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Labor Market Information

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Fourth Quarter 2020: Jobs Increase Slightly and Median Wage Rises

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 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 2,045,041 jobs during the fourth quarter of 2020 (October, November, and December). This was a small gain (+3,745 jobs) from the previous quarter, but it remained a huge loss in employment (-158,948 jobs) from the fourth quarter of 2019 before the pandemic. The median (middle) wage of all non-federal jobs was \$22.91 per hour during the fourth quarter of 2020, which was \$0.87 per hour higher than the previous quarter and \$1.89 higher than the previous year. This was an increase of 9% over the year.

Why the rise in median wage? Much of it was due to the loss of lower-wage jobs, especially those paying \$10 to \$15 per hour, and an increase in higher-wage jobs, mainly those that paid more than \$60 per hour. Part of this shift to higher-wage jobs was probably due to the continued ability of information workers to work from home during the pandemic. These jobs were much less affected by business restrictions. At the other end of the wage scale jobs paying less than \$15 per hour decreased by 182,408 from the previous year. The leisure and hospitality sector alone shed nearly 70,000 jobs from the fourth quarter of 2019 to the fourth quarter of 2020. The other services sector—which includes hair salons, churches, and repair shops—cut about 21,000 jobs. Both of these industries tend to pay low wages. In addition to losing many lower-wage jobs, Oregon added jobs over the year in every wage group above \$30 per hour.

Almost all industries lost jobs over the year to the fourth quarter of 2020, but state government added 651 jobs and transportation, warehousing, and utilities added 6,950. The rapid expansion of online shopping and home delivery spurred growth in the transportation and warehousing industries.

Growth was more evident from the third quarter of 2020 to the fourth quarter. Normally the third quarter is the peak employment period for a year, but the recovery from the pandemic boosted fourth quarter employment, albeit by a small number of jobs. The professional and business services sector added 20,413 jobs over the period and paid a median wage of \$24.53

per hour. Local government added 7,282 jobs and paid a median wage of \$32.18 per hour. Retail trade and trade, transportation, and utilities were two other sectors that added large numbers of jobs from the third to fourth quarters of 2020. The job losses were concentrated in the natural resource and mining sector and the leisure and hospitality sector. Both sectors typically have large seasonal losses in the fourth quarter as the weather worsens. Both also have low median wages.

The minimum wage increased again July 1, 2021, which may help to raise median wages again. The tight labor market of 2021 is also putting upward pressure on wages, and in some cases making the minimum wage less relevant. Expect wage data in 2021 to show continued increase in median wages. It will be interesting to see how wage increases will compare to prices, which are also increasing more rapidly in 2021.

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 - 4th Quarter 2020*

	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	379,717	459,677	484,448	248,846	160,787	99,980	211,586	2,045,041	\$22.91
Natural Resources and Mining	24,251	22,206	17,766	4,983	1,819	945	2,305	74,275	\$17.46
Construction	7,243	20,027	35,776	22,517	18,167	10,294	11,550	125,574	\$29.92
Manufacturing	17,287	39,618	56,159	26,742	16,338	10,297	27,665	194,106	\$26.42
Wholesale Trade	7,688	15,766	22,846	12,419	6,923	4,253	11,602	81,497	\$27.07
Retail Trade	92,826	75,736	48,203	14,563	6,221	3,207	8,951	249,707	\$16.58
Transportation, Warehousing, and Utilities	7,061	23,873	29,565	9,746	5,209	3,187	7,757	86,398	\$22.66
Information	1,828	2,968	6,599	6,166	4,868	3,462	9,614	35,505	\$40.26
Financial Activities	6,300	15,019	26,660	14,418	8,937	5,845	14,820	91,999	\$28.98
Professional and Business Services	46,798	59,829	53,530	31,575	21,792	15,283	42,289	271,096	\$24.53
Private Educational Services	5,105	5,405	8,276	4,676	2,478	1,469	2,050	29,459	\$24.45
Health Care & Social Assistance	41,956	82,226	68,058	29,730	20,569	15,901	38,968	297,408	\$22.59
Leisure and Hospitality	89,765	51,992	33,547	9,123	2,853	1,283	2,824	191,387	\$15.31
Other Services	14,827	16,363	17,072	7,596	3,688	2,066	3,794	65,406	\$20.30
State Government	131	1,861	10,004	11,547	9,132	5,708	5,164	43,547	\$38.33
Local Government	15,865	25,740	49,247	42,476	31,377	16,514	21,515	202,734	\$32.18
Non-classifiable	786	1,048	1,140	569	416	266	718	4,943	\$24.55

* 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 - 4th Quarter 2020*

	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	18.6%	22.5%	23.7%	12.2%	7.9%	4.9%	10.3%	100.0%
Natural Resources and Mining	32.7%	29.9%	23.9%	6.7%	2.4%	1.3%	3.1%	100.0%
Construction	5.8%	15.9%	28.5%	17.9%	14.5%	8.2%	9.2%	100.0%
Manufacturing	8.9%	20.4%	28.9%	13.8%	8.4%	5.3%	14.3%	100.0%
Wholesale Trade	9.4%	19.3%	28.0%	15.2%	8.5%	5.2%	14.2%	100.0%
Retail Trade	37.2%	30.3%	19.3%	5.8%	2.5%	1.3%	3.6%	100.0%
Transportation, Warehousing, and Utilities	8.2%	27.6%	34.2%	11.3%	6.0%	3.7%	9.0%	100.0%
Information	5.1%	8.4%	18.6%	17.4%	13.7%	9.8%	27.1%	100.0%
Financial Activities	6.8%	16.3%	29.0%	15.7%	9.7%	6.4%	16.1%	100.0%
Professional and Business Services	17.3%	22.1%	19.7%	11.6%	8.0%	5.6%	15.6%	100.0%
Private Educational Services	17.3%	18.3%	28.1%	15.9%	8.4%	5.0%	7.0%	100.0%
Health Care & Social Assistance	14.1%	27.6%	22.9%	10.0%	6.9%	5.3%	13.1%	100.0%
Leisure and Hospitality	46.9%	27.2%	17.5%	4.8%	1.5%	0.7%	1.5%	100.0%
Other Services	22.7%	25.0%	26.1%	11.6%	5.6%	3.2%	5.8%	100.0%
State Government	0.3%	4.3%	23.0%	26.5%	21.0%	13.1%	11.9%	100.0%
Local Government	7.8%	12.7%	24.3%	21.0%	15.5%	8.1%	10.6%	100.0%
Non-classifiable	15.9%	21.2%	23.1%	11.5%	8.4%	5.4%	14.5%	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 - 4th Quarter 2020*

	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	6.4%	4.8%	3.7%	2.0%	1.1%	0.9%	1.1%	3.6%
Construction	1.9%	4.4%	7.4%	9.0%	11.3%	10.3%	5.5%	6.1%
Manufacturing	4.6%	8.6%	11.6%	10.7%	10.2%	10.3%	13.1%	9.5%
Wholesale Trade	2.0%	3.4%	4.7%	5.0%	4.3%	4.3%	5.5%	4.0%
Retail Trade	24.4%	16.5%	10.0%	5.9%	3.9%	3.2%	4.2%	12.2%
Transportation, Warehousing, and Utilities	1.9%	5.2%	6.1%	3.9%	3.2%	3.2%	3.7%	4.2%
Information	0.5%	0.6%	1.4%	2.5%	3.0%	3.5%	4.5%	1.7%
Financial Activities	1.7%	3.3%	5.5%	5.8%	5.6%	5.8%	7.0%	4.5%
Professional and Business Services	12.3%	13.0%	11.0%	12.7%	13.6%	15.3%	20.0%	13.3%
Private Educational Services	1.3%	1.2%	1.7%	1.9%	1.5%	1.5%	1.0%	1.4%
Health Care & Social Assistance	11.0%	17.9%	14.0%	11.9%	12.8%	15.9%	18.4%	14.5%
Leisure and Hospitality	23.6%	11.3%	6.9%	3.7%	1.8%	1.3%	1.3%	9.4%
Other Services	3.9%	3.6%	3.5%	3.1%	2.3%	2.1%	1.8%	3.2%
State Government	0.0%	0.4%	2.1%	4.6%	5.7%	5.7%	2.4%	2.1%
Local Government	4.2%	5.6%	10.2%	17.1%	19.5%	16.5%	10.2%	9.9%
Non-classifiable	0.2%	0.2%	0.2%	0.2%	0.3%	0.3%	0.3%	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 - 4th Quarter 2020*

	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	379,717	459,677	484,448	248,846	160,787	99,980	211,586	2,045,041	\$22.91
Under 5 employees	21,970	33,798	29,621	13,153	8,029	5,217	14,726	126,514	\$21.61
5 - 9 employees	30,486	32,240	33,608	13,963	7,664	4,115	9,457	131,533	\$20.30
10 - 19 employees	40,393	41,899	44,397	19,127	10,850	5,767	12,330	174,763	\$20.69
20 - 49 employees	55,725	61,043	64,439	29,534	16,627	9,196	19,477	256,041	\$21.14
50 - 99 employees	36,910	44,457	47,631	23,909	13,823	7,506	15,675	189,911	\$22.05
100 - 249 employees	51,538	62,434	65,141	33,335	20,683	11,078	23,367	267,576	\$22.27
250 - 499 employees	39,924	39,256	46,362	24,327	14,306	8,060	15,733	187,968	\$22.55
500 or more employees	102,771	144,550	153,249	91,498	68,805	49,041	100,821	710,735	\$26.24

* 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 - 4th Quarter 2020*

	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	18.6%	22.5%	23.7%	12.2%	7.9%	4.9%	10.3%	100.0%
Under 5 employees	17.4%	26.7%	23.4%	10.4%	6.3%	4.1%	11.6%	100.0%
5 - 9 employees	23.2%	24.5%	25.6%	10.6%	5.8%	3.1%	7.2%	100.0%
10 - 19 employees	23.1%	24.0%	25.4%	10.9%	6.2%	3.3%	7.1%	100.0%
20 - 49 employees	21.8%	23.8%	25.2%	11.5%	6.5%	3.6%	7.6%	100.0%
50 - 99 employees	19.4%	23.4%	25.1%	12.6%	7.3%	4.0%	8.3%	100.0%
100 - 249 employees	19.3%	23.3%	24.3%	12.5%	7.7%	4.1%	8.7%	100.0%
250 - 499 employees	21.2%	20.9%	24.7%	12.9%	7.6%	4.3%	8.4%	100.0%
500 or more employees	14.5%	20.3%	21.6%	12.9%	9.7%	6.9%	14.2%	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 - 4th Quarter 2020*

	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	5.8%	7.4%	6.1%	5.3%	5.0%	5.2%	7.0%	6.2%
5 - 9 employees	8.0%	7.0%	6.9%	5.6%	4.8%	4.1%	4.5%	6.4%
10 - 19 employees	10.6%	9.1%	9.2%	7.7%	6.7%	5.8%	5.8%	8.5%
20 - 49 employees	14.7%	13.3%	13.3%	11.9%	10.3%	9.2%	9.2%	12.5%
50 - 99 employees	9.7%	9.7%	9.8%	9.6%	8.6%	7.5%	7.4%	9.3%
100 - 249 employees	13.6%	13.6%	13.4%	13.4%	12.9%	11.1%	11.0%	13.1%
250 - 499 employees	10.5%	8.5%	9.6%	9.8%	8.9%	8.1%	7.4%	9.2%
500 or more employees	27.1%	31.4%	31.6%	36.8%	42.8%	49.1%	47.7%	34.8%

* 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 - 4th Quarter 2020

	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	1,902,559	-5.0%	100.0%	\$ 29,264,117,018	6.3%	100.0%	\$ 15,381	11.8%
One Job	1,713,717	-3.0%	90.1%	\$ 26,875,671,424	7.6%	91.8%	\$ 15,683	10.9%
Two Jobs	165,796	-17.8%	8.7%	\$ 2,105,842,426	-5.3%	7.2%	\$ 12,701	15.1%
Three Jobs	18,929	-28.9%	1.0%	\$ 228,011,430	-12.1%	0.8%	\$ 12,046	23.6%
Four or More Jobs	4,117	-36.4%	0.2%	\$ 54,591,738	-17.6%	0.2%	\$ 13,260	29.7%
Total Records	2,120,764	-7.0%						
Records per SSN	1.11							
Two or More Jobs	188,842	-19.5%	9.9%					
Workers in Oregon's workforce in 4th Quarter 2020 who:								
- did not work in Oregon in 3rd quarter 2020	161,532	1.0%						
- had not worked in Oregon since 1990	41,955	-9.2%						
- returned to Oregon's workforce*	119,577	5.2%						
Percent in workforce one year ago	85.6%							
Percent in same primary industry	84.7%							
Percent in new primary industry (3-digit NAICS)	15.3%							

*Did not work in Oregon in 3rd Quarter 2020, 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 - 4th Quarter 2020

2020 4th Quarter Wages

All Workers

	All ¹	Quintile				
		1	2	3	4	5
Quintiles		\$4,571	\$8,846	\$13,320	\$21,006	NA
Mean	\$15,381	\$2,186	\$6,788	\$10,948	\$16,709	\$40,276
Median	\$10,885	\$2,161	\$6,838	\$10,885	\$16,492	\$29,268

¹1,902,559 SSNs

Employed 200+ Hours

	All ²	Quintile				
		1	2	3	4	5
Quintiles		\$7,189	\$10,638	\$15,055	\$22,799	NA
Mean	\$17,571	\$5,110	\$8,906	\$12,703	\$18,481	\$42,655
Median	\$12,619	\$5,223	\$8,911	\$12,619	\$18,269	\$31,200

²1,580,313 SSNs

Employed 350+ Hours

	All ³	Quintile				
		1	2	3	4	5
Quintiles		\$8,792	\$12,063	\$16,588	\$24,465	NA
Mean	\$19,417	\$6,926	\$10,382	\$14,169	\$20,048	\$45,557
Median	\$14,092	\$7,135	\$10,364	\$14,092	\$19,821	\$33,039

³1,331,230 SSNs

Percent Change from Prior Year

All Workers

	All ¹	Quintile				
		1	2	3	4	5
Quintiles		9.8%	10.7%	10.6%	9.5%	NA
Mean	11.8%	11.7%	10.2%	10.5%	10.0%	13.3%
Median	10.5%	12.8%	10.3%	10.5%	10.0%	9.8%

Employed 200+ Hours

	All ²	Quintile				
		1	2	3	4	5
Quintiles		9.6%	10.1%	9.9%	9.3%	NA
Mean	11.2%	8.5%	10.1%	10.2%	9.6%	12.7%
Median	10.2%	8.4%	10.3%	10.2%	9.6%	9.7%

Employed 350+ Hours

	All ³	Quintile				
		1	2	3	4	5
Quintiles		10.0%	9.9%	9.8%	9.2%	NA
Mean	11.0%	9.2%	10.0%	9.9%	9.3%	12.7%
Median	10.0%	9.6%	10.0%	10.0%	9.3%	9.5%