

Salary Check

Average trainer salaries dipped more than 3 percent in 2018-2019 to \$85,116, according to *Training's* annual Salary Survey.



Average training salaries declined more than 3 percent in 2018-2019 to \$85,116, according to *Training* magazine's annual Salary Survey of 1,330 readers. The average increase in salary in the last 12 months (not including a promotion or change of employer) was 3 percent, the same as in 2017-2018. The majority (59 percent) of respondents typically work between 40 and 44 hours per week. Some 43 percent of respondents said their salary was low relative to their responsibilities, while another 47 percent said it was equitable (both the same as the prior year). Some 10 percent believe they are well paid relative to their responsibilities. Some 56 percent of respondents said they received a bonus in 2018, and 61 percent are eligible for one this year. The average cash bonus was \$9,998, up just a bit from \$9,947 the year before.

Only 1 percent said employers asked them to take a pay

cut in 2018-2019, the same as the previous year. Some 33 percent of respondents said their organization cut budgets in the last 12 months, 7 percent less than in 2017-2018. Travel was trimmed by 31 percent of respondents' organizations, 5 percent less than last year. Some 7 percent froze salaries vs. 9 percent in 2017-2018. And 6 percent eliminated bonuses vs. 7 percent the prior year. Employee layoffs were noted by 19 percent, 3 percent less than last year.

Most Training professionals continue to enjoy what they do for a living, with 75 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 airline pilot, architect, college professor, engineer, graphic designer, health-care/medical professional, IT professional, lawyer, medical doctor, nurse, real estate agent, salesperson, teacher, and writer. Plus, one aspired to be president of the United States.

Training Salaries by Region

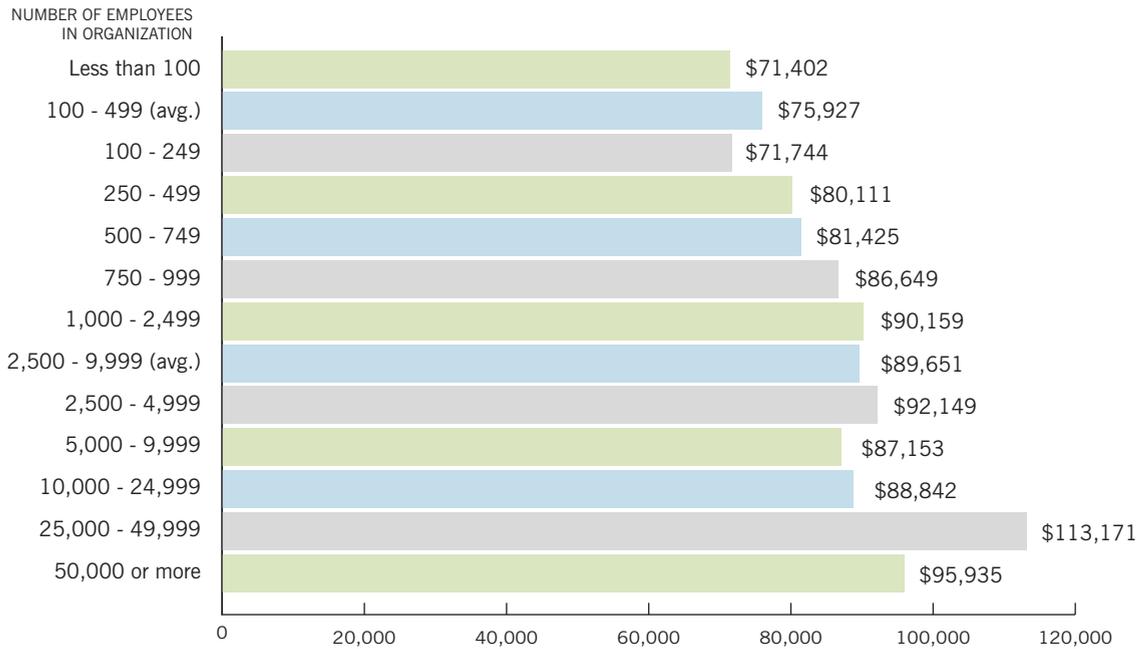
	PACIFIC	MOUNTAIN	CENTRAL	GREAT LAKES	NORTHEAST	SOUTHEAST	CANADA
Regional Average	\$95,496	\$77,041	\$84,426	\$82,704	\$94,492	\$85,152	\$79,636
2018 Regional Average	\$93,700	\$79,043	\$86,682	\$86,166	\$97,189	\$88,831	\$76,050
Executive-level management	\$145,078	\$50,000	\$164,810	\$106,183	\$166,500	\$131,378	\$80,000
Executive-level training/HRD manager	\$140,992	\$135,333	\$145,978	\$106,523	\$163,773	\$144,867	\$96,000
Training department manager (+5 trainers)	\$117,722	\$131,000	\$98,763	\$101,920	\$104,316	\$112,932	\$95,465
Training department manager (1-5 trainers)	\$97,510	\$87,536	\$92,489	\$91,884	\$100,074	\$84,460	\$67,914
One-person training department	\$85,404	\$73,834	\$80,960	\$83,146	\$71,398	\$77,787	\$88,398
Information technology training manager	\$66,500	\$58,100	\$97,132	\$64,710	\$113,600	\$131,250	N/A
Classroom instructor/trainer	\$77,221	\$64,795	\$67,751	\$67,111	\$72,254	\$65,641	\$63,531
Instructional designer	\$80,215	\$61,295	\$73,308	\$70,055	\$76,703	\$76,450	\$70,927
CBT/Web/multimedia programmer/designer/manager	\$150,000	\$74,267	\$87,181	\$101,200	\$84,676	\$78,457	\$92,500
Management/career/organizational development specialist	\$111,333	\$87,833	\$66,558	\$76,125	\$87,379	\$81,242	\$76,226
Independent consultant or other "outside" provider of training/HRD goods and services	\$61,000	\$91,000	\$100,000	\$180,000	\$104,500	\$119,200	\$100,500
Personnel manager/specialist	\$89,368	N/A	\$69,344	\$90,000	\$81,500	\$68,750	\$83,425
Line or staff manager other than training/HRD, personnel or IT	\$89,853	\$52,000	\$61,000	\$99,333	\$76,019	\$37,480	N/A
Professor/teacher/other education	N/A	N/A	\$62,500	\$95,000	\$120,000	\$74,059	\$86,375

EXCLUSIVE SALARY SURVEY

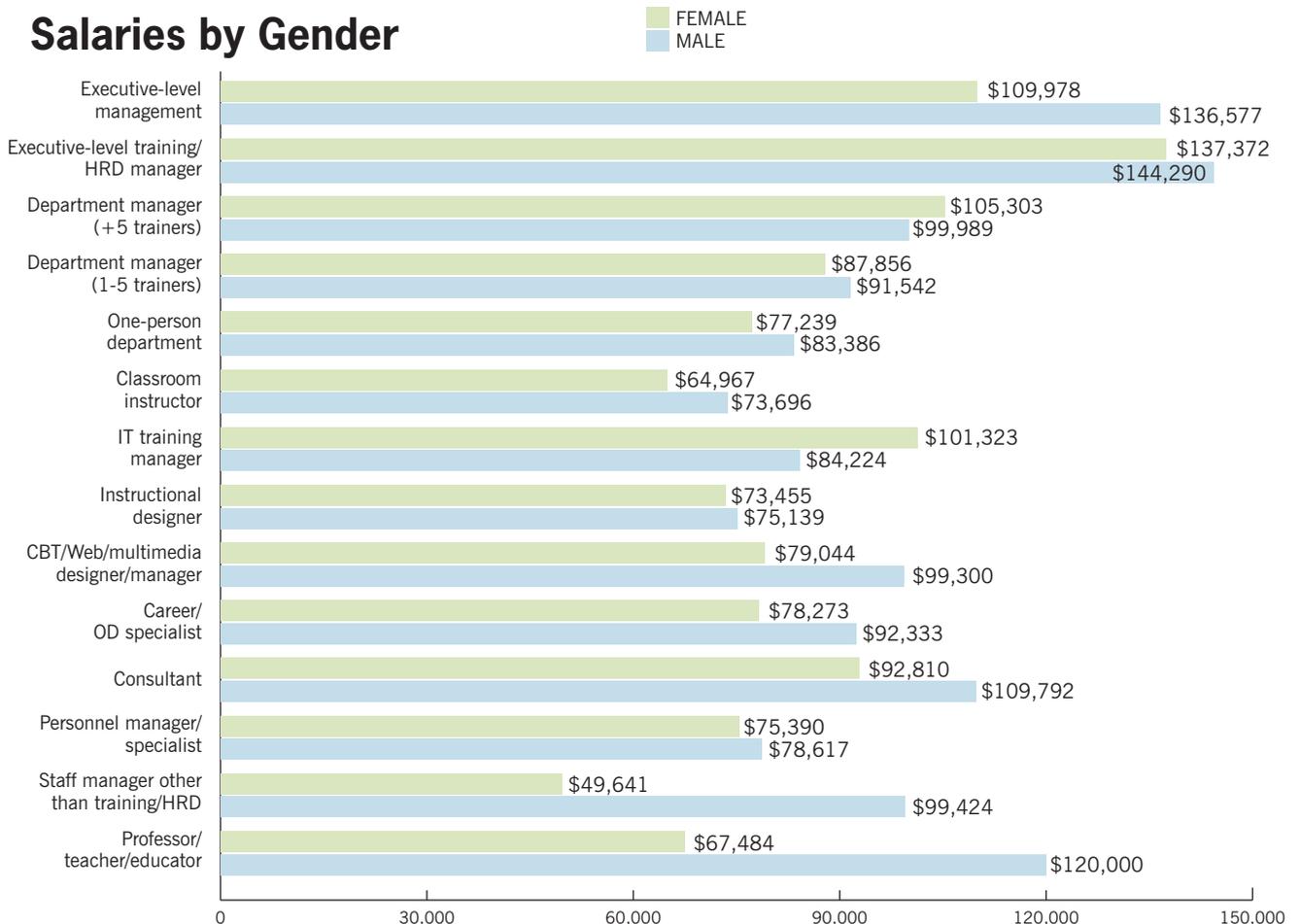
Job Category	Overall Average	2018 Overall Average	Fewer than 100 employees	100-499
Average Salary	\$85,116	\$88,174	\$82,998	\$78,611
Executive-level management (e.g., CEO, CLO, CIO)	\$126,603	\$130,950	\$109,447	\$136,691
Executive-level training/HRD manager - other training managers report to you	\$139,878	\$138,859	\$97,917	\$86,948
Training department manager - more than five full-time trainers/learning specialists report to you	\$102,259	\$104,257	\$87,571	\$104,593
Training department manager - between one and five full-time trainers/learning specialists report to you	\$89,181	\$91,422	\$74,830	\$80,797
One-person training department	\$78,604	\$75,581	\$75,370	\$74,644
Information technology training manager	\$95,923	\$100,335	\$59,000	\$88,500
Classroom instructor/trainer	\$67,870	\$73,265	\$51,796	\$60,996
Instructional designer	\$73,805	\$76,023	\$69,617	\$72,996
CBT/Web/multimedia programmer/designer/manager	\$85,833	\$84,484	\$149,750	\$26,456
Management/career/organizational development specialist	\$80,814	\$89,693	\$73,950	\$69,857
Independent consultant or other "outside" provider of training/HRD goods and services	\$100,896	\$133,141	\$102,077	\$125,000
Personnel manager/specialist	\$75,777	\$73,49	\$76,480	\$71,890
Line or staff manager other than training/HRD, personnel or IT (e.g., sales, operations, manufacturing)	\$69,554	\$85,649	\$50,800	\$95,978
Professor/teacher/other education	\$77,033	\$78,254	N/A	\$97,750
Industry				
Manufacturing	\$86,960	\$96,848	\$63,875	\$85,413
Retail/wholesale/distribution	\$85,048	\$86,160	\$71,640	\$74,385
Finance/banking/real estate/insurance	\$81,643	\$86,485	\$67,450	\$84,337
Business services/hospitality	\$85,076	\$84,136	\$68,500	\$79,350
Communications	\$73,867	\$79,144	\$73,750	\$96,875
Transportation/utilities	\$99,649	\$93,384	\$105,000	\$81,683
Health/medical services	\$87,001	\$86,366	\$90,480	\$74,201
Educational services/academic institution	\$68,673	\$75,406	\$73,132	\$58,968
Government/military	\$83,967	\$81,464	\$82,873	\$82,183
Consulting	\$110,653	\$117,387	\$110,795	\$103,213
Supplier to the training industry	\$93,921	\$98,464	\$75,245	\$127,500
Gross Sales/Fees				
Less than \$1 million	\$76,848	\$84,372	\$82,803	\$54,563
\$1 million to \$49.9 million	\$76,300	\$82,913	\$83,273	\$76,206
\$50 million to \$399.9 million	\$83,881	\$87,254	\$84,583	\$92,460
\$400 million to \$999.9 million	\$85,255	\$94,203	N/A	\$77,987
\$1 billion to \$9.9 billion	\$94,355	\$94,267	N/A	\$80,083
\$10 billion or more	\$92,059	\$99,713	N/A	\$78,978
Education				
No college degree	\$75,468	\$72,752	\$69,580	\$68,329
Associate's degree	\$71,013	\$70,585	\$59,809	\$68,767
Bachelor's degree	\$85,487	\$86,656	\$85,309	\$84,127
Master's degree	\$88,492	\$92,059	\$82,544	\$77,385
Doctoral degree	\$91,035	\$138,145	\$104,600	\$77,933
Years of Experience				
3 years or less	\$66,900	\$67,108	\$65,755	\$59,751
4 to 7 years	\$72,756	\$79,773	\$57,176	\$74,640
8 to 12 years	\$83,808	\$87,445	\$86,249	\$82,015
13 years or more	\$97,576	\$97,956	\$100,561	\$91,932

500-749	750-999	1,000-2,499	2,500-9,999	10,000-24,999	25,000-49,999	50,000 or more
\$80,502	\$73,066	\$82,369	\$83,719	\$91,722	\$97,465	\$92,757
\$111,333	\$118,500	N/A	\$144,048	\$176,900	N/A	\$360,000
\$145,875	\$106,267	\$104,826	\$134,017	\$169,000	\$227,649	\$170,482
\$104,567	N/A	\$108,923	\$95,566	\$100,186	\$106,200	\$121,556
\$89,675	\$73,576	\$91,083	\$93,040	\$101,794	\$115,500	\$105,293
\$71,875	\$94,460	\$84,967	\$71,683	\$85,444	\$87,053	\$87,631
N/A	\$60,750	N/A	\$112,180	\$84,750	\$93,133	\$119,731
\$60,355	\$60,025	\$63,033	\$67,994	\$70,874	\$81,366	\$72,394
\$66,440	\$57,499	\$75,879	\$72,789	\$76,626	\$83,077	\$76,108
\$70,052	\$67,000	\$94,500	\$76,203	\$80,633	\$96,167	\$98,700
\$71,725	\$94,000	\$87,542	\$76,248	\$85,116	\$94,350	\$86,862
N/A	N/A	N/A	\$81,000	\$74,000	\$92,600	\$82,500
N/A	N/A	\$96,500	\$53,333	\$119,925	N/A	\$59,000
\$128,000	N/A	\$45,528	\$57,820	N/A	\$72,000	\$65,984
\$47,897	\$46,000	\$75,000	\$92,500	\$113,000	\$95,000	\$26,817
\$65,276	\$66,600	\$87,383	\$91,126	\$94,842	\$105,000	\$84,088
\$72,500	\$118,933	\$78,270	\$86,873	\$68,714	\$92,435	\$99,840
\$74,115	\$76,508	\$78,568	\$79,929	\$87,843	\$92,293	\$82,602
\$90,264	\$66,750	\$89,179	\$96,137	\$88,387	\$88,117	\$79,640
\$79,700	N/A	\$67,890	\$21,778	\$60,614	\$43,000	\$83,405
\$125,000	\$81,551	\$105,500	\$79,619	\$94,388	\$146,229	\$96,748
\$82,758	\$79,400	\$72,012	\$82,585	\$95,192	\$88,246	\$100,228
\$53,323	\$51,850	\$77,699	\$64,189	\$84,006	\$93,893	\$45,441
\$86,232	\$57,667	\$78,658	\$77,991	\$100,613	\$92,500	\$86,518
\$64,700	\$91,842	\$89,750	\$108,383	\$58,000	\$156,750	N/A
N/A	N/A	\$110,400	\$62,000	\$102,000	N/A	\$146,740
N/A	\$46,000	\$55,232	\$82,833	\$106,000	N/A	\$105,000
\$72,920	\$74,175	\$73,711	\$64,134	\$88,141	\$80,490	\$73,152
\$92,564	\$70,922	\$80,579	\$79,095	\$80,471	\$73,858	\$81,000
\$89,233	\$78,445	\$98,924	\$84,737	\$75,624	\$84,802	\$73,850
\$74,086	\$66,550	\$95,580	\$95,386	\$97,847	\$96,789	\$100,339
\$59,904	\$89,000	\$55,159	\$77,437	\$95,233	\$113,454	\$92,433
\$77,688	\$58,375	\$78,952	\$79,378	\$78,385	\$81,956	\$75,697
\$54,747	\$67,500	\$75,600	\$59,574	\$87,400	\$72,100	\$92,408
\$79,587	\$75,844	\$84,585	\$84,548	\$91,905	\$82,657	\$91,978
\$84,993	\$79,954	\$81,729	\$87,853	\$93,025	\$115,604	\$97,081
\$114,333	\$59,767	\$84,873	\$66,457	\$112,600	\$164,250	\$101,500
\$49,945	\$67,917	\$65,268	\$62,643	\$82,028	\$67,512	\$89,800
\$66,542	\$80,750	\$66,553	\$72,845	\$77,007	\$69,149	\$86,562
\$79,000	\$64,943	\$83,010	\$83,102	\$85,568	\$93,018	\$84,882
\$97,435	\$74,340	\$93,051	\$95,162	\$104,007	\$113,587	\$100,921

Training Salaries by Number of Employees Trained



Salaries by Gender



Salaries by Age

