



Help Wanted in the Rogue Valley

**Results from the 2021
Job Vacancy Survey**



The Rogue Valley had roughly 8,800 job vacancies at any given time in 2021.

We surveyed 1,400 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.



Across Oregon, businesses reported roughly 97,000 vacancies at any given time in 2021.

Oregon Job Vacancies

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

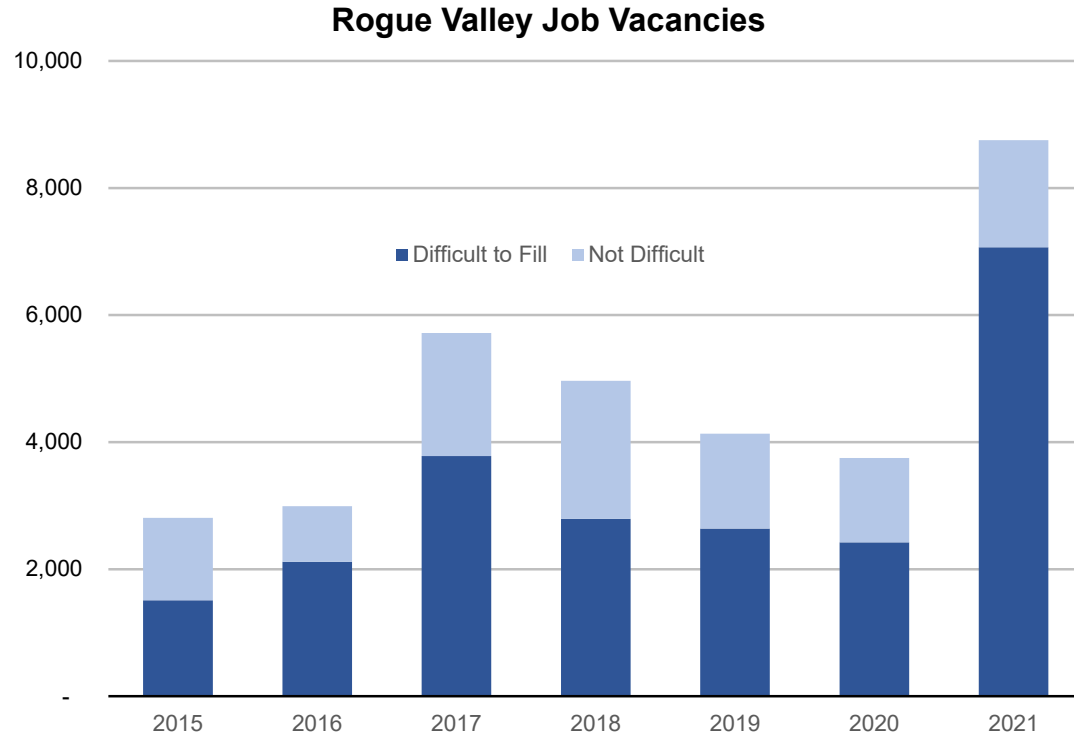
Source: Oregon Employment Department

The number of vacancies reached record levels in 2021, 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 2021.

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.



The number of Rogue Valley vacancies was higher in 2021 than at any time in the survey's history since 2015.



One-third (36%) of vacancies in 2021 had been open for 60 days or longer – up from 14% in 2019. Nine out of 10 of these vacancies were reported as difficult to fill.

Rogue Valley Job Vacancies by Length of Time Job has been Open, 2021

Length of Time Job has been Open	Vacancies	Average Wage	Difficult to Fill
All Vacancies	8,752	\$17.54	81%
< 30 Days	1,773	\$16.16	71%
30-59 Days	1,871	\$17.09	83%
60+ Days	3,007	\$18.93	86%
Always Open	1,710	\$16.99	96%
Unknown	391	\$16.71	8%



Leisure and hospitality businesses reported the most vacancies of any industry.

Rogue Valley Job Vacancies by Industry, 2021

Industry	Vacancies	Average Wage
All Industries	8,752	\$17.54
Leisure and hospitality	2,082	\$14.38
Health care and social assistance	1,517	\$18.40
Retail trade	1,283	\$15.30
Manufacturing	788	\$17.75
Construction	701	\$24.10
Other services	671	\$16.63
Transportation, warehousing, and utilities	422	\$24.54
Financial activities	292	\$16.56
Wholesale trade	266	\$16.85
Natural resources and mining	246	\$20.85
Professional, scientific, and technical services	239	\$22.83
Management, administrative, and waste services	147	\$17.09
Information	69	\$20.63
Private educational services	29	n/a



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

Rogue Valley Job Vacancies by Occupation Group, 2021

Occupation Group	Vacancies	Average Wage
All Occupations	8,752	\$17.54
Food Preparation and Serving Related	1,205	\$13.54
Transportation and Material Moving	1,080	\$16.46
Sales and Related	1,053	\$15.56
Health Care Support	906	\$16.68
Production	697	\$15.86
Construction and Extraction	616	\$24.16
Installation, Maintenance, and Repair	610	\$18.33
Office and Administrative Support	540	\$17.35
Health Care Practitioners and Technical	368	\$30.97
Personal Care and Service	330	\$14.27
Building and Grounds Cleaning and Maintenance	295	\$14.69
Business and Financial Operations	230	\$21.19
Management	196	\$23.51
Farming, Fishing, and Forestry	144	\$23.95
Education, Training, and Library	131	\$17.50
Community and Social Service	106	\$16.67



Area businesses were hiring for a variety of jobs across the economy in 2021. They reported vacancies for 166 different occupations.

Top Rogue Valley Occupations With the Highest Number of Job Vacancies, 2021

Occupation	Vacancies
All Occupations	8,752
Retail Salespersons	598
Personal Care Aides	473
Cooks, Restaurant	310
Fast Food and Counter Workers	305
Heavy and Tractor-Trailer Truck Drivers	269
Cleaners of Vehicles and Equipment	267
Automotive Service Technicians and Mechanics	267
Nursing Assistants	249
Maids and Housekeeping Cleaners	201
Childcare Workers	172
Light Truck Drivers	149
Cashiers	147
Customer Service Representatives	144
Team Assemblers	137
Counter and Rental Clerks	122
Construction Laborers	119
Receptionists and Information Clerks	110
Business Operations Specialists, All Other	101
Waiters and Waitresses	101



Employers had more difficulty filling vacancies in some occupations.

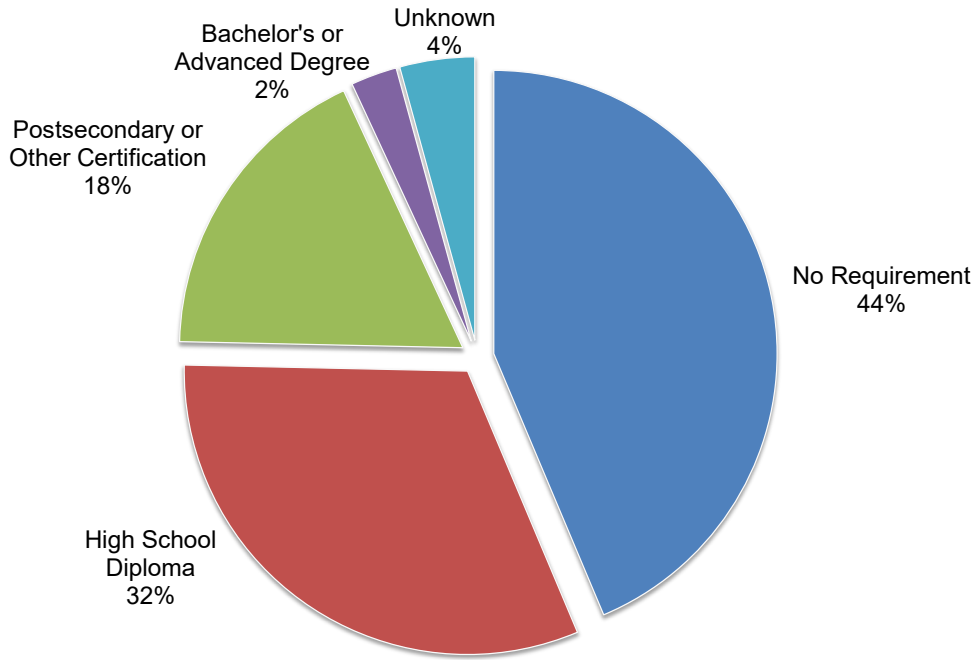
Top Rogue Valley Occupations With the Highest Number of Difficult-to-Fill Job Vacancies, 2021

Occupation	Vacancies
All Occupations	7,067
Retail Salespersons	539
Personal Care Aides	368
Heavy and Tractor-Trailer Truck Drivers	269
Cooks, Restaurant	266
Fast Food and Counter Workers	260
Nursing Assistants	249
Cleaners of Vehicles and Equipment	242
Automotive Service Technicians and Mechanics	236
Maids and Housekeeping Cleaners	195
Childcare Workers	134
Business Operations Specialists, All Other	101
Team Assemblers	101
Plumbers, Pipefitters, and Steamfitters	94
Receptionists and Information Clerks	92
Customer Service Representatives	91
Dishwashers	82
Construction Laborers	82
Cashiers	80



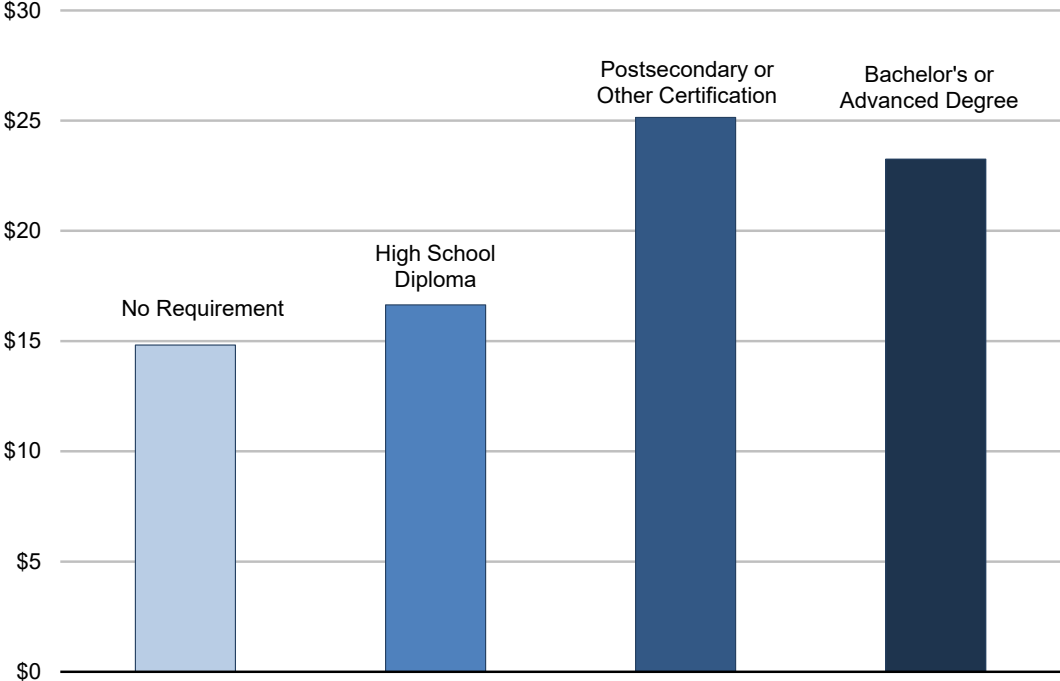
Most (76%) of the Rogue Valley job vacancies required no education beyond high school.

Rogue Valley Job Vacancies by Education Requirement
2021



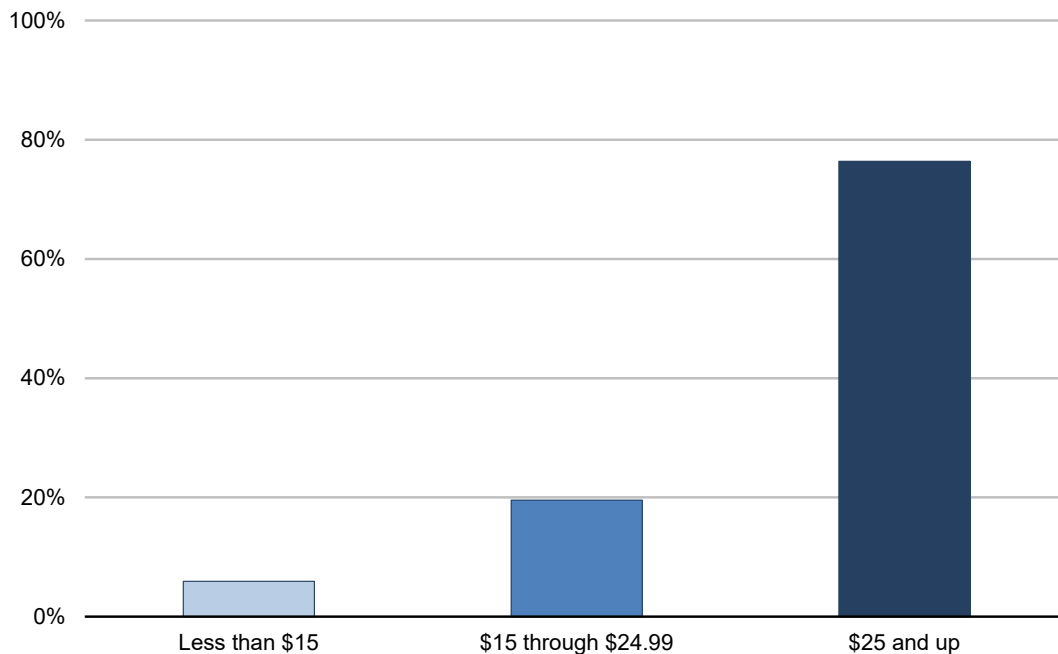
Average hourly wages generally increase along with education requirements for job vacancies...

Average Hourly Wage for Rogue Valley Job Vacancies by Education Requirement, 2021



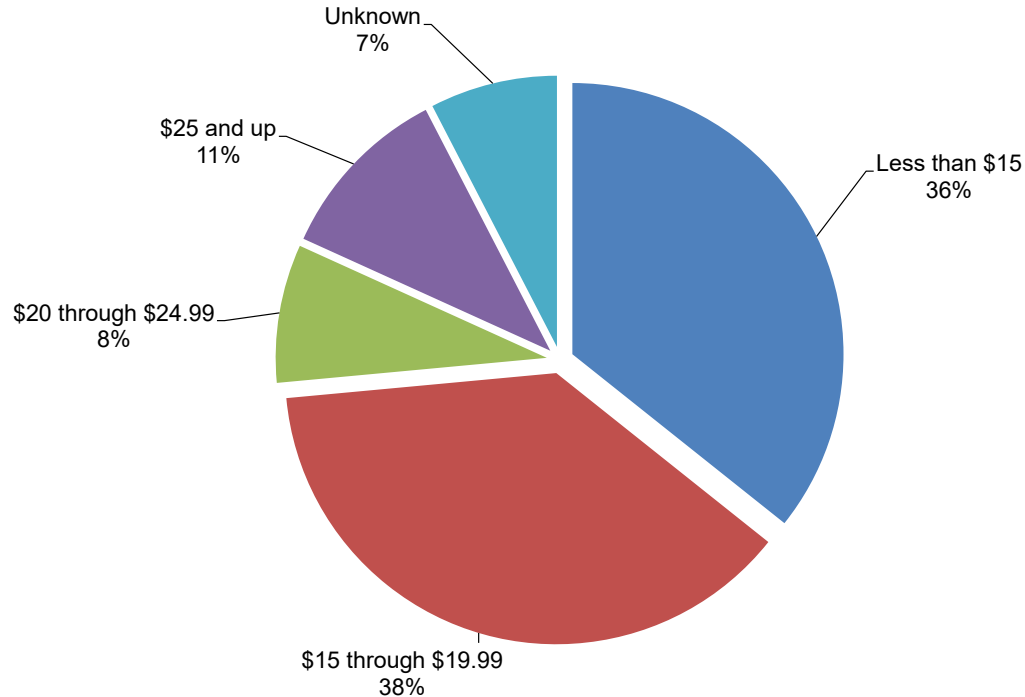
...and high-paying vacancies are more likely to require education beyond high school.

Share of Rogue Valley Job Vacancies Requiring Education Beyond High School by Hourly Wage Range, 2021



Most (74%) vacancies in the Rogue Valley pay starting wages of less than \$20 per hour.

Rogue Valley Job Vacancies by Hourly Wage, 2021



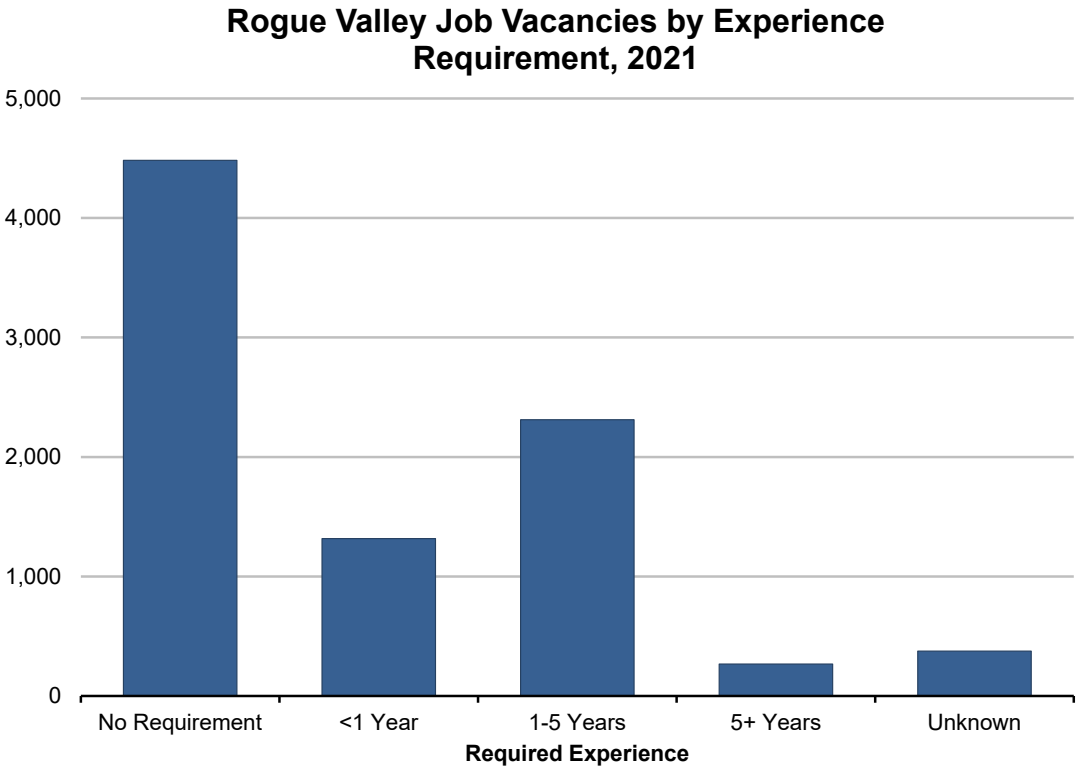
Vacancies requiring higher education are more likely to be high-paying and require prior experience.

Rogue Valley Job Vacancies by Required Education Level, 2021

Required Education Level	Vacancies	Average Hourly Wage	Full-time Positions	Permanent Positions	Require Previous Experience	Difficult to Fill
All Education Levels	8,752	\$17.54	80%	91%	45%	81%
No Requirement	3,821	\$14.82	77%	87%	26%	87%
High School Diploma	2,773	\$16.64	79%	95%	50%	72%
Postsecondary or Other Certification	1,553	\$25.14	82%	96%	77%	91%
Bachelor's or Advanced Degree	231	\$23.25	89%	85%	100%	82%
Unknown	374	\$19.56	98%	98%	27%	44%



Almost half (45%) of the Rogue Valley vacancies require previous work experience.



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

Rogue Valley Job Vacancies by Hourly Wage Range, 2021

Wage (per hour)	Vacancies	Average Hourly Wage	Full-time Positions	Permanent Positions	Requiring Education Beyond High School	Requiring Previous Experience	Difficult to Fill
All Wage Ranges	8,752	\$17.54	80%	91%	21%	45%	81%
Less than \$15	3,125	\$13.15	62%	92%	6%	22%	79%
\$15 through \$19.99	3,310	\$16.20	88%	88%	14%	43%	86%
\$20 through \$24.99	722	\$21.40	98%	94%	47%	90%	86%
\$25 and up	930	\$34.03	89%	95%	76%	87%	90%
Unknown	665	-	90%	97%	34%	50%	47%

Employers in the Rogue Valley 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 vacancies in Oregon were in the Portland Tri-County (Portland Metro and Clackamas) area.

Oregon Job Vacancies by Geography, 2021

Geography	Vacancies	Average Hourly Wage	Full-time Positions	Permanent Positions	Require Education Beyond High School	Require Previous Experience	Difficult to Fill
Oregon Statewide	96,887	\$19.69	78%	93%	30%	53%	72%
Portland Metro	28,014	\$22.41	78%	96%	41%	64%	64%
Mid-Valley	12,681	\$19.09	82%	97%	30%	45%	72%
East Cascades	10,771	\$19.31	79%	91%	30%	53%	81%
Clackamas	10,088	\$19.78	76%	96%	30%	52%	72%
Lane	8,857	\$18.62	82%	94%	29%	53%	74%
Rogue Valley	8,752	\$17.54	80%	91%	21%	45%	81%
Northwest Oregon	7,311	\$16.96	71%	87%	20%	44%	77%
Southwestern Oregon	4,801	\$16.46	74%	83%	16%	38%	71%
Eastern Oregon	4,199	\$18.06	76%	92%	29%	42%	73%
Multi-area or unknown	1,413	\$32.95	100%	93%	33%	78%	62%



Job vacancies are above pre-pandemic levels in all areas of the state, with the largest increases in Southwestern Oregon, Northwest Oregon, and the Rogue Valley.

Oregon Job Vacancies by Geography, 2019-2021

Geography	2019	2020	2021	Change from 2019
Oregon Statewide	57,241	44,408	96,887	69%
Portland Metro	21,218	13,429	28,014	32%
Mid-Valley	7,091	6,995	12,681	79%
East Cascades	5,673	4,402	10,771	90%
Clackamas	5,795	3,921	10,088	74%
Lane	5,414	4,029	8,857	64%
Rogue Valley	4,134	3,749	8,752	112%
Northwest Oregon	3,357	2,255	7,311	118%
Southwestern Oregon	1,745	2,195	4,801	175%
Eastern Oregon	2,147	2,527	4,199	96%
Multi-area or unknown	667	906	1,413	112%





Guy Tauer, Regional Economist
Oregon Employment Department
Guy.R.Tauer@oregon.gov
(541) 816-8396

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