



Q3 2022

# Wage Report – Ohio 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 Ohio, including Cincinnati, Columbus, and Cleveland 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 Ohio 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.

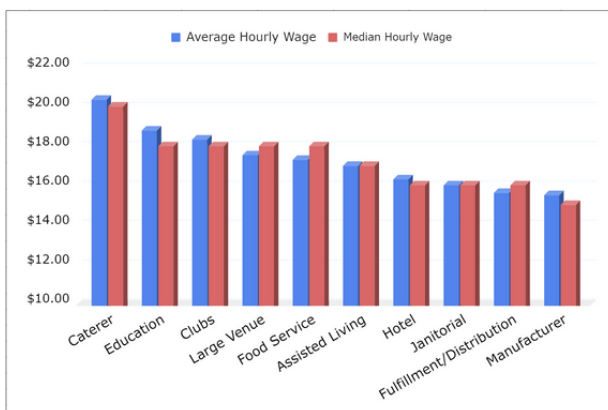




# Ohio Market overview

## Overview of industries

Industry	Average Hourly Wage	Median Hourly Wage
Caterer	\$20.36	\$20.00
Education	\$18.78	\$18.00
Clubs	\$18.35	\$18.00
Large Venue	\$17.54	\$18.00
Food Service	\$17.32	\$18.00
Assisted Living	\$17.01	\$17.00
Hotel	\$16.33	\$16.00
Janitorial	\$16.00	\$16.00
Fulfillment/Distribution	\$15.64	\$16.00
Manufacturer	\$15.51	\$15.00



### Industries we collected data for

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

### Highest and lowest wages

Average Hourly Wages range between \$15.51 and \$20.36, with the lowest wages being paid in the Manufacturing sector and the highest wages in Catering.

### 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



### Catering

\$20.36/hr on average



### Education

\$18.78/hr on average



### Clubs

\$18.35/hr on average

# Hospitality Positions

## Overview of hourly wages per job type

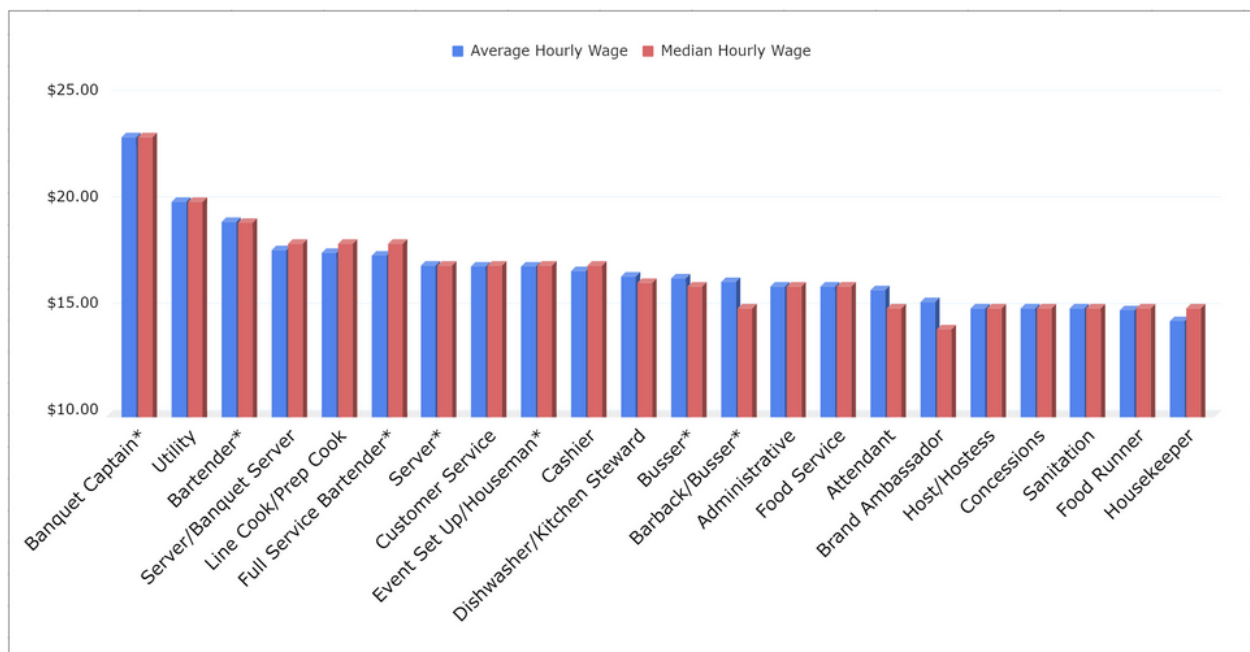
Job Type	Average Hourly Wage	Median Hourly Wage
Banquet Captain*	\$23.00	\$23.00
Utility	\$20.00	\$20.00
Bartender*	\$19.06	\$19.00
Server/Banquet Server	\$17.73	\$18.00
Line Cook/Prep Cook	\$17.59	\$18.00
Full Service Bartender*	\$17.47	\$18.00
Server*	\$17.00	\$17.00
Customer Service	\$16.94	\$17.00
Event Set Up/Houseman*	\$16.93	\$17.00
Cashier	\$16.73	\$17.00
Dishwasher/Kitchen Steward	\$16.48	\$16.16
Busser*	\$16.40	\$16.00
Barback/Busser*	\$16.20	\$15.00
Administrative	\$16.00	\$16.00
Food Service	\$16.00	\$16.00
Attendant	\$15.82	\$15.00
Brand Ambassador	\$15.29	\$14.00
Host/Hostess	\$15.00	\$15.00
Concessions	\$14.96	\$15.00
Sanitation	\$14.96	\$15.00
Food Runner	\$14.91	\$15.00
Housekeeper	\$14.40	\$15.00

### 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 \$14.30 paid per hour of work, and Banquet Captain position being the highest paid, with \$23.00 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. The highest discrepancies could be observed in the case of Barback / Busser, Attendant, and Brand Ambassador positions.



## Highest paid jobs



**Banquet Captain**  
\$23/hr on average\*



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



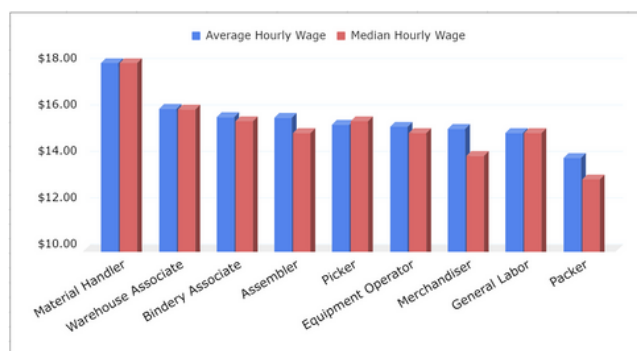
**Bartender**  
\$19.06/hr on average\*

\* presented wages are non-tipped

# Light Industrial jobs

## Overview of hourly wages per job type

Job Type	Average Hourly Wage	Median Hourly Wage
Material Handler	\$18.00	\$18.00
Warehouse Associate	\$16.05	\$16.00
Bindery Associate	\$15.68	\$15.50
Assembler	\$15.64	\$15.00
Picker	\$15.35	\$15.50
Equipment Operator	\$15.26	\$15.00
Merchandiser	\$15.16	\$14.00
General Labor	\$15.00	\$15.00
Packer	\$13.91	\$13.00



### Positions we collected data for

We were able to collect data on the following job types: Material Handler, Warehouse Associate, Bindery Associate, Assembler, Picker, and Packer.

### Highest and lowest wages

Average Hourly Wages ranged between \$13 paid to Packers and \$18 paid to Material Handlers.

### Average and median differences

Average Hourly Wages and Median Hourly Wages were close in almost all the job types, which means employers are matching market wages closely most of the time. In the case of Merchandisers and Packers, the median is lower than the average, which means the wages set by one or more employers were higher than necessary given the market conditions.

## Highest paid jobs in Light Industrial sector



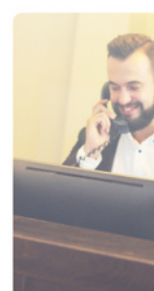
**Material Handler**  
\$18/hr on average



**Warehouse Associate**  
\$16.05/hr on average



**Bindery Associate**  
\$15/hr on average





## Conclusions

After viewing the Industry and Job Type Average and Median Hourly Wages, we can conclude the following for the Ohio 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 is Manufacturing**, with Median Hourly Wages sitting at \$15.
- The **highest-paid job** in the market was Banquet Captain, with a \$23 dollar median being paid per hour.
- The **lowest-paid jobs** in the market were Packer, with a median wage of \$13 per hour.

## Summary

The best-paid jobs in Q3 2022 were in the Catering, Clubs, and Education sectors, with Banquet Captain, Baker, and Utility 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.

