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Fourth Quarter 2023: Oregonians at Work

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 2.01 million people working in jobs covered by the state's unemployment insurance system during the fourth quarter of 2023. This was an increase of 7,300, or 0.4%, from the same quarter of the previous year. They earned a total of \$33.7 billion, with an average wage of about \$16,700 per worker for the quarter. The median hourly wage during the quarter was \$27.11.

Nine industries had real wage gains, meaning that the median wage increased more than inflation. Health care and social assistance had the largest real gain in median wage percentage growth from fourth quarter 2022 to fourth quarter 2023 (3.5%). Local government jobs had the biggest decrease (-2.3%).

Of the 28,700 jobs lost between fourth quarter 2022 and fourth quarter 2023, retail trade experienced the largest decrease in both numerical change (-26,300) and percentage change (-10.3%). The largest increase in both numerical change and percentage change occurred in health care and social assistance (+28,300; +9.5%).

Looking at the industries that gained jobs between fourth quarter 2022 and fourth quarter 2023, the health care and social assistance industry made up the majority of those gains, making up 80% of the job growth. This industry had gains over 28,000 while the rest were under 5,500.

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 - 4th 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	97,660	461,793	634,658	313,615	181,833	120,788	303,871	2,114,218	\$27.11
Natural Resources and Mining	5,429	27,046	23,492	7,284	2,757	1,277	2,925	70,210	\$20.52
Construction	1,928	10,625	37,176	26,946	19,546	14,067	21,600	131,888	\$35.29
Manufacturing	3,374	24,268	66,011	37,458	20,993	11,975	33,783	197,862	\$31.05
Wholesale Trade	1,619	10,574	26,517	16,265	8,981	5,655	16,045	85,656	\$32.02
Retail Trade	23,599	94,248	66,997	20,704	8,162	4,259	10,167	228,136	\$19.71
Transportation, Warehousing, and Utilities	3,018	9,823	35,431	14,676	6,142	4,122	10,473	83,685	\$27.13
Information	772	2,691	5,859	5,486	4,496	3,590	14,651	37,545	\$48.60
Financial Activities	2,098	8,580	27,391	17,184	10,186	6,613	16,923	88,975	\$33.09
Professional and Business Services	8,594	53,533	77,549	41,472	27,453	19,200	62,830	290,631	\$31.03
Private Educational Services	2,195	7,074	10,521	5,821	3,433	1,999	3,286	34,329	\$26.98
Health Care & Social Assistance	6,559	71,679	104,408	41,855	21,894	18,505	60,731	325,631	\$27.38
Leisure and Hospitality	26,574	98,597	76,031	23,441	8,548	3,005	4,915	241,111	\$19.69
Other Services	5,182	18,216	22,650	11,102	5,425	3,236	6,667	72,478	\$24.86
State Government**	0	0	0	0	0	0	0	0	
Local Government	6,614	24,643	54,188	43,652	33,558	23,100	38,252	224,007	\$35.76
Non-classifiable	105	196	437	269	259	185	623	2,074	\$40.83

*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 4th quarter 2023. State government jobs totaled 44,792.

Source: Unemployment Insurance Wage Records

Table 2: Oregon - Fraction of Jobs by Broad Industry by Hourly Wage Level - 4th 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	4.6%	21.8%	30.0%	14.8%	8.6%	5.7%	14.4%	100.0%
Natural Resources and Mining	7.7%	38.5%	33.5%	10.4%	3.9%	1.8%	4.2%	100.0%
Construction	1.5%	8.1%	28.2%	20.4%	14.8%	10.7%	16.4%	100.0%
Manufacturing	1.7%	12.3%	33.4%	18.9%	10.6%	6.1%	17.1%	100.0%
Wholesale Trade	1.9%	12.3%	31.0%	19.0%	10.5%	6.6%	18.7%	100.0%
Retail Trade	10.3%	41.3%	29.4%	9.1%	3.6%	1.9%	4.5%	100.0%
Transportation, Warehousing, and Utilities	3.6%	11.7%	42.3%	17.5%	7.3%	4.9%	12.5%	100.0%
Information	2.1%	7.2%	15.6%	14.6%	12.0%	9.6%	39.0%	100.0%
Financial Activities	2.4%	9.6%	30.8%	19.3%	11.4%	7.4%	19.0%	100.0%
Professional and Business Services	3.0%	18.4%	26.7%	14.3%	9.4%	6.6%	21.6%	100.0%
Private Educational Services	6.4%	20.6%	30.6%	17.0%	10.0%	5.8%	9.6%	100.0%
Health Care & Social Assistance	2.0%	22.0%	32.1%	12.9%	6.7%	5.7%	18.7%	100.0%
Leisure and Hospitality	11.0%	40.9%	31.5%	9.7%	3.5%	1.2%	2.0%	100.0%
Other Services	7.1%	25.1%	31.3%	15.3%	7.5%	4.5%	9.2%	100.0%
State Government**	-	-	-	-	-	-	-	-
Local Government	3.0%	11.0%	24.2%	19.5%	15.0%	10.3%	17.1%	100.0%
Non-classifiable	5.1%	9.5%	21.1%	13.0%	12.5%	8.9%	30.0%	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 4th quarter 2023.

Source: Unemployment Insurance Wage Records

Table 3: Oregon - Fraction of Jobs by Hourly Wage Level by Broad Industry - 4th 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	5.6%	5.9%	3.7%	2.3%	1.5%	1.1%	1.0%	3.3%
Construction	2.0%	2.3%	5.9%	8.6%	10.7%	11.6%	7.1%	6.2%
Manufacturing	3.5%	5.3%	10.4%	11.9%	11.5%	9.9%	11.1%	9.4%
Wholesale Trade	1.7%	2.3%	4.2%	5.2%	4.9%	4.7%	5.3%	4.1%
Retail Trade	24.2%	20.4%	10.6%	6.6%	4.5%	3.5%	3.3%	10.8%
Transportation, Warehousing, and Utilities	3.1%	2.1%	5.6%	4.7%	3.4%	3.4%	3.4%	4.0%
Information	0.8%	0.6%	0.9%	1.7%	2.5%	3.0%	4.8%	1.8%
Financial Activities	2.1%	1.9%	4.3%	5.5%	5.6%	5.5%	5.6%	4.2%
Professional and Business Services	8.8%	11.6%	12.2%	13.2%	15.1%	15.9%	20.7%	13.7%
Private Educational Services	2.2%	1.5%	1.7%	1.9%	1.9%	1.7%	1.1%	1.6%
Health Care & Social Assistance	6.7%	15.5%	16.5%	13.3%	12.0%	15.3%	20.0%	15.4%
Leisure and Hospitality	27.2%	21.4%	12.0%	7.5%	4.7%	2.5%	1.6%	11.4%
Other Services	5.3%	3.9%	3.6%	3.5%	3.0%	2.7%	2.2%	3.4%
State Government**	-	-	-	-	-	-	-	-
Local Government	6.8%	5.3%	8.5%	13.9%	18.5%	19.1%	12.6%	10.6%
Non-classifiable	0.1%	0.0%	0.1%	0.1%	0.1%	0.2%	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

**Hourly wages for State Government not available for 4th 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 - 4th 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	97,660	461,793	634,658	313,615	181,833	120,788	303,871	2,114,218	\$27.11
Under 5 employees	9,089	27,739	35,885	17,984	10,970	7,252	22,506	131,425	\$27.29
5 - 9 employees	9,478	31,674	42,876	19,187	9,970	6,212	14,838	134,235	\$25.00
10 - 19 employees	11,961	45,042	58,843	27,536	14,048	8,533	18,988	184,951	\$25.03
20 - 49 employees	15,317	63,601	88,143	40,844	21,668	12,477	28,271	270,321	\$25.33
50 - 99 employees	8,010	46,500	68,249	32,668	18,286	10,823	23,142	207,678	\$26.31
100 - 249 employees	12,314	60,431	91,298	45,103	25,367	15,045	31,797	281,355	\$26.58
250 - 499 employees	8,606	42,947	64,017	32,245	18,758	11,936	24,173	202,682	\$27.11
500 or more employees	22,885	143,859	185,347	98,048	62,766	48,510	140,156	701,571	\$29.90

*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 4th quarter 2023. State government jobs totaled 44,792.

Source: Unemployment Insurance Wage Records

Table 5: Oregon - Fraction of Jobs by Firm Employment Size Class by Hourly Wage Level - 4th 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	4.6%	21.8%	30.0%	14.8%	8.6%	5.7%	14.4%	100.0%
Under 5 employees	6.9%	21.1%	27.3%	13.7%	8.3%	5.5%	17.1%	100.0%
5 - 9 employees	7.1%	23.6%	31.9%	14.3%	7.4%	4.6%	11.1%	100.0%
10 - 19 employees	6.5%	24.4%	31.8%	14.9%	7.6%	4.6%	10.3%	100.0%
20 - 49 employees	5.7%	23.5%	32.6%	15.1%	8.0%	4.6%	10.5%	100.0%
50 - 99 employees	3.9%	22.4%	32.9%	15.7%	8.8%	5.2%	11.1%	100.0%
100 - 249 employees	4.4%	21.5%	32.4%	16.0%	9.0%	5.3%	11.3%	100.0%
250 - 499 employees	4.2%	21.2%	31.6%	15.9%	9.3%	5.9%	11.9%	100.0%
500 or more employees	3.3%	20.5%	26.4%	14.0%	8.9%	6.9%	20.0%	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 4th 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 - 4th 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	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%
Under 5 employees	9.3%	6.0%	5.7%	5.7%	6.0%	6.0%	7.4%	6.2%
5 - 9 employees	9.7%	6.9%	6.8%	6.1%	5.5%	5.1%	4.9%	6.3%
10 - 19 employees	12.2%	9.8%	9.3%	8.8%	7.7%	7.1%	6.2%	8.7%
20 - 49 employees	15.7%	13.8%	13.9%	13.0%	11.9%	10.3%	9.3%	12.8%
50 - 99 employees	8.2%	10.1%	10.8%	10.4%	10.1%	9.0%	7.6%	9.8%
100 - 249 employees	12.6%	13.1%	14.4%	14.4%	14.0%	12.5%	10.5%	13.3%
250 - 499 employees	8.8%	9.3%	10.1%	10.3%	10.3%	9.9%	8.0%	9.6%
500 or more employees	23.4%	31.2%	29.2%	31.3%	34.5%	40.2%	46.1%	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 4th quarter 2023.

Source: *Unemployment Insurance Wage Records*

Table 7: Oregon - Unemployment Insurance Wage Record Summary Statistics - 4th 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	2,012,592	0.4%	100.0%	\$ 33,680,455,828	3.5%	100.0%	\$ 16,735	3.1%
One Job	1,803,482	1.0%	89.6%	\$ 30,724,951,886	4.0%	91.2%	\$ 17,036	3.0%
Two Jobs	183,236	-3.8%	9.1%	\$ 2,598,371,529	-1.7%	7.7%	\$ 14,180	2.1%
Three Jobs	21,471	-7.8%	1.1%	\$ 286,876,424	-2.5%	0.9%	\$ 13,361	5.7%
Four or More Jobs	4,403	-20.3%	0.2%	\$ 70,255,989	-13.4%	0.2%	\$ 15,956	8.6%
Total Records	2,254,068	-0.4%						
Records per SSN	1.12							
Two or More Jobs	209,110	-4.6%	10.4%					
Workers in Oregon's workforce in 4th Quarter 2023 who:								
- did not work in Oregon in 3rd quarter 2023	139,067	-8.1%						
- had not worked in Oregon since 1990	40,828	-12.7%						
- returned to Oregon's workforce*	98,239	-6.1%						
Percent in workforce one year ago	83.9%							
Percent in same primary industry	84.2%							
Percent in new primary industry (3-digit NAICS)	15.8%							

*Did not work in Oregon in 3rd Quarter 2023, 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 - 4th Quarter 2023

2024 4th Quarter Wages

All Workers

	Quintile					
	All ¹	1	2	3	4	5
Quintiles		\$5,198	\$10,003	\$14,790	\$23,151	NA
Mean	\$16,775	\$2,433	\$7,740	\$12,271	\$18,436	\$42,993
Median	\$12,203	\$2,384	\$7,812	\$12,203	\$18,175	\$32,568

¹1,970,004 SSNs

Employed 200+ Hours

	Quintile					
	All ²	1	2	3	4	5
Quintiles		\$8,415	\$12,125	\$16,848	\$25,342	NA
Mean	\$19,492	\$6,046	\$10,267	\$14,321	\$20,579	\$46,248
Median	\$14,241	\$6,218	\$10,260	\$14,241	\$20,332	\$35,108

²1,597,530 SSNs

Employed 350+ Hours

	Quintile					
	All ³	1	2	3	4	5
Quintiles		\$10,198	\$13,698	\$18,507	\$27,175	NA
Mean	\$21,539	\$8,128	\$11,907	\$15,913	\$22,290	\$49,456
Median	\$15,820	\$8,420	\$11,898	\$15,820	\$22,032	\$37,291

³1,317,041 SSNs

Percent Change from Prior Year

All Workers

	Quintile					
	All ¹	1	2	3	4	5
Quintiles		4.7%	4.2%	4.0%	3.9%	NA
Mean	4.3%	5.0%	4.3%	4.1%	3.8%	4.6%
Median	4.0%	5.5%	4.2%	4.0%	3.7%	4.2%

Employed 200+ Hours

	Quintile					
	All ²	1	2	3	4	5
Quintiles		4.7%	4.6%	4.3%	4.3%	NA
Mean	4.8%	4.8%	4.7%	4.4%	4.3%	5.2%
Median	4.4%	4.5%	4.7%	4.4%	4.2%	4.5%

Employed 350+ Hours

	Quintile					
	All ³	1	2	3	4	5
Quintiles		4.4%	4.1%	3.8%	3.9%	NA
Mean	4.5%	4.3%	4.3%	3.9%	3.8%	5.0%
Median	4.0%	4.3%	4.5%	4.0%	3.7%	3.9%

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

State Government workers excluded. Hourly wages for State Government not available for 4th quarter 2023.

Source: Unemployment Insurance Wage Records