

Research Salary Statistics



National Median Salaries By Job Title

Teacher - elementary school	\$50,410
Teacher - high school	\$51,560
College instructor - liberal arts	\$53,138
Employee Development Specialist	\$60,634
Associate Professor - liberal arts	\$69,443
Human Resources Manager	\$83,531
Employee Performance Specialist	\$84,222
Employee Relations Manager	\$84,786
Training Manager	\$85,670
School principal	\$92,134
HRIS Manager	\$93,517
Professor - liberal arts	\$94,064
Education Director	\$94,840
IT Manager	\$106,298
HRIS Director	\$108,338
Employee Relations Director	\$120,378
Change Management Specialist	\$121,044
Training Director	\$126,052
Chief HRIS executive	\$133,556
Human Resources Director	\$149,946
Top division HR executive	\$154,182
Chief Learning Officer	\$184,854
Top HR executive	\$211,583

NOTE: Salaries vary by region, employee experience, job responsibilities and numerous other factors.

Source: Salary.com

Corporate Learning Facts

	2007	2008
Size of U.S. corporate training market (in billions)	\$58.5	\$56.2
Average training expenditures per employee	\$1,202	\$1,075
Number of training staffers per 1,000 employees (large cos.)	5.1	3.4
Number of training staffers per 1,000 employees (mid-sized cos.)	7.0	3.9
Average number of formal training hours	25.0	17.2
Total amount of online training hours as percentage of total training hours	30%	24%
	Fall '08	Spring '09
Number of companies grappling with issues related to layoffs and downsizing	17%	40%
Companies citing cost reduction as top business challenge	37%	60%

Source: Bersin Corporate Learning Factbook

ASTD Survey: Economic Impact On Training Budgets

QUESTION:

To what degree has the turbulent economy caused your learning function to adjust the types and amount of training that your organization provides to employees?

ANSWERS:

A moderate amount of adjustment	31.3%
A small amount of adjustment	25.0%
No adjustment at all	20.6%
A high amount of adjustment	16.9%
A very high amount of adjustment	6.3%

QUESTION:

How has the turbulent economy affected your organization's learning function?

TOP ANSWERS:

Concern about doing more with less	53.3%
Freeze on hiring for open positions	34.7%
Concern about job security among learning staff	34.1%
Decreased professional development	32.9%
Reduction of volume of services provided	21.0%
Increased importance of learning function	19.2%
Learning considered a key corporate strategy	16.8%

QUESTION:

What types of adjustments have you made to the types and amount of training your organization provides to employees?

TOP ANSWERS:

Reduced travel of learners for training	49.7%
Reduced travel of instructors/facilitators for training	42.5%
Moved instructor-led courses to e-learning or Web-based courses	27.5%

NOTE: For more information on the American Society for Training & Development (ASTD), which often conducts learning-related surveys, visit the Website www.astd.org or phone (703) 683-8100.