



Q3 2022

# Wage Report – Indianapolis, IN

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 Indianapolis, IN. 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 Indianapolis 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.

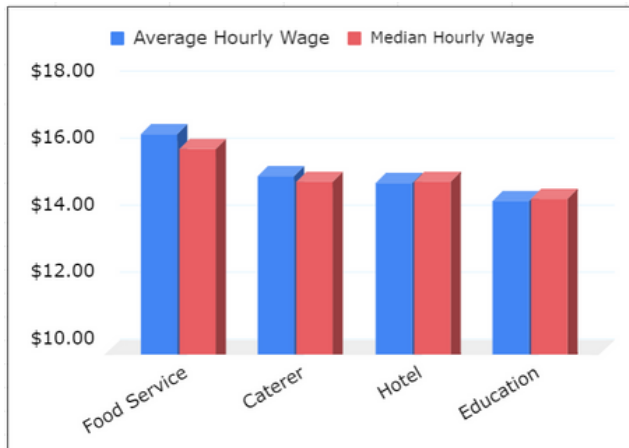




# Indianapolis, IN

## Overview of industries

Industry	Average Hourly Wage	Median Hourly Wage
Food Service	\$16.41	\$16.00
Caterer	\$15.18	\$15.00
Hotel	\$14.96	\$15.00
Education	\$14.43	\$14.50



### Industries we collected data for

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

### Highest and lowest wages

Average Hourly Wages range between \$14.43 and \$16.41, with the lowest wages being paid in the Education sector and the highest wages in Food Service.

### Average and median differences

Average and Median Hourly Wages were close in all industries, which means employers set the wages close the optimal market wages.

## Highest paid industries



**Food Service**  
\$16.41/hr on average



**Catering**  
\$15.18/hr on average



**Hotel**  
\$14.96/hr on average

## Overview of hourly wages per job type

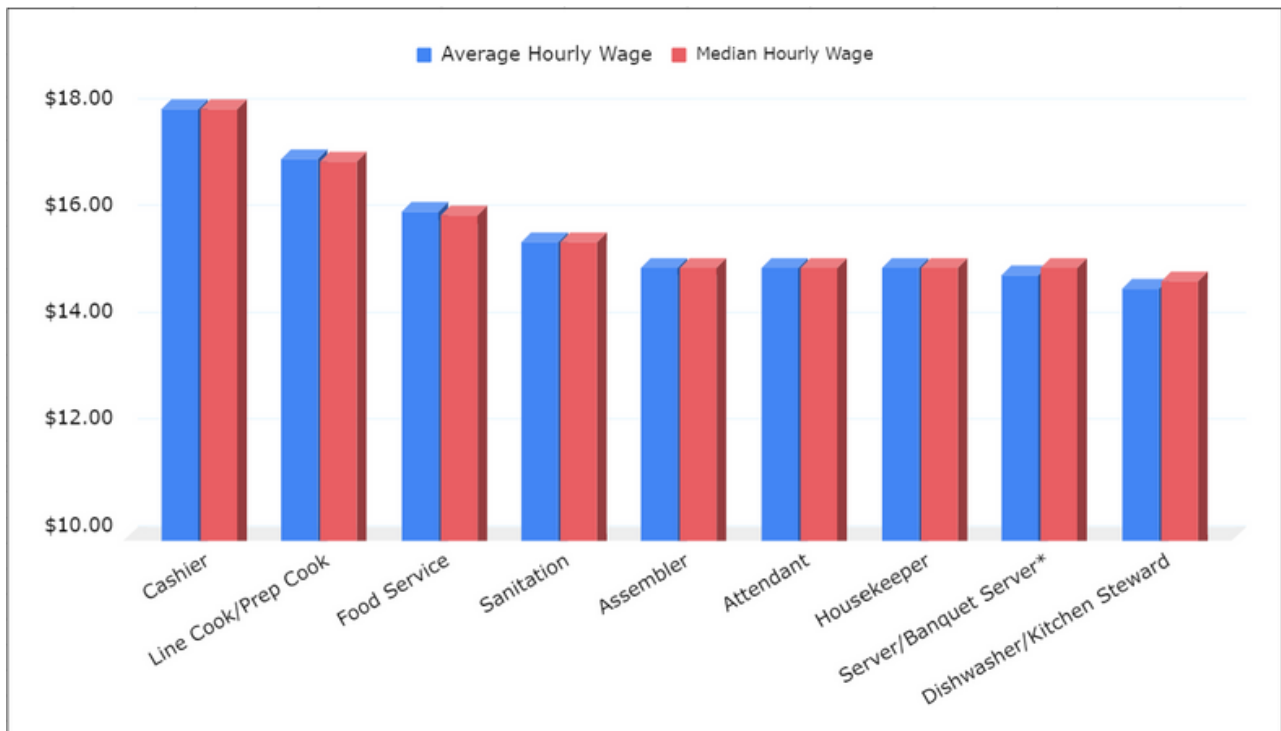
### Positions we collected data for

We were able to collect data on a wide array of positions, with Dishwasher / Kitchen Steward being the lowest-paid position with an average of \$14.61 paid per hour of work, and the Cashier position being the highest paid, with \$18 on average.

Job Type	Average Hourly Wage	Median Hourly Wage
Cashier	\$18.00	\$18.00
Line Cook/Prep Cook	\$17.05	\$17.00
Food Service	\$16.06	\$16.00
Sanitation	\$15.50	\$15.50
Assembler	\$15.00	\$15.00
Attendant	\$15.00	\$15.00
Housekeeper	\$15.00	\$15.00
Server/Banquet Server*	\$14.88	\$15.00
Dishwasher/Kitchen Steward	\$14.61	\$14.75

### Average and Median differences

Average Hourly Wages and Median Hourly Wages were close in all job types, which means individual wages assigned to positions were proportionate to their appropriate benchmarks.



## Highest paid jobs



### Cashier

\$18/hr on average\*



### Line Cook / Prep Cook

\$17.05/hr on average\*



### Food Service

\$16.06/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 Indianapolis, IN market in Q3 2022:

- The industry with the **highest hourly wages was Food Service**, with Median Hourly Wages sitting at \$16.
- The industry with the **lowest hourly wages is Education**, with Median Hourly Wages sitting at \$14.50.
- The **highest-paid job** in the market was Cashier, with an \$18 median being paid for an hour of work.
- The **lowest-paid job** in the market was Dishwasher / Kitchen Steward, with a median wage of \$14.75/hr.

## Summary

The best-paid jobs in Q3 2022 were in the Catering and Food Service sectors, with Cashier, Line Cook/Prep Cook, and Sanitation 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.

