



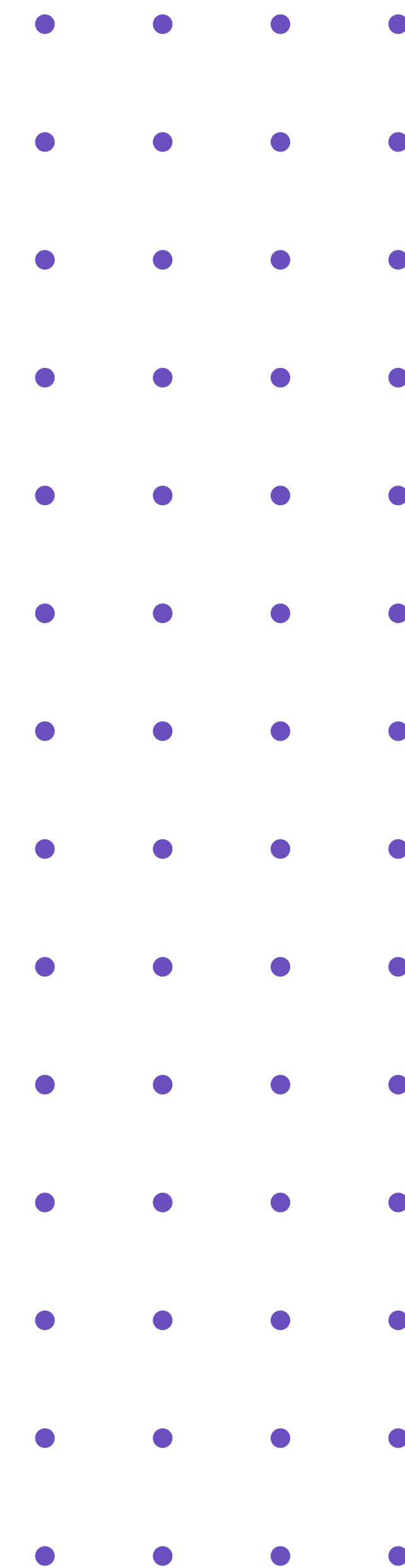
Engineering

Salary Guide

2022

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State of the Industry

The pandemic ebbed and flowed throughout 2021, leaving massive changes in its wake. Employers of every size and industry were forced to choose between new modes of working that once seemed obscure or temporary, such as fully remote and hybrid models. The very idea of benefits or perks in the workplace evolved, too. After all, what good is a premium parking spot or free on-premises gym if nobody's in the office to use it?

Employees, on the other hand, had their day in the sun during the same period. With more than 19 million U.S. workers leaving their jobs since April of 2021, journalists and thought leaders have concocted myriad terms to describe the mass exodus. Whether you call it “The Great Resignation” or “The Great Reconsideration,” the impact has been—without a doubt—great. Candidates are leaving the status quo behind to seek out exactly what they want, often fielding multiple prime offers in the process. This bull market of perfect jobs won't last, but for the moment, its complexities need to be unraveled.

As with previous KORE1 salary guides, we looked at the demand for specialists in areas like IT, emerging hiring trends, crucial skill sets, and what businesses were paying for talent in order to maintain their competitive edge in the market. Depending on where you look and who you ask, predictions regarding the U.S. employment landscape in 2022 can differ greatly. To help navigate this uncertainty, our 2022 Engineering salary guide condenses our years of experience in staffing and our in-depth knowledge of the markets in which we operate into an easy-to-use compendium. We hope the information within proves useful as you plan for the future in these uncertain times.

Sources: [McKinsey](#), [WIRED](#)

2022 Employment and Hiring Trends

Companies Must Care (About Everyone)

The pressure is on for corporate entities to show they care—whether they mean it or not. Social responsibility sits high on the list of priorities for business leaders as they determine their corporate agendas. This shift comes not a moment too soon: With concerns about the threat of climate change and the daily struggles of underrepresented people breaking into the national conversation, the onus is on corporate America to enact some form of meaningful change in combating these issues. Where once the bottom line was the noblest pursuit in business, sustainability must now be embedded as a key determinant of success.

Hiring managers across the country are waking up to the fact that diverse hiring prompts innovation by corralling a greater variety of thoughts and opinions under one organizational roof. Business leaders used to search for talent just in their own homogeneous networks, essentially looking for one needle in one haystack. But the truth is, with the advent of more inclusive hiring practices, companies are finding out that there are more needles within reach than they imagined, making their search less imposing than they originally imagined. The possibilities for restructuring the workplace are endless, which is as exhilarating as it is daunting.



Compensation Complications

The ways in which we work show no signs of changing, and the ways we get appraised as workers are changing at a commensurate rate. Location matters less and less in the evolving work landscape.

Think of it this way: If a Silicon Valley-based startup hires two equally skilled full-stack developers to work remotely, and one lives locally in San Francisco while the other resides in Cincinnati, should those developers be compensated at the same rate? Is the employer responsible for the differing living expenses of remote workers? This is just one example of the shifting goal posts companies must face when determining salary.

The very nature of KPIs is changing, too. Purpose-driven metrics with an altruistic bent are getting baked into compensation and performance decisions. Companies across industries have chosen to reconfigure the system to reward sustainability and ethical decisions. For example, a leading producer of cleaning and personal-care products recently built sustainability targets into its incentive system for the company's entire workforce, in service of its goal of being a zero-waste company by 2025. For those in the C-suite and in HR, it's becoming almost as common to manage a company's carbon footprint as it is to manage internal resources.

Sources: [Forbes](#), [McKinsey](#), [PwC](#)

How to Use this Guide

This salary guide includes the national average salary and the national top 10% salary for a broad range of positions within the Engineering industry. If you'd like to learn what these national average salaries translate to in your part of the country, you can use our City Cost Calculator to get a salary estimate.

We've also included a cost-of-living percentage, allowing you to determine how salaries in the Engineering compare to cost of living in your area.

Interested in a personalized salary estimate? [Reach out to KORE1](#) for salary details based on your experience level and specific job function.



Industry Trends

Engineering

1. AI Knows it All

Artificial intelligence is gaining popularity in engineering software for generative design, material selection, and robotic process automation. Generative design is an iterative design process in which an engineer or designer enters certain parameters, such as size, wind resistance, or strength, and asks the computer to provide an array of options. AI is also being applied to materials selection and code compliance, even traffic and pedestrian flows. It's already being built into software, but industry leaders must be sure they have people on deck who can train and maintain the underlying models—if not, companies run the risk of losing track of how AI is being applied.

2. Implications of IoT

Sensors commonly used in the world of the Internet of Things (IoT) have produced massive amounts of data over the years. When combined with the sudden growth of 5G, compiling this ocean of data has become a much easier feat than the recent past. Municipalities will soon be able collect information from IoT devices almost in real time and compare it with digital twins (i.e., nearly identical digital approximations of tangible assets), raising a red flag when things are off. Take this as an example: Sensors can let a wastewater treatment plant operators know when flow is suboptimal or let a municipality know when a bridge is nearing or at capacity or when the concrete is failing. For a country in need of major coast-to-coast refurbishing, the possibilities are endless.



3. Mindful Materials (and Methods)

Most people are worried about climate change and are actively trying to manage their carbon footprints with alternative energy, direct air capture facilities, and much more. In the engineering field, however, this concern manifests in the form of new materials and environmentally friendly ways to do things. For example, consider the new trend of green rooftops and green alleys, which are paved with permeable concrete made from recycled materials that allow stormwater to soak into the ground. Or biometric concrete—this novel form of concrete contains water-activated bacteria to produce calcite, a component of limestone, that completely fills the crack and acts as a self-healing concrete. For any city stricken with potholes, this development is nothing short of a dream.

Sources: [Forbes](#)

<ul style="list-style-type: none"> • • • • 	National Engineering Positions	2022 Salaries	
	Engineering	Average Salary	High End Average
<ul style="list-style-type: none"> • • • • 	Design Engineer	\$82,000	\$113,000
<ul style="list-style-type: none"> • • • • 	Mechanical Engineer	\$85,000	\$124,000
<ul style="list-style-type: none"> • • • • 	Product Engineer	\$90,000	\$126,000
<ul style="list-style-type: none"> • • • • 	Product Development Engineer	\$89,000	\$121,000
<ul style="list-style-type: none"> • • • • 	Project Engineer	\$79,000	\$108,000
<ul style="list-style-type: none"> • • • • 	Aerospace Engineer	\$95,000	\$139,000
<ul style="list-style-type: none"> • • • • 	Industrial Engineer	\$85,000	\$125,000
<ul style="list-style-type: none"> • • • • 	Manufacturing Engineer	\$79,000	\$105,000
<ul style="list-style-type: none"> • • • • 	Process Engineer	\$97,000	\$138,000
<ul style="list-style-type: none"> • • • • 	Production Engineer	\$103,000	\$173,000
<ul style="list-style-type: none"> • • • • 	Quality Engineer	\$81,000	\$111,000
<ul style="list-style-type: none"> • • • • 	R&D Engineer	\$90,000	\$127,000

Engineering	Average Salary	High End Average
Test Engineer	\$87,000	\$124,000
Applications Engineer	\$107,000	\$151,000
Controls & Systems Engineer	\$83,000	\$123,000
Electrical Engineer	\$95,000	\$142,000
Electronics Engineer	\$99,000	\$134,000
Validation Engineer	\$85,000	\$116,000
Analog Design Engineer	\$113,000	\$146,000
Digital Design Engineer	\$106,000	\$144,000
Embedded Software Engineer	\$94,000	\$130,000
Firmware Engineer	\$107,000	\$148,000
Hardware Engineer	\$113,000	\$155,000
RF Engineer	\$84,000	\$120,000

Salary Calculator

Multiply the national average salary by the percentage below in your region for a salary estimate.

So Cal	119%
Nor Cal	123%
Denver	110%
Boston	107%
Tri State	3%
Cincinnati	7%

Looking for more than an estimate? [Reach out](#) for precise salary insight for yourself or your open roles.

Refer to the chart below to contrast the average salary for your role against the average cost of living for your area.

Region	Cost of living % above or below national average
So Cal	52%
Nor Cal	80%
Denver	12%
Boston	48%
Tri State	129%
Cincinnati	-8%