

# HELP WANTED IN NORTHWEST OREGON

## RESULTS FROM THE 2023 JOB VACANCY SURVEY

FEBRUARY 2024

# NORTHWEST OREGON HAD ROUGHLY 4,700 JOB VACANCIES AT ANY GIVEN TIME IN 2023.

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 72,800 VACANCIES AT ANY GIVEN TIME IN 2023.

## Oregon Job Vacancies

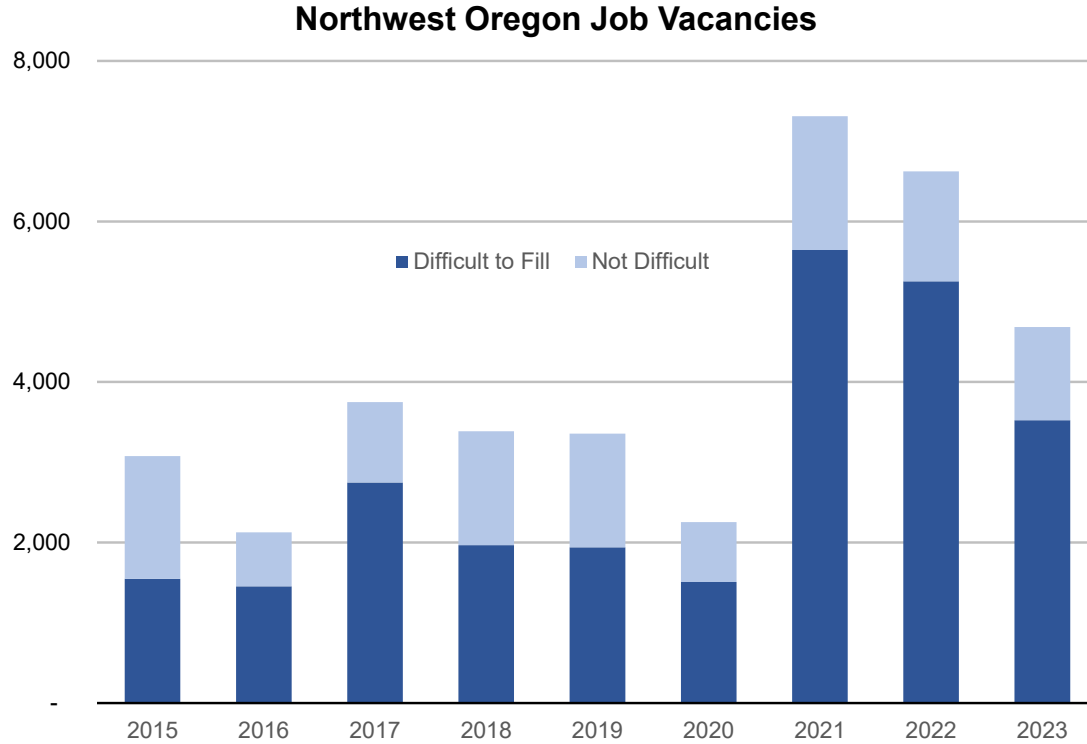
|  | 2019          | 2020          | 2021          | 2022           | 2023          |
|--|---------------|---------------|---------------|----------------|---------------|
| <b>Vacancies</b>                       | <b>57,241</b> | <b>44,408</b> | <b>96,887</b> | <b>103,977</b> | <b>72,815</b> |
| Average Hourly Wage                    | \$18.81       | \$18.05       | \$19.69       | \$21.66        | \$25.13       |
| Full-time Positions                    | 77%           | 79%           | 78%           | 81%            | 82%           |
| Permanent Positions                    | 93%           | 92%           | 93%           | 94%            | 94%           |
| Requiring Education Beyond High School | 34%           | 33%           | 30%           | 29%            | 39%           |
| Requiring Previous Experience          | 57%           | 53%           | 53%           | 52%            | 58%           |
| Difficult to Fill                      | 57%           | 51%           | 72%           | 72%            | 61%           |

The number of Oregon job vacancies declined from 2022 to 2023, as the recovery from the 2020 pandemic recession slowed. Employers reported about six out of 10 openings were difficult to fill in 2023.

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. 39% require education beyond high school and 58% require previous experience.

Source: Oregon Employment Department

THE NUMBER OF NORTHWEST OREGON VACANCIES DECLINED IN 2023 AFTER PEAKING IN 2022.



Source: Oregon Employment Department

**30% OF VACANCIES IN 2023 HAD BEEN OPEN FOR 60 DAYS OR LONGER.  
ALMOST ALL OF THESE VACANCIES WERE REPORTED AS DIFFICULT TO FILL.**

**Northwest Oregon Job Vacancies by Length of Time Job  
has been Open, 2023**

| <b>Length of Time Job<br/>has been Open</b> | <b>Vacancies</b> | <b>Average Wage</b> | <b>Difficult to<br/>Fill</b> |
|---|------------------|---------------------|------------------------------|
| <b>All Vacancies</b>                        | <b>4,684</b>     | <b>\$21.18</b>      | <b>75%</b>                   |
| < 30 Days                                   | 1,115            | \$19.79             | 57%                          |
| 30-59 Days                                  | 664              | \$23.38             | 68%                          |
| 60+ Days                                    | 1,314            | \$23.31             | 95%                          |
| Always Open                                 | 1,282            | \$19.58             | 92%                          |
| Unknown                                     | 309              | \$15.04             | 2%                           |

*Source: Oregon Employment Department*

# LEISURE AND HOSPITALITY REPORTED THE MOST VACANCIES OF ANY INDUSTRY IN 2023.

**Northwest Oregon Job Vacancies by Industry, 2023**

| <b>Industry</b>                                  | <b>Vacancies</b> | <b>Average Wage</b> |
|--|------------------|---------------------|
| <b>All Industries</b>                            | <b>4,684</b>     | <b>\$21.18</b>      |
| Leisure and hospitality                          | 1,254            | \$17.90             |
| Health care and social assistance                | 1,103            | \$25.04             |
| Manufacturing                                    | 548              | \$19.36             |
| Management, administrative, and waste services   | 398              | \$15.40             |
| Professional, scientific, and technical services | 375              | \$30.02             |
| Retail trade                                     | 334              | \$17.60             |
| Construction                                     | 193              | \$27.06             |
| Other services                                   | 176              | \$21.71             |
| Financial activities                             | 145              | \$19.43             |
| Transportation, warehousing, and utilities       | 66               | \$23.54             |
| Private educational services                     | 66               | \$17.23             |
| Natural resources and mining                     | 26               | \$29.00             |

*Source: Oregon Employment Department*

# FOOD PREPARATION AND SERVING, AND HEALTH CARE SUPPORT OCCUPATIONS HAD THE MOST VACANCIES.

## Northwest Oregon Job Vacancies by Occupation Group, 2023

| <b>Occupation Group</b>                       | <b>Vacancies</b> | <b>Average Wage</b> |
|---|------------------|---------------------|
| <b>All Occupations</b>                        | <b>4,684</b>     | <b>\$21.18</b>      |
| Food Preparation and Serving Related          | 910              | \$18.39             |
| Health Care Support                           | 466              | \$19.42             |
| Community and Social Service                  | 405              | \$25.25             |
| Health Care Practitioners and Technical       | 364              | \$36.81             |
| Office and Administrative Support             | 355              | \$20.18             |
| Production                                    | 339              | \$17.92             |
| Protective Service                            | 300              | \$14.08             |
| Building and Grounds Cleaning and Maintenance | 269              | \$17.45             |
| Installation, Maintenance, and Repair         | 269              | \$23.24             |
| Sales and Related                             | 253              | \$14.59             |
| Construction and Extraction                   | 176              | \$25.55             |
| Transportation and Material Moving            | 143              | \$17.63             |
| Management                                    | 137              | \$30.66             |

Source: Oregon Employment Department

# AREA BUSINESSES WERE HIRING FOR A VARIETY OF JOBS ACROSS THE ECONOMY IN 2023. THEY REPORTED VACANCIES FOR 127 DIFFERENT OCCUPATIONS.

## Top Occupations in Northwest Oregon With the Highest Number of Job Vacancies, 2023

| <b>Occupation</b>   | <b>Vacancies</b> |
|---|------------------|
| <b>All Occupations</b>  | <b>4,684</b>     |
| Security Guards   | 300              |
| Cooks, Restaurant   | 266              |
| Personal Care Aides   | 255              |
| Maids and Housekeeping Cleaners   | 165              |
| Mental Health Counselors  | 161              |
| Waiters and Waitresses  | 157              |
| Nursing Assistants  | 146              |
| Cashiers  | 136              |
| Registered Nurses   | 112              |
| Dishwashers   | 104              |
| Food and Tobacco Roasting, Baking, and Drying Machine Operators and Tenders | 100              |
| Production Workers, All Other   | 98               |
| Maintenance and Repair Workers, General                                     | 90               |

Source: Oregon Employment Department



# EMPLOYERS HAD MORE DIFFICULTY FILLING VACANCIES IN SOME OCCUPATIONS.

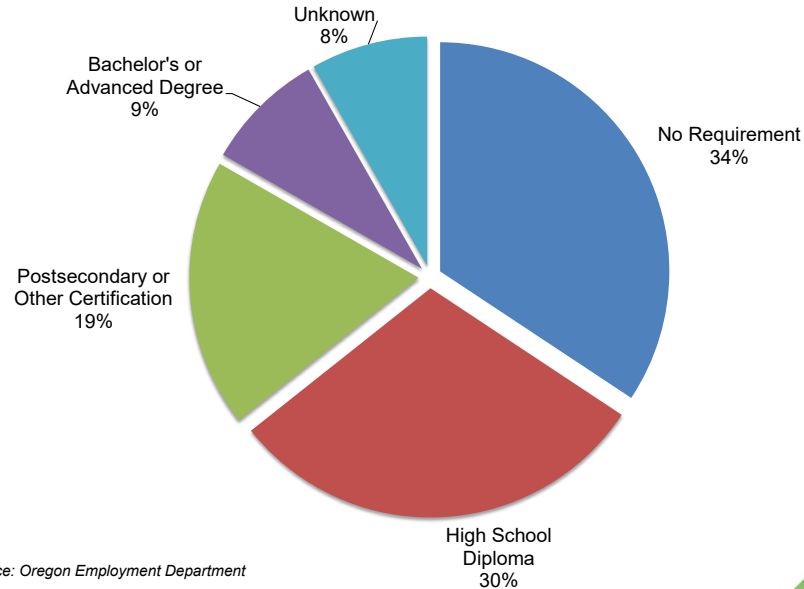
## Top Northwest Oregon Occupations With the Highest Number of Difficult-to-Fill Job Vacancies, 2023

| <b>Occupation</b>  | <b>Vacancies</b> |
|--|------------------|
| <b>Difficult-to-Fill Vacancies in All Occupations</b>          | <b>3,523</b>     |
| Security Guards  | 300              |
| Personal Care Aides  | 224              |
| Cooks, Restaurant  | 210              |
| Mental Health Counselors                                       | 161              |
| Nursing Assistants   | 123              |
| Maids and Housekeeping Cleaners                                | 122              |
| Registered Nurses  | 112              |
| Waiters and Waitresses   | 102              |
| Food and Tobacco Roasting, Baking, and Drying M                | 100              |
| Maintenance and Repair Workers, General                        | 80               |
| Cashiers   | 78               |
| First-Line Supervisors of Food Preparation and Serving Workers | 75               |

Source: Oregon Employment Department

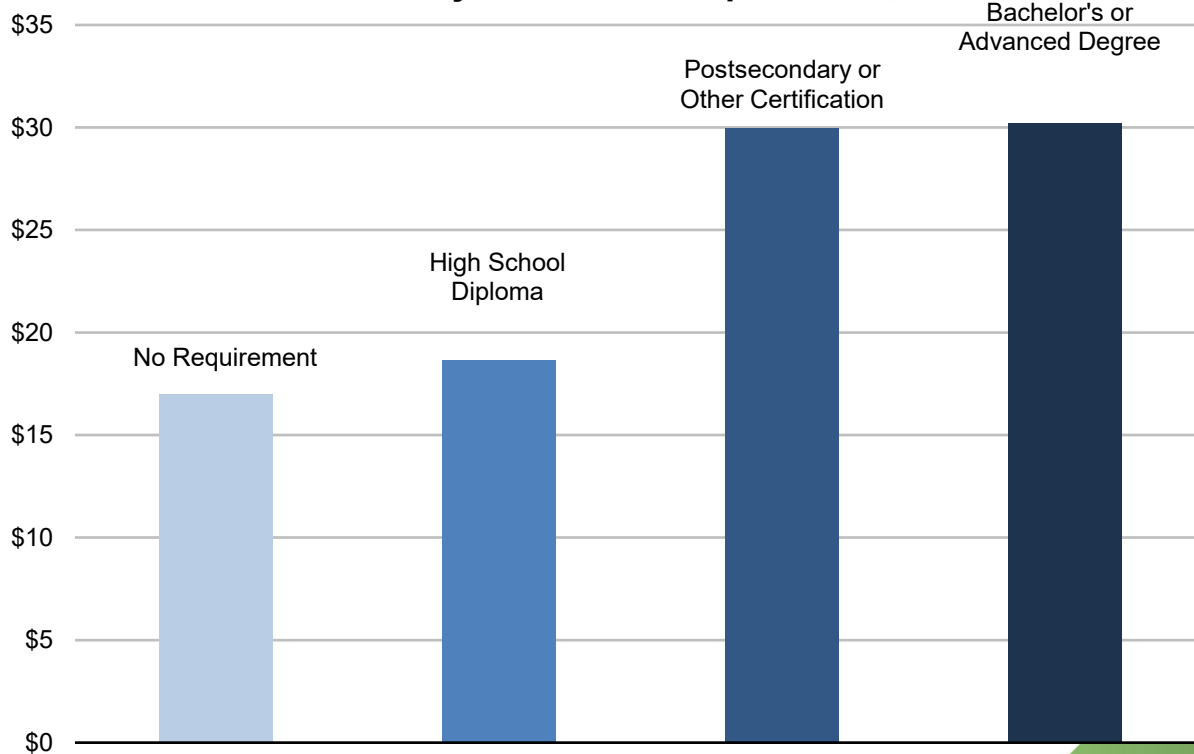
# 64% NORTHWEST OREGON JOB VACANCIES REQUIRED NO EDUCATION BEYOND HIGH SCHOOL.

Northwest Oregon Job Vacancies by Educational Requirement, 2023



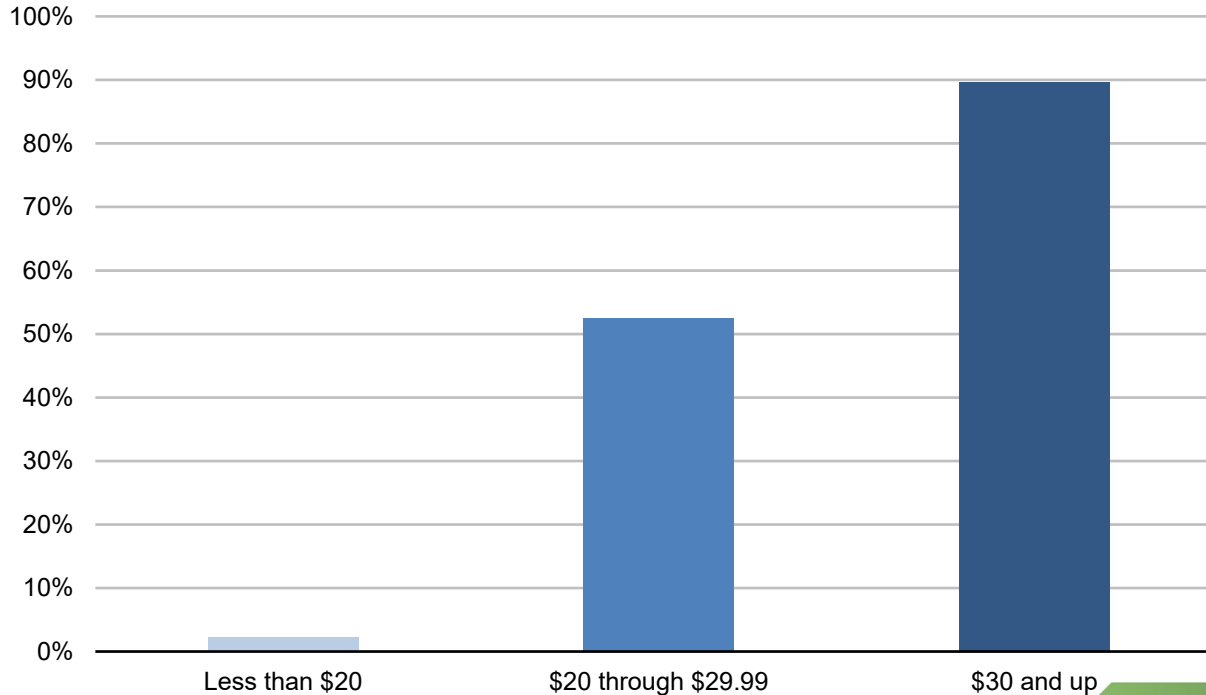
Source: Oregon Employment Department

### Average Hourly Wage for Northwest Oregon Job Vacancies by Education Requirement, 2023



Source: Oregon Employment Department

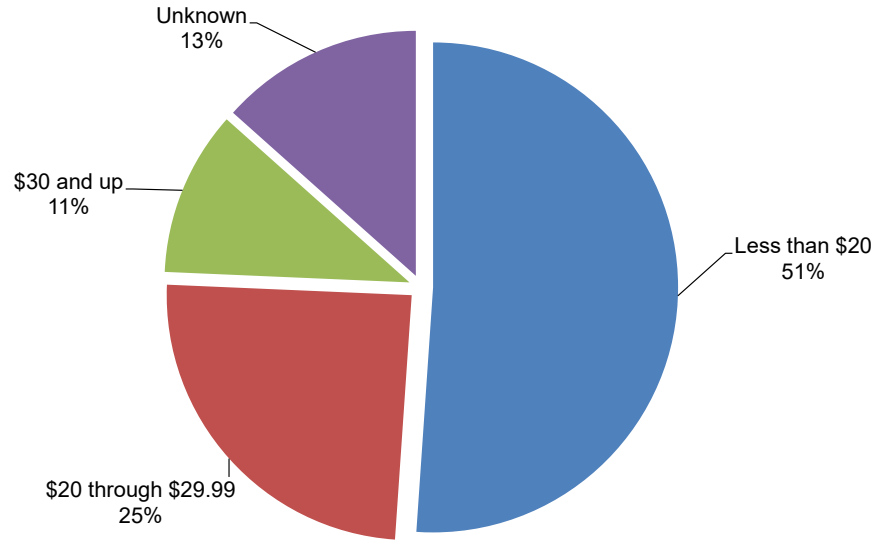
### Share of Northwest Oregon Job Vacancies Requiring Education Beyond High School by Hourly Wage Range, 2023



Source: Oregon Employment Department

# OVER HALF OF VACANCIES IN NORTHWEST OREGON PAY LESS THAN \$20 PER HOUR. A QUARTER OF VACANCIES STARTED AT \$20 TO \$29.99.

Northwest Oregon Job Vacancies by Hourly Wage, 2023



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, 2023

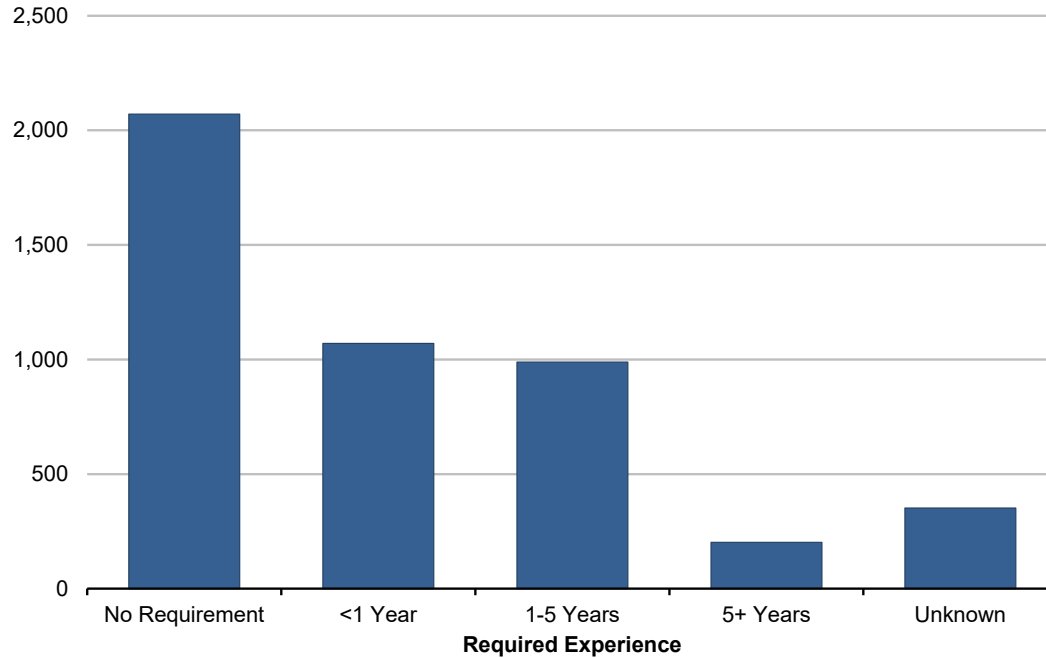
| Required Education Level             | Vacancies    | Average Hourly Wage | Full-time Positions | Permanent Positions | Require Previous Experience | Difficult to Fill |
|--------------------------------------|--------------|---------------------|---------------------|---------------------|-----------------------------|-------------------|
| <b>All Education Levels</b>          | <b>4,684</b> | <b>\$21.18</b>      | <b>66%</b>          | <b>82%</b>          | <b>48%</b>                  | <b>75%</b>        |
| No Requirement                       | 1,607        | \$17.02             | 45%                 | 63%                 | 27%                         | 81%               |
| High School Diploma                  | 1,406        | \$18.66             | 74%                 | 84%                 | 53%                         | 74%               |
| Postsecondary or Other Certification | 888          | \$29.96             | 72%                 | 98%                 | 75%                         | 90%               |
| Bachelor's or Advanced Degree        | 397          | \$30.20             | 99%                 | 99%                 | 98%                         | 79%               |
| Unknown                              | 386          | \$21.54             | 76%                 | 100%                | 9%                          | 18%               |

Source: Oregon Employment Department

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

ALMOST HALF (48%) OF ALL NORTHWEST OREGON VACANCIES REQUIRED PREVIOUS WORK EXPERIENCE.

### Northwest Oregon Job Vacancies Requiring Previous Experience, 2023



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, 2023

| Wage (per hour)        | Vacancies    | Average Hourly Wage | Full-time Positions | Permanent Positions | Require Education Beyond High School | Require Previous Experience | Difficult to Fill |
|------------------------|--------------|---------------------|---------------------|---------------------|--------------------------------------|-----------------------------|-------------------|
| <b>All Wage Ranges</b> | <b>4,684</b> | <b>\$21.18</b>      | <b>66%</b>          | <b>82%</b>          | <b>30%</b>                           | <b>48%</b>                  | <b>75%</b>        |
| Less than \$20         | 2,393        | \$15.74             | 48%                 | 70%                 | 2%                                   | 34%                         | 81%               |
| \$20 through \$29.99   | 1,152        | \$23.69             | 87%                 | 97%                 | 52%                                  | 78%                         | 76%               |
| \$30 and up            | 511          | \$41.03             | 84%                 | 97%                 | 90%                                  | 83%                         | 89%               |
| Unknown                | 628          | -                   | 79%                 | 89%                 | 56%                                  | 21%                         | 42%               |

Source: Oregon Employment Department

Employers had the most difficulty filling their high-wage vacancies, with 89% 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

# 40% OF VACANCIES IN OREGON WERE IN THE PORTLAND TRI-COUNTY (PORTLAND METRO AND CLACKAMAS) AREA.

Oregon Job Vacancies by Geography, 2023

| Geography               | Vacancies     | Average Hourly Wage | Full-time Positions | Permanent Positions | Require Education Beyond High School | Require Previous Experience | Difficult to Fill |
|-------------------------|---------------|---------------------|---------------------|---------------------|--------------------------------------|-----------------------------|-------------------|
| <b>Oregon Statewide</b> | <b>72,815</b> | <b>\$25.13</b>      | <b>82%</b>          | <b>94%</b>          | <b>39%</b>                           | <b>58%</b>                  | <b>61%</b>        |
| Portland Metro          | 21,685        | \$28.81             | 91%                 | 97%                 | 47%                                  | 66%                         | 51%               |
| Mid-Valley              | 9,190         | \$23.51             | 79%                 | 96%                 | 41%                                  | 60%                         | 61%               |
| East Cascades           | 9,024         | \$23.62             | 74%                 | 92%                 | 34%                                  | 55%                         | 70%               |
| Lane                    | 7,704         | \$23.53             | 82%                 | 97%                 | 34%                                  | 54%                         | 55%               |
| Clackamas               | 7,481         | \$26.13             | 80%                 | 95%                 | 41%                                  | 54%                         | 60%               |
| Rogue Valley            | 5,214         | \$22.87             | 80%                 | 94%                 | 40%                                  | 54%                         | 66%               |
| Northwest Oregon        | 4,684         | \$21.18             | 66%                 | 82%                 | 30%                                  | 48%                         | 75%               |
| Southwestern Oregon     | 3,301         | \$22.05             | 83%                 | 91%                 | 30%                                  | 54%                         | 73%               |
| Eastern Oregon          | 3,035         | \$20.74             | 80%                 | 90%                 | 31%                                  | 41%                         | 73%               |
| Multi-area or unknown   | 1,497         | \$34.69             | 95%                 | 95%                 | 54%                                  | 86%                         | 61%               |

Source: Oregon Employment Department

# JOB VACANCIES HAVE DECREASED SINCE 2022 IN ALL AREAS OF THE STATE.

Oregon Job Vacancies by Geography, 2019-2023

| Geography               | 2019          | 2020          | 2021          | 2022           | 2023          | Change from 2022 |
|-------------------------|---------------|---------------|---------------|----------------|---------------|------------------|
| <b>Oregon Statewide</b> | <b>57,241</b> | <b>44,408</b> | <b>96,887</b> | <b>103,977</b> | <b>72,815</b> | <b>-30%</b>      |
| Portland Metro          | 21,218        | 13,429        | 28,014        | 30,991         | 21,685        | -30%             |
| Mid-Valley              | 7,091         | 6,995         | 12,681        | 15,083         | 9,190         | -39%             |
| East Cascades           | 5,673         | 4,402         | 10,771        | 10,697         | 9,024         | -16%             |
| Clackamas               | 5,795         | 3,921         | 10,088        | 11,934         | 7,481         | -37%             |
| Lane                    | 5,414         | 4,029         | 8,857         | 10,003         | 7,704         | -23%             |
| Rogue Valley            | 4,134         | 3,749         | 8,752         | 8,934          | 5,214         | -42%             |
| Northwest Oregon        | 3,357         | 2,255         | 7,311         | 6,624          | 4,684         | -29%             |
| Southwestern Oregon     | 1,745         | 2,195         | 4,801         | 4,298          | 3,301         | -23%             |
| Eastern Oregon          | 2,147         | 2,527         | 4,199         | 4,399          | 3,035         | -31%             |
| Multi-area or unknown   | 667           | 906           | 1,413         | 1,014          | 1,497         | 48%              |

Source: Oregon Employment Department

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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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