

### Still working for too little in Canton and Massillon

All working people — no matter their race, gender, or the kind of job they do — should be paid enough to care for their families. Labor market pressures forced many employers to increase pay during the pandemic. Federal stimulus stabilized people’s incomes. But in 2021, five of the Canton area’s 10 most common occupations — including all of the top four — paid so little that a worker with a family of three would need food aid to get by. These five occupations employed 19,670 people.

**Wages up, but not enough:** From 2019 to 2021, employers increased median pay in just five of the 10 most common jobs in the Canton-Massillon area. This was unlike the state, where pay rose in eight occupations. Pay changes ranged from an hourly cut of \$3.23 (-8.0%) for general and operations managers to a bump of \$1.56 per hour (+10.1%) for customer service representatives. Considering nearly two decades of wage suppression that predated COVID, average annual change in pay ranged from an 11-cent-per-hour pay cut for registered nurses to a pay boost of 7 cents for office clerks over the whole span from 2000 to 2021.

#### Wages up since 2019, but working people still underpaid in Canton-Massillon

Pay growth recovered lost ground in most common Canton-Massillon area jobs

Top 10 occupations 2021	2021 Jobs	2021 hourly pay	Pay growth 2000-2019	Pay growth since 2019	% pay growth since 2019	Avg. annual pay growth 2000-2021	2021 pay as a share of poverty
Fast Food & Counter Workers	4,560	\$10.50	\$0.32	\$0.68	6.9%	\$0.05	99%
Retail Salespersons	4,470	\$11.60	\$1.48	-\$0.65	-5.3%	\$0.04	110%
Cashiers	3,880	\$10.63	\$1.41	-\$0.76	-6.7%	\$0.03	101%
Home Health & Personal Care Aides	3,830	\$11.35	-\$1.23	\$0.14	1.3%	-\$0.05	108%
Customer Service Reps.	3,810	\$16.95	-\$0.50	\$1.56	10.1%	\$0.05	161%
Registered Nurses	3,630	\$29.58	-\$0.27	-\$1.96	-6.2%	-\$0.11	280%
Stockers & Order Fillers	2,930	\$13.63	-\$0.05	\$0.80	6.2%	\$0.04	129%
General & Operations Managers	2,880	\$37.26	\$1.78	-\$3.23	-8.0%	-\$0.07	353%
Laborers and Freight, Stock, & Material Movers, Handlers	2,780	\$14.74	\$0.32	-\$0.13	-0.9%	\$0.01	140%
Office Clerks, General	2,600	\$17.33	\$0.07	\$1.37	8.6%	\$0.07	164%

Source: Bureau of Labor Statistics (BLS), Occupational Employment and Wage Statistics (OEWS) Survey, May 2000, May 2019, and May 2021. Estimates, available at <https://www.bls.gov/oes/tables.htm>, accessed April 12, 2022. Largest detail occupations in Canton-Massillon MSA by employment. Median annual earnings shown as a share of the poverty threshold for a family of three in 2021 (\$21,960). The gross monthly income threshold for food assistance is 130% of poverty (\$28,548) or less. All wage are adjusted for inflation using May 2021 dollars.

## COVID disproportionately destroyed low-paying jobs

COVID-19 disproportionately destroyed the jobs of low-paid Ohioans who, statewide, are more likely to be Black and brown, or women.

Nine of the 10 most common pre-COVID occupations lost jobs. As people scaled back dining out, employers laid off 1,780 fast food workers and 330 waiters and waitresses. Movement to online shopping meant fewer retail salespeople and cashiers. Unlike the state as a whole, the region lost registered nurses (-80), nursing assistants (-270) and home health aides (-30) who may have left due to overwork, fallen ill, or moved to higher paying regions. Only customer service occupations added jobs (+730).

### Many common occupations in Canton and Massillon lost jobs from 2019 to 2021

Ten most common Canton-Massillon MSA occupations by employment, 2019

Top 10 occupations 2019 pre-COVID-19	2021 rank	2021 rank	2019 jobs	2021 jobs	Change in jobs	Percent change
Fast Food & Counter Workers	1	1	6,340	4,560	-1,780	-28%
Retail Salespersons	2	2	5,000	4,470	-530	-11%
Cashiers	3	3	4,860	3,880	-980	-20%
Office Clerks, General	4	10	4,130	2,600	-1,530	-37%
Home Health & Personal Care Aides	5	4	3,860	3,830	-30	-1%
Registered Nurses	6	6	3,710	3,630	-80	-2%
Laborers & Freight, Stock, & Material Movers, Handlers	7	9	3,400	2,780	-620	-18%
Customer Service Representatives	8	5	3,080	3,810	730	24%
Waiters and Waitresses	9	11	2,880	2,550	-330	-11%
Nursing Assistants	10	12	2,610	2,340	-270	-10%

Source: Bureau of Labor Statistics (BLS), Occupational Employment and Wage Statistics (OEWS) Survey, May 2000, May 2019, and May 2021. Estimates, available at <https://www.bls.gov/oes/tables.htm>, accessed April 12, 2020. Largest detail occupations in Canton-Massillon MSA by employment. Median annual earnings shown as a share of the poverty threshold for a family of three in 2021 (\$21,960). The gross monthly income threshold for food assistance is 130% of poverty (\$28,548) or less.