

T+D Survey

What You Say About Careers

A new survey shows that the career outlook is improving for training and workplace performance professionals.

Have you seen the recent spike in the number of job postings on ASTD's online Job Bank? There are more than 11,000 job seekers, the highest number ever for the Job Bank since it started in 2001. *T+D* decided to conduct an online career survey to find out more about the industry's job movement and growth.

<http://jobs.astd.org> to access the Job Bank.

The survey, conducted online in March 2004, included 31 questions on

- salary
- current and previous positions
- reporting structures
- longevity in the field
- predictions for future career movement and job changes.

Number of respondents:

389 training, learning, and performance professionals

Sample questions:

- What's your current salary?
- In five years, what role or function within your organization do you aspire to perform?

By Sabrina E. Hicks

Highlights:

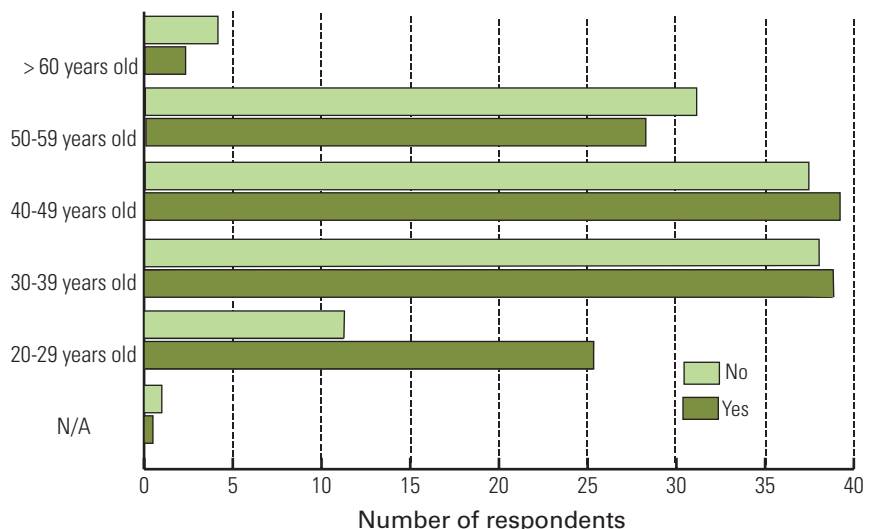
- 55% of you think the market is rebounding for learning and performance jobs
- 88% plan to change jobs in the next three years
- **85%** indicate you'll stay in the workplace learning and performance field

Is the Job Market Rebounding?

Respondents are conservatively optimistic there's a positive trend of improvement for jobs in the field.

- 60% of respondents age 30 to 50 say the state of the job market is improving
- 65% of respondents from organizations with more than 10,000 employees say the job market is rebounding

Is the market rebounding for training/workplace learning and performance jobs?



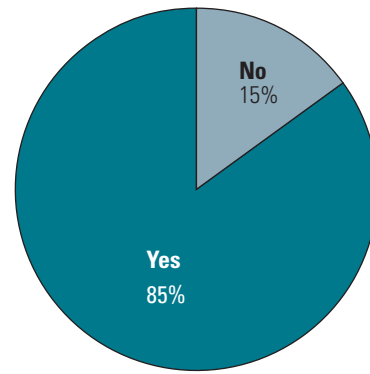
Who's Changing Jobs?

- Number of respondents who plan to change jobs within the next six months: 26%
- Seven to 12 months: 21%
- One to three years: 41%
- **85%** say their new positions will be in the training industry

If you're 20 to 29 years old, you believe—more than 2 to 1—that **the state of the job market is improving**

(68.4% yes to 31.6% no). The same is true for those of you working for a training/learning product or service company; 69% agree the market is improving.

Will your new position be in the training and workplace learning industry?

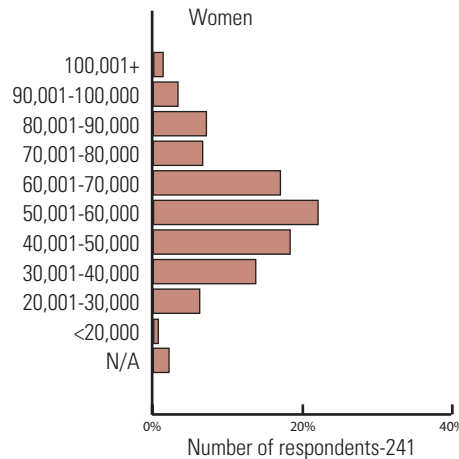
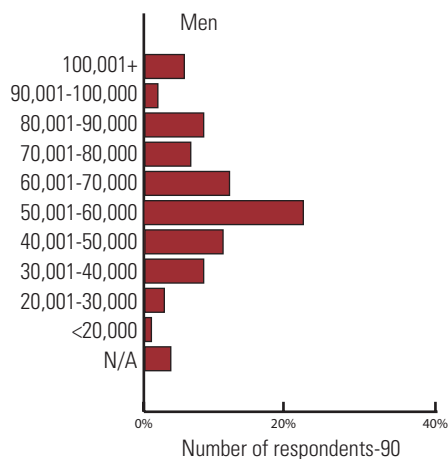


Does education or gender affect salary?

- Most respondents living in the northeastern United States and holding the position of training manager or supervisor indicate their current salary is US\$80,000 to \$90,000 per year.
- 60% of respondents with bachelor's degrees make \$30,000 to \$60,000
- 27% of male respondents and 22% of female respondents earn \$50,000 to \$60,000; 27% percent of male respondents earn more than \$70,000, compared to 19.5% of female respondents

Women responding to our survey earn US\$.92 for every \$1.00 earned by a man. **That's far better than the national average** in the US, according to the latest earnings report by the U.S. Census Bureau—which is \$.77 on the dollar.

Salaries by Gender



Average Salaries
Men=US\$60,400 vs. Women=US\$55,700

Respondent profile What level?

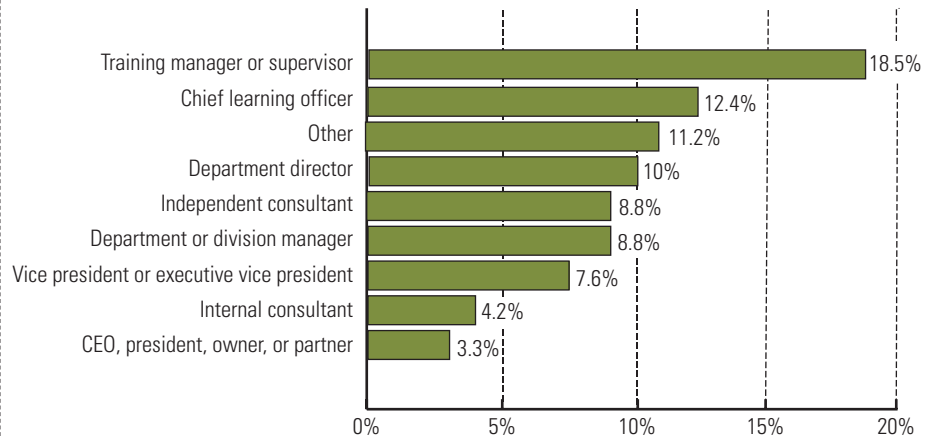
Practitioner: 36%
 Manager: 27%
 Supervisor: 11%

100% of respondents with a doctorate earn more than US\$50,000 per year
 30% earn more than \$100,000 per year
 61% with master's degrees earn \$40,000 to \$70,000

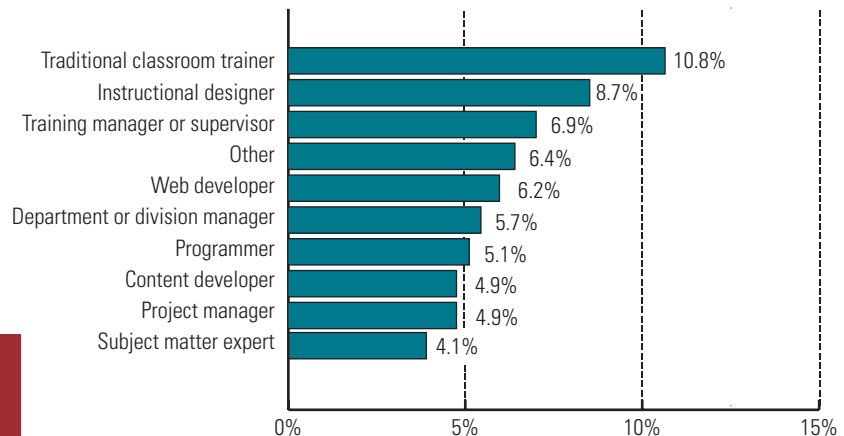
Respondent profile Where do you work?

For-profit: 55% of respondents
 Finance/insurance: 25%
 Educational services: 13%
 Health care/social assistance: 11%
 The remaining respondents work in one of 16 other industry sectors, including retail; construction; public administration; and professional, scientific, and technical services.

In five years, what role/job function within your organization do you aspire to perform?



Which positions is your organization currently hiring?



Respondent profile What title?

Training manager/ supervisor: 27%
 Traditional classroom trainer: 19%
 Instructional designer: 17%
 Other job titles included content developer, internal consultant, and project manager.

www.astd.org/astd/publications/td_magazine/TDsveys.htm
 for full T+D career survey coverage.

Look out for our next survey—E-learning readiness.
 Stay tuned!

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