



Q3 2022

Wage Report – Cleveland, OH

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 Cleveland, Ohio. 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 the Cleveland market, 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?

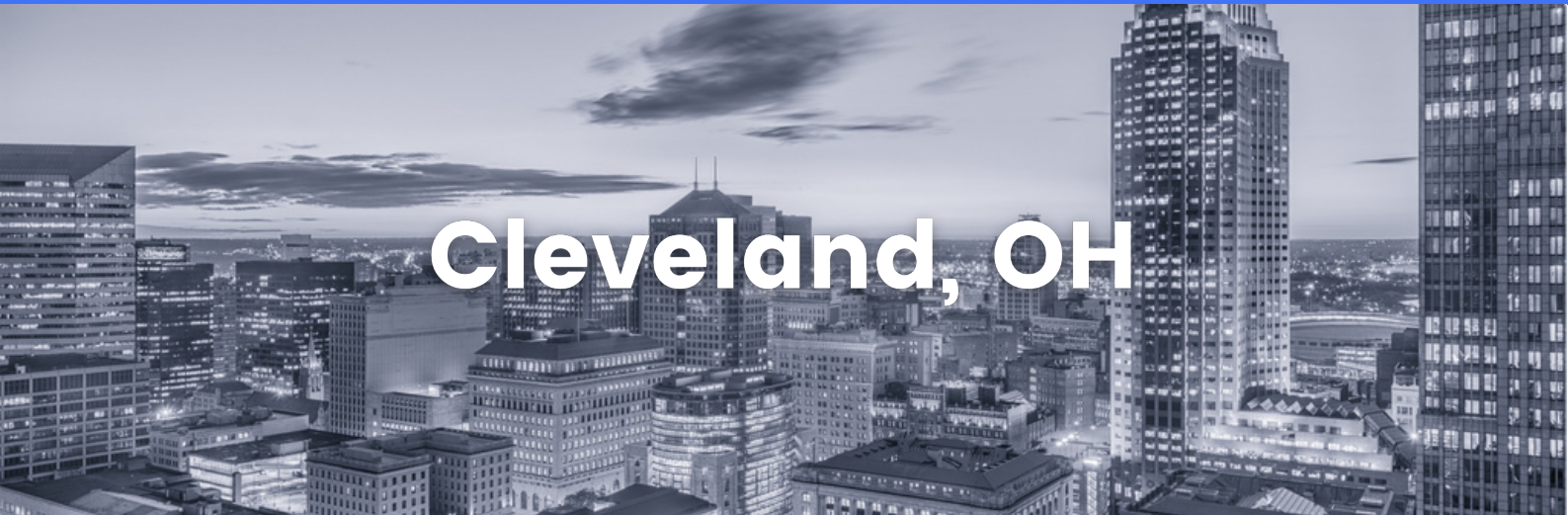
Thanks to **our partnership with Upshift**, a leading labor marketplace, **we are able to collect real-time, supporting data for workers in various industries and positions.** These are verified rates being paid today to Upshift workers in a wide variety of positions.

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.





Cleveland, OH

Overview of industries

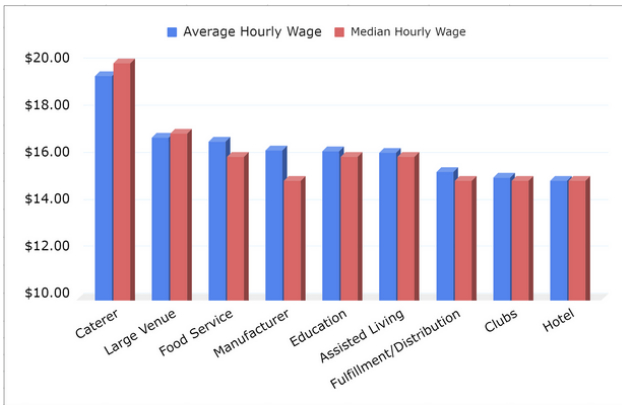
| Industry | Average Hourly Wage | Median Hourly Wage |
|--------------------------|---------------------|--------------------|
| Caterer | \$19.46 | \$20.00 |
| Large Venue | \$16.82 | \$17.00 |
| Food Service | \$16.66 | \$16.00 |
| Manufacturer | \$16.30 | \$15.00 |
| Education | \$16.24 | \$16.00 |
| Assisted Living | \$16.18 | \$16.00 |
| Fulfillment/Distribution | \$15.37 | \$15.00 |
| Clubs | \$15.12 | \$15.00 |
| Hotel | \$14.98 | \$15.00 |

Industries we collected data for

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

Highest and lowest wages

Average Hourly Wages range between \$14.98 and \$19.46, with the lowest wages being paid in Hotel, 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 Manufacturing and Food Service, in which average wages were significantly higher than median wages signifying that certain positions were overpaid in regard to the market conditions.

Highest paid industries



Catering

\$19.46/hr on average



Large Venue

\$16.82/hr on average



Food Service

\$16.66/hr on average

Overview of hourly wages per job type

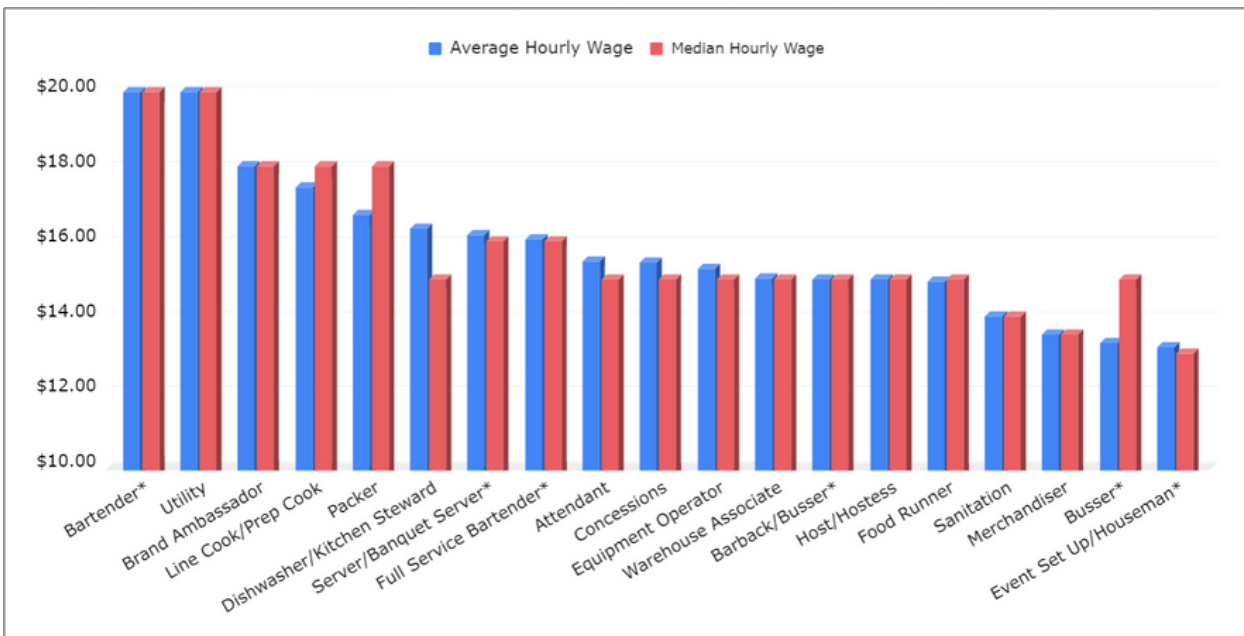
| Job Type | Average Hourly Wage | Median Hourly Wage |
|----------------------------|---------------------|--------------------|
| Bartender* | \$20.00 | \$20.00 |
| Utility | \$20.00 | \$20.00 |
| Brand Ambassador | \$18.00 | \$18.00 |
| Line Cook/Prep Cook | \$17.46 | \$18.00 |
| Packer | \$16.72 | \$18.00 |
| Dishwasher/Kitchen Steward | \$16.35 | \$15.00 |
| Server/Banquet Server* | \$16.18 | \$16.00 |
| Full Service Bartender* | \$16.05 | \$16.00 |
| Attendant | \$15.46 | \$15.00 |
| Concessions | \$15.45 | \$15.00 |
| Equipment Operator | \$15.26 | \$15.00 |
| Warehouse Associate | \$15.01 | \$15.00 |
| Barback/Busser* | \$15.00 | \$15.00 |
| Host/Hostess | \$15.00 | \$15.00 |
| Food Runner | \$14.92 | \$15.00 |
| Sanitation | \$14.00 | \$14.00 |
| Merchandiser | \$13.53 | \$13.53 |
| Busser* | \$13.29 | \$15.00 |
| Event Set Up/Houseman* | \$13.19 | \$13.00 |

Positions we collected data for

We were able to collect data on a wide array of positions, with Event Set Up / Houseman being the lowest-paid position with an average of \$13.19 paid per hour of work, and the Bartender position being the highest paid, with \$20 on average.

Average and Median differences

Average Hourly Wages and Median Hourly Wages were close in most of the positions except for Packer, Kitchen Steward, and Busser. A higher median signifies, that positions were underpaid in relation to the market conditions, and a higher average means, that the positions were overpaid in relation to the market conditions.



Highest paid positions



Bartender
\$20/hr on average*



Utility
\$20/hr on average



Brand Ambassador
\$18.10/hr on average*

* presented wages are non-tipped

Conclusions

After reviewing the Industry and Job Type Average and Median Hourly Wages, we can conclude the following for the Cleveland, OH market in Q3 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 Hotel**, 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 Event Set Up / Houseman, with a \$13/hr median wage.

Summary

The best-paid jobs in Q3 2022 were in the Hospitality sector, with Bartender, Utility, and Brand Ambassador being the highest-paid positions across the Cleveland labor market.

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.

