

UPSHIFT

CLEVELAND, OHIO

QUARTERLY LABOR-MARKET REPORT

Q3 2026 Wage Report

Verified hourly wages from completed Upshift shifts across hospitality and light-industrial roles.

Observed Upshift wages. Clearer decisions.

upshift.work







INDUSTRY VIEW

Industry wages continued to rise

Three of 5 industry categories paid more in Q3. Hotel showed the strongest movement.

HIGHEST OBSERVED
$19.19
Education

LARGEST MOVEMENT
+$0.37
Hotel

CATEGORIES RISING
3/5
paid more in Q3

Quarter-over-quarter movement

* limited sample — directional only

CATEGORY	WAGE RANGE ($15 $16 $17 $18 $19 $20)	Q2	Q3	CHANGE
Corporate Dining*		$19.70	**$19.92**	+$0.22
Education		$19.17	**$19.19**	+$0.02
Assisted Living / Healthcare*		$18.83	**$18.45**	-$0.38
Large Venue		$18.31	**$18.00**	-$0.31
Hotel		$17.25	**$17.62**	+$0.37

CLIENT TAKEAWAY

Hotel moved fastest

Hotel rose $0.37 — the clearest gain among well-sampled industries this quarter. Other categories gained less or fell.

WHERE RATES EASED

One category moved down

Large Venue fell $0.31. The rest held roughly flat.

ROLE VIEW

Role wages eased

Four of 9 roles paid more in Q3. Busser showed the strongest movement.

HIGHEST OBSERVED
$19.62
Server/Banquet Server

LARGEST MOVEMENT
-$1.16
Busser

ROLES RISING
4/9
paid more in Q3

Quarter-over-quarter movement

* limited sample — directional only

CATEGORY	WAGE RANGE ($15 $16 $17 $18 $19 $20)	Q2	Q3	CHANGE
Bartender*		$19.70	**$20.00**	+$0.30
Server/Banquet Server		$19.35	**$19.62**	+$0.27
Line Cook/Prep Cook		$18.86	**$19.06**	+$0.20
Host/Hostess		$18.32	**$18.22**	-$0.10
Production Associate*		$16.95	**$17.74**	+$0.79
Housekeeper		$18.01	**$17.67**	-$0.34
Dishwasher/Kitchen Steward		$17.34	**$17.32**	-$0.02
Event Set Up/Houseman		$17.37	**$16.92**	-$0.45
Busser		$17.05	**$15.89**	-$1.16

FAST MOVEMENT

Server/Banquet Server and Line Cook/Prep Cook moved fastest

Server/Banquet Server rose $0.27 and Line Cook/Prep Cook rose $0.20 — the sharpest gains among well-sampled roles this quarter — worth re-checking before you post.

STABLE BENCHMARKS

Several roles barely moved

Dishwasher/Kitchen Steward, Host/Hostess all changed by about $0.15 or less quarter over quarter — reliable anchors for budgeting.

METHODOLOGY

How this report is built

What the numbers represent

Every figure is an **average hourly wage actually paid to Upshift workers** for shifts completed in the quarter — not survey estimates or posted ranges. Q2 covers April–June 2026; Q3 covers July–September 2026. Rates shown are the wage set by the business; tipped roles are marked and presented on a non-tipped basis.

How wages are grouped

The **industry view** groups shifts by the hiring business's vertical (Clubs, Hotel, Education, Manufacturer, and so on). The **role view** groups by the job worked (Bartender, Line Cook/Prep Cook, Server/Banquet Server, and so on). A category appears once it has enough completed shifts in both quarters to report a stable average.

How to use it

Use these as live benchmarks when setting pay for an open shift. Categories with the largest quarter-over-quarter movement are where the market is repricing fastest — worth re-checking before you post high-volume or hard-to-fill work.

Data collected and analyzed by Upshift from completed shift activity across the Cleveland metro. Averages reflect real rates paid during the measured period and are intended to guide fair, competitive wage-setting.