



Q4 2022

# Wage Report – Ohio Market

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## Labor markets from the birds eye – foreword on Q4

Q4 was the end of an unstable year for the labor force. Employers searched for sustainable and predictable staffing models as the post-pandemic labor shortages raged. Simultaneously, employees searched for flexibility, whether that meant work-from-home or adjusted scheduling. The one thing that transcended both sides was the need for reliability in returning employees and in income.

The largest hurdle for hiring managers has been the identification of skilled workers. The simple availability of people is no longer the leading indicator of success. Navigating the skill shortages has been no easy task. More and more hiring managers are creating flexibility in their schedules to accommodate a more transient workforce and are using higher-level employee engagement strategies with contract labor.

Employees are testing the waters of new employment opportunities at a higher rate than has been seen in a decade. More than half of job seekers are trying new positions and industries before making a switch. When surveyed, a high percentage of active job seekers stated that being able to work through and for multiple employers as a way to increase job knowledge and increase long-term employability.

We expect 2023 to be a sense of “equalization” in the labor market. Employers will need to engage at a higher level and job seekers will give up some level of flexibility for stability. Employers will look for individual procured applicants as a way to target skilled candidates and employees will look for opportunities that will allow them a sense of belonging and work-life balance.



– **Matt Gorman,**  
Executive VP at Upshift





# Individual cities -

**Cincinnati  
Cleveland  
Columbus**

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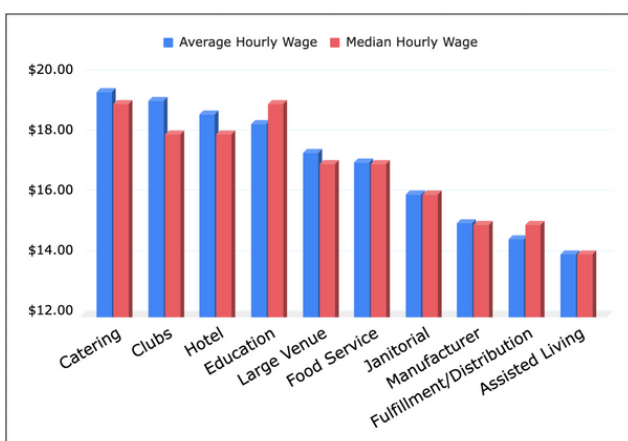




# Cincinnati, OH

## Overview of industries – Cincinnati

Industry	Average Hourly Wage	Median Hourly Wage
Catering	\$19.39	\$19.00
Clubs	\$19.10	\$18.00
Hotel	\$18.65	\$18.00
Education	\$18.34	\$19.00
Large Venue	\$17.38	\$17.00
Food Service	\$17.05	\$17.00
Janitorial	\$16.00	\$16.00
Manufacturer	\$15.04	\$15.00
Fulfillment/Distribution	\$14.51	\$15.00
Assisted Living	\$14.00	\$14.00



### Industries we collected data for

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

### Highest and lowest wages

Average Hourly Wages range between \$14.00 and \$19.39, with the lowest wages being paid in Assisted Living, and the highest being paid in the Catering industry.

### Average and median differences

Average and Median Hourly Wages had moderately high discrepancies in most of the industries, which indicates significant differences between positions in the given industry. The highest discrepancies could be observed in Catering, Clubs and Education industries.

## Highest paid industries



### Catering

\$19.39/hr on average



### Clubs

\$19.10/hr on average



### Hotel

\$18.65/hr on average

# Hospitality jobs – Cincinnati

## Overview of hourly wages per job type

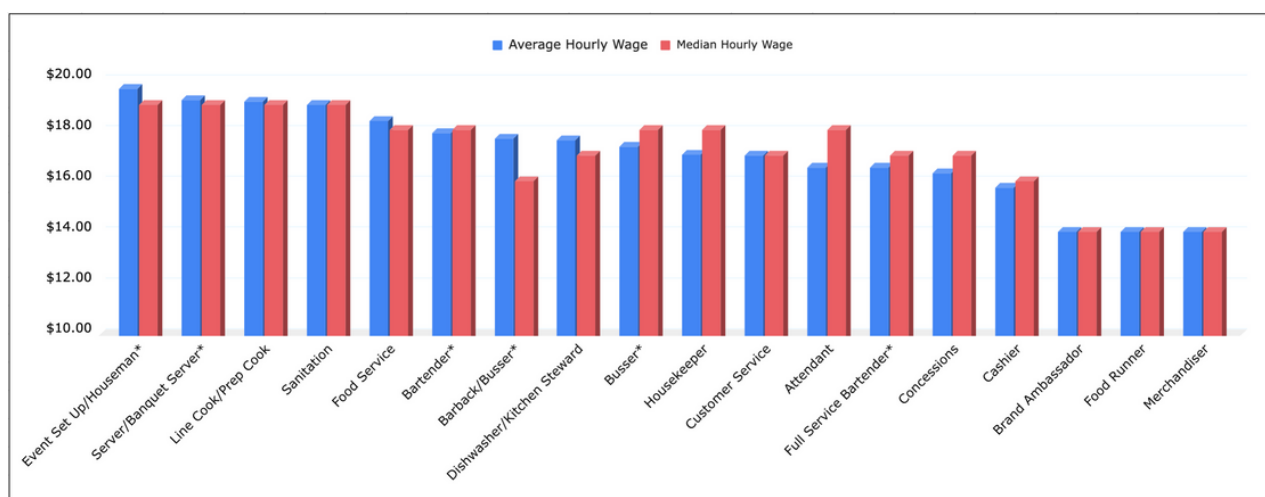
Job Type	Average Hourly Wage	Median Hourly Wage
Event Set Up/Houseman*	\$19.61	\$19.00
Server/Banquet Server*	\$19.19	\$19.00
Line Cook/Prep Cook	\$19.12	\$19.00
Sanitation	\$19.00	\$19.00
Food Service	\$18.35	\$18.00
Bartender*	\$17.87	\$18.00
Barback/Busser*	\$17.67	\$16.00
Dishwasher/Kitchen Steward	\$17.60	\$17.00
Busser*	\$17.36	\$18.00
Housekeeper	\$17.03	\$18.00
Customer Service	\$17.00	\$17.00
Attendant	\$16.53	\$18.00
Full Service Bartender*	\$16.52	\$17.00
Concessions	\$16.31	\$17.00
Cashier	\$15.75	\$16.00
Brand Ambassador	\$14.00	\$14.00
Food Runner	\$14.00	\$14.00
Merchandiser	\$14.00	\$14.00

### Positions we collected data for

We were able to collect data on a wide array of positions, with Merchandiser being the lowest paid position with an average of \$14.00 paid per hour of work, and Event Set Up/Houseman position being the highest paid, with \$19.61 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 in Hospitality industry



**Event Set Up/  
Houseman**  
\$19.61/hr on average\*



**Server/  
Banquet Server**  
\$19.19/hr on average



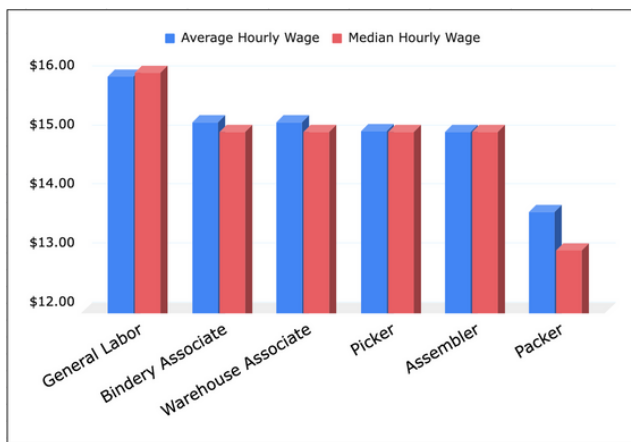
**Line Cook/  
Prep Cook**  
\$19.12/hr on average

\* presented wages are non-tipped

# Light Industrial jobs – Cincinnati

## Overview of hourly wages per job type

Job Type	Average Hourly Wage	Median Hourly Wage
General Labor	\$15.93	\$16.00
Bindery Associate	\$15.17	\$15.00
Warehouse Associate	\$15.16	\$15.00
Picker	\$15.02	\$15.00
Assembler	\$15.00	\$15.00
Packer	\$13.65	\$13.00



### Positions we collected data for

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

### Highest and lowest wages

Average Hourly Wages ranged between \$13.65 paid to Packer and \$15.93 paid to General Labor

### Average and median differences

Average Hourly Wages and Median Hourly Wages were close in all job types except for Packer, which means employers are matching market wages closely most of the time.

## Highest paid jobs in Light Industrial sector



### General Labor

\$15.93/hr on average



### Bindery Associate

\$15.17/hr on average



### Warehouse Associate

\$15.16/hr on average





# Cincinnati, Ohio

## Conclusions

After reviewing the Industry and Job Type Average and Median Hourly Wages, we can conclude the following for the Cincinnati, OH market in Q4 2022:

- The industry with the **highest hourly wages was Catering**, with Median Hourly Wages sitting at \$19.00.
- The industry with the **lowest hourly wages was Assistant Living** with Median Hourly Wages sitting at \$14.00.
- The **highest-paid job** in the market was Event Set Up/Houseman, with a \$19.00 median being paid for an hour of work.
- The **lowest-paid job** in the market was Merchandiser, with a \$14.00/hr median wage.

## Summary

The best-paid jobs in Q4 2022 were in the Hospitality industry, with Event Set Up/Houseman, Server/Banquet Server, and Line Cook/Prep Cook being the highest-paid positions across the Cincinnati labor market.

Average Hourly Wage and Median Hourly Wage were very similar across all job types, with a few exceptions noted in their respective chapters. What these exceptions indicate is that **certain positions are either highly overpaid or underpaid due to either lack of information or other differentiating factors.**

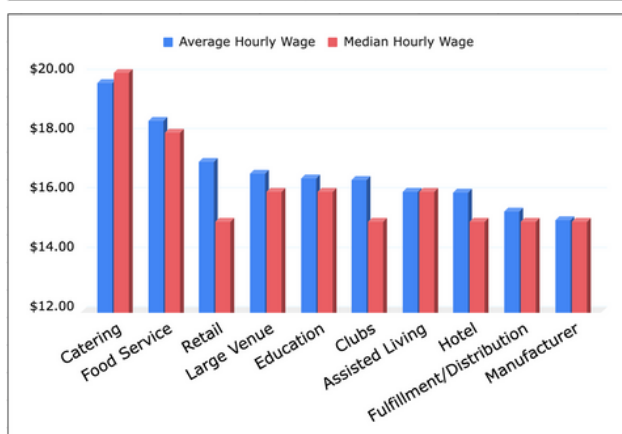
What we hope to achieve with this report is to **help employers make informed and accurate decisions** on setting wages for hiring workers.



# Cleveland, OH

## Overview of industries – Cleveland

Industry	Average Hourly Wage	Median Hourly Wage
Catering	\$19.66	\$20.00
Food Service	\$18.39	\$18.00
Retail	\$17.00	\$15.00
Large Venue	\$16.61	\$16.00
Education	\$16.45	\$16.00
Clubs	\$16.40	\$15.00
Assisted Living	\$16.00	\$16.00
Hotel	\$15.98	\$15.00
Fulfillment/Distribution	\$15.32	\$15.00
Manufacturer	\$15.04	\$15.00



### Industries we collected data for

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

### Highest and lowest wages

Average Hourly Wages range between \$15.04 and \$19.66, with the lowest wages being paid in Hotel, and the highest being paid in Catering.

### Average and median differences

Average Hourly Wages and Median Hourly Wages were close in most of the industries except for Retail and Clubs, in which average wages were significantly higher than median wages signifying that certain positions were overpaid in regard to the market conditions.

## Highest paid industries



### Catering

\$19.66/hr on average



### Food Service

\$18.39/hr on average



### Retail

\$17/hr on average



# Hospitality jobs – Cleveland

## Overview of hourly wages per job type

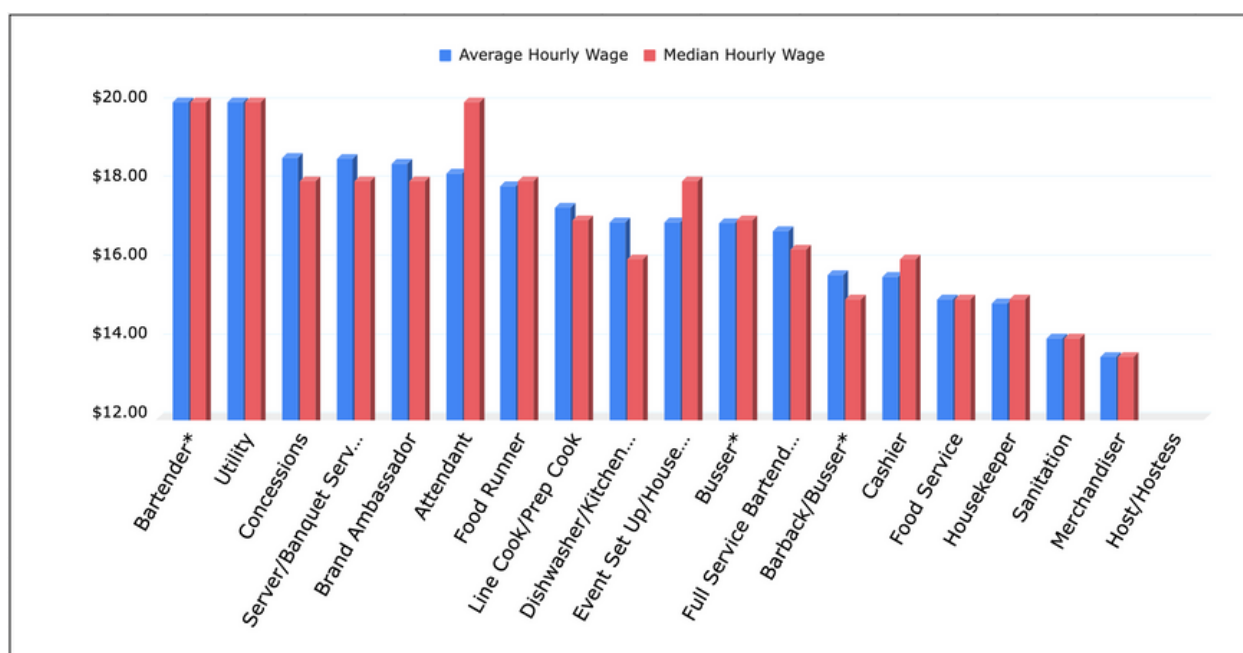
Job Type	Average Hourly Wage	Median Hourly Wage
Bartender*	\$20.00	\$20.00
Utility	\$20.00	\$20.00
Concessions	\$18.60	\$18.00
Server/Banquet Server*	\$18.57	\$18.00
Brand Ambassador	\$18.44	\$18.00
Attendant	\$18.20	\$20.00
Food Runner	\$17.88	\$18.00
Line Cook/Prep Cook	\$17.33	\$17.00
Dishwasher/Kitchen Steward	\$16.95	\$16.00
Event Set Up/Houseman*	\$16.95	\$18.00
Busser*	\$16.92	\$17.00
Full Service Bartender*	\$16.74	\$16.25
Barback/Busser*	\$15.61	\$15.00
Cashier	\$15.56	\$16.00
Food Service	\$15.00	\$15.00
Housekeeper	\$14.90	\$15.00
Sanitation	\$14.00	\$14.00
Merchandiser	\$13.53	\$13.53
Host/Hostess	\$11.50	\$11.50

### Positions we collected data for

We were able to collect data on a wide array of positions, with Host/Hostess being the lowest-paid position with an average of \$11,50 paid per hour of work, and the Bartender position being the highest paid, with \$20 on average.

### Average and Median differences

Average Hourly Wages and Median Hourly Wages were close in most of the positions except for Event Set Up/Houseman and Attendant. A higher median signifies, that positions were underpaid in relation to the market conditions, and a higher average means, that the positions were overpaid in relation to the market conditions.



## Highest paid positions



### Bartender

\$20/hr on average\*



### Utility

\$20/hr on average



### Concessions

\$18.60/hr on average\*

\* presented wages are non-tipped

# Light Industrial jobs – Cleveland

## Overview of hourly wages per job type

### Positions we collected data for

We were able to collect data on the following job types: Equipment Operator, Assembler, Warehouse Associate, Software Technician, and Packer.

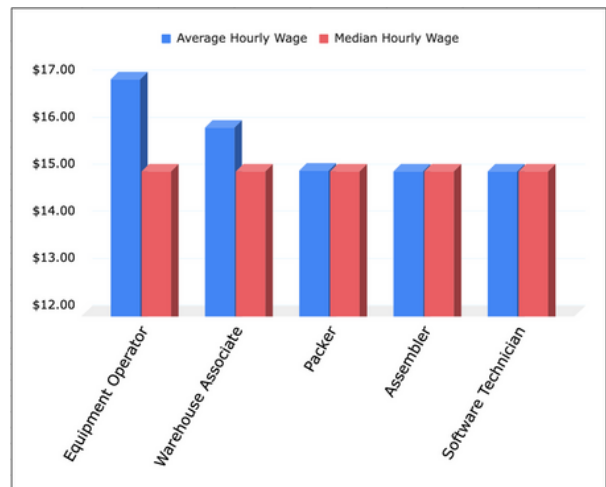
### Highest and lowest wages

Average Hourly Wages ranged between \$15.00 paid to Software Technician and \$16.96 paid to Equipment Operator.

### Average and median differences

Average Hourly Wages and Median Hourly Wages were close in most of the job types except for Equipment Operator and Warehouse Associate, in which cases Average was much higher than Median, meaning that at least one employer set wages significantly higher than current market value.

Job Type	Average Hourly Wage	Median Hourly Wage
Equipment Operator	\$16.96	\$15.00
Warehouse Associate	\$15.93	\$15.00
Packer	\$15.02	\$15.00
Assembler	\$15.00	\$15.00
Software Technician	\$15.00	\$15.00



## Highest paid jobs



### Equipment Operator

\$16.96/hr on average



### Warehouse Associate

\$15.93/hr on average



### Packer

\$15.02/hr on average



# Cleveland, Ohio

## Conclusions

After reviewing the Industry and Job Type Average and Median Hourly Wages, we can conclude the following for the Cleveland, OH market in Q4 2022:

- The industry with the **highest hourly wages was Catering**, with Median Hourly Wages sitting at \$20.
- The industry with the **lowest hourly wages was Manufacturer**, with Median Hourly Wages sitting at \$15.
- The **highest-paid job** in the market was Bartender, with a \$20.00 median being paid for an hour of work.
- The **lowest-paid job** in the market was Host/Hostess, with a \$11.50/hr median wage.

## Summary

The best-paid jobs in Q4 2022 were in the Hospitality sector, with Bartender, Utility, and Concessions being the highest-paid positions across the Cleveland labor market.

Average Hourly Wage and Median Hourly Wage were very similar across all job types, with a few exceptions noted in their respective chapters. What these exceptions indicate is that **certain positions 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.

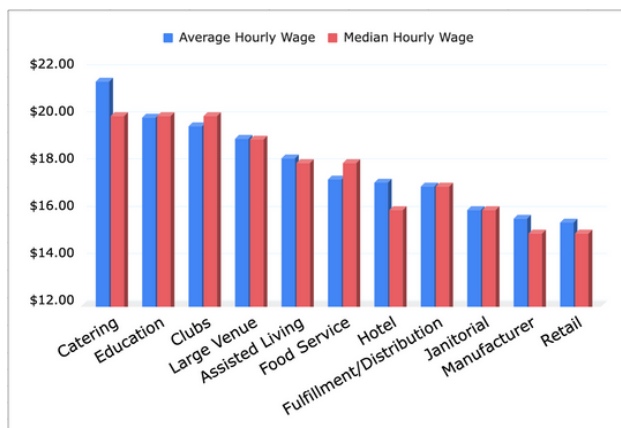




# Columbus, OH

## Overview of industries – Columbus

Industry	Average Hourly Wage	Median Hourly Wage
Catering	\$21.46	\$20.00
Education	\$19.92	\$20.00
Clubs	\$19.54	\$20.00
Large Venue	\$19.01	\$19.00
Assisted Living	\$18.20	\$18.00
Food Service	\$17.29	\$18.00
Hotel	\$17.17	\$16.00
Fulfillment/Distribution	\$16.98	\$17.00
Janitorial	\$16.00	\$16.00
Manufacturer	\$15.63	\$15.00
Retail	\$15.48	\$15.00



### Industries we collected data for

We were able to collect data on the following industries: Catering, Education, Clubs, Large Venues, Food Service, Hoteling, Fulfillment Distribution, Janitorial, and Manufacturing.

### Highest and lowest wages

Average Hourly Wages range between \$15.48 and \$21.46, with the lowest wages being paid in Retail, and the highest being paid in Catering.

### Average and median differences

Average Hourly Wages and Median Hourly Wages were close in all job types except for Catering and Hotel, and Food Service. In the case of the average being higher than the median positions in the sector were overpaid in one or more cases, and in the case of the median being higher, the average positions posted by employers were underpaid in relation to the sector average.

## Highest paid industries



### Catering

\$21.46/hr on average



### Education

\$19.92/hr on average



### Clubs

\$19.54/hr on average

# Hospitality jobs – Columbus

## Overview of hourly wages per job type

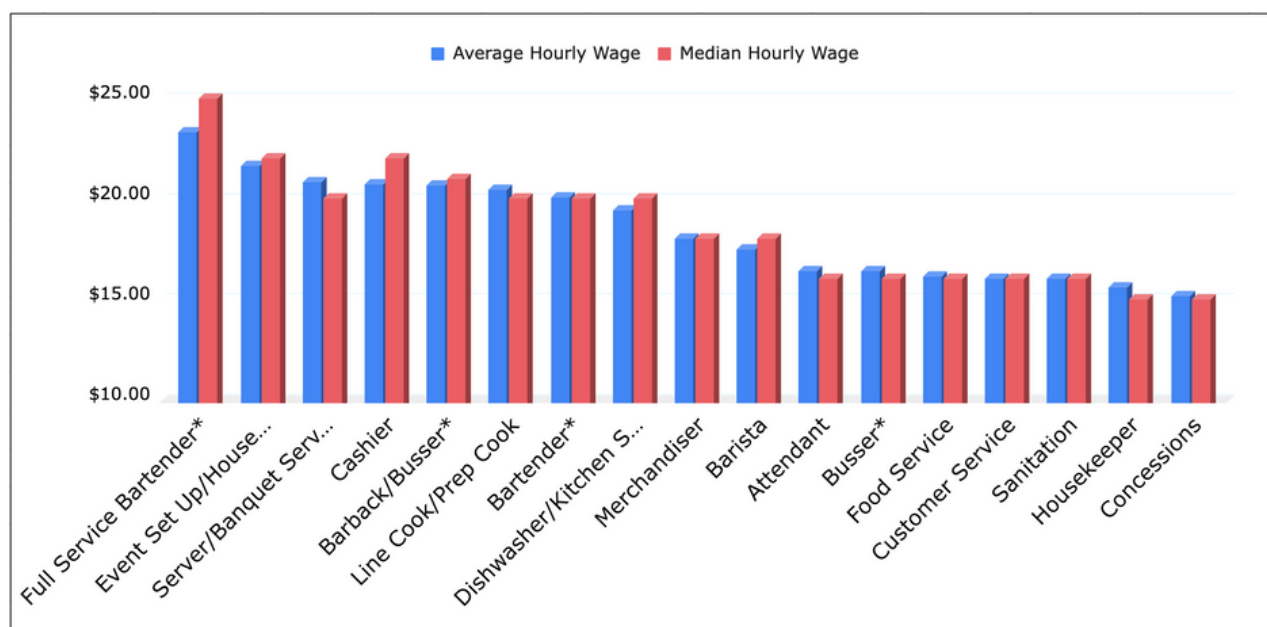
### Positions we collected data for

We were able to collect data on a wide array of positions, with Concessions being the lowest paid position with an average of \$15.17 paid per hour of work, and Full Service Bartender position being the highest paid, with \$23.32 on average.

### Average and Median differences

Average Hourly Wages and Median Hourly Wages were close in most of the positions except for Full Service Bartender and Cashier. A higher median signifies, that positions were underpaid in relation to the market conditions, and a higher average means, that the positions were overpaid in relation to the market conditions.

Job Type	Average Hourly Wage	Median Hourly Wage
Full Service Bartender*	\$23.32	\$25.00
Event Set Up/Houseman*	\$21.63	\$22.00
Server/Banquet Server*	\$20.81	\$20.00
Cashier	\$20.73	\$22.00
Barback/Busser*	\$20.70	\$21.00
Line Cook/Prep Cook	\$20.44	\$20.00
Bartender*	\$20.06	\$20.00
Dishwasher/Kitchen Steward	\$19.45	\$20.00
Merchandiser	\$18.00	\$18.00
Barista	\$17.49	\$18.00
Attendant	\$16.42	\$16.00
Busser*	\$16.40	\$16.00
Food Service	\$16.16	\$16.00
Customer Service	\$16.00	\$16.00
Sanitation	\$16.00	\$16.00
Housekeeper	\$15.60	\$15.00
Concessions	\$15.17	\$15.00



## Highest paid jobs



**Full Service Bartender**  
\$23.32/hr on average\*



**Event Set Up/  
Houseman**  
\$21.63/hr on average\*



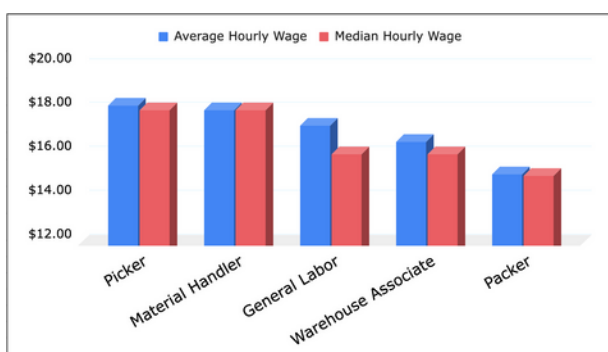
**Server/  
Banquet Server**  
\$20.81/hr on average\*

\* presented wages are non-tipped

# Light Industrial jobs – Columbus

## Overview of hourly wages per job type

Job Type	Average Hourly Wage	Median Hourly Wage
Picker	\$18.19	\$18.00
Material Handler	\$18.00	\$18.00
General Labor	\$17.29	\$16.00
Warehouse Associate	\$16.57	\$16.00
Packer	\$15.06	\$15.00



### Positions we collected data for

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

### Highest and lowest wages

Average Hourly Wages ranged between \$15.06 paid to Packers and \$18.19 paid to Picker

### Average and median differences

Average Hourly Wages and Median Hourly Wages were close in all job types except for General Labor, which means employers are matching market wages closely most of the time.

## Highest paid jobs



### Picker

\$18.19/hr on average



### Material Handler

\$18/hr on average



### General Labor

\$17.29/hr on average





# Columbus, Ohio

## Conclusions

After reviewing the Industry and Job Type Average and Median Hourly Wages, we can conclude the following for the Columbus, OH market in Q4 2022:

- The industry with the **highest hourly wages was Catering**, with Median Hourly Wages sitting at \$20.00.
- The industry with the **lowest hourly wages was Retail**, with Median Hourly Wages sitting at \$15.00.
- The **highest-paid job** in the market was Full Service Bartender, with a \$25.00 median being paid for an hour of work.
- The **lowest-paid job** in the market was Concessions with a \$15.00/hr median wage.

## Summary

The best-paid jobs in Q4 2022 were in the Hospitality sector, with Full Service Bartender, Event Setup/Houseman, and Service/Banquet Server being the highest-paid positions across the Columbus labor market.

Average Hourly Wage and Median Hourly Wage were very similar across all job types, with a few exceptions noted in their respective chapters. What these exceptions indicate is that **certain positions 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.



## 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.

