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Labor Market Information

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First Quarter 2021: Jobs Decrease but Median Wage Rises

Oregon employers must report total wages and hours worked for each employee covered by unemployment insurance. These quarterly records cover nearly two million individuals employed in the state but don't include roughly 280,000 self-employed workers. Past quarterly wage reports are available in the Oregonians @ Work box at www.qualityinfo.org/pubs.

Oregon's employers reported a total of 1,980,967 jobs during the first quarter of 2021 (January, February, and March). This was a decrease of 144,152 from the same quarter of the previous year just before the pandemic strongly affected the economy. The median (middle) wage of all non-federal jobs was \$23.12 per hour during first quarter 2021, which was \$1.63 per hour higher than the previous year.

Why the rise in median wage? It was largely due to the decrease in lower-wage jobs, those paying less \$30 per hour, and an increase in higher-wage jobs. Part of this shift to higher wage jobs was due to structural changes in Oregon's economy over the past year. Most industries shed jobs over the year, but they differed in degree. Several lower-wage industries, namely leisure and hospitality and other services, lost large numbers of jobs. In fact, those two industries alone lost more than 87,000 jobs over the year, more than a fourth of their employment. Some middle-wage industries such as manufacturing (-12,179 jobs) and professional and business services (-9,716 jobs) also lost jobs, but relatively fewer. And the jobs these middle-wage industries shed were mainly their lower-wage ones. The only higher-wage industry to shed jobs was local government (-23,241 jobs), and this industry also mainly shed its lower-wage jobs. Another reason for the higher overall median wages was the tight labor market that prevailed as the economy continued to recover from the pandemic recession. Oregon added jobs in every wage group above \$30 per hour.

One interesting outcome of the pandemic recession is the addition of 6,384 jobs to the group of the smallest employers, those with fewer than five employees. From the first quarter of 2020, before the pandemic, to the first quarter of 2021 every size class of employers lost jobs, except these smallest employers. One possible explanation for this oddity is that many somewhat larger employers reduced their staff, and so the formerly larger employers ended up in the group of smaller employers. Although the largest employers (those with 500 or more employees) shed the most jobs (-47,761 jobs) over the year to the first quarter of 2021, employers that had 250 to 499 employees shed the largest share (-13.6%) of their jobs. In the

pandemic recession, it appears that large employers were affected at least as much, if not more, than small employers.

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 2021*

	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	360,435	433,636	475,686	240,263	154,417	97,090	219,440	1,980,967	\$23.12
Natural Resources and Mining	21,623	17,179	12,711	3,370	1,270	616	1,238	58,007	\$16.47
Construction	6,809	20,465	35,827	21,460	16,741	9,424	10,348	121,074	\$29.00
Manufacturing	17,319	40,665	54,742	24,786	14,027	9,688	31,514	192,741	\$26.13
Wholesale Trade	7,360	16,016	22,504	11,725	6,451	4,041	13,030	81,127	\$27.02
Retail Trade	93,309	68,467	44,785	14,939	6,235	3,423	8,778	239,936	\$16.50
Transportation, Warehousing, and Utilities	6,289	19,097	27,358	9,265	4,821	3,005	8,581	78,416	\$23.47
Information	1,521	2,755	6,462	6,035	4,579	3,352	10,488	35,192	\$41.55
Financial Activities	6,048	14,772	24,742	13,542	8,129	5,290	17,768	90,291	\$29.77
Professional and Business Services	42,175	59,698	54,482	31,854	21,399	14,924	41,359	265,891	\$24.88
Private Educational Services	5,005	5,304	8,484	4,567	2,415	1,547	2,091	29,413	\$24.66
Health Care & Social Assistance	39,166	76,745	77,139	28,530	20,548	14,525	39,273	295,926	\$22.49
Leisure and Hospitality	83,577	49,525	31,690	8,570	2,695	1,095	2,185	179,337	\$15.31
Other Services	13,994	15,980	16,704	7,174	3,332	1,901	3,843	62,928	\$20.29
State Government	62	1,252	9,231	11,597	9,265	6,103	5,683	43,193	\$39.42
Local Government	15,576	24,938	47,756	42,233	32,084	17,849	22,491	202,927	\$32.83
Non-classifiable	602	778	1,069	616	426	307	770	4,568	\$28.41

* 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 2021*

	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	18.2%	21.9%	24.0%	12.1%	7.8%	4.9%	11.1%	100.0%
Natural Resources and Mining	37.3%	29.6%	21.9%	5.8%	2.2%	1.1%	2.1%	100.0%
Construction	5.6%	16.9%	29.6%	17.7%	13.8%	7.8%	8.5%	100.0%
Manufacturing	9.0%	21.1%	28.4%	12.9%	7.3%	5.0%	16.4%	100.0%
Wholesale Trade	9.1%	19.7%	27.7%	14.5%	8.0%	5.0%	16.1%	100.0%
Retail Trade	38.9%	28.5%	18.7%	6.2%	2.6%	1.4%	3.7%	100.0%
Transportation, Warehousing, and Utilities	8.0%	24.4%	34.9%	11.8%	6.1%	3.8%	10.9%	100.0%
Information	4.3%	7.8%	18.4%	17.1%	13.0%	9.5%	29.8%	100.0%
Financial Activities	6.7%	16.4%	27.4%	15.0%	9.0%	5.9%	19.7%	100.0%
Professional and Business Services	15.9%	22.5%	20.5%	12.0%	8.0%	5.6%	15.6%	100.0%
Private Educational Services	17.0%	18.0%	28.8%	15.5%	8.2%	5.3%	7.1%	100.0%
Health Care & Social Assistance	13.2%	25.9%	26.1%	9.6%	6.9%	4.9%	13.3%	100.0%
Leisure and Hospitality	46.6%	27.6%	17.7%	4.8%	1.5%	0.6%	1.2%	100.0%
Other Services	22.2%	25.4%	26.5%	11.4%	5.3%	3.0%	6.1%	100.0%
State Government	0.1%	2.9%	21.4%	26.8%	21.5%	14.1%	13.2%	100.0%
Local Government	7.7%	12.3%	23.5%	20.8%	15.8%	8.8%	11.1%	100.0%
Non-classifiable	13.2%	17.0%	23.4%	13.5%	9.3%	6.7%	16.9%	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 2021*

	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	6.0%	4.0%	2.7%	1.4%	0.8%	0.6%	0.6%	2.9%
Construction	1.9%	4.7%	7.5%	8.9%	10.8%	9.7%	4.7%	6.1%
Manufacturing	4.8%	9.4%	11.5%	10.3%	9.1%	10.0%	14.4%	9.7%
Wholesale Trade	2.0%	3.7%	4.7%	4.9%	4.2%	4.2%	5.9%	4.1%
Retail Trade	25.9%	15.8%	9.4%	6.2%	4.0%	3.5%	4.0%	12.1%
Transportation, Warehousing, and Utilities	1.7%	4.4%	5.8%	3.9%	3.1%	3.1%	3.9%	4.0%
Information	0.4%	0.6%	1.4%	2.5%	3.0%	3.5%	4.8%	1.8%
Financial Activities	1.7%	3.4%	5.2%	5.6%	5.3%	5.4%	8.1%	4.6%
Professional and Business Services	11.7%	13.8%	11.5%	13.3%	13.9%	15.4%	18.8%	13.4%
Private Educational Services	1.4%	1.2%	1.8%	1.9%	1.6%	1.6%	1.0%	1.5%
Health Care & Social Assistance	10.9%	17.7%	16.2%	11.9%	13.3%	15.0%	17.9%	14.9%
Leisure and Hospitality	23.2%	11.4%	6.7%	3.6%	1.7%	1.1%	1.0%	9.1%
Other Services	3.9%	3.7%	3.5%	3.0%	2.2%	2.0%	1.8%	3.2%
State Government	0.0%	0.3%	1.9%	4.8%	6.0%	6.3%	2.6%	2.2%
Local Government	4.3%	5.8%	10.0%	17.6%	20.8%	18.4%	10.2%	10.2%
Non-classifiable	0.2%	0.2%	0.2%	0.3%	0.3%	0.3%	0.4%	0.2%

* 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

Source: *Unemployment Insurance Wage Records*

Table 4: Oregon - Number of Jobs by Hourly Wage Level and Firm Employment Size Class - 1st Quarter 2021*

	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	360,435	433,636	475,686	240,263	154,417	97,090	219,440	1,980,967	\$23.12
Under 5 employees	21,593	34,528	30,087	12,972	7,459	4,822	13,414	124,875	\$21.10
5 - 9 employees	29,941	33,167	34,017	13,468	7,320	3,653	8,604	130,170	\$20.05
10 - 19 employees	39,817	42,641	44,371	18,462	10,019	5,084	11,293	171,687	\$20.35
20 - 49 employees	52,361	59,226	61,978	28,150	15,099	8,140	17,712	242,666	\$21.01
50 - 99 employees	35,374	44,582	46,176	22,615	13,215	7,328	15,898	185,188	\$21.98
100 - 249 employees	45,723	58,173	61,769	31,971	19,930	10,955	24,971	253,492	\$22.87
250 - 499 employees	35,958	38,239	43,982	23,626	14,099	7,841	16,570	180,315	\$22.94
500 or more employees	99,668	123,080	153,306	88,999	67,276	49,267	110,978	692,574	\$27.37

* 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 2021*

	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	18.2%	21.9%	24.0%	12.1%	7.8%	4.9%	11.1%	100.0%
Under 5 employees	17.3%	27.7%	24.1%	10.4%	6.0%	3.9%	10.7%	100.0%
5 - 9 employees	23.0%	25.5%	26.1%	10.3%	5.6%	2.8%	6.6%	100.0%
10 - 19 employees	23.2%	24.8%	25.8%	10.8%	5.8%	3.0%	6.6%	100.0%
20 - 49 employees	21.6%	24.4%	25.5%	11.6%	6.2%	3.4%	7.3%	100.0%
50 - 99 employees	19.1%	24.1%	24.9%	12.2%	7.1%	4.0%	8.6%	100.0%
100 - 249 employees	18.0%	22.9%	24.4%	12.6%	7.9%	4.3%	9.9%	100.0%
250 - 499 employees	19.9%	21.2%	24.4%	13.1%	7.8%	4.3%	9.2%	100.0%
500 or more employees	14.4%	17.8%	22.1%	12.9%	9.7%	7.1%	16.0%	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 6: Oregon - Fraction of Jobs in Hourly Wage Level by Firm Employment Size Class - 1st Quarter 2021*

	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	6.0%	8.0%	6.3%	5.4%	4.8%	5.0%	6.1%	6.3%
5 - 9 employees	8.3%	7.6%	7.2%	5.6%	4.7%	3.8%	3.9%	6.6%
10 - 19 employees	11.0%	9.8%	9.3%	7.7%	6.5%	5.2%	5.1%	8.7%
20 - 49 employees	14.5%	13.7%	13.0%	11.7%	9.8%	8.4%	8.1%	12.2%
50 - 99 employees	9.8%	10.3%	9.7%	9.4%	8.6%	7.5%	7.2%	9.3%
100 - 249 employees	12.7%	13.4%	13.0%	13.3%	12.9%	11.3%	11.4%	12.8%
250 - 499 employees	10.0%	8.8%	9.2%	9.8%	9.1%	8.1%	7.6%	9.1%
500 or more employees	27.7%	28.4%	32.2%	37.0%	43.6%	50.7%	50.6%	35.0%

* 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 7: Oregon - Unemployment Insurance Wage Record Summary Statistics - 1st Quarter 2021

	Count	12-Month		Total Wages	12-Month		Mean Wages Per Quarter	12-Month Percent Change
		Percent Change	Percent of Total SSNs		Percent Change	Percent of Total Wages		
Total SSNs	1,955,510	1.6%	100.0%	\$ 27,114,518,289	5.7%	100.0%	\$ 13,866	4.0%
One Job	1,753,060	1.6%	89.6%	\$ 24,902,922,145	5.5%	91.8%	\$ 14,205	3.8%
Two Jobs	177,987	1.5%	9.1%	\$ 1,963,621,013	7.2%	7.2%	\$ 11,032	5.6%
Three Jobs	20,300	1.3%	1.0%	\$ 202,221,387	10.7%	0.7%	\$ 9,962	9.4%
Four or More Jobs	4,163	-3.5%	0.2%	\$ 45,753,744	4.4%	0.2%	\$ 10,991	8.1%
Total Records	2,188,749	1.5%						
Records per SSN	1.12							
Two or More Jobs	202,450	1.4%	10.4%					
Workers in Oregon's workforce in 1st Quarter 2020 who:								
- did not work in Oregon in 4th quarter 2019	115,981	-1.0%						
- had not worked in Oregon since 1990	34,201	-2.6%						
- returned to Oregon's workforce*	81,780	-0.3%						
Percent in workforce one year ago	84.2%							
Percent in same primary industry	85.0%							
Percent in new primary industry (3-digit NAICS)	15.0%							

*Did not work in Oregon in 4th Quarter 2019, 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 2021

2021 1st Quarter Wages

All Workers

	All ¹	Quintile				
		1	2	3	4	5
Quintiles		\$4,327	\$8,078	\$12,210	\$19,650	NA
Mean	\$14,505	\$2,072	\$6,298	\$9,991	\$15,491	\$38,671
Median	\$9,911	\$2,044	\$6,344	\$9,911	\$15,258	\$27,550

¹1,861,100 SSNs

Employed 200+ Hours

	All ²	Quintile				
		1	2	3	4	5
Quintiles		\$6,760	\$9,786	\$14,032	\$21,442	NA
Mean	\$16,733	\$4,934	\$8,246	\$11,752	\$17,316	\$41,414
Median	\$11,684	\$5,069	\$8,235	\$11,684	\$17,114	\$29,692

²1,528,306 SSNs

Employed 350+ Hours

	All ³	Quintile				
		1	2	3	4	5
Quintiles		\$8,234	\$11,264	\$15,605	\$23,115	NA
Mean	\$18,662	\$6,615	\$9,672	\$13,285	\$18,937	\$44,801
Median	\$13,208	\$6,801	\$9,625	\$13,207	\$18,750	\$31,824

³1,242,657 SSNs

Percent Change from Prior Year

All Workers

	All ¹	Quintile				
		1	2	3	4	5
Quintiles		5.6%	3.8%	3.6%	3.5%	NA
Mean	4.6%	6.2%	4.6%	3.7%	3.6%	5.2%
Median	3.6%	6.6%	4.8%	3.6%	3.4%	3.1%

Employed 200+ Hours

	All ²	Quintile				
		1	2	3	4	5
Quintiles		4.8%	4.0%	4.0%	3.6%	NA
Mean	4.9%	5.6%	4.2%	4.1%	3.8%	5.5%
Median	4.2%	5.9%	4.2%	4.2%	3.8%	3.4%

Employed 350+ Hours

	All ³	Quintile				
		1	2	3	4	5
Quintiles		3.9%	3.8%	3.7%	3.1%	NA
Mean	4.6%	4.3%	3.7%	3.7%	3.4%	5.7%
Median	3.8%	4.4%	3.6%	3.8%	3.5%	3.0%