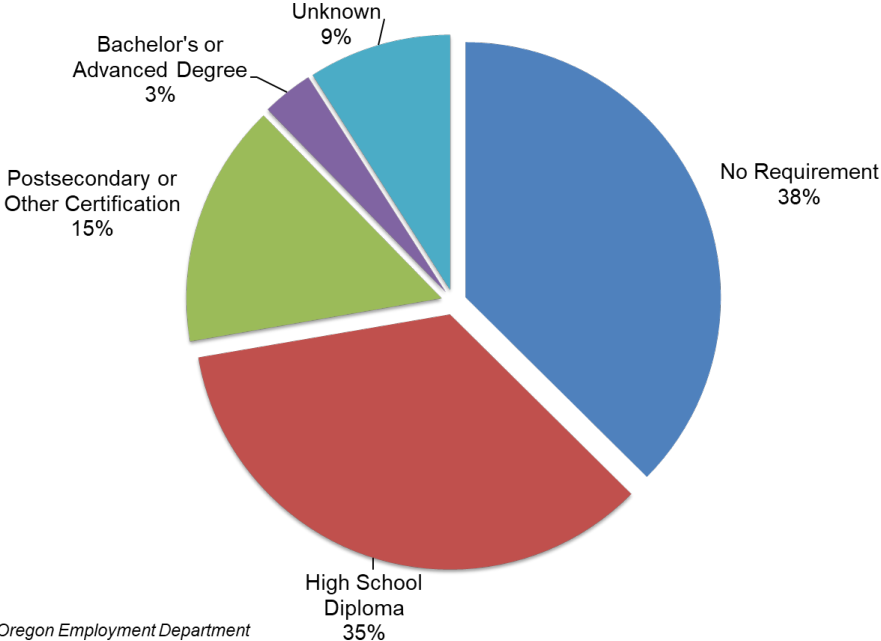
Occupation	Vacancies
Difficult-to-Fill Vacancies in All Occupations	5,253
Personal Care Aides	322
Retail Salespersons	268
Maids and Housekeeping Cleaners	262
Fast Food and Counter Workers	216
Bartenders	146
Nursing Assistants	140
Cooks, Restaurant	139
Heavy and Tractor-Trailer Truck Drivers	124
Construction Laborers	118
Waiters and Waitresses	109
Cashiers	102
Dental Hygienists	84
Hotel, Motel, and Resort Desk Clerks	83
Packers and Packagers, Hand	83
Customer Service Representatives	82

Source: Oregon Employment Department



Most (73%) Northwest Oregon job vacancies required no education beyond high school.

Northwest Oregon Job Vacancies by Educational Requirement, 2022

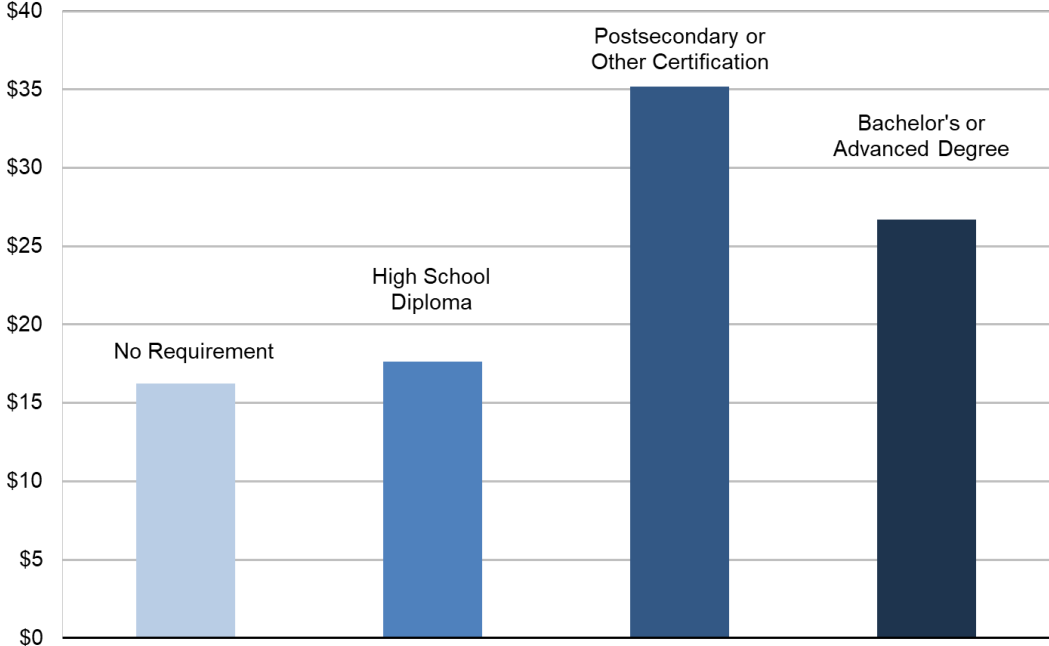


Source: Oregon Employment Department



Average hourly wages increase when job vacancies require education beyond high school...

Average Hourly Wage for Northwest Oregon Job Vacancies by Education Requirement, 2022

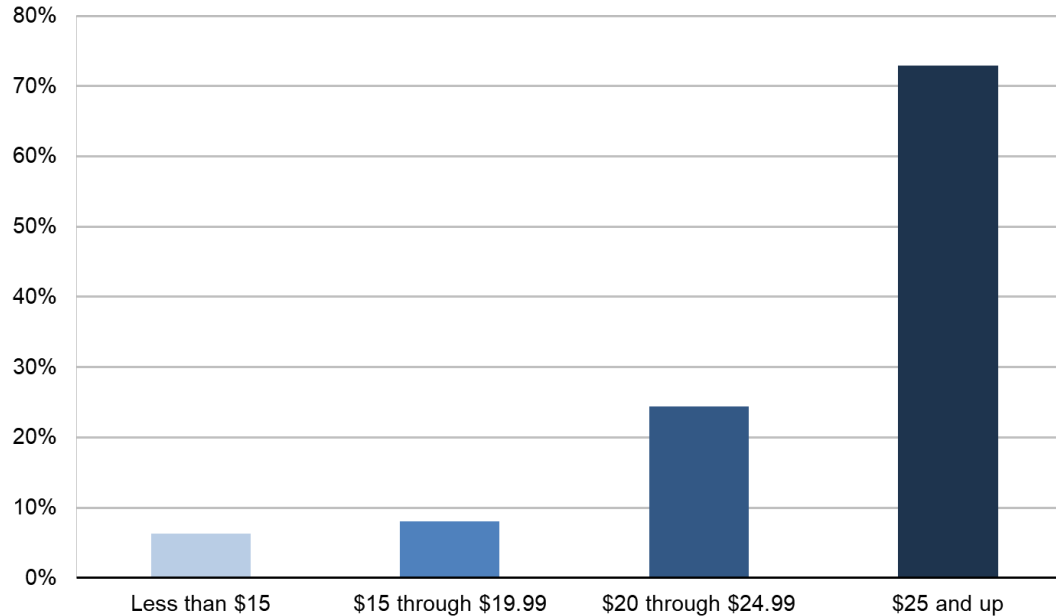


Source: Oregon Employment Department



...and 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, 2022

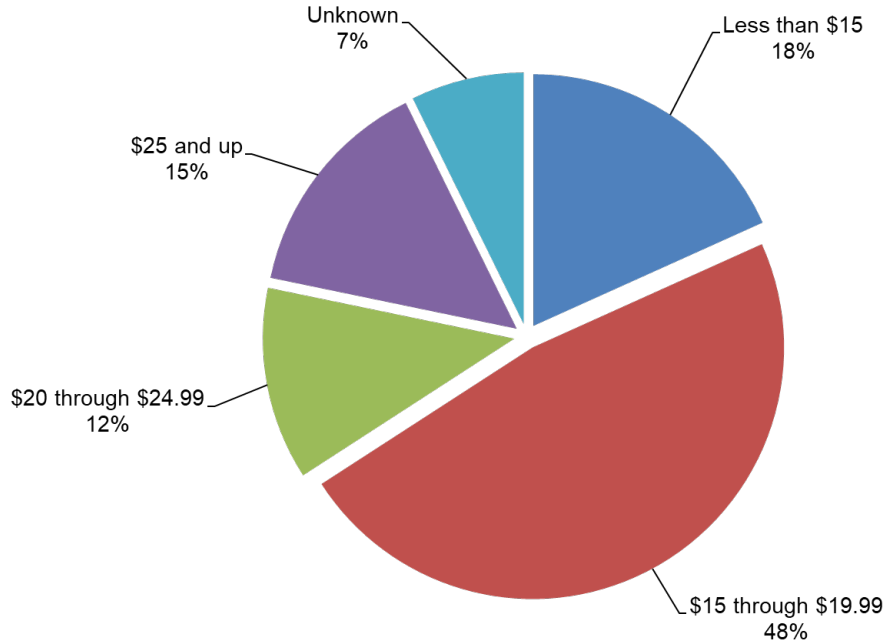


Source: Oregon Employment Department



Two out of 10 (18%) vacancies in Northwest Oregon pay less than \$15 per hour. Almost half (48%) started at \$15 to \$19.99.

Northwest Oregon Job Vacancies by Hourly Wage, 2022



Source: Oregon Employment Department



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

Northwest Oregon Job Vacancies by Required Education Level, 2022

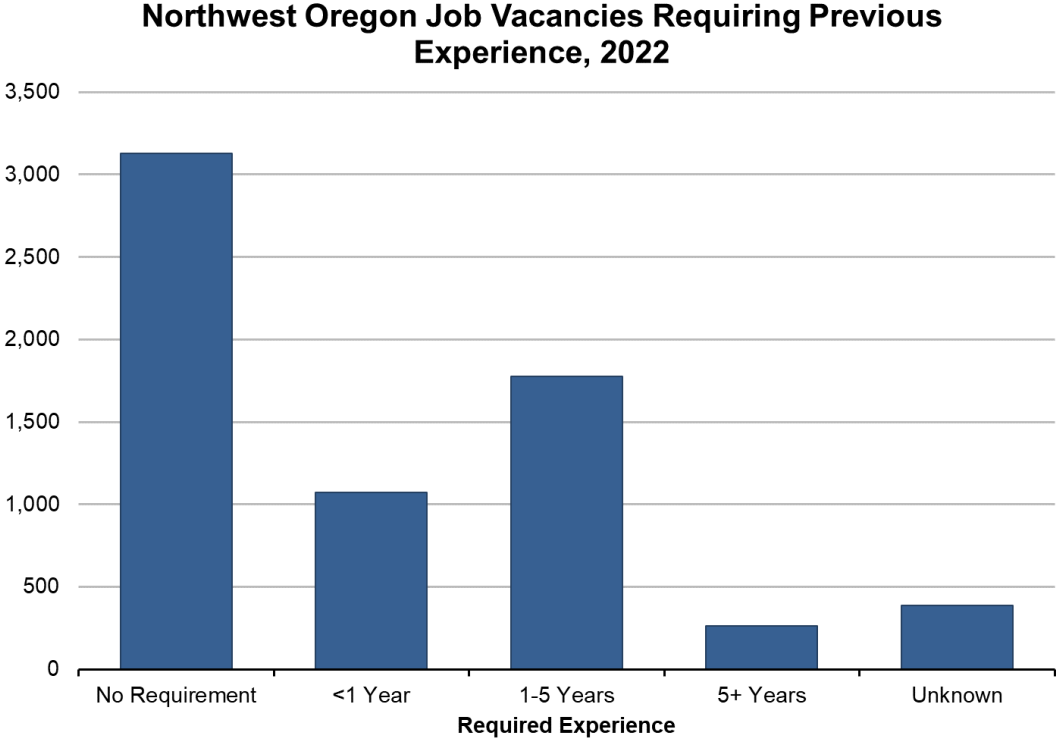
Required Education Level	Vacancies	Average Hourly Wage	Full-time Positions	Permanent Positions	Require Previous Experience	Difficult to Fill
All Education Levels	6,624	\$20.18	74%	90%	47%	79%
No Requirement	2,479	\$16.25	66%	83%	31%	82%
High School Diploma	2,310	\$17.63	76%	92%	53%	84%
Postsecondary or Other Certification	1,021	\$35.16	88%	99%	76%	94%
Bachelor's or Advanced Degree	214	\$26.70	98%	100%	100%	51%
Unknown	600	\$17.71	71%	94%	22%	34%

Source: Oregon Employment Department

Employers had the most difficulty filling jobs requiring postsecondary certificates, associate's degrees and other certifications.



Almost half (47%) of all Northwest Oregon vacancies required previous work experience.



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, 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	6,624	\$20.18	74%	90%	21%	47%	79%
Less than \$15	1,210	\$13.56	44%	90%	6%	30%	77%
\$15 through \$19.99	3,153	\$16.45	76%	86%	8%	40%	85%
\$20 through \$24.99	820	\$21.20	97%	94%	24%	61%	83%
\$25 and up	959	\$39.96	91%	100%	73%	88%	89%
Unknown	482	-	70%	93%	29%	30%	22%

Source: Oregon Employment Department

Employers had the most difficulty filling their high-wage vacancies, with 89% of jobs starting at \$25 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

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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