



Q2 2022

# Wage Report – Ohio Market

Created by WagePage  
in partnership with Upshift



## Find out how much workers are getting paid

The Q2 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
Caterer	\$18.97	\$20.00
Clubs	\$18.59	\$18.00
Hotel	\$17.75	\$18.00
Education	\$17.52	\$18.00
Large Venue	\$17.00	\$16.00
Food Service	\$16.16	\$15.00
Manufacturer	\$15.45	\$15.00
Fulfillment/Distribution	\$14.82	\$15.00
Assisted Living	\$14.34	\$14.00

### Industries we collected data for

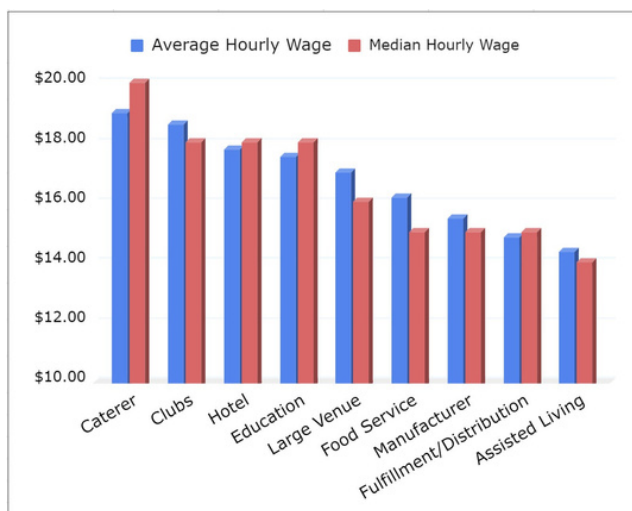
We were able to collect data on the following industries: Catering, Clubs, Hotels, Education, Large Venue, Food Service, Manufacturing, Fulfillment & Distribution and Assisted Living.

### Highest and lowest wages

Average Hourly Wages range between \$14.34 and \$18.97, with the lowest wages being paid in Assisted Living, and the highest being paid in the Catering industry.

### Average and median differences

Average and Median Hourly Wages had moderately high discrepancies in most of the industries, which indicates significant differences between positions in the given industry. The highest discrepancies could be observed in Catering and Large Venue industries.



## Highest paid industries



### Catering

\$18.97/hr on average



### Clubs

\$17.11/hr on average



### Hotel

\$17.10/hr on average

# Cincinnati – hospitality jobs

## Overview of hourly wages per job type

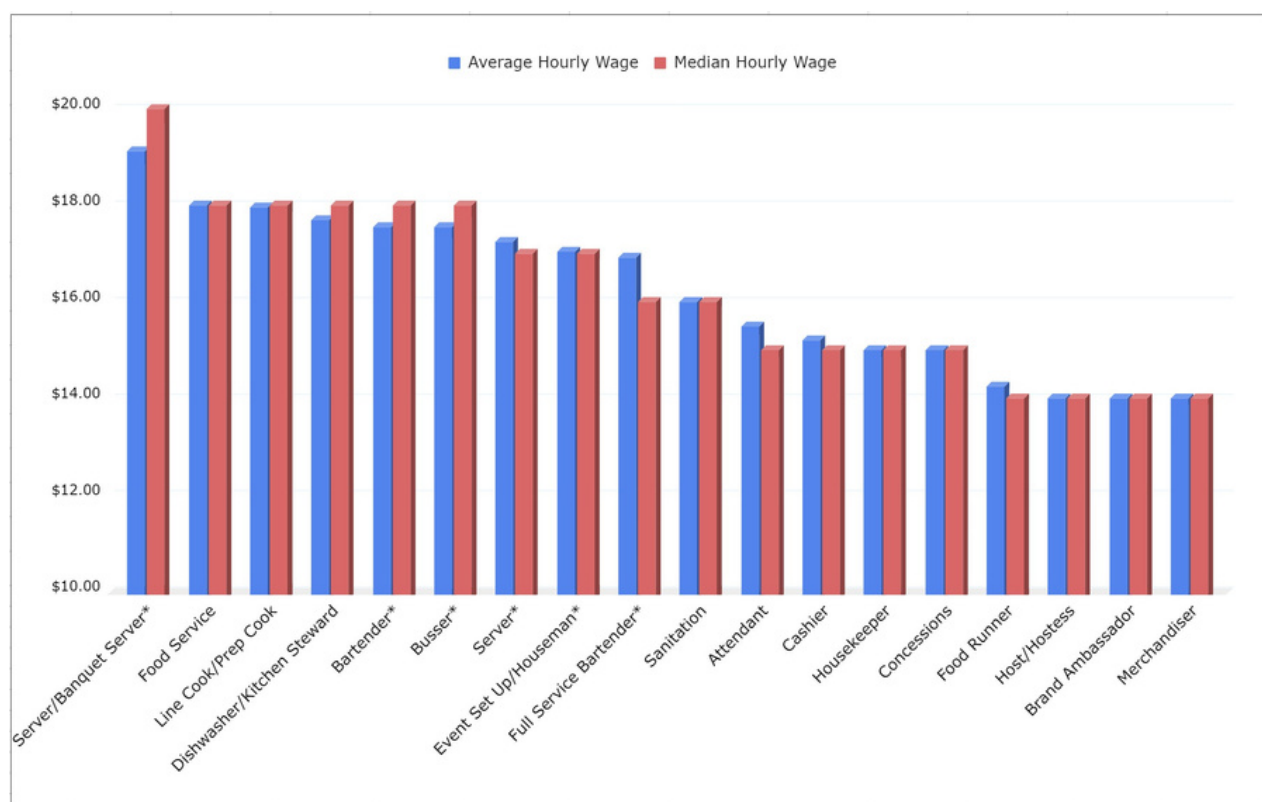
Job Type	Average Hourly Wage	Median Hourly Wage
Server/Banquet Server*	\$19.13	\$20.00
Food Service	\$18.01	\$18.00
Line Cook/Prep Cook	\$17.97	\$18.00
Dishwasher/Kitchen Steward	\$17.70	\$18.00
Bartender*	\$17.56	\$18.00
Busser*	\$17.55	\$18.00
Server*	\$17.25	\$17.00
Event Set Up/Houseman*	\$17.05	\$17.00
Full Service Bartender*	\$16.93	\$16.00
Sanitation	\$16.00	\$16.00
Attendant	\$15.50	\$15.00
Cashier	\$15.20	\$15.00
Housekeeper	\$15.01	\$15.00
Concessions	\$15.00	\$15.00
Food Runner	\$14.26	\$14.00
Host/Hostess	\$14.00	\$14.00
Brand Ambassador	\$14.00	\$14.00
Merchandiser	\$14.00	\$14.00

### Positions we collected data for

We were able to collect data on a wide array of positions, with Merchandiser being the lowest paid position with an average of \$14 paid per hour of work, and Server/Banquet Server position being the highest paid, with \$19.13 on average.

### Average and Median differences

Average Hourly Wages and Median Hourly Wages were close in all job types except for Server/Banquet Server and Full-Service bartender positions. The discrepancies signify that one or more employers offered jobs with wages significantly higher (in the case of Full-Service Bartenders) or lower (in the case of Server/Banquet Servers) than the average.

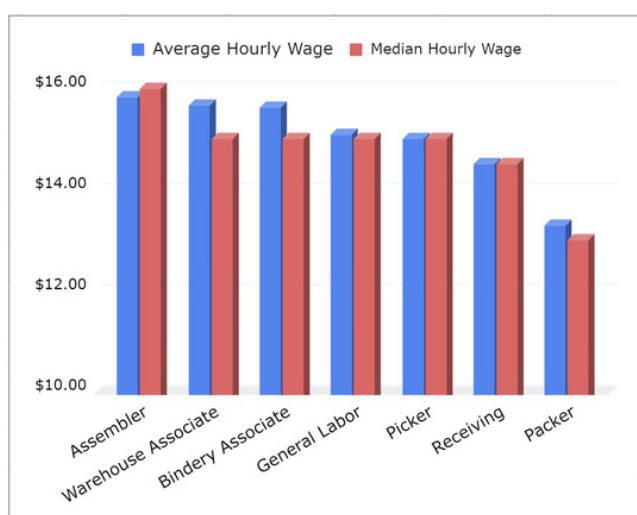


\* presented wages are non-tipped

# Cincinnati – light Industrial jobs

## Overview of hourly wages per job type

Job Type	Average Hourly Wage	Median Hourly Wage
Assembler	\$15.83	\$16.00
Warehouse Associate	\$15.67	\$15.00
Bindery Associate	\$15.63	\$15.00
General Labor	\$15.09	\$15.00
Picker	\$15.00	\$15.00
Receiving	\$14.50	\$14.50
Packer	\$13.30	\$13.00



### Positions we collected data for

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

### Highest and lowest wages

Average Hourly Wages ranged between \$13.30 being paid to Packers and \$15.83 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.

## 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 Q2 2022:

- The industry with the **highest hourly wages was Catering**, with Median Hourly Wages sitting at \$20.00.
- The industry with the **lowest hourly wages was Assisted Living**, with Median Hourly Wages sitting at \$14.
- The **highest-paid job** in the market was Server/Banquet Server, with \$20.00 median being paid for an hour of work.
- The **lowest-paid job** in the market was Packer, with a \$13.00/hr median wage.

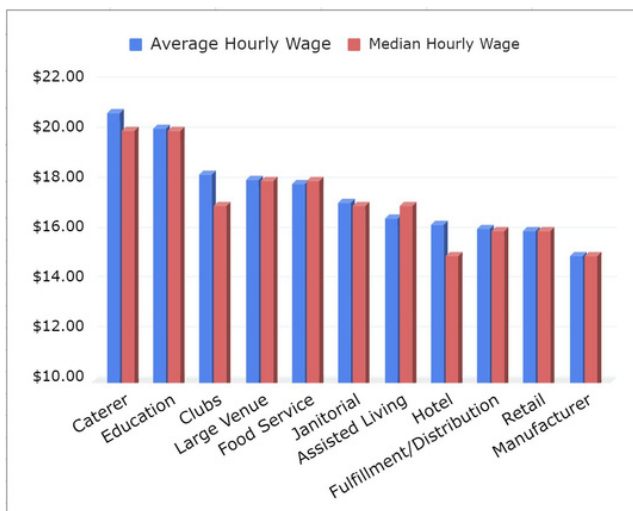
The Hospitality industry jobs were slightly higher paid than their Light Industrial counterparts, with an average \$16.23 hourly wage in Hospitality, and \$15.00 in the Light Industrial sector.



# Columbus, OH

## Columbus – overview of industries

Industry	Average Hourly Wage	Median Hourly Wage
Caterer	\$20.73	\$20.00
Education	\$20.10	\$20.00
Clubs	\$18.26	\$17.00
Large Venue	\$18.07	\$18.00
Food Service	\$17.89	\$18.00
Janitorial	\$17.12	\$17.00
Assisted Living	\$16.49	\$17.00
Hotel	\$16.26	\$15.00
Fulfillment/Distribution	\$16.08	\$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, Education, Clubs, Large Venues, Food Service, Janitorial, Assisted Living, Hotel, Fulfillment & Distribution, Retail, and Manufacturing.

### Highest and lowest wages

Average Hourly Wages range between \$15.00 and \$20.73, 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 Clubs and Hotels, 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**  
\$20.73/hr on average



**Education**  
\$20.10/hr on average



**Clubs**  
\$18.26/hr on average

# Columbus – Hospitality jobs

## Overview of hourly wages per job type

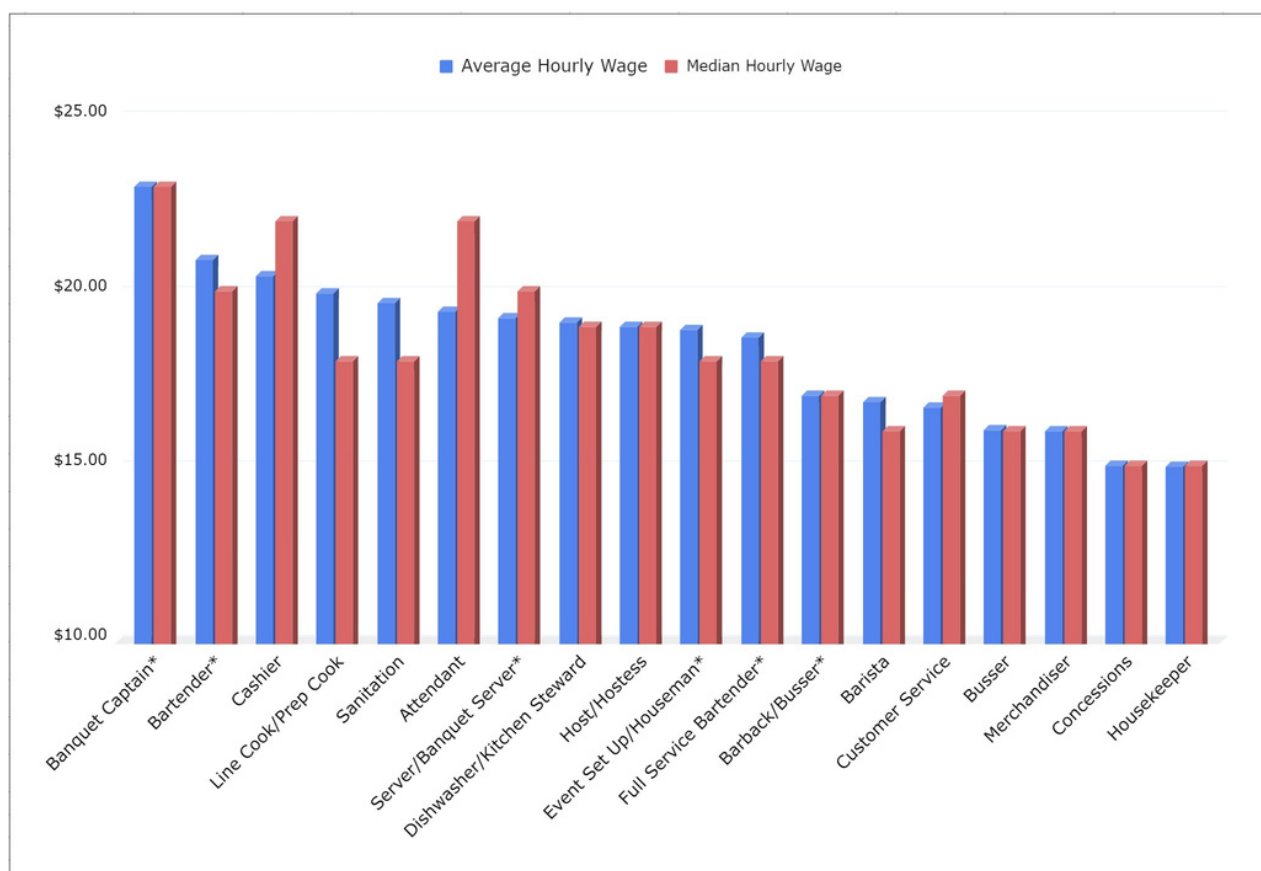
Job Type	Average Hourly Wage	Median Hourly Wage
Banquet Captain*	\$23.00	\$23.00
Bartender*	\$20.89	\$20.00
Cashier	\$20.43	\$22.00
Line Cook/Prep Cook	\$19.95	\$18.00
Sanitation	\$19.66	\$18.00
Attendant	\$19.42	\$22.00
Server/Banquet Server*	\$19.24	\$20.00
Dishwasher/Kitchen Steward	\$19.12	\$19.00
Host/Hostess	\$19.00	\$19.00
Event Set Up/Houseman*	\$18.89	\$18.00
Full Service Bartender*	\$18.69	\$18.00
Barback/Busser*	\$17.00	\$17.00
Barista	\$16.82	\$16.00
Customer Service	\$16.67	\$17.00
Busser	\$16.03	\$16.00
Merchandiser	\$16.00	\$16.00
Concessions	\$15.00	\$15.00
Housekeeper	\$14.98	\$15.00

### Positions we collected data for

We were able to collect data on a wide array of positions, with Housekeeper being the lowest paid position with an average of \$14.98 paid per hour of work, and Banquet Captain position being the highest paid, with \$23.00 on average.

### Average and Median differences

Average and Median Hourly Wages were highly varied in the case of Cashier, Cook/Prep Cook, Sanitation, and Attendant positions, which means one or more employers were assigning the wages significantly disproportionate as to the appropriate positions.

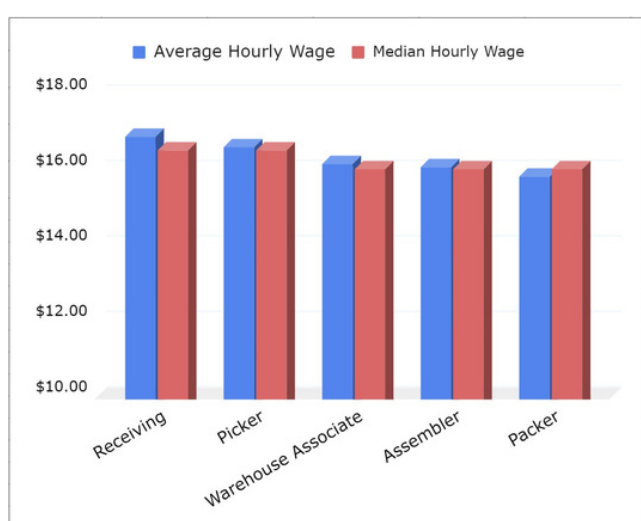


\* presented wages are non-tipped

# Columbus – Light Industrial jobs

## Overview of hourly wages per job type

Job Type	Average Hourly Wage	Median Hourly Wage
Receiving	\$16.85	\$16.50
Picker	\$16.58	\$16.50
Warehouse Associate	\$16.12	\$16.00
Assembler	\$16.04	\$16.00
Packer	\$15.80	\$16.00



### Positions we collected data for

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

### Highest and lowest wages

Average Hourly Wages ranged between \$15.80 being paid to Utility workers and \$16.85 paid to Receiving Clerks.

### Average and median differences

Average Hourly Wages and Median Hourly Wages were close in all job types, which means employers are assigning wages appropriately to the position 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 Q2 2022:

- The industry with the **highest hourly wages was Catering**, with Median Hourly Wages sitting at \$20.00.
- The industry with the **lowest hourly wages was Manufacturing**, with Median Hourly Wages sitting at \$15.
- The **highest-paid job** in the market was Banquet Captain, with a \$23 median being paid for an hour of work.
- The **lowest-paid job** in the market was Housekeeper with a \$15/hr median wage.

Hospitality industry jobs were slightly higher paid than their Light industrial counterparts, with the average hourly wage being \$18.36 in Hospitality and \$16.28 in Light Industrial positions.



# Cleveland, OH

## Cleveland – overview of industries

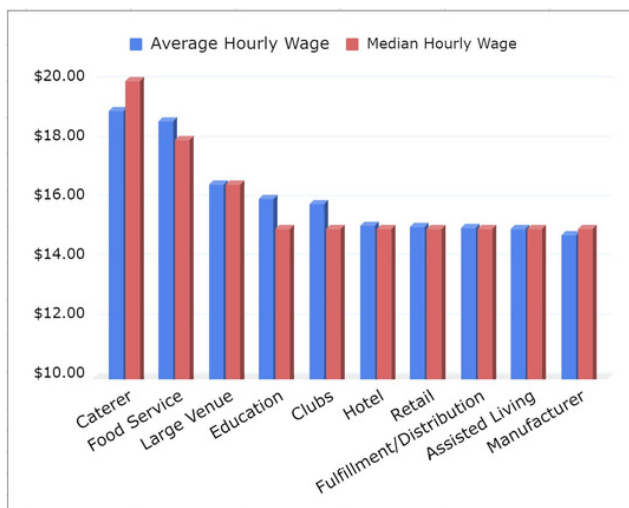
Industry	Average Hourly Wage	Median Hourly Wage
Caterer	\$18.96	\$20.00
Food Service	\$18.64	\$18.00
Large Venue	\$16.50	\$16.50
Education	\$16.01	\$15.00
Clubs	\$15.84	\$15.00
Hotel	\$15.09	\$15.00
Retail	\$15.06	\$15.00
Fulfillment/Distribution	\$15.05	\$15.00
Assisted Living	\$15.00	\$15.00
Manufacturer	\$14.80	\$15.00

### Industries we collected data for

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

### Highest and lowest wages

Average Hourly Wages range between \$14.80 and \$18.96, 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 most of the industries except for Catering, Education, and Clubs, in which certain positions were paid either significantly lower or higher than the sector benchmark.

## Cleveland – highest paid industries



### Catering

\$18.96/hr on average



### Food Service

\$18.64/hr on average



### Large Venue

\$16.50/hr on average

## Cleveland – overview of hourly wages per job type

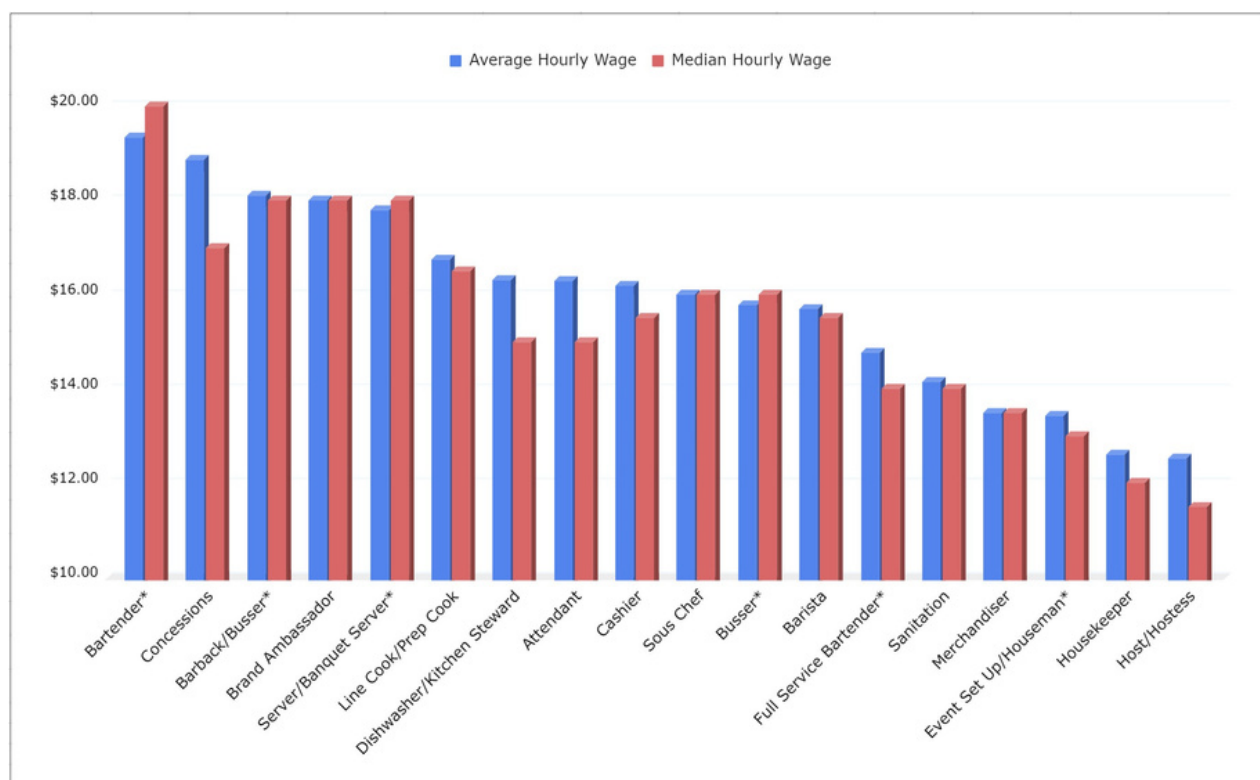
Job Type	Average Hourly Wage	Median Hourly Wage
Bartender*	\$19.33	\$20.00
Concessions	\$18.87	\$17.00
Barback/Busser*	\$18.10	\$18.00
Brand Ambassador	\$18.00	\$18.00
Server/Banquet Server*	\$17.79	\$18.00
Line Cook/Prep Cook	\$16.74	\$16.50
Dishwasher/Kitchen Steward	\$16.31	\$15.00
Attendant	\$16.29	\$15.00
Cashier	\$16.19	\$15.50
Sous Chef	\$16.00	\$16.00
Busser*	\$15.77	\$16.00
Barista	\$15.70	\$15.50
Full Service Bartender*	\$14.77	\$14.00
Sanitation	\$14.16	\$14.00
Merchandiser	\$13.50	\$13.50
Event Set Up/Houseman*	\$13.42	\$13.00
Housekeeper	\$12.61	\$12.00
Host/Hostess	\$12.53	\$11.50

### Positions we collected data for

We were able to collect data on a wide array of positions, with Host/Hostess being the lowest paid position with an average of \$12.53 paid per hour of work, and the Bartender position being the highest paid, with \$19.33 on average.

### Average and Median differences

Average Hourly Wages and Median Hourly Wages had high discrepancies in most of the positions, which signifies that employers posted positions with wages significantly different from the position market average. In the case of the Median being higher, the positions were underpaid, and in the case of the Average being higher, the positions were overpaid.



\* presented wages are non-tipped



## 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 Q2 2022:

- The industry with the **highest hourly wages was Catering**, with Median Hourly Wages sitting at \$20.
- The industry with the **lowest hourly wages was Manufacturing**, with Median Hourly Wages sitting at \$15.
- The **highest-paid job** in the market was Bartender, with a \$20.00 dollar median being paid for an hour of work.
- The **lowest-paid job** in the market was Host/Hostess, with an \$11.50/hr median wage.

## Summary

The best-paid jobs in Q2 2022 were in the Hospitality sectors, with Banquet Captain, Bartender, and Server/Banquet Server being the highest-paid positions across the Ohio labor market. The average hourly wage for the Hospitality industry is \$16.85.

Columbus's labor market was by far the most expensive in terms of an average hourly wage, with \$17.92 per hour of work. Cleveland has been placed second, with an average hour of work costing \$15.89, and Cincinnati last, with hourly worker wage sitting at \$15.64 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.

