



Q2 2023

Wage Report - Phoenix, AZ

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Modest wage increases, but the situation in the market continues to be challenging for the employers.

Wages have seen a modest increase in Q2 of 2023, offering some respite to employees. However, the overall labor market has been continuing to tighten, presenting significant challenges for employers. As the demand for skilled workers outpaces the supply, companies face difficulties in attracting talent. The competitive landscape is continuing to intensify, pushing employers to offer more competitive compensation packages to stand out in the market.

Adding fuel to the fire, growing concerns around inflation pose additional obstacles for employers. As prices rise for goods and services, employers are carefully balancing wage increases with the higher costs they face. The challenge lies in ensuring that wage growth keeps up with or exceeds the rising rate of inflation, so employees can maintain their standard of living and remain motivated in their roles.

The combination of a tightening labor market and inflationary pressures are creating tough space for employers. They must carefully navigate these dynamics to remain competitive and sustain their workforce. Strategies such as offering attractive benefits, improving work-life balance, and providing opportunities for professional growth and development become crucial in attracting and retaining top talent. Effective workforce planning and talent management practices will play a vital role in helping employers overcome these challenges for the remainder of 2023.



- Matt Gorman,
Executive VP at Upshift





Phoenix, AZ

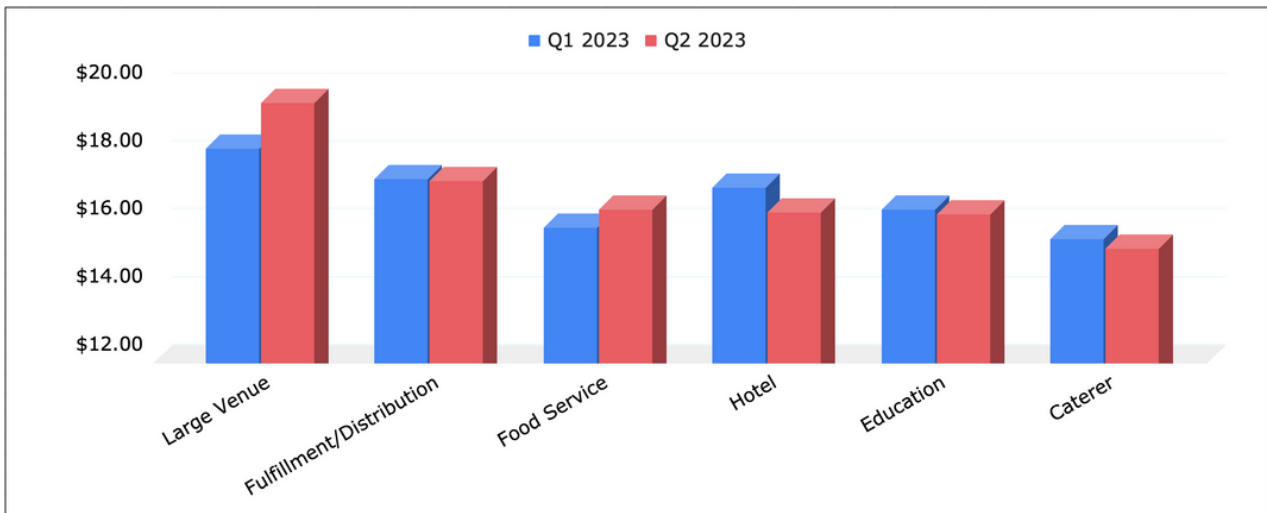
Overview of industries

Industry	Q1 2023	Q2 2023
Large Venue	\$18.18	\$19.53
Fulfillment/Distribution	\$17.29	\$17.22
Food Service	\$15.87	\$16.39
Hotel	\$17.04	\$16.32
Education	\$16.39	\$16.24
Caterer	\$15.53	\$15.23

The table and the graph represent **average hourly wages** in a given industry, observed in Q1 and Q2 of 2023.

The given data is **representative of real wages** during the measured amount of time and can be used to spot different hiring trends and determine fair wages.

The data is collected and analyzed in partnership with **Upshift**.



Highest paid industries



Large Venue
\$19.53/hr on average



Fulfillment/Distribution
\$17.22/hr on average



Food Service
\$16.39/hr on average

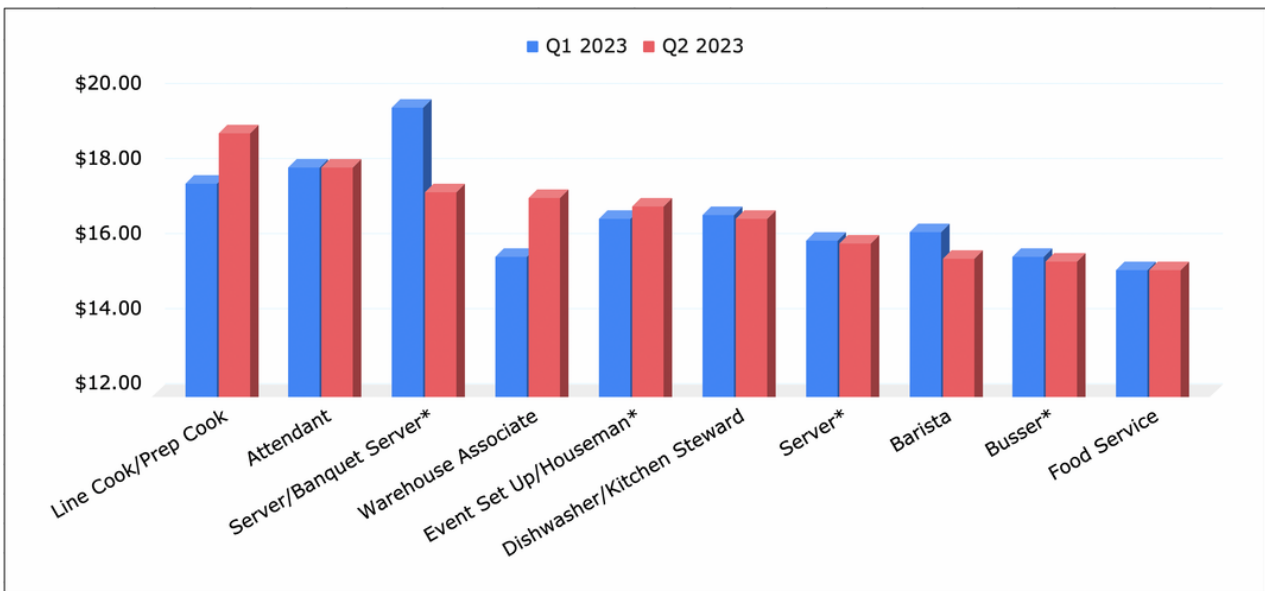
Overview of hourly wages per job type

Job Type	Q1 2023	Q2 2023
Line Cook/Prep Cook	\$17.55	\$18.91
Attendant	\$18.00	\$18.00
Server/Banquet Server*	\$19.58	\$17.32
Warehouse Associate	\$15.60	\$17.18
Event Set Up/Houseman*	\$16.61	\$16.96
Dishwasher/Kitchen Steward	\$16.71	\$16.62
Server*	\$16.03	\$15.96
Barista	\$16.26	\$15.55
Busser*	\$15.61	\$15.49
Food Service	\$15.25	\$15.25

The table and the graph represent **average hourly wages** in a given position, observed in the Q1 and Q2 of 2023.

The given data is **representative of real wages** during the measured amount of time and can be used to spot different hiring trends and determine fair wages.

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Highest paid jobs



Line Cook/ Prep Cook

\$18.91/hr on average



Attendant

\$18/hr on average



Server/ Banquet Server

\$17.32/hr on average*

* presented wages are non-tipped

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.

How to best use the information given in the report

The Wage Report is a resource giving transparency on the wages set by companies in specific markets. **Its purpose is to help make informed decisions** on setting wages for workers looking for jobs on the market. Accurate wages help keep the labor markets competitive while maximizing worker satisfaction from the positions and minimizing overspending on the employer side.

