

Aspen Tech Labs

Kentucky Jobs Report

Q2 2025



Contents

[Introduction](#)

[Vacancy Summary](#)

[Salary Data](#)

[How Kentucky Compares](#)

[Industry Spotlight: Bourbon](#)

[Conclusion](#)

Vacancy Summary

During Q2 2025, Kentucky's labor market showed signs of contraction, with job vacancies declining by 3.9% - from 83,594 in April to 80,307 in July - outpacing the national average decrease of 2.8%. This placed Kentucky 32nd among all states for vacancy change over the quarter. Compared to the same period last year, vacancies were down 6.2%, highlighting a broader, year-over-year slowdown in hiring activity. Despite this statewide decline, certain sectors and cities remained resilient, reflecting emerging trends in employment demand, wages, and workforce development efforts.

Q2 2025 Vacancy Trend

Weekly vacancy totals



The Louisville/Jefferson County and Lexington-Fayette metros saw the largest declines in job postings this quarter, each down 8%. In contrast, Bowling Green stood out as the only top-10 metro to see growth, adding 29 jobs for a modest 1% increase.

Vacancies by Metro

	Metro	Start of Qtr.	End of Qtr.	Change	Percent Change
1	Louisville/Jefferson County, KY-IN	25,666	23,550	-2,116	-8%
2	Lexington-Fayette, KY	13,281	12,170	-1,111	-8%
3	Cincinnati, OH-KY-IN	9,089	8,944	-145	-2%
4	Bowling Green, KY	3,600	3,629	29	1%
5	Elizabethtown, KY	2,542	2,438	-104	-4%
6	Paducah, KY-IL	2,512	2,462	-50	-2%
7	Owensboro, KY	2,417	2,134	-283	-12%
8	Huntington-Ashland, WV-KY-OH	1,825	1,777	-48	-3%
9	Corbin, KY	1,705	1,675	-30	-2%
10	Richmond-Berea, KY	1,556	1,555	-1	-0%

In Q2 2025, Kentucky's labor market displayed a mixed performance across sectors. Legal related positions led all categories in job growth, jumping by 21%, followed by Education and then Construction, which each posted gains of 13%, respectively. Sectors like Creative and Finance also experienced modest yet steady increases. Conversely, the most substantial job losses occurred in Nursing, which shed nearly 2,000 positions, accounting for an 16% decline. Accounting, Animal Care, and Real Estate had large contractions of -32%, -27%, and -26% respectively. These shifts suggest a cooling in administrative and healthcare-related roles, even as legal and skilled professional sectors showed signs of resilience and expansion.

Category - Largest Job Growth

	Job Category	Start of Qtr.	End of Qtr.	Change	Percent Change
1	Legal	241	292	51	21%
2	Education	3,484	3,948	464	13%
3	Construction	733	830	97	13%
4	Creative	330	367	37	11%
5	Finance	235	259	24	10%
6	Veterinary	124	133	9	7%
7	Marketing	314	333	19	6%
8	Information Technology	881	924	43	5%
9	Personal Service	375	384	9	2%
10	Insurance	167	171	4	2%

Category - Largest Job Decline

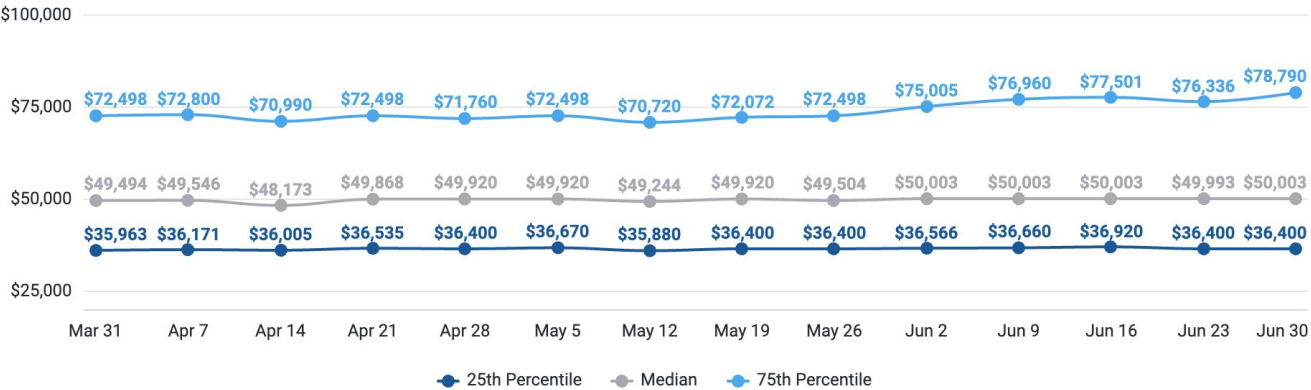
	Job Category	Start of Qtr.	End of Qtr.	Change	Percent Change
1	Accounting	1,193	809	-384	-32%
2	Animal Care	151	110	-41	-27%
3	Real Estate	47	35	-12	-26%
4	Administrative Support	1,206	931	-275	-23%
5	Nursing	10,708	8,956	-1,752	-16%
6	Agriculture	51	43	-8	-16%
7	Human Resources	255	220	-35	-14%
8	Researcher	48	43	-5	-10%
9	Pharmacy	944	855	-89	-9%
10	Engineering	957	877	-80	-8%

Salary Data

In Q2 2025, Kentucky's median full-time salary rose modestly by 1.1%, reaching \$50,003. Despite this uptick, wages remain significantly below the national median of \$62,494, placing the state 47th in overall rankings. Part-time wages held steady at \$16.25 per hour, with no notable change across percentile bands - indicating a flat wage environment for part-time roles during this period. Salary transparency also lags behind the national average, with only 38.1% of job postings including pay information, ranking Kentucky 39th among states. This marks a 1.7% improvement over the previous quarter.

**Our advanced salary parser extracts compensation information directly from job listings. This data reflects advertised pay and may not represent the actual amount offered or negotiated.*

Full-Time Salary Trend



Among Kentucky metros, Owensboro posted the highest median full-time salary at \$58,271, while Huntington-Ashland ranked lowest at \$43,347. For part-time roles, Clarksville, TN-KY stood out with the top median wage of \$20.00/hour, significantly above the state average of \$16.25.

Median Salary by Metro

\$/Yr. and \$/Hr. Respectively - As of Qtr. End

	Metro	Full-Time	Part-Time
1	Owensboro, KY	\$58,271	\$15.00
2	Louisville/Jefferson County, KY-IN	\$55,994	\$16.50
3	Lexington-Fayette, KY	\$53,040	\$16.25
4	Elizabethtown, KY	\$50,003	\$16.09
5	Bowling Green, KY	\$47,507	\$16.50
6	Cincinnati, OH-KY-IN	\$44,720	\$15.00
7	Paducah, KY-IL	\$44,720	\$15.00
8	Clarksville, TN-KY	\$44,637	\$20.00
9	Huntington-Ashland, WV-KY-OH	\$43,347	\$15.47

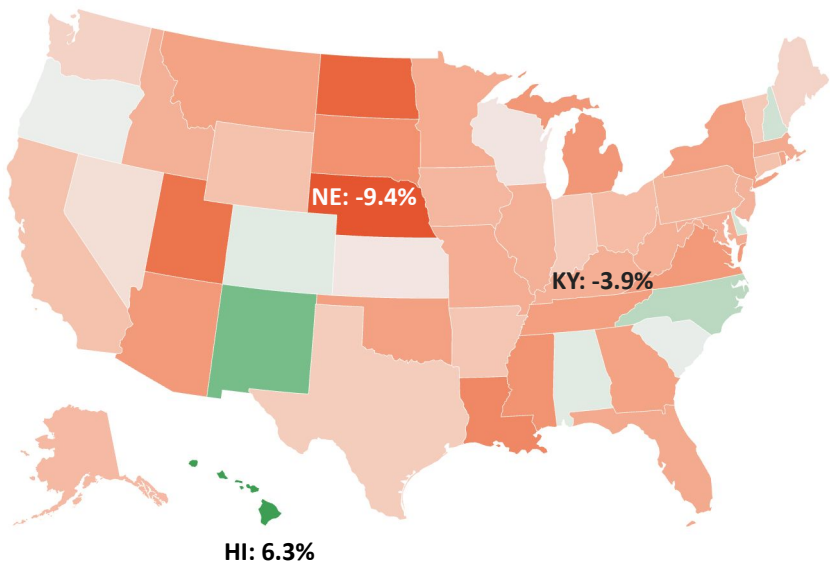
How Kentucky Compares

Calculations showing the percent change in vacancies from the start to end of Q2 2025

-2.8%
Total U.S. Percent Change

32nd
Kentucky's Vacancy Change Ranking by State

Vacancy Percent Change by State



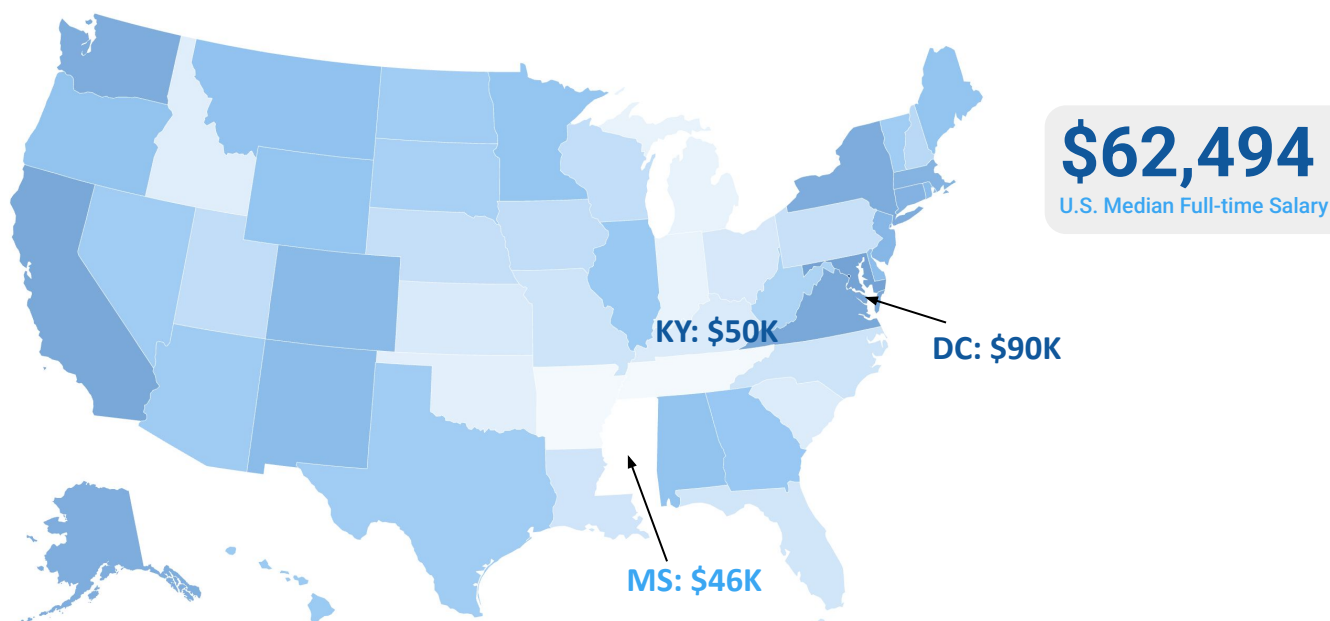
In Q2 2025, Kentucky’s job vacancies declined by 3.9%, ranking 32nd nationally and falling just below the U.S. average decline of 2.8%. While states like Hawaii and New Mexico saw growth in openings, others such as Nebraska and North Dakota experienced much steeper drops. Kentucky’s performance reflects a moderate softening in labor demand.

Top and Bottom States by Vacancy Percent Change



Median Full-time Salary by State

As of Qtr. End



At the end of Q2 2025, Kentucky's median full-time salary stood at \$50,003, well below the national median of \$62,494, ranking the state 47th overall. Only a few states, including Mississippi (\$45,760) and Louisiana (\$48,366), reported lower median earnings. Part-time wages in Kentucky held at \$16.25/hour.

	State	Median Full-time Salary	Median Part-time Salary
1.	DC	\$90,002	\$20.00
2.	CA	\$77,501	\$20.41
3.	WA	\$77,501	\$20.98
4.	MA	\$72,498	\$19.57
5.	VA	\$70,720	\$17.65
6.	NY	\$69,992	\$18.50
7.	NJ	\$69,992	\$18.57
8.	MD	\$69,846	\$18.60
9.	CT	\$67,506	\$18.75
10.	DE	\$66,560	\$17.00
11.	AK	\$64,480	\$20.00
12.	IL	\$63,700	\$17.73
13.	CO	\$63,440	\$19.23
14.	OR	\$62,494	\$20.09
15.	VT	\$62,161	\$20.00
16.	WY	\$61,776	\$16.19
17.	MN	\$61,402	\$18.50

	State	Median Full-time Salary	Median Part-time Salary
18.	NM	\$60,247	\$17.30
19.	RI	\$60,008	\$17.63
20.	UT	\$59,280	\$17.00
21.	GA	\$58,989	\$16.25
22.	TX	\$58,490	\$16.31
23.	ND	\$57,803	\$18.50
24.	IA	\$57,502	\$16.70
25.	MT	\$56,971	\$20.00
26.	AZ	\$56,160	\$17.25
27.	SD	\$56,150	\$19.25
28.	IN	\$55,786	\$16.44
29.	WI	\$55,546	\$17.72
30.	NH	\$55,505	\$19.00
31.	ME	\$55,214	\$18.05
32.	NC	\$54,891	\$16.25
33.	NV	\$54,382	\$16.25
34.	NE	\$54,257	\$16.50

	State	Median Full-time Salary	Median Part-time Salary
35.	AR	\$54,080	\$15.00
36.	ID	\$53,643	\$16.44
37.	HI	\$53,508	\$19.49
38.	AL	\$53,435	\$15.00
39.	FL	\$52,998	\$16.50
40.	KS	\$52,998	\$15.75
41.	SC	\$52,499	\$16.00
42.	PA	\$52,000	\$16.88
43.	MO	\$51,584	\$16.50
44.	OH	\$51,303	\$15.61
45.	TN	\$50,700	\$16.15
46.	WV	\$50,003	\$15.30
47.	KY	\$50,003	\$16.25
48.	MI	\$48,360	\$16.00
49.	LA	\$48,360	\$16.00
50.	OK	\$48,090	\$15.00
51.	MS	\$45,760	\$14.50

Bourbon Industry

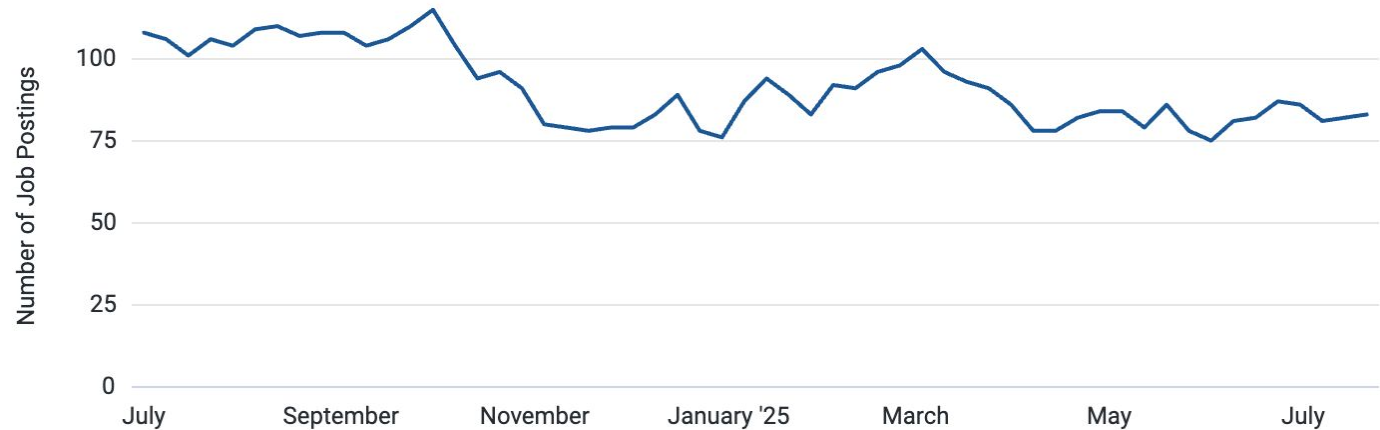
The bourbon industry is a cornerstone of Kentucky’s economy. Home to over 95% of the world’s bourbon production, the state supports a robust ecosystem of distilleries, suppliers, and distributors that employ approximately 23,000 workers. This section highlights a few of these key employers.

As of quarter end, Heaven Hill Brands and Brown-Forman led warehouse job postings among sampled bourbon employers, each with 14 openings. They were followed closely by Buffalo Trace (12), Bardstown Bourbon Company (11), and Four Roses (10), while Diageo had the fewest with just 2 postings. Statewide job vacancies in Kentucky declined over the past year, dropping 23%. After peaking above 100 postings in July 2024, demand began to fall sharply in October, bottoming out near 75 postings by early winter. Although there were brief rebounds in early 2025, overall volumes remained lower and relatively stable throughout the spring and summer.

Employers by Number of Vacancies

	Company Name	Number of Job Postings
1	Brown-Forman Corporation	15
2	Heaven Hill Brands	14
3	Buffalo Trace Distillery	12
4	BOURBON	11
5	Four Roses Distillery LLC	10
6	Southern Glazer's Wine & Spirits	4
7	RABBIT HOLE SPIRITS LLC	3
8	Willett Distillery	2
9	Diageo	2
10	Luxco	1

Number of Job Postings Yearly Trend



Conclusion

ASPEN TECH LABS, INC.

Aspen Technology Labs, Inc. (Aspen) is a global leader in recruitment technology, labor market analytics, and web data management services. Founded in 2008 and headquartered in Aspen, Colorado, the company supports clients across the U.S., Europe and the Middle East. Aspen's JobMarketPulse platform delivers real-time labor market intelligence, helping employers, analysts, and policymakers navigate a rapidly evolving hiring landscape. With expanding coverage of companies, job postings, and compensation data, Aspen continues to enhance its tools to meet the demands of a shifting economy and an increasingly data-driven talent market.

THE DATA

Job postings: These represent job listings found on career websites and applicant tracking systems.

Salary: Our advanced salary parser extracts compensation information directly from job listings. This reflects advertised pay and may not represent the actual amount offered or negotiated. Salaries may be listed as hourly, weekly, monthly, or annual rates and are normalized for comparison. Wage increases or decreases reflect aggregate changes in advertised compensation across job listings, and do not imply changes within identical roles

Weekly totals: Job counts in this report represent unique active postings per week. Listings are deduplicated and regularly refreshed to reflect current market availability, ensuring our metrics capture genuine hiring intent.

New employers: To focus on genuine labor market trends, we exclude employer additions or removals resulting from improvements to our data coverage. This helps ensure reported changes reflect real shifts in hiring activity rather than database expansion.

Contact Us

Please contact Isabelle Woodrow at isabelle@aspentechlabs.com for feedback on the data in this report or to learn more about Aspen's products and services.

 [aspentechlabs.com](https://www.aspentechlabs.com)

 600 E. Hopkins, Suite 303, Aspen, CO 81611

 +1 970-429-5080

 inquiry@aspentechlabs.com



FOLLOW US

