

2024 Benchmark & Executive Compensation Survey: All Companies - All Locations

(34223) Training Manager

Manager of professional training with a primary focus on development and delivery of training materials and programs. The job typically requires a bachelor's degree and 6+ years of experience, or equivalent. Duties include needs identification, material preparation, media selection, vendor management and coordination with internal customers. Training content may cover work procedures, product use, safety, customer service, work skills, language skills or other topics. Specific tasks may include reviewing vendor proposals, monitoring quality of material, managing cost and assessing effectiveness. Working within overall direction established by senior management, solves complex technical problems and develops and recommends new alternatives. Manages department staff and budgets.

	# of Orgs # of Emp		Base Pay					Variable Pay							Total Compensation					
			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	54	64	\$96,738	\$95,924	\$82,572	\$93,850	\$108,900	34	39	23	25	\$9,129	22	26	10.8%	\$100,356	\$99,490	\$84,625	\$95,138	\$110,000
Geographic Area																				
Minneapolis/St. Paul Metro Area	11	12	\$93,180	\$90,680	\$73,114	\$91,300	\$100,825	6	6	3	3	-	6	6	4.7%	\$95,365	\$92,683	\$73,564	\$91,300	\$101,786
Region 2 - Milwaukee & Waukesha counties	14	17	\$92,949	\$92,545	\$82,744	\$90,000	\$102,616	7	7	5	5	\$5,635	5	5	3.5%	\$94,724	\$94,203	\$84,887	\$90,000	\$109,003
Region 4 - East Central Wisconsin	11	13	\$97,442	\$99,099	\$82,898	\$95,275	\$113,200	10	12	7	8	\$13,186	6	8	11.7%	\$105,134	\$107,214	\$88,081	\$95,275	\$123,931
Metropolitan Statistical Area																				
Milwaukee-Waukesha-West Allis, WI	17	20	\$94,818	\$94,195	\$83,356	\$92,840	\$106,558	10	10	6	6	\$4,929	6	6	4.1%	\$96,362	\$95,674	\$86,737	\$92,840	\$109,443
Minneapolis-St. Paul-Bloomington, MN-WI	11	12	\$93,180	\$90,680	\$73,114	\$91,300	\$100,825	6	6	3	3	-	6	6	4.7%	\$95,365	\$92,683	\$73,564	\$91,300	\$101,786
Size of Organization																				
100 to 199 Employees	7	9	\$100,261	\$100,895	\$81,449	\$106,667	\$113,750	4	6	2	2	-	2	4	-	\$101,404	\$102,082	\$86,324	\$106,667	\$114,872
200 to 499 Employees	15	18	\$89,053	\$87,006	\$79,500	\$87,606	\$95,675	7	8	4	5	-	4	4	-	\$90,504	\$88,530	\$81,815	\$88,031	\$98,233
500 to 999 Employees	11	13	\$98,447	\$98,041	\$83,943	\$95,680	\$106,937	9	9	7	7	\$12,093	5	5	5.4%	\$105,840	\$104,553	\$84,643	\$95,680	\$109,437
1,000+ Employees	13	16	\$106,525	\$104,219	\$84,203	\$102,995	\$119,655	9	11	6	7	\$13,233	8	10	11.9%	\$112,076	\$110,034	\$92,017	\$105,000	\$124,466
Industry																				
Durable Goods Manufacturing	14	17	\$95,766	\$96,725	\$83,943	\$95,275	\$108,386	11	14	6	7	\$7,372	8	11	12.9%	\$98,374	\$99,899	\$89,539	\$95,275	\$111,508
Non-durable Goods Manufacturing	5	6	\$109,323	\$110,210	\$85,432	\$109,600	\$136,670	5	6	5	5	\$13,966	5	6	9.4%	\$122,005	\$122,500	\$90,255	\$113,500	\$165,170
Healthcare/Social Services	10	12	\$87,906	\$84,040	\$69,024	\$78,179	\$99,000	2	2	1	1	-	2	2	-	\$89,664	\$85,505	\$69,024	\$78,179	\$99,000
Financial/Insurance Services	9	11	\$87,492	\$86,779	\$78,383	\$84,163	\$97,700	7	8	6	7	\$3,851	4	4	-	\$89,927	\$89,285	\$80,183	\$86,687	\$102,015
Other Services	11	11	\$100,903	\$100,903	\$78,000	\$100,000	\$110,000	6	6	3	3	-	2	2	-	\$103,690	\$103,690	\$78,000	\$100,000	\$110,000
Annual Gross Sales/Revenue																				
\$25,000,000 to \$49,999,999	9	10	\$92,464	\$89,536	\$70,693	\$85,899	\$108,125	3	3	2	2	-	2	2	-	\$93,784	\$90,723	\$70,694	\$86,606	\$110,719
\$50,000,000 to \$99,999,999	7	7	\$87,502	\$87,502	\$78,000	\$80,000	\$97,352	4	4	3	3	-	3	3	-	\$89,466	\$89,466	\$78,000	\$87,280	\$102,015
\$100,000,000 to \$249,999,999	14	17	\$98,184	\$99,393	\$87,250	\$100,909	\$106,466	10	11	7	7	\$5,055	5	6	9.1%	\$100,014	\$101,475	\$87,675	\$101,100	\$109,387
\$250,000,000 and Greater	18	23	\$104,593	\$104,430	\$83,937	\$100,000	\$120,474	13	16	7	8	\$17,556	10	13	13.8%	\$111,426	\$107,536	\$90,000	\$100,000	\$122,862
Profit Status																				
For Profit	40	48	\$99,559	\$99,338	\$84,213	\$95,478	\$109,818	29	34	19	21	\$9,461	19	23	11.0%	\$103,705	\$103,478	\$86,984	\$96,690	\$110,106
Non-Profit	13	15	\$88,366	\$85,213	\$68,700	\$72,780	\$101,100	5	5	4	4	-	3	3	-	\$90,638	\$87,181	\$68,700	\$72,760	\$105,772