

# Learning Earnings

Average trainer salaries jumped more than 5 percent in 2017-2018 to \$88,174, according to *Training's* annual Salary Survey.

**F**or the second year in a row, average training salaries climbed more than 5 percent, hitting \$88,174 in 2017-2018, according to *Training* magazine's annual Salary Survey of 1,100 readers. The average increase in salary in the last 12 months (not including a promotion or change of employer) was 3 percent, up a bit from 2016-2017 (2.78 percent). The majority (56 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 (down from 44 percent), while another 47 percent said it was equitable. Ten percent (up 1 percent from last year) believe they are well paid relative to their responsibilities. Some 46 percent of respondents said they received a bonus in 2017, and 58 percent are eligible for one this year. The average cash bonus was \$9,947, up from \$9,019 the year before.

Only 1 percent said employers asked them to take a pay cut in 2017-2018, the same as last year. Some 40 percent of respondents said their organization cut budgets in the last 12 months, 2 percent less than in 2016-2017. Travel was trimmed by 36 percent of respondents' organizations, 2 percent less than last year. Some 9 percent froze salaries vs. 12 percent in 2016-2017. And 7 percent eliminated bonuses, the same as last year. Employee layoffs were noted by 22 percent, 2 percent less than last year.

Most Training professionals continue to enjoy what they do for a living, with 73 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 actor, doctor, engineer, graphic designer, HR manager, IT/computer science professional, law enforcement officer, lawyer, nurse/medical professional, psychologist, and teacher.

## Training Salaries by Region

|   | PACIFIC   | MOUNTAIN  | CENTRAL   | GREAT LAKES | NORTHEAST | SOUTHEAST | CANADA    |
|---|-----------|-----------|-----------|-------------|-----------|-----------|-----------|
| Regional Average  | \$93,700  | \$79,043  | \$86,682  | \$86,166    | \$97,189  | \$88,831  | \$76,050  |
| 2017 Regional Average   | \$94,430  | \$76,144  | \$79,193  | \$81,522    | \$92,039  | \$82,692  | \$74,346  |
| Executive-level management  | \$155,400 | \$132,000 | \$175,625 | \$137,500   | \$131,500 | \$92,550  | \$118,000 |
| Executive-level training/HRD manager  | \$146,500 | N/A       | \$137,125 | \$128,667   | \$132,000 | \$140,756 | N/A       |
| Training department manager (+5 trainers)   | \$108,000 | \$83,264  | \$92,546  | \$97,741    | \$126,240 | \$103,215 | \$80,007  |
| Training department manager (1-5 trainers)  | \$97,666  | \$88,061  | \$87,924  | \$96,124    | \$91,375  | \$90,885  | N/A       |
| One-person training department  | \$79,428  | \$62,777  | \$83,103  | \$66,465    | \$80,540  | \$81,164  | \$67,094  |
| Information technology training manager   | \$87,500  | \$252,000 | \$75,638  | \$98,500    | \$89,833  | \$71,167  | N/A       |
| Classroom instructor/trainer  | \$88,277  | \$72,746  | \$68,515  | \$65,964    | \$79,706  | \$74,187  | \$80,360  |
| Instructional designer  | \$85,794  | \$69,145  | \$72,894  | \$75,139    | \$67,989  | \$80,172  | \$67,619  |
| CBT/Web/multimedia programmer/designer/manager  | \$77,776  | \$57,500  | \$75,000  | \$66,640    | \$95,333  | \$89,425  | \$94,000  |
| Management/career/organizational development specialist                               | \$120,498 | \$59,600  | \$72,994  | \$80,390    | \$114,893 | \$102,244 | \$73,053  |
| Independent consultant or other "outside" provider of training/HRD goods and services | \$96,500  | \$74,405  | \$117,323 | \$299,849   | \$117,138 | \$116,000 | \$83,300  |
| Personnel manager/specialist  | N/A       | \$72,000  | \$74,983  | \$66,557    | \$102,000 | \$79,669  | N/A       |
| Line or staff manager other than training/HRD, personnel or IT                        | \$92,017  | \$93,500  | \$79,333  | \$94,333    | \$60,092  | \$91,233  | \$70,000  |
| Professor/teacher/other education   | \$63,500  | \$58,000  | \$77,000  | \$47,500    | \$130,000 | \$78,092  | \$96,500  |

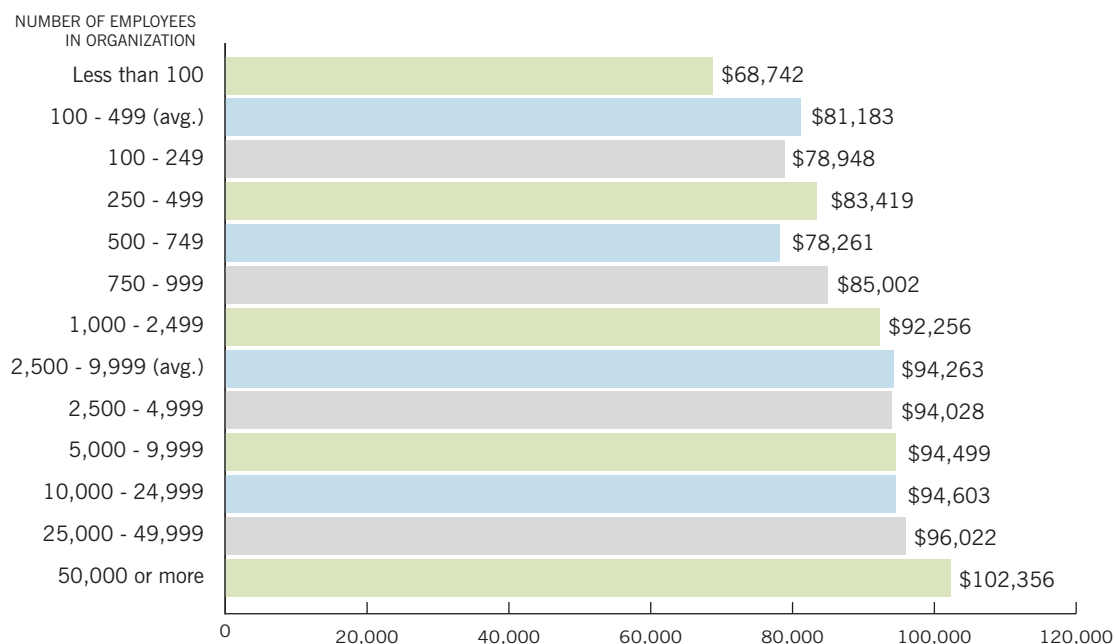


# EXCLUSIVE SALARY SURVEY

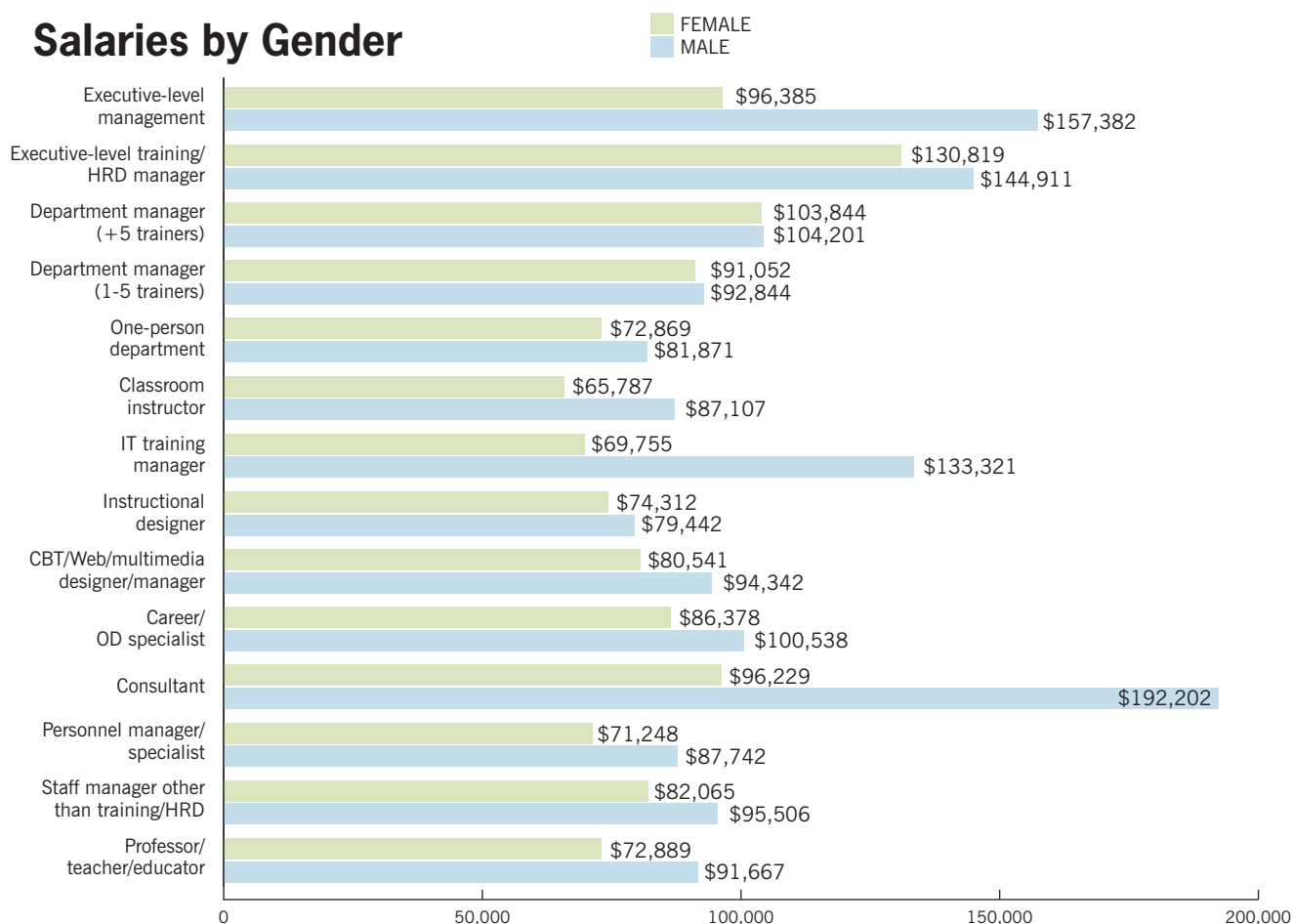
| Job Category   | Overall Average | 2017 Overall Average | Fewer than 100 employees | 100-499         |
|--|-----------------|----------------------|--------------------------|-----------------|
| <b>Average Salary</b>  | <b>\$88,174</b> | <b>\$83,745</b>      | <b>\$98,413</b>          | <b>\$74,556</b> |
| Executive-level management (e.g., CEO, CLO, CIO)   | \$130,950       | \$114,287            | \$121,760                | \$155,000       |
| Executive-level training/HRD manager - other training managers report to you                             | \$138,859       | \$126,324            | \$87,500                 | \$115,668       |
| Training department manager - more than five full-time trainers/learning specialists report to you       | \$104,257       | \$107,334            | \$89,250                 | \$103,708       |
| Training department manager - between one and five full-time trainers/learning specialists report to you | \$91,422        | \$89,653             | \$78,946                 | \$78,619        |
| One-person training department   | \$75,581        | \$75,818             | \$68,370                 | \$66,213        |
| Information technology training manager  | \$100,335       | \$90,743             | \$103,760                | N/A             |
| Classroom instructor/trainer   | \$73,265        | \$65,772             | \$66,667                 | \$64,184        |
| Instructional designer   | \$76,023        | \$74,486             | \$64,912                 | \$73,537        |
| CBT/Web/multimedia programmer/designer/manager   | \$84,484        | \$73,268             | \$72,667                 | N/A             |
| Management/career/organizational development specialist  | \$89,693        | \$83,871             | \$96,317                 | \$73,486        |
| Independent consultant or other "outside" provider of training/HRD goods and services                    | \$133,141       | \$90,826             | \$210,400                | \$94,753        |
| Personnel manager/specialist   | \$73,495        | \$70,635             | \$88,356                 | \$64,438        |
| Line or staff manager other than training/HRD, personnel or IT (e.g., sales, operations, manufacturing)  | \$85,649        | \$79,001             | \$64,714                 | \$69,300        |
| Professor/teacher/other education  | \$78,254        | \$71,175             | \$125,000                | \$44,000        |
| <b>Industry</b>  |                 |                      |                          |                 |
| Manufacturing  | \$96,848        | \$94,919             | \$83,365                 | \$78,650        |
| Retail/wholesale/distribution  | \$86,160        | \$86,487             | \$80,200                 | \$63,407        |
| Finance/banking/real estate/insurance  | \$86,485        | \$81,516             | \$77,833                 | \$68,979        |
| Business services/hospitality  | \$84,136        | \$80,584             | \$81,004                 | \$72,140        |
| Communications   | \$79,144        | \$88,759             | \$46,600                 | \$68,500        |
| Transportation/utilities   | \$93,384        | \$81,935             | N/A                      | \$74,980        |
| Health/medical services  | \$86,366        | \$86,364             | \$92,917                 | \$76,755        |
| Educational services/academic institution  | \$75,406        | \$71,371             | \$73,327                 | \$60,673        |
| Government/military  | \$81,464        | \$81,511             | \$79,678                 | \$90,335        |
| Consulting   | \$117,387       | \$106,800            | \$124,726                | \$79,175        |
| Supplier to the training industry  | \$98,464        | \$88,661             | \$105,286                | \$76,500        |
| <b>Gross Sales/Fees</b>  |                 |                      |                          |                 |
| Less than \$1 million  | \$84,372        | \$88,897             | \$84,748                 | \$93,000        |
| \$1 million to \$49.9 million  | \$82,913        | \$76,904             | \$104,800                | \$70,800        |
| \$50 million to \$399.9 million  | \$87,254        | \$79,978             | N/A                      | \$84,071        |
| \$400 million to \$999.9 million   | \$94,203        | \$88,737             | \$550,000                | \$75,875        |
| \$1 billion to \$9.9 billion   | \$94,267        | \$88,122             | \$110,000                | \$92,000        |
| \$10 billion or more   | \$99,713        | \$96,454             | N/A                      | N/A             |
| <b>Education</b>   |                 |                      |                          |                 |
| No college degree  | \$72,752        | \$73,891             | \$66,965                 | \$62,192        |
| Associate's degree   | \$70,585        | \$69,988             | \$67,150                 | \$65,864        |
| Bachelor's degree  | \$86,656        | \$81,135             | \$83,456                 | \$73,503        |
| Master's degree  | \$92,059        | \$87,644             | \$87,129                 | \$84,937        |
| Doctoral degree  | \$138,145       | \$110,394            | \$302,125                | \$61,801        |
| <b>Years of Experience</b>   |                 |                      |                          |                 |
| 3 years or less  | \$67,108        | \$61,951             | \$64,792                 | \$54,556        |
| 4 to 7 years   | \$79,773        | \$74,948             | \$63,619                 | \$76,475        |
| 8 to 12 years  | \$87,445        | \$79,820             | \$83,468                 | \$79,280        |
| 13 years or more   | \$97,956        | \$94,336             | \$125,620                | \$83,897        |

| 500-749   | 750-999   | 1,000-2,499 | 2,500-9,999 | 10,000-24,999 | 25,000-49,999 | 50,000 or more |
|-----------|-----------|-------------|-------------|---------------|---------------|----------------|
| \$82,915  | \$83,595  | \$83,474    | \$92,189    | \$85,819      | \$91,366      | \$96,437       |
| \$139,800 | \$135,367 | \$88,000    | \$170,750   | N/A           | N/A           | \$300,000      |
| \$87,672  | N/A       | \$118,182   | \$137,282   | \$138,140     | \$170,907     | \$156,167      |
| N/A       | \$86,875  | \$110,937   | \$108,325   | \$102,417     | \$104,300     | \$111,269      |
| \$82,672  | \$83,840  | \$84,348    | \$96,488    | \$109,363     | \$93,888      | \$118,473      |
| \$71,777  | \$99,000  | \$79,300    | \$87,230    | \$91,033      | \$73,417      | \$75,214       |
| N/A       | \$85,586  | \$104,500   | \$143,875   | \$89,500      | \$83,900      | \$81,667       |
| \$85,833  | \$68,083  | \$60,752    | \$81,506    | \$66,312      | \$84,659      | \$78,652       |
| \$65,795  | \$74,777  | \$76,688    | \$77,139    | \$82,459      | \$74,375      | \$77,252       |
| N/A       | N/A       | \$78,500    | \$78,903    | \$82,900      | \$84,100      | \$102,888      |
| N/A       | \$84,300  | \$91,821    | \$85,976    | \$89,678      | \$94,950      | \$103,161      |
| N/A       | N/A       | \$89,667    | \$93,333    | N/A           | \$76,432      | \$52,808       |
| \$96,667  | \$50,000  | \$51,450    | \$83,500    | \$50,725      | \$66,475      | \$139,000      |
| \$80,050  | N/A       | \$79,440    | \$96,929    | \$106,015     | N/A           | \$125,000      |
| \$86,000  | \$86,000  | \$59,600    | \$83,000    | \$79,966      | \$142,500     | \$47,500       |
| \$98,551  | \$90,412  | \$87,982    | \$101,119   | \$100,473     | \$103,827     | \$116,298      |
| \$75,270  | \$104,150 | \$80,586    | \$130,643   | \$93,667      | \$65,462      | \$70,571       |
| \$83,479  | \$76,061  | \$90,232    | \$89,313    | \$88,082      | \$92,355      | \$94,251       |
| \$77,410  | \$97,667  | \$84,202    | \$91,690    | \$82,601      | \$95,860      | \$92,938       |
| \$86,520  | N/A       | \$93,000    | \$68,921    | \$101,520     | \$82,000      | \$77,146       |
| \$89,500  | N/A       | \$76,800    | \$107,396   | \$72,300      | \$92,314      | \$117,333      |
| \$70,071  | \$81,124  | \$82,399    | \$97,068    | \$86,086      | \$90,863      | \$82,605       |
| \$65,550  | \$66,326  | \$83,500    | \$85,502    | \$69,381      | \$80,450      | \$90,183       |
| \$77,800  | \$89,126  | \$73,980    | \$70,625    | \$76,820      | \$80,782      | \$98,799       |
| \$110,667 | N/A       | \$87,938    | \$101,510   | \$118,000     | \$153,000     | \$135,750      |
| N/A       | N/A       | \$82,000    | \$67,500    | \$175,000     | N/A           | N/A            |
| \$58,000  | \$85,725  | \$68,300    | N/A         | N/A           | \$108,000     | \$112,000      |
| \$73,535  | \$72,964  | \$77,472    | \$85,723    | \$85,314      | \$84,952      | \$83,212       |
| \$94,622  | \$87,826  | \$84,794    | \$88,246    | \$70,036      | \$91,050      | \$111,800      |
| \$95,557  | \$98,400  | \$87,703    | \$96,884    | \$77,083      | \$72,167      | \$84,333       |
| \$68,667  | \$104,000 | \$96,628    | \$100,203   | \$88,506      | \$92,615      | \$93,829       |
| N/A       | \$101,892 | \$95,295    | \$104,684   | \$94,516      | \$101,950     | \$99,548       |
| \$76,917  | \$65,944  | \$66,796    | \$81,239    | \$71,623      | \$83,310      | \$64,258       |
| \$62,500  | \$72,600  | \$64,940    | \$64,086    | \$78,789      | \$107,400     | \$67,500       |
| \$77,423  | \$87,828  | \$86,871    | \$95,243    | \$86,319      | \$78,056      | \$100,677      |
| \$86,524  | \$88,422  | \$85,536    | \$95,001    | \$90,774      | \$96,180      | \$104,537      |
| \$138,380 | \$77,000  | \$83,000    | \$123,543   | \$92,898      | \$176,117     | \$96,653       |
| \$79,517  | \$76,000  | \$58,269    | \$72,435    | \$63,206      | \$68,941      | \$88,046       |
| \$80,546  | \$65,281  | \$84,812    | \$82,836    | \$78,332      | \$83,035      | \$92,336       |
| \$71,354  | \$86,331  | \$79,549    | \$95,137    | \$93,033      | \$83,671      | \$92,672       |
| \$90,167  | \$93,060  | \$89,577    | \$98,661    | \$94,420      | \$100,929     | \$101,779      |

# Training Salaries by Number of Employees Trained



# Salaries by Gender



# Salaries by Age

