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Labor Market Information

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First Quarter 2020: 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 2,125,119 jobs during the first quarter of 2020 (January, February, and March). This was an increase of nearly 25,000 from the previous year, and it continued a general upward trend in employment that began in 2010. The median (middle) wage of all non-federal jobs was \$21.49 per hour during the first quarter of 2020, which was \$0.79 per hour higher than the previous year.

Why the rise in median wage? It was largely due to the decrease in lower-wage jobs, those paying less \$15 per hour, and in increase in higher wage jobs, mainly those that paid \$15 to \$30 per hour and also those paying more than \$60 per hour. Part of this shift to higher wage jobs was due to structural changes in Oregon's economy over the past year. Several lower-wage industries – namely retail trade, leisure and hospitality, and other services – had little or no growth in employment and some middle-wage industries such as transportation, warehousing, and utilities and the health care and social assistance industry added many jobs. Manufacturing, with a median wage of \$25.15 per hour, did shed jobs over the year, but the growth in other industries offset those losses. Another reason for higher wages was the tight labor market that prevailed in the first quarter until the pandemic hit. Oregon added jobs in every wage group above \$15 per hour.

The largest gains in jobs over the year came in transportation, warehousing, and utilities (+10,438 jobs) followed by healthcare and social assistance (+5,317 jobs) and construction (+4,053 jobs). Manufacturing cut 5,549 jobs.

The first quarter of 2020 was also when the COVID-19 pandemic hit Oregon and when the subsequent recession began. 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 drastic jobs cuts didn't occur until April 2020, which is the beginning of the second quarter. The third quarter 2020 could also see the addition of seasonal jobs, but many of the jobs lost in response to the pandemic will not be recovered by then.

Since this data for the first quarter of 2020 likely represents the high-water mark for expansion after the Great Recession, it may be instructive to compare the first quarter of 2020 with the first quarter of 2010, when the Great Recession was at its worst. Oregon added 488,106 jobs (+28%) over the 10 years. Nationally employment grew about 17 percent over the same time. Another notable change is the massive decrease in the lowest-wage jobs and the impressive increase in higher-wage jobs. The number of jobs paying \$10 per hour or less decreased by 94 percent from 2010. Oregon's increases in minimum wage played a large part in that. However, jobs paying more than \$60 per hour increased 134 percent and jobs paying \$50 to \$60 per hour increased 101 percent. Much of the growth in higher-wage jobs was driven by growth in professional and business services (+97,592 jobs) and in health care and private education (+95,510 jobs). Construction, which now has a higher median wage than manufacturing, added 50,702 jobs.

To provide better data, this analysis also filters out job records that are likely to 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 2020*

	Under \$10.00	\$10.00 - \$14.99	\$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	11,514	498,105	446,630	482,558	239,737	151,384	93,403	201,788	2,125,119	\$21.49
Natural Resources and Mining	267	25,039	15,707	11,692	2,870	1,124	529	1,196	58,424	\$15.79
Construction	394	8,382	22,330	36,771	21,421	17,426	8,087	8,383	123,194	\$27.79
Manufacturing	789	23,024	44,203	56,809	25,758	14,378	9,412	30,547	204,920	\$25.15
Wholesale Trade	237	9,748	16,927	23,298	11,781	6,228	3,861	11,809	83,889	\$25.80
Retail Trade	1,596	110,892	60,591	40,382	13,138	5,290	2,978	7,162	242,029	\$15.43
Transportation, Warehousing, and Utilities	373	7,928	21,643	20,750	8,143	4,665	3,043	8,033	74,578	\$22.16
Information	124	4,503	3,530	6,652	5,942	4,258	3,045	8,576	36,630	\$35.63
Financial Activities	558	8,176	17,066	24,373	13,398	7,850	4,959	15,332	91,712	\$27.73
Professional and Business Services	1,730	59,380	55,969	54,390	30,676	20,374	14,271	38,817	275,607	\$23.09
Private Educational Services	310	7,281	6,441	9,146	4,667	2,399	1,680	2,222	34,146	\$22.78
Health Care & Social Assistance	1,789	53,427	67,411	74,536	28,913	20,565	15,605	37,298	299,544	\$21.87
Leisure and Hospitality	1,153	125,746	61,614	38,824	11,169	3,096	1,318	2,887	245,807	\$14.82
Other Services	786	28,225	20,595	17,707	7,504	3,393	1,917	3,749	83,876	\$17.44
State Government	46	139	1,909	10,669	11,687	8,780	5,087	3,956	42,273	\$36.92
Local Government	1,336	25,700	30,287	56,112	42,423	31,364	17,477	21,469	226,168	\$29.92
Non-classifiable	26	515	407	447	247	194	134	352	2,322	\$24.17

* 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

Source: Unemployment Insurance Wage Records

Table 2: Oregon - Fraction of Jobs by Broad Industry by Hourly Wage Level - 1st Quarter 2020*

	Under \$10.00	\$10.00 - \$14.99	\$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	0.5%	23.4%	21.0%	22.7%	11.3%	7.1%	4.4%	9.5%	100.0%
Natural Resources and Mining	0.5%	42.9%	26.9%	20.0%	4.9%	1.9%	0.9%	2.0%	100.0%
Construction	0.3%	6.8%	18.1%	29.8%	17.4%	14.1%	6.6%	6.8%	100.0%
Manufacturing	0.4%	11.2%	21.6%	27.7%	12.6%	7.0%	4.6%	14.9%	100.0%
Wholesale Trade	0.3%	11.6%	20.2%	27.8%	14.0%	7.4%	4.6%	14.1%	100.0%
Retail Trade	0.7%	45.8%	25.0%	16.7%	5.4%	2.2%	1.2%	3.0%	100.0%
Transportation, Warehousing, and Utilities	0.5%	10.6%	29.0%	27.8%	10.9%	6.3%	4.1%	10.8%	100.0%
Information	0.3%	12.3%	9.6%	18.2%	16.2%	11.6%	8.3%	23.4%	100.0%
Financial Activities	0.6%	8.9%	18.6%	26.6%	14.6%	8.6%	5.4%	16.7%	100.0%
Professional and Business Services	0.6%	21.5%	20.3%	19.7%	11.1%	7.4%	5.2%	14.1%	100.0%
Private Educational Services	0.9%	21.3%	18.9%	26.8%	13.7%	7.0%	4.9%	6.5%	100.0%
Health Care & Social Assistance	0.6%	17.8%	22.5%	24.9%	9.7%	6.9%	5.2%	12.5%	100.0%
Leisure and Hospitality	0.5%	51.2%	25.1%	15.8%	4.5%	1.3%	0.5%	1.2%	100.0%
Other Services	0.9%	33.7%	24.6%	21.1%	8.9%	4.0%	2.3%	4.5%	100.0%
State Government	0.1%	0.3%	4.5%	25.2%	27.6%	20.8%	12.0%	9.4%	100.0%
Local Government	0.6%	11.4%	13.4%	24.8%	18.8%	13.9%	7.7%	9.5%	100.0%
Non-classifiable	1.1%	22.2%	17.5%	19.3%	10.6%	8.4%	5.8%	15.2%	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

Source: Unemployment Insurance Wage Records

Table 3: Oregon - Fraction of Jobs by Hourly Wage Level by Broad Industry - 1st Quarter 2020*

	Under \$10.00	\$10.00 - \$14.99	\$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%	100.0%
Natural Resources and Mining	2.3%	5.0%	3.5%	2.4%	1.2%	0.7%	0.6%	0.6%	2.7%
Construction	3.4%	1.7%	5.0%	7.6%	8.9%	11.5%	8.7%	4.2%	5.8%
Manufacturing	6.9%	4.6%	9.9%	11.8%	10.7%	9.5%	10.1%	15.1%	9.6%
Wholesale Trade	2.1%	2.0%	3.8%	4.8%	4.9%	4.1%	4.1%	5.9%	3.9%
Retail Trade	13.9%	22.3%	13.6%	8.4%	5.5%	3.5%	3.2%	3.5%	11.4%
Transportation, Warehousing, and Utilities	3.2%	1.6%	4.8%	4.3%	3.4%	3.1%	3.3%	4.0%	3.5%
Information	1.1%	0.9%	0.8%	1.4%	2.5%	2.8%	3.3%	4.3%	1.7%
Financial Activities	4.8%	1.6%	3.8%	5.1%	5.6%	5.2%	5.3%	7.6%	4.3%
Professional and Business Services	15.0%	11.9%	12.5%	11.3%	12.8%	13.5%	15.3%	19.2%	13.0%
Private Educational Services	2.7%	1.5%	1.4%	1.9%	1.9%	1.6%	1.8%	1.1%	1.6%
Health Care & Social Assistance	15.5%	10.7%	15.1%	15.4%	12.1%	13.6%	16.7%	18.5%	14.1%
Leisure and Hospitality	10.0%	25.2%	13.8%	8.0%	4.7%	2.0%	1.4%	1.4%	11.6%
Other Services	6.8%	5.7%	4.6%	3.7%	3.1%	2.2%	2.1%	1.9%	3.9%
State Government	0.4%	0.0%	0.4%	2.2%	4.9%	5.8%	5.4%	2.0%	2.0%
Local Government	11.6%	5.2%	6.8%	11.6%	17.7%	20.7%	18.7%	10.6%	10.6%
Non-classifiable	0.2%	0.1%	0.1%	0.1%	0.1%	0.1%	0.1%	0.2%	0.1%

* 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

Source: Unemployment Insurance Wage Records

Table 4: Oregon - Number of Jobs by Hourly Wage Level and Firm Employment Size Class - 1st Quarter 2020*

	Under \$10.00	\$10.00 - \$14.99	\$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	11,514	498,105	446,630	482,558	239,737	151,384	93,403	201,788	2,125,119	\$21.49
Under 5 employees	1,695	30,490	26,605	26,707	11,230	6,477	4,072	11,215	118,491	\$20.00
5 - 9 employees	888	37,086	32,090	31,248	12,345	6,505	3,224	7,177	130,563	\$19.00
10 - 19 employees	875	50,661	42,509	42,417	17,117	9,187	4,370	9,730	176,866	\$19.13
20 - 49 employees	1,221	74,945	63,610	62,758	27,772	14,663	7,711	15,886	268,566	\$19.43
50 - 99 employees	1,102	51,026	47,015	48,671	23,381	13,197	6,983	14,103	205,478	\$20.48
100 - 249 employees	2,034	67,275	61,431	62,883	32,100	18,399	10,082	21,966	276,170	\$20.83
250 - 499 employees	1,018	53,137	44,523	45,682	23,781	14,937	8,299	17,273	208,650	\$20.86
500 or more employees	2,681	133,485	128,847	162,192	92,011	68,019	48,662	104,438	740,335	\$25.39

* 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

Source: *Unemployment Insurance Wage Records*

Table 5: Oregon - Fraction of Jobs by Firm Employment Size Class by Hourly Wage Level - 1st Quarter 2020*

	Under \$10.00	\$10.00 - \$14.99	\$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	0.5%	23.4%	21.0%	22.7%	11.3%	7.1%	4.4%	9.5%	100.0%
Under 5 employees	1.4%	25.7%	22.5%	22.5%	9.5%	5.5%	3.4%	9.5%	100.0%
5 - 9 employees	0.7%	28.4%	24.6%	23.9%	9.5%	5.0%	2.5%	5.5%	100.0%
10 - 19 employees	0.5%	28.6%	24.0%	24.0%	9.7%	5.2%	2.5%	5.5%	100.0%
20 - 49 employees	0.5%	27.9%	23.7%	23.4%	10.3%	5.5%	2.9%	5.9%	100.0%
50 - 99 employees	0.5%	24.8%	22.9%	23.7%	11.4%	6.4%	3.4%	6.9%	100.0%
100 - 249 employees	0.7%	24.4%	22.2%	22.8%	11.6%	6.7%	3.7%	8.0%	100.0%
250 - 499 employees	0.5%	25.5%	21.3%	21.9%	11.4%	7.2%	4.0%	8.3%	100.0%
500 or more employees	0.4%	18.0%	17.4%	21.9%	12.4%	9.2%	6.6%	14.1%	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

Source: *Unemployment Insurance Wage Records*

Table 6: Oregon - Fraction of Jobs in Hourly Wage Level by Firm Employment Size Class - 1st Quarter 2020*

	Under \$10.00	\$10.00 - \$14.99	\$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%	100.0%
Under 5 employees	14.7%	6.1%	6.0%	5.5%	4.7%	4.3%	4.4%	5.6%	5.6%
5 - 9 employees	7.7%	7.4%	7.2%	6.5%	5.1%	4.3%	3.5%	3.6%	6.1%
10 - 19 employees	7.6%	10.2%	9.5%	8.8%	7.1%	6.1%	4.7%	4.8%	8.3%
20 - 49 employees	10.6%	15.0%	14.2%	13.0%	11.6%	9.7%	8.3%	7.9%	12.6%
50 - 99 employees	9.6%	10.2%	10.5%	10.1%	9.8%	8.7%	7.5%	7.0%	9.7%
100 - 249 employees	17.7%	13.5%	13.8%	13.0%	13.4%	12.2%	10.8%	10.9%	13.0%
250 - 499 employees	8.8%	10.7%	10.0%	9.5%	9.9%	9.9%	8.9%	8.6%	9.8%
500 or more employees	23.3%	26.8%	28.8%	33.6%	38.4%	44.9%	52.1%	51.8%	34.8%

* 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

Source: *Unemployment Insurance Wage Records*

Table 7: Oregon - Unemployment Insurance Wage Record Summary Statistics - 1st Quarter 2020

	Count	12-Month		Total Wages	12-Month		Mean Wages Per Quarter	12-Month Percent Change
		Percent Change	Percent of Total SSNs		Percent Change	Percent of Total Wages		
Total SSNs	1,955,510	1.6%	100.0%	\$ 27,114,518,289	5.7%	100.0%	\$ 13,866	4.0%
One Job	1,753,060	1.6%	89.6%	\$ 24,902,922,145	5.5%	91.8%	\$ 14,205	3.8%
Two Jobs	177,987	1.5%	9.1%	\$ 1,963,621,013	7.2%	7.2%	\$ 11,032	5.6%
Three Jobs	20,300	1.3%	1.0%	\$ 202,221,387	10.7%	0.7%	\$ 9,962	9.4%
Four or More Jobs	4,163	-3.5%	0.2%	\$ 45,753,744	4.4%	0.2%	\$ 10,991	8.1%
Total Records	2,188,749	1.5%						
Records per SSN	1.12							
Two or More Jobs	202,450	1.4%	10.4%					
Workers in Oregon's workforce in 1st Quarter 2020 who:								
- did not work in Oregon in 4th quarter 2019	115,981	-1.0%						
- had not worked in Oregon since 1990	34,201	-2.6%						
- returned to Oregon's workforce*	81,780	-0.3%						
Percent in workforce one year ago	84.2%							
Percent in same primary industry	85.0%							
Percent in new primary industry (3-digit NAICS)	15.0%							

*Did not work in Oregon in 4th Quarter 2019, 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 2020

2020 1st Quarter Wages

All Workers

	Quintile					
	All ¹	1	2	3	4	5
Quintiles		\$4,096	\$7,780	\$11,790	\$18,989	NA
Mean	\$13,866	\$1,952	\$6,022	\$9,636	\$14,957	\$36,762
Median	\$9,565	\$1,918	\$6,056	\$9,565	\$14,753	\$26,730

¹1,955,510 SSNs

Employed 200+ Hours

	Quintile					
	All ²	1	2	3	4	5
Quintiles		\$6,448	\$9,407	\$13,490	\$20,695	NA
Mean	\$15,957	\$4,670	\$7,910	\$11,289	\$16,678	\$39,240
Median	\$11,214	\$4,787	\$7,899	\$11,214	\$16,485	\$28,714

²1,607,759 SSNs

Employed 350+ Hours

	Quintile					
	All ³	1	2	3	4	5
Quintiles		\$7,925	\$10,851	\$15,044	\$22,430	NA
Mean	\$17,836	\$6,341	\$9,324	\$12,809	\$18,316	\$42,390
Median	\$12,724	\$6,516	\$9,289	\$12,724	\$18,122	\$30,887

³1,316,111 SSNs

Percent Change from Prior Year

All Workers

	Quintile					
	All ¹	1	2	3	4	5
Quintiles		5.1%	5.1%	4.7%	4.2%	NA
Mean	4.0%	4.8%	5.5%	4.8%	4.4%	3.4%
Median	4.9%	4.8%	5.3%	4.9%	4.5%	4.1%

Employed 200+ Hours

	Quintile					
	All ²	1	2	3	4	5
Quintiles		5.6%	4.5%	4.3%	3.9%	NA
Mean	3.6%	5.4%	5.0%	4.4%	4.0%	2.6%
Median	4.5%	5.6%	5.1%	4.5%	4.1%	3.4%

Employed 350+ Hours

	Quintile					
	All ³	1	2	3	4	5
Quintiles		4.9%	4.3%	3.7%	3.6%	NA
Mean	3.2%	5.4%	4.5%	4.1%	3.8%	2.2%
Median	4.0%	5.5%	4.4%	4.0%	3.7%	3.0%

Source: Unemployment Insurance Wage Records