



Help Wanted in Oregon: Results from the 2018 Job Vacancy Survey



Oregon had roughly 58,000 job vacancies at any given time in 2018.

We surveyed 13,800 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.



The number of open job vacancies at any given time dropped slightly in 2018.



Health care reported the most vacancies of any industry.

Oregon Job Vacancies by Industry, 2018

Industry	Vacancies	Average Hourly Wage	Full-time Positions	Permanent Positions	Require Education Beyond High School	Require Previous Experience	Difficult to Fill
All Industries	57,960	\$17.63	79%	89%	32%	54%	57%
Health care and social assistance	10,241	\$17.83	68%	98%	48%	49%	54%
Leisure and hospitality	7,896	\$12.63	58%	79%	8%	33%	48%
Manufacturing	6,569	\$19.48	96%	95%	29%	69%	64%
Retail trade	5,678	\$13.57	73%	92%	9%	38%	43%
Construction	5,662	\$23.58	97%	95%	37%	79%	85%
Administrative, management, and waste services	5,353	\$16.07	79%	86%	25%	52%	62%
Other services	3,102	\$17.90	87%	94%	47%	53%	42%
Professional and technical services	2,868	\$23.04	84%	87%	72%	80%	69%
Natural resources and mining	2,621	\$15.60	94%	53%	8%	46%	71%
Wholesale trade	2,572	\$20.89	89%	98%	24%	64%	48%
Financial activities	1,917	\$17.55	82%	95%	44%	56%	31%
Transportation, warehousing, and utilities	1,626	\$20.10	76%	87%	43%	64%	75%
Information	1,069	\$17.69	93%	95%	51%	47%	23%
Private education services	761	\$14.73	54%	63%	64%	66%	50%

Unclassified excluded



Businesses were hiring for a variety of jobs across the economy in 2018. They reported vacancies for 399 different occupations.

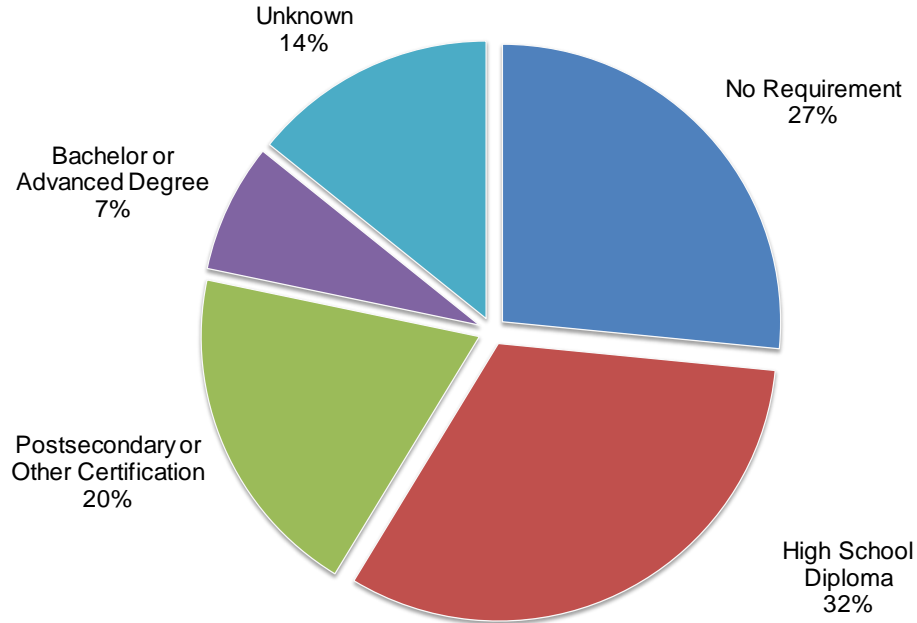
Top Occupations in Oregon With the Highest Number of Job Vacancies, 2018

Occupation	Vacancies	Full-time Positions	Permanent Positions	Difficult-to-Fill Vacancies
All Occupations	57,960	79%	89%	57%
Personal Care Aides	3,043	60%	100%	67%
Heavy and Tractor-Trailer Truck Drivers	1,936	92%	85%	86%
Retail Salespersons	1,902	59%	86%	32%
Janitors and Cleaners, Except Maids and Housekeeping Cleaners	1,275	75%	96%	43%
Cooks, Restaurant	1,074	53%	87%	67%
Nursing Assistants	1,001	68%	95%	60%
Production Workers, All Other	929	100%	84%	52%
Food Preparation Workers	889	60%	98%	91%
Customer Service Representatives	858	68%	96%	59%
Combined Food Preparation and Serving Workers, Including Fast Food	852	40%	90%	66%
Carpenters	850	97%	81%	57%
Construction Laborers	807	97%	84%	73%
Farmworkers and Laborers, Crop, Nursery, and Greenhouse	798	92%	67%	74%
Maids and Housekeeping Cleaners	788	57%	69%	75%
Automotive Service Technicians and Mechanics	769	91%	95%	75%



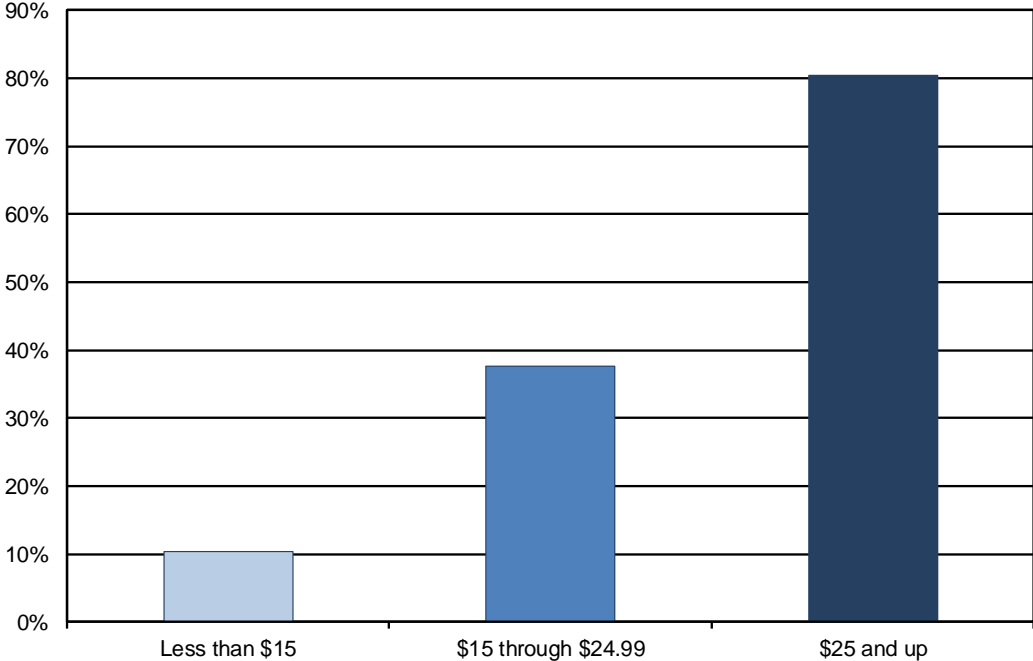
Less than half (41%) of all job vacancies require education beyond high school.

Oregon Job Vacancies by Educational Requirement, 2018



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, 2018



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

Oregon Job Vacancies by Required Education Level, 2018

Required Education Level	Vacancies	Average Hourly Wage	Full-time Positions	Permanent Positions	Requiring Previous Experience	Difficult to Fill
All Education Levels	57,960	\$17.63	79%	89%	54%	57%
No Requirement	15,389	\$13.69	75%	81%	36%	65%
High School Diploma	18,626	\$15.36	73%	94%	63%	63%
Postsecondary or Other Certification	11,354	\$23.21	81%	90%	82%	74%
Bachelor or Advanced Degree	4,353	\$30.63	93%	96%	94%	64%
Unknown	8,238	\$15.07	90%	90%	9%	4%



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

Oregon Job Vacancies by Experience Requirement, 2018

Prior Experience Required	Vacancies	Average Hourly Wage	Full-time Positions	Permanent Positions	Require Education Beyond High School	Difficult to Fill
All Requirements	57,960	\$17.63	79%	89%	32%	57%
No Requirement	17,921	\$13.57	69%	85%	8%	58%
<1 Year	8,738	\$15.55	67%	87%	22%	68%
1-5 Years	19,355	\$20.34	87%	93%	49%	70%
5+ Years	3,408	\$32.66	91%	94%	70%	79%
Unknown	8,538	\$16.05	88%	90%	69%	6%



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

Half of all vacancies in Oregon were in the Portland Tri-County area.

Oregon Job Vacancies by Geography, 2018

Geography	Vacancies	Average Hourly Wage	Full-time Positions	Permanent Positions	Require Education Beyond High School	Require Previous Experience	Difficult to Fill
Oregon Statewide	57,960	\$17.63	79%	89%	32%	54%	57%
Portland Metro	23,083	\$19.23	80%	97%	37%	61%	55%
Mid-Valley	6,750	\$16.56	76%	94%	27%	48%	59%
Clackamas	6,307	\$17.32	82%	78%	29%	45%	51%
Lane	5,088	\$16.60	81%	92%	32%	57%	52%
Rogue Valley	4,966	\$17.16	85%	82%	33%	59%	56%
Central Oregon/ East Cascades	4,829	\$15.89	77%	80%	25%	47%	73%
Northwest Oregon	3,385	\$16.00	71%	78%	28%	40%	58%
Eastern Oregon	1,629	\$14.84	71%	74%	20%	42%	61%
Southwest Oregon	1,282	\$15.76	69%	89%	29%	60%	68%
Multi-area or unknown	641	\$26.06	76%	77%	40%	83%	49%





Difficult-to-Fill Job Vacancies



Oregon's private employers reported difficulty filling 33,000 (or 57% of all) vacancies in 2018.

Snapshot of Oregon's Job Vacancies in 2018

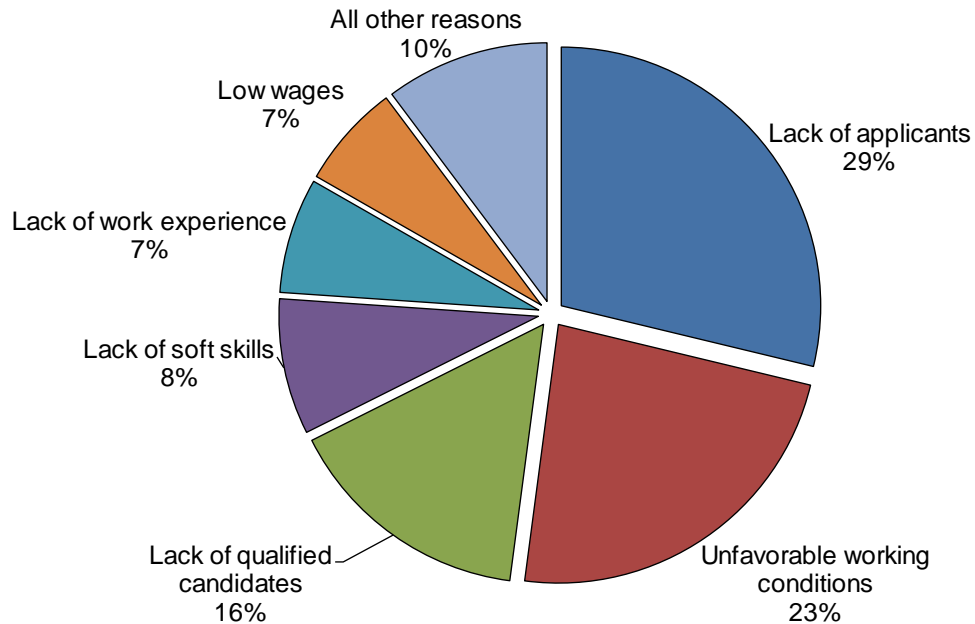
	All	Difficult to Fill	Not Difficult to Fill
Vacancies	57,960	33,023	24,937
Average Wage	\$17.63	\$18.76	\$15.48
Full time	79%	80%	78%
Permanent	89%	91%	88%
Require education beyond high school	32%	34%	27%
Require previous experience	54%	67%	38%
Difficult to fill	57%	100%	0%

Difficult-to-fill vacancies offered a starting wage \$3 per hour more than vacancies filled without difficulty. Hard-to-fill job openings were far more likely to require previous experience.



Why are job vacancies difficult to fill in Oregon?

Employer-Provided Reasons for Difficulty Filling Vacancies in Oregon, 2018



Oregon's unemployment rate has been at or near a 40-year low for more than two years.

Employers have most commonly identified a lack of applicants as the primary challenge to filling job vacancies each year from 2014 to 2018.

Some occupational vacancies are more difficult to fill than others.

Characteristics of Difficult-to-Fill Vacancies in Oregon by Primary Reason, 2018

Primary Reason	Vacancies	Average Wage	Full time	Permanent	Require Education Beyond HS	Require Previous Experience
All Reasons	33,023	\$18.76	80%	91%	34%	67%
Lack of applicants	7,965	\$20.92	88%	96%	39%	66%
Unfavorable working conditions	6,452	\$15.34	65%	79%	18%	53%
Lack of qualified candidates	4,294	\$22.33	88%	97%	62%	91%
Lack of soft skills	2,351	\$14.07	64%	87%	19%	54%
Lack of work experience	1,994	\$22.47	96%	96%	31%	97%
Low wages	1,800	\$13.84	66%	94%	10%	37%
No reason provided	5,341	\$19.80	82%	91%	30%	66%
All other reasons	2,826	\$18.86	82%	90%	48%	76%
Vacancies filled without difficulty	24,937	\$15.48	78%	88%	27%	38%

As expected, difficult-to-fill vacancies with unfavorable working conditions are less likely to be for full-time positions, and the job openings where businesses cite low wages offer the lowest average starting wage.



Health care also reported the largest number of difficult-to-fill vacancies.

Difficult-to-Fill Vacancies by Industry, 2018

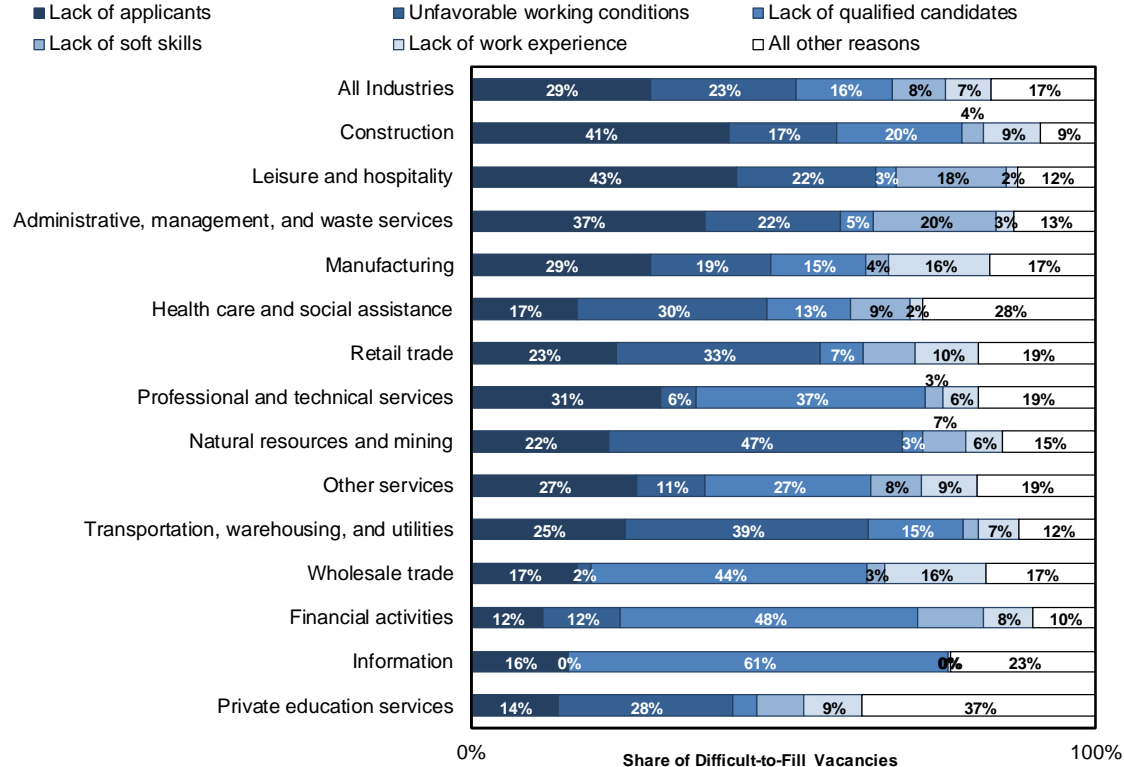
	Vacancies	Filled Without Difficulty	Difficult to Fill	% Difficult to Fill
All Industries	57,960	24,937	33,023	57%
Health care and social assistance	10,241	4,705	5,536	54%
Leisure and hospitality	7,896	4,080	3,816	48%
Manufacturing	6,569	2,382	4,187	64%
Retail trade	5,678	3,216	2,462	43%
Construction	5,662	833	4,829	85%
Administrative, management, and waste services	5,353	2,008	3,345	62%
Other services	3,102	1,801	1,301	42%
Professional and technical services	2,868	900	1,968	69%
Natural resources and mining	2,621	751	1,870	71%
Wholesale trade	2,572	1,333	1,239	48%
Financial activities	1,917	1,327	590	31%
Transportation, warehousing, and utilities	1,626	401	1,225	75%
Information	1,069	819	250	23%
Private education services	761	381	380	50%

Excludes unclassified vacancies



Challenges filling job openings vary by industry.

Reasons for Difficulty Filling Oregon Vacancies Vary by Industry, 2018



Some occupational vacancies are more difficult to fill than others.

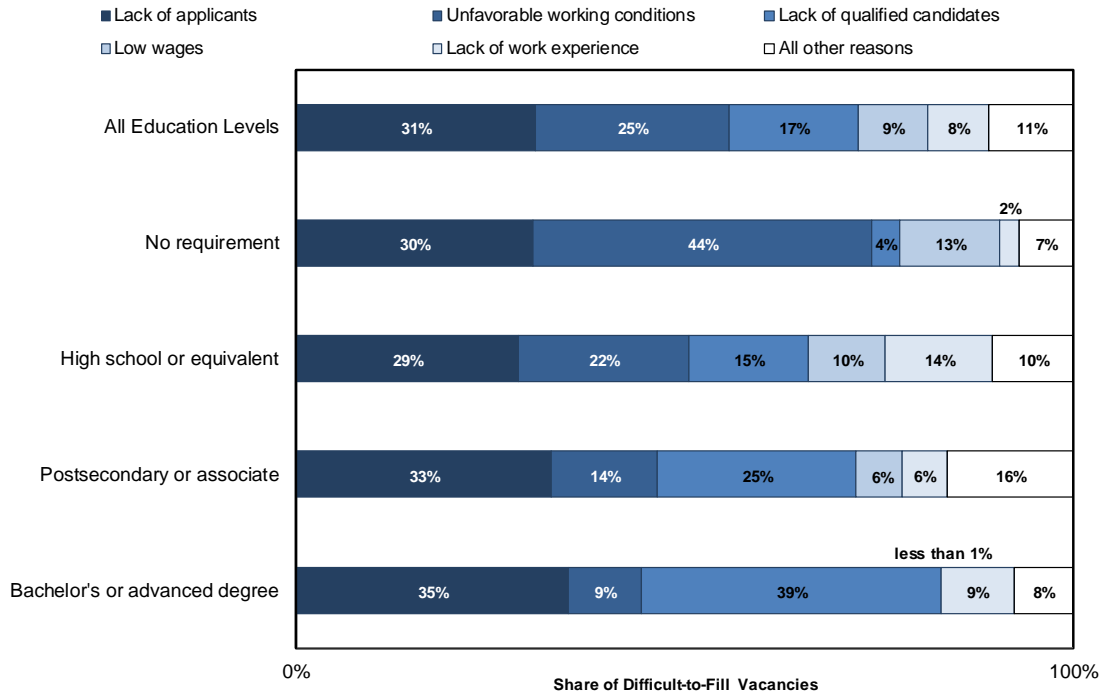
Top Occupations in Oregon With the Highest Number of Vacancies Reported as Difficult to Fill, 2018

Occupation	Vacancies	Difficult to Fill	Share of Total
All Occupations	57,960	33,023	57%
Personal Care Aides	3,043	2,038	67%
Heavy and Tractor-Trailer Truck Drivers	1,936	1,664	86%
Food Preparation Workers	889	806	91%
Cooks, Restaurant	1,074	724	67%
Roofers	725	716	99%
Landscaping and Groundskeeping Workers	756	619	82%
Retail Salespersons	1,902	610	32%
Nursing Assistants	1,001	598	60%
Maids and Housekeeping Cleaners	788	592	75%
Construction Laborers	807	592	73%
Farmworkers and Laborers, Crop, Nursery, and Greenhouse	798	591	74%
Automotive Service Technicians and Mechanics	769	576	75%
Combined Food Preparation and Serving Workers, Including Fast Food	852	562	66%
Janitors and Cleaners, Except Maids and Housekeeping Cleaners	1,275	552	43%
Electricians	563	540	96%



Difficulties filling job openings vary by educational requirement.

Reasons for Difficulty Filling Vacancies in Oregon by Education Requirement, 2018

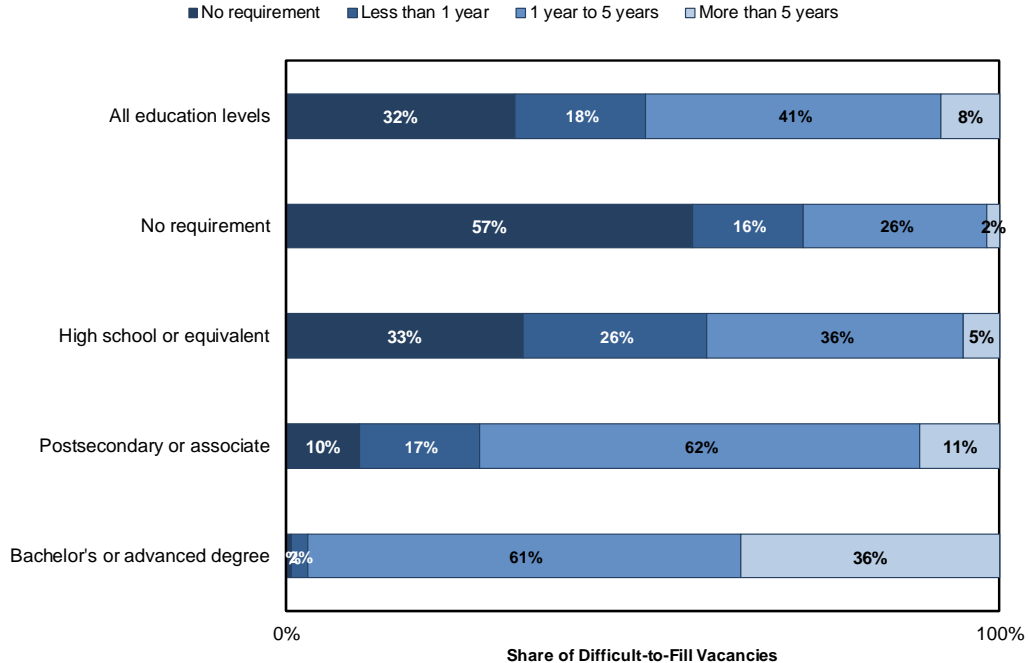


Businesses were more likely to report a lack of qualified candidates for difficult-to-fill job vacancies with higher education requirements.

Difficult-to-fill vacancies with higher education were less likely to be identified as having unfavorable working conditions, such as part-time or on-call shifts.

Vacancies with higher education requirements are also more likely to require previous work experience.

Required Experience Increases Along with Education Requirements for Difficult-to-Fill Vacancies



Required experience is more likely for job openings with higher education regardless of whether or not the vacancy is difficult to fill.

The Portland Tri-County area accounted for roughly half of all difficult-to-fill job vacancies in 2018.

Difficult-to-Fill Vacancies by Region, 2018

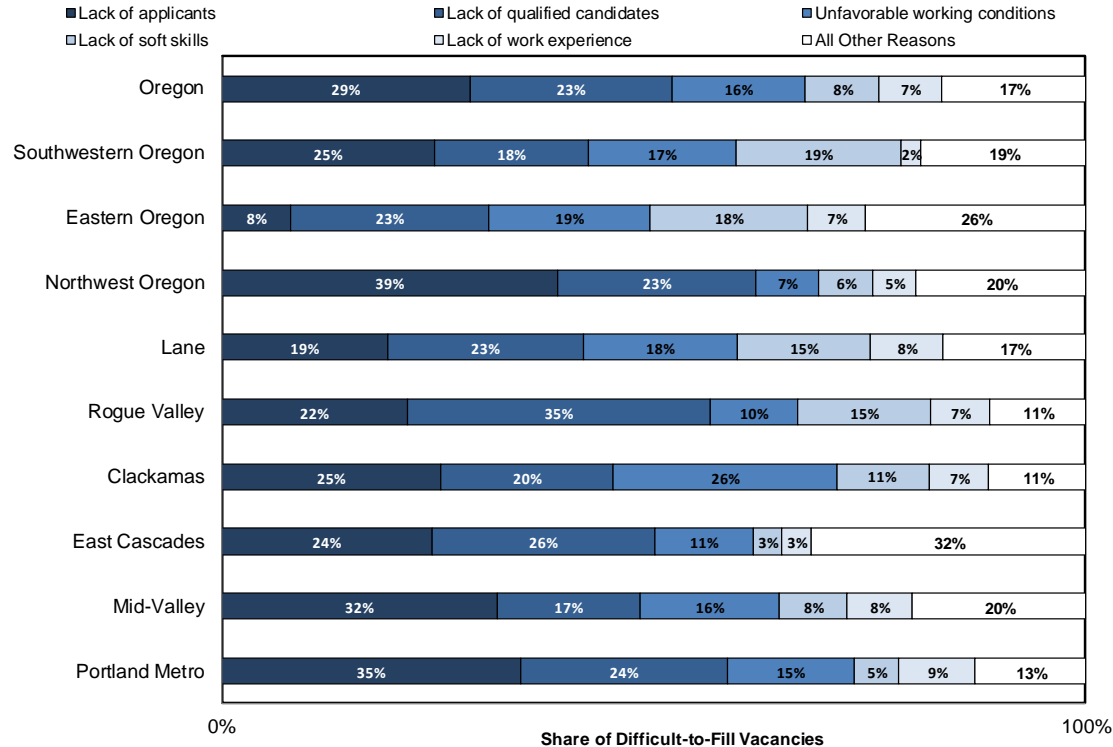
Area	Vacancies	Filled Without Difficulty	Difficult to Fill	% Difficult to Fill
Oregon	57,960	24,937	33,023	57%
Portland Metro	23,083	10,404	12,679	55%
Mid-Valley	6,750	2,740	4,010	59%
Clackamas	6,307	3,106	3,201	51%
Lane	5,088	2,445	2,643	52%
Rogue Valley	4,966	2,174	2,792	56%
East Cascades	4,829	1,289	3,540	73%
Northwest Oregon	3,385	1,419	1,966	58%
Eastern Oregon	1,629	628	1,001	61%
Southwestern Oregon	1,282	406	876	68%
Multi-area or unknown	641	326	315	49%

Rural areas tended to report larger shares of difficult-to-fill vacancies.



Challenges filling job vacancies vary from one area of the state to another.

Difficult-to-Fill Vacancies by Region and Primary Reason, 2018





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