

2025 WAGE and WORKFORCE SURVEY





The Kentucky Association of Manufacturers (KAM) continues to demonstrate its commitment to advocating for and educating members of Kentucky's manufacturing community. In 2024, KAM expanded the Wage and Workforce Study, presented by the KY Community and Technical College System. In 2025, we continue to evolve by gathering both starting and 5-year wages for production occupations. This study provides critical insights into workforce challenges and serves as a strategic tool to help manufacturers navigate and shape their workforce strategies for the future.


Vacation and Sick Days

Nearly three-fourths of participating companies allow employees to convert their unused vacation days and **100%** offer at least one week of vacation.

72% 
of employers offer two weeks of vacation within an employee's first year.

72%
of companies permit employees to **convert** unused vacation days.

 **52%** Carry Over
 **39%** Cash

47%
of companies grant **paid** sick days.
 **33%** grant **1 to 5** sick days.
10% grant **6 to 10** sick days.

Health Insurance


Three of four companies experienced an increase in their health insurance premiums, and the majority of employees have a monthly premium of \$200 or less for individual coverage.

75% of companies had a percentage increase at their last anniversary date for health insurance. **60%** of companies' percentage increase was between 1-10% 

82% of employers provide health care plans that have a typical monthly premium of \$200 or less for individual coverage

Attraction and Recruitment Practices

More than two-thirds of companies are actively using referrals from existing employees and online ads for open positions to find new employees for their facility.

 **91%** use referrals from existing employees.

 **71%** use online ads for open positions.

 **50%** use job fairs.

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Fair Chance Employment

Five of six companies include criminal background checks, and most are willing to hire individuals who have previously been involved with the justice system, but with limitations.



83%

conduct criminal background checks. 74% employ individuals who have previously been involved with the justice system, but with limitations.

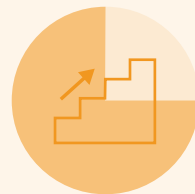


90%

accept misdemeanor class B infractions. 86% accept misdemeanor class A infractions.

Learning and Development

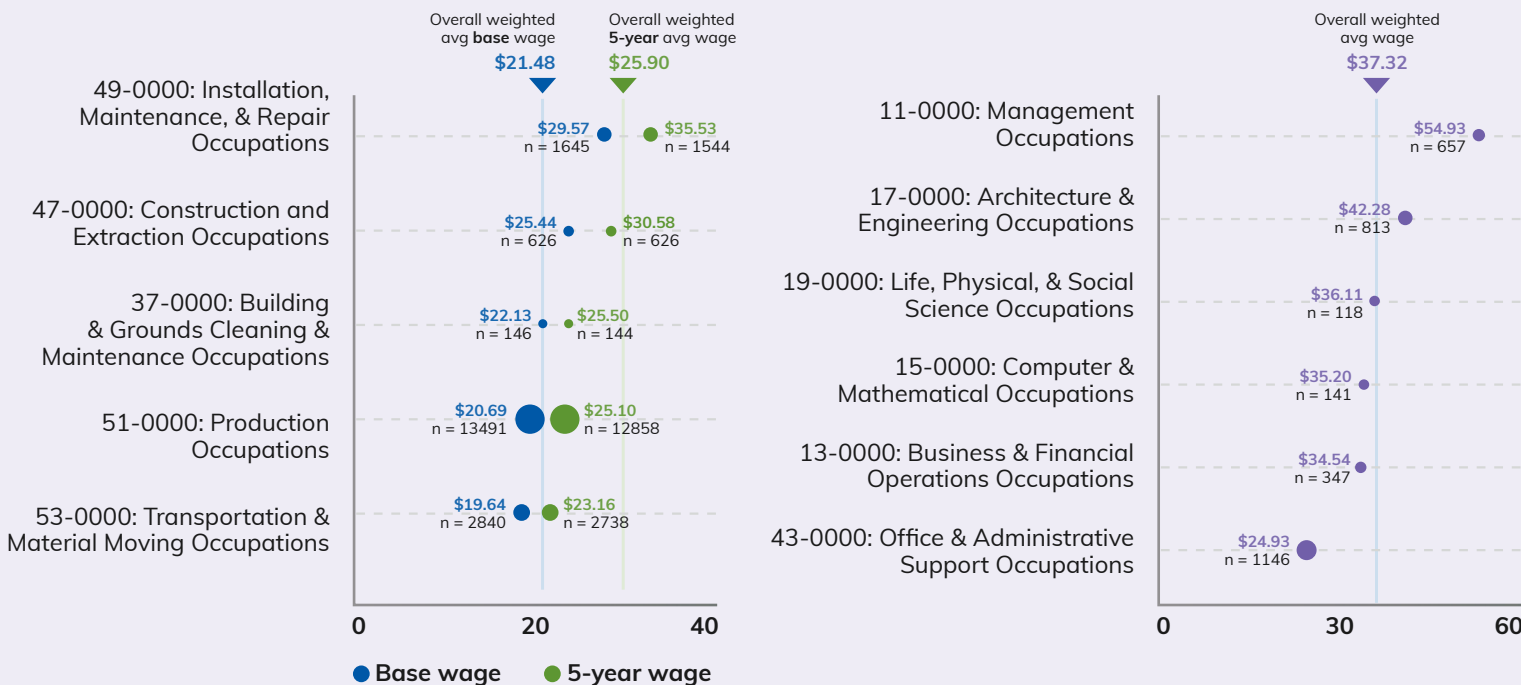
77%.....



of companies either have clearly defined career progression plans or are working to create them.

Wages

For the 2025 Study, production wages were gathered at both the starting and 5-year periods.



Since 1911, the Kentucky Association of Manufacturers (KAM) has served as the leading advocate for the manufacturing industry in the Commonwealth. If you are a manufacturer or serve manufacturers, contact us today to learn more about the benefits of membership.

To purchase a full version of the 2025 Wage and Workforce survey, contact us or visit the website at www.kam.us.com

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kam.us.com/membership/
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METHODOLOGY

For the 2025 survey, a working group composed of representatives from the Kentucky Association of Manufacturers, HR leaders at KAM member companies, and IQS Research reviewed the instrument for any possible changes or updates. The method used to collect production wages was revised and the questions were largely reordered.

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