



Q2 2023

Wage Report – Ohio Market

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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



Ohio Market Overview

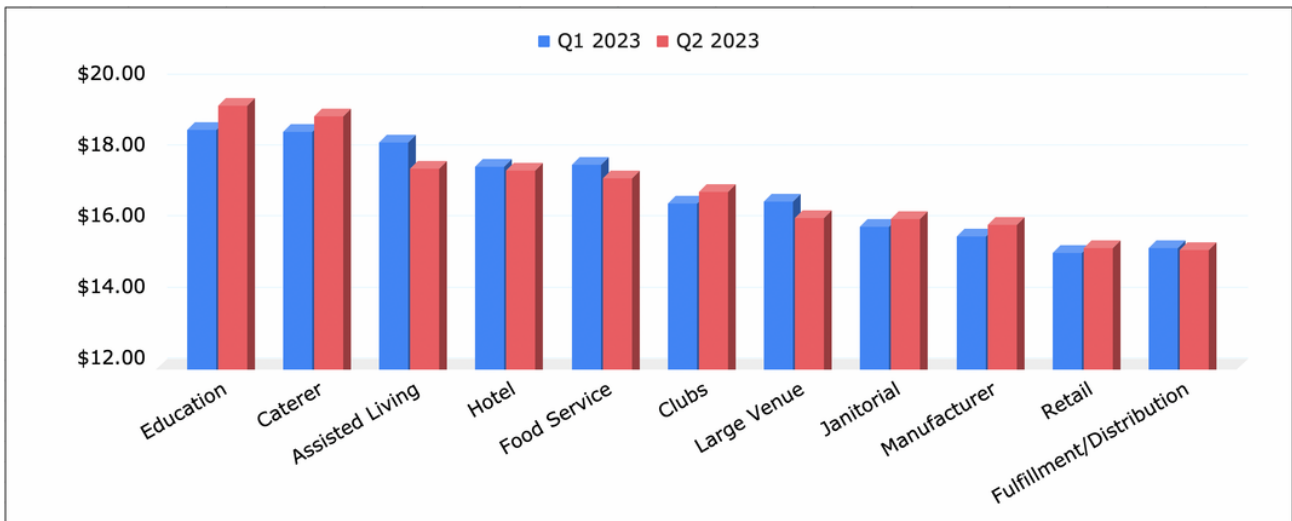
Overview of industries

Industry	Q1 2023	Q2 2023
Education	\$18.65	\$19.34
Caterer	\$18.58	\$19.04
Assisted Living	\$18.29	\$17.56
Hotel	\$17.62	\$17.49
Food Service	\$17.66	\$17.27
Clubs	\$16.57	\$16.89
Large Venue	\$16.63	\$16.16
Janitorial	\$15.91	\$16.13
Manufacturer	\$15.65	\$15.96
Retail	\$15.18	\$15.31
Fulfillment/Distribution	\$15.31	\$15.26

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.

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Highest paid industries



Education
\$19.34/hr on average



Caterer
\$19.04/hr on average



Assisted Living
\$17.56/hr on average

Hospitality jobs - Ohio

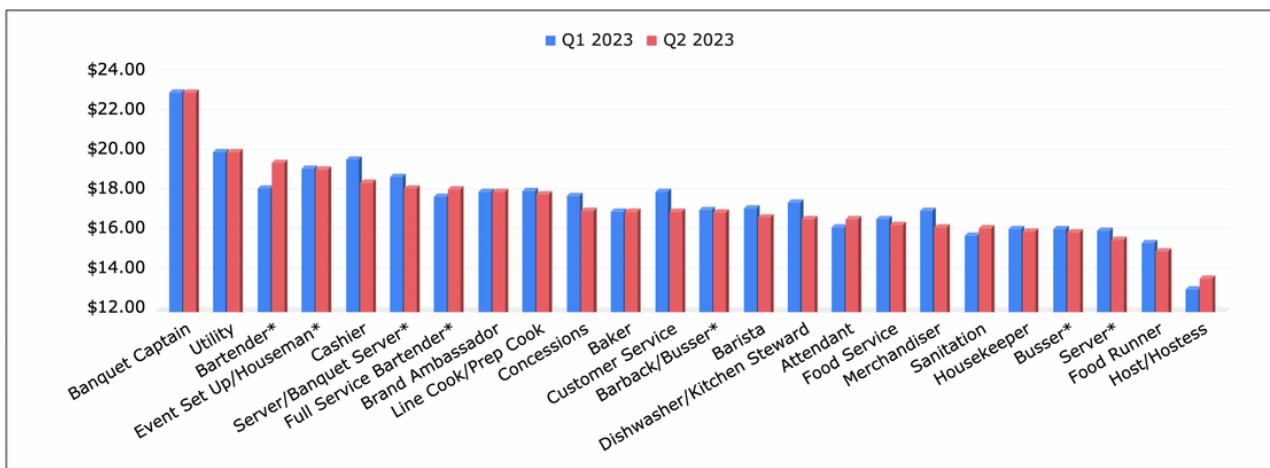
Overview of hourly wages per job type

Job Type	Q1 2023	Q2 2023
Banquet Captain	\$23.00	\$23.00
Utility	\$20.00	\$20.00
Bartender*	\$18.15	\$19.46
Event Set Up/Houseman*	\$19.16	\$19.13
Cashier	\$19.63	\$18.48
Server/Banquet Server*	\$18.74	\$18.18
Full Service Bartender*	\$17.76	\$18.11
Brand Ambassador	\$18.00	\$18.00
Line Cook/Prep Cook	\$18.05	\$17.88
Concessions	\$17.79	\$17.05
Baker	\$17.00	\$17.00
Customer Service	\$18.00	\$17.00
Barback/Busser*	\$17.07	\$16.97
Barista	\$17.18	\$16.71
Dishwasher/Kitchen Steward	\$17.45	\$16.64
Attendant	\$16.22	\$16.61
Food Service	\$16.62	\$16.32
Merchandiser	\$17.06	\$16.21
Sanitation	\$15.79	\$16.15
Housekeeper	\$16.11	\$15.99
Busser*	\$16.14	\$15.94
Server*	\$16.04	\$15.59
Food Runner	\$15.39	\$15.00
Host/Hostess	\$13.08	\$13.61

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

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Highest paid jobs in Hospitality industry



Banquet Captain

\$23/hr on average



Utility

\$20/hr on average



Bartender

\$19.46/hr on average*

* presented wages are non-tipped

Light Industrial jobs – Ohio

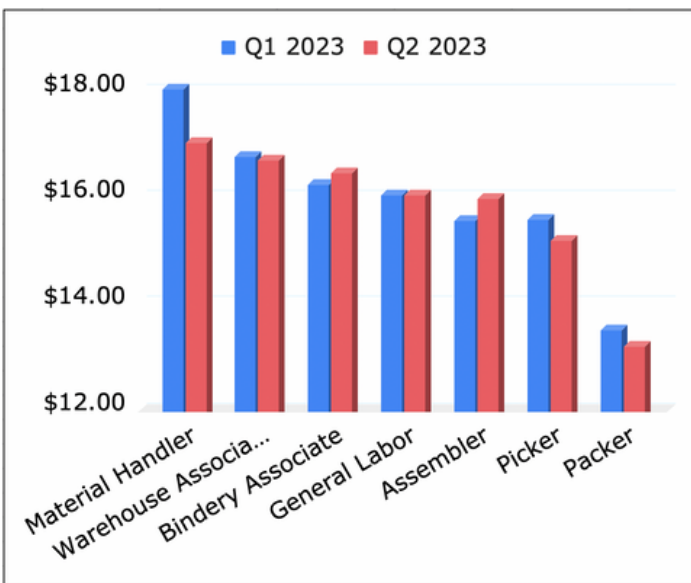
Overview of hourly wages per job type

Job Type	Q1 2023	Q2 2023
Material Handler	\$18.00	\$17.00
Warehouse Associate	\$16.73	\$16.66
Bindery Associate	\$16.21	\$16.42
General Labor	\$16.00	\$16.00
Assembler	\$15.52	\$15.94
Picker	\$15.55	\$15.16
Packer	\$13.46	\$13.16

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

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Highest paid jobs in Light Industrial sector



Material Handler
\$18/hr on average



Warehouse Associate
\$16.66/hr on average



Bindery Associate
\$16.42/hr on average





Individual cities -

Cincinnati, OH

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Cincinnati, OH

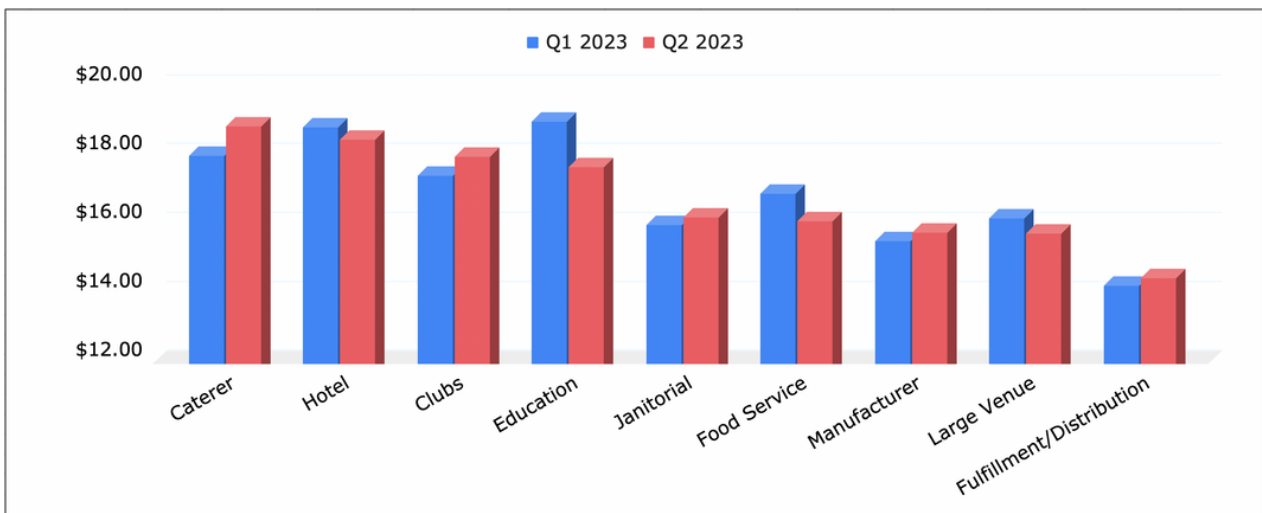
Overview of industries

Industry	Q1 2023	Q2 2023
Caterer	\$17.91	\$18.77
Hotel	\$18.73	\$18.39
Clubs	\$17.33	\$17.90
Education	\$18.92	\$17.58
Janitorial	\$15.91	\$16.13
Food Service	\$16.80	\$16.02
Manufacturer	\$15.43	\$15.68
Large Venue	\$16.09	\$15.65
Fulfillment/Distribution	\$14.14	\$14.37

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

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Highest paid industries



Caterer
\$18.77/hr on average



Hotel
\$18.39/hr on average



Private Clubs
\$17.90/hr on average

Hospitality jobs

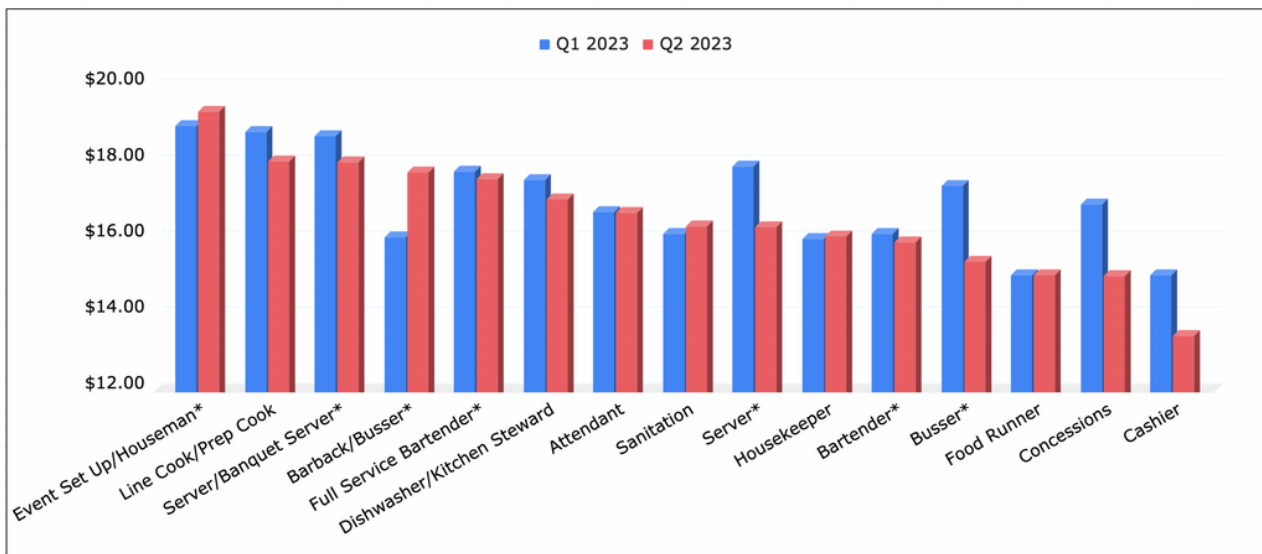
Overview of hourly wages per job type

Job Type	Q1 2023	Q2 2023
Event Set Up/Houseman*	\$18.92	\$19.30
Line Cook/Prep Cook	\$18.76	\$17.98
Server/Banquet Server*	\$18.66	\$17.97
Barback/Busser*	\$16.00	\$17.71
Full Service Bartender*	\$17.73	\$17.52
Dishwasher/Kitchen Steward	\$17.50	\$16.99
Attendant	\$16.67	\$16.63
Sanitation	\$16.08	\$16.29
Server*	\$17.86	\$16.26
Housekeeper	\$15.94	\$16.01
Bartender*	\$16.08	\$15.86
Busser*	\$17.35	\$15.36
Food Runner	\$15.00	\$15.00
Concessions	\$16.85	\$14.97
Cashier	\$15.00	\$13.40

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

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Highest paid jobs in Hospitality industry



**Event Set Up/
Houseman**
\$19.30/hr on average*



**Line Cook/
Prep Cook**
\$17.98/hr on average



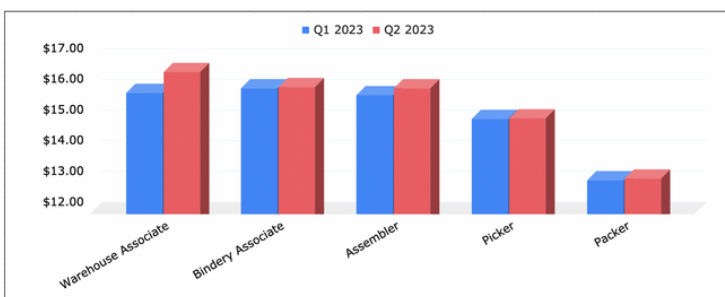
**Server/
Banquet Server**
\$17.97/hr on average*

* presented wages are non-tipped

Light Industrial jobs

Overview of hourly wages per job type

Job Type	Q1 2023	Q2 2023
Warehouse Associate	\$15.85	\$16.53
Bindery Associate	\$16.00	\$16.04
Assembler	\$15.78	\$16.00
Picker	\$15.00	\$15.02
Packer	\$13.01	\$13.07



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

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Highest paid jobs in Light Industrial sector



Warehouse Associate
\$16.53/hr on average



Bindery Associate
\$16.04/hr on average



Assembler
\$16/hr on average



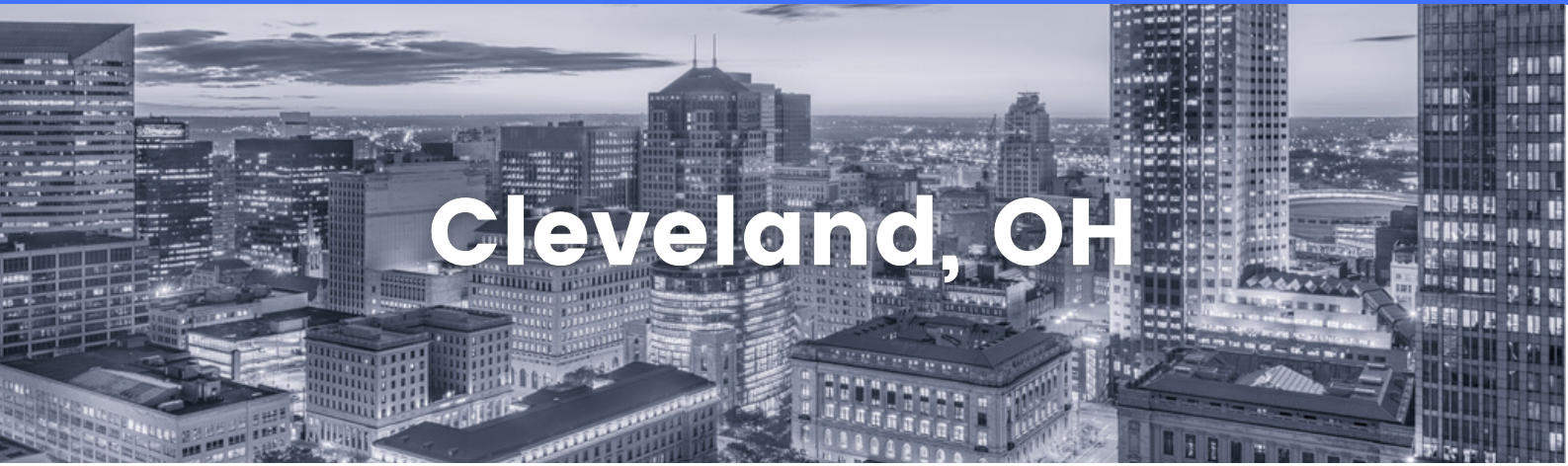


Individual cities -

Cleveland, OH

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Cleveland, OH

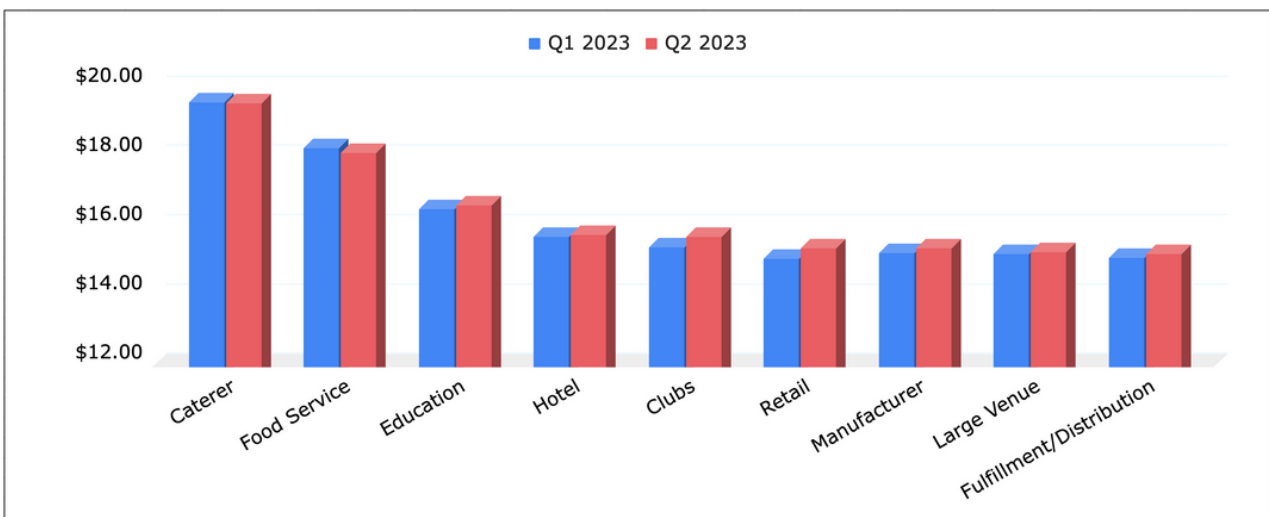
Overview of industries

Industry	Q1 2023	Q2 2023
Caterer	\$19.50	\$19.48
Food Service	\$18.20	\$18.04
Education	\$16.42	\$16.55
Hotel	\$15.62	\$15.69
Clubs	\$15.32	\$15.62
Retail	\$15.00	\$15.31
Manufacturer	\$15.16	\$15.29
Large Venue	\$15.12	\$15.18
Fulfillment/Distribution	\$15.03	\$15.12

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

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Highest paid industries



Caterer
\$19.48/hr on average



Food Service
\$18.04/hr on average



Education
\$16.55/hr on average

Hospitality jobs

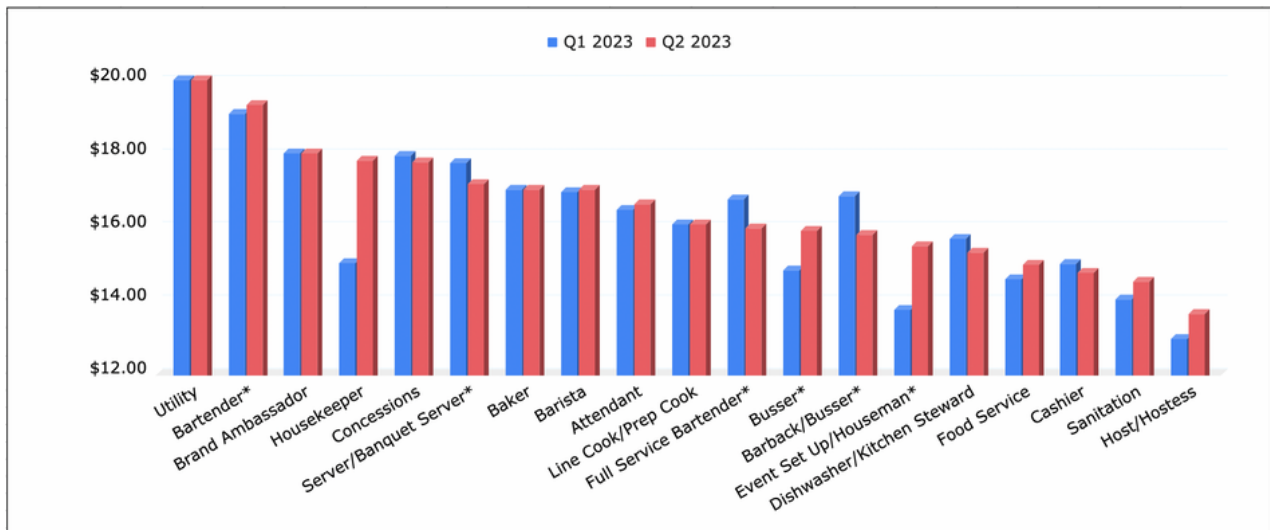
Overview of hourly wages per job type

Job Type	Q1 2023	Q2 2023
Utility	\$20.00	\$20.00
Bartender*	\$19.09	\$19.33
Brand Ambassador	\$18.00	\$18.00
Housekeeper	\$15.00	\$17.81
Concessions	\$17.94	\$17.76
Server/Banquet Server*	\$17.73	\$17.17
Baker	\$17.00	\$17.00
Barista	\$16.95	\$17.00
Attendant	\$16.46	\$16.62
Line Cook/Prep Cook	\$16.06	\$16.06
Full Service Bartender*	\$16.75	\$15.95
Busser*	\$14.80	\$15.88
Barback/Busser*	\$16.83	\$15.78
Event Set Up/Houseman*	\$13.73	\$15.46
Dishwasher/Kitchen Steward	\$15.66	\$15.29
Food Service	\$14.57	\$14.95
Cashier	\$14.98	\$14.73
Sanitation	\$14.00	\$14.50
Host/Hostess	\$12.92	\$13.62

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

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Highest paid positions in Hospitality sector



Utility
\$20/hr on average



Bartender
\$19.33/hr on average*



Brand Ambassador
\$18/hr on average

* presented wages are non-tipped

Light Industrial jobs

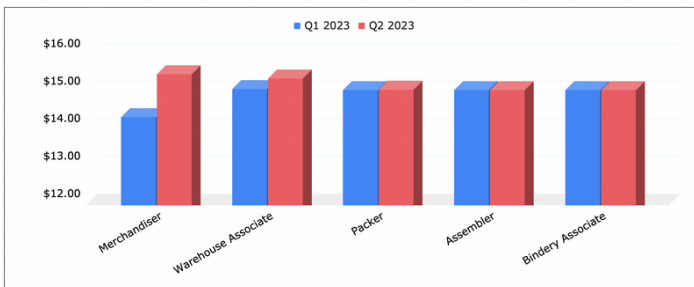
Overview of hourly wages per job type

Job Type	Q1 2023	Q2 2023
Merchandiser	\$14.28	\$15.43
Warehouse Associate	\$15.03	\$15.32
Packer	\$15.00	\$15.02
Assembler	\$15.00	\$15.00
Bindery Associate	\$15.00	\$15.00

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

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Highest paid jobs in Light Industrial sector



Merchandiser
\$15.43/hr on average



Warehouse Associate
\$15.32/hr on average



Packer
\$15.02/hr on average





Individual cities -

Columbus, OH

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Columbus, OH

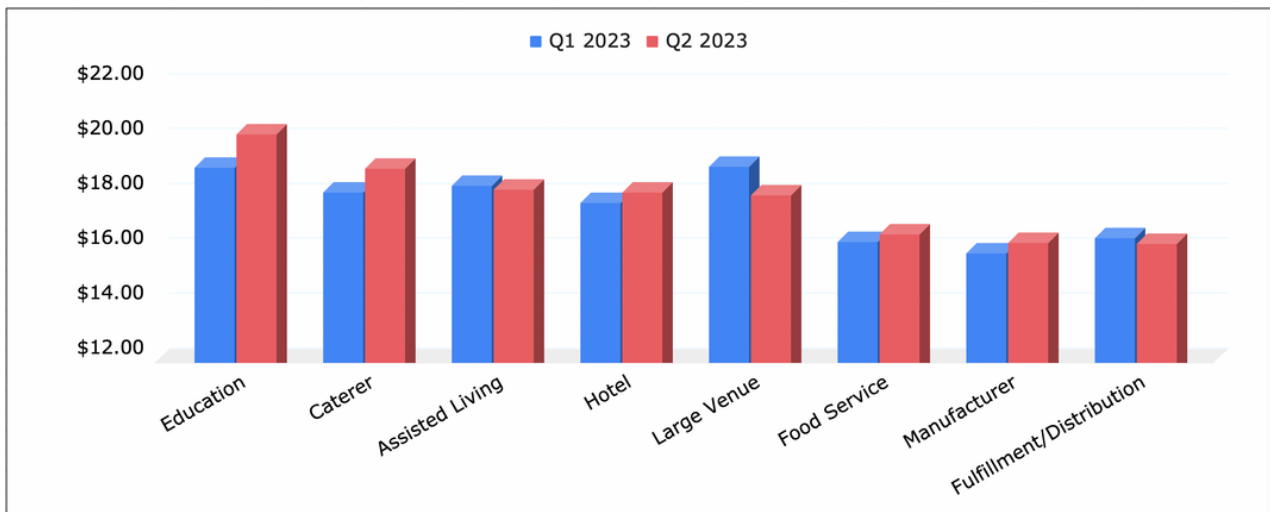
Overview of industries

Industry	Q1 2023	Q2 2023
Education	\$18.96	\$20.17
Caterer	\$18.04	\$18.93
Assisted Living	\$18.29	\$18.16
Hotel	\$17.67	\$18.06
Large Venue	\$18.99	\$17.93
Food Service	\$16.25	\$16.52
Manufacturer	\$15.83	\$16.20
Fulfillment/Distribution	\$16.37	\$16.18

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Highest paid industries



Education
\$20.17/hr on average



Caterer
\$18.93/hr on average



Assisted Living
\$18.16/hr on average

Hospitality jobs

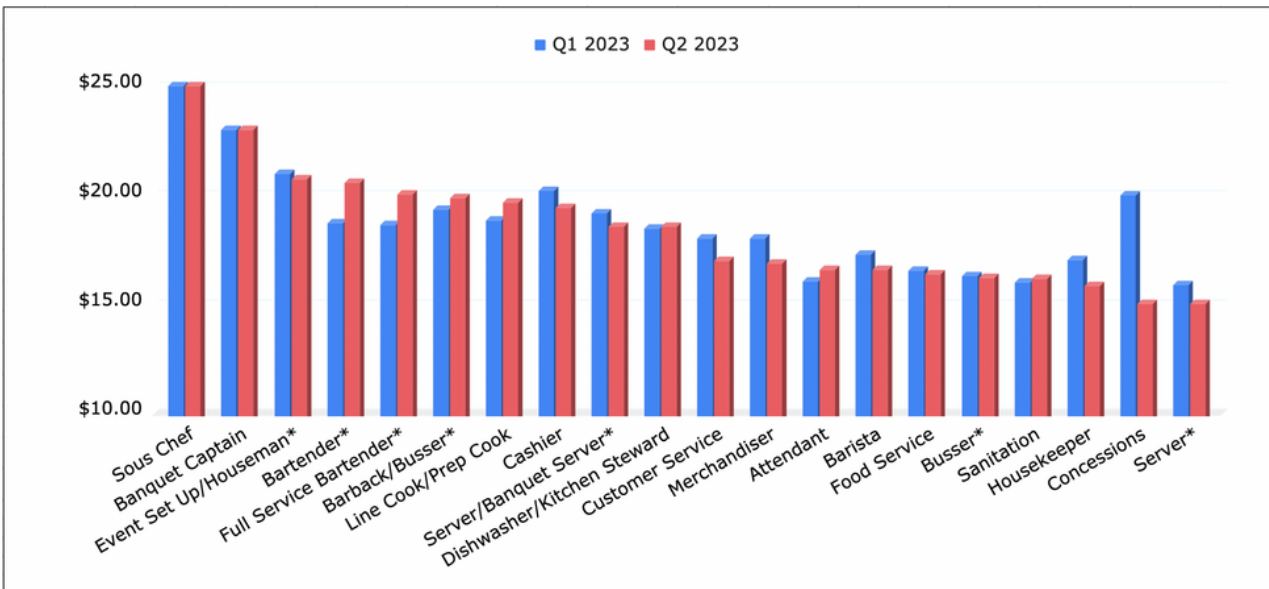
Overview of hourly wages per job type

Job Type	Q1 2023	Q2 2023
Sous Chef	\$25.00	\$25.00
Banquet Captain	\$23.00	\$23.00
Event Set Up/Houseman*	\$20.99	\$20.73
Bartender*	\$18.73	\$20.58
Full Service Bartender*	\$18.63	\$20.02
Barback/Busser*	\$19.33	\$19.86
Line Cook/Prep Cook	\$18.85	\$19.68
Cashier	\$20.21	\$19.40
Server/Banquet Server*	\$19.18	\$18.57
Dishwasher/Kitchen Steward	\$18.48	\$18.54
Customer Service	\$18.00	\$17.00
Merchandiser	\$18.03	\$16.85
Attendant	\$16.04	\$16.59
Barista	\$17.27	\$16.56
Food Service	\$16.54	\$16.37
Busser*	\$16.30	\$16.22
Sanitation	\$16.00	\$16.18
Housekeeper	\$17.04	\$15.83
Concessions	\$20.00	\$15.00
Server*	\$15.90	\$15.00

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Highest paid jobs



Sous Chef
\$25/hr on average



Banquet Captain
\$23/hr on average



Event Set Up/Houseman
\$20.73/hr on average*

* presented wages are non-tipped

Light Industrial jobs

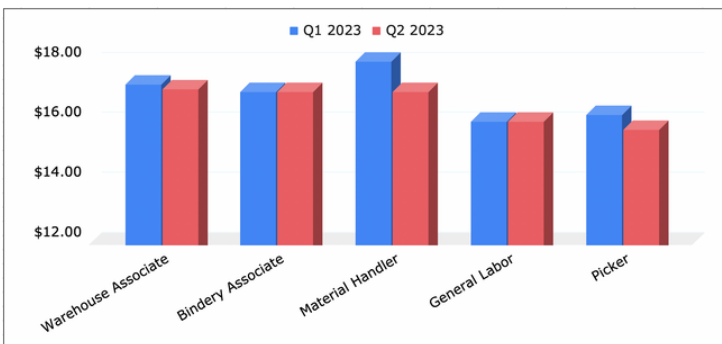
Overview of hourly wages per job type

Job Type	Q1 2023	Q2 2023
Warehouse Associate	\$17.23	\$17.09
Bindery Associate	\$17.00	\$17.00
Material Handler	\$18.00	\$17.00
General Labor	\$16.00	\$16.00
Picker	\$16.23	\$15.73

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Highest paid jobs



Warehouse Associate
\$17.09/hr on average



Bindery Associate
\$17/hr on average



Material Handler
\$17/hr on average



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.

