



Q4 2024

Wage Report – Ohio Market

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Ohio Market Overview

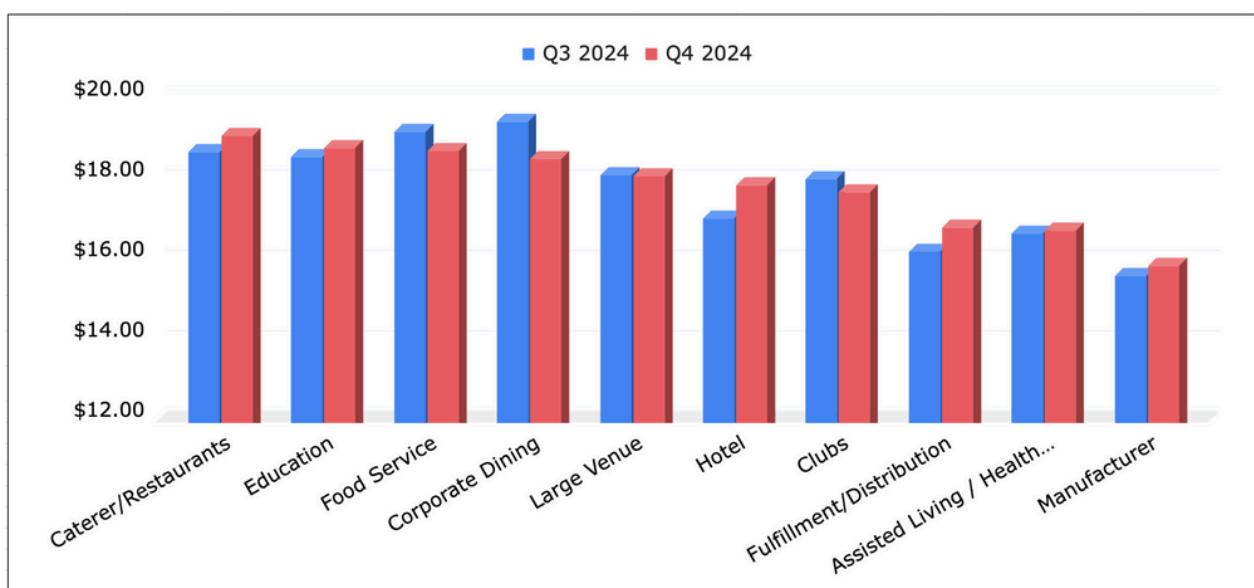
Overview of industries

Industry	Q3 2024	Q4 2024
Caterer/Restaurants	\$18.64	\$19.05
Education	\$18.52	\$18.76
Food Service	\$19.16	\$18.68
Corporate Dining	\$19.41	\$18.48
Large Venue	\$18.08	\$18.05
Hotel	\$16.98	\$17.83
Clubs	\$17.97	\$17.64
Fulfillment/Distribution	\$16.17	\$16.76
Assisted Living / Healthcare	\$16.61	\$16.70
Manufacturer	\$15.56	\$15.81

The table and the graph represent **average hourly wages** in a given industry, observed in Q3 and Q4 of 2024.

The given data is **representative of real wages** during the measured amount of time and can be used to spot different hiring trends and determine fair wages.

The data is collected and analyzed in partnership with **Upshift**.



Highest paid industries



Caterer/Restaurants
\$19.05/hr on average



Education
\$18.76/hr on average



Food Service
\$18.68/hr on average

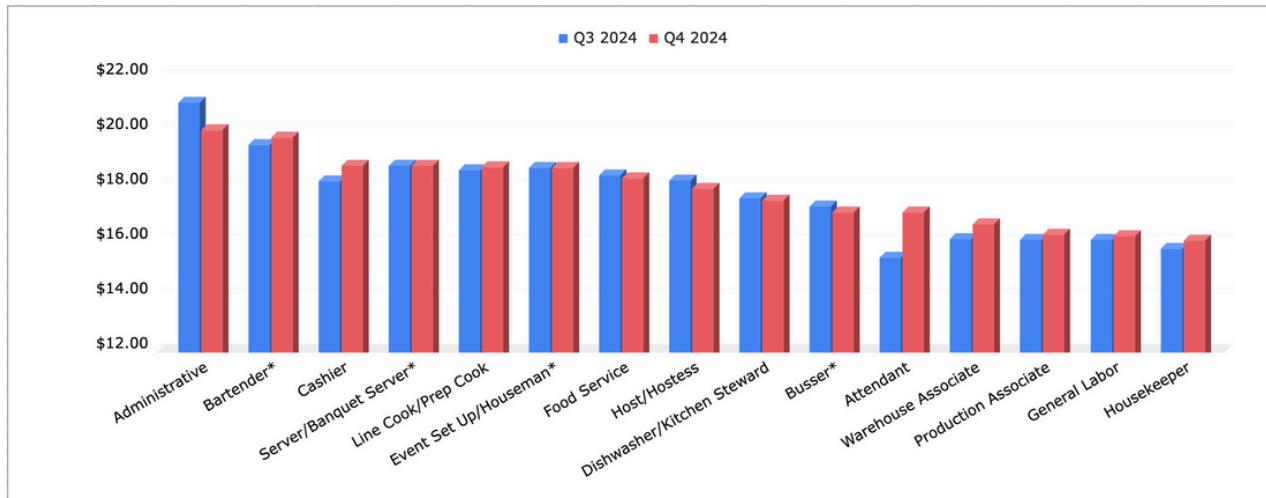
Overview of hourly wages per job type

Job Type	Q3 2024	Q4 2024
Administrative	\$21.01	\$20.00
Bartender*	\$19.46	\$19.75
Cashier	\$18.14	\$18.71
Server/Banquet Server*	\$18.72	\$18.71
Line Cook/Prep Cook	\$18.56	\$18.66
Event Set Up/Houseman*	\$18.63	\$18.64
Food Service	\$18.35	\$18.25
Host/Hostess	\$18.17	\$17.86
Dishwasher/Kitchen Steward	\$17.51	\$17.43
Busser*	\$17.22	\$17.01
Attendant	\$15.36	\$17.00
Warehouse Associate	\$16.02	\$16.58
Production Associate	\$16.01	\$16.20
General Labor	\$16.01	\$16.14
Housekeeper	\$15.69	\$15.98

The table and the graph represent **average hourly wages** in a given position from the Hospitality sector, observed in Q3 and Q4 of 2024.

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Highest paid jobs



Administrative

\$20/hr on average



Bartender

\$19.57/hr on average*



Cashier

\$18.71/hr on average*

* presented wages are non-tipped



Individual cities -

Cincinnati, OH

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Cincinnati, OH

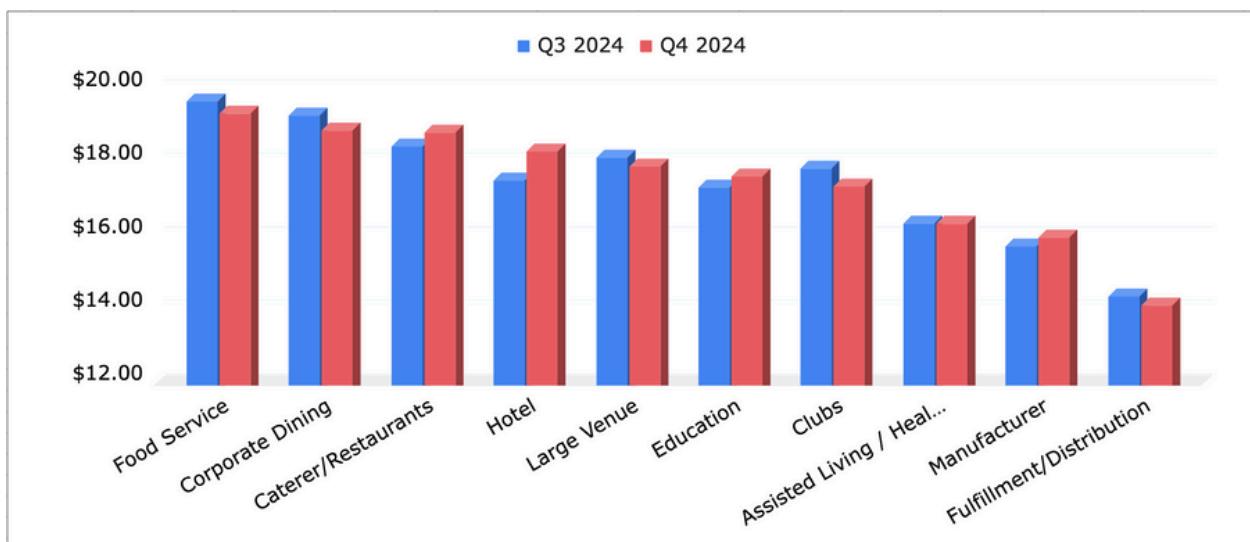
Overview of industries

Industry	Q3 2024	Q4 2024
Food Service	\$19.63	\$19.31
Corporate Dining	\$19.25	\$18.83
Caterer/Restaurants	\$18.42	\$18.78
Hotel	\$17.48	\$18.28
Large Venue	\$18.12	\$17.85
Education	\$17.29	\$17.60
Clubs	\$17.80	\$17.33
Assisted Living / Healthcc	\$16.32	\$16.31
Manufacturer	\$15.69	\$15.92
Fulfillment/Distribution	\$14.32	\$14.08

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Highest paid industries



Food Service
\$19.31/hr on average



Corporate Dining
\$18.83/hr on average



Caterer/Restaurants
\$18.78/hr on average

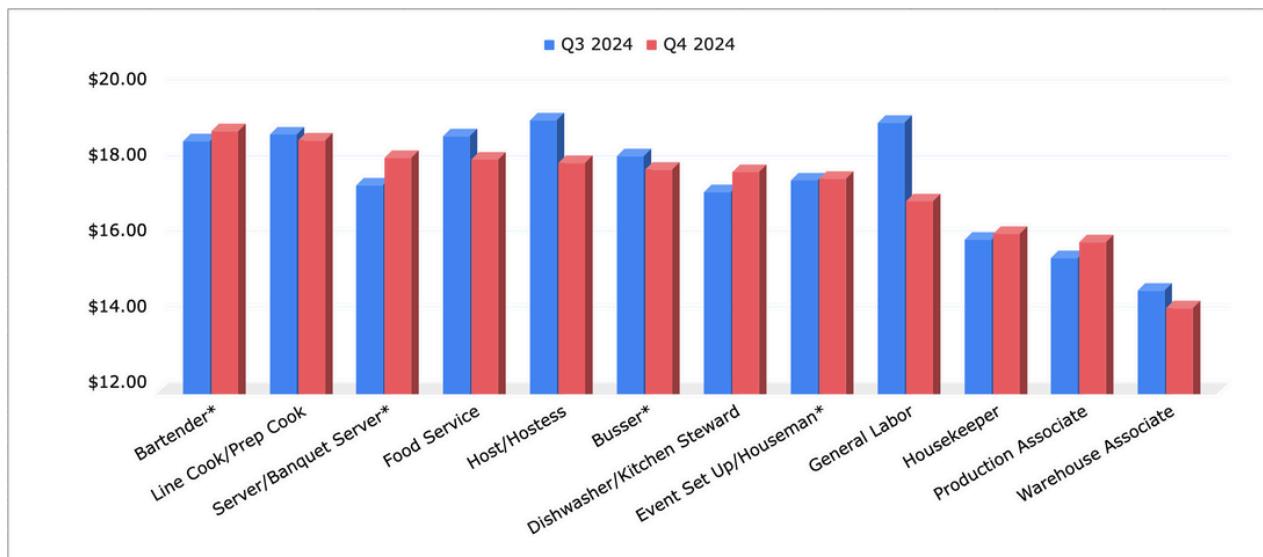
Overview of hourly wages per job type

Job Type	Q3 2024	Q4 2024
Bartender*	\$18.58	\$18.85
Line Cook/Prep Cook	\$18.75	\$18.59
Server/Banquet Server*	\$17.40	\$18.13
Food Service	\$18.70	\$18.10
Host/Hostess	\$19.12	\$18.00
Busser*	\$18.19	\$17.83
Dishwasher/Kitchen Steward	\$17.24	\$17.76
Event Set Up/Houseman*	\$17.55	\$17.58
General Labor	\$19.06	\$17.00
Housekeeper	\$15.98	\$16.13
Production Associate	\$15.50	\$15.91
Warehouse Associate	\$14.64	\$14.17

The table and the graph represent **average hourly wages** in a given position from the Hospitality sector, observed in Q3 and Q4 of 2024.

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Highest paid jobs



Bartender

\$18.85/hr on average*



Line Cook/ Prep Cook

\$18.59/hr on average



Server/ Banquet Server

\$18.13/hr on average*

* presented wages are non-tipped



Individual cities -

Cleveland, OH

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Cleveland, OH

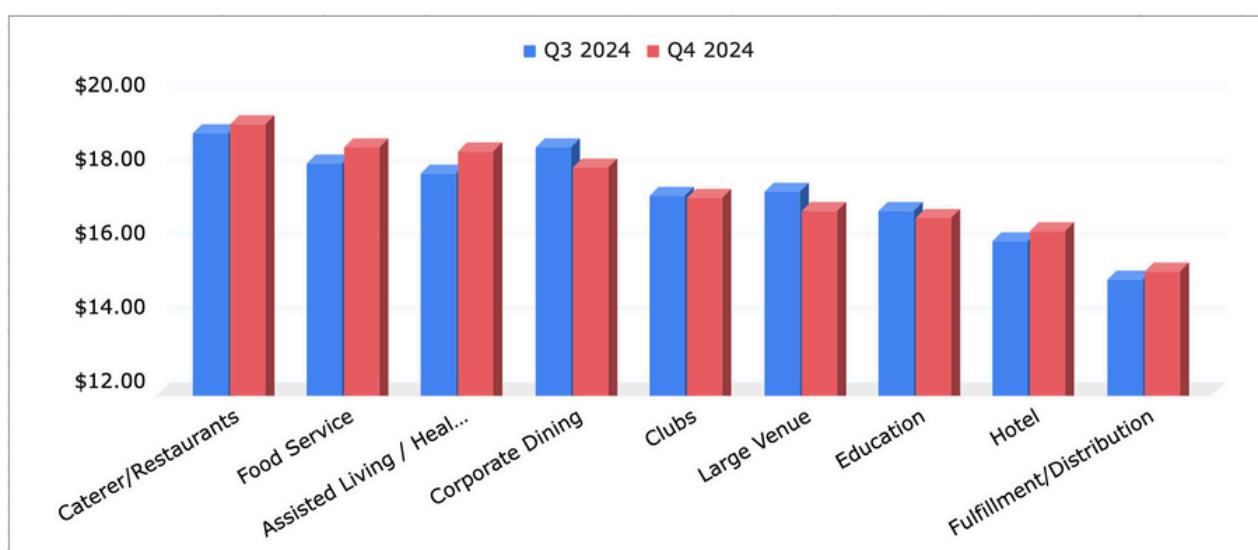
Overview of industries

Industry	Q3 2024	Q4 2024
Caterer/Restaurants	\$18.96	\$19.21
Food Service	\$18.15	\$18.57
Assisted Living / Healthcc	\$17.87	\$18.47
Corporate Dining	\$18.59	\$18.03
Clubs	\$17.28	\$17.21
Large Venue	\$17.38	\$16.86
Education	\$16.87	\$16.67
Hotel	\$16.04	\$16.31
Fulfillment/Distribution	\$15.00	\$15.22

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Highest paid industries



Caterer/Restaurants

\$19.21/hr on average



Food Service

\$18.57/hr on average



Assisted Living

\$18.47/hr on average

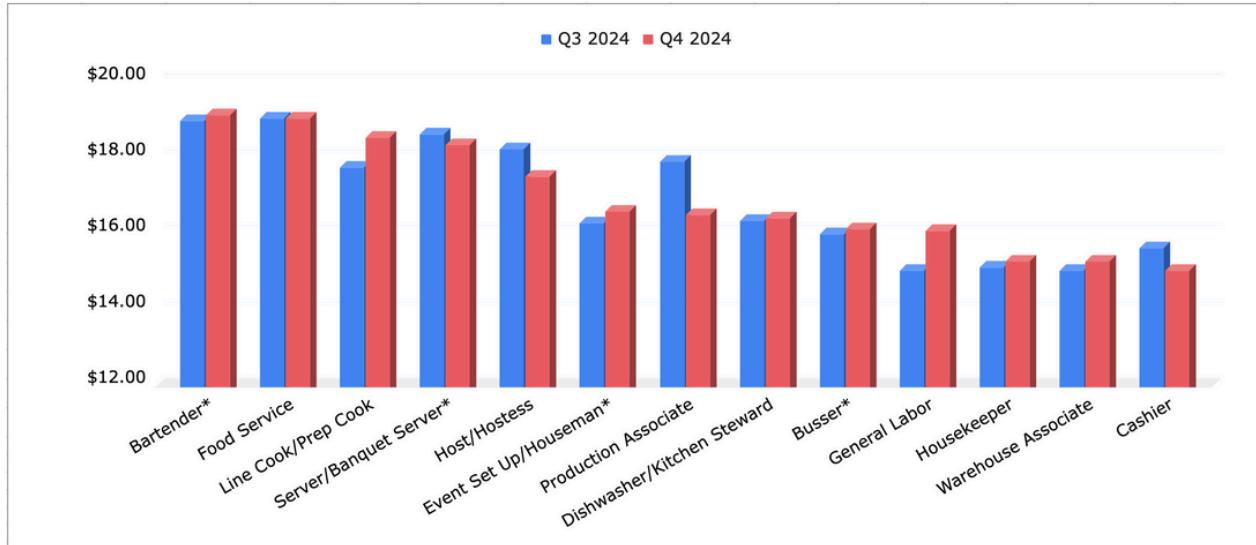
Overview of hourly wages per job type

Job Type	Q3 2024	Q4 2024
Bartender*	\$18.94	\$19.09
Food Service	\$19.00	\$19.00
Line Cook/Prep Cook	\$17.70	\$18.49
Server/Banquet Server*	\$18.58	\$18.29
Host/Hostess	\$18.18	\$17.46
Event Set Up/Houseman*	\$16.23	\$16.54
Production Associate	\$17.87	\$16.45
Dishwasher/Kitchen Steward	\$16.30	\$16.37
Busser*	\$15.95	\$16.09
General Labor	\$15.00	\$16.05
Housekeeper	\$15.07	\$15.24
Warehouse Associate	\$15.00	\$15.23
Cashier	\$15.58	\$15.00

The table and the graph represent **average hourly wages** in a given position from the Hospitality sector, observed in Q3 and Q4 of 2024.

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Highest paid jobs



Bartender
\$19.09/hr on average*



Food Service
\$19/hr on average



Line Cook/Prep Cook
\$18.49/hr on average

* presented wages are non-tipped



Individual cities -

Columbus, OH

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Columbus, OH

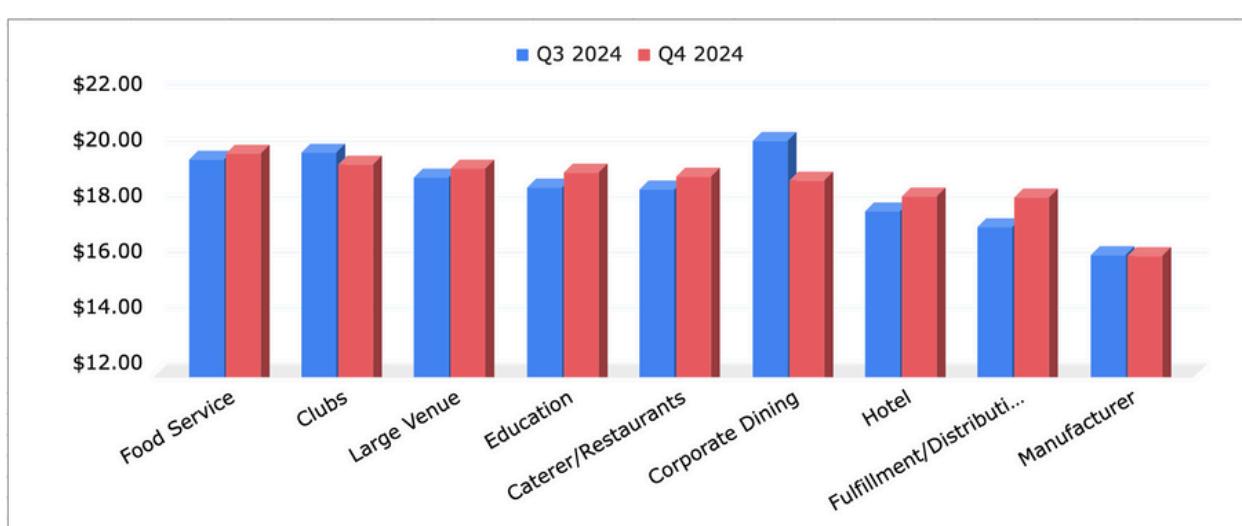
Overview of industries

Industry	Q3 2024	Q4 2024
Food Service	\$19.64	\$19.87
Clubs	\$19.89	\$19.46
Large Venue	\$19.01	\$19.31
Education	\$18.65	\$19.17
Caterer/Restaurants	\$18.57	\$19.05
Corporate Dining	\$20.32	\$18.91
Hotel	\$17.80	\$18.31
Fulfillment/Distribution	\$17.23	\$18.30
Manufacturer	\$16.23	\$16.17

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Highest paid industries



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\$19.87/hr on average



Clubs
\$19.46/hr on average



Large Venue
\$19.31/hr on average

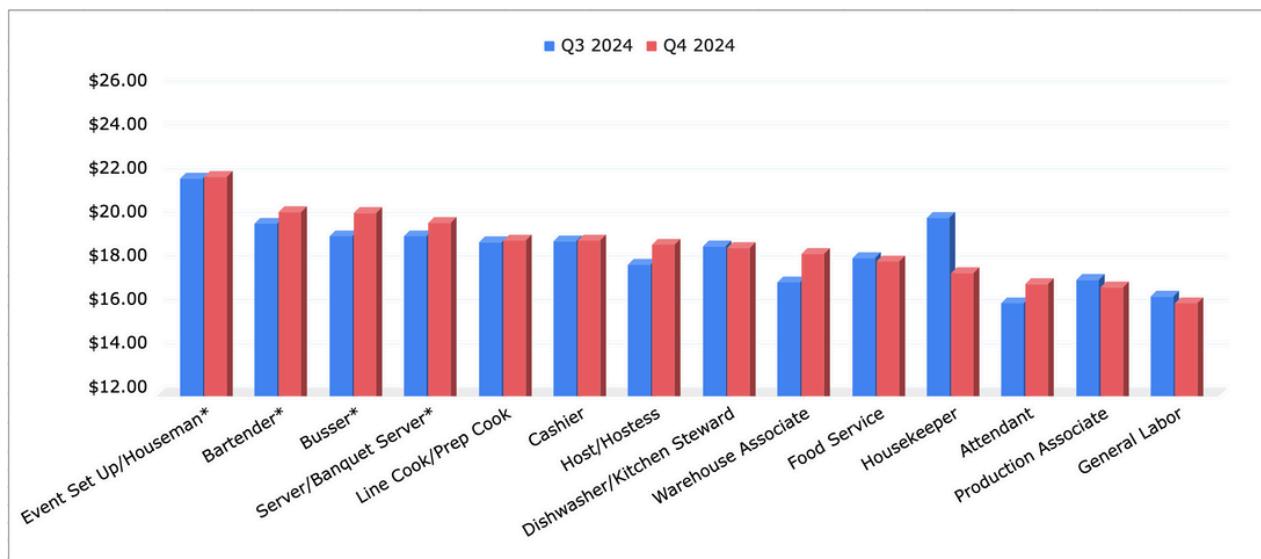
Overview of hourly wages per job type

Job Type	Q3 2024	Q4 2024
Event Set Up/Houseman*	\$21.80	\$21.88
Bartender*	\$19.76	\$20.27
Busser*	\$19.16	\$20.25
Server/Banquet Server*	\$19.17	\$19.78
Line Cook/Prep Cook	\$18.91	\$18.98
Cashier	\$18.93	\$18.96
Host/Hostess	\$17.88	\$18.80
Dishwasher/Kitchen Steward	\$18.71	\$18.63
Warehouse Associate	\$17.06	\$18.35
Food Service	\$18.16	\$18.01
Housekeeper	\$20.00	\$17.50
Attendant	\$16.10	\$17.00
Production Associate	\$17.18	\$16.85
General Labor	\$16.43	\$16.12

The table and the graph represent **average hourly wages** in a given position from the Hospitality sector, observed in Q3 and Q4 of 2024.

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Highest paid jobs



Event Set Up/Houseman
\$21.88/hr on average*



Bartender
\$20.27/hr on average*



Busser
\$20.25/hr on average*

* presented wages are non-tipped

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.

How to best use the information given in the report

The Wage Report is a resource giving transparency on the wages set by companies in specific markets. **Its purpose is to help make informed decisions** on setting wages for workers looking for jobs on the market. Accurate wages help keep the labor markets competitive while maximizing worker satisfaction from the positions and minimizing overspending on the employer side.

