

April 2018

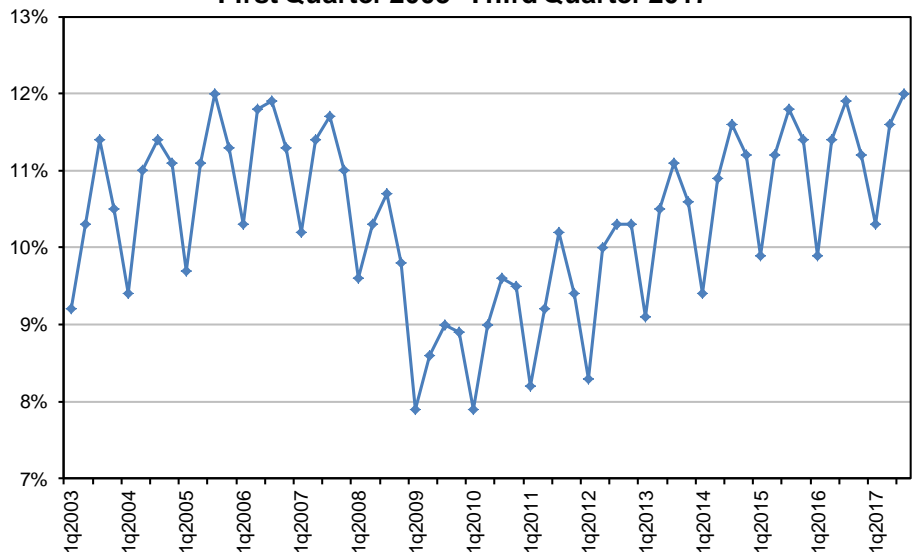
Contact information: Barbara E. Peniston
 Special Projects Analyst
Barbara.E.Peniston@oregon.gov

Third Quarter 2017: The Wage Records Perspective of Multiple Jobholding

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 Oregonian @ Work box at www.QualityInfo.org/pubs.

According to Table 7 of the Oregonians @ Work Third Quarter 2017 quarterly report, 12.0 percent of the quarter's workers held two or more jobs. That was the largest percentage since the third quarter of 2005, when an equivalent percentage of workers also held two or more jobs. Earlier this month, however, we released a [report](#) that stated that only 5.7 percent of Oregonians were multiple jobholders in 2017. How do we account for the significant discrepancy? Is there a reasonable explanation, or have Oregon's employment economists lost their minds? The mystery may be solved as we consider the difference in the sources and types of data from which the two highly disparate figures were derived.

Percent of Workers in Oregon with Two or More Jobs per Quarter, First Quarter 2003 -Third Quarter 2017



Source: Oregon Unemployment Insurance wage records

Every month, the U.S. Census Bureau conducts the Current Population Survey (CPS), which collects economic (e.g., labor force) and social data from a sample of households. One of the statistics estimated from the sample is the percent of workers that held more than one job at the same time (e.g., in addition to their primary job). The measure is based on all jobs, not just those that are covered by unemployment insurance (UI). The monthly estimates of multiple

jobholding are averaged across the year, thereby eliminating seasonal or quarterly variation. This is how the 5.7 percent multiple jobholders in 2017 was calculated.

The wage records calculation of multiple jobholding is based upon all the UI-covered jobs that a worker holds during the quarter. It has two virtually indistinguishable components: simultaneous jobholding, and consecutive jobholding. In economic parlance, the latter is called churn, or turnover. From the perspective of the employer, it is the rate at which individuals leave the organization and are replaced. From the vantage of the worker, it represents the frequency with which they change jobs. It is the strong job-hopping component of the wage records multiple jobholding measure which really differentiates it from the CPS estimate. In the chart, we observe that wage records-based multiple jobholding (and largely, job-hopping) varies predictably from quarter to quarter. More workers change jobs in the third quarter, or summer season, and fewer do so during the first quarter. The chart also reveals a relationship with the economic cycle. During periods of economic expansion, when more jobs presumably become available, workers are more likely to change jobs. As the economy contracts, fewer jobs become available and job-hopping slows. Certainly, the frequency with which workers change jobs is not simply a function of the availability of jobs. To earn higher wages, for career opportunities, being laid-off, becoming bored with the current job – these are just a few of the reasons why workers change jobs. Regardless of the specific reason for the job hop, however, the greater the availability of jobs, the more likely a worker will change jobs.

Table 1: Oregon - Number of Jobs by Hourly Wage Level and Broad Industry - 3rd Quarter 2017*

	Under \$10.00	\$10.00 - \$14.99	\$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	43,307	709,232	400,083	428,166	215,590	128,883	79,247	163,510	2,168,018	\$18.90
Natural Resources and Mining	2,406	51,085	23,076	18,231	4,358	1,392	695	1,465	102,708	\$14.69
Construction	730	16,210	25,562	33,111	21,977	13,994	4,968	4,826	121,378	\$24.80
Manufacturing	1,628	44,813	44,071	52,503	23,604	14,083	9,833	19,983	210,518	\$22.04
Wholesale Trade	718	16,506	16,909	21,743	10,102	5,778	3,646	8,809	84,211	\$23.03
Retail Trade	7,512	132,994	44,606	30,691	10,589	4,803	2,471	6,188	239,854	\$13.66
Transportation, Warehousing, and Utilities	686	14,189	13,430	16,479	6,879	4,089	2,899	5,215	63,866	\$21.58
Information	335	6,307	4,237	8,133	6,297	4,354	2,987	6,924	39,574	\$31.02
Financial Activities	935	15,600	18,250	23,129	12,354	7,493	4,422	9,879	92,062	\$24.03
Professional and Business Services	5,287	89,974	46,090	48,624	28,291	18,434	12,247	30,019	278,966	\$19.74
Private Educational Services	1,006	8,694	6,435	8,814	4,349	2,202	1,409	2,135	35,044	\$21.06
Health Care & Social Assistance	3,599	75,071	52,474	53,083	25,704	18,449	14,620	30,173	273,173	\$20.64
Leisure and Hospitality	12,939	166,878	42,573	32,291	7,809	2,289	1,064	2,741	268,584	\$12.51
Other Services	2,353	35,426	17,610	16,002	6,420	3,066	1,712	2,984	85,573	\$15.98
State Government	30	3,377	17,324	14,638	11,431	7,245	2,986	2,233	59,264	\$25.84
Local Government	3,130	31,870	27,284	50,570	35,346	21,148	13,239	29,835	212,422	\$28.48
Non-classifiable	13	238	152	124	80	64	49	101	821	\$20.00

* 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 - 3rd Quarter 2017*

	Under \$10.00	\$10.00 - \$14.99	\$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	2.0%	32.7%	18.5%	19.7%	9.9%	5.9%	3.7%	7.5%	100.0%
Natural Resources and Mining	2.3%	49.7%	22.5%	17.8%	4.2%	1.4%	0.7%	1.4%	100.0%
Construction	0.6%	13.4%	21.1%	27.3%	18.1%	11.5%	4.1%	4.0%	100.0%
Manufacturing	0.8%	21.3%	20.9%	24.9%	11.2%	6.7%	4.7%	9.5%	100.0%
Wholesale Trade	0.9%	19.6%	20.1%	25.8%	12.0%	6.9%	4.3%	10.5%	100.0%
Retail Trade	3.1%	55.4%	18.6%	12.8%	4.4%	2.0%	1.0%	2.6%	100.0%
Transportation, Warehousing, and Utilities	1.1%	22.2%	21.0%	25.8%	10.8%	6.4%	4.5%	8.2%	100.0%
Information	0.8%	15.9%	10.7%	20.6%	15.9%	11.0%	7.5%	17.5%	100.0%
Financial Activities	1.0%	16.9%	19.8%	25.1%	13.4%	8.1%	4.8%	10.7%	100.0%
Professional and Business Services	1.9%	32.3%	16.5%	17.4%	10.1%	6.6%	4.4%	10.8%	100.0%
Private Educational Services	2.9%	24.8%	18.4%	25.2%	12.4%	6.3%	4.0%	6.1%	100.0%
Health Care & Social Assistance	1.3%	27.5%	19.2%	19.4%	9.4%	6.8%	5.4%	11.0%	100.0%
Leisure and Hospitality	4.8%	62.1%	15.9%	12.0%	2.9%	0.9%	0.4%	1.0%	100.0%
Other Services	2.7%	41.4%	20.6%	18.7%	7.5%	3.6%	2.0%	3.5%	100.0%
State Government	0.1%	5.7%	29.2%	24.7%	19.3%	12.2%	5.0%	3.8%	100.0%
Local Government	1.5%	15.0%	12.8%	23.8%	16.6%	10.0%	6.2%	14.0%	100.0%
Non-classifiable	1.6%	29.0%	18.5%	15.1%	9.7%	7.8%	6.0%	12.3%	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 - 3rd Quarter 2017*

	Under \$10.00	\$10.00 - \$14.99	\$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%	100.0%
Natural Resources and Mining	5.6%	7.2%	5.8%	4.3%	2.0%	1.1%	0.9%	0.9%	4.7%
Construction	1.7%	2.3%	6.4%	7.7%	10.2%	10.9%	6.3%	3.0%	5.6%
Manufacturing	3.8%	6.3%	11.0%	12.3%	10.9%	10.9%	12.4%	12.2%	9.7%
Wholesale Trade	1.7%	2.3%	4.2%	5.1%	4.7%	4.5%	4.6%	5.4%	3.9%
Retail Trade	17.3%	18.8%	11.1%	7.2%	4.9%	3.7%	3.1%	3.8%	11.1%
Transportation, Warehousing, and Utilities	1.6%	2.0%	3.4%	3.8%	3.2%	3.2%	3.7%	3.2%	2.9%
Information	0.8%	0.9%	1.1%	1.9%	2.9%	3.4%	3.8%	4.2%	1.8%
Financial Activities	2.2%	2.2%	4.6%	5.4%	5.7%	5.8%	5.6%	6.0%	4.2%
Professional and Business Services	12.2%	12.7%	11.5%	11.4%	13.1%	14.3%	15.5%	18.4%	12.9%
Private Educational Services	2.3%	1.2%	1.6%	2.1%	2.0%	1.7%	1.8%	1.3%	1.6%
Health Care & Social Assistance	8.3%	10.6%	13.1%	12.4%	11.9%	14.3%	18.4%	18.5%	12.6%
Leisure and Hospitality	29.9%	23.5%	10.6%	7.5%	3.6%	1.8%	1.3%	1.7%	12.4%
Other Services	5.4%	5.0%	4.4%	3.7%	3.0%	2.4%	2.2%	1.8%	3.9%
State Government	0.1%	0.5%	4.3%	3.4%	5.3%	5.6%	3.8%	1.4%	2.7%
Local Government	7.2%	4.5%	6.8%	11.8%	16.4%	16.4%	16.7%	18.2%	9.8%
Non-classifiable	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.1%	0.1%	0.0%

* 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 4: Oregon - Number of Jobs by Hourly Wage Level and Firm Employment Size Class - 3rd Quarter 2017*

	Under \$10.00	\$10.00 - \$14.99	\$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	43,307	709,232	400,083	428,166	215,590	128,883	79,247	163,510	2,168,018	\$18.90
Under 5 employees	3,103	36,386	23,530	22,368	9,755	5,506	3,565	8,598	112,811	\$18.00
5 - 9 employees	3,883	47,070	27,709	26,370	10,768	5,413	2,764	5,790	129,767	\$17.00
10 - 19 employees	4,844	69,289	37,372	36,132	14,627	7,302	3,678	7,471	180,715	\$16.76
20 - 49 employees	7,506	108,671	57,270	56,936	24,438	12,512	6,474	12,858	286,665	\$17.00
50 - 99 employees	4,165	74,817	41,829	44,183	21,159	11,192	5,854	11,423	214,622	\$18.06
100 - 249 employees	6,065	105,826	57,675	61,452	30,498	16,509	8,805	17,738	304,568	\$18.14
250 - 499 employees	4,192	72,941	37,398	40,228	21,156	13,331	7,352	13,826	210,424	\$18.50
500 or more employees	9,549	194,232	117,300	140,497	83,189	57,118	40,755	85,806	728,446	\$22.47

* 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 - 3rd Quarter 2017*

	Under \$10.00	\$10.00 - \$14.99	\$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	2.0%	32.7%	18.5%	19.7%	9.9%	5.9%	3.7%	7.5%	100.0%
Under 5 employees	2.8%	32.3%	20.9%	19.8%	8.6%	4.9%	3.2%	7.6%	100.0%
5 - 9 employees	3.0%	36.3%	21.4%	20.3%	8.3%	4.2%	2.1%	4.5%	100.0%
10 - 19 employees	2.7%	38.3%	20.7%	20.0%	8.1%	4.0%	2.0%	4.1%	100.0%
20 - 49 employees	2.6%	37.9%	20.0%	19.9%	8.5%	4.4%	2.3%	4.5%	100.0%
50 - 99 employees	1.9%	34.9%	19.5%	20.6%	9.9%	5.2%	2.7%	5.3%	100.0%
100 - 249 employees	2.0%	34.7%	18.9%	20.2%	10.0%	5.4%	2.9%	5.8%	100.0%
250 - 499 employees	2.0%	34.7%	17.8%	19.1%	10.1%	6.3%	3.5%	6.6%	100.0%
500 or more employees	1.3%	26.7%	16.1%	19.3%	11.4%	7.8%	5.6%	11.8%	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 - 3rd Quarter 2017*

	Under \$10.00	\$10.00 - \$14.99	\$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%	100.0%
Under 5 employees	7.2%	5.1%	5.9%	5.2%	4.5%	4.3%	4.5%	5.3%	5.2%
5 - 9 employees	9.0%	6.6%	6.9%	6.2%	5.0%	4.2%	3.5%	3.5%	6.0%
10 - 19 employees	11.2%	9.8%	9.3%	8.4%	6.8%	5.7%	4.6%	4.6%	8.3%
20 - 49 employees	17.3%	15.3%	14.3%	13.3%	11.3%	9.7%	8.2%	7.9%	13.2%
50 - 99 employees	9.6%	10.5%	10.5%	10.3%	9.8%	8.7%	7.4%	7.0%	9.9%
100 - 249 employees	14.0%	14.9%	14.4%	14.4%	14.1%	12.8%	11.1%	10.8%	14.0%
250 - 499 employees	9.7%	10.3%	9.3%	9.4%	9.8%	10.3%	9.3%	8.5%	9.7%
500 or more employees	22.0%	27.4%	29.3%	32.8%	38.6%	44.3%	51.4%	52.5%	33.6%

* 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 - 3rd Quarter 2017

	Count	12-Month Percent Change	Percent of Total SSNs	Total Wages	12-Month Percent Change	Percent of Total Wages	Mean Wages Per Quarter	12-Month Percent Change
Total SSNs	1,958,766	2.1%	100.0%	\$ 23,085,653,306	2.1%	100.0%	\$ 11,786	0.0%
One Job	1,724,365	2.0%	88.0%	\$ 20,963,915,927	2.0%	90.8%	\$ 12,157	-0.1%
Two Jobs	200,701	2.2%	10.2%	\$ 1,838,852,748	2.8%	8.0%	\$ 9,162	0.6%
Three Jobs	26,379	3.9%	1.3%	\$ 213,860,645	4.3%	0.9%	\$ 8,107	0.4%
Four or More Jobs	7,321	4.0%	0.4%	\$ 69,023,987	5.6%	0.3%	\$ 9,428	1.5%
Total Records	2,239,444	2.2%						
Records per SSN	1.14							
Two or More Jobs	234,401	2.4%	12.0%					
Workers in Oregon's workforce in 3rd Quarter 2017 who:								
- did not work in Oregon in 2nd quarter 2017	179,337	0.9%						
- had not worked in Oregon since 1990	67,425	0.5%						
- returned to Oregon's workforce*	111,912	1.1%						
Percent in workforce one year ago	83.3%							
Percent in same primary industry	83.7%							
Percent in new primary industry (3-digit NAICS)	16.3%							

*Did not work in Oregon in 2nd Quarter 2017, 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 - 3rd Quarter 2017

2017 3rd Quarter Wages

All Workers

	Quintile					
	All ¹	1	2	3	4	5
Quintiles		\$3,484	\$6,792	\$10,415	\$16,776	NA
Mean	\$11,786	\$1,662	\$5,186	\$8,503	\$13,198	\$30,381
Median	\$8,455	\$1,629	\$5,218	\$8,455	\$13,000	\$23,375

¹1,958,766 SSNs

Employed 200+ Hours

	Quintile					
	All ²	1	2	3	4	5
Quintiles		\$5,709	\$8,496	\$12,093	\$18,530	NA
Mean	\$13,766	\$4,091	\$7,088	\$10,166	\$14,917	\$32,569
Median	\$10,098	\$4,177	\$7,087	\$10,098	\$14,738	\$25,308

²1,565,388 SSNs

Employed 350+ Hours

	Quintile					
	All ³	1	2	3	4	5
Quintiles		\$7,081	\$9,746	\$13,417	\$20,000	NA
Mean	\$15,289	\$5,592	\$8,377	\$11,452	\$16,303	\$34,723
Median	\$11,394	\$5,737	\$8,362	\$11,394	\$16,109	\$27,008

³1,275,145 SSNs

Percent Change from Prior Year

All Workers

	Quintile					
	All ¹	1	2	3	4	5
Quintiles		3.6%	1.5%	0.3%	-0.2%	NA
Mean	0.0%	4.4%	2.6%	0.5%	0.1%	-0.9%
Median	0.4%	4.7%	2.9%	0.4%	0.2%	-1.0%

Employed 200+ Hours

	Quintile					
	All ²	1	2	3	4	5
Quintiles		3.7%	1.1%	0.8%	-0.1%	NA
Mean	0.3%	4.9%	2.1%	1.0%	0.5%	-1.0%
Median	0.9%	4.8%	2.2%	0.9%	0.6%	-0.5%

Employed 350+ Hours

	Quintile					
	All ³	1	2	3	4	5
Quintiles		3.4%	1.6%	1.3%	0.0%	NA
Mean	0.6%	5.5%	2.2%	1.6%	0.7%	-0.8%
Median	1.7%	5.8%	2.1%	1.7%	0.7%	-0.1%

Source: Unemployment Insurance Wage Records