

July 24, 2025

Future Ready Oregon
Technology Industry Consortium
**High-Skill, High-Wage,
High-Demand
Technology
Occupation
Profiles**



The information in this document has been compiled by the Higher Education Coordinating Commission using [Oregon Employment Department \(OED\) data](#) in response to the statutory requirements of [House Bill 3306 \(2023, ORS 660.410 \(3\(a\)\)\)](#).

Future Ready Oregon
Technology Industry Consortium
High-Skill, High-Wage, High-Demand
Technology Occupation Profiles

July 24, 2025

Table of Contents

Executive Summary.....	v
Glossary.....	viii
Architects, Except Landscape and Naval (17-1011)	1
Architectural and Civil Drafters (17-3011)	3
Architectural and Engineering Managers (11-9041)	5
Biological Technicians (19-4021)	7
Civil Engineering Technologists and Technicians (17-3022)	9
Civil Engineers (17-2051)	11
Computer and Information Research Scientists (15-1221)	13
Computer and Information Systems Managers (11-3021)	15
Computer and Information Systems Managers (11-3021)	17
Computer Network Support Specialists (15-1231)	19
Computer Programmers (15-1251)	21
Computer Systems Analysts (15-1211)	23
Computer User Support Specialists (15-1232)	25
Data Scientists (15-2051)	27
Database Administrators (15-1242)	29
Database Architects (15-1243)	31
Drafters, All Other (17-3019)	33
Electrical and Electronic Engineering Technologists and Technicians (17-3023)	35
Electrical Engineers (17-2071)	37
Engineering Technologists and Technicians, Except Drafters, All Other (17-3029)	39
Engineers, All Other (17-2199)	41
Financial and Investment Analysts (13-2051)	43

<u>Industrial Engineers (17-2112)</u>	<u>45</u>
<u>Information Security Analysts (15-1212)</u>	<u>47</u>
<u>Logisticians (13-1081)</u>	<u>49</u>
<u>Mechanical Engineers (17-2141)</u>	<u>51</u>
<u>Network and Computer Systems Administrators (15-1244)</u>	<u>53</u>
<u>Software Developers (15-1252)</u>	<u>55</u>
<u>Software Quality Assurance Analysts and Testers (15-1253)</u>	<u>57</u>
<u>Web and Digital Interface Designers (15-1255)</u>	<u>59</u>
<u>Web Developers (15-1254)</u>	<u>61</u>
<u>References</u>	<u>63</u>
<u>Appendix I: Oregon Wage Information Methodology and Limitations</u>	<u>68</u>
<u>Appendix II: Oregon Employability Skills</u>	<u>70</u>
<u>Appendix III: Oregon Core Technology Sector Wage Information – High-Skill Occupations* Statewide, 2024</u>	<u>73</u>

Executive Summary

This packet of occupation and wage data fulfills the wage transparency requirements for skilled occupations set forth by [House Bill \(HB\) 3306 \(2023\)](#). Higher Education Coordinating Commission (HECC) staff prepared the full wage data tables found in [Appendix III](#) using data that the Oregon Employment Department (OED) prepared for each of three industry sectors (healthcare, manufacturing, and technology). These industry sectors correspond to the HECC's statewide, sector-specific Industry Consortia.

The purpose of this packet is to provide data that supports and advances the Industry Consortia's sector-specific workforce development strategies. Additionally, it may support policymakers, education and training providers, local workforce development boards, and other workforce planners and talent developers who wish to create or maintain accessible career training pathways.

This packet also includes detailed, individual occupation and wage profiles for a subset of the high-skill occupations found in the wage data tables ([Appendix III](#)). HECC staff prepared the individual profiles using data provided by OED. The individual occupation profiles included in this packet represent occupations that are in high demand and offer a high wage in addition to being high skill occupations. OED uses the following definitions:

- *High-skill* occupations typically require some form of postsecondary training and/or credential.
- *High-wage* occupations have a median annual wage greater than \$51,563 statewide as of 2023.¹
- *High-demand* occupations are projected to have more than 620 openings statewide.

HECC staff compared each occupation's current sector-specific employment to the total projected openings statewide over the next decade.² HECC staff then created individual occupation profiles for occupations whose current employment within their sector represents at least 10 percent of the total projected openings across all industries over the next decade. These occupations may indicate a strategic priority for the Consortium.

These individual occupation profiles provide information about education and credentials, wages, and employment demand in each of Oregon's workforce regions.

This packet also contains a [glossary](#) of key terms used in each profile, a [reference list](#), and a description of the [methodology](#) OED used to collect and calculate the data. A summary of [Oregon's Employability Skills](#) is included in [Appendix II](#) and offers insight into the critical skills and knowledge needed to support learners' transitions from school and training to the workforce. The Workforce Talent and Development Board's Essential Employability Skills Taskforce issued its final report and recommendations, which included the Oregon Employability Skills curriculum, in December 2020.

¹ See the Glossary for expanded definitions; see [Appendix III](#) for a comprehensive overview of the wage data.

² The OED projections used in this packet are from 2023-2033.

This packet represents only technology occupations. These occupations appear across industry sectors. OED defines the technology sector as being made up of industries with concentrations of science, technology, engineering, and math (STEM) employees five times above and higher than the national average of 6%.³

Technology continues to evolve rapidly, driven by innovation, automation, and digital transformation across all industry sectors. As new occupations emerge and existing occupations become more specialized, Oregon’s workforce must adapt to changing employer needs. Predicting workforce needs remains challenging due to the speed of change and the unpredictable emergence of new fields. This environment requires an equally responsive approach to education and training—one that aligns curriculum with emerging requirements and equips Oregonians with the skills needed to succeed in a tech-driven economy. The following occupational and wage profiles represent the HECC’s understanding of high-skill, high-wage, high-demand tech occupations at the time of the publication.

Legislative Background

In 2023, the Oregon Legislature enacted [HB 3306 \(2023\)](#), which amended Oregon Revised Statute ([ORS 660.410](#)) to include a new requirement for Future Ready Oregon’s Industry Consortia.⁴ HB 3306 (2023) mandates that each Industry Consortium publish localized wage rate standards for skilled occupations within the sectors they represent—healthcare, manufacturing, and technology—using available OED data. Additionally, every two years, each Consortium is required to recalculate these wage standards using relevant and available OED economic and employment data.

HECC Staff Implementation

HECC staff began implementing [HB 3306 \(2023\)](#) in December 2023. The HECC consulted OED staff on the meaning of “locality” and “skilled occupation”—terms used in HB 3306 (2023) but not defined in HB 3306 (2023) or SB 1545 (2022). Following presentations to the Industry Consortia in late 2024, HECC staff adopted definitions aligned with existing OED data. “Locality” was defined as local workforce development board regions, and “skilled occupation” as high-skill occupations.⁵ These choices fulfill the requirement to use “relevant economic and employment data” from OED. These Consortia-approved definitions were then used to generate the final wage data table that appears in [Appendix III](#).

In early 2025, Industry Consortia members informed the content, layout, and readability of the profile packets. They also considered how the individual occupation profiles could be used to advance workforce and economic development efforts in the corresponding sector. HECC staff revised the profiles to reflect Consortia input and facilitated Consortia conversations with each iteration.

Methodology and Data Sources

The information presented in this packet uses data from publicly available OED and Bureau of Labor Statistics sources as suggested by OED. Neither wage data table in [Appendix III](#) nor the individual occupation profiles use primary research conducted by HECC staff. A methodology statement from OED on how this data was collected and calculated can be found in [Appendix I](#).

³ [The Hidden STEM Economy, 2013: Brookings Institute](#)

⁴ In 2022 the Oregon Legislature passed [Senate Bill \(SB\) 1545](#), a comprehensive \$200 million workforce investment package also known as Future Ready Oregon. SB 1545 also established Industry Consortia for Oregon’s healthcare, manufacturing, and technology sectors. Future Ready Oregon is now codified in Oregon Revised Statutes 660.380-410.

⁵ The workforce regions used in OED datasets represent Oregon’s nine local workforce development board regions, excepting the combined regions of Worksystems, Inc. and Clackamas Workforce Partnership.

Next Steps

HECC's Industry Consortia will use the information published in this packet to advance sector-specific workforce development strategies, including:

- Publishing wage rate standards by locality for skilled occupations within each of the Industry Consortium sectors to improve wage transparency for training program participants.
- Using the occupation and wage profiles to facilitate supply and demand data gathering.
- Developing an accurate inventory of occupation-relevant credentials across Oregon.
- Creating career ladder infographics using occupation profiles.

Glossary

Unless otherwise indicated, the following definitions have been sourced from the Oregon Employment Department (OED) or the United States Bureau of Labor Statistics (BLS).

<i>Term</i>	<i>Definition</i>
Competitive Education	“Competitive education provides an indicator of what education attainment potential workers may need in order to compete with workers across the state who are already in a given career. It identifies what education attainment most workers who are working in a given career have attained by analyzing 5-year American Community Survey estimates of occupational employment and education attainment” <i>Please note: This definition provided by OED staff by request. No publicly available document is available for this definition.</i> (OED).
Employment	“The Occupational Employment and Wage Statistics survey defines employment as workers covered by unemployment insurance. This may exclude the self-employed, owners or partners of unincorporated firms, unpaid family workers, and some commission-based sales agents” (OED).
Entry-Level Wage Range	OED provides “wage ranges by publishing a series of percentiles for each occupation. A percentile wage shows the percentage of workers in an occupation that earn less than a given wage and the percentage that earn more. In most cases, wages in the 10th or 25th percentile likely reflect workers just entering a career, or who have less education attainment than others performing similar work” (OED) .
High-Demand Occupations	High-demand occupations have “more than the median number of total (growth plus replacement) openings for statewide or a particular area. An occupation is considered to be high-demand as of 2023 if it is projected to have more than 620 total annual openings” statewide (OED).
High-Skill Occupations	High-skill occupations are “occupations with a typical educational level needed for entry of postsecondary training (non-degree) or higher or; Occupations with an apprenticeship as the typical on-the-job training level; or occupations typically needing related work experience or long-term on-the-job-training for entry and postsecondary training (non-degree) or above as competitive” (OED).
High-Wage Occupations	High-wage occupations are “occupations paying more than the all-occupation, all-ownership median wage for statewide or a particular area. An occupation is considered to be high-wage as of 2023 if it has a median annual wage greater than \$51,563” statewide (OED).

Industries of Employment	The Occupational Employment and Wage Statistics (OEWS) survey classifies occupations into industries of employment based on the North American Industry Classification System (NAICS). “NAICS groups establishments into specific industries based on the similarities in their production processes. In cases where an establishment may have two different economic activities, NAICS generally uses revenue data to determine an establishment’s primary activity in an industry” (United States Census Bureau).
N/A	“An N/A listed for employment or wage information on any workforce region indicates that there is insufficient data for the Employment Department to produce an estimate. Either data for that region and/or occupation has been intentionally suppressed due to confidentiality requirements, or the error range for an estimate is too large to meet data quality standards. This does not necessarily indicate that there is no employment or wages for that particular occupation and/or region.” <i>Please note: This definition provided by OED staff by request. No publicly available document is available for this definition.</i> (OED).
Occupation	The Bureau of Labor Statistics’ Standard Occupation Classification System (SOC) defines occupation as a “grouping of a number of similar individual jobs. The SOC organizes millions of jobs into discrete occupations based on their similarities as determined by work performed and, in some cases, on the skills, education and/or training needed to perform the work” (BLS).
Occupation Description	An occupational definition is a “collective description of a number of similar individual jobs performed, with minor variations, in different establishments. Occupational classification schemes such as the SOC organize millions of jobs into discrete occupations on the basis of their similarities as determined by the schemes’ classification principles” (BLS).
Occupational Employment and Wage Statistics Survey (OEWS)	“The OEWS program uses a semiannual survey to measure occupational employment and wage rates for payroll workers. In Oregon, the survey samples more than 6,000 establishments each year, taking three years to fully collect the sample of more than 18,000 establishments. Each year, one-third of the establishments are surveyed, with all industries covered each year of the three-year cycle. The OEWS survey is sent to Oregon employers. The Bureau of Labor Statistics requires at least a 75 percent response rate” (OED).
Projected Growth Openings	“Growth openings are due to employment growth within an occupation and represent the difference between the current and projected employment in the occupation” (OED).
Projected Replacement Openings	“A replacement opening is a job opening caused by an existing worker leaving an occupation. Reasons for leaving an occupation include retirement, major occupational changes, disability, death, or caring for family. More job openings are created due to turnover caused by people who change jobs while remaining within the occupation. Turnover openings are not included in replacement openings” (OED).
Relative Standard Error	“The relative standard error is a measure of the reliability of a survey statistic. The smaller the relative standard error, the more precise the estimate” (OED).

Total Annual Openings	<p>“Total job openings are the sum of change openings and replacement openings. Occupational employment projections are based primarily on four sets of data: (1) industrial employment projections, which include covered and non-covered employment (where available), (2) an annual occupational survey of employers, (3) national change factors (data used to identify economic changes not captured in the first two sets of data), and (4) national self-employment ratios (data used to estimate the number of jobs from self-employment in each occupation)” (OED).</p>
Typical Entry-Level Education	<p>“The typical entry-level education is the education OED expects employers across the state to require in order for an applicant to submit their résumé. These levels are developed by looking at education requirements estimated by the US Bureau of Labor Statistics, evaluating state licensing requirements, and aggregating Oregon job postings found through the National Labor Exchange” (OED). <i>Please note: This definition provided by OED staff by request. No publicly available document is available for this definition.</i></p>

Technology Sector Occupation Profile Architects, Except Landscape and Naval (17-1011)

July 24, 2025

The following information has been compiled by the Higher Education Coordinating Commission using [Oregon Employment Department \(OED\) data](#).

Occupation Description

“Plan and design structures, such as private residences, office buildings, theaters, factories, and other structural property. Excludes Landscape Architects (17-1012) and Marine Engineers and Naval Architects (17-2121).”

Education and Credentials

Typical entry-level: Bachelor’s degree. (Note: Typical entry-level education does not represent minimum education requirements.)

Competitive: Master’s degree.

Licenses and Certifications:

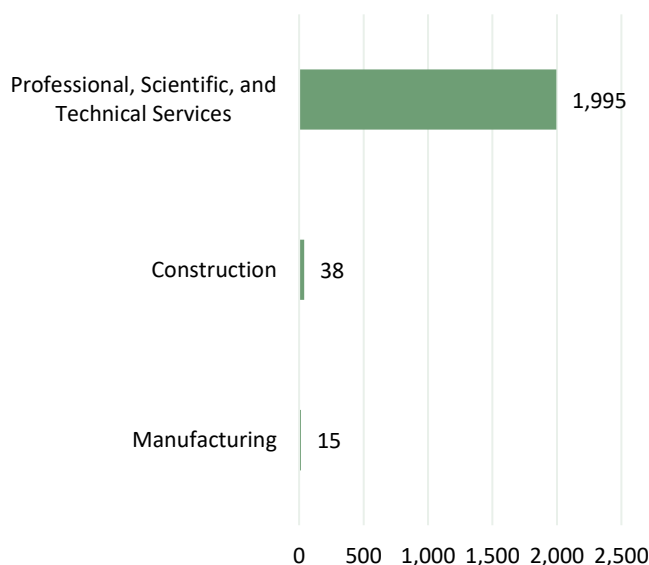
[Architect](#)

**Estimated Entry-Level
Hourly Wage Range (2024)¹**
\$26.69 - \$36.41

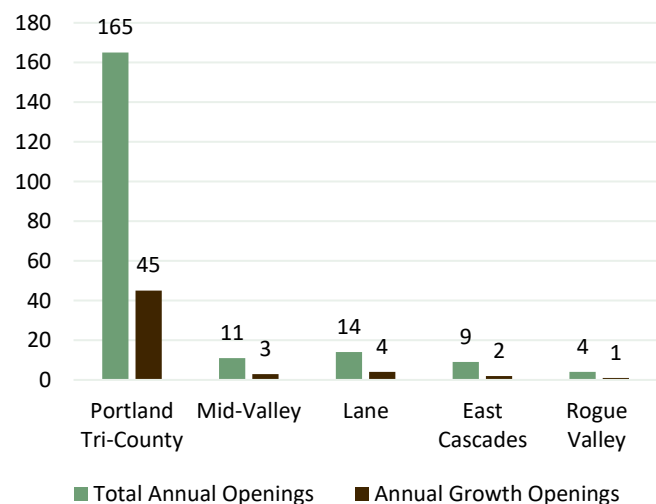
**Total Number Employed
(2023)**
2,370

**Projected Job Openings
Per Year (2023-2033)**
203

Industries of Employment (2023)



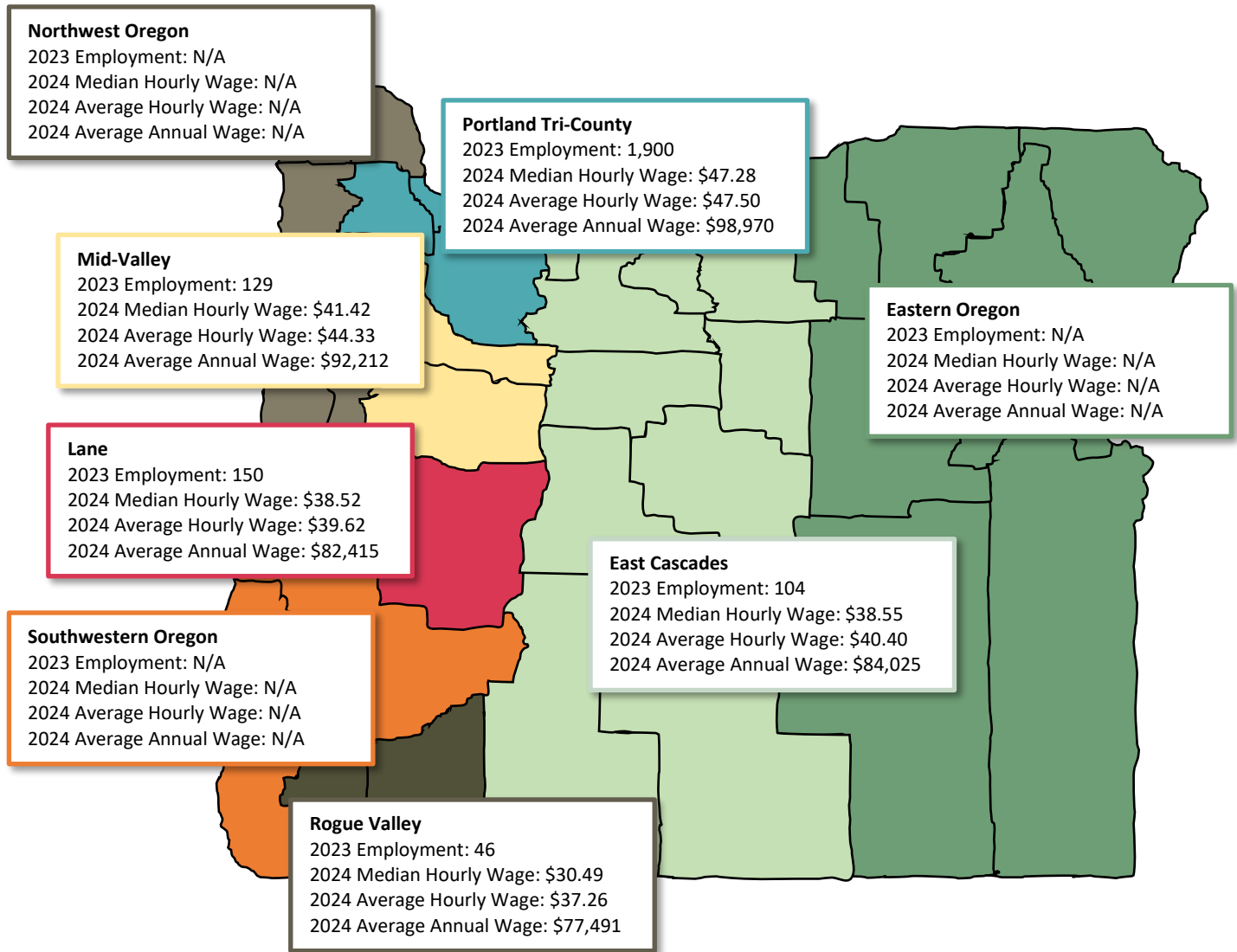
Projected Employment Change (2023-2033) by Local Workforce Development Board Region²



¹ Wage ranges are estimated for this occupation. Wages are considered entry-level if they fall between the 10th and 25th percentile.

² Growth openings are defined by OED as openings due to employment growth within an occupation. Total job openings are the sum of growth openings and replacement openings.

Occupation Wage and Employment Information for Oregon's Workforce Development Regions



The following information has been compiled by the Higher Education Coordinating Commission using [Oregon Employment Department \(OED\) data](#).

Occupation Description

“Prepare detailed drawings of architectural and structural features of buildings or drawings and topographical relief maps used in civil engineering projects, such as highways, bridges, and public works. Use knowledge of building materials, engineering practices, and mathematics to complete drawings.”

Education and Credentials

Typical entry-level: Postsecondary training (non-degree). (Note: Typical entry-level education does not represent minimum education requirements.)

Competitive: Associate’s degree.

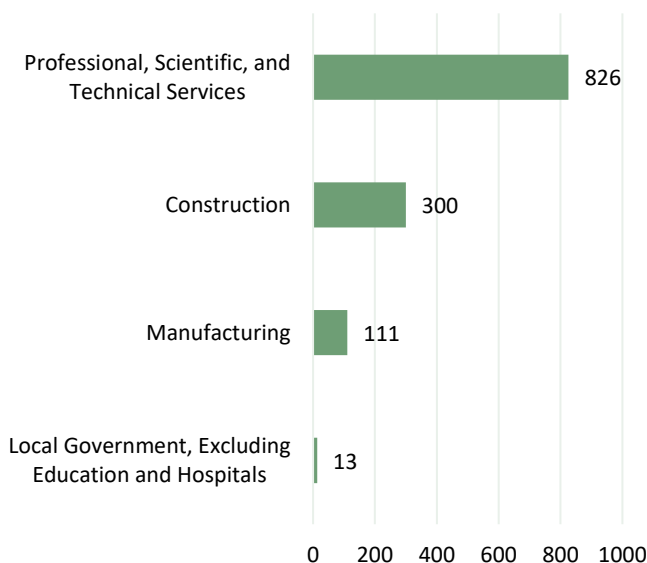
Licenses and Certifications: No statewide license is required for this occupation.

**Estimated Entry-Level
Hourly Wage Range (2024)¹**
\$23.88 - \$27.97

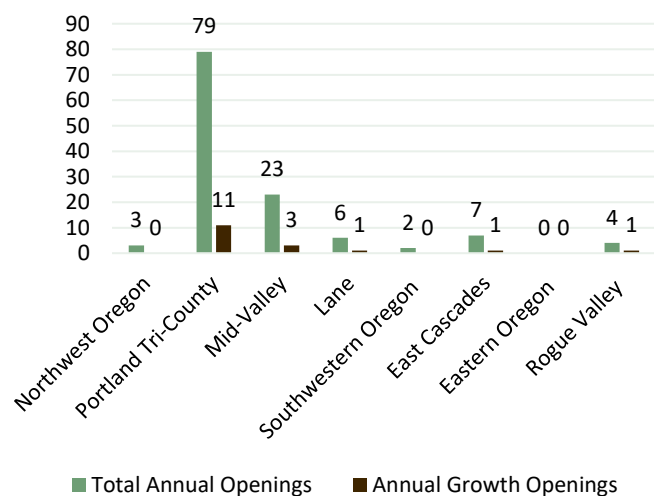
**Total Number Employed
(2023)**
1,321

**Projected Job Openings
Per Year (2023-2033)**
130

Industries of Employment (2023)



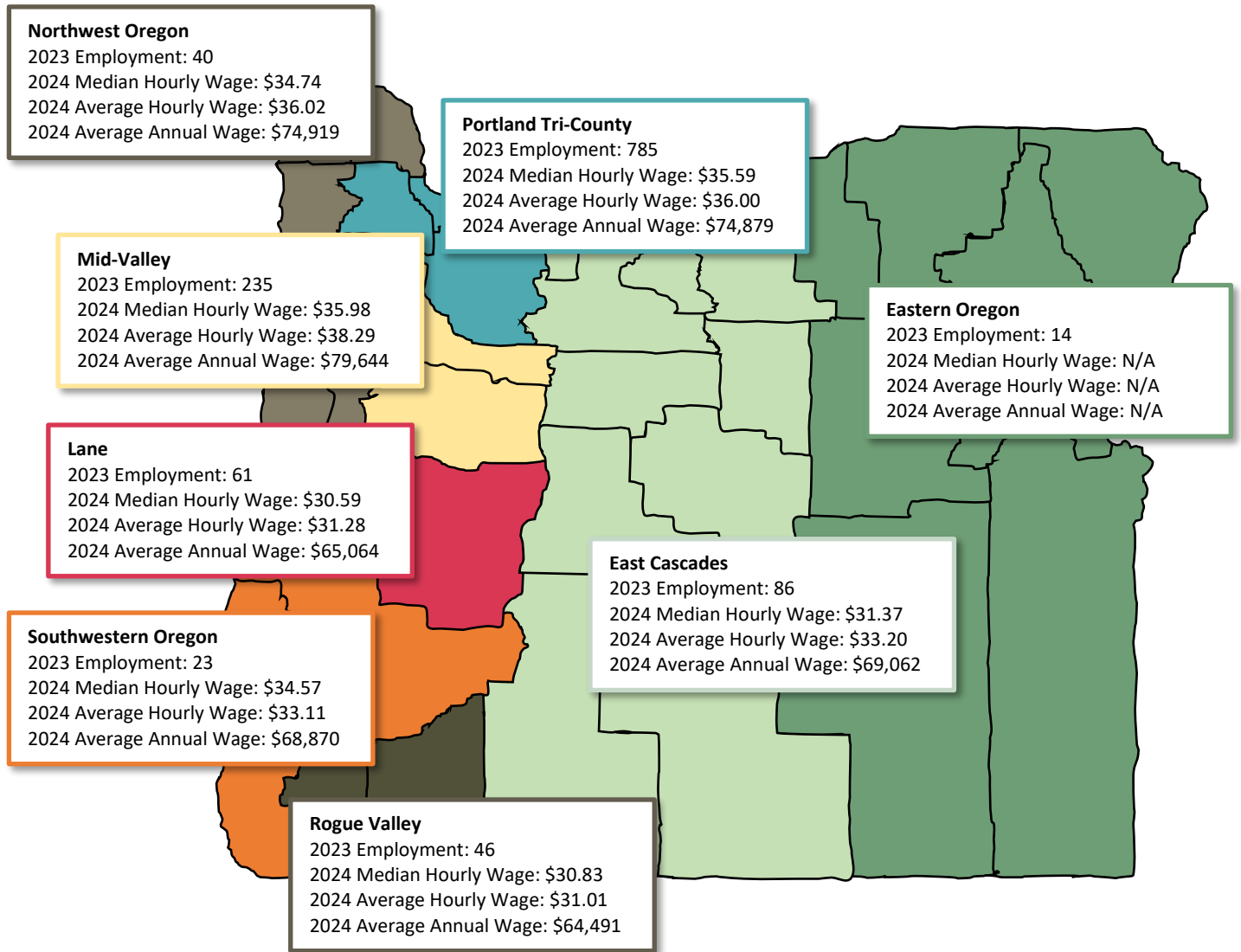
Projected Employment Change (2023-2033) by Local Workforce Development Board Region²



¹ Wage ranges are estimated for this occupation. Wages are considered entry-level if they fall between the 10th and 25th percentile.

² Growth openings are defined by OED as openings due to employment growth within an occupation. Total job openings are the sum of change openings and replacement openings.

Occupation Wage and Employment Information for Oregon's Workforce Development Regions



Technology Sector Occupation Profile: Architectural and Engineering Managers (11-9041)

July 24, 2025

The following information has been compiled by the Higher Education Coordinating Commission using [Oregon Employment Department \(OED\) data](#).

Occupation Description

“Plan, direct, or coordinate activities in such fields as architecture and engineering or research and development in these fields. Excludes Natural Sciences Managers (11-9121).”

Education and Credentials

Typical entry-level: Bachelor’s degree. (Note: Typical entry-level education does not represent minimum education requirements.)

Competitive: Bachelor’s degree.

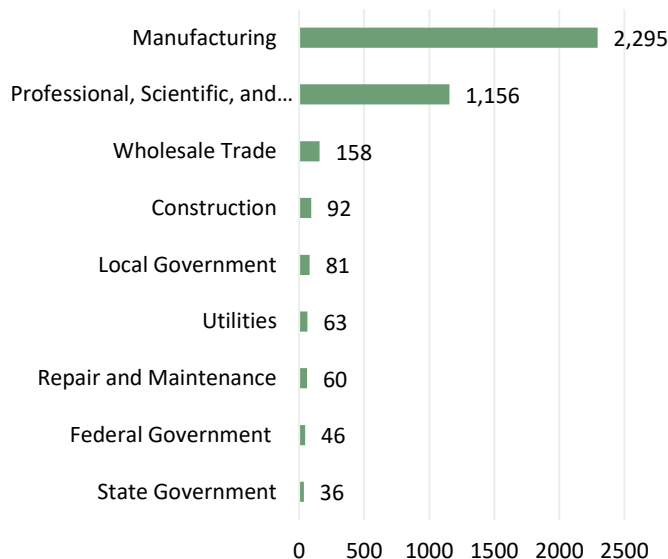
Licenses and Certifications: No statewide license is required for this occupation.

**Estimated Entry-Level
Hourly Wage Range (2024)¹**
\$54.68 - \$66.86

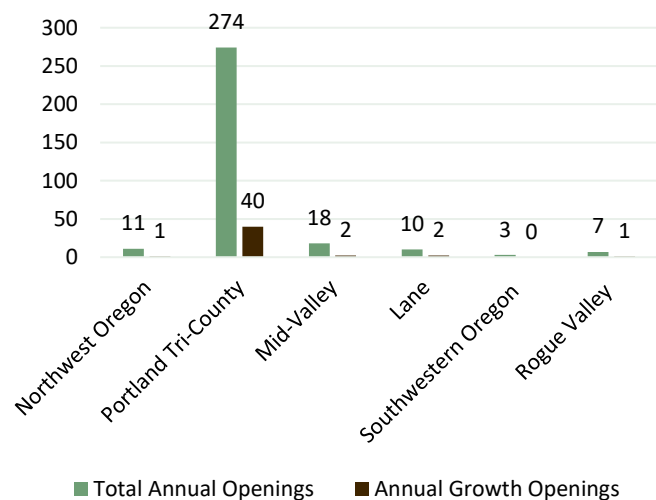
**Total Number Employed
(2023)**
4,337

**Projected Job Openings
Per Year (2023-2033)**
341

Industries of Employment (2023)



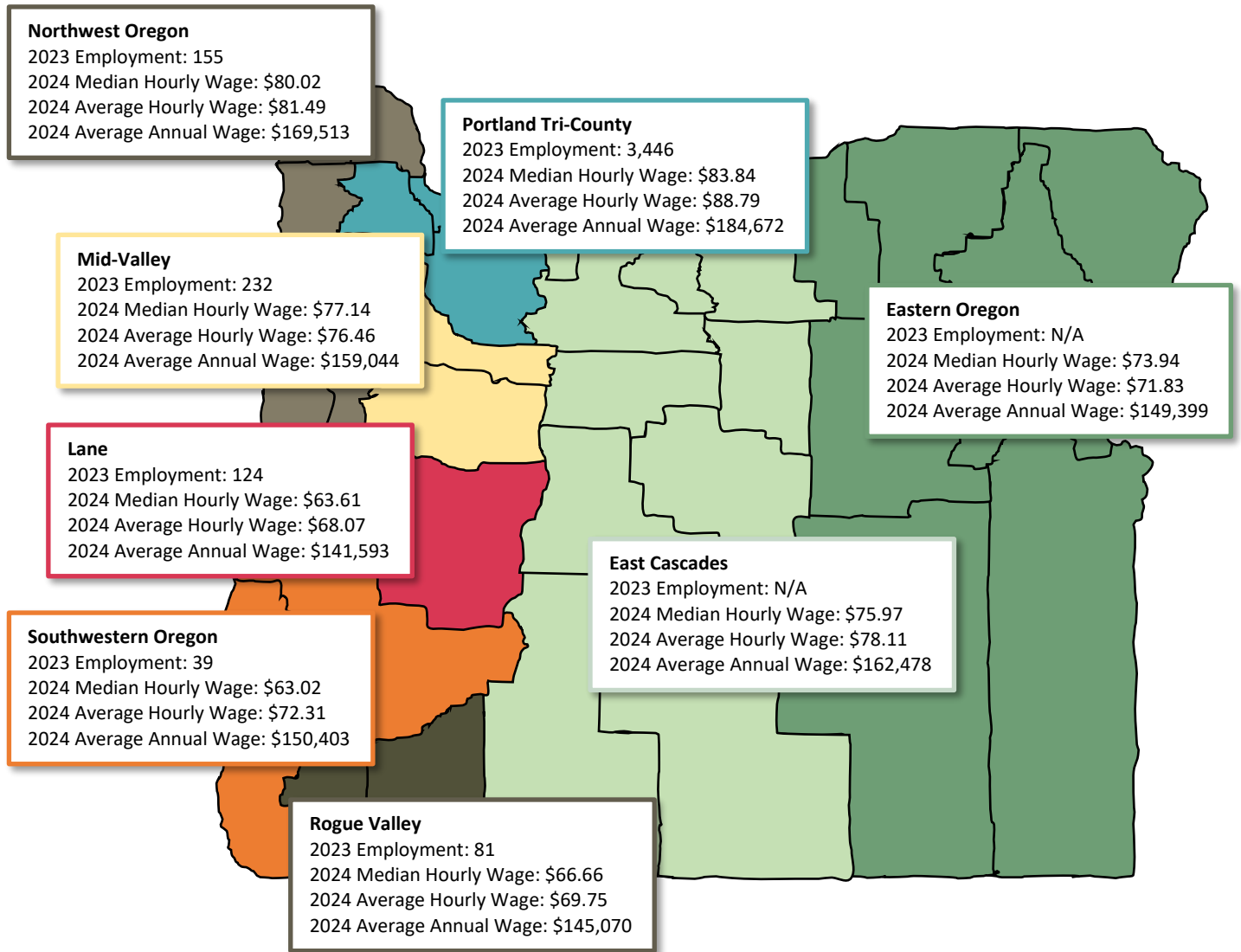
Projected Employment Change (2023-2033) by Local Workforce Development Board Region²



¹ Wage ranges are estimated for this occupation. Wages are considered entry-level if they fall between the 10th and 25th percentile.

² Growth openings are defined by OED as openings due to employment growth within an occupation. Total job openings are the sum of change openings and replacement openings.

Occupation Wage and Employment Information for Oregon's Workforce Development Regions



The following information has been compiled by the Higher Education Coordinating Commission using [Oregon Employment Department \(OED\) data](#).

Occupation Description

“Assist biological and medical scientists. Set up, operate, and maintain laboratory instruments and equipment, monitor experiments, collect data and samples, make observations, and calculate and record results. May analyze organic substances, such as blood, food, and drugs.”

Education and Credentials

Typical entry-level: Associate’s degree.
(Note: Typical entry-level education does not represent minimum education requirements.)

Competitive: Bachelor’s degree.

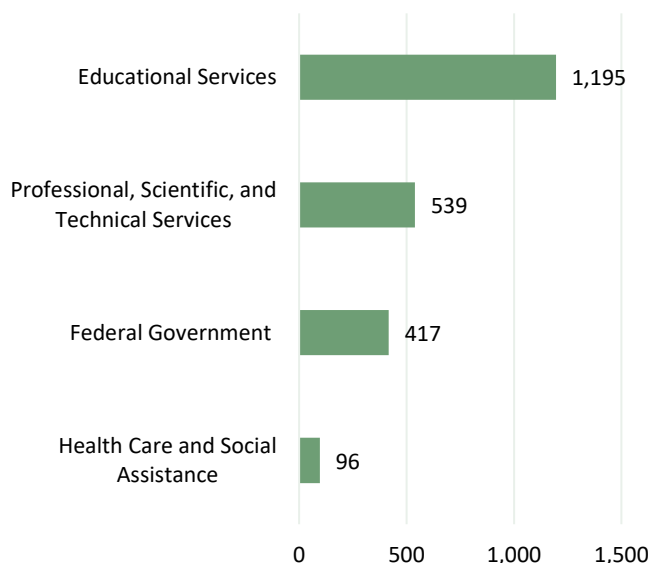
Licenses and Certifications: No statewide license is required for this occupation.

**Estimated Entry-Level
Hourly Wage Range (2024)¹**
\$19.43 - \$21.97

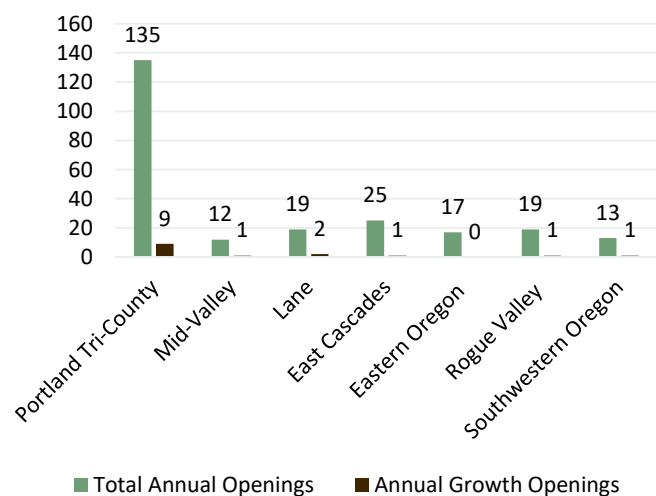
**Total Number Employed
(2023)**
2,786

**Projected Job Openings
Per Year (2023-2033)**
345

Industries of Employment (2023)



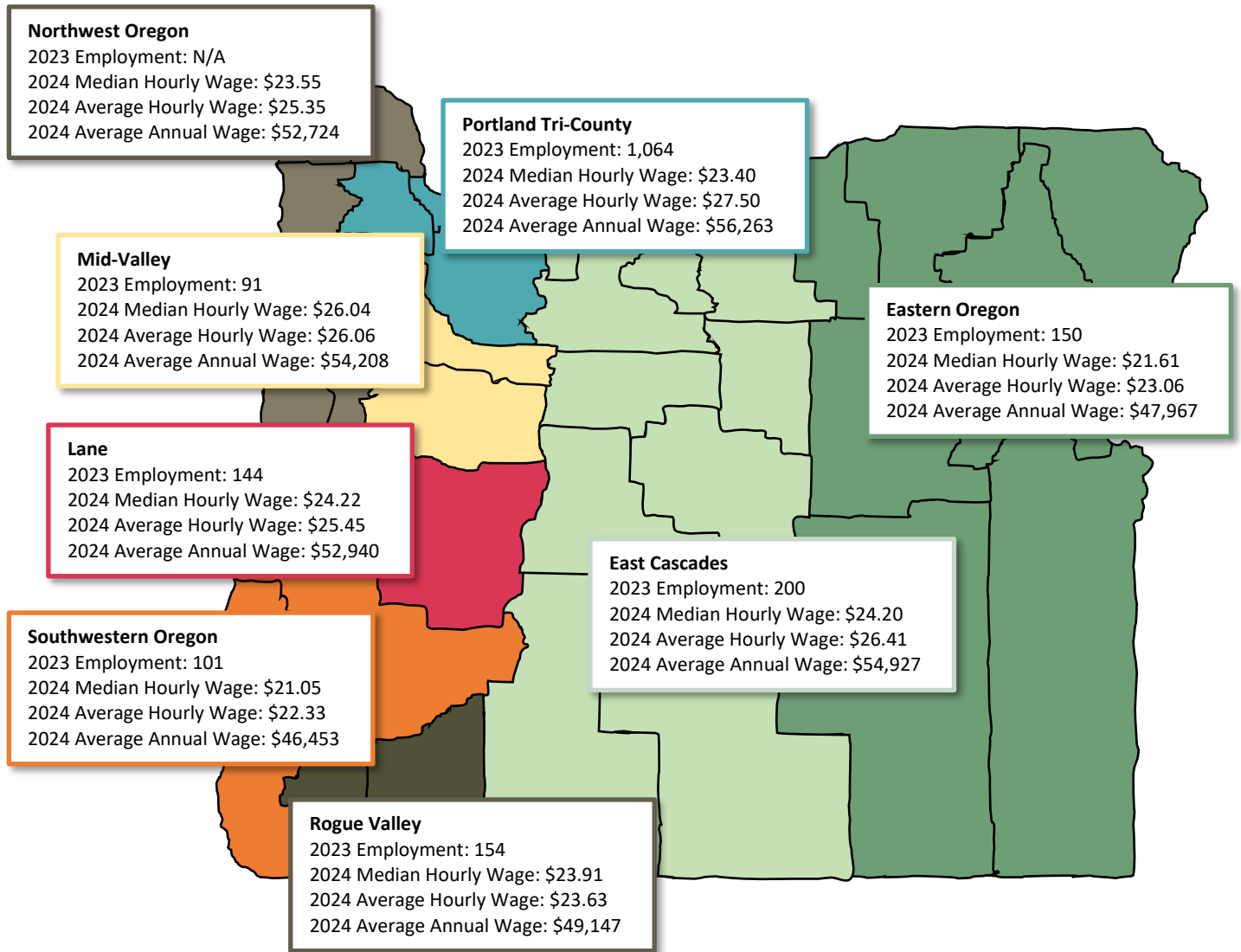
Projected Employment Change (2023-2033) by Local Workforce Development Board Region²



¹ Wage ranges are estimated for this occupation. Wages are considered entry-level if they fall between the 10th and 25th percentile.

² Growth openings are defined by OED as openings due to employment growth within an occupation. Total job openings are the sum of change openings and replacement openings.

Occupation Wage and Employment Information for Oregon's Workforce Development Regions



Technology Sector Occupation Profile

Civil Engineering Technologists and Technicians (17-3022)

July 24, 2025

The following information has been compiled by the Higher Education Coordinating Commission using [Oregon Employment Department \(OED\) data](#).

Occupation Description

“Apply theory and principles of civil engineering in planning, designing, and overseeing construction and maintenance of structures and facilities under the direction of engineering staff or physical scientists.”

Education and Credentials

Typical entry-level: Associate’s degree. (Note: Typical entry-level education does not represent minimum education requirements.)

Competitive: Associate’s degree.

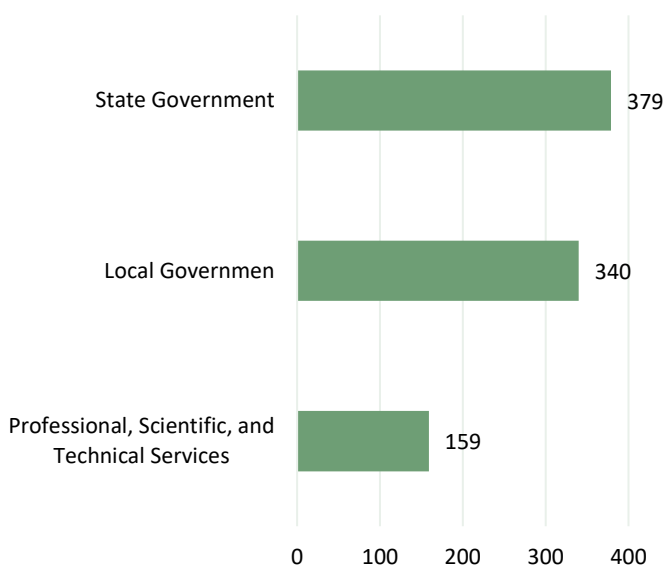
Licenses and Certifications: No statewide license is required for this occupation.

**Estimated Entry-Level
Hourly Wage Range (2024)¹**
\$31.11 - \$38.16

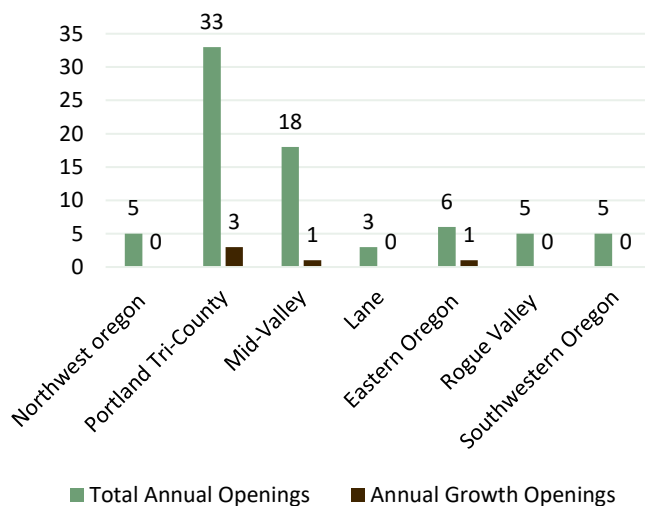
**Total Number Employed
(2023)**
912

**Projected Job Openings
Per Year (2023-2033)**
88

Industries of Employment (2023)



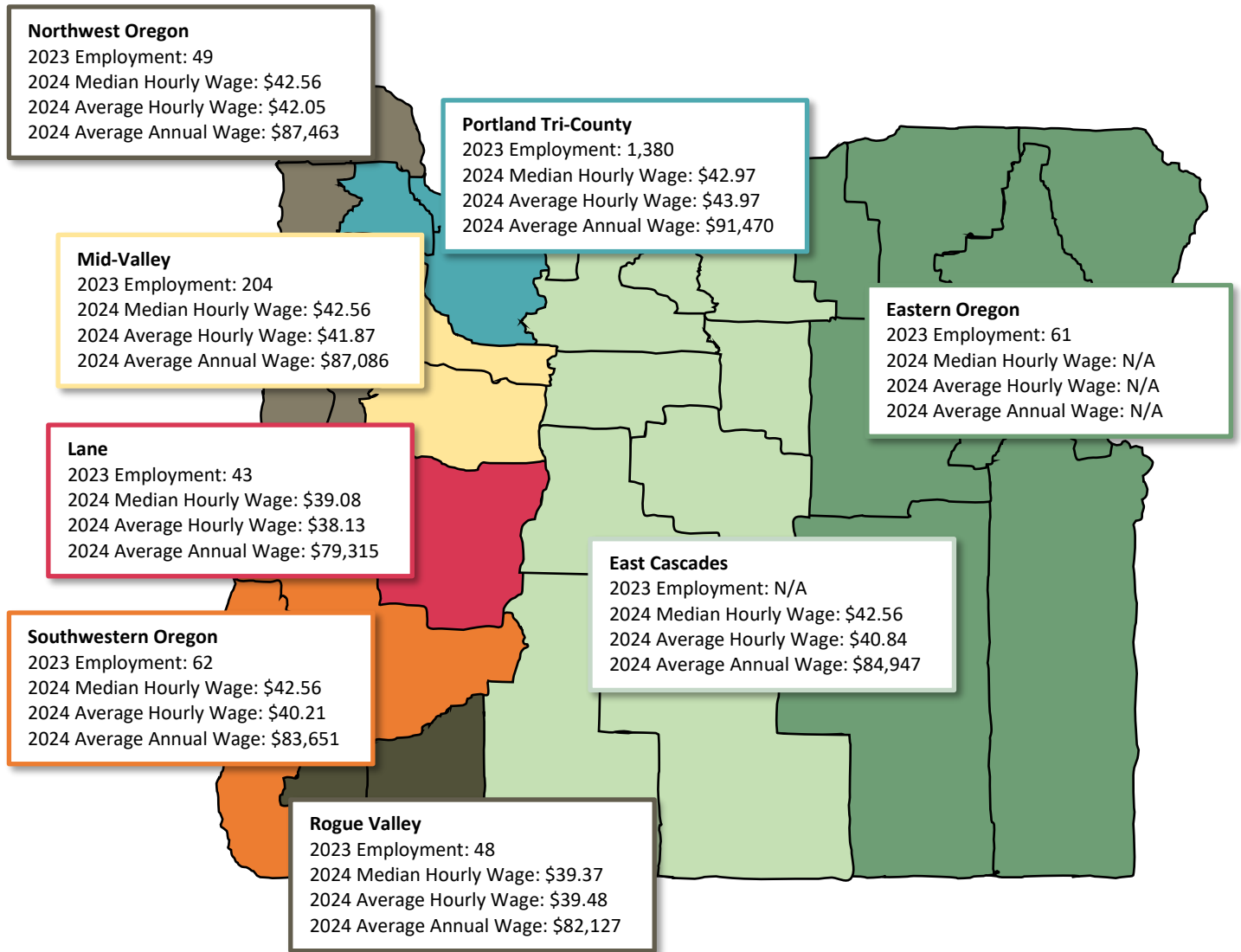
Projected Employment Change (2023-2033) by Local Workforce Development Board Region²



¹ Wage ranges are estimated for this occupation. Wages are considered entry-level if they fall between the 10th and 25th percentile.

² Growth openings are defined by OED as openings due to employment growth within an occupation. Total job openings are the sum of change openings and replacement openings. 9

Occupation Wage and Employment Information for Oregon's Workforce Development Regions



The following information has been compiled by the Higher Education Coordinating Commission using [Oregon Employment Department \(OED\) data](#).

Occupation Description

“Perform engineering duties in planning, designing, and overseeing construction and maintenance of building structures and facilities, such as roads, railroads, airports, bridges, harbors, channels, dams, irrigation projects, pipelines, power plants, and water and sewage systems. Includes architectural, structural, traffic, and geotechnical engineers. Excludes Hydrologists (19-2043).”

Education and Credentials

Typical entry-level: Bachelor’s degree. (Note: Typical entry-level education does not represent minimum education requirements.)

Competitive: Master’s degree.

Licenses and Certifications:

[Engineer, Licensed Professional](#)

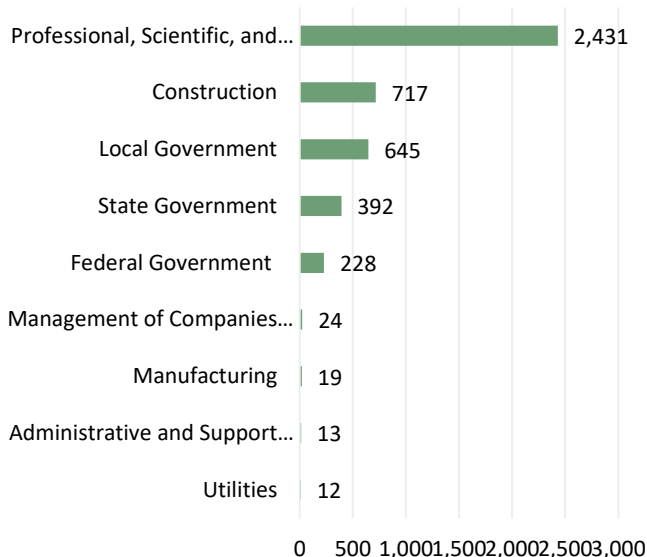
[Water Rights Examiner, Certified](#)

**Estimated Entry-Level
Hourly Wage Range (2024)¹**
\$36.63 - \$41.22

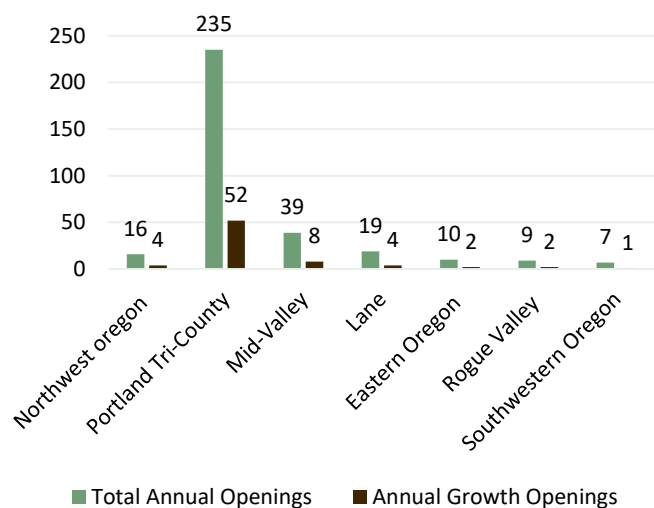
**Total Number Employed
(2023)**
4,591

**Projected Job Openings
Per Year (2023-2033)**
369

Industries of Employment (2023)



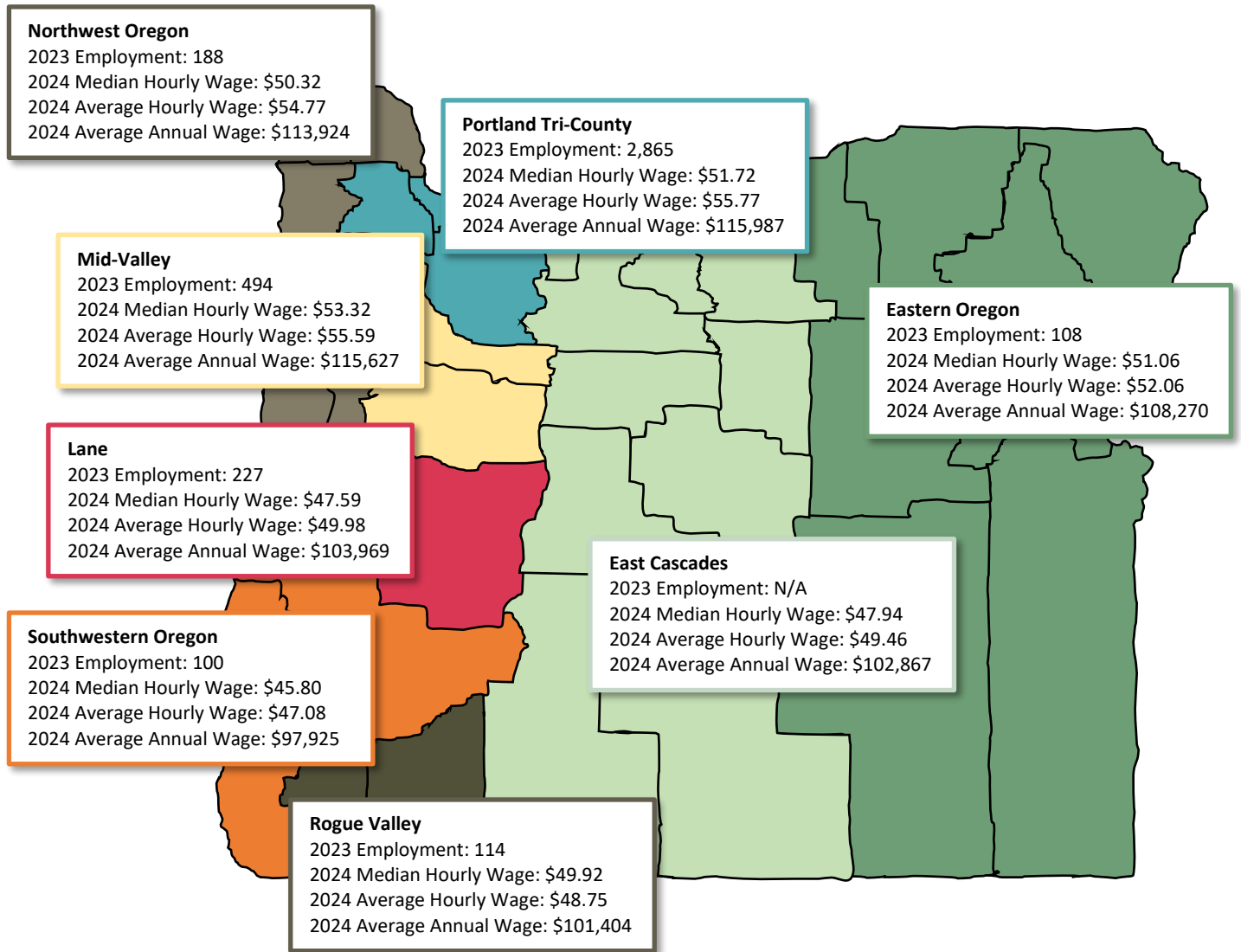
Projected Employment Change (2023-2033) by Local Workforce Development Board Region²



¹ Wage ranges are estimated for this occupation. Wages are considered entry-level if they fall between the 10th and 25th percentile.

² Growth openings are defined by OED as openings due to employment growth within an occupation. Total job openings are the sum of change openings and replacement openings. ¹¹

Occupation Wage and Employment Information for Oregon's Workforce Development Regions



The following information has been compiled by the Higher Education Coordinating Commission using [Oregon Employment Department \(OED\) data](#).

Occupation Description

“Conduct research into fundamental computer and information science as theorists, designers, or inventors. Develop solutions to problems in the field of computer hardware and software.”

Education and Credentials

Typical entry-level: Master’s degree. (Note: Typical entry-level education does not represent minimum education requirements.)

Competitive: Doctoral or Professional degree.

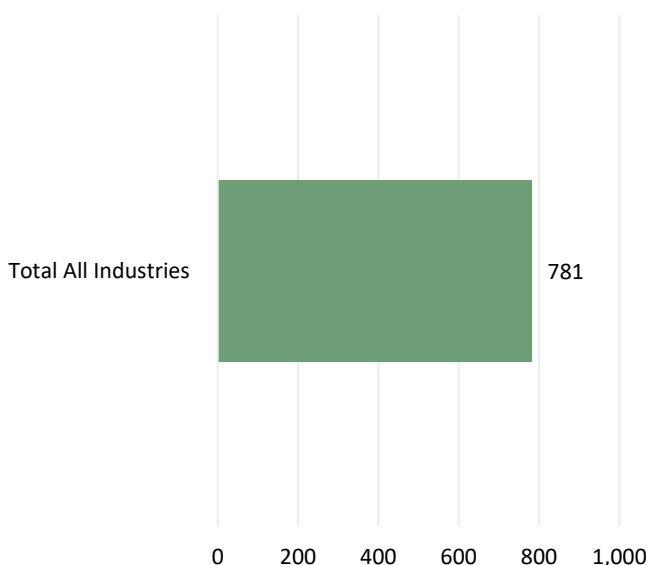
Licenses and Certifications: No statewide license is required for this occupation.

**Estimated Entry-Level
Hourly Wage Range (2024)¹**
\$64.65 - \$80.81

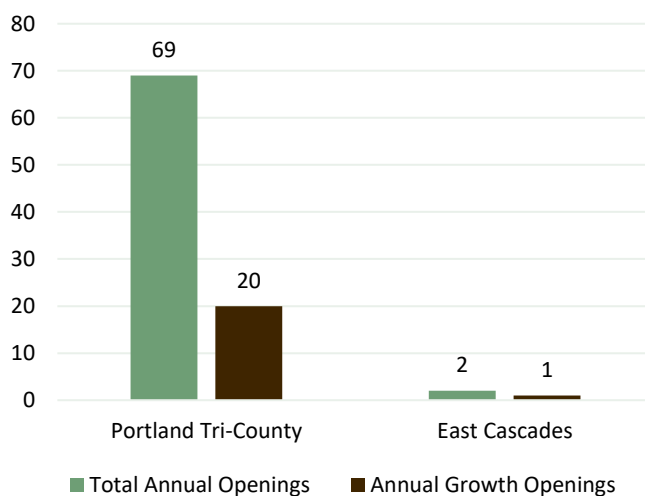
**Total Number Employed
(2023)**
781

**Projected Job Openings
Per Year (2023-2033)**
73

Industries of Employment (2023)



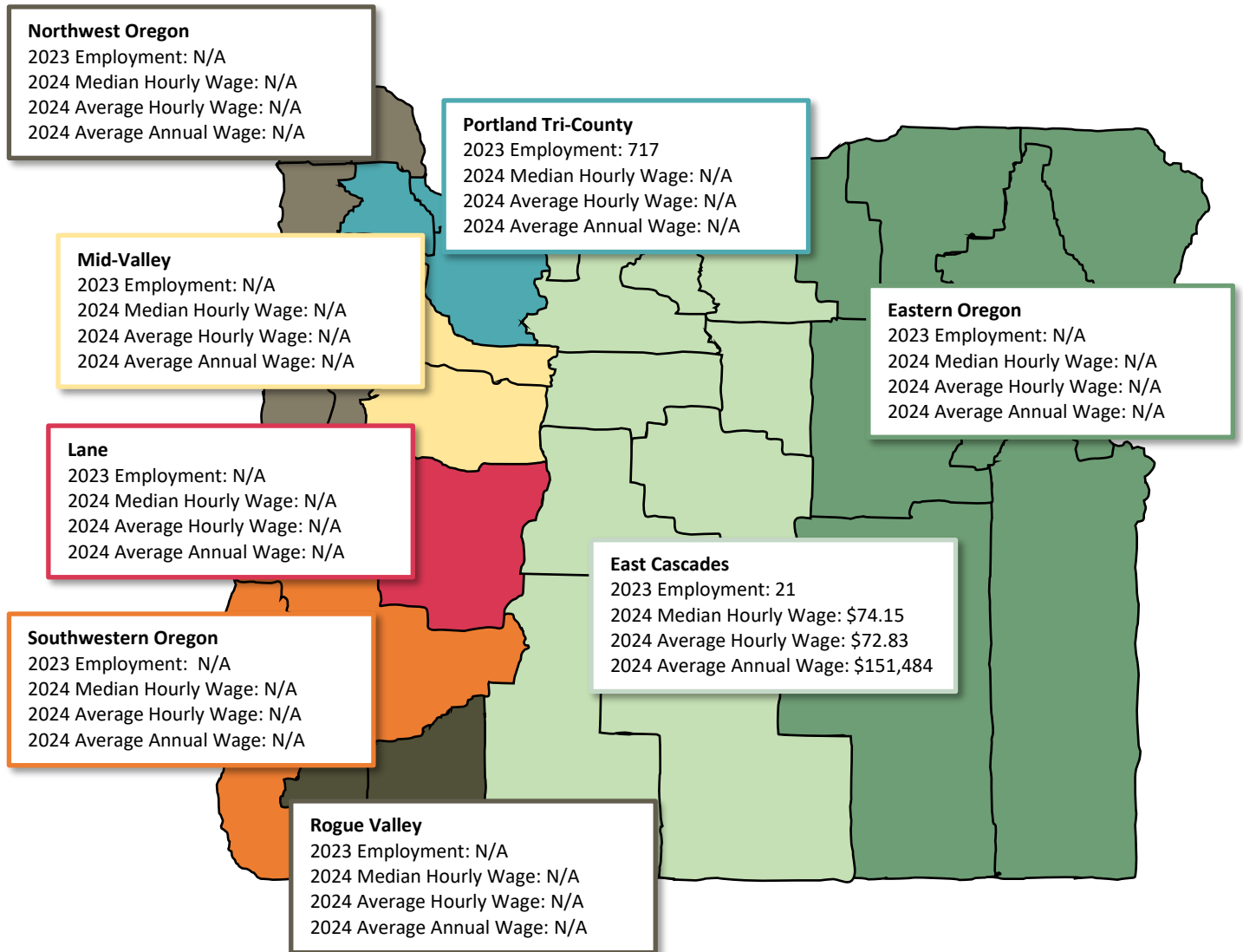
Projected Employment Change (2023-2033) by Local Workforce Development Board Region²



¹. Wage ranges are estimated for this occupation. Wages are considered entry-level if they fall between the 10th and 25th percentile.

². Growth openings are defined by OED as openings due to employment growth within an occupation. Total job openings are ¹³ the sum of change openings and replacement openings.

Occupation Wage and Employment Information for Oregon's Workforce Development Regions



Technology Sector Occupation Profile

Computer and Information Systems Managers (11-3021)

July 24, 2025

The following information has been compiled by the Higher Education Coordinating Commission using [Oregon Employment Department \(OED\) data](#).

Occupation Description

“Plan, direct, or coordinate activities in such fields as electronic data processing, information systems, systems analysis, and computer programming. Excludes Computer Occupations (15-1211 through 15-1299).”

Education and Credentials

Typical entry-level: Bachelor’s degree. (Note: Typical entry-level education does not represent minimum education requirements.)

Competitive: Bachelor’s degree.

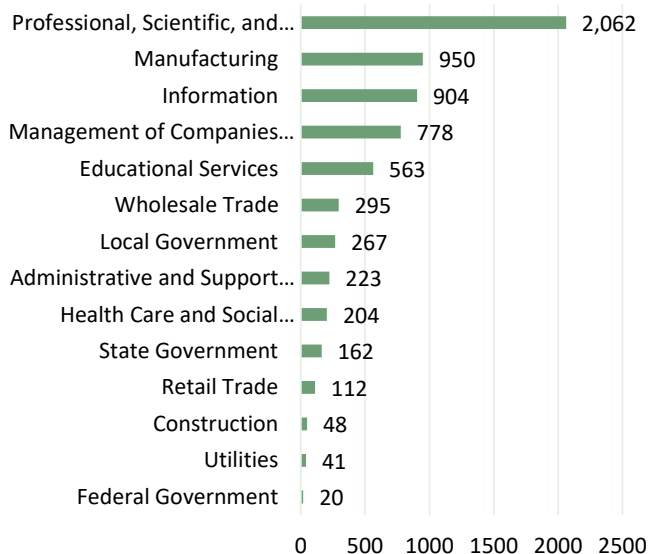
Licenses and Certifications: No statewide license is required for this occupation.

**Estimated Entry-Level
Hourly Wage Range (2024)¹**
\$54.54 - \$67.08

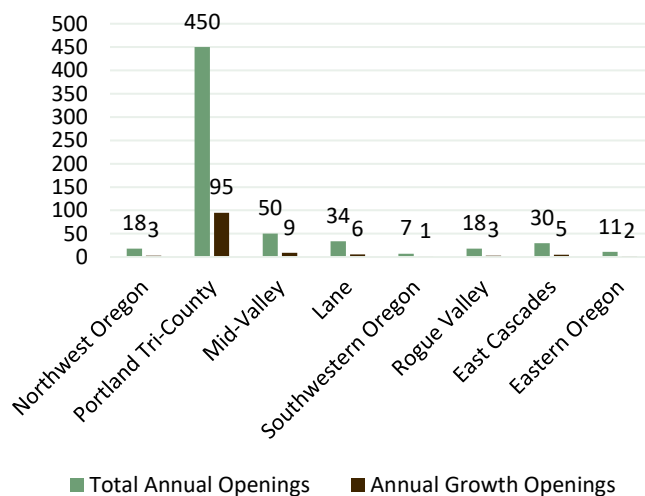
**Total Number Employed
(2023)**
7,321

**Projected Job Openings
Per Year (2023-2033)**
657

Industries of Employment (2023)



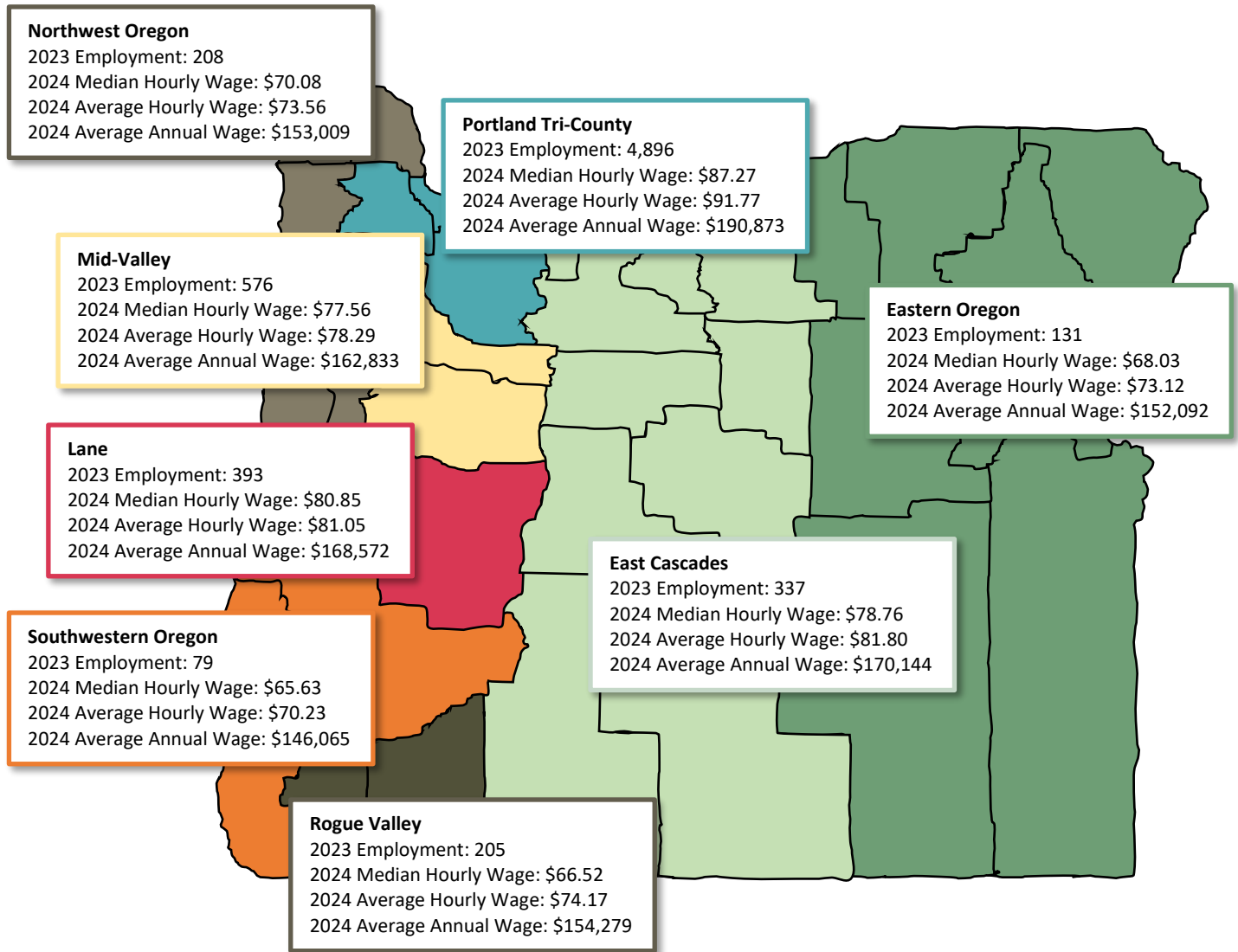
Projected Employment Change (2023-2033) by Local Workforce Development Board Region²



¹ Wage ranges are estimated for this occupation. Wages are considered entry-level if they fall between the 10th and 25th percentile.

² Growth openings are defined by OED as openings due to employment growth within an occupation. Total job openings are the sum of change openings and replacement openings.

Occupation Wage and Employment Information for Oregon's Workforce Development Regions



Technology Sector Occupation Profile

Computer and Information Systems Managers (11-3021)

July 24, 2025

The following information has been compiled by the Higher Education Coordinating Commission using [Oregon Employment Department \(OED\) data](#).

Occupation Description

“Design and implement computer and information networks, such as local area networks (LAN), wide area networks (WAN), intranets, extranets, and other data communications networks. Perform network modeling, analysis, and planning, including analysis of capacity needs for network infrastructures. May also design network and computer security measures. May research and recommend network and data communications hardware and software.”

Education and Credentials

Typical entry-level: Bachelor’s degree.
(Note: Typical entry-level education does not represent minimum education requirements.)

Competitive: Bachelor’s degree.

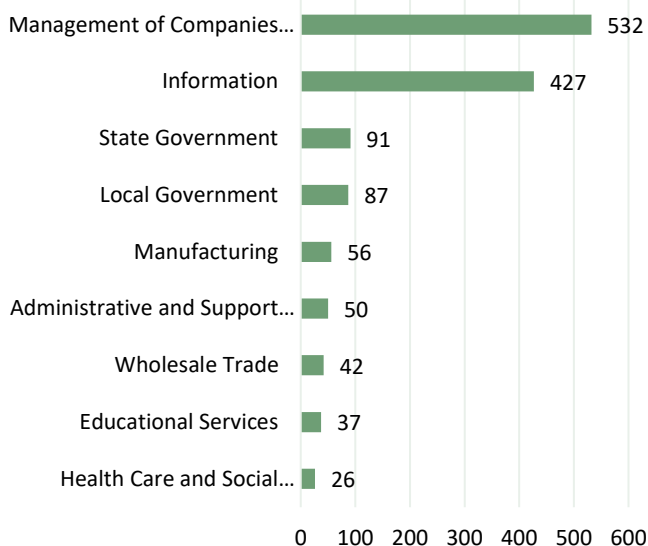
Licenses and Certifications: No statewide license is required for this occupation.

**Estimated Entry-Level
Hourly Wage Range (2024)¹**
\$44.12 - \$52.04

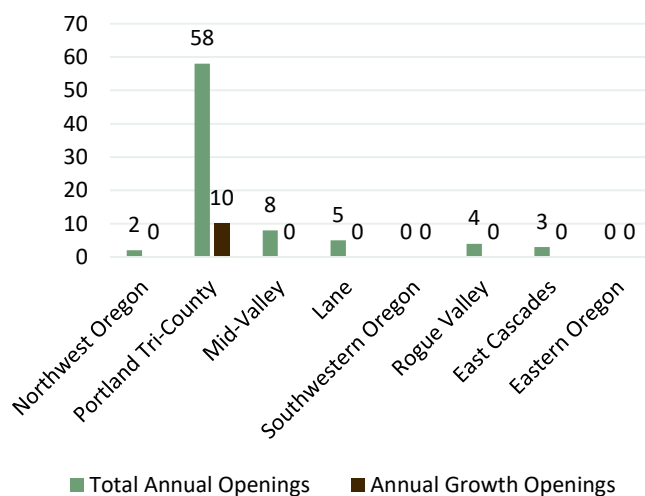
**Total Number Employed
(2023)**
1,545

**Projected Job Openings
Per Year (2023-2033)**
88

Industries of Employment (2023)



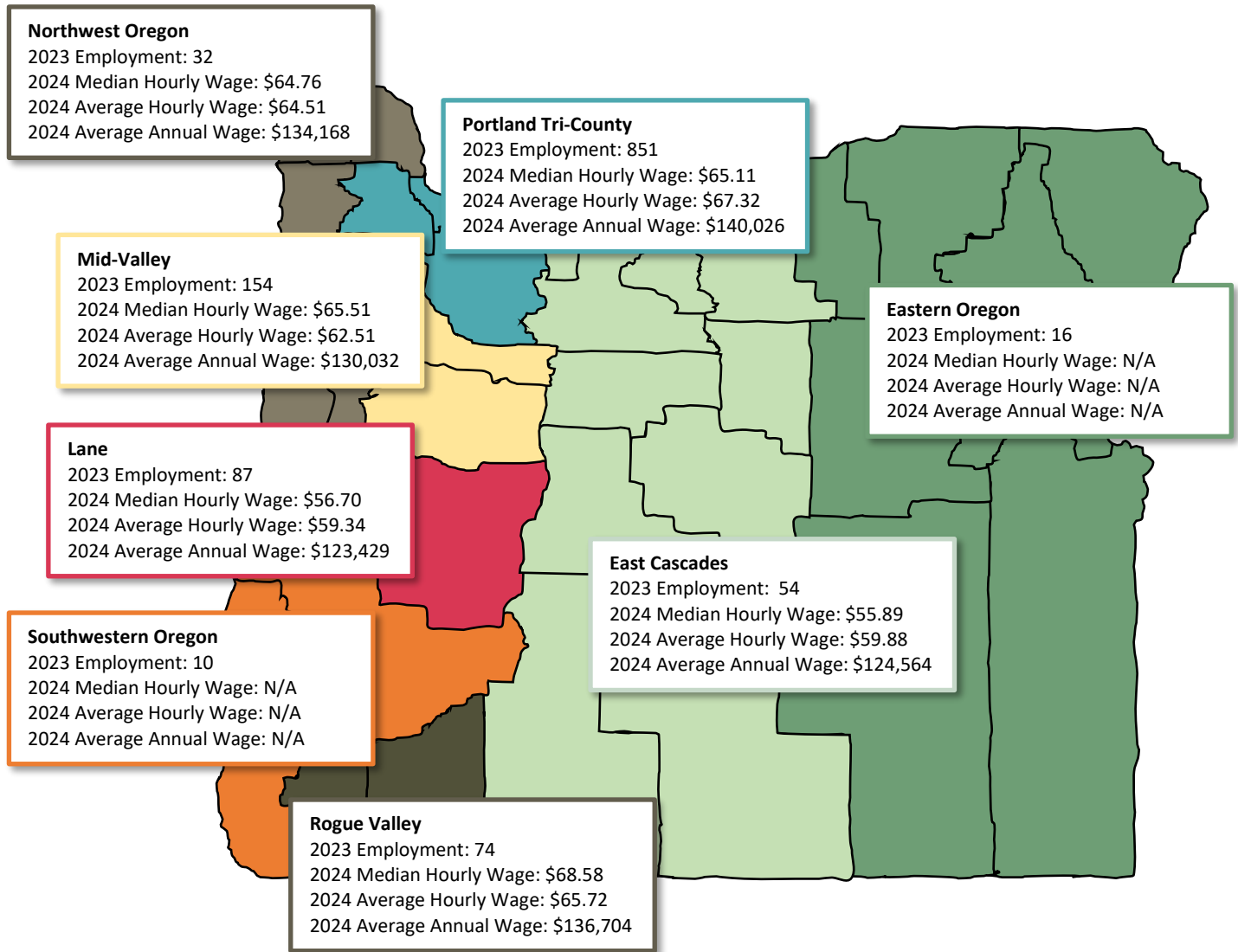
Projected Employment Change (2023-2033) by Local Workforce Development Board Region²



¹ Wage ranges are estimated for this occupation. Wages are considered entry-level if they fall between the 10th and 25th percentile.

² Growth openings are defined by OED as openings due to employment growth within an occupation. Total job openings are the sum of change openings and replacement openings.

Occupation Wage and Employment Information for Oregon's Workforce Development Regions



Technology Sector Occupation Profile

Computer Network Support Specialists (15-1231)

July 24, 2025

The following information has been compiled by the Higher Education Coordinating Commission using [Oregon Employment Department \(OED\) data](#).

Occupation Description

“Analyze, test, troubleshoot, and evaluate existing network systems, such as local area networks (LAN), wide area networks (WAN), cloud networks, servers, and other data communications networks. Perform network maintenance to ensure networks operate correctly with minimal interruption. Excludes Computer Network Architects (15-1241) and Network and Computer Systems Administrators (15-1244).”

Education and Credentials

Typical entry-level: Postsecondary training (non-degree). (Note: Typical entry-level education does not represent minimum education requirements.)

Competitive: Bachelor’s degree.

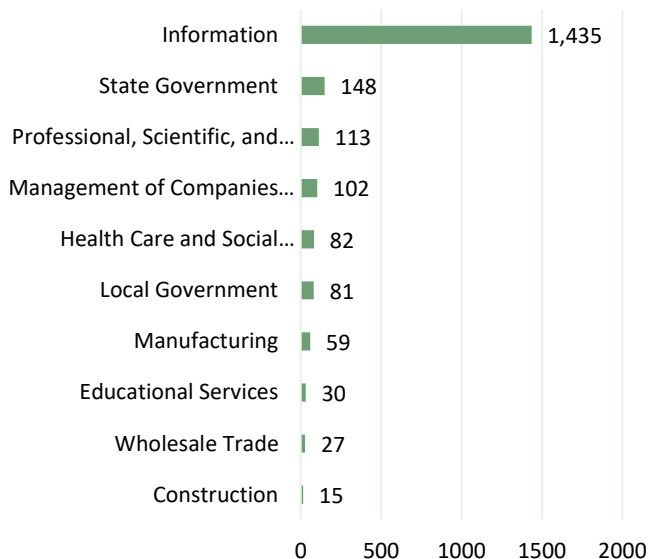
Licenses and Certifications: No statewide license is required for this occupation.

**Estimated Entry-Level
Hourly Wage Range (2024)¹**
\$24.57 - \$29.63

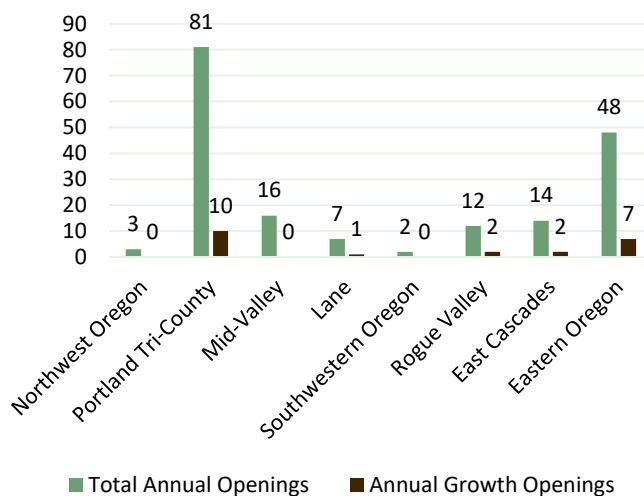
**Total Number Employed
(2023)**
2,660

**Projected Job Openings
Per Year (2023-2033)**
201

Industries of Employment (2023)



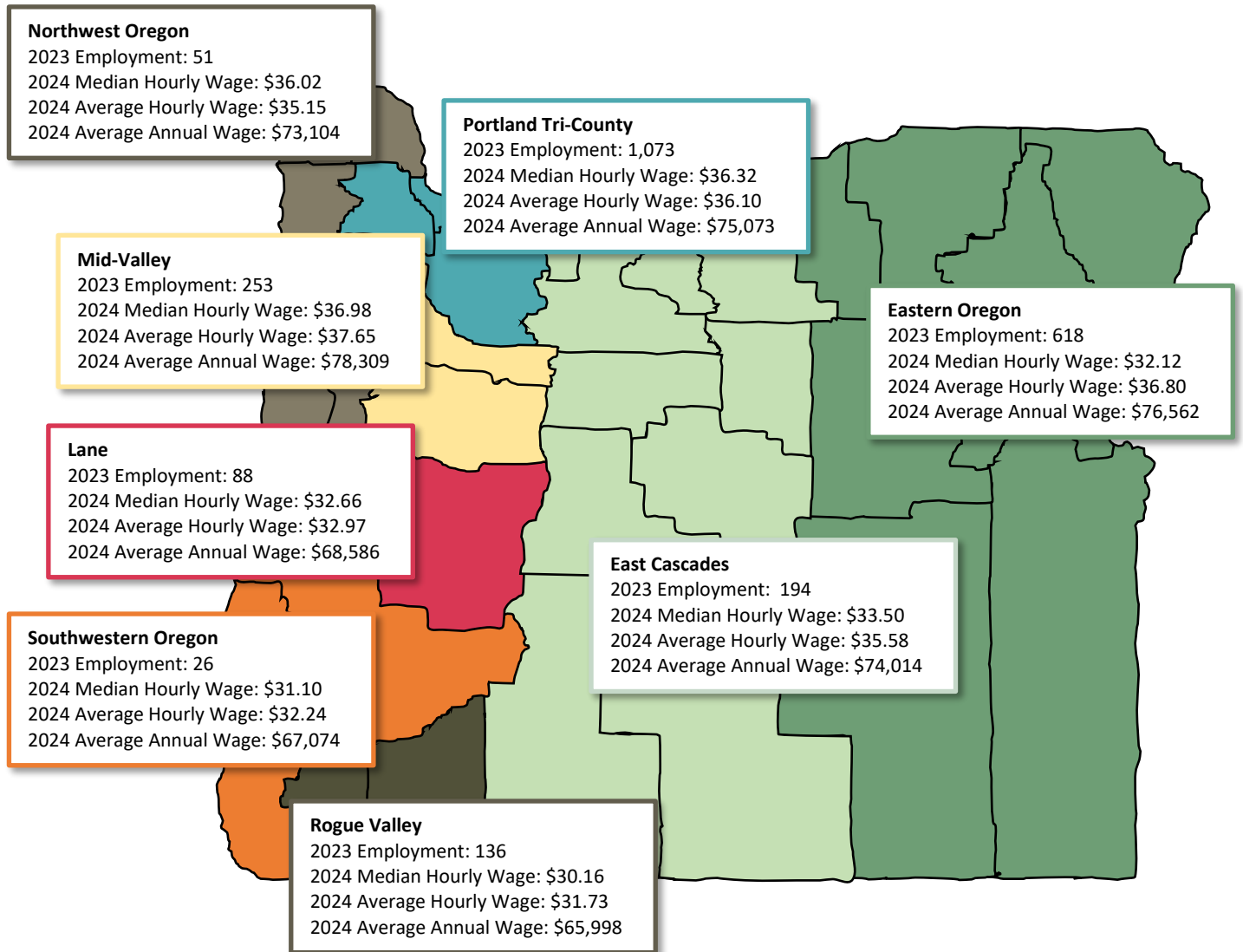
Projected Employment Change (2023-2033) by Local Workforce Development Board Region²



¹ Wage ranges are estimated for this occupation. Wages are considered entry-level if they fall between the 10th and 25th percentile.

² Growth openings are defined by OED as openings due to employment growth within an occupation. Total job openings are the sum of change openings and replacement openings.

Occupation Wage and Employment Information for Oregon's Workforce Development Regions



The following information has been compiled by the Higher Education Coordinating Commission using [Oregon Employment Department \(OED\) data](#).

Occupation Description

“Create, modify, and test the code and scripts that allow computer applications to run. Work from specifications drawn up by software and web developers or other individuals. May develop and write computer programs to store, locate, and retrieve specific documents, data, and information.”

Education and Credentials

Typical entry-level: Bachelor’s degree. (Note: Typical entry-level education does not represent minimum education requirements.)

Competitive: Bachelor’s degree.

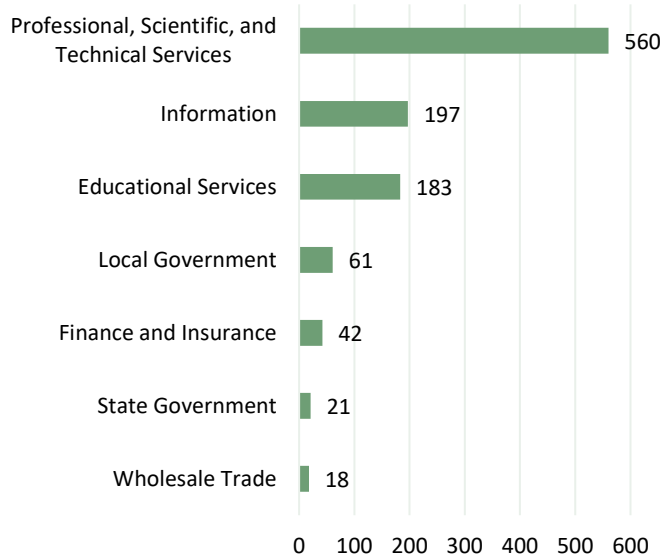
Licenses and Certifications: No statewide license is required for this occupation.

**Estimated Entry-Level
Hourly Wage Range (2024)¹**
\$37.41 - \$42.93

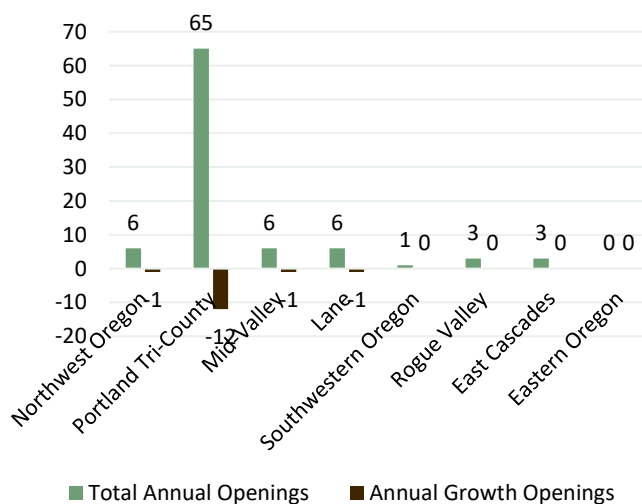
**Total Number Employed
(2023)**
2,013

**Projected Job Openings
Per Year (2023-2033)**
93

Industries of Employment (2023)



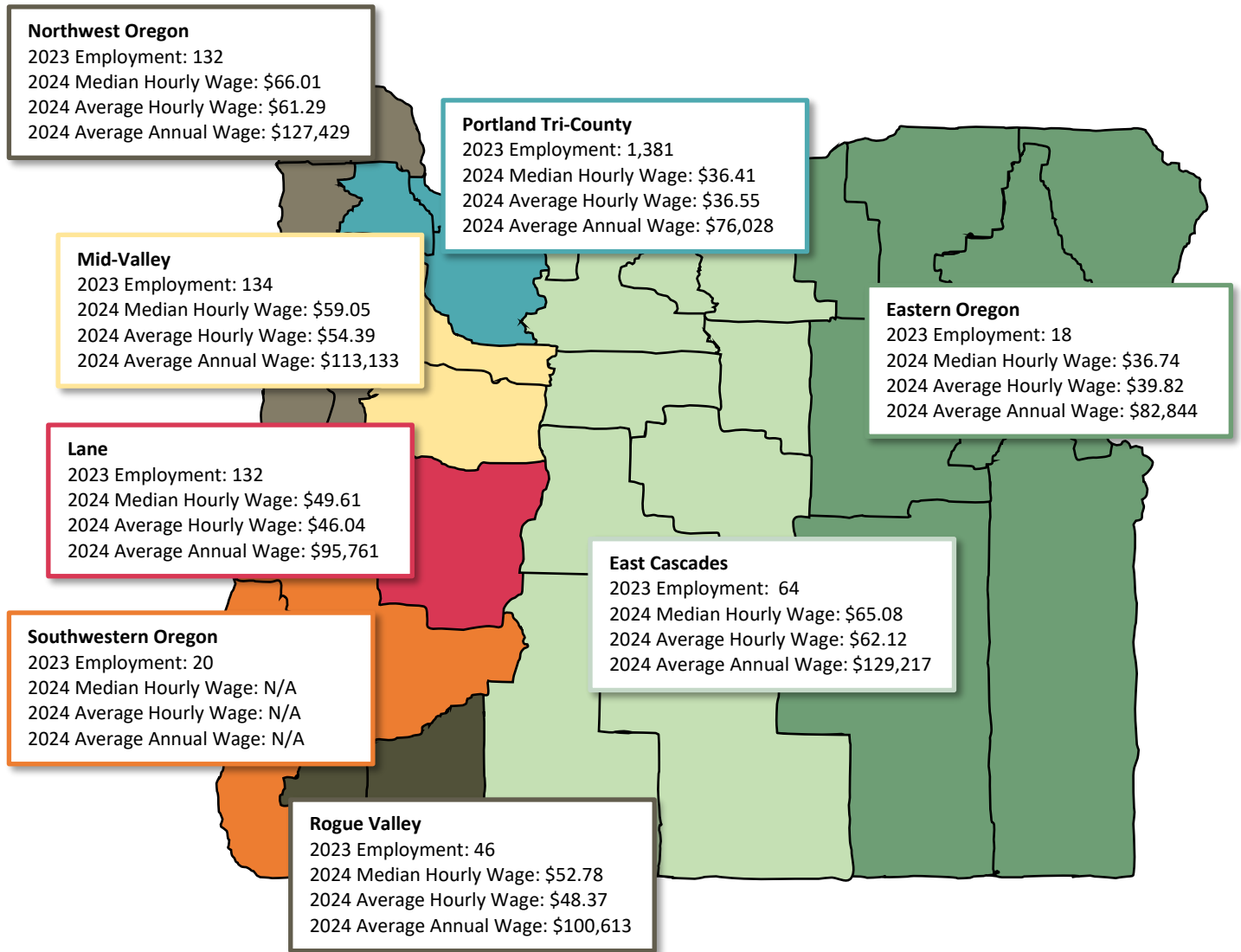
Projected Employment Change (2023-2033) by Local Workforce Development Board Region²



¹ Wage ranges are estimated for this occupation. Wages are considered entry-level if they fall between the 10th and 25th percentile.

² Growth openings are defined by OED as openings due to employment growth within an occupation. Total job openings are the sum of change openings and replacement openings.

Occupation Wage and Employment Information for Oregon's Workforce Development Regions



Technology Sector Occupation Profile

Computer Systems Analysts (15-1211)

July 24, 2025

The following information has been compiled by the Higher Education Coordinating Commission using [Oregon Employment Department \(OED\) data](#).

Occupation Description

“Analyze science, engineering, business, and other data processing problems to develop and implement solutions to complex applications problems, system administration issues, or network concerns. Perform systems management and integration functions, improve existing computer systems, and review computer system capabilities, workflow, and schedule limitations. May analyze or recommend commercially available software.”

Education and Credentials

Typical entry-level: Bachelor’s degree.

(Note: Typical entry-level education does not represent minimum education requirements.)

Competitive: Bachelor’s degree.

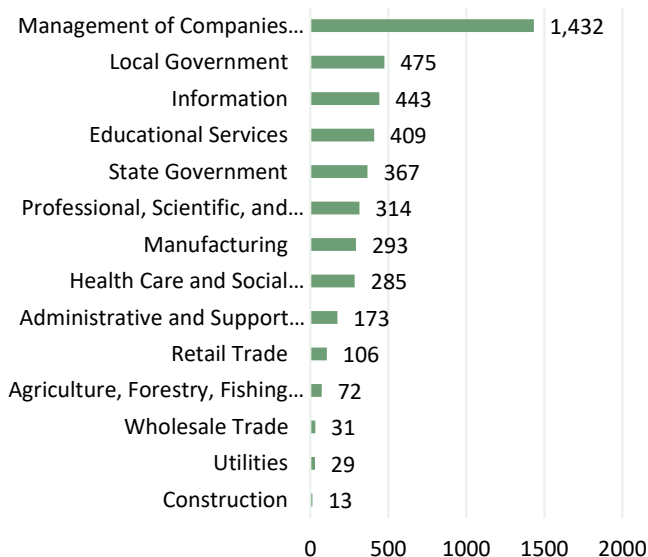
Licenses and Certifications: No statewide license is required for this occupation.

**Estimated Entry-Level
Hourly Wage Range (2024)¹**
\$39.63 - \$49.22

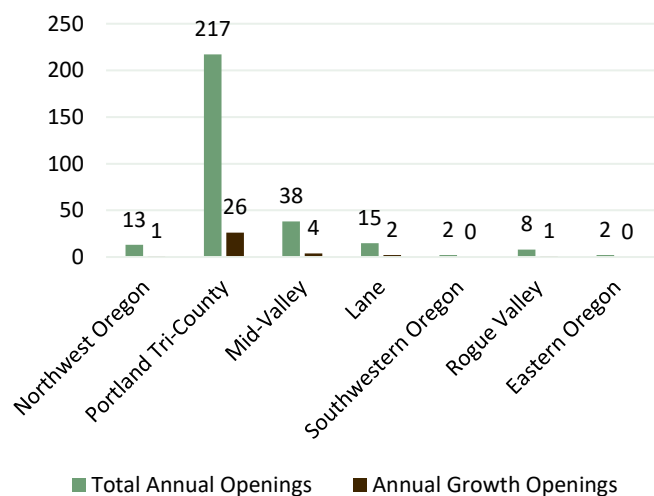
**Total Number Employed
(2023)**
5,025

**Projected Job Openings
Per Year (2023-2033)**
340

Industries of Employment (2023)



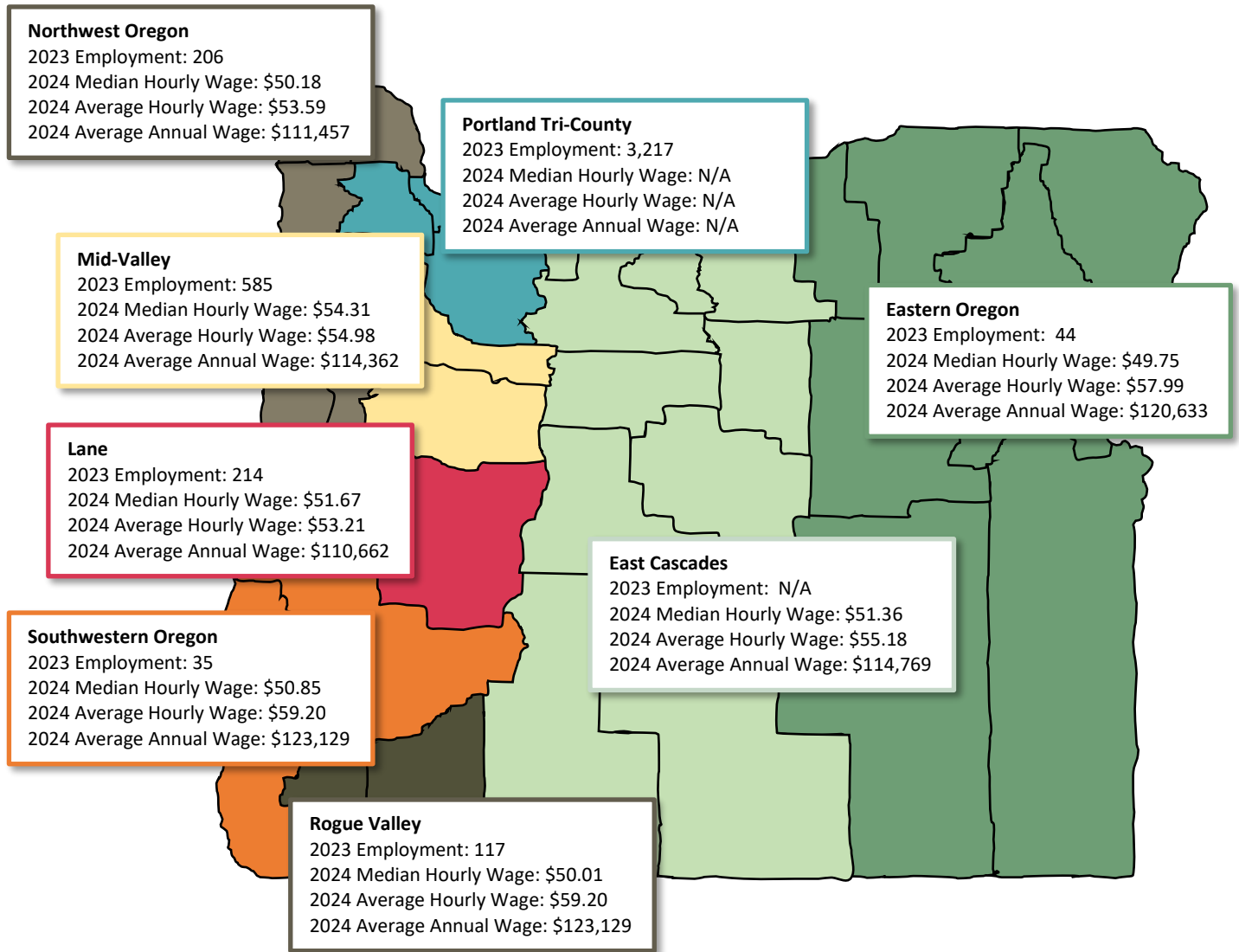
Projected Employment Change (2023-2033) by Local Workforce Development Board Region²



¹ Wage ranges are estimated for this occupation. Wages are considered entry-level if they fall between the 10th and 25th percentile.

² Growth openings are defined by OED as openings due to employment growth within an occupation. Total job openings are ²³ the sum of change openings and replacement openings.

Occupation Wage and Employment Information for Oregon's Workforce Development Regions



Technology Sector Occupation Profile Computer User Support Specialists (15-1232)

July 24, 2025

The following information has been compiled by the Higher Education Coordinating Commission using [Oregon Employment Department \(OED\) data](#).

Occupation Description

“Provide technical assistance to computer users. Answer questions or resolve computer problems for clients in person, via telephone, or electronically. May provide assistance concerning the use of computer hardware and software, including printing, installation, word processing, electronic mail, and operating systems. Excludes Network and Computer Systems Administrators (15-1244).”

Education and Credentials

Typical entry-level: Postsecondary training (non-degree). (Note: Typical entry-level education does not represent minimum education requirements.)

Competitive: Bachelor’s degree.

Licenses and Certifications:

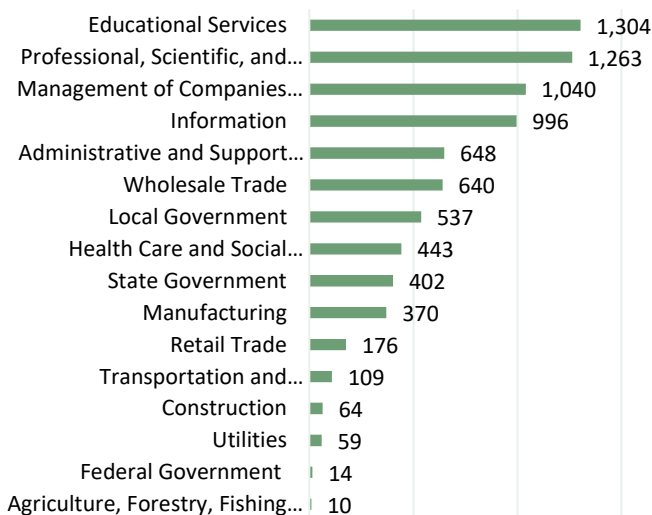
[Apprentice, Registered \(Miscellaneous Trades\)](#)

**Estimated Entry-Level
Hourly Wage Range (2024)¹**
\$22.81 - \$25.08

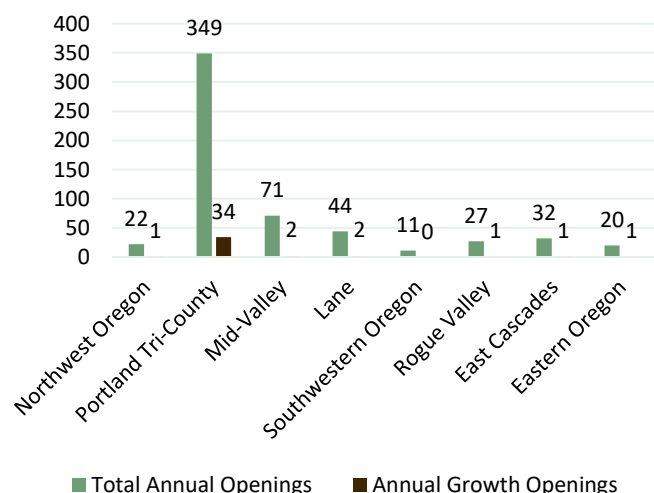
**Total Number Employed
(2023)**
8,738

**Projected Job Openings
Per Year (2023-2033)**
606

Industries of Employment (2023)



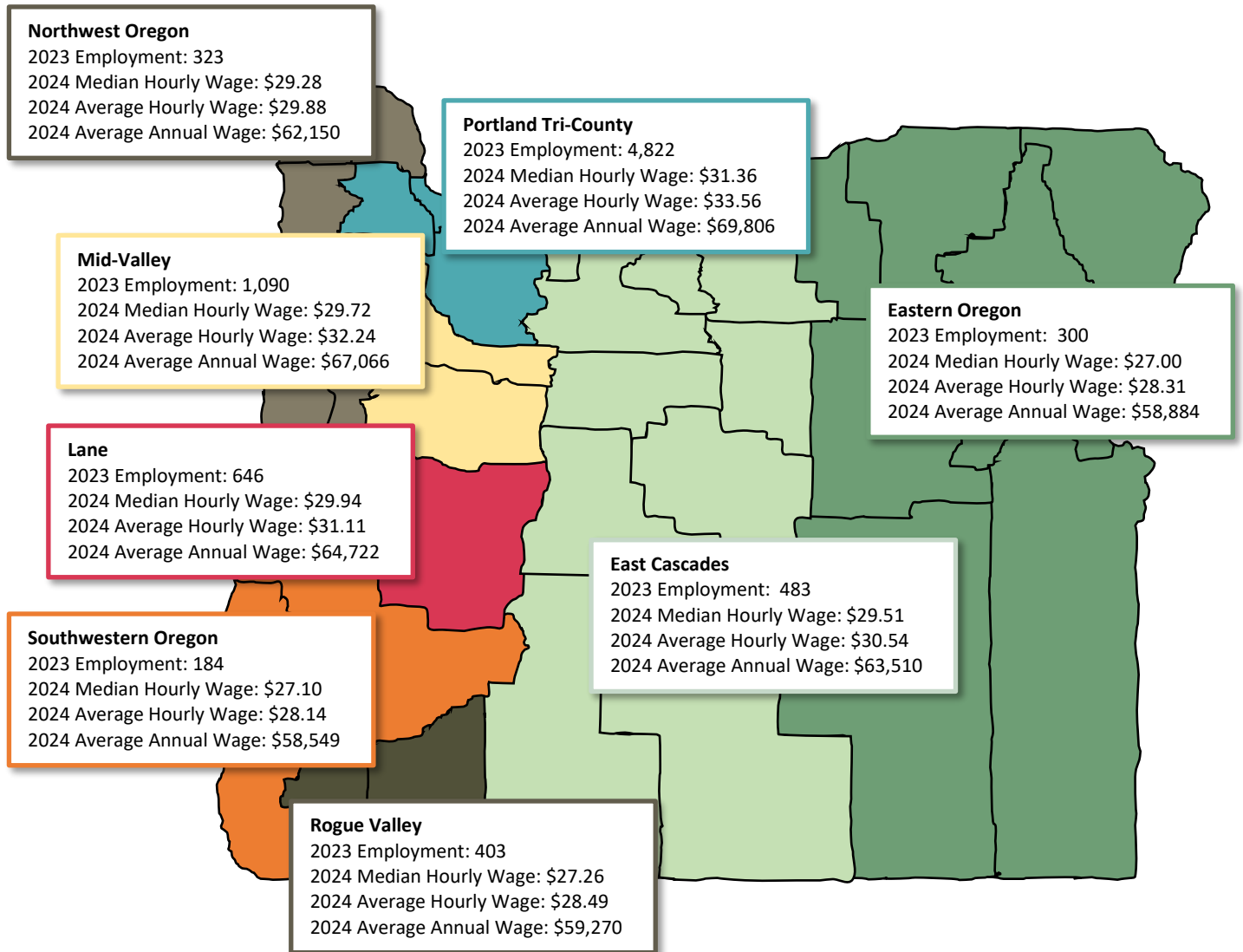
Projected Employment Change (2023-2033) by Local Workforce Development Board Region²



¹ Wage ranges are estimated for this occupation. Wages are considered entry-level if they fall between the 10th and 25th percentile.

² Growth openings are defined by OED as openings due to employment growth within an occupation. Total job openings are ²⁵ the sum of change openings and replacement openings.

Occupation Wage and Employment Information for Oregon's Workforce Development Regions



The following information has been compiled by the Higher Education Coordinating Commission using [Oregon Employment Department \(OED\) data](#).

Occupation Description

“Develop and implement a set of techniques or analytics applications to transform raw data into meaningful information using data-oriented programming languages and visualization software. Apply data mining, data modeling, natural language processing, and machine learning to extract and analyze information from large structured and unstructured datasets. Visualize, interpret, and report data findings. May create dynamic data reports.”

Education and Credentials

Typical entry-level: Bachelor’s degree.
(Note: Typical entry-level education does not represent minimum education requirements.)

Competitive: Bachelor’s degree.

Licenses and Certifications:

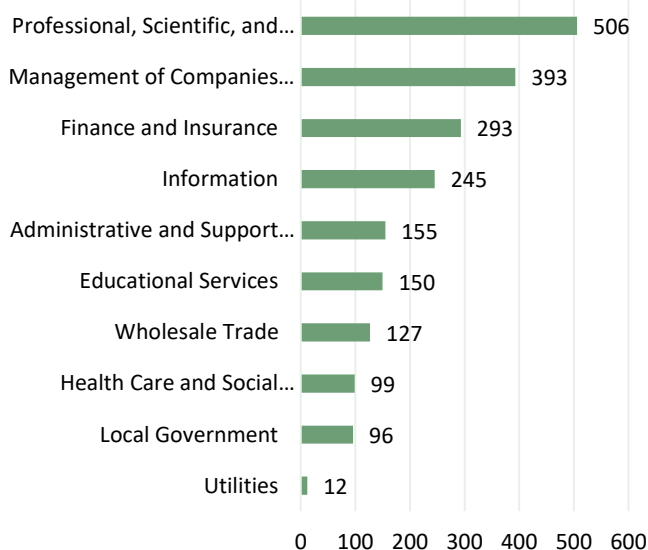
No statewide license is required for this occupation.

**Estimated Entry-Level
Hourly Wage Range (2024)¹**
\$34.85 - \$46.47

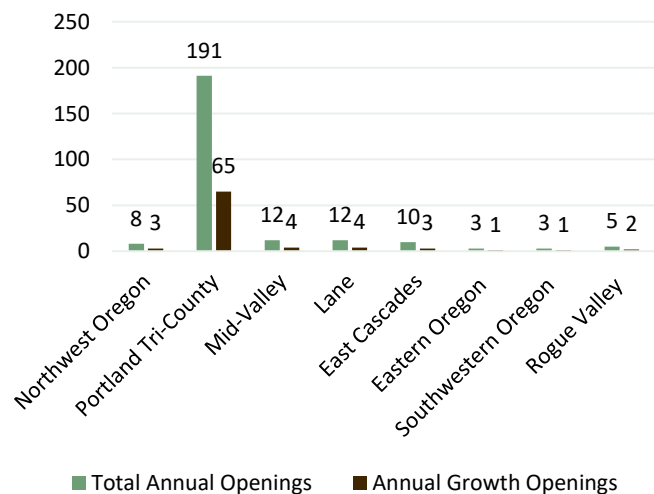
**Total Number Employed
(2023)**
2,714

**Projected Job Openings
Per Year (2023-2033)**
272

Industries of Employment (2023)



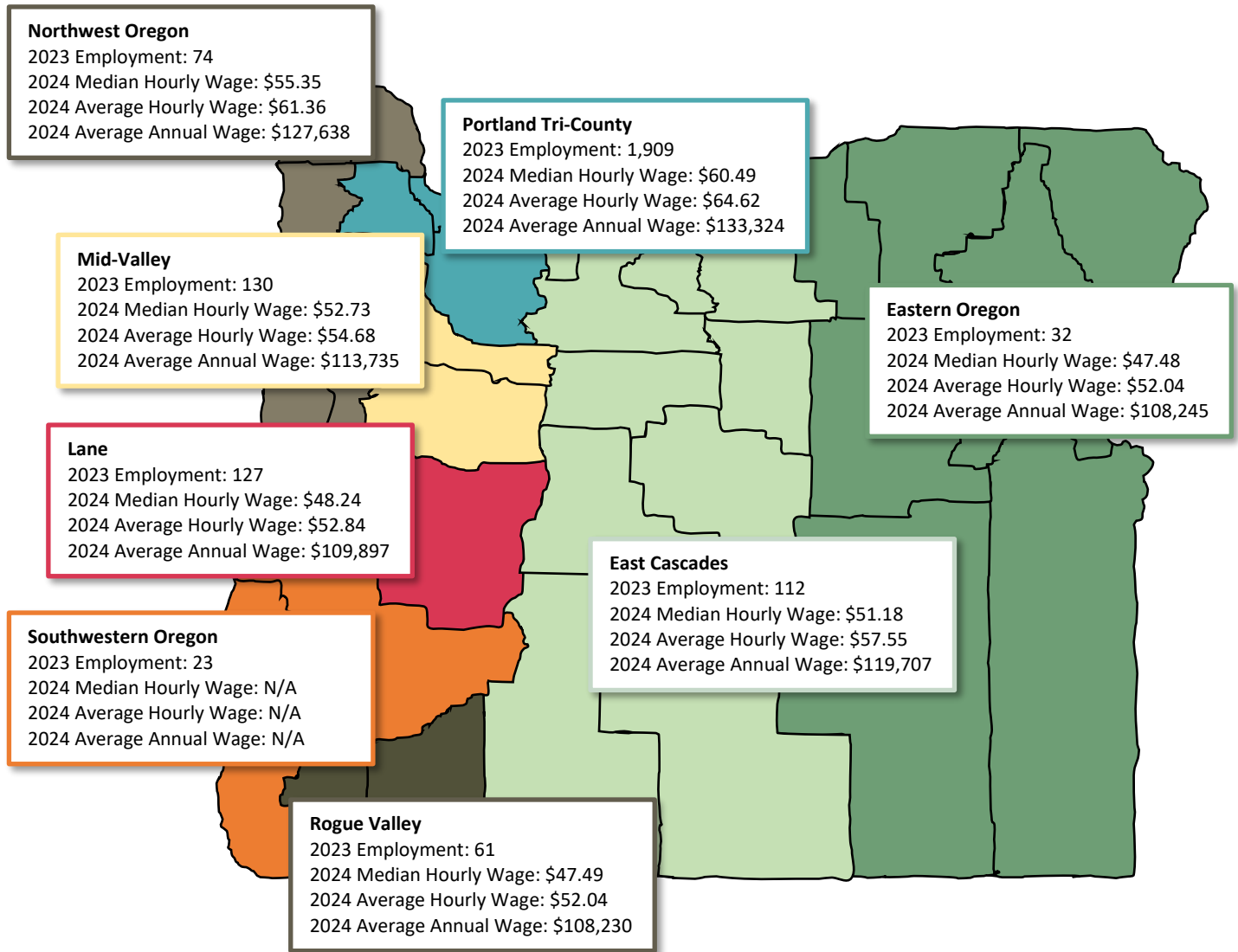
Projected Employment Change by Local Workforce Development Board Region (2023-2033)²



¹ Wage ranges are estimated for this occupation. Wages are considered entry-level if they fall between the 10th and 25th percentile.

² Growth openings are defined by OED as openings due to employment growth within an occupation. Total job openings are ²⁷ the sum of growth openings and replacement openings.

Occupation Wage and Employment Information for Oregon's Workforce Development Regions



The following information has been compiled by the Higher Education Coordinating Commission using [Oregon Employment Department \(OED\) data](#).

Occupation Description

“Administer, test, and implement computer databases, applying knowledge of database management systems. Coordinate changes to computer databases. Identify, investigate, and resolve database performance issues, database capacity, and database scalability. May plan, coordinate, and implement security measures to safeguard computer databases. Excludes Information Security Analysts (15-1212) and Database Architects (15-1243).”

Education and Credentials

Typical entry-level: Bachelor’s degree.

(Note: Typical entry-level education does not represent minimum education requirements.)

Competitive: Bachelor’s degree.

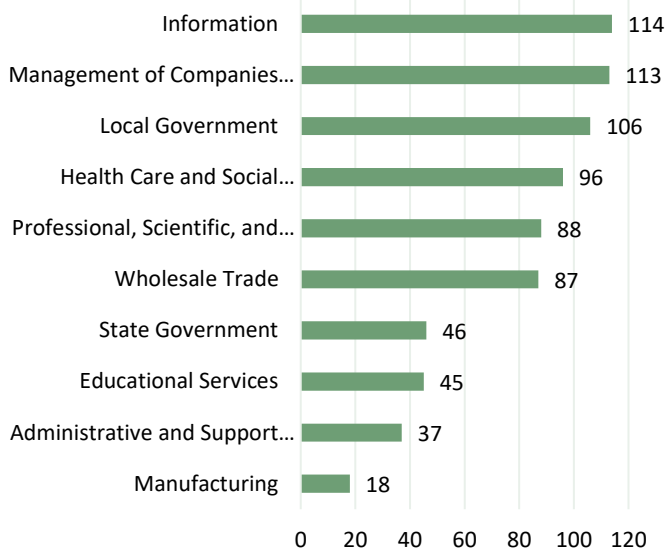
Licenses and Certifications: No statewide license is required for this occupation.

**Estimated Entry-Level
Hourly Wage Range (2024)¹**
\$28.75 - \$38.95

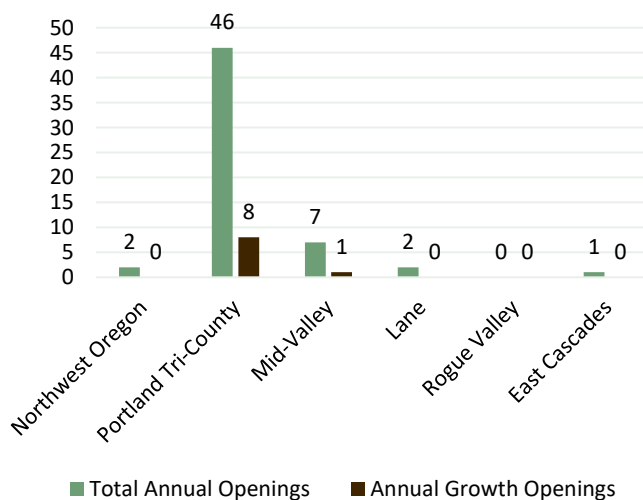
**Total Number Employed
(2023)**
943

**Projected Job Openings
Per Year (2023-2033)**
63

Industries of Employment (2023)



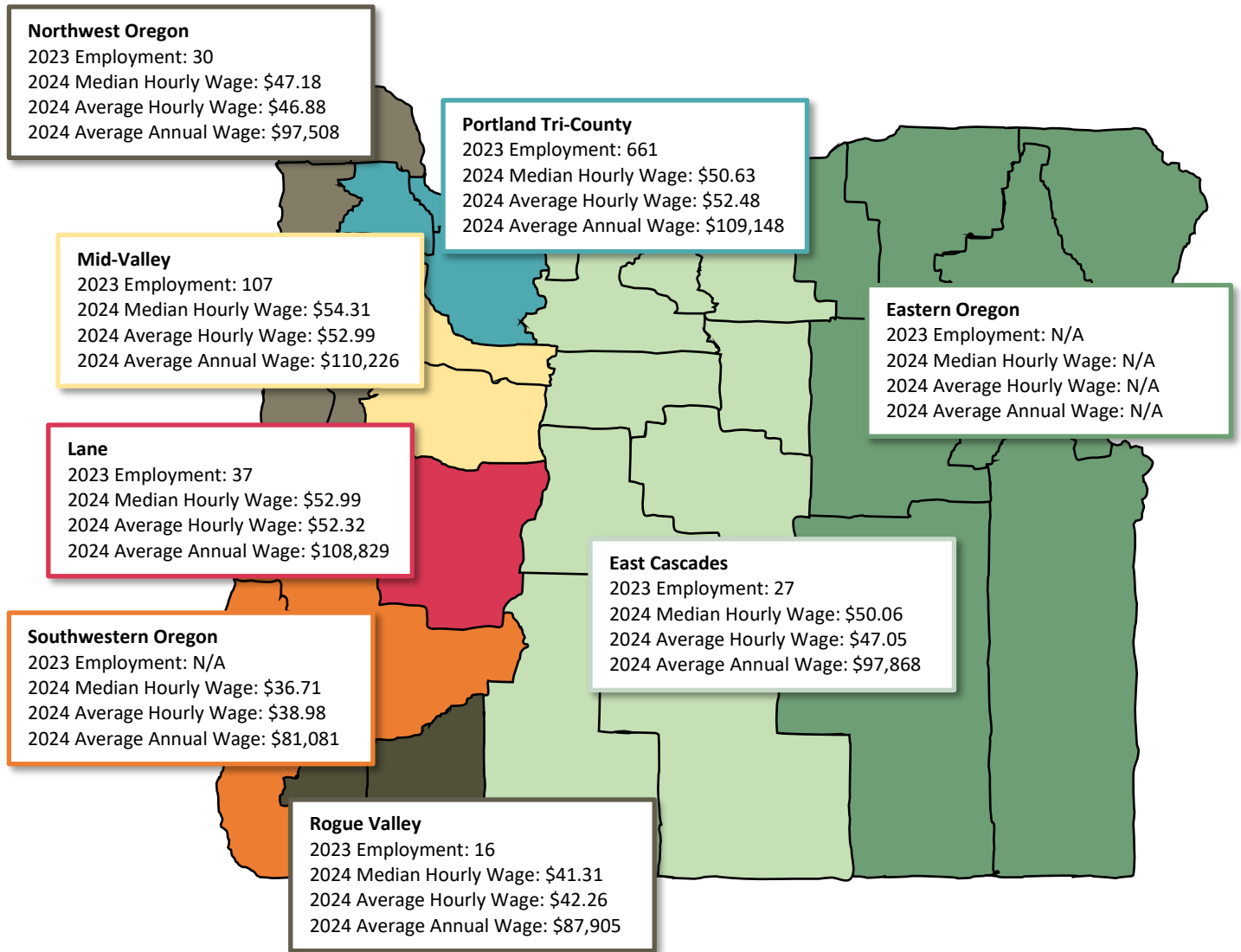
Projected Employment Change (2023-2033) by Local Workforce Development Board Region²



¹ Wage ranges are estimated for this occupation. Wages are considered entry-level if they fall between the 10th and 25th percentile.

² Growth openings are defined by OED as openings due to employment growth within an occupation. Total job openings are ²⁹ the sum of change openings and replacement openings.

Occupation Wage and Employment Information for Oregon's Workforce Development Regions



The following information has been compiled by the Higher Education Coordinating Commission using [Oregon Employment Department \(OED\) data](#).

Occupation Description

“Design strategies for enterprise databases, data warehouse systems, and multidimensional networks. Set standards for database operations, programming, query processes, and security. Model, design, and construct large relational databases or data warehouses. Create and optimize data models for warehouse infrastructure and workflow. Integrate new systems with existing warehouse structure and refine system performance and functionality.”

Education and Credentials

Typical entry-level: Bachelor’s degree.
(Note: Typical entry-level education does not represent minimum education requirements.)

Competitive: Bachelor’s degree.

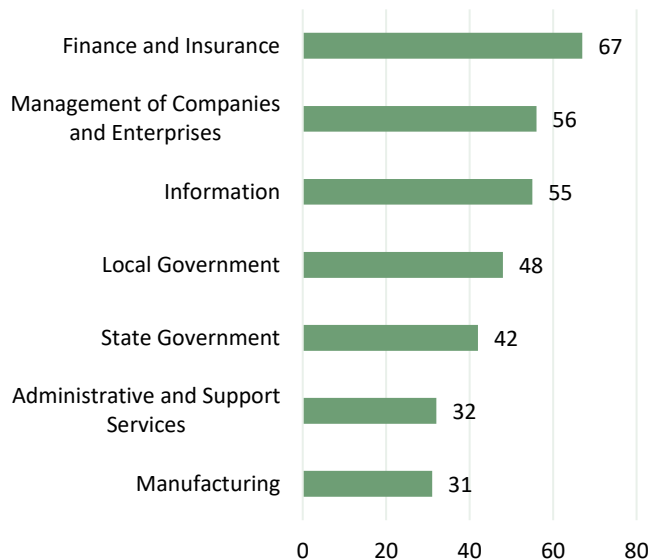
Licenses and Certifications: No statewide license is required for this occupation.

**Estimated Entry-Level
Hourly Wage Range (2024)¹**
\$48.32 - \$58.71

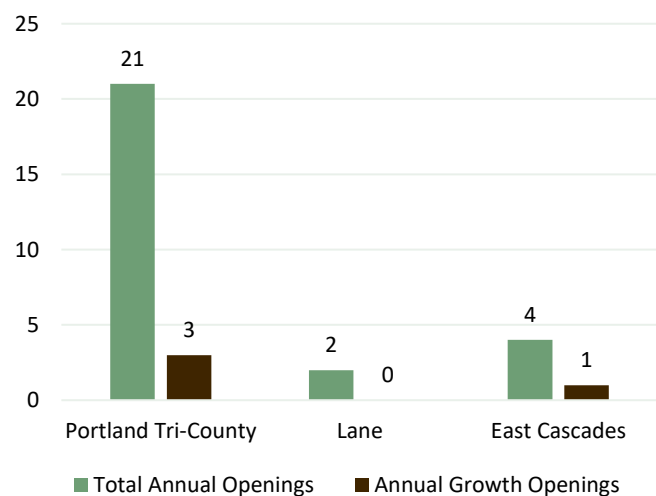
**Total Number Employed
(2023)**
552

**Projected Job Openings
Per Year (2023-2033)**
38

Industries of Employment (2023)



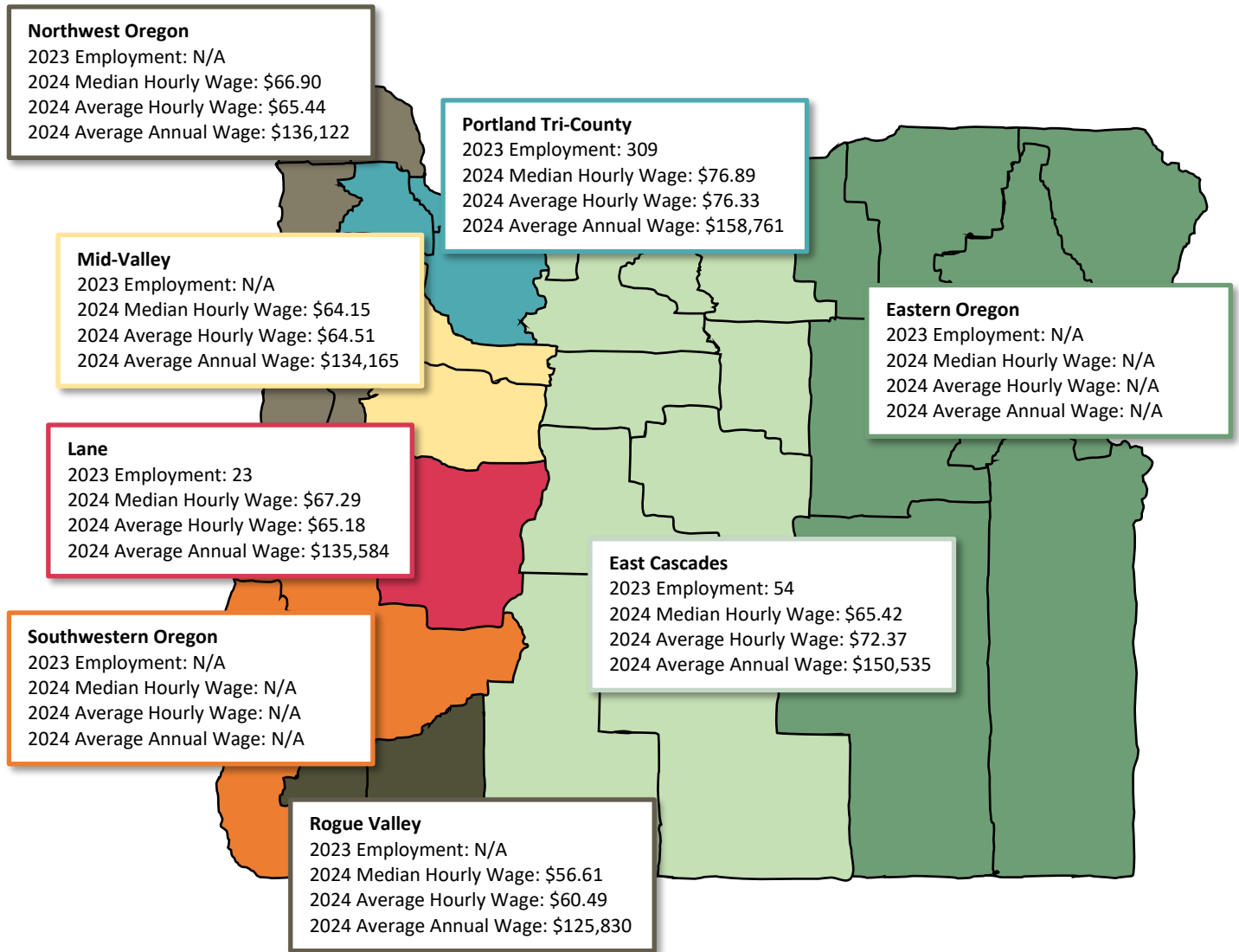
Projected Employment Change (2023-2033) by Local Workforce Development Board Region²



¹ Wage ranges are estimated for this occupation. Wages are considered entry-level if they fall between the 10th and 25th percentile.

² Growth openings are defined by OED as openings due to employment growth within an occupation. Total job openings are ³¹ the sum of change openings and replacement openings.

Occupation Wage and Employment Information for Oregon's Workforce Development Regions



The following information has been compiled by the Higher Education Coordinating Commission using [Oregon Employment Department \(OED\) data](#).

Occupation Description

“All drafters not listed separately.”

Illustrative examples: *Blueprint Tracer*,
Geological Drafter, *Marine Drafter*

Education and Credentials

Typical entry-level: Postsecondary training (non-degree). (Note: Typical entry-level education does not represent minimum education requirements.)

Competitive: Associate’s degree.

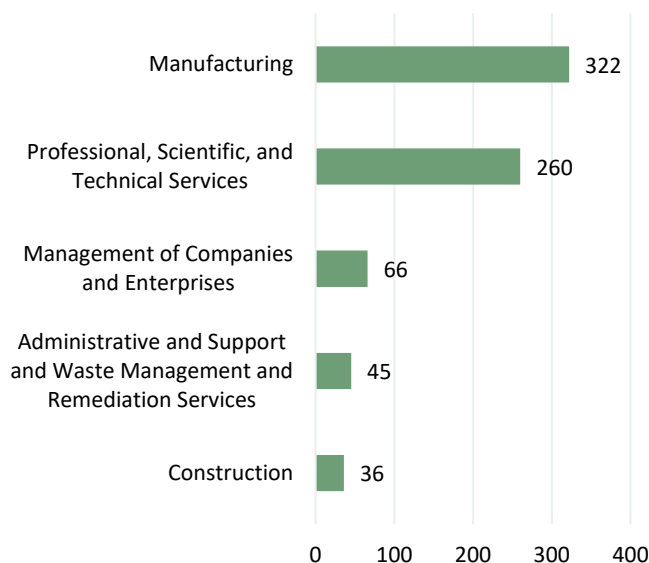
Licenses and Certifications: No statewide license is required for this occupation.

**Estimated Entry-Level
Hourly Wage Range (2024)¹**
\$22.29 - \$24.35

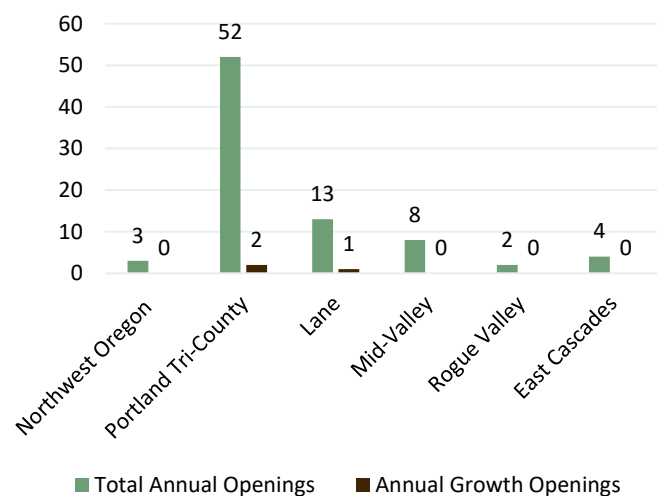
**Total Number Employed
(2023)**
936

**Projected Job Openings
Per Year (2023-2033)**
86

Industries of Employment (2023)



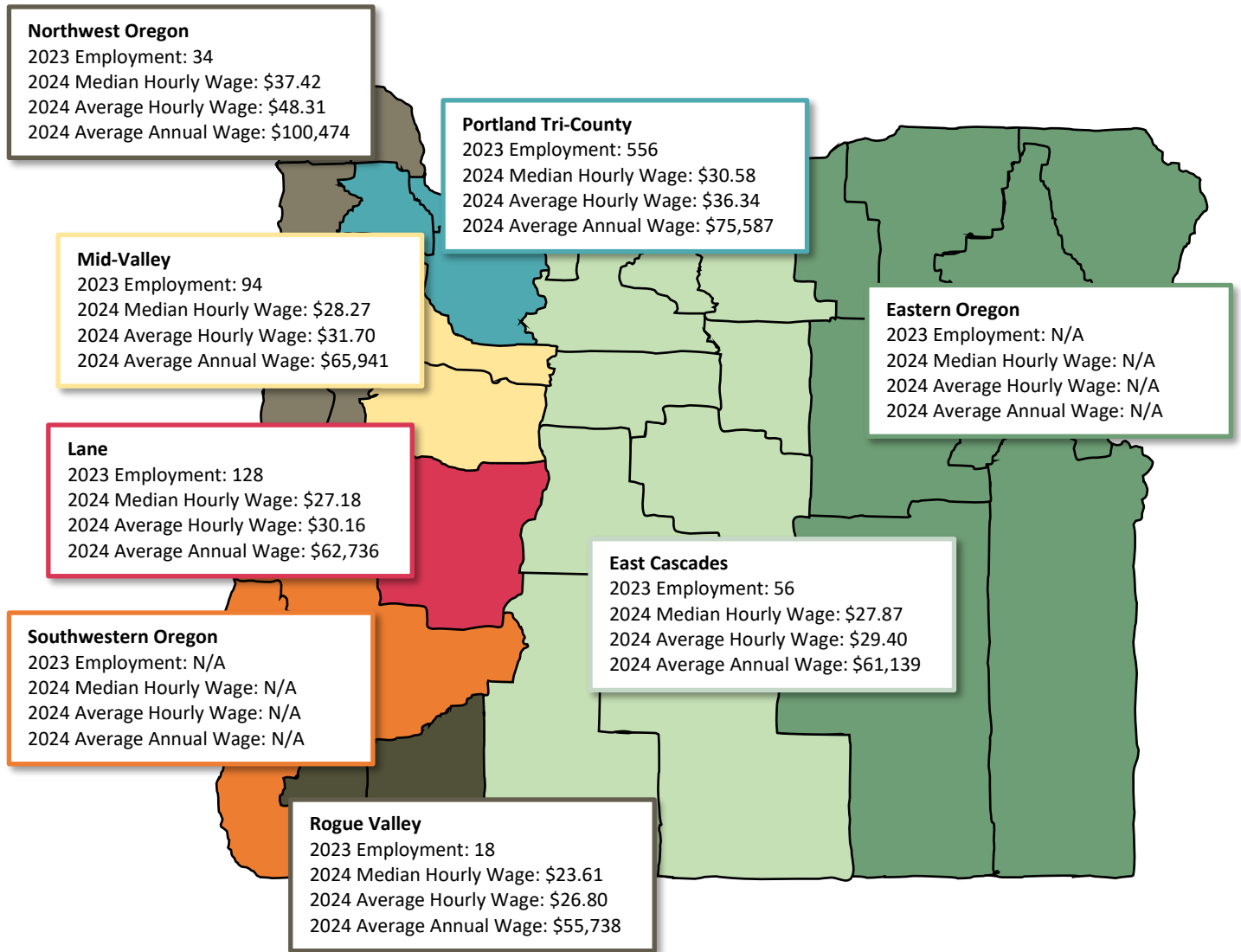
Projected Employment Change (2023-2033) by Local Workforce Development Board Region²



¹ Wage ranges are estimated for this occupation. Wages are considered entry-level if they fall between the 10th and 25th percentile.

² Growth openings are defined by OED as openings due to employment growth within an occupation. Total job openings are³³ the sum of change openings and replacement openings.

Occupation Wage and Employment Information for Oregon's Workforce Development Regions



Technology Sector Occupation Profile

Electrical and Electronic Engineering Technologists and Technicians (17-3023)

July 24, 2025

The following information has been compiled by the Higher Education Coordinating Commission using [Oregon Employment Department \(OED\) data](#).

Occupation Description

“Apply electrical and electronic theory and related knowledge, usually under the direction of engineering staff, to design, build, repair, adjust, and modify electrical components, circuitry, controls, and machinery for subsequent evaluation and use by engineering staff in making engineering design decisions. Excludes Broadcast Technicians (27-4012).”

Education and Credentials

Typical entry-level: Associate’s degree. (Note: Typical entry-level education does not represent minimum education requirements.)

Competitive: Associate’s degree.

Licenses and Certifications:

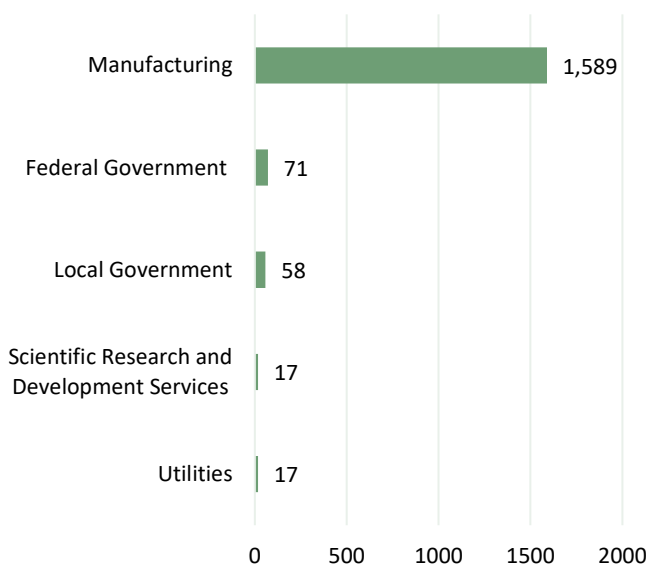
No statewide license is required for this occupation.

**Estimated Entry-Level
Hourly Wage Range (2024)¹**
\$27.79 - \$32.16

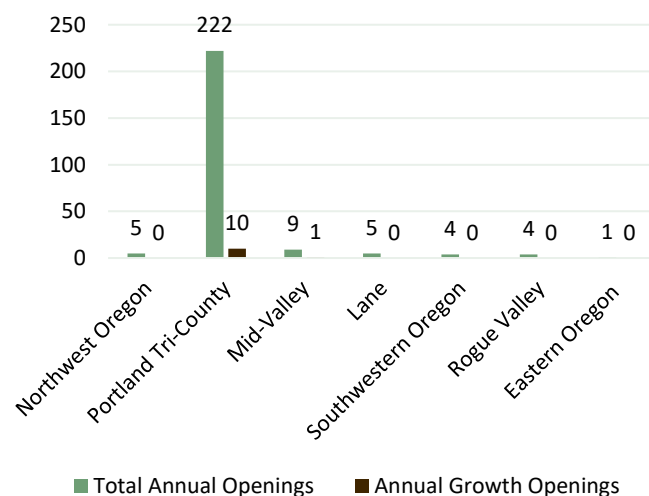
**Total Number Employed
(2023)**
2,651

**Projected Job Openings
Per Year (2023-2033)**
257

Industries of Employment (2023)



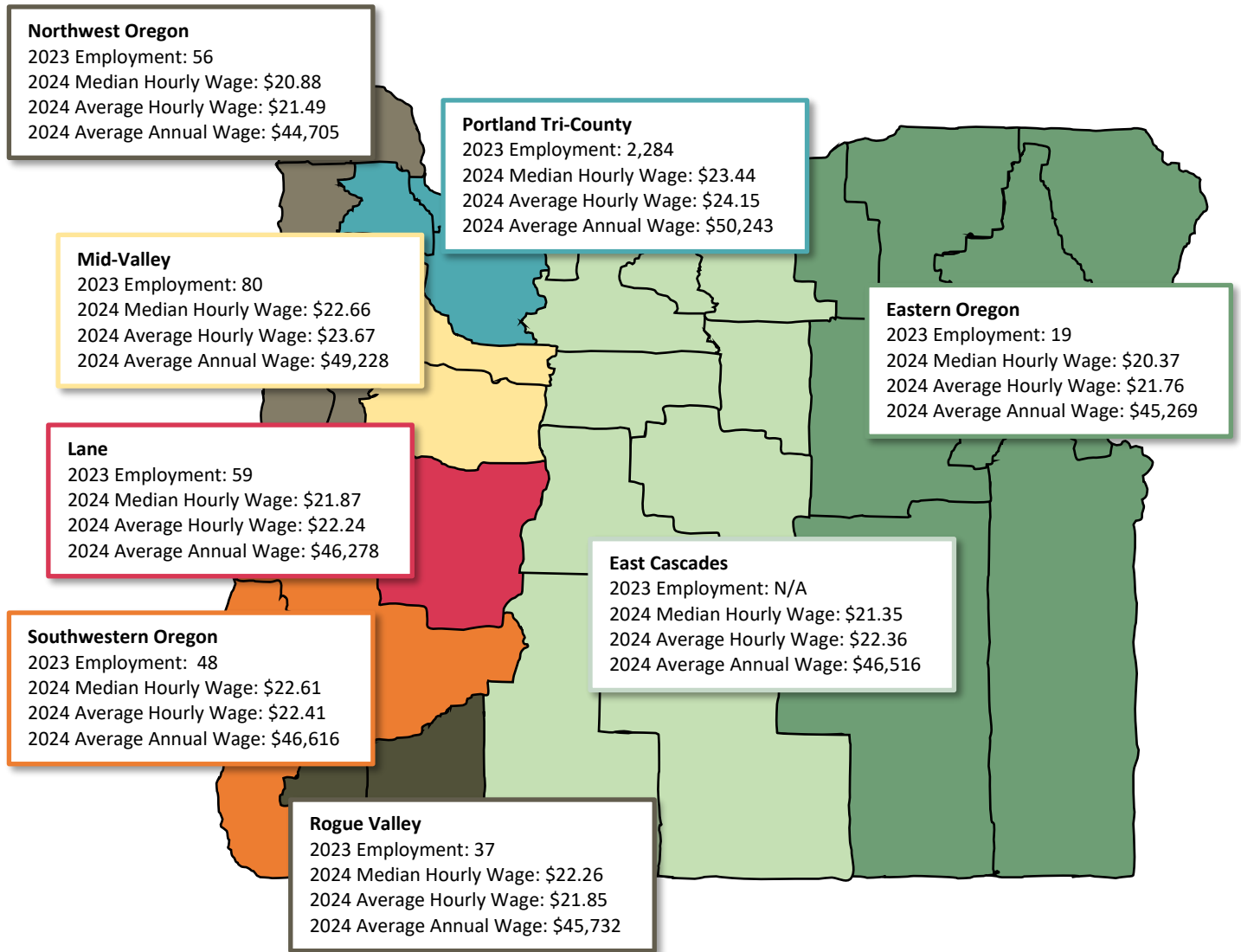
Projected Employment Change by Local Workforce Development Board Region (2023-2033)²



¹ Wage ranges are estimated for this occupation. Wages are considered entry-level if they fall between the 10th and 25th percentile.

² Growth openings are defined by OED as openings due to employment growth within an occupation. Total job openings are 35 the sum of growth openings and replacement openings.

Occupation Wage and Employment Information for Oregon's Workforce Development Regions



The following information has been compiled by the Higher Education Coordinating Commission using [Oregon Employment Department \(OED\) data](#).

Occupation Description

“Research, design, develop, test, or supervise the manufacturing and installation of electrical equipment, components, or systems for commercial, industrial, military, or scientific use. Excludes Computer Hardware Engineers (17-2061).”

Education and Credentials

Typical entry-level: Bachelor’s degree. (Note: Typical entry-level education does not represent minimum education requirements.)

Competitive: Master’s degree.

Licenses and Certifications:

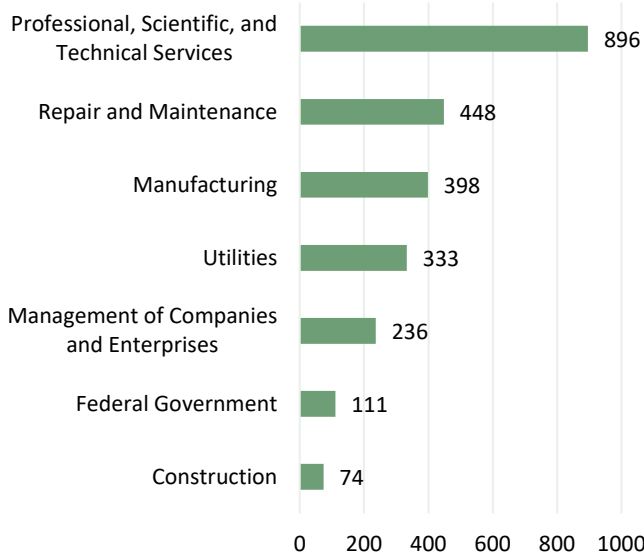
[Engineer, Licensed Professional](#)

**Estimated Entry-Level
Hourly Wage Range (2024)¹**
\$39.00 - \$45.87

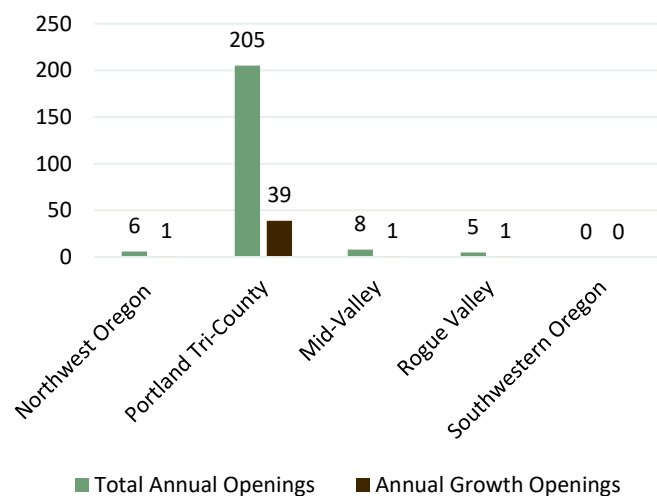
**Total Number Employed
(2023)**
3,438

**Projected Job Openings
Per Year (2023-2033)**
240

Industries of Employment (2023)



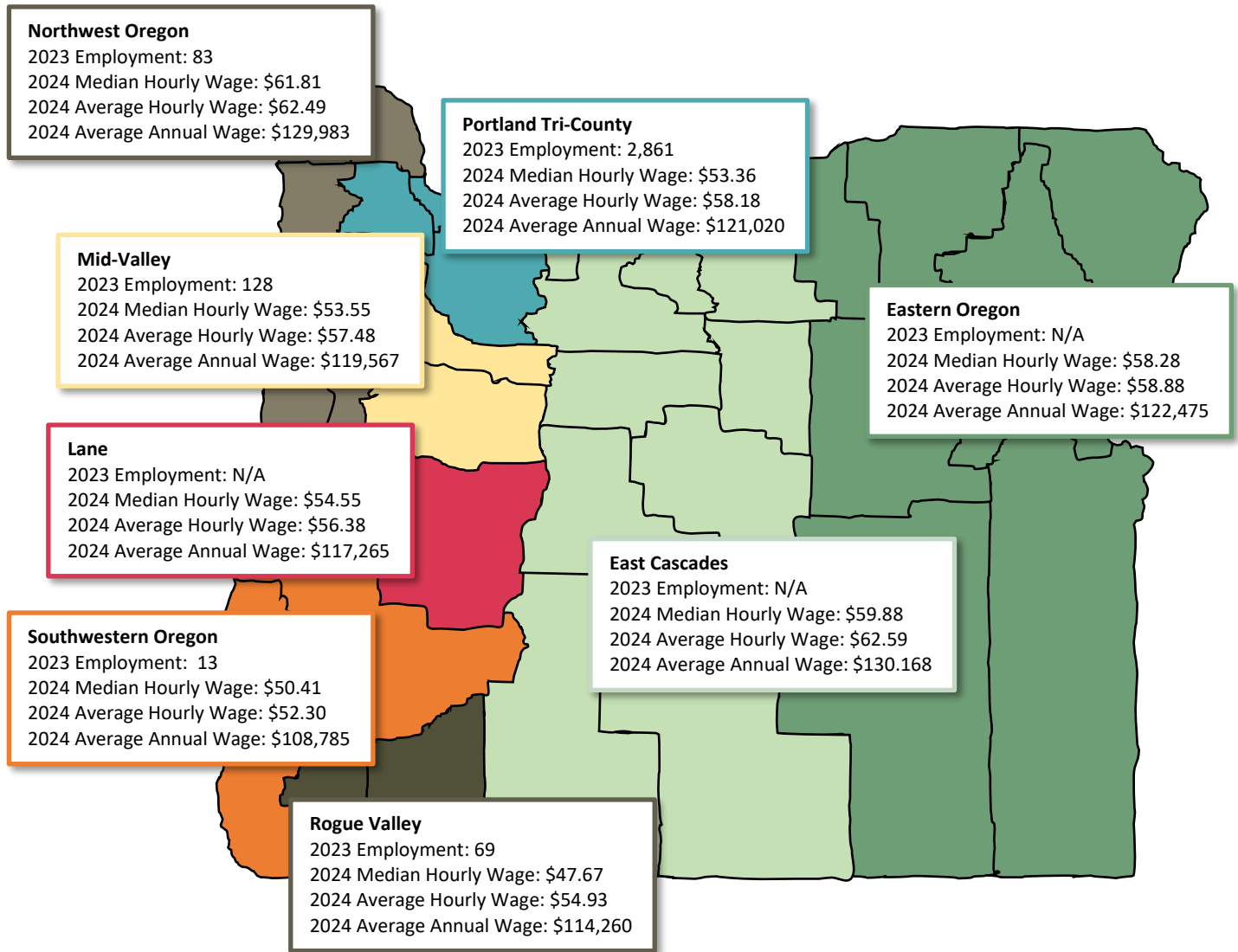
Projected Employment Change (2023-2033) by Local Workforce Development Board Region²



¹. Wage ranges are estimated for this occupation. Wages are considered entry-level if they fall between the 10th and 25th percentile.

². Growth openings are defined by OED as openings due to employment growth within an occupation. Total job openings are ³⁷ the sum of change openings and replacement openings.

Occupation Wage and Employment Information for Oregon's Workforce Development Regions



Technology Sector Occupation Profile

Engineering Technologists and Technicians, Except Drafters, All Other (17-3029)

July 24, 2025

The following information has been compiled by the Higher Education Coordinating Commission using [Oregon Employment Department \(OED\) data](#).

Occupation Description

“All engineering technologists and technicians, except drafters, not listed separately.”

Illustrative examples: Agricultural Engineering Technician, Biomedical Engineering Technician, Metallurgical Engineering Technician, Optical Engineering Technician, Radar Technicians, Sonar Technicians

Education and Credentials

Typical entry-level: Bachelor’s degree. (Note: Typical entry-level education does not represent minimum education requirements.)

Competitive: Master’s degree.

Licenses and Certifications:

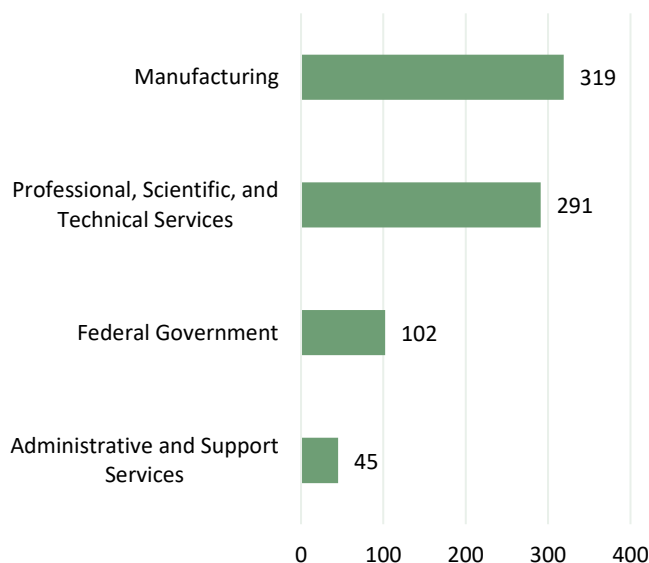
[Engineer, Licensed Professional](#)

**Estimated Entry-Level
Hourly Wage Range (2024)¹**
\$22.52 - \$26.71

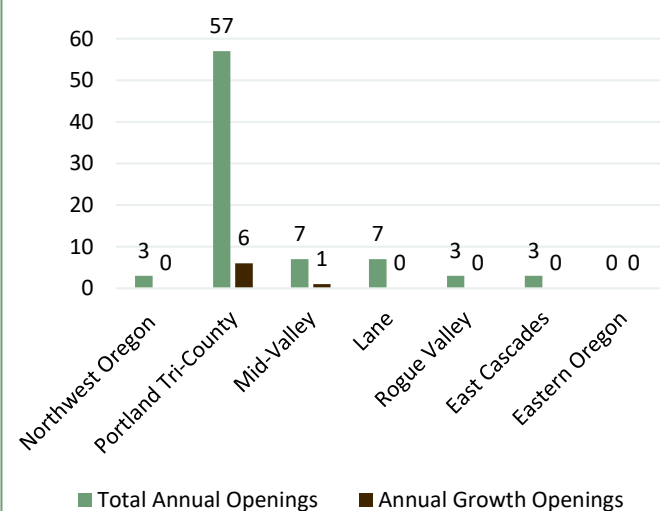
**Total Number Employed
(2023)**
880

**Projected Job Openings
Per Year (2023-2033)**
86

Industries of Employment (2023)



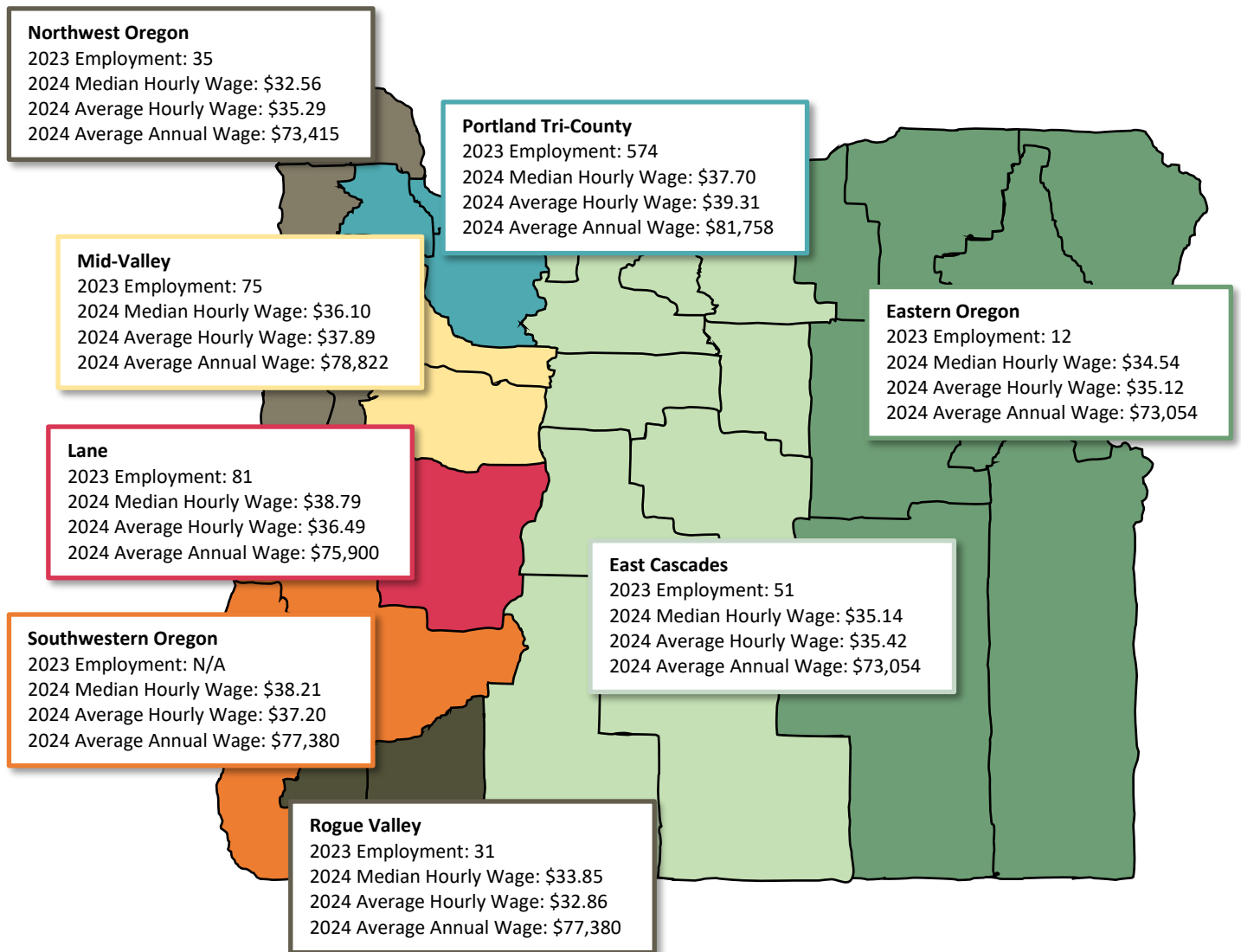
Projected Employment Change (2023-2033) by Local Workforce Development Board Region²



¹ Wage ranges are estimated for this occupation. Wages are considered entry-level if they fall between the 10th and 25th percentile.

² Growth openings are defined by OED as openings due to employment growth within an occupation. Total job openings are³⁹ the sum of change openings and replacement openings.

Occupation Wage and Employment Information for Oregon's Workforce Development Regions



The following information has been compiled by the Higher Education Coordinating Commission using [Oregon Employment Department \(OED\) data](#).

Occupation Description

“All engineers not listed separately. Excludes Sales Engineers (41-9031), Locomotive Engineers (53-4011), and Ship Engineers (53-5031).”

Illustrative examples: Calibration Engineer, Metrologist, Optical Engineer, Ordnance Engineer, Photonics Engineer, Salvage Engineer

Education and Credentials

Typical entry-level: Bachelor’s degree. (Note: Typical entry-level education does not represent minimum education requirements.)

Competitive: Master’s degree.

Licenses and Certifications:

[Engineer, Licensed Professional](#)

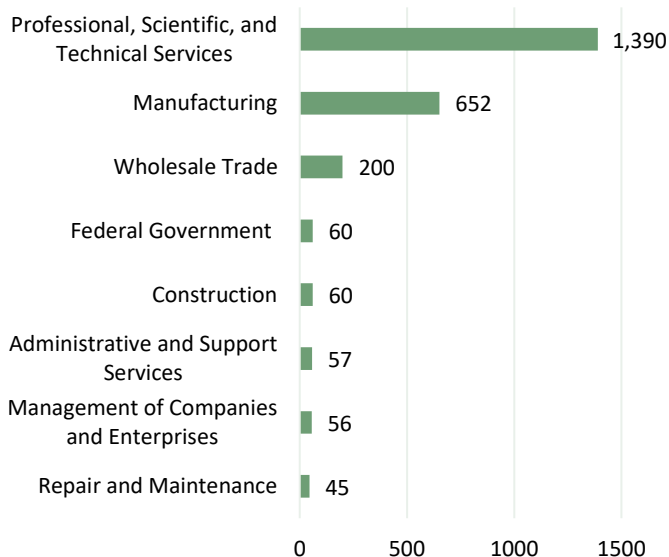
[Water Rights Examiner, Certified](#)

**Estimated Entry-Level
Hourly Wage Range (2024)¹**
\$36.90 - \$46.90

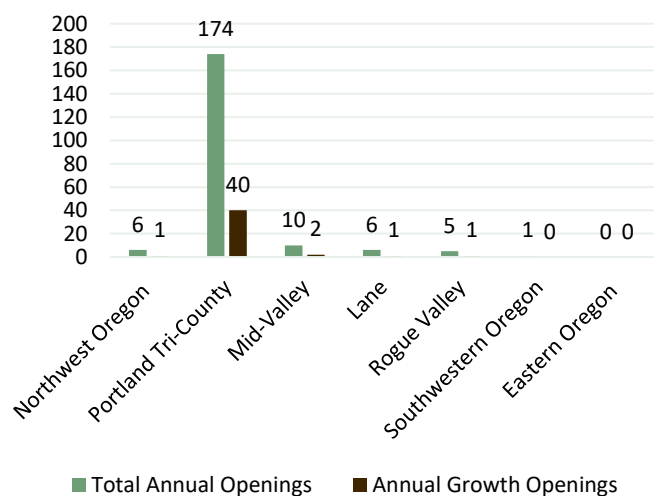
**Total Number Employed
(2023)**
2,787

**Projected Job Openings
Per Year (2023-2033)**
218

Industries of Employment (2023)



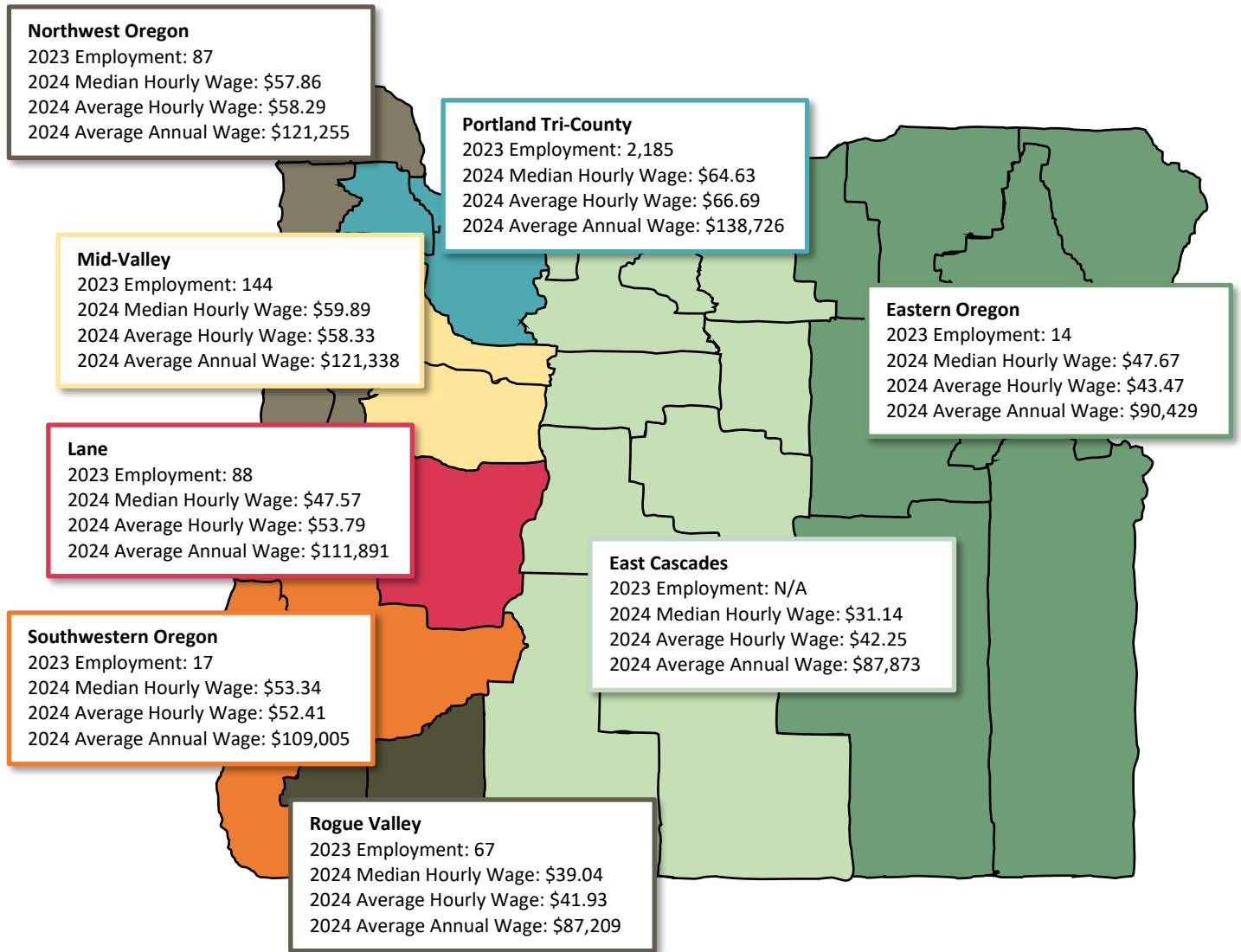
Projected Employment Change (2023-2033) by Local Workforce Development Board Region²



¹. Wage ranges are estimated for this occupation. Wages are considered entry-level if they fall between the 10th and 25th percentile.

². Growth openings are defined by OED as openings due to employment growth within an occupation. Total job openings are ⁴¹ the sum of change openings and replacement openings.

Occupation Wage and Employment Information for Oregon's Workforce Development Regions



Technology Sector Occupation Profile

Financial and Investment Analysts (13-2051)

July 24, 2025

The following information has been compiled by the Higher Education Coordinating Commission using [Oregon Employment Department \(OED\) data](#).

Occupation Description

“Conduct quantitative analyses of information involving investment programs or financial data of public or private institutions, including valuation of businesses. Excludes Budget Analysts (13-2031), Financial Risk Specialists (13-2054), and Securities, Commodities, and Financial Services Sales Agents (41-3031).”

Education and Credentials

Typical entry-level: Bachelor’s degree. (Note: Typical entry-level education does not represent minimum education requirements.)

Competitive: Master’s degree.

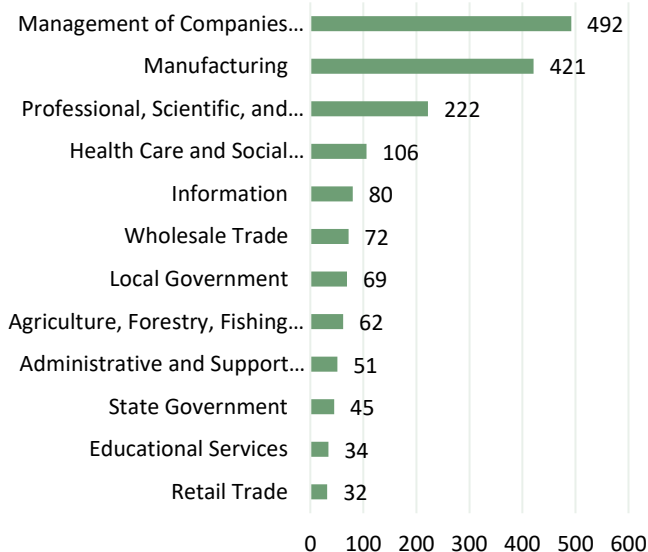
Licenses and Certifications: No statewide license is required for this occupation.

**Estimated Entry-Level
Hourly Wage Range (2024)¹**
\$34.86 - \$41.23

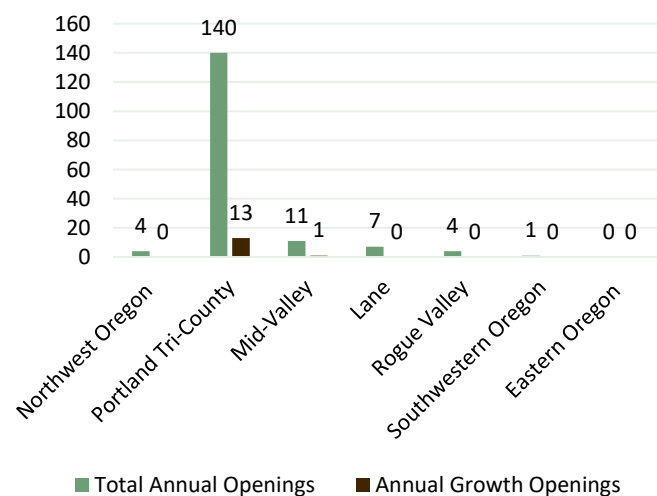
**Total Number Employed
(2023)**
2,543

**Projected Job Openings
Per Year (2023-2033)**
181

Industries of Employment (2023)



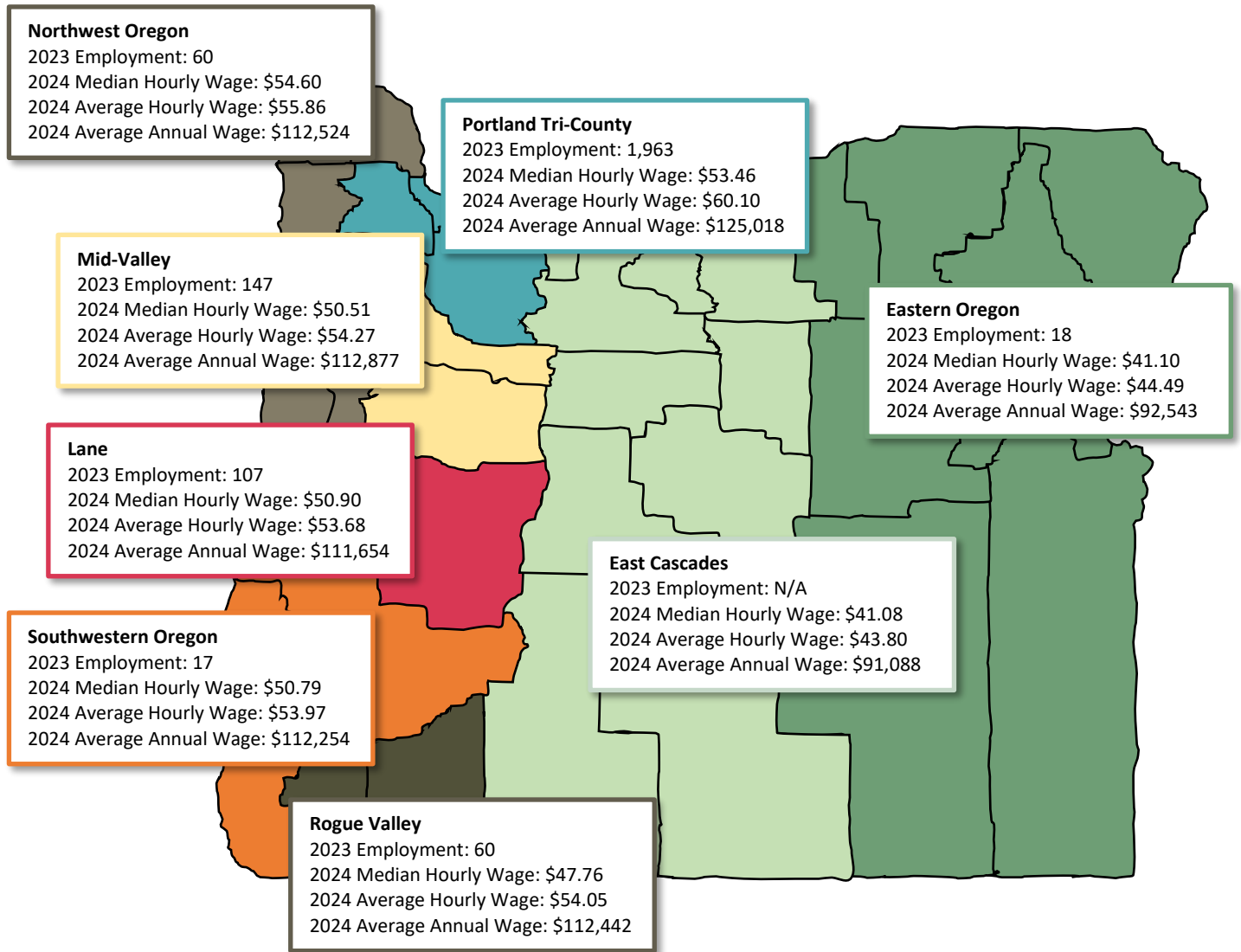
Projected Employment Change (2023-2033) by Local Workforce Development Board Region²



¹ Wage ranges are estimated for this occupation. Wages are considered entry-level if they fall between the 10th and 25th percentile.

² Growth openings are defined by OED as openings due to employment growth within an occupation. Total job openings are ⁴³ the sum of change openings and replacement openings.

Occupation Wage and Employment Information for Oregon's Workforce Development Regions



The following information has been compiled by the Higher Education Coordinating Commission using [Oregon Employment Department \(OED\) data](#).

Occupation Description

“Design, develop, test, and evaluate integrated systems for managing industrial production processes, including human work factors, quality control, inventory control, logistics and material flow, cost analysis, and production coordination. Excludes Health and Safety Engineers, Except Mining Safety Engineers and Inspectors (17-2111).”

Education and Credentials

Typical entry-level: Bachelor’s degree. (Note: Typical entry-level education does not represent minimum education requirements.)

Competitive: Master’s degree.

Licenses and Certifications:

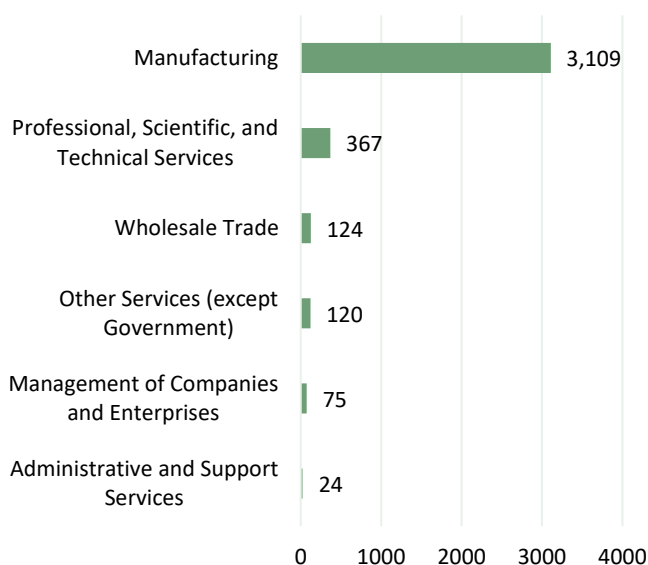
[Engineer, Licensed Professional](#)

**Estimated Entry-Level
Hourly Wage Range (2024)¹**
\$39.17 - \$48.26

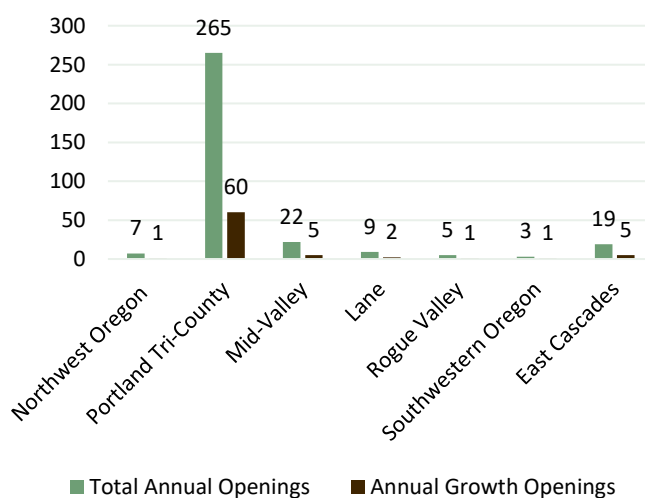
**Total Number Employed
(2023)**
4,049

**Projected Job Openings
Per Year (2023-2033)**
338

Industries of Employment (2023)



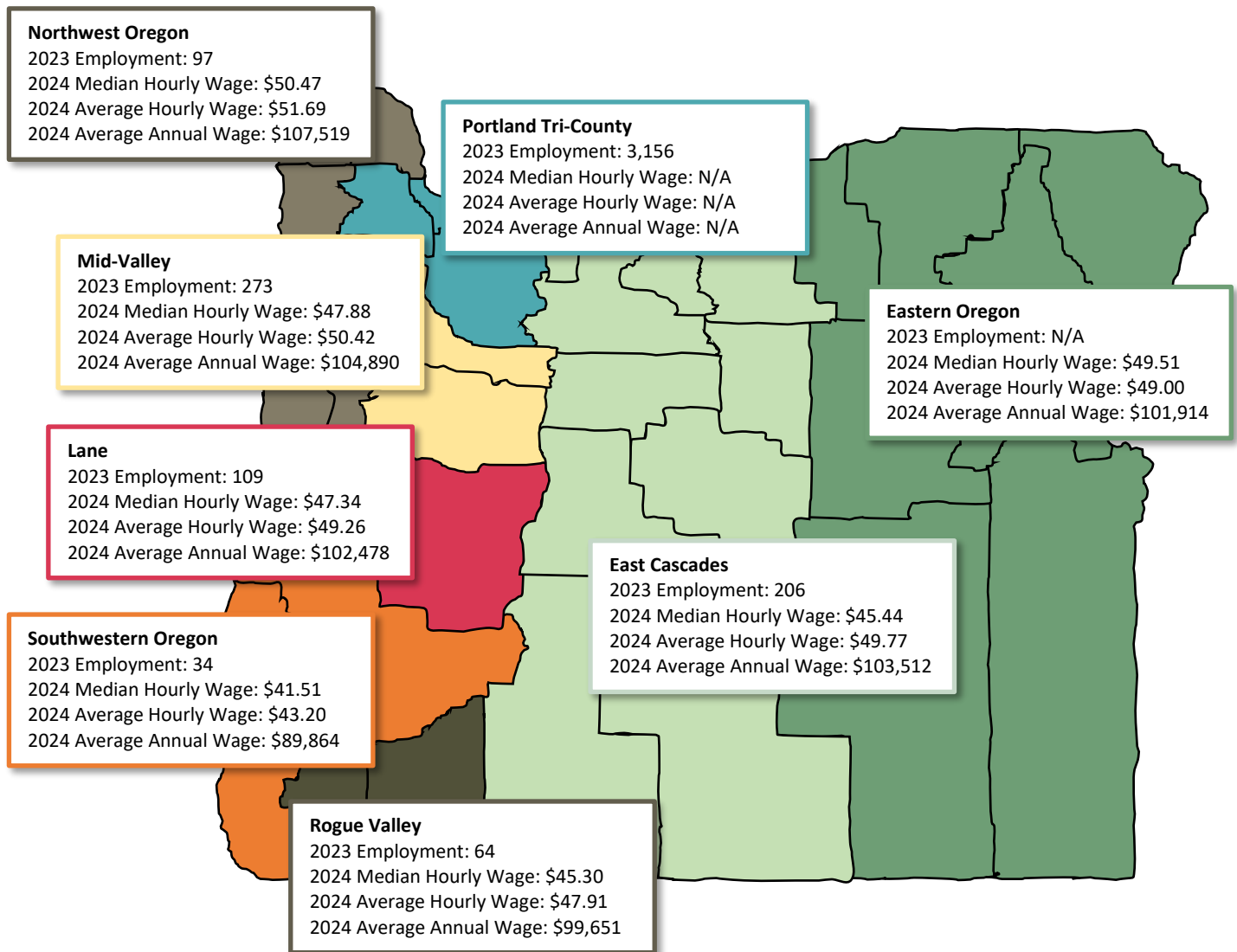
Projected Employment Change (2023-2033) by Local Workforce Development Board Region²



¹ Wage ranges are estimated for this occupation. Wages are considered entry-level if they fall between the 10th and 25th percentile.

² Growth openings are defined by OED as openings due to employment growth within an occupation. Total job openings are 45 the sum of change openings and replacement openings.

Occupation Wage and Employment Information for Oregon's Workforce Development Regions



The following information has been compiled by the Higher Education Coordinating Commission using [Oregon Employment Department \(OED\) data](#).

Occupation Description

“Plan, implement, upgrade, or monitor security measures for the protection of computer networks and information. Assess system vulnerabilities for security risks and propose and implement risk mitigation strategies. May ensure appropriate security controls are in place that will safeguard digital files and vital electronic infrastructure. May respond to computer security breaches and viruses.”

Education and Credentials

Typical entry-level: Bachelor’s degree. (Note: Typical entry-level education does not represent minimum education requirements.)

Competitive: Bachelor’s degree.

Licenses and Certifications:

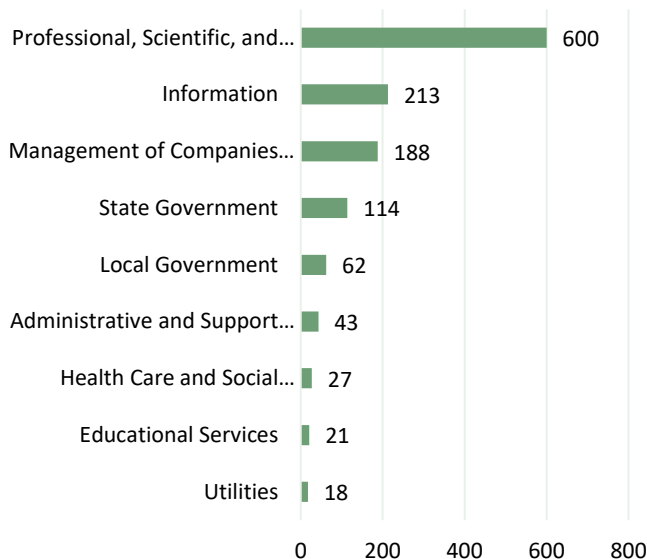
[Apprentice, Registered \(Miscellaneous Trades\)](#)

**Estimated Entry-Level
Hourly Wage Range (2024)¹**
\$38.49 - \$46.24

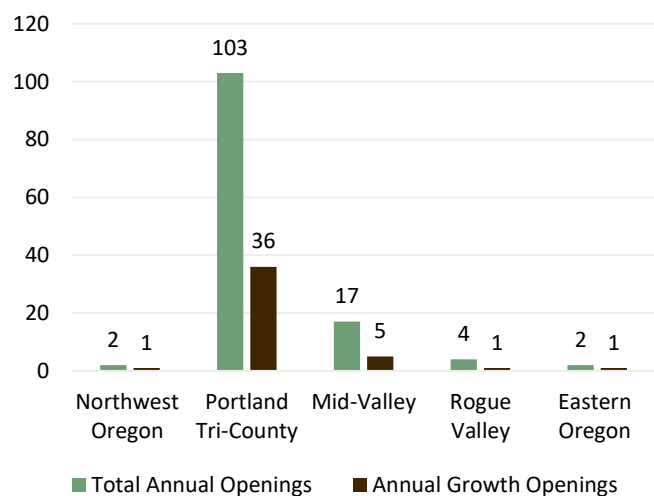
**Total Number Employed
(2023)**
1,575

**Projected Job Openings
Per Year (2023-2033)**
151

Industries of Employment (2023)



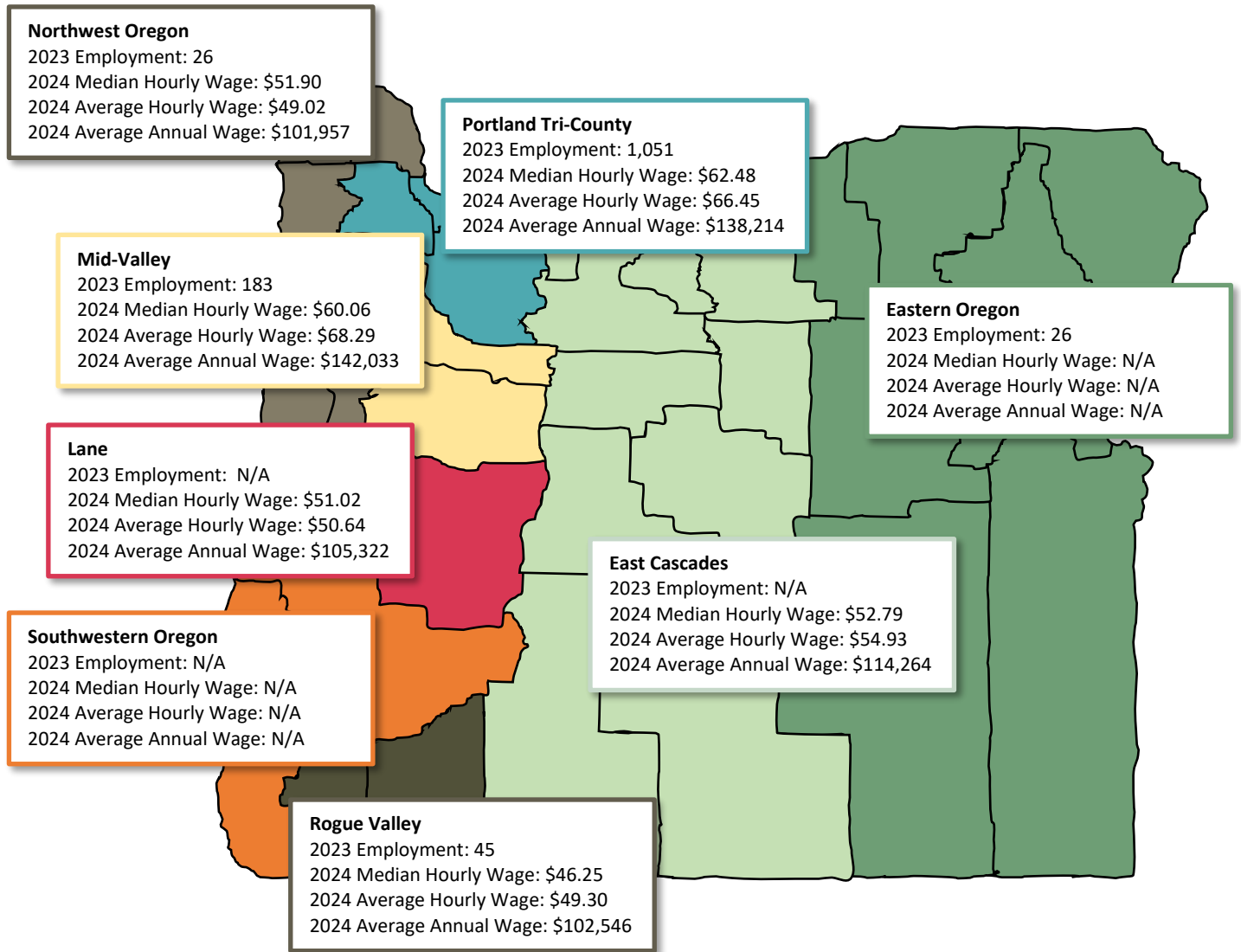
Projected Employment Change (2023-2033) by Local Workforce Development Board Region²



¹ Wage ranges are estimated for this occupation. Wages are considered entry-level if they fall between the 10th and 25th percentile.

² Growth openings are defined by OED as openings due to employment growth within an occupation. Total job openings are ⁴⁷ the sum of change openings and replacement openings.

Occupation Wage and Employment Information for Oregon's Workforce Development Regions



The following information has been compiled by the Higher Education Coordinating Commission using [Oregon Employment Department \(OED\) data](#).

Occupation Description

“Analyze and coordinate the ongoing logistical functions of a firm or organization. Responsible for the entire life cycle of a product, including acquisition, distribution, internal allocation, delivery, and final disposal of resources. Excludes Transportation, Storage, and Distribution Managers (11-3071) and Project Management Specialists (13-1082).”

Education and Credentials

Typical entry-level: Bachelor’s degree. (Note: Typical entry-level education does not represent minimum education requirements.)

Competitive: Bachelor’s degree.

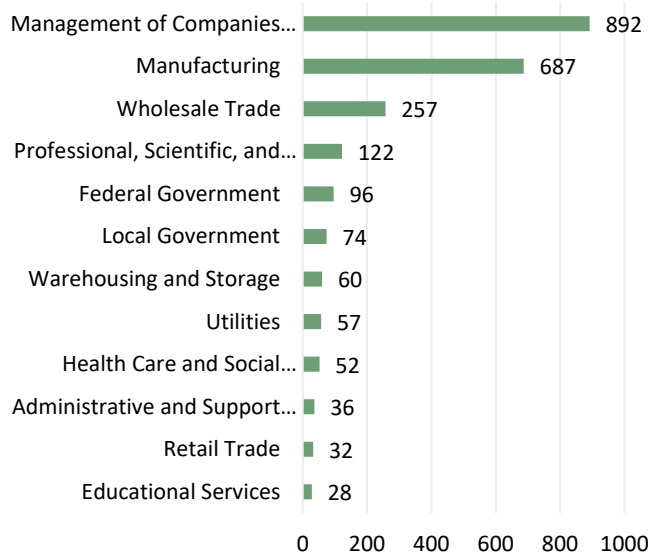
Licenses and Certifications: No statewide license is required for this occupation.

**Estimated Entry-Level
Hourly Wage Range (2024)¹**
\$30.11 - \$36.33

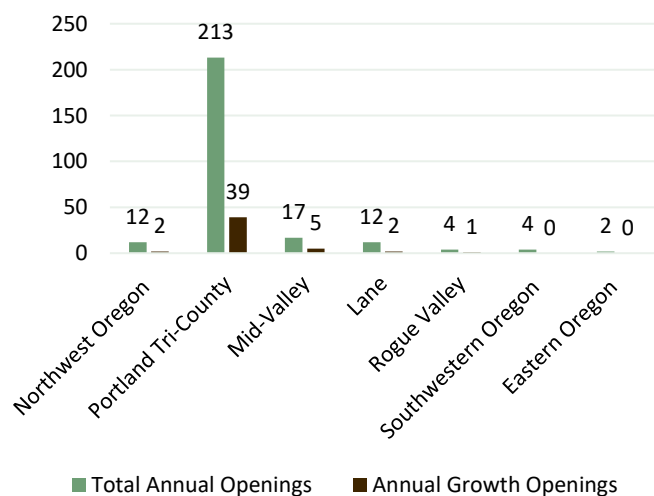
**Total Number Employed
(2023)**
2,645

**Projected Job Openings
Per Year (2023-2033)**
295

Industries of Employment (2023)



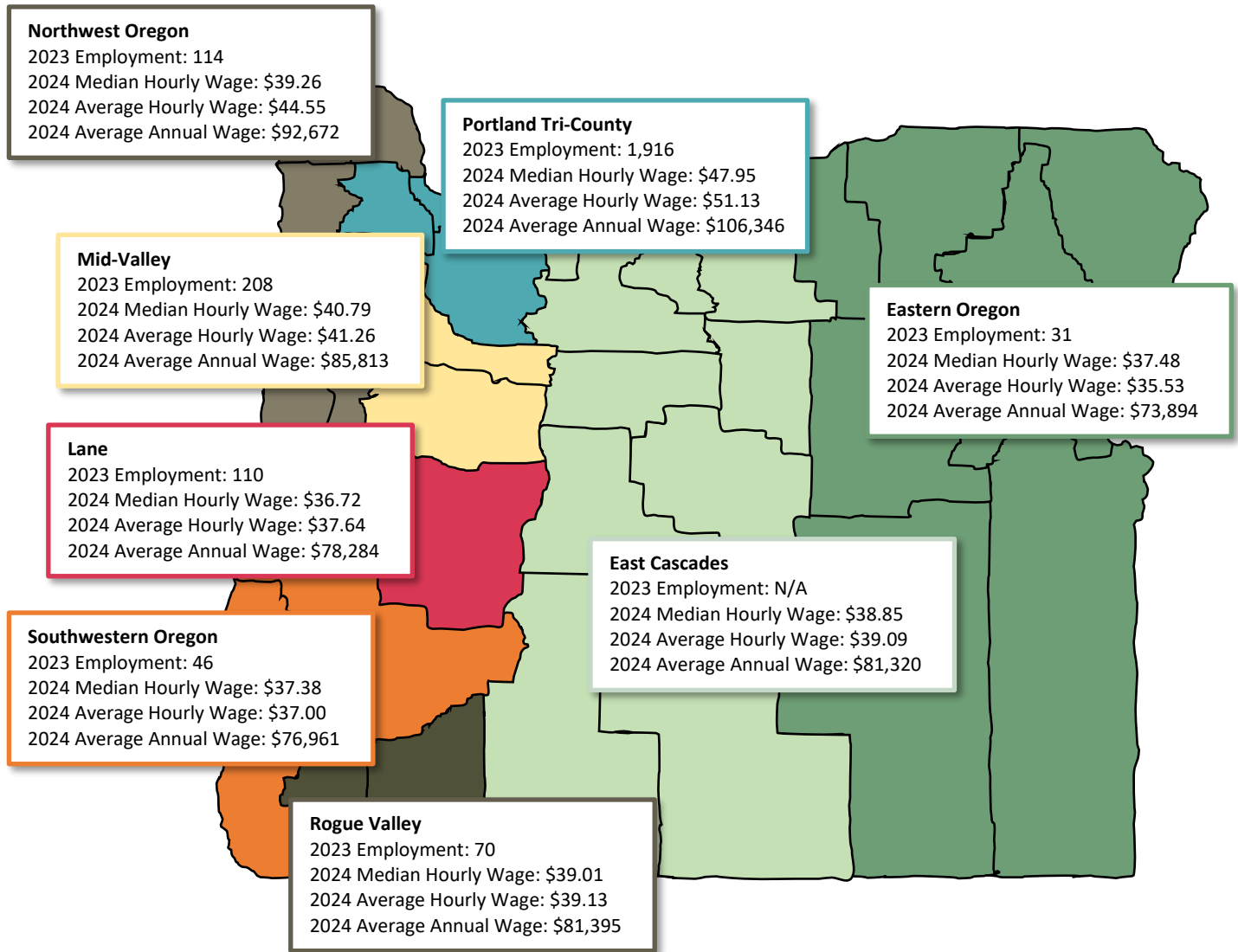
Projected Employment Change (2023-2033) by Local Workforce Development Board Region²



¹ Wage ranges are estimated for this occupation. Wages are considered entry-level if they fall between the 10th and 25th percentile.

² Growth openings are defined by OED as openings due to employment growth within an occupation. Total job openings are⁴⁹ the sum of change openings and replacement openings.

Occupation Wage and Employment Information for Oregon's Workforce Development Regions



The following information has been compiled by the Higher Education Coordinating Commission using [Oregon Employment Department \(OED\) data](#).

Occupation Description

“Perform engineering duties in planning and designing tools, engines, machines, and other mechanically functioning equipment. Oversee installation, operation, maintenance, and repair of equipment such as centralized heat, gas, water, and steam systems.”

Education and Credentials

Typical entry-level: Bachelor’s degree. (Note: Typical entry-level education does not represent minimum education requirements.)

Competitive: Master’s degree.

Licenses and Certifications:

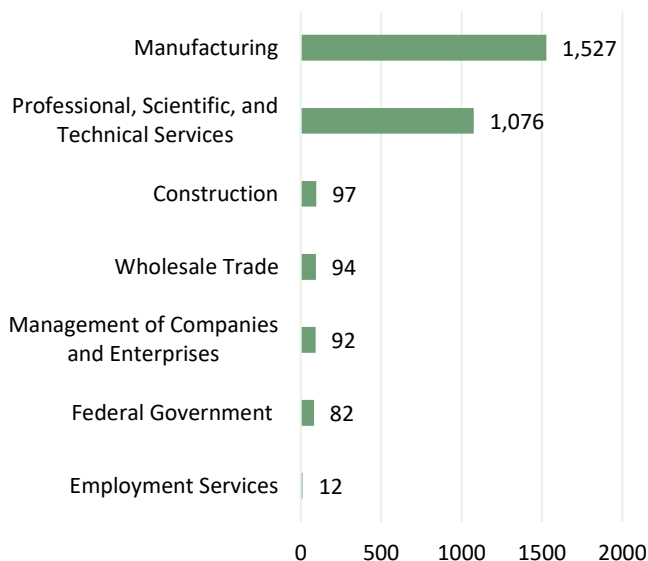
[Engineer, Licensed Professional](#)

**Estimated Entry-Level
Hourly Wage Range (2024)¹**
\$37.32 - \$43.42

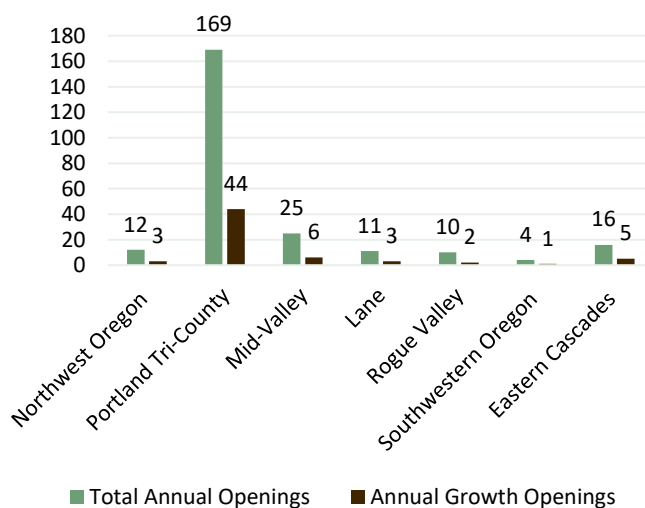
**Total Number Employed
(2023)**
3,190

**Projected Job Openings
Per Year (2023-2033)**
254

Industries of Employment (2023)



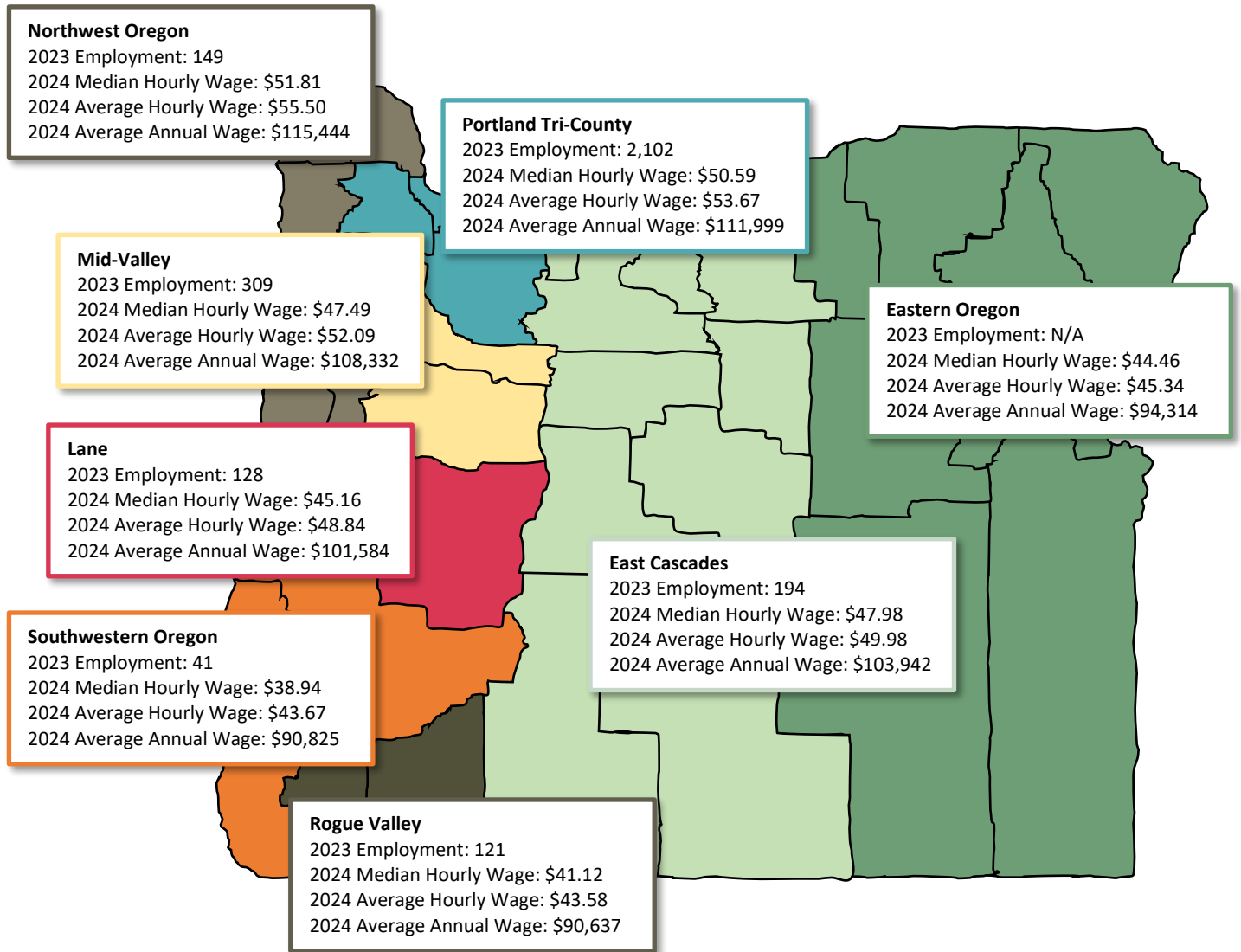
Projected Employment Change (2023-2033) by Local Workforce Development Board Region²



¹ Wage ranges are estimated for this occupation. Wages are considered entry-level if they fall between the 10th and 25th percentile.

² Growth openings are defined by OED as openings due to employment growth within an occupation. Total job openings are ⁵¹ the sum of change openings and replacement openings.

Occupation Wage and Employment Information for Oregon's Workforce Development Regions



Technology Sector Occupation Profile

Network and Computer Systems Administrators (15-1244)

July 24, 2025

The following information has been compiled by the Higher Education Coordinating Commission using [Oregon Employment Department \(OED\) data](#).

Occupation Description

“Install, configure, and maintain an organization's local area network (LAN), wide area network (WAN), data communications network, operating systems, and physical and virtual servers. Perform system monitoring and verify the integrity and availability of hardware, network, and server resources and systems. Review system and application logs and verify completion of scheduled jobs, including system backups. Analyze network and server resource consumption and control user access. Install and upgrade software and maintain software licenses.”

Education and Credentials

Typical entry-level: Bachelor's degree. (Note: Typical entry-level education does not represent minimum education requirements.)

Competitive: Bachelor's degree.

Licenses and Certifications:

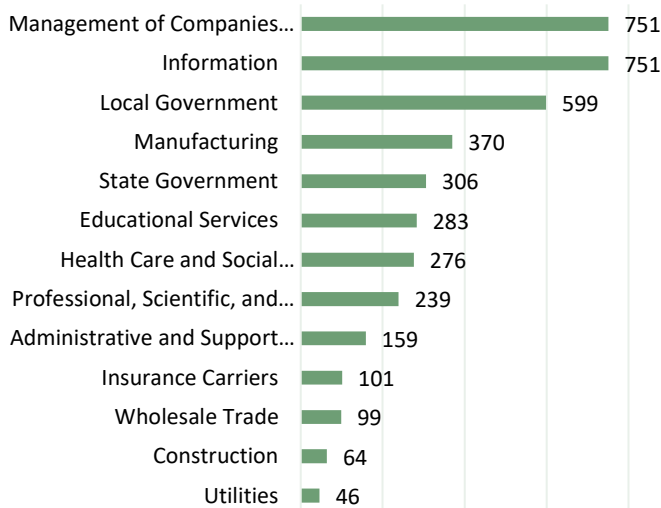
No statewide license is required for this occupation.

**Estimated Entry-Level
Hourly Wage Range (2024)¹**
\$34.04 - \$40.35

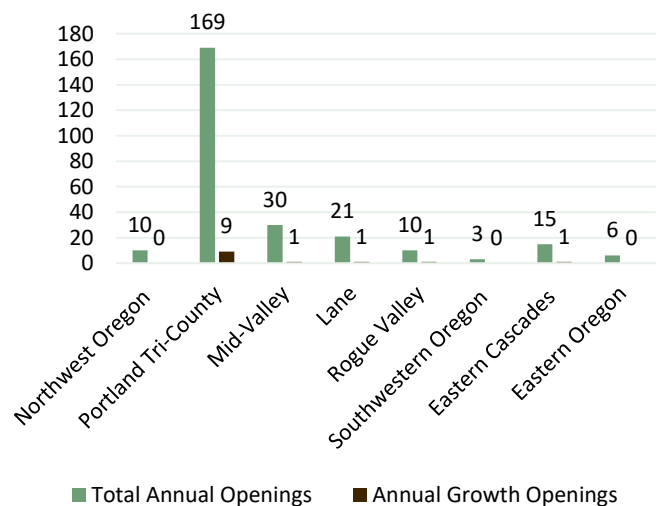
**Total Number Employed
(2023)**
4,410

**Projected Job Openings
Per Year (2023-2033)**
251

Industries of Employment (2023)



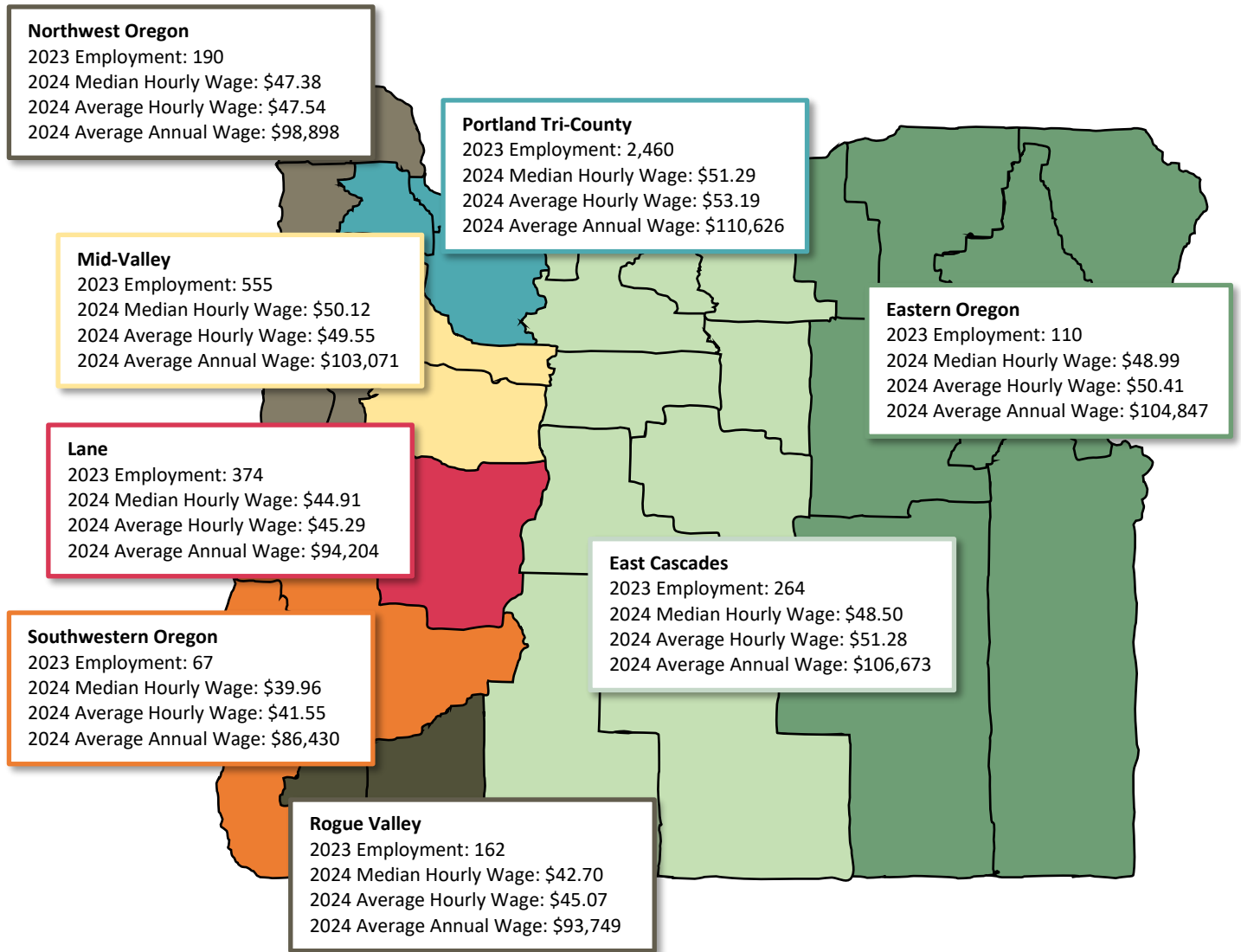
Projected Employment Change (2023-2033) by Local Workforce Development Board Region²



¹ Wage ranges are estimated for this occupation. Wages are considered entry-level if they fall between the 10th and 25th percentile.

² Growth openings are defined by OED as openings due to employment growth within an occupation. Total job openings are⁵³ the sum of change openings and replacement openings.

Occupation Wage and Employment Information for Oregon's Workforce Development Regions



Technology Sector Occupation Profile

Software Developers (15-1252)

July 24, 2025

The following information has been compiled by the Higher Education Coordinating Commission using [Oregon Employment Department \(OED\) data](#).

Occupation Description

“Research, design, and develop computer and network software or specialized utility programs. Analyze user needs and develop software solutions, applying principles and techniques of computer science, engineering, and mathematical analysis. Update software or enhance existing software capabilities. May work with computer hardware engineers to integrate hardware and software systems and develop specifications and performance requirements. May maintain databases within an application area, working individually or coordinating database development as part of a team.”

Education and Credentials

Typical entry-level: Bachelor’s degree. (Note: Typical entry-level education does not represent minimum education requirements.)

Competitive: Bachelor’s degree.

Licenses and Certifications:

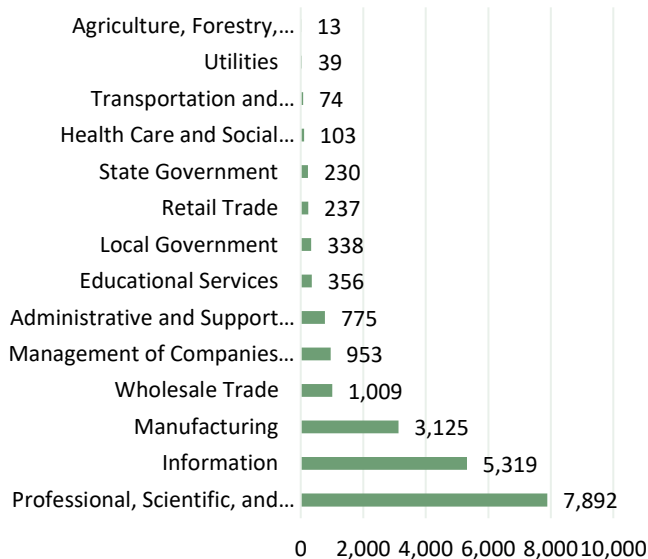
[Apprentice, Registered](#)
[\(Miscellaneous Trades\)](#)

**Estimated Entry-Level
Hourly Wage Range (2024)¹**
\$45.49 - \$54.36

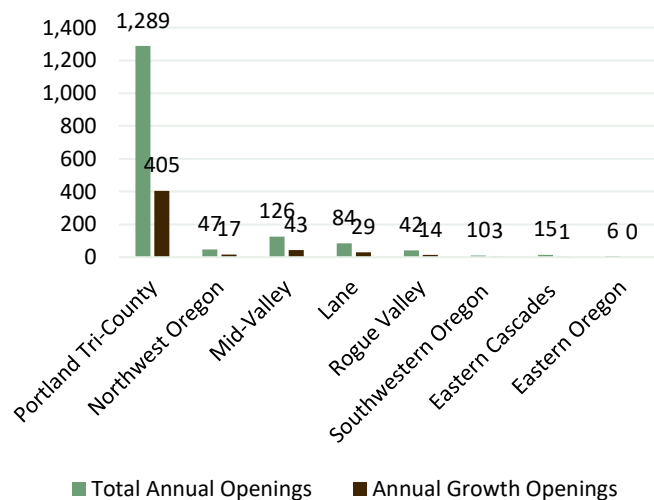
**Total Number Employed
(2023)**
21,977

**Projected Job Openings
Per Year (2023-2033)**
1,942

Industries of Employment (2023)



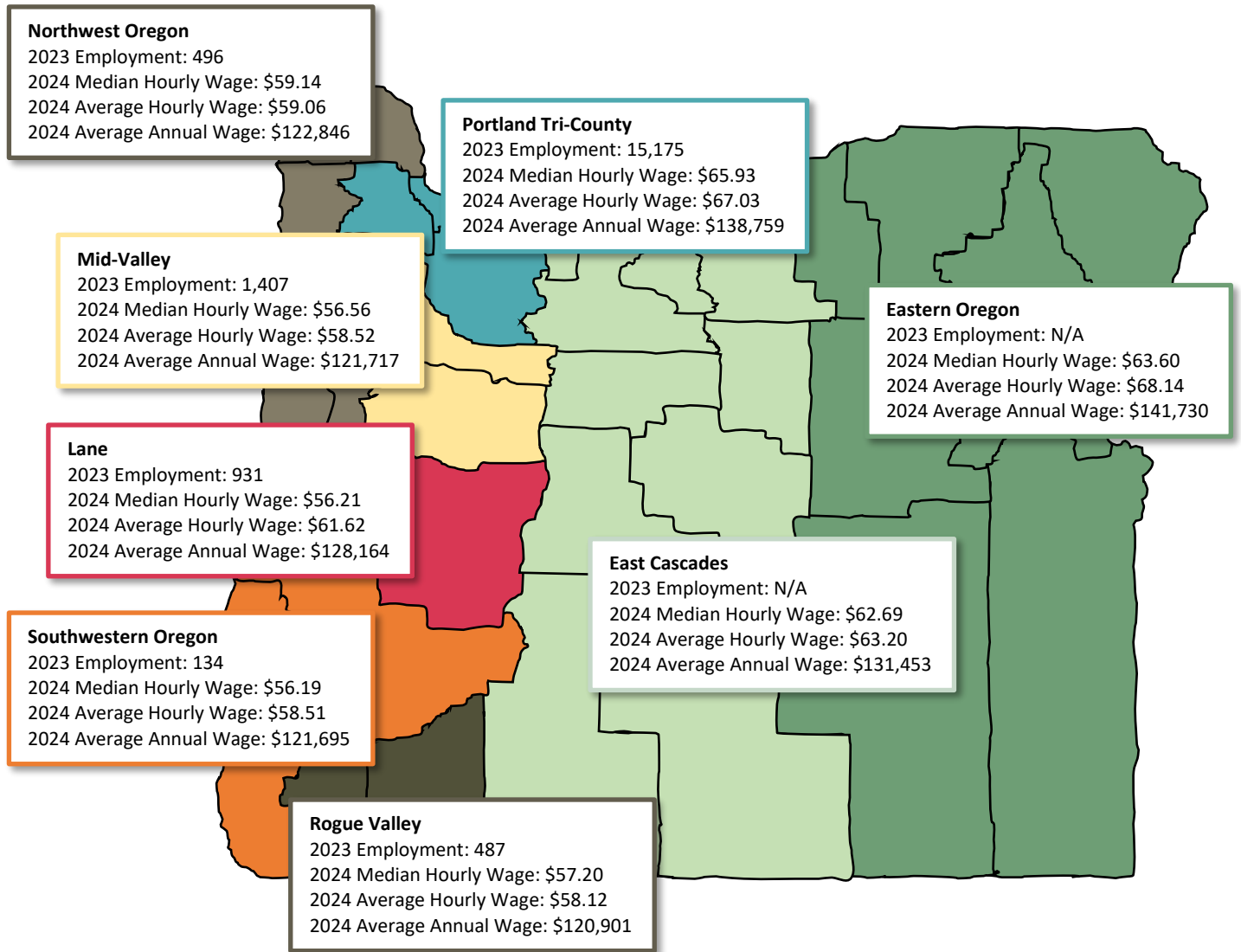
Projected Employment Change (2023-2033) by Local Workforce Development Board Region²



¹ Wage ranges are estimated for this occupation. Wages are considered entry-level if they fall between the 10th and 25th percentile.

² Growth openings are defined by OED as openings due to employment growth within an occupation. Total job openings are ⁵⁵ the sum of change openings and replacement openings.

Occupation Wage and Employment Information for Oregon's Workforce Development Regions



Technology Sector Occupation Profile

Software Quality Assurance Analysts and Testers (15-1253)

July 24, 2025

The following information has been compiled by the Higher Education Coordinating Commission using [Oregon Employment Department \(OED\) data](#).

Occupation Description

“Develop and execute software tests to identify software problems and their causes. Test system modifications to prepare for implementation. Document software and application defects using a bug tracking system and report defects to software or web developers. Create and maintain databases of known defects. May participate in software design reviews to provide input on functional requirements, operational characteristics, product designs, and schedules.”

Education and Credentials

Typical entry-level: Bachelor’s degree. (Note: Typical entry-level education does not represent minimum education requirements.)

Competitive: Bachelor’s degree.

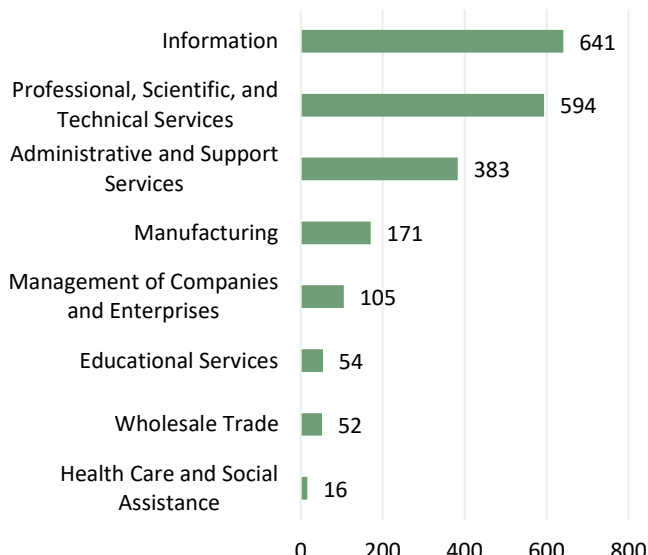
Licenses and Certifications: No statewide license is required for this occupation.

**Estimated Entry-Level
Hourly Wage Range (2024)¹**
\$23.32 - \$36.87

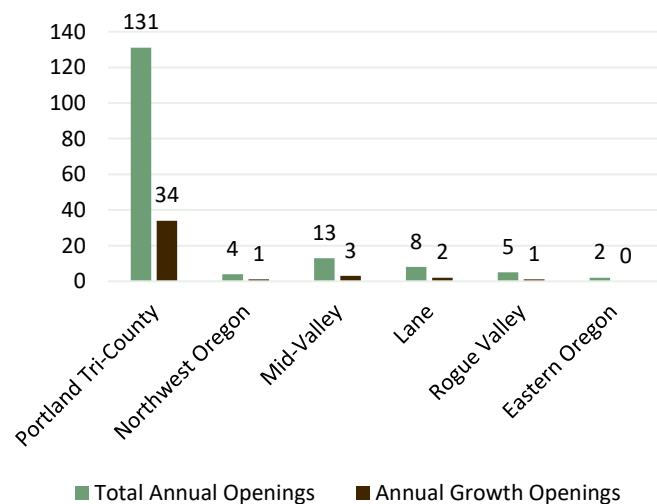
**Total Number Employed
(2023)**
2,153

**Projected Job Openings
Per Year (2023-2033)**
185

Industries of Employment (2023)



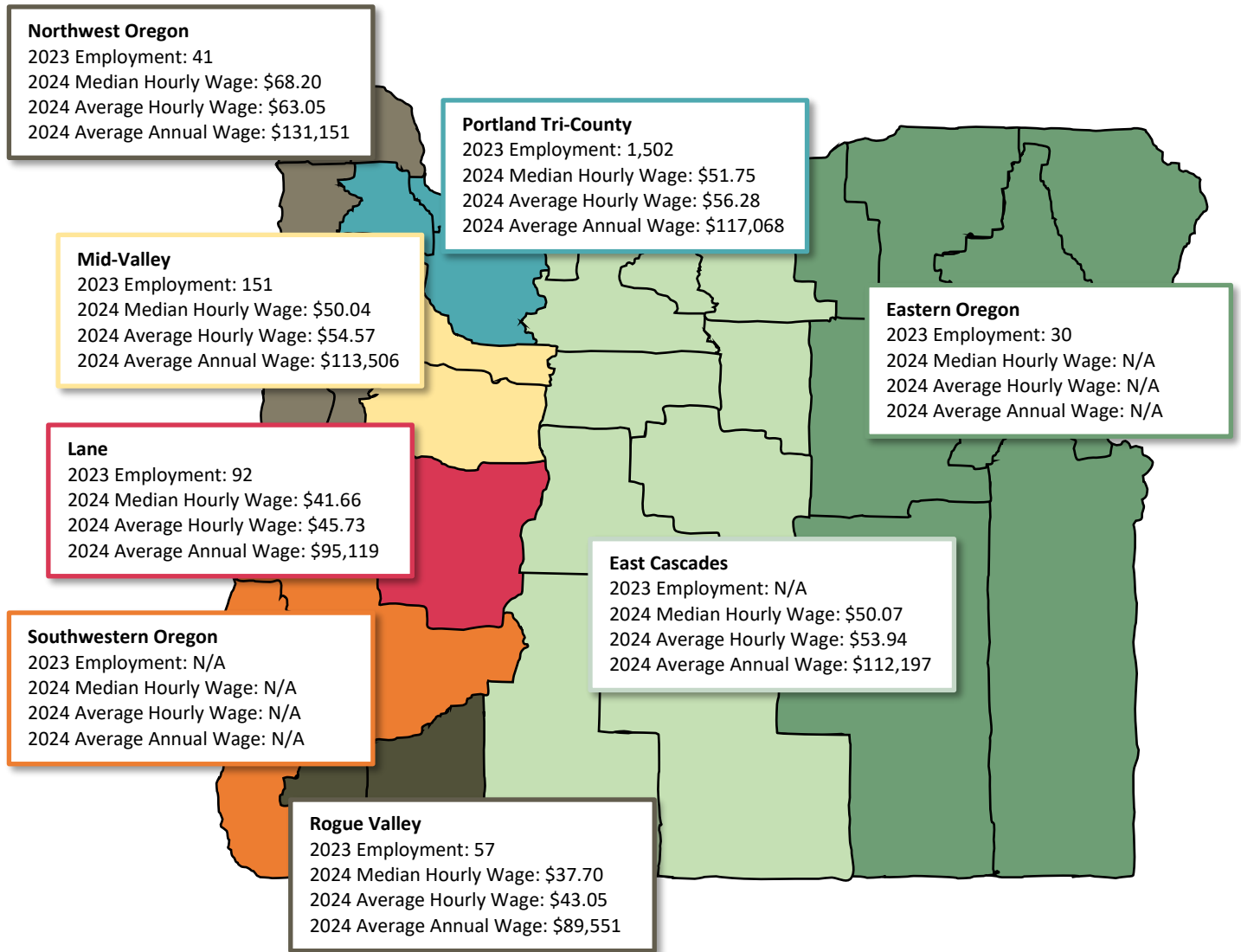
Projected Employment Change (2023-2033) by Local Workforce Development Board Region²



¹ Wage ranges are estimated for this occupation. Wages are considered entry-level if they fall between the 10th and 25th percentile.

² Growth openings are defined by OED as openings due to employment growth within an occupation. Total job openings are ⁵⁷ the sum of change openings and replacement openings.

Occupation Wage and Employment Information for Oregon's Workforce Development Regions



Technology Sector Occupation Profile

Web and Digital Interface Designers (15-1255)

July 24, 2025

The following information has been compiled by the Higher Education Coordinating Commission using [Oregon Employment Department \(OED\) data](#).

Occupation Description

“Design digital user interfaces or websites. Develop and test layouts, interfaces, functionality, and navigation menus to ensure compatibility and usability across browsers or devices. May use web framework applications as well as client-side code and processes. May evaluate web design following web and accessibility standards and may analyze web use metrics and optimize websites for marketability and search engine ranking. May design and test interfaces that facilitate the human-computer interaction and maximize the usability of digital devices, websites, and software with a focus on aesthetics and design.”

Education and Credentials

Typical entry-level: Bachelor’s degree. (Note: Typical entry-level education does not represent minimum education requirements.)

Competitive: Bachelor’s degree.

Licenses and Certifications:

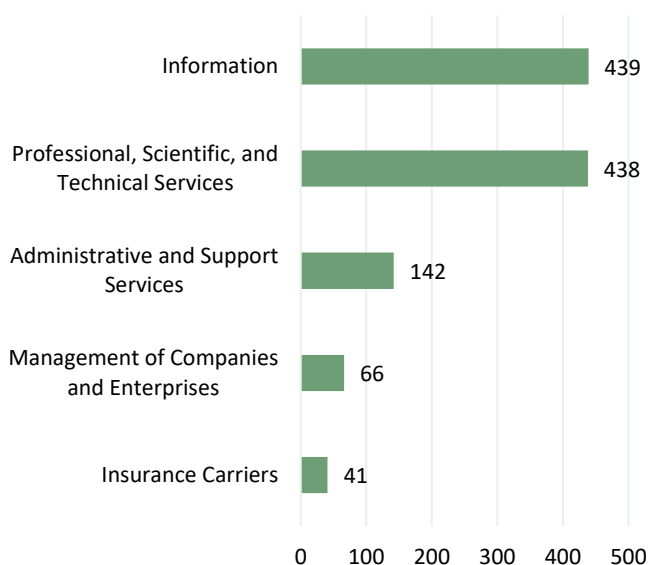
No statewide license is required for this occupation.

**Estimated Entry-Level
Hourly Wage Range (2024)¹**
\$28.45 - \$36.49

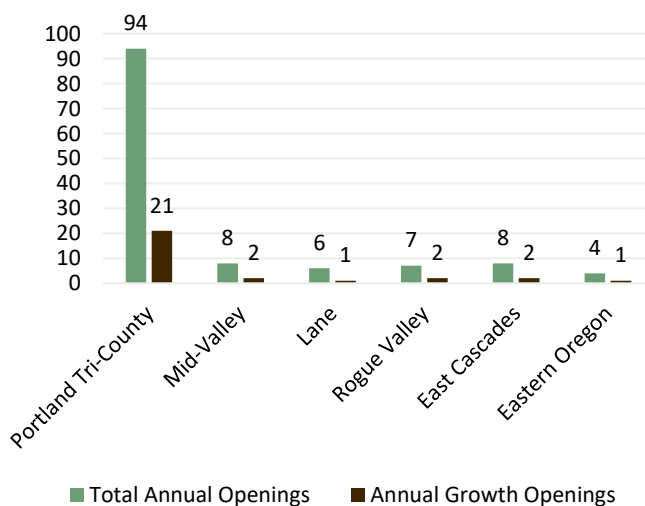
**Total Number Employed
(2023)**
1,806

**Projected Job Openings
Per Year (2023-2033)**
168

Industries of Employment (2023)



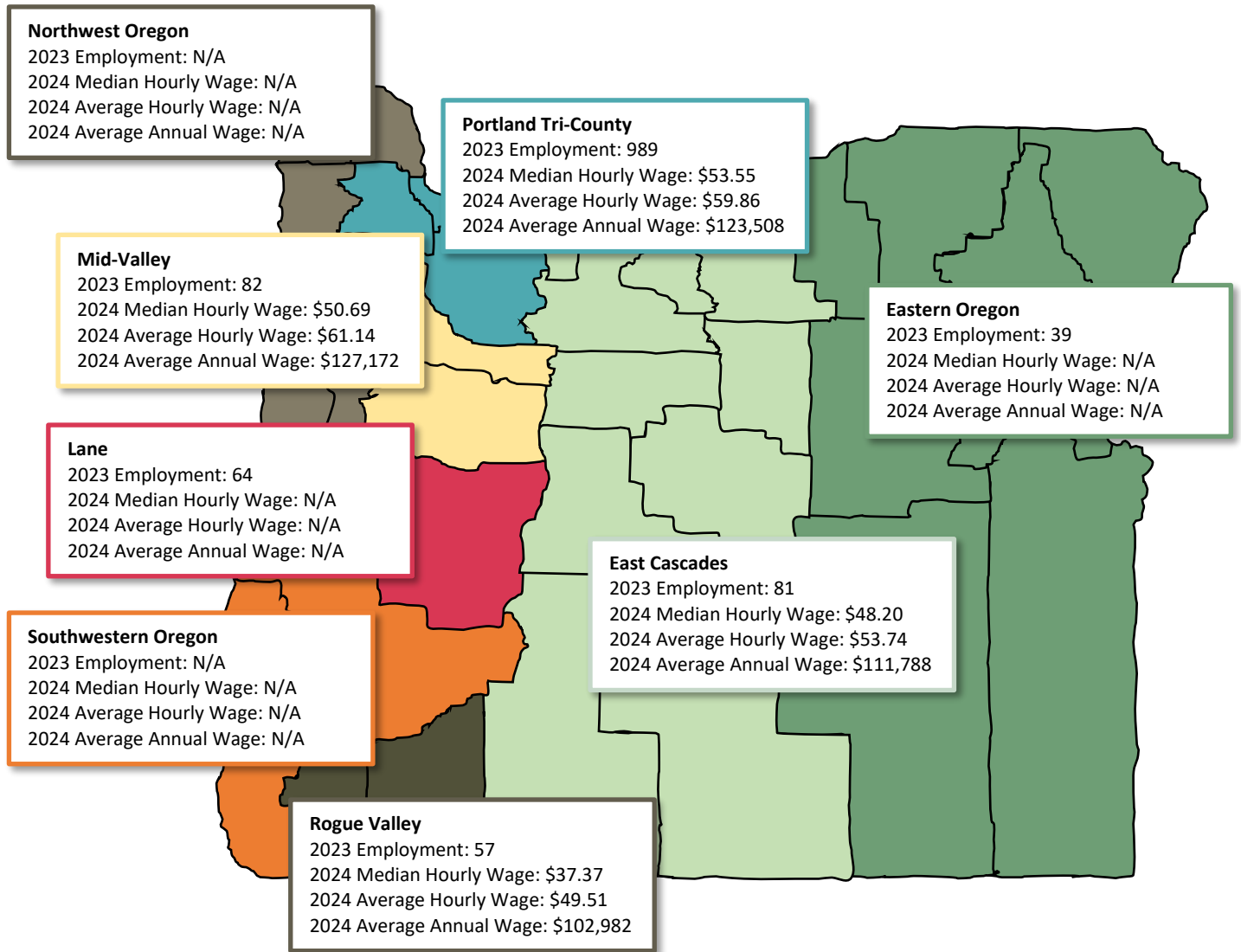
Projected Employment Change (2023-2033) by Local Workforce Development Board Region²



¹ Wage ranges are estimated for this occupation. Wages are considered entry-level if they fall between the 10th and 25th percentile.

² Growth openings are defined by OED as openings due to employment growth within an occupation. Total job openings are⁵⁹ the sum of change openings and replacement openings.

Occupation Wage and Employment Information for Oregon's Workforce Development Regions



The following information has been compiled by the Higher Education Coordinating Commission using [Oregon Employment Department \(OED\) data](#).

Occupation Description

“Develop and implement websites, web applications, application databases, and interactive web interfaces. Evaluate code to ensure that it is properly structured, meets industry standards, and is compatible with browsers and devices. Optimize website performance, scalability, and server-side code and processes. May develop website infrastructure and integrate websites with other computer applications. Excludes Special Effects Artists and Animators (27-1014).”

Education and Credentials

Typical entry-level: Bachelor’s degree. (Note: Typical entry-level education does not represent minimum education requirements.)

Competitive: Bachelor’s degree.

Licenses and Certifications:

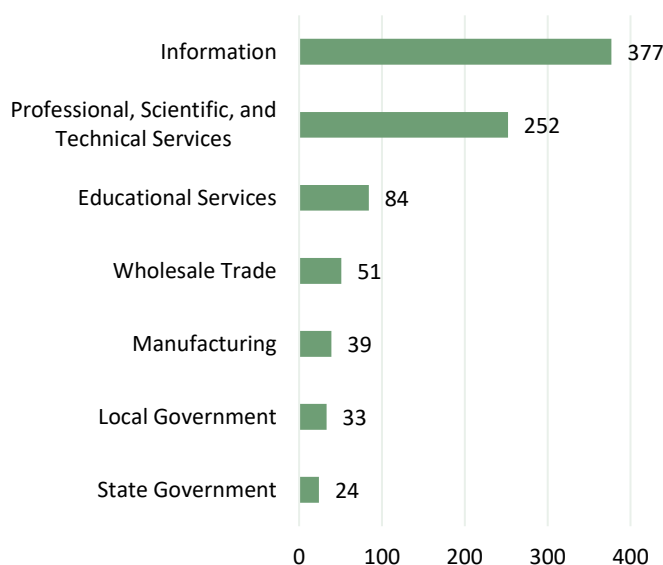
[Apprentice, Registered \(Miscellaneous Trades\)](#)

**Estimated Entry-Level
Hourly Wage Range (2024)¹**
\$25.16 - \$29.32

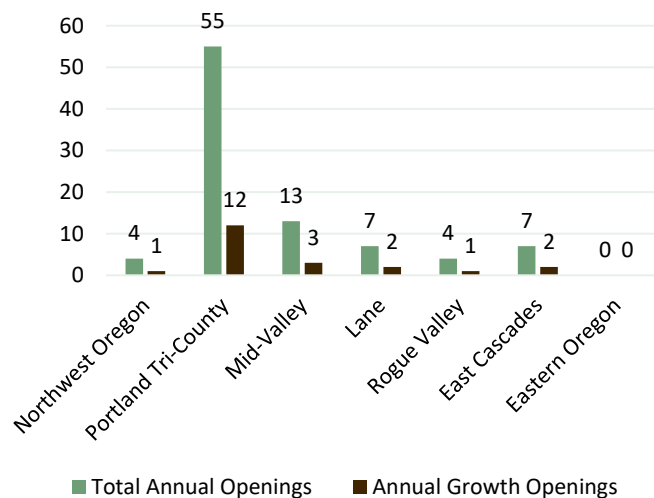
**Total Number Employed
(2023)**
1,173

**Projected Job Openings
Per Year (2023-2033)**
94

Industries of Employment (2023)



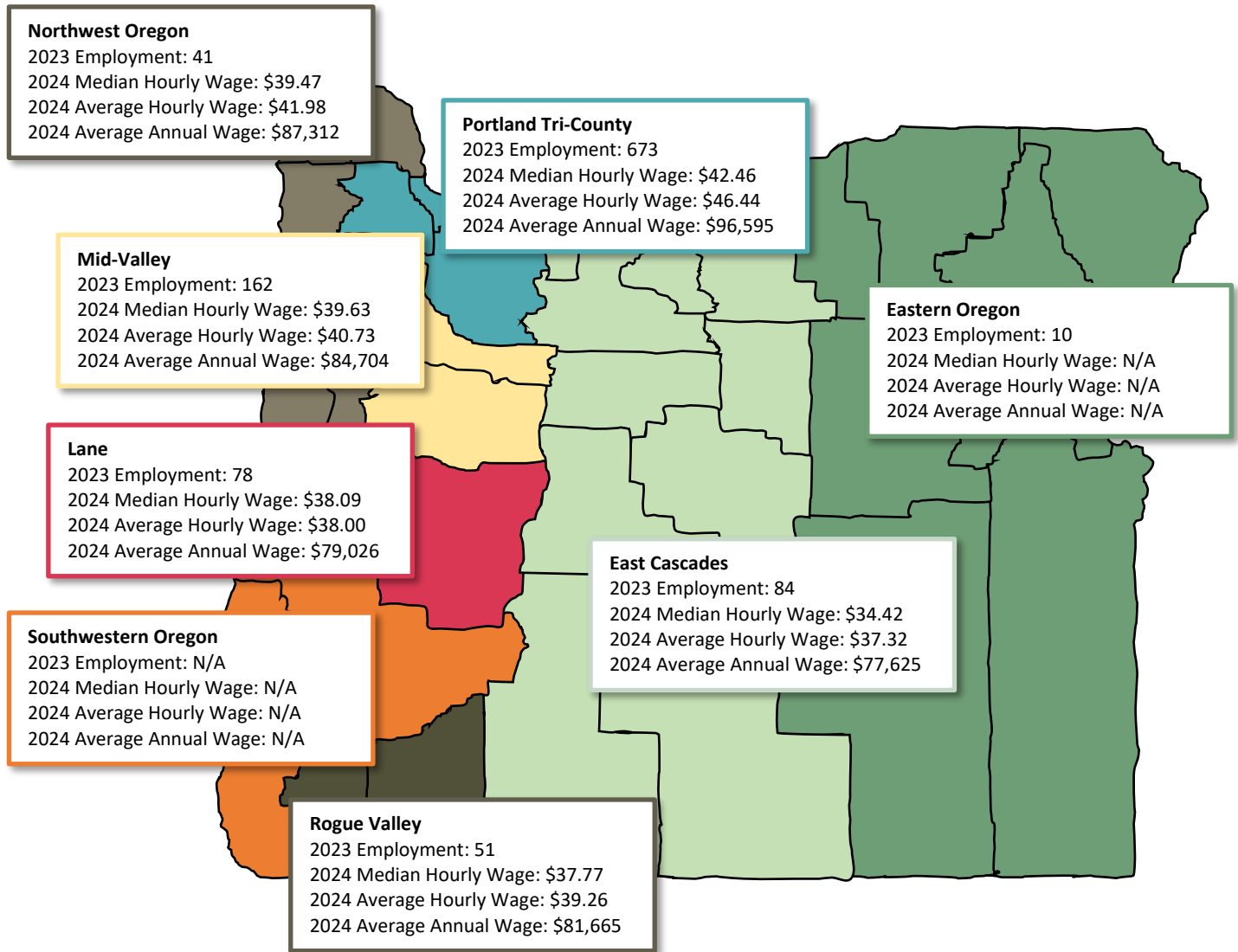
Projected Employment Change (2023-2033) by Local Workforce Development Board Region²



¹ Wage ranges are estimated for this occupation. Wages are considered entry-level if they fall between the 10th and 25th percentile.

² Growth openings are defined by OED as openings due to employment growth within an occupation. Total job openings are the sum of change openings and replacement openings.

Occupation Wage and Employment Information for Oregon's Workforce Development Regions



References

House Bill 3306. 82nd Leg., 1st Sess. (OR 2023). [ORS 660.410](#)

Kohlleppel, Jeff. Oregon Employment Department (2024). Oregon Wage Information Methodology and Limitations.

<https://qualityinfo.org/documents/20117/102300/Oregon%20Wage%20Information%20Methodology%20and%20Limitations/1af1812a-2855-7a6e-2bfb-c81201b19454?version=2.0>

Office of Management and Budget, *North American Industry Classification System Manual*. (2022)

https://www.census.gov/naics/reference_files_tools/2022_NAICS_Manual.pdf

Office of Management and Budget. *Standard Occupational Classification User Guide*. U.S. Bureau of Labor and Statistics (2018). https://www.bls.gov/soc/2018/soc_2018_user_guide.pdf

Oregon Employment Department (2023). Oregon High-Wage, High-Demand, High-Skill Occupations, 2023-2033. <https://www.qualityinfo.org/documents/20126/110691/Oregon+High-Wage%2C+High-Demand%2C+High-Skill+Occupations+2022-2032/772d7ff6-9b25-8d44-5f40-80c5c497963f?version=1.11>

Oregon Employment Department. Data sources and limitations for occupational projections. qualityinfo.org/-/occupational-projections

Oregon Employment Department. Data sources and limitations for occupational wages. qualityinfo.org/-/occupational-projections

Oregon Employment Department. Occupation Profile: Architects, Except Landscape and Naval (171011) https://qualityinfo.org/oprof?occProfSearchTerm=Architects,%20Except%20Landscape%20and%20Naval&occProfSearchResults=171011&occProfAreas=4101000000&occprof_RptType=0&occProfName=none&occProfJSID=0&expandedState=00001000100000&oedPageNumber=1&hwolPageNumber=1

Oregon Employment Department. Occupation Profile: Architectural and Civil Drafters (173011) https://qualityinfo.org/oprof?occProfSearchTerm=Architectural%20and%20Civil%20Drafters&occProfSearchResults=173011&occProfAreas=4101000000&occprof_RptType=0&occProfName=none&occProfJSID=0&expandedState=00001000100000&oedPageNumber=1&hwolPageNumber=1

Oregon Employment Department. Occupation Profile: Architectural and Engineering Managers (119041) https://qualityinfo.org/oprof?occProfSearchTerm=Architectural%20and%20Engineering%20Managers&occProfSearchResults=119041&occProfAreas=4101000000&occprof_RptType=0&occProfName=none&occProfJSID=0&expandedState=00001000100000&oedPageNumber=1&hwolPageNumber=1

Oregon Employment Department. Occupation Profile: Biological Technicians (194021) https://qualityinfo.org/oprof?occProfSearchTerm=Biological%20Technicians&occProfSearchResults=194021&occProfAreas=4101000000&occprof_RptType=0&occProfName=none&occProfJSID=0&expandedState=00001000100000&oedPageNumber=1&hwolPageNumber=1

- Oregon Employment Department. Occupation Profile: Civil Engineering Technologists and Technicians (173022)
https://qualityinfo.org/oprof?occProfSearchTerm=Civil%20Engineering%20Technologists%20and%20Technicians&occProfSearchResults=173022&occProfAreas=4101000000&occprof_RptType=0&occProfName=none&occProfJSID=0&expandedState=00001000100000&oedPageNumber=1&hwolPageNumber=1
- Oregon Employment Department. Occupation Profile: Civil Engineers (172051)
https://qualityinfo.org/oprof?occProfSearchTerm=Civil%20Engineers&occProfSearchResults=172051&occProfAreas=4101000000&occprof_RptType=0&occProfName=none&occProfJSID=0&expandedState=00001000100000&oedPageNumber=1&hwolPageNumber=1
- Oregon Employment Department. Occupation Profile: Computer and Information Research Scientists (151221)
https://qualityinfo.org/oprof?occProfSearchTerm=Computer%20and%20Information%20Research%20Scientists&occProfSearchResults=151221&occProfAreas=4101000000&occprof_RptType=0&occProfName=none&occProfJSID=0&expandedState=00001000100000&oedPageNumber=1&hwolPageNumber=1
- Oregon Employment Department. Occupation Profile: Computer and Information Systems Managers (113021)
https://qualityinfo.org/oprof?occProfSearchTerm=Computer%20and%20Information%20Systems%20Managers&occProfSearchResults=113021&occProfAreas=4101000000&occprof_RptType=0&occProfName=none&occProfJSID=0&expandedState=00001000100000&oedPageNumber=1&hwolPageNumber=1
- Oregon Employment Department. Occupation Profile: Computer Network Architects (151241)
https://qualityinfo.org/oprof?occProfSearchTerm=Computer%20Network%20Architects&occProfSearchResults=151241&occProfAreas=4101000000&occprof_RptType=0&occProfName=none&occProfJSID=0&expandedState=00001000100000&oedPageNumber=1&hwolPageNumber=1
- Oregon Employment Department. Occupation Profile: Computer Network Support Specialists (151231)
https://qualityinfo.org/oprof?occProfSearchTerm=Computer%20Network%20Support%20Specialists&occProfSearchResults=151231&occProfAreas=4101000000&occprof_RptType=0&occProfName=none&occProfJSID=0&expandedState=00001000100000&oedPageNumber=1&hwolPageNumber=1
- Oregon Employment Department. Occupation Profile: Computer Programmers (151251)
https://qualityinfo.org/oprof?occProfSearchTerm=Computer%20Programmers&occProfSearchResults=151251&occProfAreas=4101000000&occprof_RptType=0&occProfName=none&occProfJSID=0&expandedState=00001000100000&oedPageNumber=1&hwolPageNumber=1
- Oregon Employment Department. Occupation Profile: Computer Systems Analysts (151211)
https://qualityinfo.org/oprof?occProfSearchTerm=Computer%20Systems%20Analysts&occProfSearchResults=151211&occProfAreas=4101000000&occprof_RptType=0&occProfName=none&occProfJSID=0&expandedState=00001000100000&oedPageNumber=1&hwolPageNumber=1
- Oregon Employment Department. Occupation Profile: Computer User Support Specialists (151232)
https://qualityinfo.org/oprof?occProfSearchTerm=Computer%20User%20Support%20Specialists&occProfSearchResults=151232&occProfAreas=4101000000&occprof_RptType=0&occProfName=none&occProfJSID=0&expandedState=00001000100000&oedPageNumber=1&hwolPageNumber=1

Oregon Employment Department. Occupation Profile: Data Scientists (152051)

https://qualityinfo.org/oprof?occProfSearchTerm=Data%20Scientists&occProfSearchResults=152051&occProfAreas=4101000000&occprof_RptType=0&occProfName=none&occProfJSID=0&expandedState=00001000100000&oedPageNumber=1&hwolPageNumber=1

Oregon Employment Department. Occupation Profile: Database Administrators (151242)

https://qualityinfo.org/oprof?occProfSearchTerm=Database%20Administrators&occProfSearchResults=151242&occProfAreas=4101000000&occprof_RptType=0&occProfName=none&occProfJSID=0&expandedState=00001000100000&oedPageNumber=1&hwolPageNumber=1

Oregon Employment Department. Occupation Profile: Database Architects (151243)

https://qualityinfo.org/oprof?occProfSearchTerm=Database%20Architects&occProfSearchResults=151243&occProfAreas=4101000000&occprof_RptType=0&occProfName=none&occProfJSID=0&expandedState=00001000100000&oedPageNumber=1&hwolPageNumber=1

Oregon Employment Department. Occupation Profile: Drafters, All Other (173019)

https://qualityinfo.org/oprof?occProfSearchTerm=Drafters,%20All%20Other&occProfSearchResults=173019&occProfAreas=4101000000&occprof_RptType=0&occProfName=none&occProfJSID=0&expandedState=00001000100000&oedPageNumber=1&hwolPageNumber=1

Oregon Employment Department. Occupation Profile: Electrical and Electronic Engineering Technologists and Technicians (173023)

https://qualityinfo.org/oprof?occProfSearchTerm=Electrical%20and%20Electronic%20Engineering%20Technologists%20and%20Technicians&occProfSearchResults=173023&occProfAreas=4101000000&occprof_RptType=0&occProfName=none&occProfJSID=0&expandedState=00001000100000&oedPageNumber=1&hwolPageNumber=1

Oregon Employment Department. Occupation Profile: Electrical Engineers (172071)

https://qualityinfo.org/oprof?occProfSearchTerm=Electrical%20Engineers&occProfSearchResults=172071&occProfAreas=4101000000&occprof_RptType=0&occProfName=none&occProfJSID=0&expandedState=00001000100000&oedPageNumber=1&hwolPageNumber=1

Oregon Employment Department. Occupation Profile: Engineering Technologists and Technicians, Except Drafters, All Other (173029)

https://qualityinfo.org/oprof?occProfSearchTerm=Engineering%20Technologists%20and%20Technicians,%20Except%20Drafters,%20All%20Other&occProfSearchResults=173029&occProfAreas=4101000000&occprof_RptType=0&occProfName=none&occProfJSID=0&expandedState=00001000100000&oedPageNumber=1&hwolPageNumber=1

Oregon Employment Department. Occupation Profile: Engineers, All Other (172199)

https://qualityinfo.org/oprof?occProfSearchTerm=Engineers,%20All%20Other&occProfSearchResults=172199&occProfAreas=4101000000&occprof_RptType=0&occProfName=none&occProfJSID=0&expandedState=00001000100000&oedPageNumber=1&hwolPageNumber=1

- Oregon Employment Department. Occupation Profile: Financial and Investment Analysts (132051)
https://qualityinfo.org/oprof?occProfSearchTerm=Financial%20and%20Investment%20Analysts&occProfSearchResults=132051&occProfAreas=4101000000&occprof_RptType=0&occProfName=none&occProfJSID=0&expandedState=00001000100000&oedPageNumber=1&hwolPageNumber=1
- Oregon Employment Department. Occupation Profile: Industrial Engineers (172112)
https://qualityinfo.org/oprof?occProfSearchTerm=Industrial%20Engineers&occProfSearchResults=172112&occProfAreas=4101000000&occprof_RptType=0&occProfName=none&occProfJSID=0&expandedState=00001000100000&oedPageNumber=1&hwolPageNumber=1
- Oregon Employment Department. Occupation Profile: Information Security Analysts
https://qualityinfo.org/oprof?occProfSearchTerm=Information%20Security%20Analysts&occProfSearchResults=151212&occProfAreas=4101000000&occprof_RptType=0&occProfName=none&occProfJSID=0&expandedState=00001000100000&oedPageNumber=1&hwolPageNumber=1
- Oregon Employment Department. Occupation Profile: Logisticians (131081)
https://qualityinfo.org/oprof?occProfSearchTerm=Logisticians&occProfSearchResults=131081&occProfAreas=4101000000&occprof_RptType=0&occProfName=none&occProfJSID=0&expandedState=00001001000000&oedPageNumber=1&hwolPageNumber=1
- Oregon Employment Department. Occupation Profile: Mechanical Engineers (172141)
https://qualityinfo.org/oprof?occProfSearchTerm=Mechanical%20Engineers&occProfSearchResults=172141&occProfAreas=4101000000&occprof_RptType=0&occProfName=none&occProfJSID=0&expandedState=00001000100000&oedPageNumber=1&hwolPageNumber=1
- Oregon Employment Department. Occupation Profile: Network and Computer Systems Administrators (151244)
https://qualityinfo.org/oprof?occProfSearchTerm=Network%20and%20Computer%20Systems%20Administrators&occProfSearchResults=151244&occProfAreas=4101000000&occprof_RptType=0&occProfName=none&occProfJSID=0&expandedState=00001000100000&oedPageNumber=1&hwolPageNumber=1
- Oregon Employment Department. Occupation Profile: Software Developers (151252)
https://qualityinfo.org/oprof?occProfSearchTerm=Software%20Developers&occProfSearchResults=151252&occProfAreas=4101000000&occprof_RptType=0&occProfName=none&occProfJSID=0&expandedState=00001000100000&oedPageNumber=1&hwolPageNumber=1
- Oregon Employment Department. Occupation Profile: Software Quality Assurance Analysts and Testers (151253)
https://qualityinfo.org/oprof?occProfSearchTerm=Software%20Quality%20Assurance%20Analysts%20and%20Testers&occProfSearchResults=151253&occProfAreas=4101000000&occprof_RptType=0&occProfName=none&occProfJSID=0&expandedState=00001000100000&oedPageNumber=1&hwolPageNumber=1
- Oregon Employment Department. Occupation Profile: Web and Digital Interface Designers (151255)
https://qualityinfo.org/oprof?occProfSearchTerm=Web%20and%20Digital%20Interface%20Designers&occProfSearchResults=151255&occProfAreas=4101000000&occprof_RptType=0&occProfName=none&occProfJSID=0&expandedState=00001000100000&oedPageNumber=1&hwolPageNumber=1

Oregon Employment Department. Occupation Profile: Web Developers (151254)

https://qualityinfo.org/oprof?occProfSearchTerm=Web%20Developers&occProfSearchResults=151254&occProfAreas=4101000000&occprof_RptType=0&occProfName=none&occProfJSID=0&expandedState=00001000100000&oedPageNumber=1&hwolPageNumber=1

Payton, Jason. Oregon Employment Department. 2024 Oregon Wage Information.

https://qualityinfo.org/-/2024-oregon-wage-information?p_l_back_url=%2Fsearch%3Fq%3DEntry-level%2Bwage&p_l_back_url_title=Search

Appendix I: Oregon Wage Information Methodology and Limitations

Jeff Kohlleppel

OEWS Program Coordinator

jeffery.j.kohlleppel@employ.oregon.gov (971) 375-5290

Oregon Wage Information 2024 represents the most comprehensive collection of occupational wage data available. It offers a broad spectrum of wage rates from many sectors of Oregon's economy and is designed to help job seekers, employers, career planners, and others who need Oregon wage rates for specific occupations.

Occupations in the Oregon Wage Information files are categorized using Standard Occupational Classification (SOC) codes. This federal classification system includes 867 separate occupations and is designed and reviewed by a national committee of experts from industry, government, and academia. Since the national wage survey uses the SOC, we are limited to that structure when publishing wage data.

Methodology

Wage data presented in this publication are collected through the Occupational Employment and Wage Survey (OEWS), a semiannual survey that measures occupational employment and wage rates for payroll workers. In Oregon, the survey samples more than 6,000 establishments each year, taking three years to fully collect the sample of more than 18,000 establishments. Each year, one-third of the establishments are surveyed, with all industries covered each year of the three-year cycle. The OEWS survey is sent to Oregon employers. The Bureau of Labor Statistics requires at least a 75 percent response rate.

Data in *Oregon Wage Information 2024* are based on the 2020, 2021, 2022 and 2023 surveys and are adjusted to 2024 using the Employment Cost Index. More than 95 percent of all Oregonians working for wages or salary in the private and public sectors work in occupations represented in the estimates.

The OEWS survey defines employment as workers covered by unemployment insurance. This may exclude the self-employed, owners or partners of unincorporated firms, unpaid family workers, and some commission-based sales agents. Wages paid to these excluded groups are not reflected in this publication.

Wages for the OEWS survey are straight-time gross pay excluding premium pay and nonwage fringe benefits. Some inclusions are the base pay rate, tips, commissions, and certain types of production bonuses. Some exclusions are overtime pay, housing allowances, and nonproduction bonuses. For Oregon, the OEWS survey collects wages based on hourly rates or annual rates. If they report an annual rate, they provide a wage rate equivalent to full-time whether or not their employees work full-time. The OEWS survey may also collect wage data in 12 intervals. Employers report the number of employees in each wage interval by occupation.

The Oregon Employment Department has provided several extensions to the official OEWS data series (which have been developed in cooperation with the Bureau of Labor Statistics). These additional products have not been validated by BLS and are not, therefore, official BLS data series. The Oregon Employment Department feels, however, that these data provide additional information that is useful to The Oregon Employment Department's data users.

The Oregon Employment Department has updated wage data to a post-survey reference period. The data contained in this report have not been validated by BLS and are not, therefore, official BLS data series (See technical note included in this publication).

For more information on the OEWS technical notes, please see www.bls.gov/oes/current/oes_tec.htm.

Limitations

This publication is only one of several sources of wage information. OED suggests readers consult other wage resources when researching wage information. Other sources may include public and private wage surveys.

This publication focuses on occupational wage rates. These rates can vary greatly among industries, by firm size within an industry, and regions within the state. Though various percentiles and the means and medians are listed, these wages do not necessarily reflect specific experience or educational levels.

Data in this publication represent wages as of the first quarter of 2024. When determining wage rates for individual occupations, it is wise to assess current labor market conditions, including labor shortages that would affect wage levels.

An N/A listed for employment or wage information on any workforce region indicates that there is insufficient data for the Employment Department to produce an estimate. Either data for that region and/or occupation has been intentionally suppressed due to confidentiality requirements, or the error range for an estimate is too large to meet data quality standards. This does not necessarily indicate that there is no employment or wages for that particular occupation and/or region.

Other Wage Data Tools

OED recommends the following tools to adjust wages for inflation and for variations in cost of living by city.

Perhaps the best-known inflation index is the Consumer Price Index (CPI). The CPI is a measure of prices paid by urban consumers for a fixed market basket of consumer goods and services. The index allows a calculation of the average change over time in consumer prices. The website for the CPI is www.bls.gov/cpi.

The best measure of change in national wage levels over time is the Employment Cost Index (ECI). This series is updated quarterly and shows benefit and payroll changes. The website for the ECI is www.bls.gov/ncs/ect/.

Users of wage data sometimes need a cost-of-living differential for workers in various locations. The American Chamber of Commerce Researchers Association (ACCRA) Cost of Living Index (COLI) is the most widely available indicator of variations by city in the cost of living. This is not a public data source and membership or purchase is required. The ACCRA COLI is released quarterly for some 300 urban areas in North America. It provides indexes on housing, utilities, groceries, transportation, health care, and miscellaneous goods and services. This information is available through some chambers of commerce, or by visiting the ACCRA COLI website at www.coli.org.



EDUCATION

INDUSTRY

Industry and Education Changing the Workforce and Collaborating through Employability Skills

A recent article from *The New York Times*, reprinted from *Fox Business News*, pointed out that employers are placing a premium on “soft” or “employability” skills when hiring new employees. For years, business and industry has understood the need for these transferable skills in employees. Education is following suit with the passage of Oregon Senate Bill 3 in 2023 that requires high school graduates to have at least a half credit in Higher Education and Career Path Skills.

Oregon Employability Skills (OES) bridges the gap between industry demands and educational curriculum. Originating from a collaboration between educators, administrators, and industry partners in 2018, OES offers a comprehensive framework for teaching soft skills. Adapted from the 21st Century New World of Work Foundation, the curriculum provides adaptable training from 5th grade up through adult learners, and can be used for filling skills gaps in ten areas:

Adaptability
Analysis Solution Mindset
Communication
Collaboration
Digital Literacy

Empathy
Entrepreneurial Mindset
Resilience
Self-awareness
Social Diversity Awareness

Oregon Employability Skills is being used by public and private educational institutions, community-based organizations, Worksource training programs, apprenticeship programs, and small and large businesses across the state. The curriculum is free, open-source, highly adaptable, and easily integrated into any training or professional development program. The content helps a learner to recognize skills they already have, develop skills that need to be expanded, and articulate to a potential employer how those skills are exhibited. In addition to nearly 100 education partners, over 50 small and large companies have supported the curriculum by providing specialized videos, activities, and expertise – businesses from corner to corner of the state. The Oregon Workforce Talent and Development Board and Oregon Department of Education are major proponents of OES, providing funding and guidance to the initiative, which will not only expose learners to relevant skills such as digital communication, but also interpersonal skills such as resiliency and teamwork.

For more information, visit our website at OregonEmployabilitySkills.org



Oregon Employability Skills | Skill Traits

Adaptability

- ☐ Sees when things change and recognizes that change can be an opportunity.
- ☐ Open to new experiences, including work environments, roles, and tasks.
- ☐ Acknowledges the viewpoints of others and accepts suggestions to get the job done.
- ☐ Handles average amounts of stress, positively uses feedback, and learns from things that go wrong.

Analysis/Solution Mindset/Problem Solving

- ☐ Considers different points of view; tries to understand why information is presented the way it is.
- ☐ Sees problems and needs in society, the community, or the workplace. Looks at the bigger picture when finding a way to solve a problem.
- ☐ Sees themes or patterns in data and connects information from different subject areas. Uses critical thinking skills.
- ☐ Considers different ways of solving problems; tests ideas to find the one that works best.

Collaboration/Team Player

- ☐ Understands that collaborating with a diverse team, in person or remotely, benefits everyone.
- ☐ Can identify the process of completing a shared goal by identifying resources, timelines, objectives, and team members' skills to meet the shared goal successfully.
- ☐ Can demonstrate a leadership mindset by sharing responsibilities with team members, offering help when needed, and involving team input to generate new ideas.
- ☐ Finds positive ways to deal with conflict on the team; sees setbacks as a way to learn.

Communication

- ☐ Speaks in a way that is appropriate for the workplace and that others will understand, and writes with correct grammar and rules.
- ☐ Chooses words with care, uses nonverbal methods to clarify meaning, and uses common social rules for interacting with others. Knows how to communicate across roles.
- ☐ Knows when and how to communicate with email, the internet, digital communication and social media, and other computer applications.
- ☐ Is an active listener - listens with empathy, paraphrases for understanding, and asks questions for clarification before actively communicating to avoid misunderstanding.

Digital Literacy

- ☐ Knows how to operate a computer, tablet, or smartphone and use programs like word processing, messaging, and browser windows.
- ☐ Knows how to properly and legally share documents, pictures, and programs; understands what, how, and when to use sensitive, confidential, or private information.
- ☐ Uses online tools to find information, answer questions, solve a problem, and consider whether a source is accurate.
- ☐ Knows what technology tools help people work together in person and online.



Oregon Employability Skills | Skill Traits

Empathy

- ☐ Knows empathy and sympathy are different and understands when to respond with empathy or sympathy
- ☐ Connects with others by being an active listener; asks questions to help understand what others are feeling.
- ☐ Builds trusting, valued relationships with people from diverse backgrounds and cultures.
- ☐ Makes decisions incorporating and considering others' needs and points of view; asks for feedback.

Entrepreneurial Mindset/Go-Getter

- ☐ Learns new things, builds skills, and seeks more job responsibilities.
- ☐ Connects different types of information to create new ideas and ways of completing tasks.
- ☐ Is willing to take risks and learn from mistakes to make improvements.
- ☐ Thinks like an entrepreneur, even when working for others, and understands social entrepreneurship can benefit others and self.

Resilience

- ☐ Sets priorities and goals. Sees possible outcomes to actions and creates backup plans.
- ☐ Bounces back when things go wrong by figuring out what happened and how to learn from it.
- ☐ Takes feedback, deals directly with conflict positively, and can listen to others and speak up for themselves.
- ☐ Knows that personal growth and skill development is an essential part of life.

Self-Awareness

- ☐ Is realistic about personal strengths, skills, and areas of needed growth.
- ☐ Looks for jobs that are a good match for personal strengths and skills.
- ☐ Acknowledges personal responsibility in actions and words; seeks to control emotions and behavior even under stress; tries to do the right thing.
- ☐ Exhibits work-appropriate behavior, including showing up on time, and applies guidelines or rules of the work setting to stay safe.

Social Diversity Awareness

- ☐ Recognizes and values internal diversity, appreciating unique qualities and contributions regardless of origin, appearance, or beliefs.
- ☐ Shares unique backgrounds, experiences, and cultural knowledge, understanding how they shape external diversity.
- ☐ Understands how differences in roles, experiences, company size, mission, and values contribute to workplace diversity.
- ☐ Advocates for diversity by asking thoughtful questions and promoting respectful, inclusive behaviors to model diversity.

Appendix III: Oregon Core Technology Sector Wage Information - High-Skill Occupations* Statewide, 2024

Occupation Code	Occupation Title	Employment (May 2023)	Employment Relative Standard Error**	Wage Percentiles					Average Hourly Wage	Average Annual Wage	Average Relative Standard Error**
				10th	25th	50th (Median)	75th	90th			
00-0000	Total all occupations	103,390	1%	\$23.50	\$31.56	\$48.13	\$67.75	\$89.12	\$53.72	\$111,738	0%
11-0000	Management Occupations	13,890	2%	\$45.36	\$57.62	\$78.78	\$98.82	Over \$115	\$82.88	\$172,388	0%
11-1011	Chief Executives	60	13%	\$114.46	\$114.46	\$114.46	Over \$115	Over \$115	\$150.89	\$313,861	7%
11-1021	General and Operations Managers	2,220	3%	\$34.05	\$49.24	\$72.34	Over \$115	Over \$115	\$86.23	\$179,346	1%
11-2011	Advertising and Promotions Managers	80	13%	\$62.30	\$64.57	\$89.63	\$98.57	\$108.92	\$86.92	\$180,804	2%
11-2021	Marketing Managers	1,150	4%	\$49.64	\$61.31	\$81.66	\$96.10	\$112.67	\$81.01	\$168,502	1%
11-2022	Sales Managers	1,110	3%	\$45.41	\$51.45	\$51.66	\$85.95	\$101.78	\$69.44	\$144,429	1%
11-2032	Public Relations Managers	320	6%	\$52.15	\$62.05	\$65.88	\$68.59	\$110.84	\$71.57	\$148,862	2%
11-3012	Administrative Services Managers	350	6%	\$41.85	\$47.87	\$59.09	\$74.40	\$93.84	\$65.29	\$135,797	2%
11-3013	Facilities Managers	80	13%	\$47.67	\$54.30	\$67.93	\$76.29	\$108.34	\$70.06	\$145,725	3%
11-3021	Computer and Information Systems Managers	2,610	3%	\$48.89	\$64.93	\$81.68	\$103.32	\$116.60	\$86.19	\$179,260	1%
11-3031	Financial Managers	710	6%	\$64.02	\$69.70	\$90.74	Over \$115	Over \$115	\$102.48	\$213,172	1%
11-3051	Industrial Production Managers	380	8%	\$33.15	\$42.07	\$58.26	\$72.88	\$87.74	\$61.56	\$128,041	2%
11-3061	Purchasing Managers	160	11%	\$39.78	\$51.07	\$67.11	\$87.77	\$105.47	\$70.08	\$145,778	2%
11-3071	Transportation, Storage, and Distribution Managers	100	13%	\$37.14	\$46.26	\$65.16	\$92.40	Over \$115	\$77.88	\$161,981	5%
11-3121	Human Resources Managers	430	6%	\$59.61	\$65.17	\$87.76	\$112.56	Over \$115	\$95.15	\$197,899	2%
11-3131	Training and Development Managers	80	13%	\$42.40	\$55.95	\$62.95	\$78.80	\$86.65	\$67.48	\$140,366	3%
11-9021	Construction Managers	90	15%	\$41.23	\$48.36	\$61.23	\$70.76	\$100.99	\$63.78	\$132,668	4%
11-9041	Architectural and Engineering Managers	2,870	4%	\$53.98	\$68.16	\$85.75	\$96.45	\$112.71	\$85.20	\$177,230	1%
11-9111	Medical and Health Services Managers	30	20%	\$60.79	\$77.12	\$93.67	\$109.72	\$109.72	\$90.20	\$187,625	4%
11-9121	Natural Sciences Managers	250	8%	\$52.08	\$63.07	\$74.24	\$88.39	\$111.31	\$86.51	\$179,940	3%
11-9199	Managers, All Other	800	5%	\$42.27	\$53.22	\$71.17	\$85.52	\$113.32	\$75.72	\$157,500	1%
13-0000	Business and Financial Operations Occupations	9,220	2%	\$26.74	\$35.23	\$46.85	\$65.81	\$82.96	\$50.87	\$105,806	0%
13-1020	Buyers and Purchasing Agents	560	6%	\$25.73	\$31.03	\$39.01	\$53.64	\$66.17	\$44.44	\$92,435	2%
13-1041	Compliance Officers	330	6%	\$26.63	\$40.56	\$54.70	\$59.95	\$59.95	\$51.23	\$106,548	2%
13-1051	Cost Estimators	260	12%	\$32.09	\$36.55	\$39.57	\$50.21	\$67.86	\$46.33	\$96,357	3%
13-1071	Human Resources Specialists	720	5%	\$30.89	\$36.93	\$48.35	\$65.34	\$74.81	\$50.72	\$105,507	1%
13-1081	Logisticians	380	10%	\$27.21	\$34.63	\$40.76	\$52.42	\$69.00	\$47.09	\$97,937	3%
13-1082	Project Management Specialists	3,240	3%	\$26.78	\$39.47	\$50.84	\$67.83	\$89.47	\$55.08	\$114,554	1%
13-1111	Management Analysts	300	7%	\$37.53	\$40.84	\$64.93	\$80.38	\$92.56	\$64.58	\$134,343	2%
13-1121	Meeting, Convention, and Event Planners	20	23%	\$35.46	\$35.99	\$39.59	\$53.84	\$68.86	\$44.68	\$92,929	6%
13-1141	Compensation, Benefits, and Job Analysis Specialists	30	22%	\$45.62	\$50.41	\$59.67	\$65.64	\$79.88	\$59.65	\$124,073	3%
13-1151	Training and Development Specialists	280	7%	\$24.37	\$29.88	\$32.83	\$48.30	\$54.23	\$37.86	\$78,753	2%
13-1161	Market Research Analysts and Marketing Specialists	1,080	4%	\$20.25	\$28.11	\$37.67	\$52.91	\$80.09	\$44.91	\$93,407	1%
13-1199	Business Operations Specialists, All Other	810	4%	\$25.78	\$32.01	\$38.84	\$51.53	\$76.76	\$44.81	\$95,290	1%
13-2011	Accountants and Auditors	640	5%	\$30.87	\$37.52	\$44.77	\$58.34	\$81.58	\$50.32	\$104,674	1%
13-2051	Financial and Investment Analysts	500	8%	\$39.84	\$48.94	\$52.82	\$68.08	\$68.17	\$55.32	\$115,068	1%
15-0000	Computer and Mathematical Occupations	21,900	1%	\$31.97	\$40.40	\$58.57	\$78.55	\$90.50	\$61.17	\$127,244	0%
15-1211	Computer Systems Analysts	600	7%	\$36.98	\$49.79	\$63.45	\$78.43	\$91.21	\$64.28	\$133,716	1%
15-1212	Information Security Analysts	610	7%	\$38.29	\$39.49	\$45.13	\$61.18	\$77.56	\$51.80	\$107,748	2%
15-1221	Computer and Information Research Scientists	770	8%	\$68.10	\$70.33	\$79.33	\$91.05	Over \$115	\$89.05	\$185,232	2%
15-1231	Computer Network Support Specialists	340	6%	\$24.98	\$27.25	\$28.80	\$37.78	\$47.05	\$32.87	\$68,379	2%

Oregon Wage Information for Core High-Tech - High-Skill Occupations*
Statewide, 2024

Occupation Code	Occupation Title	Employment (May 2023)	Employment Relative Standard Error**	Wage Percentiles					Average Hourly Wage	Average Annual Wage	Average Relative Standard Error**
				10th	25th	50th (Median)	75th	90th			
15-1232	Computer User Support Specialists	1,580	3%	\$20.23	\$27.14	\$33.08	\$40.14	\$44.95	\$33.48	\$69,642	1%
15-1241	Computer Network Architects	120	10%	\$48.53	\$57.66	\$68.88	\$89.96	\$97.56	\$73.13	\$152,110	2%
15-1242	Database Administrators	110	11%	\$30.25	\$41.82	\$59.66	\$69.42	\$69.97	\$53.47	\$111,216	3%
15-1243	Database Architects	70	14%	\$51.45	\$55.91	\$66.53	\$80.19	\$82.81	\$65.07	\$135,332	3%
15-1244	Network and Computer Systems Administrators	610	5%	\$41.70	\$49.45	\$54.00	\$66.86	\$76.08	\$57.58	\$119,773	1%
15-1251	Computer Programmers	1,180	5%	\$39.78	\$50.90	\$65.81	\$71.41	\$90.32	\$62.83	\$130,694	2%
15-1252	Software Developers	11,810	1%	\$38.75	\$49.47	\$65.98	\$80.16	\$93.06	\$66.53	\$138,392	0%
15-1253	Software Quality Assurance Analysts and Testers	1,070	4%	\$30.01	\$37.14	\$49.79	\$71.95	\$80.56	\$53.47	\$111,212	1%
15-1254	Web Developers	430	6%	\$25.40	\$27.15	\$28.78	\$39.17	\$51.01	\$34.51	\$71,789	2%
15-1255	Web and Digital Interface Designers	650	6%	\$31.84	\$40.13	\$41.76	\$62.01	\$71.95	\$49.59	\$103,156	2%
15-2031	Operations Research Analysts	150	16%	\$33.54	\$41.64	\$52.00	\$67.27	\$70.97	\$54.07	\$112,447	4%
15-2041	Statisticians	40	22%	\$32.06	\$46.92	\$56.56	\$66.66	\$74.83	\$54.70	\$113,789	5%
15-2051	Data Scientists	900	5%	\$30.26	\$47.68	\$69.93	\$85.16	\$91.18	\$65.33	\$135,876	2%
17-0000	Architecture and Engineering Occupations	27,260	2%	\$30.58	\$38.48	\$51.91	\$67.08	\$87.65	\$55.54	\$115,512	0%
17-1011	Architects, Except Landscape and Naval	1,960	5%	\$30.24	\$36.25	\$39.35	\$49.96	\$59.44	\$43.22	\$89,899	1%
17-1012	Landscape Architects	70	17%	\$25.96	\$34.69	\$38.73	\$42.13	\$47.99	\$38.91	\$80,935	3%
17-1021	Cartographers and Photogrammetrists	130	12%	\$27.50	\$30.58	\$32.88	\$39.90	\$42.14	\$34.73	\$72,230	2%
17-1022	Surveyors	440	7%	\$24.55	\$30.91	\$37.83	\$51.66	\$64.39	\$41.98	\$87,324	2%
17-2011	Aerospace Engineers	320	8%	\$36.87	\$42.68	\$50.18	\$52.61	\$63.06	\$50.59	\$105,229	2%
17-2031	Bioengineers and Biomedical Engineers	80	12%	\$33.58	\$37.57	\$46.92	\$58.57	\$64.03	\$48.55	\$100,992	2%
17-2041	Chemical Engineers	60	20%	\$38.36	\$42.14	\$50.05	\$54.45	\$69.50	\$50.27	\$104,576	5%
17-2051	Civil Engineers	2,340	4%	\$31.94	\$39.37	\$48.08	\$63.80	\$96.81	\$52.76	\$109,739	1%
17-2071	Electrical Engineers	1,060	6%	\$37.10	\$46.70	\$51.83	\$63.20	\$77.75	\$57.00	\$118,554	1%
17-2072	Electronics Engineers, Except Computer	330	10%	\$40.96	\$51.58	\$61.20	\$75.11	\$87.36	\$64.21	\$133,559	2%
17-2081	Environmental Engineers	250	8%	\$37.52	\$48.54	\$52.78	\$66.95	\$104.05	\$60.46	\$125,770	2%
17-2111	Health and Safety Engineers, Except Mining Safety Engineers and Inspectors	60	18%	\$41.27	\$54.95	\$63.34	\$68.34	\$90.66	\$63.85	\$132,817	3%
17-2112	Industrial Engineers	1,990	7%	\$39.11	\$41.42	\$52.19	\$66.71	\$81.56	\$56.34	\$117,185	1%
17-2131	Materials Engineers	250	15%	\$42.83	\$53.23	\$69.56	\$69.84	\$89.35	\$65.01	\$135,204	2%
17-2141	Mechanical Engineers	1,670	5%	\$39.66	\$43.59	\$52.57	\$66.94	\$74.00	\$55.38	\$115,200	1%
17-2151	Mining and Geological Engineers, Including Mining Safety Engineers	50	18%	\$32.45	\$32.45	\$39.07	\$60.92	\$75.91	\$45.75	\$95,156	3%
17-2161	Nuclear Engineers	60	25%	\$42.28	\$52.60	\$68.47	\$82.76	\$86.47	\$65.52	\$136,276	8%
17-2199	Engineers, All Other	990	5%	\$36.06	\$42.01	\$61.28	\$84.10	\$92.17	\$62.26	\$129,497	1%
17-3011	Architectural and Civil Drafters	800	5%	\$20.20	\$26.36	\$32.78	\$38.58	\$42.09	\$32.93	\$68,479	1%
17-3012	Electrical and Electronics Drafters	40	21%	\$19.26	\$23.98	\$34.42	\$41.41	\$50.43	\$35.09	\$72,989	6%
17-3013	Mechanical Drafters	130	10%	\$15.34	\$37.40	\$41.73	\$50.48	\$61.60	\$44.64	\$92,848	4%
17-3019	Drafters, All Other	250	11%	\$23.73	\$27.93	\$30.74	\$39.62	\$67.90	\$39.24	\$81,616	4%
17-3021	Aerospace Engineering and Operations Technologists and Technicians	70	15%	\$24.12	\$25.04	\$27.19	\$29.21	\$42.20	\$29.77	\$61,933	2%
17-3022	Civil Engineering Technologists and Technicians	160	10%	\$24.30	\$27.18	\$32.36	\$37.22	\$45.85	\$33.52	\$69,719	2%
17-3023	Electrical and Electronic Engineering Technologists and Technicians	1,520	8%	\$25.85	\$31.63	\$39.06	\$41.64	\$52.09	\$38.43	\$79,917	1%
17-3024	Electro-Mechanical and Mechatronics Technologists and Technicians	150	14%	\$18.99	\$21.43	\$23.38	\$30.92	\$34.67	\$25.58	\$53,203	3%
17-3025	Environmental Engineering Technologists and Technicians	30	23%	\$25.50	\$30.35	\$30.36	\$31.43	\$48.04	\$32.73	\$68,083	4%

Oregon Wage Information for Core High-Tech - High-Skill Occupations*
Statewide, 2024

Occupation Code	Occupation Title	Employment (May 2023)	Employment Relative Standard Error**	Wage Percentiles					Average Hourly Wage	Average Annual Wage	Average Relative Standard Error**
				10th	25th	50th (Median)	75th	90th			
17-3027	Mechanical Engineering Technologists and Technicians	120	16%	\$32.01	\$32.50	\$37.98	\$40.40	\$42.67	\$36.95	\$76,871	2%
17-3029	Engineering Technologists and Technicians, Except Drafters, All Other	450	9%	\$18.64	\$23.01	\$26.17	\$32.58	\$45.28	\$29.62	\$61,615	2%
19-0000	Life, Physical, and Social Science Occupations	3,050	4%	\$21.89	\$28.91	\$38.62	\$52.18	\$69.21	\$43.59	\$90,663	1%
19-1013	Soil and Plant Scientists	40	17%	\$25.76	\$25.76	\$25.76	\$41.73	\$49.04	\$33.07	\$68,778	4%
19-1021	Biochemists and Biophysicists	80	19%	\$29.76	\$39.06	\$47.74	\$60.61	\$71.64	\$51.75	\$107,637	6%
19-1023	Zoologists and Wildlife Biologists	30	20%	\$37.92	\$41.56	\$45.61	\$68.68	\$73.76	\$54.45	\$113,246	4%
19-1029	Biological Scientists, All Other	10	31%	\$25.76	\$28.19	\$40.83	\$51.62	\$59.71	\$41.55	\$86,424	7%
19-1031	Conservation Scientists	20	22%	\$44.72	\$56.52	\$61.95	\$61.95	\$61.95	\$57.14	\$118,847	3%
19-1042	Medical Scientists, Except Epidemiologists	560	7%	\$37.62	\$40.90	\$50.77	\$73.04	\$109.72	\$62.35	\$129,684	2%
19-1099	Life Scientists, All Other	50	17%	\$30.48	\$33.35	\$52.33	\$59.21	\$79.70	\$50.21	\$104,438	5%
19-2031	Chemists	330	9%	\$28.91	\$32.68	\$39.86	\$50.95	\$63.71	\$43.06	\$89,560	2%
19-2041	Environmental Scientists and Specialists, Including Health	80	12%	\$26.73	\$32.89	\$40.40	\$54.28	\$65.60	\$44.90	\$93,393	3%
19-2042	Geoscientists, Except Hydrologists and Geographers	190	11%	\$30.72	\$31.90	\$40.85	\$52.07	\$67.69	\$43.19	\$89,833	2%
19-2099	Physical Scientists, All Other	60	16%	\$33.18	\$39.95	\$48.23	\$52.34	\$66.32	\$47.15	\$98,085	3%
19-3032	Industrial-Organizational Psychologists	20	30%	\$29.45	\$38.14	\$77.38	\$84.84	\$91.13	\$65.81	\$136,887	9%
19-3039	Psychologists, All Other	40	28%	\$48.79	\$58.26	\$70.18	\$109.90	\$113.76	\$79.37	\$165,079	5%
19-3051	Urban and Regional Planners	200	11%	\$33.57	\$45.09	\$50.57	\$52.77	\$66.18	\$51.07	\$106,225	2%
19-3091	Anthropologists and Archeologists	40	20%	\$29.47	\$29.47	\$32.37	\$43.88	\$60.21	\$39.17	\$81,461	5%
19-3099	Social Scientists and Related Workers, All Other	80	20%	\$31.68	\$39.24	\$47.55	\$62.18	\$82.90	\$50.71	\$105,465	5%
19-4012	Agricultural Technicians	140	11%	\$15.66	\$16.78	\$18.22	\$21.60	\$22.89	\$19.26	\$40,070	1%
19-4013	Food Science Technicians	30	18%	\$29.49	\$30.15	\$31.36	\$31.36	\$31.36	\$31.09	\$64,672	1%
19-4021	Biological Technicians	490	8%	\$20.66	\$23.67	\$29.31	\$36.81	\$46.85	\$30.73	\$63,912	2%
19-4031	Chemical Technicians	90	15%	\$19.97	\$23.79	\$26.97	\$29.78	\$32.18	\$26.98	\$56,127	2%
19-4042	Environmental Science and Protection Technicians, Including Health	80	14%	\$21.13	\$22.57	\$23.58	\$29.41	\$34.64	\$26.46	\$55,037	3%
19-4061	Social Science Research Assistants	80	15%	\$22.71	\$24.66	\$28.63	\$35.03	\$48.52	\$31.68	\$65,896	3%
19-4099	Life, Physical, and Social Science Technicians, All Other	170	10%	\$17.83	\$20.24	\$25.77	\$29.92	\$38.49	\$28.05	\$58,342	3%
19-5011	Occupational Health and Safety Specialists	60	13%	\$21.27	\$28.97	\$32.29	\$46.81	\$57.50	\$38.21	\$79,471	4%
23-0000	Legal Occupations	370	7%	\$41.34	\$41.43	\$93.59	Over \$115	Over \$115	\$97.29	\$202,373	3%
23-1011	Lawyers	230	10%	\$73.96	\$100.16	Over \$115	Over \$115	Over \$115	\$130.10	\$270,623	2%
23-2011	Paralegals and Legal Assistants	130	9%	\$39.51	\$40.15	\$41.43	\$41.43	\$44.56	\$41.17	\$85,629	1%
27-0000	Arts, Design, Entertainment, Sports, and Media Occupations	2,690	2%	\$27.99	\$29.52	\$29.52	\$41.36	\$56.98	\$37.87	\$78,770	1%
27-1011	Art Directors	90	13%	\$45.43	\$54.05	\$78.85	\$82.47	\$97.45	\$69.73	\$145,045	2%
27-1014	Special Effects Artists and Animators	80	13%	\$16.16	\$21.55	\$40.21	\$70.52	\$71.60	\$43.30	\$90,056	6%
27-1019	Artists and Related Workers, All Other	70	15%	\$15.32	\$45.60	\$49.09	\$61.66	\$72.52	\$49.02	\$101,950	4%
27-1021	Commercial and Industrial Designers	40	37%	\$50.05	\$50.67	\$60.05	\$72.20	\$105.95	\$64.20	\$133,536	8%
27-1024	Graphic Designers	1,460	3%	\$29.52	\$29.52	\$29.52	\$29.52	\$29.52	\$29.88	\$62,138	1%
27-1025	Interior Designers	210	10%	\$28.13	\$30.92	\$37.09	\$42.55	\$50.27	\$38.17	\$79,400	2%
27-3031	Public Relations Specialists	230	7%	\$25.54	\$27.99	\$30.15	\$55.37		\$53.03	\$110,311	5%
27-3041	Editors	50	14%	\$29.79	\$31.64	\$33.26	\$38.92	\$55.68	\$38.56	\$80,217	3%
27-3042	Technical Writers	260	7%	\$30.71	\$35.33	\$39.43	\$51.29	\$56.95	\$42.89	\$89,213	1%
27-3043	Writers and Authors	110	10%	\$21.55	\$29.30	\$46.86	\$48.81	\$71.82	\$44.68	\$92,942	5%
27-4011	Audio and Video Technicians	20	23%	\$27.76	\$31.38	\$41.40	\$41.41	\$44.28	\$38.11	\$79,263	3%

Oregon Wage Information for Core High-Tech - High-Skill Occupations*
Statewide, 2024

Occupation Code	Occupation Title	Employment (May 2023)	Employment Relative Standard Error**	Wage Percentiles					Average Hourly Wage	Average Annual Wage	Average Relative Standard Error**
				10th	25th	50th (Median)	75th	90th			
29-0000	Healthcare Practitioners and Technical Occupations	240	8%	\$26.01	\$31.74	\$58.95	\$60.01	\$61.93	\$53.07	\$110,380	3%
29-1141	Registered Nurses	30	22%	\$48.15	\$48.28	\$49.31	\$57.76	\$57.77	\$52.28	\$108,758	2%
29-2010	Clinical Laboratory Technologists and Technicians	70	14%	\$20.07	\$24.16	\$30.16	\$31.74	\$36.37	\$28.13	\$58,529	2%
41-0000	Sales and Related Occupations	3,410	3%	\$25.02	\$29.54	\$41.54	\$63.30	\$92.48	\$50.69	\$105,447	1%
41-1012	First-Line Supervisors of Non-Retail Sales Workers	150	11%	\$34.78	\$38.40	\$45.96	\$59.00	\$63.40	\$47.59	\$98,986	2%
41-4011	Sales Representatives, Wholesale and Manufacturing, Technical and Scientific Products	1,190	4%	\$25.02	\$29.50	\$41.07	\$59.62	\$77.96	\$48.93	\$101,758	2%
41-4012	Sales Representatives, Wholesale and Manufacturing, Except Technical and Scientific Products	170	9%	\$22.79	\$25.93	\$30.26	\$48.17	\$63.61	\$40.64	\$84,517	4%
41-9031	Sales Engineers	810	5%	\$37.84	\$49.85	\$73.26	\$94.72	\$103.82	\$72.65	\$151,097	1%
43-0000	Office and Administrative Support Occupations	5,840	2%	\$19.50	\$22.59	\$26.97	\$31.94	\$40.66	\$28.48	\$59,243	0%
43-1011	First-Line Supervisors of Office and Administrative Support Workers	420	6%	\$27.26	\$29.68	\$35.57	\$45.06	\$53.40	\$39.38	\$81,890	2%
43-3031	Bookkeeping, Accounting, and Auditing Clerks	1,000	3%	\$19.73	\$23.27	\$28.93	\$31.27	\$36.55	\$28.06	\$58,366	1%
43-3061	Procurement Clerks	20	26%	\$16.30	\$17.31	\$20.52	\$22.75	\$28.65	\$20.79	\$43,245	6%
43-5061	Production, Planning, and Expediting Clerks	240	10%	\$22.28	\$24.46	\$30.89	\$37.83	\$45.03	\$32.03	\$66,620	2%
43-6011	Executive Secretaries and Executive Administrative Assistants	380	6%	\$25.29	\$29.76	\$40.81	\$43.50	\$49.08	\$38.36	\$79,808	1%
43-6014	Secretaries and Administrative Assistants, Except Legal, Medical, and Executive	540	6%	\$21.96	\$24.23	\$29.49	\$33.58	\$40.66	\$29.85	\$62,099	1%
47-0000	Construction and Extraction Occupations	550	7%	\$18.73	\$27.44	\$37.93	\$44.98	\$53.76	\$37.23	\$77,439	2%
47-4011	Construction and Building Inspectors	390	7%	\$27.67	\$31.27	\$38.85	\$47.56	\$55.51	\$40.53	\$84,299	2%
49-0000	Installation, Maintenance, and Repair Occupations	1,710	5%	\$19.94	\$23.29	\$32.35	\$40.16	\$45.54	\$32.39	\$67,361	1%
49-1011	First-Line Supervisors of Mechanics, Installers, and Repairers	70	15%	\$29.53	\$36.54	\$45.44	\$53.30	\$64.44	\$45.18	\$93,966	4%
49-2091	Avionics Technicians	50	25%	\$36.22	\$39.21	\$39.60	\$51.51	\$51.51	\$43.82	\$91,139	4%
49-2094	Electrical and Electronics Repairers, Commercial and Industrial Equipment	60	16%	\$25.40	\$39.78	\$40.55	\$42.94	\$54.11	\$40.85	\$84,971	2%
49-3011	Aircraft Mechanics and Service Technicians	50	18%	\$23.81	\$25.02	\$28.86	\$38.39	\$45.75	\$32.50	\$67,604	3%
49-9041	Industrial Machinery Mechanics	620	13%	\$25.37	\$32.94	\$33.41	\$43.13	\$47.38	\$36.70	\$76,326	2%
49-9069	Precision Instrument and Equipment Repairers, All Other	70	16%	\$20.72	\$25.21	\$32.66	\$32.76	\$40.02	\$30.82	\$64,118	3%
51-0000	Production Occupations	11,920	4%	\$18.94	\$21.20	\$24.94	\$33.69	\$41.37	\$27.94	\$58,129	1%
51-1011	First-Line Supervisors of Production and Operating Workers	670	7%	\$24.64	\$32.08	\$38.99	\$45.76	\$54.11	\$40.68	\$84,605	1%
51-4041	Machinists	140	14%	\$24.33	\$26.45	\$32.72	\$53.37	\$53.37	\$37.13	\$77,216	3%
51-9141	Semiconductor Processing Technicians	4,760	14%	\$21.20	\$23.69	\$28.99	\$33.69	\$41.37	\$29.70	\$61,779	2%
51-9162	Computer Numerically Controlled Tool Programmers	70	18%	\$25.76	\$32.08	\$37.18	\$51.90	\$73.00	\$43.55	\$90,597	5%
53-0000	Transportation and Material Moving Occupations	620	7%	\$18.40	\$20.11	\$22.50	\$25.12	\$35.35	\$24.80	\$51,580	2%
53-1047	First-Line Supervisors of Transportation and Material-Moving Workers, Except Aircraft Cargo Handling Supervisors	50	16%	\$24.77	\$27.98	\$37.04	\$43.09	\$45.22	\$36.44	\$75,801	4%
53-2012	Commercial Pilots	20	29%	na	na	na	na	na	(4)	\$136,205	5%

Source: Oregon Employment Department, Oregon Wage Information 2024; Oregon Employment Department, Oregon High-Skill Occupations, 2023-2033

NAICS Selection: Employment and wage estimates are based on employers found in the 4-digit NAICS categories included in core high-tech manufacturing.

(3) Indicates the estimate is suppressed due to confidentiality or the reliability of the estimate.

Oregon Wage Information for Core High-Tech - High-Skill Occupations*
Statewide, 2024

				Wage Percentiles							Average
Occupation Code	Occupation Title	Employment (May 2023)	Employment Relative Standard Error**	10th	25th	50th (Median)	75th	90th	Average Hourly Wage	Average Annual Wage	Relative Standard Error**

(4) Indicates an average hourly wage is not estimated due the occupation not typically working 2,080 hours per year.

*An occupation is considered high-skill if either:
 (a) it has a typical educational level needed for entry of postsecondary training (non-degree) or higher;
 (b) it has a "typical on-the-job training" level of apprenticeship;
 (c) it typically needs related work experience or long-term on-the-job-training for entry, and postsecondary training (non-degree) or above as competitive.

**The relative standard error is a measure of the reliability of a survey statistic. The smaller the relative standard error, the more precise the estimate.

Prepared by: Jason Payton, April 2025