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First Quarter 2023: Oregonians at Work – Wage and Job Growth Across Many Industries

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 230,000 self-employed workers. Past quarterly wage reports are available in the Oregonians @ Work drop-down menu at www.qualityinfo.org/data.

Oregon had 1.98 million people working in jobs covered by the state's unemployment insurance system during the first quarter of 2023. This was an increase of 21,700, or 1.1%, from the same quarter of the previous year. They earned a total of \$33.4 billion, with an average wage of about \$16,800 per worker for the quarter. The median hourly wage during the quarter was \$26.17.

Wage Growth in Several Industries Despite Inflation

Oregon employers reported almost 2.1 million jobs during the first quarter of 2023. The vast majority of Oregonians (90.1%) held one job during the quarter. Approximately 8.8% of workers in the first quarter of 2023 held two jobs, 1.0% of workers held three jobs, and 0.2% of workers held four or more jobs. This looks similar to a year ago in the first quarter of 2022.

Meanwhile, the median wage decreased by \$0.28 over the year, after being adjusted for inflation according to the Consumer Price Index for All Urban Consumers (CPI-U). Strong inflation over the past few years has translated to fewer industry wages keeping up in their real purchasing power.

Seven industries had real wage gains, meaning that the median wage increased more than inflation: professional and business services, other services, construction, leisure and hospitality, manufacturing, information, and wholesale trade. Professional and business services had the largest real gain in median wage percentage growth from first quarter 2022 to first quarter 2023 (2.0%). However, a handful of industries had decreases in real median wage. Transportation, warehousing, and utilities jobs had the biggest decrease in both real percentage change (-3.0%) as well as the real dollar value decrease (-\$0.84).

**Real Change in Median Hourly Wage by Broad Industry
First Quarter 2022 to First Quarter 2023**

	1Q2023	Over the Year	
	Median Wage	Real Gain (\$)	Real Gain (%)
All Industries	\$26.17	-\$0.28	-1.1%
Professional and Business Services	\$29.72	\$0.58	2.0%
Other Services	\$23.66	\$0.44	1.9%
Construction	\$32.94	\$0.61	1.9%
Leisure and Hospitality	\$18.96	\$0.33	1.8%
Manufacturing	\$30.15	\$0.50	1.7%
Information	\$48.05	\$0.77	1.6%
Wholesale Trade	\$31.05	\$0.47	1.5%
Natural Resources and Mining	\$18.75	-\$0.05	-0.3%
Private Educational Services	\$26.10	-\$0.15	-0.6%
Health Care & Social Assistance	\$26.00	-\$0.42	-1.6%
Local Government	\$35.13	-\$0.64	-1.8%
Retail Trade	\$19.19	-\$0.35	-1.8%
Financial Activities	\$32.32	-\$0.70	-2.1%
Transportation, Warehousing, and Utilities	\$27.38	-\$0.84	-3.0%

**Hourly wages for State Government are not available for first quarter 2023.*

Source: Oregon Employment Department, Unemployment Insurance Wage Records

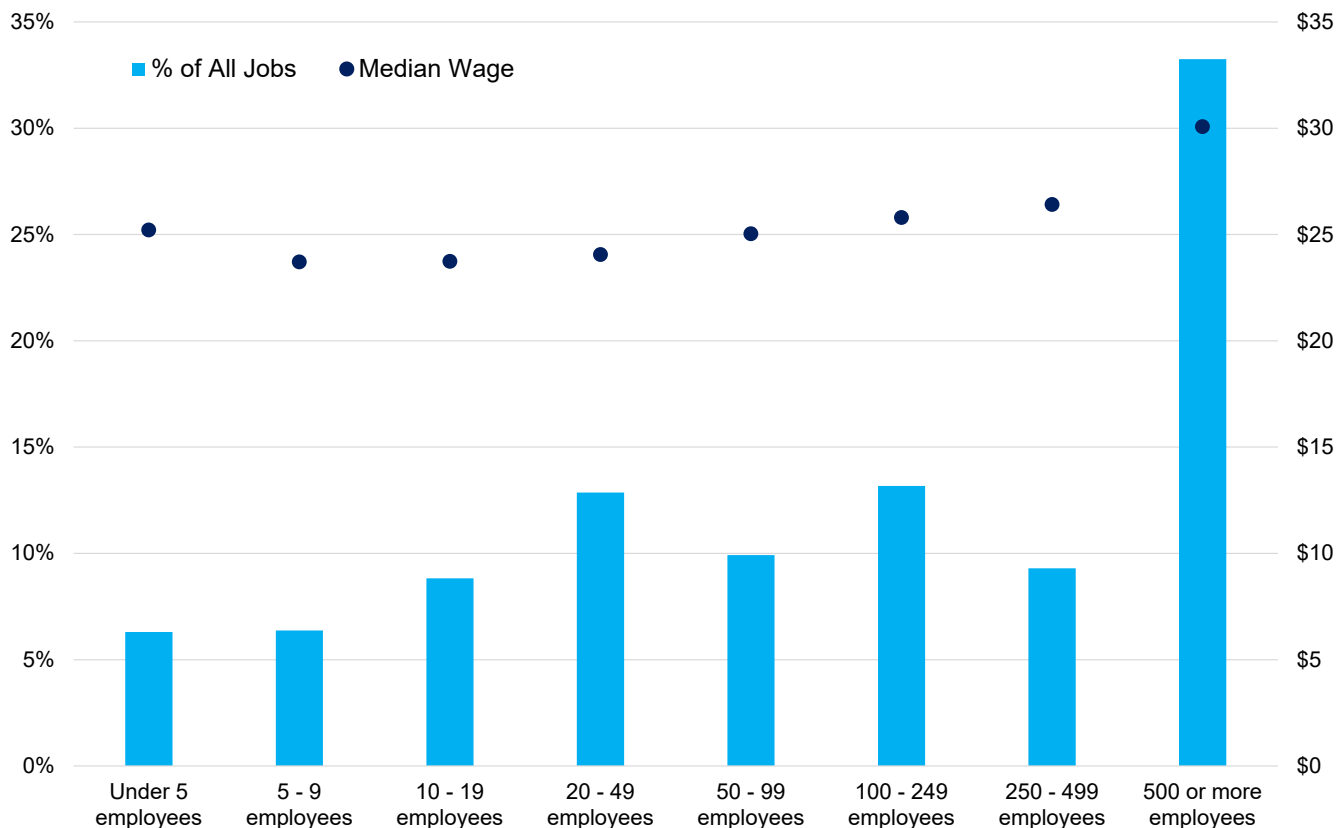
Median Wages and Share of Jobs

It comes as no surprise that firms with at least 500 employees have the greatest number of jobs. Jobs in firms with 500 or more employees make up 33% of all jobs. Firms with 20-49 employees and firms with 100-249 employees rank second in size, making up 13% of all jobs each.

Generally speaking, larger employers tend to pay higher wages. Firms with 500 or more employees had a median wage of \$30.07 – more than \$3 higher than the next highest median wage (\$26.41). As firm size class increased, median wage decreased, up to firms with five to nine employees, after which it began increasing, albeit slowly. The median wages for firms with five to nine employees (\$23.71) and 10-19 employees (\$23.74) were almost identical. Firms with less than five employees had a median wage (\$25.21) very similar to firms with 50-99 employees (\$25.03). Overall, firms with at least 20 employees but less than 500 employees paid a median wage between about \$24 and \$27. The substantial jump in median wage occurred between firms with 250-499 employees and firms with 500 or more employees.

When looking at real median wage growth (which accounts for inflation) by firm employment size class, all firm sizes with less than 100 employees had positive wage growth. Firms with 500 or more employees had the largest decrease (-2.7%) in real wage change from the first quarter of 2022 to first quarter 2023. Firms with five to nine employees had the largest real median wage gain with a 2.2% increase from the first quarter of 2022 to the first quarter of 2023.

Share of Jobs and Median Wage by Employer Firm Size in Oregon, First Quarter 2023



Source: Oregon Employment Department, Unemployment Insurance Wage Records

Most Industries are Adding Jobs

Of the 17,200 jobs gained between first quarter 2022 and first quarter 2023, health care and social assistance experienced the largest growth (+20,000 jobs; +6.8%). The largest decrease in both numerical change and percentage change occurred in retail trade (-18,800 jobs; -7.6%).

Instead of looking at the raw numerical change, it can sometimes be more helpful to look at the percentage change in jobs. Some industries are larger than others by nature, and large increases or decreases, though they account for many jobs, are a small percentage when compared with the size of the industry. For example, local government gained about 4,200 jobs between first quarter 2022 and first quarter 2023. This constituted a 2% increase. For comparison's sake, construction also increased by about 2%, which was a gain of about 2,900 jobs.

Change in Number of Jobs by Broad Industry
First Quarter 2022 to First Quarter 2023

	Change in Jobs
All Industries	17,188
Health Care & Social Assistance	19,979
Leisure and Hospitality	10,614
Local Government	4,198
Construction	2,878
Other Services	2,506
Private Educational Services	2,074
Information	1,139
Manufacturing	889
Wholesale Trade	822
Professional and Business Services	-442
Financial Activities	-964
Natural Resources and Mining	-2,144
Transportation, Warehousing, and Utilities	-2,247
Retail Trade	-18,807

**Hourly wages for State Government are not available for first quarter 2023.*

Source: Oregon Employment Department, Unemployment Insurance Wage Records

Looking at the industries that gained jobs between first quarter 2022 and first quarter 2023, two industries made up the majority of those gains. Health care and social assistance, and leisure and hospitality made up 68% of the job growth. Each of those industries had gains over 10,000, while the rest were under 5,000 each.

Note that non-classifiable jobs were excluded from much of this analysis. The individuals under non-classifiable work for employers who have not yet been assigned an industry code, so it really isn't a "sector." Those employees will start to show up under other industries in future quarters as we are able to determine the correct code. The wage change over time for this group is meaningless, because the employers – and their employees – included here change each quarter.

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 - 1st Quarter 2023*

	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	143,002	469,861	601,508	290,397	171,052	114,447	287,231	2,077,498	\$26.17
Natural Resources and Mining	7,332	24,670	15,663	4,570	1,654	719	1,491	56,099	\$18.75
Construction	2,638	13,139	39,776	25,819	19,001	12,335	17,114	129,822	\$32.94
Manufacturing	4,517	29,138	66,866	34,286	19,054	11,880	37,099	202,840	\$30.15
Wholesale Trade	2,339	11,723	26,534	15,490	8,094	4,791	16,553	85,524	\$31.05
Retail Trade	35,808	88,025	62,363	19,828	7,262	3,774	10,360	227,420	\$19.19
Transportation, Warehousing, and Utilities	3,574	10,507	30,978	13,042	5,737	3,969	10,682	78,489	\$27.38
Information	997	3,028	6,086	5,485	4,548	3,578	15,007	38,729	\$48.05
Financial Activities	2,717	9,904	27,398	15,844	8,666	5,663	19,462	89,654	\$32.32
Professional and Business Services	12,826	59,235	75,133	38,818	26,492	18,754	60,114	291,372	\$29.72
Private Educational Services	3,846	6,416	10,028	5,503	3,147	1,977	3,057	33,974	\$26.10
Health Care & Social Assistance	9,780	78,693	97,848	37,444	21,933	17,910	50,766	314,374	\$26.00
Leisure and Hospitality	41,035	92,011	68,316	20,883	7,089	2,528	4,260	236,122	\$18.96
Other Services	6,775	18,221	21,018	9,957	4,938	2,663	5,621	69,193	\$23.66
State Government**	-	-	-	-	-	-	-	-	-
Local Government	8,477	24,423	52,254	42,529	32,767	23,450	34,203	218,103	\$35.13
Non-classifiable	341	728	1,247	899	670	456	1,442	5,783	\$36.02

* Count of records. 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 calculated

wages > \$500/hr calculated and < 10 hours reported

federal government employment

**Hourly wages for State Government not available for 1st quarter 2023. State government jobs totaled 45,294.

Source: Unemployment Insurance Wage Records

Table 2: Oregon - Fraction of Jobs by Broad Industry by Hourly Wage Level - 1st Quarter 2023*

	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	6.9%	22.6%	29.0%	14.0%	8.2%	5.5%	13.8%	100.0%
Natural Resources and Mining	13.1%	44.0%	27.9%	8.1%	2.9%	1.3%	2.7%	100.0%
Construction	2.0%	10.1%	30.6%	19.9%	14.6%	9.5%	13.2%	100.0%
Manufacturing	2.2%	14.4%	33.0%	16.9%	9.4%	5.9%	18.3%	100.0%
Wholesale Trade	2.7%	13.7%	31.0%	18.1%	9.5%	5.6%	19.4%	100.0%
Retail Trade	15.7%	38.7%	27.4%	8.7%	3.2%	1.7%	4.6%	100.0%
Transportation, Warehousing, and Utilities	4.6%	13.4%	39.5%	16.6%	7.3%	5.1%	13.6%	100.0%
Information	2.6%	7.8%	15.7%	14.2%	11.7%	9.2%	38.7%	100.0%
Financial Activities	3.0%	11.0%	30.6%	17.7%	9.7%	6.3%	21.7%	100.0%
Professional and Business Services	4.4%	20.3%	25.8%	13.3%	9.1%	6.4%	20.6%	100.0%
Private Educational Services	11.3%	18.9%	29.5%	16.2%	9.3%	5.8%	9.0%	100.0%
Health Care & Social Assistance	3.1%	25.0%	31.1%	11.9%	7.0%	5.7%	16.1%	100.0%
Leisure and Hospitality	17.4%	39.0%	28.9%	8.8%	3.0%	1.1%	1.8%	100.0%
Other Services	9.8%	26.3%	30.4%	14.4%	7.1%	3.8%	8.1%	100.0%
State Government**	-	-	-	-	-	-	-	-
Local Government	3.9%	11.2%	24.0%	19.5%	15.0%	10.8%	15.7%	100.0%
Non-classifiable	5.9%	12.6%	21.6%	15.5%	11.6%	7.9%	24.9%	100.0%

* Count of records. 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 calculated
- wages > \$500/hr calculated and < 10 hours reported
- federal government employment

**Hourly wages for State Government not available for 1st quarter 2023.

Source: Unemployment Insurance Wage Records

Table 3: Oregon - Fraction of Jobs by Hourly Wage Level by Broad Industry - 1st Quarter 2023*

	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	5.1%	5.3%	2.6%	1.6%	1.0%	0.6%	0.5%	2.7%
Construction	1.8%	2.8%	6.6%	8.9%	11.1%	10.8%	6.0%	6.2%
Manufacturing	3.2%	6.2%	11.1%	11.8%	11.1%	10.4%	12.9%	9.8%
Wholesale Trade	1.6%	2.5%	4.4%	5.3%	4.7%	4.2%	5.8%	4.1%
Retail Trade	25.0%	18.7%	10.4%	6.8%	4.2%	3.3%	3.6%	10.9%
Transportation, Warehousing, and Utilities	2.5%	2.2%	5.2%	4.5%	3.4%	3.5%	3.7%	3.8%
Information	0.7%	0.6%	1.0%	1.9%	2.7%	3.1%	5.2%	1.9%
Financial Activities	1.9%	2.1%	4.6%	5.5%	5.1%	4.9%	6.8%	4.3%
Professional and Business Services	9.0%	12.6%	12.5%	13.4%	15.5%	16.4%	20.9%	14.0%
Private Educational Services	2.7%	1.4%	1.7%	1.9%	1.8%	1.7%	1.1%	1.6%
Health Care & Social Assistance	6.8%	16.7%	16.3%	12.9%	12.8%	15.6%	17.7%	15.1%
Leisure and Hospitality	28.7%	19.6%	11.4%	7.2%	4.1%	2.2%	1.5%	11.4%
Other Services	4.7%	3.9%	3.5%	3.4%	2.9%	2.3%	2.0%	3.3%
State Government**	-	-	-	-	-	-	-	-
Local Government	5.9%	5.2%	8.7%	14.6%	19.2%	20.5%	11.9%	10.5%
Non-classifiable	0.2%	0.2%	0.2%	0.3%	0.4%	0.4%	0.5%	0.3%

* Count of records. 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 calculated
- wages > \$500/hr calculated and < 10 hours reported
- federal government employment

**Hourly wages for State Government not available for 1st quarter 2023. State government jobs made up 2.1% of jobs across all industries.

Source: *Unemployment Insurance Wage Records*

Table 4: Oregon - Number of Jobs by Hourly Wage Level and Firm Employment Size Class - 1st Quarter 2023*

	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 Size Classes	143,002	469,861	601,508	290,397	171,052	114,447	287,231	2,077,498	\$26.17
Under 5 employees	11,836	30,010	36,006	17,255	9,867	6,379	19,575	130,928	\$25.21
5 - 9 employees	14,348	32,543	41,276	17,465	8,894	5,283	12,528	132,337	\$23.71
10 - 19 employees	18,580	46,637	57,266	24,633	12,617	7,365	16,257	183,355	\$23.74
20 - 49 employees	23,082	67,868	84,215	37,312	19,384	10,880	24,552	267,293	\$24.06
50 - 99 employees	13,219	49,162	66,483	29,919	16,940	9,538	20,843	206,104	\$25.03
100 - 249 employees	17,901	61,575	84,574	40,326	23,518	13,924	31,815	273,633	\$25.80
250 - 499 employees	11,846	40,654	61,065	29,703	16,885	10,483	22,522	193,158	\$26.41
500 or more employees	32,190	141,412	170,623	93,784	62,947	50,595	139,139	690,690	\$30.07

* Count of records. 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 calculated
- wages > \$500/hr calculated and < 10 hours reported
- federal government employment

**Hourly wages for State Government not available for 1st quarter 2023. State government jobs totaled 45,294.

Source: Unemployment Insurance Wage Records

Table 5: Oregon - Fraction of Jobs by Firm Employment Size Class by Hourly Wage Level - 1st Quarter 2023¹

	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 Size Classes	6.9%	22.6%	29.0%	14.0%	8.2%	5.5%	13.8%	100.0%
Under 5 employees	9.0%	22.9%	27.5%	13.2%	7.5%	4.9%	15.0%	100.0%
5 - 9 employees	10.8%	24.6%	31.2%	13.2%	6.7%	4.0%	9.5%	100.0%
10 - 19 employees	10.1%	25.4%	31.2%	13.4%	6.9%	4.0%	8.9%	100.0%
20 - 49 employees	8.6%	25.4%	31.5%	14.0%	7.3%	4.1%	9.2%	100.0%
50 - 99 employees	6.4%	23.9%	32.3%	14.5%	8.2%	4.6%	10.1%	100.0%
100 - 249 employees	6.5%	22.5%	30.9%	14.7%	8.6%	5.1%	11.6%	100.0%
250 - 499 employees	6.1%	21.0%	31.6%	15.4%	8.7%	5.4%	11.7%	100.0%
500 or more employees	4.7%	20.5%	24.7%	13.6%	9.1%	7.3%	20.1%	100.0%

* Count of records. 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 calculated
- wages > \$500/hr calculated and < 10 hours reported
- federal government employment

**Hourly wages for State Government not available for 1st quarter 2023. State government jobs made up 2.1% of jobs across all industries.

Source: *Unemployment Insurance Wage Records*

Table 6: Oregon - Fraction of Jobs in Hourly Wage Level by Firm Employment Size Class - 1st Quarter 2023*

	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 Size Classes	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%
Under 5 employees	8.3%	6.4%	6.0%	5.9%	5.8%	5.6%	6.8%	6.3%
5 - 9 employees	10.0%	6.9%	6.9%	6.0%	5.2%	4.6%	4.4%	6.4%
10 - 19 employees	13.0%	9.9%	9.5%	8.5%	7.4%	6.4%	5.7%	8.8%
20 - 49 employees	16.1%	14.4%	14.0%	12.8%	11.3%	9.5%	8.5%	12.9%
50 - 99 employees	9.2%	10.5%	11.1%	10.3%	9.9%	8.3%	7.3%	9.9%
100 - 249 employees	12.5%	13.1%	14.1%	13.9%	13.7%	12.2%	11.1%	13.2%
250 - 499 employees	8.3%	8.7%	10.2%	10.2%	9.9%	9.2%	7.8%	9.3%
500 or more employees	22.5%	30.1%	28.4%	32.3%	36.8%	44.2%	48.4%	33.2%

* Count of records. 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 calculated
- wages > \$500/hr calculated and < 10 hours reported
- federal government employment

**Hourly wages for State Government not available for 1st quarter 2023.

Source: *Unemployment Insurance Wage Records*

Table 7: Oregon - Unemployment Insurance Wage Record Summary Statistics - 1st Quarter 2023

	12-Month			12-Month			12-Month	
	Count	Percent Change	Percent of Total SSNs	Total Wages	Percent Change	Percent of Total Wages	Mean Wages Per Quarter	Percent Change
Total SSNs	1,980,779	1.1%	100.0%	\$ 33,355,984,937	9.9%	100.0%	\$ 16,840	8.7%
One Job	1,784,263	2.4%	90.1%	\$ 30,593,884,037	11.5%	91.7%	\$ 17,147	8.9%
Two Jobs	173,498	-9.9%	8.8%	\$ 2,447,799,240	-5.6%	7.3%	\$ 14,109	4.8%
Three Jobs	19,298	-7.5%	1.0%	\$ 258,222,526	-1.7%	0.8%	\$ 13,381	6.3%
Four or More Jobs	3,720	-1.6%	0.2%	\$ 56,079,135	2.5%	0.2%	\$ 15,075	4.2%
Total Records	2,205,947	0.0%						
Records per SSN	1.11							
Two or More Jobs	196,516	-9.5%	9.9%					
Workers in Oregon's workforce in 1st Quarter 2023 who:								
- did not work in Oregon in 4th quarter 2022	137,035	-4.0%						
- had not worked in Oregon since 1990	37,820	-17.0%						
- returned to Oregon's workforce*	99,215	2.1%						
Percent in workforce one year ago	83.0%							
Percent in same primary industry	83.0%							
Percent in new primary industry (3-digit NAICS)	17.0%							

*Did not work in Oregon in 4th Quarter 2022, but have worked in Oregon at some point since 1990.

Source: Unemployment Insurance Wage Records

Table 8: Oregon - Quarterly Wages by Quintile and Hours Worked - 1st Quarter 2023

2023 1st Quarter Wages

All Workers

	All ¹	Quintile				
		1	2	3	4	5
Quintiles		\$5,048	\$9,585	\$14,193	\$22,560	NA
Mean	\$16,597	\$2,399	\$7,447	\$11,744	\$17,839	\$43,555
Median	\$11,684	\$2,359	\$7,512	\$11,684	\$17,569	\$32,132

¹1,938,628 SSNs

Employed 200+ Hours

	All ²	Quintile				
		1	2	3	4	5
Quintiles		\$8,051	\$11,576	\$16,211	\$24,796	NA
Mean	\$19,217	\$5,819	\$9,796	\$13,717	\$19,956	\$46,796
Median	\$13,627	\$5,994	\$9,784	\$13,627	\$19,700	\$34,723

²1,574,687 SSNs

Employed 350+ Hours

	All ³	Quintile				
		1	2	3	4	5
Quintiles		\$9,784	\$13,174	\$17,982	\$26,818	NA
Mean	\$21,348	\$7,860	\$11,427	\$15,384	\$21,814	\$50,254
Median	\$15,277	\$8,113	\$11,403	\$15,277	\$21,538	\$37,257

³1,297,127 SSNs

Percent Change from Prior Year

All Workers

	All ¹	Quintile				
		1	2	3	4	5
Quintiles		9.9%	9.4%	9.1%	8.5%	NA
Mean	7.1%	12.0%	9.6%	9.3%	8.7%	5.3%
Median	9.6%	12.4%	9.5%	9.6%	8.7%	9.0%

Employed 200+ Hours

	All ²	Quintile				
		1	2	3	4	5
Quintiles		8.2%	8.9%	8.1%	8.6%	NA
Mean	6.4%	7.2%	8.5%	8.5%	8.3%	4.5%
Median	8.6%	7.3%	8.6%	8.6%	8.4%	8.5%

Employed 350+ Hours

	All ³	Quintile				
		1	2	3	4	5
Quintiles		7.8%	8.0%	7.9%	8.5%	NA
Mean	5.8%	7.2%	8.0%	7.8%	8.0%	3.6%
Median	7.6%	7.6%	8.2%	7.6%	7.8%	7.7%

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

State Government workers excluded. Hourly wages for State Government not available for 1st quarter 2023.

Source: Unemployment Insurance Wage Records