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Third Quarter 2022: Oregonians at Work: Real Wage Growth Faltered Amid Job Gains

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 Oregonians @ Work wage reports are available on the Data page in the Employment & Unemployment section at <https://www.qualityinfo.org/data>.

Oregon had 2.04 million people working in jobs covered by the state's unemployment insurance system during the third quarter of 2022. This was an increase of 47,500, or 2.4%, from the same quarter of the previous year. They earned a total of \$32.0 billion, with an average wage of about \$15,731 per worker for the quarter. The median hourly wage during the quarter was \$24.98.

Median Wage in Many Industries Struggled to Keep Up With Inflation

Oregon employers reported more than 2.2 million jobs during the third quarter of 2022. The vast majority of Oregonians (88.3%) held one job during the quarter. Approximately 10.0% of workers in the third quarter of 2022 held two jobs, 1.3% of workers held three jobs, and 0.4% of workers held four or more jobs. This looks almost identical to a year ago in the third quarter of 2021.

Meanwhile, the median wage decreased by \$0.47 over the year, after being adjusted for inflation according to the Consumer Price Index for All Urban Consumers (CPI-U). Inflation reached the highest rates in forty years in June 2022, and that has translated to fewer industry wages keeping up in their real purchasing power. Three industries had real wage gains, meaning that the median wage increased more than inflation: non-classifiable, information, and leisure and hospitality. Non-classifiable had the biggest real gain in median wage percentage growth from third quarter 2021 to third quarter 2022 (10.8%). However, most industries had decreases in real median wage. Natural resources and mining jobs had the biggest decrease in real percentage change (-7.2%), while transportation, warehousing, and utilities had the largest real dollar value decrease (-\$1.45).

**Real Change in Median Hourly Wage by Broad Industry
Third Quarter 2021 to Third Quarter 2022**

	3Q2022	Over the Year	
	Median Wage	Real Gain (\$)	Real Gain (%)
All Industries	\$24.98	-\$0.47	-1.8%
Non-classifiable	\$30.00	\$2.92	10.8%
Information	\$44.59	\$0.43	1.0%
Leisure and Hospitality	\$18.24	\$0.11	0.6%
Professional and Business Services	\$27.61	-\$0.12	-0.4%
Manufacturing	\$28.17	-\$0.21	-0.7%
Other Services	\$22.10	-\$0.23	-1.0%
Retail Trade	\$18.65	-\$0.20	-1.1%
Wholesale Trade	\$29.53	-\$0.37	-1.2%
State Government	\$40.21	-\$0.58	-1.4%
Construction	\$31.93	-\$0.57	-1.8%
Health Care & Social Assistance	\$25.15	-\$0.74	-2.9%
Local Government	\$36.29	-\$1.33	-3.5%
Financial Activities	\$30.07	-\$1.18	-3.8%
Private Educational Services	\$25.50	-\$1.38	-5.1%
Transportation, Warehousing, and Utilities	\$26.08	-\$1.45	-5.3%
Natural Resources and Mining	\$18.20	-\$1.42	-7.2%

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 wages tend to be the highest in firms with at least 500 employees. The median wage is usually lower in smaller firms. That is still the case in third quarter 2022. 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 smaller firms with less than 50 employees had positive real wage growth from third quarter 2021 to third quarter 2022.

Comparing Median Wage (\$) and Real Gain (%), Third Quarter 2021 to Third Quarter 2022



Source: Oregon Employment Department, Unemployment Insurance Wage Records

To describe this observation in other words, if someone made \$25 per hour in third quarter 2021, is that \$25 worth more or less in third quarter 2022? For workers at firms with less than 50 employees, that \$25 is worth more. On the other hand, for workers at larger firms – those with 50 or more employees – that \$25 is worth less.

However, upper wage growth (considered to be \$50 or more per hour in this analysis) was noteworthy in many industries. Average upper wage growth was 13.4% for all industries. Nine industries had greater upper wage growth than the average for all. Construction was at the top of the list at 26.1%, with state government (21.4%) and professional and business services (21.0%) right behind. The number of jobs paying less than \$15 per hour declined 59% from third quarter 2021 to third quarter 2022. The number of jobs paying \$50 or more per hour increased by 12%.

Most Industries Gained Jobs over the Year

Of the almost 65,000 jobs gained between third quarter 2021 and third quarter 2022, professional and business services experienced the largest growth in both numerical change (25,300) and percentage change (8.9%). The largest decrease in both numerical change and percentage change occurred in financial activities (-3,400; -3.6%).

However, it can sometimes be more helpful to look at the percentage of all jobs rather than the raw numerical value, to put the change in number of jobs in perspective. Some industries are larger than others by nature, and large increases or decreases, though they are many jobs, are a small percentage when compared with the size of the industry. For example, leisure and hospitality gained more than 13,000 jobs between third quarter 2021 and third quarter 2022. However, this only constituted a 5.2% increase. Conversely, private educational services grew by 8.5%, which was about 2,700 jobs.

**Change in Number of Jobs by Broad Industry
Third Quarter 2021 to Third Quarter 2022**

	3Q2021 - 3Q2022 Change in Jobs	% of All Jobs	
		3Q2021	3Q2022
All Industries	64,894	100.0%	100.0%
Professional and Business Services	25,306	13.0%	13.8%
Leisure and Hospitality	13,068	11.4%	11.6%
Construction	6,388	6.0%	6.1%
Natural Resources and Mining	6,305	4.4%	4.6%
Transportation, Warehousing, and Utilities	5,811	3.4%	3.5%
Manufacturing	5,310	9.4%	9.4%
Wholesale Trade	2,852	3.9%	3.9%
Private Educational Services	2,674	1.4%	1.5%
Other Services	2,147	3.2%	3.2%
Information	653	1.8%	1.8%
State Government	425	2.1%	2.0%
Non-classifiable	-159	0.4%	0.4%
Local Government	-202	9.7%	9.4%
Health Care & Social Assistance	-246	13.8%	13.4%
Retail Trade	-2,050	11.8%	11.4%
Financial Activities	-3,388	4.3%	4.0%

Source: Oregon Employment Department, Unemployment Insurance Wage Records

It is also interesting to look at the composition of industries in the economy. As different industries experience fluctuations, the number of jobs 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 third quarter of 2021 to the third quarter of 2022, the share of jobs in professional and business services increased from making up 13.0% of all jobs to 13.8%. Leisure and hospitality; construction; natural resources and mining; transportation, warehousing, and utilities; and private educational services also increased in their share of all jobs. State government added 425 jobs from third quarter 2021 to third quarter 2022, but decreased in its share of all jobs.

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 2022*

	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	218,286	515,088	582,540	279,404	170,325	112,736	260,898	2,139,277	\$24.79
Natural Resources and Mining	16,568	30,400	18,399	4,526	1,545	667	1,346	73,451	\$17.50
Construction	3,677	17,110	40,574	25,271	18,958	10,890	14,188	130,668	\$31.14
Manufacturing	7,534	38,286	69,425	31,978	17,246	10,909	31,787	207,165	\$27.72
Wholesale Trade	3,651	15,172	26,881	13,800	7,427	4,636	14,227	85,794	\$28.62
Retail Trade	54,597	95,292	60,844	17,260	6,504	3,700	9,965	248,162	\$18.22
Transportation, Warehousing, and Utilities	3,777	11,426	23,146	11,167	5,910	3,569	7,105	66,100	\$27.17
Information	1,285	3,340	6,630	5,679	4,714	3,636	13,696	38,980	\$44.99
Financial Activities	3,816	12,995	28,238	15,191	8,853	5,681	13,804	88,578	\$29.63
Professional and Business Services	18,582	68,171	71,010	38,106	24,908	17,340	54,134	292,251	\$27.66
Private Educational Services	4,788	6,800	9,866	5,167	2,874	1,856	2,740	34,091	\$24.91
Health Care & Social Assistance	16,721	78,020	86,952	32,385	21,378	16,081	44,541	296,078	\$24.83
Leisure and Hospitality	62,374	92,580	59,389	17,634	5,927	2,179	3,668	243,751	\$17.72
Other Services	9,859	18,963	19,847	9,022	4,193	2,472	4,646	69,002	\$21.99
State Government	67	1,889	9,493	11,335	9,192	6,294	5,609	43,879	\$39.13
Local Government	10,062	22,717	49,393	39,512	29,824	22,191	37,646	211,345	\$35.47
Non-classifiable	928	1,927	2,453	1,371	872	635	1,796	9,982	\$28.35

* 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 2022*

	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	10.2%	24.1%	27.2%	13.1%	8.0%	5.3%	12.2%	100.0%
Natural Resources and Mining	22.6%	41.4%	25.0%	6.2%	2.1%	0.9%	1.8%	100.0%
Construction	2.8%	13.1%	31.1%	19.3%	14.5%	8.3%	10.9%	100.0%
Manufacturing	3.6%	18.5%	33.5%	15.4%	8.3%	5.3%	15.3%	100.0%
Wholesale Trade	4.3%	17.7%	31.3%	16.1%	8.7%	5.4%	16.6%	100.0%
Retail Trade	22.0%	38.4%	24.5%	7.0%	2.6%	1.5%	4.0%	100.0%
Transportation, Warehousing, and Utilities	5.7%	17.3%	35.0%	16.9%	8.9%	5.4%	10.7%	100.0%
Information	3.3%	8.6%	17.0%	14.6%	12.1%	9.3%	35.1%	100.0%
Financial Activities	4.3%	14.7%	31.9%	17.1%	10.0%	6.4%	15.6%	100.0%
Professional and Business Services	6.4%	23.3%	24.3%	13.0%	8.5%	5.9%	18.5%	100.0%
Private Educational Services	14.0%	19.9%	28.9%	15.2%	8.4%	5.4%	8.0%	100.0%
Health Care & Social Assistance	5.6%	26.4%	29.4%	10.9%	7.2%	5.4%	15.0%	100.0%
Leisure and Hospitality	25.6%	38.0%	24.4%	7.2%	2.4%	0.9%	1.5%	100.0%
Other Services	14.3%	27.5%	28.8%	13.1%	6.1%	3.6%	6.7%	100.0%
State Government	0.2%	4.3%	21.6%	25.8%	20.9%	14.3%	12.8%	100.0%
Local Government	4.8%	10.7%	23.4%	18.7%	14.1%	10.5%	17.8%	100.0%
Non-classifiable	9.3%	19.3%	24.6%	13.7%	8.7%	6.4%	18.0%	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

Source: Unemployment Insurance Wage Records

Table 3: Oregon - Fraction of Jobs by Hourly Wage Level by Broad Industry - 2nd Quarter 2022*

	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	7.6%	5.9%	3.2%	1.6%	0.9%	0.6%	0.5%	3.4%
Construction	1.7%	3.3%	7.0%	9.0%	11.1%	9.7%	5.4%	6.1%
Manufacturing	3.5%	7.4%	11.9%	11.4%	10.1%	9.7%	12.2%	9.7%
Wholesale Trade	1.7%	2.9%	4.6%	4.9%	4.4%	4.1%	5.5%	4.0%
Retail Trade	25.0%	18.5%	10.4%	6.2%	3.8%	3.3%	3.8%	11.6%
Transportation, Warehousing, and Utilities	1.7%	2.2%	4.0%	4.0%	3.5%	3.2%	2.7%	3.1%
Information	0.6%	0.6%	1.1%	2.0%	2.8%	3.2%	5.2%	1.8%
Financial Activities	1.7%	2.5%	4.8%	5.4%	5.2%	5.0%	5.3%	4.1%
Professional and Business Services	8.5%	13.2%	12.2%	13.6%	14.6%	15.4%	20.7%	13.7%
Private Educational Services	2.2%	1.3%	1.7%	1.8%	1.7%	1.6%	1.1%	1.6%
Health Care & Social Assistance	7.7%	15.1%	14.9%	11.6%	12.6%	14.3%	17.1%	13.8%
Leisure and Hospitality	28.6%	18.0%	10.2%	6.3%	3.5%	1.9%	1.4%	11.4%
Other Services	4.5%	3.7%	3.4%	3.2%	2.5%	2.2%	1.8%	3.2%
State Government	0.0%	0.4%	1.6%	4.1%	5.4%	5.6%	2.1%	2.1%
Local Government	4.6%	4.4%	8.5%	14.1%	17.5%	19.7%	14.4%	9.9%
Non-classifiable	0.4%	0.4%	0.4%	0.5%	0.5%	0.6%	0.7%	0.5%

* 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 2022*

	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	218,286	515,088	582,540	279,404	170,325	112,736	260,898	2,139,277	\$24.79
Under 5 employees	14,136	32,219	33,774	15,290	8,871	5,969	15,857	126,116	\$24.00
5 - 9 employees	19,186	34,037	38,364	15,569	8,353	4,731	10,585	130,825	\$22.11
10 - 19 employees	26,865	47,727	53,637	22,198	12,017	6,561	13,855	182,860	\$22.22
20 - 49 employees	37,049	77,402	82,082	35,242	18,951	10,191	21,732	282,649	\$22.35
50 - 99 employees	21,465	55,845	63,183	27,888	15,935	9,126	18,819	212,261	\$23.43
100 - 249 employees	26,929	70,122	80,780	38,769	23,210	13,078	27,413	280,301	\$24.17
250 - 499 employees	18,894	46,726	56,734	27,311	16,630	10,726	20,992	198,013	\$24.89
500 or more employees	53,762	151,010	173,986	97,137	66,358	52,354	131,645	726,252	\$28.76

* 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 2022*

	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	10.2%	24.1%	27.2%	13.1%	8.0%	5.3%	12.2%	100.0%
Under 5 employees	11.2%	25.5%	26.8%	12.1%	7.0%	4.7%	12.6%	100.0%
5 - 9 employees	14.7%	26.0%	29.3%	11.9%	6.4%	3.6%	8.1%	100.0%
10 - 19 employees	14.7%	26.1%	29.3%	12.1%	6.6%	3.6%	7.6%	100.0%
20 - 49 employees	13.1%	27.4%	29.0%	12.5%	6.7%	3.6%	7.7%	100.0%
50 - 99 employees	10.1%	26.3%	29.8%	13.1%	7.5%	4.3%	8.9%	100.0%
100 - 249 employees	9.6%	25.0%	28.8%	13.8%	8.3%	4.7%	9.8%	100.0%
250 - 499 employees	9.5%	23.6%	28.7%	13.8%	8.4%	5.4%	10.6%	100.0%
500 or more employees	7.4%	20.8%	24.0%	13.4%	9.1%	7.2%	18.1%	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 - 2nd Quarter 2022*

	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	6.5%	6.3%	5.8%	5.5%	5.2%	5.3%	6.1%	5.9%
5 - 9 employees	8.8%	6.6%	6.6%	5.6%	4.9%	4.2%	4.1%	6.1%
10 - 19 employees	12.3%	9.3%	9.2%	7.9%	7.1%	5.8%	5.3%	8.5%
20 - 49 employees	17.0%	15.0%	14.1%	12.6%	11.1%	9.0%	8.3%	13.2%
50 - 99 employees	9.8%	10.8%	10.8%	10.0%	9.4%	8.1%	7.2%	9.9%
100 - 249 employees	12.3%	13.6%	13.9%	13.9%	13.6%	11.6%	10.5%	13.1%
250 - 499 employees	8.7%	9.1%	9.7%	9.8%	9.8%	9.5%	8.0%	9.3%
500 or more employees	24.6%	29.3%	29.9%	34.8%	39.0%	46.4%	50.5%	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 2022

	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	1,959,388	1.4%	100.0%	\$ 30,420,855,341	6.9%	100.0%	\$ 15,526	5.4%
One Job	1,748,507	1.4%	89.2%	\$ 27,517,911,850	6.2%	90.5%	\$ 15,738	4.8%
Two Jobs	184,806	1.8%	9.4%	\$ 2,576,397,423	13.8%	8.5%	\$ 13,941	11.8%
Three Jobs	21,579	1.4%	1.1%	\$ 264,170,401	11.7%	0.9%	\$ 12,242	10.1%
Four or More Jobs	4,496	-4.4%	0.2%	\$ 62,375,667	3.2%	0.2%	\$ 13,874	7.9%
Total Records	2,203,222	1.4%						
Records per SSN	1.12							
Two or More Jobs	210,881	1.6%	10.8%					
Workers in Oregon's workforce in 2nd Quarter 2022 who:								
- did not work in Oregon in 1st quarter 2022	167,285	-5.5%						
- had not worked in Oregon since 1990	55,319	0.7%						
- returned to Oregon's workforce*	111,966	-8.3%						
Percent in workforce one year ago	81.2%							
Percent in same primary industry	76.6%							
Percent in new primary industry (3-digit NAICS)	23.4%							

*Did not work in Oregon in 1st 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 - 2nd Quarter 2022

2022 2nd Quarter Wages

All Workers

	All ¹	Quintile				
		1	2	3	4	5
Quintiles		\$4,863	\$9,416	\$13,934	\$22,099	NA
Mean	\$15,526	\$2,258	\$7,290	\$11,541	\$17,492	\$39,048
Median	\$11,480	\$2,189	\$7,381	\$11,480	\$17,250	\$30,727

¹1,959,388 SSNs

Employed 200+ Hours

	All ²	Quintile				
		1	2	3	4	5
Quintiles		\$7,889	\$11,349	\$15,875	\$24,160	NA
Mean	\$17,981	\$5,669	\$9,609	\$13,435	\$19,505	\$41,687
Median	\$13,350	\$5,831	\$9,600	\$13,350	\$19,256	\$32,918

²1,609,454 SSNs

Employed 350+ Hours

	All ³	Quintile				
		1	2	3	4	5
Quintiles		\$9,491	\$12,777	\$17,465	\$25,900	NA
Mean	\$19,821	\$7,612	\$11,089	\$14,938	\$21,158	\$44,307
Median	\$14,866	\$7,840	\$11,067	\$14,866	\$20,913	\$34,836

³1,348,657 SSNs

Percent Change from Prior Year

All Workers

	All ¹	Quintile				
		1	2	3	4	5
Quintiles		6.3%	8.0%	7.4%	6.7%	NA
Mean	5.4%	4.7%	7.7%	7.8%	7.0%	3.6%
Median	8.0%	4.3%	7.9%	8.0%	7.2%	7.3%

Employed 200+ Hours

	All ²	Quintile				
		1	2	3	4	5
Quintiles		9.1%	8.6%	7.6%	7.3%	NA
Mean	6.5%	9.1%	8.9%	8.0%	7.3%	4.8%
Median	8.1%	9.4%	8.8%	8.1%	7.2%	7.9%

Employed 350+ Hours

	All ³	Quintile				
		1	2	3	4	5
Quintiles		9.3%	8.3%	7.7%	7.4%	NA
Mean	6.6%	9.6%	8.9%	8.0%	7.2%	4.7%
Median	8.1%	9.6%	9.0%	8.1%	7.1%	7.9%