



Q3 2023

# Wage Report – Texas Market

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in partnership with Upshift



## Q3 overview: Wages Stagnate, 55+ Workforce Rises, and Companies Tread Cautiously Despite Economic Stability"

The state of the employment market in Q3 reveals several noteworthy trends. First and foremost, wages have shown signs of stagnation or even slight declines in some cases. This wage trend indicates a cooling in the labor markets, suggesting that the rapid wage growth experienced in previous quarters may finally be tapering off. Despite this, unemployment rates remain in the low single digits, which, while seemingly positive, presents its own set of challenges.

Another notable development in the employment landscape is the increasing availability of the 55+ labor pool. While this trend is a testament to growing workforce diversity, it also has implications for those entering certain fields, as competition may become more intense. Additionally, companies are showing a degree of caution as they approach 2024, with tempered spending and restrictive budgets. This abundance of caution is interesting given that recessionary indicators are on the decline, suggesting economic stability, yet there seems to be a lack of overall confidence. Perhaps it's just skepticism!

Looking ahead to the end of the year and into 2024, it is apparent that flexibility and engagement will play pivotal roles in shaping hiring plans. High-quality labor is becoming increasingly selective in their job choices, emphasizing the importance of employers offering attractive work arrangements and engagement opportunities.



**- Matt Gorman,**  
Executive VP at Upshift



# Texas Market Overview

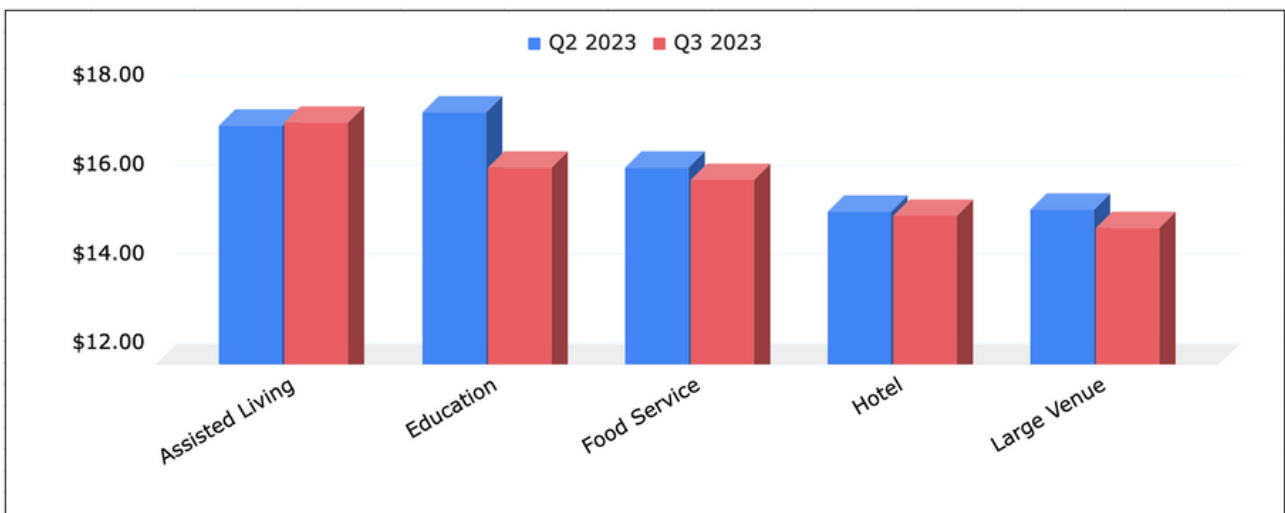
## Overview of industries

Industry	Q2 2023	Q3 2023
Assisted Living	\$17.24	\$17.32
Education	\$17.54	\$16.29
Food Service	\$16.31	\$16.03
Hotel	\$15.32	\$15.22
Large Venue	\$15.35	\$14.95

The table and the graph represent **average hourly wages** in a given industry, observed in the fourth quarter of 2022 and the first quarter 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



**Assisted Living**  
\$17.78/hr on average



**Education**  
\$17/hr on average



**Food Service**  
\$16.93/hr on average

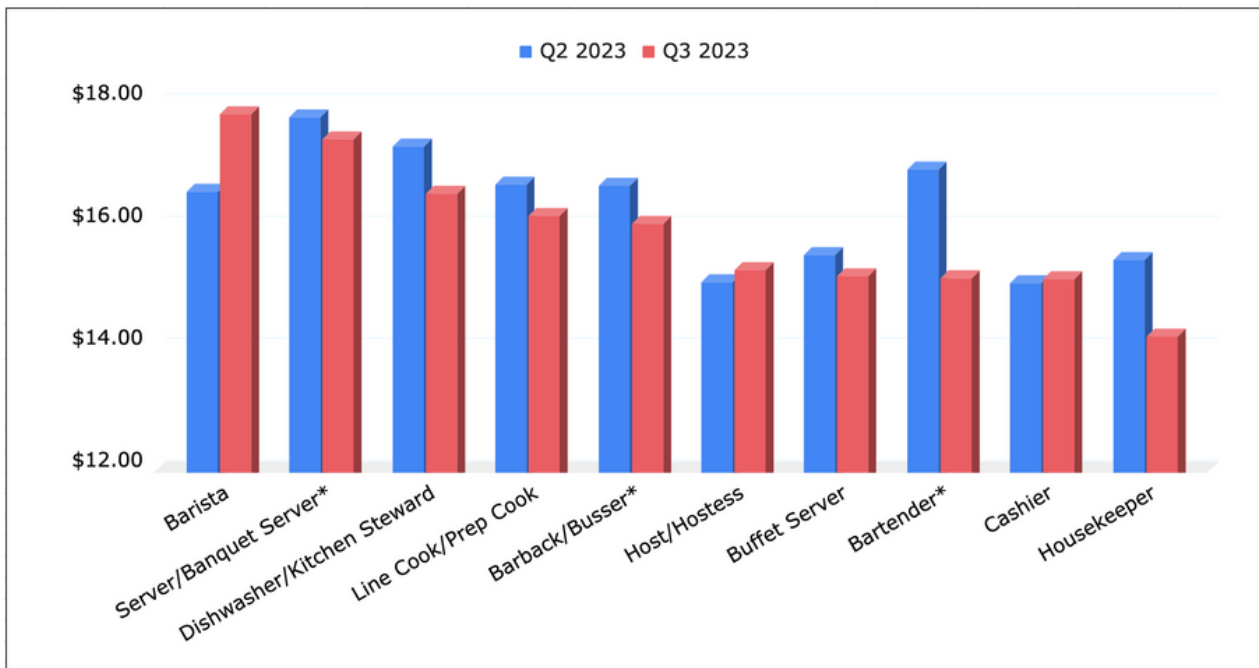
## Overview of hourly wages per job type

Job Type	Q2 2023	Q3 2023
Barista	\$16.52	\$17.80
Server/Banquet Server*	\$17.75	\$17.38
Dishwasher/Kitchen Steward	\$17.26	\$16.49
Line Cook/Prep Cook	\$16.65	\$16.13
Barback/Busser*	\$16.63	\$16.00
Host/Hostess	\$15.05	\$15.24
Buffet Server	\$15.49	\$15.14
Bartender*	\$16.89	\$15.11
Cashier	\$15.04	\$15.09
Housekeeper	\$15.41	\$14.16

The table and the graph represent **average hourly wages** in a given position, observed in the fourth quarter of 2022 and the first quarter of 2023.

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## Highest paid jobs



**Barista**  
\$17.80/hr on average\*



**Dishwasher/  
Kitchen Steward**  
\$17.38/hr on average



**Dishwasher/  
Kitchen Steward**  
\$16.49/hr on average

\* presented wages are non-tipped





# Individual cities -

## Dallas, TX

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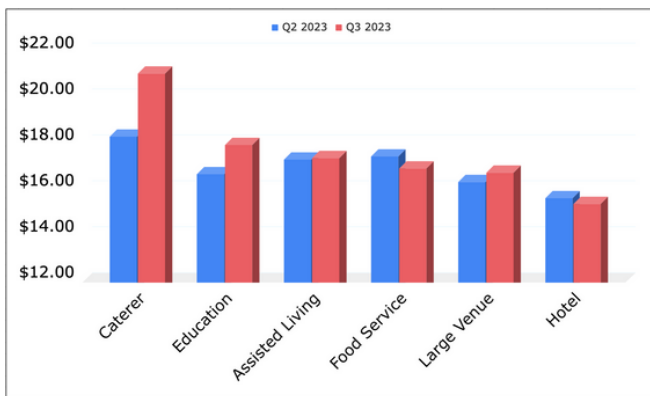
## Overview of industries

Industry	Q2 2023	Q3 2023
Caterer	\$18.25	\$21.00
Education	\$16.60	\$17.88
Assisted Living	\$17.24	\$17.32
Food Service	\$17.38	\$16.85
Large Venue	\$16.26	\$16.68
Hotel	\$15.56	\$15.32

The table and the graph represent **average hourly wages** in a given industry, observed in Q2 and Q3 of 2023.

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## Highest paid industries



**Caterer**  
\$21/hr on average



**Education**  
\$17.88/hr on average



**Assisted Living**  
\$17.32/hr on average

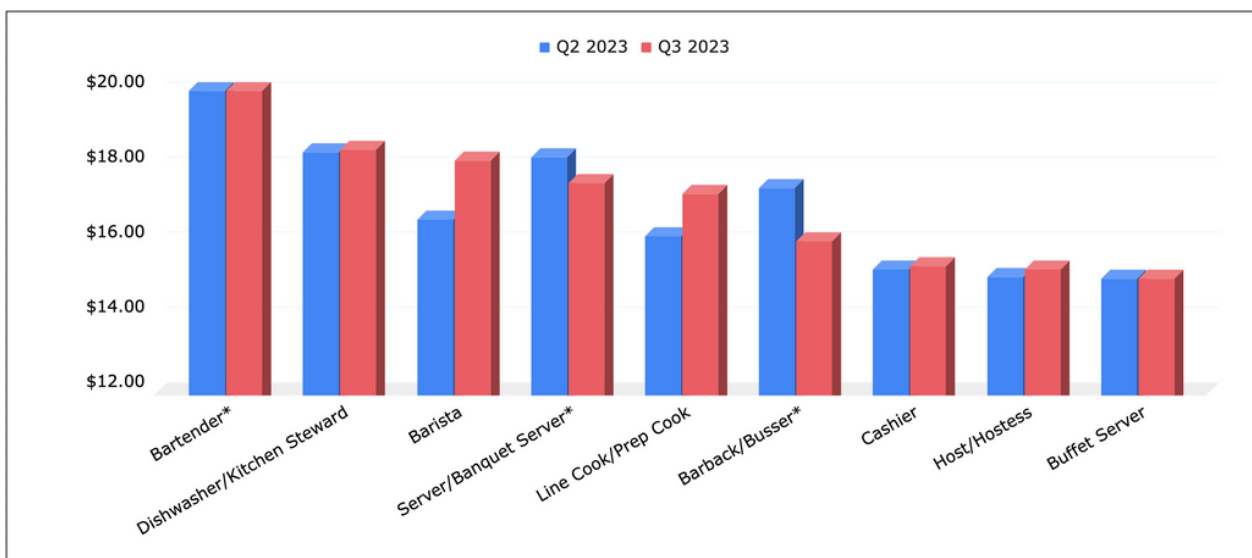
## Overview of hourly wages per job type

Job Type	Q2 2023	Q3 2023
Bartender*	\$20.00	\$20.00
Dishwasher/Kitchen Steward	\$18.38	\$18.44
Barista	\$16.57	\$18.14
Server/Banquet Server*	\$18.24	\$17.55
Line Cook/Prep Cook	\$16.14	\$17.27
Barback/Busser*	\$17.42	\$16.00
Cashier	\$15.25	\$15.34
Host/Hostess	\$15.05	\$15.24
Buffet Server	\$15.00	\$15.00

The table and the graph represent **average hourly wages** in a given position, observed in Q2 and Q3 of 2023.

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## Highest paid jobs



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



**Dishwasher/  
Kitchen Steward**  
\$18.44/hr on average



**Barista**  
\$18.14/hr on average

\* presented wages are non-tipped





# Individual cities -

# Houston, TX

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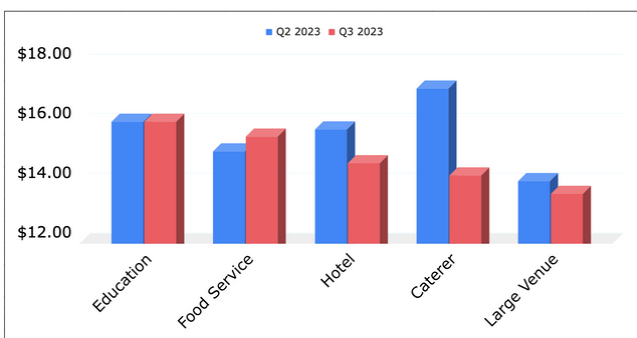
## Overview of industries

Industry	Q2 2023	Q3 2023
Education	\$16.00	\$16.00
Food Service	\$15.00	\$15.51
Hotel	\$15.74	\$14.61
Caterer	\$17.11	\$14.20
Large Venue	\$14.01	\$13.59

The table and the graph represent **average hourly wages** in a given industry, observed in Q2 and Q3 of 2023.

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## Highest paid industries



**Education**  
\$16/hr on average



**Food Service**  
\$15.51/hr on average



**Hotel**  
\$14.61/hr on average

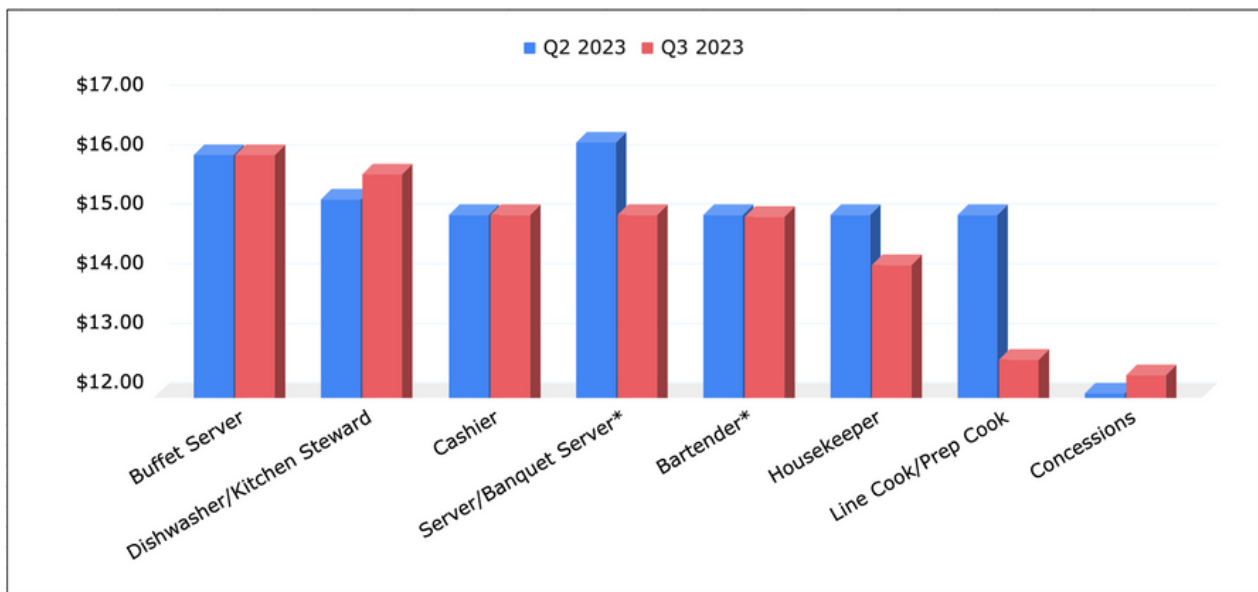
## Overview of hourly wages per job type

Job Type	Q2 2023	Q3 2023
Buffet Server	\$16.00	\$16.00
Dishwasher/Kitchen Steward	\$15.26	\$15.68
Cashier	\$15.00	\$15.00
Server/Banquet Server*	\$16.21	\$15.00
Bartender*	\$15.00	\$14.97
Housekeeper	\$15.00	\$14.16
Line Cook/Prep Cook	\$15.00	\$12.57
Concessions	\$12.00	\$12.31

The table and the graph represent **average hourly wages** in a given position, observed in Q2 and Q3 of 2023.

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## Highest paid jobs



**Buffet Server**  
\$16/hr on average



**Dishwasher/  
Kitchen Steward**  
\$15.68/hr on average



**Cashier**  
\$15/hr on average

\* presented wages are non-tipped





# Individual cities -

# San Antonio, TX

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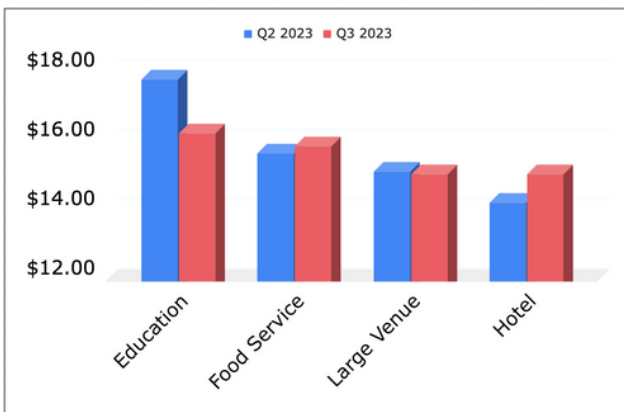
## Overview of industries

Industry	Q2 2023	Q3 2023
Education	\$17.74	\$16.19
Food Service	\$15.61	\$15.80
Large Venue	\$15.07	\$15.00
Hotel	\$14.18	\$15.00

The table and the graph represent **average hourly wages** in a given industry, observed in Q2 and Q3 of 2023.

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## Highest paid industries



**Education**  
\$16.19/hr on average



**Food Service**  
\$15.80/hr on average



**Large Venue**  
\$15/hr on average



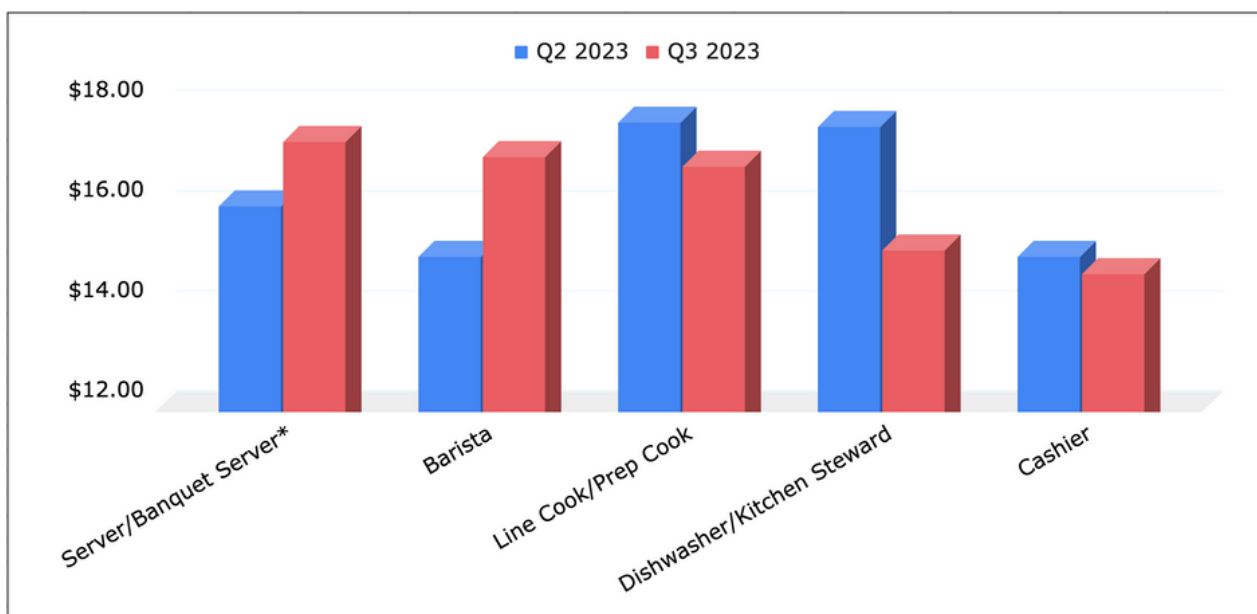
## Overview of hourly wages per job type

Job Type	Q2 2023	Q3 2023
Server/Banquet Server*	\$16.00	\$17.29
Barista	\$15.00	\$17.00
Line Cook/Prep Cook	\$17.67	\$16.80
Dishwasher/Kitchen Steward	\$17.58	\$15.12
Cashier	\$15.00	\$14.65

The table and the graph represent **average hourly wages** in a given position, observed in Q2 and Q3 of 2023.

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## Highest paid jobs



**Server/  
Banquet Server**  
\$17.29/hr on average\*

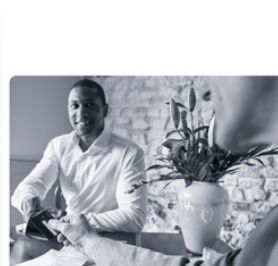


**Barista**  
\$17/hr on average



**Line Cook/  
Prep Cook**  
\$16.80/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.

