



U.S. Janitorial Wage Trends: What 2018–2024 Data Reveals

Comprehensive Analysis for Employers and Cleaning Professionals



The janitorial and commercial cleaning industry is evolving rapidly, with wages, job growth, and career opportunities varying widely by state. This report offers a data-driven view of the 2024 U.S. cleaning labor market, including:

- Current wages and growth trends for cleaners and supervisors
 - Top states for earning potential, career advancement, and job security
 - Emerging markets and regions with high competition for talent
- Strategic insights for employers and workers to make informed hiring, retention, and career decisions

Whether planning expansion, setting budgets, or evaluating careers, this guide turns complex labor data into actionable insights for smarter workforce decisions.

National Overview

National Labor Landscape

- **Average Cleaner Wage:** \$16.98/hr (+4.3% YoY)
- **Average Supervisor Wage:** \$22.97/hr (+2.8% YoY)
- **Total Cleaner Jobs:** 2,231,670
- **Total Supervisor Jobs:** 177,790
- **Average Supervisor Premium:** 35% (\$5.99/hr)

Takeaways:

- The cleaning workforce continues to grow steadily, with wages increasing nationally, reflecting strong demand for skilled labor.
- Supervisors earn a significant premium, but their wage growth is slower than that of cleaners, suggesting a narrowing pay gap over time.

Labor Cost Implications for Employers

- Annual cost per full-time cleaner: \$35,312
- Expected annual increase per cleaner: \$1,733
- 50-employee company annual increase: \$86,669
- 3-year projected wage for cleaners: \$19.60/hr

Employer Takeaways:

- Businesses must budget for predictable annual wage increases, especially in high-growth states.
- Investment in retention and efficiency strategies is essential to manage labor costs.

Cleaner Wage & Job Opportunities

High-Paying States

State	Cleaner Wage	Annual Growth (CAGR)	Key Insight
MA	\$21.43/hr	5.0%	Highest pay and stable market; competitive to hire.
WA	\$21.02/hr	5.0%	Top-tier earnings; high competition for talent.
NY	\$19.19/hr	4.2%	Strong pay, but job growth slightly negative.
CA	\$18.58/hr	4.2%	Large labor pool; stable opportunities.
AK	\$18.77/hr	3.1%	Good pay, but slower growth.

Employer Considerations:

- **Recruitment Competition:** States like MA and WA offer the highest wages, which makes them attractive for skilled cleaners—but also means employers compete fiercely to hire and retain talent. Offering perks, flexible scheduling, or career development opportunities can make a difference.
- **Wage Growth Planning:** With annual growth rates around 4–5%, employers need to plan for steadily increasing labor costs, especially for supervisors who earn premiums above standard wages.
- **Talent Pool Nuances:** While CA and NY have large labor pools, job growth in NY is slightly negative, which could signal tightening availability of experienced cleaners in certain regions.

Employee Considerations:

- **Earning Potential vs. Living Costs:** High wages in MA, WA, and NY are attractive, but employees often face higher housing, transportation, and general cost-of-living pressures. Take-home pay may not stretch as far as nominal wages suggest.
- **Career Advancement Opportunities:** States with higher supervisor premiums (like MA and WA) provide strong incentives for cleaners to upskill and move into leadership roles.
- **Market Stability:** AK, while offering good wages, has slower growth, suggesting fewer new positions and potentially more stable but limited advancement opportunities.

Strategic Takeaway:

High-paying states provide top-tier wages and the potential for career growth, but employers must navigate intense competition for talent and rising labor costs. For cleaners, these regions offer strong earnings, though cost-of-living pressures may offset some financial benefits.

Fastest Growing Wages

State	Cleaner Wage CAGR	3-Year Projection
AZ	6.9%	\$17.37 → \$21.19
ID	6.5%	\$17.00 → \$20.55
NM	6.5%	\$16.17 → \$19.53
GA	6.4%	\$15.93 → \$19.18
MI	6.2%	\$16.83 → \$20.17

Employer Considerations:

- **Rising Labor Costs:** States like AZ and ID are seeing some of the fastest wage growth (6–7% CAGR). Employers should anticipate higher payroll expenses over the next few years and plan budgets accordingly.
- **Retention and Recruitment Opportunities:** Rapid wage growth signals strong demand for skilled cleaners. Employers who act early with competitive offers, benefits, and career development can secure talent before competition intensifies.
- **Market Entry Potential:** Regions with quickly rising wages may indicate expanding commercial cleaning markets, presenting opportunities for new or growing cleaning businesses.

Employee Considerations:

- **Significant Earning Upside:** Cleaners in these states can see substantial wage increases in just a few years—e.g., AZ projected to jump from \$17.37/hr to \$21.19/hr—offering a meaningful boost to take-home income.
- **Career Advancement Incentives:** Rapid wage growth encourages skill-building and longevity in the profession, as employees can see tangible financial returns from experience and performance.
- **Geographic Mobility:** Employees may consider relocation to these states to maximize earning potential if cost-of-living is manageable relative to wage gains.

Strategic Takeaway:

Fast-growing wages highlight emerging opportunities for both employers and cleaners. For employers, it's critical to stay competitive and plan for rising labor costs. For cleaners, these states offer some of the fastest pathways to higher earnings, making them attractive for career growth and financial advancement.

Job Market Dynamics

Largest Cleaner Job Markets

State	Jobs	Wage	Key Insight
CA	237,680	\$18.58	Largest labor pool, moderate growth.
NY	186,370	\$19.19	Strong wages, slight decline in jobs.
TX	181,520	\$15.02	Large workforce, low-medium pay.
FL	128,160	\$15.16	Stable market, moderate pay.
IL	97,440	\$17.80	Growing labor pool, competitive pay.

Employer Considerations:

- **Access to Talent:** States like CA, NY, and TX offer the largest labor pools, making it easier for cleaning companies to hire at scale.
- **Competitive Pay Pressure:** While large markets provide access to many workers, wages vary. Employers in higher-paying states like NY and CA face more competition to attract skilled cleaners.
- **Market Stability vs. Growth:** Some states (e.g., NY) show slight job declines, while others like IL are growing, indicating that strategic location choice can impact recruitment and long-term business growth.

Regional Strategy: Companies may prioritize states with a balance of available talent and moderate wages (e.g., TX, FL) to manage costs while maintaining staffing levels.

Employee Considerations:

- **Job Availability:** Cleaners have abundant opportunities in CA, NY, and TX due to large workforces, providing flexibility and mobility.

- **Wage Trade-offs:** Large markets often come with wage disparities—CA and NY offer higher pay but potentially higher cost-of-living, while TX and FL provide more moderate pay with lower living costs.
- **Career Prospects:** Growing states like IL offer both competitive wages and increasing employment opportunities, making them attractive for career progression.

Strategic Takeaway:

The largest cleaner job markets offer a mix of scale, pay, and opportunity. Employers benefit from access to large labor pools but must navigate wage competition, while employees can weigh job availability against earning potential and regional living costs.

Fastest Growing Cleaner Job Markets

State	Job Growth CAGR	Wage
MT	3.42%	\$17.98
NM	3.41%	\$16.17
OK	2.63%	\$14.71
VI	2.53%	\$13.56
NV	2.33%	\$17.54

Employer Considerations:

- **Emerging Opportunities:** States like MT and NM are experiencing the fastest job growth, presenting opportunities for expansion and early access to a growing workforce.
- **Competitive Advantage:** Entering these markets early may help employers secure talent before competition increases.

- **Wage Landscape:** Wages in these fast-growing markets are generally moderate (\$13.56–\$17.98), allowing companies to balance hiring costs with growth potential.

Employee Considerations:

- **Job Security & Opportunities:** Workers in these states may find increasing employment options as local cleaning demand rises.
- **Wage Potential:** While growth is strong, wages are lower than high-paying states, meaning employees may trade higher earnings for more abundant job opportunities.

Strategic Takeaway:

Fastest-growing cleaner job markets represent regions of opportunity for both employers and workers. Employers can leverage early entry to build teams cost-effectively, while employees benefit from increasing availability of jobs, even if wages remain moderate.

Declining Job Markets

State	Job Growth CAGR	Wage
GU	-5.48%	\$10.67
HI	-4.09%	\$17.85
KS	-3.44%	\$15.71
AL	-2.34%	\$14.00
ME	-2.24%	\$18.54

Employer Considerations:

- **Shrinking Workforce:** States like GU and HI are experiencing notable declines in cleaner jobs, signaling potential challenges in maintaining operations and filling positions.
- **Strategic Caution:** Expanding or investing heavily in these markets may carry higher risk due to shrinking demand.
- **Wage vs. Opportunity:** While some states like HI and ME still offer strong wages (\$17–\$18.54/hr), the overall decline in jobs may limit long-term growth potential.

Employee Considerations:

- **Job Scarcity:** Workers may face increased competition for fewer positions as local demand drops.
- **High-Wage Exception:** In some declining markets, higher wages may help retain skilled cleaners, but opportunities remain limited.

Strategic Takeaway:

Declining job markets require cautious planning. Employers may need to focus on retention and efficiency, while employees in these regions may consider mobility to states with stronger or faster-growing cleaning job markets.

Supervisor Pay & Career Advancement

Top States for Supervisor Premium

State	Pay Increase	% Increase	Key Insight
RI	\$12.25/hr	70%	Highest promotion premium; strong incentive for leadership.
HI	\$10.75/hr	60%	Significant career advancement potential.
NJ	\$9.56/hr	53%	Stable market with large supervisor premium.
CA	\$9.36/hr	50%	Large market, good advancement opportunities.
UT	\$9.32/hr	64%	Fast-growing supervisor wages.

Employer Considerations:

- **Leadership Retention Pressure:** High premiums (50–70%+) in states like RI, HI, and UT signal that supervisors are in demand. Employers may need to invest in leadership pipelines, training, and competitive pay to keep strong managers.
- **Budgeting Impact:** Promotions in these states represent a sizable payroll jump, requiring careful financial planning.

Employee Considerations:

- **Career Growth Incentive:** Workers in these states have strong financial motivation to advance into supervisory roles—some gaining over \$12 more per hour.
- **Leadership Pathways Matter:** Employers that provide structured advancement opportunities will attract and retain ambitious cleaners.

Strategic Takeaway:

Supervisor premiums highlight where leadership roles are most valuable. Employers should prioritize succession planning and supervisor development in these states, while employees have clear incentives to pursue advancement.

State-Specific Market Highlights

- **MA:** \$21.43/hr, 5% wage growth – top pay; highly competitive.
- **WA:** \$21.02/hr, 5% wage growth – excellent pay; hot market.
- **RI:** \$17.49/hr, 4.63% growth – slow job market but large promotion premium.
- **AZ:** \$17.37/hr, 6.85% growth – fastest wage growth; competitive hiring.
- **MT:** \$17.98/hr, 3.42% job growth – growing labor pool, good job security.
- **PR:** \$9.88/hr, low growth – affordable labor, but limited opportunities.

Employer Considerations:

- **Massachusetts & Washington:** Offer the highest wages and strong growth, but hiring will be highly competitive. Employers may need stronger retention strategies and perks to secure talent.
- **Rhode Island:** While overall job growth is slower, the large supervisor premium makes it a key state for leadership development and long-term career pipelines.
- **Arizona:** With the fastest wage growth, costs will rise quickly. Businesses must plan budgets carefully while leveraging growth to attract skilled cleaners.
- **Montana:** Job growth is steady, creating a reliable labor pool. Employers here can expect stability and long-term workforce availability.

- **Puerto Rico:** Offers the lowest labor costs but limited opportunity. It may appeal for cost-sensitive contracts, but retention and advancement could be challenges.

Employee Considerations:

- Workers in MA, WA, and AZ have strong earning potential but face high competition.
- RI cleaners see strong incentives to advance into supervisor roles despite slower job growth.
- MT offers steady employment prospects with decent pay, appealing for job security seekers.
- PR cleaners face fewer opportunities for career growth, but employers may value affordability.

Strategic Takeaway:

Each market presents a different mix of **wages, competition, and career potential**. Employers should tailor their workforce strategies to local conditions, while cleaners should weigh pay against long-term opportunity.

The Bottom Line

National Trends

- Cleaner wages are rising faster than supervisor wages, narrowing the pay gap.
- Supervisor roles are growing faster than cleaner roles, signaling rising demand for leadership.

For Employers

- High-cost, high-growth states require competitive wages **and** perks like flexible scheduling, recognition programs, and communication tools.
- Expanding into lower-cost states can help control margins, but turnover and labor pool size must be considered.
- Investing in leadership pipelines and supervisor training is essential to avoid management bottlenecks.

For Workers

- High-paying markets (MA, WA, NY) offer strong wages but come with higher living costs.
- Fast-growth states (AZ, ID, NM) offer rapid wage increases, making them attractive for career growth.
- States with high supervisor premiums (RI, HI, UT) provide strong financial incentives for advancement.

Strategic Takeaway

- Both employers and employees must adopt a market-informed strategy. Understanding regional differences in pay, growth, and job opportunities is key to maximizing profitability and career potential.

Data Sources & Methodology

Primary Data: U.S. Bureau of Labor Statistics (BLS) Occupational Employment and Wage Statistics (OEWS)

Coverage: All 50 states + DC, Puerto Rico, Virgin Islands, and Guam

Occupations: SOC 37-2011 (Janitors and Cleaners) & SOC 37-1011 (First-Line Supervisors)

Turn Insights Into Action With Swept

You've seen where wages are rising, which states offer the best growth opportunities, and how supervisor roles can impact your labor costs. Now, make these insights actionable. **Swept** helps cleaning business owners:

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- **Schedule smarter** to meet growing demand and retain top talent
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