

# Western WA WAGE SNAPSHOT

Updated January 2024

= Insufficient data to calculate
= Increase
= Decrease

State Minimum Wage		
2024	1 Yr Increase	2 Yr Increase
\$16.28	3.43%	12.35%

## FULL SERVICE

	Employment Data			Job Postings			
	Jobs	Job Growth	Shift Share <sup>[3]</sup>	Dec 2023	% Change of the last 6 months	% Change of the last 12 months	% Change since 2019
<b>Kitchen</b>							
Chefs and Head Cooks	273	16%	-10	\$20.92	-19.45%	4.91%	
Cooks, Restaurants	2,414	3%	-82	\$19.51	0.31%	11.61%	26.28%
Food Prep	1,342	13%	-14	\$20.49	7.73%	11.72%	
Dishwasher	1,087	10%	-10	\$16.55	-4.99%	0.00%	22.77%
<b>Front of the House</b>							
Bartenders <sup>[2]</sup>	1,299	20%	-5	\$15.94	-0.75%	-0.75%	12.10%
Server <sup>[2]</sup>	3,275	14%	30	\$16.31	-1.45%	3.95%	0.00%
Hosts and Hostesses	560	10%	-44	\$16.06	-2.25%	7.42%	22.50%
Busser	532	15%	-50	\$17.48	2.52%	16.92%	34.46%
<b>Management</b>							
1st Line Supervisors by 5 digit NAIC full	2,588	11%	24	\$19.45	2.64%	1.94%	14.08%
Food Service Manager	172	-1%	-14	\$25.60	-5.01%	-3.69%	10.06%
<b>Non Industry Competition for Full Service Team Members</b>							
<b>Entry</b>							
Grocery Bagger/Stocker	4,243	16%	26	\$20.98	2.99%	14.77%	27.69%
Landscape or Grounds Worker	1,843	1%	-3	\$18.89	-0.68%	7.70%	22.27%
Retail Cashier	5,558	0%	52	\$16.43	-1.52%	3.86%	17.61%
Construction Laborer	1,975	2%	-42	\$22.40	0.00%	-18.40%	39.48%
Warehouse stockers	3,165	5%	-28	\$19.94	12.91%	8.37%	21.36%
Commerical Light Truck Driver	1,418	-1%	-54	\$20.98	0.00%	0.00%	0.00%
Retail Salesperson (base)	6,631	-5%	-218	\$17.78	-1.39%	2.07%	8.22%
Administrative Assistant	2,676	1%	45	\$22.40	0.00%	7.07%	24.24%
Office Support	3,857	-5%	-68	\$21.97	13.36%	17.80%	37.83%
<b>Management</b>							
1st Line Supervisors - Retail	2,134	-5%	-19	\$22.15	-5.78%	8.42%	23.67%
Industrial Machine, Installation, Maintenance, and Repair	619	3%	0	\$47.51	22.17%		

<sup>[1]</sup>Bureau of Labor Statistics' Occupational Employment Statistics (OES) dataset.

<sup>[2]</sup>The "2022 Compensation" is data from BLS and ESD – please be aware because this position has the majority of its income from tips and employers and state agencies are inconsistent on reporting methods for tips, we are not confident in it's accuracy. But, because it is available and the position is so important to the industry, we have chosen to include it. Please use the information cautiously.

<sup>[3]</sup>Shift share indicates the employment growth and competitiveness compared to the nation. >0 means it grew more than the national avg; <0 means grew less than the national avg.

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## QSR

	Jobs	Job Growth	Shift Share <sup>[3]</sup>
Fast Food Crew Member	7,754	8%	90
Cashiers	5,558	0%	52
1st Line Supervisors	2,588	11%	24
Food Service Manager	172	-1%	-14
Food Delivery Drivers	424	-21%	-119

## Non Industry Competition for QSR Team Members

### Entry

	Jobs	Job Growth	Shift Share <sup>[3]</sup>
Grocery Bagger/Stocker	4,243	16%	26
Landscape or Grounds Worker	1,843	1%	-3
Retail Cashier	5,558	0%	52
Construction Laborer	1,975	2%	-42
Bank Tellers	865	1%	45
Healthcare Support Occupations	274	-7%	-17

### Management

	Jobs	Job Growth	Shift Share <sup>[3]</sup>
1st Line Supervisors - Retail	2,134	-5%	-19
Industrial Machine, Installation, Maintenance, and Repair	619	3%	0

## Employment Data

## Job Postings

Dec 2023	% Change of the last 6 months	% Change of the last 12 months	% Change since 2019
\$17.17	-1.44%	0.70%	18.74%
\$16.43	-1.50%	3.86%	17.61%
\$19.45	2.64%	1.94%	14.08%
\$25.60	-5.01%	-3.69%	10.06%
\$21.72	4.73%	5.03%	20.47%

Dec 2023	% Change of the last 6 months	% Change of the last 12 months	% Change since 2019
\$20.98	2.99%	14.77%	27.69%
\$18.89	-0.68%	7.70%	22.27%
\$16.43	-1.52%	3.86%	17.61%
\$22.40	0.00%	-18.40%	39.48%
\$19.94	1.89%	0.00%	20.92%
\$25.35	-2.39%		
\$22.15	-5.78%	8.42%	23.67%
\$47.51	22.17%		

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## LODGING

Jobs	Job Growth	Shift Share <sup>[3]</sup>
Hotel, Motel, and Resort Desk Clerks	680	10%
Maids and Housekeeping Cleaners	1,937	7%
Landscape or Grounds Worker	1,843	1%
Maintenance and Repair Workers, General	2,606	5%
1st Line Supervisor of Housekeeping	223	20%
Lodging Managers	120	-21%

## Employment Data

## Job Postings

Dec 2023	% Change of the last 6 months	% Change of the last 12 months	% Change since 2019
\$18.89	14.14%	10.79%	33.50%
\$18.03	2.79%	2.79%	20.60%
\$18.89	-0.68%	7.70%	22.27%
\$22.40	-7.14%	0.54%	17.77%
\$21.91	14.83%	-0.41%	14.11%
\$21.97	-16.59%	-19.96%	-6.75%

## Non Industry Competition for Lodging Team Members

### Entry

Jobs	Job Growth	Shift Share <sup>[3]</sup>
Receptionists and Information Clerks	1,953	4%
Administrative Assistant	2,676	1%
Childcare Worker	551	10%
Retail Cashier	5,558	0%
Construction Laborer	1,975	2%

Dec 2023	% Change of the last 6 months	% Change of the last 12 months	% Change since 2019
\$18.03	0.00%	5.75%	5.75%
\$22.40	0.00%	7.07%	24.24%
\$17.05	-7.64%	-14.75%	-3.45%
\$16.43	-1.50%	3.86%	17.61%
\$22.40	0.00%	-18.40%	39.48%

### Management

Jobs	Job Growth	Shift Share <sup>[3]</sup>
1st Line Supervisors - Retail	2,134	-5%

Dec 2023	% Change of the last 6 months	% Change of the last 12 months	% Change since 2019
\$22.15	-5.78%	8.42%	23.67%

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