

December 2025

Contact information: Molly Hendrickson  
Employment Economist  
503-507-8899  
[Molly.N.Hendrickson@employ.oregon.gov](mailto:Molly.N.Hendrickson@employ.oregon.gov)

## First Quarter 2025: Oregonians at Work: Wage Growth Across Industries

*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](http://www.qualityinfo.org/data).*

Oregon had 1.98 million workers covered by the state's unemployment insurance system during the first quarter of 2025. The workforce remained virtually unchanged from the same quarter of the previous year. They earned a total of \$35.1 billion, with an average wage of \$17,773 per worker for the quarter. The median hourly wage during the quarter was \$28.94.

### Wage Growth in Most Industries

Oregon employers reported over 2.1 million jobs during the first quarter of 2025. (Individuals with multiple jobs are counted for each job they hold.) The median wage increased by \$0.16 over the year, after being adjusted for inflation according to the Consumer Price Index for All Urban Consumers (CPI-U). Inflation continued to ease through 2024, and 11 industries experienced real wage growth, meaning that the median wage increased more than inflation.

State government had the largest real gain in median wage from first quarter 2024 to first quarter 2025 (+\$2.36; +4.8%). While most industries kept pace with inflation, the manufacturing, health care and social assistance, and leisure and hospitality industries were effectively unchanged over the year. Transportation, warehousing, and utilities recorded a decline in real median wage compared with the same quarter a year ago (-\$0.25; -0.8%).

**Real Change in Median Hourly Wage by Broad Industry**  
**First Quarter 2024 to First Quarter 2025**

	1Q2025 Median Wage	Over the Year	
		Real Gain (\$)	Real Gain (%)
<b>All Industries</b>	<b>\$28.94</b>	<b>\$0.16</b>	<b>0.6%</b>
State Government	\$51.25	\$2.36	4.8%
Information	\$53.94	\$2.34	4.5%
Construction	\$36.81	\$0.85	2.4%
Professional and Business Services	\$32.44	\$0.67	2.1%
Financial Activities	\$35.78	\$0.63	1.8%
Local Government	\$39.14	\$0.69	1.8%
Wholesale Trade	\$33.91	\$0.55	1.6%
Other Services	\$25.96	\$0.28	1.1%
Retail Trade	\$20.73	\$0.14	0.7%
Natural Resources and Mining	\$20.43	\$0.08	0.4%
Private Educational Services	\$28.38	\$0.11	0.4%
Manufacturing	\$32.73	\$0.00	0.0%
Health Care & Social Assistance	\$27.99	-\$0.01	0.0%
Leisure and Hospitality	\$20.23	-\$0.03	-0.1%
Transportation, Warehousing, and Utilities	\$29.38	-\$0.25	-0.8%

*Source: Oregon Employment Department, Unemployment Insurance Wage Records*

## Shifts in Hourly Wages

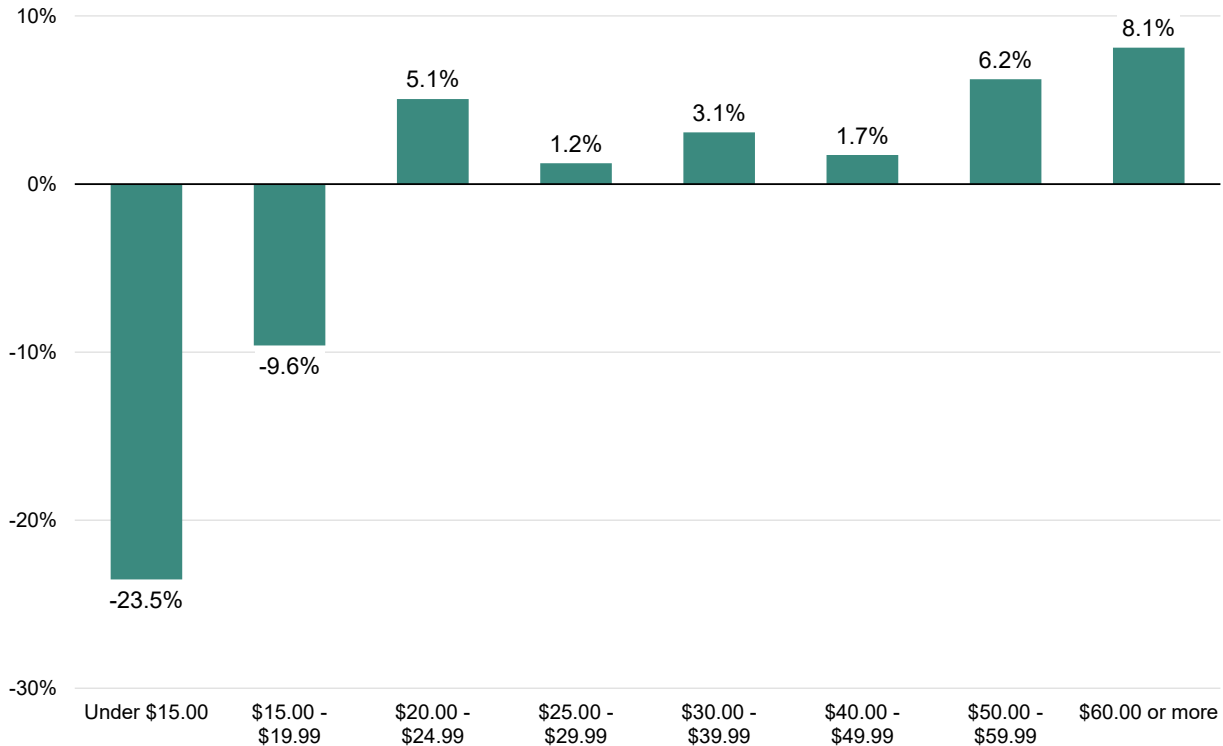
The number of jobs paying less than \$15 per hour decreased by 21,900 between first quarter 2024 and first quarter 2025. This was a decrease of 23.5%. Jobs paying \$15-\$19.99 per hour decreased by 41,800, or 9.6%.

The number of jobs paying \$20-\$24.99 per hour increased by 5.1% from first quarter 2024 to first quarter 2025. This was an addition of nearly 18,000 jobs. The number of jobs paying \$25-\$29.99 per hour also increased, growing by 1.2%, or 3,300 jobs.

The number of jobs paying \$30-\$39.99 per hour increased by 3.1%, adding 9,800 jobs. The number of jobs paying \$40-\$49.99 per hour grew by 3,200 jobs, or 1.7%.

Finally, the number of jobs paying \$50-\$59.99 per hour increased by 6.2% or 7,900. The number of jobs paying \$60 per hour or more grew by 26,400 or 8.1% from first quarter 2024 to first quarter 2025.

### Oregon Change in Jobs by Hourly Wage Category First Quarter 2024 to First Quarter 2025



Source: Oregon Employment Department, Unemployment Insurance Wage Records

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 - 1st Quarter 2025\***

	<b>Under \$15.00</b>	<b>\$15.00 - \$19.99</b>	<b>\$20.00 - \$24.99</b>	<b>\$25.00 - \$29.99</b>	<b>\$30.00 - \$39.99</b>	<b>\$40.00 - \$49.99</b>	<b>\$50.00 - \$59.99</b>	<b>\$60.00 or more</b>	<b>Total</b>	<b>Median Wage</b>
Total - All Industries	71,249	393,608	370,994	267,634	329,081	190,329	135,165	351,870	2,109,930	\$28.94
Natural Resources and Mining	3,578	21,735	12,104	6,363	6,162	1,949	953	1,727	54,571	\$20.43
Construction	1,531	7,828	15,728	17,561	25,859	17,141	14,870	23,015	123,533	\$36.81
Manufacturing	2,476	19,313	31,613	28,323	36,069	20,389	13,052	37,198	188,433	\$32.73
Wholesale Trade	1,264	8,817	12,665	11,506	16,796	8,696	5,313	18,649	83,706	\$33.91
Retail Trade	14,305	90,455	48,349	25,899	24,759	9,036	4,490	11,723	229,016	\$20.73
Transportation, Warehousing, and Utilities	2,711	7,165	15,524	14,966	15,047	6,018	4,263	12,140	77,834	\$29.38
Information	545	2,255	2,197	2,461	4,603	3,911	3,095	15,478	34,545	\$53.94
Financial Activities	1,804	6,622	11,118	12,160	16,926	9,681	6,184	21,309	85,804	\$35.78
Professional and Business Services	7,033	43,254	44,545	32,447	40,754	26,399	18,244	66,961	279,637	\$32.44
Private Educational Services	1,583	6,275	5,244	4,683	6,106	3,518	2,077	3,480	32,966	\$28.38
Health Care & Social Assistance	5,391	52,228	80,028	47,420	47,649	23,778	18,754	61,785	337,033	\$27.99
Leisure and Hospitality	19,387	90,981	51,945	25,822	24,358	9,479	3,286	4,648	229,906	\$20.23
Other Services	3,812	16,102	13,368	9,746	11,967	5,974	3,440	7,354	71,763	\$25.96
State Government	332	698	998	2,006	8,772	9,576	8,033	16,599	47,014	\$51.25
Local Government	5,443	19,756	25,419	26,160	43,061	34,640	29,019	49,453	232,951	\$39.14
Non-classifiable	54	124	149	111	193	144	92	351	1,218	\$38.45

\*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

NAICS 525920

Source: Unemployment Insurance Wage Records

**Table 2: Oregon - Share of Jobs by Broad Industry by Hourly Wage Level - 1st Quarter 2025\***

	<b>Under \$15.00</b>	<b>\$15.00 - \$19.99</b>	<b>\$20.00 - \$24.99</b>	<b>\$25.00 - \$29.99</b>	<b>\$30.00 - \$39.99</b>	<b>\$40.00 - \$49.99</b>	<b>\$50.00 - \$59.99</b>	<b>\$60.00 or more</b>	<b>Total</b>
Total - All Industries	3.4%	18.7%	17.6%	12.7%	15.6%	9.0%	6.4%	16.7%	100.0%
Natural Resources and Mining	6.6%	39.8%	22.2%	11.7%	11.3%	3.6%	1.7%	3.2%	100.0%
Construction	1.2%	6.3%	12.7%	14.2%	20.9%	13.9%	12.0%	18.6%	100.0%
Manufacturing	1.3%	10.2%	16.8%	15.0%	19.1%	10.8%	6.9%	19.7%	100.0%
Wholesale Trade	1.5%	10.5%	15.1%	13.7%	20.1%	10.4%	6.3%	22.3%	100.0%
Retail Trade	6.2%	39.5%	21.1%	11.3%	10.8%	3.9%	2.0%	5.1%	100.0%
Transportation, Warehousing, and Utilities	3.5%	9.2%	19.9%	19.2%	19.3%	7.7%	5.5%	15.6%	100.0%
Information	1.6%	6.5%	6.4%	7.1%	13.3%	11.3%	9.0%	44.8%	100.0%
Financial Activities	2.1%	7.7%	13.0%	14.2%	19.7%	11.3%	7.2%	24.8%	100.0%
Professional and Business Services	2.5%	15.5%	15.9%	11.6%	14.6%	9.4%	6.5%	23.9%	100.0%
Private Educational Services	4.8%	19.0%	15.9%	14.2%	18.5%	10.7%	6.3%	10.6%	100.0%
Health Care & Social Assistance	1.6%	15.5%	23.7%	14.1%	14.1%	7.1%	5.6%	18.3%	100.0%
Leisure and Hospitality	8.4%	39.6%	22.6%	11.2%	10.6%	4.1%	1.4%	2.0%	100.0%
Other Services	5.3%	22.4%	18.6%	13.6%	16.7%	8.3%	4.8%	10.2%	100.0%
State Government	0.7%	1.5%	2.1%	4.3%	18.7%	20.4%	17.1%	35.3%	100.0%
Local Government	2.3%	8.5%	10.9%	11.2%	18.5%	14.9%	12.5%	21.2%	100.0%
Non-classifiable	4.4%	10.2%	12.2%	9.1%	15.8%	11.8%	7.6%	28.8%	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

NAICS 525920

Source: Unemployment Insurance Wage Records

**Table 3: Oregon - Share of Jobs by Hourly Wage Level by Broad Industry - 1st Quarter 2025\***

	<b>Under \$15.00</b>	<b>\$15.00 - \$19.99</b>	<b>\$20.00 - \$24.99</b>	<b>\$25.00 - \$29.99</b>	<b>\$30.00 - \$39.99</b>	<b>\$40.00 - \$49.99</b>	<b>\$50.00 - \$59.99</b>	<b>\$60.00 or more</b>	<b>Total</b>
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	5.0%	5.5%	3.3%	2.4%	1.9%	1.0%	0.7%	0.5%	2.6%
Construction	2.1%	2.0%	4.2%	6.6%	7.9%	9.0%	11.0%	6.5%	5.9%
Manufacturing	3.5%	4.9%	8.5%	10.6%	11.0%	10.7%	9.7%	10.6%	8.9%
Wholesale Trade	1.8%	2.2%	3.4%	4.3%	5.1%	4.6%	3.9%	5.3%	4.0%
Retail Trade	20.1%	23.0%	13.0%	9.7%	7.5%	4.7%	3.3%	3.3%	10.9%
Transportation, Warehousing, and Utilities	3.8%	1.8%	4.2%	5.6%	4.6%	3.2%	3.2%	3.5%	3.7%
Information	0.8%	0.6%	0.6%	0.9%	1.4%	2.1%	2.3%	4.4%	1.6%
Financial Activities	2.5%	1.7%	3.0%	4.5%	5.1%	5.1%	4.6%	6.1%	4.1%
Professional and Business Services	9.9%	11.0%	12.0%	12.1%	12.4%	13.9%	13.5%	19.0%	13.3%
Private Educational Services	2.2%	1.6%	1.4%	1.7%	1.9%	1.8%	1.5%	1.0%	1.6%
Health Care & Social Assistance	7.6%	13.3%	21.6%	17.7%	14.5%	12.5%	13.9%	17.6%	16.0%
Leisure and Hospitality	27.2%	23.1%	14.0%	9.6%	7.4%	5.0%	2.4%	1.3%	10.9%
Other Services	5.4%	4.1%	3.6%	3.6%	3.6%	3.1%	2.5%	2.1%	3.4%
State Government	0.5%	0.2%	0.3%	0.7%	2.7%	5.0%	5.9%	4.7%	2.2%
Local Government	7.6%	5.0%	6.9%	9.8%	13.1%	18.2%	21.5%	14.1%	11.0%
Non-classifiable	0.1%	0.0%	0.0%	0.0%	0.1%	0.1%	0.1%	0.1%	0.1%

\*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

NAICS 525920

Source: Unemployment Insurance Wage Records

**Table 4: Oregon - Number of Jobs by Hourly Wage Level and Firm Employment Size Class - 1st Quarter 2025\***

	<b>Under \$15.00</b>	<b>\$15.00 - \$19.99</b>	<b>\$20.00 - \$24.99</b>	<b>\$25.00 - \$29.99</b>	<b>\$30.00 - \$39.99</b>	<b>\$40.00 - \$49.99</b>	<b>\$50.00 - \$59.99</b>	<b>\$60.00 or more</b>	<b>Total</b>	<b>Median Wage</b>
Total - All Size Classes	71,249	393,608	370,994	267,634	329,081	190,329	135,165	351,870	2,109,930	\$28.94
Under 5 employees	7,127	21,628	23,091	15,879	18,456	10,552	7,015	22,108	125,856	\$28.37
5 - 9 employees	7,143	29,997	25,191	18,852	20,369	9,934	6,105	14,684	132,275	\$25.57
10 - 19 employees	8,733	41,453	34,047	25,234	28,777	14,193	8,484	19,466	180,387	\$25.91
20 - 49 employees	9,914	55,989	50,283	35,382	41,155	21,488	12,783	28,812	255,806	\$26.38
50 - 99 employees	6,063	39,627	37,907	27,565	33,089	18,482	11,769	24,898	199,400	\$27.71
100 - 249 employees	9,308	50,138	49,702	37,167	45,375	25,909	17,036	38,927	273,562	\$28.49
250 - 499 employees	6,298	37,959	35,025	26,162	32,489	18,731	12,506	27,648	196,818	\$28.43
500 or more employees	16,663	116,817	115,748	81,393	109,371	71,040	59,467	175,327	745,826	\$33.17

\*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
- NAICS 525920

Source: Unemployment Insurance Wage Records

**Table 5: Oregon - Share of Jobs by Firm Employment Size Class by Hourly Wage Level - 1st Quarter 2025\***

	<b>Under \$15.00</b>	<b>\$15.00 - \$19.99</b>	<b>\$20.00 - \$24.99</b>	<b>\$25.00 - \$29.99</b>	<b>\$30.00 - \$39.99</b>	<b>\$40.00 - \$49.99</b>	<b>\$50.00 - \$59.99</b>	<b>\$60.00 or more</b>	<b>Total</b>
Total - All Size Classes	3.4%	18.7%	17.6%	12.7%	15.6%	9.0%	6.4%	16.7%	100.0%
Under 5 employees	5.7%	17.2%	18.3%	12.6%	14.7%	8.4%	5.6%	17.6%	100.0%
5 - 9 employees	5.4%	22.7%	19.0%	14.3%	15.4%	7.5%	4.6%	11.1%	100.0%
10 - 19 employees	4.8%	23.0%	18.9%	14.0%	16.0%	7.9%	4.7%	10.8%	100.0%
20 - 49 employees	3.9%	21.9%	19.7%	13.8%	16.1%	8.4%	5.0%	11.3%	100.0%
50 - 99 employees	3.0%	19.9%	19.0%	13.8%	16.6%	9.3%	5.9%	12.5%	100.0%
100 - 249 employees	3.4%	18.3%	18.2%	13.6%	16.6%	9.5%	6.2%	14.2%	100.0%
250 - 499 employees	3.2%	19.3%	17.8%	13.3%	16.5%	9.5%	6.4%	14.0%	100.0%
500 or more employees	2.2%	15.7%	15.5%	10.9%	14.7%	9.5%	8.0%	23.5%	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
- NAICS 525920

Source: *Unemployment Insurance Wage Records*



**Table 6: Oregon - Share of Jobs in Hourly Wage Level by Firm Employment Size Class - 1st Quarter 2025\***

	<b>Under \$15.00</b>	<b>\$15.00 - \$19.99</b>	<b>\$20.00 - \$24.99</b>	<b>\$25.00 - \$29.99</b>	<b>\$30.00 - \$39.99</b>	<b>\$40.00 - \$49.99</b>	<b>\$50.00 - \$59.99</b>	<b>\$60.00 or more</b>	<b>Total</b>
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	10.0%	5.5%	6.2%	5.9%	5.6%	5.5%	5.2%	6.3%	6.0%
5 - 9 employees	10.0%	7.6%	6.8%	7.0%	6.2%	5.2%	4.5%	4.2%	6.3%
10 - 19 employees	12.3%	10.5%	9.2%	9.4%	8.7%	7.5%	6.3%	5.5%	8.5%
20 - 49 employees	13.9%	14.2%	13.6%	13.2%	12.5%	11.3%	9.5%	8.2%	12.1%
50 - 99 employees	8.5%	10.1%	10.2%	10.3%	10.1%	9.7%	8.7%	7.1%	9.5%
100 - 249 employees	13.1%	12.7%	13.4%	13.9%	13.8%	13.6%	12.6%	11.1%	13.0%
250 - 499 employees	8.8%	9.6%	9.4%	9.8%	9.9%	9.8%	9.3%	7.9%	9.3%
500 or more employees	23.4%	29.7%	31.2%	30.4%	33.2%	37.3%	44.0%	49.8%	35.3%

\*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
- NAICS 525920

Source: Unemployment Insurance Wage Records

**Table 7: Oregon - Unemployment Insurance Wage Record Summary Statistics - 1st Quarter 2025**

	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	1,976,210	0.0%	100.0%	\$ 35,123,737,408	2.6%	100.0%	\$ 17,773	2.6%
One Job	1,780,411	-0.4%	90.1%	\$ 32,045,757,318	1.9%	91.2%	\$ 17,999	2.3%
Two Jobs	173,195	3.8%	8.8%	\$ 2,723,485,973	10.7%	7.8%	\$ 15,725	6.7%
Three Jobs	19,265	7.9%	1.0%	\$ 294,765,248	18.3%	0.8%	\$ 15,301	9.6%
Four or More Jobs	3,339	1.4%	0.2%	\$ 59,728,869	8.2%	0.2%	\$ 17,888	6.7%
Total Records	2,199,481	0.4%						
Records per SSN	1.11							
Two or More Jobs	195,799	4.1%	9.9%					
Workers in Oregon's workforce in 1st Quarter 2025 who:								
- did not work in Oregon in 4th quarter 2024	125,255	4.6%						
- had not worked in Oregon since 1990	31,471	-5.7%						
- returned to Oregon's workforce*	93,784	8.6%						
Percent in workforce one year ago	85.0%							
Percent in same primary industry	86.1%							
Percent in new primary industry (3-digit NAICS)	13.9%							

\*Did not work in Oregon in 4th Quarter 2024, 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 2025**

Current Quarter Wages						
All Workers						
	All <sup>1</sup>	Quintile				
		1	2	3	4	5
Quintiles		\$5,418	\$10,354	\$15,446	\$24,486	NA
Mean	\$17,773	\$2,533	\$8,007	\$12,764	\$19,387	\$46,175
Median	\$12,691	\$2,476	\$8,078	\$12,691	\$19,102	\$34,500

<sup>1</sup>1,976,210 SSNs

Employed 200+ Hours						
	All <sup>2</sup>	Quintile				
		1	2	3	4	5
Quintiles		\$8,663	\$12,562	\$17,611	\$26,824	NA
Mean	\$20,578	\$6,266	\$10,592	\$14,912	\$21,634	\$49,488
Median	\$14,837	\$6,443	\$10,576	\$14,837	\$21,347	\$37,078

<sup>2</sup>1,614,050 SSNs

Employed 350+ Hours						
	All <sup>3</sup>	Quintile				
		1	2	3	4	5
Quintiles		\$10,609	\$14,380	\$19,570	\$29,072	NA
Mean	\$22,940	\$8,468	\$12,445	\$16,772	\$23,714	\$53,301
Median	\$16,670	\$8,738	\$12,419	\$16,670	\$23,432	\$39,768

<sup>3</sup>1,313,824 SSNs

NA

Percent Change from Prior Year						
All Workers						
	All <sup>1</sup>	Quintile				
		1	2	3	4	5
Quintiles		2.1%	3.0%	3.5%	3.5%	NA
Mean	2.6%	0.8%	2.6%	3.4%	3.6%	2.1%
Median	3.4%	0.2%	2.6%	3.4%	3.6%	3.5%

Employed 200+ Hours						
	All <sup>2</sup>	Quintile				
		1	2	3	4	5
Quintiles		2.5%	3.1%	3.3%	3.3%	NA
Mean	2.2%	2.5%	2.8%	3.3%	3.3%	1.3%
Median	3.4%	2.6%	2.7%	3.4%	3.2%	3.0%

Employed 350+ Hours						
	All <sup>3</sup>	Quintile				
		1	2	3	4	5
Quintiles		2.8%	3.4%	3.4%	3.5%	NA
Mean	2.2%	2.7%	3.2%	3.4%	3.4%	1.1%
Median	3.4%	2.7%	3.3%	3.4%	3.4%	2.7%

Source: Unemployment Insurance Wage Records