



Institute of  
**PACKAGING**  
**PROFESSIONALS**



# IoPP 2022 Salary Survey

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## Mission Statement

The Institute of Packaging Professionals is dedicated to creating networking and educational opportunities that help packaging professionals succeed.

## Vision Statement

IoPP will be the central unifying force for the packaging value chain, for the benefit of its members, the packaging community, the environment and our global society.

## Core Values

IoPP is dedicated to the proposition that packaging is a positive, environmentally responsible and economically efficient force, operating in a modern economic society for the benefit and improved well-being of its people.

IoPP is committed to leadership in packaging through the continuing education and growth of its members and other packaging professionals.

IoPP is operated with rigorous quality standards, reinforced by continuous improvement and growth in the organization, its activities and operations.

IoPP is working with a dedicated team of volunteer leaders and employed staff, which collaborate efficiently and effectively for the betterment of packaging, the packaging community, IoPP and all of us as individuals; IoPP is maintaining timely and efficient communications among themselves and all other interested parties.

IoPP is operated by individuals with a high standard of ethical conduct in all affairs, within budget and with cost controls to effect fiscal responsibility.

## As we return closer to normal, IoPP is ready to broaden its impact



You know the old saying, “what a difference a year makes?” Well, it would appear we’ve put the pandemic in our rearview mirror (or at least in the side view and we’re passing it). This past year for IoPP has begun to feel a little more like normal. We had a great time and showing at PACK EXPO Las Vegas and PACK EXPO East. It was great for the IoPP staff, board members and members to be able to interact in person. We look forward to doing more of that. In fact, we just finished the first in-person sessions of Fundamentals of Packaging Technology in several years, with fall classes on the horizon. This course continues to be a strong tool in our education toolbox, along with the many webinars and other classes we offer.

In my third year as Board Chair, we continued to look at how IoPP could add value for our members and the packaging community at large. With that in mind, we launched [Mentor Match](#), a program that is slowly gaining traction. It offers an opportunity to become a mentor or a mentee and provides one-on-one focused mentorship; the two of you make it what you want. Please check it out on our [website](#) and see if it’s right for you.

In addition, two of our longstanding programs I’m proud of are the [AmeriStar Package Awards](#) and our [packaging education scholarships](#). Are you familiar with them? AmeriStar recognizes your creative and innovative packaging designs (there also is a [Student AmeriStar Awards](#) competition) and the scholarships help raise awareness of packaging as a career choice by supporting the education of those entering the field. Please take time to acquaint yourself with them if you’re not already familiar.

If you’re not already a member of IoPP, I personally invite you to [join us!](#)

We will continue to look for ways to engage the packaging community, extend our reach and drive the Institute forward. Once again, I am pleased to share the results of the IoPP 2022 Salary Survey.

Respectfully,



**Rebecca Lane Oesterle, CPPL**  
Chair, Institute of Packaging Professionals

[See who else is on the Board of Directors.](#)



We aim to use our scale, reach, and expertise to **help build a more sustainable food system;** one that can meet human needs for nutrition and enjoyment, and continue to drive economic and social development, without exceeding the natural boundaries of the planet.

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## PepsiCo Proudly Supports IOPP

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Institute of  
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# **2022 Salary Survey Report**

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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 18<sup>th</sup> – April 15<sup>th</sup>, 2022.
- Both IoPP members and non-members were encouraged to participate in this study.
- A total of 600 usable replies were received from IoPP members and non-members.

# Results

- A sample of 600 yields a margin of error of + 4.0% 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
  - Select Job Functions
  - Experience
  - Organization Type
  - Gender
  - Company Size
  - Education
  - Geography
- Specific margins of error associated with various sample sizes may vary widely and are presented in the table below.

2022 n = 600											
1- $\alpha$ = 95%	100	200	300	400	500	600	700	800	900	1,000	1,100
10% or 90%	5.9%	4.2%	3.4%	2.9%	2.6%	2.4%	2.2%	2.1%	2.0%	1.9%	1.8%
20% or 80%	7.8%	5.5%	4.5%	3.9%	3.5%	3.2%	3.0%	2.8%	2.6%	2.5%	2.4%
30% or 70%	9.0%	6.4%	5.2%	4.5%	4.0%	3.7%	3.4%	3.2%	3.0%	2.8%	2.7%
40% or 60%	9.6%	6.8%	5.5%	4.8%	4.3%	3.9%	3.6%	3.4%	3.2%	3.0%	2.9%
50%	9.8%	6.9%	5.7%	4.9%	4.4%	4.0%	3.7%	3.5%	3.3%	3.1%	3.0%

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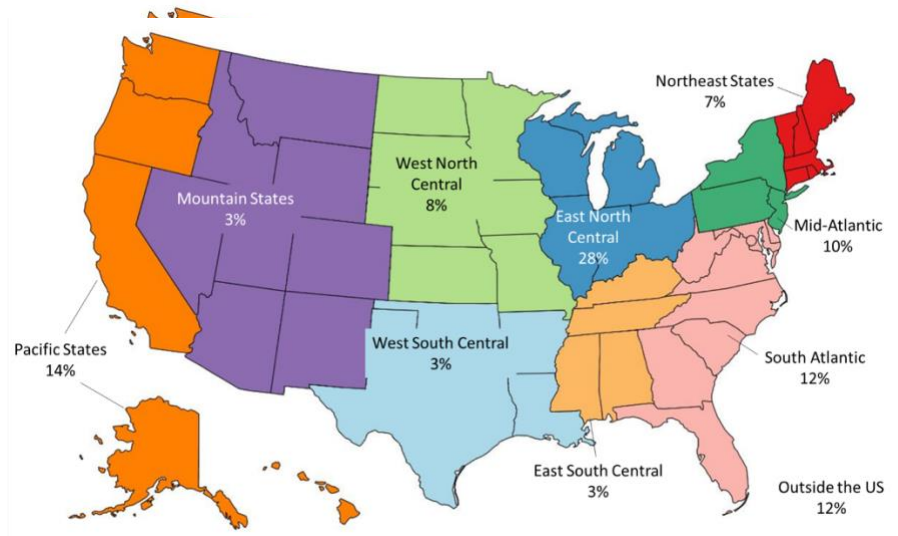
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As the world's largest Hybrid Packaging Supplier,<sup>®</sup> Berlin Packaging is poised to help brands realize their packaging dreams. From ready-to-ship stock packaging to custom design and branding services, we are the one-stop packaging shop. Plus, value-added services like sourcing, supply chain, quality control, and warehousing help our customers Package More Profit.<sup>®</sup>

## SECTION I: RESPONDENT PROFILE

### Location

Overall, over 50% of respondents to IoPP's 2022 salary survey work in the northern states; up slightly since 2021 and 2020, but still a 6% decline from 2019. Respondents working in southern states (18%) have also remained flat from 2021. Although there is little overall change in the wider representation, there is some movement in specific regions, e.g Pacific states gained 2% while Mountain States and West South Central states each declined 1%.

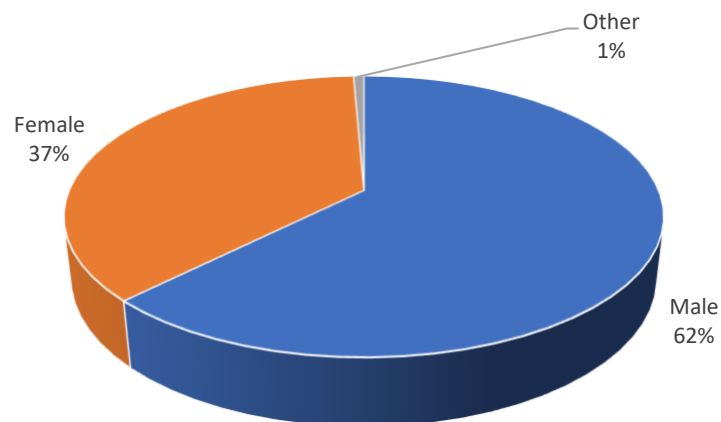


Respondents working in other countries account for 12% of all respondents, down 4% from 2021.

**Base: 600**

### Gender

62% of respondents are male, while 37% are female. 1% of respondents chose not to identify gender.

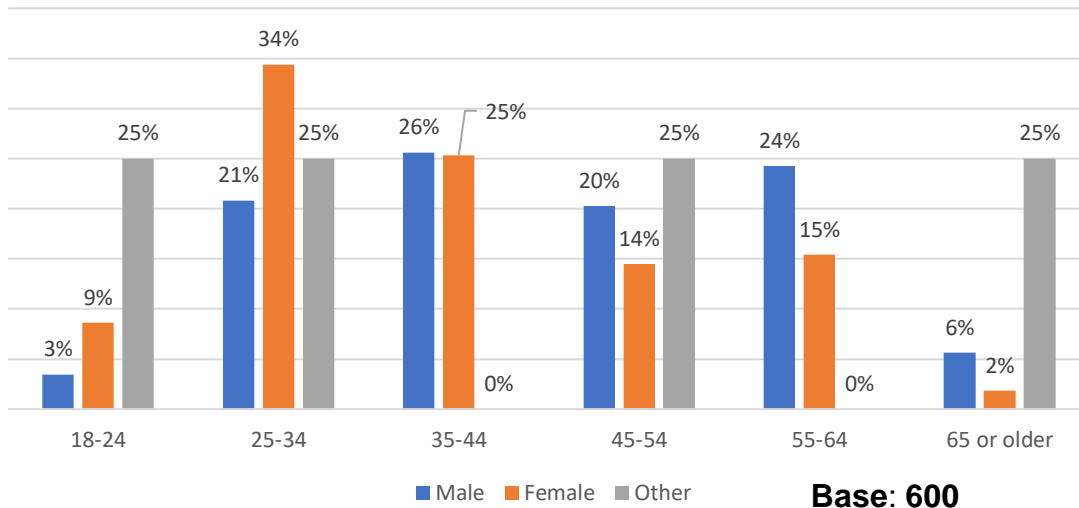


**BASE: 600**

## SECTION I: RESPONDENT PROFILE

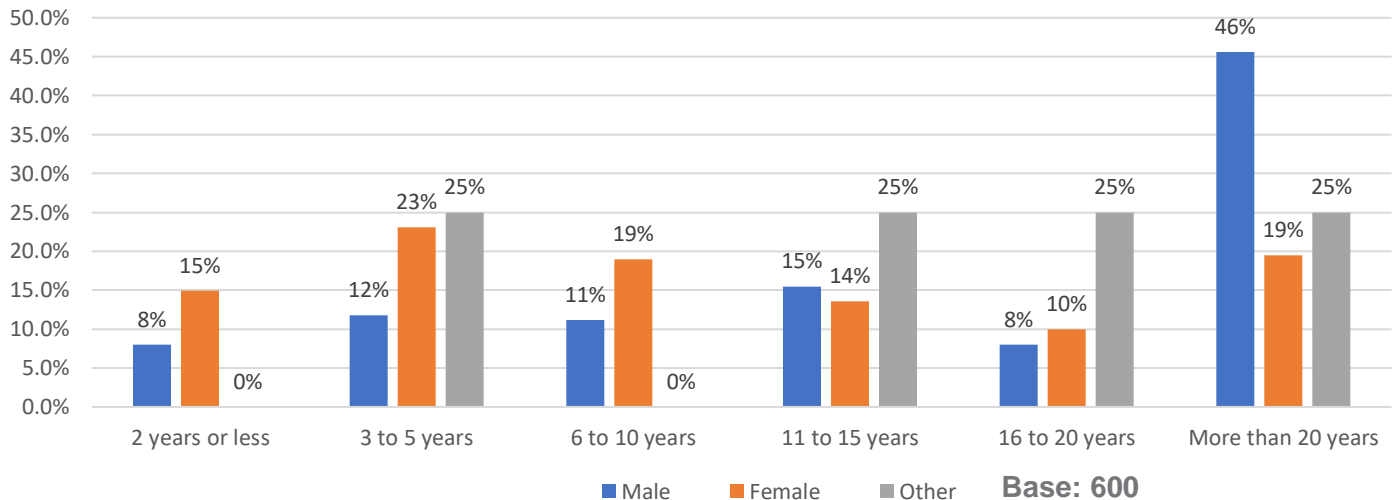
### Age

The average respondent is 51.2 years old. Male respondents in 2021 are about 1 year older than female respondents (average ages of 51.5 years for males, 50.7 for females). The average age for female respondents has gone up by about ten years since 2021.



### Experience

Years of experience for the average respondent have increased slightly from 13.4 years in 2020 to 13.7 years in 2022.



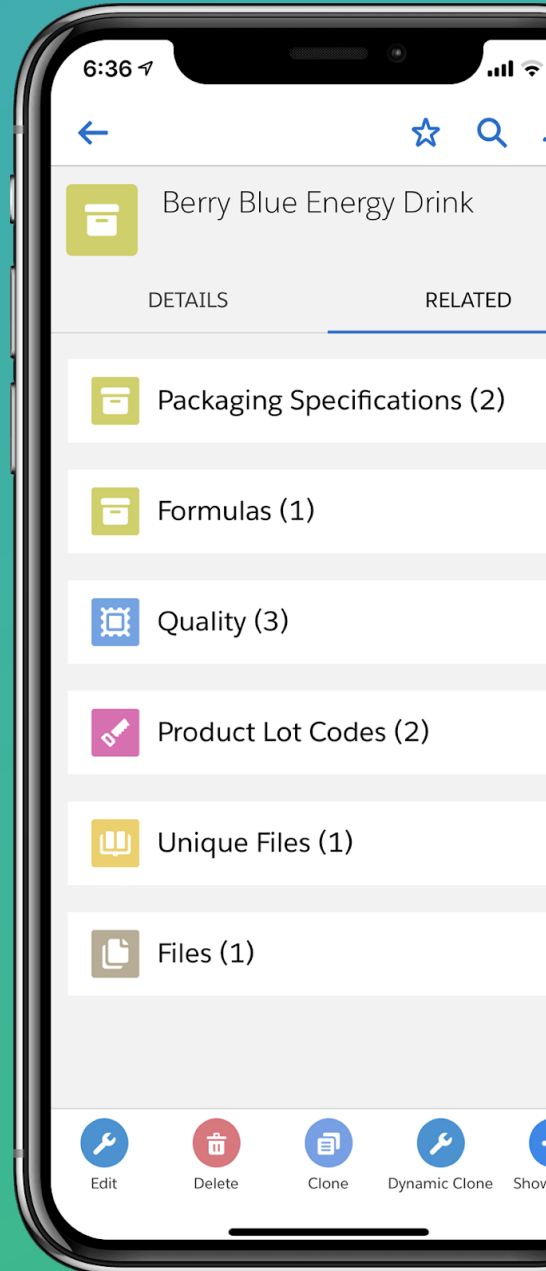
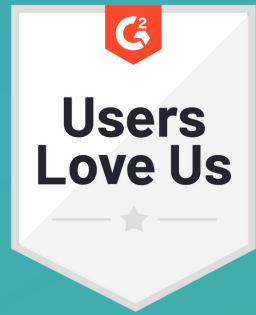
In 2022, the average male has more experience, at 15.4 years, while the average female respondent has 10.7 years. Respondents who did not identify gender have an average of 14.5 years' experience.



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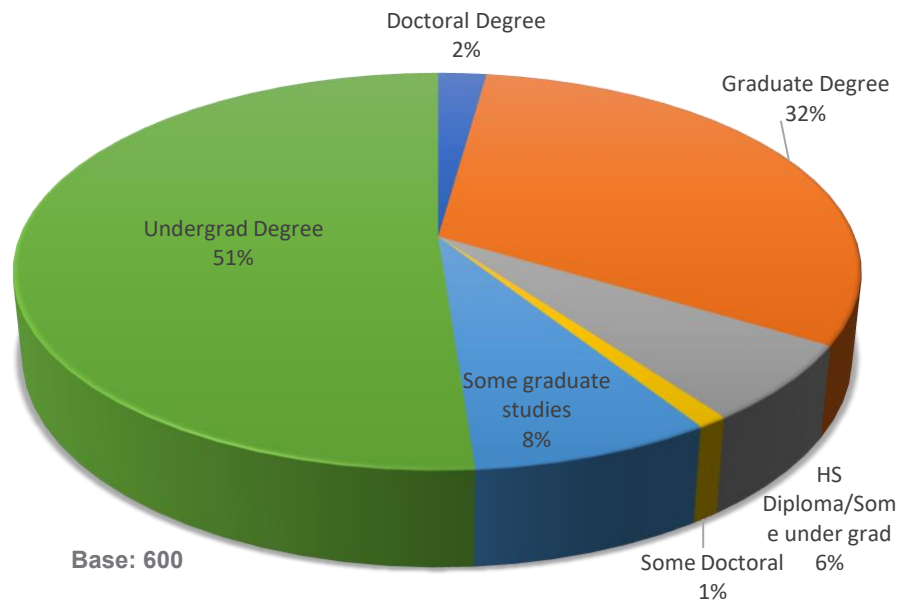
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## SECTION I: RESPONDENT PROFILE

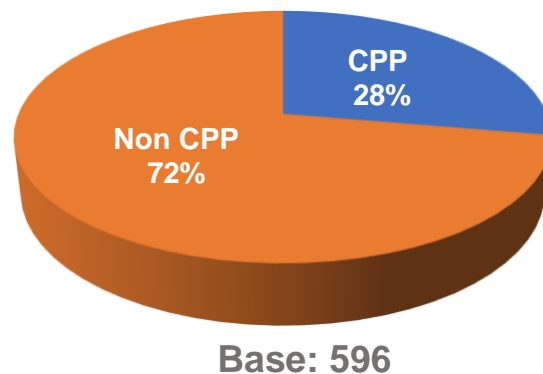
### Education

About 94% of all respondents are college graduates. 51% have an undergraduate degree, a 4% increase from 2021. Respondents with master's degrees have increased by 1% and doctorates have decreased by 1%.



### Certification

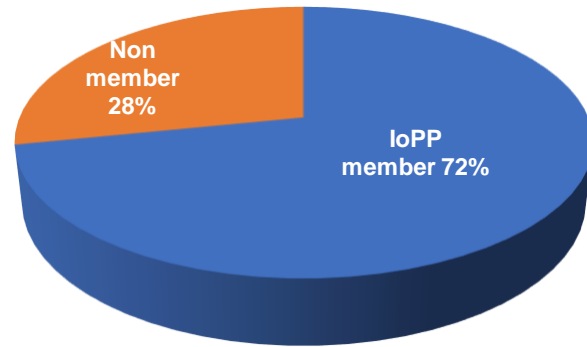
28% of all respondents are Certified Packaging Professionals (CPP), an 8% increase from 2021. In 2022, respondents in Engineering, Packaging Technology/Design, and Research and Development are more likely to be CPP certified, while Human Resources and Warehouse logistics are least likely.



## SECTION I: RESPONDENT PROFILE

### IoPP Membership

72% of all respondents report that they are a member of the IoPP, up from 25% in last year's study. Respondents in Education (100%), Graphic Design (100%), Contract Packaging (100%) and Regulatory (100%) show the highest adoption rate of IoPP membership among all other job functions surveyed.



Base: 600

### Job Function

Engineering (23%), Research & Development (17%) and Marketing/Sales (15%) continue to be the top job functions among all respondents. 13% of respondents in Packaging Technology/Design are also a significant portion of overall respondents. There has not been a significant change since 2021 in the distribution of respondents. Respondents in Package Production decreased by 3% from 2020, but this could be due to the introduction of the Packaging Technology/Design category.

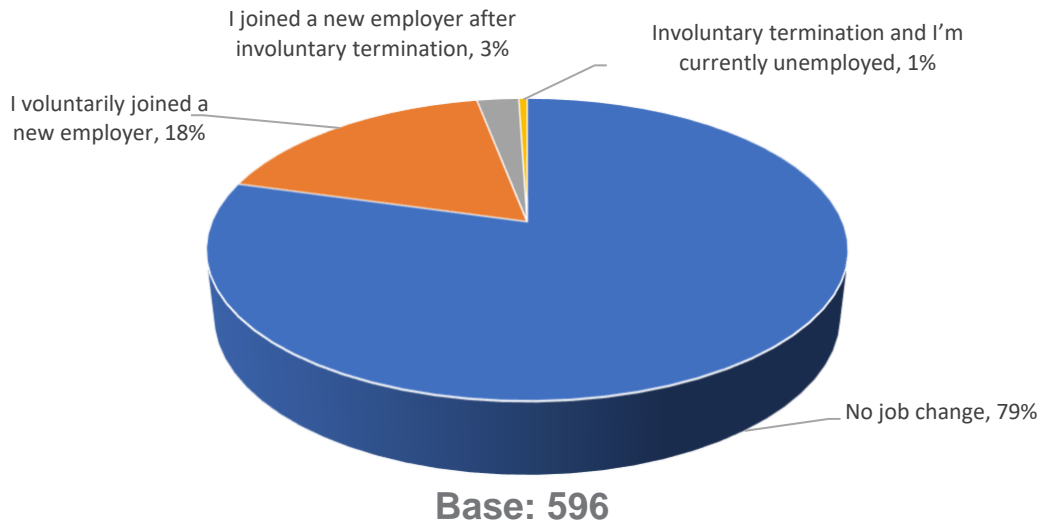
Job Function	%	Job Function	%
Engineering	23%	Package Production	2%
Research & Development	17%	Purchasing	1%
Marketing/Sales	15%	Quality Control	2%
Packaging Technology/Design	13%	Distribution	2%
Corporate Management	7%	Graphic Design	1%
Consultant	6%	Human Resources	1%
Supply Chain Management	1%	Regulatory	1%
Structural Design	2%	Sustainability & Compliance	1%
Contract Packaging	2%	Warehouse Logistics	0%
Education	1%	Other	3%

Base: 597

## SECTION I: RESPONDENT PROFILE

### Employment Status

79% of all respondents reported no job change in 2022; down 5% from 2021. 18% voluntarily changed jobs (up 6% from last year). 2.5% were terminated at some point in 2021 and are now working in another organization, while 0.5% of all respondents were unemployed when they took the survey. Movement from involuntary terminations is essentially flat from 2018 to present, despite the pandemic.



The Packaging Ideas Exchange



## MENTOR MATCH

- IoPP's mentorship program
- Exclusive member benefit
- Connect with members

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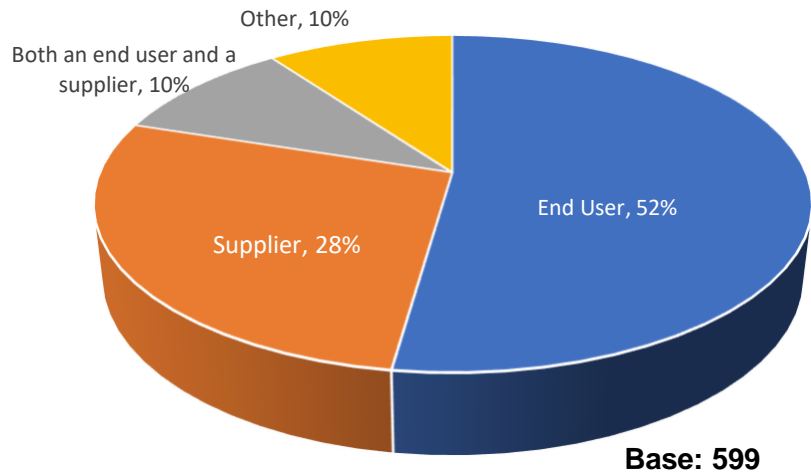


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## SECTION II: COMPANY DEMOGRAPHICS

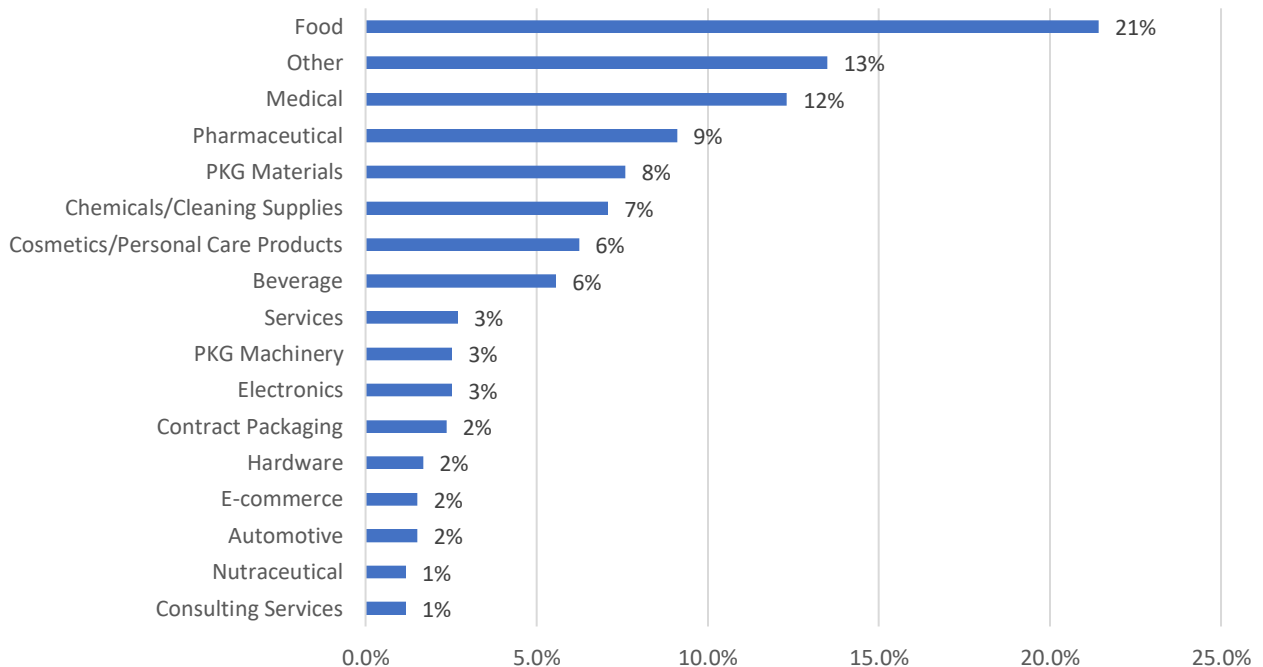
### Type of Company

52% of all respondents work for end users of packaging machinery, materials and/or services (down 1% from 2021), while 28% work for a supplier of these products, similarly to 2021. End user firms tend to be much larger than supplier firms (weighted average company sizes of 21,113 and 6,124 employees, respectively).



### Industry

21% of all respondents report their company primarily does business in the food industry; a 5% decrease from 2021. More than half of respondents working primarily in the food industry have twelve or more years of experience, while 95% have an undergraduate degree or higher.



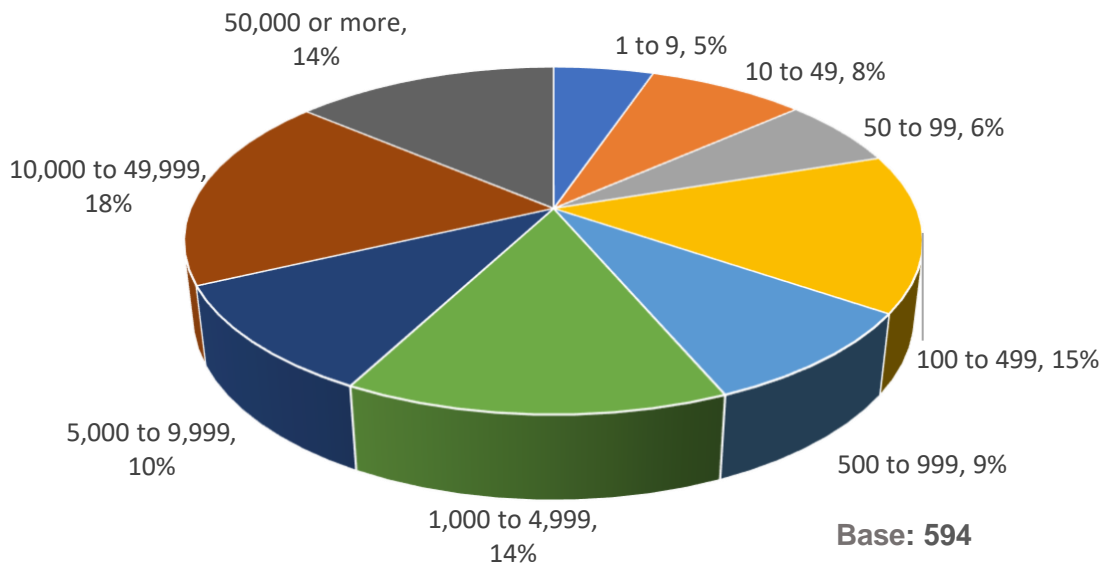
Platinum Partner

**MARS**

## SECTION II: COMPANY DEMOGRAPHICS

### Company Size (employees)

Respondents work for companies of all sizes. The average respondent works in a company of 15,397 employees.



The banner features the Institute of Packaging Professionals logo at the top left. The main text reads "Packaging Education Opportunities" in large, bold, red letters. Below this, three red double-arrow icons point to the following topics: "Fundamentals of Medical Device Packaging", "Fundamentals of Packaging Technology", and "Packaging Machinery: Basics". On the right side, a red circular graphic contains the text "Register Now!". The background shows a blurred image of a person presenting to a group of people in a classroom or meeting setting.

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**Packaging  
Education  
Opportunities**

- » Fundamentals of Medical Device Packaging
- » Fundamentals of Packaging Technology
- » Packaging Machinery: Basics

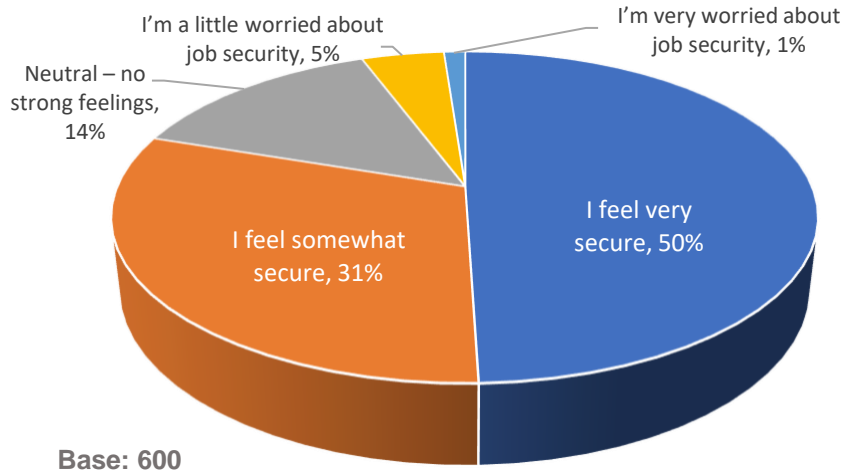
**Register  
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## SECTION III: CAREER SATISFACTION

### Satisfaction with Job Security

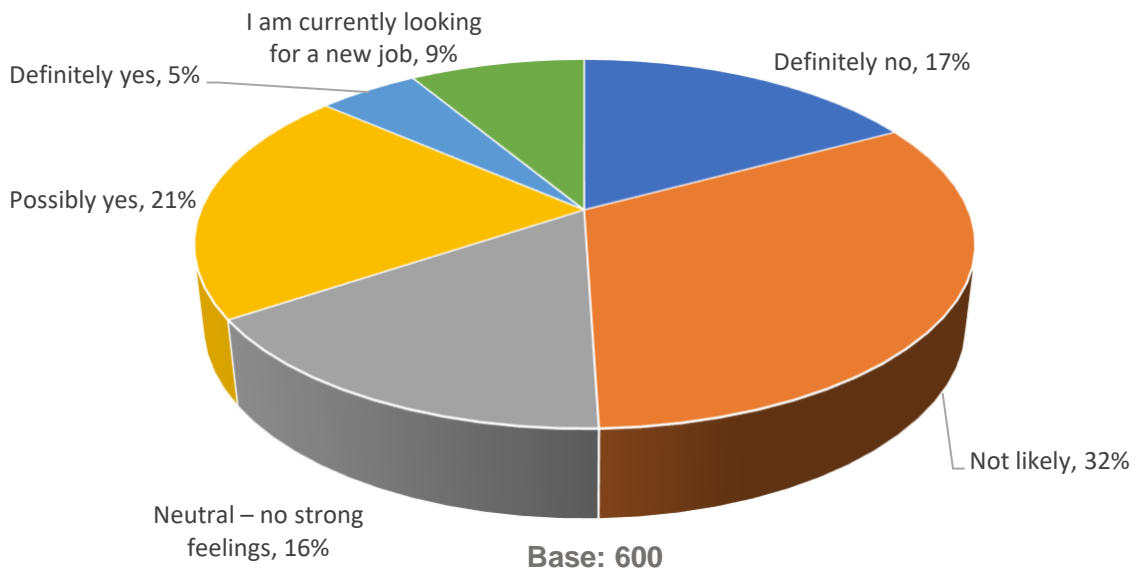
81% of all respondents are “very” or “somewhat” secure with their job (up from 76% last year), while 6% are “a little” or “very” worried.

79% of respondents aged 35-44 are “somewhat” or “very” secure in their jobs, while 10% in the 45-54 group are “a little” or “very” worried.



### New Jobs in 2022

Respondents were asked to indicate the likelihood of actively seeking a new job in 2022. Last year, 24% would “definitely” or “possibly” be looking for something new, while this year, only 25% state they will be looking. 49% of respondents state that it’s “not likely” or they will definitely not be looking for a new position in 2021, down 2% from 2021.



## SECTION IV: BENEFIT & COMPENSATION INFORMATION

### Total Compensation in 2021

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.

Overall, domestic respondents indicated that wages increased in 2021. Particularly, salaries over \$100k increased after dipping slightly in 2019. Earners in the \$100-\$149k range decreased to 33% (up from 31% in 2019), while the \$200k or more range increased 3% from last year. Despite the increase in average salary, this year's domestic respondents had a fewer percentage of highly experienced (20 years or more) workers, (39% in 2021 vs. 36% in 2022).

<b>Trends - Percent Earning (Domestic Only)</b>							
	<b>2015</b>	<b>2016</b>	<b>2017</b>	<b>2018</b>	<b>2019</b>	<b>2020</b>	<b>2021</b>
Under \$50,000	3%	2%	3%	3%	5%	4%	4%
\$50,000 - \$69,999	14%	12%	13%	13%	12%	12%	6%
\$70,000 - \$99,999	32%	28%	26%	27%	32%	27%	26%
\$100,000 - \$149,999	33%	36%	36%	36%	31%	34%	33%
\$150,000 - \$199,999	11%	14%	13%	13%	14%	15%	19%
\$200,000 or more	7%	8%	10%	9%	7%	9%	12%
<b>Average Total Compensation:</b>	<b>\$115,240</b>	<b>\$119,710</b>	<b>\$121,710</b>	<b>\$120,720</b>	<b>\$115,780</b>	<b>\$122,420</b>	<b>\$130,070</b>
Base:	856	761	923	1004	996	828	539

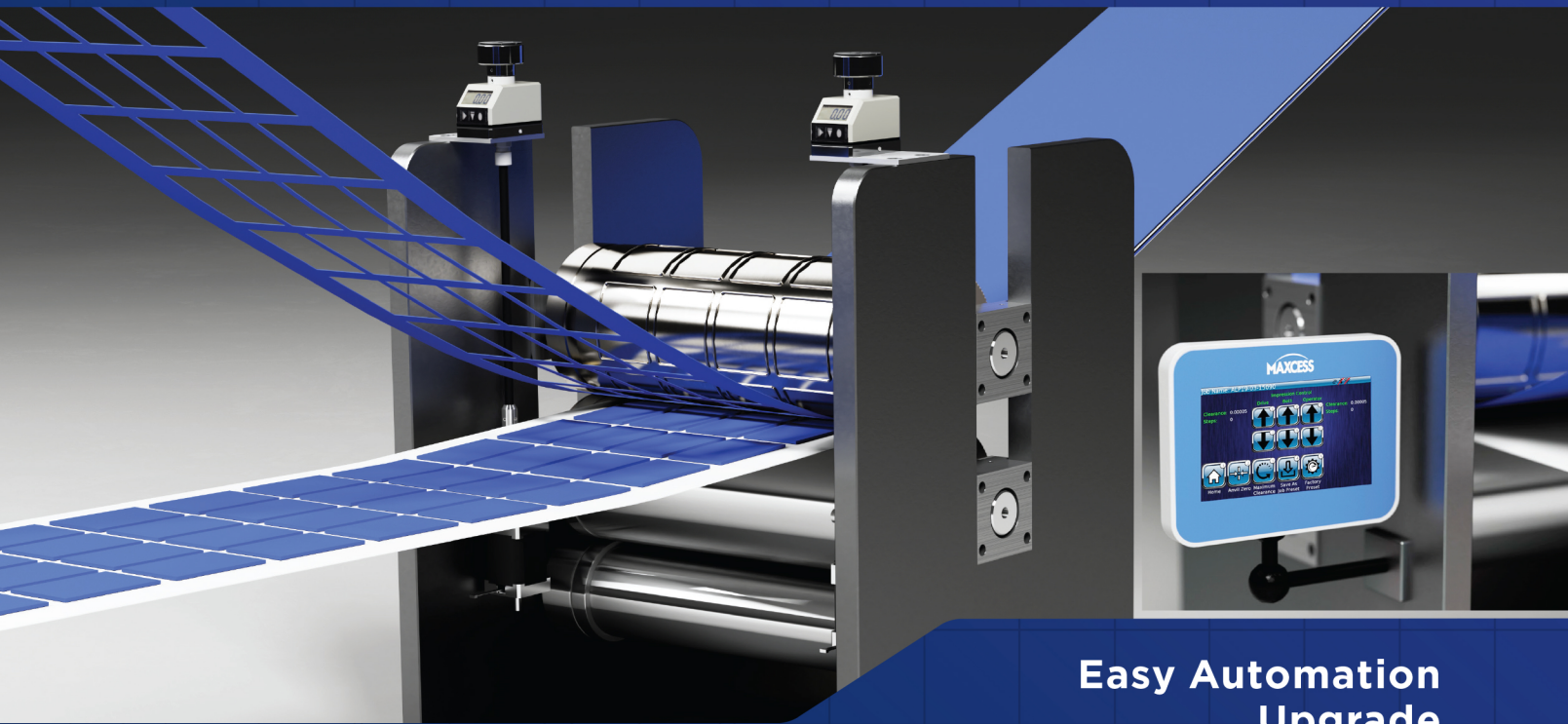


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**Easy Automation  
Upgrade**

**RotoAdjust  
Coming Soon!**



## SECTION IV: BENEFIT & COMPENSATION INFORMATION

### Compensation by Age

Respondents total compensation varies widely by age, ranging from an average of just under \$92,000 among those under 35 to over \$170,000 among those in their peak earning years (55-64).

Percent Earning:	Respondents by Age (Domestic Only)				
	18-34	35-44	45-54	55-64	65 +
Under \$50,000 (calculated)	7%	2%	1%	1%	25%
\$50,000 - \$69,999	13%	5%	4%	2%	4%
\$70,000 - \$99,999	51%	23%	13%	9%	4%
\$100,000 - \$149,999	12%	36%	45%	31%	29%
\$150,000 - \$199,999	4%	27%	19%	28%	29%
\$200,000 or more	1%	6%	18%	29%	8%
<b>Average Total Compensation:</b>	<b>\$91,740</b>	<b>\$132,440</b>	<b>\$146,840</b>	<b>\$170,580</b>	<b>\$116,250</b>
Base:	167	129	103	116	24

### Compensation by Experience

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

Percent Earning:	Experience (Domestic Only)					
	1-2 Yrs	3 - 5 Yrs	6 - 10 Yrs	11 - 15 Yrs	16 - 20 Yrs	20 + years
Under \$50,000 (calculated)	19%	13%	13%	10%	8%	4%
\$50,000 - \$69,999	25%	9%	5%	9%	2%	1%
\$70,000 - \$99,999	44%	53%	27%	19%	9%	10%
\$100,000 - \$149,999	6%	19%	40%	38%	42%	34%
\$150,000 - \$199,999	2%	5%	14%	18%	32%	24%
\$200,000 or more	3%	1%	0%	6%	8%	26%
<b>Average Total Compensation:</b>	<b>\$74,480</b>	<b>\$86,800</b>	<b>\$101,960</b>	<b>\$118,880</b>	<b>\$136,080</b>	<b>\$161,970</b>
Base:	63	96	84	89	53	214



OUR COMMITMENT TO

# Planet

By 2025, McCormick & Company has committed to reducing our overall packaging carbon footprint by **25%**, in addition to having **100%** plastic packaging that can be recycled, reused, or repurposed.

We are proud to be a gold industry partner of the IOPP and are committed to supporting the development of sustainable packaging.



## 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 higher salaries. Women consistently outnumber men in lower salaries (\$99k and below), and men consistently outnumber women in most higher salary categories (\$100k and above). Salaries increased significantly for males (+11.7%) and increased slightly less for females (+9.3%) over 2021.

Percentage Earning:	Gender (Domestic Only)		
	Male	Female	Prefer not to answer
Under \$50,000 (calculated)	9%	10%	25%
\$50,000 - \$69,999	5%	10%	0%
\$70,000 - \$99,999	21%	30%	0%
\$100,000 - \$149,999	31%	31%	0%
\$150,000 - \$199,999	19%	14%	25%
\$200,000 or more	15%	5%	50%
<b>Average Total Compensation:</b>	<b>\$131,960</b>	<b>\$108,340</b>	<b>\$186,870</b>
Base:	374	221	4

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## SECTION IV: BENEFIT & COMPENSATION INFORMATION

### Compensation by Education

For the most part, a rise in level of education is equal to a rise in salary; average salary for some college or an under-grad degree is less than the average salary for some graduate studies or a graduate degree. The average salary for those with a graduate degree or a PhD is highest overall. However, average salary is lower for individuals with some doctoral than those who have only an undergraduate degree.

Percentage Earning:	Education (Domestic Only)					
	HS Grad / Some College	Under-Grad Degree	Some graduate studies	Graduate degree	Some doctoral work	Doctorate degree
Under \$50,000 (calculated)	16%	2%	4%	6%	20%	0%
\$50,000 - \$69,999	19%	6%	5%	6%	0%	0%
\$70,000 - \$99,999	19%	34%	21%	14%	20%	10%
\$100,000 - \$149,999	29%	35%	27%	31%	40%	30%
\$150,000 - \$199,999	10%	15%	27%	26%	20%	40%
\$200,000 or more	7%	9%	16%	18%	0%	20%
<b>Average Total Compensation:</b>	<b>\$100,970</b>	<b>\$122,630</b>	<b>\$140,020</b>	<b>\$144,890</b>	<b>\$109,500</b>	<b>\$175,750</b>
Base:	31	296	44	153	5	10

### Compensation by Job Function

Respondents working in Corporate Management earned the most in 2021, followed by Contract Packaging professionals.

Percentage Earning:	Job Function (Domestic Only)				
	Corporate Management	Distribution	Contract Packaging	Marketing/ Sales	Packaging Technology
Under \$50,000 (calculated)	0%	11%	0%	4%	2%
\$50,000 - \$69,999	0%	0%	0%	15%	6%
\$70,000 - \$99,999	2%	22%	18%	20%	17%
\$100,000 - \$149,999	24%	22%	45%	25%	38%
\$150,000 - \$199,999	27%	22%	18%	25%	22%
\$200,000 or more	46%	22%	18%	11%	14%
<b>Average Total Compensation:</b>	<b>\$196,280</b>	<b>\$140,560</b>	<b>\$147,050</b>	<b>\$130,000</b>	<b>\$141,190</b>
Base:	41	9	11	80	63

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## SECTION IV: BENEFIT & COMPENSATION INFORMATION

### Compensation by Company Size

Compensation usually varies by company size, in this year's data there is a slight positive correlation in company size and average total compensation.

Percentage Earning:	Company Size (Domestic Only)								
	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 (calculated)	36%	9%	0%	3%	2%	0%	0%	2%	1%
\$50,000 - \$69,999	8%	18%	8%	14%	5%	4%	4%	1%	3%
\$70,000 - \$99,999	4%	18%	47%	24%	31%	22%	26%	30%	25%
\$100,000 - \$149,999	32%	24%	30%	31%	31%	40%	40%	36%	28%
\$150,000 - \$199,999	12%	13%	11%	21%	21%	21%	20%	20%	23%
\$200,000 or more	8%	18%	3%	10%	10%	10%	11%	11%	20%
<b>Average Total Compensation:</b>	<b>\$99,700</b>	<b>\$121,390</b>	<b>\$107,570</b>	<b>\$121,250</b>	<b>130,120</b>	<b>\$138,800</b>	<b>\$135,230</b>	<b>\$133,540</b>	<b>\$151,840</b>
Base:	25	45	36	72	42	77	55	103	79

### Compensation by Company Type

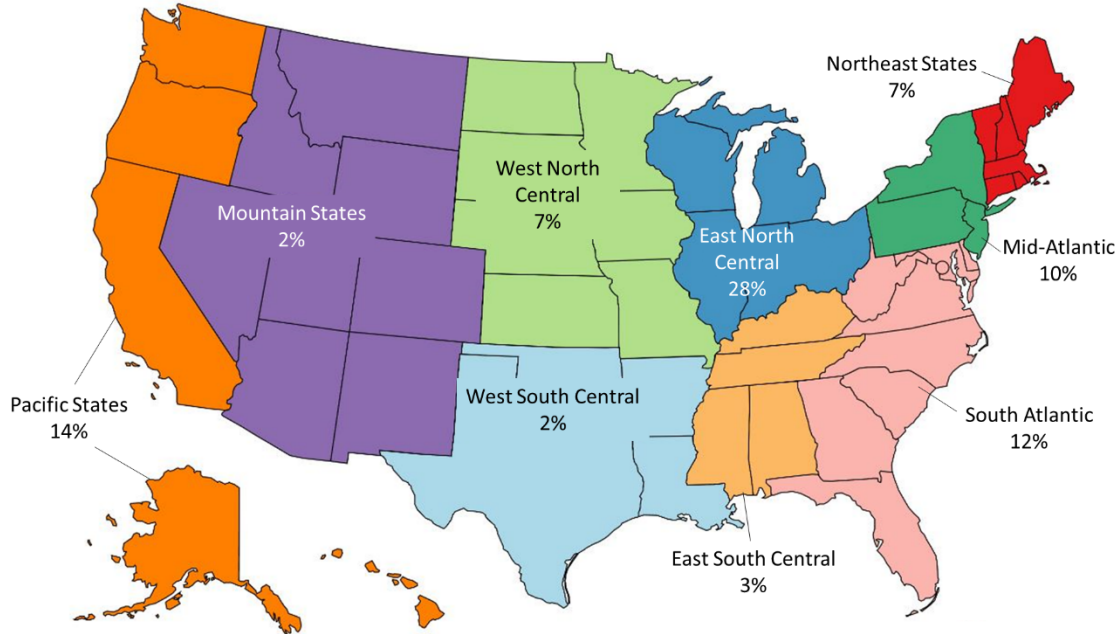
Respondents working in supplier organizations tended to earn more in 2021.

Percentage Earning:	End Users/Suppliers (Domestic Only)			
	End User	Supplier	Both	Other
Under \$50,000 (calculated)	2%	3%	9%	14%
\$50,000 - \$69,999	3%	11%	9%	10%
\$70,000 - \$99,999	28%	23%	15%	29%
\$100,000 - \$149,999	37%	29%	35%	18%
\$150,000 - \$199,999	18%	20%	22%	16%
\$200,000 or more	11%	14%	11%	12%
<b>Average Total Compensation:</b>	<b>\$133,030</b>	<b>\$130,420</b>	<b>\$125,220</b>	<b>\$115,970</b>
Base:	290	154	46	49

## SECTION IV: BENEFIT & COMPENSATION INFORMATION

### Compensation by Geography

The table below summarizes domestic respondents by their location.



Percentage Earning:	By Geography (Domestic Only)								
	East North Central	East South Central	Mid-Atlantic	Mountain	Northeast	Pacific	South Atlantic	West North Central	West South Central
Under \$50,000 (calculated)	5%	0%	2%	0%	5%	2%	4%	4%	0%
\$50,000 - \$69,999	4%	15%	6%	0%	7%	4%	12%	9%	0%
\$70,000 - \$99,999	30%	35%	15%	27%	33%	27%	19%	26%	13%
\$100,000 - \$149,999	33%	35%	35%	33%	24%	29%	42%	23%	53%
\$150,000 - \$199,999	15%	10%	21%	13%	24%	23%	16%	32%	20%
\$200,000 or more	13%	5%	21%	27%	7%	16%	5%	6%	13%
<b>Average Total Compensation:</b>	<b>\$128,030</b>	<b>\$109,620</b>	<b>\$152,780</b>	<b>\$151,830</b>	<b>\$118,810</b>	<b>\$140,030</b>	<b>\$119,420</b>	<b>\$127,450</b>	<b>\$144,500</b>
Base:	169	20	62	15	42	83	73	47	15

## SECTION IV: BENEFIT & COMPENSATION INFORMATION

### Packaging Certification

Engineers and R&D scientists who are Certified Packaging Professionals not only earned more than those who are not certified, salaries for these professionals have also increased from 2021. In 2021, an Engineer or R&D professional with this certification commanded over 12% more in salary than those without.

Percentage Earning:	2022		2021	
	Eng/RD with CPP	Eng/RD without CPP	Eng/RD with CPP	Eng/RD without CPP
Under \$50,000 (calculated)	0%	1%	1%	2%
\$50,000 - \$69,999	3%	5%	1%	8%
\$70,000 - \$99,999	25%	40%	29%	34%
\$100,000 - \$149,999	45%	32%	47%	37%
\$150,000 - \$199,999	15%	16%	15%	14%
\$200,000 or more	12%	5%	7%	5%
<b>Average Total Compensation:</b>	<b>\$132,810</b>	<b>\$118,390</b>	<b>\$126,190</b>	<b>\$115,900</b>
Base:	73	149	73	256

### IoPP Membership

Domestic IoPP member and Non-member respondents to this year's survey was split almost 75/25. However, the earning power for those who maintain a membership with IoPP pays off, with members earning roughly 15% more in salary than non-members.

Percentage Earning:	IoPP Members (Domestic only)	
	IoPP Member	Non-member
Under \$50,000 (calculated)	4%	3%
\$50,000 - \$69,999	6%	9%
\$70,000 - \$99,999	22%	36%
\$100,000 - \$149,999	35%	27%
\$150,000 - \$199,999	20%	16%
\$200,000 or more	13%	8%
<b>Average Total Compensation:</b>	<b>\$134,310</b>	<b>\$116,590</b>
Base:	411	129



# APACKAGING GROUP

## Why APG?

Apackaging Group leads the **packaging industry** in product **innovation** and value. We have developed a reputation for providing our diverse mix of customers with both a broad range of **high-quality products** and an unparallel level of **service and responsiveness**.

## Company Features

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## Benefits & Product Solutions

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- \* Customization & stock options
- \* Wide range of products

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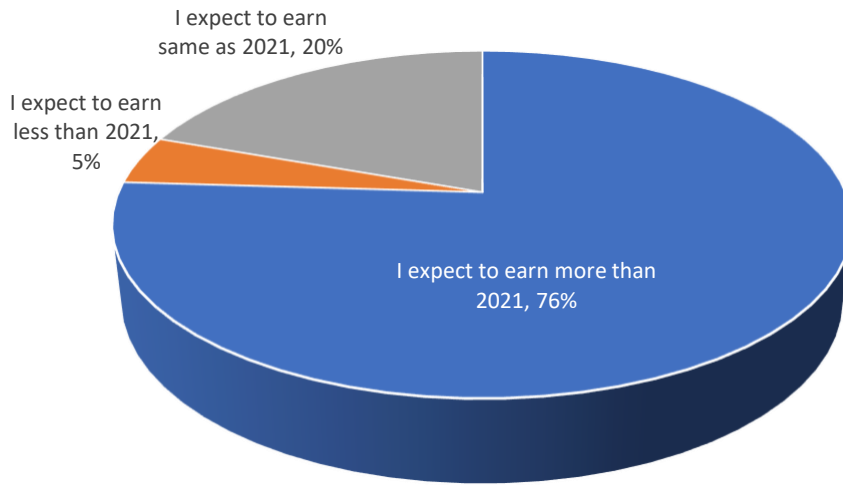
[WWW.APACKAGINGGROUP.COM](http://WWW.APACKAGINGGROUP.COM)



## SECTION IV: BENEFIT & COMPENSATION INFORMATION

### Earnings Expectations for 2022

95.5% of all respondents expect to earn more in 2022 than they did last year, which is greater than last year. Expectations correlate to age, as the portion expecting to earn more decreases with age.



Base: 599

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**Mondelez**  
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## What makes IoPP effective? Members who pay it forward



If there's one thing that energizes me about running the Institute of Packaging Professionals' education programs, it's the boundless passion packaging professionals have for this industry. They genuinely care about each other as much as they do the packaging. You don't have to look far for examples of them "paying it forward."

Let me share two.

IoPP's Medical Device Packaging Technical Committee has been working hard, with IoPP staff, to prepare this fall's launch of a new in-person course—[Fundamentals of Medical Device Packaging](#), which will be offered through IoPP. In and around their day jobs, members of this energetic committee have created sorely needed training that provides a roadmap for people new to or with limited knowledge of medical device packaging and worked with staff on

the logistics and marketing for launching the course. It will span three half-day sessions Oct. 24-26 at PACK EXPO International in Chicago.

We are accepting registration for the course at [www.iopp.org](http://www.iopp.org).

I'm also proud to share that I've been working for many months with a small village of volunteers from across the industry in preparing the Sixth Edition of our signature textbook *Fundamentals of Packaging Technology*. The expertise of seasoned professionals from many corners of the packaging industry have further strengthened the new edition, which will be available this summer. They have worked tirelessly to ensure that the book continues as the industry's go-to training guide for new packaging professionals and those who need to fill in gaps in their packaging knowledge.

Their efforts went further. Each chapter's questions have been updated, along with the corresponding answer key in the book. That's important because the book is the study guide for IoPP's [Certified Packaging Professional](#) exam. And, when we invited a few of our lifetime certified members to help update the exam to coincide with the Sixth Edition, they were happy to assist.

Professionals with passion. This is IoPP at its best as a professional society. It's why you should consider [joining our Institute](#) to experience the infectious energy of peers helping peers. Or use our world-class training materials with confidence (you don't have to be a member) for furthering your career or enhancing your packaging team's value to the bottom line. Let us help you succeed.

Best Regards,

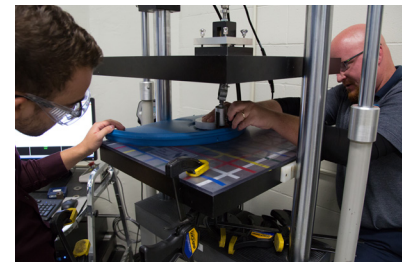
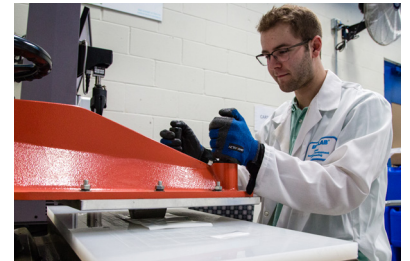
A handwritten signature in black ink that reads "Jim George". The signature is written in a cursive, flowing style.

**Jim George**  
Director of Education  
Institute of Packaging Professionals

# Ecolab is the global leader in water, hygiene and energy technologies and services that provide and protect clean water, safe food, abundant energy and healthy environments.

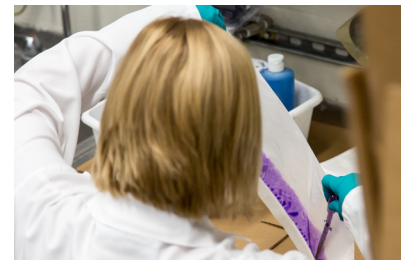
## Everywhere It Matters.™

Ecolab is the global leader in water, hygiene and energy technologies and services. Around the world, businesses in the foodservice, food processing, hospitality, healthcare, industrial, and oil and gas markets choose Ecolab products and services to keep their environments clean and safe, operate efficiently and achieve sustainability goals. Because we work in close partnership with our customers, we have extraordinary insight into the challenges they face. With on-site presence and the latest technology, we can capture and analyze data from multiple systems, see how processes interact and impact each other, and use this in-depth understanding to solve problems and find opportunities. We work together to develop clean, safe and sustainable practices. And we help our customers do more with less through a tailored and personal approach. Because when our customers succeed, we succeed. As a trusted partner for businesses in more than 1 million locations, we provide consistent, world-class service across the globe. We meet the challenges of an evolving world with expertise and innovation. We touch what is fundamental to quality of life.



## Sustainability

At Ecolab, making the world a cleaner, safer place is our business. We are committed to providing our customers with the most effective and efficient cleaning, food safety and infection control programs available. Sustainability is inherent in our products and services. From concentrated, solid formulations to innovative packaging and dispensing methods, our products are designed to help increase safety, lower the use of water and energy, and reduce the chemicals and waste released to the environment. Strengthened by the expertise of our associates and combined with our dedication to social responsibility, these offerings provide value to our customers and the global economy - and help foster a more sustainable world.



## Ecolab Global Packaging Engineering

We lead the development and implementation of innovative and cost-effective packaging solutions that protect Ecolab products, the environment and our customers throughout the life cycle of the package. We are responsible for the usability and sound delivery of our chemistries to our customers. Our engineering challenge is to ensure that our products are packaged efficiently to meet our economic, environmental and social goals, so that they may be transported safely, and used as they are intended.



Everywhere It Matters.™

For more information,  
visit [www.ecolab.com](http://www.ecolab.com)  
or call 1-800 35 CLEAN

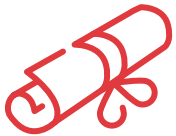
# Elevate Your Packaging Career



**Do you want to stand out among your competition?**

Whether you are a seasoned packaging professional, a packaging student or an entry-level packaging professional, becoming a member of IoPP can help you stand out above the crowd through globally recognized certification programs and ample opportunities for industry-wide recognition.

## Joining IoPP provides opportunities for industry recognition that you need to succeed!



**Certified Packaging Professional (CPP) for the experienced packaging professional**

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**Certified Professionals in Training (CPIT) for students and those new to the industry**



**AmeriStar Awards**

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**Member Honors and Awards**

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**Student AmeriStar Packaging Awards Competition**



**Packaging Education Scholarship Fund**

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**IoPP Student Chapters**



Are you ready to elevate your packaging career?  
Visit [www.iopp.org](http://www.iopp.org) for more information and to join.

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# Expand Your Packaging Expertise

**Kick it up a notch with IoPP!**

Are you looking for world-class packaging education to help you take your career to the next level? If you want access to educational opportunities geared toward the packaging industry, from in-person courses and seminars to webinars and online learning, IoPP membership is your golden ticket.



## In-Person Training:

- **Fundamentals of Packaging Technology**
- **Packaging Machinery: Basics**
- **Fundamentals of Medical Device Packaging**



## Online Virtual Resources:

- **Fundamentals of Packaging Technology – online**
- **Packaging360 Leadership**
- **Live Webinars**
- **On-Demand Webinars**
- **IoPP Bookstore**
- **Business Intelligence reports**
- **Other Industry Reports**



Want access to all of our education offerings?  
Visit [www.iopp.org](http://www.iopp.org) for more information and to join.

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***amcor***

# Engage with Your Packaging Community

Are you looking to connect with your packaging peers?

Expand your professional network to help you succeed in your career! IoPP membership is the way to get started! IoPP members have infinite opportunities to connect with the packaging community through local chapter meetings, PackChat – the online packaging ideas exchange, as well as getting together at various industry events.

**Join IoPP today to start connecting with your industry peers on a professional and personal level!**



**Attend local chapter meetings**



**Contribute to a Technical Committee**



**Share, learn virtually on PackChat**



**Connect with us on LinkedIn**



**Become a mentor or mentee on Mentor Match**



**Gain industry-focused insights via the IoPP Spotlight Newsletter**



**Access members' insightful Professional Perspective articles**



**Turn to the IoPP Career Center to fill and apply for packaging industry jobs**



Want access to all of our networking opportunities?  
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# Membership Opportunities and Benefits

Join IoPP for members-only perks like the IoPP Career Center, exclusive webinars and educational program discounts.

**Join IoPP**

	Elite Member	Premium Member	Regular Member	Affiliate
<b>Weekly IoPP Update</b> Important updates on popular IoPP programs, educational opportunities, events and packaging industry news and trends is emailed to all members and affiliates on a weekly basis. For Spotlight themed months, the first issue of the month will focus on specific themes. January is Contract Packaging, March is Beverage, May is Household/Chemical/Industrial, June is Health & Beauty, August is Food, October is Packaging Materials and November is Drug/Pharmaceuticals/Med Device.	✓	✓	✓	✓
<b>Standard Webinar Series</b> Stay up-to-date on the latest packaging trends and regulations with monthly webinars featuring industry experts.	✓	✓	✓	●
<b>Virtual Happy Hours</b> Connect with fellow packaging professionals during the informal virtual happy hours, which take place the first and third Wednesday of each month.	✓	✓	✓	✗
<b>PackChat Access</b> Use IoPP's members-only community website, PackChat, to exchange ideas and solutions with packaging experts from every industry and level of the supply chain.	✓	✓	✓	✗
<b>Industry Reports</b> Through a strategic partnership with PMMI, The Association for Packaging and Processing Technologies, IoPP is able to provide comprehensive Business Intelligence reports free to our members. These reports highlight key data, trends and innovations within the packaging and processing industries.	✓	✓	✓	✗
<b>Career Center Access</b> Look for packaging jobs and post your résumé. IoPP's Career Center covers the gamut of packaging jobs.	✓	✓	✓	✗
<b>Online Directory Listing and Access</b> IoPP showcases all members in our online directory, which updates in real time.	✓	✓	✓	✗

✓ = Available

✗ = Not Available

● = Available at an Additional Cost

	Elite Member	Premium Member	Regular Member	Affiliate
<b>Eligible for Committee &amp; Chapter Participation</b> Share your ideas, develop lifelong connections and move your way up in the packaging community.	✓	✓	✓	✗
<b>Trade Show/Conference Discounts</b> IoPP partners with top packaging trade shows like PACK EXPO to offer IoPP members discounts —or even free admission.	✓	✓	✓	✗
<b>Select Event Discounts</b> Attend select IoPP events at a special discounted rate.	✓	✓	✓	✗
<b>Annual Salary Survey</b> Premium and Elite IoPP members receive full access to the definitive salary survey in the packaging business.	✓	✓	Executive Summary Only	✗
<b>Premium Webinar Series</b> Throughout the year, IoPP hosts approximately four presentations on high-level topics.	✓	✓	●	✗
<b>Course Discounts</b> IoPP members receive discounts for courses offered through the Institute, including Fundamentals of Packaging Technology (online or in person), Packaging Machinery: Basics (in person) and Packaging360 Leadership (online).	20%	10%	5%	✗
<b>Bookstore Discount</b> Premium and Elite members receive discounts on all publications in this extensive listing of titles on packaging technology, standards and regulations.	20%	10%	✗	✗
<b>OnDemand Webinar Library</b> Access IoPP's growing library of past webinars.	✓	✓	✗	✗
<b>Eligible for CPP Designation</b> Demonstrate expertise and experience in packaging with IoPP's Certified Packaging Professional (CPP) program.	✓	✓	✗	✗
<b>VIP Trade Show Lounge (where available)</b> Gain access to IoPP's exclusive packaging trade show lounges. Do business, meet with clients and colleagues in the comfort of a private lounge. Find respite during busy trade shows to catch up or catch your breath.	✓	✗	✗	✗
<b>No fee for certification or re-certification</b>	✓	✗	✗	✗
<b>Lifetime Upgrade Eligible</b>	Future Dues Waived After 7 Years	✗	✗	✗

✓ = Available

✗ = Not Available

● = Available at an Additional Cost

## IoPP Partners and Benefits

By participating in the IoPP Partner program, companies can join with the Institute to strengthen educational and networking programs for members. In return, IoPP provides a range of benefits to their Partners to ensure they are maximizing their exposure to the membership as well as to the industry as a whole.

	Platinum Partner \$25,000/Year	Gold Partner \$10,000/Year	Silver Partner \$5,000/Year	Bronze Partner \$2,500/Year
<b>IoPP Partner Logo</b> Display it on your website, business cards and correspondence.	✓	✓	✓	✓
<b>PackChat Access</b> Participate in IoPP's members-only community website, PackChat, to exchange ideas and solutions with packaging experts from every industry and level of the supply chain.	✓	✓	✓	✓
<b>Individual Memberships</b> Partners retain ownership of their (corporate) memberships and can transfer the memberships as necessary. Additional individual memberships are available for \$189 each and can be linked to the Partnership program.	Six Elite Memberships	Four Elite Memberships	Four Premium Memberships	One Premium & Three Regular Memberships
<b>IoPP Member List</b> Use the IoPP member list for promotional email blasts.	Six Times Per Year	Four Times Per Year	Twice Per Year	Once Per Year
<b>Ad in the IoPP Salary Survey</b> This highly valued annual publication is available to IoPP members and sold through the IoPP bookstore.	One-Page Profile	One-Page Profile	Half-Page Ad	Company Logo & Link
<b>Training Discounts</b> Discounts on all in-person and online training programs, including: <ul style="list-style-type: none"> <li>Fundamentals of Packaging Technology course (online and in-person)</li> <li>Packaging Machinery: Basics Seminar (in person)</li> <li>Packaging360 Leadership course (online)</li> <li>Fundamentals of Medical Device Packaging (in-person)</li> </ul>	20%	20%	10%	10%
<b>Bookstore Discounts</b> Discounts on all items purchased through the IoPP Bookstore.	20%	20%	10%	10%
<b>IoPP Career Center</b> Post jobs at no charge.	Three Job Postings Per Year	Two Job Postings Per Year	One Job Posting Per Year	✗

	Platinum Partner \$25,000/Year	Gold Partner \$10,000/Year	Silver Partner \$5,000/Year	Bronze Partner \$2,500/Year
<b>Webinar</b> Present a webinar (screened and approved by IoPP). IoPP will extensively promote a webinar produced and executed by your company.	Two Per Year	One Per Year	✗	✗
<b>All Certification Fees Waived</b>	✓	✓	✗	✗
<b>Website Banner Ad</b> Strengthen your exposure to the packaging community with a rotating banner ad on the IoPP homepage.	✓	✓	✗	✗
<b>Company Website Logo/Link</b> Your company logo is displayed on PackChat, the Platinum or Gold Partner web page and included on a Partner slide for all webinars. The logo is linked to your company's website.	✓	✓	✗	✗
<b>IoPP Update Newsletter Logo</b> Your company logo is displayed in the IoPP Update newsletter, which is distributed to IoPP members twice a month. The logo is linked to your company's website.	✓	✓	✗	✗
<b>LinkedIn Post</b> Reach IoPP's followers on LinkedIn.	Four Per Year	Two Per Year	✗	✗
<b>Show Banner</b> A prominent display of all Partners at industry trade shows and major IoPP events, as well as some chapter and technical committee meetings. Your company name is always on display!	✓	✓	✗	✗
<b>Packaging Schools</b> At every opportunity, IoPP makes students and faculty aware of your company and your unique investment in the packaging community.	✓	✓	✗	✗
<b>Packaging Education Scholarship Fund</b> Educational scholarships support packaging education and raise awareness of packaging as a career choice. The scholarships are funded in part by IoPP partner companies. The top talent identified through this program is shared with IoPP Partners as a recruiting tool for their organizations.	✓	✓	✗	✗
<b>Appreciation Plaque</b> A customized plaque, suitable for display, is presented to your company, celebrating their commitment to IoPP's mission of continuing packaging education. <i>Available upon request.</i>	✓	✓	✗	✗

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