

# Quality Information, Informed Choices Labor Market Information

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# Fourth Quarter 2022: Oregonians at Work – Inflation Continues to Affect Wage Growth, While Number of Jobs Grows

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 <u>www.qualityinfo.org/data</u>.

Oregon had 2.01 million people working in jobs covered by the state's unemployment insurance system during the fourth quarter of 2022. This was an increase of 17,500, or 0.9%, from the same quarter of the previous year. They earned a total of \$32.6 billion, with an average wage of about \$16,200 per worker for the quarter. The median hourly wage during the quarter was \$26.09.

# Inflation Affected Wage Growth in Many Industries Over the Year

Oregon employers reported almost 2.2 million jobs during the fourth quarter of 2022. The vast majority of Oregonians (89.1%) held one job during the quarter. Approximately 9.5% of workers in the fourth quarter of 2022 held two jobs, 1.2% of workers held three jobs, and 0.3% of workers held four or more jobs. This looks similar to a year ago in the fourth quarter of 2021.

While not particularly remarkable, it is relevant to note that the share of workers holding either one job, two jobs, three jobs, or four or more jobs has remained quite stable over the years in the fourth quarter. Since at least 2015, the share of workers with one job has been just under 90%. The share of workers with two jobs has been about 10%, those holding three or more jobs at about 1%, and those with four or more jobs at less than 1%. The data suggests that the composition of number of jobs that workers hold has remained quite stable, even with increases in the number of jobs reported.

Meanwhile, the median wage decreased by \$0.50 over the year, after being adjusted for inflation according to the Consumer Price Index for All Urban Consumers (CPI-U). Strong inflation over the past few years has translated to fewer industry wages keeping up in their real purchasing power. Six industries had real wage gains, meaning that the median wage increased more than inflation: information, professional and business services, leisure and hospitality, other services, natural resources and mining, and construction. Information had the biggest real gain in median wage percentage growth from fourth quarter 2021 to fourth quarter 2022 (1.6%). However, many industries had decreases in real median wage. Transportation,

warehousing, and utilities jobs had the biggest decrease in real percentage change (-7.5%), while state government had the largest real dollar value decrease (-\$2.89).

	4Q2022	Over th	e Year
	Median Wage	Real Gain (\$)	Real Gain (%)
All Industries	\$26.09	-\$0.50	-1.9%
Information	\$46.31	\$0.73	1.6%
Professional and Business Services	\$29.34	\$0.41	1.4%
Leisure and Hospitality	\$18.79	\$0.28	1.5%
Other Services	\$23.58	\$0.25	1.1%
Natural Resources and Mining	\$19.96	\$0.12	0.6%
Construction	\$33.91	\$0.07	0.2%
Financial Activities	\$32.39	-\$0.04	-0.1%
Retail Trade	\$18.92	-\$0.06	-0.3%
Private Educational Services	\$26.16	-\$0.06	-0.2%
Wholesale Trade	\$30.84	-\$0.10	-0.3%
Manufacturing	\$29.60	-\$0.14	-0.5%
Local Government	\$35.47	-\$0.73	-2.0%
Health Care & Social Assistance	\$25.63	-\$2.05	-7.4%
Transportation, Warehousing, and Utilities	\$26.59	-\$2.17	-7.5%
State Government	\$41.72	-\$2.89	-6.5%

#### Real Change in Median Hourly Wage by Broad Industry Fourth Quarter 2021 to Fourth Quarter 2022

Source: Oregon Employment Department, Unemployment Insurance Wage Records

# Shifts in Industry Wages

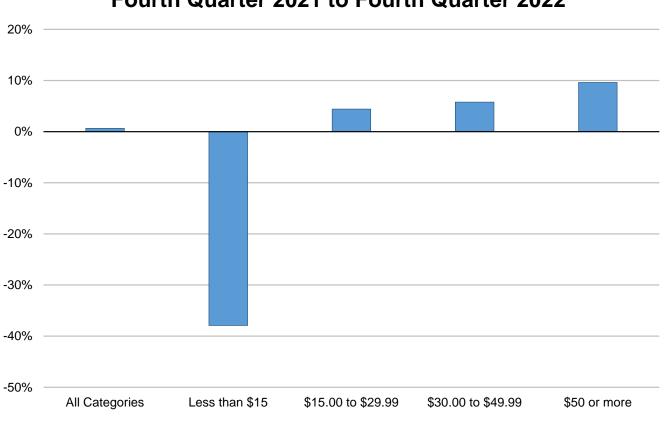
The number of jobs paying less than \$15 per hour decreased by 96,300 between fourth quarter 2021 and fourth quarter 2022. Jobs paying \$15.00-\$29.99 per hour increased by 47,400, and jobs paying \$30.00-\$49.99 increased by 27,100. Jobs paying at least \$50 per hour increased by 36,000.

The number of jobs paying less than \$15 per hour decreased by 38% from fourth quarter 2021 to fourth quarter 2022. Transportation, warehousing, and utilities, and other services had the largest absolute losses in jobs paying under \$15 per hour from fourth quarter 2021 to fourth quarter 2022, losing over 20,000 jobs each in the under \$15 per hour wage category. Private education services also had job losses of more than 10,000 in this wage category.

The number of jobs paying \$15-\$29.99 increased by 4%. Leisure and hospitality, retail trade, and health care and social assistance had the largest gains in number of jobs in this wage category. Construction had the largest number of job losses in this wage category.

The number of jobs paying \$30-\$49.99 per hour increased by 6% over the year. Leisure and hospitality, and manufacturing had the largest job gains in this wage category, while health care and social assistance had the largest number of job losses.

Finally, the number of jobs paying at least \$50 per hour increased by 10%. Professional and business services, and local government had the largest absolute gains. Health care and social assistance had job losses in this wage category.



# Oregon Change in Jobs by Hourly Wage Category, Fourth Quarter 2021 to Fourth Quarter 2022

Source: Oregon Employment Department, Unemployment Insurance Wage Records

# Most Industries are Adding Jobs

Of the 14,200 jobs gained between fourth quarter 2021 and fourth quarter 2022, leisure and hospitality experienced the largest growth in both numerical change (11,900) and percentage change (5.1%). The largest decrease in both numerical change and percentage change occurred in retail trade (-5,600; -2.2%).

Instead of looking at the raw numerical change, it can sometimes be more helpful to look at the percentage change in jobs. Some industries are larger than others by nature, and large increases or decreases, though they account for many jobs, are a small percentage when compared with the size of the industry. For example, manufacturing gained more than 3,000 jobs between fourth quarter 2021 and fourth quarter 2022. However, this only constituted a 1.7% increase. For comparison's sake, natural resources and mining decreased by 1.7%, which was a loss of about 1,200 jobs.

It is also interesting to look at the composition of industries in the economy. As different industries experience fluctuations, the number of jobs can increase or decrease enough that

the share of jobs for a particular industry increases or decreases within the economy. Generally speaking, adding jobs can lead to a larger share in the economy, while losing jobs can decrease an industry's share of jobs – though there are exceptions. From the fourth quarter of 2021 to the fourth quarter of 2022, the share of jobs in leisure and hospitality increased from making up 10.7% of all jobs to 11.2%. Professional and business services, manufacturing, local government, other services, construction, wholesale trade, and state government also increased in their share of all jobs. Private educational services added 640 jobs from fourth quarter 2021 to fourth quarter 2022, and did not change in its share of all jobs.

	4Q2021 - 4Q2022	% of All	Jobs
	Change in Jobs	4Q2021	4Q2022
All Industries	14,243	100.0%	100.0%
Leisure and Hospitality	11,862	10.7%	11.2%
Professional and Business Services	4,334	13.6%	13.7%
Manufacturing	3,380	9.4%	9.5%
Local Government	3,133	9.9%	10.0%
Other Services	2,748	3.2%	3.3%
Construction	2,427	6.0%	6.1%
Wholesale Trade	1,341	3.9%	4.0%
State Government	1,338	2.0%	2.1%
Private Educational Services	640	1.5%	1.5%
Financial Activities	-36	4.3%	4.2%
Information	-533	1.8%	1.8%
Transportation, Warehousing, and Utilities	-923	3.9%	3.8%
Natural Resources and Mining	-1,248	3.3%	3.3%
Health Care & Social Assistance	-5,229	13.9%	13.6%
Retail Trade	-5,607	12.0%	11.6%

#### Change in Number of Jobs by Broad Industry Fourth Quarter 2021 to Fourth Quarter 2022

#### 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.

-	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	157,733	496,071	627,230	306,668	189,382	125,058		2,187,720	\$26.09
Natural Resources and Mining	9,078	26,990	22,063	7,080	2,708	1,235	2,359	71,513	\$19.96
Construction	2,856	13,507	38,494	25,943	19,610	12,537	19,991	132,938	\$33.91
Manufacturing	5,152	30,246	70,278	35,461	19,778	12,142	34,111	207,168	\$29.60
Wholesale Trade	2,466	12,249	26,918	15,543	8,661	5,517	15,387	86,741	\$30.84
Retail Trade	42,421	100,892	69,621	19,451	7,382	3,953	10,666	254,386	\$18.92
Transportation, Warehousing, and Utilities	3,607	11,505	34,727	13,755	6,859	4,038	9,650	84,141	\$26.59
Information	1,157	3,106	6,335	5,811	4,668	3,787	14,182	39,046	\$46.31
Financial Activities	3,034	10,153	28,148	16,765	10,543	6,822	17,252	92,717	\$32.39
Professional and Business Services	13,835	63,036	76,502	39,705	27,147	19,525	60,441	300,191	\$29.34
Private Educational Services	3,676	6,009	10,045	5,469	3,128	1,940	2,991	33,258	\$26.16
Health Care & Social Assistance	9,564	78,087	91,183	35,009	21,428	17,242	44,790	297,303	\$25.63
Leisure and Hospitality	44,173	95,354	69,260	21,204	7,280	2,719	4,699	244,689	\$18.79
Other Services	7,276	18,890	21,468	10,032	5,111	3,043	5,966	71,786	\$23.58
State Government	147	1,742	7,873	11,339	9,760	7,076	7,921	45,858	\$41.72
Local Government	8,766	23,061	52,499	43,075	34,623	22,965	33,569	218,558	\$35.47
Non-classifiable	525	1,244	1,816	1,026	696	517	1,603	7,427	\$31.19

### Table 1: Oregon - Number of Jobs by Hourly Wage Level and Broad Industry - 4th Quarter 2022\*

\* 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

-	Under	\$15.00 -	\$20.00 -	\$30.00 -	\$40.00 -	\$50.00 -	\$60.00 or	
	\$15.00	\$19.99	\$29.99	\$39.99	\$49.99	\$59.99	more	Total
Total - All Industries	7.2%	22.7%	28.7%	14.0%	8.7%	5.7%	13.1%	100.0%
Natural Resources and Mining	12.7%	37.7%	30.9%	9.9%	3.8%	1.7%	3.3%	100.0%
Construction	2.1%	10.2%	29.0%	19.5%	14.8%	9.4%	15.0%	100.0%
Manufacturing	2.5%	14.6%	33.9%	17.1%	9.5%	5.9%	16.5%	100.0%
Wholesale Trade	2.8%	14.1%	31.0%	17.9%	10.0%	6.4%	17.7%	100.0%
Retail Trade	16.7%	39.7%	27.4%	7.6%	2.9%	1.6%	4.2%	100.0%
Transportation, Warehousing, and Utilities	4.3%	13.7%	41.3%	16.3%	8.2%	4.8%	11.5%	100.0%
Information	3.0%	8.0%	16.2%	14.9%	12.0%	9.7%	36.3%	100.0%
Financial Activities	3.3%	11.0%	30.4%	18.1%	11.4%	7.4%	18.6%	100.0%
Professional and Business Services	4.6%	21.0%	25.5%	13.2%	9.0%	6.5%	20.1%	100.0%
Private Educational Services	11.1%	18.1%	30.2%	16.4%	9.4%	5.8%	9.0%	100.0%
Health Care & Social Assistance	3.2%	26.3%	30.7%	11.8%	7.2%	5.8%	15.1%	100.0%
Leisure and Hospitality	18.1%	39.0%	28.3%	8.7%	3.0%	1.1%	1.9%	100.0%
Other Services	10.1%	26.3%	29.9%	14.0%	7.1%	4.2%	8.3%	100.0%
State Government	0.3%	3.8%	17.2%	24.7%	21.3%	15.4%	17.3%	100.0%
Local Government	4.0%	10.6%	24.0%	19.7%	15.8%	10.5%	15.4%	100.0%
Non-classifiable	7.1%	16.7%	24.5%	13.8%	9.4%	7.0%	21.6%	100.0%

# Table 2: Oregon - Fraction of Jobs by Broad Industry by Hourly Wage Level - 4th Quarter 2022\*

\* 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

-	Under	\$15.00 -	\$20.00 -	\$30.00 -	\$40.00 -	\$50.00 -	\$60.00 or	
	\$15.00	\$19.99	\$29.99	\$39.99	\$49.99	\$59.99	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	5.8%	5.4%	3.5%	2.3%	1.4%	1.0%	0.8%	3.3%
Construction	1.8%	2.7%	6.1%	8.5%	10.4%	10.0%	7.0%	6.1%
Manufacturing	3.3%	6.1%	11.2%	11.6%	10.4%	9.7%	11.9%	9.5%
Wholesale Trade	1.6%	2.5%	4.3%	5.1%	4.6%	4.4%	5.4%	4.0%
Retail Trade	26.9%	20.3%	11.1%	6.3%	3.9%	3.2%	3.7%	11.6%
Transportation, Warehousing, and Utilities	2.3%	2.3%	5.5%	4.5%	3.6%	3.2%	3.4%	3.8%
Information	0.7%	0.6%	1.0%	1.9%	2.5%	3.0%	5.0%	1.8%
Financial Activities	1.9%	2.0%	4.5%	5.5%	5.6%	5.5%	6.0%	4.2%
Professional and Business Services	8.8%	12.7%	12.2%	12.9%	14.3%	15.6%	21.2%	13.7%
Private Educational Services	2.3%	1.2%	1.6%	1.8%	1.7%	1.6%	1.0%	1.5%
Health Care & Social Assistance	6.1%	15.7%	14.5%	11.4%	11.3%	13.8%	15.7%	13.6%
Leisure and Hospitality	28.0%	19.2%	11.0%	6.9%	3.8%	2.2%	1.6%	11.2%
Other Services	4.6%	3.8%	3.4%	3.3%	2.7%	2.4%	2.1%	3.3%
State Government	0.1%	0.4%	1.3%	3.7%	5.2%	5.7%	2.8%	2.1%
Local Government	5.6%	4.6%	8.4%	14.0%	18.3%	18.4%	11.8%	10.0%
Non-classifiable	0.3%	0.3%	0.3%	0.3%	0.4%	0.4%	0.6%	0.3%

# Table 3: Oregon - Fraction of Jobs by Hourly Wage Level by Broad Industry - 4th Quarter 2022\*

\* 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

-	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	157,733	496,071	627,230	306,668	189,382	125,058	285,578	2,187,720	\$26.09
Under 5 employees	12,256	30,583	35,451	17,183	9,989	7,115	20,711	133,288	\$25.46
5 - 9 employees	14,681	31,585	40,459	17,933	9,521	5,846	13,414	133,439	\$24.04
10 - 19 employees	19,041	45,407	56,561	25,315	13,483	8,099	17,453	185,359	\$24.07
20 - 49 employees	25,214	69,358	86,021	38,705	20,929	12,036	26,085	278,348	\$24.14
50 - 99 employees	14,392	50,997	65,615	30,655	17,131	10,079	21,947	210,816	\$25.04
100 - 249 employees	19,403	64,463	88,898	42,567	24,643	14,288	30,360	284,622	\$25.51
250 - 499 employees	14,287	44,145	61,961	31,046	18,654	11,592	21,781	203,466	\$26.11
500 or more employees	38,459	159,533	192,264	103,264	75,032	56,003	133,827	758,382	\$29.20

#### Table 4: Oregon - Number of Jobs by Hourly Wage Level and Firm Employment Size Class - 4th Quarter 2022\*

\* 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

-	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	7.2%	22.7%	28.7%	14.0%	8.7%	5.7%	13.1%	100.0%
Under 5 employees	9.2%	22.9%	26.6%	12.9%	7.5%	5.3%	15.5%	100.0%
5 - 9 employees	11.0%	23.7%	30.3%	13.4%	7.1%	4.4%	10.1%	100.0%
10 - 19 employees	10.3%	24.5%	30.5%	13.7%	7.3%	4.4%	9.4%	100.0%
20 - 49 employees	9.1%	24.9%	30.9%	13.9%	7.5%	4.3%	9.4%	100.0%
50 - 99 employees	6.8%	24.2%	31.1%	14.5%	8.1%	4.8%	10.4%	100.0%
100 - 249 employees	6.8%	22.6%	31.2%	15.0%	8.7%	5.0%	10.7%	100.0%
250 - 499 employees	7.0%	21.7%	30.5%	15.3%	9.2%	5.7%	10.7%	100.0%
500 or more employees	5.1%	21.0%	25.4%	13.6%	9.9%	7.4%	17.6%	100.0%

# Table 5: Oregon - Fraction of Jobs by Firm Employment Size Class by Hourly Wage Level - 4th Quarter 2022

\* 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

	Under	\$15.00 -	\$20.00 -	\$30.00 -	\$40.00 -	\$50.00 -	•	Tatal
	\$15.00	\$19.99	\$29.99	\$39.99	\$49.99	\$59.99	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	7.8%	6.2%	5.7%	5.6%	5.3%	5.7%	7.3%	6.1%
5 - 9 employees	9.3%	6.4%	6.5%	5.8%	5.0%	4.7%	4.7%	6.1%
10 - 19 employees	12.1%	9.2%	9.0%	8.3%	7.1%	6.5%	6.1%	8.5%
20 - 49 employees	16.0%	14.0%	13.7%	12.6%	11.1%	9.6%	9.1%	12.7%
50 - 99 employees	9.1%	10.3%	10.5%	10.0%	9.0%	8.1%	7.7%	9.6%
100 - 249 employees	12.3%	13.0%	14.2%	13.9%	13.0%	11.4%	10.6%	13.0%
250 - 499 employees	9.1%	8.9%	9.9%	10.1%	9.8%	9.3%	7.6%	9.3%
500 or more employees	24.4%	32.2%	30.7%	33.7%	39.6%	44.8%	46.9%	34.7%

#### Table 6: Oregon - Fraction of Jobs in Hourly Wage Level by Firm Employment Size Class - 4th Quarter 2022'

\* 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

		12-Month			12-Month			12-Month
		Percent	Percent of	Total	Percent	Percent of	Mean Wages	Percent
	Count	Change	<b>Total SSNs</b>	Wages	Change	<b>Total Wages</b>	Per Quarter	Change
Total SSNs	2,005,327	0.9%	100.0%	\$ 32,550,753,750	0.3%	100.0%	\$ 16,232	-0.6%
One Job	1,786,127	1.6%	89.1%	\$ 29,531,954,347	0.9%	90.7%	\$ 16,534	-0.7%
Two Jobs	190,396	-4.9%	9.5%	\$ 2,643,411,759	-6.0%	8.1%	\$ 13,884	-1.2%
Three Jobs	23,282	-6.4%	1.2%	\$ 294,238,380	-0.5%	0.9%	\$ 12,638	6.3%
Four or More Jobs	5,522	4.9%	0.3%	\$ 81,149,264	11.7%	0.2%	\$ 14,696	6.5%
Total Records	2,262,197	0.3%						
Records per SSN	1.13	01070						
Two or More Jobs	219,200	-4.8%	10.9%					
Workers in Oregon's workforce in 4th Quarter 20	)22 who:							
- did not work in Oregon in 3rd quarter 2022	151,403	-11.6%						
- had not worked in Oregon since 1990	46,783	-13.3%						
<ul> <li>returned to Oregon's workforce*</li> </ul>	104,620	-10.9%						
Percent in workforce one year ago	82.6%							
Percent in same primary industry	82.0%							
Percent in new primary industry (3-digit NAICS)	18.0%							

#### Table 7: Oregon - Unemployment Insurance Wage Record Summary Statistics - 4th Quarter 2022

\*Did not work in Oregon in 3rd Quarter 2022, but have worked in Oregon at some point since 1990.

#### Table 8: Oregon - Quarterly Wages by Quintile and Hours Worked - 4th Quarter 2022

2022 3rd Quarter Wages

#### All Workers

	Quintile								
		1	2	3	4	5			
Quintiles		\$5,080	\$9,762	\$14,486	\$22,596	NA			
Mean	\$16,232	\$2,377	\$7,560	\$11,990	\$18,062	\$41,171			
Median	\$11,939	\$2,326	\$7,634	\$11,939	\$17,835	\$31,500			

<sup>1</sup>2,005,327 SSNs

#### Employed 200+ Hours

	Quintile								
		1	2	3	4	5			
Quintiles		\$8,125	\$11,759	\$16,402	\$24,578	NA			
Mean	\$18,718	\$5,827	\$9,928	\$13,917	\$20,012	\$43,908			
Median	\$13,841	\$6,000	\$9,923	\$13,841	\$19,798	\$33,741			

<sup>2</sup>1,650,088 SSNs

#### Employed 350+ Hours

	Quintile								
	All <sup>3</sup>	1	2	3	4	5			
Quintiles		\$9,861	\$13,319	\$18,059	\$26,404	NA			
Mean	\$20,717	\$7,852	\$11,538	\$15,521	\$21,733	\$46,938			
Median	\$15,428	\$8,124	\$11,517	\$15,428	\$21,500	\$35,964			

<sup>3</sup>1,371,821 SSNs

Source: Unemployment Insurance Wage Records

# Percent Change from Prior Year

#### All Workers

		Quintile				
		1	2	3	4	5
Quintiles		3.0%	2.8%	2.1%	2.0%	NA
Mean	-0.6%	2.2%	3.2%	2.4%	2.0%	-3.3%
Median	2.5%	2.7%	3.2%	2.5%	1.9%	1.6%

#### **Employed 200+ Hours**

		Quintile					
		1	2	3	4	5	
Quintiles		3.5%	2.6%	2.1%	2.1%	NA	
Mean	-0.1%	3.7%	3.0%	2.3%	2.1%	-3.0%	
Median	2.3%	3.9%	3.0%	2.3%	2.2%	1.7%	

#### Employed 350+ Hours

		Quintile				
		1	2	3	4	5
Quintiles		3.8%	2.8%	2.4%	2.3%	NA
Mean	0.2%	4.2%	3.3%	2.6%	2.5%	-3.0%
Median	2.6%	4.7%	3.3%	2.6%	2.6%	2.1%