



Automation Professional Salary Survey 2024



Automation.com, a subsidiary of International Society of Automation (ISA), conducted its annual Automation Professional Salary Survey and asked about income in 2023 and how it changed in 2024. Results are compared by geographic region, job function, industry, years of experience and professional certification.

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Automation Salary Survey 2024

By Melissa Landon

We asked participants about their income in 2023 and how it changed in 2024. How does your salary stack up?

Automation.com, a subsidiary of International Society of Automation (ISA), conducted its annual Automation Professional Salary Survey this year and asked participants questions about their income in 2023 and how it changed in 2024. Results are compared by geographic region, job function, industry, years of experience and professional certification.

Feedback from previous surveys reminded us that salaries vary widely across the United States, so we added a question to this year's survey. We divided the USA into nine regions and asked respondents to tell us which one they live in. West South Central (Arkansas, Louisiana, Oklahoma and (Texas) emerged as the region with the highest average gross income (\$161,565) for automation professionals. The Pacific Region, (Alaska, California, Hawaii, Oregon and Washington) reported the second highest salaries for 2023: \$154,484.

When we looked at salary by industry, automation professionals working in the Oil, Gas, and Petroleum, including Refining, industry earned the highest average salary at \$171,650. (That industry also claimed the top spot in the 2022 survey, with an average salary of \$153,064.) In 2023, automation pros in Computers & Electronics businesses snagged the second-highest salaries, averaging \$167,500.

Data from this survey is broken down by job functions, global regions and a range of other factors, so keep reading to find out how your salary measures up to that of our 1,146 respondents.

“There is a need for salary increase as a result of high rate of inflation.”

“There is no significant increase in salary nowadays due to dull market. Covid situation has helped to explore remote meetings, which are really efficient.”

“The salary isn’t encouraging, especially when you are not on site as a field service technician.”

“The company doesn’t seem to react until employees are ready to leave for better opportunities, yet we are understaffed. We have had difficulties hiring due to the company expecting to pay less than market value.”

“Salary and benefits are definitely NOT keeping up with living costs, and I/we may be forced to consider moving and/or leaving the company.”

Salary increases for automation professionals across the globe

They say the most important person to compete against is your past self. So let's talk about how many automation professionals got a leg up as far as salary this year (2024) compared with 2023. Globally, nearly 84% of respondents reported at least a 1% salary increase in 2024 over the previous year. However, only a few respondents (about 5%) said they received an increase of 16% or more. Nearly one-third (32.4%) reported a salary increase of 3-4%.

Check out this table to see who got a raise.

Percentage of Salary Increase in 2024	Percentage of Respondents
None	16.24%
1-2%	14.42%
3-4%	32.38%
5-6%	13.75%
7-8%	6.11%
9-10%	7.45%
11-15%	4.49%
16-20%	2.2%
21-25%	.67%
More than 25%	2.29%

Salary increases for automation professionals in the USA

Now let's look at just the responses from those who live and work in the USA to see who got a raise—and how much. In 2024, 14.55% of those surveyed said they didn't get a raise of any kind, while nearly 56% received a raise of at least 4%. Only 7.48% of USA-residing participants reported receiving a salary increase of 11% or more in 2024. Examine the rest of the table to see how many people got each salary increase amount.

Percentage of Salary Increase in 2024 (USA)	Percentage of Respondents
None	14.55%
1-2%	12.53%
3-4%	43.43%
5-6%	12.93%
7-8%	5.25%
9-10%	3.84%
11-15%	3.23%
16-20%	1.82%
21-25%	.61%
More than 25%	1.82%

Salary by global region

Compensation can vary widely depending on geographic location. The following table shows which countries have the highest average salaries. Like last year, the United States and Australia and New Zealand (including all of Oceania) top the list, with an average salary of \$143,626 and \$128,281, respectively. Most of the regions have a higher average salary in 2023 than in 2022. For example, Mexico was at \$61,750 last year, the USA was at \$132,147, and Canada was at \$117,954.

Region	Average 2023 Gross Income (USD)
United States	\$143,626
Canada	\$104,941
Mexico	\$70,000
Central America (including Caribbean)	\$70,000
South America	\$57,980
Europe (Eastern)	\$65,800
Europe (Western)	\$93,333
Africa	\$50,138
Middle East	\$91,649
Asia (other than South Asia)	\$50,932
South Asia	\$49,741
Australia and New Zealand (including Oceania)	\$128,281

Salary by region of the USA

Feedback from previous surveys reminded us of the reality that salaries vary widely across the United States, so we added a question to this year's survey. We divided the USA into nine regions and asked respondents to tell us which one they live in. West South Central (Arkansas, Louisiana, Oklahoma and Texas) emerged in the top spot with an average gross income of \$161,565. The Pacific Region, (Alaska, California, Hawaii, Oregon and Washington) claimed the second highest ranking for 2023 average gross income, at \$154,484.

Region of the USA	Average 2023 Gross Income (USD)
New England (Connecticut, Maine, Massachusetts, New Hampshire, Rhode Island, and Vermont)	\$143,095
Mid-Atlantic (New Jersey, New York and Pennsylvania)	\$139,521
East North Central (Illinois, Indiana, Michigan, Ohio and Wisconsin)	\$131,558
West North Central (Iowa, Kansas, Minnesota, Missouri, Nebraska, North Dakota and South Dakota)	\$138,913
South Atlantic (Delaware, Florida, Georgia, Maryland, North Carolina, South Carolina, Virginia, Washington, D.C. and West Virginia)	\$139,851
East South Central (Alabama, Kentucky, Mississippi and Tennessee)	\$129,032
West South Central (Arkansas, Louisiana, Oklahoma and Texas)	\$161,565
Mountain (Arizona, Colorado, Idaho, Montana, Nevada, New Mexico, Utah and Wyoming)	\$136,944
Pacific (Alaska, California, Hawaii, Oregon and Washington)	\$154,484

Attracting the best talent

This section will compare average salaries for 2023 based on primary job description or function and only consider responses of automation professionals living and working in the USA. Engineering Management ranks No. 1 for highest average salary in 2023 at \$172,760. It ranked No. 1 last year as well, but the number was lower, at \$155,000. General or Operations Management takes spot No. 2 at \$158,392. Most of the job functions got a pay raise over last year. Information Technology, Cybersecurity showed one of the biggest jumps from \$136,333 in 2022 to \$155,666 in 2023.

Here's what our respondents commented about job function specific salary concerns:

“Very difficult to find qualified people in our industry group, which is primarily people with experience in oil, refining, chemicals and pharmaceuticals.”

“My company's pay grade is low as compared to competitors in the oil and gas industry, but it's in the top tier if compared to the salaries in Spain.”

“We struggle to find workers in our area that have 3-5 years of experience and want to work in our sector. Other local sectors (automotive, oil and gas, automation, etc.) tend to have more competitive pay but not as much stability or flexibility.”

Comparing salaries by job function in the USA

This section will compare average salaries for 2023 based on primary job description or function and only consider responses of automation professionals living and working in the USA. Engineering Management ranks No. 1 for highest average salary in 2023 at \$172,760. It ranked No. 1 last year as well, but the number was lower, at \$155,000. General or Operations Management takes spot No. 2 at \$158,392. Most of the job functions got a pay raise over last year. Information Technology, Cybersecurity showed one of the biggest jumps from \$136,333 in 2022 to \$155,666 in 2023.

Primary Job Description/Function (USA)	Average 2023 Gross Income (USD)
Engineering Management	\$172,760
General or Operations Management	\$158,392
Building/Facilities Management	\$141,666
Other (Please Specify)	\$129,044
Information Technology, Cybersecurity	\$156,666
Project Management	\$153,333
Engineering: Automation, Control, System, Instrument	\$145,142
Quality Control, Measurement, Evaluation, Testing	\$132,500
Engineering: Process, Production, Manufacturing	\$130,769
Training and Education	\$110,312
Systems Integration/Consulting Engineering	\$143,906
Retired or Student	\$85,625
Research and Development	\$147,500
Technician: Operations and Maintenance	\$102,383
Engineering: Product Design	\$155,000
Sales, Business Development	\$156,704

Comparing salaries by industry in the USA

The table shows the average gross income for automation professionals working in various industries in the USA. In 2023, automation professionals working in the Oil, Gas, and Petroleum, including Refining, industry earned the highest average salary at \$171,650. That industry also claimed the top spot in last year's (2022) survey, with an average salary of \$153,064. In 2023, Computers & Electronics snagged second place with an average salary of \$167,500. Those working in the Computers & Electronics industry reported an average salary of \$140,267 in 2022.

All the industries boasted an average salary of more than six figures.

Industry (USA)	Average 2023 Gross Income (USD)
Aircraft, Aerospace	\$114,166
Food, Beverage, Tobacco	\$151,428
Automotive, Other Transportation	\$118,571
Government or Military	\$143,750
Chemicals & Allied Products	\$148,455
Industrial Machinery & Equipment	\$128,703
Computers & Electronics	\$167,500
Instrumentation, Controls Systems, Test, Measurement or Medical Equipment	\$135,548
Education	\$105,833
Oil, Gas, and Petroleum, including Refining	\$171,650
Engineering Consulting or Systems Integration	\$154,388
Pharmaceuticals	\$152,222
Fabricated Metal Products	\$105,000
Plastics and Rubber	\$161,666
Utilities – Electrical, Natural Gas, Nuclear	\$143,484
Utilities – Water/Wastewater	\$122,857
Wood, Paper, and Allied Products	\$121,000
Miscellaneous or Other Manufacturing	\$135,666
Stone, Clay, Glass and Concrete Products	\$139,375
Other	\$127,012

How does holding a PE license affect salary?

Most respondents (74.7%) said they do not hold a professional engineer's license, while 22.2% reported they have one. Ten respondents reported currently working on obtaining a PE license. The average gross income in 2023 for those with PE licenses was \$36,839 higher than that of those who did not. Last year's salary survey indicated the average salary of those with PE licenses was \$132,284.

PE License? (USA)	Average 2023 Gross Income (USD)	Percentage of Respondents
Yes	\$160,869	22.2%
No	\$124,030	74.7%
In Progress	119,750	2%

How do years of industry experience affect salary?

Every worker hopes for a gradual increase in salary as he or she continues on his or her career journey. Let's next look at how years of industry experience impacted average gross income in 2023 for those who live and work in the United States. First, it's worth noting that only three respondents reported having 0-2 years of experience, but the other response categories earned at least 13 responses apiece. Those with the most industry experience, 31+ years, are enjoying an average salary of \$146,653 per year. Most of us don't have that much experience. Participants who reported having 6-10 years of industry experience said they earned an average gross income of \$115,539 in 2023. In 2022, that same group earned \$112,071, according to last year's salary survey.

Years of Experience (USA)	Average 2023 Gross Income (USD)
0-2 Years	\$80,000
3-5 Years	\$91,730
6-10 Years	\$115,539
11-15 Years	\$140,543
16-20 Years	\$144,375
21-25 Years	\$155,245
26-30 Years	\$132,988
31 or More Years	\$146,653

How does education level affect salary?

Three-fourths of survey participants living in the United States reported having a college degree or higher, and 20.15% said they earned an advanced degree. As one might expect, those with an advanced degree earned the highest average salary at \$152,929. College graduates earned an average of \$147,130. Only one survey participant chose the "None of the Above" option.

Education level (USA)	Average 2023 Gross Income (USD)
High School Graduate	\$110,961
Technical/Trade School Graduate	\$133,412
Attended Some College	\$128,229
College Graduate	\$147,130
Advanced Degree	\$159,929
None of the Above	\$80,000

Extent of remote work

For our remote work data, we included responses from all survey participants around the world. "Virtual work seems to have peaked at the end of the Covid-19 pandemic and substantially decreased since that time," one of our survey participants wrote. Our survey results agree with that observation. While some (10.77%) are still performing 100% of their work at home, the numbers have trended downward for the most part since 2020. The following table shows survey responses from 2020, 2022 and 2023. Now, in 2023, half of respondents reported doing less than 25% of their work at home.

Survey respondents made some qualitative comments about remote work as well. As usual, opinions about telecommuting's efficacy vary widely. Here are just a few survey comments:

Percentage of Work	2023 Data	2022 Data	2020 Data
I do 100% of my work at home	10.77%	11.4%	12.4%
I do 75% of my work at home.	14.3%	13.7%	19%
I do 50% of my work at home.	11.36%	17.8%	14.4%
I do less than 50% of my work at home.	13.54%	16%	24.2%
I do less than 25% of my work at home.	50%	41.1%	30.5%

Coming soon... 2025

It seems like just yesterday, people were worried about Y2K, and now we're ushering in 2025; we're 25 YEARS into the 2000's. Just as we started to get used to Industry 4.0, now people are talking about Industry 5.0. The only constant seems to be change. Look for next year's survey to find out what has changed.

To see past Salary Surveys, click on the following links:

[2020 Industrial Automation Salary Survey](#)

[2021 Industrial Automation Salary Survey](#)

[2022 Industrial Automation Salary Survey](#)

"Remote/hybrid work is best to adopt in every organization."

"Remote/virtual work is increasing due to low salary rate. Many of the registered companies use freelance employees to do the work remotely/virtually without any obligations or responsibility."

"Engineers supporting manufacturing functions at my facility are not allowed remote/virtual opportunities, while engineers in product or sometimes quality are allowed."

"In companies, operating costs have decreased, and the responsibility of employees has increased, but they can be at home with their families."

"Remote/virtual work reduces group cohesion and focus on group activities."

"As a front end software engineer, I'd prefer to work remotely and hope I can do so for the rest of my career in that field."

"Remote work is now easy and more preferred than travelling through the traffic jams."

"My employer, and others, need to make more roles remote or at least allow the possibility of remote workers. Too many leaders are stuck in the ways of the past in always having to be in the same building and working face-to-face."

"Remote work is hurting the industry."