



Alera Group Employee Benefits Benchmarking Survey

Manufacturing 2025

959Companies
Participating**326,860**Employees
Represented***2,397**Medical Plans
Included

National 2025

6,775Companies
Participating**2,025,435**Employees
Represented***16,150**Medical Plans
Included

U.S. Manufacturing Data

445,000Job Openings,
Feb 2025¹**2.5**Total Separation Rate
(as a % of employment)¹**\$30.26**Wages and salaries cost per hour worked
for full-time private industry workers in
manufacturing industries²**\$4.25**Insurance plans cost per hour worked
for full-time private industry workers
in manufacturing industries²

HDHP In-Network Plan Medians

	Manufacturing	National
Deductible	\$3,300	\$3,300
OOP Max	\$6,000	\$6,075
HSA Employer Contribution (of those contributing)	\$700	\$770

PPO In-Network Plan Medians

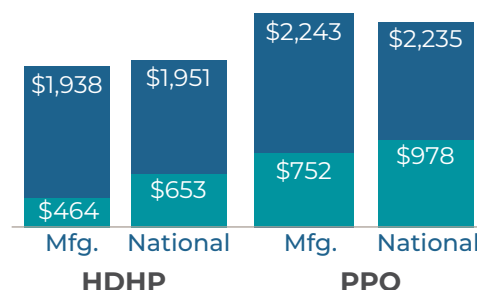
	Manufacturing	National
Deductible	\$1,975	\$2,000
OOP Max	\$6,000	\$6,250
PCP Copay	\$25	\$25
Specialist Copay	\$50	\$50

EE Contribution / Medical Premium Medians

Employee Only



Family



¹ U.S. Bureau of Labor Statistics, Job Openings and Labor Turnover Survey, Feb 2025, All size classes, seasonally adjusted, <https://www.bls.gov/jlt/data.htm>

² U.S. Bureau of Labor Statistics, Employer Costs for Employee Compensation, Dec 2024, All workers for highlighted industry, <https://www.bls.gov/eccec/data.htm>