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Labor Market Information

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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.

Wage Growth in Several Industries Despite Inflation

Oregon employers reported over 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 increased by \$0.07 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.

Eight industries had real wage gains, meaning that the median wage increased more than inflation: information, construction, professional and business services, manufacturing, wholesale trade, other services, leisure and hospitality, and state government. 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	\$26.52	\$0.07	0.3%
Information	\$48.05	\$0.77	1.6%
Construction	\$32.94	\$0.61	1.9%
Professional and Business Services	\$29.72	\$0.58	2.0%
Manufacturing	\$30.15	\$0.50	1.7%
Wholesale Trade	\$31.05	\$0.47	1.5%
Other Services	\$23.66	\$0.44	1.9%
Leisure and Hospitality	\$18.96	\$0.33	1.8%
State Government	\$44.13	\$0.04	0.1%
Natural Resources and Mining	\$18.75	-\$0.05	-0.3%
Private Educational Services	\$26.10	-\$0.15	-0.6%
Retail Trade	\$19.19	-\$0.35	-1.8%
Health Care & Social Assistance	\$26.00	-\$0.42	-1.6%
Local Government	\$35.19	-\$0.58	-1.6%
Financial Activities	\$32.32	-\$0.70	-2.1%
Transportation, Warehousing, and Utilities	\$27.38	-\$0.84	-3.0%

Source: Oregon Employment Department, Unemployment Insurance Wage Records

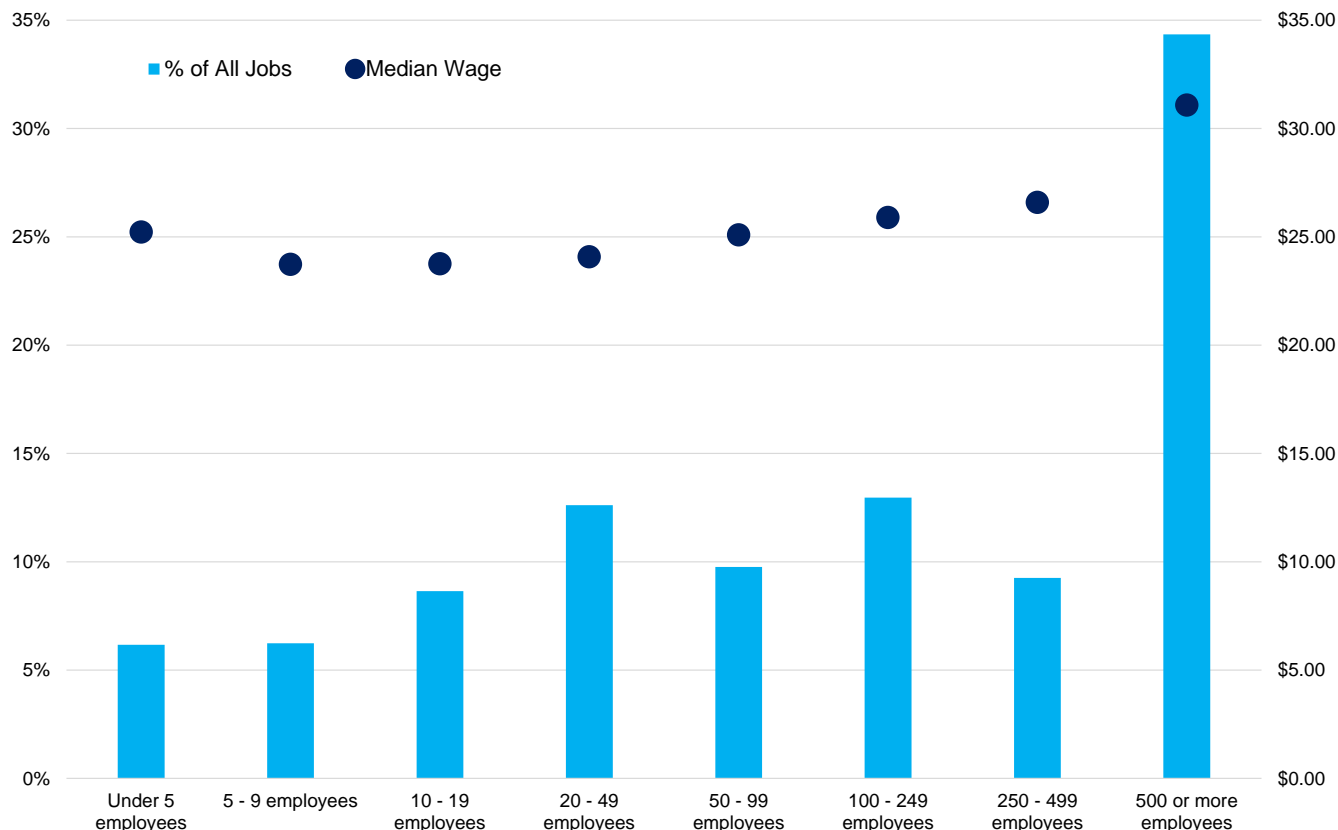
Median Wages and Share of Jobs

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 34% 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 \$31.08 – more than \$4 higher than the next highest median wage (\$26.59). 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 wage for firms with five to nine employees (\$23.73) and 10-19 employees (\$23.75) were almost identical. Firms with less than five employees had a median wage (\$25.22) very similar to firms with 50-99 employees (\$25.09). 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 except for those with 100-249 employees had positive wage growth. Firms with 100-249 employees had a decrease of 1.0% 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 2.3% 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 18,900 jobs gained between first quarter 2022 and first quarter 2023, health care and social assistance experienced the largest growth in numerical change (20,000), while state government had the largest percentage change (19.4%). The largest decrease in both numerical change and percentage change occurred in retail trade (-18,800; -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 lost about 2,500 jobs between first quarter 2022 and first quarter 2023. This constituted a 1.2% decrease. For comparison's sake, financial activities decreased by 1.1%, which was a loss of about 1,000 jobs.

It is also interesting to look at the composition of industries in the economy. As different industries experience fluctuations, the number of jobs can increase or decrease enough that the share of jobs for a particular industry increases or decreases within the economy. Generally speaking, adding jobs can lead to a larger share in the economy, while losing jobs can decrease an industry's share of jobs – though there are exceptions. From the first quarter of 2022 to the first quarter of 2023, the share of jobs in health care and social assistance

increased from making up 14.0% of all jobs to 14.8%. Leisure and hospitality, state government, construction, other services, and private educational services also increased in their share of all jobs. Information, manufacturing, and wholesale trade each added jobs from first quarter 2022 to first quarter 2023, and did not change in their share of all jobs.

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

	1Q2022 - 1Q2023	% of All Jobs	
	Change in Jobs	1Q2022	1Q2023
All Industries	18,909	100.0%	100.0%
Health Care & Social Assistance	19,979	14.0%	14.8%
Leisure and Hospitality	10,614	10.7%	11.1%
State Government	8,468	2.1%	2.5%
Construction	2,878	6.0%	6.1%
Other Services	2,506	3.2%	3.3%
Private Educational Services	2,074	1.5%	1.6%
Information	1,139	1.8%	1.8%
Manufacturing	889	9.6%	9.6%
Wholesale Trade	822	4.0%	4.0%
Professional and Business Services	-442	13.9%	13.7%
Financial Activities	-964	4.3%	4.2%
Natural Resources and Mining	-2,144	2.8%	2.6%
Transportation, Warehousing, and Utilities	-2,247	3.8%	3.7%
Local Government	-2,549	10.2%	10.0%
Retail Trade	-18,807	11.7%	10.7%

Source: Oregon Employment Department, Unemployment Insurance Wage Records

Looking at the industries that gained jobs between first quarter 2022 and first quarter 2023, three industries made up the majority of those gains. Health care and social assistance, leisure and hospitality, and state government made up 79% of the job growth. Each of those three of the industries had gains over 8,000, while the rest were under 3,000.

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	143,040	471,251	607,932	300,129	179,489	120,785	300,166	2,122,792	\$26.52
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	52	1,872	8,543	11,315	9,313	6,817	14,129	52,041	\$44.13
Local Government	8,463	23,941	50,135	40,946	31,891	22,971	33,009	211,356	\$35.19
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

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	6.7%	22.2%	28.6%	14.1%	8.5%	5.7%	14.1%	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	0.1%	3.6%	16.4%	21.7%	17.9%	13.1%	27.1%	100.0%
Local Government	4.0%	11.3%	23.7%	19.4%	15.1%	10.9%	15.6%	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

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%	5.2%	2.6%	1.5%	0.9%	0.6%	0.5%	2.6%
Construction	1.8%	2.8%	6.5%	8.6%	10.6%	10.2%	5.7%	6.1%
Manufacturing	3.2%	6.2%	11.0%	11.4%	10.6%	9.8%	12.4%	9.6%
Wholesale Trade	1.6%	2.5%	4.4%	5.2%	4.5%	4.0%	5.5%	4.0%
Retail Trade	25.0%	18.7%	10.3%	6.6%	4.0%	3.1%	3.5%	10.7%
Transportation, Warehousing, and Utilities	2.5%	2.2%	5.1%	4.3%	3.2%	3.3%	3.6%	3.7%
Information	0.7%	0.6%	1.0%	1.8%	2.5%	3.0%	5.0%	1.8%
Financial Activities	1.9%	2.1%	4.5%	5.3%	4.8%	4.7%	6.5%	4.2%
Professional and Business Services	9.0%	12.6%	12.4%	12.9%	14.8%	15.5%	20.0%	13.7%
Private Educational Services	2.7%	1.4%	1.6%	1.8%	1.8%	1.6%	1.0%	1.6%
Health Care & Social Assistance	6.8%	16.7%	16.1%	12.5%	12.2%	14.8%	16.9%	14.8%
Leisure and Hospitality	28.7%	19.5%	11.2%	7.0%	3.9%	2.1%	1.4%	11.1%
Other Services	4.7%	3.9%	3.5%	3.3%	2.8%	2.2%	1.9%	3.3%
State Government	0.0%	0.4%	1.4%	3.8%	5.2%	5.6%	4.7%	2.5%
Local Government	5.9%	5.1%	8.2%	13.6%	17.8%	19.0%	11.0%	10.0%
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

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	143,040	471,251	607,932	300,129	179,489	120,785	300,166	2,122,792	\$26.52
Under 5 employees	11,836	30,019	36,032	17,273	9,883	6,391	19,589	131,023	\$25.22
5 - 9 employees	14,348	32,551	41,293	17,496	8,916	5,300	12,576	132,480	\$23.73
10 - 19 employees	18,582	46,641	57,297	24,661	12,642	7,378	16,280	183,481	\$23.75
20 - 49 employees	23,083	67,874	84,262	37,401	19,483	10,954	24,754	267,811	\$24.08
50 - 99 employees	13,221	49,189	66,640	30,091	17,137	9,695	21,163	207,136	\$25.09
100 - 249 employees	17,907	61,601	84,683	40,589	23,831	14,187	32,384	275,182	\$25.89
250 - 499 employees	11,859	41,177	61,496	30,339	17,417	10,901	23,345	196,534	\$26.59
500 or more employees	32,204	142,199	176,229	102,279	70,180	55,979	150,075	729,145	\$31.08

* 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 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	6.7%	22.2%	28.6%	14.1%	8.5%	5.7%	14.1%	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%	25.3%	31.5%	14.0%	7.3%	4.1%	9.2%	100.0%
50 - 99 employees	6.4%	23.7%	32.2%	14.5%	8.3%	4.7%	10.2%	100.0%
100 - 249 employees	6.5%	22.4%	30.8%	14.7%	8.7%	5.2%	11.8%	100.0%
250 - 499 employees	6.0%	21.0%	31.3%	15.4%	8.9%	5.5%	11.9%	100.0%
500 or more employees	4.4%	19.5%	24.2%	14.0%	9.6%	7.7%	20.6%	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 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%	5.9%	5.8%	5.5%	5.3%	6.5%	6.2%
5 - 9 employees	10.0%	6.9%	6.8%	5.8%	5.0%	4.4%	4.2%	6.2%
10 - 19 employees	13.0%	9.9%	9.4%	8.2%	7.0%	6.1%	5.4%	8.6%
20 - 49 employees	16.1%	14.4%	13.9%	12.5%	10.9%	9.1%	8.2%	12.6%
50 - 99 employees	9.2%	10.4%	11.0%	10.0%	9.5%	8.0%	7.1%	9.8%
100 - 249 employees	12.5%	13.1%	13.9%	13.5%	13.3%	11.7%	10.8%	13.0%
250 - 499 employees	8.3%	8.7%	10.1%	10.1%	9.7%	9.0%	7.8%	9.3%
500 or more employees	22.5%	30.2%	29.0%	34.1%	39.1%	46.3%	50.0%	34.3%

* 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

Source: *Unemployment Insurance Wage Records*

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

	12-Month			12-Month			Mean Wages Per Quarter	12-Month Percent Change
	Count	Percent Change	Percent of Total SSNs	Total Wages	Percent Change	Percent of Total Wages		
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		\$5,176	\$9,751	\$14,536	\$23,132	NA
Mean	\$16,840	\$2,464	\$7,596	\$11,988	\$18,293	\$43,858
Median	\$11,927	\$2,423	\$7,666	\$11,927	\$18,016	\$32,737

¹1,980,779 SSNs

Employed 200+ Hours

	All ²	Quintile				
		1	2	3	4	5
Quintiles		\$8,142	\$11,757	\$16,560	\$25,313	NA
Mean	\$19,429	\$5,875	\$9,923	\$13,971	\$20,398	\$46,977
Median	\$13,874	\$6,029	\$9,908	\$13,875	\$20,136	\$35,208

²1,614,352 SSNs

Employed 350+ Hours

	All ³	Quintile				
		1	2	3	4	5
Quintiles		\$9,876	\$13,378	\$18,337	\$27,336	NA
Mean	\$21,542	\$7,916	\$11,568	\$15,666	\$22,261	\$50,301
Median	\$15,567	\$8,167	\$11,543	\$15,567	\$21,986	\$37,593

³1,334,873 SSNs

Percent Change from Prior Year

All Workers

	All ¹	Quintile				
		1	2	3	4	5
Quintiles		12.6%	11.3%	11.7%	11.3%	NA
Mean	8.7%	15.0%	11.8%	11.6%	11.5%	6.0%
Median	11.8%	15.4%	11.8%	11.8%	11.4%	11.0%

Employed 200+ Hours

	All ²	Quintile				
		1	2	3	4	5
Quintiles		9.4%	10.6%	10.4%	10.9%	NA
Mean	7.6%	8.2%	10.0%	10.5%	10.7%	4.9%
Median	10.6%	7.9%	10.0%	10.6%	10.8%	10.1%

Employed 350+ Hours

	All ³	Quintile				
		1	2	3	4	5
Quintiles		8.8%	9.7%	10.0%	10.6%	NA
Mean	6.8%	8.0%	9.3%	9.8%	10.2%	3.7%
Median	9.7%	8.3%	9.5%	9.7%	10.1%	8.6%

Source: Unemployment Insurance Wage Records