



# **Help Wanted in Oregon: Results from the 2022 Oregon Job Vacancy Survey**

# **Oregon had roughly 104,000 job vacancies at any given time in 2022.**

We surveyed 16,000 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
- Educational 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.

# Hiring in 2022 outpaced hiring prior to the pandemic.

## Oregon Job Vacancies

	2019	2020	2021	2022
<b>Vacancies</b>	<b>57,241</b>	<b>44,408</b>	<b>96,887</b>	<b>103,977</b>
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%

Source: Oregon Employment Department

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.



**More than one-third (36%) of vacancies in 2022 had been open for 60 days or longer – about the same as in 2021 (35%). Almost all of these vacancies were reported as difficult to fill.**

**Oregon Job Vacancies by Length of Time Job has been Open, 2022**

<b>Length of Time Job has been Open</b>	<b>Vacancies</b>	<b>Average Hourly Wage</b>	<b>Full-time Positions</b>	<b>Permanent Positions</b>	<b>Requiring Education Beyond High School</b>	<b>Requiring Previous Experience</b>	<b>Difficult to Fill</b>
<b>All Vacancies</b>	<b>103,977</b>	<b>\$21.66</b>	<b>81%</b>	<b>94%</b>	<b>29%</b>	<b>52%</b>	<b>72%</b>
< 30 Days	20,711	\$22.15	78%	94%	29%	61%	57%
30-59 Days	16,706	\$22.00	79%	92%	26%	59%	75%
60+ Days	34,043	\$22.53	83%	97%	33%	58%	89%
Always Open	22,588	\$19.93	77%	90%	22%	49%	84%
Unknown	9,929	\$19.29	88%	98%	66%	9%	9%

*Source: Oregon Employment Department*

# Health care reported the most vacancies of any industry.

Oregon Job Vacancies by Industry, 2022

Industry	Vacancies	Average Hourly Wage	Full-time Positions	Permanent Positions	Require Education Beyond High School	Require Previous Experience	Difficult to Fill
<b>All Industries</b>	<b>103,977</b>	<b>\$21.66</b>	<b>81%</b>	<b>94%</b>	<b>29%</b>	<b>52%</b>	<b>72%</b>
Health care and social assistance	21,211	\$22.61	78%	99%	46%	48%	75%
Leisure and hospitality	17,886	\$15.50	61%	92%	4%	36%	73%
Retail trade	9,456	\$17.15	75%	94%	8%	38%	69%
Construction	8,842	\$25.56	97%	95%	24%	67%	84%
Manufacturing	8,824	\$22.18	96%	95%	19%	62%	75%
Management, administrative, and waste services	7,693	\$23.15	91%	90%	28%	49%	68%
Other services	6,598	\$21.31	78%	97%	52%	57%	73%
Professional, scientific, and technical services	6,288	\$30.30	91%	91%	54%	74%	71%
Wholesale trade	4,046	\$21.63	95%	98%	20%	60%	63%
Financial activities	3,829	\$21.86	84%	97%	28%	51%	61%
Transportation, warehousing, and utilities	3,031	\$22.99	85%	92%	45%	67%	83%
Private educational services	3,016	\$24.31	66%	84%	65%	71%	24%
Natural resources and mining	1,974	\$19.75	85%	84%	11%	50%	61%
Information	1,188	\$40.43	84%	100%	57%	72%	67%

Source: Oregon Employment Department



# Food preparation and serving occupations had the most vacancies, followed by transportation and material moving.

Oregon Job Vacancies by Occupation Group, 2022

Occupation Group	Vacancies	Average Hourly Wage	Full-time Positions	Permanent Positions	Require Education Beyond High School	Require Previous Experience	Difficult to Fill
<b>All Occupations</b>	<b>103,977</b>	<b>\$21.66</b>	<b>81%</b>	<b>94%</b>	<b>29%</b>	<b>52%</b>	<b>72%</b>
Food Preparation and Serving Related	14,984	\$15.49	57%	93%	2%	35%	76%
Transportation and Material Moving	9,334	\$19.10	86%	92%	21%	44%	76%
Office and Administrative Support	9,069	\$18.43	82%	95%	18%	61%	55%
Health Care Support	8,880	\$19.37	80%	99%	37%	38%	87%
Sales and Related	7,912	\$18.58	76%	91%	10%	37%	60%
Construction and Extraction	7,472	\$25.33	97%	96%	20%	67%	83%
Production	7,120	\$19.91	97%	98%	10%	52%	64%
Health Care Practitioners and Technical	6,085	\$35.03	88%	99%	93%	56%	82%
Installation, Maintenance, and Repair	5,852	\$22.36	92%	93%	23%	70%	85%
Building and Grounds Cleaning and Maintenance	4,606	\$16.52	73%	87%	1%	29%	73%
Business and Financial Operations	4,171	\$31.11	94%	94%	65%	76%	60%
Management	3,654	\$36.91	96%	100%	71%	85%	55%
Personal Care and Service	3,056	\$16.93	64%	90%	42%	43%	69%
Education, Training, and Library	2,757	\$19.06	66%	91%	59%	66%	47%
Community and Social Service	2,516	\$22.53	79%	98%	67%	64%	70%
Architecture and Engineering	1,369	\$35.93	97%	100%	90%	99%	88%
Farming, Fishing, and Forestry	1,326	\$19.39	91%	80%	3%	43%	74%
Arts, Design, Entertainment, Sports, and Media	1,032	\$26.89	46%	88%	35%	69%	51%
Protective Service	989	\$17.52	61%	82%	28%	38%	74%
Computer and Mathematical	974	\$48.86	96%	100%	70%	93%	80%
Legal	690	\$30.21	94%	100%	53%	50%	67%
Life, Physical, and Social Science	129	\$46.76	66%	100%	97%	82%	64%

Source: Oregon Employment Department



# Businesses were hiring for a variety of jobs across the economy in 2022. They reported vacancies for 435 different occupations.

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

Occupation	Vacancies	Full-time Positions	Permanent Positions	Difficult-to-Fill Vacancies
<b>All Occupations</b>	<b>103,977</b>	<b>81%</b>	<b>94%</b>	<b>72%</b>
Retail Salespersons	3,475	70%	92%	65%
Personal Care Aides	3,238	74%	98%	91%
Nursing Assistants	3,226	82%	100%	85%
Cooks, Restaurant	2,960	75%	97%	93%
Heavy and Tractor-Trailer Truck Drivers	2,630	98%	96%	88%
Fast Food and Counter Workers	2,492	34%	97%	58%
Registered Nurses	1,995	90%	100%	79%
Maids and Housekeeping Cleaners	1,896	65%	90%	75%
Production Workers, All Other	1,845	100%	95%	55%
Customer Service Representatives	1,840	89%	95%	51%
Cashiers	1,777	66%	93%	58%
Carpenters	1,632	100%	94%	81%
Construction Laborers	1,572	95%	98%	84%
Waiters and Waitresses	1,563	57%	96%	81%
Laborers and Freight, Stock, and Material Movers, Hand	1,502	88%	85%	56%
Maintenance and Repair Workers, General	1,454	84%	78%	79%
Dishwashers	1,417	58%	85%	80%
Food Preparation Workers	1,407	52%	92%	84%

Source: Oregon Employment Department



# Employers had more difficulty filling vacancies in some occupations.

## Top Occupations in Oregon With the Highest Number of Vacancies Reported as Difficult to Fill, 2022

Occupation	Vacancies	Difficult to Fill	Share of Total
<b>All Occupations</b>	<b>103,977</b>	<b>74,424</b>	<b>72%</b>
Personal Care Aides	3,238	2,933	91%
Cooks, Restaurant	2,960	2,749	93%
Nursing Assistants	3,226	2,738	85%
Heavy and Tractor-Trailer Truck Drivers	2,630	2,303	88%
Retail Salespersons	3,475	2,273	65%
Registered Nurses	1,995	1,581	79%
Fast Food and Counter Workers	2,492	1,439	58%
Maids and Housekeeping Cleaners	1,896	1,418	75%
Carpenters	1,632	1,322	81%
Construction Laborers	1,572	1,320	84%
Waiters and Waitresses	1,563	1,271	81%
Food Preparation Workers	1,407	1,182	84%
Maintenance and Repair Workers, General	1,454	1,149	79%
Dishwashers	1,417	1,136	80%
Bartenders	1,165	1,070	92%
Cashiers	1,777	1,037	58%
Production Workers, All Other	1,845	1,021	55%

Source: Oregon Employment Department





# In some occupations, many vacancies stayed open for 60 days or more.

Top Occupations in Oregon  
With the Highest Number of Vacancies Open 60+ Days, 2022

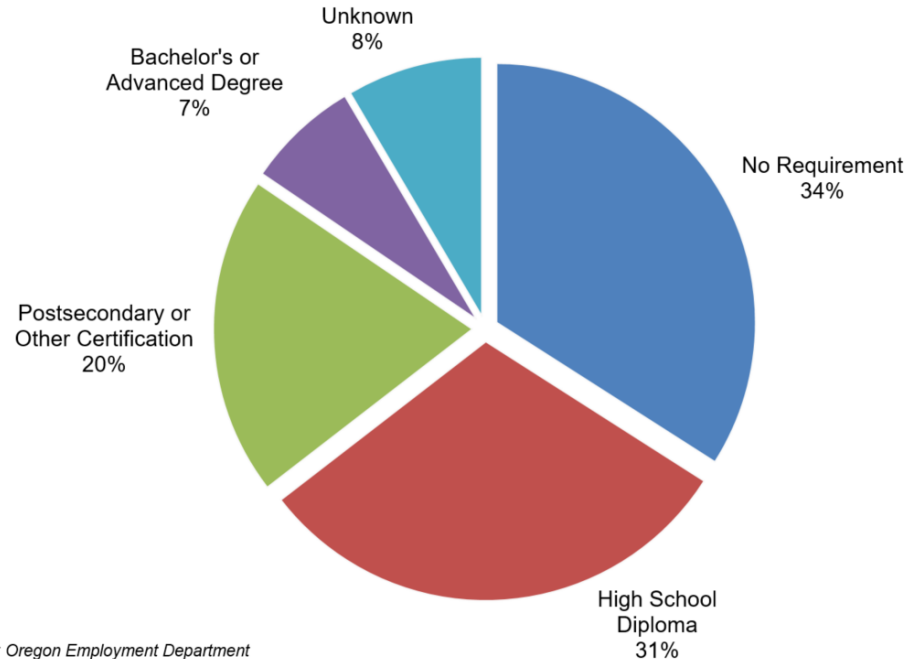
Occupation	Vacancies	Open 60+ Days	Share of Total
<b>All Occupations</b>	<b>103,977</b>	<b>34,043</b>	<b>33%</b>
Personal Care Aides	3,238	996	31%
Nursing Assistants	3,226	992	31%
Retail Salespersons	3,475	934	27%
Cooks, Restaurant	2,960	925	31%
Heavy and Tractor-Trailer Truck Drivers	2,630	892	34%
Registered Nurses	1,995	758	38%
Customer Service Representatives	1,840	711	39%
Maids and Housekeeping Cleaners	1,896	673	35%
Bookkeeping, Accounting, and Auditing Clerks	1,214	599	49%
Cashiers	1,777	532	30%
Maintenance and Repair Workers, General	1,454	504	35%
Bartenders	1,165	501	43%
Mental Health Counselors	694	494	71%
Construction Laborers	1,572	476	30%
Fast Food and Counter Workers	2,492	471	19%

Source: Oregon Employment Department



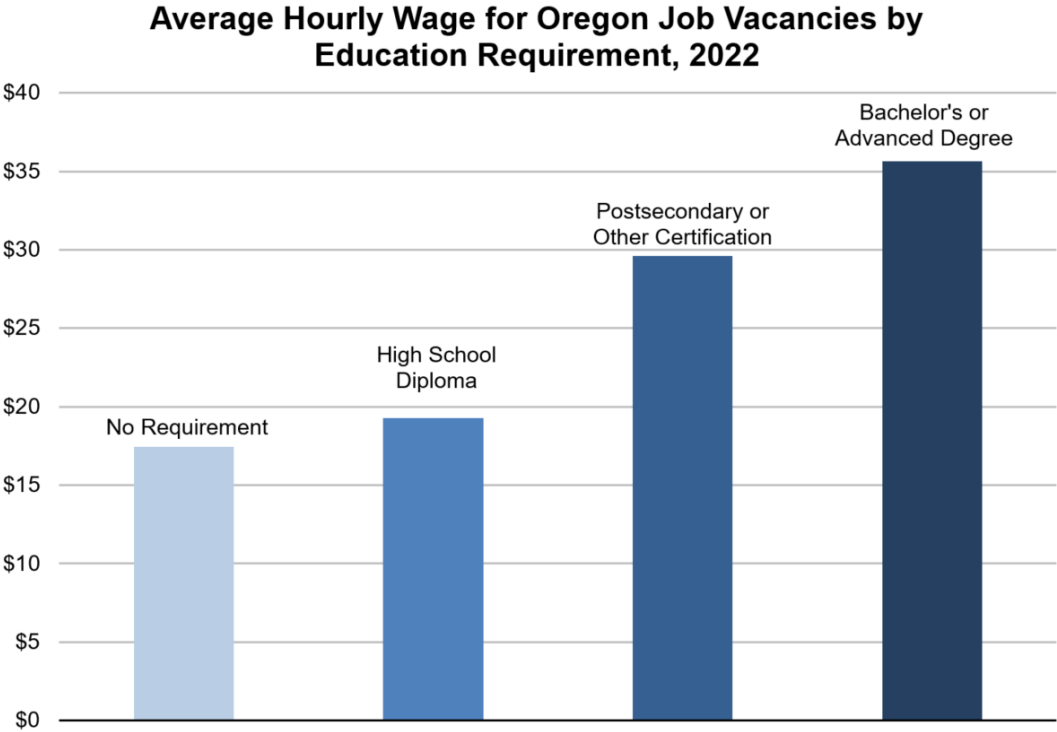
# Almost two-thirds (65%) of all job vacancies require no education beyond high school.

Oregon Job Vacancies by Education Requirement, 2022



Source: Oregon Employment Department

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

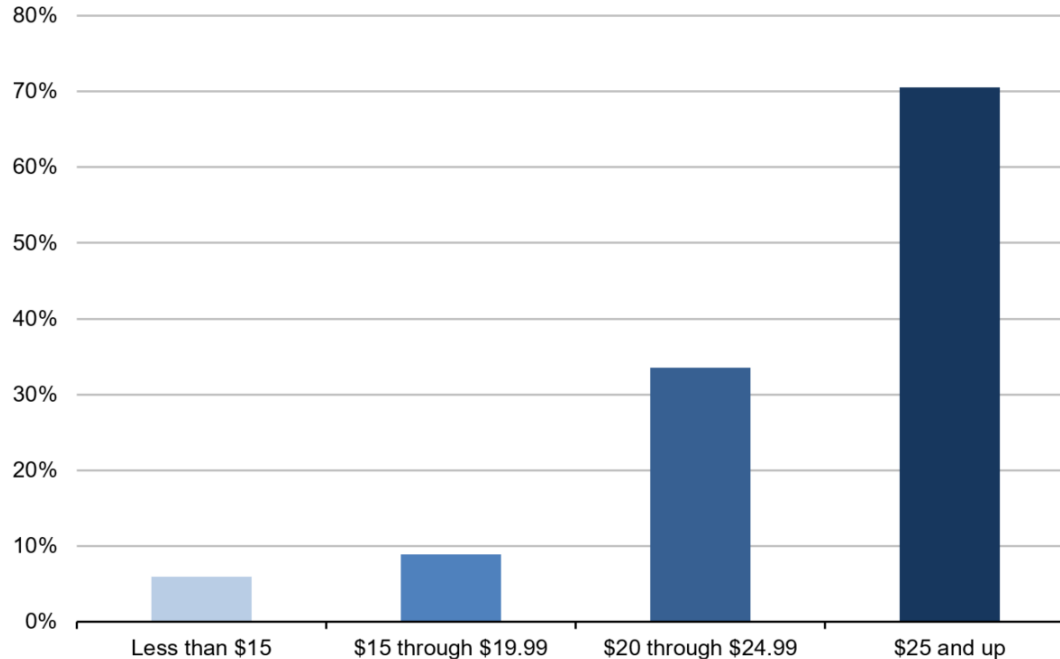


Source: Oregon Employment Department



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

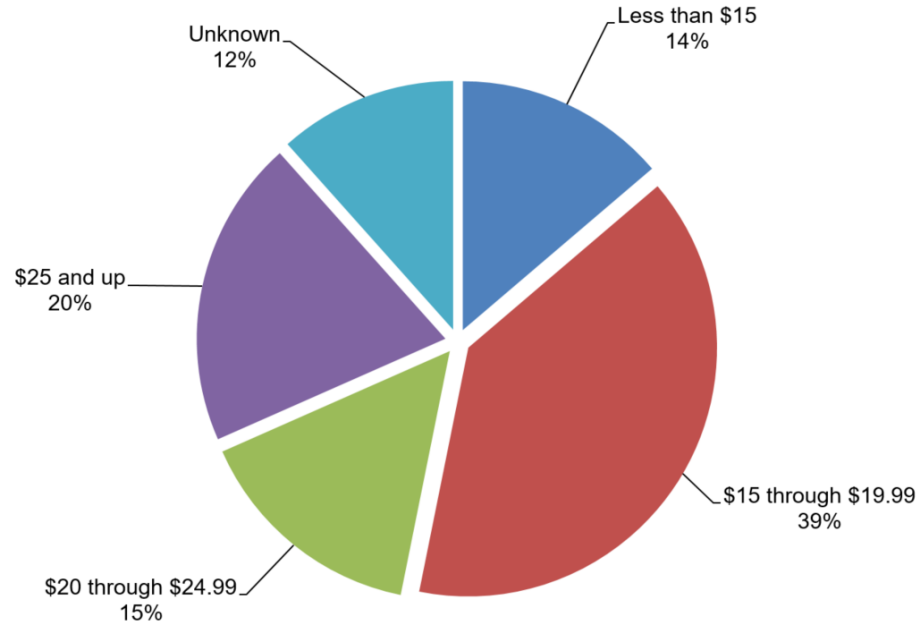
Share of Oregon Job Vacancies Requiring Education Beyond High School by Hourly Wage Range, 2022



Source: Oregon Employment Department

**About half (53%) of all vacancies in Oregon pay a starting wage of less than \$20 per hour.**

**Oregon Job Vacancies by Hourly Wage, 2022**



*Source: Oregon Employment Department*

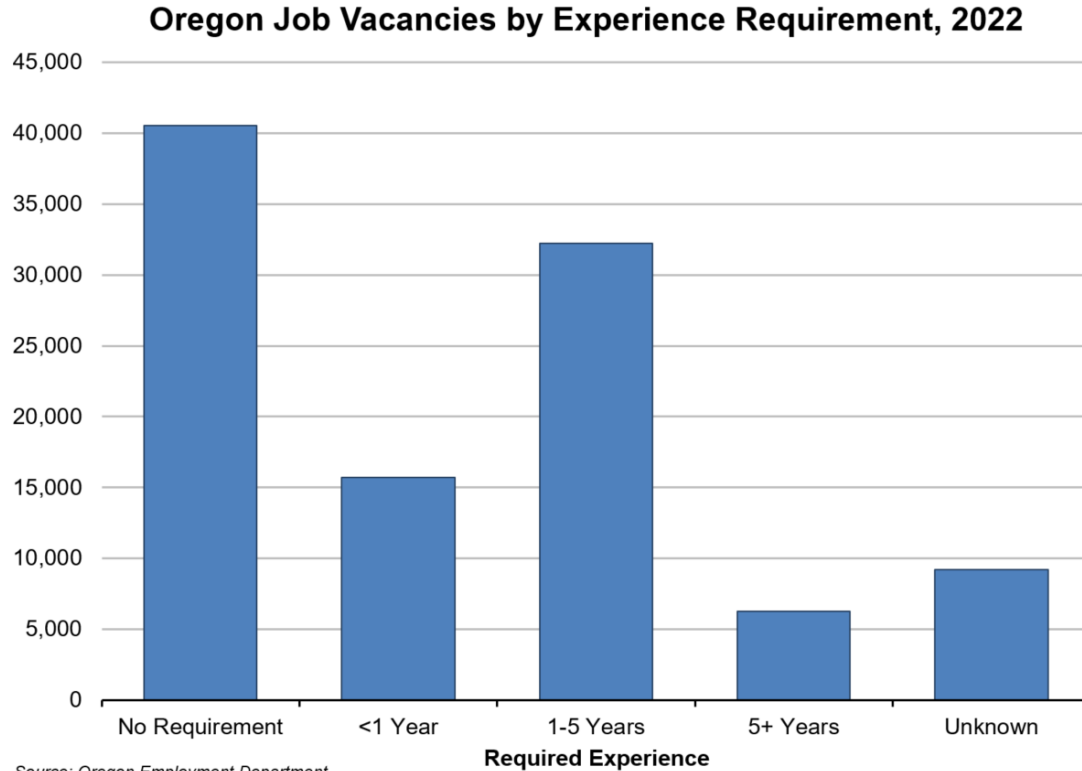
# Vacancies requiring higher education are more likely to be high-paying, full-time, and require prior experience.

## Oregon Job Vacancies by Required Education Level, 2022

Required Education Level	Vacancies	Average Hourly Wage	Full-time Positions	Permanent Positions	Requiring Previous Experience	Difficult to Fill
<b>All Education Levels</b>	<b>103,977</b>	<b>\$21.66</b>	<b>81%</b>	<b>94%</b>	<b>52%</b>	<b>72%</b>
No Requirement	35,394	\$17.45	73%	92%	37%	78%
High School Diploma	31,710	\$19.25	81%	94%	58%	72%
Postsecondary or Other Certification	20,749	\$29.60	86%	98%	72%	85%
Bachelor's or Advanced Degree	7,308	\$35.62	93%	96%	90%	59%
Unknown	8,816	\$18.95	88%	95%	13%	22%

Source: Oregon Employment Department

# More than half (52%) of all vacancies require previous work experience.



# Vacancies that require more experience are far more likely to require education beyond high school.

## Oregon Job Vacancies by Experience Requirement, 2022

Prior Experience Required	Vacancies	Average Hourly Wage	Full-time Positions	Permanent Positions	Require Education Beyond High School	Difficult to Fill
<b>All Requirements</b>	<b>103,977</b>	<b>\$21.66</b>	<b>81%</b>	<b>94%</b>	<b>29%</b>	<b>72%</b>
No Requirement	40,537	\$17.43	70%	92%	12%	76%
<1 Year	15,734	\$19.73	82%	93%	25%	78%
1-5 Years	32,205	\$24.67	87%	97%	41%	78%
5+ Years	6,269	\$40.26	96%	97%	75%	82%
Unknown	9,232	\$22.29	90%	98%	85%	11%

Source: Oregon Employment Department



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

## 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
<b>All Wage Ranges</b>	<b>103,977</b>	<b>\$21.66</b>	<b>81%</b>	<b>94%</b>	<b>29%</b>	<b>52%</b>	<b>72%</b>
Less than \$15	14,309	\$13.63	52%	92%	6%	26%	75%
\$15 through \$19.99	40,971	\$16.80	78%	92%	9%	44%	74%
\$20 through \$24.99	15,820	\$21.59	91%	96%	34%	73%	83%
\$25 and up	20,812	\$36.79	92%	98%	71%	85%	84%
Unknown	12,065	-	90%	97%	67%	26%	23%

Source: Oregon Employment Department

Employers had the most difficulty filling their higher-wage vacancies, with more than 80% of jobs starting above \$20 per hour 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
<b>Oregon Statewide</b>	<b>103,977</b>	<b>\$21.66</b>	<b>81%</b>	<b>94%</b>	<b>29%</b>	<b>52%</b>	<b>72%</b>
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**

<b>Geography</b>	<b>2019</b>	<b>2020</b>	<b>2021</b>	<b>2022</b>	<b>Change from 2021</b>
<b>Oregon Statewide</b>	<b>57,241</b>	<b>44,408</b>	<b>96,887</b>	<b>103,977</b>	<b>7%</b>
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*



**Jessica Nelson, Employment Economist**

Oregon Employment Department

Jessica.R.Nelson@employ.oregon.gov

(971) 719-6447

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