


# HIGH-SKILL, LOW LABOR COSTS

In the greater Wichita region, competitive labor costs and a highly skilled workforce give businesses more room to grow. According to the U.S. Bureau of Labor Statistics, the Wichita metropolitan area's average annual wage was approximately $58,822 in May 2025, compared with the national average of $69,763. That's nearly $11,000, or 15.7%, below the national average.

The region's manufacturing expertise is a key competitive advantage. Production occupations account for 10.8% of Wichita-area employment, nearly double the national share of 5.5%. Wichita also offers a strong concentration of specialized talent in aerospace manufacturing, engineering and advanced production, supporting businesses seeking an experienced workforce and competitive operating costs.

Source: U.S. Bureau of Labor Statistics, Occupational Employment and Wages in Wichita — May 2025



## Employee Benefits Data

- According to the U.S. Bureau of Labor Statistics, employee benefits accounted for approximately 33.2% of total compensation costs among U.S. manufacturing employers in June 2026, averaging $16.12 per hour worked.
- Employers commonly offer comprehensive benefits packages that include medical, dental and vision insurance, life and disability insurance, retirement savings plans and paid time off.
- Flexible benefits programs, including cafeteria plans, allow employees to select benefits based on individual and family needs.

- Retirement benefits commonly include employer-sponsored 401(k) plans, which may offer matching contributions. Some employers also provide traditional pension plans.
- Additional benefits may include tuition reimbursement, professional development opportunities, wellness programs and other employee assistance initiatives.

Source: U.S. Bureau of Labor Statistics, Employer Costs for Employee Compensation (June 2026). Benefits descriptions are illustrative and may vary by employer.



## Right-to-Work State

- Kansas is among the only 10 states enacting a Right-To-Work (RTW) by state constitutional amendment. As such, Kansas RTW status can only be changed by a vote of the people and is not vulnerable to legislative reversal.
- Kansas is an "at will" employment state. There are no unusual employment regulations or restrictions.
- Of the 28 states that prohibit required union membership (Right-To-Work or RTW states), 20 enacted RTW-by-state statute. Such statutory RTW laws are vulnerable to legislative reversal.
- Unions in Kansas cannot attempt to collect “service fees” from workers who choose to not join a union.

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- Discover how your business can save with low Tax and **Utility** costs.




- Learn more about the region's highly skilled **Workforce**.

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Connect with the Greater Wichita Partnership for more insight into the policies and data that make this region an opportune area for growth and expansion.

Contact Andrew