

HELP WANTED IN THE PORTLAND-METRO AREA

RESULTS FROM THE 2023 JOB VACANCY SURVEY

FEBRUARY 2024

PORTLAND METRO HAD ROUGHLY 21,700 JOB VACANCIES AT ANY GIVEN TIME IN 2023.

We surveyed 1,900 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
Vacancies	57,241	44,408	96,887	103,977	72,815
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%

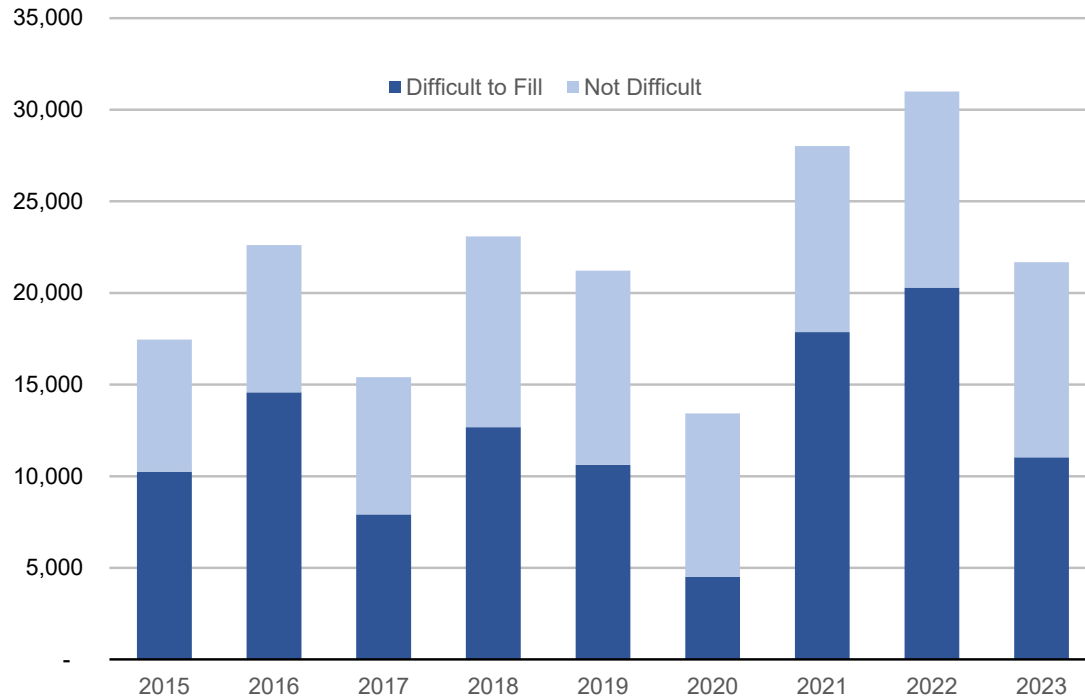
The number of Oregon job vacancies declined from 2022 to 2023, as the recovery from the 2020 pandemic recession slowed. Employers reported about six out of 10 openings were difficult to fill in 2023.

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 PORTLAND METRO VACANCIES IN 2023 WERE SIMILAR TO PRE-PANDEMIC LEVELS.

Portland Metro Job Vacancies



Source: Oregon Employment Department

23% OF VACANCIES IN 2023 HAD BEEN OPEN FOR 60 DAYS OR LONGER. NEARLY 90% OF THESE VACANCIES WERE REPORTED AS DIFFICULT TO FILL.

Portland Metro Job Vacancies by Length of Time Job has been Open, 2023

Length of Time Job has been Open	Vacancies	Average Wage	Difficult to Fill
All Vacancies	21,685	\$28.81	51%
< 30 Days	8,125	\$28.05	32%
30-59 Days	3,367	\$29.58	64%
60+ Days	4,244	\$30.12	87%
Always Open	2,563	\$28.30	96%
Unknown	3,386	\$27.41	2%

Source: Oregon Employment Department

HEALTH CARE AND SOCIAL ASSISTANCE REPORTED THE MOST VACANCIES OF ANY INDUSTRY IN 2023.

Portland Metro Job Vacancies by Industry, 2023

Industry	Vacancies	Average Wage
All Industries	21,685	\$28.81
Health care and social assistance	4,339	\$30.21
Professional, scientific, and technical services	2,936	\$41.93
Management, administrative, and waste services	2,750	\$24.61
Manufacturing	2,411	\$22.87
Retail trade	1,956	\$21.26
Other services	1,490	\$31.36
Leisure and hospitality	1,381	\$17.71
Wholesale trade	1,252	\$23.66
Construction	1,021	\$35.61
Information	592	\$40.46
Financial activities	552	\$24.48
Transportation, warehousing, and utilities	374	\$22.84
Natural resources and mining	336	\$18.46
Private educational services	295	\$40.68

Source: Oregon Employment Department

BUSINESS AND FINANCIAL OPERATIONS, AND OFFICE AND ADMINISTRATIVE SUPPORT REPRESENTED THE OCCUPATION GROUPS WITH THE MOST VACANCIES.

Portland Metro Job Vacancies by Occupation Group, 2023

Occupation Group	Vacancies	Average Wage
All Occupations	21,685	\$28.81
Business and Financial Operations	2,256	\$37.46
Office and Administrative Support	2,076	\$22.22
Sales and Related	1,852	\$21.83
Production	1,630	\$19.91
Management	1,537	\$35.05
Architecture and Engineering	1,459	\$41.34
Transportation and Material Moving	1,380	\$19.76
Food Preparation and Serving Related	1,298	\$16.32
Installation, Maintenance, and Repair	1,217	\$32.23
Health Care Practitioners and Technical	1,205	\$46.57
Community and Social Service	1,178	\$21.38

Source: Oregon Employment Department

AREA BUSINESSES WERE HIRING FOR A VARIETY OF JOBS ACROSS THE ECONOMY IN 2023. THEY REPORTED VACANCIES FOR 146 DIFFERENT OCCUPATIONS.

Top Occupations in Portland Metro With the Highest Number of Job Vacancies, 2023

Occupation	Vacancies
All Occupations	30,991
Retail Salespersons	1,046
Civil Engineers	758
Social and Human Service Assistants	719
Production Workers, All Other	716
Business Operations Specialists, All Other	670
Project Management Specialists	627
Customer Service Representatives	541
Managers, All Other	500
Cashiers	418
Secretaries and Administrative Assistants, Except Legal, Medic	377
Waiters and Waitresses	377
Heavy and Tractor-Trailer Truck Drivers	373
Medical Assistants	342
Electricians	340
Dental Assistants	336

Source: Oregon Employment Department

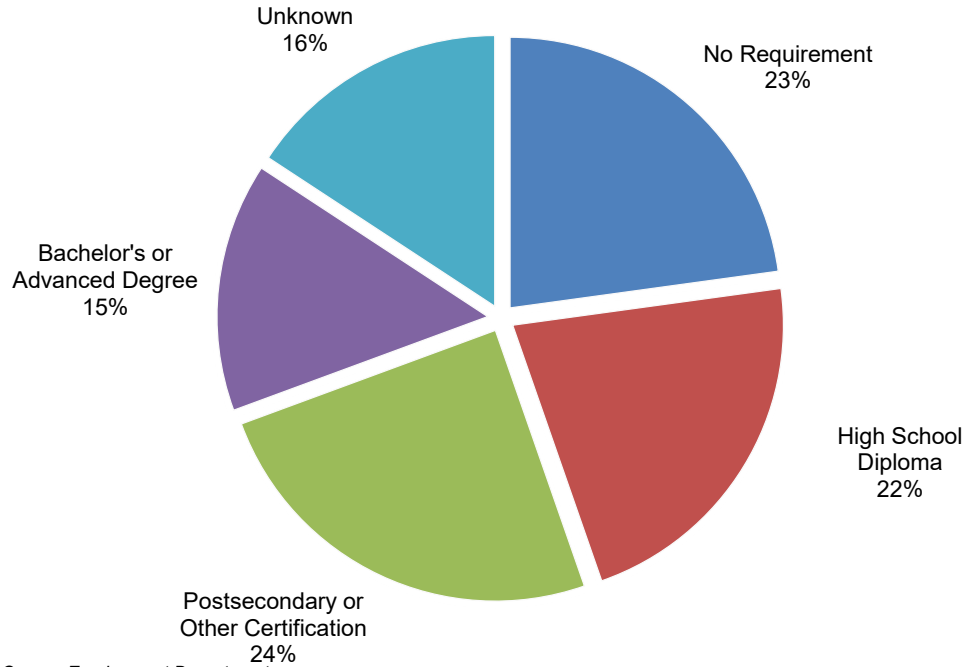
EMPLOYERS HAD MORE DIFFICULTY FILLING VACANCIES IN SOME OCCUPATIONS.

Top 15 Portland Metro Occupations With the Highest Number of Difficult-to-Fill Job Vacancies, 2023

<u>Occupation</u>	<u>Vacancies</u>
Difficult-to-Fill Vacancies in All Occupations	11,030
Production Workers, All Other	425
Civil Engineers	422
Business Operations Specialists, All Other	377
Dental Assistants	336
Retail Salespersons	332
Heavy and Tractor-Trailer Truck Drivers	291
Project Management Specialists	291
Laborers and Freight, Stock, and Material Movers, Hand	286
Carpenters	258
Cooks, Restaurant	255
Maintenance and Repair Workers, General	250
Customer Service Representatives	250
Medical Assistants	219
Lawyers	209
Social and Human Service Assistants	205

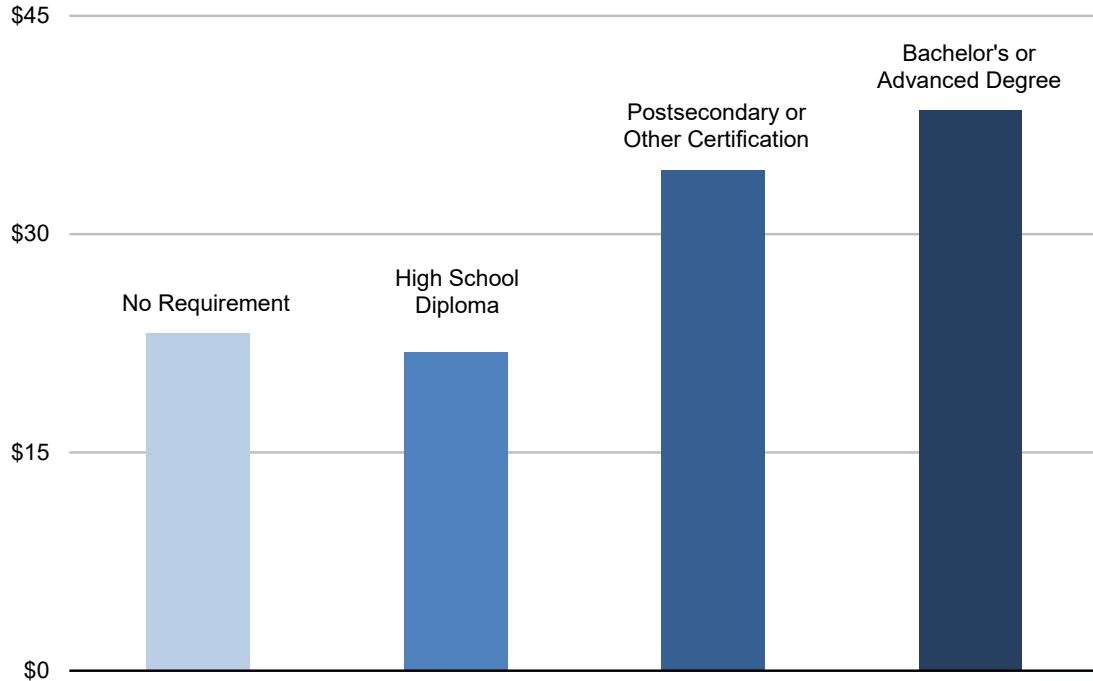
Source: Oregon Employment Department

Portland Metro Job Vacancies by Education Requirement, 2023



Source: Oregon Employment Department

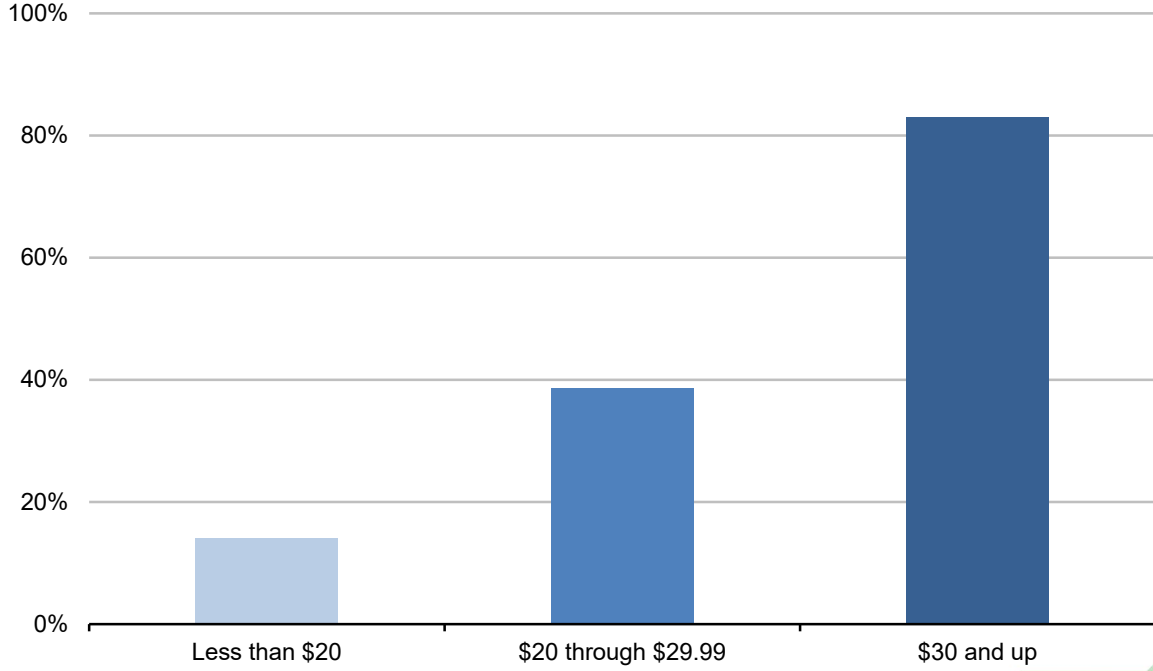
Average Hourly Wage for Portland Metro Job Vacancies by Education Requirement, 2023



Source: Oregon Employment Department

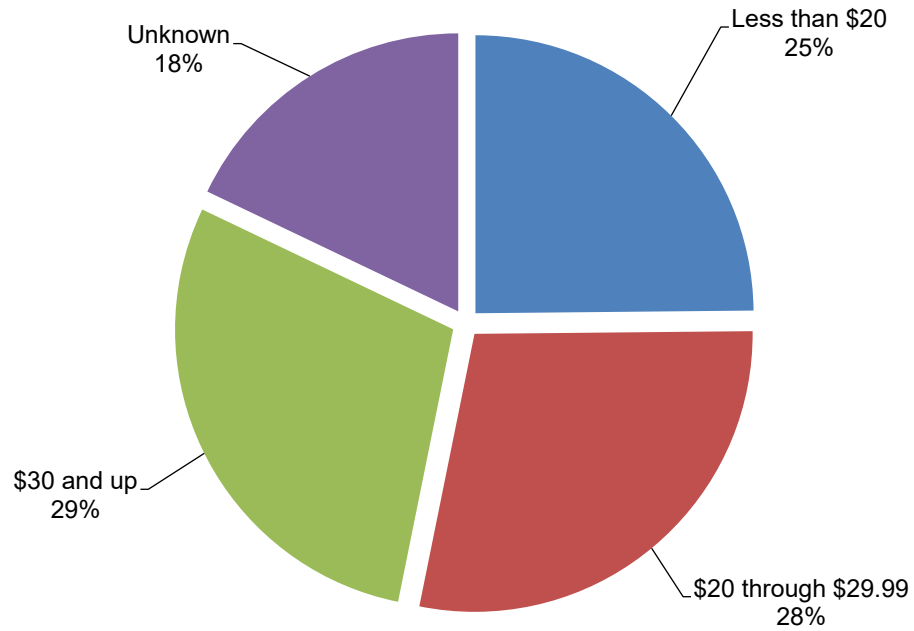
...AND HIGH-PAYING VACANCIES ARE MORE LIKELY TO REQUIRE EDUCATION BEYOND HIGH SCHOOL.

Share of Portland Metro Job Vacancies Requiring Education Beyond High School by Hourly Wage Range, 2023



Source: Oregon Employment Department

Portland Metro 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.

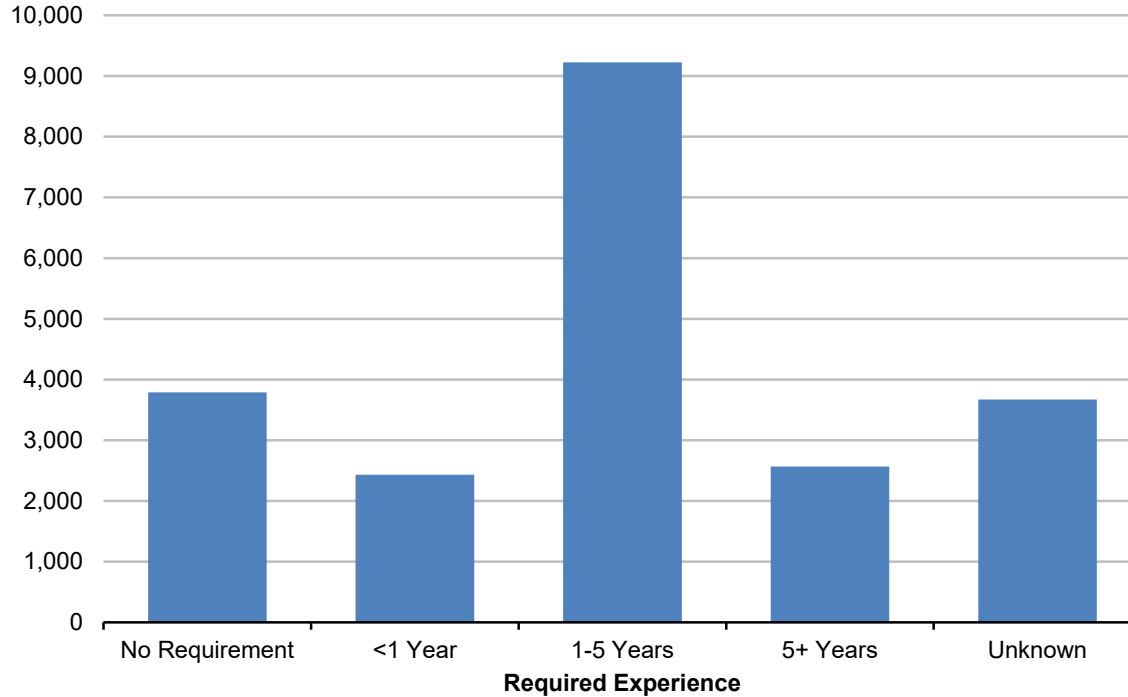
Portland Metro Job Vacancies by Required Education Level, 2023

Required Education Level	Vacancies	Average Hourly Wage	Full-time Positions	Permanent Positions	Require Previous Experience	Difficult to Fill
All Education Levels	21,685	\$28.81	91%	97%	66%	51%
No Requirement	4,951	\$23.20	86%	91%	65%	53%
High School Diploma	4,735	\$21.85	91%	99%	66%	60%
Postsecondary or Other Certification	5,359	\$34.39	91%	100%	86%	60%
Bachelor's or Advanced Degree	3,223	\$38.51	92%	96%	92%	60%
Unknown	3,417	\$32.32	100%	100%	9%	12%

Source: Oregon Employment Department

NEARLY TWO-THIRDS OF PORTLAND METRO VACANCIES REQUIRE PREVIOUS WORK EXPERIENCE.

Portland Metro Job Vacancies by Required Previous Experience, 2023



Source: Oregon Employment Department

HIGH-PAYING VACANCIES ARE MORE LIKELY TO BE FULL-TIME AND REQUIRE A COMBINATION OF EDUCATION AND PREVIOUS EXPERIENCE.

Portland Metro 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
All Wage Ranges	21,685	\$28.81	91%	97%	47%	66%	51%
Less than \$20	5,388	\$17.38	79%	90%	14%	52%	46%
\$20 through \$29.99	6,144	\$23.40	93%	99%	39%	81%	69%
\$30 and up	6,270	\$43.94	95%	100%	83%	88%	57%
Unknown	3,883	-	100%	100%	65%	25%	17%

Source: Oregon Employment Department

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% 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
Oregon Statewide	72,815	\$25.13	82%	94%	39%	58%	61%
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
Oregon Statewide	57,241	44,408	96,887	103,977	72,815	-30%
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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