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Labor Market Information

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Second Quarter 2023: Oregonians at Work – Many Industries Experiencing Wage and Job Growth

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 2.03 million people working in jobs covered by the state's unemployment insurance system during the second quarter of 2023. This was an increase of 68,100, or 3.5%, from the same quarter of the previous year. They earned a total of \$32.2 billion, with an average wage of about \$15,900 per worker for the quarter. The median hourly wage during the quarter was \$26.08.

Widespread Wage Growth Across Many Industries and Firm Sizes

Oregon employers reported almost 2.2 million jobs during the second quarter of 2023. The vast majority of Oregonians (88.8%) held one job during the quarter. Approximately 9.8% of workers in the second quarter of 2023 held two jobs, 1.2% of workers held three jobs, and 0.3% of workers held four or more jobs. This looks similar to a year ago in the second quarter of 2022.

Meanwhile, the median wage increased by \$0.30 (1.2%) 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, though many industries had wage gains greater than inflation.

Eleven industries had real wage gains, meaning that the median wage increased more than inflation: state government, leisure and hospitality, other services, construction, wholesale trade, professional and business services, manufacturing, financial activities, retail trade, health care and social assistance, and private educational services. State government had the largest real gain in median wage percentage growth from second quarter 2022 to second quarter 2023 (7.0%). 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 (-4.6%) as well as the real dollar value decrease (-\$1.31).

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

	2Q2023	Over the Year	
	Median Wage	Real Gain (\$)	Real Gain (%)
All Industries	\$26.08	\$0.30	1.2%
State Government	\$43.52	\$2.83	7.0%
Leisure and Hospitality	\$18.98	\$0.56	3.0%
Other Services	\$23.35	\$0.49	2.1%
Construction	\$32.82	\$0.44	1.4%
Wholesale Trade	\$30.19	\$0.43	1.5%
Professional and Business Services	\$29.10	\$0.34	1.2%
Manufacturing	\$29.14	\$0.32	1.1%
Financial Activities	\$31.06	\$0.25	0.8%
Retail Trade	\$19.14	\$0.20	1.0%
Health Care & Social Assistance	\$25.98	\$0.16	0.6%
Private Educational Services	\$25.96	\$0.06	0.2%
Natural Resources and Mining	\$18.08	-\$0.12	-0.6%
Information	\$46.60	-\$0.18	-0.4%
Local Government	\$36.24	-\$0.64	-1.7%
Transportation, Warehousing, and Utilities	\$26.94	-\$1.31	-4.6%

Source: Oregon Employment Department, Unemployment Insurance Wage Records

Median wages and real gain over the past year can also be analyzed by firm class size. As has been the case historically, median wage tends to be the highest in firms with at least 500 employees. Median wage is usually lower in smaller firms. That is still the case in second quarter 2023. Further, if we look at how the median wage has fared over the past year when it comes to inflation, we see a pattern. Adjusting median wages for inflation according to CPI-U, we can determine if a wage is worth as much now as it was last year. As it turns out, workers at most sizes of firms had positive wage growth from second quarter 2022 to second quarter 2023.

Comparing Median Wage (\$) and Real Gain (%), Second Quarter 2022 to Second Quarter 2023



Source: Oregon Employment Department, Unemployment Insurance Wage Records

To describe this observation in other words, if someone made \$25 per hour in second quarter 2022, is that \$25 worth more or less in second quarter 2023? For many workers, that \$25 is worth more. On the other hand, for workers at firms with 250-499 employees that \$25 is worth less, though the real change is quite small, at -0.2%.

Health Care and Social Assistance is Leading the Way in Job Gains

Of the 45,900 jobs gained between second quarter 2022 and second quarter 2023, health care and social assistance experienced the largest growth in numerical change (21,950), while state government had the largest percentage change (20.9%). The largest decrease in both numerical change and percentage change occurred in retail trade (-22,365; -9.0%).

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, financial activities gained about 1,600 jobs between second quarter 2022 and second quarter 2023. This constituted a 1.8% increase. For comparison's sake, private educational services increased by the same number of jobs as financial activities but had a much larger percentage gain: 4.6%.

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 second quarter of 2022 to the second quarter of 2023, the share of jobs in health care and social assistance increased from making up 13.8% of all jobs to 14.6%. Leisure and hospitality; transportation, warehousing, and utilities; state government; natural resources and mining; and other services also increased in their share of all jobs.

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

	2Q2022 - 2Q2023	% of All Jobs	
	Change in Jobs	2Q2022	2Q2023
All Industries	45,921	100.0%	100.0%
Health Care & Social Assistance	21,950	13.8%	14.6%
Leisure and Hospitality	13,615	11.4%	11.8%
Transportation, Warehousing, and Utilities	12,105	3.1%	3.6%
State Government	9,161	2.1%	2.4%
Construction	3,348	6.1%	6.1%
Natural Resources and Mining	3,166	3.4%	3.5%
Professional and Business Services	2,859	13.7%	13.5%
Other Services	2,728	3.2%	3.3%
Local Government	2,526	9.9%	9.8%
Financial Activities	1,558	4.1%	4.1%
Private Educational Services	1,558	1.6%	1.6%
Wholesale Trade	402	4.0%	3.9%
Information	-357	1.8%	1.8%
Manufacturing	-3,165	9.7%	9.3%
Retail Trade	-22,365	11.6%	10.3%

Source: Oregon Employment Department, Unemployment Insurance Wage Records

Looking at the industries that gained jobs between second quarter 2022 and second quarter 2023, four industries made up the majority of those gains. Health care and social assistance; leisure and hospitality; transportation, warehousing, and utilities; and state government made up 76% of the job growth. Each of those four industries had gains over 9,000 while the rest were under 4,000.

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 - 2nd 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	150,666	494,974	636,789	307,857	181,327	123,737	289,848	2,185,198	\$26.08
Natural Resources and Mining	11,575	35,019	20,599	5,437	1,719	890	1,378	76,617	\$18.08
Construction	2,557	13,445	41,445	27,454	20,160	12,805	16,150	134,016	\$32.82
Manufacturing	4,905	30,854	70,617	35,499	19,989	12,029	30,107	204,000	\$29.14
Wholesale Trade	2,354	12,127	28,155	15,629	8,451	5,157	14,323	86,196	\$30.19
Retail Trade	37,582	85,345	62,822	18,517	7,270	3,758	10,503	225,797	\$19.14
Transportation, Warehousing, and Utilities	3,541	11,087	31,176	13,081	6,315	4,053	8,952	78,205	\$26.94
Information	1,201	3,472	5,861	5,707	4,472	3,529	14,381	38,623	\$46.60
Financial Activities	2,742	10,728	29,101	16,763	9,589	6,205	15,008	90,136	\$31.06
Professional and Business Services	12,320	61,579	78,171	40,709	26,672	18,548	57,111	295,110	\$29.10
Private Educational Services	3,789	6,994	10,476	5,565	3,295	1,946	3,584	35,649	\$25.96
Health Care & Social Assistance	9,350	78,726	100,585	37,590	21,641	17,976	52,160	318,028	\$25.98
Leisure and Hospitality	44,080	100,995	75,097	22,829	7,509	2,629	4,227	257,366	\$18.98
Other Services	7,109	19,267	21,817	10,074	4,955	2,925	5,583	71,730	\$23.35
State Government	125	2,466	8,996	11,481	9,036	6,756	14,180	53,040	\$43.52
Local Government	7,055	21,964	50,321	40,494	29,496	23,995	40,546	213,871	\$36.24
Non-classifiable	381	906	1,550	1,028	758	536	1,655	6,814	\$35.00

* 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 - 2nd 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%	22.7%	29.1%	14.1%	8.3%	5.7%	13.3%	100.0%
Natural Resources and Mining	15.1%	45.7%	26.9%	7.1%	2.2%	1.2%	1.8%	100.0%
Construction	1.9%	10.0%	30.9%	20.5%	15.0%	9.6%	12.1%	100.0%
Manufacturing	2.4%	15.1%	34.6%	17.4%	9.8%	5.9%	14.8%	100.0%
Wholesale Trade	2.7%	14.1%	32.7%	18.1%	9.8%	6.0%	16.6%	100.0%
Retail Trade	16.6%	37.8%	27.8%	8.2%	3.2%	1.7%	4.7%	100.0%
Transportation, Warehousing, and Utilities	4.5%	14.2%	39.9%	16.7%	8.1%	5.2%	11.4%	100.0%
Information	3.1%	9.0%	15.2%	14.8%	11.6%	9.1%	37.2%	100.0%
Financial Activities	3.0%	11.9%	32.3%	18.6%	10.6%	6.9%	16.7%	100.0%
Professional and Business Services	4.2%	20.9%	26.5%	13.8%	9.0%	6.3%	19.4%	100.0%
Private Educational Services	10.6%	19.6%	29.4%	15.6%	9.2%	5.5%	10.1%	100.0%
Health Care & Social Assistance	2.9%	24.8%	31.6%	11.8%	6.8%	5.7%	16.4%	100.0%
Leisure and Hospitality	17.1%	39.2%	29.2%	8.9%	2.9%	1.0%	1.6%	100.0%
Other Services	9.9%	26.9%	30.4%	14.0%	6.9%	4.1%	7.8%	100.0%
State Government	0.2%	4.6%	17.0%	21.6%	17.0%	12.7%	26.7%	100.0%
Local Government	3.3%	10.3%	23.5%	18.9%	13.8%	11.2%	19.0%	100.0%
Non-classifiable	5.6%	13.3%	22.7%	15.1%	11.1%	7.9%	24.3%	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 - 2nd 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	7.7%	7.1%	3.2%	1.8%	0.9%	0.7%	0.5%	3.5%
Construction	1.7%	2.7%	6.5%	8.9%	11.1%	10.3%	5.6%	6.1%
Manufacturing	3.3%	6.2%	11.1%	11.5%	11.0%	9.7%	10.4%	9.3%
Wholesale Trade	1.6%	2.5%	4.4%	5.1%	4.7%	4.2%	4.9%	3.9%
Retail Trade	24.9%	17.2%	9.9%	6.0%	4.0%	3.0%	3.6%	10.3%
Transportation, Warehousing, and Utilities	2.4%	2.2%	4.9%	4.2%	3.5%	3.3%	3.1%	3.6%
Information	0.8%	0.7%	0.9%	1.9%	2.5%	2.9%	5.0%	1.8%
Financial Activities	1.8%	2.2%	4.6%	5.4%	5.3%	5.0%	5.2%	4.1%
Professional and Business Services	8.2%	12.4%	12.3%	13.2%	14.7%	15.0%	19.7%	13.5%
Private Educational Services	2.5%	1.4%	1.6%	1.8%	1.8%	1.6%	1.2%	1.6%
Health Care & Social Assistance	6.2%	15.9%	15.8%	12.2%	11.9%	14.5%	18.0%	14.6%
Leisure and Hospitality	29.3%	20.4%	11.8%	7.4%	4.1%	2.1%	1.5%	11.8%
Other Services	4.7%	3.9%	3.4%	3.3%	2.7%	2.4%	1.9%	3.3%
State Government	0.1%	0.5%	1.4%	3.7%	5.0%	5.5%	4.9%	2.4%
Local Government	4.7%	4.4%	7.9%	13.2%	16.3%	19.4%	14.0%	9.8%
Non-classifiable	0.3%	0.2%	0.2%	0.3%	0.4%	0.4%	0.6%	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 - 2nd 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	150,666	494,974	636,789	307,857	181,327	123,737	289,848	2,185,198	\$26.08
Under 5 employees	11,231	28,974	36,270	17,552	10,013	6,747	18,996	129,783	\$25.60
5 - 9 employees	13,839	32,754	42,274	17,704	8,903	5,359	12,100	132,933	\$23.73
10 - 19 employees	18,736	47,677	59,529	25,337	13,104	7,671	15,573	187,627	\$23.69
20 - 49 employees	24,917	72,046	87,818	38,591	20,175	11,267	23,668	278,482	\$23.80
50 - 99 employees	13,828	53,830	69,315	31,509	18,148	10,442	21,362	218,434	\$24.96
100 - 249 employees	18,889	67,583	91,794	42,323	24,140	14,304	29,809	288,842	\$25.18
250 - 499 employees	13,813	46,535	64,655	30,684	17,413	11,584	23,375	208,059	\$25.83
500 or more employees	35,413	145,575	185,134	104,157	69,431	56,363	144,965	741,038	\$30.30

* 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 - 2nd 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	6.9%	22.7%	29.1%	14.1%	8.3%	5.7%	13.3%	100.0%
Under 5 employees	8.7%	22.3%	27.9%	13.5%	7.7%	5.2%	14.6%	100.0%
5 - 9 employees	10.4%	24.6%	31.8%	13.3%	6.7%	4.0%	9.1%	100.0%
10 - 19 employees	10.0%	25.4%	31.7%	13.5%	7.0%	4.1%	8.3%	100.0%
20 - 49 employees	8.9%	25.9%	31.5%	13.9%	7.2%	4.0%	8.5%	100.0%
50 - 99 employees	6.3%	24.6%	31.7%	14.4%	8.3%	4.8%	9.8%	100.0%
100 - 249 employees	6.5%	23.4%	31.8%	14.7%	8.4%	5.0%	10.3%	100.0%
250 - 499 employees	6.6%	22.4%	31.1%	14.7%	8.4%	5.6%	11.2%	100.0%
500 or more employees	4.8%	19.6%	25.0%	14.1%	9.4%	7.6%	19.6%	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 - 2nd 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	7.5%	5.9%	5.7%	5.7%	5.5%	5.5%	6.6%	5.9%
5 - 9 employees	9.2%	6.6%	6.6%	5.8%	4.9%	4.3%	4.2%	6.1%
10 - 19 employees	12.4%	9.6%	9.3%	8.2%	7.2%	6.2%	5.4%	8.6%
20 - 49 employees	16.5%	14.6%	13.8%	12.5%	11.1%	9.1%	8.2%	12.7%
50 - 99 employees	9.2%	10.9%	10.9%	10.2%	10.0%	8.4%	7.4%	10.0%
100 - 249 employees	12.5%	13.7%	14.4%	13.7%	13.3%	11.6%	10.3%	13.2%
250 - 499 employees	9.2%	9.4%	10.2%	10.0%	9.6%	9.4%	8.1%	9.5%
500 or more employees	23.5%	29.4%	29.1%	33.8%	38.3%	45.6%	50.0%	33.9%

* 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 - 2nd 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	2,027,439	3.5%	100.0%	\$ 32,238,647,074	6.0%	100.0%	\$ 15,901	2.4%
One Job	1,800,138	3.0%	88.8%	\$ 29,188,600,896	6.1%	90.5%	\$ 16,215	3.0%
Two Jobs	197,756	7.0%	9.8%	\$ 2,668,684,927	3.6%	8.3%	\$ 13,495	-3.2%
Three Jobs	24,190	12.1%	1.2%	\$ 305,037,230	15.5%	0.9%	\$ 12,610	3.0%
Four or More Jobs	5,355	19.1%	0.3%	\$ 76,324,022	22.4%	0.2%	\$ 14,253	2.7%
Total Records	2,292,356	4.0%						
Records per SSN	1.13							
Two or More Jobs	227,301	7.8%	11.2%					
Workers in Oregon's workforce in 2nd Quarter 2023 who:								
- did not work in Oregon in 1st quarter 2023	168,164	0.5%						
- had not worked in Oregon since 1990	50,821	-8.1%						
- returned to Oregon's workforce*	117,343	4.8%						
Percent in workforce one year ago	81.2%							
Percent in same primary industry	83.0%							
Percent in new primary industry (3-digit NAICS)	17.0%							

*Did not work in Oregon in 1st 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 - 2nd Quarter 2023

2023 2nd Quarter Wages

All Workers

	All ¹	Quintile				
		1	2	3	4	5
Quintiles		\$4,998	\$9,854	\$14,478	\$22,674	NA
Mean	\$15,901	\$2,250	\$7,595	\$12,032	\$18,064	\$39,565
Median	\$11,981	\$2,154	\$7,692	\$11,981	\$17,825	\$31,408

¹2,027,439 SSNs

Employed 200+ Hours

	All ²	Quintile				
		1	2	3	4	5
Quintiles		\$8,344	\$11,928	\$16,517	\$24,865	NA
Mean	\$18,523	\$5,944	\$10,128	\$14,048	\$20,200	\$42,296
Median	\$13,963	\$6,112	\$10,127	\$13,963	\$19,968	\$33,741

²1,638,846 SSNs

Employed 350+ Hours

	All ³	Quintile				
		1	2	3	4	5
Quintiles		\$10,005	\$13,382	\$18,114	\$26,550	NA
Mean	\$20,353	\$7,970	\$11,643	\$15,557	\$21,839	\$44,756
Median	\$15,458	\$8,280	\$11,620	\$15,458	\$21,599	\$35,641

³1,368,209 SSNs

Percent Change from Prior Year

All Workers

	All ¹	Quintile				
		1	2	3	4	5
Quintiles		2.8%	4.7%	3.9%	2.6%	NA
Mean	2.4%	-0.3%	4.2%	4.3%	3.3%	1.3%
Median	4.4%	-1.6%	4.2%	4.4%	3.3%	2.2%

Employed 200+ Hours

	All ²	Quintile				
		1	2	3	4	5
Quintiles		5.8%	5.1%	4.0%	2.9%	NA
Mean	3.0%	4.8%	5.4%	4.6%	3.6%	1.5%
Median	4.6%	4.8%	5.5%	4.6%	3.7%	2.5%

Employed 350+ Hours

	All ³	Quintile				
		1	2	3	4	5
Quintiles		5.4%	4.7%	3.7%	2.5%	NA
Mean	2.7%	4.7%	5.0%	4.1%	3.2%	1.0%
Median	4.0%	5.6%	5.0%	4.0%	3.3%	2.3%

Source: Unemployment Insurance Wage Records