

ANALYZING THE CAREER AND SALARY ATTRIBUTES OF L&D PROFESSIONALS

Training Industry, Inc. is dedicated to supporting the advancement of learning and development (L&D) professionals, which is the inspiration behind our [L&D Career and Salary Survey](#). This research effort investigates the career needs and salary benchmarks of training professionals across organizations and industries. Check out the results* below to gain insight on navigating your career and compensation as a training professional.

Skills and Attributes of High-salary Learning Professionals

- ◆ Mastery of the [Training Manager Competency Model™](#), particularly strategic alignment, needs assessment, developing and delivering solutions, and assessing business and training performance.
- ◆ Participating in professional development activities, such as courses, conferences and networking events.
- ◆ Holding a master's or doctoral degree.
- ◆ Maintaining a leadership position with direct reports.
- ◆ Experience in terms of years in the workforce.
- ◆ Working more than 40 hours per week.
- ◆ Clarity around personal job role expectations.

Learning professionals with their [Certified Professional in Training Management \(CPTM™\)](#) certification showed salaries \$14k higher than learning professionals without it.



Categorizing Career Attributes by Salary

Median Salary	Lower Salary Positions	CAREER-RELATED ATTRIBUTES	Higher Salary Positions	Median Salary
\$71-79K	◆ Facilitators ◆ Content Developers	JOB DESCRIPTION/TITLE	◆ Directors of Training ◆ Training Managers	\$100-124K
\$74-77K	◆ Banking ◆ Nonprofit	INDUSTRY	◆ Health Care ◆ Technology	\$98-113K
\$97-98K	◆ Human Resources (HR) ◆ Centralized L&D	DEPARTMENT	◆ Customer Service ◆ Sales	\$107-113K
\$88-97K	<1,000 employees	COMPANY SIZE	>1,000 employees	\$103-115K
\$85-93K	1-5 people	L&D TEAM SIZE	5 or more people	\$104-112K
\$85-92K	Company doesn't invest in their training staff.	PROFESSIONAL DEVELOPMENT	Company provides personal professional development budgets.	\$105-115K

 **\$100K** was the overall median salary.

 **SALARY** did not impact job satisfaction. **PERSONAL PROFESSIONAL DEVELOPMENT BUDGET** did.

5 Attributes Unrelated to Salary

It's critical to understand which attributes don't impact a training professional's salary, especially those that may surprise you.



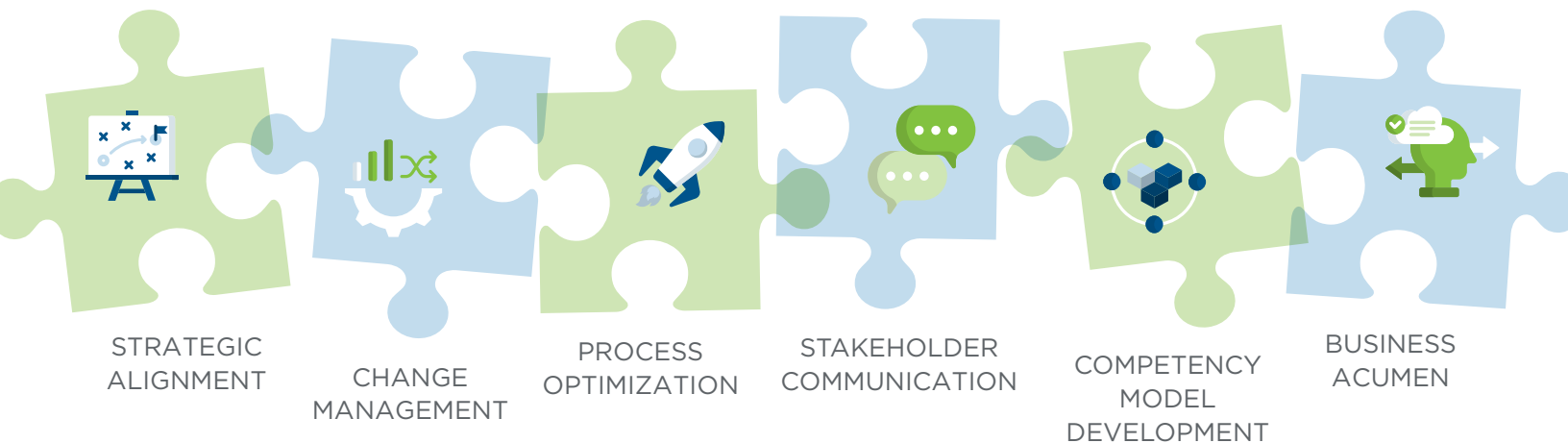
Career Goals & Development for Training Professionals

 **DIRECTOR OF TRAINING and CHIEF LEARNING OFFICER (CLO)** are the most common **titles** training professionals strive to achieve.

 **>1 in 6** don't think they have the **skills** to reach their career goals.

 **>90%** engaged in **professional development** in the past year, finding **certifications** to be one of the most beneficial activities.

Their professional development needs included:



* Results based on responses from 350+ training professionals. Comparisons limited to groups represented by ≥10 respondents. Salary results limited to respondents in the U.S. and Canada.

We hope you can use these insights to better benchmark and navigate your career and salary as a L&D professional. Learn more about how [Training Industry Courses](#) can help you achieve your career goals.

LEARN MORE