



Q3 2022

# Wage Report – Charlotte, NC

Created by WagePage  
in partnership with Upshift



## Find out how much workers are getting paid

The Q3 Wage Report was created to give an overview of the labor market in Charlotte, NC. On the next pages, we are presenting data from industries and various job types.

Inside the report, you will find detailed information about average and median hourly wages for the most popular positions in Charlotte 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.

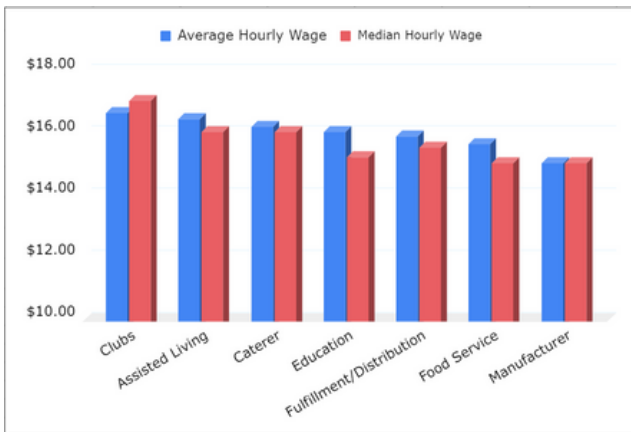




# Charlotte, NC

## Overview of industries

Industry	Average Hourly Wage	Median Hourly Wage
Clubs	\$16.60	\$17.00
Assisted Living	\$16.41	\$16.00
Caterer	\$16.18	\$16.00
Education	\$16.01	\$15.19
Fulfillment/Distribution	\$15.85	\$15.50
Food Service	\$15.61	\$15.00
Manufacturer	\$15.00	\$15.00



### Industries we collected data for

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

### Highest and lowest wages

Average Hourly Wages range between \$14.24 and \$16.60, with the lowest wages being paid in the Hotel industry, and the highest being paid in the Clubs sector.

### Average and Median differences

Average and Median Hourly Wages were close in all industries but in Fulfillment & Distribution and Manufacturing, in which the Average was significantly higher, meaning that one or more job types in the aforementioned sectors were overpaid.

## Highest paid industries



**Clubs**  
\$16.60/hr on average



**Assisted Living**  
\$16.41/hr on average



**Catering**  
\$16.18/hr on average

## Overview of hourly wages per job type

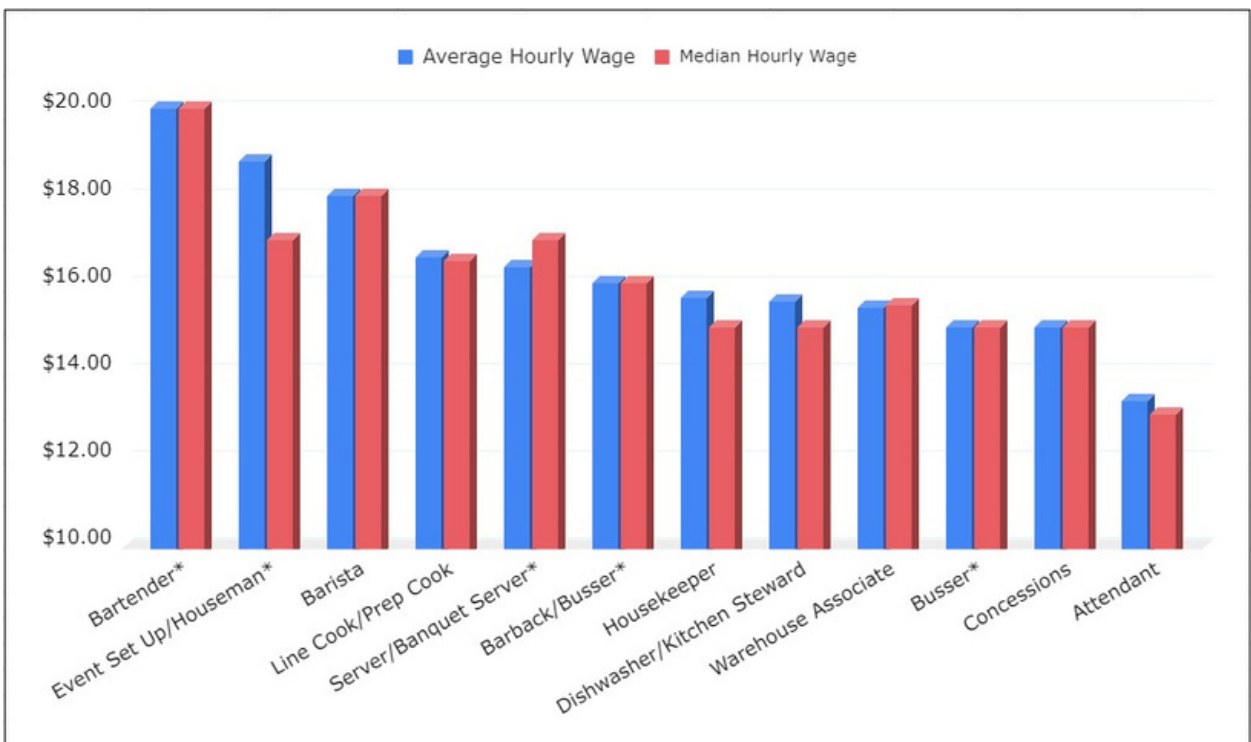
### Positions we collected data for

We were able to collect data on a wide array of positions, with Attendant being the lowest paid position with an average of \$13.30 paid per hour of work, and the Bartender position being the highest paid, with \$20.00 on average.

### Average and Median differences

Average Hourly Wages and Median Hourly Wages were close in all job types except for Events Set Up/Houseman. With the average being higher, it means that one or more employers offered wages significantly higher than the market.

Job Type	Average Hourly Wage	Median Hourly Wage
Bartender*	\$20.00	\$20.00
Event Set Up/Houseman*	\$18.78	\$17.00
Barista	\$18.00	\$18.00
Line Cook/Prep Cook	\$16.60	\$16.50
Server/Banquet Server*	\$16.37	\$17.00
Barback/Busser*	\$16.00	\$16.00
Housekeeper	\$15.66	\$15.00
Dishwasher/Kitchen Steward	\$15.57	\$15.00
Warehouse Associate	\$15.45	\$15.50
Busser*	\$15.00	\$15.00
Concessions	\$15.00	\$15.00
Attendant	\$13.30	\$13.00



## Highest paid jobs



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



**Event Set Up/  
Houseman**  
\$18.78/hr on average\*



**Barista**  
\$18/hr on average\*

\* presented wages are non-tipped

## Conclusions

After viewing the Industry and Job Type Average and Median Hourly Wages, we can conclude the following for the Charlotte, NC market in Q3 2022:

- The industries with the **highest hourly wages were Clubs** with Median Hourly Wages sitting at \$17.
- The industry with the **lowest hourly wages was Hotel**, with Median Hourly Wages sitting at \$14.
- The **highest-paid job** in the market was B bartender, with a \$20 dollar median being paid for an hour of work.
- The **lowest-paid job** in the market was Attendant, with a \$13/hr wage.

## Summary

The best-paid jobs in Q3 2022 were in the Hospitality industry, with Bartender, Event Setup/Houseman, and Barista being the highest-paid positions. The average hourly wage for the sector was \$15.82.

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.

