



# What's in *Your* Wallet?

Average trainer salaries increased more than 5 percent in 2016-2017 to \$83,745, according to *Training's* annual Salary Survey.

**M**any Training professionals have seen more green in their wallets in the last year, according to *Training* magazine's Annual Salary Survey of 1,218 readers. Average training salaries rose more than 5 percent to \$83,745 in 2016-2017, the survey found. The average increase in salary in the last 12 months (not including a promotion or change of employer) was 2.78 percent, just a bit less than in 2015-2016 (2.97 percent). The majority (55 percent) of respondents typically work between 40 and 44 hours per week.

Some 44 percent of respondents said their salary was low relative to their responsibilities (up from 37 percent), while another 43 percent said it was equitable. Nine percent (down 2 percent from last year) believe they are well paid relative to their responsibilities. Some 54 percent of respondents said they received a bonus in 2016, and 57 percent are eligible

for one this year. The average cash bonus was \$9,019, up from \$8,414 the year before.

Only 1 percent said employers asked them to take a pay cut in 2016-2017, down from 2 percent last year. Some 42 percent of respondents said their organization cut budgets in the last 12 months, 2 percent more than in 2015-2016. Travel was trimmed by 38 percent of respondents' organizations, the same as last year. Some 12 percent froze salaries vs. 13 percent in 2015-2016. And 7 percent eliminated bonuses, about the same as last year. Employee layoffs also remained the same at 24 percent.

Most Training professionals continue to enjoy what they do for a living, with 74 percent saying they wouldn't choose another career if they could do it all over again. Of those who preferred other careers, popular answers included architect, doctor, engineer, graphic designer, interior designer, lawyer, journalist, and professor/teacher.

## Training Salaries by Region

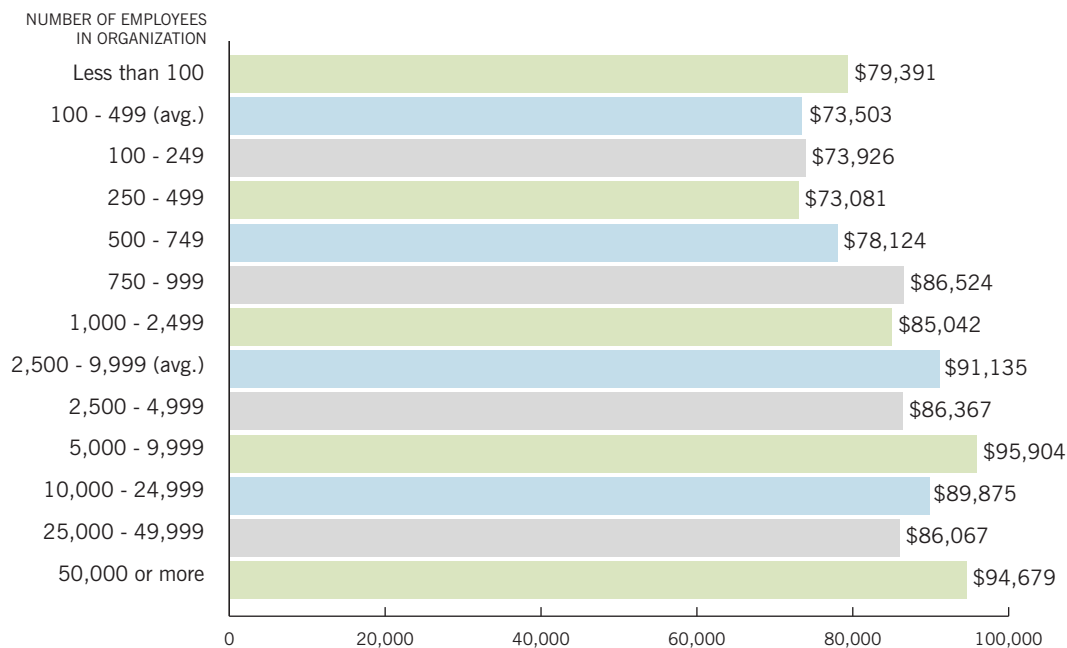
	PACIFIC	MOUNTAIN	CENTRAL	GREAT LAKES	NORTHEAST	SOUTHEAST	CANADA
Regional Average	\$94,430	\$76,144	\$79,193	\$81,522	\$92,039	\$82,692	\$74,346
2016 Regional Average	\$86,216	\$71,638	\$74,021	\$78,794	\$85,254	\$80,256	\$75,917
Executive-level management	\$133,867	\$114,450	\$100,000	\$118,940	\$132,541	\$113,400	\$145,000
Executive-level training/HRD manager	\$165,300	\$103,000	\$118,965	\$131,800	\$142,667	\$118,645	\$119,500
Training department manager (+5 trainers)	\$133,313	\$76,003	\$112,242	\$105,384	\$108,774	\$100,089	\$83,500
Training department manager (1-5 trainers)	\$92,180	\$84,180	\$89,986	\$79,753	\$103,271	\$90,688	\$75,000
One-person training department	\$88,503	\$80,709	\$67,657	\$75,301	\$77,441	\$73,872	\$67,535
Information technology training manager	\$95,850	\$96,000	\$67,833	N/A	N/A	\$96,342	\$116,000
Classroom instructor/trainer	\$78,300	\$64,732	\$59,414	\$68,044	\$74,458	\$65,425	\$54,722
Instructional designer	\$78,178	\$69,122	\$68,116	\$75,184	\$74,530	\$74,551	\$62,271
CBT/Web/multimedia programmer/designer/manager	N/A	\$74,400	\$77,141	\$82,658	\$65,333	\$70,871	N/A
Management/career/organizational development specialist	\$89,694	\$84,291	\$87,342	\$71,476	\$104,514	\$72,557	\$79,750
Independent consultant or other "outside" provider of training/HRD goods and services	\$54,000	\$87,000	N/A	\$81,128	\$116,000	N/A	N/A
Personnel manager/specialist	\$77,331	\$43,500	\$83,738	\$82,000	\$82,367	\$63,151	N/A
Line or staff manager other than training/HRD, personnel or IT	\$79,890	\$58,875	\$81,656	\$80,800	\$95,967	\$71,038	\$87,500
Professor/teacher/other education	\$68,000	\$76,667	N/A	\$83,125	\$70,893	\$67,750	N/A

# EXCLUSIVE SALARY SURVEY

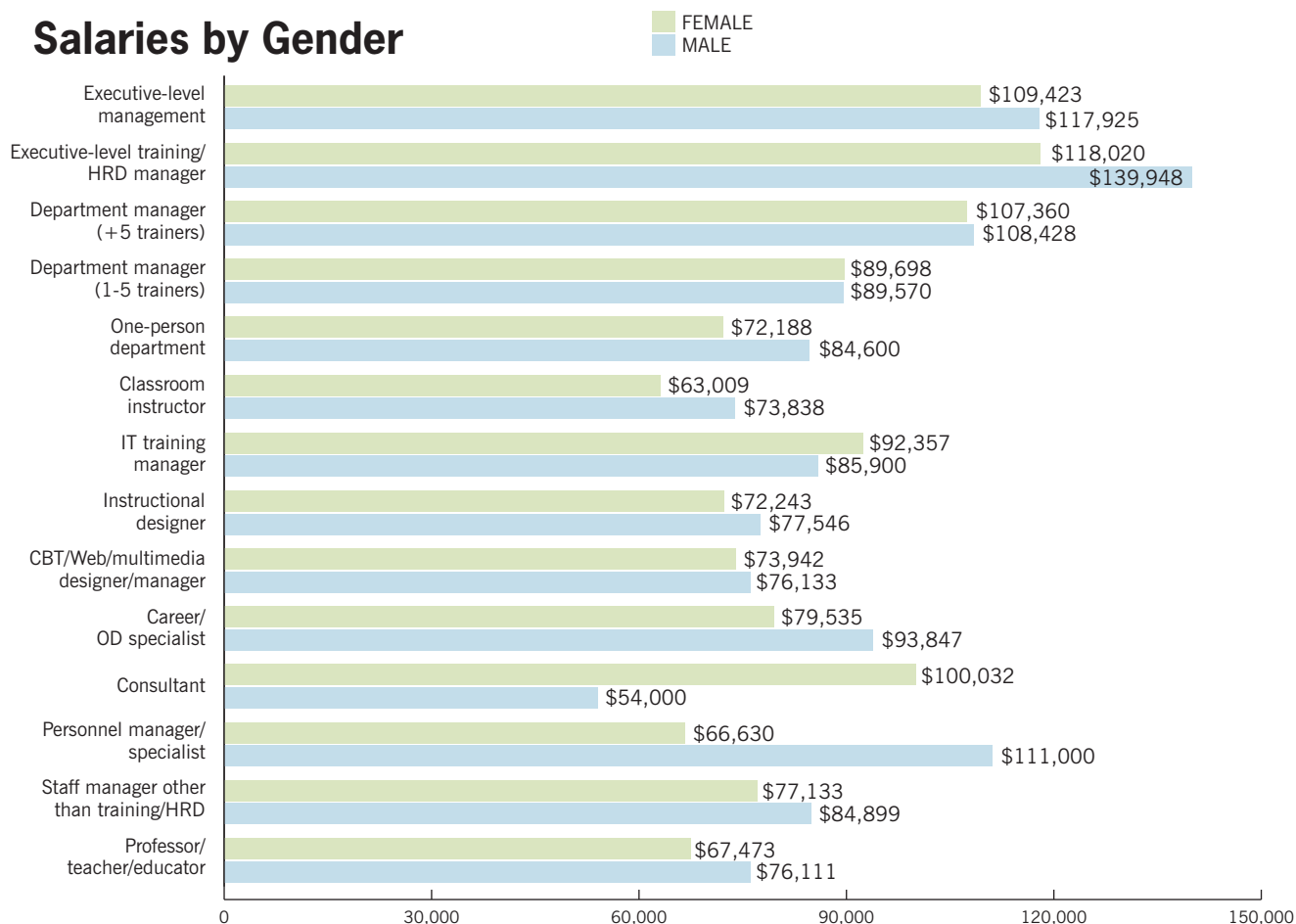
Job Category	Overall Average	2016 Overall Average	Fewer than 100 employees	100-499
<b>Average Salary</b>	<b>\$83,745</b>	<b>\$79,293</b>	<b>\$85,915</b>	<b>\$63,618</b>
Executive-level management (e.g., CEO, CLO, CIO)	\$114,287	\$129,823	\$102,466	\$131,386
Executive-level training/HRD manager - other training managers report to you	\$126,324	\$117,161	\$110,780	\$97,939
Training department manager - more than five full-time trainers/learning specialists report to you	\$107,334	\$95,719	\$115,000	\$90,207
Training department manager - between one and five full-time trainers/learning specialists report to you	\$89,653	\$84,386	\$80,338	\$77,460
One-person training department	\$75,818	\$73,480	\$76,928	\$70,558
Information technology training manager	\$90,743	\$82,836	\$81,500	\$51,100
Classroom instructor/trainer	\$65,772	\$63,230	N/A	\$60,954
Instructional designer	\$74,486	\$72,328	\$78,949	\$73,989
CBT/Web/multimedia programmer/designer/manager	\$73,268	\$72,323	N/A	\$67,000
Management/career/organizational development specialist	\$83,871	\$86,760	\$92,500	\$91,500
Independent consultant or other "outside" provider of training/HRD goods and services	\$90,826	\$93,729	\$88,710	N/A
Personnel manager/specialist	\$70,635	\$61,330	\$70,000	\$69,952
Line or staff manager other than training/HRD, personnel or IT (e.g., sales, operations, manufacturing)	\$79,001	\$69,278	\$71,238	\$79,238
Professor/teacher/other education	\$71,175	\$59,923	\$56,333	\$64,276
<b>Industry</b>				
Manufacturing	\$94,919	\$83,637	\$76,582	\$92,512
Retail/wholesale/distribution	\$86,487	\$82,967	\$80,367	\$74,425
Finance/banking/real estate/insurance	\$81,516	\$79,626	\$73,840	\$72,720
Business services/hospitality	\$80,584	\$74,951	\$84,646	\$74,466
Communications	\$88,759	\$77,808	N/A	\$87,075
Transportation/utilities	\$81,935	\$87,474	N/A	\$61,500
Health/medical services	\$86,364	\$76,045	\$64,504	\$82,986
Educational services/academic institution	\$71,371	\$75,155	\$75,545	\$67,425
Government/military	\$81,511	\$72,168	\$112,375	\$68,552
Consulting	\$106,800	\$98,672	\$104,967	\$131,250
Supplier to the training industry	\$88,661	\$82,721	\$79,207	N/A
<b>Gross Sales/Fees</b>				
Less than \$1 million	\$88,897	\$74,307	\$91,819	\$75,761
\$1 million to \$49.9 million	\$76,904	\$71,150	\$83,766	\$72,529
\$50 million to \$399.9 million	\$79,978	\$79,835	N/A	\$86,272
\$400 million to \$999.9 million	\$88,737	\$90,283	N/A	\$68,715
\$1 billion to \$9.9 billion	\$88,122	\$84,358	\$69,700	\$69,940
\$10 billion or more	\$96,454	\$88,307	\$120,000	N/A
<b>Education</b>				
No college degree	\$73,891	\$68,362	\$81,183	\$68,986
Associate's degree	\$69,988	\$67,958	\$73,939	\$59,247
Bachelor's degree	\$81,135	\$78,140	\$81,424	\$77,811
Master's degree	\$87,644	\$82,908	\$86,812	\$75,604
Doctoral degree	\$110,394	\$105,567	\$145,400	\$110,889
<b>Years of Experience</b>				
3 years or less	\$61,951	\$60,004	\$53,013	\$55,647
4 to 7 years	\$74,948	\$72,014	\$70,489	\$73,116
8 to 12 years	\$79,820	\$77,411	\$80,208	\$75,230
13 years or more	\$94,336	\$90,221	\$97,546	\$85,492

500-749	750-999	1,000-2,499	2,500-9,999	10,000-24,999	25,000-49,999	50,000 or more
<b>\$80,815</b>	<b>\$82,729</b>	<b>\$76,291</b>	<b>\$84,984</b>	<b>\$85,888</b>	<b>\$87,940</b>	<b>\$92,978</b>
\$130,975	\$129,500	N/A	\$240,000	N/A	N/A	\$150,000
\$102,625	\$116,400	\$116,588	\$132,747	\$136,842	\$141,622	\$147,000
\$97,309	\$176,250	\$94,548	\$109,484	\$114,864	\$107,063	\$115,939
\$92,529	\$86,769	\$84,388	\$90,736	\$93,138	\$98,668	\$107,313
\$70,809	\$67,037	\$73,685	\$81,107	\$78,993	\$80,067	\$92,011
N/A	N/A	\$74,800	\$113,000	\$90,456	N/A	\$116,000
\$52,372	\$60,412	\$61,548	\$69,443	\$68,227	\$71,207	\$69,374
\$67,373	\$74,937	\$69,748	\$75,566	\$74,360	\$73,715	\$79,076
N/A	\$49,999	\$76,500	\$72,096	\$73,433	\$80,000	\$82,000
\$87,133	\$75,990	\$71,900	\$80,137	\$80,754	\$77,500	\$95,111
N/A	N/A	N/A	\$81,128	\$87,000	N/A	\$95,333
\$53,509	\$72,869	N/A	\$75,195	\$67,122	\$120,000	\$102,000
\$81,563	\$50,500	\$62,566	\$85,833	\$49,500	\$90,415	\$96,661
N/A	N/A	\$86,333	\$101,500	\$77,750	\$37,800	\$90,000
\$101,286	\$177,333	\$79,997	\$91,770	\$93,591	\$92,803	\$101,215
\$89,467	\$69,884	\$76,565	\$92,010	\$94,755	\$70,540	\$100,732
\$78,382	\$74,704	\$76,960	\$87,229	\$91,196	\$85,414	\$85,566
\$81,875	\$56,500	\$78,987	\$87,378	\$92,737	\$73,057	\$82,385
\$38,000	\$130,000	\$91,500	\$70,732	\$100,500	\$80,000	\$95,195
\$77,000	\$79,875	\$78,482	\$89,010	\$71,900	\$88,583	\$81,210
\$99,333	\$75,571	\$68,227	\$85,921	\$80,171	\$95,521	\$97,183
\$69,721	\$65,887	\$67,159	\$67,888	\$77,992	\$87,300	\$85,500
\$83,387	\$71,996	\$79,184	\$81,372	\$87,548	\$83,900	\$101,154
\$120,000	\$85,000	\$107,500	\$111,000	\$98,755	\$160,000	\$101,369
N/A	N/A	N/A	\$98,774	\$49,804	\$135,000	N/A
\$80,333	\$57,333	\$95,257	\$73,700	\$78,200	\$93,750	\$89,000
\$78,731	\$75,945	\$68,532	\$79,396	\$78,197	\$81,900	\$85,750
\$97,058	\$87,466	\$71,907	\$76,922	\$71,719	\$75,513	\$88,738
\$82,267	\$121,667	\$95,282	\$88,532	\$94,321	\$89,000	\$78,625
\$76,375	\$98,550	\$87,750	\$93,927	\$89,384	\$84,719	\$80,784
N/A	N/A	\$93,063	\$70,619	\$86,100	\$99,261	\$100,216
\$68,913	\$70,400	\$68,022	\$75,712	\$78,901	\$69,000	\$83,105
\$58,315	\$69,500	\$72,283	\$81,545	\$74,800	\$60,448	\$79,808
\$81,541	\$94,971	\$75,055	\$81,837	\$82,207	\$75,439	\$88,445
\$89,300	\$79,247	\$77,982	\$86,514	\$91,542	\$99,648	\$100,116
\$96,250	\$97,600	\$105,271	\$123,068	\$80,386	\$113,086	\$110,500
\$57,321	\$76,362	\$57,014	\$64,532	\$65,418	\$67,950	\$72,771
\$84,686	\$65,286	\$72,521	\$75,383	\$75,625	\$73,595	\$85,630
\$67,318	\$93,135	\$71,778	\$78,174	\$80,289	\$89,915	\$94,608
\$97,603	\$86,060	\$85,621	\$96,121	\$97,368	\$100,082	\$99,581

## Training Salaries by Number of Employees Trained



## Salaries by Gender



# Salaries by Age

