

UPSHIFT

OHIO MARKET

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

Eight of 11 industry categories paid more in Q3. Education showed the strongest movement.

HIGHEST OBSERVED
$20.60
Caterer/Restaurants

LARGEST MOVEMENT
-$0.93
Education

CATEGORIES RISING
8/11
paid more in Q3

Quarter-over-quarter movement

* limited sample — directional only

CATEGORY	WAGE RANGE ($16 $17 $18 $19 $20 $21)	Q2	Q3	CHANGE
Caterer/Restaurants		$20.28	**$20.60**	+$0.32
Retail		$20.23	**$20.10**	-$0.13
Corporate Dining		$19.26	**$19.52**	+$0.26
Education		$20.36	**$19.43**	-$0.93
Clubs		$19.10	**$19.28**	+$0.18
Assisted Living / Healthcare*		$18.83	**$19.00**	+$0.17
Hotel		$18.02	**$18.50**	+$0.48
Large Venue		$18.42	**$18.38**	-$0.04
Food Service		$18.22	**$18.28**	+$0.06
Fulfillment/Distribution		$17.39	**$17.59**	+$0.20
Manufacturer		$16.58	**$16.72**	+$0.14

CLIENT TAKEAWAY

Hotel and Caterer/Restaurants moved fastest

Hotel rose $0.48 and Caterer/Restaurants rose $0.32 — the sharpest gains among well-sampled industries this quarter — worth re-checking before you post.

WHERE RATES EASED

Three categories moved down

Education fell $0.93, Retail fell $0.13, Large Venue fell $0.04. The rest held roughly flat.

ROLE VIEW

Role wages were mixed

Seven of 14 roles paid more in Q3. Line Cook/Prep Cook showed the strongest movement.

HIGHEST OBSERVED
$20.54
Bartender

LARGEST MOVEMENT
+$1.00
Line Cook/Prep Cook

ROLES RISING
7/14
paid more in Q3

Quarter-over-quarter movement

* limited sample — directional only

CATEGORY	WAGE RANGE ($16 $17 $18 $19 $20 $21)	Q2	Q3	CHANGE
Bartender		$20.69	**$20.54**	-$0.15
Line Cook/Prep Cook		$19.12	**$20.12**	+$1.00
Server/Banquet Server		$19.62	**$19.90**	+$0.28
Event Set Up/Houseman		$19.91	**$19.85**	-$0.06
Barista*		$19.82	**$18.58**	-$1.24
Dishwasher/Kitchen Steward		$17.78	**$18.57**	+$0.79
General Labor		$17.76	**$18.13**	+$0.37
Busser		$18.34	**$17.97**	-$0.37
Food Service		$18.40	**$17.75**	-$0.65
Production Associate		$17.45	**$17.65**	+$0.20
Warehouse Associate		$17.38	**$17.54**	+$0.16
Host/Hostess		$18.41	**$17.47**	-$0.94
Housekeeper		$17.13	**$17.45**	+$0.32
Cashier		$17.79	**$17.35**	-$0.44

FAST MOVEMENT

Line Cook/Prep Cook and Dishwasher/Kitchen Steward moved fastest

Line Cook/Prep Cook rose $1.00 and Dishwasher/Kitchen Steward rose $0.79 — the sharpest gains among well-sampled roles this quarter — worth re-checking before you post.

STABLE BENCHMARKS

Several roles barely moved

Event Set Up/Houseman, Bartender 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 Ohio market. Averages reflect real rates paid during the measured period and are intended to guide fair, competitive wage-setting.