



Q1 2022

# Wage Report – Ohio Market

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 Ohio, including Cincinnati, Cleveland, and Columbus. 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 Ohio 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.







# Cincinnati, OH

## Cincinnati – 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 \$17.89, with the lowest wages being paid in Retail, and the highest being paid in the Catering 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

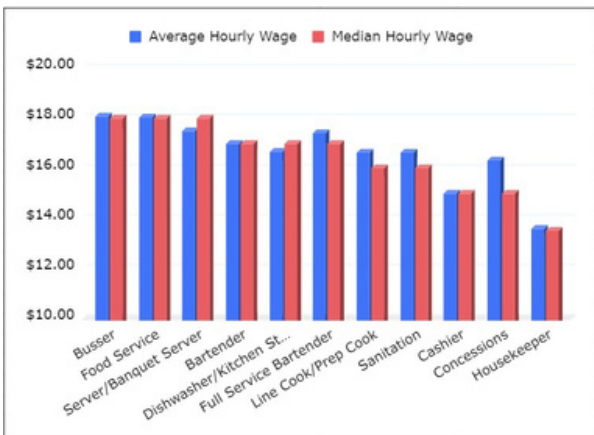


**Large Venue**  
\$17.10/hr on average

# Cincinnati – 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



# Cincinnati – 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



### Warehouse Associate

\$15.31/hr on average

## Cincinnati – 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.





# Columbus, OH

## Columbus - overview of industries

Industry	Average Hourly Wage	Median Hourly Wage
Caterer	\$19.85	\$20.00
Food Service	\$19.48	\$18.00
Large Venue	\$18.15	\$18.00
Janitorial	\$17.02	\$17.00
Assisted Living	\$15.85	\$16.00
Fulfillment/Distribution	\$16.07	\$16.00
Hotel	\$15.89	\$16.00
Retail	\$16.00	\$16.00
Manufacturer	\$15.00	\$15.00

### Industries we collected data for

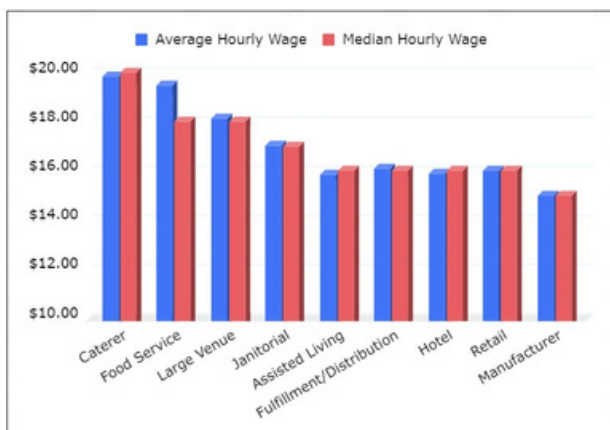
We were able to collect data on the following industries: Catering, Food Service, Large Venue, Janitorial, Assisted Living, Fulfillment and Distribution, Hotel, Retail, and Manufacturing.

### Highest and lowest wages

Average Hourly Wages range between \$15.00 and \$19.85, with the lowest wages being paid in Manufacturing, and the highest being paid in Catering.

### Average and median differences

Average Hourly Wages and Median Hourly Wages were close in all job types except for Food Service, in which case a rather large discrepancy is due to one or more job types being paid significantly higher than the sector average.



## Highest paid industries



**Catering**  
\$19.85/hr on average



**Food Service**  
\$19.48/hr on average



**Large Venue**  
\$18.15/hr on average

# Columbus – Hospitality jobs

## Overview of hourly wages per job type

Job Type	Average Hourly Wage	Median Hourly Wage
Bartender*	\$20.00	\$20.00
Dishwasher/Kitchen Steward	\$19.98	\$20.00
Barista	\$16.76	\$18.00
Cashier	\$18.00	\$18.00
Full Service Bartender*	\$18.00	\$18.00
Line Cook/Prep Cook	\$19.46	\$18.00
Sanitation	\$19.19	\$18.00
Server/Banquet Server*	\$18.31	\$18.00
Event Set Up/Houseman*	\$18.84	\$17.00
Busser*	\$16.00	\$16.00
Concessions	\$15.50	\$15.50
Merchandiser	\$15.50	\$15.50
Housekeeper	\$15.00	\$15.00

### Industries we collected data for

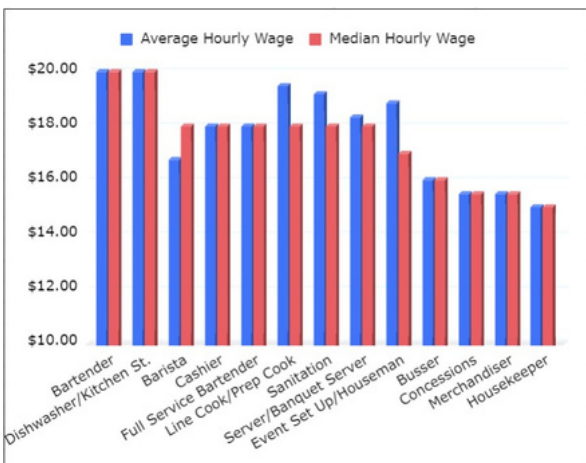
We were able to collect data on the following job types: Bartender, Dishwasher or Kitchen Steward, Barista, Cashier, Full Service Bartender, Line or Prep Cook, Sanitation, Server or Banquet Server, Event Set-Up/Houseman, Busser, Concessions worker, Merchandiser, and Housekeeper.

### Highest and lowest wages

Average Hourly Wages ranged between \$15.00 being paid to Housekeepers and \$20.00 paid to Bartenders.

### Average and Median differences

Average and Median Hourly Wages were varying in Barista, Line Cook/Prep Cook, Sanitation, and Event Set-Up/Houseman positions, which means one or more employers are assigning the wages significantly disproportionately to the sector as a whole.



## Highest paid jobs



**Bartender**  
\$20/hr on average\*



**Dishwasher/  
Kitchen Steward**  
\$19.98/hr on average



**Line Cook/  
Prep Cook**  
\$19.46/hr on average

\* presented wages are non-tipped



# Columbus – Light Industrial jobs

## Overview of hourly wages per job type

Job Type	Average Hourly Wage	Median Hourly Wage
Receiving	\$19.11	\$17.25
Warehouse Associate	\$16.57	\$16.51
Assembler	\$16.01	\$16.00
Packer	\$15.93	\$16.00
Picker	\$16.76	\$16.00
Utility	\$15.00	\$15.00



### Positions we collected data for

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

### Highest and lowest wages

Average Hourly Wages ranged between \$15.00 being paid to Utility workers and \$19.11 paid to Receiving Clerks.

### Average and median differences

Average Hourly Wages and Median Hourly Wages were close in all job types except for Receiving Clerks. 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



### Receiving

\$19.11/hr on average



### Warehouse Associate

\$16.57/hr on average



### Assembler

\$16.01/hr on average

## Columbus – conclusions

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

- The industry with the **highest hourly wages is Catering**, with Median Hourly Wages sitting at \$20.00.
- The industry with the **lowest hourly wages is Manufacturing**, with Median Hourly Wages sitting at \$15.
- The **highest-paid job** in the market is Bartender, with a \$20 median being paid for an hour of work.
- The **lowest-paid jobs** in the market are Housekeeping and Warehouse Utility, with a \$15/hr median wage.

Hospitality and F&B industries were slightly higher paid than their Light industrial counterparts, with the average hourly wage being \$17.33 in Hospitality, and \$16.56 in Light Industrial sectors.





# Cleveland, OH

## Cleveland – overview of industries

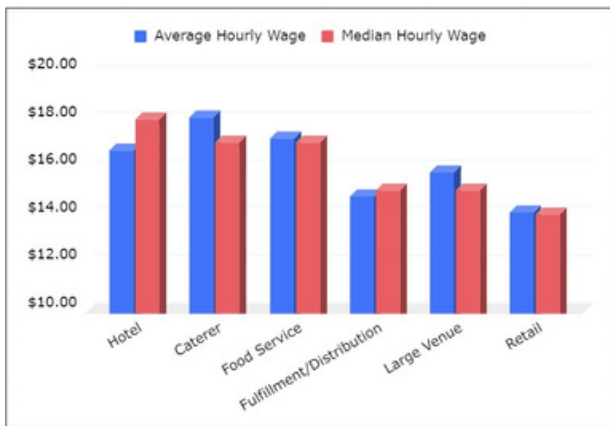
Industry	Average Hourly Wage	Median Hourly Wage
Hotel	\$16.67	\$18.00
Caterer	\$18.06	\$17.00
Food Service	\$17.18	\$17.00
Fulfillment/Distribution	\$14.74	\$15.00
Large Venue	\$15.78	\$15.00
Retail	\$14.10	\$14.00

### 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



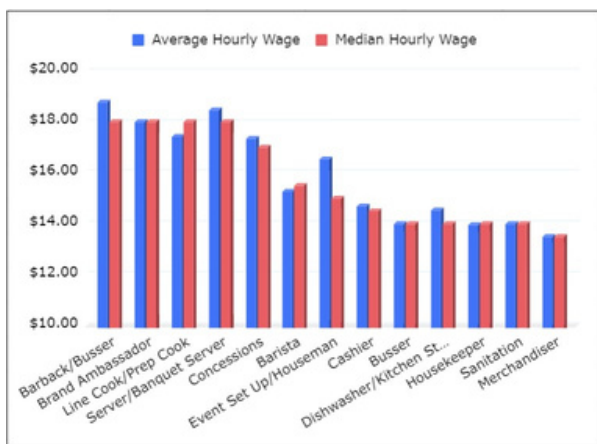
### Hotel

\$16.67/hr on average

# Cleveland - 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



# Cleveland – 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



### Industries 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 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 and F&B sectors, with Bartender, Busser/Barback, and Server/Banquet Server being the highest-paid positions across the Ohio labor market. The median hourly wage for the Hospitality industry is \$16.74.

On average, Light Industrial jobs were paid \$1.22 less per hour than Hospitality jobs, with the average hourly wage sitting at \$15.45 across the sector.

Columbus labor market was by far the most expensive in terms of an average hourly wage, with \$17.03 per hour of work. Cleveland has been placed second, with an average hour of work costing \$16.09, and Cincinnati last, with hourly worker wage sitting at \$15.83 per hour.

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.

