

2022 SALARY SURVEY

for Structured Cabling Professionals



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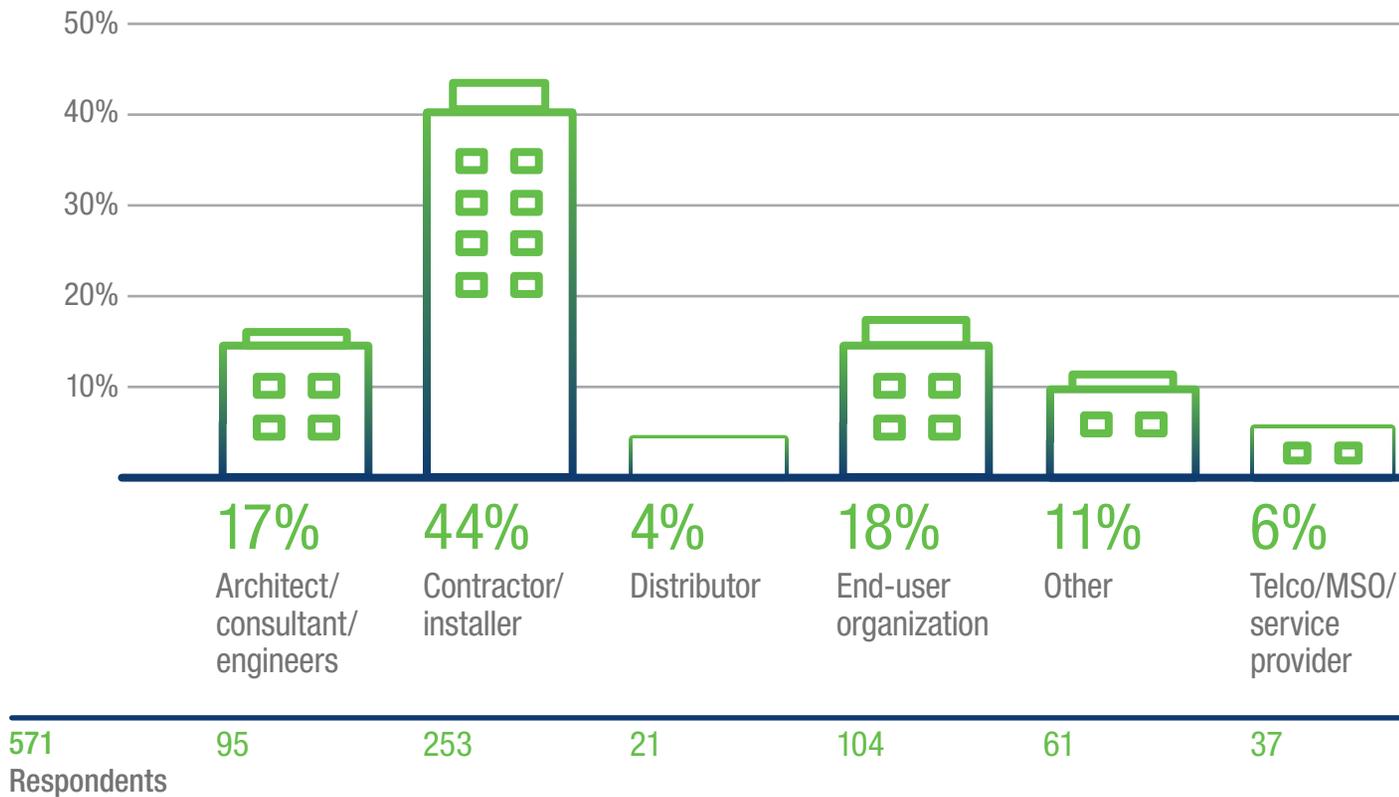


There's a lack of pay data in the structured cabling industry. That makes it difficult for owners and managers of design and install firms to determine how to pay their teams. And professionals within the industry don't know how their pay stacks up.

Cabling Installation & Maintenance Magazine and Fluke Networks launched this survey to US professionals in the Fall of 2021 to address this need. This survey not only answers the “how much should I pay/make” question, but also helps firms and individuals understand which segments, skills and certifications can lead to bigger profits and higher pay.

SURVEY DEMOGRAPHICS

COMPANY TYPE



COMPANY SIZE

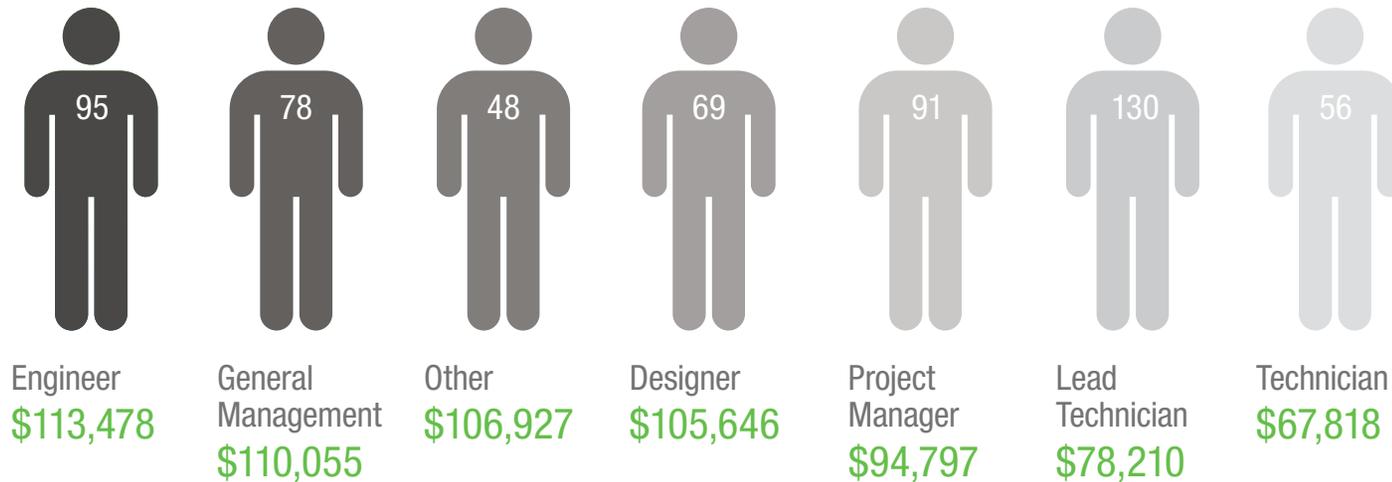


GRAND TOTAL 571

GENERAL PAY INFORMATION

TOTAL COMPENSATION BY JOB ROLE

670 RESPONDENTS



Average compensation decreased by **3.6%** compared to 2020

TYPE OF JOB

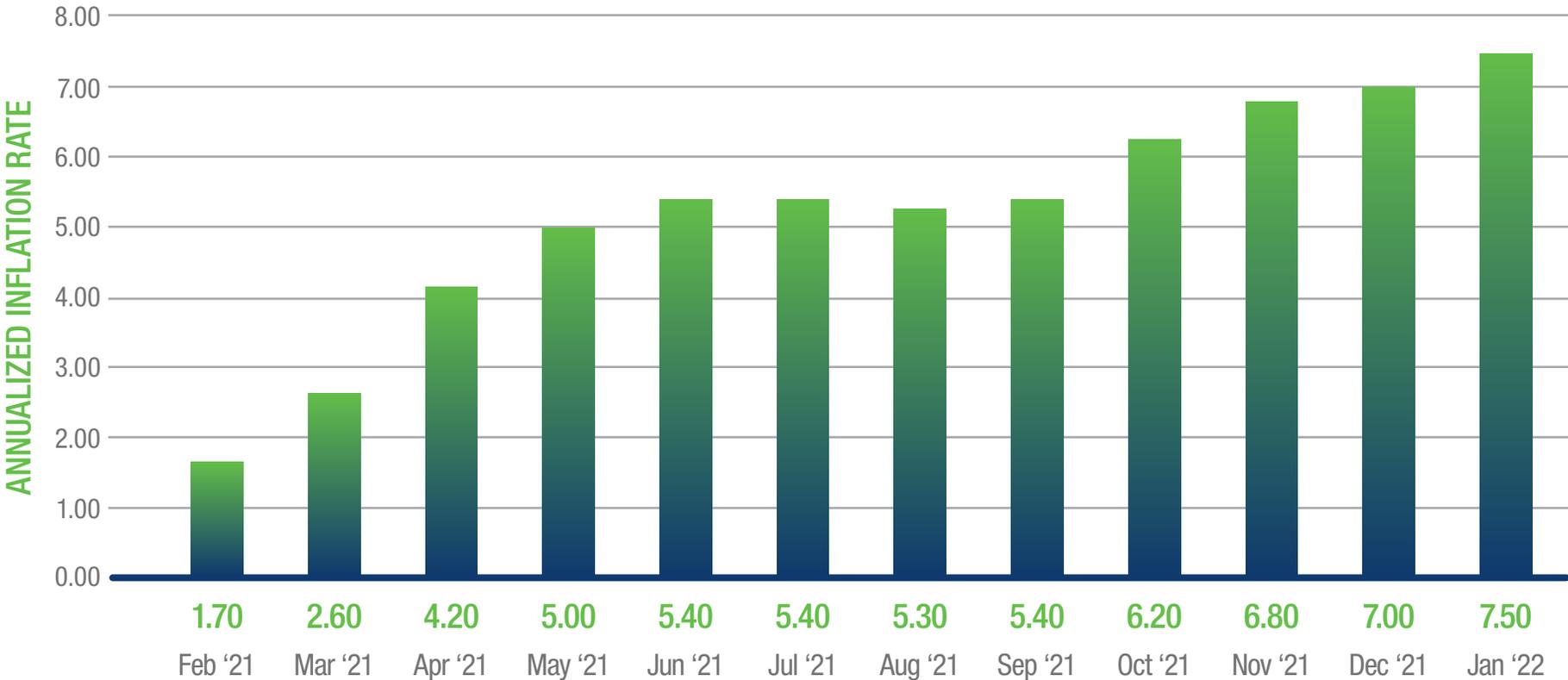


PAY IS DOWN – WHY?

Average pay reported dropped by 3.6% last year, a surprise given the 6% average growth from 2019 to 2021 and inflation of 7%. What happened?

REASON 1

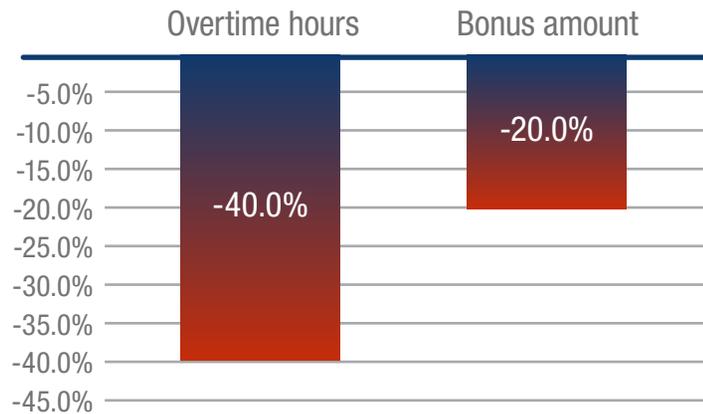
Inflation was considered “transitory” until late 2021 and did not show up in last year’s paychecks.



PAY IS DOWN – WHY?

REASON 2

Less overtime and lower bonuses
(Change since 2021)

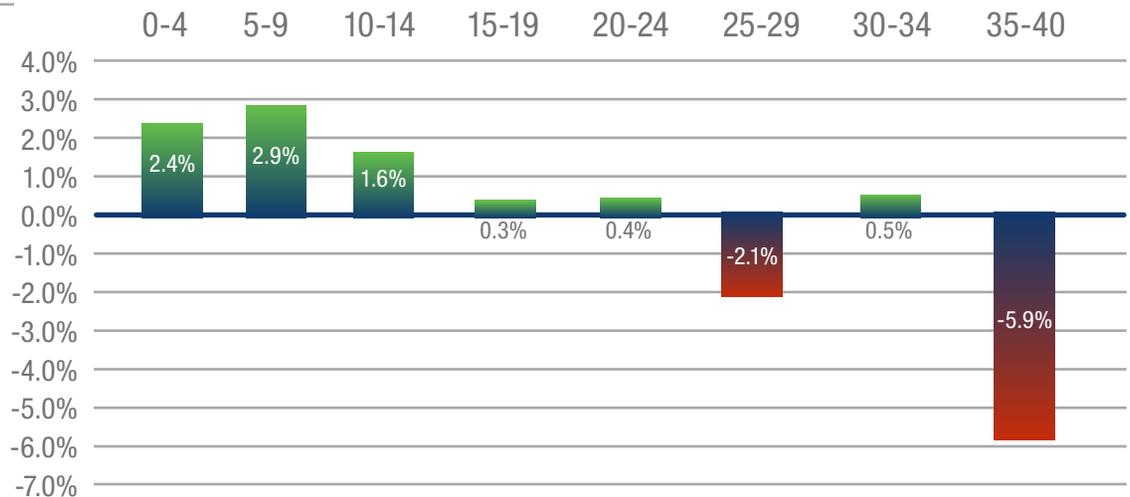


REASON 3

More experienced and higher paid workers left the workforce—remaining workers are earning **less** compared to 2021.

	0-24 years of experience	25 Years or more experience
Average pay	\$87,214	\$105,565
Average Pay change	+5%	-4%

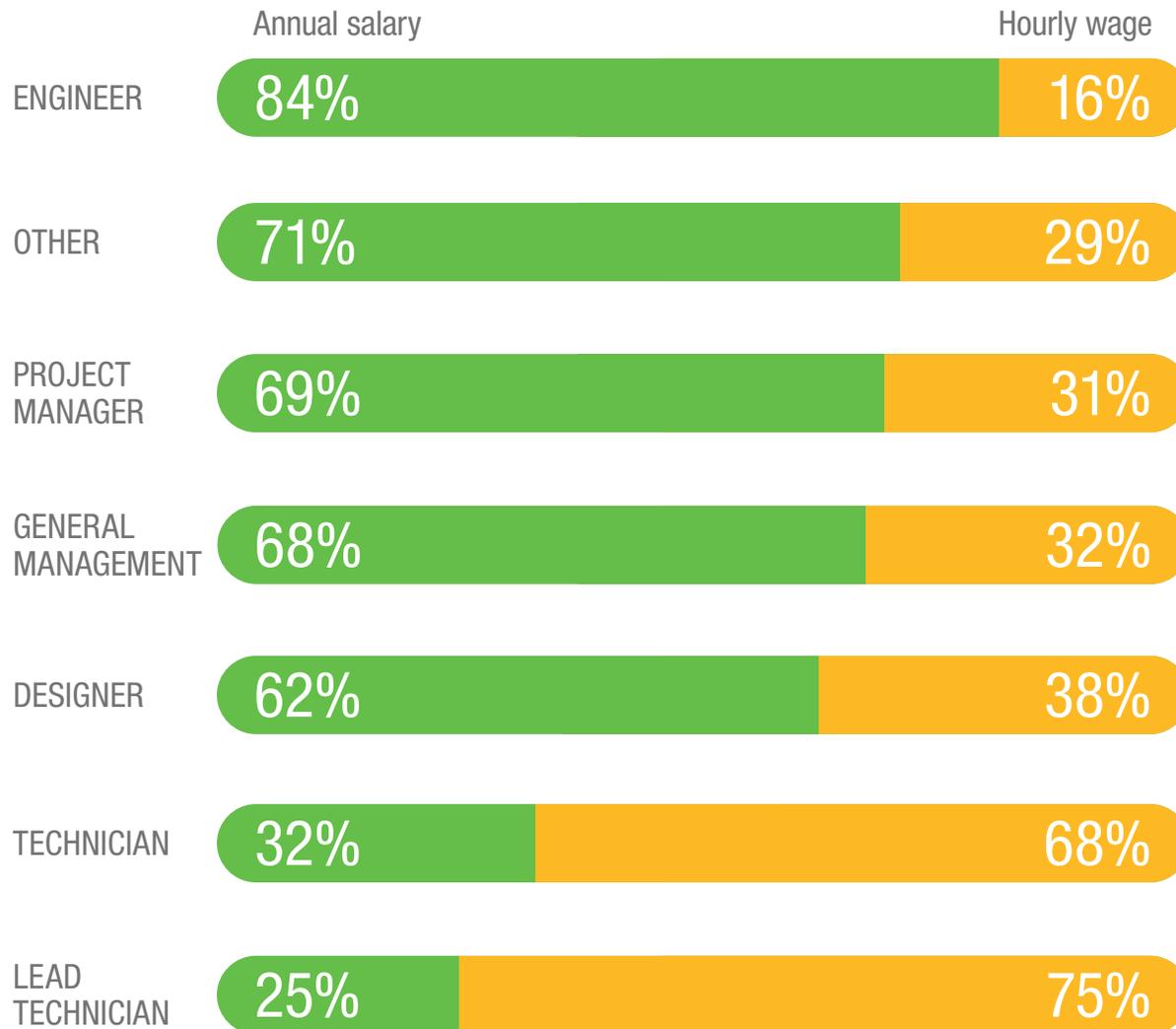
CHANGE IN SHARE BY YEARS OF EXPERIENCE



REASON 4

Workforce became younger as more experienced participants left (likely retirements). Average respondent age dropped by three years.

SALARY VS HOURLY



HOURLY WAGES

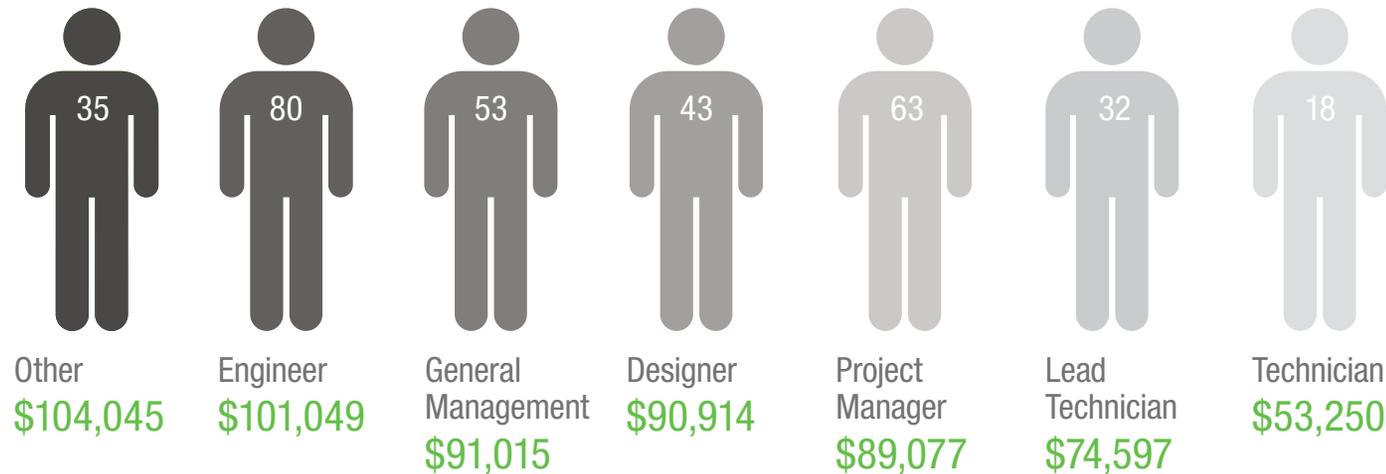
Job role	Average hourly wage
Engineer	\$54.16
Designer	\$46.33
General Management	\$45.97
Other	\$44.52
Project Manager	\$40.32
Lead Technician	\$33.36
Technician	\$32.59

OVERTIME

69%

get overtime averaging **142** hours/year – that's **40%** fewer hours of overtime to **7%** fewer participants than in the **2021** survey

SALARY



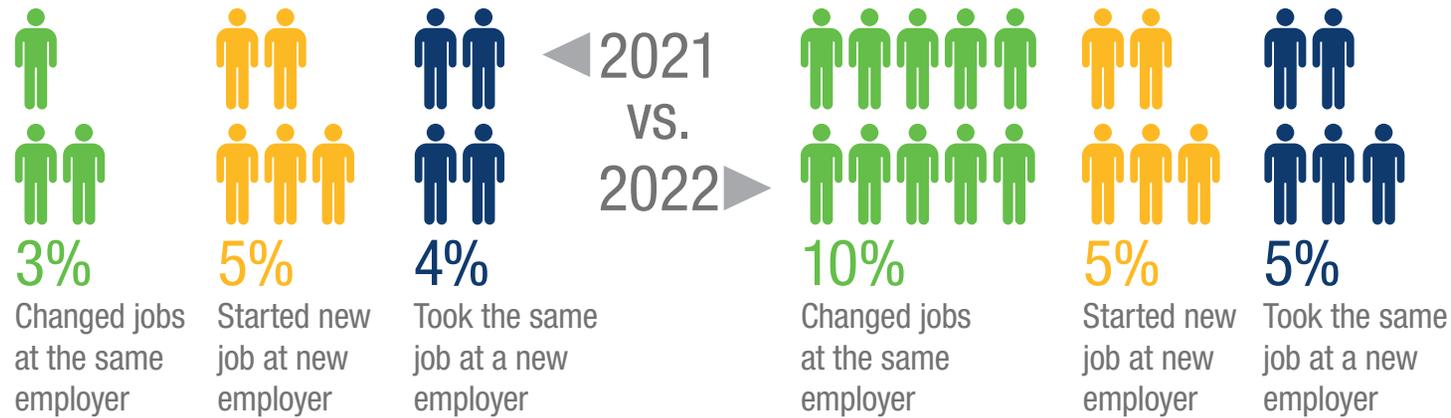
Top “Other” category is Network / IT Management and Support averaging **\$115,745**

BONUS

Job role	Number of respondents	Average of bonus amount	Percent of salaried workers getting a bonus	Bonus percent of annual salary
General Management	28	\$11,971	53%	13%
Other	22	\$6,942	63%	7%
Designer	25	\$8,636	58%	9%
Project Manager	30	\$10,367	48%	12%
Engineer	37	\$8,200	46%	8%
Lead Technician	9	\$3,089	28%	4%
Technician	10	\$1,750	56%	3%
Grand Total	161	\$8,469	50%	9%

50% of salaried employees get an annual bonus, averaging **9% of salary** bonus amounts dropped **20%** from 2021 survey

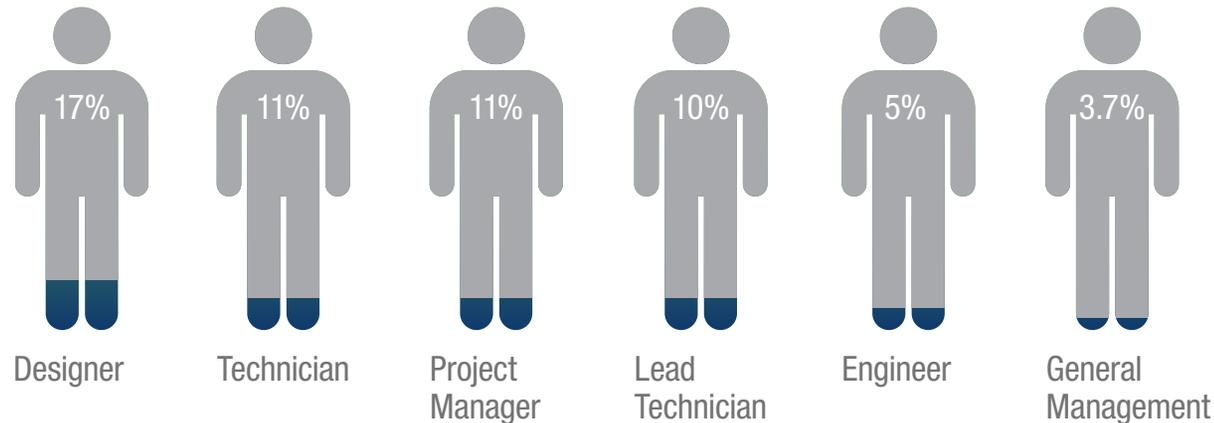
JOB CHANGES



In 2021, **10%** changed employers, up from **9%** in 2020, but below the **12%** of 2019.

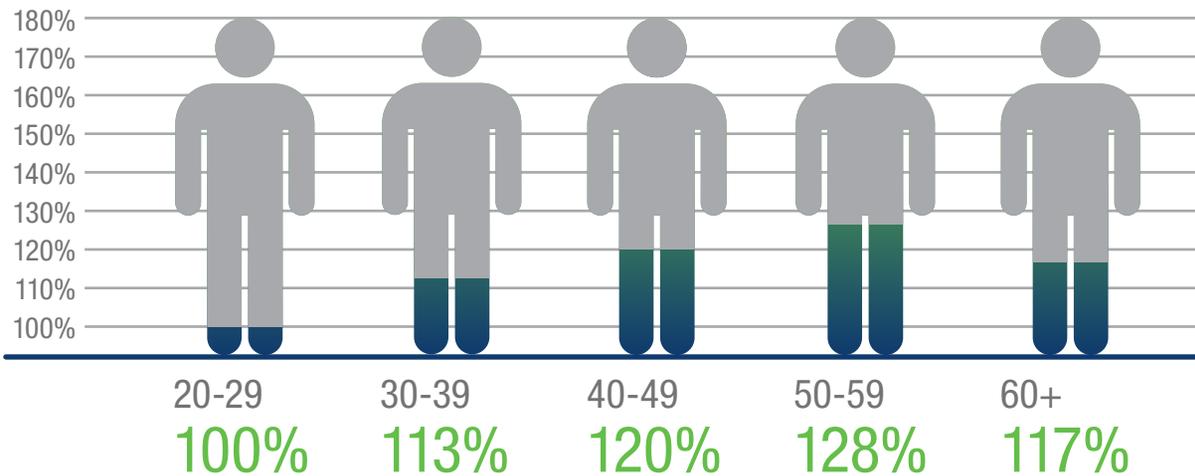
Respondents changing employers reported making **2%** more than those not changing; in 2020, they made **6%** less.

LIKELY TO LEAVE FOR A NEW COMPANY



AGE AND SEX

HOW MUCH DOES PAY INCREASE WITH AGE?



Women

make up

9%

of respondents –
up from 4% in 2021

By job role:

12% Designer

17% General Management

13% Technician

6% Engineer

5% Lead Technician

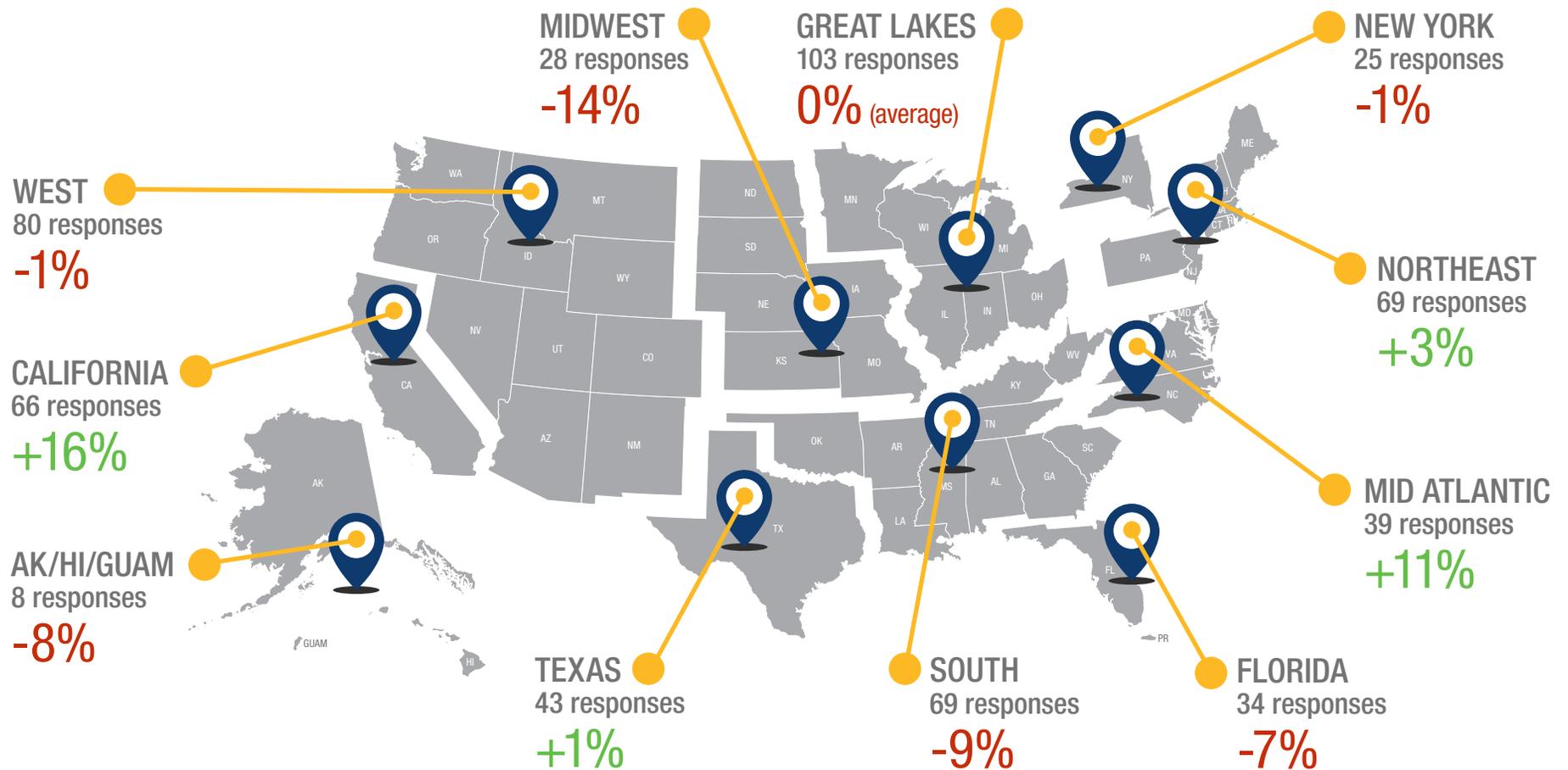
8% Project Manager

HOW MUCH DOES PAY INCREASE WITH EXPERIENCE?



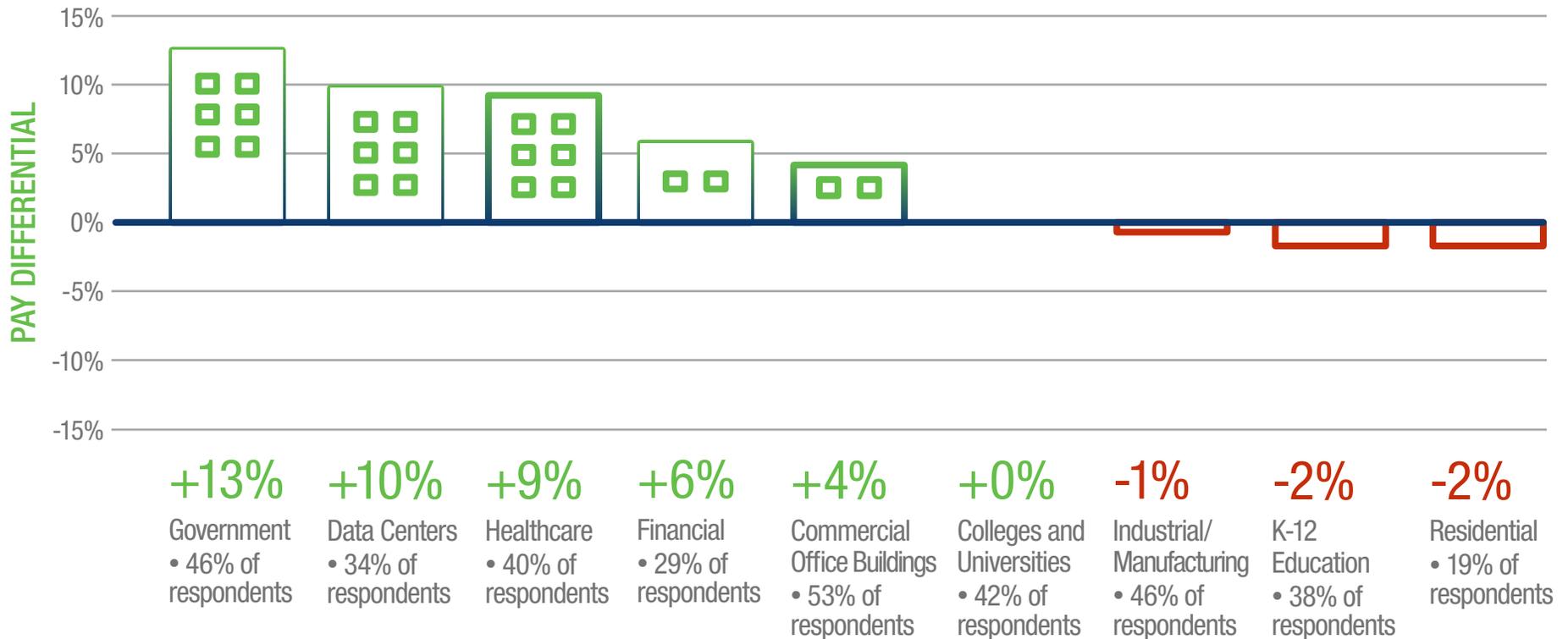
REGIONAL DIFFERENCES

PAY AS COMPARED TO NATIONAL AVERAGES



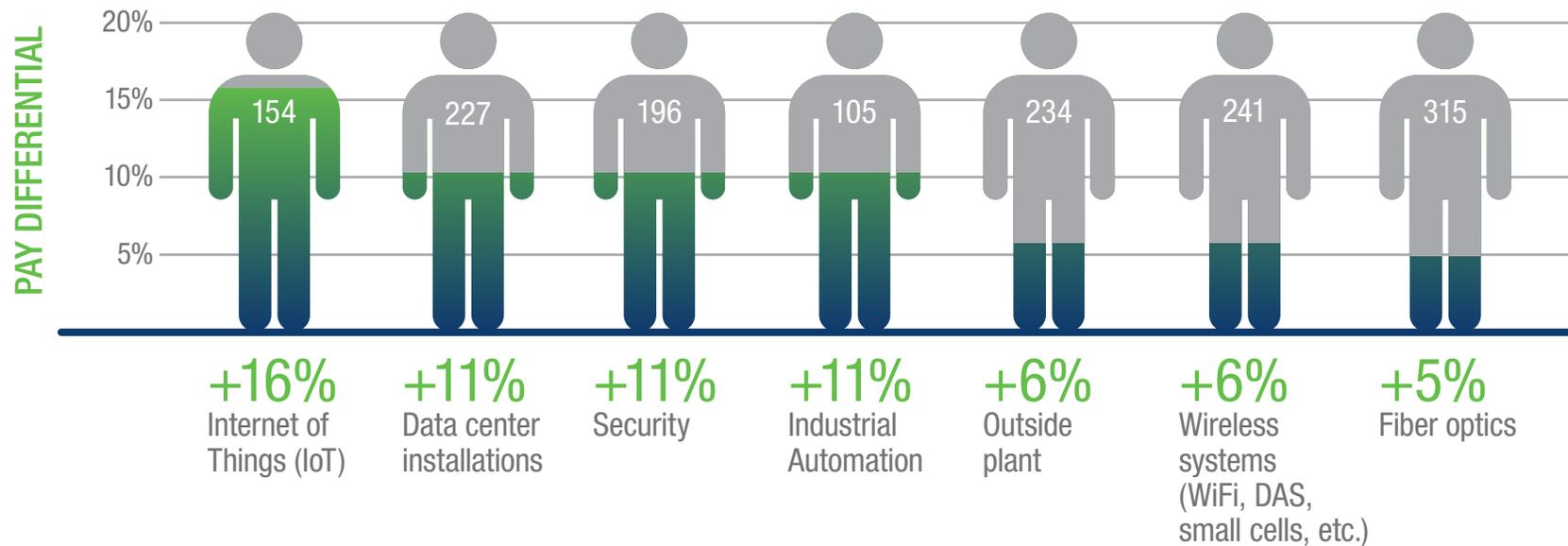
WHICH SECTORS OFFER THE HIGHEST PAY?

HOW AVERAGE PAY VARIES BETWEEN FIRMS THAT WORK IN THE SPECIFIED INDUSTRY SECTOR AND THOSE THAT DON'T.



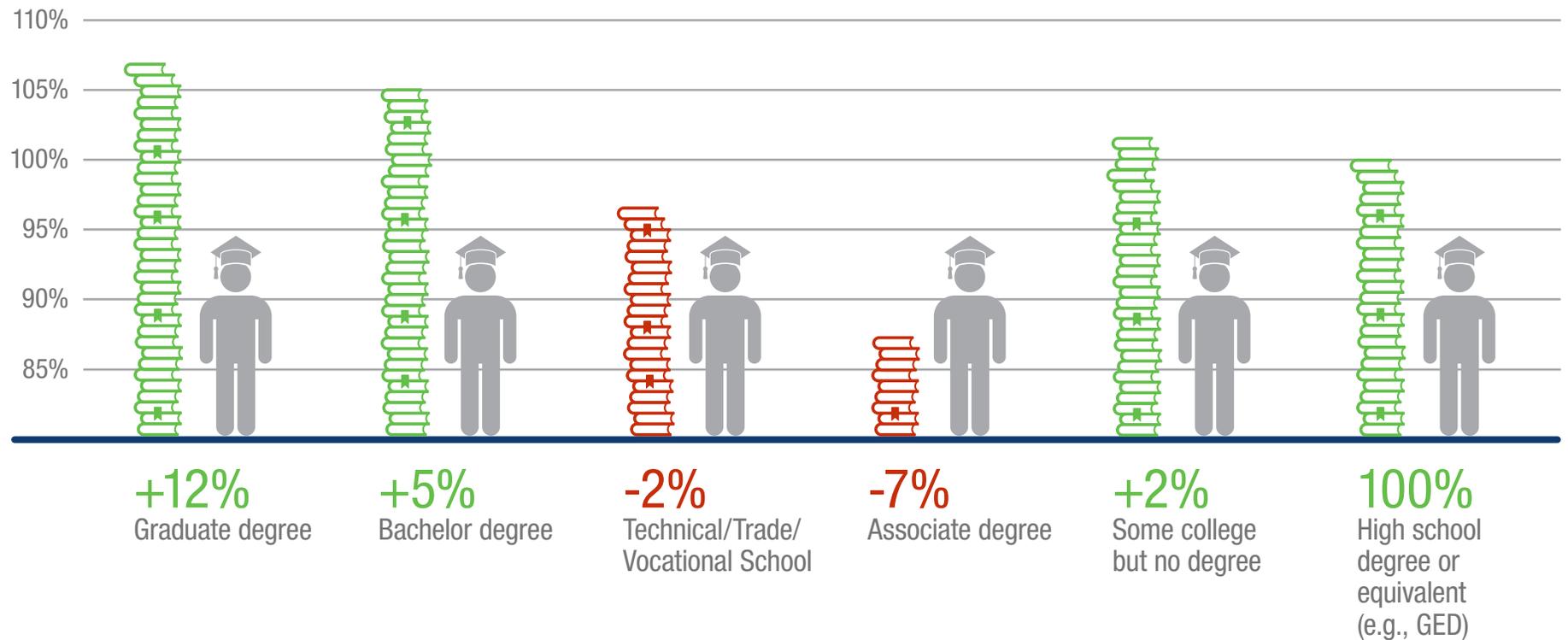
TOP PAYING SPECIALTIES

VARIANCE IN PAY BETWEEN INDIVIDUALS REPORTING A VERY HIGH EXPERTISE IN A SPECIALTY AS COMPARED TO THOSE WITH NO EXPERTISE IN THAT SPECIALTY.



EDUCATION VS. INCOME

PAY COMPARED TO HIGHEST LEVEL COMPLETED



CERTIFICATIONS

DO THEY PAY OFF?

RCDD = BICSI Registered Communications Distribution Designer

BICSI RCDD's earn
17%
more than non-RCDD's

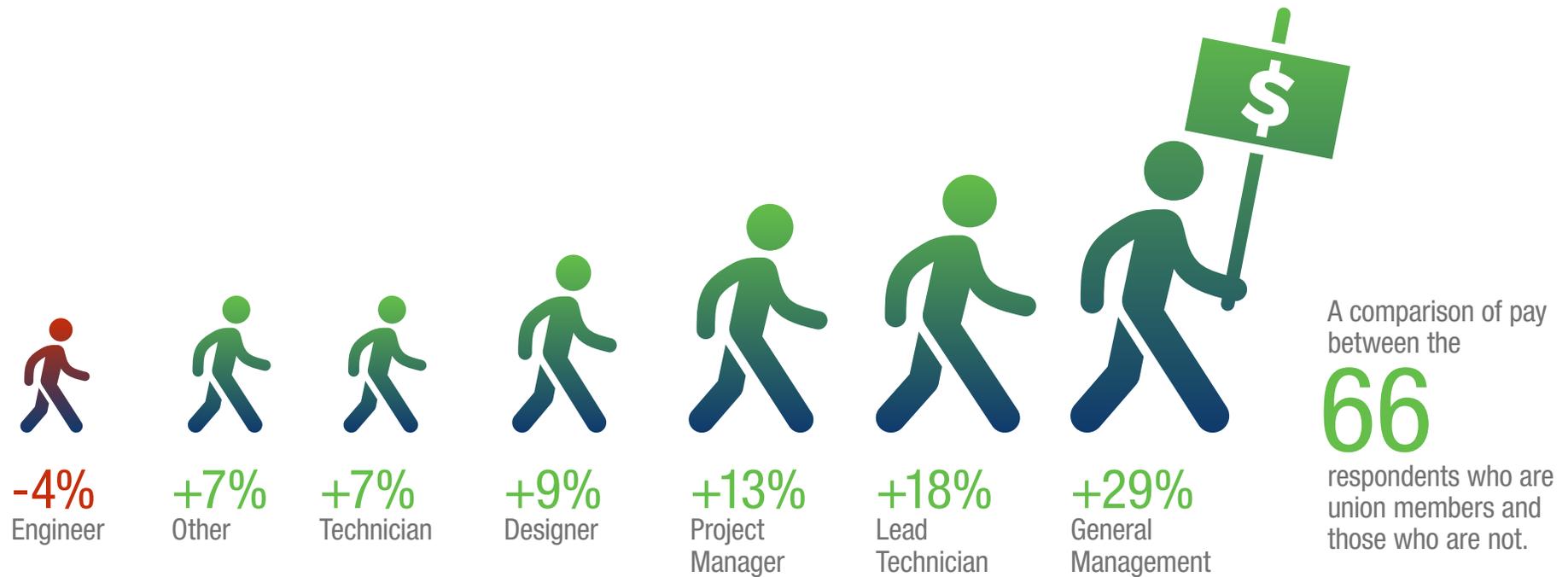


Fluke Networks Certified
Cabling Test Technicians
(CCTT) earn

27%
more than non CCTT-certified
technicians

UNION MEMBERSHIP

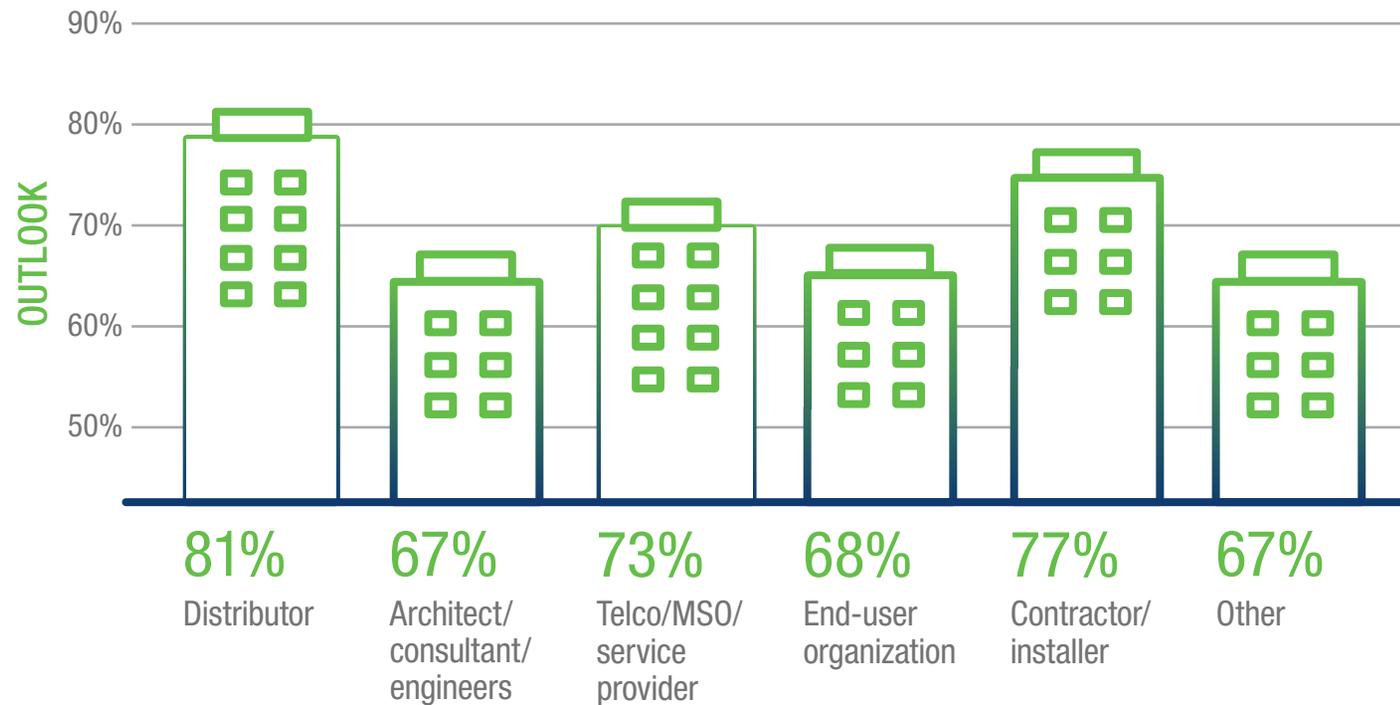
UNION MEMBERS EARN 11% MORE THAN NON-UNION MEMBERS (DOWN FROM 14% IN 2020), BUT IT VARIES BY JOB.



Union membership has dropped from 14% to 12% since 2019.

OUTLOOK

PERCENTAGE OPTIMISTIC ABOUT THE FUTURE OF THEIR FIRM



The share of respondents optimistic about their firm has remained constant since last year at

73%

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Cabling Installation and Maintenance

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