

2023 Benchmark Compensation Survey – Overall

(42230) Training Specialist

First level of professional trainer with primary focus on conducting employee or customer training. The job typically requires a bachelor's degree and experience of less than 1 year, or equivalent. Duties include assisting with preparation of multi-media training materials and delivery of those materials in a classroom or work environment. Training content may cover work procedures, product use, safety, customer service, work skills, language skills or other topics. Receives considerable development direction from senior staff and management and may spend the majority of time delivering training.

	Base Pay							Variable Pay						Total Compensation						
	# of Orgs	# of Emp	Un-Wtd Avg	Wtd Avg	P25	Median	P75	Eligible		Actual			Target			Un-Wtd Avg	Wtd Avg	P25	Median	P75
								# of Orgs	# of Emp	# of Orgs	# of Emp	Wtd Annual Avg	# of Orgs	# of Emp	Wtd Avg %					
Total Responses	47	184	\$63,238	\$64,108	\$53,253	\$60,004	\$69,432	22	102	19	97	\$3,756	14	67		\$64,584	\$65,914	\$54,996	\$61,959	\$72,260
Geographic Area																				
Central Region	6	21	\$65,637	\$65,151	\$52,708	\$56,671	\$70,163	4	11	4	11	-	3	7	-	\$68,444	\$68,091	\$52,708	\$60,320	\$72,268
Great Lakes Region	46	131	\$64,015	\$63,636	\$52,125	\$60,158	\$70,450	22	63	19	58	\$3,386	14	41	5.6%	\$65,429	\$65,098	\$53,040	\$62,306	\$72,547
Minnesota	19	52	\$63,881	\$63,333	\$50,513	\$60,658	\$69,359	7	10	6	9	\$4,174	5	8	6.9%	\$65,006	\$64,187	\$52,975	\$62,171	\$71,068
Minneapolis/St. Paul Metro Area	17	46	\$64,114	\$63,522	\$47,699	\$61,256	\$72,096	6	8	5	7	\$4,294	4	6	-	\$65,134	\$64,313	\$47,699	\$62,171	\$72,261
Wisconsin	27	73	\$63,998	\$65,754	\$54,496	\$62,400	\$77,632	16	48	14	44	\$3,287	10	28	5.1%	\$65,687	\$67,736	\$55,960	\$64,305	\$80,962
Region 2 - Milwaukee & Waukesha	12	28	\$63,356	\$65,248	\$51,634	\$63,780	\$80,079	7	16	5	13	\$3,415	4	12	-	\$64,818	\$66,366	\$51,896	\$65,799	\$81,251
Region 4 - East Central Wisconsin	6	18	\$61,076	\$62,685	\$52,021	\$55,952	\$70,476	3	11	3	10	-	3	10	-	\$61,984	\$63,741	\$54,102	\$56,352	\$71,476
Region 6 - Southwest Wisconsin	5	5	\$69,985	\$69,985	\$61,047	\$70,450	\$78,692	4	4	4	4	-	3	3	-	\$74,244	\$74,244	\$63,847	\$73,120	\$85,203
Metropolitan Statistical Area																				
Milwaukee-Waukesha-West Allis, WI	14	35	\$62,393	\$63,688	\$51,678	\$62,267	\$73,091	8	22	6	19	\$2,107	4	14	-	\$63,351	\$64,154	\$51,944	\$63,663	\$73,368
Minneapolis-St. Paul-Bloomington, MN-WI	18	48	\$63,946	\$63,129	\$47,630	\$60,407	\$69,667	7	18	6	9	\$4,604	4	6	-	\$65,182	\$64,101	\$47,830	\$62,584	\$70,271
Size of Organization																				
100 to 199 Employees	8	14	\$60,090	\$58,088	\$51,056	\$54,784	\$64,995	6	11	4	8	-	3	7	-	\$61,583	\$59,434	\$52,109	\$56,352	\$65,539
200 to 499 Employees	18	60	\$63,012	\$61,864	\$55,831	\$60,709	\$66,192	9	47	8	46	\$3,642	6	43	7.0%	\$64,844	\$63,575	\$55,831	\$62,081	\$69,830
500 to 999 Employees	13	56	\$62,651	\$62,846	\$53,072	\$58,043	\$68,291	7	29	7	28	\$3,065	4	10	-	\$64,296	\$64,504	\$55,245	\$61,544	\$68,586
1,000+ Employees	8	42	\$71,248	\$68,548	\$54,318	\$66,042	\$79,858	1	8	1	8	-	0	0	-	\$72,117	\$70,362	\$54,318	\$67,641	\$81,417
Industry																				
Durable Goods Manufacturing	11	31	\$64,924	\$69,074	\$52,964	\$62,414	\$78,724	8	24	7	23	\$4,226	6	19	6.7%	\$67,363	\$72,100	\$54,192	\$64,622	\$85,267
Healthcare/Social Services	8	44	\$56,310	\$55,385	\$47,102	\$51,980	\$68,551	2	2	2	2	-	1	1	-	\$57,473	\$55,664	\$47,102	\$51,980	\$67,109
Financial/Insurance Services	8	14	\$58,439	\$58,485	\$47,745	\$58,062	\$68,185	3	5	2	3	-	1	2	-	\$59,293	\$59,395	\$49,031	\$58,815	\$68,185
Other Services	13	57	\$66,133	\$65,993	\$56,000	\$61,370	\$75,827	4	40	4	40	-	2	38	-	\$66,795	\$66,715	\$57,680	\$62,143	\$75,827
Annual Gross Sales/Revenue																				
\$50,000,000 to \$99,999,999	7	22	\$60,323	\$56,226	\$49,279	\$55,503	\$61,640	2	2	2	2	-	1	1	-	\$61,609	\$56,745	\$49,279	\$55,503	\$62,278
\$100,000,000 to \$249,999,999	13	64	\$62,454	\$62,814	\$54,913	\$60,709	\$70,446	7	53	6	51	\$2,220	4	46	-	\$63,543	\$64,191	\$56,160	\$62,549	\$72,880
\$250,000,000 and Greater	16	80	\$67,074	\$68,336	\$52,998	\$60,480	\$81,186	9	42	8	40	\$5,371	7	17	8.8%	\$69,104	\$70,827	\$52,998	\$63,507	\$84,644
Profit Status																				
For Profit	28	118	\$64,456	\$68,018	\$56,160	\$61,741	\$72,986	18	97	15	92	\$3,825	12	64	6.3%	\$66,257	\$70,767	\$58,898	\$64,352	\$77,993
Non-Profit	14	57	\$56,314	\$55,866	\$47,161	\$52,998	\$63,000	3	4	3	4	-	2	3	-	\$56,838	\$56,091	\$47,161	\$53,198	\$63,000
Public Sector	5	9	\$75,808	\$74,776	\$60,159	\$72,192	\$92,274	1	1	1	1	-	0	0	-	\$76,902	\$75,459	\$60,159	\$73,414	\$92,274