



Q1 2022

Wage Report – Cincinnati, OH

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 Cincinnati, Ohio. On the next pages, we are presenting data from industries and various job types in these cities.

Inside the report, you will find detailed information about average and median hourly wages for the most popular positions in Cincinnati market, 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.

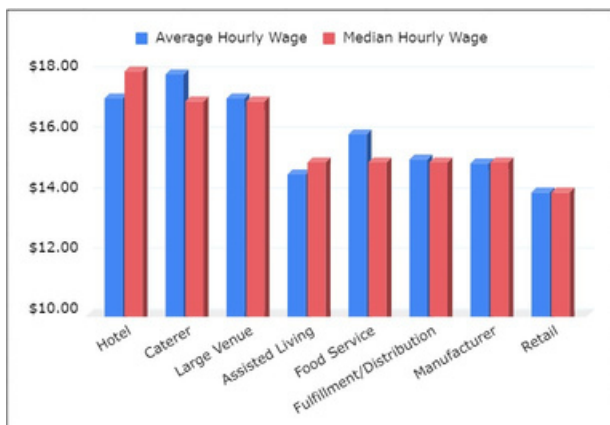




Cincinnati, OH

Overview of industries

Industry	Average Hourly Wage	Median Hourly Wage
Hotel	\$17.11	\$18.00
Caterer	\$17.89	\$17.00
Large Venue	\$17.10	\$17.00
Assisted Living	\$14.60	\$15.00
Food Service	\$15.92	\$15.00
Fulfillment/Distribution	\$15.10	\$15.00
Manufacturer	\$14.95	\$15.00
Retail	\$14.00	\$14.00



Industries we collected data for

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

Highest and lowest wages

Average Hourly Wages range between \$14.00 and \$17.11, with the lowest wages being paid in Retail, and the highest being paid in the Hotel industry.

Average and median differences

Average and Median Hourly Wages were close in most of the industries except for Hotels, Catering and Food Service, which means one or more job types in these industries are paid disproportionately to the sector as a whole.

Highest paid industries



Catering
\$17.89/hr on average



Hotel
\$17.11/hr on average

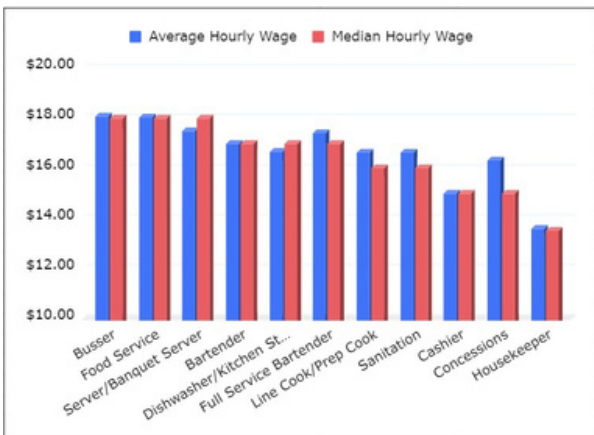


Large Venue
\$17.10/hr on average

Hospitality jobs

Overview of hourly wages per job type

Job Type	Average Hourly Wage	Median Hourly Wage
Busser*	\$18.08	\$18.00
Food Service	\$18.05	\$18.00
Server/Banquet Server*	\$17.51	\$18.00
Bartender*	\$17.00	\$17.00
Dishwasher/Kitchen Steward	\$16.68	\$17.00
Full Service Bartender*	\$17.43	\$17.00
Line Cook/Prep Cook	\$16.65	\$16.00
Sanitation	\$16.63	\$16.00
Cashier	\$15.00	\$15.00
Concessions	\$16.31	\$15.00
Housekeeper	\$13.58	\$13.50



Positions we collected data for

We were able to collect data on the following job types: Busser, Food Service, Server or Banquet Server, Bartender, Dishwasher or Kitchen Steward, Full Service Bartender, Line or Prep Cook, Sanitation, Cashier, Concessions, and Housekeeper.

Highest and lowest wages

Average Hourly Wages ranged between \$13.58 being paid to Housekeepers and \$18.08 paid to Bussers.

Average and Median differences

Average Hourly Wages and Median Hourly Wages were close in all job types except for Concessions Staff. With the average being significantly higher than the median it means that one or more employers offered wages notably higher than the market conditions.

Highest paid jobs



Busser
\$18.08/hr on average*



Food Service
\$18.05/hr on average



**Server/
Banquet Server**
\$17.51/hr on average*

* presented wages are non-tipped



Light Industrial jobs

Overview of hourly wages per job type

Job Type	Average Hourly Wage	Median Hourly Wage
Assembler	\$16.99	\$17.00
Bindery Associate	\$15.93	\$15.00
Material Handler	\$15.01	\$15.00
Picker	\$14.97	\$15.00
Warehouse Associate	\$15.31	\$15.00
Receiving	\$14.50	\$14.50
Packer	\$13.06	\$13.00



Positions we collected data for

We were able to collect data on the following job types: Assembler, Bindery Associate, Material Handler, Picker, Warehouse Associate, Receiving, and Packer.

Highest and lowest wages

Average Hourly Wages ranged between \$13.06 being paid to Packers and \$16.99 paid to Assemblers.

Average and median differences

Average Hourly Wages and Median Hourly Wages were close in all job types except for Bindery Associates, which means employers are matching market wages closely most of the time.

Highest paid jobs



Assembler
\$16.99/hr on average



Bindery Associate
\$15.93/hr on average



Material Handler
\$15.01/hr on average

Conclusions

After reviewing the Industry and Job Type Average and Median Hourly Wages, we can conclude the following for the Cincinnati, OH market in Q1 2022:

- The industry with the **highest hourly wages is Hotels**, with Median Hourly Wages sitting at \$18.00.
- The industry with the **lowest hourly wages is Retail**, with Median Hourly Wages sitting at \$14.
- The **highest-paid job** in the market is Busser, with \$18.00 median being paid for an hour of work.
- The **lowest-paid job** in the market is Packer, with a \$13.00/hr median wage.

Hospitality and F&B industries were slightly higher paid than their Light industrial counterparts, with an average \$16.63 hourly wage in Hospitality, and \$15.11 in the Light Industrial sector.

Summary

The best paid jobs in Q1 2022 were in the Hospitality and F&B sectors, with Busser, Food Service and Server/Banquet Server being the highest-paid positions across the Cincinnati labor market. The average hourly wage for the Hospitality industry is \$16.63.

On average, Light Industrial jobs were paid \$1.52 less per hour than Hospitality jobs, with the average hourly wage sitting at \$15.11 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.

