



Institute of
PACKAGING
PROFESSIONALS

2017 Salary Survey

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Introduction

This report provides an in-depth analysis of salary levels for packaging professionals working in all industries. The amount a person earns can be influenced by a wide variety of factors, including job function, education, experience and association membership. The product of a market research study, the information contained in this report is valuable to anyone concerned with salary levels among packaging professionals.

Method

The information provided in this report was generated in the following manner:

- A questionnaire was developed and posted to the IoPP website from January 20th – March 7th 2017.
- Both IoPP members and non-members were encouraged to participate in this study.
- A total of 917 usable replies were received from IoPP members and non-members.

Results

- A sample of 917 yields a margin of error of $\pm 3.2\%$ using a 95% level of certainty. However, the base of respondents varies from question to question as non-response and unqualified respondents may not be included in the results.
- Salary information contained in this report was cross-tabulated by the following parameters:
 - Age
 - Experience
 - Gender
 - Education
 - Select Job Functions
 - Organization Type
 - Company Size
 - Geography
- Specific margins of error associated with various sample sizes may vary widely and are presented in the table below.

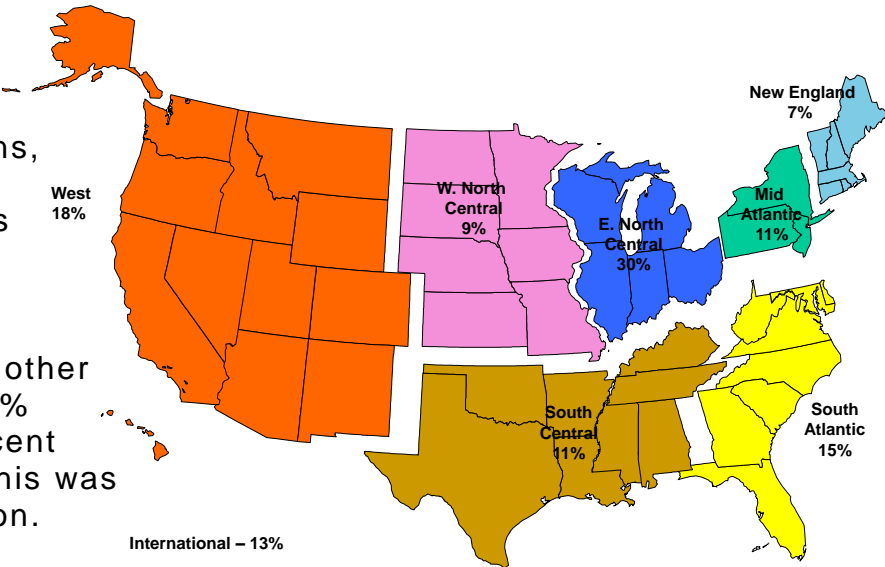
1-α = 95%	n =								
p =	100	200	300	400	500	600	700	800	917
10% or 90%	5.9%	4.2%	3.4%	2.9%	2.6%	2.4%	2.2%	2.1%	1.9%
20% or 80%	7.8%	5.5%	4.5%	3.9%	3.5%	3.2%	3.0%	2.8%	2.6%
30% or 70%	9.0%	6.4%	5.2%	4.5%	4.0%	3.7%	3.4%	3.2%	3.0%
40% or 60%	9.6%	6.8%	5.5%	4.8%	4.3%	3.9%	3.6%	3.4%	3.2%
50%	9.8%	6.9%	5.7%	4.9%	4.4%	4.0%	3.7%	3.5%	3.2%

SECTION I: RESPONDENT PROFILE

Location

39% of all respondents work in the North Central Regions, while 18% work in the Northeast which consists of the New England and Mid-Atlantic regions.

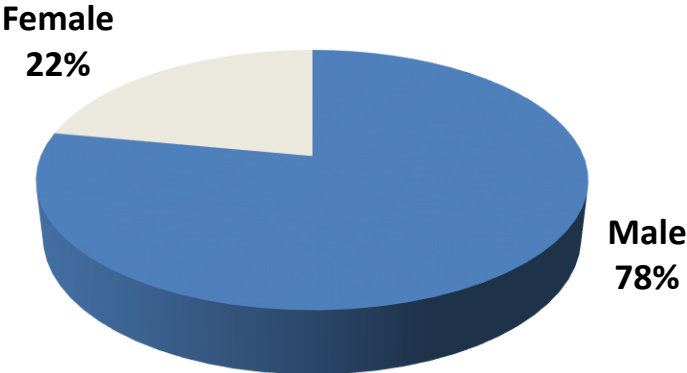
Respondents working in other countries account for 13% of all respondents. Percent totals exceed 100% as this was a multiple choice question.



Base: 917

Gender

78% of respondents are male, while 22% are female.



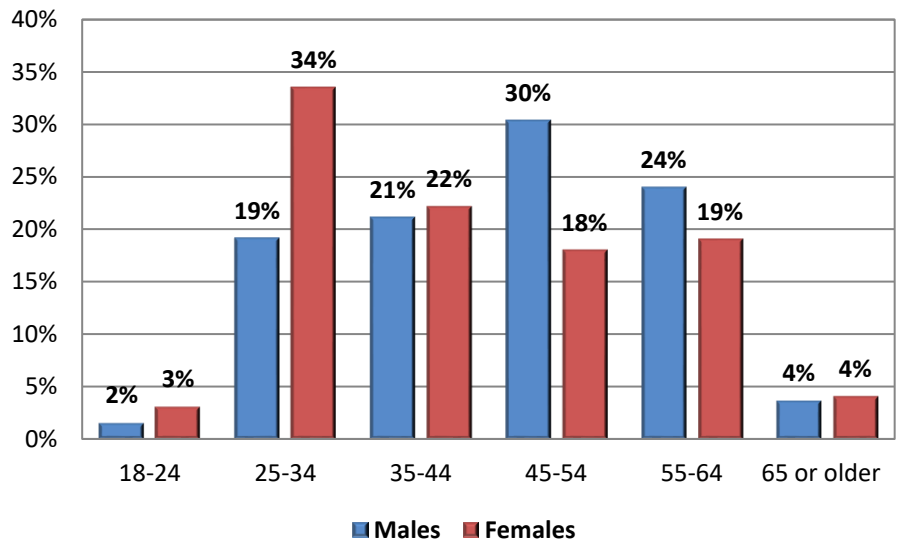
Base: 899

SECTION I: RESPONDENT PROFILE

Age

The average respondent is 45.4 years old.

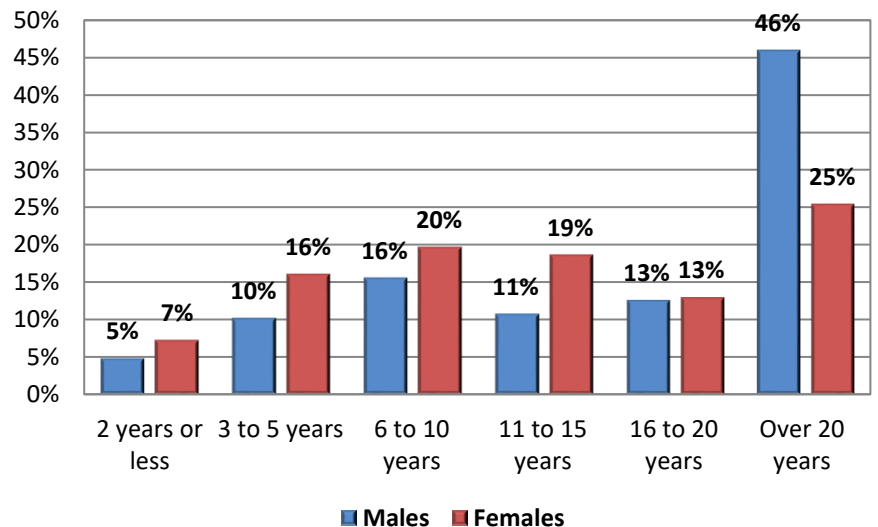
Male respondents are about 3 years older than female respondents (average ages of 46.2 years for males, 42.4 for females).



Experience

The average respondent has 15.1 years of experience in the packaging field.

As compared to their female counterparts, the average male has almost 3 more years of experience, at 15.7 years, while the average female respondent has 12.8 years of experience.

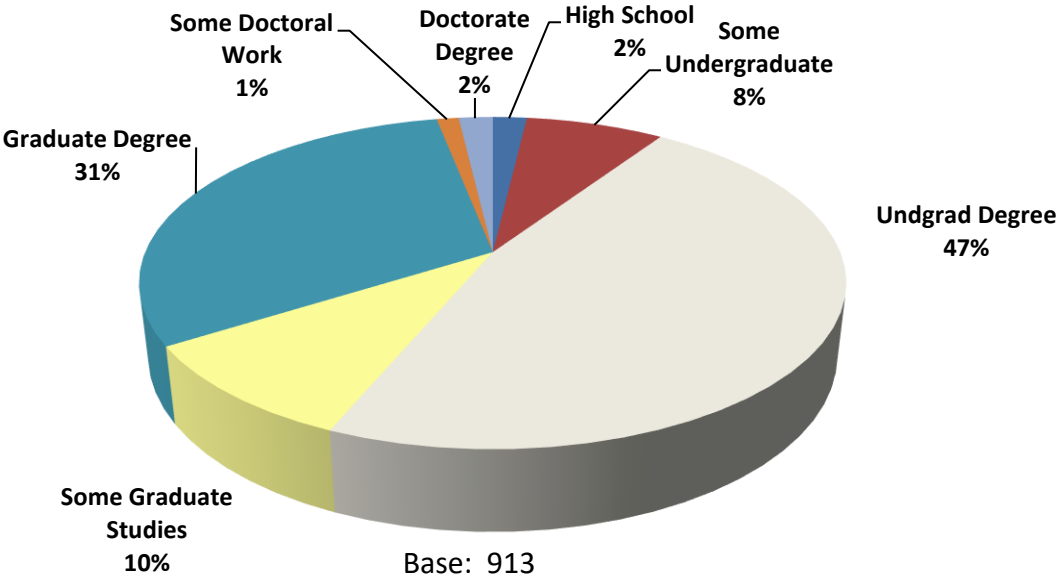


SECTION I: RESPONDENT PROFILE

Education

Over 90% of all respondents are college graduates.

47% have an undergraduate degree and 31% have earned their master's degree. 2% have earned a PhD.

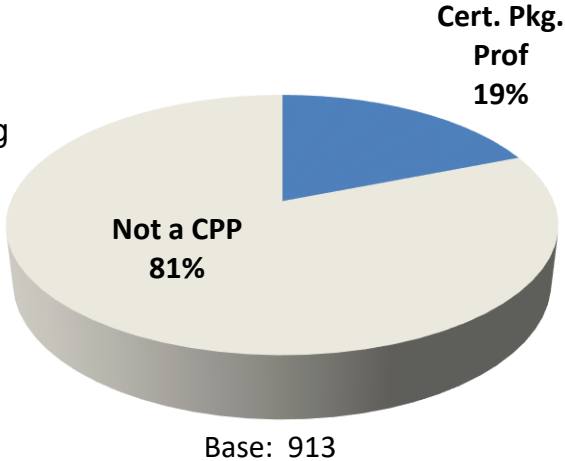


SECTION I: RESPONDENT PROFILE

Certification

19% of all respondents are Certified Packaging Professionals (CPP).

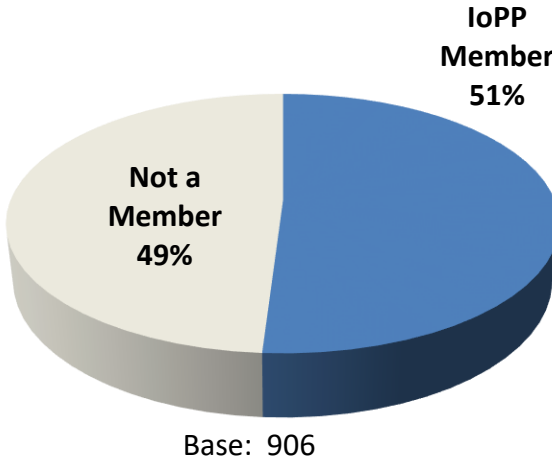
Engineers, and those working in R&D are more likely to be CPP certified, while marketing/sales or production are less likely.



IoPP Membership

51% of all respondents report that they are a member of the IoPP.

Respondents working for packaging end user organizations are more likely to be an IoPP member.



SECTION I: RESPONDENT PROFILE

Job Function

32% of all respondents work as engineers. Respondents who work for end users are more likely to be engineers than those who work for suppliers (48% vs. 9%). Respondents working for a supplier organization are more likely to work in a marketing/sales job function (40% vs. 1% among end user respondents).

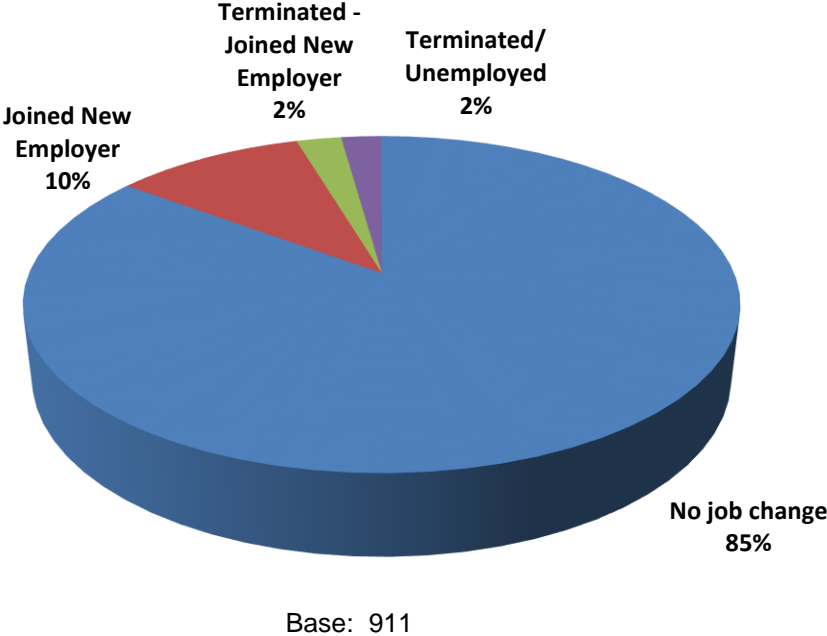
Job Function	Pct.	Job Function	Pct.
Engineering	32%	Contract Packaging	1%
Research & Development	19%	Graphic Design	1%
Marketing/Sales	15%	Distribution	1%
Corporate Management	11%	Regulatory	1%
Supply Chain Management	4%	Education	1%
Structural Design	4%	Warehouse Logistics	0%
Consultant	4%	Human Resources	0%
Package Production	2%	Sustainability & Compliance	0%
Quality Control	2%	Other	2%

Base: 914

SECTION I: RESPONDENT PROFILE

Employment Status

85% of all respondents reported no job change in 2016. 10% voluntarily changed jobs. 2% were terminated at some point in 2016 and are now working in another organization. 2% of all respondents are still unemployed.



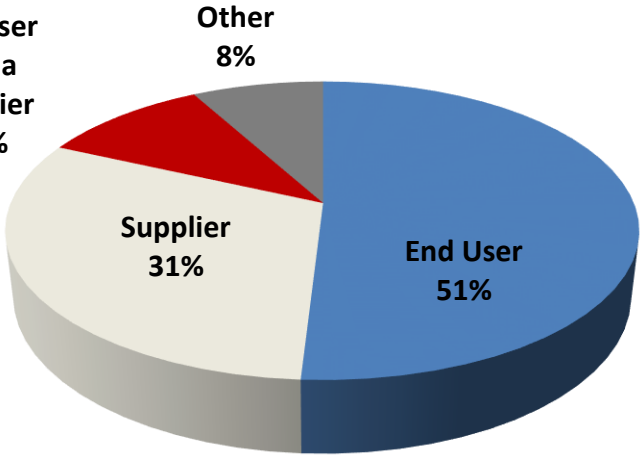
SECTION II: COMPANY DEMOGRAPHICS

Type of Company

Half of all respondents work for end users of packaging machinery, materials and/or services, while 31% work for a supplier of these products.

End user firms tend to be much larger than supplier firms (weighted averages of 21,526 and 6,209 employees, respectively).

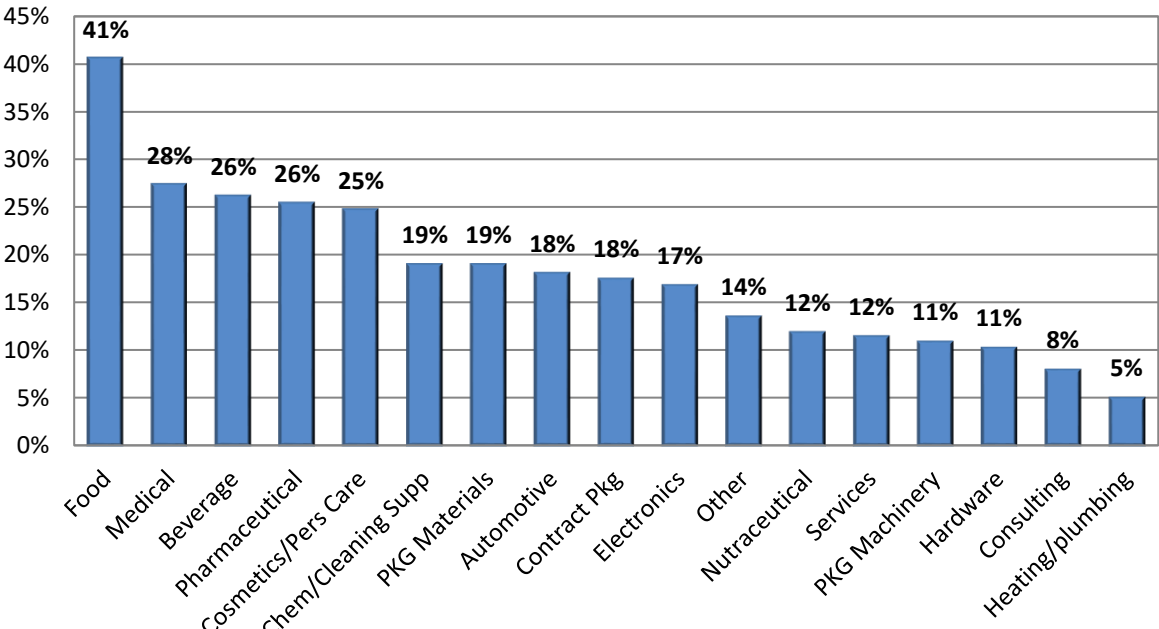
Both an end user and a supplier
10%



Base: 918

Industry/Products

41% of all respondents report their company works in the food industry, while 28% work in the medical industry. Results vary widely by whether a respondent's company is an end user or supplier. This was a multiple choice question, so percent totals will exceed 100%

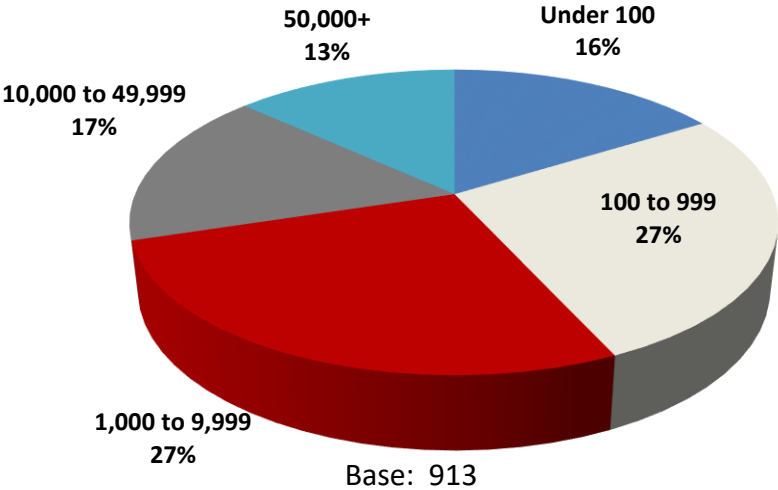


Base: 914

SECTION II: COMPANY DEMOGRAPHICS

Company Size (employees)

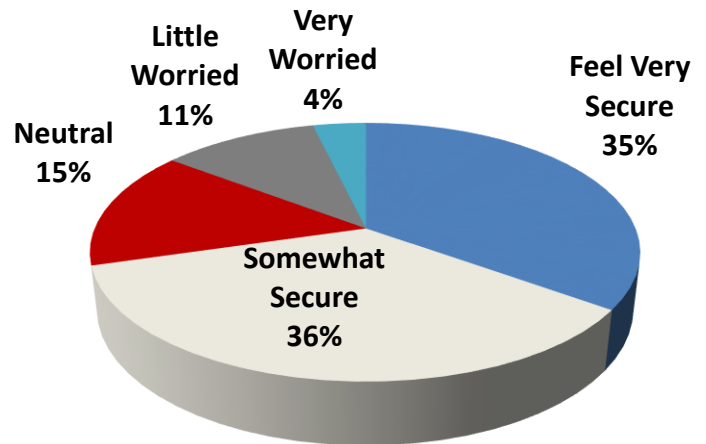
Respondents work for companies of all sizes. The average respondent works in a company of 14,610 employees.



SECTION III: CAREER SATISFACTION

Satisfaction with Job Security

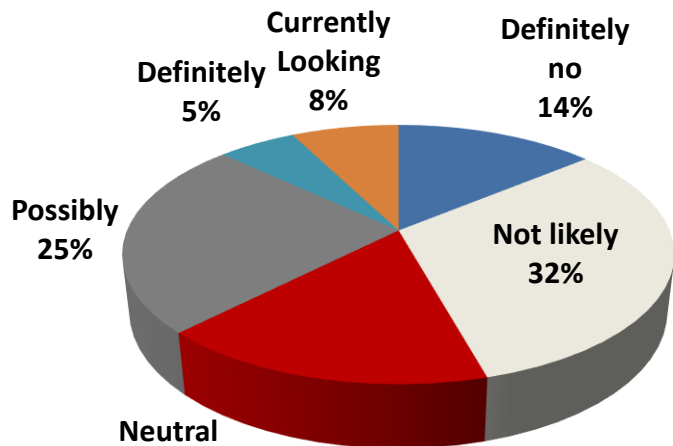
71% of all respondents are very or somewhat secure with their job (consistent with last year), while 16% are “a little” or “very” worried. Respondents working in Marketing/Sales feel least secure as only 62% of this group are very or somewhat secure in their jobs.



Base: 914

New Jobs in 2017

Respondents were asked to indicate the likelihood of actively seeking a new job in 2017. 13% have definite plans to search or are currently looking. Another 25% indicate a job change is a possibility.



Base: 914

SECTION III: CAREER SATISFACTION

Tools to Become a Better Packaging Professional

Survey participants were asked to comment on the one thing they needed to make them a better packaging professional. A total of 565 respondents answered this question. Of these respondents....

- ...146 indicated they needed more training & education, i.e. classwork or seminars.
- ...122 said they needed more on-the-job experience.
- ...71 wanted access to better industry information.
- ...50 said they wanted better access to industry news & trends.
- ...48 indicated they needed more time, or more efficient use of time.
- ...47 looked for better networking/contact opportunities.
- ...30 wanted more resources at work.
- ...22 wanted more recognition for their work or for the packaging function.
- ...17 referred to obtaining a CPP certification.
- ...19 said their company needed more/more competent people.

SECTION IV: BENEFIT & COMPENSATION INFORMATION

Total Compensation in 2016

In order to accurately measure industry compensation trends, respondents working in foreign countries were reported separately and not included in the trend results below as changes in currency conversions (e.g. Canadian Dollars, British Pounds, etc) could not be taken into account.

The table below compares results for all domestic respondents from 2012-2016.

Percent Earning:	Trends (Domestics Only)				
	2012	2013	2014	2015	2016
Under \$50,000	5%	4%	3%	3%	2%
\$50,000 - \$69,999	16%	15%	15%	14%	12%
\$70,000 - \$99,999	29%	30%	31%	32%	28%
\$100,000 - \$149,999	32%	33%	32%	33%	36%
\$150,000 - \$199,999	13%	12%	11%	11%	14%
\$200,000 or more	5%	6%	7%	7%	8%
Average Total Compensation:	\$110,213	\$109,509	\$113,071	\$115,237	\$119,714
Base:	1,372	1,179	963	856	761

SECTION IV: BENEFIT & COMPENSATION INFORMATION

Compensation By Age

Respondents' total compensation varies widely by age, ranging from an average of just over \$80,000 among those under 35 to over \$135,000 among those in their peak earning years (45+).

Percent Earning:	Respondents by Age				
	18-34	35-44	45-54	55-64	65+
Under \$50,000	8%	10%	2%	3%	9%
\$50,000 - \$69,999	28%	8%	6%	8%	3%
\$70,000 - \$99,999	48%	25%	16%	19%	18%
\$100,000 - \$149,999	15%	39%	42%	41%	35%
\$150,000 - \$199,999	0%	11%	20%	18%	18%
\$200,000 or more	1%	6%	13%	11%	18%
Average Total Compensation:	\$80,642	\$111,667	\$138,186	\$130,342	\$137,647
Base:	218	195	255	212	34

Compensation By Experience

Like age, experience is also a strong determinant in salary.

Percent Earning:	Experience					
	1-2 Yrs Exp	3-5 Yrs Exp	6-10 Yrs Exp	11-15 Yrs Exp	16-20 Yrs Exp	20 Yrs + Exp
Under \$50,000	17%	10%	7%	9%	4%	3%
\$50,000 - \$69,999	46%	30%	11%	6%	8%	5%
\$70,000 - \$99,999	19%	48%	45%	25%	27%	14%
\$100,000 - \$149,999	17%	11%	28%	42%	42%	42%
\$150,000 - \$199,999	0%	2%	5%	12%	11%	21%
\$200,000 or more	2%	0%	4%	6%	7%	14%
Average Total Compensation:	\$72,969	\$76,130	\$100,117	\$113,274	\$118,072	\$141,152
Base:	48	104	150	113	118	382

SECTION IV: BENEFIT & COMPENSATION INFORMATION

Compensation By Gender

Overall, males earn more than females. While it's important to keep in mind that male respondents typically have more experience (and are older), they also typically earn 23% more in total annual compensation.

Percent Earning:	Gender	
	Males	Females
Under \$50,000	5%	8%
\$50,000 - \$69,999	10%	21%
\$70,000 - \$99,999	26%	28%
\$100,000 - \$149,999	35%	34%
\$150,000 - \$199,999	15%	7%
\$200,000 or more	10%	4%
Average Total Compensation:	\$121,773	\$98,956
Base:	705	194

Compensation By Education

Respondents who have attended graduate school or have completed their degree tend to earn more than those with only a Bachelor's degree.

Percent Earning:	Education				
	HS Grad/ Some College	Under-Grad Degree	Some Grad Studies	Graduate Degree	Post-Grad Or PhD
Under \$50,000	10%	3%	3%	10%	7%
\$50,000 - \$69,999	22%	14%	6%	8%	11%
\$70,000 - \$99,999	23%	31%	25%	22%	21%
\$100,000 - \$149,999	27%	34%	45%	35%	29%
\$150,000 - \$199,999	13%	11%	17%	14%	18%
\$200,000 or more	5%	8%	4%	11%	14%
Average Total Compensation:	\$101,919	\$115,583	\$121,264	\$120,842	\$128,839
Base:	86	429	89	282	28

SECTION IV: BENEFIT & COMPENSATION INFORMATION

Compensation by Job Function

Respondents working in Corporate Management earned the most in 2016, followed by those working in the Marketing/Sales function.

Percent Earning:	Job Function							
	Consultants	Corp. Mgmt.	Engineering	Mktg. / Sales	Production	R & D	Struct. Design	Supply Chain
Under \$50,000	6%	1%	2%	4%	13%	9%	8%	5%
\$50,000 - \$69,999	24%	2%	11%	9%	13%	8%	34%	24%
\$70,000 - \$99,999	27%	6%	35%	14%	6%	30%	42%	22%
\$100,000 - \$149,999	24%	36%	39%	38%	50%	36%	16%	39%
\$150,000 - \$199,999	12%	26%	7%	22%	13%	14%	0%	5%
\$200,000 or more	6%	29%	4%	13%	6%	3%	0%	5%
Average Total Compensation:	\$104,394	\$169,025	\$109,273	\$137,730	\$117,344	\$107,147	\$77,632	\$103,902
Base:	33	100	289	141	16	170	38	41

Compensation by Company Size

Compensation varies by company size, but no correlation appears in this year's data.

Percent Earning:	Company Size (employees)								
	1 to 9	10 to 49	50 to 99	100 to 499	500 to 999	1,000 to 4,999	5,000 to 9,999	10,000 to 49,999	50,000 or more
Under \$50,000	11%	13%	8%	9%	4%	4%	5%	2%	3%
\$50,000 - \$69,999	22%	10%	20%	17%	20%	11%	7%	7%	6%
\$70,000 - \$99,999	22%	22%	27%	33%	19%	22%	28%	31%	26%
\$100,000 - \$149,999	19%	30%	37%	21%	35%	43%	38%	35%	44%
\$150,000 - \$199,999	16%	10%	0%	12%	14%	11%	12%	21%	12%
\$200,000 or more	11%	15%	8%	9%	7%	9%	10%	4%	9%
Average Total Compensation:	\$109,662	\$119,125	\$102,108	\$109,985	\$114,669	\$119,363	\$123,953	\$119,967	\$125,062
Base:	37	60	51	163	83	161	86	151	121

SECTION IV: BENEFIT & COMPENSATION INFORMATION

Compensation By Organization Type

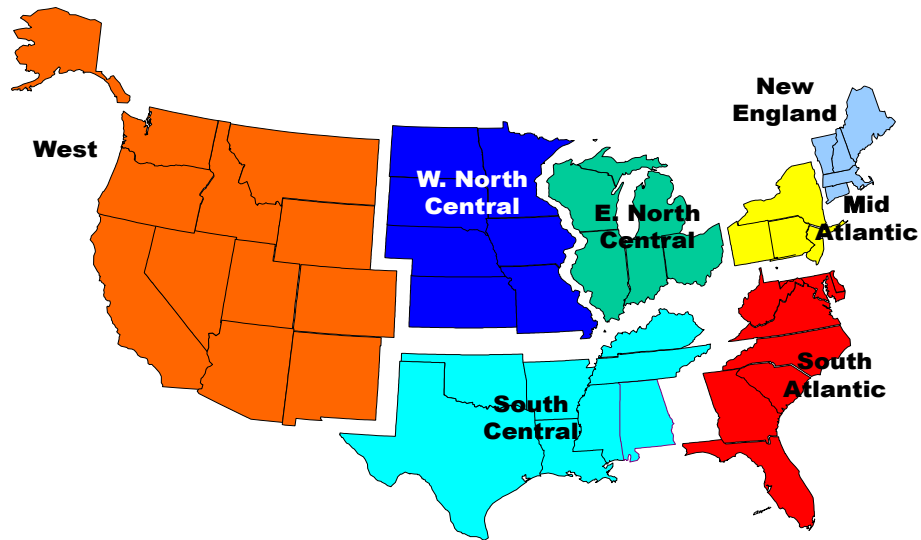
Respondents working in supplier organizations tended to earn more in 2016.

Percent Earning:	End Users/Suppliers		
	End User	Supplier	Both/Other
Under \$50,000	4%	5%	12%
\$50,000 - \$69,999	11%	12%	15%
\$70,000 - \$99,999	30%	21%	25%
\$100,000 - \$149,999	39%	27%	34%
\$150,000 - \$199,999	10%	21%	7%
\$200,000 or more	6%	13%	6%
Average Total Compensation:	\$114,446	\$130,080	\$102,575
Base:	465	282	166

SECTION IV: BENEFIT & COMPENSATION INFORMATION

Compensation by Geography

The table below summarizes all respondents by their location.



Percent Earning:	Location (Based on those who checked only one location)								
	North-east	Mid Atlantic	South Atlantic	East North Central	West North Central	South Central	West	All Domestic	Foreign
Under \$50,000	0%	5%	2%	2%	6%	6%	1%	2%	29%
\$50,000 - \$69,999	11%	7%	11%	14%	12%	5%	13%	12%	16%
\$70,000 - \$99,999	22%	23%	23%	32%	34%	25%	27%	28%	21%
\$100,000 - \$149,999	42%	35%	39%	34%	36%	40%	36%	36%	21%
\$150,000 - \$199,999	13%	18%	15%	14%	6%	8%	16%	14%	8%
\$200,000 or more	11%	12%	10%	4%	6%	17%	7%	8%	5%
Average Total Compensation:	\$125,222	\$128,373	\$127,098	\$112,618	\$105,522	\$131,846	\$120,981	\$119,714	\$88,415
Base:	45	83	112	254	67	65	135	761	112

SECTION IV: BENEFIT & COMPENSATION INFORMATION

Packaging Certification

Engineers and R&D scientists who are Certified Packaging Professionals earned slightly more those who are not certified.

Percent Earning:	CPP (Eng/RD Only)	
	Cert. Pkg. Prof	Not a Cert. Pkg. Prof
Under \$50,000	3%	6%
\$50,000 - \$69,999	7%	11%
\$70,000 - \$99,999	30%	35%
\$100,000 - \$149,999	46%	36%
\$150,000 - \$199,999	10%	9%
\$200,000 or more	3%	4%
Average Total Compensation:	\$113,120	\$107,072
Base:	117	339

IoPP Membership

Members who responded earn more than non-members.

Percent Earning:	IoPP Member	
	IoPP Member	IoPP Non-Member
Under \$50,000	3%	9%
\$50,000 - \$69,999	11%	12%
\$70,000 - \$99,999	28%	25%
\$100,000 - \$149,999	38%	32%
\$150,000 - \$199,999	13%	13%
\$200,000 or more	7%	10%
Average Total Compensation:	\$118,056	\$115,878
Base:	459	447

SECTION IV: BENEFIT & COMPENSATION INFORMATION

Earnings Expectations for 2017

64% of all respondents expect to earn more in 2017 than they did last year, which is comparable to last year's result. Expectations correlate to age, as the portion expecting to earn more decreases with age.

