

WHITEPAPER

Automation Salary Survey 2023

Automation.com, a subsidiary of International Society of Automation (ISA), surveyed automation professionals from around the world about their 2022 gross salaries. How does your salary compare? Results are broken down by geographic region, job function, industry, years of experience and professional certification.



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Automation Salary Survey 2023

By Melissa Landon

If you're too afraid to ask your coworkers how much money they're making, don't worry: we asked them for you.

Automation.com, a subsidiary of International Society of Automation (ISA), conducted a survey about the 2022 gross income of automation professionals around the world. Results are broken down by geographic region, job function, industry, years of experience and professional certification.

To Increase the Salary or Not to Increase the Salary? That is the Question.

86% of salary survey respondents indicated they received or will receive at least a 1% increase in total compensation in 2023 over 2022. Notably, in the previous Automation Salary Survey, only 76% of respondents said they expected to receive an increase in compensation from 2020 to 2021.

This year, respondents indicated in the comment section their concerns regarding raises (or lack thereof). One participant expressed a \practical concern about medical coverage. "Health insurance benefits became more expensive, practically offsetting all salary increase in 2023," he or she wrote.

In addition, several respondents wrote comments about inflation. "Years of small 3% raises are not keeping up with inflation," one wrote. Another wrote: "Why is cost of living never considered? It seems like everyone continues to go backward in income value, but workload, expectations and skills keep going up."

One participant expressed understanding that his or her company was still developing, which affects salary. "In terms of salary, it's generally low; the company I work for is new and has been growing. I hope that I will get a better salary equivalent to the experience I have," the respondent noted.

"Health insurance benefits became more expensive, practically offsetting all salary increase in 2023."

The survey also asked respondents to answer questions about remote work and company trends to provide insights into the story behind the salary changes from the previous year. A total of 1,243 automation professionals provided data. The data and information pertains to respondents' 2022 gross income.

The last time we reported on automation salaries (2020-2021), the automation industry was just recovering from the unique challenges of the COVID-19 pandemic. We had tentatively dubbed 2021 the "year of recovery" because the survey showed wage growth over 2020 levels. We've all continued to march forward into 2023, and this year's survey reflects additional wage recovery and significant increases in compensation over 2022 levels. In parts of this report, we compare this year's results with those from 2020-2021 to show just how far the industry has come. How does your salary measure up? You've come to the right place to find out.

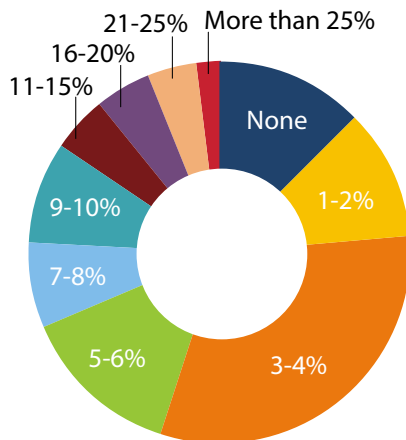
"The company I work for is new and has been growing. I hope that I will get a better salary equivalent to the experience I have."

"It seems like everyone continues to go backward in income value, but workload, expectations and skills keep going up."



Salary Increases for Automation Professionals Around the World

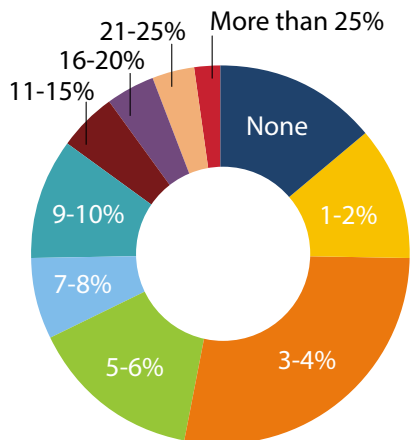
Let's look at how much respondents said they expected their compensation to increase in 2023. Only 2.1% of respondents indicated they were receiving more than a 25% increase in total compensation in 2023 over 2022 and 14% didn't get a raise at all. So what's in the middle? The following chart and table show the percentage of compensation increase that each group of respondents received or expects to receive in 2023 over 2022.



Percent of Salary Increase	Percentage of Respondents
None	14%
1-2% Salary Increase	11.5%
3-4% Salary Increase	27.6%
5-6% Salary Increase	14.7%
7-8% Salary Increase	7%
9-10% Salary Increase	10.3%
11-15% Salary Increase	5%
16-20% Salary Increase	4%
21-25% Salary Increase	3.8%
More than 25% Salary Increase	2%

Salary Increases for Automation Professionals in the USA

The following chart and table shows the same data except it only uses responses from respondents who live and work in the United States. The data is similar. 12.7% of respondents don't expect to see any increase in their 2023 salary over their 2022 salary. Almost one-third of respondents gave the same response: 31.4% of automation professionals in the USA expect to see a 3-4% salary increase in 2023 over 2022.



Percent of Salary Increase	Percentage of Respondents
None	12.7%
1-2% Salary Increase	11.2%
3-4% Salary Increase	31.4%
5-6% Salary Increase	13.5%
7-8% Salary Increase	7.3%
9-10% Salary Increase	8.7%
11-15% Salary Increase	4.7%
16-20% Salary Increase	4.7%
21-25% Salary Increase	4%
More than 25% Salary Increase	1.9%

Salary by Global Region: How Does My Salary Compare?

The table below shows the average gross income in 2022 across all job functions and industries for each region. While most survey respondents hailed from the USA (71%), automation professionals from many other regions also provided data.

The United States; Australia and New Zealand (including all Oceania); and Central America (including Caribbean) boast the highest average gross incomes for automation professionals in 2022 at \$132,147, \$129,750 and \$126,428, respectively.

In 2020, according to one of our previous surveys, the average gross income for automation professionals was \$125,587 in the United States and \$118,833 in Australia and New Zealand (including all of Oceania).

Region	Average 2022 Gross Income (USD)
United States	\$132,147
Australia and New Zealand (including all Oceania)	\$129,750
Central America (including Caribbean)	\$126,428
Canada	\$117,954
Middle East	\$100,468
Europe (Western)	\$96,375
Europe (Eastern)	\$72,000
Mexico	\$61,750
Asia (other than South Asia)	\$55,106
Africa	\$53,750
South America	\$49,934
South Asia	\$44,593

Salary by Job Function in the USA

Because salaries vary considerably around the world, the remaining graphics and tables in this report will show only responses from automation professionals who live in the USA. We will now take a look at the average salary for each of 17 job functions. Nearly one-third (29.3%) of respondents reported their job function is Engineering: Automation, Control, System and Instrument. In 2022, the average gross income for this job segment was \$134,393. In 2020, according to our previous survey, the average salary for this segment was \$129,049.

Our 2022 survey indicated that on average, the highest earning job function is Engineering Management, at \$155,000 average gross income. Our previous survey indicated that Information Technology, Cybersecurity boasted the highest average gross income at \$145,000.

Primary Job Description/Function (USA)	Average 2022 Gross Income (USD)
Engineering Management	\$155,000
General or Operations Management	\$146,223
Sales, Business Development	\$143,430
Building/Facilities Management	\$142,214
Other (please specify)	\$141,838
Information Technology, Cybersecurity	\$136,333
Project Management	\$134,625
Engineering: Automation, Control, System, Instrument	\$134,393
Quality Control, Measurement, Evaluation, Testing	\$132,343
Engineering: Product Design	\$130,428
Engineering: Process, Production, Manufacturing	\$125,092
Training and Education	\$118,333
Marketing & Public Relations	\$118,152
Systems Integration/Consulting Engineering	\$112,722
Retired or Student	\$105,294
Research and Development	\$104,239
Technician: Operations and Maintenance	\$92,974

*See Appendix for more tables further breaking down salary by job function.

Comparing Salaries Across Automation Industries in the USA

The table below shows the average gross income for 2022 for each automation industry in the USA. Oil, Gas and Petroleum, including Refining earned the top industry spot, with an average 2022 gross income of \$153,064. In 2020, Oil, Gas and Petroleum, Including Refining, also earned the top spot with an average gross income of \$149,509. All the industries had a six-figure average income in 2022 except education, which came close, at \$91,805.

"All the industries had a six-figure average income in 2022 except education, which came close, at \$91,805."



Industry (USA)	Average 2022 Gross Income (USD)
Aircraft, Aerospace	\$126,100
Food, Beverage, Tobacco	\$118,920
Automotive, Other Transportation	\$122,000
Government or Military	\$135,952
Chemicals & Allied Products	\$134,852
Industrial Machinery & Equipment	\$124,551
Computers & Electronics	\$140,267
Instrumentation, Controls Systems, Test, Measurement or Medical Equipment	\$128,916
Education	\$91,805
Oil, Gas, and Petroleum, including Refining	\$153,064
Engineering Consulting or Systems Integration	\$141,782
Pharmaceuticals	\$148,414
Fabricated Metal Products	\$129,456
Plastics and Rubber	\$111,818
Utilities – Electrical, Natural Gas, Nuclear	\$134,476
Utilities – Water/Wastewater	\$112,894
Wood, Paper, and Allied Products	\$131,339
Miscellaneous or Other Manufacturing	\$121,000
Stone, Clay, Glass and Concrete Products	\$141,750
Textiles, Apparel, and Leather	\$129,270
Other	\$126,569

How Holding a Professional Engineer License Affects Salary

According to the Society of Professional Engineers, to become a Professional Engineer (PE) one has to finish a four-year college degree, work under a Professional Engineer for a minimum of four years, earn a passing mark on two competency exams, and acquire a license from the state's licensure board. While earning a PE carries with it a sense of pride, that's not the only advantage. According to the salary survey, engineers who hold a professional engineering license make an average of \$16,010 more per year than engineers who do not. In 2020, our previous salary survey indicated the difference was an average of \$6,113.

PE License?	Average 2022 Gross Income	Percent of Respondents
Yes	\$132,284	49%
No	\$116,274	48.5%
In Progress	\$128,333	2.5%

How Do Years of Experience in the Industry Affect Salary?

Workers often expect their salaries to increase because of how long they've been working in the industry. The salary survey divided years of experience into eight categories to compare gross income based on longevity. Most interesting, a comparison to previous survey results show a marked increase for average salaries of entry-level and early-career automation professionals. 2022 data indicates those with 0-2 years of experience made an average of \$123,402 per year, and those with 3-5 years of experience made an average of \$124,669. In 2020, those averages were much lower: \$67,500 and \$99,500, respectively.

That leap in average early-career salaries could reflect the pressure the COVID-19 pandemic put on worker compensation worldwide. In the US, the pandemic reshaped the labor market more than any single event since the Great Recession of 2007-09, with many employers scrambling to lure replacements with raises and bonuses. Almost two-thirds of all US private sector payroll workers are in industries where the average weekly wage in the second quarter of 2021 was at least 5% higher than it was in the second quarter of 2020, according to the U.S. Bureau of Labor Statistics. According to Pew Research, between the second quarter of 2020 and the second quarter of 2021, the manufacturing industry saw its wages go up 5.8% and wages for management of companies and enterprises overall went up 12%.

Years of Experience	Average 2022 Gross Income (USD)
0-2 Years	\$123,402
3-5 Years	\$124,669
6-10 Years	\$112,071
11-15 Years	\$137,896
16-20 Years	\$143,208
21-25 Years	\$146,123
26-30 Years	\$147,951
31 or More Years	\$143,262

How Does Education Level Affect Salary?

Overall, nearly three-quarters (74.2%) of USA respondents held a college degree or higher. 10.7% reported having a technical/trade school degree, while 13.2% said they went to some college. Of those with an advanced degree, 71% reported making at least \$110,000 in 2022. Of those who are technical/trade school graduates, 59% said they earned a gross income of at least \$110,000 in 2022.

Telecommuting: A Remotely Interesting Conversation

The Automation.com team started working remotely long before COVID-19 ever became part of the conversation, but that isn't the case for many other companies. In our last survey (with 2020 data), we asked respondents some questions about how much of their jobs they performed remotely. Then we discussed how the pandemic affected—or appeared to affect—salary.

The responses to this year's survey indicate that while some people are still singing remote work's praises, others aren't so thrilled. One survey respondent noted: "The rise of remote and virtual work has been a game-changer for many industries, allowing companies to access talent from all over the world and provide employees with more flexibility and work-life balance." However, another survey respondent wrote: "For automation, remote work is not that practical. The increased demands for security from IT make accomplishing control systems project difficult and time consuming."

This year, 85.3% of survey participants said they can do some or all of their job remotely, which is about the same percentage (83%) reflected in previous survey data. The chart below shows the shifts in how much work automation professionals are actually performing at home, with significantly more spending 25% or less of their work time at home.

How Much of Your Job Do You Actually Perform at Home?

Percentage of Work	2022 Data	2020 Data
I do 100% of my work at home.	11.4%	12.4%
I do 75% of my work at home.	13.7%	19%
I do 50% of my work at home.	17.8%	14.4%
I do less than 50% of my work at home.	16%	24.2%
I do less than 25% of my work at home.	41.1%	30.5%

Looking Ahead to 2024

2023 let us put another year between us and the 2020 COVID-19 lockdown but brought with it new challenges like the stressed supply chain and a shortage of workers with the right skills and education to fill open jobs.

Here are a few final comments from survey participants:

- “We need to find a way to increase young college grads’ interest in process automation work. Not enough young automation professionals are available.”
- “Education and reskilling may be necessary for some industries to remain relevant and thrive.”
- “Rate of inflation in my country outpaces rate of salary increases.”
- “Jobs are becoming increasingly more technical to stay ahead of technology updates, software updates and increased cyber activity.”
- “The supply chain is getting better.”

“Jobs are becoming increasingly more technical to stay ahead of technology updates, software updates and increased cyber activity.”

2024 will bring new challenges to the workplace. Whether it’s time for you to level up in your company, finish earning a PE or other license, complete a degree, find a new job, or take another trip around the sun at a great company, we wish you well. We hope you’ll take our survey again next year to help us to continue providing salary-related data to the automation industry.

[Automation Professional Salary Survey White Paper \(2020-2021\)](#)

[Automation Professional Salary Survey White Paper \(2019-2020\)](#)



About the Author

Melissa Landon is content editor for [Automation.com](#), a subsidiary of the International Society of Automation (ISA) and she earned a master’s degree in communication from the University of Kentucky. She has more than 10 years of experience as a journalist, writer and editor. She lives in Lexington, Ky., with her husband, cat and dog.

Appendix

Automation.com, a subsidiary of ISA – The International Society of Automation conducted the Automation Salary Survey 2023 online in June 2023. Respondents self-reported data about their salary in 2022, how it had changed in 2023 and other facts about their work as automation professionals. A total of 1,243 professionals provided data. This appendix includes charts showing the specific breakdowns in average 2023 gross income for each automation job function surveyed. Because of limited results from around world, these breakdowns represent USA and Canada salaries only.

Building/Facilities Management

(USA and Canada)

Respondents: 35

Gross Income Range for 2023	Percentage of Respondents
Less than \$30,000	5.71%
\$30,000-\$49,999	5.71%
\$50,000-\$69,999	2.86%
\$70,000-\$89,999	8.57%
\$90,000-\$109,000	0%
\$110,000-\$124,999	8.57%
\$125,000-149,000	11.43%
\$150,000-\$174,999	20%
\$175,000-\$199,999	20%
\$200,000 or more	17.14%

Engineering: Automation, Control, System, Instrument

(USA and Canada)

Respondents: 261

Gross Income Range for 2023	Percentage of Respondents
Less than \$30,000	.77%
\$30,000-\$49,999	.77%
\$50,000-\$69,999	3.83%
\$70,000-\$89,999	7.66%
\$90,000-\$109,000	16.48%
\$110,000-\$124,999	15.71%
\$125,000-149,000	19.16%
\$150,000-\$174,999	13.79%
\$175,000-\$199,999	9.2%
\$200,000 or more	12.64%

Engineering: Product Design

(USA and Canada)

Respondents: 37

Gross Income Range for 2023	Percentage of Respondents
Less than \$30,000	2.7%
\$30,000-\$49,999	0%
\$50,000-\$69,999	13.51%
\$70,000-\$89,999	8.11%
\$90,000-\$109,000	8.11%
\$110,000-\$124,999	8.11%
\$125,000-149,000	18.92%
\$150,000-\$174,999	27.03%
\$175,000-\$199,999	8.11%
\$200,000 or more	5.41%

Engineering Management

(USA and Canada)

Respondents: 71

Gross Income Range for 2023	Percentage of Respondents
Less than \$30,000	0%
\$30,000-\$49,999	1.41%
\$50,000-\$69,999	4.23%
\$70,000-\$89,999	7.04%
\$90,000-\$109,000	4.23%
\$110,000-\$124,999	5.63%
\$125,000-149,000	19.72%
\$150,000-\$174,999	11.27%
\$175,000-\$199,999	25.35%
\$200,000 or more	21.31%

Engineering: Process, Production, Manufacturing

(USA and Canada)

Respondents: 54

Gross Income Range for 2023	Percentage of Respondents
Less than \$30,000	3.7%
\$30,000-\$49,999	3.7%
\$50,000-\$69,999	5.56%
\$70,000-\$89,999	12.96%
\$90,000-\$109,000	9.26%
\$110,000-\$124,999	11.11%
\$125,000-149,000	22.22%
\$150,000-\$174,999	14.81%
\$175,000-\$199,999	7.41%
\$200,000 or more	9.26%

General or Operations Management

(USA and Canada)

Respondents: 49

Gross Income Range for 2023	Percentage of Respondents
Less than \$30,000	2.04%
\$30,000-\$49,999	2.04%
\$50,000-\$69,999	4.08%
\$70,000-\$89,999	8.16%
\$90,000-\$109,000	6.12%
\$110,000-\$124,999	6.12%
\$125,000-149,000	24.49%
\$150,000-\$174,999	10.2%
\$175,000-\$199,999	10.2%
\$200,000 or more	26.53%

Information Technology, Cybersecurity

(USA and Canada)

Respondents: 30

Gross Income Range for 2023	Percentage of Respondents
Less than \$30,000	6.67%
\$30,000-\$49,999	3.33%
\$50,000-\$69,999	13.33%
\$70,000-\$89,999	0%
\$90,000-\$109,000	3.33%
\$110,000-\$124,999	13.33%
\$125,000-149,000	3.33%
\$150,000-\$174,999	23.33%
\$175,000-\$199,999	20%
\$200,000 or more	13.33%

Project Management

(USA and Canada)

Respondents: 41

Gross Income Range for 2023	Percentage of Respondents
Less than \$30,000	4.88%
\$30,000-\$49,999	4.88%
\$50,000-\$69,999	9.76%
\$70,000-\$89,999	2.44%
\$90,000-\$109,000	4.88%
\$110,000-\$124,999	9.76%
\$125,000-149,000	24.39%
\$150,000-\$174,999	9.76%
\$175,000-\$199,999	9.76%
\$200,000 or more	19.51%

Research and Development

(USA and Canada)

Respondents: 24

Gross Income Range for 2023	Percentage of Respondents
Less than \$30,000	0%
\$30,000-\$49,999	8.33%
\$50,000-\$69,999	29.17%
\$70,000-\$89,999	20.83%
\$90,000-\$109,000	0%
\$110,000-\$124,999	12.5%
\$125,000-149,000	8.33%
\$150,000-\$174,999	8.33%
\$175,000-\$199,999	0%
\$200,000 or more	12.5%

Marketing & Public Relations

(USA and Canada)

Respondents: 24

Gross Income Range for 2023	Percentage of Respondents
Less than \$30,000	8.33%
\$30,000-\$49,999	8.33%
\$50,000-\$69,999	12.5%
\$70,000-\$89,999	0%
\$90,000-\$109,000	0%
\$110,000-\$124,999	12.5%
\$125,000-149,000	37.5%
\$150,000-\$174,999	12.5%
\$175,000-\$199,999	8.33%
\$200,000 or more	0%

Quality Control, Measurement, Evaluation, Testing

(USA and Canada)

Respondents: 16

Gross Income Range for 2023	Percentage of Respondents
Less than \$30,000	0%
\$30,000-\$49,999	6.25%
\$50,000-\$69,999	6.25%
\$70,000-\$89,999	6.25%
\$90,000-\$109,000	25%
\$110,000-\$124,999	6.25%
\$125,000-149,000	6.25%
\$150,000-\$174,999	12.5%
\$175,000-\$199,999	18.75%
\$200,000 or more	12.5%

Retired or Student

(USA and Canada)

Respondents: 19

Gross Income Range for 2023	Percentage of Respondents
Less than \$30,000	10.53%
\$30,000-\$49,999	10.53%
\$50,000-\$69,999	15.79%
\$70,000-\$89,999	5.26%
\$90,000-\$109,000	5.26%
\$110,000-\$124,999	0%
\$125,000-149,000	36.84%
\$150,000-\$174,999	10.53%
\$175,000-\$199,999	0%
\$200,000 or more	5.26%

Sales, Business Development

(USA and Canada)

Respondents: 50

Gross Income Range for 2023	Percentage of Respondents
Less than \$30,000	0%
\$30,000-\$49,999	0%
\$50,000-\$69,999	8%
\$70,000-\$89,999	8%
\$90,000-\$109,000	10%
\$110,000-\$124,999	4%
\$125,000-149,000	20%
\$150,000-\$174,999	20%
\$175,000-\$199,999	8%
\$200,000 or more	22%

Technician: Operations and Maintenance

(USA and Canada)

Respondents: 62

Gross Income Range for 2023	Percentage of Respondents
Less than \$30,000	3.23%
\$30,000-\$49,999	0%
\$50,000-\$69,999	12.9%
\$70,000-\$89,999	20.97%
\$90,000-\$109,000	24.19%
\$110,000-\$124,999	16.13%
\$125,000-149,000	17.74%
\$150,000-\$174,999	4.84%
\$175,000-\$199,999	0%
\$200,000 or more	0%

Other

(USA and Canada)

Respondents: 35

Gross Income Range for 2023	Percentage of Respondents
Less than \$30,000	0%
\$30,000-\$49,999	5.71%
\$50,000-\$69,999	2.86%
\$70,000-\$89,999	8.57%
\$90,000-\$109,000	5.71%
\$110,000-\$124,999	14.29%
\$125,000-149,000	17.14%
\$150,000-\$174,999	11.43%
\$175,000-\$199,999	11.43%
\$200,000 or more	22.86%

Systems Integration/ Consulting Engineering

(USA and Canada)

Respondents: 48

Gross Income Range for 2023	Percentage of Respondents
Less than \$30,000	6.25%
\$30,000-\$49,999	4.17%
\$50,000-\$69,999	12.5%
\$70,000-\$89,999	6.25%
\$90,000-\$109,000	10.42%
\$110,000-\$124,999	12.5%
\$125,000-149,000	18.75%
\$150,000-\$174,999	16.67%
\$175,000-\$199,999	4.17%
\$200,000 or more	8.33%

Training and Education

(USA and Canada)

Respondents: 19

Gross Income Range for 2023	Percentage of Respondents
Less than \$30,000	5.26%
\$30,000-\$49,999	5.26%
\$50,000-\$69,999	15.79%
\$70,000-\$89,999	5.26%
\$90,000-\$109,000	5.26%
\$110,000-\$124,999	21.05%
\$125,000-149,000	10.53%
\$150,000-\$174,999	10.53%
\$175,000-\$199,999	10.53%
\$200,000 or more	10.53%