

OREGON WAGE INFORMATION AND THE EDUCATION SECTOR

JUNE 5, 2024

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OVERVIEW

- Introduction
- How we categorize occupations
- Oregon Wage Information
- Questions

QUALITY INFORMATION, INFORMED CHOICES

The Workforce and Economic Research Division has the mission of providing Oregonians quality labor market information so policymakers, businesses, jobseekers, and those entering the workforce can make informed choices.

We have dedicated research staff who work toward this mission by,

- Conducting original employer surveys.
- Specialize in regional economic trends across the state.
- Analyze labor market trends in Oregon.
- Provide digital and print resources for a wide range of audiences.

Oregon labor market information can be found at our website

www.QualityInfo.org

OREGON ECONOMIC INDICATORS

Unemployment Rate - April 2024

4.2%

Seasonally Adjusted

—
0.0%

Total Unemployed - April 2024

91,440

Seasonally Adjusted

↓
-446

Nonfarm Employment - April 2024

1,996,100

Seasonally Adjusted

↑
4,900

Job Vacancies - 1st Quarter 2024

60,282

↓
-4.0%

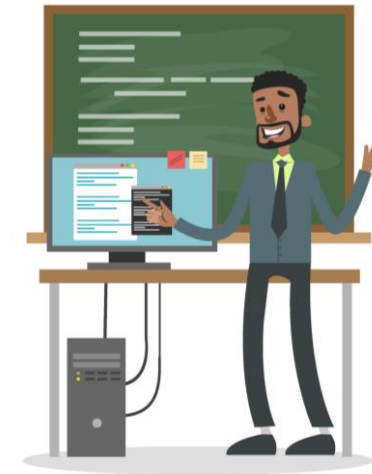
- Monthly State and Local Employment Trends
- Performance Reporting Information System (PRISM)
- Industry and Occupational Projections
- Oregon Job Vacancy Survey
- Oregon Wage Information

OVER 23,000
PROJECTED JOB OPENINGS FOR
ELEMENTARY, MIDDLE, SECONDARY, AND
SPECIAL EDUCATION TEACHERS BETWEEN
2022 AND 2032

OCCUPATIONS IN THE EDUCATION SECTOR

We use the Standard Occupational Classification System to develop occupational labor market information

- Jobs are bucketed into 22 broad occupation groups
- Over 840 detailed occupations are used to classify workers.
- These include 67 primary, secondary, and postsecondary educator occupations.



More information on the occupational coding structure is available at <https://www.bls.gov/soc/2018/home.htm>

OCCUPATIONS IN THE EDUCATION SECTOR

To support the LPRO survey of education employees we were asked to provide a list of occupations we typically assign school workers to. A custom analysis of Occupational Employment and Wage Statistics survey responses from public K-12 institutions was conducted.

Food Service Workers

- *First-Line Supervisors of Food Preparation and Serving Workers*
- *Cooks, Institution and Cafeteria*
- *Food Preparation Workers*

Building and Groundskeeping

- *First-Line Supervisors of Housekeeping and Janitorial Workers*
- *Janitors and Cleaners, Except Maids and Housekeeping Cleaners*
- *Landscaping and Groundskeeping Workers*

Installation, Maintenance, and Repair

- *First-Line Supervisors of Mechanics, Installers, and Repairers*
- *Bus and Truck Mechanics and Diesel Engine Specialists*
- *Maintenance and Repair Workers, General*

OREGON WAGE INFORMATION

Oregon Wage Information is an annual publication that provides estimates of employment and wage ranges paid by Oregon employers.

Oregon Wage Information is based on the Occupational Employment and Wage Statistics Survey (OEWS), a program conducted in partnership with the U.S. Bureau of Labor Statistics.

The Occupational Employment and Wage Statistics program is one of the most comprehensive resources we have for looking at the wage distribution of different occupations, and how that can differ across the country.

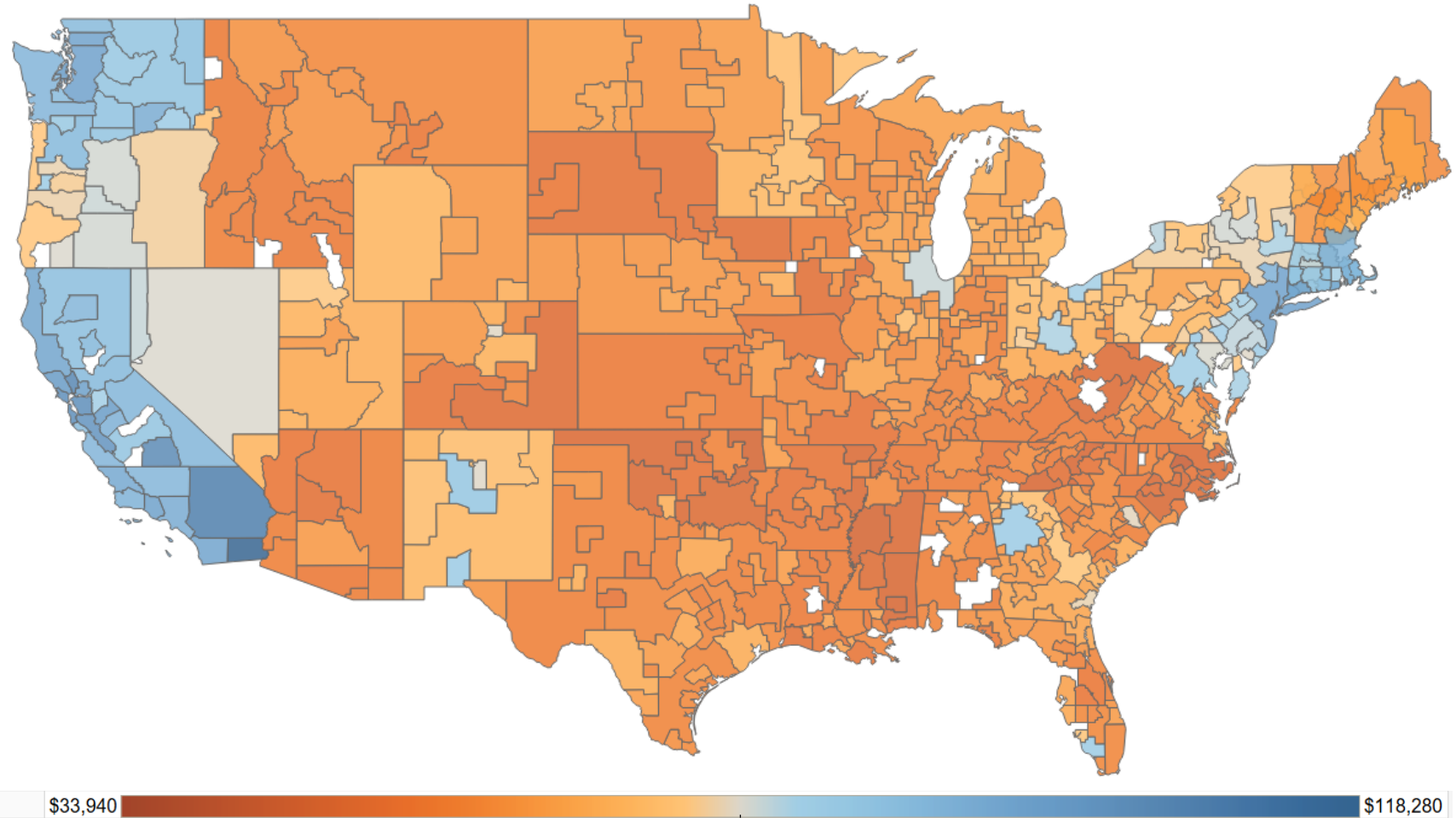
More information on the survey is available at
<https://www.bls.gov/oes>

WE CAN COMPARE WAGES ACROSS THE COUNTRY

We can see employment and wage differences for occupations across the United States because research staff around the country are using the same standards in reviewing jobs and reported wages.

For instance, we can see the wages paid to middle school teachers on the west coast are higher than most of the country, and can vary regionally depending on what part of the region you are in.

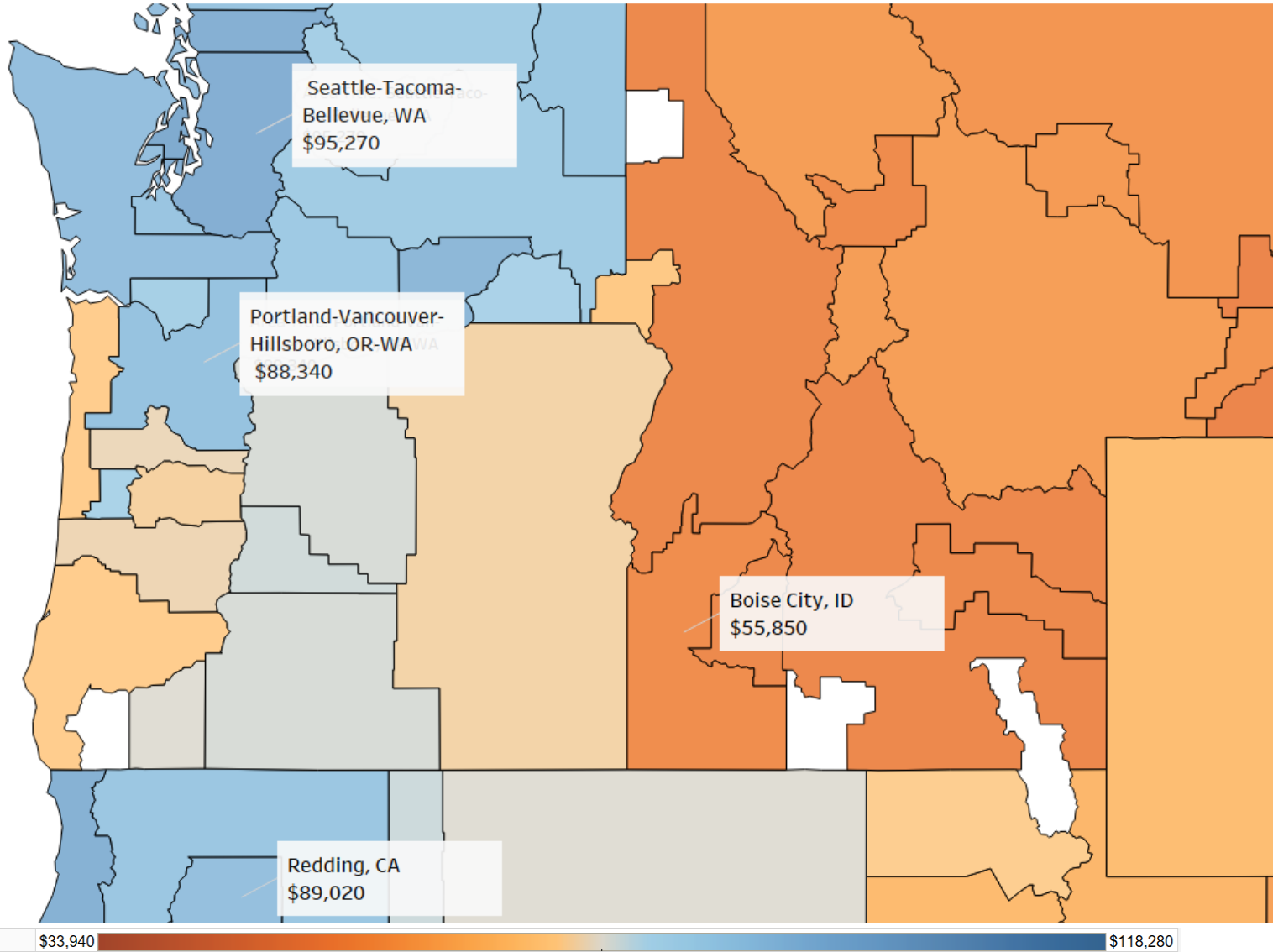
Annual Average Wages for Middle School Teachers (2023)



Source: U.S. Bureau of Labor Statistics, Occupational Employment and Wage Statistics

AND WAGES ACROSS THE NORTHWEST

Annual Average Wages for Middle School Teachers (2023)



Oregon wages for middle school teachers appear to follow similar trends to cost-of-living and generally wages paid for all workers in different parts of the Northwest.

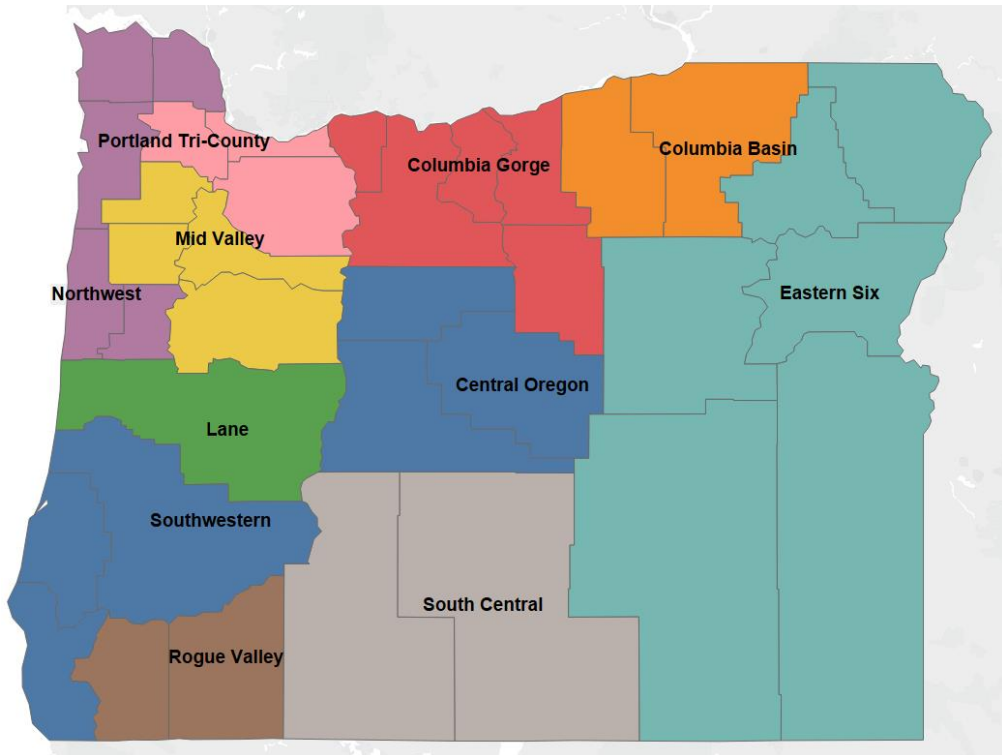
Average wages in the Portland Metropolitan Area were the highest in Oregon. Wages in Eastern Oregon (\$73,830) appear to fall between what we see in Portland (\$88,340), and what we see in Boise, Idaho (\$55,850).

\$33,940 \$118,280

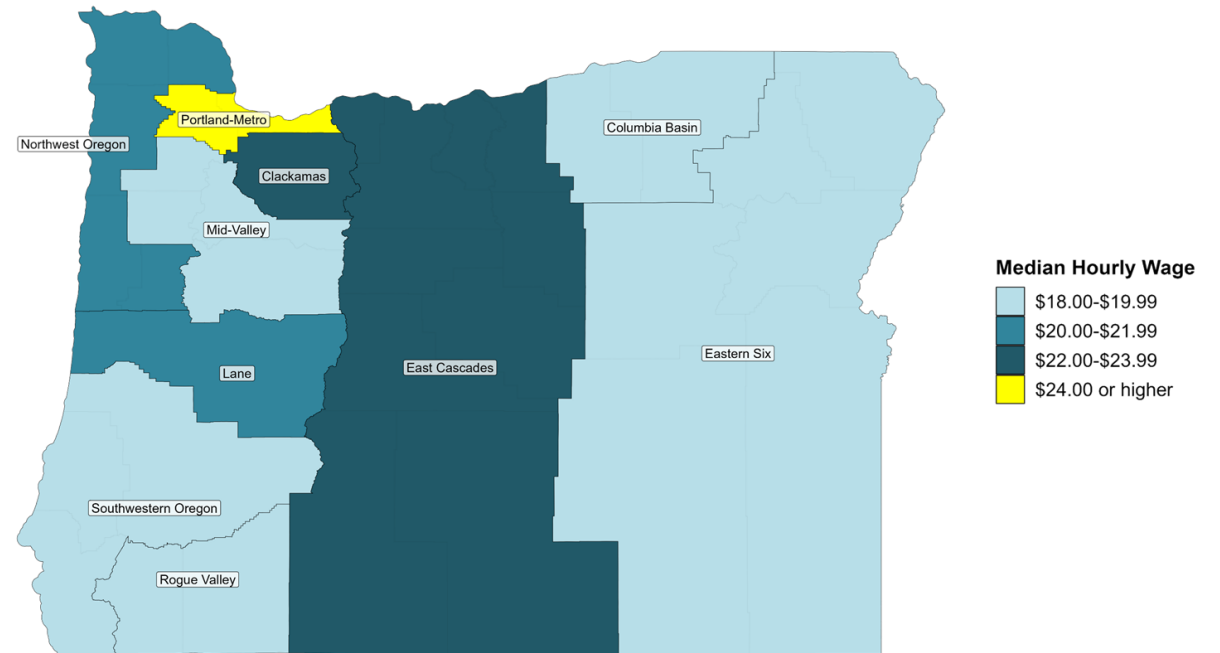
WHAT IS OREGON WAGE INFORMATION

The occupational survey is intended to be representative of Oregon's covered workforce. The survey asks employers to provide job titles, typical duties, and wages paid to workers.

Oregon Wage Information is published at the statewide level, Oregon's 9 Workforce Areas, as well as several sub-regions around the state.



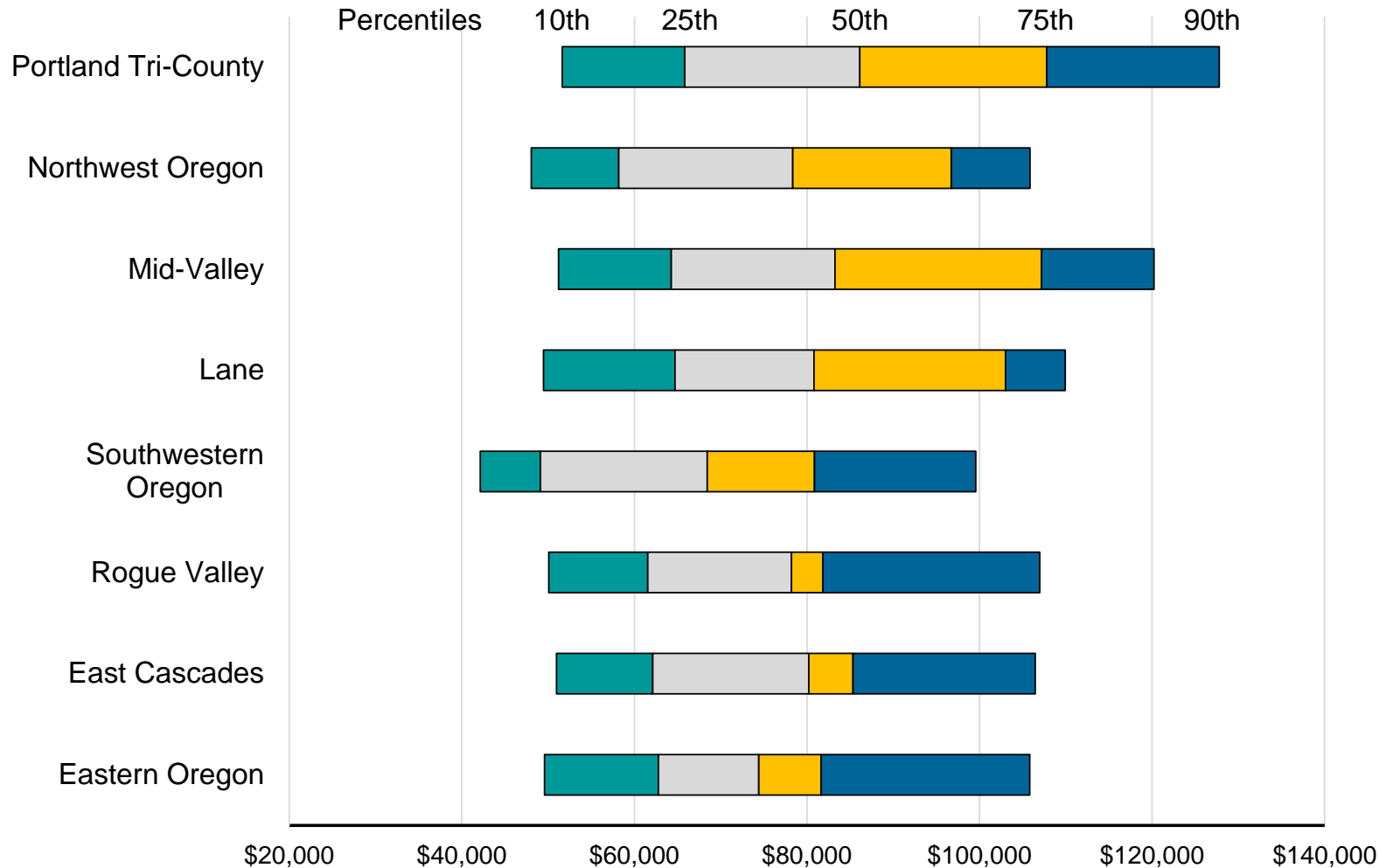
Median Hourly Wages for School Bus Drivers
By Region, 2023



Source: Oregon Employment Department, Oregon Wage Information 2023

WAGE RANGES CAN DIFFER ACROSS THE STATE

SECONDARY SCHOOL TEACHER* WAGE RANGES
BY WORKFORCE AREA, ALL EMPLOYERS AND INDUSTRIES



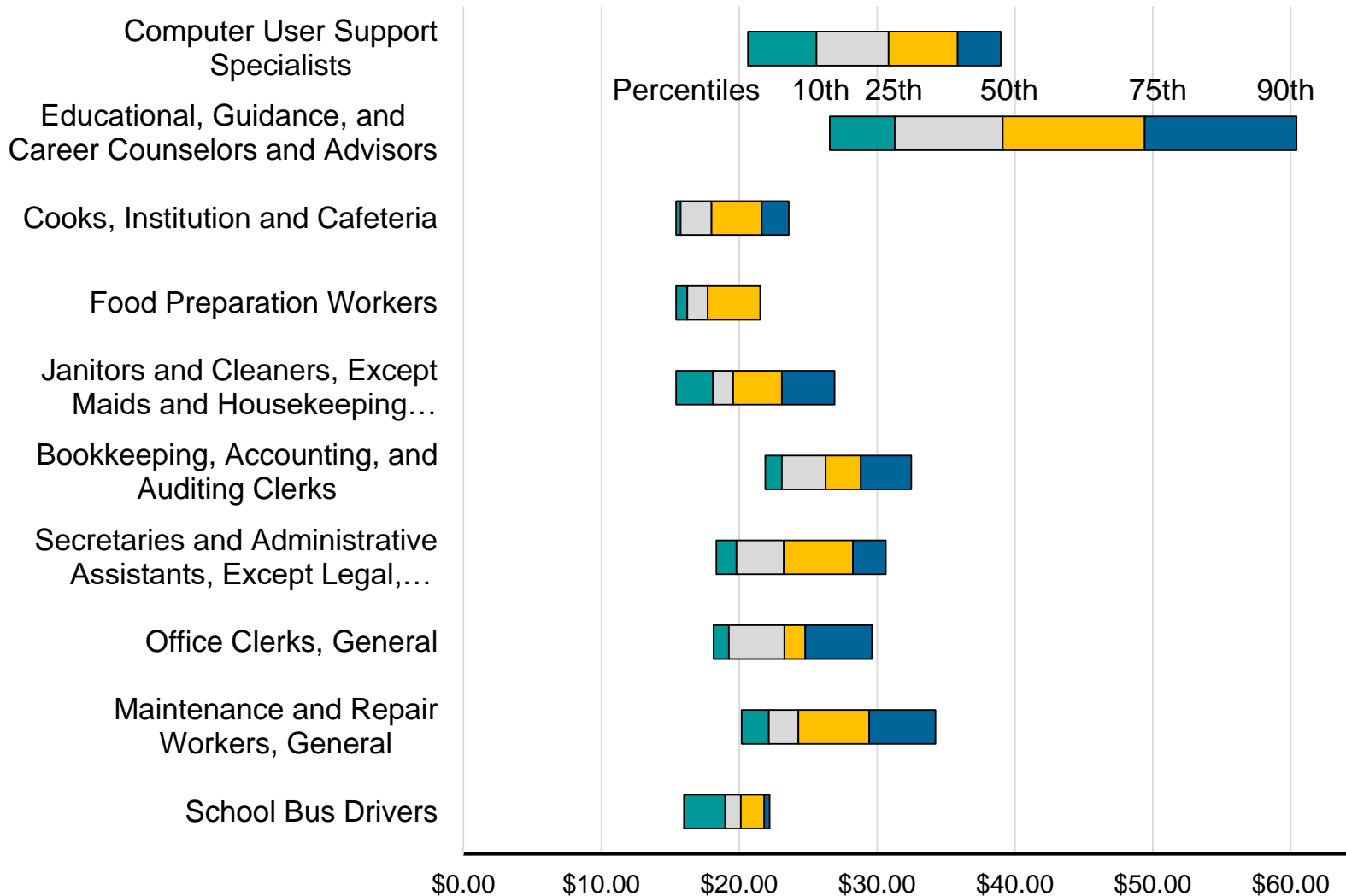
Wages for secondary school teachers in the Portland Tri-County area had the highest wage range, and median annual wage. Southwestern Oregon had the lowest median wage and had some of the lowest entry-level wages at the 10th and 25th percentile.

Wages for teachers are based on employers reporting annual wages for full-time contracts. While most occupations are reported as an hourly rate, you will only see annual wages reported for teachers because of the length of the contract.

Source: Oregon Employment Department, Oregon Wage Information 2023
*Based on full-time worker wages. Excludes Special Education and Career Technical

WAGES FOR ADMINISTRATIVE AND SUPPORT STAFF IN PUBLIC SCHOOLS

Oregon Wage Ranges for Selected Occupations
Oregon, Public Schools 2023



Along with average wages, Oregon Wage Information also includes estimated wage ranges.

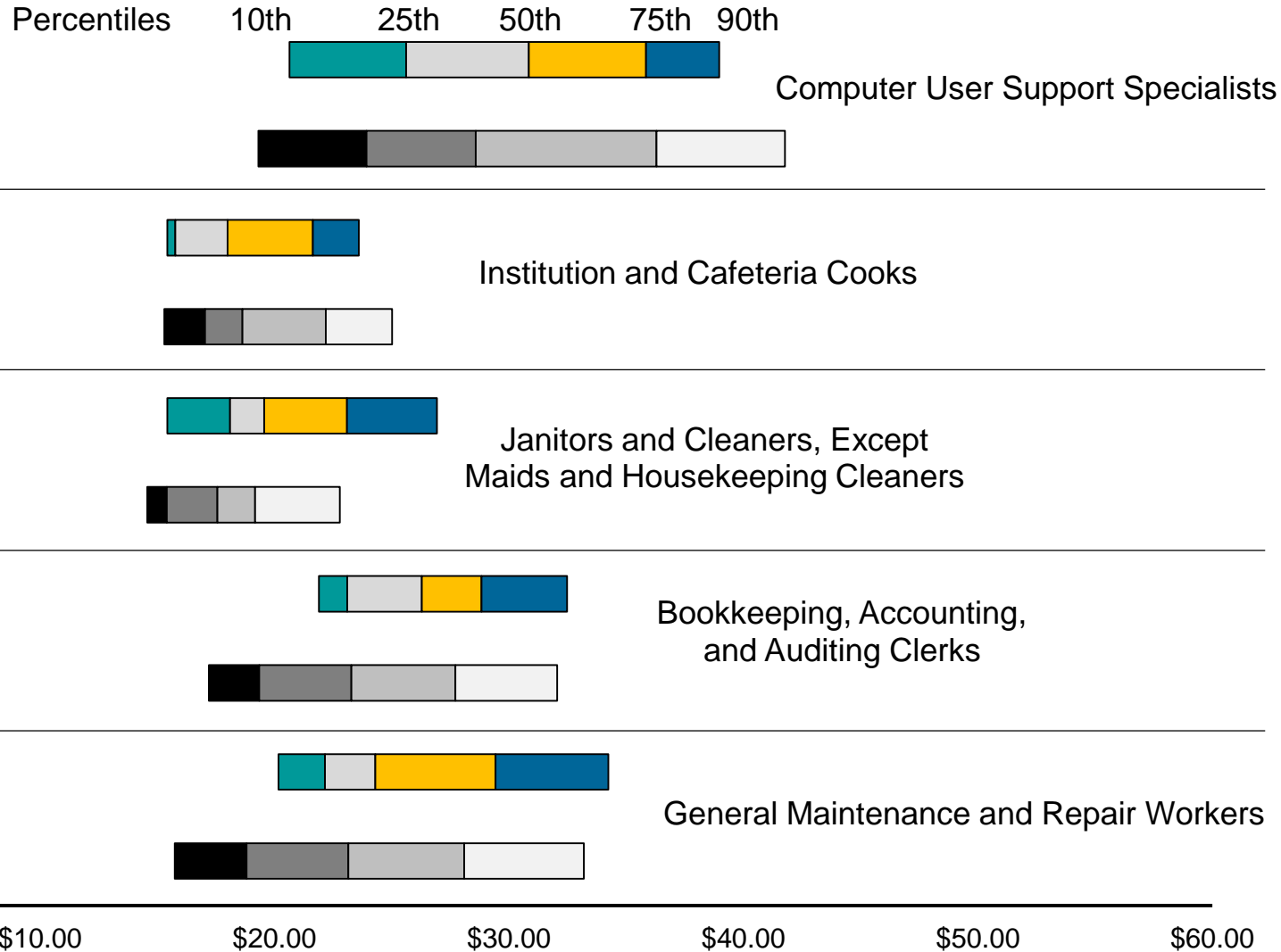
The 10th and 25th percentile is typically associated with entry-level wages, while those in the 75th to 90th percentile are associated with experienced workers who have been in an occupation for some time.

The wages here are based on survey responses reported by public schools.

Source: Oregon Employment Department, Oregon Wage Information 2023

WE CAN COMPARE PUBLIC SCHOOL WAGES WITH THE REST OF THE WORKFORCE

Oregon Wages in Public Schools Compared to Wages for All Employers

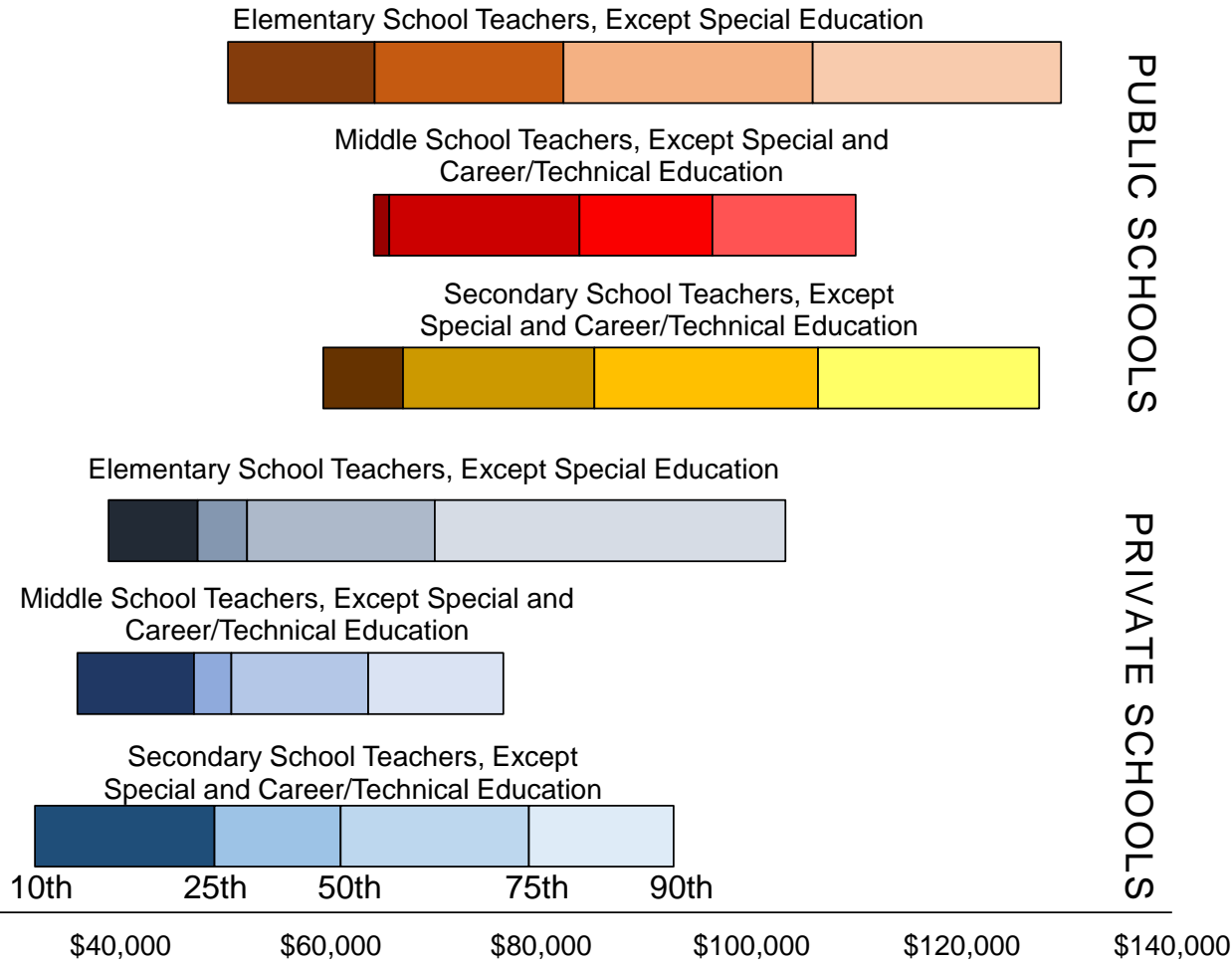


By comparing wages paid to the rest of the labor market human resource professionals may find some of the reasons why it is either difficult to hire or retain skilled workers.

For instance, public schools appear to have competitive entry-level wages for computer user support specialists. However, if the fringe benefits were similar between employers, public schools may have a harder time keeping experienced workers.

WE ALSO SEE WAGE DIFFERENCES BETWEEN PUBLIC AND PRIVATE SCHOOLS

ANNUAL WAGE RANGE FOR SELECTED OCCUPATIONS
ELEMENTARY AND SECONDARY SCHOOLS (NAICS 6111)

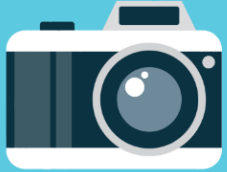


We can also compare educator wages between public schools and private. We generally see that public school teachers have a higher wage range than their private school counterparts, and average wages.

Wage estimates produced by the [U.S. Bureau of Labor Statistics](https://www.bls.gov) also show that this difference between private and public-school teachers is typical across the country.

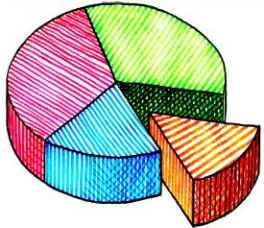
Source: Oregon Employment Department, Oregon Wage Information 2023
*Based on full-time worker wages.

LIMITATIONS OF OREGON WAGE INFORMATION



Oregon Wage Information is a snapshot in time. It provides a reliable way to compare wage between different careers, and different regions around the country. It does not measure changes in wages over time.

TOTAL COMPENSATION



Oregon Wage Information does not include other parts of total compensation. Wage estimates do not track whether employers are providing other benefits such as health care, retirement contributions or vacation pay.



Oregon Wage Information is based on a statistical survey and some estimates may not be available in local areas. Sometimes the data is either confidential, or the estimate did not meet our standard of reliability.

More information about Oregon Wage Information methodology and limitations is available at www.QualityInfo.org

QUESTIONS?

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