Q1 2023

Wage Report – Texas Market

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in partnership with Upshift

Median wages have decreased, while the cost of living has increased. What does it mean for hiring managers?

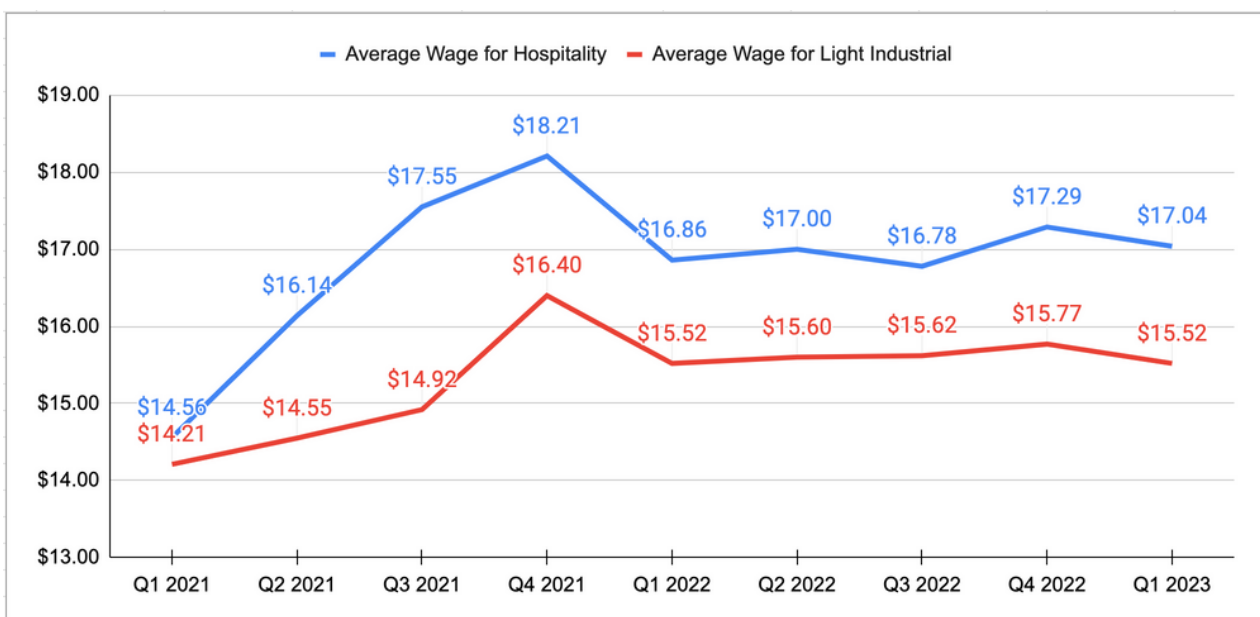We have seen the highest drop in median wages in a year for most of industries.

While overall median wages have decreased, the cost of living has increased, making it difficult for employees to make ends meet.

As a result, job seekers are becoming more selective in their search for better-paying opportunities, creating a bottleneck in the labor market.

Hiring managers need to recognize this trend and offer fair and competitive wages to attract top talent; otherwise, organizations will face reduced employee satisfaction, increased turnover, difficulty filling open positions, higher training costs, and a significant impact on the bottom line.

- Matt Gorman,
Executive VP at Upshift

Average Wage for Hospitality ▬ **Average Wage for Light Industrial** ▬

	Q1 2021	Q2 2021	Q3 2021	Q4 2021	Q1 2022	Q2 2022	Q3 2022	Q4 2022	Q1 2023
Hospitality	$14.56	$16.14	$17.55	$18.21	$16.86	$17.00	$16.78	$17.29	$17.04
Light Industrial	$14.21	$14.55	$14.92	$16.40	$15.52	$15.60	$15.62	$15.77	$15.52

Texas Market Overview

Overview of industries

Industry	Q4 2022	Q1 2023
Education	$16.60	$17.78
Assisted Living	$17.04	$17.00
Caterer	$18.93	$16.93
Food Service	$17.16	$16.71
Hotel	$15.17	$15.25
Large Venue	$15.82	$15.04

The table and the graph represent **average hourly wages** in a given industry, observed in the fourth quarter of 2022 and the first quarter of 2023.

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**.
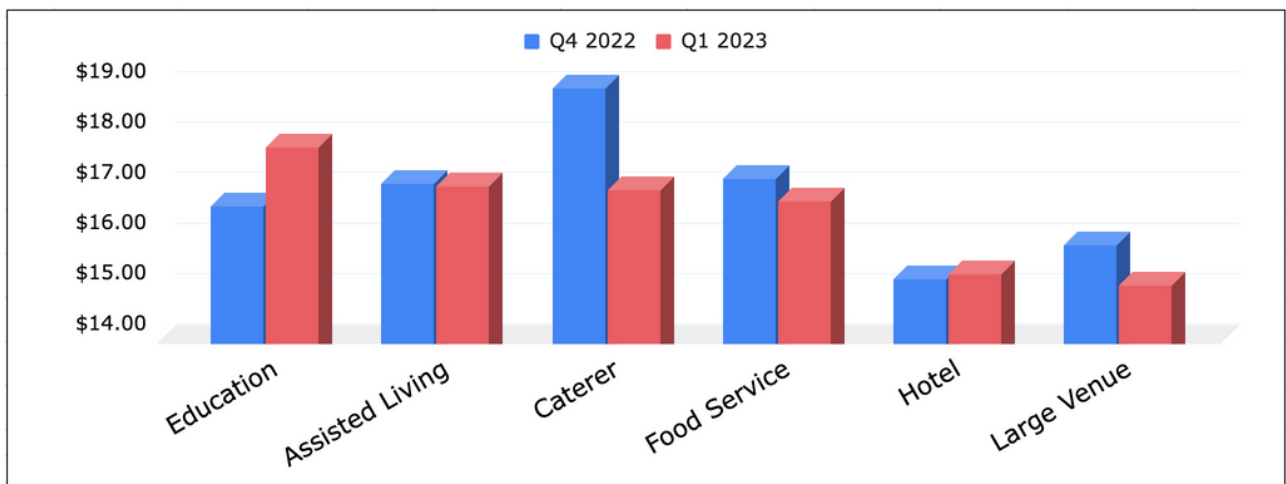
Highest paid industries

Education
$17.78/hr on average

Assisted Living
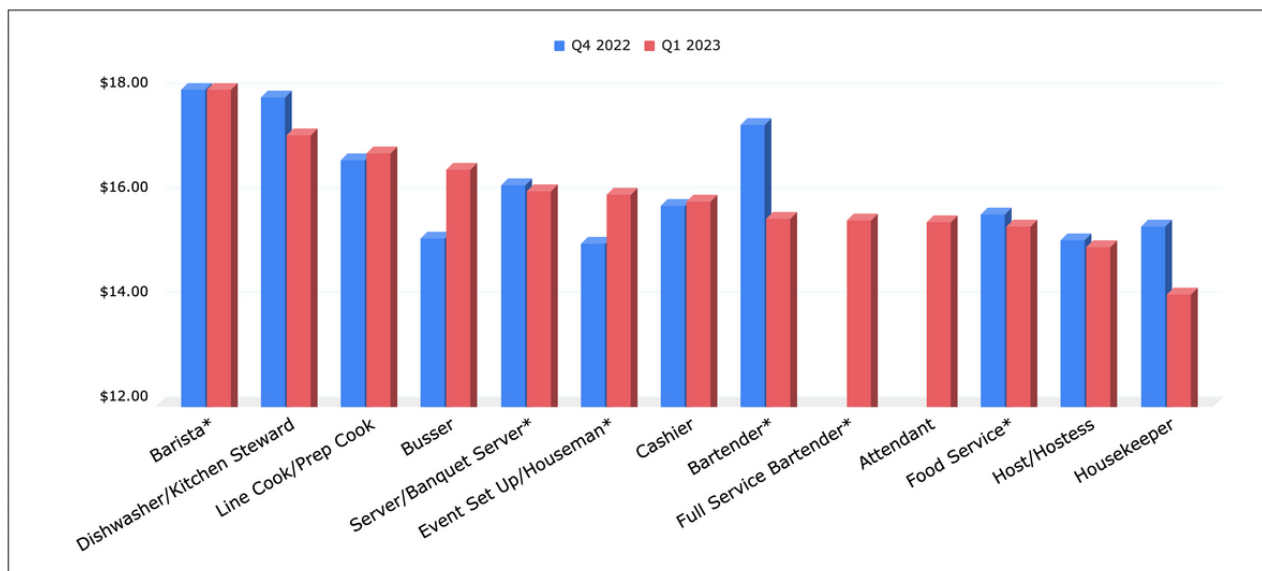$17/hr on average

Caterer
$16.93/hr on average

Overview of hourly wages per job type

Job Type	Q4 2022	Q1 2023
Barista*	$18.00	$18.00
Dishwasher/Kitchen Steward	$17.86	$17.13
Line Cook/Prep Cook	$16.65	$16.78
Busser	$15.16	$16.47
Server/Banquet Server*	$16.17	$16.06
Event Set Up/Houseman*	$15.05	$16.00
Cashier	$15.78	$15.86
Bartender*	$17.33	$15.53
Full Service Bartender*	N/A	$15.50
Attendant	N/A	$15.47
Food Service*	$15.62	$15.39
Host/Hostess	$15.12	$15.00
Housekeeper	$15.39	$14.09

The table and the graph represent **average hourly wages** in a given position, observed in the fourth quarter of 2022 and the first quarter of 2023.

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Highest paid jobs

Barista
$18/hr on average*

Dishwasher/ Kitchen Steward
$17.62/hr on average

Line Cook/ Prep Cook
$16.78/hr on average

* presented wages are non-tipped

Individual cities -

Dallas, TX

WagePage

Dallas, TX

Overview of industries

Industry	Q4 2022	Q1 2023
Food Service	$17.28	$17.22
Assisted Living	$17.04	$17.00
Caterer	$19.26	$16.91
Education	$16.36	$16.57
Hotel	$15.25	$15.92
Large Venue	$16.06	$15.40

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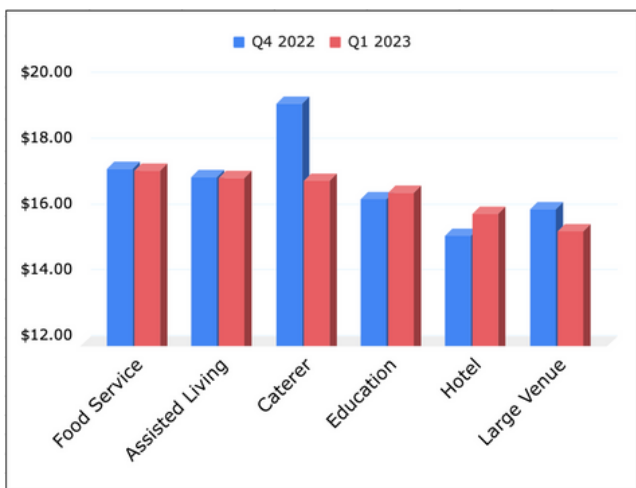
Highest paid industries

Food Service
$17.22/hr on average

Assisted Living
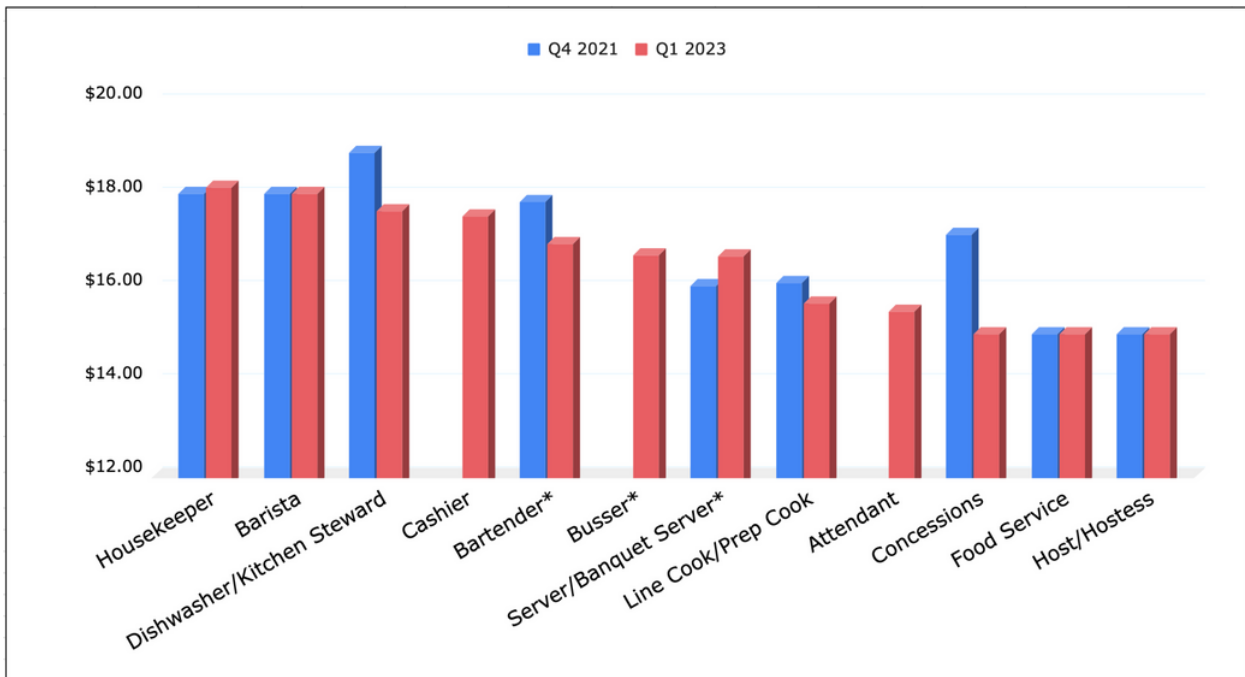$17/hr on average

Caterer
$16.91/hr on average

Overview of hourly wages per job type

Job Type	Q4 2021	Q1 2023
Housekeeper	$18.00	$18.13
Barista	$18.00	$18.00
Dishwasher/Kitchen Steward	$18.88	$17.62
Cashier	N/A	$17.51
Bartender*	$17.83	$16.92
Busser*	N/A	$16.69
Server/Banquet Server*	$16.02	$16.67
Line Cook/Prep Cook	$16.09	$15.66
Attendant	N/A	$15.47
Concessions	$17.13	$15.00
Food Service	$15.00	$15.00
Host/Hostess	$15.00	$15.00

The table and the graph represent **average hourly wages** in a given position, observed in the fourth quarter of 2022 and the first quarter of 2023.

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Highest paid jobs

Housekeeper
$18.13/hr on average

Barista
$18/hr on average*

Dishwasher/ Kitchen Steward
$17.62/hr on average

* presented wages are non-tipped

Individual cities -

Houston, TX

Houston, TX

Overview of industries

Industry	Q4 2022	Q1 2023
Food Service	$15.71	$16.65
Education	$16.08	$16.00
Hotel	$15.08	$15.32
Large Venue	$14.90	$14.87
Janitorial	$10.00	$12.64

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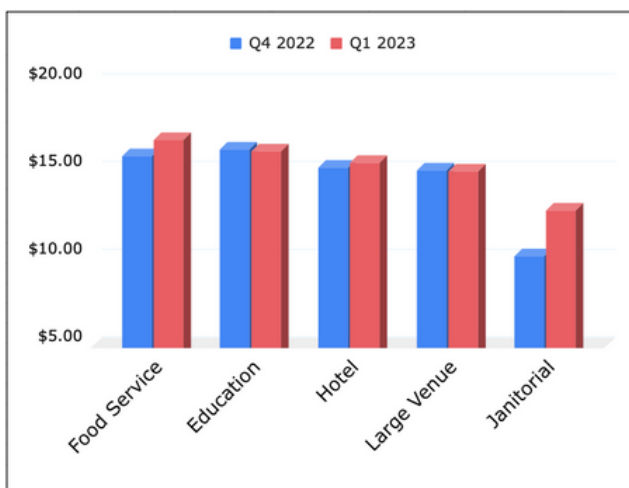
Highest paid industries

Food Service
$16.65/hr on average

**Education**
$16/hr on average

Hotel
$15.32/hr on average

Overview of hourly wages per job type

Job Type	Q4 2022	Q1 2023
Line Cook/Prep Cook	$16.46	$16.82
Event Set Up/Houseman*	$16.33	$16.57
Food Service	$16.16	$16.00
Busser*	$15.11	$15.95
Full Service Bartender*	N/A	$15.50
Server/Banquet Server*	$15.23	$15.38
Bartender*	N/A	$15.00
Cashier	$15.00	$15.00
Host/Hostess	N/A	$15.00
Housekeeper	N/A	$15.00
Dishwasher/Kitchen Steward	$14.64	$13.98

The table and the graph represent **average hourly wages** in a given position, observed in the fourth quarter of 2022 and the first quarter of 2023.

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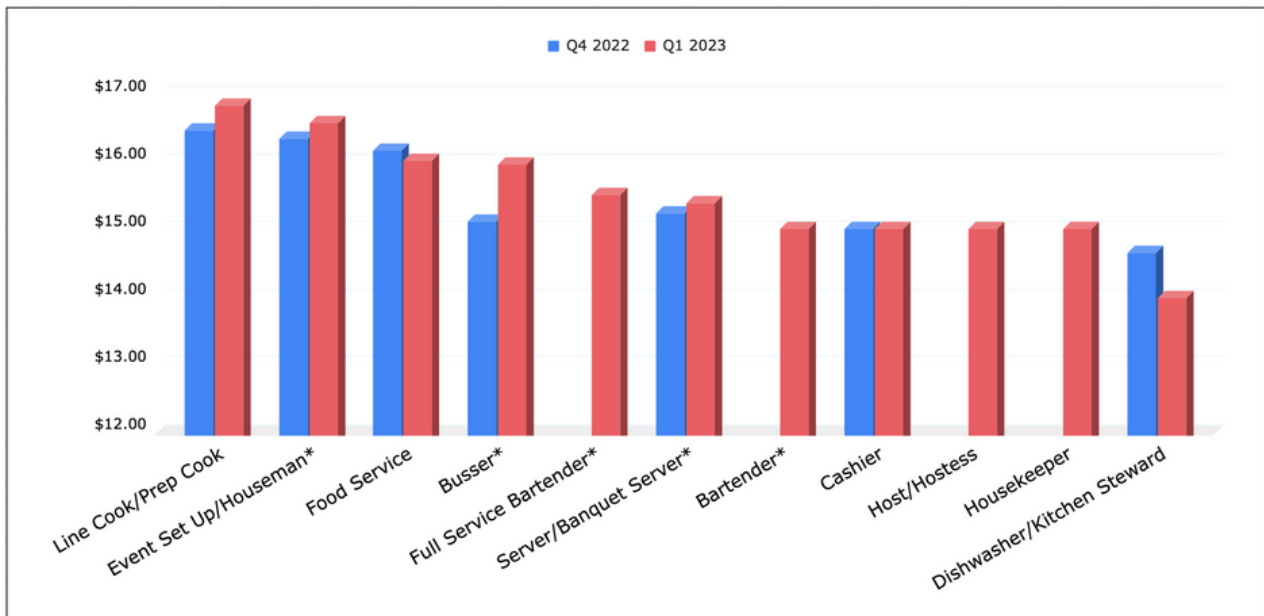
Highest paid jobs

Line Cook/ Prep Cook
$16.82/hr on average

Event Set Up/ Houseman
$16.57/hr on average*

Food Service
$16/hr on average

* presented wages are non-tipped

Individual cities -

San Antonio, TX

San Antonio, TX

Overview of industries

Industry	Q4 2022	Q1 2023
Food Service	$17.88	$17.67
Large Venue	$18.00	$14.69
Hotel	$15.67	$14.01
Manufacturer	$12.90	$10.38

The table and the graph represent **average hourly wages** in a given industry, observed in the fourth quarter of 2022 and in the first quarter of 2023.

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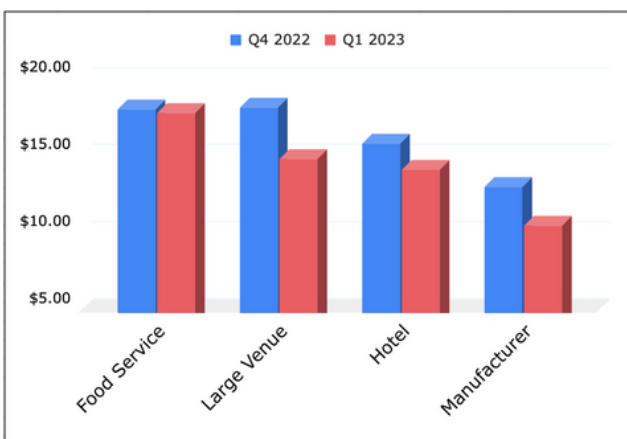
Highest paid industries

Food Service
$17.67/hr on average

**Large Venue**
$14.69/hr on average

Hotel
$14.01/hr on average

Overview of hourly wages per job type

Job Type	Q4 2022	Q1 2023
Line Cook/Prep Cook	$17.27	$18.10
Dishwasher/Kitchen Steward	$17.29	$17.71
Busser*	N/A	$17.00
Server/Banquet Server*	$18.44	$15.49
Bartender*	N/A	$15.00
Cashier	N/A	$15.00
Event Set Up/Houseman*	$13.88	$15.00
Host/Hostess	$17.00	$15.00
Housekeeper	$13.11	$13.94

The table and the graph represent **average hourly wages** in a given position, observed in the fourth quarter of 2022 and the first quarter of 2023.

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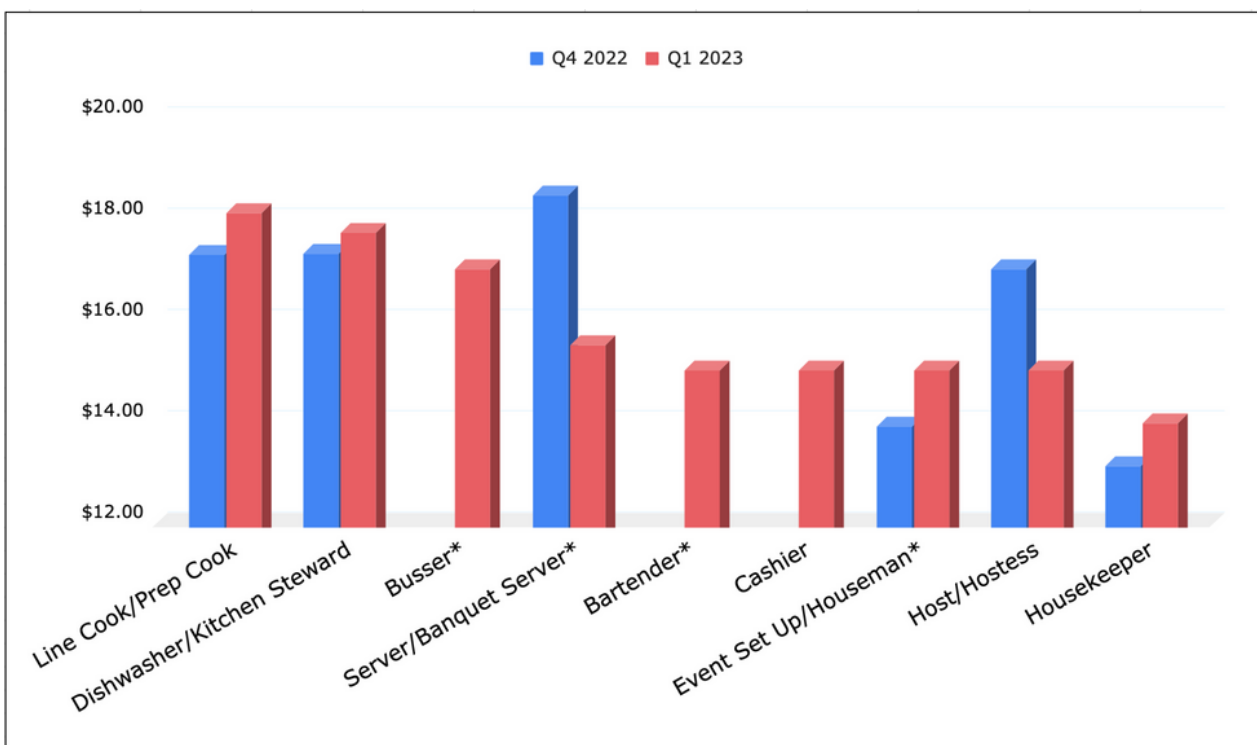
Highest paid jobs

Line Cook/ Prep Cook
$18.10/hr on average

Dishwasher/ Kitchen Steward
$17.71/hr on average

Busser
$17/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.