



Q1 2022

Wage Report – Charlotte, NC

Created by WagePage
in partnership with Upshift



Find out how much workers are getting paid

The Q1 Wage Report was created to give an overview of the labor market in Charlotte, NC. On the next pages, we are presenting data from industries and various job types.

Inside the report, you will find detailed information about average and median hourly wages for the most popular positions in Charlotte markets, as well as a high-level view of the employee wages in different industries.

We present the data to help businesses make informed decisions on setting employee wages, which in turn helps attract potential job candidates.

How have we collected this data?

Thanks to **our partnership with Upshift**, a leading labor marketplace, **we are able to collect real-time, supporting data for workers in various industries and positions.** These are verified rates being paid today to Upshift workers in a wide variety of positions.

Offering accurate and attractive wages helps fill the applicant pool

As companies begin to compete for a scarce pool of labor, wages are rising quickly and many hourly workers are aware of this and are no longer wary of changing jobs for a better-paid position.

With more transparency on the current market rates, offering **competitive wages and accurate data** is one of the best ways to make sure you can attract enough job candidates.





Overview of industries in the Charlotte market

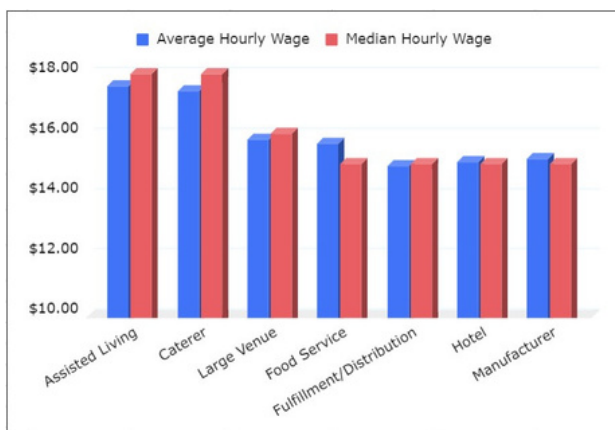
Industry	Average Hourly Wage	Median Hourly Wage
Assisted Living	\$17.60	\$18.00
Caterer	\$17.43	\$18.00
Large Venue	\$15.82	\$16.00
Food Service	\$15.69	\$15.00
Fulfillment/Distribution	\$14.95	\$15.00
Hotel	\$15.09	\$15.00
Manufacturer	\$15.18	\$15.00

Industries we collected data for

We were able to collect data on the following industries: Assisted Living, Catering, Large Venue, Food Service, Fulfillment and Distribution, Hotel, and Manufacturing.

Highest and lowest wages

Average Hourly Wages range between \$15.09 and \$17.60, with the lowest wages being paid in the Manufacturing and Hotel industries, and the highest being paid in Assisted Living and Catering.



Average and Median differences

Average and Median Hourly Wages were close in all industries but Assisted Living and Catering, which means one or more job types are paid lower than the average.

Highest paid industries



Assisted Living
\$17.60/hr on average



Catering
\$17.43/hr on average



Large Venue
\$15.82/hr on average

Overview of hourly wages per job type

Job Type	Average Hourly Wage	Median Hourly Wage
Bartender*	\$17.00	\$18.00
Dishwasher/Kitchen Steward	\$16.60	\$17.00
Sanitation	\$17.00	\$17.00
Line Cook/Prep Cook	\$16.57	\$16.00
Server/Banquet Server*	\$15.65	\$16.00
Event Set Up/Houseman*	\$15.10	\$15.00
Housekeeper	\$14.82	\$15.00
Bindery Associate	\$15.00	\$15.00
Warehouse Associate	\$13.00	\$13.00



Positions we collected data for

We were able to collect data on the following job types: Bartender, Dishwasher or Kitchen Steward, Sanitation, Line or Prep Cook, Server/Banquet Server, Event Set-Up, Housekeeper, Bindery Associate, and Warehouse Associate

Highest and lowest wages

Average Hourly Wages ranged between \$13.00 being paid to Warehouse Associates and \$17.00 paid to Bartenders.

Average and Median differences

Average Hourly Wages and Median Hourly Wages were close in all job types except for Bartending and Line/Prep Cooks. With the median being higher, it means that one or more employers offered wages significantly lower than the market.

Highest paid jobs



Bartender

\$17/hr on average*



Dishwasher/ Kitchen Steward

\$16.60/hr on average



Sanitation

\$17/hr on average

Conclusions

After viewing the Industry and Job Type Average and Median Hourly Wages, we can conclude the following for the Charlotte, NC market in Q1 2022:

- The industries with the **highest hourly wages are Assisted Living and Catering**, with Median Hourly Wages sitting at \$18.
- The industries with the **lowest hourly wages are Hotel and Manufacturing**, with Median Hourly Wages sitting at \$15.
- The **highest-paid job** in the market is Bartender, with an \$18 dollar median being paid for an hour of work.
- The **lowest-paid job** in the market is Warehouse Associate, with a \$13/hr wage.

Hospitality and F&B industries were slightly higher paid than their Light industrial counterparts, with the average median hourly wage being \$16,40 in Hospitality and \$15 in Fulfillment/Distribution and Manufacturing.

* presented wages are non-tipped

Summary

The best paid jobs in Q1 2022 were in the Hospitality and F&B sectors, with Bartender, Dishwasher, and Sanitation being the highest-paid positions. The median hourly wage for the sector is \$16.40.

On average, Light Industrial jobs were paid \$1.40 less per hour than Hospitality and F&B jobs, with the average hourly wage sitting at \$15.00 across the sector.

Average Hourly Wage and Median Hourly Wage were very similar across all job types, with a few exceptions noted in their respective chapters. What these exceptions indicate is that **certain positions are either highly overpaid or underpaid due to either lack of information or other differentiating factors.**

What we hope to achieve with this report is to **help employers make informed and accurate decisions** on setting wages for hiring workers.

