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Labor Market Information

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Fourth Quarter 2021: Oregonians at Work – Wage Gains and Job Distribution by Sector

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 box at www.qualityinfo.org/pubs.

Oregon had 1.99 million people working in jobs covered by the state's unemployment insurance system during the fourth quarter of 2021. They earned a total of \$32.5 billion, with an average wage of about \$16,325 per worker for the quarter. The median hourly pay during the quarter was \$24.83.

Employment Distribution Across Sectors

Oregon experienced rapid jobs recovery in 2021. Wage records show a gain of more than 128,400 jobs, or 6%, between the fourth quarters of 2020 and 2021. However, this growth was not evenly distributed across industries. Job growth differed enough to change the distribution of jobs across sectors of Oregon's economy over the year.

While some sectors lost jobs over the year, most had substantial growth. Nearly one-third (32%) of the large overall job gains occurred in leisure and hospitality. Leisure and hospitality grew by 41,400 jobs, and shifted from making up 9% of all jobs to 11%. Professional and business services – particularly professional and technical services – has also seen strong growth during the jobs recovery. Professional and business services grew by 24,800 jobs, and increased its share of all jobs from 13% in the fourth quarter of 2020 to 14% in the fourth quarter of 2021.

Despite overall gains, some sectors saw declines. There were small job declines in transportation, warehousing, and utilities (-1,300) and natural resources and mining (-1,500). Natural resources and mining decreased its share of all jobs between the fourth quarters of

2020 and 2021 from 4% to 3%. Health care and social assistance also decreased its share of all jobs over the year from 15% to 14%.

**Change in Number of Jobs by Broad Industry
Fourth Quarter 2020 to Fourth Quarter 2021**

	4Q2020 - 4Q2021 Change in Jobs	% of All Jobs	
		4Q2020	4Q2021
All Industries	128,436	100%	100%
Leisure and Hospitality	41,440	9%	11%
Professional and Business Services	24,761	13%	14%
Local Government	12,691	10%	10%
Retail Trade	10,286	12%	12%
Manufacturing	9,682	9%	9%
Non-classifiable	5,868	0.2%	0.5%
Health Care & Social Assistance	5,124	15%	14%
Construction	4,937	6%	6%
Information	4,074	2%	2%
Wholesale Trade	3,903	4%	4%
Other Services	3,632	3%	3%
Private Educational Services	3,159	1%	2%
State Government	973	2%	2%
Financial Activities	754	4%	4%
Transportation, Warehousing, and Utilities	-1,334	4%	4%
Natural Resources and Mining	-1,514	4%	3%

Source: *Unemployment Insurance Wage Records*

More Jobs Paying Higher Wages

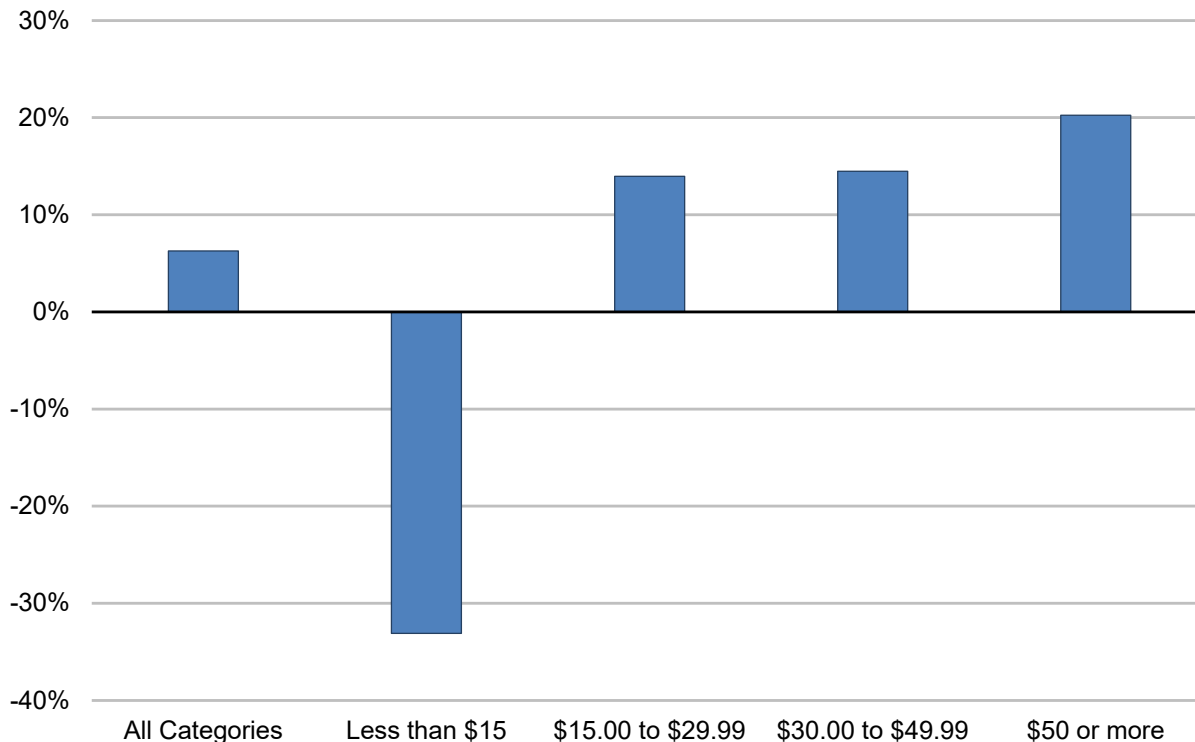
Changes in the distribution of Oregon’s jobs was even more pronounced across wage categories. Employment moved up the pay scale over the year. Between the fourth quarters of 2020 and 2021, the number of jobs paying less than \$15 per hour fell by 125,700, dropping 33%. At the same time, the number of jobs paying between \$15 and \$30 rose by 131,700, and those earning between \$30 and \$50 per hour increased by 59,300. That’s a gain of 14% in each of those categories. Jobs earning \$50 per hour or more rose by 63,100, or 20%.

Employers competing to hire workers in a tight labor market put upward pressure on wages in 2021. Jobs shifting up the wage scale could also be due in part to scheduled minimum wage increases that occurred in the third quarter of 2021. On July 1, 2022 minimums rose to \$14.00 per hour in the Portland urban growth boundary, \$12.75 standard, and \$12.00 in nonurban counties. Rising minimums could potentially push increases further up the pay scale too.

There are a few notable trends across wage categories by sector. Jobs moving out of the under \$15 per hour category and into the \$15 to \$30 per hour category were most notable in health care and social assistance, retail trade, leisure and hospitality, and professional and business services.

In the top wage category, the biggest nominal gains between the fourth quarters of 2020 and 2021 in jobs paying at least \$50 per hour occurred in professional and business services (14,400), local government (10,600), and health care and social assistance (9,400). The number of jobs paying at least \$50 per hour grew by 55% in leisure and hospitality, but represented a smaller number of jobs (2,200).

Oregon Change in Jobs by Hourly Wage Category, Fourth Quarter 2020 to Fourth Quarter 2021



Source: Oregon Employment Department, Unemployment Insurance Wage Records

Real Wage Gains in Service Sectors

Between the fourth quarters of 2020 and 2021, the Consumer Price Index measure of inflation grew by 6.7%. Yet, the overall median hourly wage in Oregon saw a slight gain over the year. After adjusting for inflation, real median hourly pay grew by \$0.39 to \$24.83 per hour. That was a gain of 1.6% over the year.

Eight industries saw real wage gains between the fourth quarters of 2020 and 2021. The largest gain occurred in transportation, warehousing, and utilities, which rose by 11% to \$26.85 per hour. Health care and social assistance (7.2%) and leisure and hospitality (5.8%) also had notable, real increases in median hourly wages. However, wages in some industries struggled to keep pace with inflation. The largest decline occurred in private educational services, which fell by \$1.61 per hour, a loss of 6.2%.

**Real Change in Median Hourly Wage by Broad Industry
Fourth Quarter 2020 to Fourth Quarter 2021**

	4Q2021	Over the Year	
	Median Wage	Real Gain	Real Gain (%)
All Industries	\$24.83	\$0.39	1.6%
Transportation, Warehousing, and Utilities	\$26.85	\$2.67	11.1%
Health Care & Social Assistance	\$25.84	\$1.74	7.2%
Leisure and Hospitality	\$17.28	\$0.95	5.8%
Professional and Business Services	\$27.01	\$0.84	3.2%
State Government	\$41.65	\$0.76	1.8%
Other Services	\$21.78	\$0.12	0.6%
Retail Trade	\$17.72	\$0.03	0.2%
Wholesale Trade	\$28.89	\$0.01	0.0%
Natural Resources and Mining	\$18.52	-\$0.11	-0.6%
Information	\$42.56	-\$0.39	-0.9%
Construction	\$31.60	-\$0.32	-1.0%
Non-classifiable	\$25.89	-\$0.30	-1.2%
Manufacturing	\$27.77	-\$0.42	-1.5%
Local Government	\$33.80	-\$0.53	-1.6%
Financial Activities	\$30.28	-\$0.64	-2.1%
Private Educational Services	\$24.48	-\$1.61	-6.2%

Source: Unemployment Insurance Wage Records

Increasing Wages and Shifting Sectors of Employment

Oregon experienced rapid jobs recovery in 2021. Changes in job growth across sectors resulted in the redistribution of jobs across some sectors of Oregon's economy. That included a larger share of jobs in leisure and hospitality as it recovered from the largest pandemic recession losses of any sector, and a greater share of jobs in professional and business services. Between the fourth quarter of 2020 and 2021, eight broad sectors saw real wage gains. There was also a broad shift to more jobs paying higher wages, as evidenced by the increase in the median hourly wage by 1.6%, the decline of jobs paying less than \$15 per hour, and even larger increases in jobs paying higher hourly wages.

Table 1: Oregon - Number of Jobs by Hourly Wage Level and Broad Industry - 4th 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	4Q2021 Median Wage
Total - All Industries	254,052	505,960	569,896	288,683	180,268	115,014	259,604	2,173,477	\$24.83
Natural Resources and Mining	15,485	26,331	19,069	6,009	2,305	1,102	2,460	72,761	\$18.52
Construction	4,492	17,839	37,943	24,304	19,196	12,205	14,532	130,511	\$31.60
Manufacturing	8,455	39,475	65,096	31,816	17,499	10,938	30,509	203,788	\$27.77
Wholesale Trade	4,355	15,264	25,260	14,138	7,786	4,887	13,710	85,400	\$28.89
Retail Trade	69,403	94,374	57,166	17,447	6,823	3,788	10,992	259,993	\$17.72
Transportation, Warehousing, and Utilities	4,546	13,063	33,872	14,685	6,560	3,786	8,552	85,064	\$26.85
Information	1,832	3,239	6,919	6,384	4,829	3,743	12,633	39,579	\$42.56
Financial Activities	4,230	13,743	27,797	15,513	9,410	6,088	15,972	92,753	\$30.28
Professional and Business Services	25,078	70,364	66,724	36,799	24,876	17,302	54,714	295,857	\$27.01
Private Educational Services	5,173	6,325	9,309	4,936	2,620	1,801	2,454	32,618	\$24.48
Health Care & Social Assistance	17,907	73,139	87,689	35,998	23,542	17,266	46,991	302,532	\$25.84
Leisure and Hospitality	67,290	85,166	52,933	15,850	5,239	1,976	4,373	232,827	\$17.28
Other Services	10,963	18,473	19,398	8,777	4,134	2,485	4,808	69,038	\$21.78
State Government	77	1,511	7,110	11,732	10,376	6,846	6,868	44,520	\$41.65
Local Government	13,296	25,354	51,195	42,892	34,105	20,146	28,437	215,425	\$33.80
Non-classifiable	1,470	2,300	2,416	1,403	968	655	1,599	10,811	\$25.89

* 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 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	11.7%	23.3%	26.2%	13.3%	8.3%	5.3%	11.9%	100.0%
Natural Resources and Mining	21.3%	36.2%	26.2%	8.3%	3.2%	1.5%	3.4%	100.0%
Construction	3.4%	13.7%	29.1%	18.6%	14.7%	9.4%	11.1%	100.0%
Manufacturing	4.1%	19.4%	31.9%	15.6%	8.6%	5.4%	15.0%	100.0%
Wholesale Trade	5.1%	17.9%	29.6%	16.6%	9.1%	5.7%	16.1%	100.0%
Retail Trade	26.7%	36.3%	22.0%	6.7%	2.6%	1.5%	4.2%	100.0%
Transportation, Warehousing, and Utilities	5.3%	15.4%	39.8%	17.3%	7.7%	4.5%	10.1%	100.0%
Information	4.6%	8.2%	17.5%	16.1%	12.2%	9.5%	31.9%	100.0%
Financial Activities	4.6%	14.8%	30.0%	16.7%	10.1%	6.6%	17.2%	100.0%
Professional and Business Services	8.5%	23.8%	22.6%	12.4%	8.4%	5.8%	18.5%	100.0%
Private Educational Services	15.9%	19.4%	28.5%	15.1%	8.0%	5.5%	7.5%	100.0%
Health Care & Social Assistance	5.9%	24.2%	29.0%	11.9%	7.8%	5.7%	15.5%	100.0%
Leisure and Hospitality	28.9%	36.6%	22.7%	6.8%	2.3%	0.8%	1.9%	100.0%
Other Services	15.9%	26.8%	28.1%	12.7%	6.0%	3.6%	7.0%	100.0%
State Government	0.2%	3.4%	16.0%	26.4%	23.3%	15.4%	15.4%	100.0%
Local Government	6.2%	11.8%	23.8%	19.9%	15.8%	9.4%	13.2%	100.0%
Non-classifiable	13.6%	21.3%	22.3%	13.0%	9.0%	6.1%	14.8%	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 3: Oregon - Fraction of Jobs by Hourly Wage Level by Broad Industry - 4th Quarter 2021*

									4Q2020
	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
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	6.1%	5.2%	3.3%	2.1%	1.3%	1.0%	0.9%	3.3%	3.6%
Construction	1.8%	3.5%	6.7%	8.4%	10.6%	10.6%	5.6%	6.0%	6.1%
Manufacturing	3.3%	7.8%	11.4%	11.0%	9.7%	9.5%	11.8%	9.4%	9.5%
Wholesale Trade	1.7%	3.0%	4.4%	4.9%	4.3%	4.2%	5.3%	3.9%	4.0%
Retail Trade	27.3%	18.7%	10.0%	6.0%	3.8%	3.3%	4.2%	12.0%	12.2%
Transportation, Warehousing, and Utilities	1.8%	2.6%	5.9%	5.1%	3.6%	3.3%	3.3%	3.9%	4.2%
Information	0.7%	0.6%	1.2%	2.2%	2.7%	3.3%	4.9%	1.8%	1.7%
Financial Activities	1.7%	2.7%	4.9%	5.4%	5.2%	5.3%	6.2%	4.3%	4.5%
Professional and Business Services	9.9%	13.9%	11.7%	12.7%	13.8%	15.0%	21.1%	13.6%	13.3%
Private Educational Services	2.0%	1.3%	1.6%	1.7%	1.5%	1.6%	0.9%	1.5%	1.4%
Health Care & Social Assistance	7.0%	14.5%	15.4%	12.5%	13.1%	15.0%	18.1%	13.9%	14.5%
Leisure and Hospitality	26.5%	16.8%	9.3%	5.5%	2.9%	1.7%	1.7%	10.7%	9.4%
Other Services	4.3%	3.7%	3.4%	3.0%	2.3%	2.2%	1.9%	3.2%	3.2%
State Government	0.0%	0.3%	1.2%	4.1%	5.8%	6.0%	2.6%	2.0%	2.1%
Local Government	5.2%	5.0%	9.0%	14.9%	18.9%	17.5%	11.0%	9.9%	9.9%
Non-classifiable	0.6%	0.5%	0.4%	0.5%	0.5%	0.6%	0.6%	0.5%	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 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	254,052	505,960	569,896	288,683	180,268	115,014	259,604	2,173,477	\$24.83
Under 5 employees	16,443	33,445	32,913	15,008	9,009	6,346	18,048	131,212	\$23.81
5 - 9 employees	21,732	33,741	37,083	15,654	8,727	5,045	11,737	133,719	\$22.08
10 - 19 employees	29,947	46,220	51,188	22,578	12,499	6,939	15,221	184,592	\$22.29
20 - 49 employees	38,930	73,068	78,264	35,220	19,100	10,827	23,812	279,221	\$22.57
50 - 99 employees	24,383	53,124	58,775	28,011	15,378	8,966	19,325	207,962	\$23.46
100 - 249 employees	29,895	68,502	79,589	39,357	23,192	12,797	28,224	281,556	\$24.21
250 - 499 employees	24,838	46,202	55,211	28,580	17,938	10,405	20,816	203,990	\$24.72
500 or more employees	67,884	151,658	176,873	104,275	74,425	53,689	122,421	751,225	\$28.52

* 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 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	11.7%	23.3%	26.2%	13.3%	8.3%	5.3%	11.9%	100.0%
Under 5 employees	12.5%	25.5%	25.1%	11.4%	6.9%	4.8%	13.8%	100.0%
5 - 9 employees	16.3%	25.2%	27.7%	11.7%	6.5%	3.8%	8.8%	100.0%
10 - 19 employees	16.2%	25.0%	27.7%	12.2%	6.8%	3.8%	8.2%	100.0%
20 - 49 employees	13.9%	26.2%	28.0%	12.6%	6.8%	3.9%	8.5%	100.0%
50 - 99 employees	11.7%	25.5%	28.3%	13.5%	7.4%	4.3%	9.3%	100.0%
100 - 249 employees	10.6%	24.3%	28.3%	14.0%	8.2%	4.5%	10.0%	100.0%
250 - 499 employees	12.2%	22.6%	27.1%	14.0%	8.8%	5.1%	10.2%	100.0%
500 or more employees	9.0%	20.2%	23.5%	13.9%	9.9%	7.1%	16.3%	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 6: Oregon - Fraction of Jobs in Hourly Wage Level by Firm Employment Size Class - 4th 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	6.5%	6.6%	5.8%	5.2%	5.0%	5.5%	7.0%	6.0%
5 - 9 employees	8.6%	6.7%	6.5%	5.4%	4.8%	4.4%	4.5%	6.2%
10 - 19 employees	11.8%	9.1%	9.0%	7.8%	6.9%	6.0%	5.9%	8.5%
20 - 49 employees	15.3%	14.4%	13.7%	12.2%	10.6%	9.4%	9.2%	12.8%
50 - 99 employees	9.6%	10.5%	10.3%	9.7%	8.5%	7.8%	7.4%	9.6%
100 - 249 employees	11.8%	13.5%	14.0%	13.6%	12.9%	11.1%	10.9%	13.0%
250 - 499 employees	9.8%	9.1%	9.7%	9.9%	10.0%	9.0%	8.0%	9.4%
500 or more employees	26.7%	30.0%	31.0%	36.1%	41.3%	46.7%	47.2%	34.6%

* 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 - 4th Quarter 2021

	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	1,987,781	4.5%	100.0%	\$ 32,450,295,922	10.9%	100.0%	\$ 16,325	6.1%
One Job	1,757,484	2.6%	88.4%	\$ 29,268,954,380	8.9%	90.2%	\$ 16,654	6.2%
Two Jobs	200,160	20.7%	10.1%	\$ 2,812,877,869	33.6%	8.7%	\$ 14,053	10.6%
Three Jobs	24,872	31.4%	1.3%	\$ 295,808,600	29.7%	0.9%	\$ 11,893	-1.3%
Four or More Jobs	5,265	27.9%	0.3%	\$ 72,655,073	33.1%	0.2%	\$ 13,800	4.1%
Total Records	2,255,905	6.4%						
Records per SSN	1.13							
Two or More Jobs	230,297	22.0%	11.6%					
Workers in Oregon's workforce in 4th Quarter 2021 who:								
- did not work in Oregon in 3rd quarter 2021	171,306	6.1%						
- had not worked in Oregon since 1990	53,927	28.5%						
- returned to Oregon's workforce*	117,379	-1.8%						
Percent in workforce one year ago	81.1%							
Percent in same primary industry	77.6%							
Percent in new primary industry (3-digit NAICS)	22.4%							

*Did not work in Oregon in 3rd Quarter 2021, 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 2021

2021 4th Quarter Wages

All Workers

	All ¹	Quintile				
		1	2	3	4	5
Quintiles		\$4,934	\$9,494	\$14,181	\$22,154	NA
Mean	\$16,325	\$2,325	\$7,327	\$11,705	\$17,701	\$42,567
Median	\$11,649	\$2,265	\$7,395	\$11,649	\$17,496	\$31,006

¹1,987,781 SSNs

Employed 200+ Hours

	All ²	Quintile				
		1	2	3	4	5
Quintiles		\$7,850	\$11,457	\$16,067	\$24,068	NA
Mean	\$18,746	\$5,618	\$9,639	\$13,608	\$19,595	\$45,270
Median	\$13,528	\$5,774	\$9,630	\$13,528	\$19,374	\$33,184

²1,637,165 SSNs

Employed 350+ Hours

	All ³	Quintile				
		1	2	3	4	5
Quintiles		\$9,498	\$12,950	\$17,633	\$25,816	NA
Mean	\$20,684	\$7,532	\$11,172	\$15,128	\$21,195	\$48,391
Median	\$15,030	\$7,763	\$11,150	\$15,030	\$20,962	\$35,211

³1,378,075 SSNs

Percent Change from Prior Year

All Workers

	All ¹	Quintile				
		1	2	3	4	5
Quintiles		7.9%	7.3%	6.5%	5.5%	NA
Mean	6.1%	6.3%	7.9%	6.9%	5.9%	5.7%
Median	7.0%	4.8%	8.1%	7.0%	6.1%	5.9%

Employed 200+ Hours

	All ²	Quintile				
		1	2	3	4	5
Quintiles		9.2%	7.7%	6.7%	5.6%	NA
Mean	6.7%	9.9%	8.2%	7.1%	6.0%	6.1%
Median	7.2%	10.5%	8.1%	7.2%	6.1%	6.4%

Employed 350+ Hours

	All ³	Quintile				
		1	2	3	4	5
Quintiles		8.0%	7.4%	6.3%	5.5%	NA
Mean	6.5%	8.7%	7.6%	6.8%	5.7%	6.2%
Median	6.7%	8.8%	7.6%	6.7%	5.8%	6.6%

Source: Unemployment Insurance Wage Records