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Labor Market Information

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Fourth Quarter 2019: Jobs Increase and Median Wage Rises

Oregon employers must report total wages and hours worked for each employee covered by unemployment insurance. These quarterly records cover more than two million individuals employed in the state but don't include roughly 280,000 self-employed workers. Past quarterly wage reports are available in the Oregonians @ Work box at www.qualityinfo.org/pubs.

Oregon's employers reported a total of 2,203,989 jobs during the fourth quarter of 2019 (October, November, and December). This was down from the seasonal peak in the previous quarter but continued a general upward trend in employment that began in 2010. It was an increase of about 38,000 jobs over the fourth quarter in 2018. The median (middle) wage of all non-federal jobs was \$21.02 per hour during the fourth quarter 2019, which was \$0.65 per hour higher than the previous quarter.

Why the rise in median wage? It was largely due to the decrease in lower-wage jobs, especially those paying \$10 to \$15 per hour, and in increase in higher wage jobs, mainly those that paid \$30 to \$50 per hour. Part of this shift to higher wage jobs was probably due to the end of many seasonal summer jobs that tend to pay lower wages. For example, the leisure and hospitality sector shed nearly 16,000 jobs from the third to fourth quarter, and the natural resources and mining sector, which includes agriculture, cut about 31,000 jobs. Both of these industries tend to pay low wages. Another reason was the tight labor market that continued during the fourth quarter. That part was good news for Oregon's economy. In addition to losing some lower-wage jobs, Oregon added jobs in every wage group above \$30 per hour.

The largest gains in jobs came from local government followed by professional and business services. Local government includes schools, which often cut back on staff over the summer and expand to full strength in the fall. Local government gained a total of 11,761 jobs. Professional and business services includes legal offices, advertising agencies, and waste management firms among others. The sector added 7,316 jobs in the fourth quarter. Some other industries had notable employment changes in the fourth quarter: manufacturing cut 8,172 jobs; transportation, warehousing, and utilities added 6,642 jobs; and construction cut 5,245 jobs.

The impact of measures taken in response to the COVID-19 pandemic will probably not be evident in this data until the second quarter of 2020. The initial employment estimates for 2020

are still showing job growth through March. The drastic jobs cuts didn't occur until April 2020, which is the beginning of the second quarter.

July 1, 2020 produced another increase in the minimum wage which may help to raise median wages again. The third quarter 2020 could also see the addition of seasonal jobs, but it's likely that many of the jobs lost in response to the pandemic will not be recovered by then.

To provide better data, this analysis also filters out job records that probably contain errors. Jobs that report zero hours or more than 999 hours (about 77 hours per week) worked in a quarter and jobs that paid less than the federal minimum wage (\$7.25 per hour) are excluded. Jobs that paid more than \$500 per hour and reported less than 10 hours work during the quarter are also excluded.

Table 1: Oregon - Number of Jobs by Hourly Wage Level and Broad Industry - 2019*

	Under \$15.00	\$15.00 - \$19.99	\$20.00 - \$29.99	\$30.00 - \$39.99	\$40.00 - \$49.99	\$50.00 - \$59.99	\$60.00 or more	Total	Median Wage
Total - All Industries	1,049,434	695,192	627,073	293,036	183,047	111,963	219,846	3,179,591	\$18.51
Natural Resources and Mining	78,694	39,609	28,219	6,695	2,236	958	2,022	158,433	\$15.00
Construction	21,081	39,815	52,855	31,909	24,682	10,048	9,533	189,923	\$25.52
Manufacturing	51,871	64,834	69,487	29,758	16,903	10,697	29,798	273,348	\$22.06
Wholesale Trade	18,932	24,169	28,444	13,484	7,289	4,615	12,762	109,695	\$23.44
Retail Trade	213,434	76,280	46,290	15,284	5,671	3,261	7,922	368,142	\$13.99
Transportation, Warehousing, and Utilities	16,381	37,012	28,634	10,142	5,660	3,680	8,424	109,933	\$20.24
Information	9,499	6,150	9,607	7,794	5,748	4,134	11,430	54,362	\$32.39
Financial Activities	15,936	26,067	32,110	15,581	9,430	5,832	14,725	119,681	\$24.59
Professional and Business Services	145,677	100,562	76,425	40,598	26,074	17,936	45,128	452,400	\$18.43
Private Educational Services	13,587	10,522	12,427	6,363	3,246	2,016	2,735	50,896	\$20.67
Health Care & Social Assistance	105,328	87,357	74,771	33,253	24,338	17,860	39,292	382,199	\$19.89
Leisure and Hospitality	262,303	93,053	55,070	14,657	4,099	1,826	4,632	435,640	\$13.78
Other Services	50,352	29,108	23,022	9,337	4,305	2,412	4,317	122,853	\$16.29
State Government	2,818	20,452	18,441	13,373	9,000	4,851	3,315	72,250	\$26.51
Local Government	42,402	39,236	70,368	44,335	34,059	21,620	23,273	275,293	\$27.47
Non-classifiable	1,139	966	903	473	307	217	538	4,543	\$20.77

* Count of jobs, where a job is one or more quarter's employment with employer during year.
Individuals holding multiple jobs will be counted more than once.

Records meeting the following conditions have been excluded from this analysis:

- 0 (zero) hours reported
- 999 hours reported
- wages < \$7.25/hr (Federal minimum wage) calculated
- wages > \$500/hr calculated and < 10 hours reported

Source: Unemployment Insurance Wage Records

Table 2: Oregon - Fraction of Jobs by Broad Industry by Hourly Wage Level - 2019*

	Under \$15.00	\$15.00 - \$19.99	\$20.00 - \$29.99	\$30.00 - \$39.99	\$40.00 - \$49.99	\$50.00 - \$59.99	\$60.00 or more	Total
Total - All Industries	33.0%	21.9%	19.7%	9.2%	5.8%	3.5%	6.9%	100.0%
Natural Resources and Mining	49.7%	25.0%	17.8%	4.2%	1.4%	0.6%	1.3%	100.0%
Construction	11.1%	21.0%	27.8%	16.8%	13.0%	5.3%	5.0%	100.0%
Manufacturing	19.0%	23.7%	25.4%	10.9%	6.2%	3.9%	10.9%	100.0%
Wholesale Trade	17.3%	22.0%	25.9%	12.3%	6.6%	4.2%	11.6%	100.0%
Retail Trade	58.0%	20.7%	12.6%	4.2%	1.5%	0.9%	2.2%	100.0%
Transportation, Warehousing, and Utilities	14.9%	33.7%	26.0%	9.2%	5.1%	3.3%	7.7%	100.0%
Information	17.5%	11.3%	17.7%	14.3%	10.6%	7.6%	21.0%	100.0%
Financial Activities	13.3%	21.8%	26.8%	13.0%	7.9%	4.9%	12.3%	100.0%
Professional and Business Services	32.2%	22.2%	16.9%	9.0%	5.8%	4.0%	10.0%	100.0%
Private Educational Services	26.7%	20.7%	24.4%	12.5%	6.4%	4.0%	5.4%	100.0%
Health Care & Social Assistance	27.6%	22.9%	19.6%	8.7%	6.4%	4.7%	10.3%	100.0%
Leisure and Hospitality	60.2%	21.4%	12.6%	3.4%	0.9%	0.4%	1.1%	100.0%
Other Services	41.0%	23.7%	18.7%	7.6%	3.5%	2.0%	3.5%	100.0%
State Government	3.9%	28.3%	25.5%	18.5%	12.5%	6.7%	4.6%	100.0%
Local Government	15.4%	14.3%	25.6%	16.1%	12.4%	7.9%	8.5%	100.0%
Non-classifiable	25.1%	21.3%	19.9%	10.4%	6.8%	4.8%	11.8%	100.0%

* Count of jobs, where a job is one or more quarter's employment with employer during year.
Individuals holding multiple jobs will be counted more than once.

Records meeting the following conditions have been excluded from this analysis:

- 0 (zero) hours reported
- 999 hours reported
- wages < \$7.25/hr (Federal minimum wage) calculated
- wages > \$500/hr calculated and < 10 hours reported

Source: Unemployment Insurance Wage Records

Table 3: Oregon - Fraction of Jobs by Hourly Wage Level by Broad Industry - 2019*

	Under \$15.00	\$15.00 - \$19.99	\$20.00 - \$29.99	\$30.00 - \$39.99	\$40.00 - \$49.99	\$50.00 - \$59.99	\$60.00 or more	Total
Total - All Industries	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%
Natural Resources and Mining	7.5%	5.7%	4.5%	2.3%	1.2%	0.9%	0.9%	5.0%
Construction	2.0%	5.7%	8.4%	10.9%	13.5%	9.0%	4.3%	6.0%
Manufacturing	4.9%	9.3%	11.1%	10.2%	9.2%	9.6%	13.6%	8.6%
Wholesale Trade	1.8%	3.5%	4.5%	4.6%	4.0%	4.1%	5.8%	3.4%
Retail Trade	20.3%	11.0%	7.4%	5.2%	3.1%	2.9%	3.6%	11.6%
Transportation, Warehousing, and Utilities	1.6%	5.3%	4.6%	3.5%	3.1%	3.3%	3.8%	3.5%
Information	0.9%	0.9%	1.5%	2.7%	3.1%	3.7%	5.2%	1.7%
Financial Activities	1.5%	3.7%	5.1%	5.3%	5.2%	5.2%	6.7%	3.8%
Professional and Business Services	13.9%	14.5%	12.2%	13.9%	14.2%	16.0%	20.5%	14.2%
Private Educational Services	1.3%	1.5%	2.0%	2.2%	1.8%	1.8%	1.2%	1.6%
Health Care & Social Assistance	10.0%	12.6%	11.9%	11.3%	13.3%	16.0%	17.9%	12.0%
Leisure and Hospitality	25.0%	13.4%	8.8%	5.0%	2.2%	1.6%	2.1%	13.7%
Other Services	4.8%	4.2%	3.7%	3.2%	2.4%	2.2%	2.0%	3.9%
State Government	0.3%	2.9%	2.9%	4.6%	4.9%	4.3%	1.5%	2.3%
Local Government	4.0%	5.6%	11.2%	15.1%	18.6%	19.3%	10.6%	8.7%
Non-classifiable	0.1%	0.1%	0.1%	0.2%	0.2%	0.2%	0.2%	0.1%

* Count of jobs, where a job is one or more quarter's employment with employer during year.
Individuals holding multiple jobs will be counted more than once.

Records meeting the following conditions have been excluded from this analysis:

- 0 (zero) hours reported
- 999 hours reported
- wages < \$7.25/hr (Federal minimum wage) calculated
- wages > \$500/hr calculated and < 10 hours reported

Source: Unemployment Insurance Wage Records

Table 4: Oregon - Number of Jobs by Hourly Wage Level and Firm Size Class - 2019*

	Under \$15.00	\$15.00 - \$19.99	\$20.00 - \$29.99	\$30.00 - \$39.99	\$40.00 - \$49.99	\$50.00 - \$59.99	\$60.00 or more	Total	Median Wage
Total - All Industries	1,049,434	695,192	627,073	293,036	183,047	111,963	219,846	3,179,591	\$18.51
Under 5 employees	36,082	26,922	26,095	11,717	7,081	4,675	12,749	125,321	\$19.97
5 - 9 employees	45,328	34,914	31,256	12,191	6,448	3,294	7,646	141,077	\$18.13
10 - 19 employees	79,488	54,282	48,371	19,244	10,497	5,016	10,450	227,348	\$17.73
20 - 49 employees	141,035	91,507	80,587	32,884	17,568	8,888	17,666	390,135	\$17.52
50 - 99 employees	119,843	75,383	67,249	29,169	15,649	7,941	15,870	331,104	\$17.55
100 - 249 employees	141,937	98,358	87,422	41,988	23,893	12,119	24,957	430,674	\$18.30
250 - 499 employees	107,298	68,256	62,785	31,472	19,650	9,840	19,809	319,110	\$18.47
500 or more employees	378,423	245,570	223,308	114,371	82,261	60,190	110,699	1,214,822	\$19.50

* Count of jobs, where a job is one or more quarter's employment with employer during year.
Individuals holding multiple jobs will be counted more than once.

Quarterly wage records meeting the following conditions have been excluded from this analysis:

- 0 (zero) hours reported
- 999 hours reported
- wages < \$7.25/hr (Federal minimum wage) calculated
- wages > \$500/hr calculated and < 10 hours reported

Source: Unemployment Insurance Wage Records

Table 5: Oregon - Fraction of Jobs by Firm Size Class by Hourly Wage Level - 2019*

	Under \$15.00	\$15.00 - \$19.99	\$20.00 - \$29.99	\$30.00 - \$39.99	\$40.00 - \$49.99	\$50.00 - \$59.99	\$60.00 or more	Total
Total - All Industries	33.0%	21.9%	19.7%	9.2%	5.8%	3.5%	6.9%	100.0%
Under 5 employees	28.8%	21.5%	20.8%	9.3%	5.7%	3.7%	10.2%	100.0%
5 - 9 employees	32.1%	24.7%	22.2%	8.6%	4.6%	2.3%	5.4%	100.0%
10 - 19 employees	35.0%	23.9%	21.3%	8.5%	4.6%	2.2%	4.6%	100.0%
20 - 49 employees	36.2%	23.5%	20.7%	8.4%	4.5%	2.3%	4.5%	100.0%
50 - 99 employees	36.2%	22.8%	20.3%	8.8%	4.7%	2.4%	4.8%	100.0%
100 - 249 employees	33.0%	22.8%	20.3%	9.7%	5.5%	2.8%	5.8%	100.0%
250 - 499 employees	33.6%	21.4%	19.7%	9.9%	6.2%	3.1%	6.2%	100.0%
500 or more employees	31.2%	20.2%	18.4%	9.4%	6.8%	5.0%	9.1%	100.0%

* Count of jobs, where a job is one or more quarter's employment with employer during year.
Individuals holding multiple jobs will be counted more than once.

Quarterly wage records meeting the following conditions have been excluded from this analysis:

- 0 (zero) hours reported
- 999 hours reported
- wages < \$7.25/hr (Federal minimum wage) calculated
- wages > \$500/hr calculated and < 10 hours reported

Source: *Unemployment Insurance Wage Records*

Table 6: Oregon - Fraction of Jobs by Hourly Wage Level by Firm Size Class - 2019*

	Under \$15.00	\$15.00 - \$19.99	\$20.00 - \$29.99	\$30.00 - \$39.99	\$40.00 - \$49.99	\$50.00 - \$59.99	\$60.00 or more	Total
Total - All Industries	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%
Under 5 employees	3.4%	3.9%	4.2%	4.0%	3.9%	4.2%	5.8%	3.9%
5 - 9 employees	4.3%	5.0%	5.0%	4.2%	3.5%	2.9%	3.5%	4.4%
10 - 19 employees	7.6%	7.8%	7.7%	6.6%	5.7%	4.5%	4.8%	7.2%
20 - 49 employees	13.4%	13.2%	12.9%	11.2%	9.6%	7.9%	8.0%	12.3%
50 - 99 employees	11.4%	10.8%	10.7%	10.0%	8.5%	7.1%	7.2%	10.4%
100 - 249 employees	13.5%	14.1%	13.9%	14.3%	13.1%	10.8%	11.4%	13.5%
250 - 499 employees	10.2%	9.8%	10.0%	10.7%	10.7%	8.8%	9.0%	10.0%
500 or more employees	36.1%	35.3%	35.6%	39.0%	44.9%	53.8%	50.4%	38.2%

* Count of jobs, where a job is one or more quarter's employment with employer during year.
Individuals holding multiple jobs will be counted more than once.

Quarterly wage records meeting the following conditions have been excluded from this analysis:

- 0 (zero) hours reported
- 999 hours reported
- wages < \$7.25/hr (Federal minimum wage) calculated
- wages > \$500/hr calculated and < 10 hours reported

Source: *Unemployment Insurance Wage Records*

Table 8: Oregon - Annual Wages by Quintile and Hours Worked - 2019

2019 Wages

Percent Change from Prior Year

All Workers

All Workers

	All ¹	Q1	Q2	Q3	Q4	Q5		All	Q1	Q2	Q3	Q4	Q5
Quintiles		\$8,223	\$23,029	\$39,190	\$66,000	N/A	Quintiles		5.4%	5.0%	4.2%	3.9%	N/A
Mean	\$44,324	\$3,368	\$15,362	\$30,865	\$50,892	\$121,141	Mean	3.3%	5.8%	5.0%	4.5%	3.9%	2.5%
Median	\$30,747	\$3,018	\$15,227	\$30,747	\$50,066	\$93,624	Median	4.5%	5.6%	5.0%	4.5%	3.8%	3.6%

¹2,343,026 SSNs

Employed in All 4 Quarters

Employed in All 4 Quarters

	All ²	Q1	Q2	Q3	Q4	Q5		All	Q1	Q2	Q3	Q4	Q5
Quintiles		\$22,768	\$35,407	\$51,000	\$78,422	N/A	Quintiles		4.4%	3.7%	3.0%	3.0%	N/A
Mean	\$57,374	\$14,184	\$29,137	\$42,640	\$63,146	\$137,762	Mean	2.1%	4.1%	4.0%	3.2%	3.0%	0.8%
Median	\$42,347	\$14,958	\$29,181	\$42,347	\$62,325	\$107,121	Median	3.2%	4.1%	4.1%	3.2%	3.1%	2.7%

²1,615,468 SSNs

Employed 200+ Hours in All 4 Quarters

Employed 200+ Hours in All 4 Quarters

	All ³	Q1	Q2	Q3	Q4	Q5		All	Q1	Q2	Q3	Q4	Q5
Quintiles		\$30,165	\$41,719	\$57,690	\$85,974	N/A	Quintiles		4.2%	3.5%	3.0%	2.7%	N/A
Mean	\$65,458	\$23,184	\$35,807	\$49,105	\$70,167	\$149,029	Mean	2.0%	4.6%	3.8%	3.1%	2.9%	0.5%
Median	\$48,810	\$24,000	\$35,754	\$48,810	\$69,453	\$116,205	Median	3.0%	4.6%	3.8%	3.0%	3.0%	2.3%

³1,242,950 SSNs

Employed 350+ Hours in All 4 Quarters

Employed 350+ Hours in All 4 Quarters

	All ⁴	Q1	Q2	Q3	Q4	Q5		All	Q1	Q2	Q3	Q4	Q5
Quintiles		\$35,100	\$46,796	\$63,213	\$92,857	N/A	Quintiles		4.0%	3.4%	3.3%	2.9%	N/A
Mean	\$72,297	\$28,665	\$40,711	\$54,393	\$76,274	\$161,444	Mean	2.2%	4.4%	3.6%	3.2%	3.1%	0.8%
Median	\$54,080	\$29,400	\$40,601	\$54,080	\$75,401	\$125,365	Median	3.3%	4.6%	3.7%	3.3%	3.1%	2.4%

⁴948,171 SSNs

Table 9: Oregon - Annual Hourly Wages by Quintile and Hours Worked - 2019

2019 Hourly Wages							Percent Change from Prior Year						
All Workers							All Workers						
	All ¹	Q1	Q2	Q3	Q4	Q5		All	Q1	Q2	Q3	Q4	Q5
Quintiles		\$13.81	\$17.68	\$24.32	\$39.15	N/A	Quintiles		5.8%	4.4%	3.8%	3.8%	N/A
Mean	\$31.12	\$12.22	\$15.61	\$20.63	\$30.55	\$76.58	Mean	3.7%	5.3%	4.9%	4.0%	3.7%	3.2%
Median	\$20.41	\$12.36	\$15.51	\$20.41	\$29.97	\$55.25	Median	3.7%	5.3%	4.4%	3.7%	3.7%	3.7%

¹2,308,543 SSNs

Employed in All 4 Quarters							Employed in All 4 Quarters						
	All ²	Q1	Q2	Q3	Q4	Q5		All	Q1	Q2	Q3	Q4	Q5
Quintiles		\$15.20	\$19.85	\$27.36	\$42.61	N/A	Quintiles		4.6%	3.9%	3.2%	3.0%	N/A
Mean	\$32.47	\$13.15	\$17.41	\$23.25	\$33.97	\$74.55	Mean	2.4%	5.1%	4.3%	3.4%	3.0%	1.0%
Median	\$23.08	\$13.23	\$17.36	\$23.08	\$33.48	\$58.09	Median	3.4%	5.4%	4.2%	3.4%	3.0%	2.3%

²1,563,338 SSNs

Employed 200+ Hours in All 4 Quarters							Employed 200+ Hours in All 4 Quarters						
	All ³	Q1	Q2	Q3	Q4	Q5		All	Q1	Q2	Q3	Q4	Q5
Quintiles		\$16.27	\$21.37	\$29.26	\$44.64	N/A	Quintiles		4.7%	3.7%	3.2%	3.0%	N/A
Mean	\$33.96	\$13.87	\$18.68	\$25.00	\$35.98	\$76.26	Mean	2.1%	5.0%	4.1%	3.5%	3.1%	0.2%
Median	\$24.86	\$14.02	\$18.60	\$24.86	\$35.50	\$60.36	Median	3.5%	5.3%	4.2%	3.5%	3.0%	2.1%

³1,230,245 SSNs

Employed 350+ Hours in All 4 Quarters							Employed 350+ Hours in All 4 Quarters						
	All ⁴	Q1	Q2	Q3	Q4	Q5		All	Q1	Q2	Q3	Q4	Q5
Quintiles		\$17.29	\$22.83	\$30.90	\$43.36	N/A	Quintiles		4.2%	3.7%	3.4%	-3.7%	N/A
Mean	\$35.79	\$14.62	\$19.90	\$26.54	\$37.69	\$80.17	Mean	2.2%	4.7%	3.9%	3.5%	3.2%	0.5%
Median	26.37	14.81	19.83	26.38	37.24	62.72	Median	3.4%	4.8%	3.8%	3.5%	3.2%	2.1%

⁴937,595 SSNs

Quarterly age records meeting the following conditions have been excluded from this analysis:

- 0 (zero) hours reported
- 999 hours reported
- wages < \$7.25/hr (Federal minimum wage) calculated
- wages > \$500/hr calculated and < 10 hours reported