


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 4 industry categories paid more in Q3. Corporate Dining showed the strongest movement.

HIGHEST OBSERVED
**$21.12**
Clubs

LARGEST MOVEMENT
**-$0.76**
Corporate Dining

CATEGORIES RISING
**3/4**
paid more in Q3

## Quarter-over-quarter movement

* limited sample — directional only

| CATEGORY | WAGE RANGE ($19 $20 $21 $22 $23) | Q2 | Q3 | CHANGE |
|---|---|---|---|---|
| Caterer/Restaurants* | | $21.11 | **$21.22** | +$0.11 |
| Clubs | | $20.38 | **$21.12** | +$0.74 |
| Corporate Dining | | $20.76 | **$20.00** | -$0.76 |
| Hotel | | $19.04 | **$19.09** | +$0.05 |

CLIENT TAKEAWAY

### Clubs moved fastest

Clubs rose $0.74 — the clearest gain among well-sampled industries this quarter. Other categories gained less or fell.

WHERE RATES EASED

### One category moved down

Corporate Dining fell $0.76. The rest held roughly flat.

ROLE VIEW

# Role wages continued to rise

Four of 4 roles paid more in Q3. Bartender showed the strongest movement.

HIGHEST OBSERVED
**$22.55**
Bartender

LARGEST MOVEMENT
**+$1.59**
Bartender

ROLES RISING
**4/4**
paid more in Q3

## Quarter-over-quarter movement

| CATEGORY | WAGE RANGE ($19 $20 $21 $22 $23) | Q2 | Q3 | CHANGE |
|---|---|---|---|---|
| Bartender | | $20.96 | **$22.55** | +$1.59 |
| Server/Banquet Server | | $20.59 | **$20.83** | +$0.24 |
| Line Cook/Prep Cook | | $19.98 | **$20.74** | +$0.76 |
| Dishwasher/Kitchen Steward | | $19.31 | **$19.38** | +$0.07 |

FAST MOVEMENT

### Bartender and Line Cook/Prep Cook moved fastest

Bartender rose $1.59 and Line Cook/Prep Cook rose $0.76 — the sharpest gains among well-sampled roles this quarter — worth re-checking before you post.

STABLE BENCHMARKS

### One role barely moved

Dishwasher/Kitchen Steward changed by about $0.15 or less quarter over quarter — a reliable anchor 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 St. Louis metro. Averages reflect real rates paid during the measured period and are intended to guide fair, competitive wage-setting.