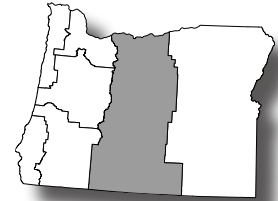


Job Vacancies in the Central Oregon and Columbia Gorge Area

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About the Survey

Helping Oregonians find good jobs requires taking a close look at the staffing needs of business. Every job opening represents an opportunity for someone to gain experience, begin a career, or supplement their family's income. Which businesses are hiring? What positions are going unfilled? Why are companies having difficulty filling these positions?

The May 2008 Job Vacancy Survey was designed to help answer these questions. Firms in Central Oregon and the Columbia Gorge area were contacted about their immediate workforce needs and the nature of current job openings. For the purposes of this report the Central Oregon and Columbia Gorge area comprises Crook, Deschutes, Gilliam, Hood River, Jefferson, Klamath, Lake, Sherman, Wasco, and Wheeler counties. Essentially, we asked businesses in these counties if they had a "Help Wanted" sign in the window and to tell us a little bit about their job openings. The goal is to help all the partners in the economy – businesses, schools, training providers, policy makers, and job seekers – see where the available workforce may be falling short.

Asking about the workforce needs of area businesses is the first step in an ongoing process to improve awareness of available jobs in the community. The next steps are to listen to and understand what local businesses are saying and to work together to address challenges. The objective of the survey, and this report, is to contribute to that process.

Executive Summary

In May 2008, there were an estimated 5,746 job vacancies in the Central Oregon and Columbia Gorge area. Only 10 percent of those job vacancies went unfilled for two months or longer.

Two occupations – farm workers and laborers, and packers and packagers – accounted for nearly 38 percent of all job vacancies in the area, reflecting the strong presence of agriculture in these mostly rural counties. The 25 occupations with the most vacancies represented nearly 70 percent of all area job vacancies.

The agriculture, forestry, and fishing, and accommodation and food services industries had the most job vacancies. Combined, these two industries represented a little more than half of all vacancies in the Central Oregon and Columbia Gorge area.

A little more than half of the total job vacancies were full-time positions and fewer than half were permanent, reflecting the seasonal nature of agriculture and tourism, which are key components of the economy of this area.

Of the vacancies with wage information, two out of three paid less than \$10 per hour and only one in 10 paid more than \$20 per hour.

Top 25 Jobs in Demand

Two occupations dominated the top jobs in demand in the area. In the

number one position, farm workers and laborers had the largest number of vacancies (1,241) representing almost 22 percent of all job vacancies. Packers and packagers had the next largest total (920), accounting for another 16 percent of all vacancies. This is representative of the strong influence of agriculture in these mostly rural counties, especially considering the timing of the survey at the beginning of the cherry harvest season. For all other occupations, no single occupation represented as much as 4 percent of total vacancies, indicating that the remaining vacancies were spread across a wider range of occupations.

Of all job vacancies, 10 percent existed for 60 or more days. The occupations with higher rates of long-term vacancy were related to sales and health care.

Job Vacancies by Industry

Among industries, agriculture, forestry, and fishing led the way in job vacancies (2,217) which is consistent with the results stated above regarding occupational vacancies. Accommodation and food services had the next largest number of vacancies (1,019) reflective of the influence of tourism, especially in Hood River and Deschutes counties. Combined, these two industries represented about 56 percent of all Central Oregon and Columbia Gorge area vacancies.

Table 1

**Top 25 Occupations in the Central Oregon and Columbia Gorge Area
With the Highest Number of Job Vacancies, May 2008**

Occupation	Vacancies	Share of Total Vacancies	Vacant 60+ Days
All Occupations	5,746	100.0%	10%
Farmworkers and Laborers, Crop, Nursery, and Greenhouse	1,241	21.6%	2%
Packers and Packagers, Hand	920	16.0%	0%
Waiters and Waitresses	211	3.7%	3%
Retail Salespersons	157	2.7%	38%
Registered Nurses	135	2.3%	15%
Cashiers	123	2.1%	24%
Maids and Housekeeping Cleaners	99	1.7%	2%
Customer Service Representatives	84	1.5%	2%
Nursing Aides, Orderlies, and Attendants	84	1.5%	34%
Combined Food Preparation and Serving Workers, Including Fast Food	82	1.4%	17%
Cooks, Restaurant	79	1.4%	12%
Counter Attendants, Cafeteria, Food Concession, and Coffee Shop	74	1.3%	0%
Truck Drivers, Heavy and Tractor-Trailer	69	1.2%	13%
Tellers	59	1.0%	0%
Supervisors and Managers of Retail Sales Workers	59	1.0%	0%
Industrial Truck and Tractor Operators	58	1.0%	0%
Postsecondary Teachers, All Other	54	0.9%	13%
Food Preparation Workers	52	0.9%	4%
Hosts and Hostesses in Restaurant, Lounge, and Coffee Shops	51	0.9%	0%
Hotel, Motel, and Resort Desk Clerks	50	0.9%	6%
Physicians and Surgeons	48	0.8%	8%
Bartenders	48	0.8%	0%
Coaches and Scouts	46	0.8%	9%
Secondary School Teachers, Except Special and Vocational Education	46	0.8%	4%
Wholesale and Manufacturing Sales Reps, Non-technical and Scientific	41	0.7%	39%
Janitors and Cleaners	41	0.7%	6%

Table 2

Central Oregon and Columbia Gorge Job Vacancies by Industry, May 2008

Industry	Vacancies	Newly Created Positions	Requiring Education Beyond High School	Requiring License or Certificate
All Industries	5,746	2%	17%	30%
Agriculture, Forestry, and Fishing	2,217	0%	0%	2%
Accommodation and Food Services	1,019	1%	6%	60%
Health Care and Social Assistance	636	2%	58%	59%
Retail Trade	459	1%	10%	4%
Educational Services	389	1%	69%	82%
Manufacturing	242	11%	29%	31%
Finance and Insurance	146	1%	18%	39%
Other Services	139	2%	24%	28%
Arts, Entertainment, and Recreation	67	3%	12%	49%
Administrative and Waste Services	61	3%	16%	41%
Construction	60	15%	25%	50%
Real Estate and Rental and Leasing	58	0%	3%	38%
Management of Companies	56	20%	23%	70%
Transportation and Warehousing	56	7%	2%	48%
Wholesale Trade	52	10%	29%	35%
Professional and Technical	52	4%	62%	29%
Information	37	22%	30%	14%

Less than one in five open jobs required education beyond high school or GED, and about one in three required a license or certificate. However, 69 percent of the educational services industry job vacancies required education beyond high school and 82 percent required a license or certificate, the highest of any industry. Conversely, no openings in the agriculture, forestry, and fishing sector required education beyond a high school diploma.

Of all job vacancies, 2 percent were newly created positions, suggesting that the vast majority of job openings are created by turnover as opposed to

economic growth. Information had the highest share of newly created positions, at 22 percent.

Job Vacancies by Size of Business

The job vacancy numbers for the Central Oregon and Columbia Gorge area were very close to evenly split between companies with less than 100 employees and those with more than 100 employees. Four in 10 area job vacancies were at the largest companies (those with 250 or more employees).

The largest companies had the highest vacancy rate at 8.8 percent. The rate was under 1.0 percent in companies with fewer than 10 employees. The overall job vacancy rate was 4.7 percent, which equals about one job vacancy for every 21 workers.

Companies with 10 to 19 employees had a larger share of vacancies requiring higher education, with almost 40 percent requiring education beyond high school. The smaller firms (those with less than 50 employees) also had a larger share of job vacancies due to newly created positions.

Over half of the total job vacancies represented full-time positions and 45 percent were permanent positions. The seasonal nature of agriculture and tourism, which account for many of the job vacancies in the Central Oregon and Columbia Gorge area, is a significant factor in this result. The largest companies had the lowest share of both full-time and permanent positions, at 21 percent and 14 percent respectively.

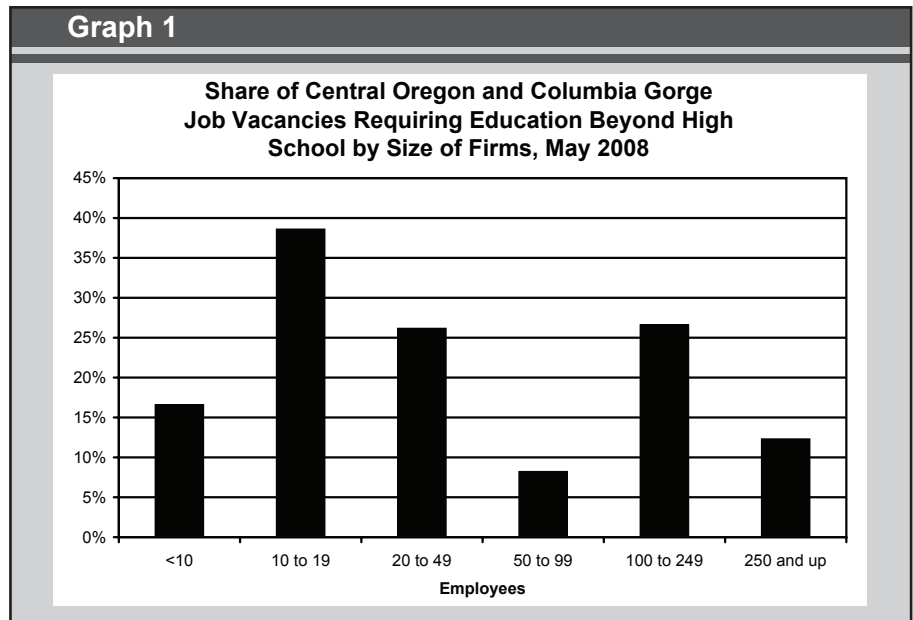
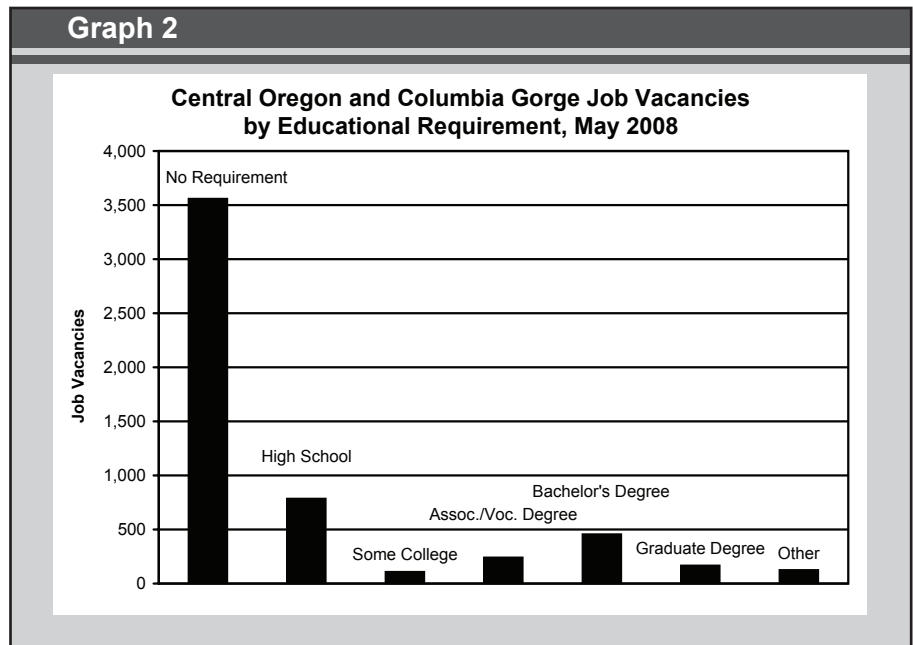


Table 3

Central Oregon and Columbia Gorge Job Vacancies by Firm Size, May 2008

Number of Employees	Vacancies	Vacancy Rate*	Full-Time Positions	Permanent Positions	Newly Created Positions	Requiring Education Beyond High School	Requiring License or Certificate	Requiring Previous Experience
Total	5,746	4.7%	52%	45%	2%	17%	30%	49%
<10	247	0.9%	75%	74%	4%	17%	48%	51%
10-19	448	1.7%	67%	80%	5%	39%	52%	64%
20-49	871	3.3%	67%	87%	6%	26%	41%	64%
50-99	1,300	5.0%	78%	38%	1%	8%	31%	76%
100-249	575	2.2%	76%	80%	1%	27%	37%	66%
250 and up	2,305	8.8%	21%	14%	0%	12%	18%	20%

* Vacancies divided by employment in first quarter 2008



Job Vacancies by Education

More than 95 percent of the reported vacancies included information on educational requirements. Of these, 62 percent had no educational requirement.

Job openings that required more education were more likely to be full time. Only 39 percent of vacancies with no educational requirement were full-time positions compared to 80 percent of jobs requiring a bachelor's degree.

Of the 3,562 vacancies that required no education, about 1,070 vacancies (30%) required previous work experience, while 70 percent – or about 2,500 vacancies – required no previous experience.

Job Vacancies by Wage

Just over half of the reported vacancies included information on wages offered. Within this group, more than two-thirds of job openings paid between \$7.95 and \$10 an hour. Jobs paying more than \$20 an hour represented less than 10 percent of the vacancies with wage information.

Table 4

Central Oregon and Columbia Gorge Job Vacancies by Required Education Level, May 2008

Required Education Level	Vacancies	Full-time Positions	Permanent Positions	Newly Created Positions	Requiring License or Certificate	Requiring Previous Experience
Total	5,746	52%	45%	2%	30%	49%
No Requirement	3,562	39%	26%	1%	17%	30%
High School	789	71%	77%	5%	34%	76%
Some College	112	70%	60%	13%	23%	72%
Assoc./Voc. Degree	245	63%	71%	3%	73%	82%
Bachelor's Degree	459	80%	87%	3%	63%	85%
Graduate Degree	170	82%	91%	2%	76%	84%
Other	129	68%	60%	2%	72%	84%
No Response	280	79%	62%	3%	60%	72%

Not surprisingly, job openings that pay higher wages were much more likely to require post-secondary education. More than 85 percent of all job openings paying \$25 an hour

or more required some education beyond high school, compared to only 3 percent of jobs paying less than \$10 an hour.

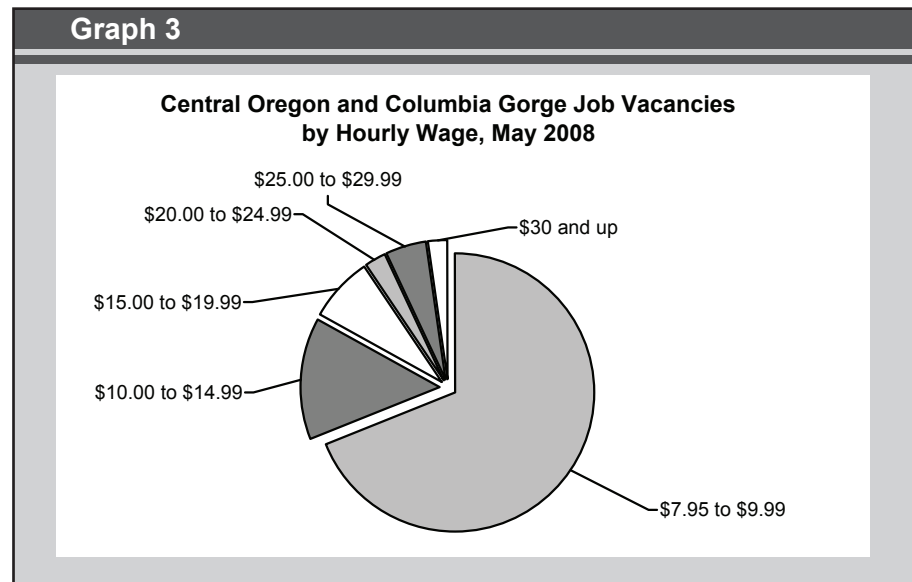


Table 5

Central Oregon and Columbia Gorge Job Vacancies by Hourly Wage Range, May 2008

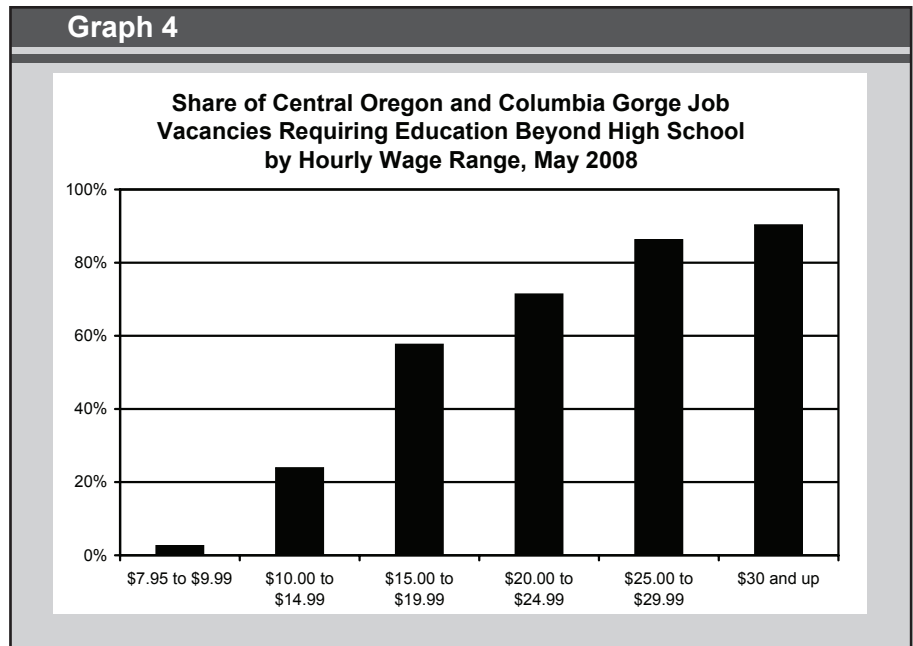
Wage (per hour)	Vacancies	Full-time Positions	Permanent Positions	Newly Created Positions	Requiring Education Beyond High School	Requiring License or Certificate	Requiring Previous Experience
Total	5,746	52%	45%	2%	17%	30%	49%
\$7.95 - \$9.99	2,037	24%	28%	1%	3%	19%	15%
\$10 - \$14.99	418	63%	72%	10%	24%	39%	74%
\$15 - \$19.99	227	82%	85%	8%	58%	55%	86%
\$20 - \$24.99	70	89%	94%	9%	71%	34%	86%
\$25 - \$29.99	146	67%	93%	4%	86%	83%	85%
\$30 and up	62	84%	97%	2%	90%	66%	92%
Unspecified	2,786	66%	45%	1%	17%	31%	63%

Job Vacancies by Occupational Group

Job openings exist in every occupational group. The group with the most vacancies was farming, fishing, and forestry. This is consistent with the large number of vacancies in the agriculture, fishing, and forestry industry seen elsewhere in this report. The second largest group was transportation and material moving.

A few occupational groups stand out as having a comparatively higher share of openings vacant for 60 days or longer: architecture and engineering; construction and extraction; and installation, maintenance, and repair.

Graph 4



Conclusion

The May 2008 survey of businesses in the Central Oregon and Columbia Gorge area found an estimated 5,746 job vacancies, of which only

one-tenth had been unfilled for two or more months. Vacancies spanned a range of occupations, with farm workers and packers and packagers dominating the list. Agriculture and accommodation and food services

had the most job vacancies, with these two sectors covering 56 percent of all vacancies. Over 60 percent of vacancies had no educational requirement, but full-time positions were more likely to require

Table 6

Central Oregon and Columbia Gorge Job Vacancies by Occupational Group, May 2008

Occupational Group	Vacancies	Full-time Positions	Vacant 60+ Days	Requiring Education Beyond High School	Requiring License or Certificate	Requiring Previous Experience
All Occupational Groups	5,746	52%	10%	17%	30%	49%
Farming, Fishing, and Forestry	1,264	55%	3%	0%	0%	52%
Transportation and Material Moving	1,131	12%	2%	0%	11%	14%
Food Preparation and Serving	741	49%	6%	2%	77%	28%
Sales and Related	414	58%	28%	13%	13%	45%
Office and Administrative Support	393	68%	10%	9%	11%	69%
Healthcare Practitioners and Technical	356	72%	15%	87%	78%	82%
Education, Training, and Library	210	59%	7%	92%	89%	85%
Personal Care and Service	193	50%	31%	18%	34%	51%
Healthcare Support	173	64%	20%	39%	74%	73%
Building and Grounds Cleaning and Maintenance	170	60%	3%	2%	12%	27%
Management	150	94%	10%	59%	26%	85%
Installation, Maintenance, and Repair	111	89%	38%	8%	43%	84%
Construction and Extraction	77	100%	45%	17%	51%	96%
Production	75	89%	8%	13%	13%	55%
Business and Financial Operations	74	100%	24%	45%	31%	88%
Arts, Design, Entertainment, Sports, and Media	59	41%	12%	37%	71%	73%
Computer and Mathematical	43	100%	11%	81%	26%	88%
Architecture and Engineering	40	100%	53%	73%	45%	90%
Protective Service	33	76%	0%	0%	55%	79%
Community and Social Services	30	60%	14%	80%	57%	93%
Life, Physical, and Social Science	6	100%	0%	83%	33%	100%
Legal	3	100%	0%	100%	33%	100%

education beyond high school. Just over half of total job vacancies were full-time positions, and 45 percent were permanent positions. More than two-thirds of the vacancies reporting wage information paid less than \$10 per hour and one-tenth paid \$20 or more per hour. Vacancies paying higher hourly wages were more likely to require education beyond high school.

Reports are available for the following regions:

Central Oregon/Columbia Gorge (Crook, Deschutes, Gilliam, Hood River, Jefferson, Klamath, Lake, Sherman, Wasco, and Wheeler counties)

Eastern Oregon (Baker, Grant, Harney, Malheur, Morrow, Umatilla, Union, and Wallowa counties)

Oregon Coast (Clatsop, Coos, Curry, Lincoln, and Tillamook counties)

Portland Metro Area (Clackamas, Columbia, Multnomah, Washington and Yamhill counties in Oregon, plus Clark County in Washington)

Southern Oregon (Douglas, Jackson, and Josephine counties)

Willamette Valley (Benton, Lane, Linn, Marion, and Polk counties)

Oregon statewide

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