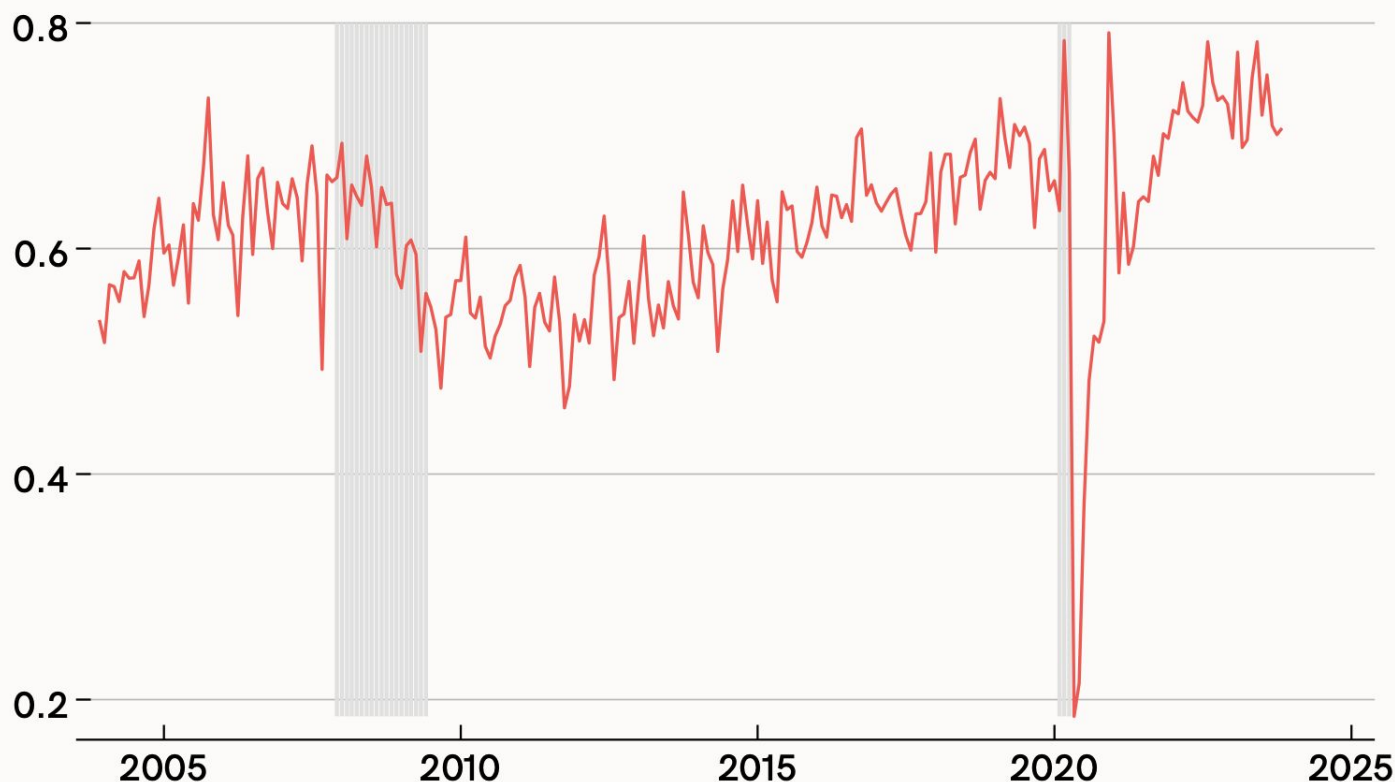


# A tight labor market in 2024

**Judged by quits, the labor market in hospitality is still tighter than pre-pandemic**

Quits per hire in leisure and hospitality, monthly (recessions shaded)



Source: Instawork calculations from Bureau of Labor Statistics data

**Workers are more likely to quit their jobs** when they feel empowered by the labor market – usually when the economy is booming and new jobs are easier to find. Based on this logic, the ratio of quits to hires can be a useful measure of the tightness of the labor market. And by this measure, the past couple of years have been the tightest on record for the leisure and hospitality sector.

**Quits rose steadily during the boom** after the Great Recession, but today they are still higher, relative to hires, than they were in 2019. The trend suggests that the labor market in leisure and hospitality will continue to feel tight through at least the first several months of this year, and employee churn will still be an issue for businesses in the sector.

**Questions?** Contact Instawork's Chief Economist, Daniel Altman, at [press@instawork.com](mailto:press@instawork.com)

# Hourly pay rates for flexible labor

The rates below are averages of hourly rates paid to Instawork Pros for completed shifts in the 90 days prior to 1 January 2024. All the shifts were at businesses in accommodation and food services.

Metro area	Bartender	Server	Prep cook	Line cook	Dishwasher
Atlanta, GA	\$20.70	\$18.24	\$16.74	\$19.28	\$16.91
Austin, TX	21.82	24.17	21.87	24.85	19.51
Baltimore, MD	19.87	20.76	18.11	19.50	16.98
Bay Area, CA	28.44	27.34	23.08	27.89	21.97
Boston, MA	23.14	24.88	21.53	25.83	20.29
Charlotte, NC	20.33	18.37	15.97	18.60	16.27
Chicago, IL	21.86	22.77	19.20	20.93	18.63
Dallas, TX	20.67	20.72	17.88	19.19	17.85
Denver, CO	22.16	20.68	20.58	20.96	18.14
Detroit, MI	20.07	19.91	17.66	18.73	17.26
Houston, TX	17.99	18.69	15.56	17.16	16.02
Inland Empire, CA	27.08	23.41	20.54	23.31	19.50
Los Angeles, CA	25.71	23.85	22.09	25.60	21.37
Miami, FL	23.21	17.68	19.44	22.33	17.66
Milwaukee, WI	18.58	19.68	20.51	21.59	18.50
Minneapolis, MN	19.97	20.18	19.53	21.73	18.51
Nashville, TN	20.21	20.27	18.91	20.69	17.54
New Orleans, LA	17.42	18.39	18.07	16.95	18.46
New York, NY	24.78	23.31	22.34	23.88	19.95
Orlando, FL	21.60	21.77	17.04	20.00	16.60
Philadelphia, PA	21.84	21.52	21.65	21.57	17.69
Phoenix, AZ	19.17	22.11	20.38	20.71	18.85
Pittsburgh, PA	18.10	18.78	16.07	20.46	15.15
Portland, OR	25.56	25.53	22.69	27.94	21.88
Providence, RI	20.48	20.62	20.32	22.67	20.10
Raleigh-Durham, NC	20.00	20.00	17.18	18.69	15.86
Sacramento, CA	20.83	22.23	19.13	28.93	26.24
San Antonio, TX	19.39	17.86	15.32	16.52	15.11
San Diego, CA	21.53	21.99	20.53	21.27	18.88
Seattle, WA	25.22	24.68	23.46	26.02	21.90
St Louis, MO	19.09	18.62	17.07	17.37	16.28
Tampa, FL	18.28	16.51	16.89	19.04	16.77
Tucson, AZ	21.14	21.09	17.40	20.23	17.72
Washington, D.C.	23.63	22.28	21.62	23.91	19.61

[Source: Instawork transaction data](#)

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