



Your
TOTAL
Facility Serviced

TOTAL 2025
Supply Chain Salary Guide



Who We Are

The Total Talent family of companies provides comprehensive workforce solutions for supply chain. We serve organizations that need direct hires, ongoing staffing, and Recruitment Process Outsourcing (RPO). Our advanced solutions include comprehensive strategies for talent acquisition, onboarding, and retention.

With 25+ years in business and a robust supply chain talent network, we specialize in extra mile recruiting for the right fit the first time.



Direct Hire



Executive Search



RPO



Contingent Staffing
Services



PPOS



Flex Hire
Placement Services

Over my 20+ years in recruiting, I have seen the supply chain industry become increasingly complex. The organizations I serve are often juggling factors like:

- Material or component shortages
- Volatility in production demands
- Rapid technology innovation
- Changes in HR compliance regulations
- Global pricing pressures

But in recent years, talent scarcity has become the problem that is hardest to solve. Employers search laboriously to find the right specialists, while qualified candidates still struggle to connect with the right opportunities. Making a rushed or wrong decision is risky for everyone, but so is waiting for current recruiting methods to work. A blend of accurate data and customized recruiting support is the answer for succeeding in the competition for supply chain talent and jobs. I hope this salary guide provides an edge for you!

Whether you need help with contingent, direct hire, talent acquisition, or RPO services, the Total Talent Search team is here to find the right fit.

Respectfully,

Jennifer Hill

President of Total Talent Search



From manufacturing to logistics, the supply chain industry in the United States is facing a labor force challenge that MUST be solved now. Companies that fail to navigate this difficult time will continue to face the frustration of having growth goals that are always out of reach. Our objective at Total Staffing Solutions is to help you face this issue head on and equip you with insights and support to make the shifts required for success.

- Is your organization adjusting well to new market conditions?
- Do you have a sound strategy to address labor needs now and going forward?
- Are you competing effectively for talent and securing the BEST for your organization?

These questions may be driving you to evaluate your wage and salary structure. My team is excited to provide this guide as a first step in defining the right solutions for your workforce in a constantly changing marketplace.

As always, we are here to help you hire more of your best people.

Let us know how we can help you grow!

Sincerely,

Joseph D. Galleli

President of Total Staffing Solutions



A Word About **This Guide**

Several factors contribute to calculating an accurate salary or wage: company size, candidate experience, benefits, location, and more. In this guide you'll notice a composite range of median and high-index figures based on national averages. We aggregated current market data to provide comprehensive salary expectations for common manufacturing and logistics positions. When accounting for variances in salary, take into account the following variables:

Medium-Sized Company
100 - 999 employees
Mid-range experience

Large-Sized Company
1000+ employees
High-level experience

At a granular level, numbers may vary based on your location and other specific details. Please contact us directly for customized recommendations on your compensation and talent acquisition strategy.

Manufacturing Talent Trends for 2025

Manufacturing in the United States is on a growth trajectory. In 2023, there were over 620,000 manufacturing companies in the U.S. By Q4 of 2024, there were 638,392. The growth trend over the past 5 years puts the projected number of U.S. manufacturers at 702,231 by the end of 2025. But the outlook is not rosy across the manufacturing sector when it comes to hitting revenue growth goals. According to research from Deloitte, nearly 45% of supply chain executives admit they have turned down business because they didn't have enough workers to fill the demand. This issue isn't going away. There will likely be 2.1 million unfilled jobs by 2030.



What Are the Top Challenges to Overcome?

Low Supply of Skilled Labor:

Current labor shortages are due to factors such as an aging workforce and an apparent lack of interest among younger generations in pursuing careers in this sector. The rapid advancement of technology has also created a new category of manufacturing talent that is hard to find, including individuals with STEM skills around automation, data analytics, and robotics.

Misperceptions in the Talent Market:

Competition for non-skilled labor for entry level or on-the-job training positions is also steep, although this threat comes from outside the manufacturing sector. Retail, hospitality, and remote work jobs are often viewed as more flexible and these opportunities are attracting much of today's youth. Potential candidates with little exposure to the manufacturing sector are often unaware that they could earn substantially more taking a manufacturing job compared to positions in other sectors.

Takeaway:

Manufacturers would be well served to take steps to raise awareness around the opportunities that are available for the emerging Gen Z workforce.



Talent Retention & Succession Planning:

It's not just the production line or shop floor that is impacted by talent shortages. All levels of leadership within manufacturing organizations may be more difficult to fill as time goes by. Hiring managers must develop strategies around several areas in 2025 and beyond.

- Talent retention efforts focused equally on compensation and culture safeguard the existing workforce from leaving for greener pastures.
- Documented and deliberate knowledge transfer ensures that critical insights and processes can continue when older workers retire.
- Investment in employee development, training, and coaching can prepare future leaders within the organization.



Adaptation to Technological Advancements:

- The rapid pace of technological innovation in the manufacturing industry, including automation, artificial intelligence, Internet of Things (IoT), and additive manufacturing, presents challenges for hiring managers in terms of identifying and hiring candidates with the necessary digital literacy, problem-solving skills, and adaptability to thrive in a technologically driven work environment.
- Hiring managers may also face challenges in upskilling existing employees to leverage new technologies effectively and remain competitive.

Takeaway:

Developing internal training programs, partnering with local educational institutions, and working with specialized recruiting firms are ways to rise to this challenge.

Who will be able to access the right talent to fill jobs?

We believe those organizations that are proactive in developing comprehensive workforce programs will win the competition for talent in manufacturing.



Logistics Talent Trends for 2025

The size of the U.S. Freight & Logistics market is estimated to hit \$1.57 trillion by 2029. ZipRecruiter’s data shows that the transportation and warehousing sector leads the nation in the most jobs added in the last 10 years, a trend that is continuing today. However, the supply of talent could prove a barrier to logistics organizations that want to ride their own growth wave.

A recent Descartes survey of 1000 supply chain decision makers found that 3 out of 4 were facing significant workforce shortages. Nearly 40% described this issue as severe. This is on top of all the other challenges facing logistics. These include rising transportation costs and non-revenue miles that cut into profitability. According to the 2024 report from MHI, 50% of 2000 respondents reported that they are still experiencing supply chain disruption and uncertainty.



Digital Transformation Poses a **Top Talent Challenge**

Investment In Tech + Talent:

Based on MHI's 2023 research, 9 out of 10 supply chain companies plan to spend \$1m or more in deploying new technology, up 24% from last year. Digital transformation is an effort that comes with its own talent acquisition challenges.

According to McKinsey, only 8% of supply chain companies have enough in-house talent to support their digital transformation initiatives. Reliance on external hiring is up 15 points over the last 3 years, while internal reskilling has dropped almost twice that much in the same time period. Many are relying on a mix of direct hire and temporary staff augmentation strategies to meet their goals.

Key Takeaway:

Focus on positioning your organization as an employer of choice, and choose recruiting partners who can help you compete effectively in the search for external talent.



Get Talent in the Door to **Get Goods Out the Door**

According to Descartes, physical labor is actually more difficult to find than highly skilled talent at the moment. More than 60% of logistics leaders report labor intensive operations roles in warehousing and transportation are the top area for shortages.



Adaptability Will Be a Top Skill in 2025 and Beyond

Because how logistics companies operate will continue to shift dramatically as more technology and market shifts occur, a workforce adept at continuous learning will be the most successful. Skills around problem solving, communication, and cross-department collaboration will be factors to look for and actively develop.

Hire and Keep Top Talent, **Starting Now**

How do we close the talent gap in hiring for specialized roles and key leadership positions in Manufacturing and Supply Chain? Many HR departments and management teams are stretched too thin to handle the search and screening process. Or, they simply don't have access to an extensive network. This means hiring takes too long or everyone has to settle for less.

What would 95% retention do for your organization?

At Total Talent Resources, we have a proven track record of exceptional outcomes because we place the right people the first time. Our individualized approach streamlines the recruiting process for employers and candidates and continuous communication means no one is left guessing about progress along the way.



We Are Returning Joy to Work

Do You Want to:

- Accelerate your career?
- Grow your best team?

Working closely with employers throughout the U.S., we help job seekers be rewarded for their skills and experience as we connect them with reliable and flourishing organizations in their field. Looking to hire more of your best people? We help you fill or find the right fit for temporary, temp-to-hire, and direct hire positions. Partner with us to tackle challenges, expand your business, and reach your goals.



Additional **Insight**

Our salary guide is just the start. We also leverage our network to gather proprietary data on factors like talent sentiment that can impact the success of employers in finding and keeping their best people.

[Contact our team](#) to request a copy of our latest Industrial Worker Survey.

Looking for what to read next?

Here are a few articles that should be on your list:

[How to Reduce Time to Hire in Supply Chain Recruitment](#)

[Does Your Staffing Agency Deliver Floor Ready Associates](#)

[How to Get More ROI from Your Logistics Staffing Agency](#)



Thank you for engaging with our **2025 Salary Guide**

Whether you are a job seeker researching your next role or a hiring manager making plans, we trust the insight and data provided here will support you in taking your next steps. Looking for more details including customized recommendations? Please connect with us. We are happy to answer your questions and look forward to hearing from you.

Contact Us

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Manufacturing

TITLE	AVERAGE	HIGH SALARY
Automation Engineer	\$134,971	\$139,020
Chief Executive Officer	\$603,086	\$621,178
Chief Engineer (Lead Engineer)	\$183,175	\$188,671
CNC Machinist	\$61,058	\$62,890
CNC Operator	\$51,418	\$52,960
CNC Programmer	\$77,126	\$79,440
Continuous Improvement Manager	\$172,463	\$177,637
Chief Operations Officer	\$455,260	\$468,918
Director of Engineering	\$347,069	\$357,481
Director of Manufacturing	\$258,159	\$265,904
Director of Product Development	\$386,703	\$398,304
Director of R&D	\$310,648	\$319,967
Engineering Manager	\$295,651	\$304,520
Facilities Engineer	\$106,049	\$109,230
General Manager	\$148,897	\$153,364
Industrial Engineer	\$113,547	\$116,953
Industrial Mechanic	\$69,628	\$71,717
Maintenance Engineer	\$103,906	\$107,023

Manufacturing

TITLE	AVERAGE	HIGH SALARY
Maintenance Manager	\$91,052	\$192,816
Maintenance Supervisor	\$70,699	\$143,541
Manufacturing Engineer	\$94,266	\$114,618
Manufacturing Manager	\$137,114	\$177,819
Mechanical Engineer	\$85,696	\$103,906
Packaging Engineer	\$94,266	\$117,832
President	\$369,564	\$514,176
Process Engineer	\$107,120	\$132,829
Product Development Manager	\$154,253	\$204,599
Production Engineer	\$89,981	\$132,829
Production Manager	\$80,340	\$206,742
Production Supervisor	\$68,557	\$171,392
Quality Engineer	\$89,981	\$109,262
R&D Manager	\$64,272	\$141,398
Supply Chain Engineer	\$100,693	\$231,379
VP of Engineering	\$311,719	\$426,338
VP of Manufacturing	\$243,162	\$327,787
VP of Operations	\$297,794	\$405,985

Contingent Workforce

TITLE	AVERAGE	HIGH RATE
General Warehouse	\$17.68/hr	\$20.08/hr
Assembler	\$19.06/hr	\$22.70/hr
Clerical	\$19.19/hr	\$24.71/hr
Forklift Driver	\$20.52/hr	\$23.68/hr
Machine Operator	\$19.74/hr	\$22.65/hr
Picker / Packer	\$18.17/hr	\$20.60/hr

Skilled Manufacturing

TITLE	AVERAGE	HIGH RATE
Field Service Technician	\$34.50/hr	\$37.00/hr
Quality Control / Assurance Tech	\$24.50/hr	\$29.50/hr
Welder	\$20.50/hr	\$25.00/hr
CNC Machinist	\$23.50/hr	\$28.50/hr
Maintenance Engineer	\$44.00/hr	\$53.50/hr
Quality Assurance Lead	\$42.50/hr	\$53.00/hr

Supply Chain & Procurement

TITLE	AVERAGE	HIGH SALARY
Buyer	\$79,269	\$100,693
Demand Planner	\$80,340	\$99,622
Director of Strategic Sourcing	\$220,667	\$290,295
Director of Global Sourcing	\$334,214	\$446,690
Purchasing / Procurement Analyst	\$72,842	\$86,767
Purchasing / Procurement Coordinator	\$55,702	\$65,343
Purchasing / Procurement Director	\$144,612	\$192,816
Purchasing / Procurement Manager	\$97,479	\$125,330
Site Manager	\$74,984	\$99,622
Supply Chain Analyst	\$84,625	\$102,835
Supply Chain Coordinator	\$62,130	\$76,055
Supply Chain Director	\$228,166	\$299,936
Supply Chain Manager	\$99,622	\$128,544
Transportation Manager	\$83,554	\$106,049

Distribution & Logistics

TITLE	AVERAGE	HIGH SALARY
HR Generalist	\$68,557	\$85,696
Logistics Analyst	\$76,055	\$94,266
Logistics Coordinator	\$61,058	\$73,913
Logistics Director	\$144,612	\$192,816
Logistics Manager	\$77,126	\$96,408
Operations Coordinator	\$53,560	\$64,272
Operations Manager	\$108,191	\$142,470
Quality Assurance Manager	\$129,615	\$168,178
Sales Director	\$236,735	\$325,645
Plant Manager	\$127,473	\$164,965
Warehouse Manager	\$61,058	\$76,055