

Training and Development Managers

SOC: 11-3131 • Career Profile Report

■ Key Facts

\$127,090

Median Salary

46,400

Employment

+6.0%

Growth Rate

■ Requirements & Salary Range

Education: Bachelor's degree

■ Automation Risk Assessment

Low Risk - 18.0% probability of being automated in the next 10-20 years.

This job is relatively safe from automation due to its creative, social, or complex problem-solving requirements.

■■ Work-Life Balance

9.3/10 - Excellent work-life balance

■ Personality Fit (RIASEC)

Higher scores indicate better personality fit for this career type.

Realistic	4.2/10	Investigative	6.8/10
Artistic	4.4/10	Social	7.8/10
Enterprising	8.6/10	Conventional	7.4/10

■ Top Skills Required

Business skills, Collaboration skills, Communication skills, Critical-thinking skills, Decision-making skills, Collaboration skills, Instructional skills, Leadership skills

✓ Strengths

- High Demand
- Flexible Work
- Continuous Learning

■ Challenges

- Burnout Risk
- Rapid Technological Change

■ What They Do

Training and Development Managers are organizational leaders who plan, direct, and coordinate **employee learning, skill development, and workforce improvement initiatives**. They ensure employees have the knowledge and capabilities needed to perform effectively, adapt to change, and support long-term business goals. Their work strengthens talent pipelines, boosts performance, and drives organizational growth.

This career is well suited for individuals who enjoy leadership, coaching others, and designing programs that help people and organizations succeed.

What Do Training and Development Managers Do?

Training and development managers oversee learning strategies and professional development programs.

Common responsibilities include:

- Assessing organizational training needs and skill gaps
- Designing and implementing training and development programs
- Managing onboarding, leadership development, and upskilling initiatives
- Selecting or developing training materials, platforms, and vendors
- Supervising trainers, instructors, or learning specialists
- Evaluating training effectiveness and employee performance outcomes
- Managing training budgets, schedules, and compliance requirements

Key Areas of Training and Development

Managers may focus on specific learning functions:

- Employee Onboarding and Orientation: Helping new hires integrate quickly.
- Leadership and Management Development: Preparing future leaders.
- Technical and Skills Training: Building job-specific competencies.
- Compliance and Safety Training: Ensuring regulatory and policy adherence.
- Learning Technology and E-Learning: Managing learning management systems (LMS) and digital courses.

Skills and Abilities Needed

Training and development managers combine instructional expertise with leadership and analytics.

Core Professional Skills

Personal Qualities That Matter

Education and Career Pathway

This role typically requires formal education and progressive experience:

- Bachelor's Degree (required): Human resources, education, business, psychology, or related fields
- Relevant Work Experience: Training, HR, instructional design, or supervisory roles
- Master's Degree (common): Human resources, organizational development, or education
- Professional Certifications (optional): Learning and development or HR credentials
- Continuous Learning: Keeping pace with learning technology and workforce trends

Where Do Training and Development Managers Work?

They are employed across nearly all industries:

- Corporations and Private Businesses

- Healthcare and Insurance Organizations
- Government and Public Sector Agencies
- Educational Institutions and Universities
- Nonprofit and Professional Organizations

Many roles are office-based or hybrid, with occasional travel for training delivery.

How Much Do Training and Development Managers Earn?

Earnings vary by industry, organization size, and leadership scope:

- Mid-Level Managers: Typically earn strong professional salaries
- Senior or Enterprise Managers: Often earn higher compensation
- Managers Overseeing Large Programs: May earn additional pay due to scale and impact

Compensation often includes bonuses, benefits, and professional development support.

Is This Career Difficult?

This career is demanding but rewarding. Managers must align training initiatives with business goals, measure effectiveness, and adapt programs to rapid technological and organizational change. The challenge lies in proving impact, managing stakeholders, and keeping learning relevant.

Who Should Consider This Career?

This career may be a strong fit if you:

- Enjoy developing people and teams
- Like designing programs and measuring results
- Communicate clearly and confidently
- Can balance strategy with hands-on leadership
- Want a people-focused leadership role with broad impact

How to Prepare Early

- Develop presentation and facilitation skills
- Study learning theory, psychology, or business fundamentals
- Gain experience training or mentoring others
- Learn instructional design and learning technology tools
- Explore degrees or certifications in training, HR, or organizational development

Training and development managers strengthen organizations by unlocking human potential—turning learning strategies into measurable performance, growth, and long-term success for both employees and employers.