



Q1 2022

Wage Report – Cleveland, 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 Cleveland, 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 Cleveland 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.

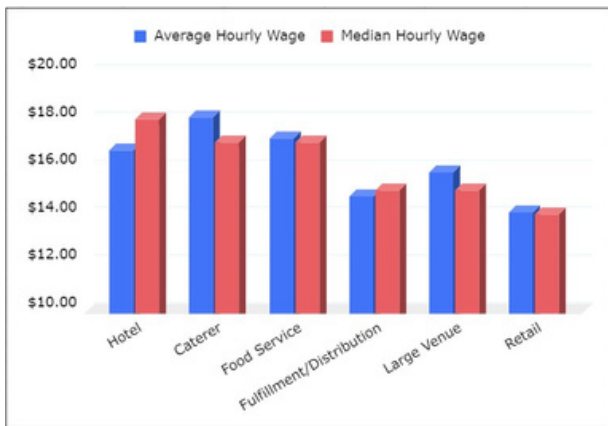




Cleveland, OH

Overview of industries

Industry	Average Hourly Wage	Median Hourly Wage
Hotel	\$16.67	\$18.00
Caterer	\$18.06	\$17.00
Food Service	\$17.18	\$17.00
Fulfillment/Distribution	\$14.74	\$15.00
Large Venue	\$15.78	\$15.00
Retail	\$14.10	\$14.00



Industries we collected data for

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

Highest and lowest wages

Average Hourly Wages range between \$14.10 and \$16.67, with the lowest wages being paid in Retail, and the highest being paid in the Hotel industry.

Average and median differences

Average Hourly Wages and Median Hourly Wages were close in most of the industries except for Hotels and Catering, in which certain positions were paid either significantly lower or higher than the sector benchmark.

Highest paid industries



Catering

\$18.06/hr on average



Food Service

\$17.18/hr on average



Hotel

\$16.67/hr on average

Hospitality Jobs

Overview of hourly wages per job type in Hospitality industry

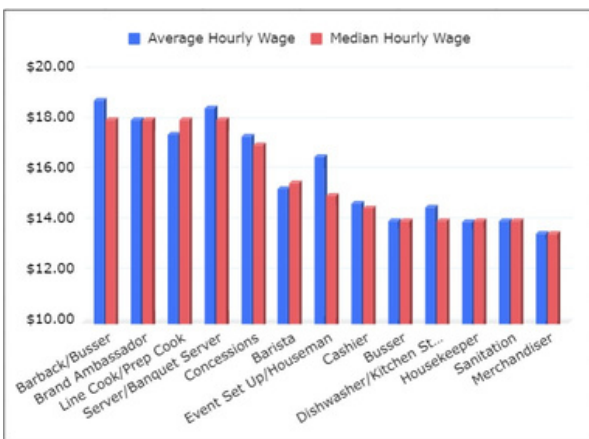
Job Type	Average Hourly Wage	Median Hourly Wage
Barback/Busser*	\$18.77	\$18.00
Brand Ambassador	\$18.00	\$18.00
Line Cook/Prep Cook	\$17.42	\$18.00
Server/Banquet Server*	\$18.45	\$18.00
Concessions	\$17.33	\$17.00
Barista	\$15.27	\$15.50
Event Set Up/Houseman*	\$16.54	\$15.00
Cashier	\$14.69	\$14.50
Busser*	\$14.00	\$14.00
Dishwasher/Kitchen Steward	\$14.55	\$14.00
Housekeeper	\$13.95	\$14.00
Sanitation	\$14.01	\$14.00
Merchandiser	\$13.50	\$13.50

Positions we collected data for

We were able to collect data on the following job types: Barback/Busser, Brand Ambassador, Line or Prep Cook, Server or Banquet Server, Concessions Worker, Barista, Event Set-Up/Houseman, Cashier, Busser, Dishwasher/Kitchen Steward, Housekeeper, Sanitation, and Merchandiser.

Highest and lowest wages

Average Hourly Wages ranged between \$13.50 being paid to Merchandisers and \$18.77 paid to Barbacks/Bussers.



Average and Median differences

Average Hourly Wages and Median Hourly Wages were close in all job types except for Barbacks/Bussers and Event Set-Up/Housemen. With the average being higher than the median it means, that one or more employers paid wages significantly higher than the market benchmark for the respective positions.

Highest paid jobs in Hospitality industry



Barback/Busser
\$18.77/hr on average*



**Server/
Banquet Server**
\$18.45/hr on average*



**Brand
Ambassador**
\$18/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	\$15.00	\$15.00
Packer	\$15.00	\$15.00
Warehouse Associate	\$14.07	\$15.00



Positions we collected data for

We were able to collect data on the following job types: Assembler, Packer, and Warehouse Associate.

Average and median differences

Average Hourly Wages and Median Hourly Wages were close in all job types which means employers are matching market wages closely.

Highest paid jobs



Assembler

\$15.00/hr on average



Packer

\$15.00/hr on average



Warehouse Associate

\$14.07/hr on average

Cleveland - conclusions

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

- The industry with the **highest hourly wages is Hotel**, with Median Hourly Wages sitting at \$18.
- The industry with the **lowest hourly wages is Retail**, with Median Hourly Wages sitting at \$14.
- The **highest-paid job** in the market is Barback/Busser, with \$18.00 dollar median being paid for an hour of work.
- The **lowest-paid job** in the market is Merchandiser, with a \$13.50/hr median wage.

Hospitality and F&B industries were slightly higher paid than their Light industrial counterparts, with the average median hourly wage being \$15.88 in Hospitality and \$14.69 in the Light Industrial sector.

Summary

The best paid jobs in Q1 2022 were in the Hospitality sector, with Barback/Busser, Server/Banquet Server and Brand Ambassador being the highest-paid positions across the Cleveland labor market. The average hourly wage for the Hospitality industry is \$15.88.

On average, Light Industrial jobs were paid \$1.19 less per hour than Hospitality jobs, with the average hourly wage sitting at \$14.69 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.

