



Healthier Paychecks

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Despite the onset of the COVID-19 pandemic, average training salaries grew nearly 3 percent in 2019-2020 to \$87,658, according to *Training* magazine's annual Salary Survey of 1,089 readers, which ran from late March to May 2020. 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 2018-2019. The majority (54 percent) of respondents typically work between 40 and 44 hours per week. Some 34 percent of respondents said their salary was low relative to their responsibilities, while another 54 percent said it was equitable (vs. 43 and 47 percent, respectively, the prior year). Some 12 percent believe they are well paid relative to their responsibilities (up from 10 percent last year). Fifty percent of respondents said they received a bonus in 2019, and 51 percent are eligible for one this year. The average cash bonus was \$9,311, down

a bit from \$9,998 the year before.

Eight percent of respondents said employers asked them to take a pay cut in 2019-2020, up from 1 percent the previous year. Some 37 percent of respondents said their organizations cut budgets in the last 12 months, 4 percent more than in 2018-2019. Travel was trimmed by 53 percent of respondents' organizations, up from 31 percent last year, primarily due to COVID-19 lockdowns. Some 16 percent froze salaries vs. 7 percent in 2018-2019. And 10 percent eliminated bonuses vs. 6 percent the prior year. Employee layoffs were noted by 19 percent, the same as last year.

Most Training professionals continue to enjoy what they do for a living, with 78 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, IT/computer/cybersecurity expert, and medical provider.

Training Salaries by Region

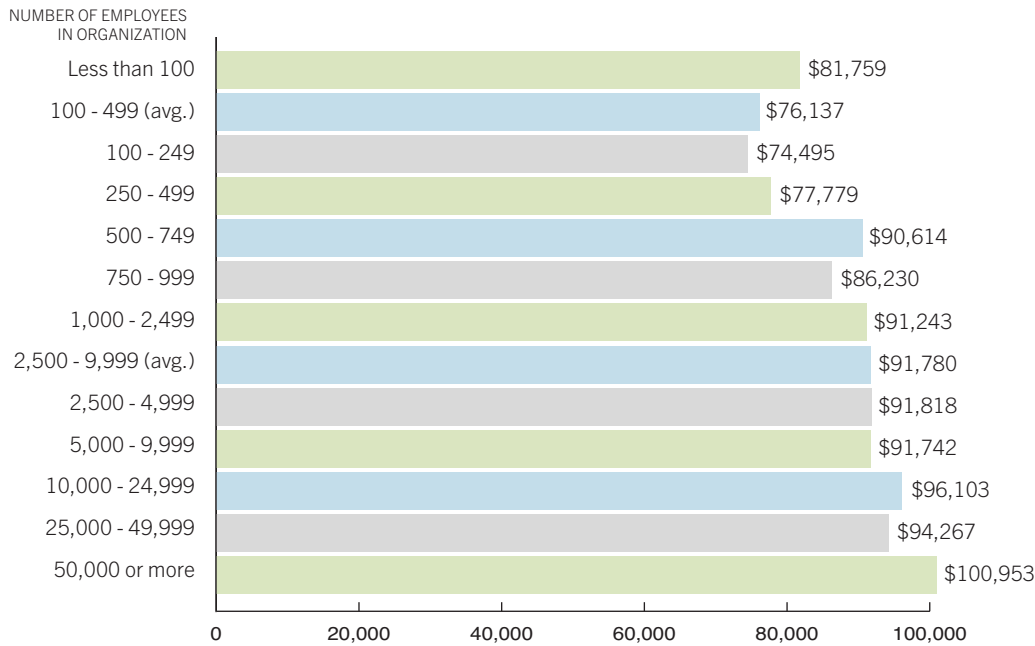
	PACIFIC	MOUNTAIN	CENTRAL	GREAT LAKES	NORTHEAST	SOUTHEAST	CANADA
Regional Average	\$97,649	\$74,538	\$82,257	\$84,555	\$98,841	\$89,022	\$85,408
2019 Regional Average	\$95,496	\$77,041	\$84,426	\$82,704	\$94,492	\$85,152	\$79,636
Executive-level management	\$110,000	\$73,800	\$107,750	\$111,783	\$163,900	\$125,125	\$55,000
Executive-level training/HRD manager	\$161,333	\$85,000	\$117,185	\$138,000	\$148,667	\$137,099	\$141,700
Training department manager (+5 trainers)	\$113,019	\$116,000	\$105,909	\$130,900	\$132,424	\$101,795	\$92,857
Training department manager (1-5 trainers)	\$119,412	\$82,375	\$86,598	\$84,605	\$103,574	\$98,003	\$99,615
One-person training department	\$82,643	\$65,066	\$70,550	\$77,429	\$83,364	\$70,035	\$86,333
Information technology training manager	\$100,000	N/A	\$111,750	N/A	N/A	\$92,000	N/A
Classroom instructor/trainer	\$85,612	\$66,353	\$61,606	\$73,571	\$84,353	\$71,084	\$59,468
Instructional designer	\$79,198	\$77,888	\$75,817	\$75,523	\$78,701	\$76,119	\$76,208
CBT/Web/multimedia programmer/designer/manager	N/A	\$112,900	\$74,167	\$68,333	\$92,333	\$93,486	N/A
Management/career/organizational development specialist	\$112,897	\$84,000	\$77,269	\$75,709	\$98,608	\$92,150	\$85,250
Independent consultant or other "outside" provider of training/HRD goods and services	\$72,375	\$71,250	\$125,730	\$103,857	\$90,889	\$97,100	\$84,375
Personnel manager/specialist	\$57,000	\$52,500	\$86,900	\$63,500	\$96,000	\$88,125	\$97,250
Line or staff manager other than training/HRD, personnel or IT	\$110,000	\$65,832	\$65,417	\$93,240	\$90,141	\$80,021	\$104,750
Professor/teacher/other education	\$69,500	\$64,068	\$111,250	\$79,500	N/A	\$79,715	N/A

EXCLUSIVE SALARY SURVEY

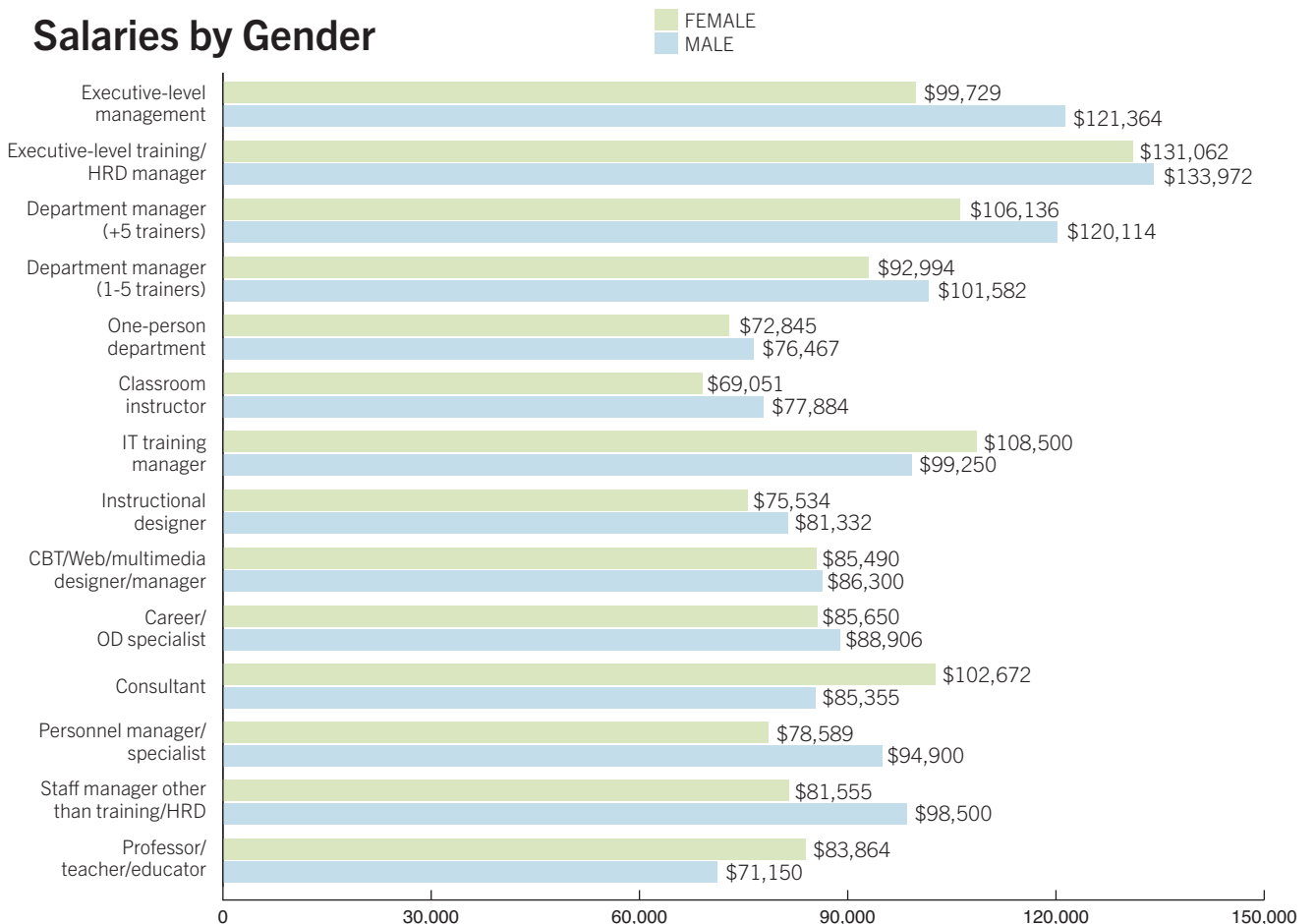
Job Category	Overall Average	2019 Overall Average	Fewer than 100 employees	100-499
Average Salary	\$87,658	\$85,116	\$80,872	\$75,987
Executive-level management (e.g., CEO, CLO, CIO)	\$108,531	\$126,603	\$102,815	\$64,500
Executive-level training/HRD manager - other training managers report to you	\$132,947	\$139,878	\$80,830	\$115,417
Training department manager - more than five full-time trainers/learning specialists report to you	\$111,116	\$102,259	\$69,750	\$96,583
Training department manager - between one and five full-time trainers/learning specialists report to you	\$95,575	\$89,181	\$79,289	\$79,201
One-person training department	\$73,994	\$78,604	\$58,608	\$74,769
Information technology training manager	\$103,875	\$95,923	N/A	N/A
Classroom instructor/trainer	\$72,083	\$67,870	\$75,520	\$57,629
Instructional designer	\$77,403	\$73,805	\$72,269	\$70,503
CBT/Web/multimedia programmer/designer/manager	\$85,814	\$85,833	\$97,500	\$143,000
Management/career/organizational development specialist	\$86,451	\$80,814	\$44,071	\$88,436
Independent consultant or other "outside" provider of training/HRD goods and services	\$94,862	\$100,896	\$87,864	N/A
Personnel manager/specialist	\$84,414	\$75,777	\$67,500	\$57,000
Line or staff manager other than training/HRD, personnel or IT (e.g., sales, operations, manufacturing)	\$85,115	\$69,554	\$85,250	\$71,637
Professor/teacher/other education	\$77,507	\$77,033	\$66,700	\$75,000
Industry				
Manufacturing	\$96,266	\$86,960	\$116,000	\$84,854
Retail/wholesale/distribution	\$89,292	\$85,048	\$71,159	\$59,000
Finance/banking/real estate/insurance	\$87,887	\$81,643	\$85,547	\$75,058
Business services/hospitality	\$92,507	\$85,076	\$68,300	\$80,857
Communications	\$82,877	\$73,867	\$67,250	\$59,375
Transportation/utilities	\$97,335	\$99,649	\$71,625	\$88,400
Health/medical services	\$91,168	\$87,001	\$75,033	\$74,678
Educational services/academic institution	\$75,474	\$68,673	\$78,958	\$68,132
Government/military	\$79,856	\$83,967	\$104,560	\$65,906
Consulting	\$93,903	\$110,653	\$89,241	\$101,767
Supplier to the training industry	\$76,273	\$93,921	\$72,667	N/A
Gross Sales/Fees				
Less than \$1 million	\$72,768	\$76,848	\$73,824	\$62,769
\$1 million to \$49.9 million	\$77,460	\$76,300	\$86,643	\$71,519
\$50 million to \$399.9 million	\$90,876	\$83,881	\$121,800	\$89,453
\$400 million to \$999.9 million	\$90,559	\$85,255	\$126,133	\$119,500
\$1 billion to \$9.9 billion	\$99,473	\$94,355	N/A	\$89,667
\$10 billion or more	\$103,172	\$92,059	N/A	N/A
Education				
No college degree	\$74,394	\$75,468	\$44,345	\$62,124
Associate's degree	\$74,089	\$71,013	\$87,600	\$64,014
Bachelor's degree	\$88,369	\$85,487	\$82,226	\$83,026
Master's degree	\$90,059	\$88,492	\$83,491	\$75,788
Doctoral degree	\$98,761	\$91,035	\$83,044	\$84,138
Years of Experience				
3 years or less	\$70,255	\$66,900	\$56,886	\$62,095
4 to 7 years	\$76,542	\$72,756	\$70,422	\$64,433
8 to 12 years	\$86,401	\$83,808	\$79,063	\$86,503
13 years or more	\$95,576	\$97,576	\$89,697	\$82,582

500-749	750-999	1,000-2,499	2,500-9,999	10,000-24,999	25,000-49,999	50,000 or more
\$92,517	\$87,381	\$86,097	\$93,732	\$91,085	\$98,482	\$97,392
\$137,850	\$148,250	N/A	\$225,000	\$92,000	N/A	\$158,000
\$162,500	N/A	\$124,500	\$142,167	\$150,309	\$174,544	\$111,757
\$116,333	\$116,000	\$96,085	\$104,470	\$147,600	\$106,600	\$148,829
\$110,459	\$94,627	\$91,881	\$107,630	\$100,074	\$99,551	\$109,665
\$67,892	\$105,333	\$69,711	\$86,193	\$90,257	\$76,206	\$71,500
N/A	N/A	\$125,000	\$100,000	\$92,000	N/A	\$98,500
\$66,550	\$65,127	\$67,653	\$77,943	\$64,853	\$87,213	\$87,959
\$81,383	\$72,455	\$67,737	\$79,682	\$74,726	\$80,007	\$82,102
\$60,000	N/A	\$76,038	N/A	\$96,983	\$75,860	\$75,625
\$73,000	\$100,300	\$95,396	\$72,493	\$93,288	\$99,940	\$117,275
\$82,500	\$140,000	N/A	\$82,500	\$111,945	\$113,500	\$114,556
N/A	N/A	\$79,767	\$90,875	\$125,000	N/A	\$97,250
\$65,016	\$87,000	\$94,417	\$85,800	\$73,711	\$141,000	\$107,833
\$59,507	\$65,000	\$78,856	\$79,333	\$53,000	\$178,000	N/A
\$69,733	\$85,000	\$91,756	\$92,563	\$115,236	\$100,253	\$95,811
\$156,267	\$101,000	\$74,067	\$79,913	\$108,000	\$106,650	\$81,040
\$91,580	\$81,000	\$96,654	\$83,298	\$92,856	\$99,084	\$90,244
\$140,000	\$102,375	\$94,750	\$88,525	\$79,091	\$123,667	\$116,367
\$68,500	N/A	\$111,833	\$67,500	\$72,375	N/A	\$96,628
\$98,750	\$67,850	\$84,250	\$109,004	\$131,769	\$93,075	\$89,792
\$79,806	\$83,485	\$72,057	\$105,837	\$79,549	\$92,509	\$100,621
\$72,713	\$66,252	\$73,713	\$71,900	\$75,973	\$100,624	\$66,500
\$92,674	\$61,250	\$73,953	\$82,192	\$76,852	\$102,274	\$80,970
\$107,500	N/A	\$110,875	\$88,750	\$107,267	\$117,750	\$100,571
N/A	N/A	N/A	\$75,000	N/A	N/A	\$110,000
\$66,000	\$52,500	\$66,100	\$115,667	\$60,500	N/A	\$78,000
\$76,295	\$72,169	\$83,896	\$76,815	\$76,053	\$67,750	\$62,000
\$92,736	\$133,556	\$87,869	\$83,920	\$67,908	\$66,333	\$90,083
\$131,260	\$71,000	\$87,750	\$88,809	\$86,744	\$82,300	\$78,568
\$167,125	\$79,592	\$104,023	\$94,683	\$93,132	\$111,139	\$98,102
N/A	N/A	\$110,900	\$88,821	\$109,312	\$95,767	\$105,104
\$73,640	\$65,667	\$76,364	\$80,933	\$88,727	\$104,633	\$77,031
\$76,000	\$70,350	\$73,385	\$73,334	\$68,500	\$77,250	\$81,222
\$106,407	\$87,495	\$90,800	\$93,281	\$88,689	\$82,335	\$90,780
\$88,141	\$89,843	\$82,828	\$92,866	\$96,280	\$102,141	\$105,859
\$106,967	\$95,750	\$102,944	\$81,563	\$91,900	\$123,019	\$123,325
\$89,833	\$68,250	\$61,001	\$74,364	\$79,992	\$73,167	\$87,953
\$75,700	\$78,484	\$82,294	\$79,579	\$76,022	\$92,262	\$82,362
\$72,447	\$81,251	\$86,410	\$84,205	\$102,388	\$76,864	\$105,063
\$107,360	\$103,560	\$93,615	\$96,439	\$92,848	\$109,595	\$102,277

Training Salaries by Number of Employees Trained



Salaries by Gender



Salaries by Age

- Executive-level management
- Executive-level training/HRD manager
- Department manager (more than 5 trainers)
- Department manager (1-5 trainers)
- One-person department
- Classroom instructor
- IT training manager
- Instructional designer
- CBT/Web/multimedia designer/manager
- Career/OD Specialist
- Consultant
- Personnel manager/specialist
- Staff manager other than training/HRD
- Professor/teacher/educator

