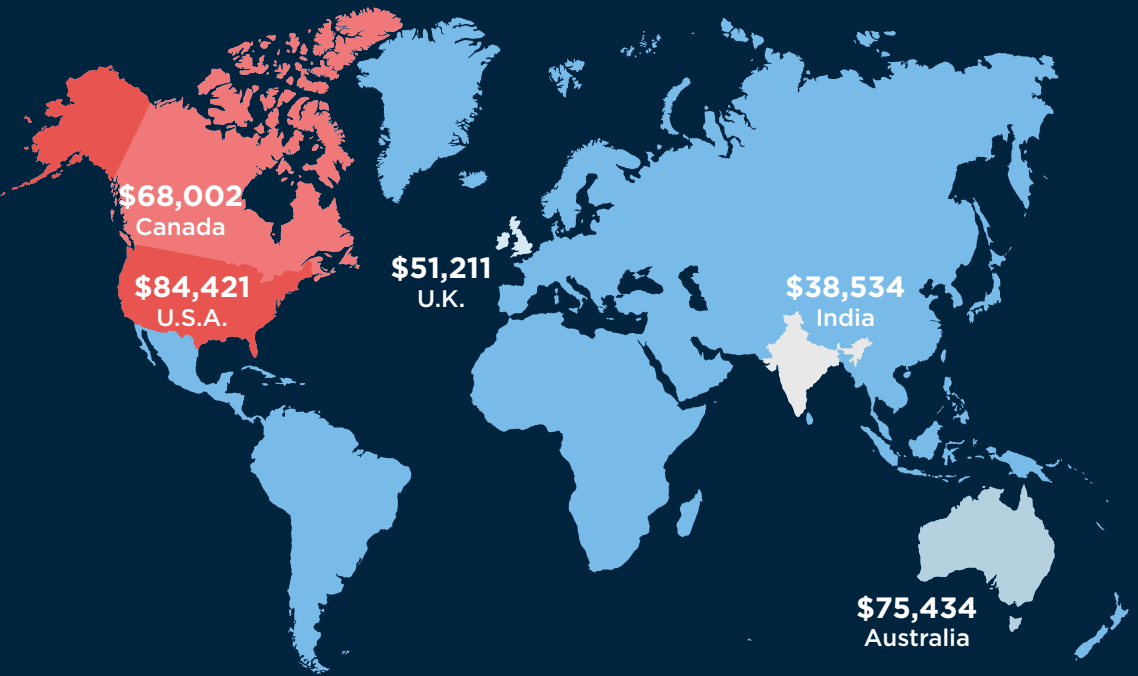


Average compensation worldwide.



\$79,834

Average Salary



\$3,952

Average Bonus

2018 Global eLearning Salary & Compensation Executive Summary

Worldwide, compensation for eLearning professionals continues to grow, with 2018 reporting the highest-ever average salary of \$79,834. The average global bonus is \$3,952, and the average global raise is 4.7% (6.1% without United States). Globally, 53% of respondents received a raise within the last year. Worldwide compensation grew by 1.3% this past year.

In the United States (US), the average salary is the highest ever reported: \$84,421, or 1.5% growth over 2017. The average US bonus was \$4,394, and average total compensation was \$88,815. Over the past five years, the US average salary grew 6.9%. This US eLearning salary trend correlated to inflation, and actually averaged a slightly higher growth rate than inflation. Average manager salaries are 20% higher than individual contributors. Executives and managers receive both the highest bonuses and the highest raises. The most experienced staff also receive higher bonuses, and the least experienced staff receive higher raises. Education level, eLearning or learning and development (L&D) experience, and certifications also contribute to increased pay.