



Q3 2022

Wage Report – Florida Market

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 Florida, including Miami, Orlando, and Tampa markets. 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 the Florida market, as well as a high-level view of 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.

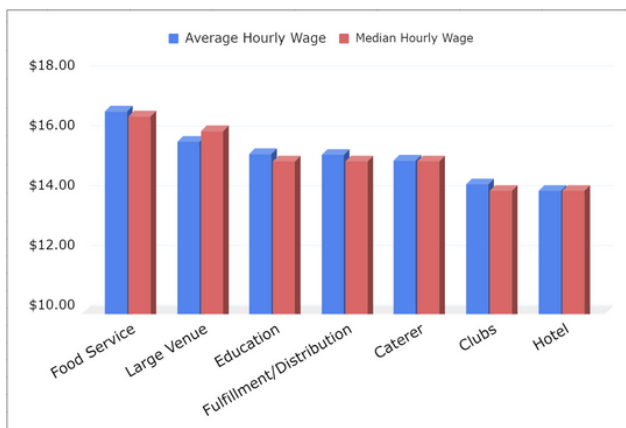
With more transparency on the current market rates, offering **competitive wages and accurate data** is one of the best ways to make sure you can attract enough job candidates.



Florida Market overview

Overview of industries

Industry	Average Hourly Wage	Median Hourly Wage
Food Service	\$16.66	\$16.50
Large Venue	\$15.65	\$16.00
Education	\$15.25	\$15.00
Fulfillment/Distribution	\$15.20	\$15.00
Caterer	\$15.01	\$15.00
Clubs	\$14.23	\$14.00
Hotel	\$14.00	\$14.00



Industries we collected data for

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

Highest and lowest wages

Average Hourly Wages range between \$14.00 and \$16.66, with the lowest wages being paid in the Hotel sector and the highest wages in Food Service.

Average and median differences

Average Hourly Wages and Median Hourly Wages were very close in most of the presented cases. Median being higher than average means that one or more employers set wages significantly lower than market appropriate, while average being higher than median means that wages were set higher than they needed to be.

Highest paid industries



Food Service

\$16.66/hr on average



Large Venue

\$15.65/hr on average



Education

\$15.25/hr on average

Overview of hourly wages per job type

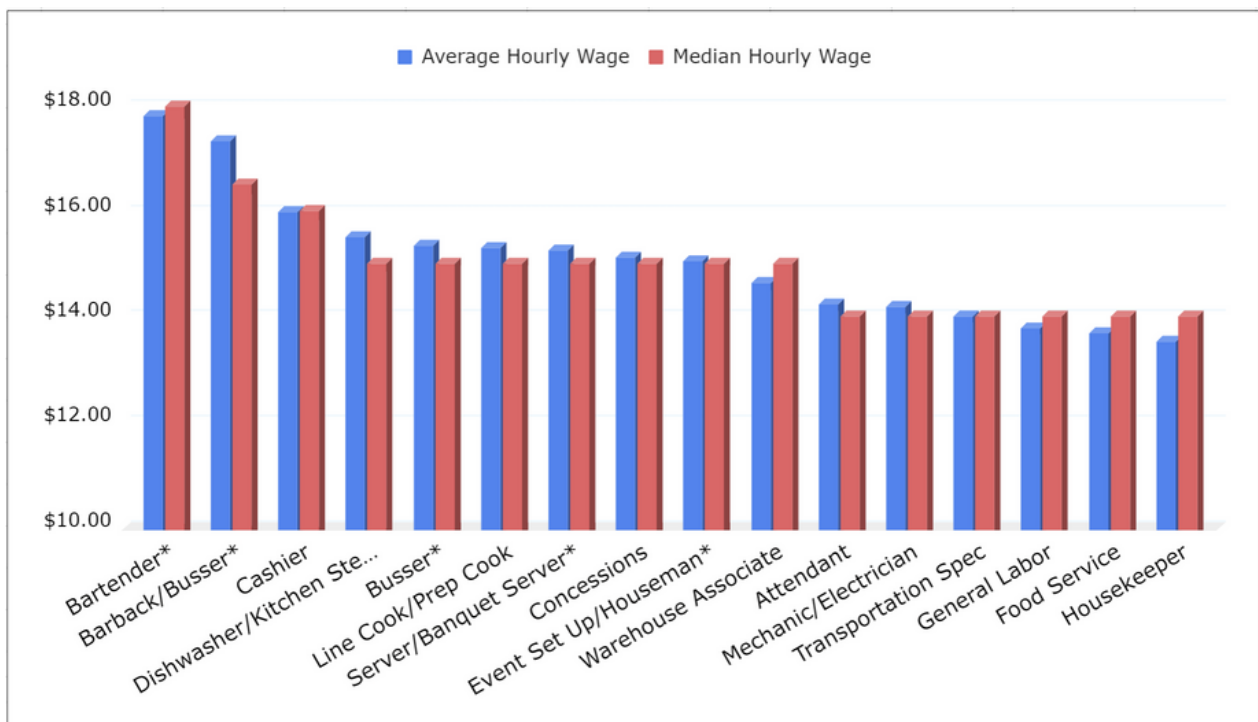
Job Type	Average Hourly Wage	Median Hourly Wage
Bartender*	\$17.82	\$18.00
Barback/Busser*	\$17.33	\$16.50
Cashier	\$15.99	\$16.00
Dishwasher/Kitchen Steward	\$15.51	\$15.00
Busser*	\$15.35	\$15.00
Line Cook/Prep Cook	\$15.29	\$15.00
Server/Banquet Server*	\$15.26	\$15.00
Concessions	\$15.11	\$15.00
Event Set Up/Houseman*	\$15.04	\$15.00
Warehouse Associate	\$14.64	\$15.00
Attendant	\$14.23	\$14.00
Mechanic/Electrician	\$14.17	\$14.00
Transportation Spec	\$14.00	\$14.00
General Labor	\$13.76	\$14.00
Food Service	\$13.68	\$14.00
Housekeeper	\$13.52	\$14.00

Positions we collected data for

We were able to collect data on a wide array of positions, with Housekeeper being the lowest paid position with an average of \$13.52 paid per hour of work, and the Bartender position being the highest paid, with \$17.82 on average.

Average and Median differences

Average Hourly Wages and Median Hourly Wages were close in most of the presented cases. Median being higher than average means that one or more employers set wages significantly lower than market appropriate, while average being higher than median means that wages were set higher than they needed to be.



Highest paid jobs



Bartender

\$17.82/hr on average*



Barback/Busser

\$17.33/hr on average*



Cashier

\$15.99/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 Florida market in Q3 2022:

- The industry with the **highest hourly wages was Food Service**, with Median Hourly Wages sitting at \$16.50.
- The industry with the **lowest hourly wages is Hotel**, with Median Hourly Wages sitting at \$14.
- The **highest-paid job** in the market was Bartender, with an \$18 dollar median being paid per hour
- The **lowest-paid job** in the market was Housekeeper, with a median wage of \$14/hr.

Summary

The best-paid jobs in Q3 2022 were in the Food Service, Large Venue, and Education sectors, with Bartender, Barback/Busser, and Cashier being the highest-paid positions.

Average Hourly Wage and Median Hourly Wage were very similar across all job types but highly disproportionate in Industry breakdown. What these exceptions indicate is that **certain job types 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.

