Q3 2026

# Oregon Jobs Report

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OREGON BUSINESS & INDUSTRY | OBI

AspenTechLabs

# Introduction

Oregon Business & Industry and Aspen Tech Labs (Aspen) have partnered to produce a quarterly report on hiring demand and job market trends in Oregon. Leveraging Aspen's database of more than 10 million active job postings worldwide from over 350,000 employers, the report provides a high-level view of employer hiring activity and advertised compensation across the state, offering insight into broader economic conditions as reflected through hiring behavior.

**Quarterly Benchmark: Q3 2026 Job Market Data**

Oregon's job market held near flat in Q3 2026 while national postings edged higher. Oregon postings slipped 0.5% quarter-over-quarter to 71,229 in September, against a 1.2% gain nationally, and were down 0.6% year-over-year, against a 5.7% national gain. The median full-time salary reached $67,600, 9.9% above the national median of $61,495, and rose 12.1% year-over-year, more than double the national gain of 5.6%. Oregon's unemployment rate eased to 5.0%, 0.3 percentage points below September 2025 but still above the national rate of 4.2%.

This report examines Q3 2026 hiring conditions across Oregon using job posting data drawn from employer career sites, supplemented by official unemployment figures from the Bureau of Labor Statistics. Behind stable totals, the mix of postings shifted. Production (+12.7% YoY), Business Services (+12.6%), and Transportation (+9.7%) expanded, while Nursing (-11.2%), Education (-10.1%), and Restaurants (-9.9%) contracted. Portland-Vancouver-Hillsboro was the only major metro to grow over the quarter, and Hermiston-Pendleton remained 32.0% above last year on Amazon hiring. The wage increase partly reflects this mix: fewer low-wage restaurant and retail listings lifted the median.

**Data Notes**

Job postings in this report are sourced exclusively from direct employer career websites and are collected and updated on a daily basis. While the dataset is not exhaustive of all job postings in the U.S., it captures a substantial share of employer hiring activity and is designed to reflect changes in hiring demand over time.

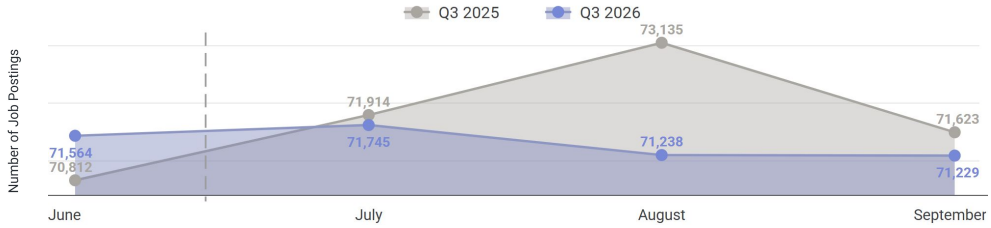
Salary data is derived from advertised compensation extracted directly from job listings and may not reflect the final compensation offered or negotiated. Salaries may be listed as hourly, weekly, monthly, or annual rates and are normalized for comparison. Changes in wages reflect aggregate trends in advertised compensation across job postings and do not imply changes within identical roles at the same employer.

Job counts represent unique active job postings per month, unless otherwise identified. Listings are deduplicated and refreshed regularly to reflect current market availability, helping ensure the data captures active hiring intent rather than reposted or stale listings.

To focus on underlying job market trends, the analysis excludes employer additions or removals resulting solely from improvements to Aspen's data coverage. This helps ensure reported changes reflect real shifts in hiring activity rather than database expansion or methodological updates.

# Job Postings Summary

## Q3 2025 vs Q3 2026

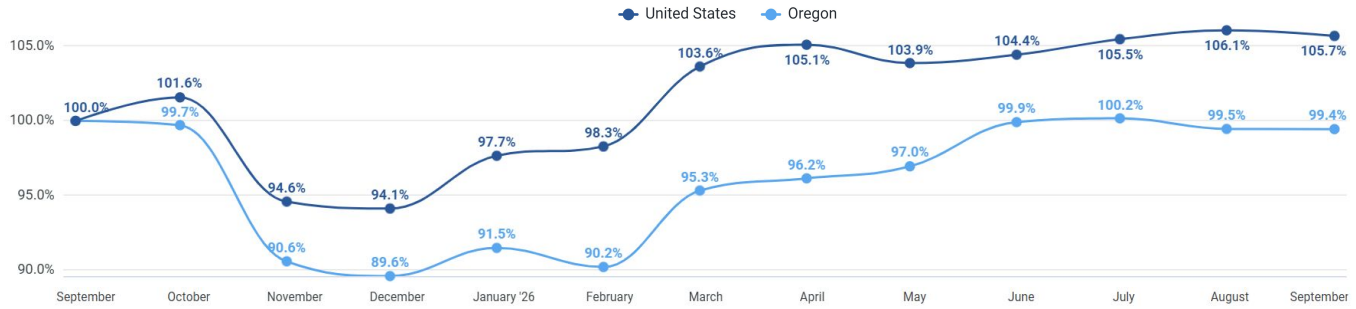



▼ 0.6%
Year-over-Year

▼ 0.5%
Quarter-over-Quarter

## Monthly Job Postings Trend: Oregon vs. United States

*Indexed to September 2025*




# Official Unemployment Indicators

## Oregon Unemployment Rate

5.0% -0.3 pp YoY

Sep 2025: 5.3%

*Latest available data Sep 2026: 5.0%

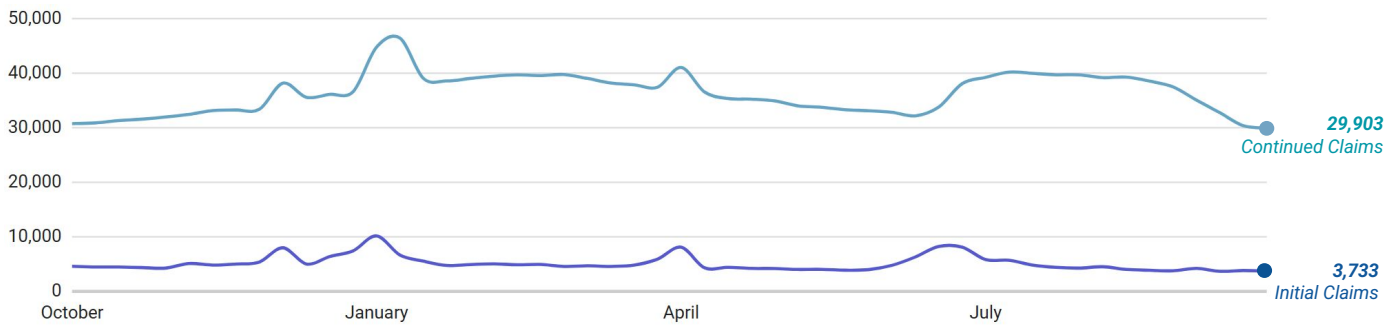
## National Unemployment Rate

4.2% -0.2 pp YoY

Sep 2025: 4.4%

*Latest available data Sep 2026: 4.2%

## Continued and Initial Unemployment Trends




**Sources: US Bureau of Labor Statistics (unemployment rates, seasonally adjusted); US Department of Labor (weekly unemployment insurance claims, Oregon).*

# 5,973 Unique Employers

All employers with at least one job listing in Q3 2026.

## Top Direct Employers by Job Postings

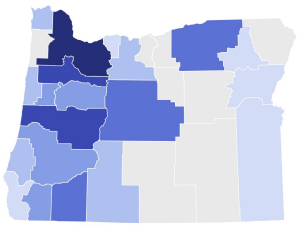
| | Employer Name | Sep 2026 | YoY Change |
|---|---|---|---|
| 1 | Albertsons | 506 | 9.1% |
| 2 | Oregon Health & Science Univ. | 465 | -26.4% |
| 3 | State of Oregon | 453 | 4.1% |
| 4 | McDonald's | 400 | -7.8% |
| 5 | Kroger | 394 | -32.2% |
| 6 | Costco Wholesale Corporation | 386 | 2.1% |
| 7 | Domino's | 370 | -3.1% |
| 8 | Legacy Health | 355 | -19.7% |
| 9 | Amazon | 348 | **266.3%** |
| 10 | Starbucks | 338 | -9.9% |

| | Employer Name | Sep 2026 | YoY Change |
|---|---|---|---|
| 11 | O'Reilly Auto Parts | 332 | 58.1% |
| 12 | Home Depot | 330 | 20.9% |
| 13 | PeaceHealth | 304 | -3.8% |
| 14 | Ambrosia QSR | 297 | 23.8% |
| 15 | Taco Bell | 288 | **105.7%** |
| 16 | St. Charles Health System | 286 | -6.8% |
| 17 | Kaiser Permanente | 278 | -21.0% |
| 18 | Samaritan Health Services | 265 | -2.2% |
| 19 | H&R Block | 254 | -31.9% |
| 20 | Providence Health & Services | 243 | -30.0% |

** Figures are based on data as of 30 September 2026.*

## Job Postings by Metro Area

**Portland-Vancouver-Hillsboro** was the only top metro to grow quarter over quarter (+3.1%), reaching 34,644 postings (+2.4% YoY). The other nine declined, partly as seasonal school hiring wound down (Education postings fell 16.5% statewide). **Hermiston-Pendleton** fell the most (-9.5% QoQ) as Amazon eased from its Q2 peak but remains 32.0% above last year. **Eugene-Springfield** posted the steepest annual drop (-11.9% YoY).



**Darker shades indicate more postings.*

| Metro | Number of Job Postings | QoQ Change | YoY Change |
|---|---|---|---|
| Portland-Vancouver-Hillsboro, OR-WA | 34,644 | 3.1% | 2.4% |
| Salem, OR | 5,500 | -4.9% | -7.2% |
| Eugene-Springfield, OR | 5,362 | -2.2% | -11.9% |
| Bend, OR | 4,714 | -4.5% | -3.6% |
| Medford, OR | 3,605 | -3.0% | -4.0% |
| Hermiston-Pendleton, OR | 2,023 | -9.5% | 32.0% |
| Albany, OR | 1,699 | -0.9% | -7.8% |
| Roseburg, OR | 1,499 | -1.5% | -5.9% |
| Corvallis, OR | 1,367 | -7.7% | -2.4% |
| Grants Pass, OR | 1,130 | -0.8% | -7.5% |

**Figures reflect data for the final month of the quarter (September 2026). Portland metro reflects Oregon postings only.*

### Remote & Hybrid Jobs

**2.7%** remote postings
+0.3 pp YoY

**1.0%** hybrid postings
+0.3 pp YoY

Top categories by number of postings, September 2026

| Remote | | Hybrid | |
|---|---|---|---|
| Business Services | 219 | Business Services | 93 |
| Information Technology | 194 | Engineering | 59 |
| Sales | 183 | Information Technology | 53 |

# Job Postings by Category & Segment

## Top 10 Biggest Job Categories

** Figures reflect data as of September 2026*

| Job Category | Number of Job Postings | QoQ Change | YoY Change |
|---|---|---|---|
| Healthcare | 8,008 | -2.7% | -1.9% |
| Retail | 7,828 | -0.9% | -4.5% |
| Restaurants | 7,578 | -4.9% | -9.9% |
| Nursing | 5,671 | 0.8% | -11.2% |
| Business Services | 2,962 | 1.5% | 12.6% |
| Education | 2,940 | -16.5% | -10.1% |
| Sales | 2,820 | 0.1% | -0.5% |
| Transportation | 2,701 | 2.7% | 9.7% |
| Maintenance | 2,540 | 2.3% | 4.6% |
| Production | 1,981 | 6.0% | 12.7% |

**Production roles include skilled trades and manufacturing-adjacent positions such as assemblers, electricians, machinists, and related occupations.*

Beyond the three cards below, 15,509 postings (+3.7% YoY) fall under Other, covering titles without a clear collar category, such as Team Member. Three custom segments give a more granular view than collar types alone: Frontline Workforce, In-Person Services, and High-Wage Professional.

### White-collar

**12,808** job postings | ▲ 3.7% YoY

### Blue-collar

**27,754** job postings | ▼ 1.9% YoY

### Healthcare sector

**15,158** job postings | ▼ 5.4% YoY

### Frontline Workforce

**10,597** job postings -2.0% YoY

Warehouse Worker (1,491) +2.7%

Delivery Driver (1,081) +5.8%

Production Worker (600) +29.9%

Cashier (564) −4.2%

Assembler (105) −18.0%

### In-Person Services

**9,244** job postings -3.0% YoY

Cook (1,265) +1.4%

Security Officer (849) +1.8%

Housekeeper (513) −3.6%

Hair Stylist (166) +9.2%

Host (160) −10.6%

### High-Wage Professional

**3,618** job postings -5.9% YoY

Physician (696) −1.4%

Lawyer (161) +22.0%

Professor (144) −32.7%

Wealth Manager (71) +7.6%

AI Specialist (49) +104.2%

# Oregon Salary Insights

Wages in Oregon continued to grow in Q3 2026. The **median full-time salary** reached $67,600 in September, up 12.1% year-over-year and 9.9% above the national median of $61,495. **Part-time hourly wages** held at $20.50, up 2.5% year-over-year and 12.3% above the national median.

Oregon employers posted **salary information** in 59.1% of job listings, 4.3 percentage points above the national rate of 54.8%.

## Full-Time Salary (Oregon)

**$67,600**
Oregon median as of September 2026

$61,495
US median as of Sep 2026

| YoY | QoQ | vs US |
|---|---|---|
| +12.1% | +3.6% | +9.9% |
| +$7,280/yr. | +$2,340/yr. | +$6,105/yr. |

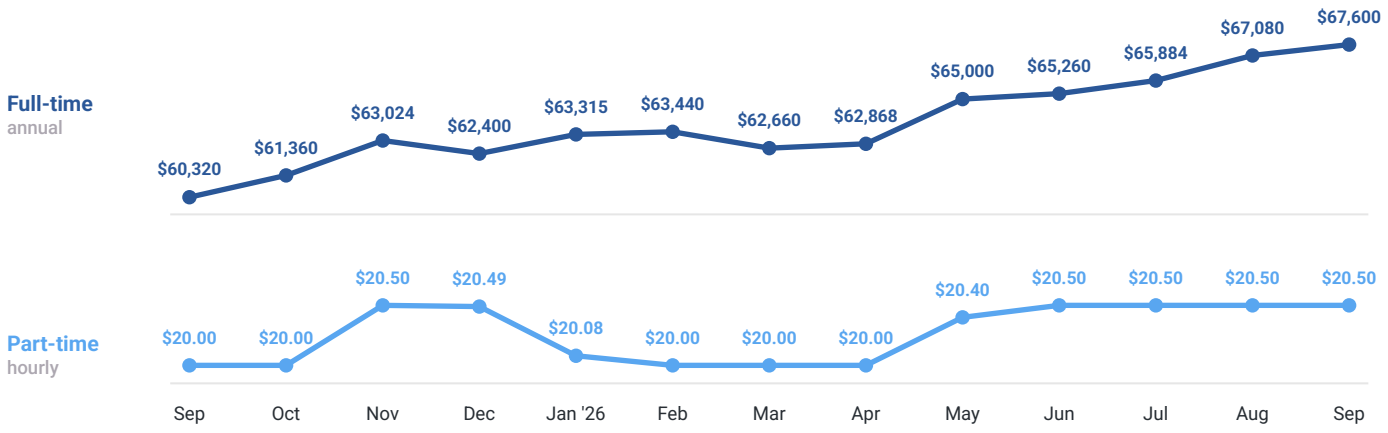
## Part-Time Salary (Oregon)

**$20.50**
Oregon median as of September 2026

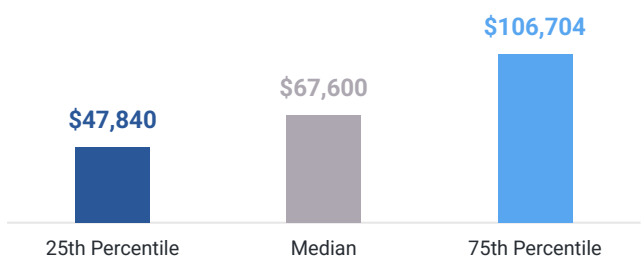
$18.25
US median as of Sep 2026

| YoY | QoQ | vs US |
|---|---|---|
| +2.5% | 0.0% | +12.3% |
| +$0.50/h | unchanged | +$2.25/h |

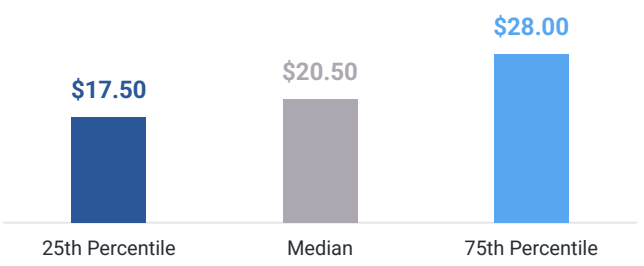
## Median Salary Trend (Oregon)




## Full-Time Quartiles (Sep 2026)




## Part-Time Quartiles (Sep 2026)



## Median Full-Time Salary for Top 10 Metros

*Median salaries reflect posted wages only. Smaller metros may show higher medians due to healthcare-heavy samples. Corvallis continues the pattern seen in Q2 2026: HP and UnitedHealth remain major sources of high-wage postings, with UnitedHealth shifting further toward physician roles. Fewer listings from restaurant, hospitality, and grocery employers also reduced the share of lower-wage positions, keeping the median 24.1% above last year despite an 8.5% quarterly decline.*

| Metro area | Median Salary | # of Job Postings w/ Salary | QoQ Change | YoY Change |
|---|---|---|---|---|
| Portland-Vancouver-Hillsboro, OR-WA | $67,506 | 21,960 | 2.5% | 12.1% |
| Eugene-Springfield, OR | $59,280 | 3,405 | 2.6% | 10.9% |
| Salem, OR | $61,807 | 3,160 | 0.1% | 9.4% |
| Bend, OR | $54,506 | 2,677 | -0.9% | 2.8% |
| Medford, OR | $55,994 | 2,244 | -0.3% | 9.3% |
| Hermiston-Pendleton, OR | $63,045 | 1,195 | -0.6% | 0.4% |
| Albany, OR | $60,580 | 962 | 0.4% | 16.5% |
| Corvallis, OR | $62,525 | 930 | -8.5% | 24.1% |
| Roseburg, OR | $59,998 | 786 | -4.9% | 4.2% |
| Grants Pass, OR | $60,320 | 601 | -8.2% | 16.0% |

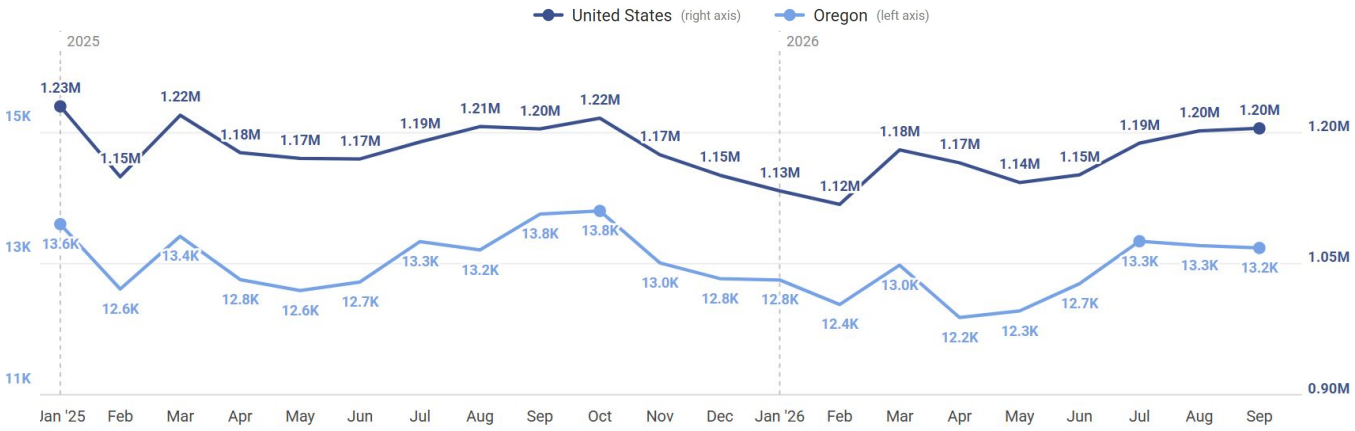
*Annual Full-Time Salary as of September 2026*

## Oregon Wage Index: Selected Titles Across Five Job Categories

| Job Title | Median Salary Q3 2025 | Median Salary Q3 2026 | Q3 Postings | YoY Change |
|---|---|---|---|---|
| Home Health Aide | $43,191 | $43,680 | 3,128 | 1.1% |
| Certified Nursing Assistant | $49,171 | $50,752 | 1,917 | 3.2% |
| Medical Assistant | $52,957 | $54,777 | 1,269 | 3.4% |
| Customer Service Representative | $42,640 | $42,120 | 1,815 | -1.2% |
| Project Manager | $115,003 | $102,492 | 1,174 | -10.9% |
| Operations Associate | $53,706 | $54,184 | 219 | 0.9% |
| Software Developer | $133,869 | $130,000 | 714 | -2.9% |
| Network Administrator | $89,440 | $98,634 | 79 | 10.3% |
| Systems Administrator | $99,996 | $109,200 | 101 | 9.2% |
| Production Worker | $42,640 | $44,720 | 1,393 | 4.9% |
| Electrician | $93,600 | $93,600 | 388 | 0.0% |
| Automotive Mechanic | $65,520 | $67,600 | 307 | 3.2% |
| Retail Associate | $36,400 | $37,856 | 3,201 | 4.0% |
| Fast Food Team Member | $33,904 | $35,672 | 1,041 | 5.2% |
| Cashier | $36,400 | $36,400 | 843 | 0.0% |

# Retail & Restaurant Employers: Seasonal Hiring

## Monthly job postings trend




Oregon's seasonal ramp matched the national one: retail and restaurant postings rose **4.3%** from June to **13,241** in September 2026, close to the US gain of 4.6%. Year over year, Oregon lagged: US postings held level with September 2025, while **Oregon's fell 3.7%**. Last year, October postings ran only 0.4% above September, **which suggests most of the seasonal ramp is already in**. By the end of September, the three largest **restaurant brands** were down: **Domino's** (-3.1% YoY), **McDonald's** (-7.8%), and **Starbucks** (-9.9%), while **Taco Bell** more than doubled (+105.7%). Retail was split, with **Albertsons** up 9.1% and **Costco** up 2.1%, while **Kroger** pulled back 32.2%.

## Top Hiring Employers

Active job postings at end of September 2026, YoY change

| 506 | 400 | 394 | 386 | 370 | 338 |
|---|---|---|---|---|---|
| Albertsons | McDonald's | Kroger | Costco | Domino's | Starbucks |
| ▲ 9.1% YoY | ▼ 7.8% YoY | ▼ 32.2% YoY | ▲ 2.1% YoY | ▼ 3.1% YoY | ▼ 9.9% YoY |

## Breakdown of Job Titles

*As of quarter end (September 2026)*

Among the top titles, **kitchen, delivery, and checkout roles grew fastest** over the quarter, while **all three management titles declined** QoQ and YoY. That pattern fits employers adding seasonal staff rather than permanent leadership. Year over year, fast-food counter and barista postings fell while delivery drivers rose 13.5%, which may point to more off-premise service.

| Job Title | # of Job Postings | QoQ Change | YoY Change |
|---|---|---|---|
| Retail Associate | 2,542 | 5.0% | -2.6% |
| Restaurant Manager | 1,125 | -3.7% | -4.3% |
| Customer Service Representative | 854 | 3.0% | 2.2% |
| Restaurant Supervisor | 850 | -2.4% | -18.8% |
| Fast Food Team Member | 842 | -13.1% | -16.4% |
| Delivery Driver | 453 | 6.8% | 13.5% |
| Retail Manager | 449 | -4.3% | -22.0% |
| Barista | 401 | 2.6% | -23.2% |
| Cook | 346 | 11.6% | 15.0% |
| Cashier | 247 | 6.0% | 6.9% |

# Conclusion

Oregon's job market in Q3 2026 held near flat, with postings down 0.5% from June and 0.6% from a year earlier, while national postings kept growing. Growth was narrow. Portland-Vancouver-Hillsboro was the only major metro to add postings over the quarter, and Hermiston-Pendleton stayed 32.0% above last year even as Amazon eased from its Q2 peak. Production, Business Services, and Transportation led annual gains, and AI Specialist postings more than doubled, though from a small base of 49 listings.

Wages continued to rise, with the median full-time salary reaching $67,600, 9.9% above the national median. Part of that increase reflects a changing mix of postings: restaurant listings fell 9.9% year-over-year and retail listings 4.5%, which lifted the median. Within the wage index, the median change across the 15 titles was 3.2%, well below the 12.1% statewide gain. Nursing postings fell 11.2% year-over-year, and OHSU, Kaiser Permanente, and Providence cut postings by 21% to 30%. State payroll data show health care adding 12,100 jobs (+3.8%) over the year, so the drop in postings points to slower hiring in a growing sector rather than job losses.

Taken together, Q3 2026 points to a market that is stable in total but uneven underneath. Retail and restaurant employers added seasonal postings, production and transportation roles kept expanding, and demand for nursing, education, and restaurant staff weakened. The fourth quarter will show whether holiday hiring adds much beyond Q3's seasonal ramp or the slowdown in service roles continues.

# About Oregon Business & Industry

Oregon Business & Industry (OBI) is a statewide association representing businesses from a wide variety of industries and from each of Oregon's 36 counties. In addition to being the statewide chamber of commerce, OBI is the state affiliate for the National Association of Manufacturers and the National Retail Federation. Our member companies, over 75% of which are small businesses, employ more than 250,000 Oregonians. OBI exists to strengthen Oregon's economy in order to achieve a healthy, prosperous and competitive Oregon for the benefit of present and future generations.

To learn more about OBI, visit our website at www.oregonbusinessindustry.com. For media inquiries about OBI or key insights from this report, please contact Erik Lukens at eriklukens@oregonbusinessindustry.com.

# About Aspen Tech Labs

Aspen Technology Labs, Inc. (Aspen) is a global leader in web data management services, labor market intelligence, and recruitment technology, founded in 2008. Aspen provides web scraping and data/analytics services for a wide variety of industries. This report is a high-level demonstration of Aspen's JobMarketPulse, a powerful, real-time competitive tool to assist Aspen customers in staying in front of the challenging labor market. Subscribers have access to more specific details of each job in the database. Please contact Isabelle Cardon at isabelle@aspentechlabs.com for feedback on the data in this report or to learn more about Aspen's products and services.